

Appendix A
FIRST NATIONS HONORARIA GUIDELINES

This chart includes definitions of various activities and typical remuneration ranges for First Nations engagement. Please note, the presented ranges are based on previous engagements and feedback from First Nation community liaisons. First Nations may request specific amounts that are outside of the presented ranges.

Title / Term / Role	Description	Amount
<u>səlx^weyn/ SELWAN (sull-whane), In Lekwungen and SENĆOŦEN means "Elders."</u>	The title of səlx ^w eyn/SELWAN is bestowed upon individuals who demonstrate character, knowledge of traditional ways, generosity of spirit and connection to community. For non-ceremonial work, but nonetheless important roles, it is customary that First Nations honour the Elders and knowledge keepers who attend and participate in a meeting, and receive an honorarium out of respect for the extensive knowledge they bring to the table.	\$150-\$250 per attendance or as agreed in advance.
Knowledge Keepers	Term used to refer to someone in the community who has Traditional knowledge in a range of areas such as native plants, spiritual matters, protocol or language speakers. They are often asked to provide feedback for a Nation on a number of projects.	\$150-\$250 per attendance or \$50/hr up to a maximum of 6 hours
Spiritual Ceremony	<p>The participants in a ceremony for the ancestors varies according to the activity.</p> <p>It is tradition in First Nations communities, to provide members who offer an important spiritual service be given a 'handshake' for their work. The contribution varies and is typically discussed prior to the event with the spiritual elder with whom we are working. The amount typically reflects the person's ability to pay, and the time contribution of the service provider. It is less about the amount of money, and more about respecting their knowledge, their commitment, and their role in the community.</p> <p>In addition to a handshake, a blanket is typically offered in these ceremonies. The blanket is a symbolic gesture with no expectation that it be expensive. The giving of a blanket conveys the message of wrapping our friend in warmth.</p>	<p>Range of Contribution: \$100 - \$250</p> <p>Blanket: \$10-\$50</p>
Territorial Welcome, Acknowledgement or Blessing	These terms are often used to refer to how a meeting or event is opened by First Nations. Each term can mean different things to different people. When we are asking for First Nations involvement in the opening of an event or meeting we ask for a territorial acknowledgment as it should be up to the Nation whether they want to do a welcome or a blessing. It may also be appropriate to	\$150-\$250

	provide a small token gift if we are asking Chief or Council to be a part of this work or when working with Elders.	
Burning Ceremonies	<p>For larger Burning Ceremonies, which involve re-interment of ancient remains uncovered during excavation, the event is more elaborate (typically beginning at 5 am with the making of food for the ancestors to be burned in ceremony and ending late in the evening with a community feast for the living). There are several roles involved in a burning ceremony:</p> <p><i>The Speaker</i> – Usually an elder, and someone who speaks the first language in order to communicate between worlds. They will be in service for the duration of the ceremony.</p> <p><i>Burners</i> – These roles are held by spiritual elders. They work the entire day of the ceremony and many days in advance preparing the clothing to be burned and organizing the roles.</p> <p><i>Cooks for the Ancestors</i> - These members are specially trained to cook in the traditional ways, and in a state of reverence as they prepare the meals that will eventually be burned in the ceremony. They begin in the early hours of the morning and finish just before the burning.</p> <p><i>Feast Cooks</i> - prepare the meal for the living, after the ceremony. They do the shopping for the food in advance, prepare, serve during the feast and clean up.</p> <p><i>Helpers</i> –assist the feast cooks. It is typical that the spiritual elder will ask the CRD to provide helpers to participate in the work. Regardless of whether they are paid employees, they must be paid, like everyone else, with a handshake.</p> <p><i>Woodcutter</i> –is a person assigned to the task of chopping the wood, stacking it and building the table (essentially a pyre) on which the food is burned for the ancestors.</p> <p><i>Gravedigger</i> – is brought into the ceremony if there is re-interment. The gravedigger is a role that is handed down within a specific family and is highly honoured.</p> <p><i>Honoured Guests</i> – usually the Chiefs of local Nations are invited to attend and honoured with a contribution for attending.</p>	<p>Range of Contribution \$100-\$500 per person. Total Cost of the event can range from \$8k to \$15k depending on the number of people involved.</p> <p>\$350 / day has been identified as the amount for a gravedigger's responsibilities</p>
Traditional Welcome from Chief or Council	For events where there are visitors to the region, it is common to invite the Chief of the Traditional Territory on which the event is held, to provide a welcome. Sometimes this is considered as part of the role of the Chief and sometimes this welcome comes with compensation or a thoughtful gift.	\$150-\$250

Dancers or Drummers	Sometimes to open events a request is made to start with a performance by Dancers or Drummers to start the proceedings off in a good way.	Up to \$1,500 depending on the number of dancers.
Speaker	This a role performed by a speaker of the Indigenous language who facilitates the proceedings, usually for spiritual or cultural protocol related to an event.	\$150-\$400
Witnessing	This is a cultural protocol where people are asked to observe an event to share with others afterwards about what took place. As a symbolic way to thank them, people place quarters (representing the cost of what a blanket used to be) in their hands or pouches. Staff in attendance would be encouraged to have quarters on hand.	Provide quarters (typically two) to those witnessing.