



May 2020 N?e?iyk Spíləxm

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ONLINE TRAINING**LOWER NICOLA
INDIAN BAND****ONLINE TRAINING IS FREE TO LNIB MEMBERS**

- **PCST**
(Pipeline Construction Safety Training)
Duration Approximately 5 to 6 Hours
- **WHMIS GHS**
(Workplace Hazardous Materials Information System)
Duration Approximately 90 Minutes
- **H2S Awareness**
(Hydrogen Sulfide Awareness)
Duration Approximately 90 Minutes
- **Ground Disturbance 201**
(Duration approximately 5 to 6 Hours)
- **Wilderness and Bear Awareness**
(Approximately 2.5 Hours)

Please contact me

If you need and would like to do any of the listed courses from the comfort of your home.

I hope this notice finds everyone well in these difficult times.



Contact
Steve Wilks
Employment Coordinator
250-378-5157

POST SECONDARY DEADLINE



REMINDER TO ALL LNIB MEMBERS

POST-SECONDARY
Funding Application
2020/2021
Submit on or before
June 1st, 2020

A fillable format is available on the LNIB website:
<http://lnib.net/departments/education/>

Please contact the Education office for more information on how to receive an application.

(250) 378 0915 OR (250) 378 5157

PROUD TO BE LNIB

WATER RESTRICTIONS



**LOWER NICOLA
INDIAN BAND**
Public Works & Infrastructure



**TO ALL USERS OF
DOMESTIC WATER
SYSTEMS**

As summer approaches and temperatures are rising, we are asking you to conserve water as follow:

Water restrictions will begin **June 1, 2020** and will remain in effect until **September 30, 2020**

Even numbered addresses are permitted to water on Mondays, Wednesdays and Fridays

Odd numbered addresses are permitted to water on Tuesdays, Thursdays and Saturdays

~ There will be no watering on Sundays ~

Watering is permitted on each of these days between

6:00 am – 8:00 am and 7:00pm and 10:00pm

Please note: Any homes with automatic sprinklers,
we encourage you to water between midnight and 4:00am on your respective days

Hand watering, using a controlled flow nozzle,
is permitted at any time, regardless of the applicable watering days

We thank you for taking steps to reduce your water use this year!

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

181 Nawishaskin Lane Merritt, BC V1K 0A7
Phone: 250-378-5157 | Fax: 250-378-6188 | Email: reception@lnib.net

EXECUTIVE DIRECTOR



Dear LNIB Members,

I am pleased to present our monthly report for April 2020. This month the operations of LNIB continue to operate remotely. Staff can be reached by phone and/or email and will do what they can to address your concerns. Let's all do our best in protecting each other by physical distancing and staying home. Here are some of the things we are working on:

Covid-19 Pandemic Assistance: During the month of April, membership received \$300.00 including all minors and off-reserve. There was an application that needed to be filled out and emailed into the Finance department. Staff is available to help fill the form out over the phone. If you haven't applied for this fund, please phone the band office to fill out your application.

Care packages were distributed to on-reserve and membership located in the Nicola Valley area. If your household didn't receive a package please reach out to the band office with your name, address and telephone number to be added to the list and alternative assistance will be arranged to help you out. The finance department is working on distributing financial assistance to off reserve in lieu of the care packages.

Human Resources: This month for new staff is Kristopher Por, Lands Researcher in the Lands Sector. Marsha Spence and Randy Coutlee in the HVC Field Crew within the Economic Development Sector. We welcome back Marcy McLeod to LNIB. She is working at the Health Center as the Finance and Office Administrator. Welcome to the Lower Nicola Indian Band team. Currently our job opportunities are Cumulative Effects Coordinator, Office Administrator, Survey Project Assistant, Lands Agent, Speech Language and Literacy Education Assistant, Event Worker, Cultural Heritage and Environmental Field Workers and Traditional Land Use Coordinator please visit <https://www.lnib.net/jobs/> or <https://secure.collage.co/jobs/lnib> for further details.

Committees and Liaisons: Lands Management Advisory Committee met April 15th and 22nd. The School Board meeting was cancelled for April. Finance and Audit Committee met April 23rd. All committee meetings are open to the membership to join.

Community Meetings and Workshops: Upcoming workshops were all postponed and cancelled due to the Covid-19 Coronavirus pandemic and the constraints of Social Distancing. There will be some opportunities presented online please watch for the advertisements for these.

Support to Chief and Council: Chief and Council met April 7th, 14th, and 28th and the meeting scheduled for the 21st was cancelled in respect to the passing of a member in the community. The band general scheduled for April 27, 2020 was cancelled due to the constraints of the Covid-19 Coronavirus and self-distancing. Should you require anything on the Chief and Council agenda scheduled for April please contact Sondra Tom or myself. Also, the Chief and Council meetings are open to membership to join via online or telephone. Please contact me to be added to the invitation for the scheduled Chief and Council meetings. Kind Regards, Kari Reilander

MESSAGE FROM RAINBOW ACOBY, HEALTH NURSE

April 22, 2020

Thank you to our Community Members for your concern regarding the Merritt Morning Market article. The nurses take privacy and confidentiality very seriously. We do not share information with anyone outside the circle of care.

The British Columbia College of Nursing Professionals must at all times “have ethical and legal responsibilities to protect clients’ privacy and the confidentiality of clients’ personal and health information. When clients entrust their information to a nurse, they expect and rely on it being kept confidential.

Band nurses “[must] have consent from the client (or substitute decision-maker) before sharing information...with another health care professional, when there is any uncertainty about whether they are a part of the client’s health care team.”

The Community Health Nurse (CHN) is working with Interior Health (IH) Communicable Disease (CD) Unit, First Nation Health Authority (FNHA) Deputy Chief Medical Officer, and FNHA Communicable Disease Team. The CHN or FNHA CD Team may involve the Health Director when there are safety concerns for the community or when additional resources are needed. This is reviewed on a case by case basis and in consultation with both, client, IH, and FNHA.

If, when, a case(s) arrive our nurses will collaborate with the RHA as needed for case and contact follow-up. Community members will be advised by the RHA to self-isolate they will receive written instructions.

To keep you and all community members safe from Covid-19, regardless if there is or isn’t a case in community, we must all follow the recommendations from our Provincial Public Health Officers such as;

Limit close contact with other people to slow the spread of an infectious disease.

Wash your hands often with soap and water for at least 20 seconds. Using soap and water is the single most effective and preferred way of reducing the spread of infection.

If a sink is not available, alcohol-based hand rubs (ABHR) can be used to clean your hands if they are not visibly soiled. If they are visibly soiled, use a wipe and then ABHR

Do not touch your face, eyes, nose or mouth with unwashed hands.

Regularly clean and disinfect frequently touched surfaces.

Do not share food, drinks, utensils, etc.

Face masks are not recommended or required for people who are not sick and are not healthcare workers.

If you are sick;

Stay home when you are sick and avoid close contact with others in your home if possible.

Cover your cough or sneeze with a tissue, then throw the tissue in the trash. Wash your hands.

Use the self-check to help determine if you need further assessment or testing for COVID-19.

Big Thank You to All that are putting in the effort! Please continue to stay safe and well! Social distancing is working! Please stay home! It is all up to us!

Rainbow Acoby, BSc, RN
Health Nurse
Lower Nicola Indian Band

**HERE'S SOME INTERESTING HISTORICAL INFO THAT
MAY INTERRUPT YOUR FEAR OF RUNNING OUT OF
TOILET PAPER...**

"Most people got married in June because they took their yearly bath in May, and they still smelled pretty good by June. However, since they were starting to smell, brides carried a bouquet of flowers to hide the body odor. Hence the custom today of carrying a bouquet when getting married."

"Baths consisted of a big tub filled with hot water. The man of the house had the privilege of the nice clean water, then all the other sons and men, then the women, and finally the children. Last of all the babies. By then the water was so dirty you could actually lose someone in it. Hence the saying, 'Don't throw the baby out with the bath water!'"

"They used to use urine to tan animal skins, so families used to all pee in a pot. Once a day it was taken and sold to the tannery. If you had to do this to survive, you were 'piss poor.' But worse than that were the really poor folks who couldn't even afford to buy a pot. They 'didn't have a pot to piss in' and were considered the lowest of the low."

STAFF SORTING AND DELIVERING FOOD.



SHULUS COMMUNITY GARDEN

Greetings from Garden Team Kat Peterson, Chris Doucette, Lorna Shuter

April has been a busy month preparing everything for the next growing season.

Vegetable seeds have been planted and are growing under grow lights at Shulus Community Garden Center at 2124 Neale Road.

All four garden plots are being prepared; we have two small fields to grow food crops in this year. (160" x 75' and 110' x 80'). We tested the soils for pH levels, Nitrogen, Potassium and Phosphorous levels. Now we are amending the soil by adding peat, compost, aged manure, old mowed grass clipping, bone meal, blood meal, wood ash and gypsum to neutralize the pH levels.

Irrigation pipes are being setup with PVC poly main lines that attach to drip lines for each row of vegetables. We started to water all the perennial plants such as asparagus, fruit trees, medicine garden, strawberry and rose planter, potted shrubs.

Fruit trees have been pruned and shaped up for new growth, and tangle foot has been applied to control ant farming in the leaves. Fences are around every tree to prevent the deer from damaging the branches, leaves and fruit.

The Greenhouse has been rebuild using a wood frame this year. It is a lot more stable and should now withstand the nasty winds. Thank you, Chris.

The Gazebo now has a floor, rails, and a roof. We just need to build ramps at the two entrances and install the roof shingles and roof paper.

Thanks to Gene Moses for delivering Manure that was donated by Gerry Desilets.

Big thanks to Steve Manual for the use of your tractor to rototill the west fields.

Thanks to Joe Shuter's goats for eating the garden weeds, they are so helpful.

Thanks to Lloyd for caring for the Beehives by feeding and removing the winter blankets. We will add more hives in May & feed bees honey next chance we get.

Many thanks to all those who have volunteered so far, we are very grateful.

It's time to start removing the Invasive Plant Species from our garden and yards again. The weeds have already sprouted and are growing daily. We all need to pull them out before they mature into flowers and spread the seeds.

LNIB's Fire Smart Program started a few years ago. We hosted a community training session to bring awareness and recommendations on how we can fireproof our communities, our homes & surrounding lands from forest fires

We have a lot of food to grow and invite you to come garden with us. Its so much fun, enjoyable and rewarding. Even though we are asked to practice social distancing, the garden is so spread-out that we can still share stories and get garden work done in a safe manner. So come and get into the garden mood and enjoy.

Garden hours are Monday to Friday, 8:30 to 4:30 and some weekends.

. For more information please contact me at 250 378-5157 or lorna.shuter@lnib.net



Shulus Gardens is pleased to announce....



It's The Great Pumpkin Growing Contest!

Get ready to grow your pumpkin! Pumpkins will grow in the ground and in containers - just have lots of room for the vine!

Pumpkins will be ready for judging in October.

Prizes - 1st, 2nd and 3rd in these categories:

- a) Largest Pumpkin
- b) Ugliest Pumpkin or Gourd
- c) Most interesting Pumpkin Shape

Please take photos of you planting your pumpkin and it growing at your plot (proof it didn't come from a commercial patch or store).

If you need seeds, please reach out to Lorna Shuter at Shulus Gardens - lorna.shuter@lnib.net, or 250-936-8365.

Don't have room? There could be room at Shulus Gardens but planting and maintenance is up to you!

How to Grow Pumpkin Seeds for Your Garden

Plant your pumpkins seeds outside:

Making Jack-o-lanterns with your pumpkins, plant your pumpkins outside after all chance of frost has passed and the soil temperature has reached 18 c (65 F.).

Pumpkin plants grow faster in hot climates. The best time to plant pumpkin seeds is in late May, after snow has melted on Iron Mountain In Nicola Valley.

For Giant Pumpkin contest, you can start your pumpkins indoors on Second week of May, for the Lower Nicola and Merritt Area.

Starting Pumpkin Seeds Outside:

When you plant pumpkin seeds outside, remember that pumpkins need an incredible amount of space to grow. It's recommended that you plan on a minimum of 20 square feet space needed for each plant.

Plant pumpkin seeds when the soil temperature is at least 18 C. (65 F.).

Pumpkin seeds won't germinate in cold soil.

Mound the soil up a bit in the center of the chosen location to help the sun heat the pumpkin seeds. The warmer the soil, the faster the pumpkin seeds will germinate.

In the mound, plant three to five pumpkin seeds about 1 inch deep.

Once the pumpkin seeds germinate, select two of the healthiest and thin out the rest.

Starting Pumpkin Seeds Indoors:

Loosely pack potting soil in a cup or a container with holes for drainage.

Plant two to four pumpkin seeds 1 inch deep in the soil.

Water the pumpkin seeds just enough so that the soil is moist but not swamped.

Place the cup on a heating pad.

Once seeds have germinated, thin out all but the strongest seedling, then place the potted seedling under a light source (bright window or fluorescent light bulb). Keeping the seedling on the heating pad will cause it to grow faster.

Once all danger of frost has passed in your area, move the pumpkin seedling to the garden.

Carefully remove the pumpkin seedling from the cup, but don't disturb the roots of the plant.

Place in a hole 1-2 inches deeper and wider than the root-ball of the pumpkin plant and backfill the hole.

Gently tap down around the pumpkin seedling and water soil thoroughly, not on leaves.

Pumpkin growing can be rewarding and fun.

LANDS DEPARTMENT

LANDS DEPARTMENT UPDATES

The Lands Department continues to accept Lands requests and enquiries while working remotely from home, though they may take a bit longer to process and address.

Please direct Lands Requests and Enquiries to the Lands Manager, Brandi O'Flynn (Brandi.OFlynn@lnib.net) or call the office (250-378-5157) to connect by phone.

Here are some updates from our department:

LMAC MEETINGS ONLINE



Lands Management Advisory Committee meetings are still being held virtually over Skype and are open to all LNIB Members to attend. LNIB Laws under development will each be reviewed at the LMAC table, and this can be a great time to learn and ask questions.

If you would like to attend an upcoming LMAC meeting (by phone or computer), information and meeting packages can be found under the "LMAC" page under "Lands Projects" on the Members-only portion of the LNIB website.

You can also contact Jerrica Joe (Jerrica.Joe@lnib.net) for more details and to request a printed package for office pickup or mail delivery (Canada Post standard mail).

LNIB LAW DEVELOPMENT



The Lands Department continues to work on the development of LNIB Laws to provide reliable processes and guidelines for activities on LNIB reserves. These Laws have been drafted, reviewed, and revised with staff; and are driven by the need to address Lands issues and concerns voiced by Council and Members.

Now, these proposed Laws are being readied for community review and input. This starts with Council and LMAC, and will include open community engagement once physical distancing concerns have passed.

- The *draft LNIB Enforcement Law Summary* can be found in this newsletter, and other Law summaries will be shared in time
- Draft Laws will be available for comment on the Members-only portion of the LNIB website (www.Members.LNIB.net) as they come up for review at LMAC online meetings and will be updated as input is considered. Register online for access.
- Here are the 8 LNIB Laws that are currently planned or under development:
 - Enforcement Law
 - Allotment Law
 - Business Licence Law
 - Land Use & Zoning Law, with Land Use Plan

- Subdivision, Development & Servicing Law
- Environmental Management Law
- Water Use & Rates Law
- Expropriation Law

ASSET MANAGEMENT PROJECT



The LNIB Asset Management Project is nearing completion. This project will assist with tracking information about LNIB assets, and will support planning for asset maintenance and replacement.

More information about this project will be available soon, so keep an eye out in upcoming newsletters and on the LNIB website.

SOLID WASTE MANAGEMENT PROJECT



The LNIB Solid Waste Management Project is wrapping up its Phase 2. This project has looked at garbage, recycling, illegal dumping, and service delivery costs.

We're aiming to:

- Reduce the community's solid waste volume
- Divert waste from the garbage stream (through recycling, composting, etc.)
- Eliminate illegal dumping on LNIB lands
- Reduce the costs of LNIB's solid waste management

Plans and reports from this project will help us start considering changes to our solid waste management system to improve services, protect our environment, and potentially lower costs.

More information about this project will be shared in upcoming newsletters and online.

NEW STAFF: KRISTOPHER POR, LANDS RESEARCHER



We would like to welcome Kristopher Por to our team! Learn more about him below:

Hello, my name is Kris. I'm extremely passionate about history, the environment, and creativity. I grew up in the Fraser Valley, where I studied fine arts and learned about urban and coastal culture. I recently moved to the Nicola Valley to practice a lifestyle with a deeper connection to the environment and the land. I spend a lot of time outdoors being active, photographing people, and interacting with nature. I also enjoy painting, woodworking, and keeping up with digital trends. I look forward to learning more about Indigenous traditions and way of life. Feel free to connect with me about anything mentioned above or simply to say hello, as I am now up and running as the Lands Researcher with the Lands team.

Kristopher Por

LNIB ENFORCEMENT LAW

LNIB Enforcement Law Summary

Why We Need Laws

Laws are rules made by the government that forbid certain actions and may be enforced by the courts. Laws apply to everyone equally. If you break a law, you are faced with penalties which may include paying a fine, paying for the damage you have caused, or going to jail.

Without laws, life could be chaotic and even dangerous. Imagine driving on a road where drivers could choose which side of the road to drive on and ignore any traffic lights or signs. It could be difficult to feel safe on or near any roads when you couldn't trust all drivers to behave similarly and safely.

Even in well-ordered society, people disagree and conflicts arise. Laws provide guidelines to resolve disputes fairly, and help to ensure a safe and peaceful society.

The Canadian legal system respects individual rights and ensures that our society is orderly. It applies the same law to everybody. This includes the police, governments and public officials. All of them must carry out their duties according to the law.

LNIB Enforcement Law

Given the inherent right of LNIB to self-government and stewardship of our lands, and as enabled by the *Land Code*, the Director of Lands recommended to Chief and Council the enactment of the *LNIB Enforcement Law*. The Law was tabled at a duly convened meeting of Chief and Council on April 28th, 2020 and it is anticipated that the Law will be enacted at a duly convened meeting of Chief and Council later this year.

The purpose of the *Enforcement Law* is to enable the fair, effective, and efficient enforcement of all LNIB laws. Enacting an overarching *Enforcement Law* rather than enforcement provisions in each individual law makes sense at this time because of the robust suite of laws that LNIB is developing. This approach allows LNIB to avoid repetition, and possibly confusion, by repeating the same enforcement provisions in different laws. LNIB staff, members, residents and others interested in or affected by our laws must look only to one location for enforcement provisions.

The *Enforcement Law* enables Council to appoint a Justices of the Peace, sets out their authorities, and the circumstances under which they must refer matters to a Judge. The law designates Enforcement Officers and sets out their authorities.

The *Enforcement Law* establishes the requirements for tickets including their form and content, the serving of tickets, payment of fines or disputing tickets, and the process for hearings of disputes. The law lays out a process for instances when a person fails to appear at a hearing or fails to respond to a ticket, including time extensions in certain circumstances and collections.

Schedules to the law list all LNIB laws to which the *Enforcement Law* applies, and establishes the applicable fines and penalties for offences.

For more information please refer to the *Enforcement Law*. Any questions can be directed to the Director of Lands, Stephen Jimmie (Stephen.Jimmie@lnib.net). Copies of the Law will be made on the Members-only portion of the website (Members.lnib.net) or in hard copy at the Lands office; and will be updated as new versions are drafted with community input.

TNRD MOSQUITO CONTROL

TNRD MOSQUITO CONTROL PROGRAM

The annual Thompson Nicola Regional District Electoral Areas M + N nuisance mosquito control program is now underway. The goal of annual control program is to reduce adult mosquito annoyance for businesses, residents and visitors. This is achieved through the identification and control of developing larval mosquito populations.

The control program involves both aerial (helicopter) and ground-based treatment of standing water, flooded fields, woodlots and permanent ponds and ditches using the biological larvicide, VectoBac 200G. This product is very specific to mosquito and biting flies and has no effect on other organisms including aquatic insects, amphibians, reptiles, fish, birds, wildlife, livestock, domestic pets and man.

Mosquitos require water, and as little as 7-10 days to hatch and develop into adults. Residents are encouraged to eliminate water holding containers and standing waters to prevent mosquito development.

- ☐ empty or remove buckets, tires, old toys
- ☐ empty or cover open boats, canoes, wheel barrows, equipment, wood piles
- ☐ change water weekly in bird baths, wading pools, livestock watering troughs

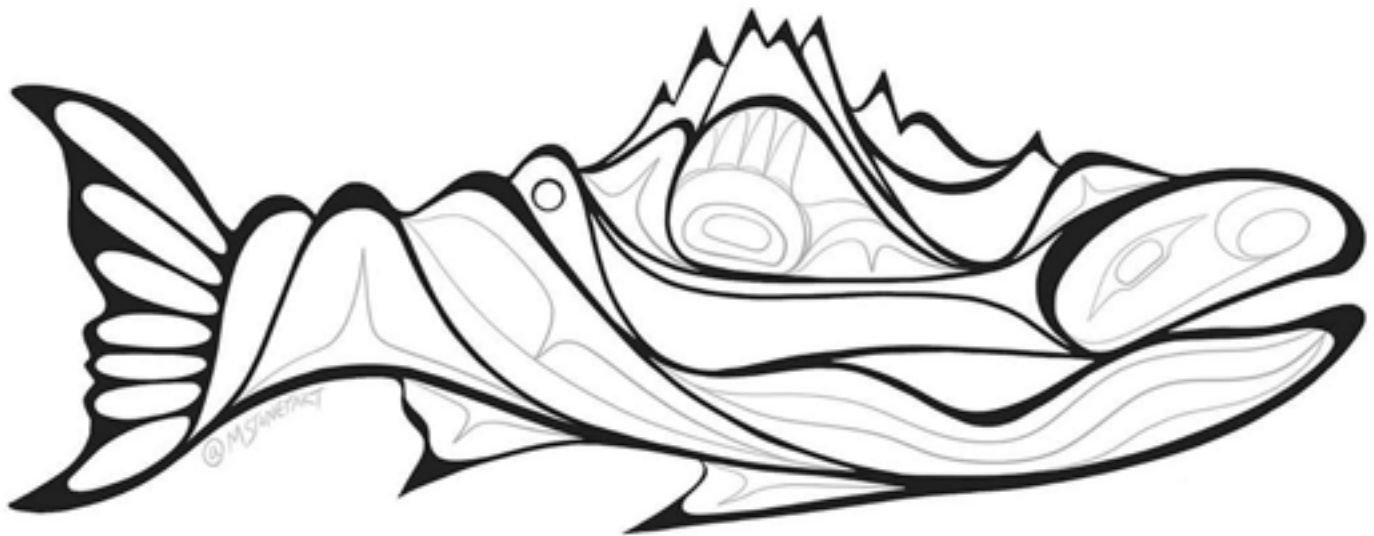
Put window screening over rain barrels so female mosquitos can't lay eggs, fill tire ruts and other water holding depressions. Check that house window screens are in good condition to prevent adult mosquitos from entering your residence.

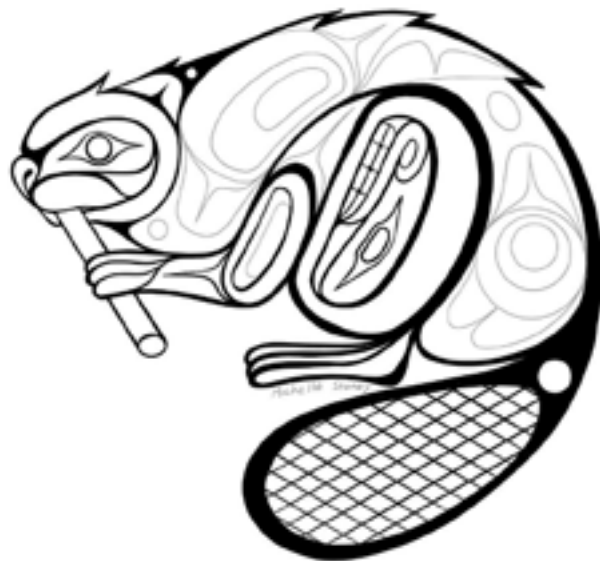
Program biologists from Duka Environmental Services Ltd. can currently be seen surveying and sampling ponds and water accumulations in fields and forested areas on Band lands. They will be wearing high visibility vests and gum boots.

Duka Environmental Services Ltd. is an environmental services firm with over 30 years of experience in Integrated Pest Management and specifically with mosquito population surveillance and control. For more information on mosquitos, the control program, or to contact program biologists, visit www.duka.consulting or call Duka Ltd., Toll Free 1-800-681-3274.

FOR FUN COLORING PAGES







KEY TO COPING WITH COVID STRESS

KEY TO COPING WITH COVID STRESS: EMBRACE REALITY – Part 1 of 4

- This is a really popular topic right now and you've probably already come across many "how to deal with" pieces of advice. The key in any stressful situation is to look at it from as many sides as possible to get the best understanding of "it" and "us". Here are a few thoughts to consider when we look at COVID and how we will decide it impacts us. It will not be negative toward perspective but will look at each of them as having equal value.
- First, let me say that we are masters of managing stress whether we feel like it or not. Success does not depend on how we feel or how it feels but on ability and results. Just consider a marathon runner 30 seconds after finishing their race ... definitely not feeling great – exhaustion, relief, "dead" yet still successful. Our bodies are literally made to cope with stress and we are already doing it every day. The key will be to truly notice what are the exact parts of the stress, what are the ways I cope that add health, and what are the ways that are taking away from health? So, let's look at stress ...
- We can say that stress is caused by 3 things: 1) how important something is to us; 2) how ready we feel; and 3) how able we are to cope with it. For example: one person sees a mountain in the distance and gets excited about climbing it while another sees it in the distance and immediately gets more tired while still on level ground from just thinking about it. Same mountain, different values, readiness and possibly ability. We are free to look at Covid in the same way.
- Covid makes us feel uneasy, uncertain. Why is this? Because there is a health risk and we value our lives and loved ones highly. Here are some things to consider:
 - o It is not visible so we can't see it "coming";
 - o It is not familiar to us;
 - o It involves a small percentage risk for fatality;
 - o It meant imposed changes for us rather than us choosing our response. It was varying levels of government that decided we must all follow a different way of "doing regular life" right now.
 - o It has an immediate and significant, daily impact on our sense of freedom and lifestyle. The routines and the activities of daily life have been changed or halted in some ways – relationships, employment, school, recreation, grocery shopping.
- So covid is a new "mountain" to climb and it is all of the above things. BUT what is really important with any situation we face is that we make sure we look at how the new mountain is the same or similar as other mountains we have faced. THIS will help us keep our stress at a more manageable level and give us a solid sense of how to cope well.
- Let's start this 4 part series off by just considering covid from another, larger perspective to notice what is also the current reality beyond just the facts of the covid situation:
 - o I have not lost control of my safety or my health, I have only gained knowledge about 1 more thing I can't fully control.

- My daily vehicle travel had unknown risks, my daily breathing already had unknown risks from other germs and viruses. My children are under the same risks as before when out to play or off to school. Life, in terms of my control of it, is the same.
- I am not more vulnerable or powerless to keep myself safe in any way because I cannot see covid coming. I cannot see the cold or the flu yet I know how to care for myself in these situations and the same options are available to me now for covid.
- I am free and able to reduce my stress about the newness of covid. Accurate, non-threatening information is available online in small, manageable amounts, and from trusted medical professionals if I look carefully for it.
- I am able to take care of my health and safety. I am intelligent and healthy and I have lived for more than 150 days now in a healthy state since I first heard about covid.
- Covid impact statistics are not very different at all from the seasonal flu that I encounter every year even though a health organization decided that the world needs to focus on this instead of the flu.
- I am still empowered and able to do for myself and my loved ones even though external changes were imposed on me.
- I have had time and ability to adjust and adapt even though changes came quickly.
- I have to shop and work differently, provide education for my kids differently but I can still do most of the things I was doing before.
- My values, my daily focus and energy are mine to decide about. My loved ones are still here to care for and enjoy.
- My schedule is mine to set. I can still enjoy coffee, take out dinner and movies even though I cannot sit in a coffee shop, restaurant, or movie theatre. I can daytrip wherever I want even though I cannot travel overseas.

By this second set of statements, we have not eliminated the first set but we have added in the reality (the truth) about ourselves to go along with it. Embracing reality in it's full context (holistically, ecologically) rather than just with separate pieces of information is the key to discovering empowerment and strength. Reality is where we live and we are succeeding at it. Of course we want to use information to adjust how we are living in ways that help. Information does not always result in choices that help, sometimes the opposite. It is important to look from all sides to consider the impact on us as well as the impact of our personal responses and then be free to adjust things to produce less stress and more health.

On Thursday we will look at how covid stress adds to our current stress and see how we can embrace empowerment to shuffle the whole load with the many strengths and options we already use every day.

MENTAL HEALTH

We know that isolation and passivity are the perfect storm for getting depressed and staying depressed. It is possible that you wake up in the morning, worried, [anxious](#) and depressed and think that there is nothing to do and that you are completely isolated. How can you cope with this indefinite period of being housebound?

1. Normalize your feelings. We often feel we cannot tolerate our unpleasant emotions—that we should be coping better. This is like feeling bad about feeling bad. But it is normal to feel anxious, afraid, helpless and overwhelmed when dealing with a trauma. This is a trauma. We are all fearful of horrible things happening to people we know and to ourselves. You are entitled to feel bad. But you are also entitled to do what you can to feel less bad—even to feel better at times. So, let's work on what we can control—and realize that we cannot control what we do not know.
1. Reach out to friends and family. Just because you are “shut in” doesn't mean you are “shut off.” Then begin to email or text some of them that you would like to touch base with and check in. So, think about taking that step and call some people. Video platforms are also very useful. Use Skype or Zoom or other free services to actually see each other.
1. Schedule daily activities. Just because you are at home doesn't mean there is nothing to do. I am probably like you that there are a lot of things that I have procrastinated on. The night before the next day, make a list of things that you can do during the next day.
1. View this as free time. You probably are familiar with the feeling that you never have enough time to do what you want to do.
1. Do what you have been putting off. When thinking about your free time you can identify the tasks that you have been putting off.
1. Get some exercise. You can stream YOUTUBE videos that can serve as your personal trainer to nag you to get some exercise in your home. You don't need a fancy gym to exercise. You can do Yoga, sit-ups, run in place, and other exercises right at home. Getting your pulse rate up, pushing yourself a little more will get those endorphins going. Go for it. Just DO IT.
1. Eat and drink wisely. When we are [stressed](#) we often overeat or eat junk food. Keep an eye on this problem. In fact, why not dedicate this time to getting really healthy? Think about this as a retreat, a spa, a healthy time where you will plan your meals.
1. Make a list of reading and videos. I read a lot—but I am always feeling that I don't have time for all the reading I want to do. So now is the time to do that.
1. Support someone who is having a difficult time. We are all in this together and we need to support each other. One way of feeling connected and finding meaning is to check on someone who might be having an especially difficult time—perhaps someone who lives alone.

Keep in mind that you do have control over what you do every day. Try these steps and reach out to others for suggestions. Every day is up to you. Keep track of everything that you are doing—and plan to do.

Tammy Armstrong
Mental Health Counselor
250 315 7013
Tammy.armstrong@lnib.net

LOWER NICOLA BAND SCHOOL STAFF PARADE



JOB OPPORTUNITIES

SUMMER STUDENT Positions

Calling all LNIB Summer Students

We are Now accepting resumes for several summer student positions. these include:

Shulus Garden Center:

Report to the Garden Supervisor, the Gardens Assistant's main responsibilities are: assist with cultivating garden soil and composts, plant and transplant seeds and crops, weed management, garden maintenance and scheduling irrigation and harvesting, build garden structures, and maintenance of garden tools and equipment.

Education Department Administrative Assistant:

Reporting to the Education Manager, the Administrative Assistant's main responsibilities are providing administrative and clerical support. As well the position maintains contact with students and their parents by providing summer study support, polling on how well the department has supported students, updating procedures and addressing concerns.

Lands Administrative Assistant

Main responsibilities are providing administrative and clerical support to the Lands department: answering incoming calls, booking appointments, maintain a general filing system for appropriate correspondence and documentation, word processing and data entry

Landscaper

Reporting to the Human Resources, the Landscapers responsibilities are to provide regular grounds maintenance for all LNIB offices and buildings including lawn care and mowing, weed management, pruning of trees and shrubs and maintaining schedules for irrigation, weeding and general clean up. Will also be assigned to help with the Shulus Community garden, frequent standing, walking, twisting, bending, reaching and kneeling, physically fit and able to lift up 50 lbs, able to work in all outdoor conditions and use of various small power equipment.

Proper Social Distancing protocols have been implemented and will be strictly enforced for all staff. When and where needed Personal Protective Equipment is provided.

All new hires are required to sign and certify that they are free of all COVID 19 symptoms and have been so for 14 days prior to start date of work.

***Hiring for these or other positions is contingent on LNIB receiving funding.
Please apply to HR@LNIB.net***



Job Posting

Manager Human Resources

\$76,000 to \$105,000 per year

Comprehensive Benefit Package – 35 hour week - BC Public Service Pension Plan

Our vision is that we are all somebody's 7th generation. We work collaboratively to facilitate opportunities for our children, families and communities to achieve their full potential and realize a healthy quality of life through the implementation of our laws, jurisdiction, and our ancestral beliefs, values and teachings. Scw'exmx Child and Family Services Society has been providing child and family services to the Nicola Valley (Merritt, B.C.) since 1994.

Learn more about us www.scwexmx.com and Merritt, B.C. www.merritt.ca

Scw'exmx Child and Family Services Society is seeking a highly motivated and dynamic individual to join our team as our Human Resources Manager. Reporting directly to the Executive Director, as an HR Generalist you will have the lead role in recruitment, orientation, training and development, administration, performance evaluations, and maintenance of human resource files.

Knowledge, skills and abilities:

- Human resource functions including applicable laws, business management and strategy, workforce planning and employment, human resources development, and employee relations
- Excellent interpersonal skills, team oriented and success working with a wide variety of personalities, communication and learning styles
- Works independently as well as collaboratively in a team environment
- Acute attention to detail with highly developed organizational and presentation skills
- Understands Indigenous culture and values

Education and experience:

- Bachelor's degree in Human Resources, Business Administration, or related field required
- Certified Professional in Human Resources (CPHR) considered an asset
- Minimum three (3) years related experience
- Two years in a HR Generalist or similar role in a not for profit Aboriginal organization preferred
- Creating, implementing, and reviewing HR programs to ensure effectiveness and efficiency
- Success in creating effective and accurate job descriptions
- Experience developing and administering performance management programs
- Suitable Criminal Records Review and BC Driver's license required.

Pursuant to Section 41 of the BC Human Rights Code, preference will be given to qualified applicants of Aboriginal ancestry.

Your interest in contributing as part of our team at a great organization begins with submitting your cover letter and resume as one document saved as (your last name resume HR Manager May 2020) before May 31, 2020 with the email or fax subject line as **"Applying to HR Manager May"** to: ScwexmxHRPost@hrwest.ca.

Scw'exmx Child & Family Services Society thanks all who apply; however, only candidates selected to interview will be contacted.



JOB POSTING
Full-time RESOURCE SOCIAL WORKER
Comprehensive Benefit Package, Including the BC Public Pension Plan

Our vision is that we are all somebody's 7th generation. We are working collaboratively to facilitate opportunities for our children, families and communities to achieve their full potential and realize a healthy quality of life through the implementation of our laws, jurisdiction, and our ancestral beliefs, values and teachings. Scw'exmx Child and Family Services Society (SCFSS) has been providing child and family services to the Nicola Valley (Merritt, B.C.) since 1994.

Please learn more about us www.scwexmx.com and Merritt, B.C. www.merritt.ca

The Opportunity:

Scw'exmx Child and Family Services Society (SCFSS) is seeking a highly motivated and dynamic individual to join our team as a Resource Social Worker. As an integral member of a multi-disciplinary team, the Resource Social Worker assesses recruits and assists caregivers to promote and maintain quality care in a family setting. The Resource worker conducts assessments of potential homes, provides support, conducts ongoing checks of the suitability and competence of care providers and participates as a member of an integrated, multi-disciplinary team.

KNOWLEDGE, SKILLS AND ABILITIES:

- Excellent interviewing and assessment skills
- Proven ability to establish and maintain effective working relationships and to use integrated case management
- Ability to interpret and apply Federal and Provincial legislation and standards of practice
- Ability to effectively use standard computer applications
- Excellent interpersonal and communication skills
- Ability to communicate in an appropriate manner orally and in writing
- Strong understanding of social, economic, political and historical concerns in Aboriginal communities

EDUCATION AND EXPERIENCE:

- Bachelor's Degree in social work or similar field is preferred
- Must have, or be eligible for, C4 delegation
- Minimum 2-year experience working with First Nations children, youth, families and communities
- Minimum 1-year experience with social work or resources
- A valid BC class 5 driver's license and criminal record check are mandatory

Pursuant to Section 41 of the BC Human Rights Code, preference will be given to qualified applicants of Aboriginal ancestry.

Your interest in contributing as part of our team at a great organization begins with submitting your cover letter and resume as one document saved as (your last name resume RSW May 2020) before May 20th, 2020 with the email or fax subject line as **"Applying to RSW May"** to: opportunities@scwexmx.com

Attn: Kyra Mason, Programs Manager
 2975 Clapperton Ave. Merritt, B.C. V1K 1G2
 Tel: (250) 378-2771 • Fax: (250) 378-2799

Scw'exmx Child & Family Services Society thanks all those who apply, however, only candidates selected to interview will be contacted for interviews to take place on May 25, 2020.



JOB POSTING

Full-time FAMILY WELLNESS NAVIGATOR

Comprehensive Benefit Package, Including the BC Public Pension Plan

Our vision is that we are all somebody's 7th generation. We are working collaboratively to facilitate opportunities for our children, families and communities to achieve their full potential and realize a healthy quality of life through the implementation of our laws, jurisdiction, and our ancestral beliefs, values and teachings. Scw'exmx Child and Family Services Society (SCFSS) has been providing child and family services to the Nicola Valley (Merritt, B.C.) since 1994.

Please learn more about us www.scwexmx.com and Merritt, B.C. www.merritt.ca

The Opportunity:

Scw'exmx Child and Family Services Society (SCFSS) is seeking a highly motivated and dynamic individual to join our team as a Family Wellness Navigator. As an integral member of a multi-disciplinary team, the Family Wellness Navigator delivers quality family support services that are child and family focused with family and cultural values. The Family Wellness Navigator's goal is to safeguard children's wellbeing and support families to navigate services, systems and family planning.

KNOWLEDGE, SKILLS AND ABILITIES:

- Demonstrated proactive approaches to problem-solving with strong decision-making capability
- Highly resourceful team-player, with the ability to also be effective independently
- Ability to manage crisis and crisis intervention
- Ability to handle unpleasant and emotionally charged situations
- Demonstrated ability to achieve goals and meet deadlines in a fast-paced environment
- Strong understanding of social, economic, political and historical concerns in Aboriginal communities
- Ability to communicate in an appropriate manner orally and in writing
- Ability to effectively use standard computer applications
- Excellent interpersonal and communication skills

EDUCATION AND EXPERIENCE:

- Diploma in Social Services, Human Services or Social Work or related field
- One to three years' experience working with youth, children and families in the field of Social Work and/or support services.
- Experience with First Nation families, youth and children

Pursuant to Section 41 of the BC Human Rights Code, preference will be given to qualified applicants of Aboriginal ancestry.

Your interest in contributing as part of our team at a great organization begins with submitting your cover letter and resume as one document saved as (your last name resume FWN May 2020) before May 12, 2020 with the email or fax subject line as **"Applying to FWN May"** to: opportunities@scwexmx.com

Attn: Kyra Mason, Programs Manager
2975 Clapperton Ave. Merritt, B.C. V1K 1G2
Tel: (250) 378-2771 • Fax: (250) 378-2799

Scw'exmx Child & Family Services Society thanks all those who apply, however, only candidates selected to interview will be contacted for interviews to take place on May 15, 2020.

GREETINGS

Happy Birthday to John Muir on May 22

Love from Mom, Calvin, Myrna, Austin,
Stormm, and Winter

Happy Birthday Johnny on May 22.

Love Auntie Terri, Uncle Jim, Sophie, Megan,
Domanic and Evan



Homestyle BBQ Sauce

1 cup ketchup
1/4 cup prepared yellow mustard
1/4 cup brown sugar
1/2 tsp. garlic powder
1/2 tsp. Worcestershire sauce
1/4 tsp. salt
1/8 tsp. hot sauce

Combine all ingredients in a medium bowl. Stir until
sugar dissolves.

Enjoy!

MEMBER OWNED BUSINESS DIRECTORY

Aly Moon Pierre, SW Dipl. BSW
Online Life Coaching
Spirituality Coach, Inclusive Coach
www.Inclusive-Coach.com
aly@inclusive-coach.com

Angie Bain
Over 20 years experience providing training,
research and research analysis services
angiebain@shaw.ca 604-802-9709

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
PlumberMann
250-936-8555

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
Jerrold Peterson
growinggarlic.ca
growinggarlic.ca@gmail.com

Gwayne Point
250-378-9167 Northwest Indian Art

Loren Sahara Consulting
Counselling & Leadership Development
778-676-7844
info@lornesahara.com
http://lornesahara.com

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

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

Nicola Valley Muay Thai

Kru Melissa E. Moses

250-378-9155 (msg) 808-428-9155

kru@nicolavalleymuythai.ca

SCS Diamond Drilling

www.scsdrilling.com

1436 Sun Rivers Drive Kamloops

250.572-2615

250-314-4864 (fax) Spence Coutlee, Principal

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 ggstirling@gmail.com

Ivan Swakum

Antler lamps, European Mounts, Wine racks

ivanswakum83@outlook.com

250-315-3756

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

SCHOOL DISTRICT #58 PARADE FOR STUDENTS



THE BACK PAGE



Happy Mother's Day!

Premier John Horgan said last week it's ok to hug your mother so long as you feel comfortable doing it – that is you don't think you will be endangering her health by doing so.

Dr. Bonny Henry has loosened the restrictions on spending time with people you know and are comfortable with. It's ok to spend time with people you are comfortable with – in other words you don't think the exposure will put you at risk, it's ok to invite them over. Try as always to keep the 6 foot distance from everyone but hey, if it's sunny outside, set up the lawn chairs in a circle with each chair 6 feet apart and have a good catch up gab.

It's gathering time and a lot of people are itching to get out on the land. It is ok to do that! Don't carpool with people outside your household (I think those days are over for the foreseeable future), but feel free to meet up with people on location. Go ahead and gather – just remember to stay 6 feet apart! Give Joe Shuter a call if you have some ideas about coordinating a gathering field trip.

Looking for a great Mother's Day gift? Why not gift Mom with a planter container and seeds! Lorna Shuter is always open to providing advice to complete novice gardeners. And Shulus Gardens is having a pumpkin growing contest so get the kids involved as well and make sure your seed purchases include pumpkin seeds. There's still lots of time as the soil hasn't warmed up enough yet for planting those pumpkins but that's only for the next couple of weeks.

By the way, our apologies for the late delivery of the newsletter. It's hard to keep track of days when you're working from home, and some of us have been on call 7 days a week. One day just blurs into the next.... Belated Happy Birthday greetings to all who "celebrated" in March, April and May!

Judging from some of the Facebook posts, the home stays have resulted in people completing some pretty interesting diy projects. We'd love to share your achievements in the next newsletter so send some photos to communications@lnib.net.

The Band staff are getting ready on a "back to a new normal work plan". Stay tuned the website for updates.

Thank you again for all doing your part to keep our community healthy and safe. Keep up the good work!

Ruth Tolerton
Communications Coordinator