ASSEMBLY OF FIRST NATIONS

RESOURCE BOOKLET

Best Practices
First Nation Fisheries Organizations
Agence Mamu Innu Kaikusseht (AMIK)

The Agence Mamu Innu Kaikusseht (AMIK) has expanded into a new international marketing initiative. The AMIK organization was established in 2005, and their fishery activities extend into all the commercial multi-species licenses in Quebec. They operate fishing vessels and employ community members in various jobs related to the fisheries such as deckhands, captains, factory workers and fishery coordinators. AMIK is also involved in processing seafood products and has developed projects in aquaculture, scientific research, and resource development and fisheries management.

AMIK is now looking at entering into new areas of marketing at an international global scale, using a First Nation Tipi as their exhibition kiosk to provide a unique First Nation experience and vision. AMIK is seeking partnerships and support from five interested First Nations fishery businesses to participate and join them in selling their fishery products internationally at two venues at the AMIK Tipi kiosk at the International Boston Seafood show and European Seafood Exposition in Brussels Belgium. They recently started a partnership with France.

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Aboriginal Aquaculture Association of Canada

The Aboriginal Aquaculture Association is an organization based in British Columbia designed to assist, support and facilitate the meaningful participation of First Nations in sustainable aquaculture development. It serves as a resource body providing guidance and advice with respect to sustainable aquaculture development, regulation and management of aquaculture. It believes that aquaculture development has the potential to play a major role in the diversification and strengthening of the local and regional economies of First Nations.

Aquaculture in Canada occurs in every province. Aquaculture generates $1 billion in farm gate value. Processing and related businesses increase the value of the industry to $2 billion. The value of output has increased four-fold in the past 20 years. Some 20 species are grown, with salmon, mussel, trout and oyster the main species. The industry generates direct employment for 5,100 mainly in small coastal & rural communities, adding the spin-off impact from indirect activity and employee spending brings total employment to about 15,000 full time equivalent jobs in Canada.

Aquaculture is the fastest growing food sector in the world due to several factors such as the rising global demand for fish and seafood due to population growth and increased consumer affluence; declines in wild fisheries stocks; technological advances to improve husbandry techniques and enhance productivity for an increasing variety of species.

Global output is projected to grow at 4% per year through 2030, which currently accounts for 50% of total fish and seafood consumption. It is projected to surpass 62% within 20 years.

Contact:

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Heiltsuk Economic Development Corporation

Located in scenic Bella Bella, on British Columbia’s Central Coast, the Heiltsuk are a thriving First Nation that have carefully planned and are now ready and focused on building and expanding their business ventures and economic development opportunities through a new development corporation. With a proud history and a traditional territory that is rich in natural resources, people and culture combined with strong leadership, the community and residents look forward to a promising future.

This progressive First Nation has been successful in developing local businesses which include forestry, fisheries, cable and internet services, accounting and financial services, freight transportation and the airport authority. These enterprises now generate more than $20 million in annual revenue. With continued growth and business opportunities, the Heiltsuk leadership has recognized a need for clear separation of political and business interests. The newly established Heiltsuk Economic development Corporation (HEDC) will concentrate on the transfer of existing businesses to the new identity, ensuring the ongoing interests of these companies through the implementation of best practices. As well, new business initiatives and opportunities will be explored and developed. The Heiltsuk Fisheries Program (HFP) conducts fisheries and natural resource-related activities on behalf of the Heiltsuk Tribal Council.

HFP fisheries staff are involved in monitoring communal commercial fisheries and local Food Social and Ceremonial (FSC) food fisheries, salmon spawning enumeration counts, sockeye enhancement of the Tankeeah system in Spiller, water sampling for Environment Canada, Paralytic Shellfish Poisoning monitoring for the Canadian Food Inspection Agency, coast watch patrols, sea lice studies, a wild salmon fry study with Simon Fraser University, joint patrols with DFO and the RCMP, and are involved in various resource related committees.

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Eskasoni First Nation- Crane Cove Seafoods:

Crane Cove Seafoods head Office is located in Eskasoni First Nation on Cape Breton Island in Nova Scotia is a fully operational seafood resource harvester company. Crane Cove’s main commercial activities is the at-sea harvesting and landing of Snow Crab, Lobster, Shrimp, Ground Fish and Scallops, which is built on sound principles of the Mi’kmaq traditional ways and sustainable methods of harvesting. Crane Cove Seafoods operations are in step with the practices of sustainability that includes economics, conservation and the environment to ensure that there is future harvesting for future generations.

Crane Cove Seafoods operations currently operate 13 vessels ranging from 30' to 65' feet and Eskasoni fishes throughout Nova Scotia from Ingonish to Yarmouth. Crane Cove Seafoods provides financial contributions annually to Eskasoni Band Council.

Over 100 community members employed in Crane Cove Seafoods.

Additional 35+ community members employed in our processing plant Aboriginal Management, Captains, crew and processors. Growth by way of marketing their own product with additional licenses in harvesting and processing, continued improvements in productivity and efficiency in all aspect of our commercial fishing operation, continue to form stronger working relationships with other First Nations whom also participate in the fishing industry, and continue to lead and promote safe practices in the industry through our Safety First (Drug and Alcohol) Policy Program.

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Minigoo Fisheries Ltd- Lennox Island First Nation

Fisherman’s Pride is incorporated as a primary resource harvester and seller of inshore seafood, based on the Lennox Island First Nation reserve, on Lennox Island, in the province of Prince Edward Island, Canada. Fishman’s Pride is a communal commercial stakeholder in the inshore fishery around PEI, owning various fishery licenses and quotas. The Business is owned by the band and operated by Band members, employing to the best of their ability, Mi’kmaq community members. The bulk of the revenue is earned through the harvest and sale of lobster, and to a lesser amount, snow crab. The lobster fishery is prosecuted with Band owned vessels and gear operating mostly from the wharf located at Lennox Island.

Minigoo Fisheries is owned and operated by the Lennox Island First Nation. As such, it is the only lobster processing plant in Canada owned and operated by aboriginal people. The workforce includes aboriginal and non aboriginal workers from nearby communities working side by side on the production line. The processing facility is located on aboriginal lands in the province of Prince Edward Island, operating under a Government of Canada processing licence.

HyWater Fine Foods is the exclusive marketer of lobster products processed by Minigoo Fisheries. The new brand was introduced to international buyers during the Boston Seafood Show and the Brussels Seafood Show in the spring of 2010 to what has been termed “a very positive response.

Social and Ceremonial Fisheries, the Mi’kmaq of Canada have a constitutionally protected right to fish for food, social and ceremonial purposes, limited only by conservation needs. There is a process that Mi’kmaq follow to document this fishery and the Lennox Island First Nation believes that all measures must be taken to preserve the valuable natural resource of the sea, for all future generations.

Vision for the future Prince Edward Island Mi’kmaq Reserves Abegweit First Nation Epekwitk Lennox Island First Nation L’nui Mnikuk

Established in 2002 common forum and unified voice for the advancement of Treaty and Aboriginal rights for the Lennox Island and Abegweit First Nations formally recognized as a Tribal Council, and a Provincial Territorial Organization

Pre- Marshall -Aboriginal Food, Social and Ceremonial licences under Sparrow (1991) is still very little involvement in commercial fisheries due to the limited number of First Nations commercial skilled fishers Marshall Decision 1999. The federal government negotiated with individual First Nations and off-reserve organizations, and provided financial support for the purchase of fishing boats and licences. Fishing activities were administered under bilateral Interim
Fisheries Agreements. The potential for a coherent system of community level management was ignored; the various communities took very different approaches to development and management of their fisheries.

Licenses and two Snow Crab Licenses held by PEI First Nations create employment of about 150 community members in the fisheries or fisheries related business. These members are well trained, 98% First Nation staffed in fishery which creates a positive revenue generation for the community. Positive steps towards co-management of fisheries First Nations have made initial steps in entering processing and marketing of seafood and are exploring opportunities to grow and expand.

The Way Forward

Self governance of fisheries can be achieved through economic independence through revenues generated from fisheries, and other resource based activities. Healthy, resilient, strong, thriving communities that are expanding opportunities towards a stronger reliance on aquaculture and fisheries related businesses.

Vertical integration in the fisheries industry. This fishery has used full utilization of license holdings, built capacity within the FN’s to effectively utilize Western as well as traditional science based knowledge, to support a sustainable fishery.

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BC Native Brotherhood – Native Fishing Association

Established in 1931 the Native Brotherhood of British Columbia (NBBC) is recognized as Canada’s oldest active Native organization, and a senior BC fishing organization. The NBBC was formed by a group of coastal villages solely for the betterment of Native people.

Over the years, the Brotherhood has been a very powerful voice on fisheries issues, and on many other concerns affecting the well being of BC’s native coastal communities. As the organization grew so did its achievements. These included, for example, a better education system, the right to vote for Native people, improved medical care, better jobs and better living conditions at the canneries.

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Nisga’a Fisheries (BC)

A wholly-owned Nisga’a Lisims Government corporation, Nisga’a Fisheries Ltd. oversees the harvest and sale of Nisga’a fish. Fresh and fresh-frozen Nisga’a fish are sold across Canada and the United States. Nisga’a Fisheries Ltd. operates three landing sites on the Nass River and is responsible for grading, counting, and weighing salmon for payment, as well as sales of insulated fish totes (carriers) and the distribution of flaked ice to eligible Nisga’a fishers to ensure a superior quality product. It also oversees the transport of all salmon to a central depot located at the Nisga’a Fresh Fish Plant at New Aiyansh. Nisga’a Fisheries Ltd. is actively seeking experienced partners to help further expand our market presence across North America and beyond.

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Elsipogtog First Nation – Fisheries

Vertical Integration describes a type of integrated management over a supply chain controlled by a common owner. Each member of the supply chain produces a different product or offers a different service to support the common need. The challenge before of us to develop a modern, successful commercial fishery is immense. We can more easily meet these challenges if we share our collective experiences, learn from our mistakes, and build on our successes. After Marshall, we “negotiated” access to 14 fisheries and more than 60 fishing inshore fishing boats, mostly in the 40-45 foot length range, valued at $15 million Elsipogtog Commercial Communal Licences. Bar Clams Eels, Gaspereaux Groundfish, Herring, Lobster, Mackerel, Mussels, Oysters, Quohaug, Rock Crab Scallop, Seals, Smelts, Snow Crab, Soft Shell Clams, Bluefin Tuna, Snow Crab

Elsipogtog Snow Crab Operation

Commercial fisheries activities include a processing plant, a boat service centre, and a training centre. Restructured our administration, rejuvenated our somewhat mothballed boat compound initially acquired under Marshall. Built a multifunctional training and conference facility, upgraded our snow crab fleet and gear, bought a fish processing plant, invested into new processing equipment, marketing our own products. A new royalty based fishery model was introduced, Chief and Council accepted more of the risk, a Fishery Management Board was created, a fish processing plant was acquired, a new management model for our training and service centres.

Challenges

Determining optimal fleet size, maximizing community employment opportunities, maintaining business plans, acquiring and maintaining fishing gear and fleet. Providing start up funding, acquiring supplies, maintaining accounting procedures, developing effective partnerships, diversify species and products, reducing processing costs, maintaining markets.

Nunavut Fisheries Training Consortium

Nunavut Fisheries Training Consortium was established to provide training opportunities leading to long term employment in all sectors of the fishing industry for beneficiaries of the Nunavut Land Claim. It was created as a vehicle to access funding under the Aboriginal Skills and Employment Partnership Program (ASEP) as administered by HRSDC1. Federally incorporated as a Not for Profit Corporation on October 28, 2004 Funding has been provided through HRSDC and various partners.
Annual budget is approximately $2.0 million per year. Partners NFTC provides an excellent example of how partnerships between Inuit Organizations, Private Sector Partners and all levels of Government can work together to build capacity. Partners provide funding and/or in-kind contributions. Our Partners Federal Government – Through HRSDC and CanNor Territorial Government – Department of the Environment and Department of Economic Development and Transportation

Land Claim Organizations – Nunavut Tunngavik Inc. and all the Hunters and Trappers Organizations throughout Nunavut Industry Partners – Fishing companies that have fishing quota allocations in the OA and OB areas of Nunavut, as determined by DFO and the Nunavut Wildlife Management Board.

Industry Partners

Baffin Fisheries Coalition has been a partner since the beginning and has made significant contributions to NFTC – offshore industry Qikiqtaaluk Corporation Joining as a director during the first ASEP agreement and became a full funding partner for the second round of funding – offshore industry. Arctic Fishery Alliance Joined as a partner for the second round of ASEP funding – offshore industry. Cumberland Sound/Pangnirtung joined as a partner for the second round of ASEP funding -offshore/inshore and processing industry. Nunavut Development Corporation is part owners of the processing plants. Nunavut Arctic College has been a partner since inception providing significant in-kind contributions. Agreement holders located in the three Regions of Nunavut. Training Courses-each year they offer between 15 and 30 courses at many levels of training.

Offshore Training Courses

- Presea - introductory and required for all crew on the boat
- Higher Level Courses - which require sea time – Bridgework Watch, Factory Worker and Factory Boss, Marine Diesel Mechanic/Engine Room Rating, Fishing Masters IV, Officer of the Watch
- Offshore Training Courses
- Marine Emergency Duties at various levels from introductory to very advanced Fishery Observer – required on commercial fishing vessels – both offshore and inshore
- Inshore Fishery – Navigation, Small Engine Repair, Gear Technology, Vessel Maintenance
- Processing Sector – Sanitation and Hygiene, Quality Management Program, Plant Operators
- Other Training Courses Small Vessel Operator Proficiency Training – required by Transport Canada for all small commercial vessels – fishing, outfitting, and tourism
• Mentoring Program – we are working on initiatives to mentor trainees and Inuit employees in the industry to help them become full participants in the industry
• Training is delivered through Nunavut Arctic College Fisheries and Marine Institute, Memorial University, St. John’s, NL. We are also working on developing local instructors to provide instruction
• Training Centres-Community Based – for courses that require little specialized equipment, such as Gear Technology, Small Engine, Navigation and SVOP
• Regionally Based – for courses that require more specialized equipment, such as Presea and Marine Emergency Duties A-1 (MED A-1)
• Outside of Nunavut - for more specialized training such as Advanced Marine Emergency Duty and Marine Diesel Mechanic

Successes since 2005 have included approximately 690 course participants. Of those participants, 600 completed their training courses for a completion rate of 86%. In following up with these participants; approximately 300 have been employed in an endeavour of some sort.

Organizational Structure - NFTC has a strong organizational structure Board Members - include representatives of offshore, inshore and processing sectors, all levels of Government including Federal, Territorial and Local, and also from Training Institutions.

Commercial fishing industry is quite young in Nunavut, Other Employment Opportunities – especially with mining, due to a vast geographic Area.

These issues lead to challenges in several areas recruitment of students – may not be interested due to other opportunities, may not understand the industry, difficult to do accurate assessments of potential students due to huge geographic area. Retention in the industry – many students are employed; however, not as many as we would like in the fishing industry - sea life is not for everyone – Inuit are community-based, family oriented – it is quite a move for them to be away from home and family for long periods of time.

English as a Second Language Issues – requires interpreters in the classroom at times, many nautical terms have not been translated into Inuktituk, multiple choice exams

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Atlantic Policy Congress of First Nations Chiefs Secretariat (APC)

Using an Atlantic Canada Opportunities Agency study (Towards Greater Value: Enhancing Canada’s Seafood Industry; 2001) as the methodology, the table below outlines the estimated overall financial return to the 35 FN communities. On this basis these communities have gained between $58 and $76 M in financial return since 2000.

Overview of Decade since Marshall Decision Without disruption to fishing industry, FN harvesting employment has grown steadily and now stabilized. FN harvesting performance continues to improve. Economic multiplier impacts at community level are significant.

Corporate governance of assets showing marked improvement (knowledge of industry, re-investment, active management of assets, etc). FN management participation is more robust but there is strong desire to move beyond advisory role. FN demographic reality demands activist agenda re: new job creation to maintain relative gains. FN appetite for further fisheries expansion is very strong. Experience to date suggests public investment has yielded measureable results and created a platform to successfully lever more sustainable, predictable growth in FN communities through treaty processes in future.

Ongoing dialogue:

- Snow crab crisis Need for action
- Compensation & Measures
- DIAND ACFDI diversification 3 years August 2010
- Expanded BDT Aquaculture, Diversification
- Fisheries Coordinator Training & Development
- Partnership APC NSCC others 2 courses per year
- Investments in FN of 2 million 7 months

Chiefs Vision

- Negotiated Solutions
- Full Recognition & Treaty Implementation
- Treaty Based FN Fishery
- Access to Equal Moderate Livelihood for All FN
- Proactive Consultation
- Real Co-management on All Decisions in Atlantic Fishery

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Ahousaht First Nation overview

- Protocol with Mainstream
- Employment and benefits
- Mainstream Canada overview
- Sustainability
- Moving Forward Ahousaht First Nation

Located on Flores Island in B.C.’s Clayoquot Sound, Has more than 2,000 members, and is the largest single First Nation on Vancouver Island’s West Coast. Led by Ha’wiih Tyee Chief Maquinna (Lewis George), A-in-chut (Shawn Atleo, current national chief of the Assembly of First Nations) and Hi-yupin-ulth (Bill Keitlah Jr.)

Making decisions The Ha’wiih (Hereditary Chief) is a collective leadership shared by three chiefs, their role is to look after their HaHa’houlthee (territory and resources) there is also an elected chief and council Ahousaht-Mainstream partnership, based on a protocol agreement originally signed in 2002, renewed and improved in 2010. It allows Mainstream Canada to operate in Ahousaht territory. Provides jobs and economic benefits to Ahousaht First Nations people

Why support salmon farming?

“Fish farming is replacing the prosperity missing since the end of the commercial fishery.”– Tyee Hawiih, at protocol renewal in 2010

Committees had to agree and then take to Ahousaht Hawiih and community and Cermaq leadership for agreement. Many versions of the agreement were completed. Advantage that Principles were in place, Trust; Successful co-existence requires a strong understanding and a commitment to the relationship

Recognized that we are all here to stay, and that co-existence is a reality, Respect and cooperation is mutually beneficial, changing actions changed attitudes, agreed upon dispute resolution, and a strong commitment to communicate.

Partnership Mainstream and Ahousaht developed a relationship based on trust, respect and performance, and that provided stability for both Parties. The Parties agreed to respect each others’ distinct identities, interests and priorities while we explored common interests and opportunities; The Parties agreed to commit to honest and open sharing of information and ideas and to joint problem solving.
Vision Statement

The Ahousaht Hawiih and Community along with Mainstream Canada leadership and staff will work together to establish a sustainable finfish aquaculture business in Ahousaht Hahoulthee that will demonstrate a respect for and seek a balance among, all living things.

Vision Statement
This business will meet or exceed existing environmental standards; will strive to be recognized globally as a progressive, innovative Aboriginal / Industry partnership that seeks mutual long term social, economic, cultural and spiritual benefits for both parties; and will consider the needs and interest of future generations.

Protocol today based on mutual respect employs about 80 Ahousaht First Nations people on farm sites and in processing plant in Tofino. Provides jobs and skills training, financial benefits, salmon enhancement funding and business and contract opportunities Protocol today does not extinguish, abrogate or deny any aboriginal rights and title of the Ahousaht First Nation. Respects claims for constitutionally protected rights and title in farming areas, Respects historic and contemporary uses and stewardship of land, water and resources in Ahousaht territory.

Employment

More than 80 Ahousaht people employed which has generated 4.7 million in wages and benefits annually for Ahousaht employees. Employee benefits include full medical and dental. There are 200-plus people (including Ahousaht contractors) employed in support and supply Ahousaht Fish Farm workers

Partnership benefits

For Ahousaht: Financial benefits Community Support Programs (Training and Education, Salmon Enhancement) Employment (goal 50% of direct jobs) Contracting & business opportunities For Mainstream: New sites, Operational support, Local EmployeesMainstream Canada Overview, Head office Campbell River, BC, Wholly owned by Cermaq ASA. 1st in Canada 3rd party fully certified CERMAQ Fish Farming & Fish

Feed

Our Focus is Sustainable Aquaculture “Sustainability: development that meets the needs of the present without compromising the ability of future generations to meet their needs”.
U.N. World Commission on Environment and Development, 1987

Mainstream: Guided by Three Pillars:

- **Environmental**: Our aim is to produce food in a sustainable manner.

- **Social**: Our activities provide employment and business opportunities to many coastal and rural communities.

- **Economical**: we need to be a profitable business to support the others two pillars. Aboriginal Partnerships Ahousaht and Mainstream protocol celebration 2010

**Aboriginal Certification**

Pilot project on Aboriginal certification was completed in March 2011 with Ahousaht and Mainstream. Mainstream has passed the audit and will now be certified under the Aboriginal Certification, APSA. Chief Richard Harry, Executive Director, Aboriginal, Aquaculture Association APSA – Aboriginal Principles for Sustainable Aquaculture. Is the development of Sustainability principles and Audit Standards.

**Going forward**

The parties will continue to work together to improve the sustainability of fish farming and its related activities in the Hahoulthee with a focus on environmental protection and enhancement. Regular meetings, detailed action plans and focus on communication www.mainstreamcanada.com

For more information:
www.ahousaht.ca
WE WAI KAI SEAFOOD CORPORATION

Located in Drew Harbour - identified as Indian Reserve #9 - located on the east side of Quadra Island and is 96.6 hectares in size. Drew Harbour is site for the We Wai Kai Campground, the We Wai Kai Nation Seafood Corporation, and the Raving Raven seasonal food kiosk. Specialize in submerged long line Scallop Culture. It has been operating as a Pilot Project.

Established in November 2008 100% owned by We Wai Kai Nation was set up to develop operations to match the skill sets of the Band citizens. They provide employment opportunities while utilizing the WWK Traditional territory. Logo Design Operate Company Independent from the Band Council. The community BCR’s support Tenures and Capital Purchases. It operates within an experienced Board of Directors, appointed by Chief and Council which consists of 2 Band Councillors, 1 Elders Council on Board of Directors. The Community is provided information on regular basis (newsletter, m

We Wai Kai Seafood cultivate 500,000 scallops from 2 different age classes under the authority of a Pilot Project with Investigative Permit (IP) Province of BC. The products provide excellent nutrients and oxygenated water. Strong market: US consumption 1.5- 2.0 billion/year, High value: $10-14 per pound, gross revenue $0.90-1.00/scallop. The seafood operation is considered a green industry, with no chemicals or feed, low impact on environment while providing a viable alternative for Band Citizen. Over the years, they have built partnerships with Island Scallops Ltd, Walcan Seafood Ltd, Provincial Government of BC, Federal Government of Canada, Strathcona Regional District, Vancouver Island University and Aboriginal Aquaculture Association, embarking on new business partnerships with other First Nations.

Scallops are packaged in 1 lb Plastic containers which are sold fresh through the We Wai Kai. Demand for fresh product strong, they are now processing Individually Quick Frozen (IQF) scallops in 1 Kg boxes. They sold all mature stock by December 2010. Investigating additional species (cockles) 24 X 1 lb Containers packed in Styrofoam shipping containers and shipped to market 2011.
BC First Nation Fish Council

The First Nations Fisheries Council has thirteen Council Members, reflecting the regional diversity of the province as well as the diversity of First Nations expertise and perspectives. More specific information is also available about the BC Fisheries Council Working Groups:

Pacific Integrated Commercial Fisheries Initiative,
Aquaculture Working Group
Economic Access Working Group
Co-Management Working Group
Food, Social and Ceremonial Working Group.

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