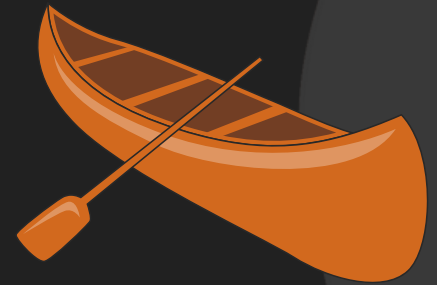




# Xets'ō:westel *December*

In the Stó:lō lunar year (**Seasons of the Moon**), November 24 - December 24 is known as Xets'ō:westel, or “Time to store away paddles for the winter”.



## Event Highlights

Day	Item
Dec 3	Free legal clinic (Chilliwack Indigenous Justice Centre)
Dec 4	Wreath Making Workshop + Lunch with Lyndy
Dec 5	Leq'á:mel Elders Christmas Luncheon
Dec 6	Community Christmas Dinner (Community Hall)
Dec 8	Christmas Bake/Craft Sale (Community Hall)
Dec 10	STAFF ICS100 Training (Community Hall)
Dec 11	Christmas Lunch with Lyndy (Community Hall)

## In This Issue

Page	Category
2	December Calendar
3-4	Important Dates & Notices
5-9	Department Updates
10-20	Community Notices & On-Reserve Programs
21-34	Community Events
35-39	Social Assistance, Financial Aid, & Disability
40-58	Education & Job Opportunities

# December 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
Elders' Massage (Health Building) 10:00 AM - 2:00 PM	SASET Rep (Health Boardroom) 9:00 AM - 3:00 PM Free Legal Clinic (Chilliwack Indigenous Justice Centre) 1:00 PM - 4:00 PM	Mini Queens 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Queens 9-13 group (Youth Portable) 6:00 PM - 7:00 PM Lunch with Lyndy + Wreath Making (Health Building Boardroom) 1:00 PM - 2:30 PM	Lead'atmel Elders Christmas Luncheon (Leg & mel First Nation) 9:00 AM - 4:00 PM Halq'emeyem Lessons (Health Building Boardroom) 6:00 PM - 8:00 PM Mini Warriors 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Warriors 9-13 group (Youth Portable) 6:00 PM - 7:00 PM	COMMUNITY Christmas Dinner - Seating Limited, Door Prizes for attendees 19+ (Community Hall) 5:30 PM - 8:30 PM		
8	9	10	11	12	13	14
COMMUNITY Christmas Bake/Craft Sale (Community Hall) 12:00 PM - 7:00 PM	Elders' Massage (Health Building) 10:00 AM - 2:00 PM	STAFF CGS100 Training (Community Hall) 9:00 AM - 4:00 PM	Mini Queens 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Queens 9-13 group (Youth Portable) 6:00 PM - 7:00 PM Christmas Lunch with Lyndy (Community Hall) 1:00 PM - 2:30 PM	Halq'emeyem Lessons (Health Building Boardroom) 6:00 PM - 8:00 PM Elders' Lunch (Comm. Hall) 12:00 PM Mini Warriors 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Warriors 9-13 group (Youth Portable) 6:00 PM - 7:00 PM		
15	16	17	18	19	20	21
Elders' Massage (Health Building) 10:00 AM - 2:00 PM	Elders' Massage (Health Building) 10:00 AM - 2:00 PM	Cedar Box Making (Community Hall) 4:30 PM - 8:30 PM	Mini Queens 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Queens 9-13 group (Youth Portable) 6:00 PM - 7:00 PM Lunch with Lyndy + Canvas Painting (Community Hall) 1:00 PM - 2:30 PM	Halq'emeyem Lessons (Health Building Boardroom) 6:00 PM - 8:00 PM Elders' Lunch (Comm. Hall) 12:00 PM Mini Warriors 5-8 group (Youth Portable) 5:00 PM - 6:00 PM Mini Warriors 9-13 group (Youth Portable) 6:00 PM - 7:00 PM	Christmas Break (Sumas Offices Closed)	COMMUNITY Kids Christmas Party (Ages 0-18 welcome) (Community Hall) 11:00 AM
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Christmas Break (Sumas Offices Closed)

Christmas Break (Sumas Offices Closed)

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# Important Dates & Notices

*Pages 3-4*

## Christmas Break

Sumas First Nation will be closed (Admin, Health, and GNR offices), from December 21st - January 1st (returning January 2nd). Our last full day open is December 20th, 2024.



**Dec 21 - Jan 1**



**CLOSED**



**All Offices**

**Please note that the cigarette shop will also be closed during this time!** We apologize for any inconvenience but encourage you to stop by and make any necessary purchases before our Christmas break.

## Christmas Distribution

Christmas Distribution was sent to **all members with direct deposit** on Nov 29, 2024. Depending on your bank or credit union, funds may have shown on Nov 22 or Nov 25. Please check to ensure you have received this!



**Nov 29**



**All day**



**Health Building**

**Members without direct deposit will be able to pick up their cheques on November 29th at the Health Building.** Due to the Canada Post strike, cheques will not be mailed out until the strike is resolved. For questions or concerns, please reach out to Amber Ned: [amber.ned@sumasfirstnation.com](mailto:amber.ned@sumasfirstnation.com)

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# Sumas Department Updates

*Pages 5-9*

## Busy Bear Club Preschool Updates and Highlights for December 2024

### Ey swayel mekw'wat

#### Important Dates:

- December 4th: "Reptile Guy" visiting daycare
- December 5th: Last day of Afterschool Club (ASC) and Christmas party for ASC
- December 11th: Christmas party for daycare families from 1030am to 1pm
- December 12th: Preschool class visiting Elders Luncheon
- December 12th: Closing early at 4:00 PM
- December 13th: Closed for staff conference
- December 20th - January 6th: Closed for Christmas holiday
- January 2nd: Daycare re-opens

As we reflect on the month of November, we are happy to share some exciting experiences our children have had! In November, the children went on a fun field trip to The Blue Heron Reserve to learn about salmon. It was a wonderful opportunity for them to explore the natural world around them.



In October, we ventured to Alder Acres, where the children enjoyed a petting zoo, a hayride, and picked out their very own pumpkins. A big thank you to Marlena, our bus driver, for making these trips possible!

## Busy Bear Club Preschool Updates and Highlights for December 2024

Our children have also been learning and growing in many areas, particularly in language development. We are so grateful to our language teacher, Roxanne Dool for teaching us Halq'emeylem. In addition, we would like to say thank you to our Elders, that have been visiting weekly. Our little ones have enjoyed visits from the elders, who have generously shared their time and knowledge with us.

### After School Club (ASC) Updates:

After School Club is now at full capacity! We are excited to announce that we now have a waitlist. Thank you to all the families who have enrolled their children in ASC. We are excited to be offering this fun experience for them.



## Busy Bear Club Preschool Updates and Highlights for December 2024

### Additional Updates

- Daycare Families: Please take a moment to read through the in-house newsletters that have been shared with you. These contain important information about field trips and other events. Be sure to also check your Lillio app for any messages!
- Maintenance at the Preschool: We continue to keep up with necessary maintenance at the preschool. This month, we've stained the fence, had our windows washed, and taken down the shade sails for winter.
- Speech and Language Support: We are pleased to announce that a Speech and Language Pathologist has started visiting our school twice a week. This support is helping all our children with their communication and academic progress, providing them with the tools they need to succeed.



# Department Updates

December 2024

## Busy Bear Club Preschool Updates and Highlights for December 2024

We hope you and your family have a wonderful holiday season!

**Ts'ithóme tsel – thank you**



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# Community Notices & On-Reserve Programs

*Pages 10-20*



# SUMAS FIRST NATION

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2788 Sumas Mountain Road, Abbotsford, BC V3G 2J2  
Telephone: (604) 852-4041 · Fax: (604) 852-4048

## **NOTICE TO ALL TENANTS FOR 37005 Kilgard Road Units October 15, 2024**

### **HOUSING AGREEMENT CLEAN UP AFTER YOUR PETS!**

It has come to the housing departments attention that Dog Feces has not been picked up around the Rapid Units. This is a health and safety concern as children play and walk. This attracts pests, wildlife and is an awful smell.

**This a reminder of the SFN Housing Rental Agreement you signed upon moving in:**

#### 11.PETS

a) Tenant(s) will be permitted to have 2 pets as per Policy 19 in the SFN Housing Policy, as long as the pets are:

i) Common household pets, these include dogs, cats, fish, birds, rabbits and rodents

such as guinea pigs, and hamsters, kept as companion animals.

**Clutter & cleanliness around the rental units** You must carry the bags and pick up after your dog. For respect and safety of other tenants we are requesting you clean up your area. Remove any items off of the handrails, walk ways and stairwells. There will be regular inspections.



# SUMAS FIRST NATION

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2788 Sumas Mountain Road, Abbotsford, BC V3G 2J2  
Telephone: (604) 852-4041 • Fax: (604) 852-4048

## Housing Notice

### **A reminder to winterize your home!**

- **Disconnect the water hoses from the taps to ensure pipes do not burst**
- **Store or secure loose yard item that may be blown away in strong winds and cause damage**
- **Change the furnace filter. Dirty filters will cause the Central Air to shut down**
  - **Keep the outside central air unit area clear**
  - **Ensure there is no loose siding**





## Semá:th Lands Department

*S'ólh Téméxwte ikwe'lo. Xólhmet te mekw' stám ít kwelát.*

This is our Land. We must take care of everything that belongs to us.

### **Reminder to Community – Dumping of Fish Scraps is Prohibited**

On September 5th, 2024, April Schwartz, Archeological and Environmental Monitor, discovered fish scraps and plastic waste that had been dumped on Kilgard Road. Prior to this, filleted fish remains were found on the banks of Marshall Creek. Both of these incidences are violations of the *Prevention of Disorderly Conduct and Nuisance Law* (2015) as fish scraps are considered a waste that must be disposed of properly. While we recognize that it is tradition to return our leftover fish to the land, it is vital to remember the need to return these scraps to where the fish were captured to begin with. Sumas First Nation prohibits the dumping of fish scraps within our community as there are two major environmental concerns regarding this activity:

#### **1. Attraction of scavengers:**

Fish scraps, when dumped on roadsides and creek beds, attract scavengers like bears. If bears associate our community with food sources like fish scraps, they are likely to spend more time in the area, acclimating to the presence of people. This can lead to potentially dangerous human-wildlife interactions and/or the euthanization of the bear.

#### **2. Pollution of Water:**

The creeks that run through our community are shallow and have poor water quality as a result of agricultural activity in the area, among other anthropogenic-related impacts. When additional organic waste is added to the creeks, the decomposition process consumes oxygen in the water. This can be detrimental to the fish inhabiting these waterways and in extreme cases, lead to fish kill events. When fish scraps are returned to deeper, faster moving water, like the Fraser River, these problems do not occur as the scraps are more likely to sink and be consumed by bottom-dwelling organisms.

This is a reminder that as members of Sumas First Nation, we have a responsibility to pass our ancestor's traditions to future generations and to steward the land and its resources for future generations. If you are unable to return your fish scraps to the place where the fish was captured, we kindly ask that the fish scraps be placed in the garbage.

Please note that Sumas First Nation reserves the right to issue warning letters and fines (at a maximum of \$1000) to violators of the *Prevention of Disorderly Conduct and Nuisance Law*.

For more information or to request copies of the *Prevention of Disorderly Conduct and Nuisance Law*, please contact the Semá:th Lands Department:

Sasha Tuttle, M.Sc. in Zoology

**Environmental Compliance Officer**

Cell: (604) 226 - 6051

Email: [sasha.tuttle@sumasfirstnation.com](mailto:sasha.tuttle@sumasfirstnation.com)

## Notice

### Furnace & Central Air Maintenance Information

#### Furnace Filters

Furnace filter need to be checked regularly. The Central Air will shut down if the filter is too clogged.

The furnace filters need to be clean and changed at least quarterly to keep your furnace operating properly. Your furnace and vents need to be clear to keep air flowing.

Rental homes may call the SFN housing department for assistance from SFN Maintenance Crew for furnace filter inspections and maintenance.

#### Member Home New Central Air Unit Responsibilities

The Central Air Unit maintenance is your responsibility. Heat Pump filters require replacement regularly, call Kim Peters, Meer Mechanical for information on the filters or a maintenance package quote. (604-793-0169).

Please keep your exterior Central Air Unit Unit clean of any debris, black berries, shrubs, plants, etc. The unit can be damaged if clogged or jammed with leaves, branches, cottonwood fluff, garbage (Do not store anything on or around the unit). Damage is your responsibility and can be very costly.

Rental homes may call the SFN housing department for assistance from SFN Maintenance Crew for furnace filter inspections and maintenance.

#### Rental Home New Central Air Unit & Furnaces

Heat Pump filters require replacement regularly. You may call the SFN housing department for assistance from SFN Maintenance Crew for filter inspection and maintenance.

Please keep your exterior Central Air Unit clean of any debris, black berries, shrubs, plants, etc. the unit can be damaged if clogged or jammed with leaves, branches, cottonwood fluff, garbage (Do not store anything on or around the unit). Damage can be very costly and is a breach of the Rental Housing Policy.

***If there is an issue with your furnace or air conditioning units, and you have not followed the requirements the cost will fall upon you. It is very important to maintain your Furnaces and Air Conditioning unit as the Housing Department does not have the budget to repair.***



SUMAS FIRST  
NATION HOUSING  
DEPARTMENT

We thank you for your cooperation and for any assistance please call :

Paula Olmstead, Housing Officer –  
paula.olmstead@sumasfirstnation.com – 604-852-4041 – ext. 227

Nancy Murphy, Housing Administrator-  
nancy.murphy@sumasfirstnation.com  
604-997-9500

## Notice

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SUMAS FIRST  
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604-997-9500

***If there is an issue with your furnace or air conditioning units, and you have not followed the requirements the cost will fall upon you. It is very important to maintain your Furnaces and Air Conditioning unit as the Housing Department does not have the budget to repair.***



## 2024 HOUSING COMMITTEE APPLICATION

**Oct. 31, 2024**

### **Housing Committee Purpose**

- a. To provide strategic advice and recommendations to the Sumas First Nation Council on housing policies, programs, and initiative.
- b. To ensure the housing needs of Sumas First Nation members are met in a fair, equitable, and sustainable manner.
- c. To oversee the development, implementation, and monitoring of the Sumas First Nation Housing Strategy, Plan and Policy.

### **Duties & Responsibilities**

- a. The committee shall address all matters related to housing, including but not limited to:
  - Housing policy development.
  - Allocation of housing units.
  - Maintenance and repair of existing housing.
  - Development of new housing projects.
  - Engagement with community members on housing-related issues.

### **Committee Criteria**

- a. Sumas First Nation registered member of voting age
- b. Must be in financial good standing with Sumas First Nation. *(This includes members that have signed an Arrears Recovery Agreement and have made the required payments.)*
- c. Must be willing to complete a basic finance training
- d. Must have a minimum of a high school diploma and post secondary education would be an asset
- e. Must aligned with the best interest of the Sumas First Nation Community and Housing.

### **Composition of the Housing Committee**

- a. A Housing Committee member must be a registered member living on or off reserve who meets the criteria to be a committee member.
- b. The committee will be composed of five (5) members interested in working towards the goals and objectives of the Sumas Housing Policy, the Sumas Housing Plan and the committee

Terms of Reference. Community members with an interest, knowledge or experience in housing, construction, finance, or social services. Committee composition preferred:

- Two members living on Sumas First Nation.
- One member living off Sumas First Nation.
- One elder;
- One youth.

*Note: If there are no applicants in one or more of these groups, 5 committee members will be selected from the applications.*

**Term:** 3 years  
**Meetings:** As required with a maximum of once per month.  
**Compensation:** An honorarium for attending each meeting

**Instructions:**

Please email the application to [Nancy.Murphy@sumasfirstnation.com](mailto:Nancy.Murphy@sumasfirstnation.com) or drop off with Paula Olmstead at the Sumas Office. **Deadline: 4:00pm, Friday, Nov. 28, 2024.** For further information

you may contact Paula Olmstead, Housing Officer, 604 852 4041, [paula.olmstead@sumasfirstnation.com](mailto:paula.olmstead@sumasfirstnation.com) or Nancy Murphy, Housing Administrator, 604 997 9500.

Personal information on this form is collected under the authority of Sumas First Nation and will be used to determine the qualifications for appointment to the Housing Committee. Names of successful applicants may be made public, provided to the community and posted on the Sumas First Nation website.

Please note that not all participants may be selected, this will depend on the eligibility criteria established, the number of applications received, and the areas of interest represented. During the selection process you may be contacted for further information.

# 2024 HOUSING COMMITTEE APPLICATION FORM

**1. Contact Information:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_

**2. Please select your age category: circle**

18-25 years old    25-34 years old    35-44 years old    45-54 years old  
55-64 years old    65-74 years old    75 + years old

**3. Please explain why you are interested in serving on this committee. Explain that you have the best interest of the Sumas First Nation Community and Housing. (If more space is needed use the back page.)**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4. Please identify if you would represent any of the following groups in your capacity as**

**Committee member:**    Please circle  
On reserve member    off reserve member    elder    youth

**5. List your education completed.**

\_\_\_\_\_  
\_\_\_\_\_

**6. Are you in financial good standing with Sumas First Nation. (This includes members that have signed an Arrears Recovery Agreement and have made the required payments.)**

Yes    No

**7. If you have no education or experience in finance. Are you willing to complete basic finance training?**

Yes    No

**8. Have you read the committee description and eligibility criteria, and are you able to commit to the time required to carry out these duties?**

Yes      No

**9. Have you previously been a member of any other Sumas committees?**

Yes      No

If yes, please identify which committee(s) and when you served.

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**10. Have you served on any committees elsewhere?**

Yes      No

If yes, please provide details. (where, which committee(s), your involvement, etc.)

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**11. Please provide any additional information and/or comments below.**

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# Sumas Nation

## Rental Housing Policy and Procedures Manual

### 6.0 Roles and Responsibilities

Policy: The housing policy will be implemented and supported as directed by Sumas First Nation Council.

Procedure:

#### 6.1 Council

Council is responsible to:

- a) Oversee planning and community strategies;
- b) Approve budgets related to the delivery and administration of the rental housing program;
- c) Approve actions as required by the Housing Administrator or the Housing Advisory Committee;
- d) Approve housing policies, agreements, by-laws and related regulations; and
- e) Support housing policy enforcement.

#### 6.2 Housing Advisory Committee

The Housing Advisory Committee provides advice and recommendations on housing activities to the housing department, in accordance with the Terms of Reference for the Committee.

**We thank you for your interest and look forward to working with you!**



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# Community Events & Programs

*Pages 21-34*

# Halq'eméylem Language Classes

*With Aiden Silver*

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## Let's learn to speak Halq'eméylem!

Learn beginner-level traditional phrases and words in Halq'eméylem, the language of the Semá:th people. Aiden Silver is a Semá:th band member and will be leading these classes.

---

## 5-Week free course

**Starts:** Oct 24, 2024

**Runs:** every *Thursday* until Dec 21, 2024

**Time:** 6:00 PM - 8:00 PM

**Location:** Health Building Boardroom

**Cost:** FREE

---

## Registration

**Please email Dionne Shaw:**

dionne.shaw@sumasfirstnation.com

# Mini Indigenous Queens and Mini Warriors

## Program Topics

A tailored youth program aimed at supporting Indigenous children and teenagers as they navigate the challenges of life, focusing on fostering a reconnection to their cultural roots while embracing the joys of youth. **Open to all Semá:th Community Members!**

Mini Warriors Groups: Ages 5-8 & 9-13

Mini Queens Groups: Ages 5-8 & 9-13

## Program Topics

- Foundations of Self
- Leadership & Team Building
- Cultural Immersion
- Wellness & Self-Care
- Community Engagement
- Reflection & Celebration
- & many more

***This program runs for girls (Mini Queens) and for boys (Mini Warriors).***

The individual topics and components for each part of the program structure will vary slightly between groups.

**FREE  
Program**

Open to all  
Semá:th  
Community  
Members



Program	Start Date	Date & Time	Location
Mini Queens (Ages 5-8)	October 2nd	Wednesdays, 5:00 - 6:00 PM	Youth portable
Mini Queens (Ages 9-13)	October 2nd	Wednesdays, 6:00 - 7:00 PM	Youth portable
Mini Warriors (Ages 5-8)	October 3rd	Thursdays, 5:00 - 6:00 PM	Youth portable
Mini Warriors (Ages 9-13)	October 3rd	Thursdays, 6:00 - 7:00 PM	Youth portable

## Registration:

Please contact Dionne Shaw  
dionne.shaw@sumasfirstnation.com



BC FIRST NATIONS  
JUSTICE COUNCIL

DEC 3, 2024  
1PM - 4PM

# JOIN OUR FREE CLINIC

## WHY HAVE A WILL?

PLEASE JOIN US FOR  
INFORMATION AND DISCUSSION  
TUESDAY, DECEMBER 03 1-4PM

Our **Chilliwack Indigenous Justice Centre** lawyers will provide information about wills and be available for general legal advice for First Nation, Métis and Inuit Persons.

**Tuesday | December 3rd | 1pm-4pm**

**Chilliwack Indigenous Justice Centre  
201-46140 Yale Road (In District 1881)**

**Questions? Contact Natalie at 778.704.1666 or  
Natalie.Brandon-George@bcfnjc.com**



@bcfnjc



bcfnjc.com

# LUNCH with LYNDY

## Christmas Wreath-Making



### **Lunch + Wreath-Making!**

Lunch with Lyndy is getting a Christmas twist! **Join us for our usual Wednesday hot meal, with the addition of a Wreath-Making Workshop to participate in!**

Thanks to our Healing Homes Department and Community Support workers, all wreath-making materials will be supplied. Just bring your creativity!

### **Time, Date, & Location**

Dec 4th, 12:30 PM - 2:30 PM  
Semá:th (Sumas) First Nation Health Boardroom (2788 Sumas Mtn Rd)

### **About Our Program**

At Lunch with Lyndy, our mission is to provide nourishing meals and support to those in need. We are dedicated to serving homeless individuals and those struggling with addiction, or those that are simply in need of a hot meal. Our aim is to offer not just food, but also a caring & supportive environment for all those in need. We offer a hot meal every Wednesday at either the Sumas First Nation Community Hall OR in the Sumas First Nation Health Building Boardroom.

## Lunch + Wreath-Making



Dec. 4, 2024



12:30 - 2:30 PM



Health Building Boardroom

For more information  
please contact:

Lyndy Silver  
[lyndy.silver@sumasfirstnation.com](mailto:lyndy.silver@sumasfirstnation.com)



Leq'á:mel First Nation: 43101  
Leq'á:mel Way

# ELDERS

## Christmas Luncheon

Dec 5, 2024

Starts at 12:00 PM / FREE Event

**Please call 604-287-0011 to register!**  
Limited availability.



YOU ARE INVITED TO

# Christmas

DINNER

19+ WILL BE ENTERED TO WIN A  
DOOR PRIZE



FRIDAY, DECEMBER 6, 2024  
5:30PM-8:30PM

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at the Community Hall  
SEATING IS LIMITED





SUMAS FIRST NATION

# COMMUNITY CHRISTMAS BAKE/CRAFT SALE

EVERYONE IN  
ATTENDANCE WILL BE  
ENTERED TO WIN  
DOOR PRIZES

Calling all  
Bakers and Crafters!!!  
We are welcoming you to set up a  
table to sell your baked good and  
or crafted items.



DEC. 8 | 12PM-7PM

THE COMMUNITY HALL  
2800 SUMAS MOUNTAIN ROAD

Contact to join,  
[Alana.James@sumasfirstnation.com](mailto:Alana.James@sumasfirstnation.com)

# LUNCH with LYNDY

## Christmas Lunch



### Christmas Lunch

Our usual Wednesday Lunch with Lyndy program will be providing a very special Christmas Lunch (with all the trimmings!) on December 11th. Come by for a hearty meal featuring all of the traditional Christmas favourites! Join us for turkey, stuffing, and more.




### Time, Date, & Location

Dec 11th, 1:00 PM - 2:30 PM  
Semá:th (Sumas) First Nation  
Community Hall (2800 Sumas Mtn Rd)

### About Our Program

At Lunch with Lyndy, our mission is to provide nourishing meals and support to those in need. We are dedicated to serving homeless individuals and those struggling with addiction, or those that are simply in need of a hot meal. Our aim is to offer not just food, but also a caring & supportive environment for all those in need. We offer a hot meal every Wednesday at either the Sumas First Nation Community Hall OR in the Sumas First Nation Health Building Boardroom.

## Join us for Christmas Lunch!

-  Dec. 11, 2024
-  1:00 - 2:30 PM
-  Sumas FN  
Community Hall

For more information  
please contact:

Lyndy Silver  
[lyndy.silver@sumasfirstnation.com](mailto:lyndy.silver@sumasfirstnation.com)



**Semá:th**  
Sumas First Nation

# CEDAR BOX

## *Crafting Workshop*

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Join Healing Homes and Sumas Community Outreach for a creative, interactive workshop to make your very own cedar box. Boxes will pre-engraved and there will be different designs to choose from. **Dinner will be provided!**

**Please note that there are only 20 boxes available.** Make sure to email Lori asap if you are interested in participating! **We will only be able to provide a box to the first 20 people to register.**

---

**Date:** December 17th

**Time:** 4:30 PM - 8:30 PM

**Location:** Community Hall

---

**Registration:** please email Lori S. at [lori.stromquist@sumasfirstnation.com](mailto:lori.stromquist@sumasfirstnation.com) to register.



'TIS THE SEASON TO BE JOLLY!!



# Christmas

## Kids Christmas Party

Saturday Dec 21<sup>st</sup>, 2024 at 11:00 am  
Sumas Community Hall

For Sumas First Nation Member's/Community Member's  
Children aged 0-18

For any other inquiries contact Alana James (604) 852 4041 ext. 202



# LUNCH with LYNDY

## Christmas Canvas Painting



### Lunch + Canvas Painting

Lunch with Lyndy is getting a Christmas twist! **Join us for our usual Wednesday hot meal, with the addition of a Canvas Painting Workshop to participate in!** Thanks to our Healing Homes Department and Community Support workers, all canvas-painting materials will be supplied. Just bring your creativity!


### Time, Date, & Location


Dec 4th, 12:30 PM - 2:30 PM  
Semá:th (Sumas) First Nation Health Boardroom (2788 Sumas Mtn Rd)

### About Our Program

At Lunch with Lyndy, our mission is to provide nourishing meals and support to those in need. We are dedicated to serving homeless individuals and those struggling with addiction, or those that are simply in need of a hot meal. Our aim is to offer not just food, but also a caring & supportive environment for all those in need. We offer a hot meal every Wednesday at either the Sumas First Nation Community Hall OR in the Sumas First Nation Health Building Boardroom.

## Lunch + Canvas Painting

 Dec. 18, 2024

 12:30 - 2:30 PM

 Health Building Boardroom

For more information  
please contact:

Lyndy Silver  
[lyndy.silver@sumasfirstnation.com](mailto:lyndy.silver@sumasfirstnation.com)



# ICS 100 TRAINING

## INTRODUCTION TO THE INCIDENT COMMAND SYSTEM FOR ALL STAFF

Staff will gain foundational knowledge of the processes and procedures in emergency events at the nation.

- ✓ Door Prizes, Refreshments & Lunch Included
- ✓ All Participants will receive a ICS 100 Certification
- ✓ Justice Institute Of British Columbia Course

### DATE:

December 10  
9am - 4pm

### LOCATION:

Community Hall

1. **Safety & Health of Responders**
2. **Save Lives**
3. **Reduce Suffering**
4. **Protect Public Health**
5. **Protect Critical Infrastructure**
6. **Protect Property**
7. **Protect Environment**
8. **Reduce Economic & Social Losses**

## Why It's Important:

***"ICS 100 is the foundation for all emergency response operations, ensuring that everyone speaks the same language and follows a coordinated approach during a disaster or emergency."***

### Course Overview

Introduction to the ICS structure

Basic concepts and principles of emergency response

Roles and responsibilities within ICS

The importance of a unified command in response scenarios

### Key Learning Objectives

Understanding the ICS structure

Gaining familiarity with roles and responsibilities

Learning basic terminology and functions

Importance of inter-agency coordination

Preparedness for real-world emergencies

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# **Social Assistance, Financial Aid, & Disability**

*Pages 35-39*



# INDIGENOUS DISABILITY CANADA

DTC Navigators work with Indigenous individuals living with disability(ies) all across Canada

- Status / Non-Status / Metis / Inuit
- Reside both within and outside of First Nations Communities

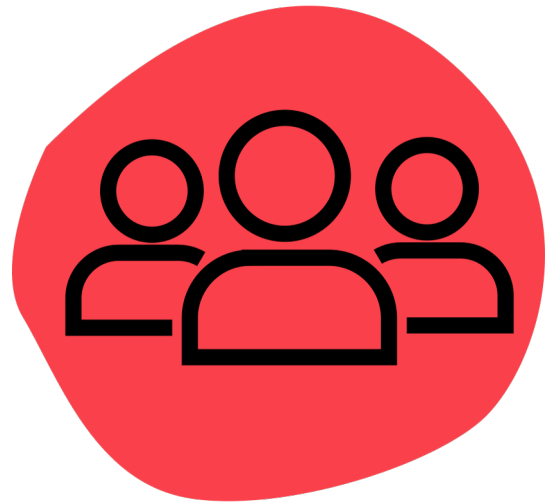


**Request Supports Online!**



## DISABILITY TAX CREDIT NAVIGATION PROGRAM

A FREE Time-limited service dedicated to assist eligible persons with disabilities in obtaining their Disability Tax Credit (DTC) Certificate



This program aims to assist individuals in qualifying for the Disability Tax Credit (DTC) in preparation for the new Canada Disability Benefit that is beginning in July 2025.

**CONTACT US FOR MORE  
INFORMATION**

[dtc@bcands.bc.ca](mailto:dtc@bcands.bc.ca) / [dtc1@bcands.bc.ca](mailto:dtc1@bcands.bc.ca)   
[dtc2@bcands.bc.ca](mailto:dtc2@bcands.bc.ca)

(204) 930-4499 / (819) 593-5023  
(250) 381-7303

Toll-Free: 1-888-815-5511

# INDIGENOUS DISABILITY CANADA



**With support from Employment and Social Development Canada (ESDC), IDC/BCANDS officially launched our National Disability Tax Credit (DTC) Navigation Program on Monday, October 28th.**

This time-limited program (October, 2024 – March, 2025) will assist eligible Indigenous persons with disabilities in navigating through the process and requirements of applying for and obtaining the DTC. The DTC is a “gateway” benefit, meaning that it is required to be held by the individual in order to qualify for other federal benefits such as the Registered Disability Savings Plan (RDSP), Canadian Dental Care Plan and in July of 2025, the Canada Disability Benefit (CDB).

This program is available to Indigenous Peoples with disabilities residing in Indigenous and non-Indigenous communities in all provinces and territories.

Please click on the link below and attachments for more information and please share widely. We apologise for any cross postings.

<https://www.bcands.bc.ca/idc-bcands-national-disability-tax-credit-dtc-navigation-program/>

**DISABILITY TAX CREDIT  
NAVIGATION SERVICES**

[www.bcands.bc.ca](http://www.bcands.bc.ca)

## **ABOUT OUR ORGANIZATION**

Indigenous Disability Canada (IDC) is an award winning, Indigenous not for profit, charitable Society that has been serving the unique and diverse disability and health support needs of Indigenous Peoples across Canada for over 30 years. IDC is a "stand alone" organization that acts in Special Consultative Status with the United Nations Economic and Social Council.

## **OUR MISSION**

"Advancing the unique disability and health priorities of Indigenous persons through collaboration, consultation, and the delivery of comprehensive client services"

**INDIGENOUS  
DISABILITY  
CANADA**



**Request Supports Online!**



**OTTAWA OFFICE:**  
130 ALBERT ST - SUITE 1103  
OTTAWA ON K1P 5G4

**VICTORIA OFFICE:**

1610 ISLAND HIGHWAY - UNIT 6  
VICTORIA BC V9B 1H8

**PHONE:** (819) 593-5023

(204) 930-4499  
(250) 381-7303

1-888-815-5511

**TOLL-FREE:**

DTC@BCANDS.BC.CA

**EMAIL:**

DTC1@BCANDS.BC.CA

DTC2@BCANDS.BC.CA

**INDIGENOUS  
DISABILITY  
CANADA**



**DISABILITY  
TAX CREDIT  
NAVIGATION  
SERVICES**  
www.bcands.bc.ca

## ABOUT THE DTC

The Disability Tax Credit (DTC) is a non-refundable tax credit that helps people with disabilities, or their supporting family member, reduce the amount of income tax they may have to pay.

Applying for the DTC involves the person who has the impairment and a medical practitioner who can certify the effects of the impairment.

If you think you may be eligible for the DTC, you should apply. Being eligible for the DTC may help you access other federal programs such

- as:
  - Registered Disability Savings Plan
  - Canada Workers Benefit
  - Disability Supplement
  - Child Disability Benefit
  - Canada Dental Benefit
  - and other benefits, such as the upcoming Canada Disability Benefit

## DISABILITY TAX CREDIT

### NAVIGATION

The Disability Tax Credit Navigation Program is a FREE time-limited program that is currently running until March 31st, 2025. DTC Navigators provide supports to Indigenous individuals living with disabilities across Canada to apply and qualify for the Disability Tax Credit. This program was designed in preparation for the new Canada Disability Benefit that is beginning in July 2025.



## WHO DO WE HELP?

- DTC Navigators work with Indigenous individuals living with disabilities across Canada
- Identifying as Indigenous (Metis, Inuit, First Nation Status, or Non-Status)
  - Residing within or outside of First Nation communities
  - Identifying as living with a disability (no formal diagnosis needed)

## HELPFUL DOCUMENTS

When you contact our Navigators, please try to have the following on hand, and ready for them:

- SIN Number (mandatory)
- Medical Records and Information on your Disability
- Doctor/Specialist Contact Information

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# Education & Job Opportunities

*Pages 40-58*



# SEMÁ:TH FIRST NATION

## Job Posting

<b>POSITION:</b>	LANDS PERMITTING ADMINISTRATOR
<b>HOURS:</b>	FULL TIME (35 HOURS PER WEEK)
<b>TERM:</b>	3 YEAR TERM WITH POSSIBLE EXTENSION
<b>WAGE:</b>	\$45,000.00 TO \$54,600.00 DEPENDING ON EDUCATION AND EXPERIENCE
<b>REPORTS TO:</b>	SUMAS FIRST NATION LANDS MANAGER

### 1.0 PURPOSE & SUMMARY

Sumas First Nation is seeking an energetic and dedicated person to take on the role of Lands Permitting Administrator. Reporting directly to the Sumas First Nation Lands Manager, the Lands Permitting Administrator is responsible for reviewing and requesting revisions on permit applications as well as issuing the appropriate permits (business permits, development permits and/ or building permits) when finalized. The Lands Permitting Administrator will also be included in the process of conducting site inspections and assessing compliance with the Sumas First Nation Land Code and Laws.

### 2.0 DUTIES & RESPONSIBILITIES

- Ensures that the Sumas First Nation permitting process is administered in alignment with the Sumas First Nation land Code and Code of Conduct, Land Use Plans and related laws.
  - Reviews development permit, building permit and business permit applications to ensure compliance with land use plan, zoning law and Development and Subdivision Law.
  - Works directly with applicants on all steps of the permitting process - including that any reports, engineering drawings and service agreements are produced and included in applications as required.
  - Educates applicants, developers and community members on Sumas First Nation land laws and land management to build awareness and support compliance.
- Works with the Lands Department to actively monitor compliance with issued permits.  
 Maintains a comprehensive tracking system for the permit application process and records and follows up on the issuance for all business licenses when required.  
 Assists and provides input on the implementation and amendment of the Sumas First Nation Land Use Plan.  
 Provides back-up and support to other Lands Department staff during peak periods or during vacation /leave.  
 Other duties as required.

### 3.0 QUALIFICATIONS

- Post secondary diploma or degree in Land Management, Community Planning, or related
  - Field or an equivalent combination of education and experience.
  - 2-3 years related experience in Land Management, Community Planning and/or permit application management.
  - Ability to interpret engineered drawings and construction specifications.
  - Strong administrative background skills.
  - Knowledge of the BC Building Code.
  - Prior experience working in a fast-paced office environment with the ability to prioritize.
  - Experience in working with First Nations communities and/or organizations an asset.
  - Proven ability to maintain confidentiality.
- Working knowledge of office procedures, records management, and document processing.  
 Ability to develop and maintain effective working relationships with peers, managers, community members, contractors, and suppliers.  
 First Nations descent is considered an asset.

- Advanced knowledge and expertise about Microsoft Excel, Word, Zoom, Go-To Meetings.
- Appreciation of First Nations culture, traditions, procedures and protocols.
- Knowledge of Sumas First Nation's history, culture and tradition.
- Valid first aid certificate is considered an asset.
- Valid Class 5 BC Driver's License.

**TO APPLY:**

Please email your cover letter & resume to [Human.Resources@sumasfirstnation.com](mailto:Human.Resources@sumasfirstnation.com)  
Deadline: October 25th, 2024



# SEMÁ:TH FIRST NATION

## Job Posting

<b>POSITION:</b>	BUSY BEAR ADMINISTRATIVE ASSISTANT
<b>HOURS:</b>	PART TIME – 2 DAYS PER WEEK (14 HOURS PER WEEK)
<b>TERM:</b>	TEMPORARY – 1 YEAR TERM
<b>WAGE:</b>	\$21.00 PER HOUR
<b>REPORTS TO:</b>	BUSY BEAR PRESCHOOL MANAGER

### 1.0 PURPOSE & SUMMARY

Sumas First Nation is seeking energetic and a qualified part time Administrative Assistant to work at our Busy Bear Preschool. The Administrative Assistant will work with the various Early Childhood Education (ECE) professionals as well as the Busy Bear Preschool Manager to provide aid in filling out daily reports and operational paperwork, plan events as well as shop for items to ensure that inventory is sufficient for daily operations. Other support functions include reporting on various data, preparation of budget, reports, correspondence and communications with a wide variety of internal and external contracts. Answering, screening, and directing calls; and coordinating meetings, conferences, and other supportive activities.

### 2.0 DUTIES & RESPONSIBILITIES

- Work closely with certified ECE’s and the Busy Bear Preschool Manager to ensure daily programs function efficiently.
- Provide sophisticated calendar management for the Busy Bear Preschool Manager. Prioritize inquiries and requests while troubleshooting conflicts; make judgements and recommendations to ensure smooth day-to-day engagements.
- Schedule meetings; draft agendas; develop, compile, and distribute presentation materials; and record meeting minutes on behalf of the Busy Bear Preschool Manager. Adhere to compliance with applicable Rules and Regulations set in Bylaws regarding Sumas First Nation matters.
- Complete a broad variety of administrative tasks, including assisting with special projects, designing and producing complex documents, reports, and presentations; collecting and preparing information for meetings with staff and outside parties; composing and preparing correspondence; maintaining contact lists; making travel arrangements; and completing expense and mileage reports as well as forms and reports that pertain to the daily operations of the Preschool.
- Provide specific aid to the ECE’s in the classroom as required.
- Monitor and maintain item inventory within the preschool by shopping for items as required.
- Provide assistance in planning preschool events to take place during and after school.
- Other duties as required.

### 3.0 QUALIFICATIONS

- One-year recent experience in administrative support.
- Proficient use of Microsoft Office (Word, Powerpoint, Excel, Etc.).
- One-year recent experience in early childhood education is considered an asset.
- Certification or diploma in administrative support.
- Clear Vulnerable Sector Criminal Records Check conducted under the Criminal Records Review Act.
- Valid first aid certificate is considered an asset.
- Valid Class 5 BC Driver’s License.

### TO APPLY:

Please email your cover letter & resume to [Human.Resources@sumasfirstnation.com](mailto:Human.Resources@sumasfirstnation.com)  
 Deadline: October 11th, 2024



# SEMÁ:TH FIRST NATION

## Job Posting

<b>POSITION:</b>	Responsible Adult
<b>HOURS:</b>	8 hours per week
<b>TERM:</b>	Temporary Contract
<b>SALARY</b>	\$19.00 per hour
<b>REPORTS TO:</b>	Busy Bear Preschool Manager

### 1.0 PURPOSE & SUMMARY

Sumas First Nation is seeking a qualified and experienced Responsible Adult to provide part time/ casual coverage for the Busy Bear Preschool Afterschool Program every Thursday starting in October 2023. Reporting to the Busy Bear Preschool Manager, the Responsible Adult will provide assistance in the delivery of the Busy Bear Afterschool Program and will not be left alone with children at any time. The Responsible Adult will help facilitate programming for children while following best practices of the Aboriginal Head Start components.

### 2.0 DUTIES & RESPONSIBILITIES

- Provide coverage and facilitation for the Busy Bear Preschool Afterschool Club every Thursday from 2:30pm to 6:30pm.
  - Work with the Busy Bear Preschool Staff and Manager to develop and prepare the components involved with the Afterschool Club.
- Provide care and mature guidance to children attending the Afterschool Club.  
Other duties as required.

### 3.0 QUALIFICATIONS

- At least 19 years of age
- Completion of Responsible Adult Training course (SFN to provide if necessary)
- Completed Criminal Records Check and appropriate medical clearance
- Valid first aid and CPR certification
- Completed at least 20 hours of training related to Early Childhood Education (beneficial but not necessary)
- Ability to effectively plan and manage time wisely
- High professional and ethical standards
- Proven ability to maintain confidentiality

### TO APPLY:

Please email your cover letter & resume to [Human.Resources@sumasfirstnation.com](mailto:Human.Resources@sumasfirstnation.com)

Deadline: October 11th, 2024



# Sema:th Xo:tsa Developments LP/LTD

## Job Posting

<b>POSITION:</b>	STH'OQI AQUACULTURE LP TILAPIA FISH FARM ASSISTANT
<b>HOURS:</b>	40+ HRS PER WEEK
<b>SALARY:</b>	\$50,000.00 to \$60,000.00 BASED ON EXPERIENCE AND EDUCATION
<b>TERM:</b>	PERMANENT
<b>REPORTS TO:</b>	STH'OQI AQUACULTURE LP TILAPIA FISH FARM MANAGER

### 1.0 PURPOSE & SUMMARY

Sth'oqi Aquaculture LP (SALP) is an aquaculture company that is jointly owned by Semá:th Xo:tsa Development LP (SXDLP), the development Corporation for Semá:th First Nation (SFN) and Lower Fraser Enterprises Limited Partnership (LFELP), which is comprised of 23 First Nation communities across the Fraser Valley. Sth'oqi Aquaculture focuses on sustainable freshwater fish production and operates in accordance with the cultural values and traditional knowledge of the Semá:th people. Sth'oqi Aquaculture LP (SALP) is looking for a qualified individual to take on the role of Fish Farm Assistant. This role is responsible for assisting in the daily operations of the fish farm. This includes production, maintenance, security as well as assisting the Manager in the various projects associated with SALP. As this position is required to be on site in case of emergencies, the candidate must be willing to work weekends and live within a 15-minute travel to the farm. 9722 McLeod Rd Rosedale BC. This is a hands-on operation that has employees working shifts to cover seven days per week.

### 2.0 DUTIES & RESPONSIBILITIES

- 1) The is a hands-on operation that requires that you do physical work activities
- 2) Assist in the management and adjustments of daily fish feeding rates and diets.
- 3) Sort and ship Tilapia according to wholesale demand.  
Clean facility as required including daily cleaning of filters and drains.
- 5) Assist in the maintenance fish health as directed.
- 6) Assist in the maintenance all equipment, pumps, generators and work directly with third party contractors to maintain equipment as needed.
- 7) Keep log of working hours and submit weekly time sheets to the Manager for approval.
- 8) Monitor Alarm calls and be available to respond to alarms after hours when on-call.
- 9) Provide Assistance with the installation of new equipment, raceways, and other upgrades.
- 10) Ensure inventory of fish feed and other consumables are stocked and reordered in a timely manner when required.
- 11) Ensure daily operations are completed according to fish farm licencing and appropriate regulations, including the Department of Fisheries and Oceans Canada (DFO).
- 12) Other duties as required.

### 3.0 QUALIFICATIONS

- 1) Experience in working with First Nations communities and/or organizations an asset.
- 2) Proven ability to maintain confidentiality.
- 3) Ability to develop and maintain effective working relationships with peers, managers, community members, contractors, and suppliers.
- 4) First Nations descent is considered an asset.
- 5) Appreciation of First Nations culture, traditions, procedures, and protocols.

### 4.0 CONTACT

Please email your cover letter & resume to [Human.Resources@sumasfirstnation.com](mailto:Human.Resources@sumasfirstnation.com)  
Deadline: Until position filled.

## A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know as adjustments can be made to help support you in your application process.

---

### Apprentice Electrician

Number of positions:8

Job Location:Surrey Trades Training Centre

Employment type:Apprentice

Region: Various

Hours of work:Full-time (37.5 hrs/wk)

Flexible Work Role:Field

Hourly Rate: \$ 35.95

---

### What you'll do

This Trade will interest those who enjoy working outdoors and performing hands on physically demanding work, which requires upper body strength. Mechanical and technical aptitude is essential. The ability to learn how to collect diagnostic information, analyze data and formulate a logical plan for solving complex problems is a requirement for this position. Proficiency with computers is required. Familiarity with industrial tools, equipment, and safety procedures is an asset.

The successful candidate will:

- Learn to install, operate, diagnose and repair electrical equipment within generating stations and substations throughout the electrical system.
- Learn how to follow safe working procedures and how to properly use tools, diagnostic equipment and machinery that are required for your trade. You will acquire a strong basic understanding before taking on more complex, technical and challenging assignments.
- Work safely in many different situations and environments. This includes working in generation stations and high voltage substations. You will often work at heights, confined spaces and inclement weather.
- Operate and repair software driven electrical controls and equipment.
- Gain the satisfaction and sense of accomplishment of restoring the power to customers at any time of the day or night.

### What you bring

- High school graduation with the following courses: Any English 12, Pre-Calculus 11 and Physics 11, or directly equivalent English, Math and Physics courses taken at College or University level.
- Where equivalent or higher status is claimed, documentation from the educational institution or the Ministry of Education must be provided by the applicant that will show equivalency or a higher level of the required Math, English and Physics courses taken.
- Valid class 5 or 7N BC driver's license or higher, or equivalent from other provinces with a clean driving record.
- Physically capable of performing the work.
- Must be in good health, including normal color vision, adequate hearing, vision and strength, and have a strong mechanical aptitude. Applicants are required to complete physical testing as part of the selection process.
- Interpersonal skills in dealing with employees and internal and external customers are essential factors in the selection process.

#CPGN1

### What we offer

Besides having a challenging and satisfying career, you're paid while you learn and have an excellent benefit package. Apprentices earn 75% of the full trade rate with further increases during the apprenticeship. The starting apprentice rate is \$35.95. The journey person rate is \$47.93.

You will also receive:

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension

- Training and development courses

For more information on the benefits we offer, visit [bchydro.com/benefits](http://bchydro.com/benefits).

## What else you should know

This position is affiliated with the international Brotherhood of Electrical Workers Union (IBEW local 258) [www.ibew258.bc.ca](http://www.ibew258.bc.ca)

### THE PROGRAM

48 months (four years) of on the job and in school technical training (10 weeks/year). The apprentice is also expected to complete various assignments and projects during the program. Continued satisfactory performance both in respect to work and study is required, or apprentices will be removed from the program.

### THE LOCATION

Apprentices work throughout the BC Hydro system and will be hired to various locations within BC. They are required to relocate to 3-4 different locations during the four year apprenticeship to gain experience in both substations and generating stations. Typical locations include Vancouver Island, Lower Mainland, Cranbrook, Mica Creek, Revelstoke, Kamloops, Terrace, Prince George, Fort St. John and Hudson's Hope.

### THE FUTURE

Apprentices are eligible to apply on electrician jobs anywhere in the BC Hydro system during the last 6 months of their apprenticeship. If an apprentice is unsuccessful in securing a position they will be placed into unfilled electrician job vacancies after graduation.

### HOW TO APPLY

Please ensure you submit a complete and comprehensive application package, making sure you include:

- Cover letter
- Resume (include street address and mailing address if different, email address and phone contacts)
- Proof of pre-requisite completion: electronic copies of official / unofficial school transcripts from your educational institution confirming grade 12 graduation, including Any English 12, Physics 11, and Pre-calculus 11 or acceptable equivalent courses include college / university equivalents.
- Electronic copies of official / unofficial school transcripts from any post-secondary institution (university, college or trade school) that you have attended, including your Skills Trade BC (formerly known as ITA) transcripts if applicable.
- Your driving record (i.e. ICBC Driver's Abstract - <http://www.icbc.com/driver-licensing/getting-licensed/Pages/Your-driving-record.aspx>)
- Insurance Claims History Letter from ICBC

Please ensure you include ALL of the above in your application package no later than MIDNIGHT Pacific Time on WEDNESDAY, JANUARY 1, 2025. Please note only successful candidates will be contacted.

**Date Posted:** 2024-10-17

**Closing Date:** 2025-01-01

For internal use 51930371



HOW TO APPLY:

- Visit BC Hydro Careers Page
- Create or update your candidate profile
- Upload Resume, Cover letter & proof of pre-requisite completion, copy of ICBC Driver's Abstract and Claims History and required documentation listed in posting
- Click on the Apply Button in the posting and follow steps

See full postings, qualifications & application steps at:  
<https://www.bchydro.com/toolbar/careers.html>

## Are you interested in a BC Hydro career?

Currently accepting applications for the following:

**Deadline to Apply**

**Dec. 13, 2024**

Indigenous Relations Specialist – Cultural Monitoring Program

- Permanent Full-time
- Work Model: Hybrid
- Job Location: Region Flexible Work Role
- Salary: \$107,000.00 - \$135,300.00

FOR INFORMATION OR SUPPORT WITH APPLICATION:

Connie Strayer-Regional Specialist

Indigenous employment & Training

[connie.strayer@bchydro.com](mailto:connie.strayer@bchydro.com)

604-968-1690



**BC Hydro**  
Power smart

## A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing [RecruitmentHelp@bchydro.com](mailto:RecruitmentHelp@bchydro.com), as adjustments can be made to help support you in your application process.

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### Indigenous Relations Specialist – Cultural Monitoring Program

Number of positions:1	Job Location:Dunsmuir 13
Employment type:Permanent	Region:Lower Mainland
Hours of work:Full-time (37.5 hrs/wk)	Flexible Work Role:Hybrid
Annual salary:\$ 107,000.00 - 135,300.00	

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### What you'll do

- \* As a professional member of the Indigenous Relations Operations Team, the position will provides specialized expertise in building and maintaining ongoing First Nations relationships, facilitating the resolution of conflict and ensuring duty to consult, and related documentation and regulatory processes are delivered.
- \* This position acts in a variety of program and project management capacities, depending on the complexity and risk factors associated with the program/project and/or the First Nations component.
- \* Program Design and Management: Oversee the design and management of complex programs and business transformation initiatives within the Indigenous Relations Indigenous Relations Operations team, including the Cultural Monitoring Program.
- \* Cultural Monitoring Program: This program entails overseeing the monitoring of BC Hydro projects and programs by First Nations to ensure the protection of Indigenous cultural heritage.
- \* Stakeholder Engagement: Address stakeholder inquiries, liaise with First Nations, internal and external groups, and agencies, and participate in meetings to ensure a comprehensive understanding of the Cultural Monitoring Program. Develop effective communication strategies that promote transparency and trust.
- \* Stakeholder Experience: Develop and execute strategies to enhance stakeholder experience and eliminate obstacles through innovative solutions.
- \* Process Improvement: Identify and implement innovative and efficient process improvements. This includes identifying knowledge gaps amongst stakeholders and developing reference guides, tools, and training to provide clarity.
- \* Performance Evaluation: Regularly assess the effectiveness of enhancements and processes. Work with the team to understand informational needs of decision makers, determine useful metrics and design ability to capture required information.
- \* Cross-Functional Leadership: Influence and lead cross-functional and cross-organizational business partners in program and project design and implementation.
- \* Budget Management: Monitor and analyze operational budgets, investigating and explaining variances across different programs and budgets.
- \* Leadership and Mentorship: Provide leadership and mentorship to junior roles in all aspects of program/project planning, execution, documentation, and relationship management.
- \* Risk Management: Anticipate, evaluate, handle, and escalate program/project risks or obstacles.
- \* Resource Oversight: As a program leader, oversee a diverse range of internal and external resources, establish program, and project timelines, and ensure cross-functional team members achieve their milestones.

\* Evaluates source and scope of complex situations that may occur during consultation stages and identifies options and alternatives for finding resolution while balancing cultural, territorial, and other considerations.

\* Act as the program lead for First Nation engagement across various operational areas within BC Hydro. This role involves supporting, intervening in, and resolving actual or potential conflicts between BC Hydro's interests and First Nation communities.

### **What you bring**

\* A minimum of 7 years of experience in a business environment (public or private sector preferably resource-based organization) including experience in managing projects with exposure to cross cultural settings.

\* Bachelor degree in a relevant discipline such as business administration or management and courses in Program and Project Management (PMI certification as a PMP is preferred).

\* Minimum 2 years of progressively more responsible Program Management experience within an electric utility or similar industrial environment.

\* Demonstrated proficiency in the following: knowledge and understanding of the importance in building and maintaining relationships with First Nations; understanding of the foundations of the duty to consult and knowledge of current best consultation practices; strategic and tactical planning; analysis and critical thinking; creativity and innovation in problem solving.

\* The successful candidate will possess strong leadership skills and have a solid background in collaborative program and project management.

\* Knowledgeable on project related standards, policies, practices, and procedures, contributing to the development of project standards as well as enforcing/modeling project standards.

\* Excellent communication, facilitation, negotiation, interpersonal skills, planning, organizational and problem-solving skills.

### **What we offer**

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit [bchydro.com/benefits](http://bchydro.com/benefits).

### **What else you should know**

Before you apply, please confirm you meet BC Hydro's time in role requirement. M&P employees must meet the time in role requirement specified in their most recent offer letter. For MoveUP and IBEW employees, the current time in role as outlined in the Collective Agreements will apply.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. This will ensure we have all the necessary information to assess your application without any delays.

Location: Vancouver, British Columbia, Canada, V6B 5R3

### **Date Posted:**

2024-11-27

### **Closing Date:**

2024-12-13

For internal use 51978246

**Innovate your way,  
at no cost to you.**

Digital skills for  
careers and life.



Course	Program	Dates
GIS/GPS Mapping	Foundations	Nov 4-15, 2024
Data Analytics	Foundations	Nov 4 - Dec 13, 2024
Drone Stewardship	Futures	Nov 18-29, 2024
Intro to Web Development	Foundations	Nov 18-29, 2024
Web Development	Focus	Jan 13 - Feb 7, 2025
Exploratory	Foundations	Jan 13 - Apr 4, 2025
GIS/GPS Mapping	Futures	Jan 20 - Mar 14, 2025
Network Technician	Focus	Feb 24 - Mar 28, 2025
Digital Transformation	Foundations	Feb 24 - Mar 7, 2025
Digital Transformation	Focus	Mar 17 - Apr 11, 2025

Scan this or visit  
[technologycouncil.ca](https://technologycouncil.ca) to apply



First Nations  
Technology Council

STO:LO ABORIGINAL SKILLS & EMPLOYMENT  
TRAINING IS PLEASED TO ANNOUNCE:

# GETTING YOUR "L" WORKSHOP

November 8th , 2024  
9 am - 3 pm

**JOIN US**

SASET Chilliwack Office  
Bldg 5B-7201 Vedder Road  
Chilliwack, BC



Canada

To sign up call 604.858.3691 or email [info@saset.ca](mailto:info@saset.ca)

# BASIC COMPUTER SKILLS TRAINING

## Every Friday by Appointment

Are you looking to improve your basic computer skills? Join our workshop every Friday! Whether you're a complete beginner or just looking to brush up on your knowledge, our sessions are designed to help you navigate the digital world with ease. Call our office to book 604-858-3691!



## CALL NOW TO BOOK!!

**SASET—Chilliwack Office**  
5B-7201 Vedder Road  
Chilliwack, BC  
Phone: 604-858-3691

**SASET—Sts'alles Office**  
4690 Salish Way  
Agassiz, BC  
Phone: 604-796-5536

**SASET—Seabird Office**  
2895 Chowat Road  
Agassiz, BC  
Phone: 604-796-6865

**Canada**



Sto:lo Aboriginal Skills & Employment  
Training is please to announce:

# Piping Foundations Program

Learn the basics of Plumbing, Sprinklerfitting and Steamfitting!

Moved To  
Seabird  
Island College  
in Agassiz



Upon successful completion,  
students are awarded a  
certificate of completion and  
given credit for completion of  
Level 1 apprenticeship in their  
chosen trade!

## JAN 06 - MAY 30, 2025

Funded in part by the Government of Canada's Apprenticeship  
Services Program

Financé en partie par le gouvernement du Canada par le biais du  
Programme du service d'apprentissage

Canada



For more information contact us at 604-858-3691 or [info@saset.ca](mailto:info@saset.ca)

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Canada

STOLO ABORIGINAL SKILLS &  
EMPLOYMENT TRAINING IS HOSTING A

# Traffic Control Training

December 9 & 10, 2024  
(8:30am - 4:30pm)



This training is open to  
Indigenous unemployed and  
underemployed people living in  
the SASET catchment area.

[info@saset.ca](mailto:info@saset.ca)  
5B - 7201 Vedder Rd,  
Chilliwack BC  
604-858-3691

**SASET—Chilliwack Office**  
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STO:LO ABORIGINAL SKILLS & EMPLOYMENT TRAINING IS PLEASED TO ANNOUNCE:

# CAREER

# Fair 2025



EVERYONE IS WELCOME

Join Us for a Day of Opportunities and Growth!

 10:00AM - 3:00 PM

 February 5, 2025

 **Chilliwack Landing Sports Centre**  
45530 Spadina Ave  
Chilliwack, BC



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# STÓ:LŌ ABORIGINAL SKILLS & EMPLOYMENT TRAINING

## CALL FOR PROPOSALS

Targeted Wage Subsidy & Student Employment Placement

April 1, 2025 - March 31, 2025

### **For Targeted Wage Subsidy (TWS):**

Proposals can start April 1, 2025, for a term of up to 52 weeks, ending March 31, 2026. SASET will accept proposals on a continual basis through the 2025-2026 year.

### **Please have them marked as follows:**

Sto:lo Aboriginal Skills & Employment Training  
Bldg 5A – 7201 Vedder Road  
Chilliwack, BC V2R 4G5  
RE: 2025–2026 PROPOSAL

**Targeted Wage Subsidy (TWS) application deadline is January 17, 2025**

**Student Employment Placement (SEP) application deadline is January 24, 2025**

Proposals will be accepted via mail, e-mail, courier or hand delivered. Application forms attached. Be sure to include name and contact information of person responsible for proposal.

If you have any questions please contact a SASET Program Officer:  
By phone at 604-858-3691 or toll free 1-888-845-4455 or Email: [info@saset.ca](mailto:info@saset.ca)

All program information and forms are available on SASET website  
Visit our website at: [www.saset.ca](http://www.saset.ca)

## TARGETED WAGE SUBSIDY (TWS)

Assessment Time Frame	<ul style="list-style-type: none"> <li>• Maximum four (4) weeks</li> </ul>
Eligible Participants	<ul style="list-style-type: none"> <li>• Must be Indigenous, status/non-status, on/off reserve who resides within the SASET catchment area</li> <li>• Must be 18 years of age or older (not currently in school)</li> <li>• Unemployed</li> <li>• No longer required by law to attend school</li> <li>• Participant may have marketable skills but lack work experience in area in which the work experience and/or training will occur</li> <li>• Not be receiving other Service Canada supports funding</li> <li>• All Service Canada Personal Information Forms (PIFS) and Client Consent Forms (CC's) must be submitted prior to commencement of program,</li> </ul>
Objectives	<ul style="list-style-type: none"> <li>• To provide an employment opportunity for an unemployed eligible participant who requires assistance to overcome existing or anticipated labour market barriers. This opportunity may lead to continued employment with the sponsor, or a full-time employment opportunity</li> <li>• To provide a wage subsidy, employment related costs and related training dollars for an unemployed eligible participant</li> <li>• Sponsors will endeavor to hire participant upon project completion</li> <li>• Outcome is that the participant will have meaningful employment attachment at the end of the TWS</li> </ul>
Eligible Employers	<ul style="list-style-type: none"> <li>• Indigenous Bands/Tribal Councils</li> <li>• Not-for-profit employers (less than 100 employees)</li> <li>• For-profit employers (less than 100 employees)</li> <li>• All for-profit businesses/organizations must be operational for a period of 1 year or more</li> </ul>
Activities	<ul style="list-style-type: none"> <li>• Projects provide skills to assist the eligible participant in removing employment barriers</li> <li>• Activities should prepare eligible participants for gainful employment outcome</li> <li>• May be full-time or a minimum of 30 hours per week</li> <li>• On-the-job and/or off-the-job training are encouraged</li> </ul>
Duration	<ul style="list-style-type: none"> <li>• Maximum 52 weeks. April 1 – March 31.</li> </ul>
Eligible Costs	<ul style="list-style-type: none"> <li>• The following are eligible costs, subject to negotiations</li> <li>• Not-For-Profit Participant wages: subject to job description and skill set</li> <li>• For-Profit Employers: capped at minimal wage and applicable MERCS, with the employer topping up salary and MERCS to job value rate.</li> <li>• Mandatory Employment Related Costs (MERCs): Canada Pension Plan (CPP), Employment Insurance (EI), Workers' Compensation Board (WCB) rate, and 4% holiday pay on actual hours worked. SASET covers costs only for "actual" hours worked and does not pay sick leave, bereavement leave or overtime.</li> <li>• Training costs (includes training costs, textbooks, instructional material)</li> <li>• Special costs are negotiable for participants with disabilities</li> <li>• It is expected sponsor will provide top-up wages and their portion of the mandatory employment related costs (MERCs) and other costs not covered by TWS as part of the sponsor contribution</li> </ul>
Approval Process	<ul style="list-style-type: none"> <li>• SASET Program Officer reviews proposal content and poses assessment questions to sponsor</li> <li>• Projects under \$50,000 are reviewed and approved internally by SASET</li> <li>• Projects \$50,000 and over are reviewed internally and then approved by SASET Advisory Committee at their next convened meeting</li> </ul>
Application Process:	<ul style="list-style-type: none"> <li>• It takes a maximum of four (4) weeks to assess a proposal</li> <li>• The following documents are required:             <ul style="list-style-type: none"> <li><input type="checkbox"/> Cover letter</li> <li><input type="checkbox"/> Completed and signed original TWS application</li> <li><input type="checkbox"/> Band Council Resolution (BCR) or board motion decision sheet</li> <li><input type="checkbox"/> Job title and detailed job description</li> <li><input type="checkbox"/> Detailed training plan (include dates, time frames, number of hours, activities, and objectives)</li> <li><input type="checkbox"/> Course outlines and locations for any off-site training of accredited training program</li> </ul> </li> </ul>
Sponsor/Partner Contribution	<ul style="list-style-type: none"> <li>• Specify or outline Sponsor/Partner contributions</li> </ul>