

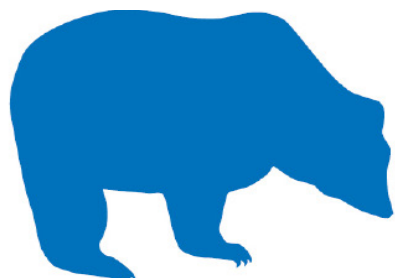
Lower Nicola Indian Band

March 2023



N?e?iyk Spíləm





LOWER NICOLA **INDIAN BAND**



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Message from the kwúkʷpi? Stu Jackson

heñte? band members and community members. The month of February has come to an end and we are still dealing with the final stages of our winter season. I hope you are all mindful that our road conditions can be very unpredictable this time of year and so I would not advise any of you that drive to remove your winter tires just yet. According to the government of BC, winter tires are required on most routes in British Columbia from October 1st to April 30th of every year. So as we see the weather and season gradually change this upcoming month, please be advised that we are still required to have our winter tires on our vehicles. It is better to be safe than sorry. I have my own experience with the RCMP and insurance companies when it comes to vehicle accidents. I lost control of my vehicle and swerved off the highway due to icy road conditions and needed assistance to get out of the ditch. When the RCMP arrived, they immediately checked to make sure I was okay and they proceeded to check my tires. They were looking for either M+S logo or the snowflake logo on the sidewall of the my tires. I had winter tires on my vehicle so I was cleared for insurance purposes, but it could have been a lot worse for myself if I didn't have winter tires on. For all you drivers, please keep this in mind. Be sure to keep your winter tires on until April 30th.

LNIB received some good news recently regarding our First Nations Drinking Water Class Action Settlement. As was discussed at our previous Band meeting in February, the deadline to submit a claim was initially set at March 2023. This date has since been extended to March 2024! I am extremely happy to hear this news as I was very vocal to the lawyer that presented the Class Action settlement file to the membership last month that the timeline for March 2023 was very short and unreasonable. I am glad that the short timeline was considered and extended. This extension will give LNIB more time to assist band members with their claims. A friendly reminder to all band members that need assistance to fill out this claim to contact either Irene Howe or Dustin Eberle at 250-378-5157. I want to personally thank Irene and Dustin for their efforts in assisting our members with this process.

As many of you may be aware, we had our first grass fire just the other day. On February 26th (Sunday), LNIB Fire Department received a call at approximately 3:05pm of a grass fire on the May Voght property off of highway 8. The LNIB Fire department responded to the call in short fashion and I am very happy to hear there was no incident. This is just a friendly reminder that fires on the reserve can draw great concern to landowners, ranchers and home owners if fires are lit and get out of control. It is frustrating to know that LNIB seems to have to deal with this every year. Our fire department is there to provide support, but what happens if the fire department cannot assist grass fires because they need to attend a structural fire call? I understand that burning our fields is something we do every year and I see the value in burning, however, we also need to keep in mind what the weather conditions look like on the day you decide to burn and what kind of help/assistance you have as well. If you decide you want to burn on any particular day, please notify the LNIB Fire Department, check the weather forecast and be sure you have the necessary help/manpower before you light that match.

Enclosing, I want to wish all of you a safe and pleasant transition into to Spring. Spring break is on the horizon and spring clean-up is coming soon. Our next Band meeting is scheduled March 27th at 5:30pm. The venue will be determined at a later date. If you have any issues you would like to bring forward to our next meeting, please contact Sondra Tom at the band office. For those of you who love winter, please enjoy the last few days of winter. Be safe if you choose to ice fish, snowmobile or snowshoe out in the wilderness. With the gradual change in seasons, be mindful that our lands can be unpredictably dangerous with melt and temperature change. Please take care of your friends and family, but most importantly, take care of yourself. Much love and respect.

kwúkʷscémxʷ kwúkʷpi? Stu Jackson



Dear LNIB Members,

I am pleased to present our monthly report for February 2023. LNIB continued to be busy on several initiatives. Here are some of the things we have been working on:

Covid-19 Financial Aid: Chief and Council passed a motion on January 17, 2023 to do a final Covid-19 financial aid to all registered band members in the amount of \$300.00. Forms are available to fill out at the Band Office you can also phone and request the form be filled out over the phone.

First Nations Drinking Water Settlement: The Chief and Council passed a motion at the September 20, 2022 Council Meeting, to accept the Settlement Agreement of the individual class members who were residents on a Lower Nicola Indian Band reserve while a long-term drinking water advisory was in force on that reserve during the period applicable in the Settlement Agreement. In the meantime, please take a look at the following link, there is some excellent information on this website: <https://firstnationsdrinkingwater.ca/> The deadline to apply is extended to March 7, 2024.

Human Resources: While visiting or receiving services at other buildings, please feel free to ask the staff member you are visiting to use a mask and to adhere to safety protocols if you are concerned. We are committed to keeping the community and employees safe during this pandemic. We'd also like to welcome the new members to our team at LNIB: Robert Crucil, Fire Fighter. The staff who moved on to new endeavors is Terri Stockwell, Community Health Nurse. LNIB thanks them for their contribution to the LNIB Team.

Current job postings with Lower Nicola Indian Band are Fire Fighters, Receptionist, Cultural Heritage and Environmental Field Workers, Title and Rights Coordinator, Accounting Manager, Lands Administrative Assistant, Community Services and Patient Travel, Homemaker, and Janitor visit <https://www.lnib.net/jobs/> or <https://secure.collage.co/jobs/lnib> for further details.

Ladders to Kindness is a lateral kindness through an Indigenous lens workshop facilitated by Shelley Joseph. The workshop is open to LNIB Staff as well as membership. The date is March 16, 2023 at the Shulus Hall from 9:00 am to 2:00 pm. Lunch and refreshments will be available. For more information contact Lloyd Loveday, Director of Human Resources at 250-378-5157.

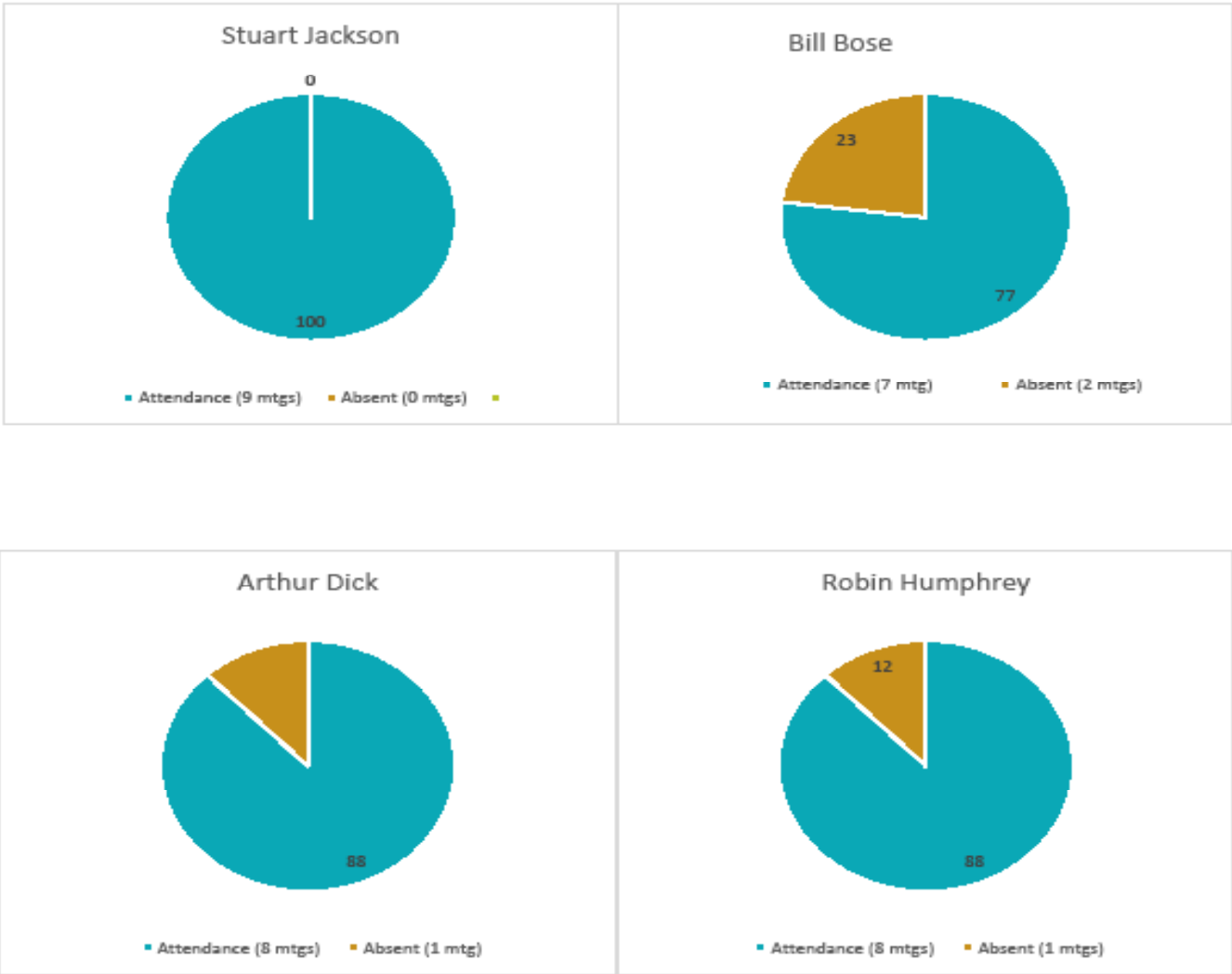
Committees and Liaisons: Chief and Council: Council has reappointed Councilor Bill Bose as the Chair of the Lands Management Advisory Committee and Connie Joe has been reappointed as the Chair of the Finance and Audit Committee. All committee meetings are open to the membership to join. Please contact the band office for details on how to join the meetings.

Community Meetings and Workshops: The next Band General meeting is scheduled for March 27, 2023.

Support to Chief and Council: Chief and Council met February 7th and 21st. Chief and Council orientation meeting on February 28th. Should you require anything on the Chief and Council agenda scheduled for March please contact Sondra Tom and I. Also, the Chief and Council meetings are open to membership to join via online or telephone. Please contact Sondra Tom to be added to the email invitation for the scheduled Chief and Council meetings.

Kari Reilander,
LNIB Executive Director

**Chief and Council Attendance
Term October 2022-September 2025**



Chief and Council Attendance
Term October 2022-September 2025



Motions from the February 7, 2023 Chief and Council meeting

Motion #02-07-2023-01 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the February 7, 2023 Chief and Council meeting agenda as presented.
Motion Carried

Motion #02-07-2023-02 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the January 17, 2023 Chief and Council meeting minutes as presented.
Motion Carried

Motion #02-07-2023-03 Reads: The Lower Nicola Indian Band Chief and Council
WHEREAS the Lower Nicola Indian Band expects a return from the businesses and profits generated by the Lower Nicola Indian Band Development Corporation and its subsidiary businesses; and,
WHEREAS the Lower Nicola Indian Band Development Corporation is committed to providing a share of the profits generated by the Lower Nicola Indian Band Development Corporation and its subsidiary businesses to the Lower Nicola Indian Band by providing an annual dividend payment; and,
WHEREAS the Lower Nicola Indian Band Development Corporation's Board of Directors approved its "*Dividend Policy*" at its regular September 28, 2022 meeting of the Board of Directors which provides for an annual dividend payout ratio of not less than 5% of its net earnings as confirmed by the Annual Audited Statements; and,
WHEREAS the Lower Nicola Indian Band Development Corporation provided a copy of its approved "*Dividend Policy*" to the Lower Nicola Indian Band, which clearly defines the parameters under which dividend payouts shall be provided to the Lower Nicola Indian Band; and,
THEREFORE, BE IT RESOLVED THAT: we, the Lower Nicola Indian Band Council accept the Lower Nicola Indian Band Development Corporation's "*Dividend Policy*" approved at a duly convened meeting of the Lower Nicola Indian Band Development's Board of Directors held September 28, 2022.
Motion Not Carried

Motion #02-07-2023-04 Reads: The Lower Nicola Indian Band Chief and Council pursuant to the LNIB Financial Administration Law (2020) Division 2, Finance and Audit Committee – sections 12 and 13, appoint Councilor Connie Joe to the Finance and Audit Committee as the Finance and Audit Committee Chair commencing February 7, 2023, for the remainder of her term of office.
Motion Carried

Motion #02-07-2023-05 Reads: The Lower Nicola Indian Band Chief and Council pursuant to the LNIB Land Code (2016) Part 6- Land administration Section 33.4(a), appoint Councilor Bill Bose to the Lands Management Advisory Committee as the Committee Chair for his term of office.
Motion Carried

Motion #02-07-2023-06 Reads: The Lower Nicola Indian Band Chief and Council appoint Stuart Jackson, Robin Humphrey, Bill Bose, Lucinda Seward, Connie Joe, Lesley Manuel and Arthur Dick of the Chief and Council to sit in the proposal review committee for the various Capital Projects commencing February 7, 2023 ending March 31, 2024.
Motion Tabled

Motion #02-07-2023-07 Reads: The Lower Nicola Indian Band Chief and Council move to support kwúkʷpi? Stuart Jackson in signing the nomination form for the Youth Representative for Union of BC Indian Chiefs in support of nkíkaxʰl Grismer-Voght.
Motion Carried

Motion #02-07-2023-08 Reads: The Lower Nicola Indian Band Chief and Council move to appoint Councilor Lucinda Seward as chair in the absence of Kukpi Stuart Jackson.
Motion Carried

Motion #02-07-2023-09 Reads: The Lower Nicola Indian Band Chief and Council move to approve kwúkʷpi? Stuart Jackson's travel to Vancouver BC to attend the Union of British Columbia Indian Chiefs meeting from February 21, 2023 to February 24, 2023 in the amount of \$2,000.00 with reimbursement of travel costs up to the approved amount from the Union of British Columbia Indian Chiefs.
Motion Carried

Motion #02-07-2023-10 Reads: The Lower Nicola Indian Band Chief and Council move to approval kwúkʷpi? Stuart Jackson's travel to Vancouver BC to attend the Gathering Wisdom for a Shared Journey meeting as Lower Nicola Indian Band Political Representative from February 28, 2023 to March 2, 2023 in the amount of \$2,000.00 with reimbursement of travel costs up to the approved amount from the Union of British Columbia Indian Chiefs.
Motion Carried

Motion #02-07-2023-11 Reads: The Lower Nicola Indian Band Chief and Council move to reappoint Kukpi Stuart Jackson chair.
Motion Carried

Motion #02-07-2023-12 Reads: The Lower Nicola Indian Band Chief and Council move to approval Councilor William Sandy's travel to Vancouver BC to attend the Gathering Wisdom for a Shared Journey meeting as Lower Nicola Indian Band Health Representative from February 28, 2023 to March 2, 2023 in the amount of \$2,000.00 with reimbursement of travel costs up to the approved amount from the Union of British Columbia Indian Chiefs.
Motion Carried

Motion #02-07-2023-13 Reads: The Lower Nicola Indian Band Chief and Council
Whereas: Chief and Council carry ultimate responsibility for emergency preparation, risk mitigation, response, and recovery efforts within our community.
Whereas: The Lower Nicola Indian Band, in cooperation with Emergency Management and Climate Readiness (EMCR), provides emergency support services as outlined in our Allhazards Emergency Management Plan providing for the residents of LNIB lands.
We Do Hereby Resolve That:
The Chief and Council approve the application to the Community Emergency Preparedness Fund (CEPF) Emergency Support Services 2023 program administered by UBCM in supporting our emergency support services program including mass care supplies to protect our community.
We Do Further Resolve That:
LNIB Chief and Council commit to receive and manage the grant funding.
Motion Carried

Motion #02-07-2023-14 Reads: The Lower Nicola Indian Band Chief and Council move to accept the Terms of Reference for the COMMUNITY FIRESMART AND RESILIENCY COMMITTEE, Section 5 – Committee Establishment and Dissolution.

Motion Carried

Motion #02-07-2023-15 Reads: The Lower Nicola Indian Band Chief and Council move to go IN Camera at 10:21 pm.

Motion Carried

Motion #02-07-2023-16 Reads: The Lower Nicola Indian Band Chief and Council move to reconvene at 12:04 am.

Motion Carried

Motion #02-07-2023-17 Reads: The Lower Nicola Indian Band Chief and Council move to adjourn the January 10, 2023 meeting at 12:05 pm.

Motion Carried

Motion and Action Items from February 21, 2023 Chief and Council meeting

Motion #02-21-2023-01 Reads: The Lower Nicola Indian Band Chief and Council move appoint Councilor Lucinda Seward.

Moved: William Sandy

Seconded: Lesley Manuel

Motion Carried

Motion #02-21-2023-02 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the February 21, 2023 Chief and Council meeting agenda as presented.

Moved: William Sandy

Seconded: Bill Bose

Motion Carried

Motion #02-21-2023-03 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the February 7, 2023 Chief and Council meeting minutes with noted changes.

Moved: William Sandy

Seconded: Lesley Manuel

Motion Carried

Motion #02-21-2023-04 Reads: The Lower Nicola Indian Band Chief and Council hereby approves utilizing Lot 278-2 Nicola Mameet IR No.1 in addition to Lot 278-1 Nicola Mameet IR No.1 for the septic disposal field in connection with the 14-Unit Rapid Housing Initiative Apartment Building.

Moved: William Sandy

Seconded: Bill Bose

Motion Carried

Motion #02-21-2023-05 Reads: The Lower Nicola Indian Band Chief and Council
NOW THEREFORE BE IT RESOLVED THAT:

1. The Right of Way Agreement be approved and authorized in substantially the form presented with any modifications, amendments or changes thereto that may be approved by the Lands Manager in his/her discretion, such approval to be conclusively evidenced by his/her execution thereof;

2. By Resolution, Council grants the Interests and Licences, as applicable, set out in the Right of Way Agreement in respect of the applicable LNIB Lands for which the Right of Way Area is located, as defined and set out in the Right of Way Agreement, subject to:

- i) the Land Code;
- ii) the terms and conditions of the Right of Way Agreement; and
- iii) the Lands Manager executing the Right of Way Agreement in his/her discretion, in such form as he may approve, such approval to be conclusively evidence by his execution thereof; and

3. The Lands Manager, for and on behalf of Council, is hereby authorized to do all such acts and things as may be necessary or desirable to give effect to these resolutions, or in connection with the performance by LNIB of its obligations pursuant to these resolutions or the Right of Way Agreement.

Moved: Arthur Dick

Seconded: William Sandy

Motion Carried

Motion #02-21-2023-06 Reads: The Lower Nicola Indian Band Chief and Council endorse:

- 1. the extension of the Nicola Bands and BC Housing Memorandum of Understanding for Developing Asset Management Capacity for three additional years from January 1, 2023 to December 31, 2025;
- 2. an application to Indigenous Services Canada's Housing Support Program for \$361,575 in funding to continue employment of a Project Manager through Scw'exmx Tribal Council, complete a housing policy, a housing plan and training during the term of the Memorandum of Understanding; and
- 3. confirm the following additional funding contributions of:
 - a. \$313,650 by BC Housing,
 - b. \$36,000 allocation by each of the five Nicola Bands for staff time, and
 - c. \$31,800 by the Scw'exmx Tribal Council.

Moved: Lesley Manuel

Seconded: William Sandy

Motion Carried

Abstain: Stuart Jackson, Bill Bose until we get more information,

Motion #02-21-2023-07 Reads: The Lower Nicola Indian Band Chief and Council move to go IN Camera at 6:22 pm.

Moved: William Sandy

Seconded: Stuart Jackson

Motion Carried

Motion #02-21-2023-08 Reads: The Lower Nicola Indian Band Chief and Council move to reconvene at 8:12 pm.

Moved: Stuart Jackson

Seconded: William Sandy

Motion Carried

Motion #02-21-2023-09 Reads: The Lower Nicola Indian Band Chief and Council move to adjourn the February 21, 2023 meeting at 8:13 pm.

Moved: Arthur Dick

Seconded: William Sandy

Motion Carried

Action Items

Action Item #1: Executive Director will invite Scw'exmx Tribal Council back for updates specifically financial statements on the BC Housing Memorandum of Understanding for Developing Asset Management Capacity.

Lower Nicola Indian Band Job Opportunities

For full job description and to apply go to <https://secure.collage.co/jobs/lNib>

LNIB Band members will be given priority for all job opening.

Cultural Heritage & Environmental Field Workers

We need to hire 12 field staff, work starts the first week of April.

Also 4 for Aquatics monitors

Department: Lands and Economic Development Department

Position Title: Field Worker (NOC 2221 Bio Technologists & Technicians)

Hours: dependant on weather, Seasonal, up to 1600+ hours over the season (April-Nov)

Summary of Organizational Responsibilities:

The successful candidate will bring their energy, enthusiasm and interest in environmental and cultural resources to a variety of resource planning and research projects. Specifically, the successful candidate will provide support to the LNIB staff on Cultural Heritage and Environmental resource development projects.

Training will be provided CALL NOW !!

Title and Rights Administrator

Hours: 35 hours per week

Start Date: ASAP

Reports to: Director of Economic Development

Summary of Responsibilities:

Work in a team environment to receive and respond to land referral requests and maintain records of land referral and benefit agreements. Researching LNIB's interests and use within the Traditional Territory and area of interest. Work will also involve developing, assessing and making recommendations regarding natural resource management strategies, policies and procedures to ensure adequate and meaningful consultation and accommodation of LNIB's Title and Rights. A Degree in Biology or Natural Resources is Required.

Receptionist

Hours: 8:30 am - 4:30 pm, Mon to Fri

Start date: Flexible

Wage: \$20 per hour (\$18.50 during 90-day probation)

To provide clerical support and file maintenance for the Lower Nicola Indian Band. Answer phones and handle inquiries.

· Grade 12 diploma required.

· Excellent communication skills

Homemaker

Hours: 8:30 to 4:30. Mon to Fri

Start Date: ASAP

Wage: \$20- \$25 per hour and up, depending on education and experience

Reporting to Homecare lead, primary role as a homemaker will be to provide general house-keeping to the applicants that have been assessed already.

Homemakers Clients are initially assessed by the Registered Nurse and The Lead Care Aide to determine the care requirements of the applicants.

Lands Administrative Assistant

Hours: 8:30 to 4:30 Mon to Fri

Start Date: ASAP

Wage: \$20 to \$24 per hour depending on education and experience

The Administrative Assistant is responsible for providing direct support to the Manager and the daily needs of the Department. To provide direction and administrative support as required

Fire Department

Fire Fighter and paid on call fire fighter

Hours: 35 hours a week plus on call shifts

Start Date: ASAP

Wage: \$27 to \$30/hour

Summary of responsibilities

Responds to fires and other emergency alarms and assists in those operations necessary to insure the confinement and extinguishment of fires or the elimination of other hazardous conditions.

Recreation Assistant

Department: Human Services

Hours: 20-35 hours per week

Start Date: Negotiable

Wage: \$20 hour

Summary of responsibilities

Under the direction of the Recreation Coordinator, the successful candidate will be responsible for developing and participating in recreational programs and events for Lower Nicola Indian Band members.

Required knowledge, skills and abilities

- Excellent communication and high energy while working with youth
- Must be willing to take courses related to recreation ie. Skipper training, first aid and AED courses
- Must be willing to participate in overnight trips with recreation programs
- Organize fundraising events for the recreation department special events
- Overtime and weekend work may be required
- A strong team worker with a great work ethic, self-starter and able to work independently
- Computer competency in Microsoft products including Word, Excel, Outlook and Publisher software

Community Services Assistant

Department: Human Services

Position Title: Community Services and Patient

Travel Support

Hours: 35 hours per week

Start Date: as soon as available, this is a temporary maternity coverage position.

Wage: Up to \$25 per hour

Summary

The position, reporting to Social Development Coordinator, is responsible for providing clerical and administrative support to both health and social program staff.

Skill Requirements:

- Must demonstrate solid interpersonal/communication skills,
- Knowledge and familiarity with community and community members
- Ability to maintain strict confidence
- Must have a valid class 5 driver's license.

LNIB Frequently Asked Questions

1. Administration was recently asked if LNIB pays less when Band members pay no income tax.

Answer:

LNIB Pays market rates for ALL positions. We actually try to remain competitive by keeping all pay rates/wages in the top 30% range. Any employee that believes they are under paid simply needs to bring proof – such as a local job ad, to Human Resources and if found to be true, a pay increase is given.

2. LNIB Pays less than HVC, Trans Mountain and other employers in the Region.

Answer:

LNIB does its best to be competitive in the Region, but cannot always match the high pay of large private resources companies. That said, we believe we come close, especially when combined with the other benefits we offer.

3. What are benefits of working for LNIB?

Answer:

Firstly, our pay rates are competitive, LNIB also has:

- a very good extended health benefits program,
- a self-directed matching contribution pension program
- a health care spending account and physical fitness benefit
- flexible work schedules when required
- a 35 hour work week with three weeks paid vacation and up to 15 paid sick days per year.
- LNIB also follows all Federal and Provincial statutory holidays
- Employees are also allowed up to 2 paid cultural days off per year

And, LNIB is very supportive and accommodating to its staff.

4. Is there Nepotism at LNIB? Who makes the hiring decisions?

Answer:

When hiring for any position, qualified Band members are given preference over all other candidates, followed by community members.

Hiring is done by a committee of three people:

- the Director of Human Resources - to ensure hiring Policy is followed and all applicants are treated fairly.
- the Manager of the Position, to ensure the candidate meets the required qualifications, and
- at least one other employee who is a LNIB Band Member. This person(s) must agree with the hiring decision and ensures Band members are given a position when qualified or able to be trained in a reasonable time so as to be qualified.

Human Resources also ensures that nepotism is avoided by

- ensuring employees do NOT report directly to a member of their family, and
- that all opportunities are posted on the LNIB Web site, official Facebook page and the CollageHR job site for at least two weeks, to allow all Band members opportunity to apply for a job.
- All qualified Band member that apply, are then automatically given an interview.

**Opportunity Two:****Policy Writer, Education/School**

Purpose of this short-term contract is to update the current Education/School Policy to meet sector standards.

4 goals:

- Review the alignment of our current policy documents (Education Department K12/PSE, Head-Start, and School) to best practices associated to benchmarks, standards, practices, legislation, agreements, and intention as per BC Ministry of Education, FNEC, FNHA, FNHA, etc. are up to date.
- Review Living Allowance Allocations and make recommendations to ensure allotments are adequate to current cost of living standards.
- Work with LNIB Education throughout the process to ensure both needs and direction are being met.
- Project (collectively) is both formatted and presented in a consistent manner including reference-linked documents in both Word and PDF.

For more information call Shane Coutlee at 250-378-5157

To submit a quote email HR@LNIB.net

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- Review Living Allowance Allocations and make recommendations to ensure allotments are adequate to current cost of living standards.
- Work with LNIB Education throughout the process to ensure both needs and direction are being met.
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For more information call Shane Coutlee at 250-378-5157

To submit a quote email HR@LNIB.net

Economic Development Newsletter Article – March 2023**Business/Entrepreneurship Section****Education/Training**

This report examines the survey results from eight questions from the Economic Development Survey from December 2022. This report provides insight into the seven questions that had to do with “Education/Training”. The number of respondents for this survey was 157.

1. What is the highest level of education in your household?
2. Do you know if people in your household want to advance their education?
3. Do you know if people in your household want to advance their careers?
4. What are some of the dream jobs of the occupants of your household?
5. What training or education would you like to receive?
6. Is there work you would like to do but don't have training for?
7. Is childcare inhibiting your ability to work or pursue further education?

Summary of Results

This report provided a glimpse in to the educational and career aspirations of LNIB members. The following points summarize the findings of this section:

- The majority of respondents 71% have advanced education beyond the high school level.
- Over 50% of respondents expressed a desire to advance their educational credentials.
- Over 50% of respondents expressed a desire to advance their career prospects.
- There are a wide variety of dream jobs of LNIB members, including: Pilot, Nurse, Business owner, trades and more.
- There are numerous opportunities to seek out training for members interested in a variety of subjects with a variety of commitment levels. Individual coaching and planning would be a significant help to push this forward.
- There are a number of opportunities to provide training for careers that are desired but lack clarity on how to legitimately pursue the opportunities.
- Child-care as a whole does not appear to be a significant barrier to individuals maintaining employment or pursuing educational opportunities.

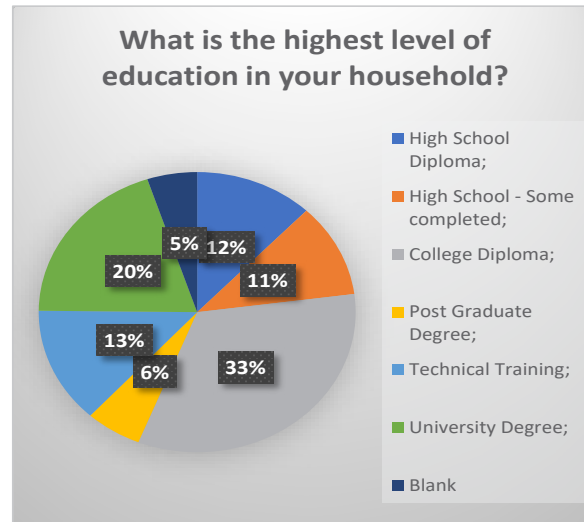
1. What is the highest level of education in your household?

Rationale: This question was asked to determine what the highest level of education was per household.

Insight: Multiple options were available for respondents to choose. It appears that over 33% of the respondents have someone in their household who had completed a college diploma. 20% of respondents had at least one person in their household with a University Degree and 13% had some form of Technical training.

Suggested Improvement Actions:

- There is no real tangible improvement action to increase the education level. Each individual must pursue education at their own pace.
- Educational opportunities can also be presented to members via standard marketing channels.



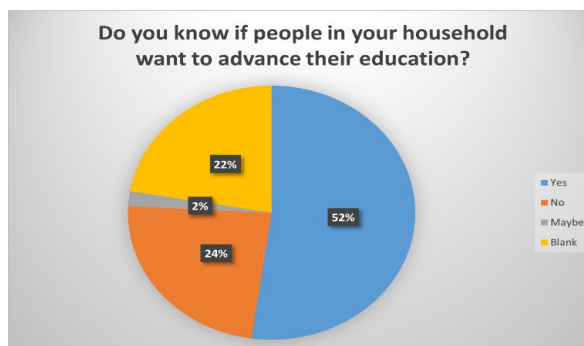
2. Do you know if people in your household want to advance their education?

Rationale: This question was asked to determine the appetite of households with people that have a desire to increase their educational background.

Insight: More than half of the respondents have a desire to advance their education. Around 1 in 4 people have no interest in advancing their education for various reasons.

Suggested Improvement Actions:

- Continue promoting educational opportunities in high demand areas.
- Consider promoting more educational opportunities with incentives provided by the government.
- Consider promoting training opportunities to advance knowledge and employability.



5. What training or education would you like to receive/pursue?

Rationale: This question was asked to determine what sort of training/education members would like to pursue.

Insight: These answers ranged significantly from members wanting to pursue basic courses like “First aid” and “how to make a fish net” to pursuing advanced educational opportunities like master’s degrees and doctoral level educations. There were many people interested in trades.

Suggested Improvement Actions:

- Continue supporting members through educational training.
- Provide resources and individual coaching for members who are interested in this journey.



6. Is there work you would like to receive advanced training for?

Rationale: This question was aimed at bridging the gap between having an end goal for the advanced training one could acquire.

Insight: This question provided multiple forms of answers. The results are presented with the graph as well as some of the answers that members provided. There was a slight drop off in “Yes” responses once the question was more targeted at digging into the end goal deeper. Some of these included, Aquaponics, hydroponics, ethnobotany, greenhouse management, nurse, RN, community engagement, post office, investor, computer tech, heavy equipment, trauma, making own soaps and lotions, mine work and youth at risk. There was still a 32% response rate indicating that there is work that requires advanced training that is desirable.

Suggested Improvement Actions:

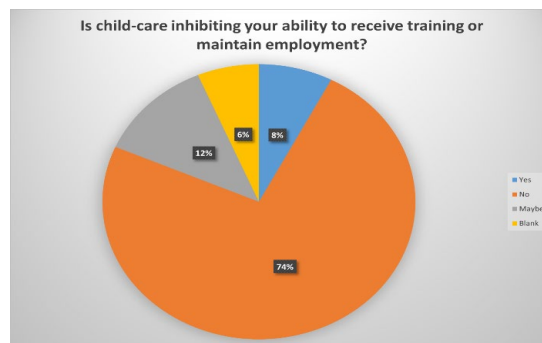


- Provide more individual coaching and plans for individuals who are showing desire and initiative to pursue advanced training.
- Provide more opportunities to market and inform members about how to advance their prospects.

7. Is child-care inhibiting your ability to receive training or maintain employment?

Rationale: This question was asked to determine if child-care is a barrier for respondents wishing to advance their education and career prospects.

Insight: The majority respondents indicated that child-care is not a significant hinderance to them pursuing training and maintaining employment. There were more people who had indicated "Maybe" then yes, suggesting it could be more of a barrier.



Suggested Improvement Actions:

- Provide individualized coaching for members who consider child-care a barrier.
- Provide opportunities that are grant funded that incorporate child-care in the eligible expenditures.

L.N.I.B MEMBERSHIP



Are you interested
in

BEING A PART OF THE REPATRIATION COMMITTEE?

Topics Include:

- * Museum Studies
- * Language
- * Culture
- * Traditional knowledge
- * Cultural protocols at all levels.

**March 15,
2023
5:30 pm**

Shulus Hall

Our ongoing repatriation project has been active in the study of research methods, identification, analysis of museum objects with the intent to learn, and revitalize various aspects of our culture.

If you are interested call Robert Sterling
(250) 378-5157.

Wellness Wednesday @ RPC

Come join us every Wednesday!

From 5-7 pm (light meal provided)

March Agenda:**March 1st- Food preservation: (Drop in Event)**

Learn to dry can your dry goods (Win a door prize!)

March 8th- Gym night (Drop in Event)

Learn how to utilize the gym equipment correctly & safely (fitness coach to demonstrate) also, a chance to win a cool door prize!

March 15th-Grocery Shopping Tour (Sorry this event is **fully booked),**

If continued interest, then another future shopping tour can be planned.

March 22nd - Meal Prep (Drop in event)

- Learn to meal prep a healthy meal!
- Learn to budget.
- Receive a \$25 dollars gift card for attendance



Please Note: Previous attendees who attended in Feb. will not receive a gift card for March but are still welcomed to come).

March 29th- No Event

Please contact: Irene Howe at (250) 378-7340
Family & Addictions Support Worker



Let's Talk Tuesday

with Tony Broman

At L.N.I.B Health Center Board Room
March 14, 2023 7:00 - 8:30 p.m.

Gather for coffee, snacks & meaningful
conversation about matters of the heart

- * Community that cares
- * Caring for family
- * Life beyond addiction
- * Managing stress without losing my mind
- * An empowered life
- * Living with purpose
- * Healing & transforming our grief

Any questions
contact Tony
Broman at
(250) 378-5157



Pink Shirt Day



Pink Shirt Day



Hénłekw.



Tuesday evening hand Drumming Group



MMIWG March, Hastings and Main St.



Nłe?kəpmx language group Thursdays

LOWER NICOLA INDIAN BAND – CULTURE REVITALIZATION DEPARTMENT

Joe Shuter: 250-315-7487

Carole Basil: 250-315-9158

March 2023

LNIB Recreation



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	Swimming 3pm-5pm	7	8 Skating 3pm-5pm	9	10 Hiking 3pm-5pm	11 Snowboarding
12 Snowboarding	13 Swimming 3pm-5pm	14	15 Skating 3pm-5pm	16	17 Hiking 3pm-5pm	18
19	20	21 Apex 12pm-4pm	22 Swimming 2pm-5pm	23 Fun Factor 12pm-4pm	24	25
26	27	28 H2O 10am-4pm	29 Swimming 2pm-5pm	30 Movie Theater 12pm-4pm	31	

Recreation forms available at LNIB Main Office, LNIB Health Center, LNIB School, and Nicola Canford School. For more information contact Jacint at: jacint.majlath@lnib.net or phone: 250 575 0569



March 2023 - Elders Program Calendar

Please sign-up for any programs you would like to attend
 Rides are available for those with limited transportation
 Please contact Elders Coordinator Shyla McColl @250-936-8779



<u>SUNDAY</u>	<u>MONDAY</u>	<u>TUESDAY</u>	<u>WEDNESDAY</u>	<u>THURSDAY</u>	<u>FRIDAY</u>	<u>SATURDAY</u>
			1. Chair Yoga Exercise / Meditation 1pm – 2pm	2. Grandmothers Group meeting/lunch. (Discuss new ideas for the group and swag) Rocky pines 12pm – 2:00pm	3. Aquafit / Pool day 9:30am – 11am	4.
5.	6. Community Potluck / Clothing Exchange Rocky Pines 5pm-7pm	7.	8. St. Patrick's Day craft! Rocky pines 1pm-3pm	9. Teacher Guided Paint Day Rocky Pines 1pm-3pm	10. Gift Card Bingo Rocky Pines 1pm – 3pm	11.
12.	13.	14.	15. Aquafit / Pool Day 9:30am – 11am	16.	17. St. Patrick's Day Party!! Rocky Pines 12pm – 4:00pm	18.
19.	20.	21.	22. River / Nature Walk (easily accessible walking path by Merritt Central Elementary) 1pm meet up	23. Elders Luncheon Shulus Soup Kitchen 11:30 – 2:30	24. Bowling Contact Shyla McColl to sign up. Details to come!	25.
26.	27.	28.	29. Grandmothers Group Rocky Pines 1pm-3pm	30. Movie Night Health Center 4:30 start.	31. Gift Card Bingo Rocky Pines 1pm – 3pm	



HELLO MARCH from Public Works and Facilities



The past couple of months for the Infrastructure Team have been very busy, we had some mishaps during the Holidays but with persistence our team were able to successfully fix all our issues



Our Recycle truck was one of the problems and we understand the frustration within the community and thank you for your cooperation and understanding. On a positive note, it is nice to see so many members taking part in Recycling!

Remember, please have your Recycle Bin out at the end of your driveway by 9:00AM every Wednesday to ensure it is picked up

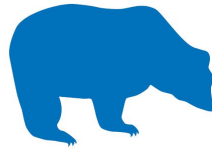
We would like to take this opportunity to acknowledge the following staff on their completed training:

- Skyler Peterson has successfully completed and is now certified with his Level I Water Treatment
- Josh Moore has successfully completed and is now certified with his Level I Water Treatment

We would like to acknowledge Skyler, Josh, Jason, and Cody for all their hard work with snow removal.



We appreciate all your hard work and early mornings to keep up with Mother Nature. We would also like to thank the band members, community members and LNIB Staff for your patience during the winter months



**LOWER NICOLA
INDIAN BAND**

Infrastructure and Public Works



We are Pleased to Announce Our Official LNIB Garbage Truck

Estimated Arrival Time – Mid March – Mid April

- ☞ This will be Curbside Pickup using Garbage Bins
- ☞ Garbage Bins will be similar in comparison to current Recycle Bins
 - ☞ There will be a limit of 3-4 bags placed in the garbage bins
- ☞ The current garbage boxes will remain in place to adjust to the new curbside pickup
 - ☞ Garbage dates will remain the same until adjustments have been made

Any Questions, feel free to call the Public Works Department

250-378-5157



181 Nawishaskin Lane, Merritt, BC V1K 0A7
Phone: 250-378-5157 | Fax: 250-378-6188 | Toll Free: 1-888-447-1744
Email: reception@lnib.net





Vegetation Management Field Technicians

We are seeking hardworking, experienced Vegetation Management Technicians for our 2023 summer season projects (May-September).

Successful candidates must embody our Health, Safety and Environmental program by participating, implementing, and holding yourself and others accountable to all elements of the program. Successful candidates comply with all safe work practices, policies, and processes and participate in safety meetings, hazard assessment (JHA, FLHA...etc.) and complete pre- and post-trip inspections.

The role of the Vegetation Management Technician includes:

- Inventory and control (herbicide application and/or manual removal) of invasive plants throughout several project sites in British Columbia.
- Select and implement appropriate management and control practices on a site-to-site basis.
- Collect and interpret invasive species population data and monitor control efficacy.
- Work is outdoors, localities include highway and resource road right-of-way, oil and gas infrastructure, municipalities, and rangeland, among others. Basically, wherever plants grow!
- Shift work ranging from Monday – Saturday.
- Ability to start workday early during extreme weather.
- Ability to travel to/from Kamloops and surrounding areas day-day.
- Operation of ATVs, pick-up trucks, and trailers daily on various road conditions.
- Interpreting or understanding the geographic information portrayed on a map.

What You Bring

- Demonstrate ability to work both independently and as part of a team.
- Previous experience operating ATVs and pick-up trucks safely on various road conditions will be considered an asset.
- Previous experience completing vegetation surveys is an asset.
- Ability to work in a fast paced, multi-tasked environment.
- Valid Class 5 Driver's License and clean Driver's Abstract (obtained from ICBC online at no charge).
- Ability to complete site specific online orientations and training.
- Must pass a pre-employment drug test.

Training: Employees will obtain a variety of valued certifications including H2S Alive, Level 1 First Aid, Transporting Dangerous Goods, WHMIS, Confined Spaces, CSTS, and the BC Industrial Vegetation Herbicide Applicator Certification. Holding these certifications currently is considered an asset.

Wage: \$22-\$30 / hour dependant on experience and skills.

Work Environment & Physical Demands: Work is outdoors, and conditions may include extreme temperatures and uneven ground. Position requires employee to frequently stand, walk, twist, bend, reach and kneel. Employees must be able to lift 60 – 80 lbs above shoulder height.

Infracon offers great benefits, ongoing training, growth opportunities, and a culture built on determination, teamwork, and integrity.

Tentative start date May 1st, 2023. Training will be provided to successful candidates prior to.

Send your resume to ycoutlee@infracon.com

Faces of Lower Nicola Site Services



Name: Byron Tom (Lower Nicola Band Member)

Position: Site Supervisor; HVC Crushing Crew

What do you like most about your job: I like that my job is different everyday. It's a high-paced environment that creates plenty of learning opportunities. There are also opportunities for growth as a worker and individual. I have learned a great deal and am still learning new things. The job provides training and courses for me and the crew. There is always room to know more and to become better. I have had the opportunity to run all equipment on our site and now I am a supervisor. I help others to maintain a high standard of safety and efficiency on the jobsite. I enjoy working alongside other Band Members as we have the opportunity to be in this industry.

On Going Projects

Nicola Mines; Turn 5 Rock Quarry, Reclamation has started of the old tailings ponds for dust control!

SMJV; Winter Road Maintenance Program going full swing, and Gravel Hauling

Barkman Concrete; Aggregate Hauling

Nicola Clean Energy Power Plant; Ash Haul

Civeo; Camp Servicing and maintenance, Snow Removal

Flint Energy; Road Maintenance

Employment Opportunities

LNSS/Infracon is looking to fill the 2023 Seasonal Vegetation Management Positions. We will provide transferable training to successful applicants. You'll be working on Trans Mountain, HVC, MOTI, and TNRD Sites. Tentative start date May 1st 2023, Training will be provided prior to Start Date.

Got a Class 1 or 3 License? We're gearing up for our 2023 Season for more Gravel Hauling and Water Trucking!

If you are, or know anyone that may be interested please send your resume to ycoutlee@infracon.com

www.infracon.com





Brandi O'Flynn | Lands Manager

250 378 5157 | brandi.oflynn@lnib.net

THE LANDS TEAM

Talk with the Lands team about lands activities and to share your stories. Members can contact the Lands Department with questions about LMAC, community meetings, and general land inquiries.

Stephen Jimmie

LANDS AND HOUSING
DIRECTOR

stephen.jimmie@lnib.net

Contact Stephen with inquiries about Land Code, lands policies and law development.

Brandi O'Flynn

LANDS MANAGER

brandi.oflynn@lnib.net

Contact Brandi with inquiries about land administration, programs, and services.

LANDS PORTAL

Find information about LNIB lands online at lnib.net/lands. Updates are posted regularly, and printed materials are made available for pick up at the Lands office upon request.

Kristopher Por

LANDS RESEARCHER

kristopher.por@lnib.net

Contact Kristopher with questions about research, historic records, as well as wills and estates planning.

Monica Pettinger

LANDS AGENT

monica.p@lnib.net

Contact Monica about land transfers, Lands Management Advisory Committee (LMAC), and community meetings.

Vacant

LANDS ADMINISTRATIVE
ASSISTANT

Sayge Fisher

ENVIRONMENTAL
PROTECTION COORDINATOR

sayge.fisher@lnib.net

Contact Sayge for details about environmental management and protection.

Alex Bukkos

SURVEY COORDINATOR

alex.bukkos@lnib.net

Contact Alex for details about current and past Lands projects including surveys and mapping.

LANDS MANAGEMENT ADVISORY COMMITTEE

UPCOMING MEETINGS

Thursday, March 9, 2023

Lands Management Advisory Committee (LMAC) meetings are being held virtually and are open to all LNIB Members to attend starting at 4:30 PM. Join in to discuss Lands activities and developments! Check the LNIB Events Calendar for LMAC meeting links or contact the Lands Department for more information.

GATES & SECURITY CAMERAS

The Lands Department is responsible for the management and protection of all LNIB reserve lands. To prevent unlawful activity including dumping of hazardous materials and waste, as well as improper use of LNIB land, four gates were installed on Nicola Mameet IR1 in September of 2021.

SOLID WASTE MANAGEMENT PLAN

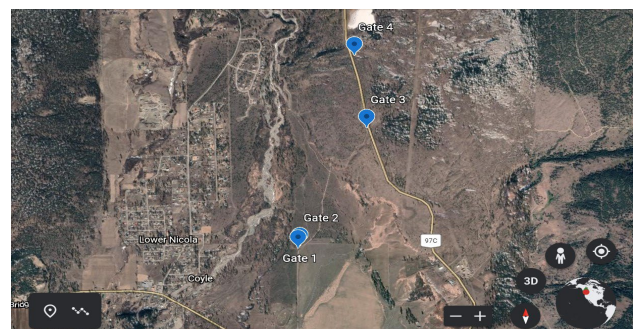
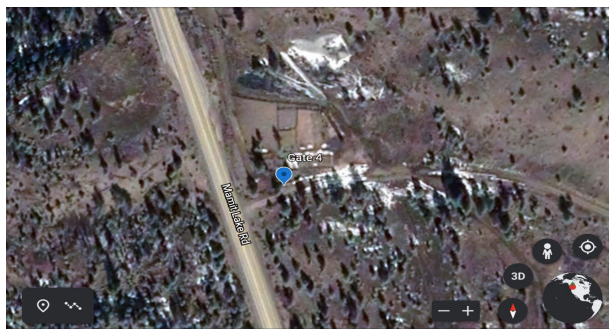
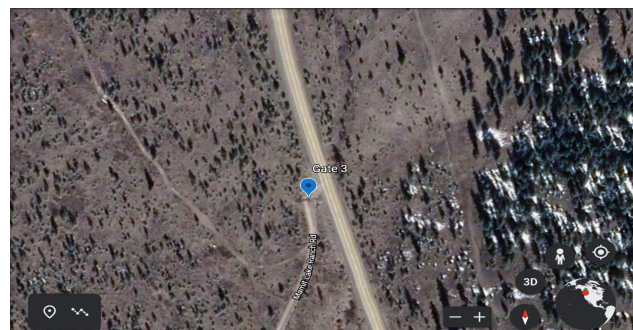
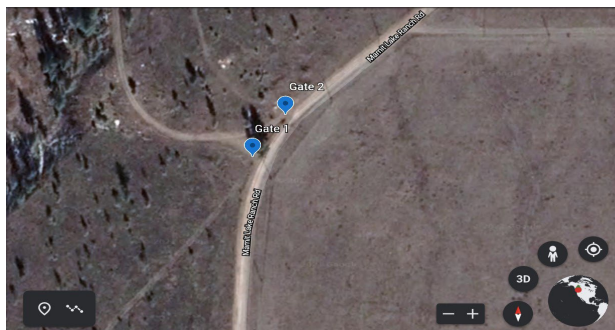
After hours of hard work was done to cleanup various environmentally contaminated areas on LNIB land, multiple gates were put in place to protect reserve lands.

INSTALLATION OF CAMERAS

Security cameras will be installed early 2023 near important areas and locations of interest. These cameras are for security purposes only and will not interfere with the privacy of neighboring homes, businesses, and communities. If you know of any areas of concern, please contact us and we can see about getting a camera setup. The use of trail cameras is the best strategy for sites where it would not be appropriate to restrict access by installing a gate. See more details about this project by visiting the **Lands Portal** online.

Members' use of the land will not be restricted by gates but may need to obtain access codes from the Lands Department. Contact the Lands team if you require access to use land that is behind a locked gate.

If you have any questions about the project or would like to see larger maps, contact the Lands Department at 250-378-5157.



*** LNIB has installed locked gates to physically restrict access at the following sites shown above***

NOTICE: RECREATIONAL VEHICLES

The Lower Nicola Indian Band prohibits RV's to be utilized as dwellings, residences, or cabins on LNIB Lands including CP Lands and Custom Family Lands unless they receive prior written authorization by the Lands Manager.



LOWER NICOLA
INDIAN BAND

LANDS DEPARTMENT

PROJECTS
LAND CODE
LAW DEVELOPMENT
COMMUNITY ENGAGEMENT
LANDS COMMITTEE
WILLS & ESTATES
RESEARCH
CONTACT

LANDS PORTAL lnib.net/lands

If you have any questions about land or would like to know more about current Lands projects, please contact the Lands Department directly at **250-378-5157**.



IMPORTANT NOTICE

To all LNIB Members,

The **LNIB Security** contact phone number has temporarily changed. Securiguard IT Department is working to restore the old number. For now, please use the phone number listed here in blue:

***LNIB Securiguard
Security
PHONE #
(250) 215-5048***



NOTE

**AN LNIB SECURITY
GUARD IS ON DUTY
40 HOURS EACH
WEEK AND
RESPONDS TO
PHONE CALLS AND
MESSAGES WHILE
ON SHIFT. IF YOU
ARE IN DANGER OR
REQUIRE POLICE
ASSISTANCE, DIAL
911.**

BUYER'S NOTICE BOARD



If you are interested in purchasing land or property from a landowner, Contact the Lands Department to have your contact information listed here in the monthly LNIB newsletter.

Hello, my name is Mindy Garcia, I am interested in purchasing land to build a home, summer home and a sweat lodge on or land with a home, even if it's a fixer upper, I am interested. If you or someone you know may be interested in selling, please let me know. Thank you.

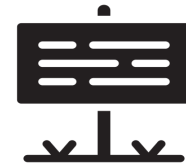
CONTACT
250-280-5684

Hello, my name is Lorne Dunn. I am interested in purchasing around an acre parcel of land at Nicola Mameet IR1 to place a home.

CONTACT
250-315-7501
lorne.dunn@yahoo.com

SELLER'S NOTICE BOARD

If you are interested in selling land or property as a landowner, contact the Lands Department to have your information listed here in the monthly LNIB newsletter.



***There are no posted SELLER notices this month.**
Contact the Lands Department if you would like more information.

NOTICE TO COMMUNITY MEMBERS ON WILDLIFE SAFETY

Please refrain from leaving hunting remains, animals' entrails or trimmings up Mamit Lake Branch Road or anywhere near the community / residential areas.

Animal remains attract predators, leaving remains from a hunting trip too close to the community habituates the predators to keep returning for more food. Predators such as coyotes, bears and wolves will keep returning where there is food available to them.

Attracting additional predators into the community will create an unsafe environment for children, pets, and all members of the community.

Please relocate hunting remains or animal innards outside of the community by leaving them far away from residences or known industry.

An alternative to Mamit Lake Branch Road could be up highway 97C, past the industrial park.

CONTAMINATED SITE**Church of Immaculate
Conception - Lot 29/30
Shulus Community**

Please be aware that that the Church located on lot 29/30 at the junction of Crab Apple Lane & Central Shulus Lane (2140 Central Shulus Ln.) within the Shulus Community has been designated as a Contaminated Site.

**The church has tested
positive for Asbestos
and should not be
entered, disturbed, or
altered in anyway until
further assessment and
remediation can be
completed!**

This site has been deemed a risk to public health & safety, Please, contact the Lands Department for more information.

Thank you for your understanding and cooperation.



FILES

Amended Recovery Strategy for the Spotted Owl *caurina* subspecies (*Strix occidentalis caurina*) in Canada [Proposed] (2023-01-26)

PDF format: [amended_rs_spotted_owl_caurina_e_proposed.pdf](#)

HTML format: [spotted-owl-amended-proposed-2023.html](#)

Recovery Strategy for the Northern Spotted Owl (*Strix occidentalis caurina*) in British Columbia (Final Version) (2006-10-25)

PDF format: [rs_spotted_owl_caurina_1006_e.pdf](#)

HTML format: [northern-spotted-owl.html](#)

CONTACT PERSON

Recovery Planning
Environment and Climate Change Canada
15th Floor, Place Vincent Massey
351 St. Joseph Boulevard
Gatineau, QC
K1A 0H3

ec.planificationduretablissement-recoveryplanning.ec@canada.ca



FILES

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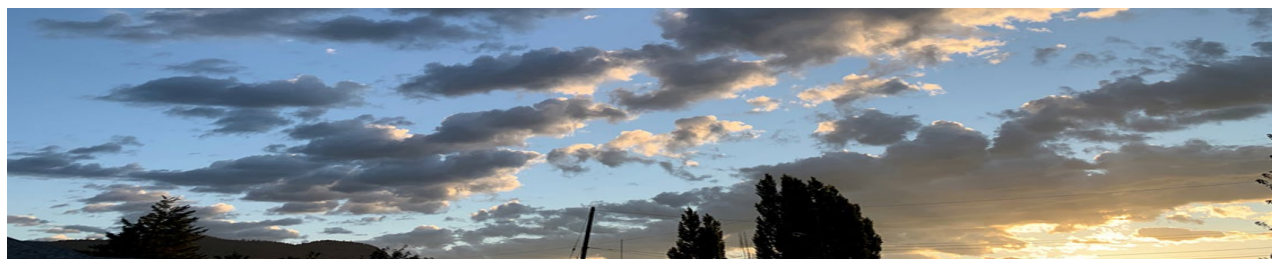
HTML format: [northern-spotted-owl.html](#)

CONTACT PERSON

Recovery Planning
Environment and Climate Change Canada
15th Floor, Place Vincent Massey
351 St. Joseph Boulevard
Gatineau, QC
K1A 0H3

ec.planificationduretablissement-recoveryplanning.ec@canada.ca





Jordana McIvor | Housing Administrator

250 378 5157 | jordana.mcg@lnib.net

LNIB HOUSING

Find information about the LNIB Housing online at lnib.net/housing

The Housing Department is responsible for managing the housing program, including property management functions, planning and construction of new houses, maintenance and upkeep of the housing stock, the relationship with Canada Mortgage Housing Corporation, First Nations Market Housing Fund, and Indigenous Services Canada (ISC).

THE HOUSING TEAM

Jordana McIvor-Grismar

Housing Administrator
jordana.mcg@lnib.net

Email Jordana about the First Nation Market Housing program, as well as external renovation and building funding options, needs and requirements.

Ashley DeGray

Tenant Relations Coordinator
ashley.degray@lnib.net

Email Ashley for details regarding rent collection, housing maintenance, LNIB Rental Housing Policy, and general housing questions.

HOUSING MAINTENANCE

Mel Blankinship

Housing Maintenance

Brendan Colter

Housing Maintenance Assistant

Jon Moore

Housing Maintenance Assistant

Deanuh Osmani

Housing Administrative Assistant



Contact Housing by phone or email or visit us at the Main LNIB Administration Building.

ATTENTION HOUSING TENANTS

Please be advised that according to the Lower Nicola Indian Band Animal Control By-Law there is a limit on the number of animals per dwelling. Every home is only allowed to keep **A MAXIMUM OF 4 ANIMALS** consisting of dogs and cats or similar sized domestic animals with **A MAXIMUM OF 2 DOGS** per house. The multi-plex buildings including the 8-plex and 4-plex buildings are not permitted to have any animal living in the units. Also, all pets are to be vaccinated and should be spayed or neutered. We want to provide a safe environment for our members as well as their animals.

Thank you for your cooperation and understanding.

HOUSING DEPARTMENT: VACANT UNIT UPDATES

We currently have one vacant unit. While we are still working to get some much-needed repairs, updates, and renovations completed; this unit will be available to rent when this work is complete, and we will be in contact with the next eligible family on the housing rental waitlist when we have a concrete move in timeline. We appreciate your patience and understanding as we get this unit ready for the next family that will call it home.



VEHICLE REMOVAL

We are excited to be partnered with Kamloops Auto Recycling and Mario's Towing for scrap vehicle removal in all our LNIB communities. Keeping our communities clean of old vehicles assists with potential environmental concerns that could arise from batteries, tires, old paint decaying and releasing hazardous substances into the environment. Things like coolant, old oil and other liquids can leak over time, seep into the ground, and contaminate the ground water. We would love to get these old vehicles cleaned up to keep our community healthy for generations to come!

If you have multiple vehicles, you would like to be picked up you can call Kamloops Auto Recycling at 250-574-4679.

If you have single vehicles, you would like to be picked up you can call Mario's Towing at 250-378-9241.

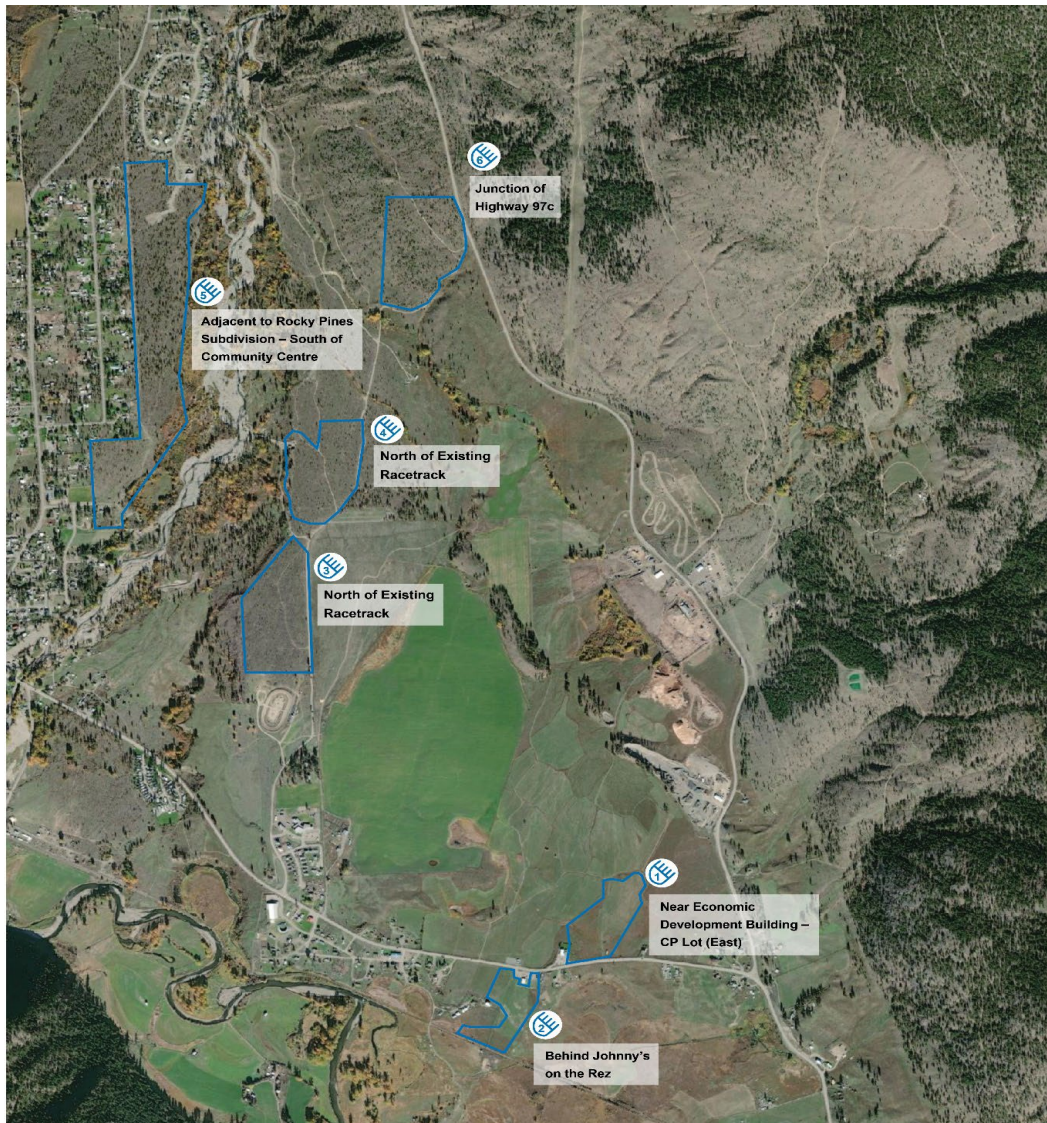
REMINDER TO ALL TENANTS

If you need to change the locks on your unit for any reason, please ensure that the Housing Department has been notified and provided prior written consent. You are also required to provide the Housing Departments with a key ensure the maintenance team will still have access to the unit in case of an emergency. Otherwise, this can be considered a breach of the rental agreement and a Notice of Breach may be issued.

We appreciate your cooperation on this matter and should you have any questions or concerns please feel free to contact us at 250-378-5157.

SUBDIVISION FEASIBILITY STUDY

OPPORTUNITIES AND CONSTRAINTS SUMMARY RESULTS



Preliminary Sites Recommendations

Based on the review of policies, data, current infrastructure and servicing, and conversations and feedback with the LNIB community, three sites are recommended for more detailed review.



HOUSING ANNOUNCEMENT

The housing department has a list on file of all of our houses on reserve (which include Band Rentals, Rent-to-owns, CP's and Traditional Land homes) and how many occupants reside in each unit. We do our best to keep the list updated at all times and would appreciate your assistance in keeping this list as accurate as possible for safety and emergency purposes only. We do not need to know names of each occupant in the unit but would appreciate updates on how many individuals are living in each home which includes babies, children, teenagers, adults and elders.

If at any time your family size changes, for any reason, please e-mail the information to Ashley DeGray at Ashley.degray@lnib.net or call 250-378-5157.

We appreciate your cooperation and look forward to hearing from you!

HOUSING: WORK ORDER PROCESS

The Housing Department would like to clarify the levels of urgency on home maintenance and repairs and what type of time frame you will be looking at for our Maintenance Team to attend your residence. The Housing Department being notified will only be considered when you have called, texted or e-mailed the Housing Department Administrative Staff.

Emergency Repairs will be assessed and rectified within 24-48 hours of the Housing Department being notified. Examples of Emergency Repairs are listed below:

- major leaks in pipes or the roof;
- damaged or blocked water or sewer pipes or plumbing fixtures;
- the primary heating system;
- the electrical system;
- deficiencies to the integrity of the structure; and
- any other damage that poses an immediate and urgent jeopardy to the Rental Unit or to the health and safety of persons

Mid-Level Repairs will be assessed within 1-2 weeks of the Housing Department being notified. Examples of Mid-Level Repairs are listed below:

- Running Water (faucet dripping, leaking hose bibs etc)
- Appliance Repairs or Replacements
- Plug-ins not working
- Bathroom Fan not working

Low Level Repairs will be assessed 30 days or more of the Housing Department being notified. Examples of Low-Level Repairs are listed below:

- Non-Essential Light Fixtures not working
- Furnace Filter Replacement
- Replacement of interior doors/doorknobs
- Functional toilet repairs (toilet is functional to use but requires repairs)
- Flooring Repair
- Non-Essential Major Renovations
- Drywall Repairs

Please understand that these time frames are “best case scenario” and we may have issues with supply chain and/or contractor availability that may cause delays. The Housing Department works hard to ensure all of our homes are healthy and safe but as more work orders are called into the office sometimes our priorities have to be modified.

As always, we appreciate your patience when these situations do arise and if you see our maintenance team out in the community be sure to give them your best smile and wave!

RADON TESTING



First Nations Health Authority would like to install passive Radon detectors in homes with concrete foundations. These detectors will be installed in the lowest inhabited floor of the house and left for three months at which time FNHA will return and collect the detectors and send them for testing.

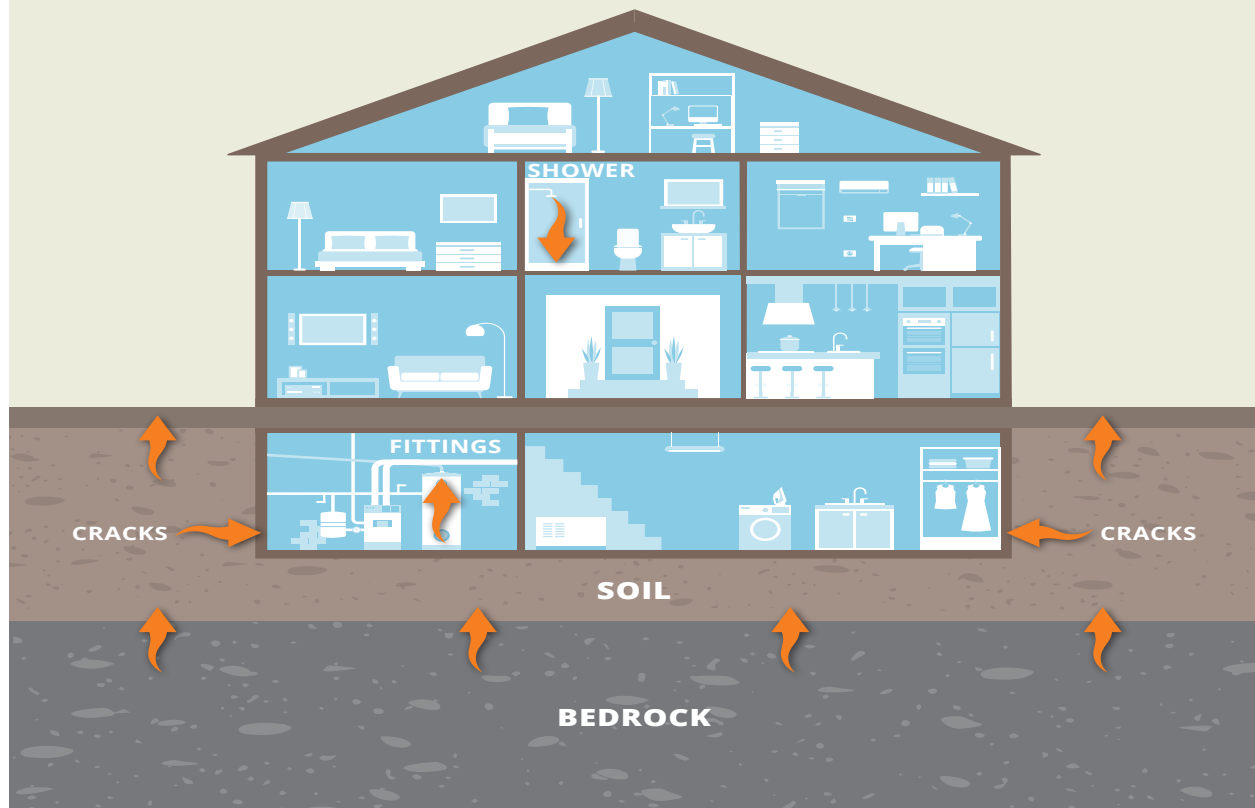
Please contact Deanuh Osmani, Housing Administrative Assistant, at (236) 575-2099 or Deanuh.osmani@lnib.net to sign up for testing. Please include your name, address, and contact number in email or voice message.

Detectors will be installed, by FNHA, the week of March 20th so we would ask that anyone interested in having the testing done please contact the Housing Department no later than **March 15th** so we can coordinate the number of detectors needed.



Radon Testing

What you can do to ensure your home
is a healthy environment for yourself and your family



Radon testing for First Nations Homes in BC

For information on radon testing for your home and tips on what you can do
to protect yourself and your family contact your local Community Health Centre or
visit us online: www.fnha.ca/environmentalhealth



First Nations Health Authority
Health through wellness



It's Time to Test for Radon

Now is the perfect time of year to test your home for radon!

What is radon?

Radon is a colourless, naturally-occurring gas that comes from the soil in all parts of the world. You never know what the levels of radon are in your house unless you test – your house could have very different results from your neighbour's. Most homes will have some level of radon.

Why is radon a concern?

As radon levels increase, so too does the risk of lung cancer. Radon is the second leading cause of lung cancer in Canada after smoking, and when combined with tobacco smoke exposure, the risk goes up even higher.

How do I know if I have radon?

The only way to know the radon level in your house is to test. The test involves placing a small plastic "puck" in the lowest-occupied level of your home, and then just waiting! Over time, radon will make a mark on the inside of the detector. A lab will count these marks and translate them into a radon concentration. It's best to leave the detector in place for a longer period of time (up to one year) to get a good average reading. If a shorter testing period is used (at least three months), it's best to test during the colder, winter months when people spend more time indoors with the windows and doors closed.

FNHA will work with your community to provide everything needed to test your home for radon: we will supply the detectors, and in many cases can even come to place them in your home and collect them after the testing period. We will also provide shipping to get the detectors to the lab, and will interpret the results for you and provide advice on next steps.

What happens if I have high levels of radon?

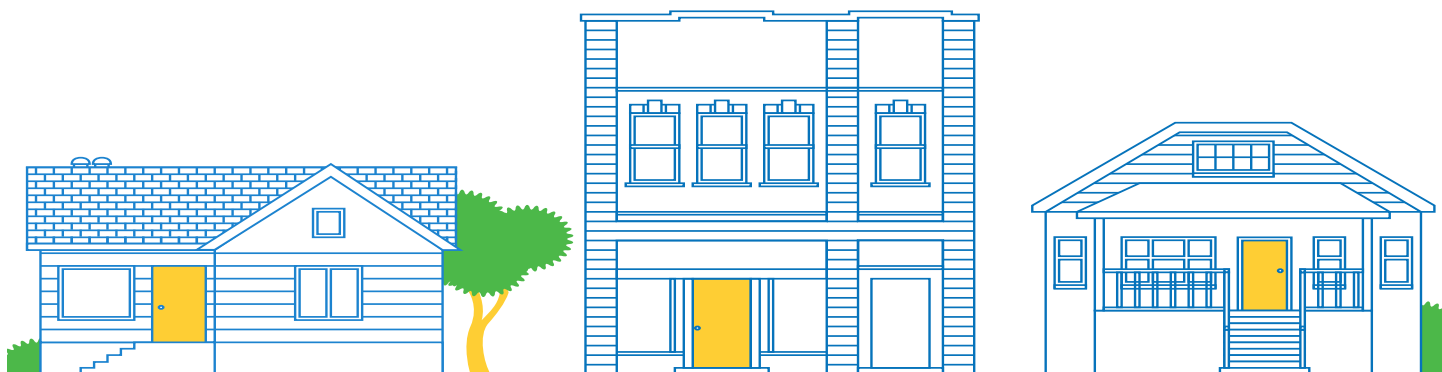
Health Canada has different recommendations for action depending on how high the levels are. If levels are above 200, we recommend that you take action within two years. If they're over 600, we recommend action within one year.

Reducing radon levels is generally a fairly straightforward process that involves allowing the gas from under the building to vent through a pipe, so it doesn't stay in your home. Indigenous Services Canada can often provide funding for this work in communities, in coordination with your Housing Department.

What if I have more questions?

FNHA is here to help and can answer any questions you might have! You can contact your Environmental Health Officer directly, or visit www.radonaware.ca

Free Energy-Saving Upgrades



Help your community members save money and increase the comfort of their homes.

The Energy Conservation Assistance Program (ECAP) provides qualified* community members of First Nations Bands with FREE home energy assessments and no-cost installation of energy-saving products.

Products installed may include:

- > Energy-saving light bulbs
- > Water-saving showerheads & faucet aerators
- > Door weatherstripping

"The contractors did a great job and were more than accommodating."
Colin – Haisla Nation Council

Community members living in houses and townhouses may even qualify for an ENERGY STAR® fridge and insulation installed in their crawl space, walls and/or attic.

Get started today! **Contact Jordana McIvor–Grismer in the LNIB Housing Department.**

All on reserve houses are eligible for the initial energy assessment. This will provide you with some of the above listed products and will determine your eligibility for other upgrades.

Lower Nicola Indian Band

March 2023

EDUCATION DEPARTMENT

LNIB School/K-12/PSE/Head-Start/Career-Development

Shane's Submission

Happy March LNIB Membership...I hope wherever you are located as you read this message that the blanket of health and wellness is wrapped around each of you...Spring is near and I am sure you are just as anxious as I am to transition into this new season. Before I share some information about our happenings going on in our sector I remind you to look my last submission (Feb) as you have a chance to win \$100 Gift Card for Save-On-Foods...Draw will take place late this month.

For those of you who may not be aware of the measures we take to hold School Districts accountable to the programs and services they provide our students LNIB membership should be aware our advocacy extends beyond the local School District here in Merritt. We support our members in all areas of K-12: IEP's, course selections, attendance, racism/discrimination, School Based Meetings, and higher level advocacy when dealing with Teachers, Principals, Senior Level Leadership and even School Boards. If you feel your son/daughter is not receiving the education you expect and/or you feel your voice is not being heard by those within the system please let me know and I will ensure this will be corrected.

I encourage everyone to reach out to our LNIB School Principal and ask what initiatives he has both introduced to the school since he came on board this past fall and what initiatives he plans to implement for the upcoming school year. I have indicated many goals to the Principal that he will need to achieve over the next 2-3 years (all students at grade level in literacy/numeracy, School Sports & Fine Arts offered, and afterschool programs to name a few). The Principal also has a mandate to further infuse our culture/language into all areas within the school by working collaboratively with our school's Culture/Language Team to ensure our cultural values, beliefs, and practices are evident in our building...Leroy would be happy to share more with you!!

As always if you have any thoughts or ideas to share with me I can be reached directly at 236-575-2135 talk/text or via email Shane.Coutlee@lnib.net



LNIB Education

LNIB EDUCATION
DEPARTMENT

angie.nikkel@lnib.net

(250) 315 – 7927

2160 SETTLERS ROAD
HWY 8

ANGIE NIKKEL, EDUCATION ASSISTANT
HELLO, AND HAPPY MARCH TO EVERYONE!

**Upcoming Events:**

- Friday, March 10: Merritt, Princeton Elementary Schools and MSS Gr.8 and 9 Report Cards go home
- Tues/Wed, March 14/15: All schools shortened one hour for parent teacher interviews
- March 20-31: Spring Break

March certainly came in like a lion! We are looking forward to warmer weather in March and are getting anxious to go outdoors. March 20th is the first day of spring, when day and night are each 12 hours long. The first day of spring is called the vernal equinox, "Vernal" is Latin for spring, while "Equinox" is Latin for equal night.

Fun Facts about St. Patrick's Day (March 17):

*Green is associated with St. Patrick's Day because it is the color of spring, Ireland, and the shamrock.

*One estimate suggests that there are about 10,000 regular three leafed clovers for every lucky four leaved clover.

*Legend says each leaf of the clover means something: the first is for hope, the second is for faith, the third for love, and the fourth for luck.

If you have noticed that your child is struggling in one or more areas, a tutor is available for those students in need of one-on-one tutoring or would benefit with extra help with their schoolwork. Please reach out to myself at angie.nikkel@lnib.net (250-315-7927) or Sharon Parsons at sharon.parsons@lnib.net (250-378-5157) to fill out an application and get onto the schedule. We have computers available if needed.

LNIB Education Department – Gail La Rochelle – PSE/Trades/Training Coordinator



Hello Everyone,

I hope everyone had a great Family Day Holiday.

It's March, don't forget to wear green on St. Patrick's Day. You do not want the leprechauns to pinch you. I am not Irish, but it has always been a fun childhood memory to wear green.

With the first day of Spring on March 20th let's hope we will have some nice, sunny, warm weather!

To all graduating grade 12 students near and far. The Education Department is here to answer your questions or concerns regarding enrolling at a Post-Secondary Institution to continue with your education. The deadline to submit your LNIB PSE Funding Application is the last Friday of May. Do not get discouraged or overwhelmed by the process, we are here to assist you and answer any questions you may have. Stop by the office, give me a call or an email and I will send you an application along with the Education Policy.

New and Returning Students: the deadline to submit your LNIB PSE Funding Application is the last Friday of May. Send an email or give me a call and I will send you a fillable application.

Students check out the following Scholarships and Bursaries:

<https://www.scholarshipscanada.com/>

<https://bcaafc.com/education/first-citizen-funds/> Application deadline is May 15, 2023, for the Winter semester.

<https://www.bcscholarshipsociety.ca/indigenous-awards/how-to-apply/> Application deadline is April 20, 2023

I have emailed out quite a few PSE and Short-term funding applications recently. Members in the Nicola Valley and members living away from the area are signing up for part-time courses or programs throughout the year. If you find any programs or courses you are interested in taking, such as first aid, post-secondary courses, skills training for employment, or online courses, we are here to help you with the process.

We can also help create or update your resume. Contact our office to find out how we can support you.

Please give our office a call or email to ensure we have your current up-to-date contact information.

Until next month, stay safe, and be good to one another.

Gail La Rochelle

Phone: 250-378-5157

Email: gail.larochelle@lnib.net

LNIB EDUCATION DEPARTMENT

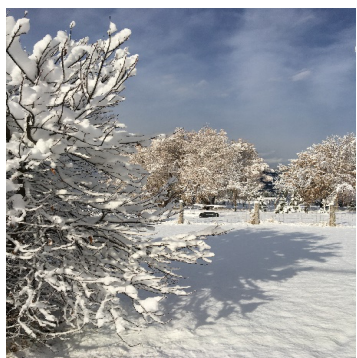


rhonda.dunn@lnib.net



(250)378-5157 LNIB
(236)-575-2100 DIRECT

2160 SETTLERS ROAD
HWY 8



RHONDA DUNN ADMINISTRATIVE SUPPORT

Hello All,

Welcome March, spring equinox is on March 20th and it reminds me we're getting closer to warmer weather. A good time to go out and pick some Cottonwood buds to make salves. Also, Saint Patrick's Day is on March 17th.

We will be working on LNIB Education service and applications packages this month and then mailing out. Please ensure we have your up-to-date mailing address as we want to ensure your envelope gets to the addressed person.

We hope all our LNIB students are doing well in their studies. If you are finding your studies challenging, please reach out to your teacher/professor, join a study group, or if you need a tutor. Please contact the LNIB Education department and we will do our best to assist you.

Did you know Khan Academy offers free online practice lessons and tutorials. The Khan Academy is for students, parents, and teachers. This site is setup for grades K-12 and some post-secondary in many education areas of study. Here is the link: <https://www.khanacademy.org>
Again, there is no cost to you, you just need to setup an account and away you go.

Scholarships and Bursaries

- Did you know that if you are experiencing financial barriers that most post-secondary schools have an **Indigenous Emergency Fund** to help Indigenous students once per annual year. Look under Emergency Aid or inquire at your Post-Secondary Indigenous department.

If you require an application or additional information the LNIB education department will do our best to help assist you. Please do not hesitate to call (250) 378-5157 (236) 575-2100 or email: rhonda.dunn@lnib.net
Education Matters!



NICOLA VALLEY YOUTH COLLABORATION

YOUNG PEOPLE

Wellness Gathering



Photography

Rattle Making *Traditional Games*

Rites of Passage Women and Men

Self Care Music/Songwriting

Resources Hunting

Haircuts available Protocols/Gun Safety

by social lounge

13 MOONS

Spring Sottistice

Archery

JOIN US FOR A TWO DAY WELLNESS WORK SHOP EVENT

ALL MEALS PROVIDED

Save The Date

20-21 MARCH 2023



10:00AM-7:00PM



MERRITT NVIT

REGISTER BY MARCH 3 2023 FOR A CHANCE TO WIN A FITBIT

DOOR PRIZES AIR PODS, PADDLE BOARD, GIFTCARDS & MORE

Open to ages 12 - 20 years old

PRIORITY TO SYILX AND NLAKEPAMUX YOUNG PEOPLE

TO REGISTER PLEASE SEND TO Tiffany POP ysc@conayt.com

INTERESTED IN BECOMING A PARAMEDIC ?

The Occupational First Aid Level 3 and Emergency Medical Responder Bridge courses in combination are the first steps towards pursuing a career as a paramedic or ambulance attendant.

Occupational First Aid Level 3

February 21 - March 3, 2023
(Week 1 – Tuesday-Saturday;
Week 2- Monday-Friday)

Cost to register: \$1002.40

Registration deadline:
Monday, February 13th

Occupational First Aid Level 3 is a 2 week/70 hour program designed to further first aid training and knowledge. The OFA Level 3 course is suitable for people in these industries: lumber mill, pulp and paper mill, medic for oil and gas in BC (Alberta may require extra training), large logging companies, large road construction and flagging. No prior first aid knowledge required to attend this course. All students must be at least 16 years old and physically able to perform first aid.

Emergency Medical Responder Bridge

March 6-10, 2023 (Mon-Fri)

Cost to register: \$1092.00

Prerequisite:

Occupational First Aid Level 3 certification

Registration deadline:
Monday, February 13th

The EMR Bridge is an intensive, 5-day course designed for those with current Occupational First Aid Level 3 certification who would like to build upon their skills to become professional Emergency Medical Responders. To enroll, students must be a minimum of 18 years of age and have a valid Occupational First Aid Level 3 certificate. Upon successful completion of the course, a student is eligible to take the provincial licensing exam* to become a licensed Emergency Medical Responder in the province of British Columbia.

REGISTER TODAY!



Website: nvit.ca

Email: info@nvit.ca


Toll free: 1.877.682.3300





Connect Parent

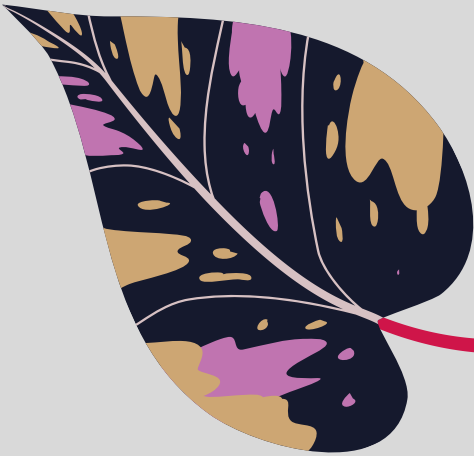
CONNECT PARENT IS AN ATTACHMENT-BASED PROGRAM THAT FOCUSES ON STRENGTHENING PARENT-TEEN RELATIONSHIPS AND BUILDING A FOUNDATION FOR COLLABORATIVE PROBLEM-SOLVING. AS AN ALTERNATIVE TO BEHAVIOUR MODIFICATION STRATEGIES, THIS GROUP FOCUSES ON SUPPORTING PARENTS IN UNDERSTANDING THE ATTACHMENT NEEDS THAT CREATE THE BEHAVIOUR THEIR CHILD IS DEMONSTRATING.



THIS IS A FREE, 9-WEEK PROGRAM, WITH SESSIONS OCCURRING ONE EVENING A WEEK FOR 90 MINUTES. SNACKS ARE PROVIDED. FOR PARENTS WITH CHILDREN BETWEEN THE AGES OF 8 AND 18-YEARS OF AGE.

WAITLIST IS ONGOING.

CLICK TO WATCH "ENGAGING FATHER'S"



To sign up or discuss Connect Parent call:
Jim Laidlaw at 250-315-8414
or Janet Verbeeck at 778-661-0373

INVITATION!

LOCAL EDUCATION AGREEMENT (LEA) TRUTH AND RECONCILIATION

SCHOOL DISTRICT NO. 58
INFORMATION SESSION

ON WEDNESDAY, MARCH 8, 2023
AT LNIB SHULUS HALL
FROM 5:00-7:00PM
DINNER TO BE SERVED!
RSVP BY MARCH 3RD

For more information
phone LNIB Education Department
at: 250-378-5157
or email: sharon.parsons@lnib.net
or rhonda.dunn@lnib.net



LOWER NICOLA BAND SCHOOL MARCH NEWSLETTER

February 2023 – Newsletter

Good afternoon LNIB families!

Once again, we had another fantastic month here at our awesome school. The highlight this past month was our parent gathering. Penny and Brandy did a fantastic job making Indian Tacos for everyone who attended (huge thank you to both). Dimitri C. did a masterful job of welcoming everyone in nle?kepmxcin, Ms. Haller's class also did a great job of doing the prayer in nle?kepmxcin. A very special thank you to James and Annie (our language and culture teachers) for working so diligently with Ms. Haller's class on this endeavor.



Our goal was to make the entire night about student leadership. Every class was given a responsibility to ensure it was a night to be remembered. Ms. Sheena's class was responsible for greeting people at the door, Ms. Desgagnes class were responsible for seating the elders and taking their orders, Ms. Gardypie's class helped with serving and made all of the Bannock that was gifted and taken home. Mrs. Bose and Mrs. En's class did a great job helping with the giveaway items and Mr. Hanna's class chipped in with being as helpful as they could everywhere, but mostly they helped by being as cute as ever, putting smiles on all our parents faces!



Principal

Leroy Slanzi

Leroy.slanzi@lnib.net

Executive Assistant

Sioux.Swakum@lnib.net

Teachers:

Derek Hanna-Gr.K

Terry Bose/ Brenda Ens -Gr.1/2

Rhonda Sheena-Gr.3/4

Donelda Haller-Gr.4/5

Jennifer Desgagnes-Gr.6

Randi Gardypie-Gr.7

Office & Support

Tammy Armstrong,

Chantel Ashdown

Barb Basil

Joe Collins

Jill Fitzer

Nikki Flottorp

Lee Fulton

Bill Heard

Cody Jones

Shelley LeBlanc

Arnold Meyer

April Morel

Devan Nagata

Reese Paterson

Brandy Pinyon

Annie Rabbitt

Penny Toodlican

Phone: 250.378.5527

The other awesome part of the night was the student led conference. Rather than the traditional parent teacher interviews, which are nerve racking for parents, kids and teachers. We decided students would show their parents their hard work in their portfolios. It was a great opportunity for students to brag about how well they are doing and for parents to ask their kids directly about their schoolwork and of course the teachers were right there to answer any questions parents had.



We are also pretty proud of how engaged our students are with in our Monday morning Culture and Play Is the Way assemblies. We pray, we drum, we sing, and we dance before we play and learn about how to be make the right decisions even when we are feeling emotional and do not want to.



Our next parent gathering / student led conference is on February 28th and I heard a rumour that there may be Shepard's Pie on the menu. Please stay tuned for a letter home and a Facebook post of all the ins and outs regarding the gathering.

See you next month



Indian Residential School Survivors Society



First Nations Health Authority
Health through wellness



Scan to Register

select which region you will be attending. This event series is **100% free to attend** and register for. Own transportation recommended and hotels not provided. Event is for families and survivors affected by the issue of MMIWG.

Programming from 9-5pm each day. Information package about the venue for your location will be sent out to you via email in mid February. Wear red and bring your drums or rattles.

MMIWG PROVINCIAL CONFERENCE TOUR

Workshops:

- Red Dress Beading
- Coping with Grief & Loss
- Balancing Our Spirits
- How Trauma Impacts The Body
- Safety / Online Safety

Guest Speakers, Entertainment & Door Prizes

Lunches and light snacks provided each day

MARCH EVENT DATES

TERRACE	9th-10th
PRINCE GEORGE	13th-14th
KAMLOOPS	16th-17th
OSOYOOS	21st-22nd
CHILLIWACK	25th-26th
VANCOUVER	29th-30th

ARE YOU INTERESTED IN....

"WILDLAND FIREFIGHTING TRAINING"

COMING IN APRIL

- S-100, S185, S-213, S-230, S-232
- ICS-100, S-211, S-212, S-235
- Basic Chainsaw Operator
- Danger Tree Assessment
- Wildfire Module (TBD)

Contact: LNIB Education Department
Phone: 250-378-5157 or Email

- sharon.parsons@lnib.net
- rhonda.dunn@lnib.net

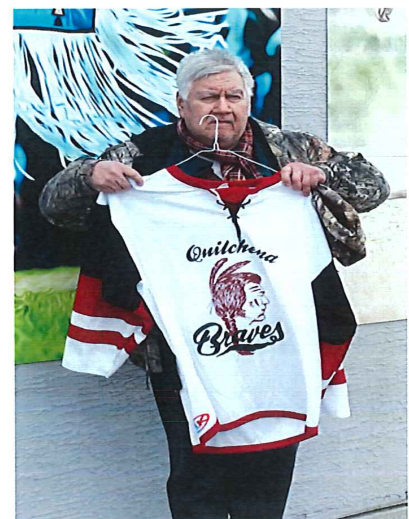




Councillor Bill Bose

At the 54th Annual Quilchena Braves Hockey Tournament.

The Club honoured my son Trevor Bose who passed away in 2022. He played a number of years with the club and really loved being part of the Team and the Tournament



Trevor had a great career in the midst of almost no diversity or Inclusion he had a few games with the Merritt Centennials, then he went to the Kootenay Jr B League in Golden where he made Allstar. The Western Hockey League called him so he had a try out in Regina, they liked him but he had an injury so that ended the tryout. He then played a year in Saskatchewan Jr A League with a newly formed Native team called the LeBret Eagles, he came home after a year and started with the Quilchena Braves.

***Come and join Punch and the Gang
at the 33rd Annual
Nicola Valley Junior Native Hockey Tournament***



*Coutlee, Bent, Shuter, Sterling, Bose, Isaac, Joe, Jackson, Moses
and many more LNIB members that have played this
tournament over the years*

Under 9 (2017, 2016, 2015, 2014)

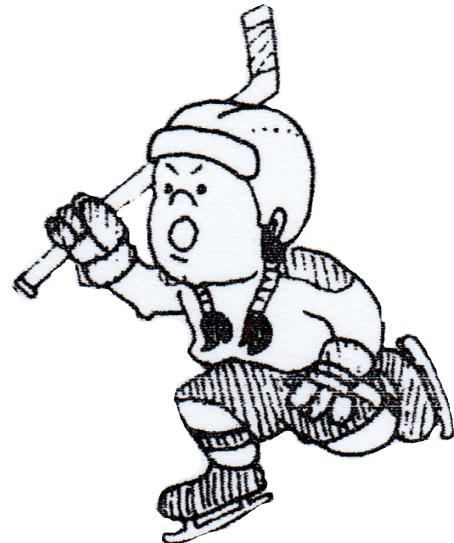
Under 11 (2013, 2012)

Under 13 (2011, 2010)

Under 15 (2009, 2008)

Under 18 (2007, 2006, 2005)

2004 - 1st yr Juvenile



***In the Beautiful Nicola Valley At Merritt &
Shulus Arena***

March 23, 24, 25, & 26, 2023

**Daily Admission \$5.00 per person
Children Under 12 and Seniors Free Admission**

Greetings from Shulus Community Garden & Staff

Garden Planning during February, Shulus Garden is still quiet outside, allowing time to plan our garden season:

- Garden Planning - where to plant the crop & location of crops.
- What Seeds to buy & plant, to figure out what crops we want to grow, (West Coast **Seed Book**)
- Buy soilless mix for seeds, e.g., Pro-mix, (**Soil Science** 101 by West Coast Seed)
- Clean or buy seed trays & pots as needed,
- Educate yourself on infected plants caused by Pests or Disease & Companion plants.

Plants you can start indoors during February & March, like flowers, herbs & a few other vegetable varieties, to name a few: (**Planting chart attached**)

- Cabbage
- Parsley
- Echinacea
- Marigolds
- Hollyhocks
- Tobacco

Did You Know?

- If you own Fruit Trees or Bushes, time to prune is soon! Before Spring is ideal. This helps so that the tree is less prone to Pests and Disease.
- Ground Cinnamon is a gnat and Spider mite repellent, root stimulator and helps reduce fungus build up the plants soil.

Upcoming events:

- LNIB Garden Club – Shulus Community Garden Portable, contact Kat 250 378-7561.
- Beekeeping – Feed Pollen Patties during in March, during warm weather (above 15c)
- Certified Beekeeping Courses available soon, call Lorna 250-936-8365.
- Worm farming- time to feed & water indoor Worm farm beds, (moldy vegetation)
- Prepare all your garden tools & equipment, Spring is coming soon.
- ISCBC is hosting workshops in New west Minister on Feb 27 to March 02, for more We information contact info@bcinvasives.ca
- Micro green vegetation is fast to grow & nutritious, place your order now
- Shulus Honey for sale, 1 kg tub for \$15.
- Volunteers always welcome to participate with all garden activities throughout the year.

We hope you get a chance to read through the information sheets about **Soils Science, Planting Charts, Container Gardening**. We have more **Gardening information** to share with you, call us for assistance.

Best wishes to all and look forward to see you again soon.

CONTAINER GARDENING TIPS

"Live in a small space but have big garden dreams? Not to worry."

Live in a small space but have big garden dreams? Not to worry.

Plants with small root systems can be grown in just about any sort of container, provided it's strong enough to hold damp soil and allows for good drainage. This means urban gardeners and small space growers can still produce food, even if it's only some herbs or leafy greens, in just about any brightly lit space. It's important to give consideration to the space plants will need to mature side by side, and the expected harvest size. Is the plan for multiple harvests of baby salad greens, or is a full sized head of lettuce in the works? Generally speaking, the larger the container, the better.

In the book *Backyard Bounty*, author Linda Gilkeson offers some excellent advice:

1 gallon pot:

4-5 lettuce plants or 1 pepper plant

2 gallon pot:

1 cherry tomato, eggplant or pepper plant

5-7 gallon pot:

1 large fruited tomato plant

When planning a container garden, start by determining how many hours of expected sunlight your growing environment gets per day. If planting on a south-facing patio with eight or more hours of reliable direct sunlight each day, there are plenty of options to grow. If sunlight will be blocked by tall buildings, trees, or other urban obstructions, steer towards plants that grow in partial-shade like leafy greens and herbs.

Here are some of the best plants for urban and small-space growers using containers:

- Arugula (cool season)
- Beans
- Chicory
- Corn Salad (cool season)
- Cress
- Cucumbers
- Edible flowers
- Eggplants
- Herbs
- Kale (baby greens)
- Lettuce
- Mustard greens
- Pac choi
- Peppers
- Purslane
- Radish (cool season)
- Salad blends

- Scallions
- Spinach
- Swiss chard
- Tomatoes

CONTAINER HERB GARDENS

A container herb garden is perfect for patios or balconies — keep them close to the kitchen for easy access, and to enjoy their fragrance in the summer. Whether it's basil, catnip, chervil, chives, cilantro, lavender, mint, oregano, stevia, or thyme, herbs can be grown and harvested on a regular basis throughout the spring and summer seasons. Parsley grows well in containers, but it has a deep taproot, so give it a deeper pot.

Many perennial herbs grow well in containers, too, but it's a good idea to grow them in a more permanent spot. Plant woody herbs like rosemary and sage as a decorative and harvestable patio plant where they can thrive for years.

For more tips and tricks on small space gardening, sign up for our Urban Gardening



COMPANION PLANTING

One of the oldest principles of organic gardening is to take advantage of the positive relationships that naturally occur between some plants. Understanding these plant relationships allows the organic grower to plan ahead and plant mutually beneficial crops side by side. It also allows us to avoid problems that certain plant families are subject to.

The benefits of companion planting include:

Minimizing Risk: Companion planting increases the odds of higher yields if one crop fails or is affected by natural hardships, such as weather, pests, or disease.

Crop Protection: Taller, sturdier plants can act as a trellis, a windbreak, or pollen barrier to support and protect neighbouring crops.

Trap Cropping: Companion planting is the ultimate pest management system. Some plants help to repel unwanted pests, while others can be used to lure pests away from the garden.

Positive Hosts: Planting in proximity to plants which produce a surplus of nectar and pollen can increase the population of beneficial insects and help manage pest species.

Nitrogen Fixation: Take advantage of the Legume family (i.e. beans, peas, clover) and their natural ability to fix nitrogen in the soil. This benefits leafy greens in particular, but all crops need nitrogen to grow well.

Download our free, new Guide to Companion Planting



INTERESTED IN BECOMING A CERTIFIED INDIGENOUS ADULT INSTRUCTOR ?

The Indigenous Adult Instructor Diploma (IAID) curriculum is designed for use by adult educators who work or plan to work with Indigenous adult learners.

EDUC-460: STORYTELLING FOR THE TRANSLATION OF KNOWLEDGE (ONLINE)

May 1 - June 7, 2023
(Mondays & Wednesdays
5:30PM-8:00PM)

Registration deadline:
Monday, April 24, 2023

This online course introduces learners to Indigenous oral storytelling as a valid methodology and holistic way of teaching and learning with Indigenous peoples. Learners will consider how storytelling sustains cultural knowledge and practices for Indigenous nations and ensures the translation of knowledge.

REGISTER TODAY!



Website: nvit.ca
Email: info@nvit.ca
Toll free: 1.877.682.3300



EXPERIENCE NVIT 2023

***Want to learn more about Nicola Valley Institute of Technology?
Attend info sessions with the Department Heads of our programs!***

February 27

Indigenous Human
Services
AND
Bachelor of Social
Work

February 28

University Transfer
(Associate of Arts)
AND
College Readiness

March 1

Environmental
Resources
Technology
AND
Renewable Energies
Technology

March 2

Health Care
Assistant
AND
Access to Practical
Nursing

March 3

Meet the
NVIT Elders
AND
the Immediate
Entry Bursary

March 6

Trades
AND
Culinary Arts
Professional Cook

March 7

Indigenous
Language Fluency

March 8

Community and
Public Safety
Professional
AND
Indigenous Holistic
Wellness and
Addictions

March 9

Office Admin.,
Executive Assistant,
Medical Office
Assistant
AND
Business

March 10

Indigenous Early
Childhood
Education
AND
Community
Education

**ATTEND TO BE ENTERED TO WIN ONE OF MANY PRIZES!
GRAND PRIZE: FREE TUITION FOR ONE 3-CREDIT COURSE!**

**This event will be held virtually online, between
12:00pm-1:00pm each day.**

**To attend, please register at
www.nvit.ca/experiencenvit.htm
to receive an emailed link to the event.
For more information, please contact
events@nvit.ca**



Upon completion, **participants will be invited to apply** to work at Sqemel Lalem Camp!



Visit LandSea's career page to register!



LANDSEA



TRANSMOUNTAIN

PRE-EMPLOYMENT HOSPITALITY WORK SKILLS TRAINING PROGRAM



APRIL 17TH-21ST, 2023 | SQEMEL LALEM CAMP, HOPE BC

CALLING FOR BIDS



**For the Ladder to Kindness
Breakfast at the Shulus
Band Hall**

March 16, 2023

**Breakfast is for 70 people to be
Served and Ready to Eat by 9:00 a.m.**



**Bid to include:
Variety of Yogurts,
Granola,
Bagels,
Muffins,
Fruit Salad**



Variety of Refreshments

**Must Provide all utensils, napkins and any
condiments (cream cheese, butter, ext.) required
Variety of Refreshments. Must Provide all utensils,
napkins and any condiments required.
Responsible for preparing and cleaning up.
Lowest bid may/may not be considered.**

**Your bid should include your contact main contact person
with phone number and food safe certificate**

Deadline for bid: March 3, 2023 at 12:00

Hand Deliver to LNIB Community Services or Email:

Bridget.Labelle@lnib.net Phone: (250) 378-1573

**CALLING FOR
BIDS**



**For the Ladder to
Kindness Lunch at the
Shulus Band Hall**

March 16, 2023

Lunch is for 70 people to be

Served and Ready to Eat by 12:00 pm

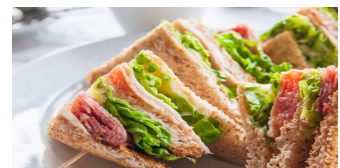


Bid to include:

Hot soup

Variety of sandwiches

Veggie platter



Variety of refreshments

Must Provide all utensils, napkins

and any condiments required.

**Responsible for preparing and
cleaning up.**

**Lowest bid may/may not be
considered.**

**Your bid should include your contact main contact person
with phone number and food safe certificate**

Deadline for bid: March 3, 2023 at 12:00

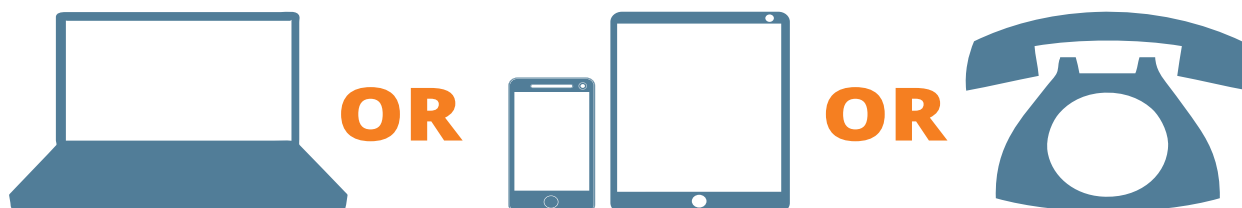
Hand Deliver to LNIB Community Services or Email:

Bridget.Labelle@lnib.net Phone: (250) 378-1573



Do you need to see a doctor?

Introducing the First Nations Virtual Doctor of the Day



The First Nations Health Authority (FNHA) has launched a new program to enable more First Nations people to access primary health care closer to home – or in this case – actually in the home!

The First Nations Virtual Doctor of the Day program is for First Nations people and their family members who do not have access to a doctor or who may have lost access due to the COVID-19 crisis.

About the doctors

Each doctor who participates in the First Nations Virtual Doctor of the Day program is evaluated by an adjudication committee in partnership with the Rural Coordination Centre of BC. Doctors need to apply and be accepted into the program. Priority is given to doctors of Indigenous ancestry and doctors with positive working relationships with First Nations people and their families. All participating doctors are trained to follow the principles and practices of cultural safety and humility.

How to set up an appointment

If you do not have a doctor or nurse practitioner or you cannot connect with your usual care provider, call **1.855.344.3800** to book an appointment with the First Nations Virtual Doctor of the Day.

A Medical Office Assistant will connect you to a doctor using the Zoom video conferencing app. It is best if doctors can see patients using video conferencing. However, if a person has no internet access, or does not have safe access to a computer or mobile phone, the program can arrange for a phone appointment.

The free service is available seven days a week from 8:30 a.m. - 4:30 p.m.

To allow those in greatest need to access the service, the FNHA encourages clients with existing primary care providers to continue to connect with those providers.

To learn more about the program before making an appointment, visit fnha.ca/virtualdoctor



First Nations Health Authority
Health through wellness

How to set up an appointment with the First Nations Virtual Doctor of the Day

If you do not have a doctor or nurse practitioner, or cannot connect with your usual care provider, call 1.855.344.3800 to book an appointment.

There are three ways to attend an appointment:

ON A LAPTOP

Step 1



Download the Zoom app and install it onto your laptop. You will need an internet connection. <https://zoom.us/>

Step 2



Make sure your microphone is turned on.

Step 3



Use a headset or ear pods to avoid echoes and protect your privacy.

ON A SMART PHONE OR TABLET

Step 1



Download the Zoom app from the App Store or Play Store. Open the Zoom app.

Step 2



Make sure your microphone is turned on.

Step 3



Use a headset or ear pods to avoid echoes and protect your privacy.



BY PHONE

It is best if doctors can see patients using the video conference app. However, if you have no internet access or do not have safe access to a computer or mobile phone you can arrange a phone appointment. Call toll-free **1.855.344.3800**

54th Annual Mocassin Hockey Tournament

Rob Manuel, Stuart Jackson
& Lennard Joe
1986



Rob Manuel, Stuart Jackson
& Lennard Joe
2023

Photo credit:
Lennard Joe

Happy Birthday

TO: Vivian Narcisse

MARCH 1



Love your Honey "B" &
family xo

Happy Birthday to our beautiful mother Vivian Narcisse. Thank you for being the beautiful mother and person you are. Wishing you many blessings for this coming year.

We love you to the moon and back.

Wenona, Kelsey, Liam and Garrett xo

Happy Birthday Mom,

Love Andrea, Tommy, Garrison

Happy Birthday



Vera Shuter
March 1st

Happy Birthday to birthday twin Vera Shuter!!

Have a wonderful day and wishing you many blessings.

From my me and my family.

Vivian

Proud Yeye Michelle Muir-Thompson
would like to introduce "Lil Rig"

Born February 20, 2023, at 6:01 am
9 lbs 12 ounces to
Braydon Muir & Kelsey Whitecap



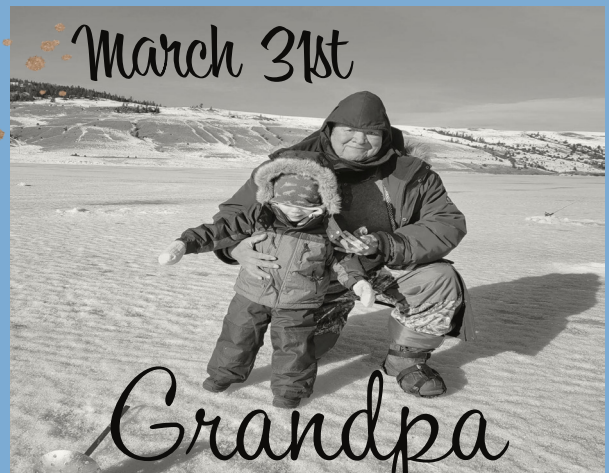
♥ Lil Rig



If you would like to send out a birthday wish
or announcement. You can email me at
communications@lnib.net.

Happy Birthday,

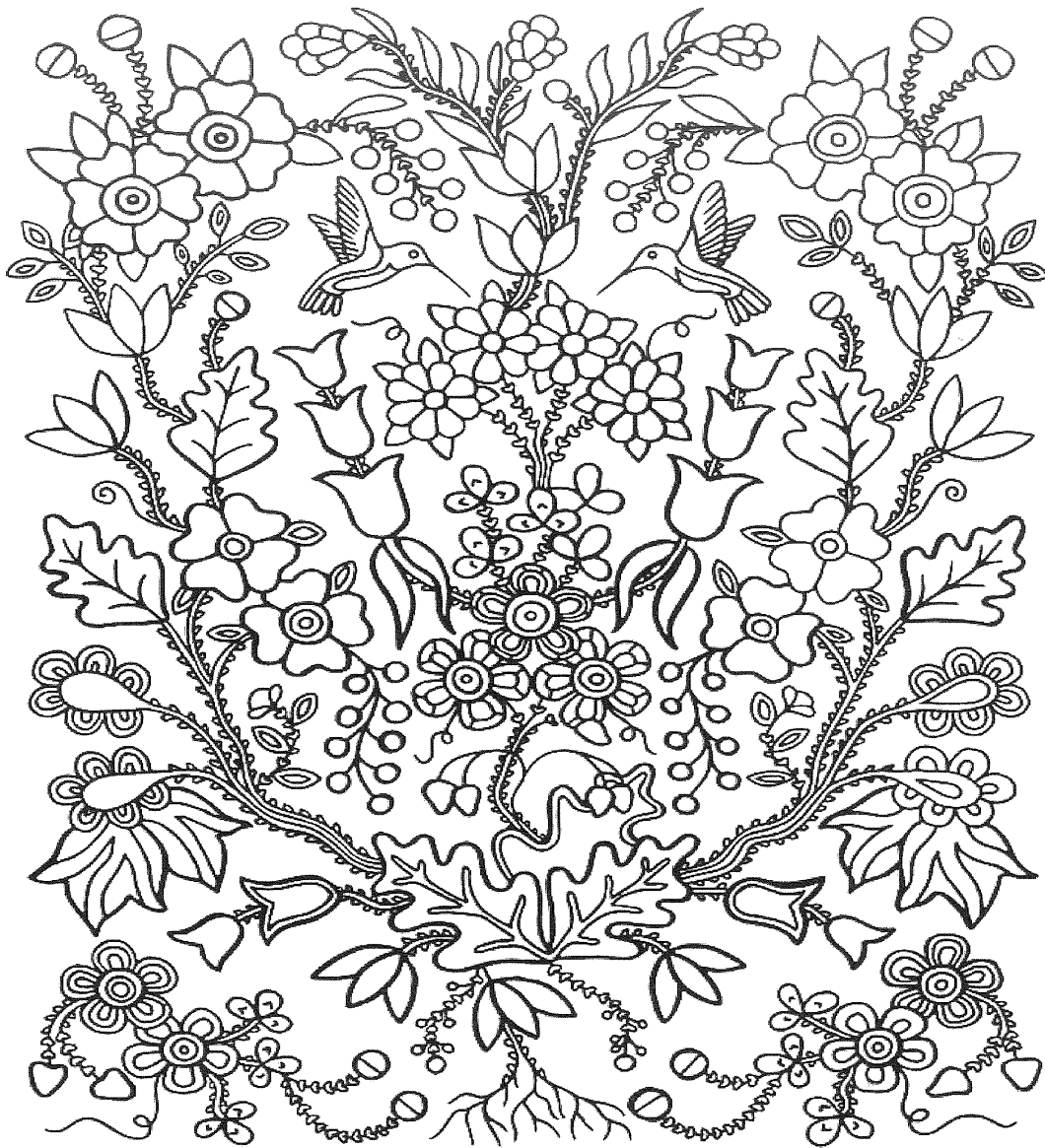
March 31st



Grandpa
Love Chase

Happy Birthday Dad,
Love you so much
Marcy & Robert





Christi Belcourt
Metis

10



Eligible First Nations and Individuals impacted by a long-term drinking water advisory have more time to submit a claim.

The deadline to submit a claim has been extended to March 7, 2024.

Time left

379 Days

12 Hrs

45 Min

15 Sec

Deadline for First Nations Drinking Water Settlement is

March 7, 2024

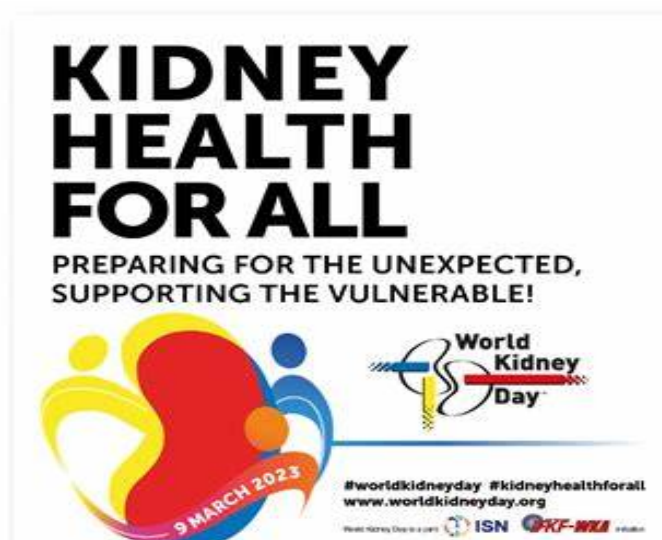
If you need help filling out your forms Dustin Eberle & Irene Howe can help you.

Please call (250) 378-5157



Spring Equinox
March 20th

Hello Spring!





Calling for Bids

**Annual Contract for 11 months
The last Monday of the Month
for the Band General**

**Bid to include:
Hot Dish
Salad
Dessert
Beverage**

**Must provide all utensils, napkins
and any condiments required.
Responsible for preparing and
cleaning up.
Lowest bid may not be considered.**

**Your bid should include main contact person and
food safe certificate.
You can email your bid to the HR@lnib.net or drop
off the LNIB Main Office.
Any questions call Lloyd Loveday at (250) 378-5157**

Will accept cost plus %



Calling for Bids

For Chief & Council Meeting and Band General

1st and 3rd Tuesday
of every month.
Band General last
Monday of the month

Call Sondra Tom at
(250) 378-5157 or email
Sondra.Tom@lnib.net

Are you interested in
delivering the monthly
newsletter? Please contact
Wenona Bearshirt at
(250) 378-5157



Ladders to Kindness Training



by Shelly Joseph

DATE: March 16, 2023

TIME: 4:00pm – 8:30pm

LOCATION: Shulus Hall

To Register contact: Dustin Eberle

Email: Dustin.eberle@lnib.net

or call 236-575-2126

Dinner will be provided

Understanding what is, why it's important
how do we get there.

A journey of Values and ancient ways of being.

www.ladderstokindness.com



LOWER NICOLA
INDIAN BAND

**New Firefighter
Robert Crucil
has joined
our team.**



**Welcomed
several new
Volunteers to
our team.**

**Completed two
weeks of Exterior
ops training with
FNESS.**

**Completed two
weekends of First
Responder training
through FireMedix.**

**Hayley Parsons
Fire Captain
Lower Nicola
Indian Band**

**Full-time firefighter positions available.
Recruiting Paid on-call and Volunteers
firefighters.**

LNIB is looking for interested member to participate in the newly approved Community FireSmart and Resiliency Committee (CFRC).

The purpose of the CFRC is to strengthen collaboration between key partners including local firefighting agencies, and provincial staff (EMCR, FLNRORD) with stakeholders to coordinate, plan and implement the seven FireSmart disciplines as outlined in the Community Wildfire Resiliency Plan.

Key Duties and Responsibilities

- a) Develop or maintain a Community Wildfire Resiliency Plan.
- b) Collaborate on a communication and public education strategy with multiple local governments.
- c) Develop a fuel management planning table in collaboration with FLNRORD and other agency staff.
- d) Work with FireSmart BC to ensure the CFRC's goals align with FireSmart BC's provincial goals.
- e) Develop/update, implement and monitor the success of your community wildfire resiliency plan.
- f) Streamline FireSmart Home Assessment and FireSmart grant programs by sharing capacity between multiple local governments.
- g) Develop a network of Local FireSmart Representatives in the area and coordinate their activities within the region.
- h) Create an advocacy program for participation in the FireSmart Canada Neighbourhood Recognition Program and work towards increasing the number of recognized neighbourhoods and communities in the region each year.
- i) Coordinate applications to the Community Resiliency Investment program and other funding opportunities.
- j) Identify FireSmart activities that should be undertaken by communities to best build wildfire resiliency in higher risk areas.
- k) Collaborate with the FireSmart BC social media team to help raise FireSmart awareness.



For a copy of the committee's terms of reference and application, please contact Wenona Bearshirt by email Wenona.Bearshirt@lnib.net or Phone (250) 378-5157