

Lower Nicola Indian Band

€ December 2025 €

Merry
Christmas

*Wishing you and your loved ones a
holiday season filled with joy, peace,
and warmth*

May your home be filled with love and laughter, and may
the coming year bring you happiness and success.

Membership Update – Report Drafted November 24th 2025.

Hente?

I want to begin by informing the community that, as of last Friday, Kari Reilander is no longer serving as the Executive Director for the Lower Nicola Indian Band. This transition reflects organizational needs and planning discussions that have taken place over time. To respect confidentiality, no further details will be shared. We thank Kari for her service and contributions to LNIB and wish her well in her future endeavors. Barry Torgerson will serve as Acting Interim Executive Director until further notice.



Over the weekend of November 22–23, Chief and Council and our senior directors met for two days of in-depth discussion. These meetings allowed us to reflect on recent events, strengthen our

collective direction, and continue addressing the changes and challenges LNIB has experienced, including adjustments across various departments.

I also want to acknowledge the concerns raised regarding recent protests and the effects these events have had on staff, services, and our community. Workplace and community safety remain at the forefront of Council's discussions. We have emphasized that every staff member has the right to feel safe at work, and that disruptions to operations or access to buildings are not effective or appropriate ways for us to address concerns. We continue to encourage respectful dialogue, adherence to established policies, and approaches that prevent harm while ensuring fairness for everyone involved.

Many questions have arisen about the roles and responsibilities of governance versus administration. In the past, some First Nations governments followed an older governance style sometimes referred to as "house cleaning," where newly elected leaders made administrative or staffing decisions themselves. While this was once common across the country, it often led to instability and uncertainty.

Today, LNIB operates within a modern governance framework that outlines clear roles and responsibilities. Chief and Council have one employee: the Executive Director. All other staff fall under administrative management. This structure ensures fairness, consistency, and stable day-to-day operations regardless of elections, community issues, or public pressures.

As leadership, it is essential that we maintain the boundaries between governance and administration. When these boundaries blur, it can create confusion and weaken organizational clarity. Our role is to set direction, uphold policy, support accountability, and represent LNIB, not to manage personnel matters or intervene in operational decisions. This clarity is critical as we move through this period of transition and continue strengthening confidence in LNIB's operations.

I also want to share a wider update on the work I have been doing on behalf of membership over the past month. Much of my focus has been on strengthening relationships and ensuring LNIB's priorities are clearly understood at local, regional, and provincial tables.

Last month, I attended the Interior Fall Health Caucus, where leadership raised concerns about how First Nations Health Authority dollars are allocated. Many communities expressed the need for more front-line support and for increased Interior representation at provincial health tables.

I also attended the BC Leadership and Cabinet Gathering, an important opportunity to meet with ministers and senior officials to discuss LNIB priorities including education, mining impacts, fisheries, watershed governance, housing, and long-term planning. During this gathering, eleven of fifteen Nlaka'pamux Chiefs met collectively with the Ministry of Indigenous Relations and Reconciliation to discuss title and rights matters across our territory.

We are also taking steps to strengthen relationships within the Nlaka'pamux Nation through ongoing work with the Nlaka'pamux Nation Board Coalition (NNBC). Council is reviewing the NNBC documents carefully and seeking legal guidance to ensure any decision reflects LNIB's best interests. At the same time, we are rebuilding stronger connections with our neighbouring Nlaka'pamux communities to advance shared priorities related to title and rights, land stewardship, and community well-being.

I also want to provide an update on the Lower Nicola Indian Band Development Corporation. Council has discussed the need for a clear and transparent process moving forward. Work is underway to begin selecting a new LNIBDC Board of Directors, with the possibility of some current members continuing where appropriate. Strengthening LNIBDC remains a priority as we work toward long-term economic stability and community benefit.

Many members have asked about councillor portfolios. While we have been focused on urgent matters over the past few weeks, this remains a priority. In the meantime, please know that you can reach out to any councillor; even without assigned portfolios, all councillors are committed to supporting you and directing inquiries appropriately.

I also want to offer some clarity on communication. The best way to reach me is through my LNIB email at nicholas.peterson@lnib.net. Messages often come through many different platforms, and I want to ensure communication is received, organized, and responded to properly. I have taken a step back from personal social media accounts, so email is the most reliable way to connect with me.

As always, I am here to represent all LNIB members with honesty, respect, and commitment. I will continue to keep members updated as more information becomes available. Please feel welcome to reach out with any questions or concerns.

k^wuk^wscemx^w

Chief Nicholas Peterson

Chief and Council
 181 Nawishaskin Lane
 Merritt, BC, V1K 0A7



CHIEF AND COUNCIL REPORT

SUMMARY

REPORT DATE	COUNCILOR	PREPARED BY
November 24, 2025	Lesley Manuel	Lesley Manuel

POLITICAL

1. Nov 3 – LNIB Development Corporation Committee Meeting
2. Nov 4 – Duly Convened Chief & Council Meeting
3. Nov 7 – Chief & Council Information Session
4. Nov 10 – Chief & Council Information Session
5. Nov 18 – Duly Convened Chief & Council Meeting
6. Nov 20–23 – Chief & Council Retreat with Sector Directors, facilitated by Dan George (FourDirections Consulting)

WORKING RELATIONSHIPS

1. Nov 13 – Nlaka’pamux Nation Leadership Meeting at the Civic Centre
2. Nov 27 – NVCJSS Board Meeting & AGM

COMMUNITY ENGAGEMENT & LISTENING

1. Nov 6 – LNIBDC Board Meet & Greet + Open House at Shulus Hall
2. Nov 11- Remembrance Day ceremony at Shulus to honor and acknowledge our veterans and their families.
3. Nov 12 – Community Concerns Meeting
4. Nov 24 – Monthly Band General Meeting
5. Nov 26 – LNIB Annual General Meeting at NVIT Gymnasium

PROFESSIONAL DEVELOPMENT

1. Nov 17–20 – First Nations Leadership Course at NVIT
 Strengthening governance skills and building capacity for long-term positive change.

INFASTRUCTURE & PLANNING

- 1. Nov 25 – Infrastructure & Water Feasibility Orientation with Sector Director Tracey Rockwell
An important step toward long-term planning and sustainable development.

 **MOVING THROUGH CHALLENGES TOGETHER**

This has been a month of strong emotions and important conversations. Council has been carefully gathering information, listening to concerns, and following proper processes and policies. Some matters must remain confidential, but please know we are grounded in good governance, fairness, and accountability.

Chief and Council
 181 Nawishaskin Lane
 Merritt, BC, V1K 0A7



CHIEF AND COUNCIL REPORT

SUMMARY

REPORT DATE	COUNCILOR	PREPARED BY
November 24, 2025	Sue Sterling-Bur	Sue Sterling-Bur

POLITICAL

- **Attended the First Nations Leadership Gathering on November 4–5, 2025 in Vancouver**, including meetings with BC Ministers regarding:
 - Water governance and fisheries
 - Child and youth services
 - Disability supports
 - Nation building and intergovernmental collaboration
- **Participated in the LNIB Chief & Council and Directors Planning Session on November 22–23, 2025** to discuss strategic direction, accountability, and coordinated planning for the best interests of LNIB members and community.

WORKING RELATIONSHIPS

- **Appointed as Chair of the LNIB Finance and Audit Committee**, with the first committee meeting scheduled for November 25, 2025.
- **Appointed as Board Representative for Scw’exmx Child and Family Services** and attended the Annual General Meeting on November 21, 2025 (formal report currently circulating).

COMMUNITY ENGAGEMENT & SUPPORT

Community Engagement & Member Support

- Responded to member inquiries and concerns, ensuring matters were directed to appropriate departments for timely follow-up and action.
- Encouraged respectful dialogue and reduction of lateral violence within community discussions.
- **Attended the November 11 Remembrance Day ceremony at Shulus** to honour and acknowledge our veterans and their families.

CLOSING MESSAGE

Thank you to Council, staff, and community members for your commitment, collaboration, and continued guidance as we move forward together. I remain dedicated to ethical leadership, accountability, and transparent practices that support the wellbeing of all LNIB members.



Chief & Council Regular Council Meeting
November 2025
 —Resolutions—

Resolution #11-04-2025-01 Reads:

The Lower Nicola Indian Band Chief and Council move to adopt the November 4, 2025, Chief and Council meeting agenda.

Motion Carried

Resolution #11-04-2025-02 Reads:

The Lower Nicola Indian Band Chief and Council move to amend the November 4, 2025, Chief and Council meeting agenda, with the addition of an item regarding the Nlaka'pamux Nation Tribal Council.

Motion Carried

Resolution #11-04-2025-03 Reads:

The Lower Nicola Indian Band Chief and Council move to adopt the October 21, 2025, Chief and Council meeting minutes with noted changes or as presented.

Motion Carried

Resolution #11-04-2025-04 Reads:

The Lower Nicola Indian Band Chief and Council do hereby acknowledge and agree to enter into the agreement proposed by Indigenous Services Canada regarding the protection of the Indian Registry Information held within the band.

Motion Carried

Resolution #11-04-2025-05 Reads:

The Chief and Council move to adopt the BCR to accept Liam Edward Mack Lawrence McDougall Shuter, born April 2, 2015, into the membership of the Lower Nicola Indian Band from the membership of the Skeetchestn Indian Band.

Motion Carried

Resolution #11-04-2025-06 Reads:

The Lower Nicola Indian Band Chief and Council moves to:

1. approve the request of Member David Keith Garcia to guarantee payment of his loan in the amount of \$474,000.00 from the Bank of Montreal and authorizes the signing of all documents required to make that loan guarantee; and
2. authorizes LNIB Chief, Executive Director and, Director of Finance to sign all necessary documents, including the following:
 - a. Lower Nicola Indian Band Security Agreement;
 - b. Bank of Montreal First Nation Guarantee for Indebtedness of an Individual;
 - c. Lower Nicola Indian Band Transfer of Interest Form.

Motion Carried

Resolution #11-04-2025-07 Reads:

The Chief and Council of the Lower Nicola Indian Band hereby:



Chief & Council Regular Council Meeting
November 2025
—Resolutions—

1. approve the revised 2025 Terms of Reference (TOR) for the Merritt Area Fuel Management Technical Working Committee (FMTWC);
2. confirm LNIB Fire Chief Hayley Parsons as LNIB's Community Representative and Aidan Whiteley as LNIB's Technical Representatives on the FMTWC;
3. support the inclusion of Cook's Ferry Indian Band as a full member of the FMTWC;
4. authorizes LNIB's FMTWC Community Representative to sign the TOR on behalf of LNIB; and
5. further authorizes the Executive Director, for and on behalf of Council, to do all such acts and things as may be necessary or desirable to give effect to this motion, or in connection with the performance by the Lower Nicola Indian Band of its obligations to this motion.

Motion Carried

Resolution #11-04-2025-08 Reads:

The Chief and Council of the Lower Nicola Indian Band hereby:

Appoints Councillor Robin Humphrey as Chief and Council representative, Monica Charters, Acting Director of Economic Development, Aidan Whiteley as IPCA project team representative, as LNIB Elder or Key Knowledge Holder Doreen Sterling and Leona Antoine, as LNIB Member at Large to the LNIB Indigenous Protected and Conserved Area Steering Committee commencing at midnight on the 4th day of November 2025 and ending at midnight on the 3rd day of November 2026.

Motion Carried

Resolution #11-04-2025-09 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Chief Nicholas Peterson to attend Leadership & Governance training in Osoyoos, British Columbia from November 21- November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-10 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Robin Humphrey to attend Leadership & Governance training in Osoyoos, British Columbia from November 21- November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-11 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Lesley Manuel to attend Leadership & Governance training in Osoyoos, British Columbia from November 21- November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried



Chief & Council Regular Council Meeting
November 2025
—Resolutions—

Resolution #11-04-2025-12 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Lucinda Steward to attend Leadership & Governance training in Osoyoos, British Columbia from November 21-November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-13 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Leona Antoine to attend Leadership & Governance training in Osoyoos, British Columbia from November 21-November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-14 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Sue Sterling-Bur to attend Leadership & Governance training in Osoyoos, British Columbia from November 21-November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-15 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Bill Bose to attend Leadership & Governance training in Osoyoos, British Columbia from November 21-November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-16 Reads:

THEREFORE, BE IT RESOLVED THAT the Chief and Council of the Lower Nicola Indian Band hereby:

1. *Approve travel and accommodation expenses for Councillor Yental Coutlee to attend Leadership & Governance training in Osoyoos, British Columbia from November 21-November 23, 2025, in an amount not to exceed \$1500.*

Motion Carried

Resolution #11-04-2025-17 Reads:

RE: Support for the Nlaka'pamux Nation Bands Coalition (NNBC)

WHEREAS the Nlaka'pamux Nation Tribal Council (NNTC) currently represents only four of the fifteen Nlaka'pamux communities but has entered into a Land and Resource Decision-Making Agreement with the Province of British Columbia without consultation or engagement with the



Chief & Council Regular Council Meeting
November 2025
—Resolutions—

remaining eleven Nlaka'pamux Bands, creating uncertainty and exclusion regarding Nlaka'pamux Rights and Title;

AND WHEREAS the eleven remaining Nlaka'pamux Bands, including the Lower Nicola Indian Band (LNIB), have identified a shared need to establish a transparent, inclusive, and representative governance table to coordinate advocacy and nation-based discussions on Nlaka'pamux Rights and Title;

AND WHEREAS the Chiefs of the eleven Nlaka'pamux Bands have met and agreed in principle to form the Nlaka'pamux Nation Bands Coalition (NNBC) to advance a collective vision based on transparency, collective decision-making, and advocacy for Nlaka'pamux Rights and Title;

AND WHEREAS initial funding of \$250,000 has been secured through the Ministry of Indigenous Relations and Reconciliation (MIRR) to support the planning, governance, and coordination work necessary to formalize the NNBC through a Memorandum of Understanding (MOU) among the participating Bands;

THEREFORE BE IT RESOLVED THAT the Lower Nicola Indian Band Chief and Council:

1. **Formally endorse** the continued participation of LNIB in the Nlaka'pamux Nation Bands Coalition planning process;
2. **Authorize** the Chief (or designate) to participate in upcoming NNBC meetings and discussions concerning the development of the NNBC Statement of Principles and Values and the proposed MOU;
3. **Support** the use of MIRR funding towards NNBC planning, coordination, and governance development activities; and
4. **Direct administration** to provide updates to Council as the NNBC process advances, including the final draft of the MOU for Council consideration and potential ratification.

Motion Carried

Resolution #11-04-2025-18 Reads:

The Lower Nicola Indian Band Chief and Council move to go IN Camera at 6:53 pm, with the meeting being closed to the public to consider sensitive matters that may be in a preliminary stage, or deal with subject matter that is privileged in nature and that, in the view of the council, its disclosure could reasonably be expected to harm the interests of the public.

Privileged Materials

Motion Carried

Resolution #11-04-2025-19 Reads:

NOW THEREFORE BE IT RESOLVED that the Chief and Council (the "Council"):

1. wishes to pursue the alleged parties (the "Parties") for investigation and remediation costs for the Area of Environmental Concern located at Lot 300, Nicola Mameet IR No.1 and instructs Iris Legal to assist with correspondence and negotiations with the Parties so the LNIB may recover those costs; and
2. if LNIB is unable to negotiate a resolution with the Parties, the Council authorizes Iris Legal to commence legal proceedings seeking to recover its losses from the Parties (and any other appropriate defendants, based on the advice of legal counsel) prior to the expiry of the limitations period unless LNIB and the Parties enter into a tolling agreement that postpones the limitation period.

Motion Carried



**Chief & Council Regular Council Meeting
November 2025
—Resolutions—**

Resolution #11-04-2025-20 Reads:

The Lower Nicola Indian Band Chief and Council move to bring the IN-Camera segment to a close at 10:15 pm to reconvene the regular meeting.

Motion Carried

Resolution #11-04-2025-21 Reads:

The Lower Nicola Indian Band Chief and Council hereby appoint Councilor Robin Humphrey as the Chair of the Lands Management Advisory Committee with a term commencing November 4, 2025, and ending at midnight on the 31st day of December 2025.

Motion Carried

Resolution #11-04-2025-22 Reads:

The Lower Nicola Indian Band Chief and Council move to adjourn the November 4, 2025, meeting at 10:37 pm.

Motion Carried

Resolution #11-19-2025-01 Reads:

The Lower Nicola Indian Band Chief and Council move to adopt the November 19, 2025, Chief and Council meeting agenda with the addition regarding travel to Ottawa for the Assembly of First Nations conference.

Motion Carried

Resolution #11-19-2025-02 Reads:

The Lower Nicola Indian Band Chief and Council move to adopt the November 4, 2025, Chief and Council meeting minutes with noted changes or as presented.

Motion Carried

Resolution #11-19-2025-03 Reads:

WHEREAS: Nte?kepmxcin is the foundation of our identity, culture, and governance, and its revitalization and intergenerational transfer is a strategic priority of the Lower Nicola Indian Band (LNIB) and its community members;

AND WHEREAS: The "Next Generation Keepers" Cultural Showcase and Community Dinner program (CPG-2627-17190) is designed to formally honour children and youth (Headstart through Grade 7) by engaging them in comprehensive cultural reclamation projects, including Buckskin Moccasins, Loom Beading, and Traditional Tea preparation;

AND WHEREAS: The program adheres to an Indigenous and Trauma-Informed Perspective, using focused, hands-on craft instruction (mentorship) as a tool for grounding, self-regulation, and cultural identity strengthening among our youth;

AND WHEREAS: The total cash cost of this essential program is \$50,000 necessitating a request for funding of \$25,000 from the First Peoples' Cultural Council (FPCC) and a matching contribution from the Band;

NOW THEREFORE BE IT RESOLVED that the Lower Nicola Indian Band Chief and Council



Chief & Council Regular Council Meeting
November 2025
—Resolutions—

1. **APPROVES** the submission of the "**Next Generation Keepers**" **Cultural Showcase and Community Dinner** application to the First Peoples' Cultural Council (FPCC), requesting \$25,000 in funding.
2. **COMMITTS** the Lower Nicola Indian Band to matching the requested funds with \$25,000 in **LNIB Own Sourced Revenue** to support the total project budget of \$50,000.
3. **RECOGNIZES** the importance of the **10 Master Artisans/Elders** who will be providing direct cultural instruction to the students and commits to ensuring that all cultural protocols are upheld during the mentorship period.
4. **AUTHORIZES** Project Lead William Sandy to execute the final FPCC Funding Agreement, along with all necessary financial and programmatic reports, to ensure compliance and timely disbursement of funds.

Motion Carried

Resolution #11-19-2025-04 Reads:

WHEREAS N̓eʔkepmxcin is the foundation of our identity, culture, and governance, and its revitalization is a strategic priority of the Lower Nicola Indian Band (LNIB) and its community members;

AND WHEREAS the LNIB Language and Culture Department has developed the **N̓eʔkepmx Flourish: Integrated Language Bowl, Documentation, and Ethical Archiving Work Plan (2026-2029)**;

AND WHEREAS the proposed plan requires three years of sustained funding and technical capacity, which is available only through the First Peoples' Cultural Council (FPCC) Flourish Funding Category, subject to the submission of this governance approval;

AND WHEREAS the plan commits to establishing a dedicated Language Team of three (3) full-time equivalent (FTE) positions and adheres to all FPCC requirements, including a commitment to a trauma-informed practice and active partnership with neighboring *Nlaka'pamux* communities;

NOW THEREFORE BE IT RESOLVED that the Lower Nicola Indian Band Chief and Council:

1. **APPROVES** the submission of the **N̓eʔkepmx Flourish: Integrated Language Bowl, Documentation, and Ethical Archiving Work Plan (2026-2029)** application to the First Peoples' Cultural Council (FPCC), requesting up to \$300,000 annually for three years (2026–2029).
2. **COMMITTS** the Lower Nicola Indian Band to the objectives and strategies detailed in the plan, including the **Weekly Elder/Knowledge Keeper Gatherings (Word Feast)**, the **Annual N̓eʔkepmx Language Bowl**, and the establishment of the **Digital Resource / Archive**.
3. **AUTHORIZES** the Chief, Executive Director or their designated representative (the Language and Culture Manager) to sign the FPCC Funding Agreement, along with all necessary financial and programmatic reports, to ensure compliance and timely disbursement of funds.
4. **RECOGNIZES** the importance of the three (3) dedicated full-time language revitalization staff positions and commits to ensuring administrative capacity is available to manage the project budget over the three-year term.

Motion Carried

Resolution #11-19-2025-05 Reads:



Chief & Council Regular Council Meeting
November 2025
—Resolutions—

That the Lower Nicola Indian Band Chief & Council appoint Councillor Lucinda Seward as the Vice-Chair of the Lower Nicola Indian Band (LNIB) Finance and Audit Committee, ending October 6, 2029.

THEREFORE, BE IT RESOLVED THAT Chief and Council hereby appoint Councillor Lucinda Seward as Vice-Chair of the LNIB Finance and Audit Committee, effective immediately and continuing for the remainder of her current term of office.

Motion Carried

Resolution #11-19-2025-06 Reads:

THAT Chief and Council authorize the Executive Director to initiate a competitive procurement process, including the issuance of a Request for Proposals (RFP), for the purpose of conducting an organizational review of the LNIB Administration.

THEREFORE BE IT RESOLVED THAT Chief and Council hereby authorize the Executive Director to proceed with the Competitive Purchasing Process in accordance with Section 6.2 of the LNIB Finance Policy and Procedures, including issuing an RFP for an organizational review of the LNIB Administration, and to return to Chief and Council with a recommended proponent for contract award.

Motion Carried

Resolution #11-19-2025-00 Reads:

That Chief and Council approve to provide Christmas Financial Support to Lower Nicola Indian Band Members on and off reserve for the 2025 holiday season, as a gesture of community care and celebration.

Further, that the amount and method of distribution be determined by LNIB Chief and Council and Administration, in accordance with budget availability, and that payments be issued prior to December _____, 2025

Motion Tabled

Resolution #11-19-2025-07 Reads:

The Lower Nicola Indian Band Chief and Council hereby authorizes the Executive Director to:

1. execute a contract with Lochaven Consulting to produce a five-year Economic Development Plan in an amount not to exceed eighty-seven thousand five-hundred dollars (\$87,500.00); and
2. To do all such acts and things as may be necessary or desirable to give effect to this resolution, or in connection with the performance by LNIB of its obligations pursuant to these resolutions or the contract.

Motion Carried

Resolution #11-19-2025-00 Reads:

The Lower Nicola Indian Band Chief and Council hereby:

1. Appoint _____ to the Nlaka'pamux Health Services Society Committee, replacing William Sandy, with a term commencing at midnight on the 21st day of October 2025 and ending at midnight on the 6th day of October 2029.

Motion Defeated



Chief & Council Regular Council Meeting

November 2025

—Resolutions—

Resolution #11-19-2025-08 Reads:

The Chief and Council of the Lower Nicola Indian Band hereby remove William Sandy from the Nlaka'pamux Health Services Society Committee, effective immediately, and no reappointment will occur until further information and supplementary documents are provided.

Motion Carried

Resolution #11-19-2025-09 Reads:

The Chief and Council move to approval Lower Nicola Indian Band Chief Nicholas Peterson travel to attend The Assembly of First Nations Special Chiefs Assembly from December 1, 2025, to December 5, 2025, in the amount not to exceed \$5,000.00.

Motion Carried

Resolution #11-19-2025-10 Reads:

The Chief and Council move to approval Councillor Sue Sterling-Bur attending the AFN Special Assembly to be registered and attend on behalf on Lower Nicola Indian Band, and the registration and any other fees.

Motion Carried

Resolution #11-19-2025-11 Reads:

The Lower Nicola Indian Band Chief and Council move to go IN Camera at 8:09 pm, with the meeting being closed to the public to consider sensitive matters that may be in a preliminary stage, or deal with subject matter that is privileged in nature and that, in the view of the council, its disclosure could reasonably be expected to harm the interests of the public.

Privileged Materials

Motion Carried

Resolution #11-19-2025-12 Reads:

The Lower Nicola Indian Band Chief and Council move out of IN Camera at 10:01pm.

Motion Carried

Resolution #11-19-2025-13 Reads:

The Lower Nicola Indian Band Chief and Council move to postpone the Lower Nicola Indian Band Development Corporation Annual General Meeting to February 5, 2026.

Motion Carried

Resolution #11-19-2025-14 Reads:

The Lower Nicola Indian Band Chief and Council move to adjourn the November 19, 2025, meeting at 10:01 pm.

Motion Carried

HR CORNER

Updates from the LNIB Human Resources Department

Welcome to this month's HR Highlights. As we continue strengthening our workforce and supporting our community, as the new Human Resources & Communications Assistant, I'm excited to share updates, new hires, training opportunities and resources to help you feel supported. Thank you for everything you do to make LNIB a safe, and resilient workplace.

ABOUT ME

Hello, my name is Nicholas Thompson, and I'm grateful to serve as the HR & Communications Assistant for LNIB. I come with several years of experience in Human Resources and People Development with McDonald's Canada, where I supported recruitment, training, staff development, and workplace culture. I'm excited to bring those skills home to support our community, and I'm especially grateful for the opportunity to learn more about our traditions, culture, and language as I continue to grow in this role. I'm looking forward to building strong relationships within our community and supporting our staff in meaningful ways.



CONTACT

Nicholas Thompson-Muir
Human Resources & Communications Assistant
nicholas.thompson@lnib.net

HIRING OPPORTUNITIES



We are excited to share current career opportunities at LNIB! If you or someone you know is looking to join our team, please review the positions below. Each role is an opportunity to contribute to our community and support the important work happening every day.

ADMINISTRATION



FULL-TIME RECEPTIONIST

LNIB is seeking a dedicated full-time Receptionist to join our Administration team in Merritt, BC. This role provides essential clerical and front-line support to our community — from answering phones and greeting visitors to managing mail, filing, and general office duties.

If you or someone you know is interested, please submit a resume and cover letter (with references), by scanning the QR Code. The position remains open until filled.

ECONOMIC DEVELOPMENT



AQUATIC AND TERRESTRIAL MONITORS

LNIB is seeking a full-time Environmental Monitor (Aquatic & Terrestrial) to join our Economic Development team in Merritt, BC. This role supports the protection and management of local aquatic and terrestrial ecosystems, from conducting habitat assessments and restoration projects to leading fish enhancement programs and water-quality monitoring.

If you or someone you know is interested, please submit a resume and cover letter (with references), by scanning the QR Code. The position remains open until filled.

ECONOMIC DEVELOPMENT



AQUATICS BIOLOGIST

LNIB is seeking a full-time Managing Aquatics Biologist to join our Economic Development team in Merritt, BC. This role supports community-based aquatic programming and the sustainable stewardship of aquatic ecosystems within Nlaka'pamux traditional territory. Initially, you will oversee the Aquatic Habitat Restoration Program, supervise field staff, and help build and grow the overall fisheries program for the future

If you or someone you know is interested, please submit a resume and cover letter (with references), by scanning the QR Code. The position remains open until filled.

ECONOMIC DEVELOPMENT



CUMULATIVE EFFECTS AND GAURDIAN MANAGER

The Cumulative Effects and Guardian Manager is responsible for overseeing LNIB's Land Guardian Program and advancing the Cumulative Effects Program within the Nlaka'pamux Traditional Territory. This position ensures LNIB continues to protect and steward its lands, waters, and cultural resources by guiding Land Guardian staff, coordinating delivery of environmental monitoring projects, and building collaborative relationships with community, governments, and industry.

ECONOMIC DEVELOPMENT



GEOGRAPHIC INFORMATION SYSTEMS ANALYSIT (GIS)

The Geographic Information Systems (GIS) Analyst will design, develop, and increase GIS and mapping capacity for the Lower Nicola Indian Band. Duties will include creating geodatabases and map products for various departments, digitizing information, downloading data, following data backup policies, researching, working with technical staff, troubleshooting problems, and performing various administrative duties.

ECONOMIC DEVELOPMENT



MANAGING AQUATICS BIOLOGIST

The Lower Nicola Indian Band (LNIB) has an immediate opening for a full-time Senior-level Aquatic Biologist with a thorough knowledge of environmental regulations and their application to a wide variety of projects. Our ideal candidate has in-depth experience managing community-based aquatic programming in western Canada, with strengths in fisheries science, habitat offsetting, effects assessment and the regulatory environment

The position will initially oversee and coordinate the Aquatic Habitat Restoration Program, which includes supervision of two Senior Field Technicians (or Crew Leads) as well as six Junior Field Technicians and the Habitat Stewardship Coordinator, while also helping expand and drive forward the LNIB Fisheries program into the indefinite future.

EDUCATION



SCHOOL COUNSELLOR

The School Counsellor works within a multi-disciplinary team to provide prevention, assessment, referral, clinical counselling and follow-up services to students and family members affected by mental health and family issues. This may include confidential individual, family or group counselling, support for families and/or referrals for additional treatment.

HUMAN SERVICES



COUNSELLOR (SERVING MALE CLIENTS)

The Mental Health & Addictions Counsellor works within a multi-disciplinary team to provide prevention, assessment, referral, clinical counselling and follow-up services to individuals and family members affected by mental health and substance use issues. This position serves a primarily male clientele, some family or group counselling.

HUMAN SERVICES



ELDERS COORDINATOR

Reporting to the Elder's Program Manager, the Elders Coordinator is responsible for providing programs and activities in our community and to create and maintain a meal program for home care clientele.

INFRASTRUCTURE



BUILDING & FACILITY MAINTENANCE

The Power engineer will maintain boilers, generators, pumps, HVAC and auxiliary equipment that provide heat, light, refrigeration and other utility services for the Lower Nicola Indian Band School, Administration Offices, Public Works buildings, Arena, Health Centre, and other work sites. The candidate will also supervise an apprentice in this unit group.

INFRASTRUCTURE



PUBLIC WORKS ADMINISTRATIVE ASSISTANT

The Administrative Assistant is responsible for providing direct support to the Public Works Manager and the daily needs of the Infrastructure Department. To provide direction to the Custodial Supervisor and administrative support the Public Works Operators and the Facilities Maintenance Manager as required by the Public Works Manager.

WELLNESS CORNER

At LNIB, your health and wellbeing matter. The Wellness Corner is here to provide tips, resources, and reminders to help you stay balanced, energized, and supported at work and in the community.

Mind & Body

- Take short breaks throughout the day to stretch or go for a walk.
- Practice deep breathing or mindfulness to manage stress.
- Eat nourishing meals and stay hydrated — even small changes make a big difference.

Mental Health

- Remember, it's okay to ask for help. The Employee & Family Assistance Program (EFAP) is available for confidential support.
- Check in with colleagues, friends, and family — connection strengthens resilience.

Community & Culture

- Engage in local traditions, teachings, or language practice — reconnecting with culture can boost wellbeing.
- Participate in community events or wellness programs whenever you can.

Tip of the Month:

Set aside 10 minutes each day for yourself — whether it's reading, journaling, meditating, or simply enjoying a cup of tea. Small moments of self-care add up.



Promoted to the Public Works Manager

Congratulations



Naomi Jackson has been promoted to the Public Works Manager. Naomi is almost finished her Project Management certification and has done very well in her studies.

Naomi has lead and fostered a team approach to the Public Works department. She is instrumental in providing timely updates and is very supportive of the LNIB staff and responsive to the Members.

Naomi has earned the role and is by far, the best person for the position.

Well done Naomi!

Submitted by Tracy Rockwell - Director of Infrastructure



Residence of LNIB



**LOWER NICOLA
INDIAN BAND**



Please be mindful of your vehicles parked on side of the roads.

When it's time for snow removal. It's restricting access to the road. It's an emergency egress situation and Infrastructure is unable to do there tasks.

Thank you for your cooperation.

Any questions please call
250-378-5157

THANK YOU !!

A Huge Thank You to the LNIB Elders and Community members for the Pendelton blanket and card. It was truly a surprise and a heartfelt gesture which I will never forget.

My terms on Council has been deeply rewarding, and receiving your kind gesture made it even more special. Knowing that my efforts are appreciated reminds me why I enjoy what I do. It was an exceedingly difficult decision not to continue at this time. I value each of your support in the past 9 years, as well as your trust in me to support you when needed. It was an honor and privilege to serve as an elected leader, and I thank those who believed and supported me in my leadership.

I would like to thank the LNIB Elders for your continuing teachings, the LNIB staff for the work you do for our membership, the community members that attended and voiced your involvement at the meetings. I would like to thank the past Chiefs & Councilors that served with me for your work & dedication to building LNIB to 2025.

I especially thank my family - my mother, sons, sisters, aunts & uncles, my late partner Jerry, Uncle Don & Grandmother Minnie - for standing beside me with love, support, and mentorship every step of the way. They have been and will always be my strength.

Congratulations to the newly elected Chief & Council – looking forward to your accomplishments to keep LNIB proud.

- *Connie Joe* -



LNIB EDUCATION
DEPARTMENT



sharon.parsons@lnib.net



(250) 378 – 5157

OR

(236) 575 - 2105

183 NAWISHASKIN LANE
HWY 8



SHARON PARSONS
EDUCATION PROGRAMS MANAGER



Hello everyone,

The snow has arrived, and many are looking forward to the activities that the winter season brings. I've seen snowmobiles packed onto vehicles and trailers, and of course the tire shops are so busy.

All LNIB students are looking forward to the winter break.

LNIB post-secondary students are studying for those finals coming up before winter break. I must mention that LNIB has some very intelligent and hard-working students enrolled in some very challenging post-secondary programs. They will welcome the chance to relax and refresh before starting their next semester in January.

I will be attending an Education Coordinators Regional Session hosted in Kamloops by the First Nations Education Steering Committee. FNESC staff will give updates on provincial and federal funding and legislation that will support First Nations students in both public-school districts and those attending band run schools.

It was great to see so many of you at the LNIB at the Annual General Assembly and the LNIB Open House on November 26th. Education staff had a great time, I hope you did too.

On December 1st, I met with MSS Vice Principal Ludovicus (Louie) Van Grootel, (yes that's his name), who gave an update on LNIB grade 12 students' graduation credits. This information is specific to LNIB students who are working hard to meet the graduation requirements. Contact me if your student could use extra support to complete assignments that will bring them closer to walking that stage.

Feel free to contact the Education office for more information on post-secondary, trades, employment training & certification.

Until next time, Humelth

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



Hello everyone. December has crept up on us way too fast!

I hope everyone is enjoying the great weather we have been having. It is still chilly out so bundle up good before you go out and enjoy the outside activities.

Time to start Christmas shopping for the big and little children in your family.

Were you able to watch the Christmas parade in town, attend some of the festivities and see Santa Clause?

I am looking forward to baking cookies with my Granddaughter and making all those special treats that only come out at Christmas time for everyone to enjoy

Elementary and High School students will be looking forward to the winter break and having fun with family and friends during the Christmas Holidays.

PSE students will be finishing the fall semester exams and looking forward to a well-deserved winter break. Hopefully, you will be joining your family and friends for all the Christmas Holiday festivities and of course, a well-earned rest to recharge your batteries for the next semester. Remember to stay in touch with the Education Department and let us know of any course changes for the spring semester.

Don't forget to get your flu shot to help protect you and your loved ones from a serious case of the flu.

Check your eligibility for the following Bursaries:

<https://www.bcicf.ca/fund/pat-behe-and-stan-bennett-first-nations-education-fund/> Deadline Apr 1

<https://bcaafc.com/education/first-citizen-funds/> Closes: Jan. 15, 2026, for the Fall 2025 semester.

To all Membership in the Nicola Valley or away from the valley, you can sign up for courses or programs throughout the year. If you find a program or course that piques your interest, such as first aid, a post-secondary course or program, skills training for employment, or an online course, we are here to assist you with the process. Contact our office by phone or email and we will help get you started on a new educational adventure.

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

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

Gail La Rochelle

Education Coordinator

Phone: 250-378-5157

Email: gail.larochelle@lnib.net



From my family to yours, we wish you all a Very Merry Christmas, a Happy, Healthy and Prosperous New Year!



Hello, my name is Haidyn Clark

I am Lower Nicola Indian Band member. I am the daughter of Marilynne Munro and Darcy Clark, and the granddaughter of Karen Jackson and Johnny Munro. I am currently working as a temporary Education Student Assistant with LNIB Education Department until next fall.

In this position, I assist students at both the LNIB school and Nicola Canford Elementary. I support several students in various subjects and help wherever I am needed.

I am excited about the opportunities this role will bring. I look forward to learning, growing, and seeing where this position will take me in the future.

My goal is to contribute positively to my community while gaining experience that will support me in the years ahead.

LNIB EDUCATION
DEPARTMENT



angie.nikkel@lnib.net



(250) 315 – 7927

183 NAWISHASKIN LANE



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



Upcoming Events:

- Tuesday, Dec. 2: Nicola Canford Christmas Concert
- Friday, Dec. 19: Last day of school before winter break
- Dec. 22-Jan. 2: Winter Break

December is a busy time for students, but also an important month to celebrate achievements and positive progress. Many students have shown huge improvements in reading, math and hands-on learning activities. We continue to see strong participation from LNIB students in cultural programs and after school activities. All classes have been busy rehearsing and perfecting skits/performances for this year’s upcoming Christmas concert.

The school winter break begins Monday, December 22 and students return to school on Monday, January 2. Please ensure your students take home all personal items, outdoor clothing, and any schoolwork they need before the break.

I wish all families a safe, fun, and restful holiday!

If you have noticed that your child (or children) is struggling in one or more areas, a tutor is available for those of you with a student or students in need of one-on-one tutoring or would benefit from 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.



Attention LNIB Membership On & Off Reserve (18+ years old)

A one-time payment of **\$500** will be issued to all registered LNIB Membership who are 18 years or older.

If your information has changed and requires updating, please refer to the email provided. Additionally, ensure your direct deposit form is current or submitted if we do not have it on file.

Email: Reception@lnib.net

Fax: (250) 378-6188

Payment Date: December 19, 2025
Cheques will be mailed out.

For any inquiries, please reach out to Sondra Tom at (250) 378-5157.

LNIB HOUSING DEPARTMENT

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 Fund, and Indigenous Services Canada (ISC)

Team Members

Jordana McIvor - Grismer

Housing Administrator

jordana.mcg@lnib.net

Regarding renovations, or external funding options, or building your own home

Ashley DeGray

Tenant Relations Coordinator

ashley.degray@lnib.net

Regarding rentals, maintenance, rental applications, or general housing questions

Sara Frazier

Housing Admin Assistant

sara.fraziershuter@lnib.net

Regarding the emergency fund applications

Maintenance Crew

Mel Blankinship

Housing Maintenance

Luke Flower

Housing Carpenter

Lincoln Sterling

Maintenance Assistant

Alex Forsythe

Maintenance Assistant

Cruz Moody

Maintenance Assistant



Ashley DeGray



Sara Frazier



Housing Announcements

Septic System Maintenance

DO NOT USE KIRKLAND BRAND TOILET PAPER, as it does not break down and clogs the toilets

Your septic system is a living ecosystem, and you need to do your part to ensure it is healthy and working as it should.

Never put anything down the drain or toilet that will not biodegrade, including but not limited to, wipes, clothes, bottles, feminism products, paper towel, plastic, etc.

Don't use chemicals like bleach as it kills the good bacteria the breakdown the solid waste.

Space out your water consumption so the tank and drain field are not overwhelmed. By this we mean don't do excessive loads of laundry in a day, have extended showers, leave your tap running unnecessarily, etc.

The drain field is the area on your property where wastewater from the septic system is dispersed into the soil. To avoid damaging the drain field and overall functioning of the septic system; NEVER park a vehicle, build a structure, have large livestock animals, fires, or plant trees or a garden over the drain field. You should also prevent excess water from flowing over your drain field by making sure your downspouts are pointing away from it because a saturated field cannot drain and process wastewater.

These are some of the steps that can save time, money and extend the life of your septic system.

Vacant Units

We currently have 11 vacant units we are just wrapping up with some much-needed renovations,

We have been working on updates and structural changes to 5 of the units.

Decisions are being made about next steps for when units are completed.

We appreciate your patience and understanding as we get these units ready for the next family that will call it home.

Housing Department

December 24 - Office Closed 12:00 - 4:30

December 25 - Office Closed - Stat Holiday

December 26 - Office Closed - Stat Holiday

December 29 - 31 - Office Christmas Closes

January 1 - Office Closed - Stat Holiday

January 2 - Office Reopen - 8:30 - 4:30

**If you require any housing
emergencies over the winter break,
please contact
Jordana McIvor - Grismer at
236-575-2072**





UPDATE LIST

Let's work together on getting the following list updated before the winter break.

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!

Bear's Den Round II – Recap

On November 18, 2025, LNIB Economic Development hosted the “Bear’s Den Round III – Seed & Growth”. Over 50 people came out to support the pitches and enjoy a night filled with laughter, courage and inspiration. This article looks at the people who made this possible, a recap of the pitches, the winners, and some closing remarks.

Thank you

To make this night possible LNIB Economic Development would like to thank the following individuals and sponsors:

Individuals:**Don Gosso, General Manager, LNIB Development Corporation**

Don has been instrumental in his support of the Bear’s Den concept since day one. He has been a judge for the competition for two years in a row and helped immensely with sponsorship.

Mountain Chief Catering

Big thanks to Mountain Chief catering for providing delicious food at the event. They did a superb job as usual with an excellent snack tray to greet the guests and a delicious beef dinner that was well received.

Sponsors

Big thank you to our sponsors of the event and the people who made it possible, which included:

- Don Gosso, LNIB Development Corporation
- Jacqui Schneider, Teck Resources
- Brock Roadhouse, Infracon
- LNIB Economic Development

**LNIB Community**

I want to express my gratitude to the Community Members who came out to support the event. It makes me happy knowing that the work we are doing at the department level inspires you to take the time out of your day to support your fellow community members who are striving to build something.

LNIB Entrepreneurs

Most importantly, we thank the entrepreneurs who participated. Presenting your business ideas in front of a group takes immense courage, and responding to questions on the spot demonstrates confidence and a deep understanding of your vision. Each of you brought something unique, making it a tough competition for both the

judges and the audience. You should all be incredibly proud, and LNIB Economic Development is here to support you on your journey.

Recap

Growth

#1 Cody Hamm, Down the Drain Gutters - Growth

Cody and his business “Down the Drain Gutters”, has been a success from Day 1. He has secured many residential projects in town and has done some work for Lower Nicola. He has a strong family team supporting him and is doing great work all around the Nicola Valley.



#2 Christie Hill and Marilynne Munro, 5 Cubs Quickstop -Growth

Christie and Marilynne had some great success in their first year. They have been doing many catering jobs around the valley and purchased their mobile convenience trailer. Their biggest win was having the trailer set up at a motocross event, setting up a grill and being the only supplier of refreshments.



#3 Lisa Moses Lisa Moses – sóxʷm' (Wood Creations) - Growth

Lisa made an appearance by video and updated the audience with some great news. Her business is thriving, and she has diversified her offerings from the original charcuterie boards into industrial capabilities. Her company made several tables for large organizations and supplied some industrial creations for Highland Valley Copper.



#4 Derek Trosky and Eagle Casmir, Nekusem Security and Land Guardianship - Growth

Derek and Eagle have had some amazing results from their first year in operation. They secured the Red Bridge contract, finished it and have been growing ever since. At the peak, they had over 14 guards working. They are dialed in and making big moves to become safety certified to take on bigger industrial contracts. They have crushed their initial projects of \$100,000 in sales by almost 10x!



#5 Renee Richard – Bear Ground Contracting Ltd. - Growth

Renee Richard and her husband Josh Rustom gave an update about their venture, Bear Ground Contracting by video. BGC is a heavy equipment business located in Burns Lake, BC. They secured an amazing financing deal with TriCorp in the North and got a six-figure financing deal to purchase a gravel trailer and truck. They have some great work around Prince George and one of their major projects was earthworks and the local gun club which resulted in them having a plaque on site. They have big plans to investigate and secure work in the mining sector.



#6 Mindy Garcia – Seed

Mindy Garcia pitched her lash business, “Mindy’s Lash Studio”. Mindy is a certified Lash Technician who started providing her services in Merritt. She currently has her own custom studio at her residence and wants to make her customer’s experience even better. Her plans include a more comfortable chair, better booking experience with an upgrade to her application, and to improve her training to increase her service offerings.

**#7 Kurt Oppenheim - Seed**

Kurt Oppenheim pitched his catering business that aims to provide healthy food to the community. Most importantly, he is seeking to provide Elders fresh, healthy and home cooked meals to their door! He has a passion for cooking and recently completed his Food Safe certification.

**#8 Tanya Bent – Horizon Connections - Seed**

Tanya pitched her Life Coaching business to the audience. Her passion is rooted in her experience and education as a Social Worker. She wants to bring peace and invest in people to help them work through their traumas to achieve new levels of personal and emotional growth. She has big plans for one-on-one group coaching sessions, and wellness retreats.

**#9 Amanda Shuter – Raven Roots - Seed**

Amanda Shuter and her Hair styling business “Raven Roots”. Raven Roots is a proposed mobile hair studio to access communities to provide haircuts and more. Her dream is to purchase a trailer and set up in communities in the Nicola Valley and beyond. The audience made a comment that she should call her trailer the “Hair Stream”.



#10 Arnie Narcisse - Seed

Arnie came to pitch his speaking business as well as the entirety of “Mountain Chief Enterprises”. Not only is he a recently accomplished Author of his book “Hard To Be A Good Indian”, he is involved with regalia creation, catering services, public speaking and more. With his family and friends behind him, he will continue to guide and execute his vision for Mountain Chief Enterprises.



#11 Rena Joe – Cece Tractor - Seed

Rena came to talk about her business plan for CECE Tractor. Being the youngest of twelve siblings, Rena was always known as Cece. Her family has been extensively involved in ranching for decades and in her later years, she has decided to apply to the Indigenous Women’s Entrepreneur program to purchase a tractor and offer in the valley for all types of services from ranching to snow removal.



Winners



Chelsea, Fran, Eagle, Derek, Amanda and Rena



Lisa, her husband Craig and their son.

Judges Pick – Seed

Congrats to Amanda Shuter on winning the judges pick for Seed.

Judges Pick – Growth

Congrats to Lisa Moses on winning the judges pick for Growth.

People's Choice Award, presented by Infracon

Congrats to Nekusem Security & Land Guardianship team. Derek Trosky, Chelsea Trosky, Fran Prairiechicken, Eagle Casmir on winning the People's choice!

People's Choice Award – Runner Up, presented by Infracon

Congrats to Rena Joe for winning the runner's up, People's Choice!

Closing

Next Year**Statement from organizer**

This is my last Bear's Den. It is the single greatest achievement in my career so far. It has been amazing to help people develop their skills and ideas. To see people turn our effort from meetings and on calls into real world success is unimaginably rewarding. Sometimes, I wish I could have the ability to have others experience what I'm feeling, and the immense joy of LNIB entrepreneur success has brought me. I believe I have created an entrepreneurial garden at LNIB. It is up to LNIB as a nation, members supporting members and more, to rear and tend to these creations so that they can continue and inspire generations to come. I sincerely hope that the Bear's Den will continue, even if it must go into hibernation; the Bear will always leave its cave.

K^wuk^wscémx^w

Adam Ova, Economic Development Project Manager

Dear Lower Nicola Indian Band

It has been an honor and a privilege to serve this community as a Project Manager in the Economic Development Department over the past five years. I began this journey on October 19th, 2020, When I first started, I truly didn't know what to expect — and if I'm honest, I was a little intimidated.

I am writing this letter to honor the incredible people and the meaningful work that took place during my time with LNIB. My hope is that this work continues to grow, and that more LNIB members will be able to unlock their gifts, realize their potential, and bring their visions to life.



Honoring a Leader

First and foremost, I offer a heartfelt and heavenly thank-you to Leesa. Working with you was a gift. You showed me what leadership looks like when it is grounded in humility, kindness, strength, and community. You created a workplace that felt like family — where people were supported, valued, and uplifted. If I can become even half the leader you were, I will consider that a remarkable success in my life.

Recognizing a Family Who Welcomed Me

To the Mike family — thank you. You welcomed me in a way I had never experienced before. Building roots in BC was not easy after leaving Ontario ten years ago, but your warmth, generosity, and love made work feel like home.



Shared Accomplishments

It has been an honour to support entrepreneurs, work alongside leaders and Elders, and help advance projects. Whether supporting a new business idea, moving forward large-scale business development, or cheering on community success, I have been continually humbled by the vision and spirit that moves LNIB forward.

Launching **The Bear's Den** entrepreneurship pitch competition stands out as a highlight. Seeing community members share their ideas, build confidence, and step into their entrepreneurial journey was one of the proudest moments of my career.



To The Entrepreneurs

To the entrepreneurs who trusted me with your dreams – thank you. Your courage and commitment inspired me every day. I wish you all the best of luck and my line is always available if you want to talk about business.

- Chris Grund – Nicola Valley Landscaping
- Robert Moses – Snukwe? Security Services Inc.
- Derek Trosky – Nekusem Security (Kamloops)
- Joe Charters – Charters Fire Protection Services
- Maryline Munro & Christie Hill – 5 Cubs Quick Stop
- Renee Richard – Bear Ground Contracting Ltd. (Northern BC)
- Debbie Sahara – Sahara Accounting Services (Lethbridge / Online)
- Lisa Moses – sóx□m (Wood Creations)
- Phil Dumont – Shulus Equine Program
- Jonah Dick – Sxani Peki (First Aid Transportation)
- Cody Hamm – Down The Drain Gutters (Nicola Valley)
- Rena Joe – Cece Tractor
- Tanya Bent – Horizon Connections
- Amanda Shuter-Raven Roots
- Kurt Oppenheim
- Arnie Narcisse
- Kim Beauchamp – Juniper Creek



To the LNIB Community

To the entire Lower Nicola community — thank you.

Thank you for trusting me, for allowing me to learn alongside you, for challenging me, and for welcoming me into your journeys. The strength, humour, kindness, and generosity of LNIB has shaped me as a person and as a professional.

Looking Ahead

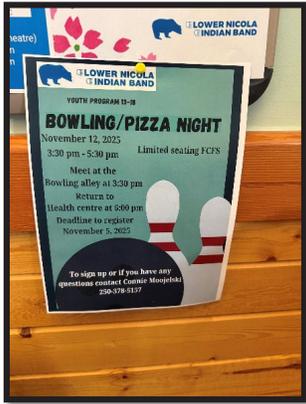
As I move forward into the next chapter, I will carry the lessons, memories, and connections that shaped these years. This is not goodbye — it is simply a shift. I will always honour my time at LNIB and the people who helped shape this journey.

Thank you for allowing me to serve. I hope the work I contributed continues to support prosperity, opportunity, and empowerment for generations to come.

K^wuk^wscemx^w 

Adam Ova

LNIB YOUTH Program December 2025



Zathaniel William



Blue Sky Adams



Tamia Basil-Dan & Blue Sky Adams



Quin Harry & Zathe William



Tamia Basil Dan & Youth Worker Connie



Gabe Peterson





Facilitator Ted Tom teaching the youth about gun safety. We also enjoyed hunting stories, Sasquatch stories. Then we had a hotdog and marshmallow roast. It was cold and windy but we made the best of it. November 13th, 2025



It was very cold and windy but we were happy up at Marquart Lake





Beading with Kirsten Dick at Rocky Pines Center

On October 23rd, 6 LNIB Youth came out to the pumpkin patch and maze in Cache Creek's Hosting's Joseph, Teagan, BlueSky, Tamia, Zariya, and Zakiya



Tamia learned how to make beaded hoop earrings



Paint Night with Artist Lisa Weisse



Hi LNIB,

I just want to take a moment to say that I've enjoyed serving the LNIB youth, parents and community. It was great getting to know all of you. Throughout my time working for LNIB, and sitting in the lounge area of the Health Center; I've made many connections with many band members young and old. I'm grateful for the wonderful chitchats and making wonderful fun memories with my youth group. I want to say thank you to Bridget for her guidance and leadership; you've been an inspiration. I also want to acknowledge the Health Center staff whom I worked closely with, they were so much fun to work with and I appreciated their team work in helping me with some projects that I worked on. Kwukwscemxw

It's hard to say goodbye but as my late mother Sarah F Swakum once said, "Never say goodbye, say see you later"

Love you all,

Connie Moojelski (Swakum)



Coffee with a Cop

TUESDAY, DECEMBER 9, 2025

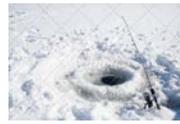
10:00 AM

ROCKY PINES COMMUNITY CENTRE

*Please come and voice your concerns.
Meet our RCMP officers and hear their suggestions on how to
make our community safer for our Elders and Youth.*

*Any questions please call Joe Shuter
250-315-7487*

December 2025



Culture Program with Joe Shuter

To register please contact
Joe Shuter 250-315-7487

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 Lytton Elders Christmas Party	4 Nkashytkn Lytton	5	6
7	8	9 Coffee with a Cop	10 Language Group 5:00 pm	11 Spuzzum Territorial Boundry marker site visit	12	13
14	15 Edna Lake Ice Fishing	16	17 Language Group 5:00 pm	18 Ice Fishing Kane Valley	19	20
21 Stein River Solstice Ceremony	22	23	24	25	26	27
28	29	30	31			



Photos With
SANTA

**Sunday, December 14 | 2:00-6:00 PM |
Rocky Pines Community Centre**

Any questions you can contact Marilynne Munro (250) 378-5157

PROUD TO BE
LNIB

**Keep an eye
out for Santa
at the**

Santa Parade

Starting at the Rocky Pines Community Centre. Head down Aberdeen Road then go through the Lower Nicola Community and then Shulus

Thursday, December 18th, 2025
5:00PM

Any questions contact Marilynne Munro
(250) 378-5157



**WOMENS
GROUP
CHRISTMAS
GET TOGETHER**

**DINNER + INDIAN BINGO!
(PLEASE BRING SMALL GIFT)**

WEDNESDAY, DECEMBER 17, 2025

**5:00 PM - 7:00 PM
AT THE ROCKY PINES
COMMUNITY CENTRE**

**TO SIGN UP CONTACT KIRSTEN AT THE
HEALTH CENTRE (250) 378-5157**

National Addictions Awareness Week 2025 at LNIB

From November 16–21, LNIB came together to honour National Addictions Awareness Week (NAAW) 2025. Although a couple of activities were postponed (with new dates coming soon), most of the week's events carried forward with strong community participation and meaningful engagement.

Information Sessions & Community Activities

Irene Howe hosted two well-attended information events at the Rocky Pines Centre on November 19 and 21. Community members enjoyed Addictions Bingo, where Irene handed out prizes, and many participated in the NAAW colouring contest by submitting their entries throughout the week.

Youth Engagement & Safety Demonstrations

On Wednesday, November 21, the RCMP joined LNIB Youth for a candid conversation about the risks and realities of substance use. Corporal Olney and Cst. Denning, alongside Vanessa Buonanno from FNHA, provided valuable education and demonstrated a field sobriety test. Youth had the opportunity to try the test themselves—first normally, and then while wearing alcohol-impairment simulation goggles—to better understand how impairment affects judgment and coordination.

Annual Sobriety Dinner

On Thursday, November 20, LNIB hosted the Annual Sobriety Dinner, with Aly Ledene serving as Master of Ceremonies. The event celebrated healthy living and honoured community members nominated for their commitment to sobriety and wellness. Derek Sheena and his family shared honour songs and traditional drumming, creating a heartfelt and uplifting atmosphere.

Closing the Week

To wrap up NAAW, Irene closed submissions for the colouring contest. Overall, NAAW 2025 was a tremendous success. A heartfelt thank you to everyone who organized, supported, and participated in this year's events. We look forward to coming together again next year to continue promoting awareness, healing, and community wellness.





Annual Sobriety Dinner

2025





Beaded Christmas Ornaments



With Willard Wallace

Tuesday, December 16, 2025

LNIB Culture Centre

5:00 - 8:00 pm

To register please contact

Joe Shuter

250-315-7487





Bee Wax Candle Workshop

LNIB Culture Centre

Come & Join us

December
15th

6:00 – 9:00
pm

To register call
Joe Shuter
250-315-7487



LNIB Fire Department

"SERVING WITH PRIDE, PROTECTING WITH HONOR"



Update for December Newsletter



We wish everyone a safe holiday this month. We encourage our community members to be safe. Christmas trees and decorations can lead to injuries or fires. If using an artificial tree, please use one that is labeled fire resistant. If using a live tree, cut off about two inches of the trunk to expose fresh wood for better water absorption, keep your tree watered and away from fireplaces or radiators. Use indoor lights indoors and outdoor lights outdoors. Replace light sets

with broken light sockets, frayed or bare wires or loose connections. Turn off all the lights and decorations when you go to bed or leave the house. Please be safe on the roads and highways in the winter weather. Ensure your vehicle is winter ready and have an emergency kit in your car. During the holidays, driving defensively, there may be impaired drivers on the road. Plan a safe ride home after festivities.

We are proud of the dedication and teamwork shown by our members this month, both in service calls and in community support. Thank you to all who continue to give their time and effort to keep our community safe. This month we had two call outs, one for a motor vehicle incident and one for a fire.

In preparation for all emergencies, as firefighters, we need to constantly practice our skills to keep them sharp and review and memorize the locations of all our tools and equipment. This month, during our weekly training, we went over maintenance and use of oxygen masks and tanks. We practiced hydrant use and reviewed and memorized locations of tools on our engine. We had a guest, Merritt Unit Chief Sean Penner from BC Ambulance, and we reviewed and practiced using equipment on their ambulance.

For our mock medical scenarios, we practiced the correct way to work with patients with spinal cord injuries, chest wounds, and we went over cardiac arrest protocols.

Community Outreach

Wednesday, November 5, 2025, we met with the Remembrance Day Committee meeting
 Friday November 7, 2025, Remembrance Day Committee preparation for event
 Monday November 10, 2025, Received visit to hall from Elder Richard Jackson
 Monday, November 10, 2025, we attended LNIB School Remembrance Day ceremony and recital.
 Tuesday, November 11, 2025, Remembrance Day, traffic control, took part in march and ceremony.
 Wednesday, November 19, 2025, National Addictions Awareness Week, attended activities at Rocky Pines Community Centre.
 Wednesday, November 26, 2025, attended LNIB Open House at NVIT

Weekly Practice, with guest Sean Penner Merritt Unit Chief of the BC Ambulance Service



LNIB Open House: Sarah and LNIB School students practicing CPR

December

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 Board Games / Video Games 2:30-4:30	3 Swimming Pool 2:30-4:30	4 Bowling Alley 2:30-4:30	5 Movie Night 2:30 – 4:30	6
7	8	9 LNIB Gym 2:30 – 4:30	10 Skating 2:30 – 4:30	11 Swimming Pool 2:30-4:30	12	13 Snowboarding 6:am – 5pm
14	15	16 Painting / Crafts 2:30 – 4:30	17 Skating 2:30 – 4:30	18 Board Games / Video Games 2:30-4:30	19	20 Jiu-jitsu w/ Wycotte 10 am – 12 pm
21	22	23	24	25	26	27
28	29	30	31			

Questions or Concerns contact: Marcelo Bose

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Register Here : Craig Shintah - craig.shintah@lnibdc.com
or call 250-315-3029

