



December 2018 N?e?iyk Spiləxm

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***Merry Christmas, and warm wishes for a happy and healthy holiday
and New Year - Chief and Council***



PHOTOS WITH SANTA



PHOTOS WITH SANTA

*Come join us for a light snack and a photo
with Santa*

When: December 13, 2018

Time: 5:30pm -8:00pm

Where: Rocky Pines community center



For more information please contact 250-378-4089

PROUD TO BE

LNIB



LNIB COMMUNITY CHRISTMAS PARTY



LNIB COMMUNITY CHRISTMAS PARTY

When: Sunday December 16, 2018

Time: 1:00pm - 5:00pm

Where: LNIB school

*Tis the season to be jolly so come out and
join us for some Christmas festivities*

Door prizes

50/50

Loonie auction

Raffle

A visit from Santa

Gifts

And a wonderful meal



*Please sign children up for gifts at the Community Services
building deadline December 3, 2018 for more information please
contact 250-378-4089*





CHRISTMAS PARTY AGENDA

1:00pm – Start

2:00pm – Santa arrives

*2:30pm – start handing out gifts until
complete*

4:00–5:00pm dinner

*Through out this time we will have an area
set up for photos at your own leisure.*

*Note: for photos with Santa please come to
our scheduled Photos with Santa on
December 13, 2018 from 5:30 to 8:00
pm at Rocky Pines Community Center*



LNIB HOLIDAY OFFICE HOURS

Merry Christmas

LNIB Holiday Office hours:

December 20, 2018 Closed all Day for Staff Training

December 21, 2018 Open for regular office hours

December 24- 31, 2018 CLOSED all Day

January 1, 2019 CLOSED all Day

January 2, 2019 OPEN for regular office hours

Emergency Numbers:

Education	236-575-2135	LNIB Arena	250-378-5180
Administration	250-631-7056	Health & Social	250-378-1573
Public & Capital Works	250-315-8575	Housing	250-315-7487
LNIB School	250-315-8499	LNIB Fire Hall	250-378-5110
Lands & Economic Dev.	250-315-9378	Shulus Forestry	250-315-9277

Public & Capital Works:

Holiday Recycling days

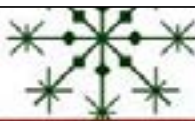
December 19, 2018- Regular Recycling Pickup

December 26, 2018- No Recycling use Recycle Depot

January 2, 2019 - Regular Recycling Pickup

Please use the recycle depot located at TNRD Landfill when required

Emergency Number: On-Call 250-315-8575



LNIB POLICY RE BULLYING/HARASSMENT

Any employee who feels this policy applies to a situation may refuse to work or provide services.

5.13 Workplace Violence/Discrimination

5.13.1 LNIB is committed to providing a violence-free environment and recognizes that workplace violence is a health and safety issue.

5.13.2 Acts of workplace violence by staff or clients will not be tolerated, and any employee who have conducted such acts will be dealt with through the discipline policy.

5.13.3 Any acts of workplace violence shall be reported to the Health & Safety Committee (Human Resources) for review, discussion and for the purpose of developing preventative strategies and policies to deal with workplace violence.

5.13.4 “Bullying” is deliberate conduct or comment, which a reasonable person would consider objectionable, directed towards a specific person, which serves no legitimate work purpose and has the effect of creating an intimidating, humiliating, hostile, or offensive work environment, as defined Canadian Human Rights Act.

5.13.5 Bullying may include but is not limited to:

- a) using abusive language and/or intimidating behavior;
- b) verbal or physical attacks;
- c) threats of violence or retribution;
- d) non-constructive criticism made in such a way as to intimidate, undermine confidence, or imply incompetence;
- e) making unreasonable work demands;
- f) spreading malicious rumors or intentionally conveying false information about another individual;
- g) breaching the confidentiality of another employee;
- h) shouting at an employee; or
- i) isolation or exclusion from normal work or study place, conversations, or social events.

5.13.6 Any situations above occurring through the use of Social Media, Internet, email, or telephone will be dealt with in the manner consistent with this policy.

Please note the LNIB Offices will be closed on Thursday, December 20, 2018 as all staff will be attending a mandatory training session.



COUNCILLOR LEONA ANTOINE

Hentle'

Fall term the following has been the busy months for a number of leadership meetings and strategic planning for all the agencies that support Lower Nicola Indian Band.

The buzz words at the Federal and Provincial is UNDRIP (United Nations Declaration Reconciliation of Indigenous Peoples). Each Minister was given a mandate to implement the declaration for each sector. This has created a lot of meetings with BCs Indigenous people to clarify and identify what this really means.

Article 3- Indigenous peoples have the right to self determination. First Nations need the resources, information, and capacity to assert their governance.

Article 18- Indigenous peoples have the right to participate in decisions that affect their rights.

Article 19 States “shall consult and cooperate with Indigenous peoples to obtain their free, prior and informed consent.”

-Need for the development of Government to Government final decision- making processes based on achieving consensus and securing consent.

Article 26- 1) Indigenous Peoples have the right to the lands, territories and resources which they traditionally owned or occupied.

1. Indigenous peoples have the right to own , use, develop and control lands and territories they posses by traditional ownership, occupation or use.

-Need for the development of collaborative approaches to stewardship of lands and resources that incorporates Indigenous laws, cultural, ecological and social values.

So what does this mean for LNIB;

- First we require the tools for our Land Use Management Plans and capacity. We have stated our short falls and the Province has returned with the Pilot Project for Management of Water Governance(Province)to Government(Nicola 5 Bands). With hard work of leadership and the Province the structure of decision making has been developed and opened in Ceremony to start off the relationship and show the Province what it is we are protecting-water, sage, rose hips, huckleberries, Saskatoon, and had a discussion at UNIB sheskin. It was a good way to start this initiative and will be sharing with 25 other First Nations communities in Vancouver Nov, 28.

- Through the First Nations Forestry Council is clarifying UNDRIP throughout many Regions and taking messages back to the Province. So far its been identifying a need to increase forest stewardship, enhancement of the guardian program through CNA, and support for training and



having First Nation in the local Ministry offices.

- Assist with capacity and implement the stories and stewardship of our Tmix at a broad level. Protecting rivers, lakes, watersheds, forests and old growth.

I have been added to the Water Round Table which contains Regional Reps in BC for a working group to identify the principles and priorities of management of water. There is clear direction for other resources but water has not been clearly defined. The amended Water Sustainability Act is of great concern because it is a weak regulation that does not protect Indigenous values.

First Nations Fisheries council is in change-over of board of directors but the important work is still moving forward and have been represented by a clear mandate and stance based on a number of Regional meetings this year and continued negotiations with Department of Fisheries and Oceans to have a decision framework with 5 DFO reps and 5 First Nations Reps when it comes to management of our salmon. The next coming month will clarify where this will sit.

November 29,30 Nicola Leadership will be attending the BC Cabinet Leadership meetings in Vancouver where all 203 Bands meet the Ministers to address concerns and have updates as to how other nations are creating relationships with the Province and say what's working and not. We have meetings with Minister of Environment, Minister of Housing, Minister of Tourism, Minister of Education and Premier John Horgan himself.

Cultural Sensitive areas are of great concern and have had much pressure recently. Styoma Mountain currently has a no go zone that was created by leadership about a decade ago. With decreasing resources there is more and more pressure on Styoma. Our referral teams in the Nicola Valley are applying the stories and identified areas that are sacred. When initially developed there was to be a management regime in place to protect our values and this needs to be clarified.. To have it as a park is not our intent as we still need to provide habitat for huckleberries etc so with traditional burning and a lighter foot print from logging and other proposed projects.

In the past 8 months Chief and Council have had many sessions to brainstorm ideas of the future of LNIB and community engagements as well. With this information we had Four Directions provide several documents that will be published in the next couple of months; Governance Action Plan, Members Guide, Community Plan, Administration and Finance Guide, Communications Strategy, Communications Strategy, Human Services Action Plan, Infrastructure Action Plan, and lands and Economic Action plan.

I want to commend the efforts of membership, staff and Chief and Council for being part of solutions and ensuring our community continues to move forward.

Thank You

Leona Antoine



EXECUTIVE DIRECTOR



I am pleased to present our monthly report for November 2018. LNIB continued to be busy on several initiatives.

Here are some of the things we have been working on:

Building Relationships: As many of you may know LNIB has been operating the Shulus Garden off and on over the last 20 years. This past year was a milestone with the amount of produce grown and distributed. As a result, LNIB received recognition throughout the Thompson Nicola Valley.

We are continuing to build relationships with NVIT and their culinary arts program, natural resources program and trades program. Keep an eye out for updates on this exciting initiative.

Policies: Lands department are working on many policies the most recent accepted by Chief and Council is the Timber Permit Policy. This is posted on the website and was also handed out at the Band General.

Recruitment for Finance and Audit Committee and School Board: The recruitment for the Finance and Audit Committee has produced two prospective resumes. These will be presented to Chief and Council on December 4, 2018 meeting. Next month may bring a new member or two for the Finance and Audit Committee. School Board is still operating with one less member so we are still receiving applications to be part of the School Board for the Lower Nicola Indian Band School.

Domestic Water System Upgrade: Infrastructure sector is working on upgrading the Zoht domestic water system. This much needed upgrade is going to improve water pressure for the residents of Zoht. The target completion date for this upgrade is

Guichon Creek: The temporary berms put in during the flooding season of 2017 and 2018 will be removed in the next couple of weeks. You may notice activity along the creeks. I know these temporary measures provided security to homes along the creek however these were only temporary so they must be removed before Emergency Management British Columbia will reimburse for costs from the flooding.

Remembrance Day Ceremony: Nicola Valley First Nations Veterans Association had a Remembrance Ceremony on November 11, 2018 at the Shulus Cenotaph. The ceremony was well attended by families of veterans within the Nicola Valley. LNIB School also had a ceremony on November 9, 2018 that will help teach the children the importance of honoring our Veterans.

Human Resources: LNIB staff will be participating in training December 20, 2018. All office will be closed however we will have phone calls answered so that calls can still be directed to voicemail. We are excited to offer Organizational wide training opportunities. This will become a vital step to improving service delivery within LNIB. Also on the subject of LNIB employees if you or your family



member were previous employees and are of retirement age there may be pension benefits in your name that needs to be claimed. To find out more please contact LNIB Pension Administrator, Byron McDonald 1-778-471-9002 or email bryonm@anib.ca

Support to Chief and Council: Chief and Council met on November 6th and November 20th. Novembers Band General was held on November 26th. Chief and Council governance session was finalized on November 16, 2018 and this will provide direction to each Sector and their work plans. Watch for the upcoming community meeting that each of these plans will be presented to the community. Directors are busy finalizing budgets for 2019-2020 Fiscal Year.

Kari Reilander,
LNIB Executive Director

Ingredients

3 cups flour
2 teaspoons round ginger
1 teaspoon ground cinnamon
1 teaspoon baking soda
1/4 teaspoon ground nutmeg
1/4 teaspoon salt

Gingerbread Men

courtesy of All Recipes

3/4 cup butter, softened
3/4 cup firmly packed brown sugar
1/2 cup molasses
1 egg
1 teaspoon vanilla extract

Directions

Mix flour, ginger, cinnamon, baking soda, nutmeg and salt in large bowl. Set aside. Beat butter and brown sugar in large bowl with electric mixer on medium speed until light and fluffy. Add molasses, egg and vanilla; mix well. Gradually beat in flour mixture on low speed until well mixed. Press dough into a thick flat disk. Wrap in plastic wrap. Refrigerate 4 hours or overnight. Preheat oven to 350 degrees F. Roll out dough to 1/4-inch thickness on lightly floured work surface. Cut into gingerbread men shapes with 5-inch cookie cutter. Place 1 inch apart on ungreased baking sheets.

Bake 8 to 10 minutes or until edges of cookies are set and just begin to brown. Cool on baking sheets 1 to 2 minutes. Remove to wire racks; cool completely. Decorate cooled cookies as desired. Store cookies in airtight container up to 5 days.



CLOTHING EXCHANGE/DONATION

**CLOTHING
DONATIONS OR
EXCHANGE**

Everyone Welcome!

Monday, December 10th 2018
Shulus Hall 4pm-7pm

Refreshments will be provided
**The First 5 People to show up with 5 items of clothing to donate or
exchange will be entered in a draw!**

**For more information contact Sheri or Bridget @
250-378-4089**

**(This is for those who would like to donate or
receive clothing.)**



DROP IN FOOTCARE

December
Drop in Foot Care

December 17, 2018

8:30 am- 3:00 pm

At the Community Service

No appointment needed



For more information call the Community Services at



250-378-4089



PHOTOS FROM AIR BRAKES COURSE



14 members participated in the 2 1/2 day air brakes course. They now have to complete the ICBC written test.

Thank you to Don Gossoo for photos



ECONOMIC DEVELOPMENT

November has been a very busy month for us in our small department. Last week we met with Worley Parson Resources and Energy from Alberta to discuss the Kingsvale pump station as part of the TransMountain expansion project.

The LNIB has been actively working on a bid for this project for the last three years. The Kingsvale project is a hydro transmission project that is approximately 24 kms long. This new infrastructure will be built by the LNIB with our joint venture partners Valard/Quanta.

The project will be built to BC Hydro specifications. Once the project is complete the LNIB will own and maintain this project under a 20-year agreement.

The training, employment and procurement opportunities on this project will benefit Band. We will be receiving a list of procurement opportunities over the next few months. Part of the process will be for interested contractors to get prequalified.

The Human Resource representative from Valard will be reaching out to Steve Wilks to discuss the training pieces and employment opportunities. Please feel free to stop by and see Steve to update your contact information and drop off a current resume.

Over the next several months, we will be actively engaging our neighboring First Nations to discuss desk top studies and schedule out field work as weather permits.

We will be circulating community engagement sessions to our members, so please keep an eye out for the notices and we look forward to further discussion on this project.

Leesa Mike
Director of Lands and Economic Development

2 B 1

If there be two, let there be one
If there be more let there be none
The one is much better than 2
She had spoken her heart, "Let there be two!"
No longer to be spoken the one became two
No longer to be one
For only one remained, that one became 2

Sonja Hall November 18, 2018



LANDS DEPARTMENT

Lands Department Update



The Lower Nicola Indian Band Land Code Sections 14.2, 31.2, and 32.1 give Chief and Council the authority to establish mandatory standards, criteria, and forms for interests and licences in LNIB Land. It also gives them the authority to delegate administrative authority to an individual or body established or authorized under the Land Code.

On November 06, 2018 the Chief and Council passed a Band Council Resolution approving the Timber Permit Policy including the standards, criteria, and forms set out in this policy. They also delegated authority to the Lands Manager to grant timber permits and impose conditions in these permits in strict compliance with the policy.

The Purpose of the Timber Permit Policy is to have a standardized set of rules and processes that apply to obtaining a permit to harvest timber and, in some circumstances, to sell timber harvested from LNIB Land. The policy also clearly defines roles and responsibilities of the Lands Manager, the Lands Management Advisory Committee, the Lands Department, and applicants during the application process.

Only members and LNIB owned entities are eligible to apply for a timber permit to harvest timber on LNIB lands. If approved, they can only harvest timber for firewood or commercial sale. Timber harvested for firewood may be for personal use or donation for use by LNIB elders or other members. Members that have a Certificate of Possession (CP) don't require a Timber Permit or other authorization to harvest up to four trees that are about 1.4 meters tall and 50 centimeters diameter or less or not more than two trees if they have a larger diameter in any calendar year.

To obtain a Timber Permit, applicants need to fill out the application attached as schedule "A" to the Timber Permit Policy and return it to the Lands Manager with all the required information.

Please visit <https://lnib.net/policies-bylaws/> or contact the LNIB Lands Department to obtain a copy of the Timber Permit Policy.



ARCHEOLOGY AT HIGHLAND VALLEY

Since 2014 The Lower Nicola Indian Band has been participating in the archaeology work taking place at Highland Valley Copper, the 2018 season has now concluded, and it was a very productive year. At the beginning of the year the LNIB crew participates in Preliminary Field Reconnaissance, this involves a rigorous ground surface survey to search for surface artifacts and identification of areas of interest that the crews think should be shovel tested for digging and screening of soil. Once the archaeology permit is approved the digging can begin. The crews work together with the other Nlakapamux bands in the territory, they all worked very hard this year to ensure that the Nlakapamux cultural heritage and history is not destroyed. The preference is to keep the archaeology sites intact if possible, recovery of artifacts only happens if there is no way of avoiding disturbance to the site.

THVC 2018 HERITAGE PROGRAM – SUMMARY STATS

- AIA Area Complete: 220.7 ha
- AOI Survey Components Area: 218.2 ha
- # of new archaeological sites identified: 78 (plus 3 expanded)
- Total # of crew days testing: 2005
- Total # of test pits excavated: 9104
- Average # of test pits per crew per day: 31.0
- Average # of test pits per person per day: 4.6
-

Earlier this month we had a concern brought forward about the Archaeological artifacts being collected from the HVC Mine site, which has ongoing Archaeological Assessments on site, and questions on what happens with the artifacts. I thought I would provide some background on how archaeology works.

ARCHAEOLOGY LAWS AND LEGISLATION

Archaeology is the study of the physical remains of past human activity and is essential to understanding and appreciating cultural development in British Columbia. These sites are protected and managed for their historical, cultural, scientific and educational value to the general public, local communities, and us as First Nations. The earliest legislation in BC began prior to 1858, today the most current legislation was enacted in 1996 which is called the “Heritage Conservation Act”. All provinces in Canada have similar legislation protecting heritage resources.

Archaeological impact assessment and review in British Columbia applies mainly to development projects that are subject to British Columbia’s environmental impact assessment and review processes. This means that depending on the size of a development and the potential for disturbance to heritage resources, recommendations are made for the size of the Archaeology investigation. In the case of HVC there is a Full AIA or Archaeological Impact Assessment, which is the most in-depth assessment. This AIA is performed by a third-party consultant and archaeologist, who apply for a permit. In order to get an AIA permit they must consult with local first nations, and in this case they



have consulted with us and LNIB has a working agreement with the consultants and HVC. Also, as a part of the permitting process there must be an identified “repository” for all artifacts found during the AIA study. The repository in this case is the Royal BC Museum. LNIB does not have repository status, in order to get this status, we would need to have the available space, staff, and budget to accommodate the various needs in housing artifacts, objects, soil samples, carbon samples, and other material associated to the understanding of as much cultural material coming out of this AIA and many other archaeology sites throughout the area. This would be a very large undertaking and we simply have limited space, limited staff, and a limited budget. Hence, we use the Royal BC Museum which is already set up handle this. Other institutions with repository status include Simon Fraser University, University of BC. This process helps to ensure that not just anyone can take home an artifact; it helps to protect them by keeping them all together until they can be studied, catalogued and repatriated by the community.

For more information please call us at the LNIB lands office, Robert Sterling and Crystal Wallace.



Test pit sample from HVC
archeology



PUBLIC WORKS

911 Mapping Update Project

In 2001, LNIB had a consulting firm implement the 911 Emergency Service for LNIB. Since then, 911 Services have become digital based and LNIB will be upgrading the current paper maps to digital records of street names and addresses. By creating digital mapping and providing it to the digital databases in BC that RCMP, Ambulance and Fire reference is expected to decrease the response time and decrease the current confusion first responders have in locating residences. As a result, LNIB Public Works will be working their way through each reserve to install new signs, update current signage to ensure Emergency Responders are able to locate your place of residence.

DRIVERS FOR LOWER NICOLA INDIAN BAND

If you are a new employee or a current employee with LNIB and will be or are driving one of LNIB's vehicles, it is important that you:

1. Provide a current drivers abstract
2. Schedule an appointment with the Fleet Coordinator to attend a short, 15-minute Info Session (via email Alison.cisco@lnib.net)

****Failure to complete the above two steps will result in having privileges revoked or put on hold**
Please note that part of all duties of LNIB employees' responsibility, when operating LNIB vehicle, is to be engaged in work related activities at all times. This is extremely important for liability reasons.

Any staff member that is driving an LNIB vehicle, that allows any other person, other than staff, into vehicle, puts LNIB at risk in the event of an accident. Our insurance policy is very clear on vehicles being used for non-work purposes, or transport of private citizens for non-work activity, insurance is voided. This means that no staff member may pick up anyone hitching a ride while driving LNIB vehicle.

Remember, the importance here is to ensure we are SAFE!

Zoht Water Line

Our plan is to eliminate the aging and currently failing old iron pipe at Zoht. Until this happens, there will be rust in the system periodically, that cannot be avoided. The current Phase one upgrade will be to install new pipe along Mill Creek Road and abandon old iron piping. Anyone with questions can contact myself or Suzette. No target date for phase one completion as of yet.



RECYCLING DO'S AND DON'TS



IMPORTANT REMINDER

RECYCLING DO's AND DON'Ts

A friendly reminder: Please **do not** use the blue bags for your recycling or place any plastic bags in the recycling bins as plastic bags are no longer accepted in the TNRD Landfill.

Failure to adhere to this could result in your recycling **NOT** being picked up.

If you have any questions or concerns, please call Public Works at 250.378.5157

 DO RECYCLE	 DON'T RECYCLE
<ul style="list-style-type: none"> ✓ <u>Paper:</u> <ul style="list-style-type: none"> ✓ newspaper, inserts and flyers, magazines, catalogues, phone books ✓ Boxboard boxes, moulded paper ✓ Paper bags ✓ Shredded paper (please contain in paper bag or box) ✓ Cardboard boxes ✓ Plastic jugs and containers ✓ Plastic trays and clamshells ✓ <u>Containers:</u> <ul style="list-style-type: none"> ✓ Plastic bottles, jars and jugs including their caps, tops, lids and pumps ✓ Metal cans ✓ Plastic trays and clamshells; plastic or paper take-out cups, bowls and lids ✓ Cartons for soup, milk, etc ✓ Foil wrap and take out containers <p>**Remember: Empty, rinse, flatten and place "<u>LOOSE</u>" in the cart</p>	<ul style="list-style-type: none"> ☒ Plastic Bags and Overwrap ☒ Glass ☒ Hazardous Waste ☒ Dishes ☒ Paint ☒ Foam Packaging ☒ Garden Hoses ☒ Hangers, pots, pans and other scrap metal ☒ Toys and games ☒ Hard and soft cover books ☒ Paper towels, napkins and tissues ☒ Electronics and appliances ☒ Windows and mirrors ☒ Light bulbs ☒ Ceramic products ☒ Foam packaging and Styrofoam <p><i>**There are many other items that are recyclable at TNRD Transfer Stations and Eco Depots. Contact the TNRD for details on what can be accepted for recycling at the TNRD facility nearest you.</i></p>

For more information, visit www.tnrd.ca or contact the TNRD at 1.877.377.8673 or email: recyclenow@tnrd.ca

Please click on link for: [Frequently Asked Questions](#)



CLASS 1 DRIVER TRAINING



LOWER NICOLA
INDIAN BAND

Class 1 Driver Training

Looking for LNIB Members to Become Transport Drivers

Must:

- Obtain Class 1 Learners Permit
- Be 19 years of age
- Have a class 5 Driver's License
- Have a strong work ethic
- Be committed
- Pass a medical



There are a limited number of seats available and will be awarded to the **Best Candidates.**

THOMPSON RIVERS UNIVERSITY
School of Trades & Technology



Columbia
TRANSPORT TRAINING LTD

LONG HAUL/SHORT HAUL TRANSPORT DRIVER

Includes Mountain Driving B-Train Training and Airbrakes

Description: **DRIV 093 (120 hrs.)**

This three-week course is designed for those students who want to change careers or are being retrained as a commercial truck driver. Students will be taught vehicle pre-trip inspection, shifting transmissions and vehicle handling characteristics, collision avoidance, load security, tire chains, weigh scale procedures and Mountain driving skills. This Driver Training Program provides the training and information you will need to prepare for the Class 1 road test and includes the ICBC air brakes course. A licensed instructor individualizes training using hands-on practice and demonstrations. Practical training is scheduled in four hour and eight hour lessons using industry current tractor-trailer units. Upon successful completion of this course, students will have the confidence and skills required when applying for entry level driving positions. This course also includes four hours of B-Train training to familiarize the driver with cornering and backing the two trailers. Over and above the 74 hours of driving time students will also receive 16 hours of airbrakes, and an additional 30 hours of interactive observation learning vehicle pre-trips, in vehicle familiarization and yard operations throughout the program. There is no charge for the 30 hours observation.



Contact Steve Wilks
Employment Coordinator
236-575-2021/250-315-5278
steve.wilks@lnib.net



FOOD SAFE TRAINING



FOODSAFE Level 1

Course Schedule

Karen Heiberg, FOODSAFE Instructor

Kelowna	Vernon	Kamloops
Saturday Oct 20	Saturday Oct 27	Monday Oct 29
Saturday Nov 17	Saturday Nov 3	Saturday Nov 10
Monday Dec 3	Monday Nov 19	Monday Nov 26
	Saturday Dec 1	Saturday Dec 8
	Monday Dec 10	Wednesday Dec 19



To register:
email Karen at foodsafety1@shaw.ca
or call/text **250-540-7763**



EDUCATION

Lower Nicola Indian Band

December 2018

EDUCATION DEPARTMENT

K-12/Post-Secondary/Career-Development

Directors Report

It is with great pleasure that I provide membership with both a report of activities our department has been involved in this past month and share information on upcoming initiatives that we are working on for future reporting. It has been a very rewarding first month for me as your Director and I look forward to connecting with more of you as our department aligns its direction on community needs.

As you already know we have a great Education Team and they have been exceptional at providing me with an orientation on how the department has been administrated to its current position. As we look forward to enhancing our department's structure we will be focused on implementing innovative ways to increase our capacity with a grounded priority on communication, transparency, and accountability to our members.

Over the past few weeks a significant effort has been made to reach out to our external stakeholders to both introduce myself in this new role and let them know we will be exploring new ways to leverage resources to ensure all members have full access to programs and services: meetings with both SD58 District Leadership and School Administration, meeting with Federal Government BC Regional Education Team, connecting with industry partners at BC Career Education Society Conference, meetings with SCW'Exmx Child & Family Services Society, and reaching out to a few BC Post-Secondary institutes. We also have various stakeholder agreements that support education and training initiatives for LNIB and these too have been looked at this month to ensure we are taking advantage of these opportunities.

The next priority is to reach out and learn from LNIB members as to what programs and services are needed from our department to reach desired goals. We may not have all the solutions for our membership right away; however, we will exhaust all avenues to be sure we either find the solutions or create reasonable solutions in a timely manner for

Department Staff

Director of Education
Shane Coutlee

Education Manager
Sharon Parsons

Education Coordinator
Gail LaRochelle



LNIB Education

1



Lower Nicola Indian Band

December 2018

**Superintendent SD58
at LNIB December 6**

Superintendent Steve McNiven will be working from our Education Office on Thursday December 6th. Our Local Education Agreement directly supports this opportunity as it both provides our members with easy access to School District Leadership for the day and strengthens our relationship with the District. If you would like to schedule a meeting with Steve please call Sharon at 236-575-2105 to arrange a time. We look forward to having Steve join us for the day on the 6th!

**Off-Reserve Supports**

Do you live off-reserve and/or live outside the Nicola Valley? Do you have children at a public/private/independent school? If you answered "Yes" to any of these questions we would like to connect with you and share what supports we have to offer your child. A few examples include: assistance towards tutoring, advocating for additional supports and resources at your child's school, accessing targeted dollars from District Aboriginal Programs, and high-school transition planning. Please contact Sharon and provide us with your information 236-575-2105 or sharon.parsons@lnib.net

LNIB Education

our members.

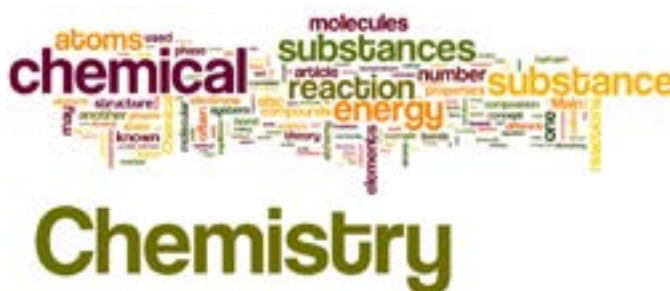
Afterschool Academic Enrichment Program

This past week we submitted a funding proposal to support a tutoring/peer-mentorship program that would run from January 2019 to June 2019. The project must meet certain combined criteria, and in this case, the primary factors include increasing academic capacity in health and science, supporting students with academic strategies, and creating engaged learning opportunities for students to take part in.



One unique piece to our project is hiring LNIB students to take on the role of tutor/peer-mentor for the duration of the project. We know there are LNIB students who have the caliber of grades in both math and science that we need to provide the appropriate academic support - when we have members with the academic evidence to meet and/or exceed the demands of the required curriculum support it only makes sense to offer this opportunity to them if they are interested.

In the meantime, while we await notice, if you are either a Secondary School Student (Gr.11 or Gr.12), or a Post-Secondary Student interested in being a tutor/peer-mentor between this upcoming January to June we would like to hear from you before the Christmas Break (a minimum B average in senior level Math/Science is a criteria). Please connect with Sharon Parsons who will gather contact information from you. Sharon can be reached at sharon.parsons@lnib.net or 236-575-2105



2



Lower Nicola Indian Band

December 2018




10 Useful Study Tips for an Ideal Exam Preparation



1. Find out your own study type

There are many different study methods and tolls: whether you use the internet, flash cards or tutorial CDs, what counts is that you have fun when you're studying.



2. Set up study groups for certain subjects

It can be very helpful to study in a group, especially for abstract subject like math or chemistry. This way you don't have the feeling you're alone and you have a study obligation to the group.



3. Study at your own pace

Especially those students who have difficulties motivating themselves benefit from setting up a fixed study schedule, like a binding study date.



4. Take enough study breaks

The brain needs enough time to process what it has learned. As with any training, breaks play a key role. Sometimes less is more.



5. Reward yourself

Whether you treat yourself with a few gummybears or a special event – rewarding yourself for studying and treating yourself to something nice is a huge motivator.



6. Think positively about studying for exams

Once the exams are passed a different period starts. You have time for different things again. This attitude helps motivating yourself to study.



7. Relax the day before the exam instead of studying

The day before the exam should be spent relaxing and building up internal happiness: Yay! Tomorrow is the day of the exam and all the studying is over!



8. Don't fall into the avoidance trap

When the examination date is approaching, some may develop the stance of waiting to see what will happen. It can be helpful not only to prepare well but also to adjust your personal and leisure time accordingly.



9. Make your testing zone homey

A familiar environment during the exam helps and motivates. If you have a lucky charm you should definitely bring it with you.



10. Don't think about failing during the exam

Do your best to avoid negative thoughts during an exam. It's important to take an exam with confidence, relaxed but yet focused.

Get There Faster

LNIB Education

3



REMEMBRANCE DAY



At LNIB school ceremonies

"We wear a poppy
on Remembrance Day
And at eleven we stand and pray
Wreaths are put upon a grave
As we remember our soldiers brave
I'll wear a little poppy
As red as red can be
To show that I remember
Those who fought for me."





at Shulus
Cenotaph



TWO RIVERS GALLERY - CALL FOR ARTISTS

Two Rivers Gallery

Call For Submissions

“Reconciliation”

Call for Submissions from Indigenous artists based in British Columbia

94 calls for action resulted from the Truth and Reconciliation Commission’s enquiry into the policies and operations of Canadian residential schools, the experiences of children sent to them and the resulting impact. More than 6200 statements were recorded from residential school survivors, describing the nightmare lived by so many Indigenous people. Two Rivers Gallery acknowledges this terrible chapter in the history of First Nations. With an open mind and an open heart it wishes to explore the process of healing and drawing-together at the core of the reconciliation process. This exhibition will be co-curated by Two Rivers Gallery Curator, George Harris, and Independent Indigenous Curator, Rose Spahan.

Two Rivers Gallery is seeking Indigenous visual artists from across British Columbia, who are working in any media, to respond to this call.

Submission forms available at: TwoRiversGallery.ca

Submissions must be received no later than 4pm, Sunday, February 24, 2019.

Please direct submissions and enquiries to:

Meghan Hunter-Gauthier, Assistant Curator
Two Rivers Gallery
725 Canada Games Way
Prince George BC V2L 5T1
Tel 250.614.7800 · E-mail meghan@tworiversgallery.ca



CULTURAL REVIVAL EVENTS

- Dec 3,/18 Office
- Dec 4,/18 Nksh Aytkn Meeting, Lytton. Stretching deer hide, cultural centre
- Dec 5 Stretching deer hide, cultural centre. Elder's Christmas Dinner, Stein Valley School, Lytton. BC. Craft afternoon with LN Rec youth.
- Dec 6,/18 Men's sweat clean-up maintenance, Beading Moccasins or sewing at cultural centre
- Dec 10,/18 Working on Traditional bows. Beading or sewing at cultural centre.
- Dec 11,/18 Completion of bows, beading or sewing at cultural centre.
- Dec 12,/ 18 Completion of bows beading or sewing at cultural centre
- Dec 13/18 Men's sweat (all day - by Moses Edwards, contact Hank) Craft Day
- Dec 17./18 Craft day
- Dec 18/18 Office day
- Dec 19/18 Craft day
- Dec 20/18 Staff Training all day - Cultural Centre closed
- Dec 21/18 Pipe ceremony Change of Season Winter Solstice 9 am with Johnny. Breakfast after ceremony.

Carole, Hank and I would like to wish the Lower Nicola membership a very safe, happy Merry Christmas and joyous New Year. Warm blessings to each and everyone of you. See you in the New Year with bright new ideas.

If there is some activity that you are interested in learning more about , please let us know and we can schedule it in our calendar.



FEEL THE BEAT

December 2018 ~ Cultural Events

For More Information Please call Charlene Joe, Cultural Program Coordinator
(250) 378-2771 or email feelthebeat@scwexmx.com

Cultural Events – 2975 Clapperton Ave Everyone Welcome ~ 4:00-8:00 PM. – Potluck Dinner 5 PM

Guidelines & Values

- Drug & Alcohol Free
- Be Respectful to Self and Others
- No Violence
- Family Events
- There will be sign-up sheets for certain events



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 Story Telling Dennis Saddleman 4:00-8:00 PM	5	6 NTA Christmas Dinner Civic Centre 4:00-8:00 PM	7	8
9	10	11 Homemade X-Mas Gifts 4:00-8:00 PM	12	13 Christmas Cookie Baking 4:00-8:00 PM	14	15
16	17	18 Lahal (Bone Game) Willard Wallace 4:00-8:00 PM	19	20 Winter Solstice Celebration Christmas Dinner 4:00-8:00 PM	21	22
23	24 1 st Day Winter Break	25 Christmas Day	26 Boxing Day	27 Office Closed Next Feel the Beat will be Jan 3/19	28	29
30	31	Please bring your own containers in case of leftover food from potluck and reusable water bottles. We are trying to minimize our carbon foot print. If your require a ride please call (250) 378-2771 or email feelthebeat@scwexmx.com				


Feel the Beat is a Cultural Revitalization program, our main focus is the restoration of the protocols and values rooted in the Culture of the Nlaka'pamux, Syilx, and Metis peoples in the way of seasonal teachings. Feel the Beat is always an open invitation to all heritage and all peoples to participate in a safe environment to learn and grow in Culture. We aim to provide leadership and opportunity to connect to our Cultural Identity.



FAMILY ACTIVITIES CALENDAR



December 2018
Family Activities

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
						1 Cents 7pm
2	3 Office Day	4 Program 3:30-5:30	5 Community Walk 11-12 Fitness 6:30	6 Parent's & Babes12-2	7 Christmas Shop	8 Cents 7pm
9	10 Gift Wrap	11 Party Prep	12 GFB Fitness 6:30-7:30	13 COHI Santa Pics 5:30-8	14 Support Group 9:30 Party Prep	15 Cents 7pm
16 Community Christmas Party!!! 1:00-5:00	17 Sorting Hampers	18 Delivering Hampers Program 3:30-5:30	19 Community Walk 11-12 Fitness 6:30-7:30	20 Staff Training COHI	21 Office Day	22 Cents 7pm
23	24 Office Closed	25 Office Closed 	26 Office Closed	27 Office Closed	28 Office Closed	29
30	31 Office Closed31					

*For More information please contact Christie or Marilynne @ (250)378-4089. Please note that events, activities or locations may change due to unplanned events or circumstances.

*Family Activity Programs located @ Rocky Pines Community Centre.

*Parents & Babes is geared towards prenatal to Preschool ages. Each family who attends the entire program each week will be given a \$10 gift card & a block of cheese. Located @ Rocky Pines Community Centre.

*Support Group takes place @ the Community Services Building.

*Anyone who can come in on Friday to the Community Services Building to share your "skill" with us we will give a \$25 gift card. Please call ahead so we can arrange a date. Beading, knitting, cooking etc.....

*COHI- Children's Oral Health Initiative.

* Work-Out will take place @ the LNIB Bandschool. Yoga will take place @ the Rocky Pines Community Centre.

* For tickets to the Cents game contact Clif or Chelsea also available @ the Community Centre.



RECREATION CALENDAR

<div> <div>December</div> <div>2018 Recreation</div> </div>						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Cents game @ Nicola valley memorial arena 7pm against Salmon Arm
2	3 Yoga 12pm RPCC ASP 3-5pm Gym/Swim Aquatic	4 ASP 3-5pm	5 ASP 3-5pm Workout class 6:30pm	6 ASP 3-5pm Volleyball night 7pm Gym/Swim Aquatic	7 Public skate 5:45-7pm	8 Cents game @ Nicola valley memorial arena 7pm against Nanaimo
9	10 Yoga 12pm RPCC ASP 3-5pm Gym/Swim Aquatic	11 ASP 3-5pm	12 ASP 3-5pm Workout class 6:30pm	13 ASP 3-5pm Volleyball night 7pm Gym/Swim Aquatic	14 Public skate 5:45-7pm	15 Cents Game @ Nicola Valley memorial arena 7pm against Powell River
16 Christmas party!	17 ASP 3-5pm Gym/Swim Aquatic	18 ASP 3-5pm	19 ASP 3-5pm Workout class 6:30pm	20 NO ASP. Gym/Swim Aquatic	21 Last day of school. Christmas fun day and skating. 4pm -7pm	22 Cents Game @ Nicola valley memorial arena 7pm against Trail.
23	24 Office closed Christmas eve	25 Christmas day!	26 Boxing Day!	27 Office closed	28 Office closed No public skating	29
30	31 Office closed New years eve!	1 Office closed New years day!	2 Back in office Lazy movie day meet @ Rocky Pines Trailer 10am-20m	3 Swimming @ 1:00pm - 3:0pm	4 Sledding day meet @ Rocky Pines Trailer 10am-2pm	

ASP = After School Program Any question please contact Recreation Coordinators, Chelsea (315-3379) or Cliff (315-3439)



SA ANNOUNCEMENT

**ATTENTION LNIB SOCIAL
ASSISTANCE/DISABILITY
ASSISTANCE CLIENTS:**

**JANUARY 2019'S ALLOWANCE WILL BE
DISTRIBUTED FRIDAY, DECEMBER 21, 2018.
OFFICES WILL BE CLOSED DECEMBER 22 TO
JANUARY 2**

Please make arrangements to pick up your cheque on
December 21, or else you will be waiting until January
3 to receive your cheque.

Thank you,

Cely-Rae Street
Social Development Coordinator



HARDSHIP ASSISTANCE

CIRCUMSTANCES IN WHICH HARDSHIP ASSISTANCE MAY BE CONSIDERED

Hardship assistance may be considered when all alternatives to assistance have been exhausted and where:

Hardship Category	Situation	Duration Limit (max)	Repayable
Awaiting Employment Insurance	Persons who HRDC has confirmed as having applied for EI, including those who have completed the two-week waiting period for EI.	No	Yes
Awaiting Other Income	Persons awaiting other income, including retroactive benefits from CPP, OAS, DVA, and WCB.	Yes – 3 consecutive months	Yes
Assets in excess	For family units with assets in excess of the specified exemption level when the family unit includes dependent children or where all applicants are over 65 years old or a Person with Persistent Multiple Barriers (PPMB).	Yes – 3 consecutive months	Yes
Income in excess	For families with dependent children, who have received income in excess of the maximum rate for their family unit and the excess income could not have been reasonably expected to meet basic needs. Requires plan to resolve their situation	Yes – 3 consecutive months	Yes
Strikes or Lockouts	Persons involved in labour disputes, on strike, or locked out	No	Yes
Immediate Needs – work search requirement	Persons with an immediate need for food, shelter or urgent medical attention who have not satisfied the 3 or 5 week work search requirement.	Yes – 3 consecutive months	Yes
Sponsorship verification or Breakdown	Persons awaiting verification of a sponsorship, or breakdown of a sponsorship	No	No
Identity Not Established	Persons awaiting identification documents.	Yes – 6 consecutive months	No
Social Insurance Number (SIN) required	Applicants awaiting SIN	Yes – 6 consecutive months	No



BAND SCHOOL



THANK YOU TO EVERYONE WHO PARTICIPATED IN THE
LOWER NICOLA BAND SCHOOL - BREAKFAST FUNDRAISER!

BREAKFAST \$1,479.50
LOONIE AUCTION \$1,901.60
50/50 \$328.50 – WINNER – ADRIENNE JOHNNY
\$100.00 DONATION – HACK ELECTRIC
TOTAL = \$3,809.60

FUNDS WILL GO TOWARDS XMAS PRESENTS FOR THE STUDENTS!!!!



DECEMBER 2018

Absolutely **NO NUTS**
And **NO PEANUT BUTTER**
IN LNB School!!!

Mon	Tue	Wed	Thu	Fri
3 Tomato veggie soup	4 Deville egg Pasta salad	5 Taco salad	6 Chicken wraps	7 Grilled cheese
10 Chicken Caesar salad	11 Pumpkin alfredo	12 Chili dog dinner	13 Potato soup	14 Pizza bun
17 7 Layer salad	18 Chicken pot pie soup	19 Porcupine sub Ugly Sweater Day	20 Broccoli soup	21 Christmas concert @ 9:30 1-3 Santa to visit the classrooms Last day of school for Winter break <u>School reopens Jan 7, 2019</u>
24 	25 	26	27	28

What animals were there when baby Jesus was born?

"There was a donkey, a sheep, and a cow there as well as Mary and Joseph. It sounds quite crowded." Hannah, age seven

What gifts did the three wise men bring?

"They brought Jesus presents of gold, frankincense, smurr, and silver. But I think he would have preferred wrestling toys." Jay, age five

—From the Daily Mail (via Readers Digest webpage)



MEMBERSHIP



HERE'S WHAT YOU NEED TO KNOW ABOUT STATUS CARDS:

How to renew your status card?

Indian status does not expire but the status card does. If your First Nation or band office continues to issue Certificates of Indian Status (status cards), contact your First Nation or band office to find out how to renew your status card.

The secure status card is valid for 10 years for adults (16 or older) and five years for children (15 or younger) and dependent adults.

The renewal process is the same as when first applying for a secure status card. Fill out the same application form and check "Renewal" under "Reason for application".

You can renew your current secure status card up to six months before the renewal date or up to one year after the "Renew before" date on your card.

If you are applying a year after the date indicated on your secure status card, fill out the same application form as when first applying for a secure status card and check "Replacement (lost, stolen, damaged SCIS)" under "Reason for application".

What to do if your status card is lost, stolen, damaged or destroyed?

If you have lost your Secure Certificate of Indian Status (secure status card) or it has been stolen, damaged or destroyed, you must report it by calling INAC Public Enquiries right away. The call agent will:

- cancel the lost, stolen, damaged or destroyed card
- issue, on request, a Temporary Confirmation of Registration Document

The replacement process is the same as when first applying for a secure status card. Fill out the same application form and check "Replacement (lost, stolen, damaged SCIS)" under "Reason for application".

If you have lost your Certificate of Indian Status (status card) or it has been stolen, damaged or destroyed, contact your First Nation or band office to apply for a replacement card.



Status cards

If applying for an initial secure status card or to renew or replace a secure status card, you must fill out and submit:

- Secure Certificate of Indian Status (SCIS): Application for already registered persons
 - o PDF print only, form no. Inter 83-172E-S, version 2018-06-18 (A), (239 Kb, 6 pages)
 - o PDF fillable/saveable form no. Inter 83-172E, version 2018-06-18 (A), (126 Kb, 6 pages)

If you need a guarantor, you must provide:

- Registration and Secure Certificate of Indian Status (SCIS): Guarantor Declaration
 - o PDF print only, form no. Inter 83-169E-S, version 2018-09-28 (137 Kb, 2 pages)
 - o PDF fillable/saveable, form no. Inter 83-169E, version 2018-09-28 (92 Kb, 2 pages)

If you can't find a guarantor, you must fill out and submit:

- Registration and Secure Certificate of Indian Status (SCIS): Statutory Declaration in Lieu of Guarantor
 - o PDF print only, form no. Inter 83-170E-S, version 2018-09-28 (172 Kb, 2 pages)
 - o PDF fillable/saveable, form no. Inter 83-170E, version 2018-09-28 (102 Kb, 2 pages)

To find out more about secure status cards, visit [Are you applying for a status card or any Indigenous and Northern Affairs Canada regional office.](#)

Some First Nations and bands are still issuing Certificates of Indian Status (status cards). If your First Nation or band does, submit your application for a status card to your First Nation or band office's Indian Registration Administrator using:

- Application for Certificate of Indian Status, form no. Inter 83-009E, version 2016-08-24 (A), (PDF, 84 Kb, 1 page)

Forms are available at: <https://www.aadnc-aandc.gc.ca/eng/1462806841047/1462806896945#chp1>

Still need help:

Geraldine Bangham
Membership Clerk, LNIB
250-378-5157
Geraldine.Bangham@LLNIB.net



CATERING BID OPPORTUNITY

Lower Nicola Indian Band Community Christmas Party Bid

CALL FOR CATERING BIDS

Dinner is on December 16th, 2018

Call for bids to cook for 350 people to be served at 4:00 p.m. on December 16th, 2018 at the Lower Nicola Indian Band School.

Must submit bid to feed 350 people for a festive Christmas feast with all the trimmings:

Bid to include:

Turkey/ Ham
Buns
Vegetables
Rice
Potatoes
Salad
Stuffing
Cranberries
Gravy
Refreshments (tea, coffee, juice, water)
Variety of desserts



Other considerations:

Must provide all plates, utensils, napkins, condiments (NOTE* WE PREFER PAPER OVER PLASTIC)

Must be ready to serve at 4:00 p.m.

Require at least 2 food safe certificates

Responsible for set up/clean-up of meal

Lowest bid may/ may not be considered

Your bid should include your contact person (s) with phone number (s)

Please forward bids by December 7th, 2018 by 12:00 p.m., attention to Bridget LaBelle

Hand Deliver to LNIB Community Services/ and or main office, Ph. (250) 378-4089, fax (250) 378-9137

and or email bridget.labelle@lnib.net.



JOB POSTINGS

Lower Nicola Indian Band School

Job Posting

Position Title: Special Education Assistant (SEA)

Department: Lower Nicola Indian Band School

Hours: up to 35 per week

Start Date: ASAP

Wage: Negotiable

Reports to: Lower Nicola Indian Band School Principal

Summary of responsibilities

- Assist in classroom to support teachers and students

Required knowledge, skills and abilities

- Special Education Assistant Certificate
- Bachelor of education preferred
- Training and or experience dealing with special needs and behaviorally challenged students
- Excellent communications skills
- Personal maturity and role model to children
- Physical ability and endurance to work with special needs students
- Understanding of child development and educational programming
- Current First Aid Certificate or willingness to obtain
- Ability to work as an educational team, knowledge of IEP's an asset
- Ability and willingness to submit to a criminal record check
- Ability to speak or willingness to learn the Nlaka'pamux language and culture

Apply To:

Lower Nicola Indian Band School
201 Horn Rd
Merritt, BC V1K 1M8
E-mail: HR@LNIB.net

Deadline to apply: 7 December 2018

Interested candidates should send a resume and cover letter complete with references, specifying the position you are applying for. Complete Job Description can be obtained by contacting the Lower Nicola Indian Band School.

Thanks to all who apply, only qualified candidates will be considered.



Request for Proposals

Lower Nicola Band School

Project Specialist – Development of the Nte?kepmxcin and English Language Children's Board Books K-7

For more information contact:

Angie Sterling, Principal

Lower Nicola Band School

Merritt, B.C.

V1K-1M9

Phone: 1-575-2129

Email: HR@lnib.net

Final

Start Date:

ASAP

Close Date & Time:

5 December 2018, 4:00 pm PST

End Date:

June 28, 2019

Summary Details:

The Lower Nicola Band School is seeking Proposals for a Project Specialist to coordinate the development of Children's Board Books in the Nte?kepmxcin Language and English Language in themes and colors.

Duties:

To find an illustrator, a graphic designer, to work with to create Children's Board Books in color and with First Nations Graphics. The Nte?kepmxcin speaking Culture/Language teachers at the Lower Nicola Band School will coordinate with the Project Specialist on a regular basis, 1x/week, to create 4 different themed books in the Nte?kepmxcin Language and English Language.

The Project Specialist will assist in the printing of Children's Nte?kepmxcin Board Books.

Finished Product:

4 books is one set x 200 sets of Children's Board Books Printed in Color in the Nte?kepmxcin language and English language.

Payment:

Payment to Project Coordinator can be submitted at 1-2x/month

Outcomes:

Book launch will include ordering book bags, assist in finding frames for graphic paintings, assist culture/language teachers at the Lower Nicola Band School in any other duties that may be required for the book launch, snacks, location, advertising, etc...

For More information please email or phone the numbers provided above



Lower Nicola Indian Band**Job Posting****Position Title:** Full Time Counselor**Department:** Human Services**Hours:** 35 hours per week**Start Date:** Immediately**Reports to:** Director of Human Services

Summary of responsibilities

Reporting to the Director of Human Services, the Counselor is responsible for the development and delivery of programs for the Lower Nicola Band community members aimed at education, prevention, counselling intervention and follow-up. As an active member of the Community Services team, the Counselor will be a professional role model supporting the Lower Nicola Band's Vision of personal and spiritual growth.

Duties and Tasks

- Design and deliver education and prevention strategies.
- Counsel drug or alcohol dependent clients (when required) to seek treatment through detox and/or residential treatment.
- To maintain statistical records of client contact plus complete a clinical intake package for each new client.

EDUCATION/ QUALIFICATIONS

- Bachelor of Social Work degree and or program specific to counselling
- Registered with the correlating registering body (IE: RSW)
- Preference of a minimum of three years counselling experience. Preference given to those who have worked with First Nations

SKILL REQUIREMENTS

- Proven ability to lead and work well with other individuals in a team environment to ensure high quality program delivery.
- Solid analytical skills required to design and evaluate programs.
- The capability to act as a liaison and effectively associate with other institutions and organizations.
- High level of communication and human relation skills required to diffuse confrontational situations and maintain motivation.
- High ethical standards required to ensure a high level of professionalism is maintained

Apply To:

Lower Nicola Indian Band
181 Nawishaskin Lane
Merritt, BC V1K 0A7
E-mail: hr@lnib.net
Fax: 250-378-6188

Deadline to apply: Will remain open until a suitable candidate is found

Interested candidates should send a resume and cover letter complete with references, specifying the position you are applying for. Complete job description can be obtained by contacting the Lower Nicola Indian Band. Thank you to all who apply, only qualified candidates will be considered.



MEMBER OWNED BUSINESS DIRECTORY**Aly Moon-Pierre**

Online Life Coaching Business. www.inclusive-coach.com

Aly Moon-Pierre, SW Dipl. BSW

Spirituality Coach | Inclusive Coach

www.Inclusive-Coach.com

aly@inclusive-coach.com

Angie Bain

angiebain@shaw.ca

604-802-9709

Over 20 years experience in providing training, research & research analysis services

Bonnie Bent

Micoblading

(250) 280-0430 or (778) 800-7878

Donna Bent

250-378-4396 Donna Bent Artifacts

Brandon Joe

250-525-0443 (text only)

Commercial Embroidery and Jewellery

Shannon Kilroy

skilroy09@yahoo.com

Earthline Contemporary Aboriginal Designs and Accessories

Odd Job Joe

Handy Man Service & Solutions 24/7

(250) 378-7945

Ryan Mann

Hoodoo Ranch and Pipe Fitter

Inspectionrmann_20@hotmail.com

Fresh Produce - You pick, already picked, or order delivery. Like us on Facebook

9730 Highway 8, Spence's Bridge

(250) 819-5764

Mostly Glass

Mostly Glass Creations: Stained glass, mosaics, mosaic lamps, stepping stones, beads, crystals, prisms, window charms, bracelets

Email: mostlyglasscreations@gmail.com

Sharon McIvor

250-378-3300 Lawyer, Instructor and Legal Advisor

James McNaney

nomadhauling@gmail.com

Trucking, Hauling

Earl Michel

emichel@live.ca

Wolf Pac Construction

Focus iN Consulting

Business development and housing

gaildjoe@gmail.com

Lorne Mike

paulinehenry2011@hotmail.com

Fitness Instructor and Rough Stock Horses

Gene Moses Fencing

Gene Moses

250-378-2801

Vivian and Arnie Narcisse

Mountainchief Catering

250-315-0584 Catering MC and coordination of Cultural Events

Growing Garlic/Nicola Valley Produce

Jerrod Peterson

growinggarlic.ca

growinggarlic.ca@gmail.com

Gwayne Point

250-378-9167 Northwest Indian Art



JP Edwards Contracting

250-936-8737 Moses Edwards
Landscaping, ditching, site prep, maintenance

Loren Sahara Consulting

Counselling & Leadership Development
778-676-7844
info@lornesahara.com
http://lornesahara.com
https://www.facebook.com/lorensaharamony

JW Forest Contracting Ltd.

250-378-5468
250-378-1556 (cell) Warren Smith/Janet Sterling,
Principals
Logging contractors, road builders, land clearing
Established 1998
Certified Safe Company
11 employees, 80% First Nations
Equipment: Faller/Buncher, Grapple Skidders, Log
Processors, Excavators, Cat Crawler Tractors

Maggie's Bannock

Maggie Shuter
250-378-6579

Millco Safety Services

www.millcosafety.com
PO Box 4154 Lower Nicola, B.C.
250-378-2221 Patrick Miller/Angela Garcia, Principals
Construction safety, construction security, First Aid,
Traffic Control, fully certified personnel

S&D Muir Inc

sd.muirinc@gmail.com
250-378-1964 Shane Muir,
Mining and Survey Equipment

SCS Diamond Drilling

www.scsdrilling.com
1436 Sun Rivers Drive Kamloops
250.572-2615

250-314-4864 (fax) Spence Coutlee, Principal
SCS DIAMOND DRILLING has built a strong and
lasting reputation providing safe , productive and
cost effective drilling services, drill support services
including general mine and energy related services
within Western Canada. Operating as a 100% owned
and operated First Nations Company. Recipient of BC
FN Aboriginal Award

Alison Sterling

ajsterling67@gmail.com
Jacona Sports, Behavior Intervention, and Bubble Tea,

Robert Sterling

robert_sterling@hotmail.com
Archaeology, Anthropologist, traditional land use
studies

**Rona Sterling Consulting Inc. and Godey Creek
Paintball**

Rona Sterling-Collins
info@ronasterlingconsulting.com

Godey Creek Consulting

Sue Sterling
suesterling75@gmail.com

T Sterling Construction Ltd.

Ted Sterling
ted17@telus.net

Glenn Stirling

Stirling Instrumentation Maintenance,
Calibration & Electrical
(403) 971-6432 gqstirling@gmail.com

Shawn Swakum

s.swakum@yahoo.com
Business administration and Consultant



Molly Toodlican

Independent Watkins
Consultant #830411
250-280-2012
mollytoodlican61@gmail.com

Penny Toodlican

pcctoodlican@gmail.com
Catering

Victor York

victoryork@hughes.net
Gourmet coffee supply and distribution

ADS AND GREETINGS

Round Bales - Grass - for sale
250-280-2264

**HO! HO! Hope your holidays are filled
with fun !**

Jolly Holly-days from my family to yours !

**Special wishes go out to all and
wishing you peace and hope in the new
year.**

**- Councillor Connie Joe
& Family**



Merry Christmas to all!
Councillor Leona Antoine
and family



Wishing my friend Sharon Antoine a happy
birthday and a day when she can have her cake
and eat it too! - RT



LNIB STAFF DIRECTORY

Getting in touch with LNIB Staff:

The Band Offices have changed phone systems and we're all getting used to our new way of business. Please have patience with any glitches...

Here's who to contact and how to find us

Band Offices – 250-378-5157 or toll free: 1-888-447-1744

General email: reception@lnib.net

At the main Band Office: (181 Nawishaskin Lane)

Receptionists:

Courtney Hogue-Charters
Alana Antoine

Kari Reilander	Executive Director	Kari.Reilander@lnib.net
Sondra Tom	Executive Assistant	Sondra.Tom@lnib.net
Lloyd Loveday	Human Resources Manager	Lloyd.Loveday@lnib.net
Ruth Tolerton	Communications Coordinator	Ruth.Tolerton@lnib.net
Barry Torgerson	Director of Finance	Barry.Torgerson@lnib.net
Marcy McLeod	Accounts Payable	Marcy.McLeod@lnib.net
Thomas Spence	Accounts Receivable	Thomas.Spence@lnib.net
Deneen Grismer	Payroll/Benefits	Deneen.Grismer@lnib.net
Hyrum Peterson	Director PW & Infrastructure	Hyrum.Peterson@lnib.net
Suzette O'Flynn	Administrative Assistant	Suzette.Oflynn@lnib.net
Alison Cisco	Public Works Clerk	Alison.Cisco@lnib.net
Jerrod Peterson	Public Works Office	Jerrod.Peterson@lnib.net
Skyler Peterson	Animal Control/Bylaw	Skyler.Peterson@lnib.net
Rodney Mike	PW Maint. Assistant	
Joe Shuter	Housing Manager	Joe.Shuter@lnib.net
Barb Huston	(Acting) Tenant Relations Coord.	Barb.Huston@lnib.net
Doris Sterling	Tenant Relations Coord	<i>on leave</i>
Mel Blankinship	Maintenance	
Jonas Lafferty	Maintenance	
Destiny Coutlee-Dumont	Housing Maintenance Intern	



Community Services Building/Health Centre (230 Highway 8)

Bridget Labelle	Director – Human Services	Bridget.Labelle@lnib.net
Krystal Langager	Office Administrator	Krystal.Langager@lnib.net
Kaitlin Basil	Receptionist	Kaitlin.Basil@lnib.net
Cely-Rae Street	Social Development Coord.	Cely-Rae.Street@lnib.net
Christine Upfold	Family Support Worker	Christine.Upfold@lnib.net
Wenona Mike	Elders' Coordinator	Wenona.Mike@lnib.net
Dedee Voght	Elder & Community Support Worker	Dee.Voght@lnib.net
Rhonda Dunn	Community Health Rep	Rhonda.Dunn@lnib.net
Jenna Hill	Community Services Assistant	Jenna.Hill@lnib.net
Rainbow Acoby	Registered Nurse	Rainbow.Acoby@lnib.net
Irene Howe	Home Care Nurse	Irene.Howe@lnib.net
Sheri Daw	Home Care Aid	
Melissa Ermineskin	Homemaker	

Rocky Pines Community Centre (2790 Cougar Crescent)

Clif Garcia	Recreation Coordinator	Clif.Garcia@lnib.net
Chelsea Spahan	Recreation Assistant	Chelsea.Spahan@lnib.net
Blaine Tom	Recreation Worker	
Christie Hill	Family Coordinator	Christie.Hill@lnib.net
Marilynne Munro	Families' Activities	Marilynne.Munro@lnib.net
Tammy Armstrong	Mental Health Counselor	Tammy.Armstron@lnib.net

Education Building (2160 Settlers Road)

Sharon Parsons	Education Program Manager	Sharon.Parsonss@lnib.net
Lepika Saddleman	Employment Services Asst.	Lepika.Saddleman@lnib.net
Gail Larochelle	Education Assistant	Gail.Larochelle@lnib.net
Terri-Lynn Beckett	Data Entry Clerk	Terri-Lynn.Beckett@lnib.net

Culture Centre (211 Nawishaskin Lane)

Sharon Antoine	Culture Revival Coordinator	Sharon.Antoine@lnib.net
Carole Basil	Culture Revival Assistant	Carole.Basil@lnib.net
Hank Yemelst	Culture Revival Coordinator	Hank.Yemelst@lnib.net



Shulus Arena (2164 Neale Road)

Sheldon Quewezance	Arena Manager	Sheldon.Quewezance@lnib.net
Monica Pettinger	Arena Attendant	
James Unger	Arena Attendant	

LNIB Fire Department (226 Hwy 8) – Emergencies dial 911

Lindsay Tighe	Fire Chief	Lindsay.Tighe@lnib.net
Tony Allen	Deputy Fire Chief	Tony.Allen@lnib.net

Lands and Economic Development (85 Highway 8)

Leesa Mike	Director Lands and Ec Dev	Leesa.Mike@lnib.net
Monica Charters	Administrative Assistant	Monica.Charters@lnib.net
Lisa Flower	Reception	
Steve Wilks	Employment Coordinator	Steve.Wilks@lnib.net
Robert Sterling	Environmental Coordinator	Robert.Sterling@lnib.net
Crystal Wallace	Traditional Land Use Coord.	Crystal.Wallace@lnib.net
Ted Tom	Referrals Technician	Ted.Tom@lnib.net
Deanne Eustache	Referrals Data Entry/Field Tech	Deanne.Eustache@lnib.net
Stephen Jimmie	Lands Manager	Stephen.Jimmie@lnib.net
Geraldine Bangham	Membership /Lands Officer	Geraldine.Bangham@lnib.net
Brandi O'Flynn	Lands Officer	Brandi.Oflynn@lnib.net
Andrea Richie	Lands Officer	Andrea.Richie@lniib.net
Jack Sterling-Moses	Lands Data Entry	Jack.Sterling@lniib.net



FROM THE EDITOR



Half a century ago Christmas held incredible magic for me. It still does, truth be told, but I'm struck by the greed and stress in today's world. Back in the day, I was raised to understand that things cost money and money was hard earned (and scarce). I had an "allowance" of 10 cents but that was really pay in recognition for helping with household chores and behaving respectfully.

My mother's family all gathered in Ottawa at Christmas because that's where my grandmother lived. The cousins ranged in age from two years younger than me to seventeen years older - spaced at roughly every two years. I knew about Santa Claus (though that's not what he was called in our culture) but there were no mall Santas at the time. Christmas was about giving and I can remember my father asking to me to gather up some of my few toys even if they were broken; we walked to the neighbourhood firehall in Montreal where the firefighters used their spare time to repair and recycle toys to the needy. In retrospect I know that we were desperately poor, but I never felt that. Like a typical child, I was entranced by toys on TV and can remember pestering my mother that I really needed a Suzy Homemaker Easy Bake Oven. Mam countered that my pulling up a chair to the counter and teaching me how to bake a cake. Even that didn't appease me and my five year old self hurled the ultimate insult saying that it didn't taste as good as a cake mix cake. Shudder.

Christmas gifts were simple but thoughtful. Mam was innovative - she sewed clothing and crafted teddy bears and gifts didn't come in difficult to open plastic or need batteries.

Back to the idea of things having to be earned. Apparently that applied to Santa Claus as well. We were in Ottawa and my aunts had hatched an entertaining plan for the evening. Santa would make a house call that evening. Each child would approach him and then perform something before receiving a present. My cousins were better off and had music lessons - they could play piano, flute, trumpet, clarinet. All of that was out of my scope. I was terrified - I had nothing to offer for my first encounter with Santa. Mam very hurriedly took me into another room and coached me quickly on reciting a poem in Latvian. It was a meager offering at best on my part and I'm sure I forgot more than half while watching my cousins perform in turn. Knees knocking, I was finally led up to Santa. I stumbled through the first few lines, and was on the verge of uncourageous tears when I noticed that this Santa bore an astounding facial resemblance to one of my older cousins who was mysteriously absent from the gathering. That concept killed the nerves and my bravado got me through the rest. Yes, bravado at five. I don't remember the gift this Santa dished out, but I've never forgotten that Christmas or the congratulatory hug from my grandmother.

I still treasure those Christmases when the lights on the tree were magic enough, and the homemade presents were treasured for the love they contained. I wish you all that type of Christmas magic - Priecigus Ziemssvetki (happy Winter holidays/celebrations).

