

ANNUAL REPORT

2022/2023



TRICORP

TRIBAL RESOURCES INVESTMENT CORPORATION



*You're braver than you believe,
stronger than you seem, and
smarter than you think.*

- A.A. Milne



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MISSION STATEMENT

Our Vision for Our People; Economic Self-Reliance.

VISION

TRICORP Employment, Skills and Training Services aspires to increase Indigenous participation in the Pacific Northwest Workforce.

VALUES

TRICORP will deliver and articulate these statements based on the principle values of:

- *Cultural Awareness*
- *Accountability & Transparency*
- *Equity & Fairness*
- *Professionalism & Respect*



MESSAGE FROM CHAIR OF TRICORP BOARD OF DIRECTORS



June 26, 2023

The TRICORP Board of Directors is happy to see the ongoing programs hosted by staff and spearheaded up by CEO, Jacquie Ridley.

Our current TRICORP Board of Directors is as follows:

Anne Howard – Chair

Donald Edgars – CHN (Masset)

Michelle McDonald – CHN (Skidegate)

William Moore – Nisga'a Lisims Government

Paul Mercer – Nisga'a Lisims Government

Diane McRae – Gitksan Government Commission

Brenda Leighton – Metlakatla Band Council

Marcia Robinson – Kitkatla Band Council

Tony Knox – Director At Large

Tribal Resources Investment Corporation (TRICORP) is an Aboriginal Capital Corporation formed by the late Frank Parnell, Myles Richardson, Harold Leighton and the late Nelson Leeson. These Nations are the proud owners of this organization, created for the Indigenous communities and people of the Northwest to have the ability to access developmental loan funds when traditional banks were not available to those located on reserve back then. Throughout the years, additional lending programs became available, and for the past eleven years, training dollars have been added to the array of programs TRICORP now administers. Economic self-reliance has always been TRICORP's mandate; clients can achieve that through these programs.

We are happy to see the new program supporting women in business this year. To assist with business plans and gaining valuable skills to start a business. The workshops will help enhance the

confidence to start a business and answer many questions for future entrepreneurs. Through workshops, lending programs and grants, it will increase opportunities in the future for entrepreneurs.

We are very proud of the NWIACE program and to see many individuals going through it, bringing their dream of starting their own business to fruition. This partnership with UVIC has brought their University programs to the Northwest, including UVIC professors. This program provides top-notch training and aftercare mentoring. The ACE program is recognized worldwide and has won several awards, most recently in Barcelona, Spain.

TRICORP, for the past two years, has provided the Pre-Employment Income Assistance program to a few communities that have signed on with us to deliver. My community is participating in this program, and it's exciting to see the opportunity given to clients and the support of TRICORP staff. Creating these opportunities helps clients to

receive certification that will assist them in finding a job, whether it be local or camps can be enriching for them. The Pre-Employment program gives much-needed confidence and provides a good start in exploring jobs and training opportunities for employment. We have many working in the camps after obtaining their certificates.

We are very proud of our staff and the job they do on our behalf. We love their excitement in working with our clientele and travelling to the various communities in our areas.

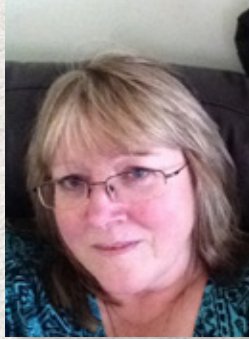
We look forward to working with future applicants and thank you for your continued support of TRICORP.

Annie Howard

Chair, Tricorp Board of Directors



MESSAGE FROM THE CEO



On behalf of the Board and staff at Tribal Resources Investment Corporation (TRICORP), we are pleased to present the 2022-2023 Annual Report. As you will discover in its pages, 2023 was another successful year for us. We offer a variety of programs that support Indigenous businesses startup or expansion, Women in Business, Training Initiatives and Programs for Youth. We also proudly feature the success of several clients who have worked hard to complete their goals in both business and training.

Last year we featured a new program, Indigenous Women Entrepreneurship (IWE). It is a program that will provide a promising pathway for Indigenous women to enrich their lives, strengthen their families and participate in the development of their communities. This program is available to help address some barriers and assist women in building their businesses through workshops, mentors, and financial support.

2022-23, we hosted IWE workshops in Prince Rupert, Terrace and Hazelton. These workshops were open to women interested in starting a business or needing essential tools to enhance their business. The workshop will cover topics such as Financial Capability, Goal Setting, Attitudes about Money, Savings, Income, Expenses and Budgets, Bank-

ing and Credit. In 2023-24 we will host additional sessions across our delivery region, which will be promoted through our Facebook page or on CFNR radio.

TRICORP's business development division approved various new business projects this past year, including E-bike Rentals and Tours, an Indoor Batting Cage, Medical aesthetics, a Kid's Toy store, Residential Construction, Plumbing & Heating and several return clients wanting to expand their current business. We disbursed \$843,224.30 in loans and \$754,881.88 in grants. The total project value is \$1,741,728.37. We encourage clients to apply early to access the Aboriginal Business and New Relationship Equity funds, First Citizen's Fund. Connect with Bess Leeson and Lorainne Lawson, our business development team, or check out our website for further details on these excellent programs.

The Youth Employment Skills Strategy (YESS) program has assisted youth aged 15-30 who face some barriers to employment. Clients complete seven weeks of in-class time and then are paired with an employer for seven weeks, and during this time, they are paid an hourly wage. Over the past three years, 128 clients have attended the program, of which 66 have completed quality em-

ployment opportunities, 21 have gone on to more training or education, and 41 require additional support. Many clients continue to face barriers such as social anxiety, challenging living conditions, daycare, etc. They struggle to remain positive and hopeful when the future looks pretty unclear. We work with clients to address as many barriers as possible and provide encouragement. Our Job Coach follows up with the clients and is integral to their success. The challenging part can still be reaching some clients who no longer have a means of contact or choose not to respond.

TRICORP Employment Skills Training division (TESTS) disbursed \$7,128,439 towards training initiatives. Trade programs such as Heavy Equipment Operators were in high demand in 2022-23, and approximately 90% of the individuals had gained employment at the end of the training. University and college programs, targeted wage subsidy, client supports, and work gear made up the remainder. Every year we send out packages to the communities so they can apply for training initiatives that are labour market driven to assist their members in gaining meaningful employment and for Youth Summer Employment opportunities. The Youth Summer Employment program aims to provide them with work experience in administration, hospitality/tourism, housing maintenance,

computer/networks, etc. Positions such as this can create further opportunities and help students determine if those fields of work interest them and what education path they may pursue.

The Pre-Employment Assistance Program is strictly for clients on-reserve and on income assistance. Katrina Godfrey and Katrina Tait have been with us since March 2023 and are responsible for this program's delivery. Currently, they have a client base of approximately 80 clients referred by the Band Social Workers in the communities that have signed on with TRICORP. To work with a community, we must first receive a Letter of Intent or Band Council Resolution, and from there, we work with the Band Social worker on getting client referrals. We provide the clients with Essential Skills and Life Skills, then move on to short-term certificate training to assist in employment opportunities and cultural components implemented. This program aims to get clients to the point where they exit the program to enter into long-term training or employment. Because a few of our communities are remote, employment opportunities can be challenging, and often, they have to relocate or accept camp positions if there are no jobs in their communities.

TRICORP PROGRAMMING

BUSINESS DEVELOPMENT PROGRAMS

First Citizen's Funding

- Maximum lifetime contribution of \$76,125
- 40% Forgivable
- 10% Equity Cash Required
- 11% Interest rate
- Up to \$25,000 of matching cash equity for a community
- Non-repayable, must not exceed 25% of project costs.

TRICORP Funding

- Maximum Loan of \$100,000
- 10% Cash Equity
- 5-11% Interest Rate

Indigenous Women Entrepreneur

- Maximum loan of \$20,000
- 10% forgivable portion
- 8% interest rate

Requirement For All Loans

- Business Plan with Financial Projections
- Fair Credit Bureau Rating

EQUITY MATCHING PROGRAMS

New Relationship Trust

- Up to \$5,000 of matching cash equity for an individual

Employment Benefit Plan

- Individual can borrow up to \$100 over their net pay
- Must be employed by the Employer partner
- Repays loan over 5 to 8 pay periods, cannot be outside this time period
- Cannot exceed two loans that total more than their net pay
- Three specials per year, Summer, start of school year and Christmas where client can borrow an additional \$500



Attitude is the 'little' thing that makes a big difference.

- Winston Churchill



TRICORP EMPLOYMENT SKILLS AND TRAINING SERVICES (TEST)

Individuals participating in any of our training programs are required to submit the following along with the required information detailed below that pertains to what the applicant is applying for:

- Status Card
- Personal Information Form

INDIVIDUAL BASED PROGRAMMING

Work & Safety Gear

To assist individual who are new to the workforce and display a need for special types of required work or safety clothing in order to enter the work site.

Required

- Letter of employment, indicating when the start date of employment is.
- Quotes

Mobility

To financially assist prospective clients that are considered to be a new entry in the workforce and must relocate to accept the position.

Required

- Letter of employment with start date
- Signed rental agreement
- Confirmed travel arrangement (Most economical)

Course Purchase

To assist individuals seeking specialized careers in trades, diplomas, bachelor's degree, master's

degree or required prerequisite courses (certification) to meet the qualifications of high demand jobs. Funding for degree programs are not funded for the full duration (e.g. 3 or 4 years). We do fund first and last year of bachelor and master program (based on funding availability).

Required

- Course outline
- Letter of acceptance from accredited training institute (college, university, etc.) stating dates and costs
- Employment letter if training will upgrade skill level and result in higher pay or position
- Research on the specific area of expertise to demonstrate demand for the specific training

Targeted Wage Subsidy

To assist individuals who face "barriers to employment and/or experiencing difficulty finding work", by enhancing their skills and improving their employability through the temporary wage subsidies provided to the employers that hire them.

Required

- Confirmation of wage contribution from the employer
- Company profile
- Job description and training plan
- Employer documentation (WCB #, Revenue Canada)

Community Projects

Communities respond to an annual request for proposals that detail the "demand driven skills development" training that industry and employers are seeking within the region. Partnerships should be detailed and costs or in-kind contributions listed and expected employed stats. Proposal call has a questionnaire that is required to be completed as it will show a strong indication of expected results

and whether the training will be beneficial to the members of that community.

Aboriginal Youth Initiative

Communities and Urban centers receive a request for proposals annual to request funding for a youth to work during the summer months while not attending school. Students are hired by the applicant and will receive training that will provide them with the needed skills and experience that will benefit them in the future.

Northwest ACE Program

The Northwest Aboriginal Canadian Entrepreneurs program is a program designed to provide you with the skills to start a business, allowing you full economic participation as an Aboriginal Business owner plugging into the many exciting projects under way in the region. The program is interactive and practical entrepreneurial learning components followed by time spent with mentors and coaching during the start-up phase.

BladeRunners

BladeRunners is an award-winning provincial employment training program that has been operating throughout BC for over 20 years. Since 1994, this program has helped employers fill entry-level positions with motivated young people. The intent of this program is to provide quality employment readiness training for individuals 16-30 years old, who face barriers to employment, in an effort to find them meaningful job opportunities.

Youth Employment Skills Strategy

The Youth Employment and Skills Strategy (YESS) is the Government of Canada's commitment to help young people, particularly those facing barriers to employment, get the information and gain the skills, work experience and abilities they need to make a successful transition into the labour market.

The YESS is a horizontal initiative involving eleven federal departments and agencies. The previous streams offered by the YES, which we merged together to create a more integrated and flexible service delivery network, are Skills Link, Career Focus, and Summer Work Experience (excluding Canada Summer Jobs).

Indigenous Services Canada (ISC) – Pre-Employment Income Assistance Supports Program (PESP) Indigenous Service Canada (ISC) provides funding to First Nations to deliver Income Assistance programs on reserve. The Income Assistance program is a program of last resort that provides financial assistance to eligible individuals and families on reserve who have demonstrated a financial need for food, clothing, rent and utilities (shelter) or other goods and services that are essential to the wellbeing of the individual or family.

Case Management and Pre-Employment Supports funding is available for

- **Case Management:** Increase case management capacity by hiring and training case workers and other support workers who will case manage new or existing Income Assistance clients eligible to receive these supports.
- **Client Supports:** Providing supports to clients that are required to assist them in overcoming barriers to employment or further training or education (e.g. life skills training, essential skills, job training, child care etc.)
- **Service Delivery Infrastructure:** Support improvements to the service delivery infrastructure by upgrading or implementing case management and information management systems, as well as training development required for case and/or information management.



THE TRICORP TEAM

BOARD OF DIRECTORS

Anne Howard – Chair

Brenda J. Leighton – Metlakatla Development Corp

William Moore – Nisga'a Lisims Government

Paul Mercer – Nisga'a Lisims Government

Donald Edgars – Council of the Haida Nation

Michelle McDonald – Council of the Haida Nation

Tony Knox – At Large Director

Marcia Robinson – Gixaala Nation

Diane McRae – Gitksan Government Commission

STAFF

Management

Jacque Ridley – Chief Executive Officer

TRICORP Business Development Division

Bess Leeson – Business Development Officer

Lorraine Lawson – Loan Administrator

Indigenous Skills Employment & Training (ISETS)

Jean Nelson – Senior Program Officer

Colette Stephens – Community Program Officer

Tia Robinson – Program Officer

Shelley Clifton – Data Specialist/Work Gear

Julie Jagoda – Essential Skills Instructor

Finance

Karen Adams – Finance Administrator

Carolyn Pilfold – Accounts Payable/Employer Benefit Program

Indigenous Services Canada (ISC)

Katrina Godfrey – Pre-Employment Income Assistance Worker

Katrina Tait – Pre-Employment Income Assistance Worker

Youth Employment Skills Strategy

Leslie Ridley

A scenic sunset over a rocky coastline. The sun is low on the horizon, casting a warm, golden glow across the sky and reflecting on the wet sand of the beach. The sky is filled with soft, wispy clouds, and the water shows gentle ripples. In the foreground, a seagull stands on the beach, and several large, dark rock formations are scattered along the shoreline. The overall mood is peaceful and serene.

TRICORP BUSINESS DEVELOPMENT REPORT

Fiscal Year 2022/2023



MESSAGE FROM THE BDO

Economic development and entrepreneurship is alive and well in the TRICORP Business Development service area! We have noticed over the last year, all major banking institutions current prime rate is holding steady at 6.95%, which is comparable to our very own TRICORP Loan Fund fixed interest rate of 8%. With our suite of lending and granting programs, Indigenous Financial Institutions (IFIs) across the country are looking more desirable to those wishing to start, expand, or purchase an existing business.

The First Citizens Fund (FCF) loan allocation remains consistent at \$425,000.00 annually and is our most in-demand loan program. With the feature of having a 40% forgivable contribution to your loan, the program is eligible to create, expand, upgrade, or purchase an existing business. Although the FCF Loan program has been a staple for a number of years, we still receive the same commonly asked question of the term 'forgivable'. The First Citizen's Fund may pay off 40% of your principal in deferred contributions to your loan after you have met principal and interest payments. Eg. For every 15% a client/community pays towards their loan, FCF contributes 10%.

Last year, all Indigenous Financial Institutions (IFIs) across Canada engaged in and successfully completed an independent Quality Assurance Review (QAR) for the Aboriginal Business Equity Program (ABEP). We are now in our final year of the two (2) year extension of ABEP, and while negotiations for the program are still ongoing, we anticipate an update from our head office, the National Aboriginal Capital Corporation Association (NACCA) in the near future. In the meantime, ABEP will still offer up to 30% non-repayable contribution toward loan project costs until funds have been exhausted. Please note that ABEP does not qualify as a stand-alone grant; it must be stacked with a TRICORP Loan, FCF Loan, or both.

It is no secret that Canadian businesses across the country have struggled for three (3) out of the last four (4) years and are still working hard to get on their feet and push forward in our new economy. We cannot discuss the economy without acknowledging the additional hardship of increasing inflation rates and how it is affecting Canadian businesses and consumers overall. Whether you are a consumer or a business owner, we have all noticed the increase in prices for goods and services, which reduces the purchasing power of both consumers and business owners. Additionally, high prices lead to narrower profit margins as businesses try to remain competitive, which is challenging when spending decreases and prices increase.

To mitigate inflation risks, we encourage our local indigenous businesses to analyze their overall business performance and cash flows to look for areas where there's an ability to stop profit margin leakage, room for improvement, and opportunities to grow.

Sincerely,
Bess Leeson
 Business Development Officer

FISCAL YEAR 2022/2023

LOAN PORTFOLIO 2022/2023



INDUSTRY	TOTAL LOAN \$ DISBURSED
Tourism & Hospitality	\$46,496.06
Construction	\$142,359.15
Child/Day Care Services	\$62,359.28
Medical Aesthetics	\$28,447.31
Sports & Recreation	\$128,319.33
Hobby, Toy & Games - Retail	\$161,554.59
Heavy Duty Mechanics	\$99,999.00
Produce - Retail	\$59,322.35
Food & Beverage (Non Alcoholic)	\$49,267.43
Welding	\$48,299.80
TOTAL	\$826,424.30

ABORIGINAL BUSINESS EQUITY PROGRAM

BUSINESS SUPPORT PROJECTS

PROJECT	CONTRIBUTION AMOUNT
Rock Quarry Feasibility	\$ 20,000.00
Geothermal Power Feasibility	\$ 42,958.10
Accommodation Expansion Project Planning	\$ 138,308.47
TOTAL	\$ 201,266.57

CAPITAL COSTS PROJECTS

INDUSTRY	CONTRIBUTION AMOUNT
Tourism & Hospitality	\$ 23,248.03
Construction	\$ 71,179.59
Child/Day Care Services	\$ 31,179.65
Medical Aesthetics	\$ 14,223.65
Sports & Recreation	\$ 64,159.66
Hobby, Toy & Games – Retail	\$ 80,777.29
Heavy Duty Mechanics	\$ 99,999.00
Produce – Retail	\$ 23,799.04
Food & Beverage (Non-Alcoholic)	\$ 40,000.00
Welding	\$ 42,426.72
TOTAL	\$ 490,992.63

ECONOMIC IMPACT 2022/2023

ECONOMIC IMPACT DATA MOST RECENT FISCAL YEAR	FT	PT	Other	TOTAL
Jobs created by new startup loans	10	4	1	15
New jobs created through new loans to existing businesses	0	6	2	8
Jobs maintained through new loans to existing businesses	0	0	6	6

LOAN DATA 2022/2023

LOAN	#	AMOUNT
New loans advanced to startup businesses	#7	\$566,498.79
New loans advanced to existing businesses	#4	\$259,925.51
Total of all new loan advances during year	#11	\$826,424.30
Loans rewritten or renewed during year	#0	\$0
Total \$ new loan advances & \$ rewritten during year	#0	\$0
Net Loan Portfolio Outstanding as of year end		\$1,740,547.00
Total Loans Written Off during the fiscal year	#0	\$0

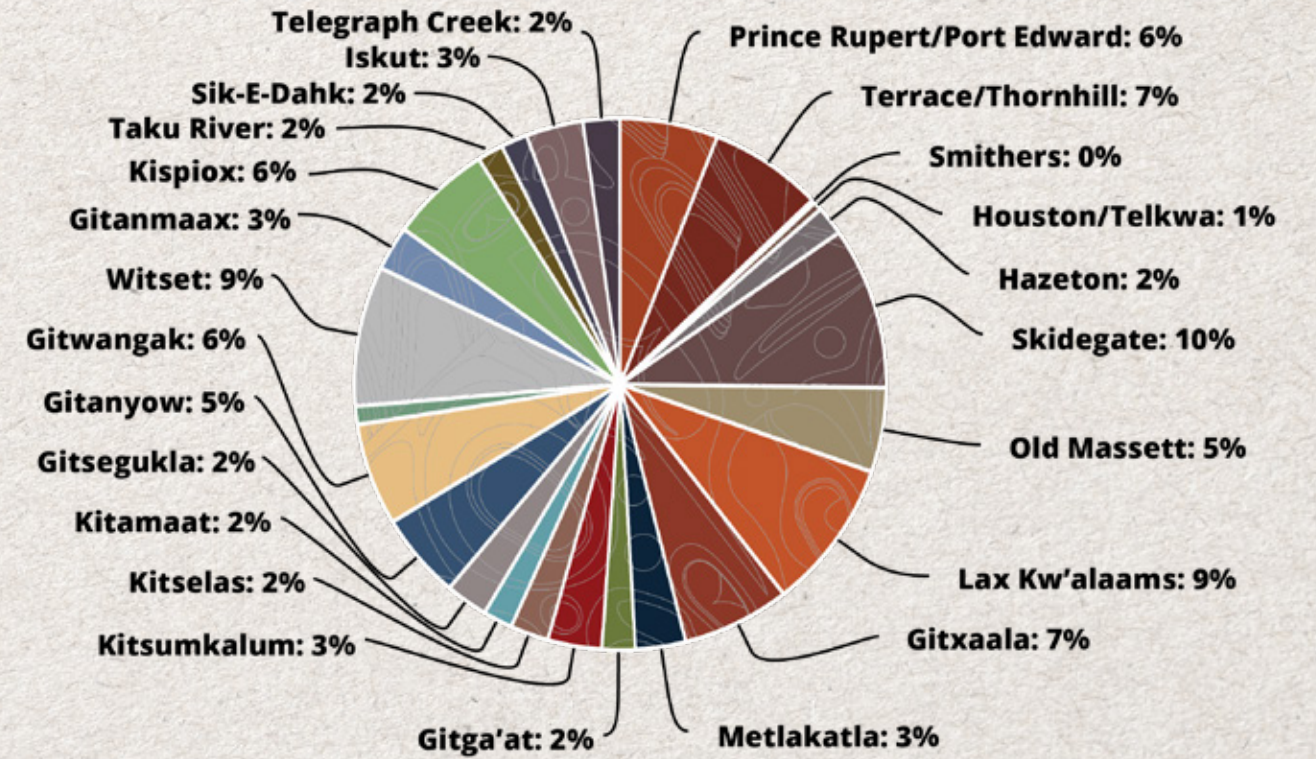
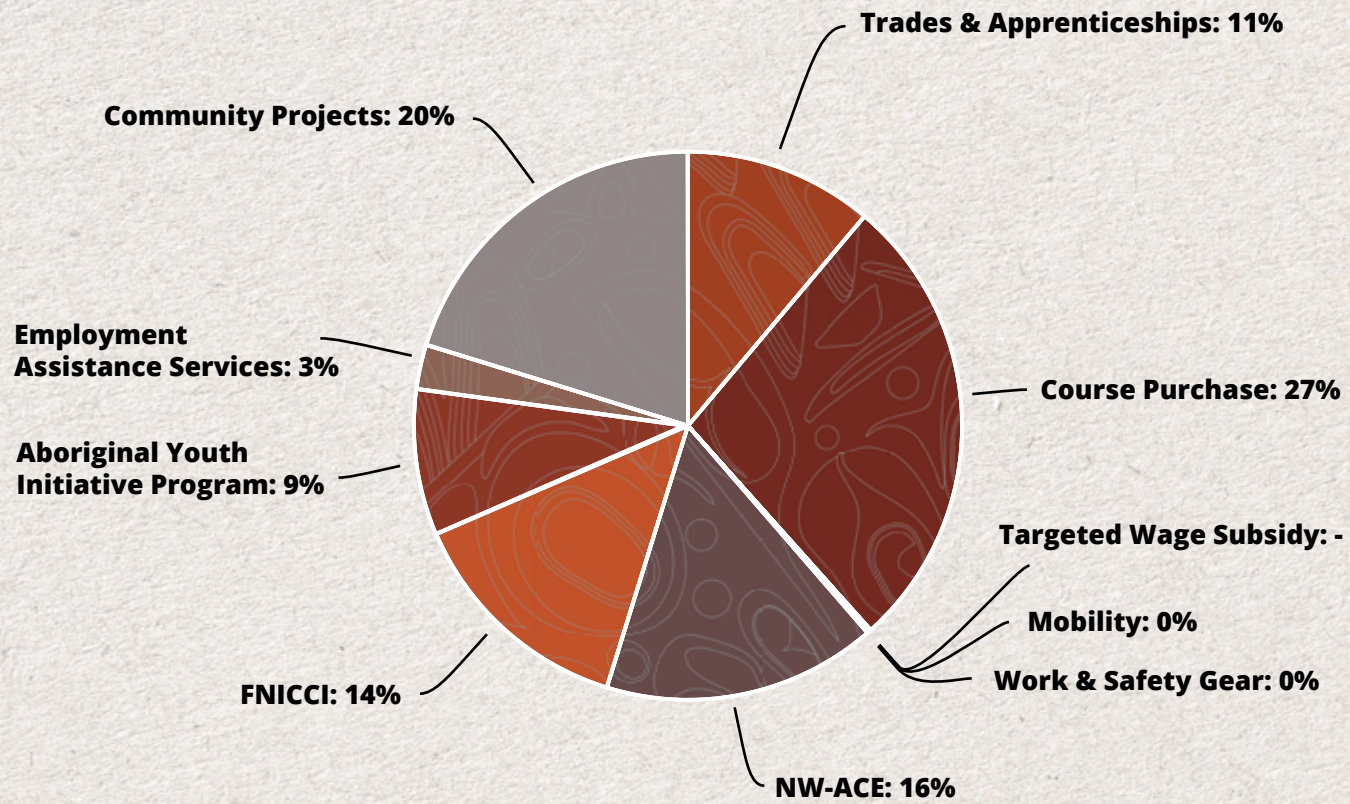
FROM THE DESK OF CAROLYN PILFOLD

EMPLOYER BENEFIT LOANS

In 2022-2023 TRICORP has lent out \$128,225.00 with approximately 95 loans. As British Columbia starts to open up for business post COVID-19, TRICORP is here every step of the way. The Employer Benefit Program is open to any business in British Columbia that is interested in becoming an Employer Partner with Tricorp. We currently have eleven Program Partners that utilize the Employer Benefit Loan Program. Our program is different than other loan based programs such as Payday Loans. One of the differences about our program is that employees don't have to pay the loan back in one pay period. Employees get to choose between 5 – 8 pay periods for repayment because we know that everyone's financial situation is different. The repayment is conveniently taken directly from your cheque and submitted to Tricorp on your behalf so no worries about NSF charges, based on your selected payment period.

If you already have one Employer Benefit Loan advanced to you and should an emergency arise, you may be able to apply for another loan depending on the details of the first loan. It is something that can be discussed with TRICORP staff. When payments are made on time, Employer Benefit Loans will help you build a good credit rating that may be beneficial when applying for the larger loans from banking institutes in the future. Our collateral for Employer Benefit Loans, is your employment so we like to ensure that you have been employed for at least three months or completed your waiting period. The funds are disbursed by direct deposit right into your bank account, which is great if you are traveling. If you have any other questions or would like to learn more about this program, please don't hesitate to contact TRICORP staff and we'll be happy to assist you.

TESTS PROGRAMS & EXPENDITURES



EXPENDITURES BY PROGRAM

PROGRAM	AMOUNT	%
Trades & Apprenticeships	\$ 703,982.00	11%
Course Purchase	\$ 1,719,041.10	27%
Targeted Wage Subsidy	-	-
Mobility	\$ 4,393.92	0%
Work & Safety Gear	\$ 10,949.66	0%
NW-ACE	\$ 1,018,297.52	16%
FNICCI	\$ 868,002.08	14%
Aboriginal Youth Initiative Program	\$ 543,677.57	9%
Employment Assistance Services	\$ 165,000.00	3%
Community Projects	\$ 1,275,975.05	20%
TOTAL	\$ 6,309,318.90	

EXPENDITURES BY COMMUNITY

COMMUNITY	AMOUNT	%
Prince Rupert/Port Edward	\$ 375,228.66	6%
Terrace/Thornhill	\$ 434,887.32	7%
Smithers	\$ 12,620.35	0%
Houston/Telkwa	\$ 33,519.31	1%
Hazeton	\$ 112,353.31	2%
Skidegate	\$ 622,952.18	10%
Old Massett	\$ 322,882.74	5%
Lax Kw'alaams	\$ 576,895.41	9%
Gitxaala	\$ 413,136.98	7%
Metlakatla	\$ 193,129.16	3%
Gitga'at	\$ 127,810.39	2%
Kitsumkalum	\$ 207,323.56	3%
Kitselas	\$ 146,860.91	2%
Kitamaat	\$ 113,136.78	2%
Gitsegukla	\$ 163,194.26	2%
Gitanyow	\$ 330,148.63	5%
Gitwangak	\$ 392,428.08	6%
Dease Lake	\$ 70,583.39	1%
Witset	\$ 537,529.52	9%
Gitanmaax	\$ 170,359.52	3%
Kispiox	\$ 389,952.57	6%
Sik-E-Dahk	\$ 99,385.16	2%
Taku River	\$ 100,839.32	2%
Iskut	\$ 220,633.26	3%
Telegraph Creek	\$ 141,528.59	2%
Total	\$ 6,309,318.90	

TESTS EXPENDITURES BY COMMUNITY

PRINCE RUPERT/PORT EDWARD

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 34,100.93
Course Purchase	\$ 9,098.85
NW-ACE	\$ 207,509.04
Aboriginal Youth Initiative Program	\$ 60,869.24
Total	\$ 375,228.66

TERRACE/THORNHILL

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 13,246.27
Work & Safety Gear	\$ 869.57
NW-ACE	\$ 89,518.16
Aboriginal Youth Initiative Program	\$ 3,111.21
Community Projects	\$ 328,142.11
Total	\$ 434,887.32

SMITHERS

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 12,620.35
Total	\$ 12,620.35

HOUSTON/TELKWA

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 33,519.31
Total	\$ 33,519.31

NEW HAZELTON

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 20,984.48
FNICCI	\$ 91,368.68
Total	\$ 112,353.16

GOOD HOPE LAKE

PROGRAMS/EXPENDITURES	AMOUNT
-	-
Total	-

KITIMAT

PROGRAMS/EXPENDITURES	AMOUNT
-	-
Total	-

SKIDEGATE

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 3,934.25
Course Purchase	\$ 84,656.40
NW-ACE	\$ 119,015.88
FNICCI	\$ 45,684.40
Aboriginal Youth Initiative Program	\$ 14,661.25
Community Projects	\$ 355,000.00
Total	\$ 622,952.18

OLD MASSETT

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 3,324.72
Course Purchase	\$ 106,181.66
Mobility	\$ 1,000.00
NW-ACE	\$ 148,513.60
FNICCI	\$ 22,842.15
Aboriginal Youth Initiative Program	\$ 41,020.61
Total	\$ 322,882.74

LAX KW'ALAAMS

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 65,533.52
Course Purchase	\$ 129,090.28
Mobility	\$ 1,630.00
Work & Safety Gear	\$ 2,249.61
NW-ACE	\$ 89,518.16
FNICCI	\$ 91,368.80
Aboriginal Youth Initiative Program	\$ 197,505.04
Total	\$ 576,895.41

GITXAALA

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 132,055.84
Course Purchase	\$ 130,153.42
NW-ACE	\$ 30,522.72
Community Projects	\$ 120,405.00
Total	\$ 413,136.98

METLAKATLA

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 92,533.52
Course Purchase	\$ 54,740.04
NW-ACE	\$ 30,522.72
Aboriginal Youth Initiative Program	\$ 15,332.88
Total	\$ 193,129.16

GITGA'AT

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 32,766.76
Course Purchase	\$ 51,366.33
Work & Safety Gear	\$ 530.00
NW-ACE	\$ 30,522.73
Aboriginal Youth Initiative Program	\$ 12,624.57
Total	\$ 127,810.39

KITSUMKALUM

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 32,766.76
Course Purchase	\$ 63,667.32
FNICCI	\$ 73,094.88
Community Projects	\$ 37,794.60
Total	\$ 207,323.56

KITSELAS

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 22,331.45
Course Purchase	\$ 17,758.41
FNICCI	\$ 68,526.45
Community Projects	\$ 38,244.60
Total	\$ 146,860.91

HAISLA

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 14,087.60
NW-ACE	\$ 30,522.73
FNICCI	\$ 68,526.45
Total	\$ 113,136.78

TESTS EXPENDITURES BY COMMUNITY

GITSEGUKLA

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 10,000.00
Course Purchase	\$ 27,255.64
Work & Safety Gear	\$ 676.92
NW-ACE	\$ 60,020.44
Aboriginal Youth Initiative Program	\$ 15,241.26
Employment Assistance Services	\$ 50,000.00
Total	\$ 163,194.26

GITANYOW

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 31,541.51
Course Purchase	\$ 184,253.82
NW-ACE	\$ 30,522.73
FNICCI	\$ 68,526.45
Aboriginal Youth Initiative Program	\$ 15,304.12
Total	\$ 330,148.63

GITWANGAK

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 32,766.76
Course Purchase	\$ 49,959.61
Work & Safety Gear	\$ 586.39
NW-ACE	\$ 60,020.44
FNICCI	\$ 73,094.88
Community Projects	\$176,000.00
Total	\$564,082.19

DEASE LAKE

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 70,583.39
Total	\$ 70,583.39

WITSET

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 294,364.25
Mobility	\$ 1,763.92
Work & Safety Gear	\$ 2,847.99
NW-ACE	\$ 30,522.73
FNICCI	\$ 91,368.60
Aboriginal Youth Initiative Program	\$ 41,662.03
Employment Assistance Services	\$ 75,000.00
Total	\$ 537,529.52

GITANMAAX

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 32,766.76
Course Purchase	\$ 15,001.99
Work & Safety Gear	\$ 699.14
NW-ACE	\$ 30,522.72
FNICCI	\$ 91,368.60
Total	\$ 170,359.21

KISPIOX

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 108,060.14
Work & Safety Gear	\$ 546.35
NW-ACE	\$ 30,522.72
Aboriginal Youth Initiative Program	\$ 30,434.62
Community Projects	\$ 220,388.74
Total	\$ 389,952.57

SIK-E-DAKH

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 53,545.07
Aboriginal Youth Initiative Program	\$ 45,840.09
Total	\$ 99,385.16

TAKU RIVER

PROGRAMS/EXPENDITURES	AMOUNT
Course Purchase	\$ 10,548.85
Work & Safety Gear	\$ 1,457.00
FNICCI	\$ 36,547.44
Aboriginal Youth Initiative Program	\$ 12,286.03
Employment Assistance Services	\$ 40,000.00
Total	\$ 100,839.32

TELEGRAPH CREEK

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$5,632.94
Course Purchase	\$7,275.68
Total	\$12,908.62

HAGWILGET

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 70,559.22
Course Purchase	\$ 63,619.37
NW-ACE	\$ 7,350.00
Total	\$ 141,528.59

ISKUT

PROGRAMS/EXPENDITURES	AMOUNT
Trades & Apprenticeships	\$ 107,000.00
Course Purchase	\$ 37,027.65
Work & Safety Gear	\$ 486.69
FNICCI	\$ 45,684.30
Aboriginal Youth Initiative Program	\$ 30,434.62
Total	\$ 220,633.26

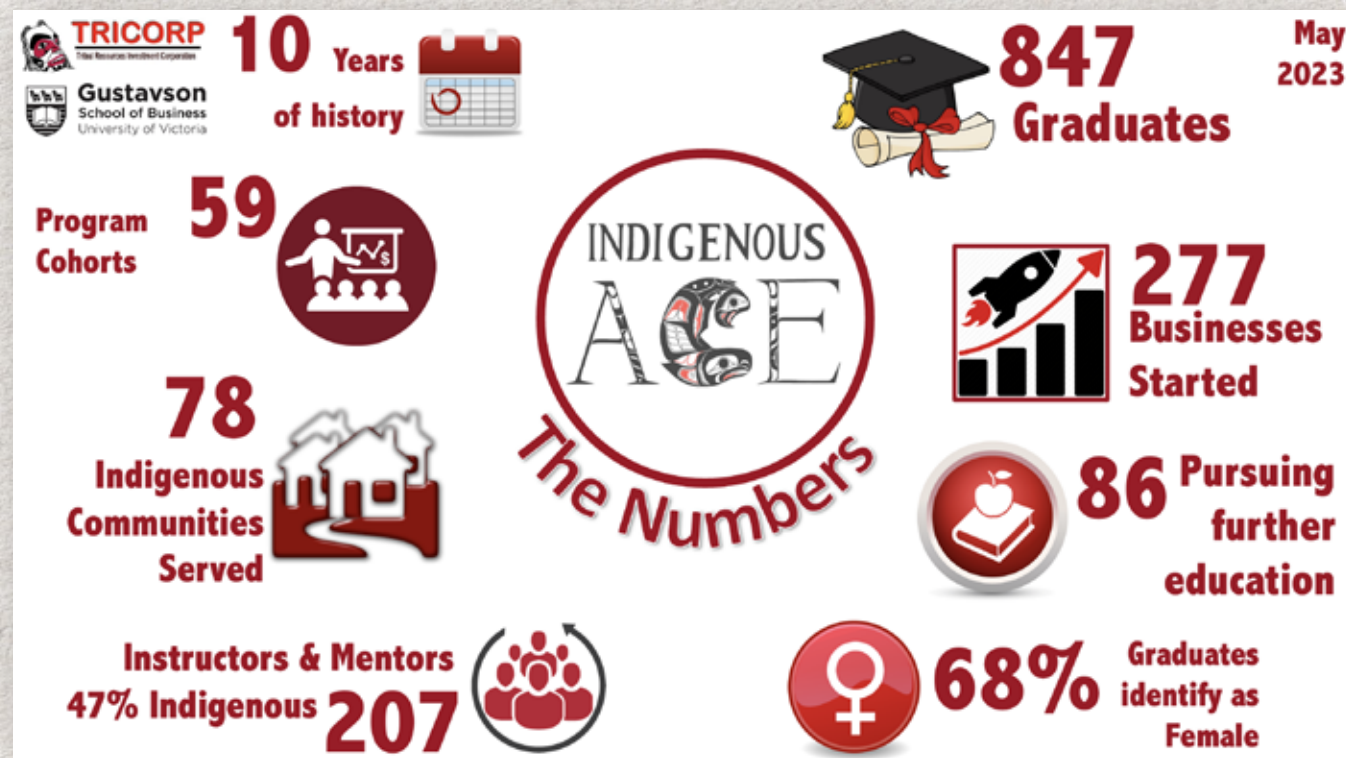


Don't sit down and wait for the opportunities to come. Get up and make them.

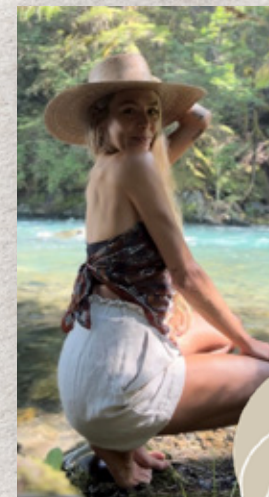
- Madam C.J Walker



NORTHWEST INDIGENOUS ACE ENTREPRENEURS PROGRAM



The Northwest Indigenous ACE Entrepreneurs Program is a collaboration of Tribal Resources Investment Corporation (TRICORP), the Gustavson School of Business, Industry and government, and representatives from Indigenous communities. The partnership brings, by invitation, top-tier business school education directly to Aboriginal Canadians in various communities in Northwest British Columbia with the skills, knowledge and mentorship to start their businesses. Over the past ten years, Province and Nationwide, the Indigenous ACE Entrepreneurs Program has had 847 graduates of the 59 cohorts held, and proudly announce 277 graduates have started new businesses.



BROOKLYN WAGNER Founder of Alchemy For All

Brooklyn Wagner, hailing from the Nadleh Whut'en First Nation of Fraser Lake, grew up in Abbotsford but eventually moved back to Terrace, BC due to her love for nature and the strong sense of community it provided. Originally planning to stay in Terrace for only three months, Brooklyn felt such a deep connection to the land and its people that she decided to make it her permanent home.

While working with adults with disabilities, Brooklyn developed the idea of starting a sexual wellness company. Although she had the name in mind, she lacked the knowledge and resources to bring her idea to life. In 2022, Brooklyn came across an ad for the Northwest Indigenous ACE program, which proved to be a turning point in her journey.

Currently enrolled in UNBC for a bachelor's in psychology and a minor in political science, Brooklyn recognized the limited access to sexual wellness resources in her community. Motivated by her passion, she was determined to bridge this gap. Through the NW-IACE program, Brooklyn gained the practical knowledge and support necessary to develop a cohesive action plan. Thanks to one-on-one coaching sessions with Cory Stephens and the guidance provided, Alchemy For All was established in 2023.

Alchemy For All is a pro-pleasure, sex-positive shop that celebrates pleasure empowerment, connection, and education. With a focus on destigmatizing pleasure, sexual wellness, and reproductive health, Alchemy For All believes that these should be accessible to everyone. The company takes a human-centered approach and curates quality, body-safe products that are inclusive, modern, and functional without compromising personal and environmental health.

Alchemy For All aspires to:

- De-stigmatize pleasure and sexual wellness
- Make pleasure products more accessible, especially to rural communities
- Ensure sexual wellness is inclusive and does not discriminate against any identity or ability
- Foster a business environment where people are prioritized over profit
- Collaborate with socially conscious businesses, Indigenous, women-owned, and other small businesses that align with their values and mission

Brooklyn's e-commerce store has been warmly embraced by the community and has gained popularity online. In 2023, she held her first pop-up event, which was an incredible experience for both her and the customers she interacted with. Remarkably, she has also been able to provide her products across Canada, exceeding her initial expectations for her company's reach.

Moving forward, Brooklyn plans to continue growing and expanding her product offerings. Additionally, she aims to become certified to provide sexual education workshops to further educate and raise awareness in the community.

Brooklyn is a passionate advocate for the NW-IACE program, as it helped her overcome imposter syndrome and transform her idea into reality.

Her message to anyone interested in taking the program is:

“Do it!!! 17,000% YES!! The Indigenous ACE Program is life-changing through the support, mentorship, and skills obtained.”

wellness and making it accessible to all is truly commendable. Through Alchemy For All, she is creating a compassionate and welcoming community that empowers individuals to explore and embrace their sexuality in a safe and healthy way.



www.alchemyforall.ca



SWING SMITH CAGES

Empowering Youth Through the Love of Baseball

Born and raised in the lower mainland of British Columbia, Kerianne Smith's journey has taken her from discovering her passion for fastpitch baseball to becoming an entrepreneur dedicated to creating opportunities for young athletes. As a member of the Upper Nicola Band, she has always been connected to her roots and now, in Prince Rupert, she is making a significant impact on the local community.

Kerianne and her husband made the move to Prince Rupert five and a half years ago, seeking new opportunities. Embracing her love for fast-pitch baseball, Kerianne joined the supportive community in Prince Rupert, diving into a world of camaraderie. However, her entrepreneurial spirit led her to explore another passion – starting her own business.

In 2021, Kerianne took a life-changing step by enrolling in the NW-IACE Summer/Fall program. This program provided her with all the tools and knowledge she needed to turn her business ideas into reality. The program's approach of breaking down the complexities of starting a business into manageable segments allowed Kerianne to grasp vital concepts and find her true passion within the program.

With the guidance and encouragement from Cory Stephens, Kerianne discovered her calling – to establish Prince Rupert's first indoor batting cage facility. And thus, Swing Smith Cages was born. Though still in the development phase since January 2023, Swing Smith Cages is all set to open its doors to the public in September/October 2023.

Located in the historic fisherman's hall, Kerianne has a vision to restore the facility, transforming it into a baseball stadium-like experience. The space will feature four batting cages offering three styles of pitching – slow pitch, fast pitch, and baseball. But Swing Smith Cages goes beyond just ordinary batting cages. Two of the cages will be equipped with HitTrax technology, which elevates the experience for players. HitTrax allows athletes to engage in unique and exciting gameplay within the cage, simulate competitive game conditions, track personal performance, and team standings during hitting leagues, and maximize their potential with automated ball-strike analysis.

But the experience doesn't stop at the batting cages. Swing Smith Cages will also offer ballpark-style food, including the fan-favorite pizza by the slice. Kerianne understands that the love of baseball is often accompanied by a love for game-time snacks,

and she aims to create an environment that captures the essence of being in a real ballpark.

Swing Smith Cages is a testament to Kerianne's passion and commitment to bringing awareness to the younger generation, offering them an opportunity to enjoy and practice the game she loves. Through this venture, she hopes to instill a love for baseball in the hearts of young athletes and provide them with a space to develop their skills, build friendships, and experience the joy of the game.

With the newfound knowledge gained from the NW-IACE program, Kerianne applied her expertise not only to Swing Smith Cages but also to her husband's business, Kaien Island Refrigeration and Heating Inc. Starting in January 2022, she has been able to contribute to the growth and success of their joint endeavors.

As Swing Smith Cages nears its opening, anticipation continues to build. The facility holds the promise of transforming the way players train, compete, and connect with fellow athletes. Kerianne's journey from a dedicated community member to a passionate entrepreneur is a testament to the power of perseverance, support, and seizing opportunities.

Kerianne's journey showcases her determination and dedication to her entrepreneurial pursuits. Through the NW-IACE program, she was able to acquire the necessary skills and support to identify her passion and turn it into a reality. Swing Smith Cages will undoubtedly serve as a valuable resource for the local community, fostering a love for the game and providing a platform for players to hone their skills.



www.kaienrefrigeration.com



THE STORY OF BIG SMILES KIDS STORE

Embracing Community and Entrepreneurship

Growing up in Prince Rupert and Hazelton, Krista always had a passion for bringing joy to children's lives. Now residing in Smithers, British Columbia, Krista, a member of the Gitga'at First Nation, has found a way to combine her love for her community and her entrepreneurial spirit. Alongside her business partner Raina Walton, who hails from the Metis community in Winnipeg and has been living in Smithers since the mid-90s, Krista has embarked on a journey that has transformed the local toy retail scene.

Big Smiles Kids Store has been a beloved establishment in the Smithers community for nearly two decades. Since its inception, Big Smiles Kids Store has been dedicated to providing the people of the Bulkley Valley with access to the latest and greatest toys, games, and puzzles all year round. With a commitment to quality and a focus on customer satisfaction, Krista and Raina are proud to continue this tradition of excellence.

Krista and Raina's journey began when they met while working at Big Smiles Kids Store Inc. Though Krista temporarily relocated to Ontario from 2014 to 2020, her connection to Smithers remained strong. Upon her return in 2020, Krista was offered her job back at Big Smiles Kids Store. With Raina as the store's manager at the time, the dynamic duo quickly realized their shared vision for the future of the business.

In 2021, Krista and Raina became co-managers of Big Smiles Kids Store, capitalizing on their complementary strengths to bring the store to new heights. It was during this time that Krista discovered the NW-IACE Summer-Fall Program, a life-changing opportunity to further develop her entrepreneurial skills and refine her business acumen.

Krista describes her experience in the NW-IACE program as “incredible.” The program provided her with a wealth of knowledge and guidance from experienced instructors. Through accessible and supportive lessons, she gained a deeper understanding of what it truly means to be an entrepreneur. With this newfound knowledge, Krista set her sights on taking over Big Smiles Kids Store.

The program also facilitated connections and support that proved invaluable in the journey towards finalizing the business plan. With the guidance of Raina, Cory Stephens, and a mentor, Krista was able to navigate the intricacies and complexities of taking over an existing business. The program even provided an accounting session after graduating, ensuring that the financial aspects of their business plan were sound and well-prepared.

After completion of the business plan in the fall of 2022, Big Smiles Kids Store was officially incorporated under Krista and Raina’s ownership. The response from the community has been overwhelming, with an outpouring of support for the new chapter of this beloved store.

Krista and Raina are thrilled to continue providing the community of Smithers with a wide selection of toys, games, and puzzles that foster imagination, joy, and learning. Their dedication to customer satisfaction and commitment to the community are the driving forces behind their success.

As Krista and Raina set out on this exciting venture, they look forward to building upon the legacy of Big Smiles Kids Store and making a positive impact on the lives of children and families in the Bulkley Valley. With their entrepreneurial spirit and unwavering dedication, they are ready to create even

more big smiles in the years to come by eventually offering pop up stores in the Bulkley Valley.

Krista and Raina’s journey exemplifies the power of the NW-IACE program in equipping aspiring entrepreneurs with the knowledge, resources, and support needed to take their dreams and transform them into successful businesses.



www.bigsmlieskidsstore.com

www.facebook.com/bigsmlieskidsstore



MICHELLE STONEY

A Creative Journey Fueled by Passion and Perseverance

Meet Michelle Stoney, a talented artist, entrepreneur, and proud member of the Gitxsan Nation. Hailing from Vancouver but raised in the Gitxsan territory, Michelle’s artistic journey has been deeply influenced by her cultural heritage and the supportive environment of her artistically inclined family, with her late grandfather, Victor Mowatt, serving as a significant inspiration.

Michelle Stoney’s artistic versatility knows no bounds. As an acrylic painter, jeweler, sculptor, muralist, and entrepreneur, Michelle embraces various mediums to express her creativity. With a deep understanding of her Gitxsan roots, Michelle’s artwork beautifully weaves together cultural elements and personal experiences, resulting in captivating and meaningful creations.

In 2012, Michelle Stoney successfully obtained a Bachelor of Fine Arts degree from Emily Carr University. However, her artistic journey didn’t stop there. In 2018, she decided to enrich her



knowledge and skills by enrolling in the NW-IACE program. This program opened doors to valuable lifelong connections with like-minded individuals, providing Michelle with a supportive community that shares her passion for art and entrepreneurship.

During her time in the NW-IACE program, Michelle gained a deep understanding of the intricacies of running a successful business. She realized that collaboration and seeking help from others were crucial in achieving her entrepreneurial dreams. While her initial plan to conduct painting workshops was cut short due to the COVID-19 pandemic, Michelle saw this as an opportunity to give back to her community. She designed a free One-A-Day coloring page, which quickly gained a following and inspired her to create a successful coloring book.

The release of her coloring book marked a turning point in Michelle’s artistic career. With the overwhelming support and demand, she gradually expanded her presence, establishing an Etsy page and opening her studio in Two Mile. Michelle’s diverse range of products, including stickers, paintings, and t-shirts, captivates art enthusiasts and allows them to bring her beautiful creations into their lives. Among her most popular items are the Gitxsan playing cards, which received widespread acclaim and garnered attention in the news.

Continuing her artistic journey, Michelle Stoney has big plans for the future. In the coming year, she will be showcasing her art through a captivating exhibit that features her artwork on intricately crafted drums. Additionally, Michelle hopes to expand her studio or acquire a new one, providing her with more space to nurture her artistic endeavors and share her passion with the world.

Michelle wholeheartedly recommends the NW-IACE program to aspiring entrepreneurs. The program not only equips individuals with the necessary skills to run a business but also fosters meaningful connections with fellow entrepreneurs and industry professionals. These connections have proven invaluable in Michelle’s own journey, propelling her towards success and helping her realize her artistic dreams.

Michelle Stoney’s artistic journey is a testament to the power of passion, perseverance, and community support. Her profound connection to her cultural heritage shines through her artwork, captivating audiences, and inspiring fellow creatives. From humble beginnings to a thriving business, Michelle has become an influential figure in the art world, demonstrating the incredible impact that art can have on individuals and communities. As she continues to make her mark with upcoming exhibits and studio expansions, Michelle Stoney stands as a shining example of the limitless possibilities that arise when creativity meets determination.



www.etsy.com/ca/shop/Mstoneyart

www.facebook.com/mstoneyart

www.mstoneyart.ca

INDIGENOUS ADVANCEMENT OF CULTURAL ENTREPRENEURSHIP (I-ACE) PROGRAM RECEIVES INTERNATIONAL RECOGNITION

The I-ACE program, which is Canada's only Indigenous co-designed, and community delivered entrepreneurship program, has received international recognition. On June 27, 2023, in Barcelona, Spain, the I-ACE program won the 2023 EDI Community Engagement Initiative of the Year Award for the Americas at the Triple E Awards. The Triple E Awards recognize entrepreneurship and engagement in higher education and emphasize the important role that universities have in their communities and ecosystems.

The award was accepted by I-ACE program Co-directors Dr. Brent Mainprize, and Cory Stephens.

"This award emphasizes the transformative power and tremendous opportunity of extending co-designed entrepreneurship to Indigenous communities worldwide. It highlights the powerful vision and crucial role of TRICORP and the University of Victoria in delivering exceptional entrepreneurial education and mentorship directly within communities." – Dr. Brent Mainprize, Co-director, I-ACE Program

"This recognition validates the importance of developing meaningful community partnerships and enabling customization of entrepreneurship education to not only meet the needs of Indigenous communities but also the needs of individual community members seeking personal self-determination". – Cory Stephen, Co-director, I-ACE Program

The Triple E Awards, organized by the Accreditation Council for Entrepreneurial and Engaged Universities (ACEEU), stand as a global platform that acknowledges and celebrates engagement and entrepreneurship in higher education. ACEEU, the only quality assurance body dedicated to

recognizing engagement and entrepreneurship, aims to lead a new era in higher education by evaluating, supporting, and fostering the potential of educational institutions on their path to third mission excellence.

The I-ACE program's notable achievement at the Triple E Awards stems from its profound impact on advancing cultural entrepreneurship among Indigenous communities. The program has played a pivotal role in supporting and fostering business development without foregoing traditional Indigenous values. By providing the skills, knowledge, and mentorship that empowers entrepreneurs to build sustainable businesses that bring economic benefits and strengthen their communities. Over the past 10 years, Province and Nation-wide the Indigenous ACE Entrepreneurs Program has had 847 graduates of the 59 cohorts held and proudly announce 277 graduates have started new businesses.



Dr. Brent Mainprize (Left) with Cory Stephens (Right)



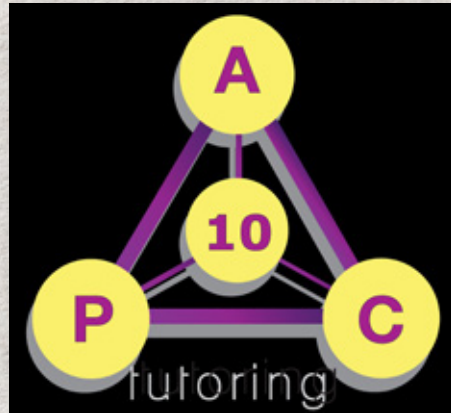
BUSINESS DEVELOPMENT FEATURES

PAC 10 EDUCATIONAL SERVICES INC.

This year marks 15 years of business for PAC 10 Educational Services Inc. (PAC 10 ESI). As we celebrate this milestone, we pause to reminisce over our humble beginnings and appreciate the people who have always been in our corner. From the outset, TRICORP's involvement extended far beyond just financial backing. The team's expertise and guidance provided us with the tools to establish a solid foundation for our organization. In 2009, TRICORP helped us harness our youthful enthusiasm and channel our passion for education into a viable business. Their continued support and encouragement has allowed us to grow, diversify and adapt to persevere.

From its inception, our vision was to create a tutoring company that could enhance the educational experience for students in grades 7 to 12 through an innovative and fun approach. With a focus on math, English and sciences, we wanted to inspire students to embrace learning, build confidence and unlock new potential. It was incredibly important to us to provide services to all students, from those who needed extra support to those hungry for a challenge. TRICORP's mentorship allowed the business surpassed our growth expectations, propelling us from a modest team of three tutors to a thriving organization with more than 15 dedicated educators. As we grew, we were able to capitalize on new opportunities, incorporating services to support students as early as pre-k through to college and university in a wider variety of subjects.

Over the years, the company has been responsive to local demands, further diversifying our ability to reach more people. We have been fortunate to build meaningful relationships with other indi-



viduals and organizations with whom we have collaborated with to design specialized programs. We are especially grateful to have developed connections with First Nation bands to support their staff, members and youth. We have also had the pleasure of supporting programs for trades, life skills, entrepreneurship and more. We have curated workshops and programs in a wide range of subjects, including financial literacy. The admiration that we have for the entrepreneurial support provided by TRICORP inspired PAC 10 ESI to offer a second branch of services catered to providing guidance and mentorships to entrepreneurs in the development and growth of their business. The prospects of our business have remained endless and we have enjoyed exploring the possibilities.

In March 2020, like many businesses, we had to make a pivotal decision to transition all our services online and train the staff quickly to adapt and connect with students through virtual platforms. This proved to be exceptionally difficult as the changes were abrupt and uncharted. We were blessed by the amazing support of our community as we worked collaboratively with the parents, students and our incredible team to figured out

a path forward. Our response to the challenges of the COVID-19 pandemic has allowed us to now provide both in-person and online support for our clients. While our team consists of local tutors, they have the ability to work remotely as they grow and explore new experiences. Additionally, we are able to extend academic support to students who move away or who prefer logging into their sessions.

In our journey, we have witnessed young minds blossom, students realizing their true potential, and entrepreneurs turning their dreams into reality. These stories of success are not ours alone; they are a reflection of the partnership that we cherish with TRICORP. As we continue to evolve, we remain committed to expanding our services to connect with more people, and make an even greater impact in our community. We are eternally thankful to TRICORP for believing in us and giving us the space to foster our business services so that we may continue to find ways to give back and invest to the families who make our region the greatest place to live.





BLADERUNNER'S PROGRAM

TRICORP delivers the BladeRunner program on behalf of the province of BC. For a community to access the program, they must first apply to TRICORP with a training plan in an industry with potential employment opportunities in their community. If you are unsure of potential industry opportunities in their community, our BladeRunners coordinator can assist and brainstorm with you.

TRICORP runs three BladeRunner Cohorts each fiscal year in different communities in our service region. If your community has an upcoming project, we can work with you to provide industry certification training to prepare the youth in your community to work safely onsite. We encourage you to apply for the program, as it is a great way to get your local youth certified tickets while working on their essential skills and self-esteem. Once you're a BladeRunner, you are a BladeRunner for life. TRICORP keeps credentials and necessary information to help past participants in any way they can. Suppose the BladeRunner participant struggles to find employment or wants to take more training but cannot pay tuition. In that case, BladeRunners are encouraged to contact TRICORP's BladeRunner coordinator to assist them with their goals.



BLADERUNNER'S SAFETY CERTIFICATES

Kitimat Valley Institute

March 6th to March 30th, 2023

We had 10 Participants who came from the active measures program to partake in the Blade Runner program. They had started with essential skills that included positive communication, stress management, time management, Team building, Confi-

dence building, and resume building. The certificates they offered were Superhost, O.F.A. level 1, Fall Protection, Track Excavator, WHMIS, CSEM Site ready BC/CSTS, Forklift operator, Elevated Work Platform, Basic Food safety and Advanced Fire Suppression.

This Training program was geared for them to obtain construction and labour jobs and have part-time work serving or working in a kitchen while returning to school. All of the participants from this cohort is already signed up to further their education by returning to get their adult dogwood or entering another training program.



BLADERUNNER'S CONSTRUCTION READINESS PROGRAM

Prince Rupert, BC. 2023

June 6th to June 29th

The objective is to help participants get certificates to work in the construction labour industry. They started with a week of essential skills training, touching base on teamwork, communication, stress management, problem-solving, and adaptability. The participants mentioned that the skills portion helped them build confidence and collaboration, which readied them to transition into the 3-week certificate training portion. The certificates they obtained TGD/Whimis/Site Ready BC/OFA1/Transportation Endorsement/Fall Protection/Confined Space Monitor/Forklift Operator/Zoom Boom training/H2s Alive/Ground Disturbance level 2/ Radio Communication/ Drivers Knowledge Test prep. Implementing the driver's knowledge test prep be-

fore they did their learner's test was a great idea to jump-start those who don't have driver's licenses get their Learners' licenses.

The 4-week BladeRunner program is a good stepping stone for the participants to move into construction positions. One will further his training by going into HEO, and another in Heavy Equipment Mechanics. This cohort was fortunate that Shannon Bahm from (STEP) the Skilled Trades Employment Program, had come to BladeRunner's Luncheon grad to speak with them about the next steps to have them find employment. STEPS focuses on finding motivated candidates for construction employers with jobs to fill in British Columbia. She will be helping them get work gear, and her connections will enable her to match participants with some employers. This cohort has just ended, but I do anticipate success for the participants that completed the program.



SUCCESS STORIES

2022/2023



YOUTH EMPLOYMENT & SKILLS STRATEGY (YESS)

TRICORP's Youth Employment and Skills Strategy (Y.E.S.S.) program will provide seven (7) weeks of essential skills, addressing key topics such as numeracy, reading text, document use, and digital technology. The program will also address soft skills and life skills necessary for personal development, employment readiness, and workplace specifics, including certificate training.

During the Y.E.S.S. Skills Training, participants learn how essential skills are foundational skills for learning all other skills necessary for work, learning, and life. Essential skills, soft skills, and life skills are the must-have skills that employers cannot teach employees while on the job. They not only prepare participants to take on new challenges at work or in their personal lives; but these skills also help people to get and keep a job, to be able to evolve in a job, as well as learn technical and job-specific skills more easily.

Also during the training period, participants will learn why soft skills are important and what it takes to strengthen these skills. Participants will also learn how soft skills relate to essential skills in preparation for better team performance, a safer work environment, and a more energetic and busy workforce. In addition, participants will review life skills which focuses on the benefits of examining financial matters.

Once participants have completed the seven weeks of skills training, they move into an area of employment that appeals to their goals and interests. The Y.E.S.S. Job Coach work directly with participants' to match them with an employer who can provide an integral part of day-to-day work experience that fit participants' skill level and attributes. Before securing the position, each participant takes the steps through the interview process as part of

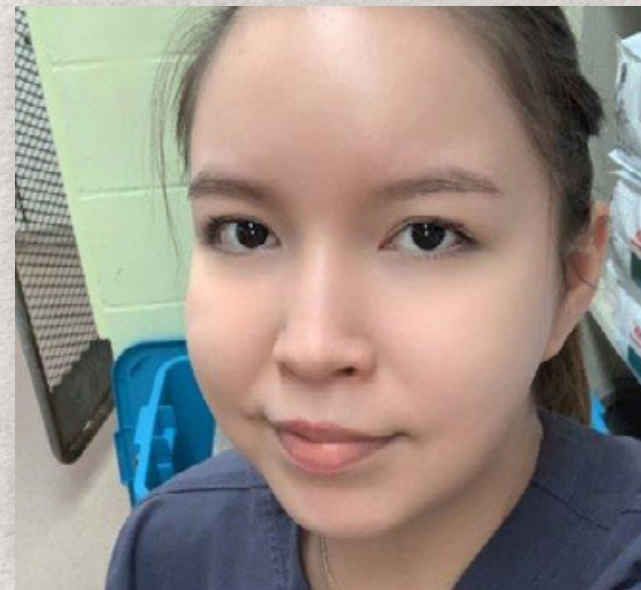
the information-gathering phase to ensure they are a match. fit the job. The goal is to ensure the employer-employee relationship is compatible to achieve sustainable employment.



YOUTH EMPLOYMENT SKILLS STRATEGY TESTIMONIAL'S



KIANNA SMITH



My Name is Kianna Smith and I live in Prince Rupert, BC. I heard about the YESS program when I came across it on a Facebook post. The YESS program helped me by providing me with a Job Coach to help me look for work, and guide me throughout the 14-week Youth Employment pro-

gram. I received help with my resume and it also taught me about skills that we use in life and at our jobs, I have learned what skills I have and which ones I need to strengthen. Things I enjoyed about the YESS program was interacting with others and working together to finish the program. It was nice to get to know each other. My experience with the program was great, I find that everyone was supportive towards each other and it was fun to be in class. I would definitely recommend the YESS program to friends. I think it's a good opportunity for those that haven't worked for a while or just looking to start somewhere. I currently work Part-time at the Prince Rupert Vet Hospital as a kennel attendant, in a week, I will be working full-time as a vet assistant. I am learning more about animals and a career in the vet workforce.



CHRISTINE DAVIS



My name is Christine Davis, I live in Terrace, BC. I heard about the Youth Employment Skills Strategy

program from a family member. (YESS) Helped me with my employment barriers by being able to show my commitment and thrive to work. The courage to find something that worked for me and my sons. Now I can say it is possible and worth it to go and get out and enjoy what's best. A couple of things I enjoyed most about the (YESS) program were the day-to-day clear communication, and being able to do the program in my own home virtually. I had an amazing experience, communicating and working along with many other individuals from around BC. Helped me come out of being shy and more open. Yes, I would definitely recommend them (YESS) The program is well planned and organized. I work at Kermode Friendship Society. I work full time as one of the Program assistants. I learned that maintaining a proper schedule is key to success. Being open and honest carries you a long way. Clear communication when working and dealing not only with coworkers but also the public



One of the lessons that I grew up with was to always stay true to yourself and never let what somebody else says distract you from your goals.

- Michelle Obama



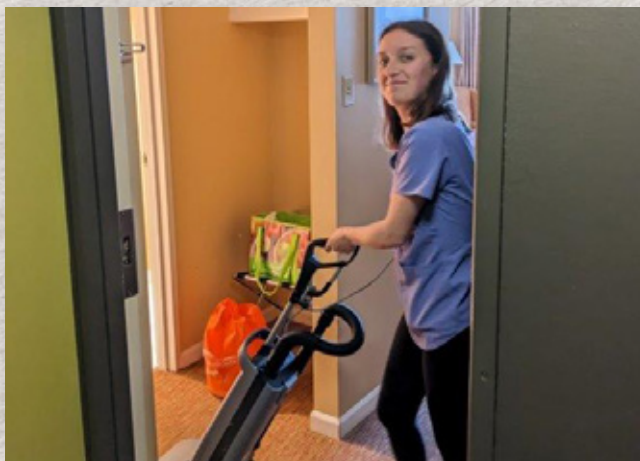
SAMANTHA WING



My name is Samantha Wing, I am from Metlakatla, BC. I heard about the (YESS) program from my best friend Tawni Reece. Taking the YESS program helped me overcome employment barriers by coming out of my shell and not being so shy meeting new people. The part I enjoyed most about the YESS program was meeting new people. My experience was really good, I liked it and I would recommend the program to others. I am currently working at Pacific Inn and I have learned that I like cleaning more than I thought.



ALEXIS MINTENKO



Alexis Mintenko, I am from Prince Rupert. I heard

about the YESS program from my Mom, she asked me If I was interested in doing it, and she heard from my Auntie Jean. The YESS program has helped me with employment barriers, it has helped me with my anxiety and working with others. I enjoyed that it was over Zoom to help gradually adapt. At first, my experience was a little stressful only because the program was shortened a little. I would definitely recommend the YESS program to friends. I am working at Pacific Inn and I have learned that working with others is a lot easier, I've also learned how tiring housekeeping can be.



MARLENE WOODS

Marlene Woods was a dedicated Y.E.S.S. participant who always had a smile. She started the program shy and hardly said a word – just a smile. In the beginning, the challenge was gathering enough information from Marlene to offer the right support, however, as we progressed into the program she found her voice, became less shy, and discovered that she can be confident. Marlene learned to share more thoughts, contribute to group discussions, and became more comfortable working with computers. She welcomed the skill-building assignments with great enthusiasm and maintained her love for learning throughout the program from start to finish. Marlene went on to gain valuable work experience at, Change Makers' Education Society, where they offered day-to-day tasks to expand on her foundational skills while engaging with coworkers and clientele.



TAYLOR HELIN / JAICEN POLYCK

Both Taylor and Jaicen were not only committed to the Y.E.S.S. Program – they also brought an

inspired approach to working online and a friendly attitude while helping others. In spite of a difficult unforeseen setback early in the program, both Jaicen and Taylor demonstrated their desired ability to be resilient while devoting time management skills to maintain their commitment. Besides learning about foundational skills, Jaicen gained comprehensive information on employment and training steps to take for a future in trades. While Taylor revisited a career plan that started near the end of high school to explore and access current opportunities. Both Jaicen and Taylor dedicated themselves to self-reflection and career-building tasks to find their best path to meet their employment goals.



NATHAN MCLEOD / TYLER SCOTT

Both Nathan and Tyler successfully navigated the Y.E.S.S. Program while meeting family obligations. They both were as committed to their families and their own learning as they were to the Y.E.S.S. Program. Nathan learned to find his voice and to jump in to assist with all technical issues. He showed great initiative towards personal growth and self-reflection, as well as explored steps in search of employment opportunities. Tyler remained focused on program obligations while using the tools learned in the Y.E.S.S. program to explore the job market within his community. He learned to restructure his resume to emphasize his past labor skills while showcasing transferable and newly learned foundational skills. Both Nathan and Tyler excelled as they effectively demonstrated what they learned throughout the program.



SKILLS TRAINING ONLINE

Skills Training was transformed through the pandemic and with this makeover came a lot of changes and challenges. The transformation has been years in the making yet feels like we started yesterday. With the help of each participant, and the program Job Coach, the instructor was able to recreate our physical classroom to online learning. Just like individual participants introducing their own flair, each cohort also injected their ideas and imagination to bring life to our online Youth Employment & Skills Strategy (Y.E.S.S.) Program. Participants quickly adjusted to working from home at the same time as expanding their technology and thinking skills whilst strengthening their foundational skills, such as communication, reading, writing, and social skills.

A Zoom classroom feels like gathering around the round table to learn, share, and converse. It's a place where we practice the necessary foundational skills required for work, learning, and life. Where we complete assignments, connect ideas, reflect on personal growth, and brainstorm in breakout rooms during team-building tasks. Like all of TRICORP's training sessions, the online Y.E.S.S. program brings individuals together to support one another while expanding on valuable work-related skills.

In closing, besides the Y.E.S.S. participants helping to make this online program a success, now working with our 18th Cohort, the Job Coach and Essential Skills (ES) Instructor use their skills to work together to mindfully provide the full online Y.E.S.S. experience. They work towards the same goal for each participant as they find their potential, and take the steps to employment, while learning to decode our fast-changing labor market. Both the Job Coach and ES Instructor are dedicated to motivating each applicant from the start of the program to completion in conjunction with each other to encompass all possibilities – from ex-

panding on their ever-growing foundational skills to engaging in meaningful employment – even after the program, the Job Coach and ES Instructor continues to provide ongoing support to all Y.E.S.S. participants.

~ *Julie Michele Jagoda, Essential Skills Instructor*
~ *Lesley Ridley, Job Coach*

Collaboratively supporting youth to find their unique employment path



As I continue to work alongside TRICORP's supportive staff, I'm extremely proud to be a part of our various training programs, including the Y.E.S.S. Program and our new Employer Partnership: Skills for Success Program. Like most instructors at the start of the pandemic, I moved towards transforming my instructing skills to learn the online class environment. I learned that Zoom classrooms were more innovatively refreshing than challenging. The online Y.E.S.S. classroom has been a place to unlock fresh ways to inspire youth, help them explore self-awareness as well as develop and set into motion their employment and training objectives.

~ *Julie Michele Jagoda, Essential Skills Instructor*



Be curious, ask questions, as well as open our eyes, minds, and hearts to learning. An investment in knowledge pays the best interest

- Benjamin Franklin



TRICORP TESTS PROGRAM

BEVERLY MCKAY



My name is Beverly Mckay from Gitxaala Nation. I took The Office Administration Course through Tri-Corp/Nicola Valley Institute, it was the best decision I made. I was so nervous at first, because I was working in Kitimaat as an Industrial Janitor but had to find work locally for my children, so I started house keeping at Inn on The Harbour. I am now working at the Continuous Learning Centre as a Day Labour Coordinator; with my own office I Love it.

Thank you, Tri-Corp staff!



BRITTANY POIRIER

My name is Brittany Poirier, I have recently completed the ECE Diploma Program that was offered in Witsset B.C. I was definitely a bit nervous about going back to school again with a new institute, but the teachers were amazing. The amount of support we received all throughout the year was a huge

help. Our mentors and employer were very helpful with any questions or problems that may have risen. The living allowed Tricorp offered helped tremendously with the stress of missing work. I really enjoyed this experience and truly appreciate everything that was done to help me succeed. Being an Early Childhood Educator is something I wanted to do before I had children and after my last child it was finally time. I look forward to learning and swapping ideas with staff members. I will use my new knowledge and strategies to help the children become lifelong learners while nurturing there physical, emotional and mental development.



CAMISHA JOHNSON-NAZIEL



My name is Camisha Johnson-Naziel I am a student with NVIT studying ECE. I am also employed at The Wetsuweten Child and Family Center. I have worked with Kyah Wiget Education Society for about 4 years and the last 2 years in WCFC. I'm on my second year of studies. I have completed my ECE certificate and continuing my studies with the goal of obtaining my diploma in ECE. I started my studies with some of my closest friends. Our entire cohort was intertwined both in our studies, personal lives. Louisa is my childhood best friend and chavonne too is one of best friends. We completed the University Collage Education Preparation Program(UCEP) with KWES and NVIT in 2018-19. I am sure it laid a foundation for our education.

I have many passions, including being a safe and caring educator for children youth. I am Becoming the adult that my childhood needed. I started with KWES as a child in the WCFC and now I have come full circle as an educator. I understand how the environment and the people around a child's early years moulds a child's future. I strongly agree with KWES mission statement of empowering life long learners. I believe it is our responsibility to guide with compassion and flexibility and understandings. I also value the importance of messy and risky play. I am not afraid to get dirty and we shouldn't have to be afraid to either. I am constantly pressing against society's social expectations that may negatively affect our future generations. I see the importance in allowing our children to explore their abilities and independence knowing we will be right there next to them if needed.



CHAD WELLS

Ama Sah, Good Day! My name is Chad Wells and I am the afternoon radio host for Canada's First Nations Radio.

My journey to being a radio host has definitely been a fun one I think. When I was near gradua-

tion I actually did an introduction to a song I new playing at a friends house and the way I did it, I was told I should work for the radio. I just shook it off but thought about what would it take to do something like that.



I started working in retail and I heard from a few friends and family that I had a voice for radio, so now it's starting to make me wonder. From the time I was in school to this time its been 10 years. Up to now I was off work because of the covid outbreak I needed to look for work. My wife was in Vancouver for work and she saw CFNR's post on Facebook for a boot camp course thanks to Tri-corp. So she signed me up and told me later that night while we were talking and she was like "oh hey, I signed you up for a radio boot camp.." I was shocked and actually had a moment where I had to chose another job I signed up for or go for the course. So because of my curiosity and my wife, I chose the course.

I learned so much from our teachers and staff that were here that I now have my own show! Thank you so much Tricorp and CFNR. Made a dream of mine come true when I didn't even know it!



CHAVONNE MICHELL



Hadih, Si Sozi is Chavonne Michell. I am a part of the Wet'suwet'en first nations I live in Witsset BC and I belong to the Tsayu clan (Beaver Clan) I have lived in Witsset my whole life. Me and my brother have attended Wet'suwet'en child & family centre when we were younger. So WCFC always has a special place in my heart. I am a soon to be mother in the new year with my partner of five years we are very excited!



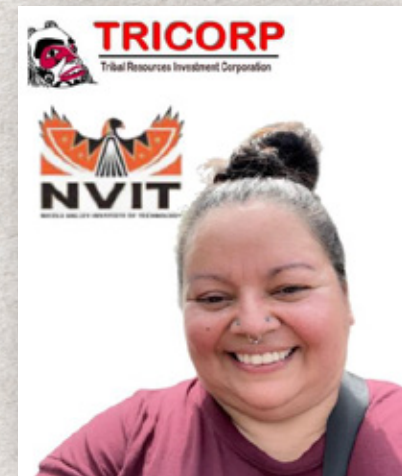
I did not really know what I wanted my career to be when I was a teenager, I had ideas but nothing set in stone. Before I joined NVIT Aboriginal Early childhood education I had attended UCEP (university, college education prep) which made me more excited about school, prior to UCEP, I told myself I was not going to attend any school I was 18 fresh out of high school and I disliked the high school I attended but attending UCEP changed my perspec-

tive of school. After UCEP handful of us fundraised for a trip to Guatemala which we went down to teach the children English and about us. They were curious of where we were from, that we had all these different animals and snow. All the children loved us and did not want us to leave, we were all so sad to leave. It was an amazing trip! Defiantly a great way to start off my early 20's I was excited to see where my next journey was.

So once NVIT Offered Aboriginal Early Childhood Education I jumped for it. I was on the Dean's list for the whole time I have been with NVIT which made me feel so amazing. Tricorp was a big help with funding, if we did not have Tricorp I probably would not have been able to attend. It was a great first year with all my class mates. We lost some people but we still have 5 people attending which is so amazing. My niece and Nephew know that mama and aunty are both in school and have been in school for the last two years. I am so grateful for NVIT and Tricorp all the teachers have been amazing and all so sweet. I think all of us are very grateful we get to do our schooling in person and in our own home town.



CORRINA MITCHELL



Hadi So'endzin My name is Corrina Mitchell, I am Wet'suwet'en who lives in Witsset BC and is a member of Witsset First Nation. I belong to the Tsayu'

clan (Beaver), I am a mother of five beautiful adult children and loving grandmother to two very special grand hearts.

My decision to return to school was a very easy one, through NVIT I completed a Business Administration diploma June 30,2019. Followed by a Business Administration Diploma April 30,2020. Following school, I applied for a First Nations Internship Program and didn't know what to expect. I received a job after extensive job interviews and was placed in Lytton BC to work within their community. Things did not work out as planned, as they had issues and were in between band managers. Following this I was placed in Prince George BC and was now working for Sasuchan Development Corporation which went from the summer of 2020-July 2021. Through professional Development I was able to complete an Accounting Fundamentals Course and also completed the Sage 50 Accounting Level 1 and Level 2 courses.

Bringing me to the start of Aboriginal Early childhood Educator, I was talked to by my daughter as she wanted to apply. I explained to her that I wanted too as well. Already completing a BA Diploma NVIT was not new to me, and I became interested and didn't have to think twice. We started our first course in October 2021 with Deb Jarvis, one of our favorite instructors. They are all great instructors who come from NVIT, Deb stands out amongst all of them. Completing our first year came so quickly. We were successful due to the support of Char-mayne, our instructors, and shoutout to Tricorp for cheering us on along the way. Not being sponsored by KWES allowed me to complete school as I already used my sponsorship for the Business Administration certificate and diploma. To make a long story very short, many of us were promised jobs if we completed our BA's and no jobs were available to us. It seemed to be like a no-brainer to me to continue with school and to have my daughter by my side made it that more special. We have been able to work and continue with school. I am proud to say I have received two awards from

NVIT: NVIT Academic Achievement Award and a NVIT Administrative Staff Award. I have been on the Dean's list since I started the Aboriginal Early Childhood Educator Program. It has been a great experience for me.

Throughout the past year I have been employed by Wit'suwit'en Child and family Center as an Early Years Support worker and it has been a great experience. As an educator I continue to keep learning as I go, has been quite eventful and very positive. Our children are our future, and I enjoyed continuously learning something new from them each day and every way...



DAKOTA BENNETT



Here is photos' of myself assisting my manager in moving a C can for the community garden crew. I am using a versa handler, and my manager is using the small bobcat. We have been majorly busy since I have been back, from land scrapping to servicing all our machines. I am grateful for TRICORP in helping me with courses and funding to support my employment.

ECE WITSET CHRISTINE DERRICK



My small bio, how the course is and what supports I've had..

Hadih, siy sozi Christine Derrick, I am Wet'Suwet'en from the Likh'tsamasyu clan of the Witset first Nation in Moricetown, BC. I am an Early Childhood Educator at The Wit'suwit'en Child & Family Center and have been there for the past 11 years. This is my calling, this is what I've always wanted to do, so in 2018 I decided to pursue my certificate for ECE to make my job my career. 5 years later, I am currently obtaining my diploma for Special Needs and Infant Toddler. I know this is the field I want to stay in, especially in my community to aid in the early years of our future generation. I also want what I do to make a difference in our community and for society as well. As I continue on with my educational journey, not only is it benefiting me and my educational gain, I also know that in doing so, I am becoming a positive role model for my little girl, Bee. To show her that anything- no matter what age- is possible.



The SN/IT Diploma course has been so rewarding thus far. It has met my learning style and needs in a way I know I am able to achieve my goals and become successful in my passion. To date, every single person responsible for making this program happen has been my biggest supporters. Every instructor, Tricorp, the manager of our center, Charmayne Nikal, my colleagues, classmates, my family and my daughter. Without them, I don't know if I would have had the determination and will to be where I am



JAYDE ALMGREN HEO



Prince Rupert has been "home" my entire lifetime I follow my ancestry roots and come out of the Tsimshian and Haida nation. My mother Mary Wesley is my true inspiration she's instilled respect, values, morals and her everyday strong work ethic in myself. I highly admire her drive, she is a highly respected individual, trail blazer who paves the way for our younger generations to excel in the work force. Thinking and reflecting back on my younger self I've always had the interest to drive rock trucks. It was always a dream of mine and I was determined to reach that goal. Being a young single mother I couldn't achieve that dream at that time due to travelling out of town for months on end and being away from my daughter. I was becoming extremely flustered with how my life was

turning out, I contracted tricorp and sat down with Jean I expressed my frustration and she encouraged me to sign up for the upcoming first aid level III they were offering I hesitantly signed up and to my surprise I absolutely loved every minute of the 2 week course I finally found my career path I have such a passion for helping individuals and first aid is just that. I completed OFA III and jumped immediately into the EMR (emergency medical responder) 3 week course tricorp was offering. The EMR course was such an unbelievable experience I had the best time with my peers and the instructors I highly suggest this course to anyone wanting to get into the medical field. With both my OFA and EMR ticket in hand I was employed with Orca Bay First Aid we had a contract with Atla Gas for two years I was a medic on site after that project was complete I was employed with Eiffage for 3 years as a medic we started and completed Prince Rupert Dams Replacement project. At this time I've been in the construction industry for approximately 5 years I knew this was the career path I wanted to stick with but in the end that dream to drive rock truck was still there. After the dam project I contacted tricorp I seen on social media they were offering a HEO (Heavy Equipment Operators) course I just couldn't pass that up I signed up and received a call from Colette that I've been accepted I was over the moon my dream was becoming my reality. The HEO course was by far my most memorable experience for 3 months we learned so much about safely operating and maintaining the machinery. With this course I've gained the knowledge of operating not only Rock Truck but also Wheel loader, Dozer, Grader, Excavator and Marooka. As of right now I'm currently employed with Ray Mont logistics as a bagging plant operator which includes familiarizing yourself with 3 hightec machines Wulftec, Palletizer, Bagger and vacuum. Duties also include operating a forklift which was new to me. working in the construction industry I enjoy immensely, as a young single mother working in the trades it does have its challenges, you need to have a voice and make it be known to be validated and that's where respect comes into play and you

will work effectively and efficiently as a team player. I highly encourage all other females interested in the trades to follow your dreams, desires and pursue with your schooling/education it may seem like its taking to long or you don't feel like you can do it I've had those feeling many of times and but if I can do it so can you I promise you it will all be worth it! I would like to take this time to thank my mother who has backed me 100% since day 1 she supported my daughter and I on my journey I wouldn't be the woman/mother I am today without her support. I would like to give a huge thank you to all my instructors, trainers, teachers over the years and most importantly tricorp for all these amazing opportunities I've experienced In my life thank you to the Jean, shelly and most importantly Colette your dedication and hard work had made it a little easier for myself to raise my daughter in this crazy world.

T'oyaxsut 'nuun.



JEANETTE SPALDING



Greetings, I am Jeanette Spalding, a proud member of the Killer whale clan and a lifelong resident of Kitsumkalum, one of the seven Tsimshian communities. After completing high school in Terrace, I spent 28 years living in Vancouver before returning to Kitsumkalum in 2015.

Upon my return, I immediately landed a job as an

administrative assistant for the Tsimshian First Nation Treaty Society. Three months later, I was accepted into the Northwest ACE program, a joint venture between TRICORP and the University of Victoria. This program was a transformative experience, providing invaluable skills in collaboration and cold-calling and introducing me to Terrace's receptive business community and a diverse group of ambitious community members from a wide range of nations.

After six years of dedicated service with the TFN Treaty Society, my employer retired, and my future with the organization became uncertain. However, I was fortunate to receive an opportunity from CFNR to participate in a highly selective radio broadcast boot camp program. This intensive six-week program covered various aspects of radio, including administration, broadcasting, entertainment, and advertising.

After successfully completing the program, I was hired part-time with CFNR and was quickly promoted from a part-time administrative position to become a full-time Account Executive in radio broadcast advertising. My experience and skills have made me a confident and effective member of the CFNR team.



JONI TREE

Course Purchase for Survival Craft, STEW Advance Fire Fighting, Marine Advance First Aid to upgrade her Chief Mate Ticket.

After finishing my courses in February, I sat Chief Mate 150 GT Orals with Transport Canada and passed. This ticket allows me to stand Mate on a vessel of 150GT in near coastal waters or Mate on a vessel larger than 150GT in Sheltered Waters.



I am currently working on the Digby Island Ferry. With the Chief Mate ticket I can be upgraded from Deckhand to Mate when needed. As well, it allows me to train as Master, which includes the handling of a 120ft vessel(awesome!) Also this position allows me to accrue sea time for future tickets.

I have been continuing with my studies from home. This includes 4 more written tests with Transport Canada to obtain a Master 150GT. I am scheduled to write General Ships Knowledge 3 very soon.

In the future (when children are older), I do hope to apply with companies like Lax Kw'alaams Ferry, Saam Towage and the Prince Rupert Pilotage to acquire more sea time and experience on the water as a master or mate.

Honestly, I had apply with the Digby Island Ferry 2 years ago to be an on call deckhand. It's a pretty incredible feeling to be running the boat. I can't thank you enough in your part this.



KATRINA GODFREY

I am Tahltan & Gitksan raised in Prince Rupert. I took the Office Administrator Course through Tricorp.

The course was outstanding, and I was so happy to have the opportunity to attend.



I gained a lot of new skills and was able to brush up on some existing skills as well. My class nominated me to be valedictorian, and I also made the Dean's list. During the course, I had the opportunity to do my practicum at Tricorp and learned about all the programs they offer and how much they help people in the communities. I have always wanted to do something to help people, and Tricorp made that possible. Once I completed the Office Administrator Course, I joined Tricorps Team as a Pre-employment Support Worker. Since joining Tricorp, I have appreciated everything I have learned from all the staff. I want to thank Colette Stephen's & Tia Robinson, and Tricorp for helping me be able to help others. I appreciate everything the Tricorps team has done for me. Mēduh



KATRINA TAIT

I am from Lax Kw'alaams. I am a Pre-Employment Support Worker at Tricorp.

I saw the Office Administration Program advertised on Tricorp's Facebook page, and as soon as I saw it, I got a hold of Colette and Tia to start my application. The program was terrific, and I recommend

it to anybody wanting to start their career in an office environment. This program's instructors were excellent and helpful, making it easier to finish & complete. After completing it, I received a letter informing me that I had made the Dean's List with NVIT. Taking the Office Administration Program helped me gain knowledge of office procedures. Shortly after I finished this program, I got a job at Tricorp, which was only possible with Colette's help and guidance. I appreciate her and Tia's help throughout the six months of this program, from the application to childcare for my children. Again, I appreciate it so much; thank you both and thank you Tricorp for giving me this opportunity!



MASSET CARPENTRY



A few years ago we began a partnership with Old Masset Education Department and NVIT to start a Carpentry Program, as we all know a few years back we were in the height of Covid and traveling to an institute to complete this program was out of the question, as many communities were

closed, so to avoid this we worked together and had the program delivered in Masset, this was a win, win because not only were the students able to go home each day but the community was able to gain from their skills, the class were involved in many projects like bus stop shelters, smoke houses and tiny homes just to name a few, we are happy with the success we have 6 continuing on this year to complete their 3rd year, it is so exciting that in a matter of year we will have potentially 6 Journeyman Carpenters in Masset, this has always been a vision of Tricorp to have communities have their own Tradesman and we believe we are on step closer with this Cohort. Congrats in Completing Year 2 and best of wishes as you moving forward with completing Journeyman Carpentry.



MYRNA ROBINSON

Participated in the “Gitxaala Agriculture Training Program” sponsored by Tricorp and then was later hired by the Gitxaaala Nation and utilized our TWS.



“ I have been volunteering in the community garden for over 20 years and have learned a lot of things about agriculture and food security.

Through the teaching of my Grandmothers This year, thanks to TRICORP's TWS program, I was able to be hired on full time with wages! I am happy to say that following the program, I was able to get ongoing full-time work and am now the Community Engagement Coordinator. I am looking forward to grooming the next generation of gardeners in our Village”.

To keep the teaching of our mothers and grandfathers.

This Generation coming up you can see they want to learn and be in the Garden with us. We look forward to keep the positive teaching and medicine on to all those that like to take part Big thank you to Tricorp for supporting me in this amazing work we are doing to help keep planting the seeds with in our Community and those that like my help and the teams support this will be going a long way.



WARREN NELSON



Hired by Gitxaala Nation and sponsored for TWS.

“Thank you TRICORP for sponsoring me on your Targeted Wage Program. This experience has helped me to explore where I best fit into assisting my community long term. I am happy to say that following the sponsorship, I have secured a full-

time position as the Assistant Manager, Food Security Division. My community means the world to me, and I am so happy to have found meaningful employment that makes a difference in this world.” As this is the start in Opening up the door for the future generation to come with this TRICORP sponsoring me this past year it has given me the opportunity to see and grow as a future Leader with in my community in helping assist in The Food Security Division with in our Community to help re gain our strength in Practicing in Food security and going and practice what our Grandfather's and Grandmother's have been doing for years its just that we need a little reminder and guidance again in practicing our ways in agriculture I am pleased with the opportunity in the support you have given me as we journey ahead and keep looking to develop a sustainable food security division within our community and Nation so that we can continue to share and look after the traditional natural resources of the sea, land and air we were given to care for and look after for the next generations to come



WITSET FIRST NATION BOOTCAMP COURSES



Witset First Nation held several ticketed courses, such as First Aid Level 3, Chainsaw, Traffic Control, and S100. Clients gained full-time employment with several camps and locally owned companies Cas Ventures & Kyah Wood; they were hired as First Aide Attendants, a Supervisor and Laborers position. The boot camp certificate courses were highly successful and nearly all participants found employment directly after.



PRE-EMPLOYMENT INCOME ASSISTANCE SUPPORT PROGRAM

The Pre-Employment Income Assistance Support (PES) Program is now in its fourth year and we are looking forward to hitting the road to visit communities in the region, follow-up with current clients and meet new ones. Starting a program, like PES, before a pandemic proved to be difficult, especially when in-person meetings are necessary to build working relationships with community leadership, Social Development teams and potential clients.

We now serve five (5) communities in the region and always have room to take on new clients. If your community is interested in this program, we encourage community leadership to reach out to set up a meeting and discuss the program specifics. Ideally, this meeting would also include your Band Social Worker (BSW), as the PES program relies heavily on the communication and collaboration between PES and BSW.

If it is decided that the PES program would be beneficial for your community, Indigenous Services Canada (ISC) requires the support of elected Chief and Council through a Band Council Resolution (BCR) or Letter of Commitment confirming the Indigenous community has agreed to participate in case management and supports of clients. We then look to the BSW for referrals of income assistance clients of whom are deemed employable and between the ages of 18-64. Referrals are a necessary part of the process, as it allows for the PES team to contact clients and discuss the next steps in their journey.

In order to meet the goals of a client, we must complete an assessment based purely on the confidential discussion between the PES worker and client. The assessment is not a test, it is merely a

tool that is used to evaluate, measure and document one's abilities. When complete, we can move on to creating an action plan that resonates with a client's education and training goals.

We understand that not everyone will have access to a laptop or computer, so TRICORP has a laptop loan program that allows clients that are signed up for training and/or workshops with the requirement of signing a loan agreement.

Examples of some of the workshops clients have participated in are:

- *Drum Making*
- *How to make a Vision Board*
- *Soft Skills; team work, time management, critical thinking, etc.*
- *Essential Skills; reading, writing, numeracy, communication, problem solving, etc.*
- *One-on-One Coaching*
- *Transformations*

We have a number of amazing facilitators we employ to work with our clientele. For some, we must resort to Zoom as clients are located in different regions of the North Coast, but when we can find a local facilitator who can deliver in-person, we jump at the chance to bring everyone together.

Examples of course certification we can offer:

- *Food Safe*
- *Possession and Acquisition License (PAL)*
- *WHMIS*
- *OFA 1, 2, 3*
- *Building Maintenance Worker*
- *Basic Security*
- *Traffic Control*

We are very proud to assist clients in their passion to learn, build relationships and find their strengths, each client has their own talents and potential to succeed.

CLIENT #1



I enjoy taking these courses as they are helping me further my education and expand my knowledge on things that could help my career. For example, I took an OFA3 class and an introductory security class with the help of the great TRICORP team. I now have a professional first aid kit, and this August, I will be the head of security and first aid attendant at the Edge of the World Festival here in Haida Gwaii. It's been a great experience so far, and it's great because I can take courses I like that can help me in any career I choose. It always helps to expand your knowledge. It's never too late to further your education.



CLIENT #2



This young lady was a return client to the PES program. Upon returning, she asked to attend the Transformations program at Prince George. She had a great experience attending this program and is now back on track with her action plan. She said, "I swear you would love the experience. I highly recommend it if you need to do some healing. They got to the core of things and helped me find a solution. I was scared and nervous to go initially, but it was worth it in the end. I am no longer walking around with darkness surrounding me. I

have this new fire in my soul, and I will no longer let someone burn out."

She also has the chance to attend the Transformation program again as a coach. We are very proud of her growth and that she returned to continue her journey.



CLIENT #3



We want to introduce one of our clients and congratulate her on her achievements and new journey; she completed multiple training with the PES program and has always been so happy and willing to advance her learning. She is one of four clients in her community that has started a College Prep Program through NVIT. Congratulations, and we can't wait to see where your journey takes you.



We will fail when we fail to try.

- Rosa Parks



TAMMY LEIGHTON



Hello, my name is Tammy Leighton. I am from Gitsegukla, B.C, born in Terrace, B.C Raised in my home town Gitsegukla reserve. I am 46 years old, married with four children, lost one of my babies at five months pregnant, and have two grandchildren. I am currently working as a Social Worker Clerk in Gitsegukla Band. Here is my story on how I started working. Even today, I cannot get over the fact that I made it this far in my journey, but this is how I came to be where I am now. I joined Tricorps Pre-Employment Support program in 2022.

2015 was the last year I could work because of the rheumatoid arthritis I have been battling since 2008. How I found out about my arthritis was that I had got a job through a program I took after coming out of a treatment program. I went to Kitimat Village, and I was scared of repeating what I said I would not do to my kids, what was done to me while growing up. All the physical abuse, I mean ALL, and all that I saw when I was a little girl, which led me to Kitimat, showed me the tools I needed to know how to deal with things I went through growing up as a child. To this day, I am so thankful for one worker who still works at the health. She never gave up on me, asking if I was ready to start my healing journey with Kitimat. Have I been sober for over 6, 7, or 8 years? For years now, I have lost track of it and take it one day at a time. After I came out of that, I took a life skills course that helped me gain the knowledge and skills that

led me to my first job in New Hazelton Chevron Station. I applied elsewhere at first. When I heard they had hired already, I quickly sent my resume to Chevron after other students put theirs in. I got my call for an interview. A few days later, I got the call that I had received the position to work there. My classmates were unhappy, but my instructor mentioned how representing yourself got you the job. I worked there for five years until I decided to try for OFA Level 3. I would study after work. I so wanted to become a paramedic, but I fell asleep on the couch and woke to a swollen arm, and that is how I found out I have arthritis. So that crossed out what I wanted to do, so I kept working for Chevron until I had to move to Prince George for our eldest son, who had to serve some time. Seeing my son go through what he did, 5 years of being away from us was a challenging time. All this led me to take another course with PGNAETA WINDOWS 10! LOL, excel, and whatnot which I'd like to upgrade today. Then I was asked to fill in at carrier Sekani. As the receptionist, I was happy about that but applied at a superstore. I was a cashier, and then I moved to customer service. I was there until I could not work anymore because of my swollen knees, until 2015, when our son could come home to us, and that is when we moved back to Gitsegukla. My mom said I could get a house if I moved back on reserve (I am still waiting for a home, lol). My rheumatoid arthritis had gotten so bad that I applied for Disability, and I was stuck downstairs on my couch because I could not climb the stairs to my room. I was stuck in a wheelchair for 6 or 7 months, I then had surgery on my elbow, and then later, I had a right knee replacement, which enabled me to get back up on my feet again.

I had to freeze my left wrist shortly after, as the joint was limiting my pinky and ring finger. Somewhere in between all this I found out I have LONG QT I could not let all this get to me I had to get up and do something as it was really making me sad and depressed, I started to get up and start walking more better after surgery on my knee, then I got a call from health center asking if I wanted to

fill in for reception so I did, I became regular there and then that's when Health Manager asked if I applied for casual reception they all liked how I worked, especially busy days and then I got called to fill in for reception at the band office I took it, I was getting back into work mode and it was posted for casual reception for Health Station, and Casual reception for Band office and the other one posted was Social worker Clerk position, and while I was filling in at the band office I was asked if I put in a resume for Social worker position which I often wondered how the job was, I put in my resume in for the two casual reception jobs and I sat looking at the Social Worker one for little bit I thought about it stared at the screen, as it was dead line that day I put them in, I said yes and i put resume in and I waited. I got a call to fill in at the clinic again, and the manager asked if I got a call yet, and I said no. She said they should be calling soon. I said ok, thank you. She did not want to let me go. And then, I got the call for an interview. I was so nervous I did not hear which one, just the time and date I had to be there. I walked in, and I was NERVOUS. I walked in thinking, ok, this is for the Health reception. I wondered why I saw the social worker there until, at the end of my interview, I finally asked which job interview I was doing, and they told me for the Social Worker position. I closed my eyes and laughed. I explained why! I thought I was being interviewed for casual for the health. I laughed, hid my face, and asked if I could start over, and they laughed and allowed me to start over. When the question came, 'When can you start?' I said TODAY they laughed, thanked me for coming in, and they would call me, so here I am now working for our band office. It was not something I thought I'd ever get into. I was so excited and cried tears that I had a second chance at the workforce again and an upgrade. I have been with Social Development for nine months, which has opened my eyes and taught me how to approach new ways to deal? And the maturity and growth in my path.

My journey has set an excellent example for my children. My boy started a job off of IA. Then my daughter-in-law started working off of IA, and my eldest son worked with her. My two girls who attended the program with Tricorp called Transformations, something I had wanted them to do for a while to help with their journey. I want to show my kids that ANYTHING is possible, never to quit no matter how tough things get, and stay down when they fall can stay down for a bit get back up and try again, and I showed them that 3 of my children are off Income assistance, my other two girls are on their way. At this time, I'd like to thank you, Tricorp, for your help.

I look forward to helping more people and helping whoever wants to be on their way.

Remember, no matter what life throws at you, NEVER back down. Get back up, dust yourself off, look ahead, and keep pushing forward; you are never alone. Always have that prayer and be thankful for what you have. Thank you for this opportunity to say and tell my journey. I hope it helps and shows that ANYTHING is possible and to focus on you! Love yourself first; every step you take will fall into place, moving forward with prayer always!

Take care. <3

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*Located in Prince George, we are the **SCHOOL OF THE NORTH and beyond!***

Since 2004, we continue to serve northern communities and offer one of Western Canada's most versatile training facilities. We take great pride in providing quality training for certified equipment operators to meet the demand of today's industry needs and labour shortages. Our commitment is to deliver courses and training that meet or exceed all provincial and industry specific requirements.



GITSEGUKLA

April to June, 2021

Running a remote Heavy Equipment Operator training program this spring of 2021 in Gitsegukla, BC has been a true privilege for us. Thank you to everyone involved in making this training program a massive success!

Graduating Class

A big congratulations to our amazing students, all of whom graduated from the program! We are proud to prepare our students for employment

success by training in a real work-style environment. Our instructors are incredibly diligent, structured professional and very safety orientated.



GITWANGAK

June to September, 2021

Thank you to TRICORP and the Education department of Gitwangak for the collaboration and partnership it took to execute such a large task. 15 students are now off and lined up to create a whole new future for themselves. Way to be everyone. We couldn't be more proud!

Graduating Class

Huge congratulations to our Heavy Equipment Operator Graduates in Gitwangak, BC. Tying up a large program after a 9 week stretch of remote training. What a great group of dedicated students we have had the pleasure of training and certifying.



SKIDGATE

April to July, 2021

This team of 10 students and 2 instructors was our first Haida Gwaii Heavy Equipment Operator Program. We are honored to have been able to bring our services and conduct business on these sacred lands. The land development for your communities future endeavours will be a part of your history as you see fit moving forward. We are humbled to help and be of service.

Graduating Class

Big congratulations to our first HEO cohort on Haida Gwaii, in Skidgate, BC. We had a great dedicated crew, who learned the ropes of Heavy Equipment Operating and maintenance. Thank you all for believing in yourself, taking the step towards new skills, and trusting us for your training needs.



MASSET

July to September, 2022

Accomplishing 9 weeks of training and Certifications on all 5 Construction machines that O'Brien Training has brought to the Island, in partnership with TRICORP. These hard working students all have experience now of operating an articulated rock truck, wheel loader, excavator, dozer and motor grader.

Graduating Class

Huge Congratulations to our Haida Gwaii Cohort of 11 Heavy Equipment Operator Students in Masset, BC. All achieving Certifications and Training on our 5 machines offered, finishing their 280 hour program. What a great summer 2022 has been on the Island for everyone involved.



OPENING MY WORLD OF LEARNING (OWL) PROGRAM



Tribal Resources Investment Corporation (TRICORP) and Gustavson School of Business collaborated to create the Opening My World of Learning (OWL) program. The initiative, designed to provide recent Indigenous high school graduates with a seven-week immersive UVic program, allowed them to explore university education, campus life and Indigenous cultural experiences. This year's program was held at the University of Victoria June 27 to August 10, 2022.

This year's OWL program began on June 27 at UVic and it offered exciting opportunities for students from northwestern BC. They resided on campus and attended university courses such as Introduction to Business with an Indigenous perspective, Indigenous Studies, History, Fine Arts and Social Science. Cultural experiences included, joining the Mini-U students for dinner at the First Peoples House, followed by a medicine bag workshop in the Ceremonial Hall.

The OWL Program offers recent high school graduates an opportunity to experience campus life in a safe, supported and fun way while taking some university courses. The 7-week program has been designed to ease the transition between high school and university; in addition to providing immersion and orientation to university life.

The OWL Program is a gateway to university learning, in an enriching and exciting Indigenous cultural context. From the classroom to the university campus, Indigenous students receive personal attention from professors, program managers and build lifelong friendships with fellow students. The objective of the OWL program is to provide Indigenous students from rural and remote communities in the TRICORP service area with an introduction to university.

PROGRAM HIGHLIGHTS

- Orientation to life at University
- Introduction to a variety of fields and pathway to future university education
- Tour of the University of Victoria the City of Victoria (Includes weekend field trips)
- Travel, Accommodation & Meals will be covered by TRICORP

As a result of the program, **92.31%** of the participants plan to continue post-secondary education now or in the future.

The objective of the program was to provide Indigenous students from rural and remote communities with an introduction to the University. A graduate remarked:

The overall experience has boosted my confidence in my ability to attend post-secondary. It had also eliminated much doubt that I had in my ability to pursue a higher education.

As a result of the program, 92.31% of the participants plan to continue post-secondary education now or in the future.

Another OWL graduate commented:

It was such an amazing, wonderful experience. It took me out of my comfort zone and taught me so many new things about Business as well as Astronomy. I enjoyed the coursework, and the instructors were

an amazing plus! They were all so friendly and helpful, and so kind and understanding compared to the picture people have given me about Higher Academic institutions. It eased my fears and I fell in love with Victoria. I feel like I got to experience what it would truly feel like living on campus and away from family. I'm happy I decided to apply for it.

A total of **13 students graduated from the OWL program** in a special ceremony held in Victoria, BC on August 10, 2022.

Marlene Faithful
Kyla Leland-Barnaby
Mataya Sampson
Keleigh George
Laney Starr
Cameron Tait
Ashton Ruetten
Owen Helin
Jakob Pieper
Skylar Cahoose
Darius Mitchel John Vickers
Ace Wells
Jordyn Morin

Communities Represented by the OWL Graduates.

Kispiox
Ladysmith
Lax Kw' alaams x 4
Nanaimo
Prince Rupert x 2
Sik-E-Dakh
Smithers x 2
Terrace
Williams Lake

OWL PROGRAM PHOTOS

Below is a photo from the Graduation ceremony held on August 10, 2022 in Victoria. TRICORP CEO Jacquie Ridley and TRICORP Senior Program Officer Jean Nelson were pleased to attend the ceremony.



OWL CEREMONY PHOTOS





FINANCIAL STATEMENTS

2022/2023

FINANCIAL STATEMENT OVERVIEW

Tribal Resources Investment Corporation (TRICORP) assets at the end of the fiscal year were \$8,555,935, which consisted mainly of cash, loans, receivables, long-term accounts, and capital assets.

Operating Expenditures

Operating expenditures comprised staffing costs, governance, professional fees, and occupancy. All the Programs we administer are zero-based, except for TRICORP's lending.

General Operations Revenue

General Operations revenue was \$363,960, mainly consisting of interest earned on loans, banking, and the Employer Benefits Program. These dollars are continuously revolving and maintaining the operations year after year.

General Revenue

Our general revenue account yielded \$363,960; Employment and Social Development Canada programs totalled \$7,184,117 with the carry forward of \$428,704, which pertains to the daycare renovation funding for those daycares that applied. They will be another call out for those who did not previously apply for renovations in the 2023/24 fiscal year.



REVENUE AND EXPENSES 2022-2023

PROGRAM	REVENUE
ISETS (CRF, EI, FNICCI)	\$ 7,184,117
Aboriginal Business Equity Program	\$ 838,392
Pre-Employment Supports	\$ 714,271
BladeRunners	\$ 70,000
TRICORP	\$ 363,960
First-Citizens Fund	\$ 425,000
Youth Employment Skills Strategy	\$ 418,169
OLES	\$ 3,071
Drive BC	\$ 130,000
Indigenous Womens Entrepreneur	\$ 17,669
Northern Development Initiative Trust	\$ 60,423
TOTAL	\$ 10,225,072

ASETS/ISETS FUNDING EXPENDITURE BREAKDOWN

PROGRAM	REVENUE
Revenue	\$ 7,184,117
Expenses	
Administration	\$ 606,078
Agreement Holder Programs (Trades, Community Projects, Work gear, Mobility, Essential Skills, Targeted Wage Subsidy, Trades)	\$ 5,572,964
Childcare Program	\$ 868,002
Partnership Initiative	\$ 137,073
Total Carry Forward	\$ 0

Eligible administration costs are \$1,077,618, and we are under by \$471,540, which goes right back into programs for communities and clients.

TRICORP's loan portfolio is healthy; by continuous follow-up, we ensure that our risks and that of the clients are minimal. TRICORP is a developmental lender, which can result in lending to higher-risk clients.

Tribal Resources Investment Corporation
Non-Consolidated Financial Statements
For the year ended March 31, 2023

To the Board of Directors of Tribal Resources Investment Corporation:

Opinion

We have audited the non-consolidated financial statements of Tribal Resources Investment Corporation (the "Organization"), which comprise the non-consolidated statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the non-consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying non-consolidated financial statements and schedules present fairly, in all material respects, the financial position of the Organization as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the non-consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting and Restriction on Use

Without modifying our opinion, we draw attention to Note 2 of the non-consolidated financial statements, which describes the basis of accounting. The non-consolidated financial statements are prepared to assist Tribal Resources Investment Corporation to meet the requirements of Employment and Social Development Canada, Aboriginal Business Canada, National Aboriginal Capital Corporation Association, New Relationship Trust and Aboriginal Community Career Employment Services Society. As a result, the non-consolidated financial statements may not be suitable for other purposes.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the non-consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the non-consolidated financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the non-consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Surrey, British Columbia

July 27, 2023

MNP LLP
Chartered Professional Accountants

Tribal Resources Investment Corporation Non-Consolidated Statement of Financial Position

As at March 31, 2023

	2023	2022
Assets		
Current		
Cash	6,378,795	6,074,571
Accounts receivable	584,845	1,067,295
Restricted cash and cash equivalents (Note 8)	144,722	96,604
Prepaid expenses	42,545	87,142
Government agencies recoverable	150,567	77,272
	7,301,474	7,402,884
Loans receivable (Note 3)	1,740,547	1,541,485
Emergency loan receivable (Note 4)	37,760	323,864
Long term portion of prepaid expense	-	12,500
Investments (Note 5)	3	3
Investment in significantly influenced partnership (Note 6)	10	368,069
Capital assets (Note 7)	152,375	166,168
Restricted term deposit (Note 8)	179,491	178,682
	9,411,660	9,993,655
Liabilities		
Current		
Accounts payable and accruals	685,392	966,888
Deferred revenue (Note 10)	2,507,976	2,317,058
Advances from Aboriginal Energy Partnership	8,960	-
Deposits	14,125	35,942
Emergency loan payable (Note 4)	82,727	324,416
	3,299,180	3,644,304
Credit facility (Note 9)		
Commitments (Note 11)		
Net Assets		
Investment in capital assets	152,375	166,168
Unrestricted	(2,753,302)	(2,430,156)
Internally restricted (Note 12)	144,722	44,654
Contributed equity (Note 13)	8,568,685	8,568,685
	6,112,480	6,349,351
	9,411,660	9,993,655
Approved on behalf of the Board of Directors		
e-Signed by Diane McRae 2023-07-27 11:19:35:35 PDT Director	e-Signed by Donald Edgars 2023-07-27 10:48:30:30 PDT Director	

The accompanying notes are an integral part of these financial statements

Tribal Resources Investment Corporation
Non-Consolidated Statement of Operations
For the year ended March 31, 2023

	2023	2022
Revenue		
Employment and Social Development Canada - ISETS (Schedule 1)	7,184,117	8,045,645
Employment and Social Development Canada - SPF (Schedule 6)	-	32,360
Aboriginal Business Financing Program - contributions (Schedule 7)	838,392	789,192
General operations and other revenue (Schedule 8)	363,960	688,539
ACCESS - BladeRunners (Schedule 9)	70,000	120,000
New Relationship Trust (Schedule 10)	60,423	57,147
Indigenous Services Canada - Pre-employment Income Assistance (Schedule 11)	714,271	454,567
Employment and Social Development Canada - Youth Employment and Skills Strategy (Schedule 12)	418,169	300,418
Northern Development Initiative Trust	-	59,728
OLES (Schedule 14)	3,071	-
Indigenous Women's Entrepreneurship (Schedule 15)	17,669	-
Drive BC (Schedule 16)	130,000	-
Total revenue	9,800,072	10,547,596
Expenses		
Employment and Social Development Canada - ISETS (Schedule 1)	7,184,117	8,045,645
Employment and Social Development Canada - SPF (Schedule 6)	-	32,360
Aboriginal Business Financing Program - expenses (Schedule 7)	838,392	789,192
General operations and other (Schedule 8)	236,869	602,904
ACCESS - BladeRunners (Schedule 9)	43,151	56,736
New Relationship Trust (Schedule 10)	60,423	57,147
Indigenous Services Canada - Pre-employment Income Assistance (Schedule 11)	714,271	454,567
Employment and Social Development Canada - Youth Employment and Skills Strategy (Schedule 12)	418,168	300,418
Northern Development Initiative Trust	-	59,728
OLES "Passing it On" (Schedule 14)	3,071	-
Indigenous Women's Entrepreneurship (Schedule 15)	17,669	-
Drive BC (Schedule 16)	130,000	-
Total expenses	9,646,131	10,398,697
Excess of revenue over expenses before other items	153,941	148,899
Other items		
Share of partnership earnings	(377,019)	77,385
Excess (deficiency) of revenue over expenses	(223,078)	226,284

The accompanying notes are an integral part of these financial statements

Tribal Resources Investment Corporation
Non-Consolidated Statement of Changes in Net Assets (Liabilities)
For the year ended March 31, 2023

	Investment in capital assets	Unrestricted	Internally restricted	2023	2022
Net assets (liabilities), beginning of year	166,168	(2,430,156)	44,654	(2,219,334)	(2,427,055)
Excess (deficiency) of revenue over expenses	-	(223,078)	-	(223,078)	226,284
Amortization of capital assets	(13,793)	-	-	(13,793)	(18,563)
Interfund transfer	-	(100,068)	100,068	-	-
Net assets (liabilities), end of year	152,375	(2,753,302)	144,722	(2,456,205)	(2,219,334)

The accompanying notes are an integral part of these financial statements

Tribal Resources Investment Corporation
Non-Consolidated Statement of Cash Flows
For the year ended March 31, 2023

	2023	2022
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	(223,078)	226,284
Advances from significantly influenced partnership	377,019	(77,385)
	153,941	148,899
Changes in working capital accounts		
Accounts receivable	482,450	(507,079)
Prepaid expenses	44,597	(35,028)
Government agencies recoverable	(73,295)	(9,493)
Long term prepaid expense	12,500	30,000
Accounts payable and accruals	(281,497)	87,042
Deferred revenue	190,918	1,250,620
	529,614	964,961
Financing		
Decrease in deposits	(21,817)	(23,521)
Emergency loan payment program, net	(241,689)	(84,141)
	(263,506)	(107,662)
Investing		
Advances of emergency loan receivable	-	(11,411)
Repayment of emergency loan receivable	286,023	-
Advances of loans receivable	(198,980)	-
Repayment of loans receivable	-	271,512
Deposits in restricted term deposits	(809)	(623)
	86,234	259,478
Increase in cash resources	352,342	1,116,777
Cash resources, beginning of year	6,171,175	5,054,398
Cash resources, end of year	6,523,517	6,171,175

The accompanying notes are an integral part of these financial statements

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

1. Incorporation and nature of the organization

Tribal Resources Investment Corporation (the "Organization") was incorporated under the authority of the Canada Corporations Act. Under an agreement with the Native Economic Development Program, the Organization provides financial services to Status, Non-Status and Metis Indian entrepreneurs of Northwestern British Columbia. The Organization is considered not-for-profit, and is therefore not taxable under section 149(1) of the Income Tax Act.

The Organization also provides social development through the Indigenous Skills and Employment Training Strategy ("ISETS") agreement with Employment and Social Development Canada ("ESDC"). The agreement provides funding to Indigenous organizations to help improve the employment opportunities of Indigenous peoples. The agreement has been signed through March 31, 2029 and is described as follows:

- Consolidated Revenue Funds ("CRF") - under the terms of the Agreement with ESDC, CRF funds may be used for reasonable and proper program administration costs of the Organization (a maximum of 15% of funding may be spent on administration) and for any program assistance costs not covered by Section 63 of the Employment Insurance Act.
- Employment Insurance Funds ("EI") - under the terms of the Agreement with ESDC, EI fund may be used for reasonable and proper Employment Insurance related program assistance costs and program administration costs of the Organization (a maximum of 15% of funding may be spent on administration) relating to Employment Insurance assistance activities.
- First Nations and Inuit Child Care Initiative ("FNICCI") - under the terms of the Agreement with ESDC, FNICCI funds may be used for child care program costs and reasonable and proper program administration costs of the Organization (a maximum of 15% of funding may be spent on administration).

2. Significant accounting policies

The non-consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada with the exception of accounting policies as described in Note 3 for revenue recognition and capital assets.

Cash

Cash includes balances with banks, excluding bank overdrafts. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

Capital assets

Capital asset expenditures which are not physically incorporated into a final product of a project are recorded as equipment of the Organization and are charged to operations when incurred. These expenditures are also recorded as additions to capital assets on the Statement of Changes in Net Assets with a corresponding increase in Net Assets Invested in Equipment.

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives.

	Rate
Automotive	30 %
Computer equipment	20 %
Computer software	20 %
Office equipment	10-30 %

Leasehold improvements are amortized on a straight-line basis over the underlying lease term, being 10 years.

2. **Significant accounting policies** *(Continued from previous page)*

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

A long-lived asset is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

Investments

Investments with significant influence are measured at cost, less any provision for other than temporary impairment.

Investments in subsidiaries and significantly influenced partnerships are accounted for using the equity method. Accordingly, the investment is recorded at acquisition cost and is increased for the proportionate share of post-acquisition earnings and decreased by post-acquisition losses and distributions received.

All transactions with the significantly influenced entities, subsidiaries and partnerships are disclosed as related party transactions.

Loans receivable

Loans are carried at the principal amount less impairment. Interest revenue is recorded on the accrual basis except where a loan is considered to be impaired. Interest income on impaired loans is recognized on a cash basis, only after any specific provisions or partial write-offs have been recovered, and provided there is no further doubt as to the collectibility of the principal.

Impaired loans are those loans where there is reasonable doubt regarding the timely collection of the full amount of principal and interest. Impaired loans are carried at their estimated realizable amounts determined by discounting the expected future cash flows at the interest rate inherent in the loans. When the amount of future cash flows cannot be estimated with reasonable reliability, impaired loans are carried at the fair value of the underlying security, net of estimated costs of realization.

The allowance for impairment is maintained at a level considered adequate to absorb anticipated credit losses. The amount provided for anticipated credit losses is determined by reference to specific loans in arrears and by the judgment of management based on previous experience and current economic conditions.

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Contributions for the purchase of capital assets are recognized in accordance with the policies described in these significant accounting policies. Operating grants are recognized in the period in which they are committed by the granting organization. Other income is recognized when services are performed and ultimate collection is reasonably assured at the time of service.

2. **Significant accounting policies** *(Continued from previous page)*

Measurement uncertainty (use of estimates)

The preparation of non-consolidated financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation of their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Provisions are made for doubtful loan accounts. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the periods in which they become known.

Financial instruments

The Organization recognizes financial instruments when the Organization becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess (deficiency) of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Financial asset impairment

The Organization assesses impairment of all its financial assets measured at cost or amortized cost. The Organization groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group or there are numerous assets affected by the same factors. Management considers whether there has been a breach in contract, such as a default or delinquency in interest or principal payments etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

If so, the Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenue over expenses.

The Organization reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess (deficiency) of revenue over expenses in the year the reversal occurs.

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

3. Loans receivable

Carrying Amounts	<i>Fishery</i>	<i>Services</i>	<i>Retail</i>	<i>Contracting</i>	<i>Tourism</i>
Loans - specific allowances					
Recorded amount	-	27,625	-	-	-
Related allowance	-	(27,625)	-	-	-
	-	-	-	-	-
Loans - general allowances					
Recorded amount	17,107	1,572,589	155,589	20,028	-
Related allowance	(5,643)	(62,977)	-	(5,967)	-
	11,464	1,509,612	155,589	14,061	-
Accrued interest receivable					
Recorded amount	-	5,633	-	-	-
Related allowance	-	(3,744)	-	-	-
	-	1,889	-	-	-
Total loans receivable	11,464	1,511,501	155,589	14,061	-
	<i>Forestry</i>	<i>Employer Benefit Program</i>	<i>IWE Program</i>	<i>2023 Total</i>	<i>2022 Total</i>
Loans - specific allowances					
Recorded amount	34,925	-	-	62,550	38,640
Related allowance	(34,925)	-	-	(62,550)	(38,640)
	-	-	-	-	-
Loans - general allowances					
Recorded amount	-	31,051	16,800	1,813,164	1,612,869
Related allowance	-	-	-	(74,587)	(74,587)
	-	31,051	16,800	1,738,577	1,538,282
Accrued interest receivable					
Recorded amount	-	-	81	5,714	3,489
Related allowance	-	-	-	(3,744)	(286)
	-	-	81	1,970	3,203
Total loans receivable	-	31,051	16,881	1,740,547	1,541,485

Continued on next page

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

3. Loans receivable (Continued from previous page)

Allowance for impairment	<i>Fishery</i>	<i>Services</i>	<i>Retail</i>	<i>Contracting</i>	<i>Tourism</i>
Balance, beginning of year	5,643	62,977	-	5,967	-
Provision for (recovery of) write-offs	-	27,626	-	-	-
Balance, end of year	5,643	90,603	-	5,967	-
	<i>Forestry</i>	<i>Employer Benefit Program</i>		<i>2023 Total</i>	<i>2022 Total</i>
Balance, beginning of year	38,640	-	-	113,227	156,700
Provision for (recovery of) write-offs	(3,715)	-	-	23,911	(43,473)
Balance, end of year	34,925	-	-	137,138	113,227

The Organization's loans are for fixed terms ranging from one to ten years and bear interest at fixed rates ranging from 8% to 11% per annum. Specific loans are secured with specific assets, personal, Band or Corporate guarantees and British Columbia Government First Citizens Fund Business Loan Program loan forgiveness and guarantees.

The British Columbia First Citizens Fund loan forgiveness and guarantees are for 40% of the original loan principal of specific loans. For each 15% of principal repaid by the borrower, the provincial government contributes 10% of the original principal. If the borrower defaults on the loan, the balance remaining of the 40% is released by the provincial government. As at March 31, 2023, management's estimate of the British Columbia First Citizens Fund security underlying the Organization's loan portfolio totaled \$410,912 (2022 - \$321,022).

The Aboriginal Developmental Lending Assistance ("ADLA") is funding designed to compensate for developmental loan losses and the high cost of developmental loan administration. Such assistance enables qualified Aboriginal Financial Institutions to absorb the cost of capital shortfall tied to developmental lending as well as the pre- and post-loan care costs, enabling the full deployment of loan capital to Aboriginal entrepreneurs.

During the year, the Organization recognized revenues \$80,850 (2022 - \$94,011) in ADLA funding. The revenues are generated as 13% (2022 - 13%) of the value of ADLA supported loans disbursed in the fiscal year. During the year, the Organization disbursed \$803,654 of ADLA supported loans (2022 - \$728,461).

The Organization has entered into a distributor agreement with ASKI Financial Inc. ("ASKI") an Aboriginal financial services company. The primary purpose of the distributor agreement is to provide Employer Benefit Lending Products throughout British Columbia. The Employer Benefit Loans ("EBL") are loans that are available exclusively to employees of Aboriginal led businesses and organizations that employ Aboriginal people in British Columbia. The EBL loans bear interest at fixed rates ranging from 11% to 15% per annum.

4. Emergency loan receivable

The emergency loan program (ELP) provides Indigenous owned businesses, negatively impacted by COVID-19, with interest-free term loans and a non-repayable contribution to support their immediate working capital and operational needs. The assistance is comprised of a 75% loan and 25% non-repayable contribution per business, payable to the National Aboriginal Capital Corporations Association (NACCA). Amounts in excess of eligible Indigenous enterprise contributions that were not contributed prior to year end are to be reimbursed to NACCA.

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

5. Investments

The long-term Investment in First Nation Regeneration Fund Inc. is recorded at cost and the investment in Nesika Management Limited is accounted for using the equity method.

	2023	2022
First Nation Regeneration Fund Inc., a significantly influenced corporation: 35 common shares (50%)	2	2
Nesika Management Limited, a subsidiary corporation 1 common share (100%)	1	1
	3	3

6. Investment in significantly influenced partnership

Aboriginal Energy Partnership "the Partnership" is an unincorporated partnership formed under an agreement between Tale'awtxw Aboriginal Capital Corporation and the Organization on March 6, 2009. The purpose of the Partnership is to research alternative energy projects and to provide funding for green energy projects in account with a funding agreement entered into with Indigenous Services Canada. The Organization has significant influence of the Partnership through 50% ownership.

7. Capital assets

	2023	2022
	<i>Cost</i>	<i>Net book value</i>
	<i>Accumulated amortization</i>	<i>Net book value</i>
Automotive	82,793	16,897
Computer equipment	141,871	11,873
Computer software	58,892	-
Office equipment	104,393	9,079
Leasehold improvements	174,051	128,319
	562,000	166,168

8. Restricted term deposit

Employer Benefits Program

	2023	2022
NSCU term deposit, bearing interest at 0.45%, maturing on October 1, 2023	179,491	178,682

Balance pertains to term deposits intended to be renewed and reinvested for the next 12 months therefore is classified as long term on the financial statements at March 31, 2023.

9. Credit facility

The Organization has an operating line of credit with Northern Savings Credit Union with an authorized credit limit of \$150,000, bearing interest at the bank's prime rate plus 1.50% and secured by a commercial security agreement, an assignment of a \$179,491 (2022 - \$178,682) term deposit, and an indemnity agreement secured by a wholly-owned subsidiary. As at March 31, 2023, the balance outstanding on this facility was \$Nil (2022 - \$Nil).

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

10. Deferred revenue

	2022 deferred revenue	Prior year amount recognized as revenue	Current year funding received and interest	Current year amount recognized as revenue	2023 deferred revenue
NACCA Youth Fund	5,000	(5,000)	-	-	-
Indigenous Women Entrepreneur Program	83,375	(17,670)	138,165	-	203,870
Indigenous Services Canada - Pre-employment Income Assistance	970,130	(714,271)	750,562	-	1,006,421
CRF - Employment and Social Development Canada	213,978	(213,978)	3,944,706	(3,944,706)	-
CRF (Special) - Employment and Social Development Canada	685,282	(270,570)	-	-	484,712
New Relationship Trust	18,884	(18,884)	75,000	(41,539)	33,461
Aboriginal Business Financing Program	6,477	(6,477)	831,915	(831,915)	-
GSB/UVIC Restricted Funds	5,301	-	-	-	5,301
Youth Employment and Skills Strategy	328,631	(328,631)	172,447	(89,538)	82,909
First Nations Child Care Funds	-	-	1,360,468	(931,764)	428,704
OLES "Passing it On"	-	-	265,669	(3,071)	262,598
	2,317,058	(1,505,481)	7,538,932	(5,842,533)	2,507,976

Under the Organization's various agreements with ESDC, ISC, NRT, and GSB, the Organization may retain, upon approval, any unexpended balance of the contributions to supplement future year contributions. The Organization plans to expend the deferred revenue in the upcoming fiscal year.

11. Commitments

The Organization is committed to spend \$5,168 per month on a facility lease agreement with Metlakatla Development Corporation, which expires August 31, 2023. Estimated minimum annual payments as follows:

2023	25,885
	25,885

The Organization is committed to spend \$11,429 per year on a vehicle lease on a year to year basis. This arises from an agreement entered into with Nesika Management Limited. These transactions are in the normal course of operations and are recorded at the exchange amount.

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

12. Internally restricted net assets

The Organization's Board of Directors has internally restricted \$144,722 (2022 - \$44,654) of net assets to be held for future use. These internally restricted amounts are not available for other purposes without approval of the Board of Directors.

13. Contributed equity

The Organization's contributed equity is summarized below:

	2023	2022
Native Economic Development Program	4,000,000	4,000,000
Aboriginal Economic Program	3,000,000	3,000,000
Forest Renewal British Columbia	500,000	500,000
ABC Youth Program	73,685	73,685
NACCA Youth Program	45,000	45,000
AANDC Expansion of Capital Corporation Fund	950,000	950,000
	8,568,685	8,568,685

Contributed equity consists of Federal government-provided assistance for the purpose of lending to Status, Non-Status and Metis Indian entrepreneurs of Northwestern British Columbia. In order to secure the performance requirements of the Contribution Agreement, the Organization has granted a general security interest on its assets to the Federal Government. In the event that the Organization ceases operations, it will transfer its assets to another approved aboriginally-owned and controlled economic development corporation.

In July 1989, an agreement was reached under the Native Economic Development Program whereby the Organization received \$4,000,000 in contributed equity in the first three years of operations. In March 1994, additional funds of \$3,000,000 in contributed equity were allocated under the Aboriginal Economic Program.

The Organization's agreement under the ABC Youth Program has concluded. As the Organization complied with the terms of the contribution agreement, the remaining funds of \$73,685 have reverted to the Organization.

In March 2012, an agreement was reached under the AANDC Expansion of Capital Corporation Fund project whereby the Organization received \$950,000 in contributed equity effective April 1, 2011 to capitalize the Organization's fund for providing developmental loans.

On March 1, 1998, an agreement was reached with NACCA whereby the Organization will receive a flexible transfer payment to be used at the discretion of the Organization within the guidelines of the agreement. The funding will be used to provide seed capital financing and mentoring/business plan development to First Nations and Inuit youth in the Province of British Columbia.

14. Related party transactions

During the year, the Organization leased vehicles from Nesika Management Limited for \$11,714 (2022 - \$11,429).

The Organization has in place a conflict of interest policy with respect to any loans that are disbursed to related parties.

The Organization received management fees from Nesika Management Limited, in the amount of \$7,650 (2022 - \$5,950).

The related party transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

Tribal Resources Investment Corporation
Notes to the Non-Consolidated Financial Statements
For the year ended March 31, 2023

15. Financial instruments

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Credit risk

The Organization is exposed to financial risk that arises from the credit quality of the entities to which it provides services. Credit risk arises from the possibility that the entities to which the Organization provides services may experience financial difficulty and be unable to fulfil their obligations. Management reduces its credit risk by implementing prepayment programs and implementing active collection programs. In addition, the Organization's clients are numerous and diverse, which reduces the concentration of credit risk.

The Organization is subject to credit risk with respect to the collection of its accounts receivable and loans receivable, which include loans to First Nations groups and businesses operating in the logging and fishing industries. To manage its credit risk, management has established policies which involve investigating credit history, monitoring credit terms, granting credit only to borrowers with established relationships or acceptable credit ratings, and analyzing the ongoing financial performance of its borrowers, all on a project-by-project basis.

Interest rate risk

The Organization's earnings are subject to fluctuations in interest rates and the degree of volatility of these rates. The Organization does not use derivative instruments to reduce its exposure to interest rate risk.

The Organization manages its cash based on its cash flow needs and to optimize its interest income and reduce its interest expense.

The Organization's operating line of credit bears interest at a variable rate (see Note 9).

Liquidity risk

Liquidity risk is the risk that the Organization will encounter difficulty in meeting obligations associated with financial liabilities. The Organization's exposure to liquidity risk is dependent on the collection of accounts and loans receivable, purchasing commitments and obligations or raising funds to meet commitments and sustain operations.

The Organization manages its liquidity risk through cash and debt management and monitors the financial obligations associated with its operating activities.

16. Economic dependence

The Organization's primary source of revenue is funding from ESDC. The funding can be cancelled if the Organization does not observe certain established guidelines. The Organization's ability to continue viable operations is dependent upon maintaining its compliance with the criteria within the guidelines set out by ESDC related to eligibility of expenditures and the appropriate documentation and monitoring of programs. As at the date of these financial statements, the Organization believes that it is in compliance with the guidelines.

Tribal Resources Investment Corporation
Schedule 1 - Employment and Social Development Canada - Indigenous Skills and
Employment Training Program Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Consolidated Revenue Funds (Schedule 2)	3,942,555	3,910,925
Current year funding not utilized (Schedule 2)	-	(213,978)
Prior year funding not utilized (Schedule 2)	213,978	129,880
Interest (Schedule 2)	2,150	2,329
Consolidated Revenue Funds - Special (Schedule 3)	-	2,092,390
Current year funding not utilized (Schedule 3)	(484,712)	(685,282)
Prior year funding not utilized (Schedule 3)	685,282	-
Employment Insurance Funds (Schedule 4)	1,893,100	1,877,617
First Nations Child Care Funds (Schedule 5)	931,764	931,764
Renovation Funding (Schedule 5)	428,704	-
Current year funding not utilized (Schedule 5)	(428,704)	-
	7,184,117	8,045,645
Expenses		
Agreement holder programs (Schedule 2), (Schedule 3), (Schedule 4)		
Community programs - proposal driven	1,296,321	885,132
Core program services	1,294,613	1,664,823
Job supplement - skill development - non-trades	2,834,003	3,472,154
Youth initiatives - work experience, conference	148,027	35,324
	5,572,964	6,057,433
Childcare programs (Schedule 5)	868,002	915,511
Partnership initiative (Schedule 2), (Schedule 3), (Schedule 4)	137,073	489,714
Agreement holder administration costs (Schedule 2), (Schedule 4), (Schedule 5)		
Capacity building	-	-
Non-salary operating costs	198,696	167,370
Professional fees	48,285	40,820
Salaries, wages and related costs	359,097	374,797
	606,078	582,987
	7,184,117	8,045,645
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 2 - Consolidated Revenue Funds Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Consolidated Revenue Funds	3,942,555	3,910,925
Interest	2,151	2,329
Current year funding not utilized	-	(213,978)
Prior year funding not utilized	213,978	129,880
	4,158,684	3,829,156
Expenses		
Agreement holder programs		
Community programs - proposal driven	257,771	305,080
Core program services	1,273,857	974,071
Job supplement - skill development - non-trades	2,012,383	2,060,399
Youth initiatives - work experience, conference	148,027	35,324
	3,692,038	3,374,874
Partnership initiative	99,634	71,698
Agreement holder administration costs		
Capacity building	-	-
Non-salary operating costs	169,207	166,381
Professional fees	48,285	40,820
Salaries, wages and related costs	149,520	175,383
	367,012	382,584
	4,158,684	3,829,156
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 3 - Consolidated Revenue Funds (Flex) Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Consolidated Revenue Funds	-	2,092,390
Current year funding not utilized	(484,712)	(685,282)
Prior year funding utilized	685,282	-
	200,570	1,407,108
Expenses		
Agreement holder programs		
Community programs - proposal driven	167,389	496,356
Core program services	5,381	500,752
	172,770	997,108
Agreement holder administration costs	27,800	-
Partnership initiative	-	410,000
	200,570	1,407,108
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 4 - Employment Insurance Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Employment Insurance Funds	1,893,100	1,877,617
Expenses		
Agreement holder programs		
Community programs - proposal driven	871,162	83,696
Core program services	15,375	190,000
Job supplement - skill development - non-trades	821,620	1,411,755
	1,708,157	1,685,451
Partnership initiative		
Partnership development	14,996	-
Regional leaders forum	22,444	8,016
	37,440	8,016
Agreement holder administration costs		
Salaries, wages and related costs	147,503	184,150
	1,893,100	1,877,617
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 5 - First Nations Child Care Funds Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
First Nations Child Care Fund	931,764	931,764
Renovation Funding	428,704	-
Current year funding not utilized	(428,704)	-
	931,764	931,764
Expenses		
Childcare programs	868,002	915,511
Agreement holder administration costs		
Non-salary operating costs	1,688	989
Salaries, wages and related costs	62,074	15,264
	63,762	16,253
	931,764	931,764
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 6 - Skills and Partnership Fund Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Skills and Partnership Fund	-	32,343
Interest	-	17
Prior year funding not utilized	-	-
Current year funding not utilized	-	-
	-	32,360
Expenses		
Participant expenses		
Client assessments	-	1,415
Living allowances	-	600
Participant trades training	-	-
Participant supplies	-	-
	-	2,015
Agreement holder administration costs		
Materials and supplies	-	1,217
Overhead costs	-	-
Professional fees	-	3,359
Salaries, wages and related costs	-	11,798
Staff and management travel	-	-
Staff training	-	-
Rent	-	13,971
	-	30,346
	-	32,360
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 7 - Aboriginal Business Financing Program Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	831,915	791,913
Prior year funding not utilized	6,477	3,756
Current year funding not utilized	-	(6,477)
	838,392	789,192
Expenses		
Advertising	4,002	1,420
Board of Directors	1,000	2,000
Disbursements	692,259	652,259
General manager and administration support	15,000	15,000
Office and miscellaneous	8,523	11,900
Professional fees	13,184	10,152
Rent and occupancy	5,000	7,800
Salaries and benefits	82,401	85,678
Training and education	175	563
Travel	16,848	2,421
	838,392	789,192
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 8 - General Operations Revenues and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Administration fees	6,283	6,281
Administration fees - Emergency loan program	17,729	17,728
Bank interest	16,761	2,312
Employer benefit loan interest	15,098	11,042
Loan interest	130,762	149,004
Management fees	7,650	5,950
NACCA - Aboriginal Development Lending Assistant	80,850	94,011
NACCA - Training	-	13,916
NACCA - Contingency Revenue	-	248,000
Other Income	79,728	127,095
Rental Income	9,099	13,200
	363,960	688,539
Expenses		
Advertising	6,239	11,051
Equipment lease	2,428	1,680
Bank charges and interest	126	102
Board of Directors	26,627	26,913
Credit Investigations	2,764	3,485
Distributor fees	4,185	3,555
Insurance	3,267	1,148
Office and Miscellaneous	16,849	14,763
Professional fees	24,071	20,061
Provision for loan loss	38,525	293,004
Rent and occupancy	49,885	37,471
Salaries and benefits	42,008	170,987
Telephone expense	4,153	4,737
Training and education	140	-
NACCA - Training	-	13,916
Travel	15,602	32
	236,869	602,903
Excess of revenue over expenses	127,092	85,636

Tribal Resources Investment Corporation
Schedule 9 - Aboriginal Community Career Employment Services Society - BladeRunners
Revenues and Expenses
For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	70,000	120,000
Expenses		
BladeRunners - Programs	37,972	45,036
Office and miscellaneous	149	28
Salaries and benefits	1,390	6,549
Stipend	2,234	3,575
Travel	1,406	1,548
	43,151	56,736
Excess of revenue over expenses	26,849	63,264

Tribal Resources Investment Corporation
Schedule 10 - New Relationship Trust - First Nations Equity-Matching Initiative Revenues and
Expenses
For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	75,000	65,000
Prior year funding not utilized	18,884	11,031
Current year funding not utilized	(33,461)	(18,884)
	60,423	57,147
Expenses		
Equity expenditures - New Relationship Trust	60,423	57,147
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 11 - Income Assistance Pre-Employment Supports Revenues
and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Indigenous Services Canada		
Contribution	750,000	750,000
Interest	562	251
Current year funding not utilized	(1,006,421)	(970,130)
Prior year funding not utilized	970,130	674,446
	714,271	454,567
Expenses		
Case management	167,257	187,351
Service delivery infrastructure	51,740	44,951
Participant transitional support costs	495,274	222,265
	714,271	454,567
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 12 - Youth Employment Skills Strategy Revenues
and Expenses

For the year ended March 31, 2023

	2023	2022
Revenue		
Employment and Social Development Canada		
Contributions	172,443	420,001
Interest	3	43
Prior year funding not utilized	328,631	209,005
Current year funding not utilized	(82,909)	(328,631)
	418,168	300,418
Expenses		
Administration costs	7,646	6,443
Administrative wages	13,815	13,716
Direct costs	173,674	134,281
Participant costs	201,315	130,753
Project costs	21,718	15,225
	418,168	300,418
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 13 - Northern Development Initiative Trust
Revenues and Expenses
For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	-	59,728
Expenses		
Salaries and benefits	-	59,408
Travel	-	321
	-	59,728
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 14 - OLES "Passing it On"
Revenues and Expenses
For the year ended March 31, 2023


	2023	2022
Revenue		
Contributions	265,669	-
Current year funding not utilized	(262,598)	-
	3,071	-
Expenses		
Travel	3,071	-
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 15 - Indigenous Women's Entrepreneurship
Revenues and Expenses
For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	96,604	-
Mentorship Grant	41,400	
Interest	159	
Prior year funding not utilized	83,375	
Current year funding not utilized	(203,869)	-
	17,669	-
Expenses		
Office and miscellaneous	4,440	-
Travel	13,229	-
	17,669	-
Excess of revenue over expenses	-	-

Tribal Resources Investment Corporation
Schedule 16 - Drive BC
Revenues and Expenses
For the year ended March 31, 2023

	2023	2022
Revenue		
Contributions	130,000	-
Expenses		
Tuition / living allowance	118,272	-
Administration costs	11,728	-
	130,000	-
Excess of revenue over expenses	-	-



Mailing Address

P.O. Box 339
Prince Rupert, BC V8J 3P9

Head Office

100 Grassy Bay Lane
Prince Rupert, BC V8J 3Y1

Hours of Operation

Monday - Friday
8:30am - 4pm

Contact

Phone 1-250-624-3535
Toll Free 1-800-665-3201
Fax 1-250-624-3883

TRICORP.CA

