

# Social Management Roundtable

## August 2023 Summary Report



September 20, 2023



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## SESSION SUMMARY

LNG Canada hosted the Social Management Roundtable (SMR) on the traditional territory of the Haisla Nation at Hirsch Creek Golf & Winter Club and Riverlodge Recreation Centre on August 22 and 23, 2023. In June 2023, SMR participants were offered an opportunity to identify new and emerging issues that are not typically addressed through SMR. Based on participants feedback, the sessions focused on:

- Education (continuation from May session),
- Affordable Housing, and
- Social Investment versus Social Impact Management.

Highlights of the August 2023 SMR included building a greater understanding in how LNG Canada approaches social investment; an update on the use of open lodges and the long-term plan for CVL; and current state of housing in both Kitimat and Terrace. During lunch, a '2024 SMR Plan' was presented and participants were given an opportunity to provide additional feedback.

The summary report focuses on summarizing discussion as well as tracking actions. Additional information provided at the end of the report includes Q2 2023 project metrics, survey responses, 2024 SMR Plan.

## WORKFORCE UPDATE

Through 2023, the Project continues to limit the number of relocated workers and prioritize the use of workforce accommodation centres with a peak population of 4,267 staying at Cedar Valley Lodge in June 2023. Table 1 shows minimum, maximum, and average bed stays at Cedar Valley Lodge for Q1 & Q2 2023.

**Table 1 Cedar Valley Lodge, 2023 Occupancy**

	Jan	Feb	Mar	April	May	June
Minimum Occupancy	399	3,233	3,399	3,600	3,709	3,805
Maximum Occupancy	3,345	3,613	3,801	3,950	3,995	4,267
Average Daily Occupancy	2,784	3,433	3,654	3,826	3,881	4,057

Women and Indigenous workers self-identify during site orientation. Table 2 summarizes the percent of workforce that have self-identified as a woman and/or Indigenous as well as individuals participating in apprenticeships.

**Table 2 Workforce Trends, 2023**



	Jan	Feb	Mar	April	May	June
<b>Apprentices</b>	10%	11%	10%	11%	12%	12%
<b>Indigenous</b>	7%	7%	6%	6%	7%	7%
<b>Women</b>	13%	12%	12%	11%	12%	12%

## HOUSING & ACCOMMODATION

A peak of 148 Project staff were living in company provided housing during Q2 2023. Company provided housing is procured through long-term leases, including a mix of new construction, refurbished units, and existing units, as shown in Table 3.

**Table 3 Lease Breakdown by Location**



	<b>Kitimat</b>	<b>Terrace</b>
<b>New Construction</b>	77	13
<b>Refurbished</b>	15	0
<b>Existing</b>	27	2
<i>Q1 – Q2 change</i>	+5	+10

### Workforce Accommodation Centres Update

Workforce ramp up is expected to peak in 2023 with Cedar Valley Lodge reaching capacity and the use of alternative workforce accommodations will be required. In May, there were 28 individual staying at open lodges and 134 in June. The project anticipates that Cedar Valley Lodge will be at capacity until the end of 2023.

### Discussion

During the August 2023 SMR, LNG Canada provided an update on the workforce accommodation strategy and use of open lodges. Clarification was provided that hotels would only be used when open lodges are not available and for individuals who are not actively working on the construction scopes, such as corporate relations, leadership, and engagement leads. Kitimat Chamber of Commerce indicated that local hotels are busy during the work but have high vacancy rates on weekends.

LNG Canada provided a high-level overview of what demobilization is expected to look like beginning in 2024. This will include some individuals in company-provided housing beginning to leave the community with their families. There are preliminary discussions underway to identify options for using the balance of the company-provided housing leases, such as subletting.

Following the project update, SMR participants were asked about their organization’s experience with housing in Kitimat and Terrace. There was general agreement that the decrease in housing starts were likely due to higher interest rates, cost of construction, and availability of contractors. Both Kitimat and Terrace Chamber of Commerce discussed finding innovative ways to diversify the housing stock. Each Chamber provided examples such as the use of sea cans or had spoken with developers that could support the development of affordable housing.



Through the session, both the City of Terrace and District of Kitimat provided an update on work being considered within the organization.

### Terrace

- The City of Terrace provided an overview of current developments underway; however, noted that the units would likely not be online for up to two years. In addition to seeing new development, the City is planning to continue applying for funding such as, Housing Accelerator Fund through CMHC.
- Terrace's Housing Committee is planning to host a Northwest Housing Conference in Spring 2024.
- Terrace Chamber of Commerce expressed concern that the supply and demand for housing in Terrace is not aligned.
- Ksan Society raised concern regarding the current rental market with there being limited vacancy in Terrace, which drives average rent higher. In addition to the limited rentals, there is a staffing crisis where they cannot hire individuals from outside of Terrace as they cannot secure housing once relocated.

### Kitimat

- In contrast to Terrace, the District of Kitimat discussed the community's high vacancy rate, coupled with high average rent. It was indicated that it costs less to pay for a mortgage rather than rent in Kitimat.
- The District of Kitimat indicated that there is work underway to amend existing bylaws to consider higher residential density, looking to incorporate commercial revitalization incentives, and are continuing to find funding to support seniors' housing.
- Kitimat Chamber of Commerce discussed their work with developers in updating units and considering modernizing amenities such as on-site laundry. There is a hesitancy among developers to buy due to the cost of renovations needed to existing housing.

Following the discussion on affordable housing, Shawn Simms, provided additional information about Cedar Valley Lodge. It was confirmed that CVL will not be dismantled once construction of Phase 1 is complete. Recent enhancements at CVL include having a barber come to site, addition of a sandwich shop, and additional kitchen amenities including pizza ovens and a second soft ice cream station.

In addition to the enhancements, the challenges with take out containers and waste segregation was noted. It is estimated that 30% of guests are using take out boxes, which generates more waste. It was also highlighted that with a diverse workforce, each person is coming with a different standard or expectation of waste segregation based on their municipal standards.

Participants asked if there is an option to maintain CVL as an open camp. LNG Canada indicated that is not currently the plan and provided a general overview of staffing requirements given the size of the core facilities and challenges with running open lodging.

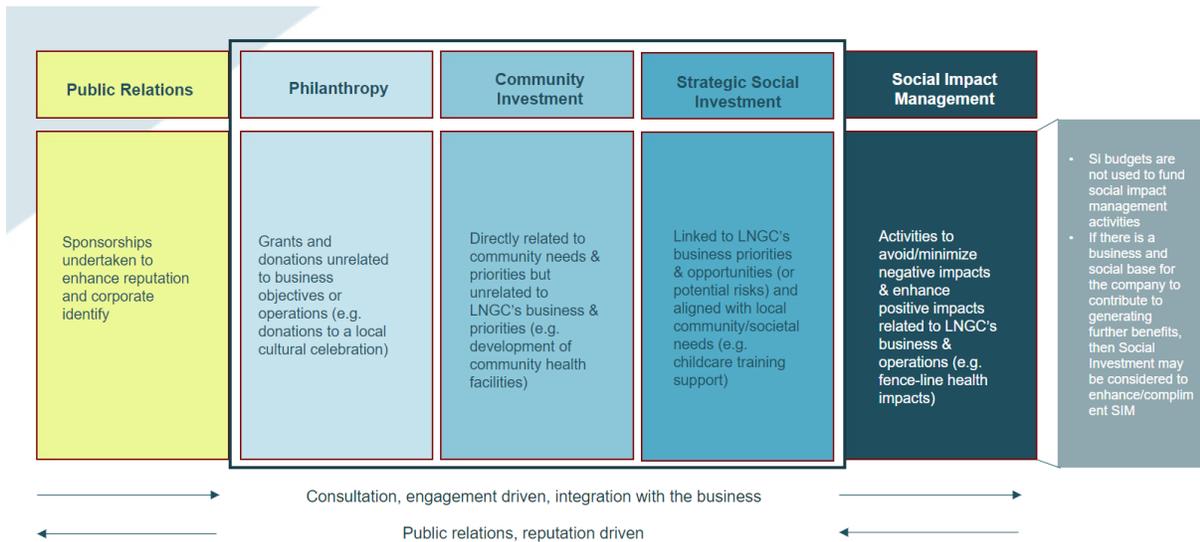
## **Housing Action Items & Information Requests**

2023-09            LNG Canada to confirm the number of leases in Terrace.

**Status:**            Closed. LNG Canada's Real Estate team confirmed that there are two leases in Terrace from the existing housing stock.

# SOCIAL INVESTMENT AND SOCIAL IMPACT MANAGEMENT

LNG Canada provided an overview of the current social investment strategy as well as explained the difference between social investment and social impact management. Figure 1 shows the slide from the presentation that defines the types of social investment and highlights what social impact management is considered. Following the presentation, LNG Canada asked participants if there were any unintended consequences of previous donations that the organization could learn from. No responses were received.



**Figure 1 Types of Social Investment**

Representatives from Ministry of Children and Family Development asked where housing was considered within social impact management. MCFD felt that there were contractors living in community and not following LNG Canada's 'no LOA' policy. LNG Canada encouraged all participants to report any company associated with the project providing a LOA to the Community Feedback Line. All concerns can be brought forward to the Community Feedback Line.

CALL US	OUR LOCATION	MAIL US
Toll Free <b>1-888-499-JFJV (5358)</b> Phone <b>1-250-632-JFJV (5358)</b>	Project Resource Centre 234 City Centre, Kitimat, B.C., V8C 1T6 Canada Map	Email <b>info@jfvkitimat.com</b>



The Kitimat Chamber of Commerce provided an example of a past social investment where LNG Canada purchased 100 post-cards for their employees to send home during COVID-19. The Chamber indicated that while the gesture may have felt small at the time, it had positive impact for local vendors. The Kitimat Chamber of Commerce also asked where to send information inviting LNG Canada to participate in the Terrace Fox Run [Action Item 2023-10].

The District of Kitimat thanked LNG Canada for the presentation to understand the difference and noted that LNG Canada is not the only organization is impacting the community.

### **SI Action Items & Information Requests**

2023-10      LNG Canada share Terry Fox registration information provided by Kitimat Chamber of Commerce with LNG Canada's Culture Committee.

**Status:**      Closed. Information was sent to LNG Canada's Culture Committee on August 23, 2023.

## EDUCATION

The intent of the Education Working Group session was to build on the work that was initiated in May 2023 and discuss any further impacts anticipated for the upcoming school year. As St. Anthony's was not able to attend SMR due to a schedule conflict, LNG Canada met with Chris Reilley on August 21 and incorporated feedback with CMSD82 below.

LNG Canada asked participants if there is any information or feedback that can be shared internally to LNG Canada employees and families. Feedback received included:

- Expect a delay in response from teachers. Many teachers will not check their e-mails during school hours and parents can expect a delay. If a response is needed immediately, please contact the school office for support.
- There are no acceptance letters for public schools.
- Give teachers as much notice as possible regarding travel plans to enable them to prepare in advance for the student's missed work.
- Report child absences to the office.
- Encourage parents to join parent councils and participate in school activities.
- Inform the office/teachers about any significant trauma or loss and please be upfront and transparent about specific needs, while also recognizing Kitimat is a smalltown with limited resources/supports.
- High school students may not always get the courses they want (courses fill up).
- We want every child to be successful. Parents are partners in the work. Parents should keep the line of communication open. The protocol is to get in touch with teachers first (have open dialogue).
- There is a new provincial reporting order around assessment and evaluation that is in effect this school year. Up to grade nine, there are no letter grades or percentages (will be an adjustment for teachers and families).
- Check CMSD82 and school website and Facebook page for updates and resources.

### Staffing & Recruitment

CMSD82 provided an update on their staffing levels coming into the 2023/24 school year. Recruitment is still underway for many vacant teaching positions, specifically eight in Kitimat. The Provincial Government issued a grant to support teacher recruitment via hiring incentives; however, Kitimat and Terrace were not selected. Of the \$500,000 fund, \$12,000 was allocated in the region to Kitwanga and Hazelton. LNG Canada indicated interest in continuing discussions with CMSD82 to consider offering hiring incentives for the vacancies in Kitimat [Action 2023-11]. During the discussion, it was noted that if the Haisla Community School was facing recruitment challenges, a similar offer would be discussed with them.

During the discussion, CMSD82 provided an overview of the incentives and allowances that are available to teachers relocating to the region. Teacher appreciation, such as the year-end celebrations and classroom refresh that LNG Canada funded in 2023, was identified as ways to increase morale and supports staff retention. A potential consideration was to offer recreational passes to teachers, similar to a previous benefit offered to Rio Tinto employees. LNG Canada and the District of Kitimat will meet and discuss potential ways to offer recreation passes for teachers [Action 2023-12].



The District of Kitimat recently received grant funding to support marketing for sectors such as education and healthcare. The District of Kitimat offered to meet with CMSD82 to discuss marketing opportunities through this grant [Action 2023-13].

### Before & After School Care

CMSD82 and St. Anthony's noted that they were waiting on licensing before being able to provide before and after school care at Kildala, Nechako, and St. Anthony's. LNG Canada committed to flagging this challenge with Northern Health [Action 2023-14].

### Training & Development

CMSD82 provided an overview of their current work to support having more licensed teachers, ways to bring practicum students to the region, and how to continue providing development opportunities to current staff.

<i>Unlicensed Teachers</i>	CMSD82 is working with UNBC to develop an online program to support teachers currently teaching with Letters of Permission to become fully licensed teachers in BC. LNG Canada expressed interest in supporting the program [Action 2013-15].
<i>Practicum Students</i>	Previously, CMSD82 worked with UBC through the Community Stay Experience to host practicum students in the region. Due to funding limitations, the program will not be considered this year. LNG Canada expressed interest in supporting further investigation to hosting practicum students [Action 2023-16].
<i>Current Staff</i>	Following the discussion to support unlicensed teachers access online courses and finding ways to increase practicum students to experience teaching in the north, LNG Canada also offered to meet with schools once the year is underway to discuss general training and development [Action 2023-17].



## Education Action Items & Information Requests

- 2023-11      LNG Canada to discuss potential hiring incentives for Kitimat schools with CMSD82.
- Status:**      Open. Preliminary discussion with CMSD82 is underway.
- 2023-12      LNG Canada and the District of Kitimat discuss opportunities to provide recreation passes to teachers.
- Status:**      Open.
- 2023-13      District of Kitimat meet with CMSD82 to discuss opportunities to support with marketing to attract new teachers to the region.
- Status:**      Open.
- 2023-14      LNG Canada will follow-up with Northern Health to raise the licensing challenges experienced by CMSD82 and St. Anthony's to establish before and after school care programs.
- Status:**      Closed. There is now a licensing officer that is working with the schools.
- 2023-15      LNG Canada and CMSD82 discuss potential funding to support UNBC program delivery to unlicensed teachers in Kitimat.
- Status:**      Open. LNG Canada will book a meeting in October 2023 with CMSD82 to discuss Action Items 2023-15, 16, 17.
- 2023-16      LNG Canada and CMSD82 discuss funding opportunity to support having practicum students placed in region through the UBC Community Stay Experience program.
- Status:**      Open. See Action 2023-15.
- 2023-17      LNG Canada will reach out CMSD82 and St. Anthony's in the Fall to discuss training and development opportunities for current teachers.
- Status:**      Open. See Action 2023-15.

## AUGUST 2023 SMR PARTICIPANTS

### August 22, Hirsch Creek Golf & Winter Club (Education)

Organization	Attendees
LNGC	Heather Taylor, Social Performance Morganne von Schleinitz, Social Performance Miranda Ross, Stakeholder Relations
Project Support	Kiki Cloutier, Earncliffe Strategies Megan Macdonald, Stantec
Coast Mountain School District 82	Aaron Callaghan, Superintendent Janelle Hittel, Kildala Elementary Principal Julia Jacobs, MEMSS Principal Tina McDonald, District Principal of Early Learning Geraldine Lawlor, Director of Instruction – Graduation & Innovation
District of Kitimat	Walsham Tenshak, Director of Economic Development
Haisla Nation	Alex Grant Jr., Deputy Chief Councillor

### August 23, Riverlodge Recreation Centre

Organization	Attendees
LNG Canada	Heather Taylor, Social Performance Morganne von Schleinitz, Social Performance Miranda Ross, Stakeholder Relations
JFJV	Uzo Ojimadu, External Affairs Shawn Simms, Logistics
Project Support	Kiki Cloutier, Earncliffe Strategies Megan Macdonald, Stantec
Gitga'at First Nation	Ty Sorensen, G.O.L.D
District of Kitimat	Warren Waycheshen, CAO Walsham Tenshak, Director of Economic Development
Kitimat Chamber of Commerce	Laurel D'Andrea, Executive Director
Kitimat RCMP	Corporal Bobby Bambury
Kitimat Community Services Society	Cyndi McIntosh
City of Terrace	David Block, Director of Development Services Linda Stevens, Social Development Coordinator
Terrace & District Chamber of Commerce	Heidi Asgar, Executive Director
Ksan	Lisa Schmidt
Province of BC	Joe Masi, LNG Canada Implementation Secretariat Conan Winkelmeier, LNG Canada Implementation Secretariat Len Cook, Ministry of Environment Stacy Rolica, Child Protection Social Worker (MCFD) Haley Butti, Child Protection Social Worker (MCFD)

## SOCIAL MANAGEMENT PLAN MONITORING Q2 2023

Table 6 to Table 10 summarize the Project data for April to June 2023. Metrics are gathered through LNG Canada and JFJV internal reporting systems with respect to movement and activities of workforce and equipment to support construction activities at the LNG Plant site in Kitimat.

**Table 4 Housing & Accommodation Metrics, Q1 2023**

	April	May	June
Project local (resident) workforce	724	742	760
Project non-local workforce temporarily housed at Cedar Valley Lodge ( <b>max # guests</b> )	3,950	3,995	4,267
Project non-local workforce temporarily housed at Cedar Valley Lodge ( <b>min # guests</b> )	3,600	3,709	3,805
Project staff re-located to Kitimat, presently staying in company provided housing	141	148	143
Accompanying partner or spouses of relocated Project Staff	79	82	84
Number of housing-related concerns or complaints	0	1 <sup>1</sup>	0

<sup>1</sup> CVL guest complained about a dish served in the cafeteria.



**Table 5 Traffic Metrics, Q1 2023**

	April	May	June
Number of daily Project bus trips from Northwest Regional Airport (YXT) to Kitimat (avg. passengers /day). <sup>2</sup>	7 (250)	14 (283)	15 (291)
Number of daily Project bus trips from Terrace Park & Ride to Kitimat (avg. passengers/day) <sup>2</sup>	12 (80)	12 (67)	14 (65)
Number of daily Project bus trips from Kitimat and Kitimaat Village Park & Ride to Site (avg. passengers /day) <sup>2</sup>	12 (321)	15 (324)	17 (322)
Total number of road transport-related incidents and near misses <sup>3</sup>	6	3	6
Number of Project personnel on commercial flights through airport per month	393	414	396
Number of Project personnel on charter flights	7,334	8,791	8,496
Provision of Project transportation plans to transportation authorities	0	0	0
Notifications to service providers and the public regarding scheduling of transportation equipment	0	0	0
Number of meetings with transportation authorities on traffic management, congestion, and road safety	1	0	0
Number of traffic-related concerns or complaints	0	0	0

<sup>2</sup> Avg. passengers per day rounded up to whole numbers.

<sup>3</sup> All incidents occurred onsite. 14 resulted in minor property damage, one near misses, and no injuries.



**Table 6 Emergency Response & Health Metrics, Q1 2023**

	April	May	June
Number of ambulance service calls to site	5	3	2
Number of fire department service calls to site	0	0	0
Number of RCMP service calls to site	6	7	5
Number of meetings held to coordinate and plan emergency response	1	0	1
Number of emergency response-related concerns or complaints	0	0	0
Number of workplace occupational injuries and illnesses requiring treatment at local hospitals <sup>4</sup>	8	5	9
Number of workplace non- occupational injuries and illnesses requiring treatment at local hospitals <sup>5</sup>	14	20	18
Number of workplace injuries or illnesses requiring medevac	0	0	0
Number of recordable occupational injuries	5	3	3
Number of visits to Project medical clinics for non- occupational injury or illness	839	876	793
Number of notifications to health authorities for occurrence of communicable illnesses/diseases	2	1	2
Percentage of worked who have signed the Worker Code of Conduct	100%	100%	100%
Percentage of workers who have completed Cultural Awareness Training	100%	100%	100%
Number of community health-related concerns or complaints	1 <sup>5</sup>	0	0

<sup>4</sup> Total injuries requiring treatment at hospitals for April, May, and June were: 17 x-ray, 51 ER, 2 optometry, 1 dental.

<sup>5</sup> Internal complaint about employee behaviour that was redirected to Labour Relations.



**Table 7 Waste Metrics, Q1 2023**

Waste Streams	April	May	June
<b>(All waste value in metric tonnes unless otherwise stated)</b>			
<b>Waste Sent for Recycling</b>			
Cardboard	27.34	28.68	36.13
Metal, Ferrous & Non-Ferrous	127.84	132.72	118.78
Hard & Soft Plastics	0.9	2.16	2.8
Paper	3.43	2.5	3.38
Electronic Waste	0.572	0.556	0.228
Concrete	75.51	79.95	36.06
Asphalt	4.7	0	0
Used Oil for Recycling	0	0	0
Recovered Flammable liquids & Glycols	0	0.431	0.692
Oily Plastics and IBC Totes (LF Diversion)	0.854	1.14	0.593
Clean wood incinerated onsite (LF diversion)	123.2	70.4	61.6
<b>Total</b>	<b>364.34</b>	<b>318.537</b>	<b>260.26</b>
<b>Cedar Valley Lodge Waste and Water Treatment</b>			
Municipal Waste generated at Cedar Valley Lodge	53.17	45.14	69.15
Influent flow rates from Cedar Valley Lodge wastewater treatment system (m3/day)	0	0	0
Effluent flow rates from Cedar Valley Lodge wastewater treatment system (m3/day)	24.24	24.55	25.46
Sludge Cake for compost and re-use	102.21	90.14	105.06
<b>Non-Hazardous Waste Disposed at Forceman Ridge, RDKS</b>			
Construction & Demolition (C&D) Waste	124.59	91.64	80.81
Municipal Solid Waste (MSW)	0	0	9.01
Treated Wood (includes painted wood)	117.15	86.77	99.9
Clean Wood	5.41	59.76	39.19
Organics for compost and re-use (CVL)	38.97	38.39	45.94
Soil as cover	0	0	0
Concrete	0	0	0
<b>Total</b>	<b>286.12</b>	<b>276.56</b>	<b>274.85</b>
<b>Waste Disposed at Approved Facilities Outside of the Region</b>			
<b>Non-hazardous waste</b> disposal to approved facilities outside of the region (Food waste etc.)	14.07	22.84	3.51
<b>Hazardous waste</b> disposal to approved facilities outside of the region ( <i>TDG regulated</i> - landfilled or recovered)	0.371	5.68	6.22
<b>Hazardous, Non- Regulated</b> waste ( <i>non TDG</i> , burial in engineered landfill, Nonregulated liquids & solids)	6.31	33.53	21.03
<b>Total Project-generated Waste Solids</b>	<b>826.59</b>	<b>701.85</b>	<b>739.39</b>
<b>Total Project-generated Waste Liquids</b>	<b>24.24</b>	<b>24.98</b>	<b>26.152</b>
No. of municipal utility related concerns or complaints	0	0	0

## NEW & EMERGING TOPICS SURVEY RESPONSES

SMR participants were asked to submit new and emerging topics through a survey that was open from June 23 to July 10. A total of five responses were received:

<p><b>Housing</b></p>	<p><i>Housing Strategy Changes and Predicted Socioeconomic Impacts</i></p> <p>A clearly provided timeline of worker accommodation changes and the predicted socioeconomic effects in community, with an understanding of identified and actioned mitigations over the short, medium, and long term.</p>
<p><b>Social Investment</b></p>	<p><i>Social Investment Forecast</i></p> <p>As construction draws to a close, what are the predicted/desired social investments and how are unintended consequences assessed</p>
<p><b>Human Health</b></p>	<p>An HHRA would have been completed in the Environmental Assessment; however, since the plan has now been operationalized and the work has matured significantly, it will be of value to local emergency stakeholders to be aware of chemicals and substances that will be used on site in what concentrations.</p> <p>Stakeholders REQUIRE this information to be appropriately outfitted to support in the event of an emergency - this includes, for example, appropriate decontamination at the hospital - what is the LNGC assessment process and communication plan around the chemicals and concentrations used on site</p>
<p><b>Education</b></p>	<p><i>School Support</i></p> <p>Increasing enrolment, lots of families from out of country which presents stress on schools in terms of ESL, different cultures/values can lead to more conflicts in schools.</p>
<p><b>Transit</b></p>	<p>Access to transit to improve school attendance (child and youth), training opportunities (persons seeking employment opportunities, newcomers), access to social/recreational opportunities (child and youth, newcomers) and access to health.</p> <p>Pilot was run in the winter/spring of 2023 (CMSD, Foundry Terrace and City of Terrace partnership) to provide bus passes to middle and high school students that live on the south side of Terrace and were identified as experiencing school attendance challenges. Results indicated a significant increase in school attendance along with feedback that included ability to attend counsellor appointments and attachment to recreation activities.</p>

## 2024 SMR PLAN

The following 2024 SMR Plan was developed taking into consideration feedback received from SMR participants and to reflect a transition in the project as construction is nearing completion. Feedback was received during February SMR, Menti survey, May SMR, general submissions received via email and verbally. The 2024 Plan was presented during the August 2023 and participants were asked to provide feedback (written or verbally).

### Proposed 2024 SMR Calendar

Late-January or early-February	Project Update	SMR participants will have an opportunity to attend a virtual project update, which will include a Q&A with the Project team.  The focus of the update will not follow SMR working groups but offer an opportunity to better understand what is happening on the LNG Canada project site.
May	In-Person SMR	Two-day session, all working groups <sup>6</sup> Project Metrics, Q4 2023 – Q1 2024 <b>Preferred Location:</b> Kitimat, Kitamaat
October	In-Person SMR	Two-day session, all working groups <sup>1</sup> Project Metrics, Q2 – Q3 2024 <b>Preferred Location:</b> Terrace, Kitsumkalum, Kitselas

<sup>6</sup> Community Amenities will not be convened unless requested by working group members, or there are changes in current trends.