



TRICORP

Tribal Resources Investment Corporation

Annual General Report 2014

In Memory of Godfrey (Didi) Williams



Godfrey Williams was a long time standing Director on TRICORP's Board and we wish to acknowledge his significant contribution of time and service to our members. He was a person who believed in the goals and objectives that TRICORP is striving towards. Godfrey's dedication as a Board member never went unnoticed, even with his soft spoken nature. He took his role of a Board member seriously, ensuring his participation, involvement and decision making was to benefit our people overall.

If Godfrey were ever having a bad day, you would never know it because he always had a smile on his face. He liked to barter with the traditional foods he gathered in exchange for foods that were not available on Haida Gwaii. He was a generous soul and would always share regardless if you had something to give back or not.

We always enjoyed the stories Godfrey shared, because it was the stories that connected us. He often spoke of his wife and daughters, Haida Gwaii and of course fishing.

Godfrey we thank you for your contribution to TRICORP. You will forever be remembered and always in our hearts.



Frank Parnell, Chief Executive Officer

Tribal Resources Investment Corporation has now completed two and a half years of the Aboriginal Skills Employment Training Service program and half way through the final year, of the five-year initiative.

TRICORP ended the 2012-13 fiscal year with a carry forward amount of just over \$3 million. Service Canada worked with TRICORP to develop a plan of action and within the guidelines of the agreement, to expend the carry forward amount as well as the 2013-14 allocation by March 2014. TRICORP's administration achieved the challenge set out before them and successfully expended over \$9 million last fiscal year without any deterioration of services to our region.

In 2013 we partnered with Aboriginal Community Career Employment Services Society (ACCESS) from Vancouver to deliver the BladeRunners Program in the Northwest. BladeRunners is a program that was created in 1994 during the construction of General Motors Place in Vancouver. It was founded with the purpose of matching construction industry needs with opportunities for inner city disadvantaged 'street-involved' youth. It targets at-risk youth (15-30 years of age) and provides them with basic training designed to facilitate entry into the labour force. TRICORP is in its second year of delivering the program to communities in the Northwest and successfully ran four BladeRunner cohorts last year in Prince Rupert. Three of which were construction based and one cashier based training. This year one cohort was held in Hagwilget in cashier training and we have two more scheduled for Lax Kw'alaams and Haisla. Lax Kw'alaams will be construction based and Haisla will target the LNG.

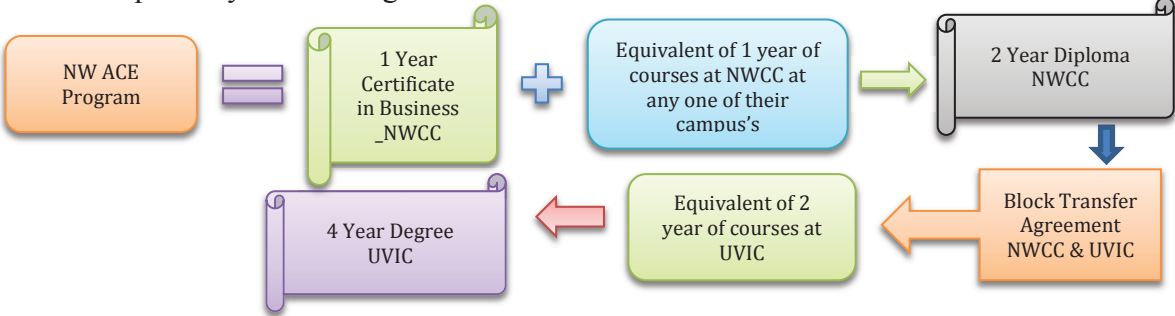
In 2011, TRICORP partnered with Tribal Whi-Chi-Way-Win based in Winnipeg to deliver the Employer Benefit Program. By becoming an Employer Partner, you can provide access to resources your employees need to build their futures and get where they want to be. Individuals in the region have utilized micro loans that assist in their financial needs as well as an opportunity to re-establish their credit and personal financial management. It is a valuable benefit that may also help in attracting and retaining valuable employees.

For over 25 years TRICORP has supported the success of aboriginal businesses operating across the Northwest. These loans are provided to those entrepreneurs wanting to start their own business or wishing to expand their current operations. We have provided loans for a variety of business ventures such as fishing startup, forestry, tourism, service, and transportation. We challenged our Business Development team to put out quality loans to individuals and communities and the target was to achieve the \$1 million dollar mark this year. They have managed to allocate 100% of our First Citizens allocation and

50% of our TRICORP target within the first 6 months of this fiscal year. We are confident that the target will be met or exceeded prior to year-end.

Management has achieved numerous partnerships within the private sector that connect to both our training and business development services. We have a partnership with Tale'awtxw Aboriginal Capital Corporation (TACC). Through this partnership we have created the First Nations Regeneration Fund, a fund that provides construction financing to communities that are starting a run of the river hydro project.

We have also created a partnership with the University of Victoria and Northwest Community College in conjunction with our Northwest Aboriginal Canadian Entrepreneur (NWACE) program. This partnership has been created to open up the credential pathways for Aboriginal students in the Northwest.



Through the development of successful partnerships and the first time in 20 years, TRICORP has ended the past year in a favorable financial position. It is a positive sign of growth in the region and a positive look into the future. We will continue to create new partnerships that will be beneficial to the individuals and communities we provide services to in the region.

TRICORP’s Board of Directors and management held a strategic planning session and challenged our administration to increase operational efficiency, create portfolio growth, increase non-traditional investments and diversify products & revenue offerings. TRICORP administration continuously looks for opportunities to address and meet those targets. TRICORP’s Board and management feel that with those opportunities we can provide an array of products that will assist our communities in their journey to “economic self-reliance.”



Jacquie Ridley, Administrative Manager

“Good” may be good enough for some. But most of us want more than that. Something inside us makes us want to be better than good. We want to be part of a team whose members, even years later, will be remembered for what they accomplished. We all want greatness!”

That statement resonates to all aspects of our lives and probably more so to the work that we do within our jobs. We want to help our nations in their path to making a difference in their communities; we want to help individuals in their journey to achieve what greatness is to them; we want both the communities and individuals to be a part of teams whose members are remembered for what they have accomplished.

TRICORP continues to search for opportunities and programs that will be beneficial to the communities and individuals in our service area. We do this by creating strong partnerships with our communities, employers, and industry representatives.

TRICORP strives to be open and transparent in our communications and program delivery to the communities, funders, partners and our staff. This enables us to build stronger relationships both externally and internally and enhances the strength within TRICORP. We promote our programs by attending trade and career fairs, visiting the communities, providing information through our Employment Assistance Workers and the marketing of our programs.

TRICORP’s Board of Directors receive reports from management that contain information on our programs, progress reports, financial statements, auditor reports and any other information that is pertinent and requires their attention. Our Board is made up of individuals that have strong backgrounds in business, finance and bring a wealth of knowledge to our organization.

We hold regular sessions with our staff to review annual plans, audits, reporting requirements, target setting and share information. Providing updates on events and projects happening within the communities allows us to keep up to date on events or projects in the region. We look for opportunities to assist in those projects and how our funding can fit, whether it is Business Development or ASETS dollars.

We encourage communities to invite our TRICORP team members to present to your Chief, Council, Administration or your community members. We welcome the community leaders to connect with our office to discuss potential opportunities or to discuss how those opportunities or ideas can fit within our programs.



David Parnell
Business Development Officer
LENDING SUMMARY

This year the business development division was challenged by senior management to surpass any previous years lending totals. This resulted in a very busy summer for the division. The lending summary of the fiscal years 2013/2014 and 2014/2015 will be summarized in the following pages. As seen in the summary the demand for business loans is up this year when compared to last year. The amount of money lent out to date surpasses last years total by over \$100,000.00. The general optimism in the region with all the potential energy projects can attribute to this positivity. People are more likely to take a chance on small business because of the economic potential in the region.

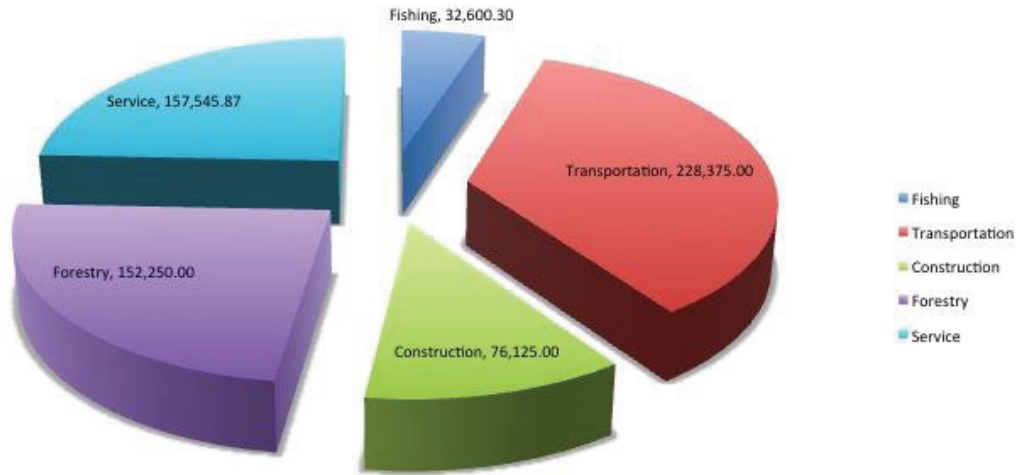
The First Citizens Fund program has exhausted the allocation of money that we are allotted to lend out which is \$575,000.00. This is our loan program that provides a 40% forgivable portion to the client.

The Tricorp loan fund still has \$200,000.00 left in the budget to lend out this fiscal year. The Tricorp loan fund is our regular loan money that does not have a forgivable portion. Tricorp lends this money out on a sliding scale of interest between 5-11% depending on the amount a client borrows and the risk of the client. A person or organization that has built a good track record with Tricorp would be able to borrow money on the lower end of the interest scale.

Tricorp also offers the NRT matching equity program as a part of our application process, this program offers individuals up to \$5000 in matching equity to assist with the 10% cash equity required for startup. On a community level this money can be as high as \$25,000.00, these community contributions are limited and this years \$25,000.00 has already been utilized. Apply early for this contribution for the next fiscal year. In the last 2 fiscal years clients have accessed more than \$98,050.00 in matching equity contributions.

As the First Citizens Fund loan program funds are limited, we are encouraging applicants to start work now on files for the new fiscal year of April 1, 2015. Work can be done now to get everything prepared for when the new fiscal year starts. As demand is high all files will be worked on a first come first served basis.

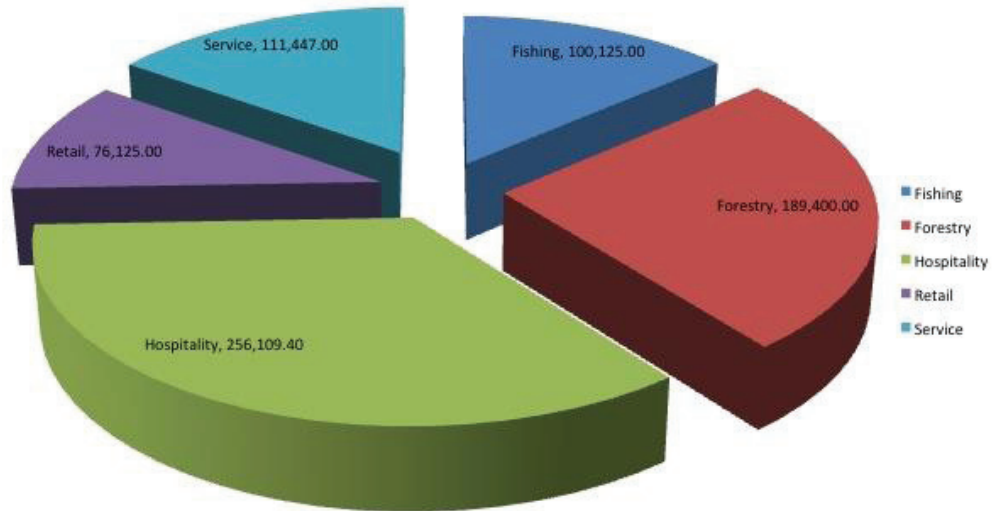
**TRIBAL RESOURCES INVESTMENT CORPORATION LENDING SUMMARY
BY INDUSTRY 2013/2014**



Tribal Resources Investment Corporation Lending Summary 2013/2014 by
Industry

Industry	Amount
Fishing	32,600.30
Transportation	228,375.00
Construction	76,125.00
Forestry	152,250.00
Service	157,545.87
Total	646,896.17

**TRIBAL RESOURCES INVESTMENT CORPORATION LENDING SUMMARY
BY INDUSTRY 2014-2015**



Tribal Resources Investment Corporation Lending Summary by Industry 2014-2015

Industry	Amount
Fishing	100,125.00
Forestry	189,400.00
Hospitality	256,109.40
Retail	76,125.00
Service	111,447.00
TOTAL	733,206.40

- The **hospitality industry** was the biggest borrower this year; some examples of businesses in this category are: Bed and breakfasts, restaurants and mobile food trucks.
- Coming in a close second was **forestry businesses**; we had one person buy a logging truck and another buy a logging truck trailer (consequently it was cheaper for this gentlemen to buy a trailer than to lease a trailer)
- The **Service industry** money lent out was for safety services within our region, construction site safety vehicles and equipment.
- The **fishing industry** will always be a player in this region and this year we lent our just over 100,000 on a fishing boat purchase and a fish processing plant construction.
- Our **Retail industry** money was lent out for the rebuilding of a gas station convenience store.



Highlander



Grassy Bay



Sunset RV



JD Tire



Java Spirit

TRICORP EMPLOYER BENEFIT LOANS



Carolyn Pilfold -Employer Benefit Coordinator

Tricorp saw a need to provide individuals with short-term micro loans and provide them with an easy payment option. On that would not cause them any hardship. Tricorp Employer Benefit Loans are short-term loans that are paid back through payroll deductions and within 5 to 8 pay periods. It is a benefit that employers can offer their employees and at no cost to the employer.

Most of the time, we are all fine with being able to cover our day-to-day expenses but then there are times when we could all use a little bit of additional cash. A family emergency crops up or unexpected expense, such the fridge breaking down, the hot water tank goes or we have someone pass away in our family. I'm sure we all know someone that has been in a similar situation and wished we could help.

Many employers today are unable to provide staff advances or loans due to cash constraints or policy does not permit it. As an employer it is a benefit that you can provide your employees and is easy to set up. Employers can sign up with Tricorp and once that is done your employees will have immediate access. Employees must be employed full time and have completed their probationary period. The employer's obligation is then is to deduct the payments from the employees payroll and remit to TRICORP on a bi-weekly basis. It takes no more time of your finance department than it does to deduct CPP, EI or a medical payment. It doesn't cost you anything except the willingness to sign on as an Employer Partner with Tricorp.

One of the largest challenges we face in getting employers to sign up is their fear that they are held liable in the event that an employee leaves or is let go. The only obligation of the employer in either of those events is that we request that they hold back as the employee's final pay and remit to TRICORP. If there is still a balance owing after that it becomes TRICORP's responsibility to work directly with the client to collect the outstanding amount.

These short-term loans are manageable for the clients due to the easy payment plans that they select. Clients can borrow up to \$100 over his or her net pay and with the convenient repayment plan that causes no hardship. It is a benefit that will help retain those valuable employees and give them control of their own finances.

We have over seven communities signed up as Employer Partners and provided 196 loans to clients over the past 18 months, totalling \$240,000. Employer Benefit Loans helps break the payday loan cycle and helps employees take control of his or her life without causing hardship. If you are interested in learning more, please do not hesitate to contact Tricorp and will be happy to assist you.

"I love it. I think it is great Tricorp offers this service" A quote from a client

"I like the service and received money quickly" A quote from a client



Bess Leeson
Senior Program Officer

TRICORP Employment, Skills & Training Services (TESTS), a labour market program with Service Canada known as the Aboriginal Skills & Employment Training Strategy (ASETS), has been progressively growing each month since April 2012. Our service area, which is one of the largest in British Columbia, spans over 21 Aboriginal and 13 urban communities respectively.

From the beginning, TRICORP acknowledged that one of the biggest challenges would be the transition from Aboriginal Human Resource Development Agreement (AHRDA), a capacity building initiative, to ASETS, an industry driven skill initiative. Our team has worked diligently to visit every community in our service area and introduce the guidelines to TESTS programming that is available.

With a vast service area, like the Northwest region, it was important to ensure that all TESTS programming be accessible and present within our communities. In 2013, we publically announced that every community would be eligible to apply for and access an Employment Assistance Services (EAS) subsidy that would either create a position or enhance a current position within the Band Administration offices.

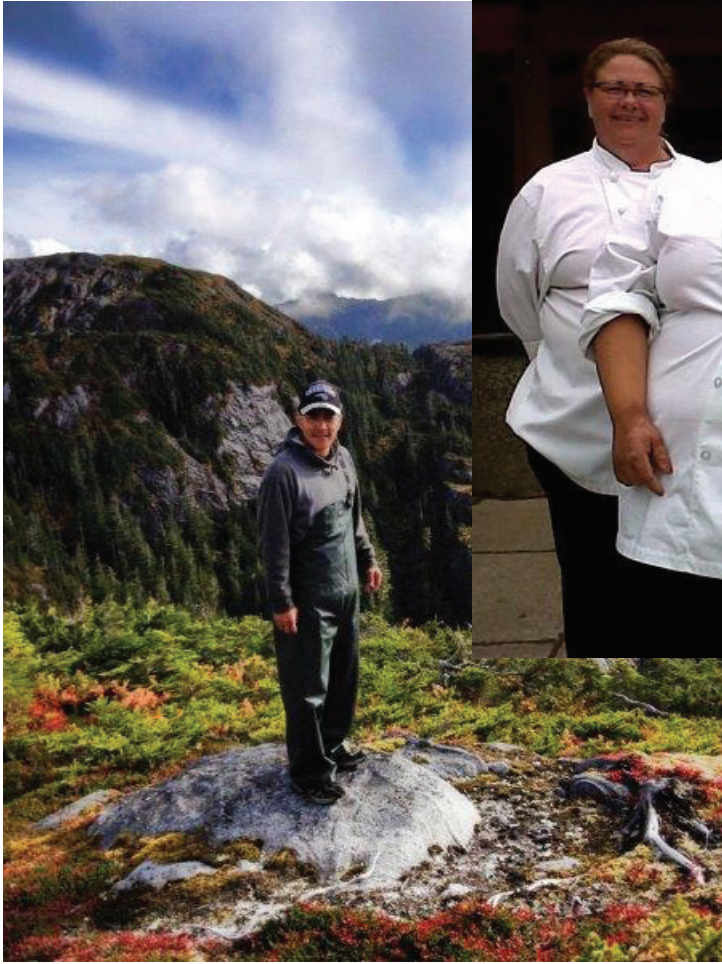
TESTS has and is working towards building partnerships with funding agencies, industry and training institutes in the public and private sectors respectively. We believe that the relationships we are establishing will provide the capacity to achieve what may not otherwise be achieved by. Working together in partnership, we can deliver better outcomes for the communities we offer services to.

As we move forward, our team is continually pursuing economic opportunities to complement and benefit our communities and aboriginal people in the Northwest region. Together we are striving to ensure that our people within the region are prepared for and have the opportunity to acquire those demand jobs.

Success Story

Trista Lewis first attended the Street Spirit Program for youth aged 13-18 at the new location in the Friendship House on Halloween for a costume dance with her younger sister in 2013. Trista was shy at first, but after a while she became a core member of our youth group. Trista participated regularly in workshops, activities and programs. She was also a positive role model for her peers due to her healthy habits that did not include drugs and alcohol. Trista then built up the courage to run for Youth Council President, and was the successful candidate. Trista didn't always lead a healthy lifestyle, but after attending a cultural treatment facility, she committed to making a lifestyle change. The Youth Hub has been here for her when she needed a place to go that was free from drugs and alcohol. Her presence at the center is always felt with her beautiful art pieces! Trista is incredibly creative, when it comes to drawing, painting, sketching, and writing. Because of her positive impact on the program and leadership qualities, she was hired a summer student with a partnership with TRICORP. She gained valuable work experience helping with the day camps, and around the youth center. She also participated in the Don't Dream It...Be It! Youth Conference put on by TRICORP and the New Relationship Trust where she publicly spoke for the very first time! Trista also developed leadership skills in working with her small group, and made new friendships with youth from other nations. She is looking forward to turning 19 so that she can participate in YES. Trista is now focusing on school and independent living.





Kirby Jackson Enviro Monitor



Cook's Helper Program - Moricetown



Kirby Jackson Enviro Monitor



Tom Morgan Enviro Monitor

Employment Assistance Service (EAS) Community Worker Program

Overall the EAS Worker Project is a success, and there are 4 communities that have not been successful in securing an EAS Worker subsidy and in 2015 we are planning to rectify that situation. We are also very cognizant of balancing training opportunities to seasonal travel realities our northern and remote coastal communities face.

For the final phase of Essential Skills Practitioner training we are going to combine both cohorts to work at the same time on their practicums and endeavour to hold bi-monthly conference calls with all EAS Workers to keep everyone on the same page. Reporting requirements have been standardized according to TRICORP funding agreements and an overview of these protocols will be included in the next payment to communities for the EAS Worker Project.

Some people have asked if it is fair for a small community to receive the same subsidy as a large community. Our position is that larger communities have much more resources available to them; therefore the subsidy dollars for a smaller community can be used to assist the jobseekers to provide enhanced access they might not already have.

As large projects and multi-national industries finalize their project plans in the Pacific Northwest we will have increased opportunities to partner with contractors and sub-contractors. With a functioning EAS Worker your community will have increased capacity to respond to programs and training packages being offered by both the colleges and private training institutes that stand to profit off the increased demands that accompany these opportunities. TRICORP looks forward to hearing any further successes or challenges your community is experiencing with the EAS Worker Project.

Employment Assistance Service (EAS) Community Worker Project Achievements

- ✓ Assisted 17 of 21 communities set up an EAS Worker in their communities
- ✓ Documented over 1000 client interactions in month of August 2014
- ✓ Documented over 1400 client interactions in month of September 2014
- ✓ 6 EAS Workers operating social media information sharing sites
- ✓ One EAS Worker had to recruit a volunteer assistant to deal with a backlog
- ✓ On pace to document over 1800 client interactions in October 2014
- ✓ Successfully delivered Essential Skills Practitioner training to 15 of 17 EAS Workers
- ✓ EAS Workers have assisted over 70 clients to access training supports
- ✓ EAS Workers have assisted 30 clients to gain employment
- ✓ EAS Workers have organized and delivered Career Fairs in their communities

Employment Assistance Service (EAS) Community Worker Project Challenges

- 4 of 21 communities have not accessed the EAS Worker subsidy

- Travel in the winter is very problematic for training opportunities available to EAS Workers
 - 2 distinct cohorts in the Essential Skills training has created an imbalance in EAS Worker activity
 - Connectivity and availability of long distance and internet services holds back some EAS Workers
 - Balancing training opportunities with job duties
 - Reporting and submitting documentation required for renewals
-

Client Attended Barber School in Edmonton Alberta (Barber is considered a trade in Alberta) He is employed full time as a barber out of our area.

A young Tsimshian breezed through his Environmental Monitoring Assistant training in Prince Rupert July 2013 and has been employed full time seasonal by Metlakatla Triton Environmental (August 2013- November 2013 and April 2014 – Present)

Client completed her Environmental Monitor Assistant training in July 2013 and was immediately hired by Nisga'a Fisheries full time until she left for maternity leave early in 2014

A young female was the first Environmental Monitor hired almost directly out of training in July 2013 by Metlakatla Triton; she continues her full time seasonal employment today.

Another youth was also hired almost directly out of training in July 2013 and completed the first season (July – November 2013) with Metlakatla Triton.

Client returned to work in the fish cannery following his Environmental Monitor training in July 2013, and upon conclusion of the salmon season (September 2013) he was hired by Metlakatla Triton as a monitor.

Aboriginal adult female completed her Environmental Monitoring training in July 2013 and was hired immediately as a patient travel clerk in Prince Rupert.

Client completed with extremely high marks the Environmental Monitor Assistant training in July 2013 and started working in Prince George BC in November 2013 and is full time employed today.

A first nations male youth completed his Environmental Monitor Assistant training in May 2013, was employed through summer 2013, and enrolled in Post-Secondary studies in September 2013.

A Gitksan man completed his Environmental Monitor Assistant training with the highest marks ever given by the instructor for that course and returned to South Hazelton and enhanced his employment as a cultural advisor for the local school district after school aboriginal program.

Atlin Tlingit Economic Limited Partnership hired the first of our EAS Workers in November 2013 and while having the most northern and unique labour market of all our member communities, they are producing solid results for finding individuals interested in furthering their education in Trades and Apprenticeships.

Gitanmaax, Skidegate, Hagwilget, Gitanyow, Kispiox, Sik E Dakh, Gitsegukla, and Gitwangak soon followed suit in hiring EAS Workers and have been a steady source of completed funding packages being submitted to our Program Officers, the EAS Workers also successfully hosted recruiting sessions for the NW ACE program in March and April 2014.

Success Stories

Client A Completed the Electrical Foundations Program at Northwest Community College and is working for Prince Rupert Electric Company, Fulltime.

Client B completed the Class 1 Truck Driver Program with Air Brakes, and is employed at Ridley Terminals Fulltime.

Client C has completed the Construction Safety Officer Program in Prince George at UNBC and is Employed Fulltime.

Client D has scored 100% on his Exams for his Class 1 with Air Brakes and is employed with CIC.

Client E has also completed his Class 1 Truck Driving and is employed with CIC.

Client F has also completed the Class 1 with Air and is employed with Ken Lawson Trucking.

Client G is a success story doing his Class 1 with Air Brakes and works for Adventure Paving Company.

Client H has successfully completed the Heavy Equipment Operator Program and has secured Employment with Haida Gwaii Forrest Products in Haida Gwaii and is currently still employed.

Client I am one of the First Marine Pilots from his Village and am currently making a decent living working as a Liaison for Enbridge.

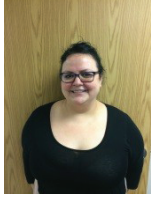
Client J has completed the Heavy Equipment Operator Program and is working at Haida Gwaii Forest Products fulltime and currently still employed.

Client K has purchased work and Safety Gear and is currently still employed Full time as a Long Shore man.

Client L has utilised the Mobility Program and is currently working as a Millwright Fulltime.



Roger Douglas was trained by PHILCAN PRO Driving School scored 100% on the Written Examination, completed the Road Test and currently has his Class 1 Licence Completed and is employed at CIC Coast Industrial Construction 280 -110-1st Avenue West, in Prince Rupert BC, as a Class 1 Truck Driver Fulltime July 31st 2014.



Elizabeth Trimble-FNICCI/BladeRunner Co-ordinator

First Nations Inuit Child Care Initiative

The FNICCI program started in 1995. Its purpose is to assist First Nations & Inuit persons with quality, affordable and reliable childcare for people who are going into employment or school/training. In the TESTS region we are currently assist 13 daycares. The FNICCI program has been effective in implementing policies and procedures in order for these daycares to receive financial assistance in order to run and operate their facilities for their community.

The FNICCI daycare communities and number of seats were predetermined by Service Canada. TRICORP wanted to provide equitable funding for each daycare, by setting a dollar amount per seat.

The barriers we faced in the program were to educate each Daycare centre in the imperative reporting requirements needed in order to release funds to the daycares. At first there was a lot of apprehension, due to the new reporting documents. The FNICCI coordinator worked hard, with expert guidance from management, to assist and extract the reports from the centres. The end result was clear and transparent to all daycares served, with the result that all of the daycares were happy to have the knowledge and guidance in the reporting requirements.

Another barrier we face is the fact that all of the daycares served are in need for more monies for each seat the daycares hold. Through the FNICCI conferences hosted, we shared our capacity building and better practises with each centre.

FNICCI Second Annual Conference 2014/15



The Second annual FNICCI conference was hosted in Prince Rupert in the TRICORP boardroom on September 24,25 & 26th. There were 11 persons in attendance from the following communities:

- 1) Taku River Tlingits – Atlin
- 2) Lax Kw'alaams
- 3) Gitwangak
- 4) Gitlaxt'aamiks
- 5) Gitanmaax
- 6) Kitamaat
- 7) Gitwinksinlkw
- 8) Skidegate
- 9) Gitanyow
- 10) Laxgalts'ap
- 11) Kitselas

We were pleased to extend an invitation to the Nass communities, this fiscal year. NEST is in charge of these FNICCI daycares, however we decided it would be of better practise to have them be a part of the event. This enabled capacity building and shared common practises with all FNICCI daycares in the Northwest region.

The first day of the conference was facilitated by Diana Neufeld, who has her diploma in Early Childhood Education and currently in the Child and Youth Care Program at the University of Victoria. Diana has been in the field for 25 years working in various capacities settings, the last 2 years she spent in the Kwadacha Daycare/Headstart program in Fort Ware, B.C.

Diana provided felt kits for our participants; she hosted a 6 hour workshop on make and take workshop for cultural storytelling and literacy resources. This will enable child educators and workers to take cultural history and transform it into a felt story to enhance traditional language for children; this will enable them to watch the pieces move around the board instead of sitting and listening. Language can also be extended into other areas of learning such as math, sequencing, spatial learning, colour identification, culture animals etc.

Diana was also instrumental in delivering insightful programs on self-esteem and attachment. These were 4 hours each.

Diana's message was clear: Self-esteem is how people feel about themselves, both inside and out. People with good self-esteem generally have a positive outlook, accept themselves and feel confident. Having good self-esteem doesn't mean a person is conceited or self-centered. It means appreciating your own self-worth and importance, taking responsibility for your actions, and showing respect and care for others.

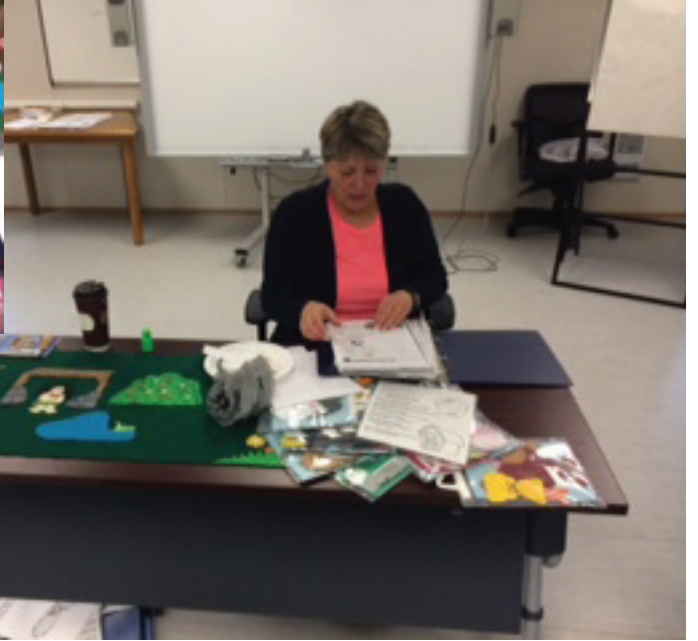
Mrs. Neufled's component on Attachment can be defined as the emotional bond that evolves between children and their caregivers. Children grow to trust and feel secure in their environment when they have a strong attachment relationship to a caregiver. Diana also discussed how factors that affect attachment and social relationships and discuss when children may be at risk for more serious attachment and social relationship problems.

Kate Toye from Success by six Prince Rupert delivered a 4 hour program in grant writing. She demonstrated effective and non-effective writing styles for grants that the daycares could access. This training was important for daycares to access additional funds for their daycares. Mrs. Toye's knowledge of grant writing brought key points that daycares can utilize in the capacity building for the centres.

On the last day, myself and Liza Haldane of Laxgalts'ap delivered a 3 hour piece on the FNICCI documents needed in order for the FNICCI daycares to acquire their funding dollars. We demonstrated how to comprise a effective budget, operational plan, claim form and how to read a general ledger.

The FNICCI participants filled out a survey on the conference, all were happy with the content, and look forward to attending next year.







Elizabeth Trimble-FNICCI/BladeRunner Co-ordinator

BladeRunners



Hagwilget BladeRunners

TRICORP is very proud and honoured to be a part of this award winning program. It has given us a chance to help high risk youth in making life changes for the better. We believe that every person has self-worth, a purpose, or perhaps lessons that they have to learn. At TRICORP we believe in making these a positive step towards a bright promising future.

The BladeRunners program is First Nations focused, but all Nations are welcome into this program.

The partnerships we have built through this program are with the following entities:

Northwest Community College, McDonalds, Walmart, Overwaitea, Safeway, Eby's Construction, Chances Prince Rupert, Banks Island Gold, Smit Marine Canada Ltd, Pierce Construction, Prince Rupert Construction, Tim Hortons, Big Dan's Moving, Keep it cool, The Electrician, Rupert Wood and Steele, Seven 11, St. Johns Ambulance, Warehouse One, STEP, 3 P Safety, Talon Construction, Adanac Construction, Marcan Construction, H& J Construction, Harbour Machining and Progressive Steele. This is a great and welcomed partnership with these local businesses.

When the BladeRunners program first launched, the primary challenges were not having enough seats for the participants who wanted to enter into the program. We have been mandated to serve 36 clients each fiscal year. Although this was a barrier we had to face, teaming up with our TESTS programs, we were able to accommodate these clients in their education goals.

BladeRunners is pleased to announce that out of the 52 participants who entered into the program for the 2013/2014 fiscal year 40 clients entered into the work force. In addition 6 of these persons went onto further training opportunities.

This fiscal year, we ran a BladeRunners cohort in the community of Hagwilget. Out of the 14 participants 8 successfully graduated from the program. Although 6 participants did not complete the program, 4 moved on to employment . This was due to the economic development occurring in their region.

We would like to share some of the success's the program has had since its inception into TRICORP of April 2013/14.



BladeRunner Couple

A young man had entered the BladeRunners program with a focus on construction. His dream was to become a carpenter. After successfully completing the program, he was so thrilled with the training and life skills he received, that he approached his community office and entered into a first year carpentry program. This individual was so impressed with the BladeRunners program that he went on to encourage his girlfriend to apply for BladeRunners as well. She also successfully graduated from the program. She was from the same community as her boyfriend. She too entered into the first year carpentry program and finished it as well. This young man is now gainfully employed through his community. He is happy to be able to contribute back to his home community. The couple told us, that the BladeRunners program had changed their life for the better. That they felt like they were just going through the motions of life, without a meaning or goal to strive for. After completing training, they are both focused and excited about their futures.



BladeRunners

A single dad with a 3 year old daughter had gained employment as a cashier at a local gas bar. After doing this for a few months, the young father had come to our office to say that he had always wanted to work in a restaurant. So with the certified training and life skills he obtained through the program, he gained the confidence and the skills to obtain a higher paying job in a local restaurant. He is much happier today, and says with the tips he receives he can provide a better quality of lifestyle for his daughter. He is also trying to reconcile with the mother of his child, he says that the life skills that he has learned, he has applied these to his personal life as well, and hopes to be married in the next 3 years.



BladeRunners

A single mom had entered into the BladeRunner program. She had been struggling for the most part of her life, with little or no support from family or her home town. She successfully completed the BladeRunner program which gave her the confidence in her personal life and in her professional life. She said that she felt worthless until she went through the program. She stated that the program had given her a second chance to take good care of not only herself, but her 2 small children as well. To this day she still maintains a full time job!

TRICORP has been running the BladeRunners program since the 2013/14 fiscal year. We were delighted and inspired to see these high risk youth transition from one phase of their lives to the next step. The next step was bright and positive paths, that lead the youth towards a new and exciting career. We have had astonishing results in assisting our BladeRunners clients achieve personal growth, and independence. The feeling is uplifting and rewarding. We look forward to running the BladeRunners program for years to come.



TRICORP Partnerships – Building Bridges

Successful partnerships and alliances rely on the principle that the work involved in maintaining a partnership, and the benefits from the alliance are equally spread, rather than one partner carrying the load whilst the other reaps the benefits.

The best results from a strategic partnership generally occur when each partner delivers excellence in service areas that are different but related to the other partner(s) and where the partners are not adversarial in the marketplace. That way, by partnering up, each partner can focus on its strengths, whilst having reliable people in other organizations to cover the areas outside its expertise.

Partnerships provide the capacity to achieve what may not otherwise be achieved. A partnership is created by individual parties believing they can better achieve their goals by working together. Working together in partnership, organizations can deliver better outcomes for the communities they operate in. Partnerships provide clients with unique resources and benefits.

The word "Partnership" is a beautiful one and carries with it, so many meanings for so many people. So how do we establish a common idea of partnership? It takes communication, it takes time & effort and it takes a willingness to be partners.

Over the years, TRICORP has established relationships with the following organizations, we apologize in advance if we have missed anyone:

- UA Piping Industry
- College of BC
- Hecate Strait Employment Development Society
- Northwest Community College
- Sodexo Canada
- BC Aboriginal Mine Training Association
- Pacific Trails Pipeline ASEP
- Work BC
- SMIT Marine
- First Nations Regeneration Fund
- Spectra Energy
- Nisga'a Lisims Government
- New Relationship Trust
- Prince Rupert Port Authority
- Skilled Trades Employment Program
- Industry Training Authority
- First Nations Technology Council
- CFNR Classic Rock Radio
- Futurpreneur Canada
- All Nations Trust Corporation
- Northern Savings Credit Union
- University of Victoria
- Aboriginal Community Career Employment Services Society
- Citywest
- Northern Native Fishing Corporation
- Ridley Island Terminals Inc.
- TransCanada
- BG Group
- Rio Tinto Alcan/Kitimat Modernization Project
- National Aboriginal Capital Corporation Association
- 16/37 Community Futures (Terrace)

The NW-ACE program wins again!



The collaboration of UVic's Gustavson School of Business, [TRICORP](#), [Service Canada](#), [BG Group](#) and [Spectra Energy](#) in delivering an Aboriginal entrepreneurship program – [Northwest Aboriginal Canadian Entrepreneurs \(NW-ACE\)](#) - has won the [Industry Council for Aboriginal Business \(ICAB\)](#) 2014 Partnership and Collaboration Visionary Award.

ICAB was founded to facilitate dialogue and relationship-building between Aboriginal and non-Aboriginal businesses and communities throughout British Columbia. The Aboriginal Business Recognition Awards were established to celebrate and recognize the successes of Aboriginal and non-Aboriginal corporations and individuals who have worked together to create economic opportunities for each other. Brenda Ireland, ICAB's CEO, says that this "innovative community-based program is indeed worthy of acknowledgment."

BG Group is a world leader in natural gas development. Spectra Energy's natural gas operations connect people and communities with energy, jobs and economic development opportunities. BG Group is working towards construction of an LNG facility on Ridley Island in Prince Rupert BC and Spectra energy is their pipeline partner. The Tribal Resources Investment Corporation (TRICORP) provides a wide range of financial services to First Nations entrepreneurs in Northwestern British Columbia. Service Canada helps Canadians acquire the education and training they need.

UVic's [Dr. Brent Mainprize](#) has been a critical force in developing and implementing NW-ACE. Earlier this year, his work with NW-ACE earned him the national 2014 [Desire2Learn](#) Innovation in Teaching and Learning award for his fresh ideas in curriculum development and delivery.

There are two key innovations central to the NW-ACE partnership: UVic Gustavson professors travel to Prince Rupert to deliver the curriculum in the community and the program actively seeks Aboriginal students with skill-sets that can be leveraged to start a business and tap into the many projects set to launch in the area.

Aboriginal communities and companies hold immense potential for entrepreneurial growth as well as generating prosperity working alongside major national and international firms in developing projects in Northwest BC.

The awards ceremony gala took place Thursday, July 17, 2014, at the Roundhouse Community Centre in Vancouver.

(Photo above from left to right: Doug Bloom, President, Spectra Energy; Dr. Brent Mainprize, Gustavson NW-ACE Director; Frank Parnell, CEO TRICorp; Brenda Ireland, CEO ICAB; Kathleen Williams, Local Content & Social Investment Analyst, BG Canada; Alison Olney, Service Manager Service Canada.)

Northwest Aboriginal Canadian Entrepreneur Program (NWACE)

Tribal Resources Investment Corporation (TRICORP) has partnered with Executive Programs at the Peter B. Gustavson School of Business to deliver important training for Northwest BC's Aboriginal community. Developed by Mr. Frank Parnell, CEO, TRICORP and Program Director and Teaching Professor Dr. Brent Mainprize, the fourth cohort of the Northwest Aboriginal Canadian Entrepreneurs (NW-ACE) program will be commencing in November 2014.

Aboriginal students who have an idea or a skill-set they would like to transform into a business apply to participate in the nine-week program which is followed by a twelve-week mentorship component.

The first three cohorts of NW-ACE have had 50 participants enrolled with 41 graduating from the program. Of those students who have graduated, there have been eight businesses launched, 27 students currently working on finalizing business plans, obtaining funding and launching their businesses while five students have obtained employment as a direct result of the training they received in NW-ACE. The current businesses launched include: a bakery, HR website, salon/spa, newspaper, artist studio, graphic design, painting services and a Bentwood box studio.



NW ACE Cohort 1



NW ACE Cohort 2



Participants of the 3 C Challenge (Community, Culture, & Cash)



Cohort 2 with our Service Development Officer, Francesca DeBastani



NW ACE Cohort 3

Canadian Aboriginal Management Program (CAMP)

UVic Gustavson School of Business Executive Programs, in partnership with TRICORP, presents important training for Canada's AFI's and village band officers. We offer specialized 4-day courses for participants at varying levels. You will be able to integrate and apply your new skills immediately to projects and initiatives in your job. Each course is a dynamic combination of intensive study and practicum. This design allows participants to not only learn the key skills, but to go out in the community and apply these new skills to make a difference.

Participants who complete all ten courses plus a project of their choice will receive a certificate of completion with the designation Certified Aboriginal Management Professional™ issued jointly by TRICORP and the Gustavson School of Business.



Canadian Aboriginal Entrepreneur Program (CAMP) Participants

Core programming: Understanding & Reading Financial Statements; Entrepreneurial Business Plan Evaluation; Opportunity Recognition for Economic Development; Asset Security & Business Law; Communicating for Success; Venture Risk Assessment & Lending Aftercare; Proposal Writing for Grant & Funding Applications; Business Modeling for Economic Opportunities in and with First Nations Communities

Electives: Introduction to Project Management; Board Governance Principles & Practices; Marketing Your Organization; Thriving on Change; 8 Moments to Power; Business Process Improvement & Management; Creative & Critical Thinking.

The participants (Picture above) have come from many different communities in the region and have a variety of backgrounds. They come together once a month for two days to go over course materials and work through their projects. During the month of July, the University of Victoria opened up their campus and students did two weeks of their training in Victoria.

Northwest Empowering Aboriginal Generation of Leaders & Entrepreneurs (NW-EAGLE™)

Northwest Empowering Aboriginal Generation of Leaders & Entrepreneurs (NW-EAGLE) commenced September 13 in Prince Rupert with three more dates upcoming (TBC) in Skidegate, Terrace and Moricetown.

The concept is to deliver face-to-face training over a sequence of days to Aboriginal youth (age 18-39) to explore opportunities in employment and entrepreneurship.

The NW-EAGLE program will present opportunities for Aboriginal youth through the many TRICORP skills, training and employment programs. NW-EAGLE will also showcase entrepreneurial opportunities in the area. Participants interested in pursuing their own business will be able to apply to the Northwest Aboriginal Canadian Entrepreneurs (NW-ACE) program. NW-ACE will then provide participants with specific entrepreneurship training and mentorship. Upon completion, TRICORP loan services can help participants with the financing needed to get their businesses off of the ground.

The NW-EAGLE program will be designed by UVic's Gustavson School of Business and delivered in community by highly experienced community leaders.



**TRIBAL RESOURCES
INVESTMENT CORPORATION**

CONSOLIDATED FINANCIAL STATEMENTS

MARCH 31, 2014

TRIBAL RESOURCES INVESTMENT CORPORATION
INDEX TO CONSOLIDATED FINANCIAL STATEMENTS

MARCH 31, 2014

	Page(s)
Independent Auditor's Report	3
Consolidated Statement of Financial Position	4
Consolidated Statement of Changes in Net Assets	5
Consolidated Statement of Revenue and Expenses	6
Consolidated Statement of Cash Flows	7
Notes to Consolidated Financial Statements	8 - 22
Schedules of Revenue and Expenses -	
General Operations	23 - 24
Aboriginal Business Canada - External Development Organization Program	25
National Aboriginal Capital Corporation Association Training Program	26
Aboriginal Business Canada / Ministry of Aboriginal Relations and Reconciliation - Business Support Officer	27
New Relationship Trust - First Nations Equity-Matching Initiative	28
Aboriginal Community Career Employment Services Society - BladeRunners	29
Human Resources and Skills Development Canada - Aboriginal Skills and Employment Training Strategy	30 - 32
Schedules of Investment Income -	
First Nation Regeneration Fund Inc.	33
Aboriginal Energy Partnership	34

200 - 15300 Croydon Drive
Surrey, BC V3S 0Z5

Phone: 604-536-7614
Toll Free: 1-800-761-7772
Fax: 604-538-5356

www.knv.com



800 - 1285 West Broadway
Vancouver, BC V6H 3X8

Phone: 604-736-2571
Toll Free: 1-800-761-7772
Fax: 604-736-4280

www.knv.com

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of:
Tribal Resources Investment Corporation

We have audited the accompanying consolidated financial statements of TRIBAL RESOURCES INVESTMENT CORPORATION, which comprise the consolidated statement of financial position as at March 31, 2014 and the consolidated statements of changes in net assets, revenue and expenses and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with the basis of accounting described in Note 1 to the financial statements, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these consolidated statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2014 and results of its operations and its cash flows for the year then ended in accordance with the basis of accounting described in Note 1 to the consolidated financial statements.

Restriction on Distribution and Use

These consolidated financial statements are solely for the information and use of the Directors of Tribal Resources Investment Corporation, Human Resources and Skills Development Canada, Aboriginal Business Canada, National Aboriginal Capital Corporation Association, New Relationship Trust and Aboriginal Community Career Employment Services Society. The consolidated financial statements are not intended to be, and should not be, used by anyone other than the specified users or for any other purpose.

A handwritten signature in dark ink, appearing to read 'KNV', is positioned above the firm's name.

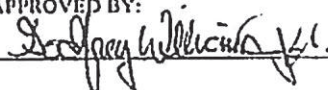
July 23, 2014

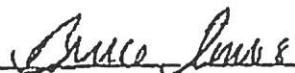
Chartered Accountants LLP

TRIBAL RESOURCES INVESTMENT CORPORATION
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
MARCH 31, 2014 AND 2013

	2014	2013
(Notes 19 & 20)		
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 1,516,744	\$ 5,583,823
Restricted cash (Note 4)	434,657	431,991
Accounts receivable	103,604	247,825
Government agencies recoverable	113,838	-
Other loan receivable, current portion (Note 6)	30,000	20,000
Corporate income tax recoverable	6,247	-
Prepaid expenses	297,107	92,483
Total current assets	2,502,197	6,376,122
LOANS RECEIVABLE (Note 5)	1,715,437	1,833,264
OTHER LOAN RECEIVABLE, net of current portion (Note 6)	20,000	40,000
INVESTMENT IN NOT-FOR-PROFIT ORGANIZATION (Note 7)	1,160,446	961,667
INVESTMENT IN NOT-FOR-PROFIT PARTNERSHIP (Note 8)	56,352	57,002
PROPERTY AND EQUIPMENT (Note 9)	100,239	82,413
INTANGIBLE ASSET (Note 9)	2,768	3,460
	\$ 5,557,439	\$ 9,353,928
LIABILITIES AND MEMBER'S EQUITY		
CURRENT LIABILITIES:		
Bank indebtedness (Note 10)	\$ 29,402	\$ 393,039
Accounts payable and accrued liabilities	247,379	619,421
Government agencies payable	5,314	58,945
Deposits	172,349	137,344
Deferred revenue (Note 11)	278,164	3,388,065
Long-term debt, current portion (Note 12)	11,365	10,888
Corporate income tax payable	-	7,208
Total current liabilities	743,973	4,614,910
LONG-TERM DEBT, net of current portion (Note 12)	3,898	15,262
FUTURE INCOME TAX	10,993	13,176
DEFERRED CAPITAL REVENUE (Note 13)	328	469
Total liabilities	759,192	4,643,817
MEMBER'S EQUITY:		
Contributed equity (Note 15)	8,568,685	8,568,685
Unrestricted net assets	(3,770,438)	(3,858,574)
Total member's equity	4,798,247	4,710,111
	\$ 5,557,439	\$ 9,353,928

APPROVED BY:

 _____, Director

 _____, Director

The accompanying Notes are an integral part of this statement.

TRIBAL RESOURCES INVESTMENT CORPORATION
CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEARS ENDED MARCH 31, 2014 AND 2013

	2014	2013
		(Notes 19 & 20)
UNRESTRICTED NET ASSETS, BEGINNING OF YEAR:		
As previously reported	\$ (4,100,029)	\$ (4,041,514)
Prior period adjustment (Note 19)	241,455	-
As restated	(3,858,574)	(4,041,514)
DEDUCT:		
Excess of revenue over expenses	88,136	182,940
UNRESTRICTED NET ASSETS, END OF YEAR	\$ (3,770,438)	\$ (3,858,574)

The accompanying Notes are an integral part of this statement.

TRIBAL RESOURCES INVESTMENT CORPORATION
CONSOLIDATED STATEMENT OF REVENUE AND EXPENSES
FOR THE YEARS ENDED MARCH 31, 2014 AND 2013

	2014	2013
		(Notes 19 & 20)
REVENUE:		
General operations (Schedule 1)	\$ 365,140	\$ 344,337
ABC - XDO program (Schedule 3)	-	136,543
NACCA Training program (Schedule 4)	49,004	59,050
ABC/MARR - Business Support Officer (Schedule 5)	78,554	74,095
NRT - First Nations Equity-Matching Initiative (Schedule 6)	37,400	62,200
ACCESS - BladeRunners (Schedule 7)	69,298	-
HRSDC - Aboriginal Skills and Employment Training Strategy (Schedule 8)	9,362,734	3,677,864
Pacific Northwest Economic Gatherings	159,552	21,634
	10,121,682	4,375,723
EXPENSES:		
General operations (Schedule 1)	486,917	469,030
ABC - XDO program (Schedule 3)	-	136,543
NACCA Training program (Schedule 4)	49,004	59,050
ABC/MARR - Business Support Officer (Schedule 5)	78,190	73,730
NRT - First Nations Equity-Matching Initiative (Schedule 6)	37,400	62,200
ACCESS - BladeRunners (Schedule 7)	69,298	-
HRSDC - Aboriginal Skills and Employment Training Strategy (Schedule 8)	9,351,304	3,612,051
Pacific Northwest Economic Gatherings	159,552	21,634
	10,231,665	4,434,238
	(109,983)	(58,515)
OTHER INCOME:		
Equity income from not-for-profit organization (Schedule 11)	198,779	184,453
Equity income from not-for-profit partnership (Schedule 12)	(660)	57,002
EXCESS OF REVENUE OVER EXPENSES	\$ 88,136	\$ 182,940

The accompanying Notes and Schedules are an integral part of this statement.

