



ATTENTION SFN BAND MEMBERS

Date: November 27, 2019

Time: 5:30pm

Location: SFN Gym

Supper will be provided for meeting attendees.

On the Agenda:

**Audit Presentations from
SFN & 4EG**

**Hand out of the Annual
Reports 2018/19**

Message from the Health Center

The Health Center would like to extend our gratitude to the community members and staff at Saulteau First Nations for your patience and understanding over these past few months. We have undergone some changes that have impacted client services. That said, we have lots of room to improve and we welcome our community to help us do so.

Sarah Gauthier has returned from her education leave. She remains the full time Health Director and RN. She has plans to increase the services available to the Health Center in the future. Stay tuned for further information as things develop.

Heather Lirette is a Registered Nurse who has joined our team as Community Health Nurse. She will also be filling the Community Health Representative position. Some of you will recognize Heather from the Chetwynd Hospital or Dawson Creek Hospital. Heather is very happy to be here and looks forward to getting involved in the community. Heather wants community members' input on what they believe will keep them healthy. There is a suggestion box at the front desk of the Health Center. This will help to develop Community Health Programs that best meet your needs.

There has been some shuffling of tasks. Norma Podolecki will be handing patient travel for the time being. Norma is located in the main building.

We are working at bringing Panorama to the health center. This is a provincial data base that collects public health information and makes it available to medical staff throughout BC. This means that SFN Health Center nursing staff will be able to find immunization records efficiently. This will ease the administration of routine vaccinations. It will also allow parents to access records for themselves and their children. This should be up and running by Christmas.

Tuberculosis screening is now available here. This is a two part appointment with the first part scheduled for Mondays. This will be offered most weeks throughout the year. Ask Heather about this. Immunizations will be available by Christmas. Sarah and Heather will both be doing this. We will be arranging flu clinics here and these normally start in November. Watch Facebook and the health center for updates on Immunization and flu progress.

If you are a band member you are eligible for punch cards for swimming and or gym at the Chetwynd Rec Center. This program is aimed to improve the health of the members of our community. If you are interested in this, come see Heather.

SFN Health Center is a certified needle exchange facility. That means that anyone needing needles or other harm reduction supplies can come in and see Sarah or Heather and request a safe supply of these items. This is confidential and the reason for your visit does not have to be disclosed to any other staff member.

Men's group is up and running again. Refer to calendar and posters for more information about this.

One final note is one of recognition. Leona Clark has gone above and beyond during the time when Sarah was away and before Heather arrived. Leona led a team in keeping all aspects of nursing going for months. She is a strong leader and an amazing nurse and deserves the respect of the community for her accomplishment. Thank you Leona.

Also to be recognized is Estelle Lavis. Estelle fronted all questions and problems normally referred to the health director, on top of her duties as Director of Operations. Thank you Estelle.

We hope to join you, our community, as we move towards a wonderful, healthy winter.

**Heather Lirette, RN, BN
CHN, CHR**

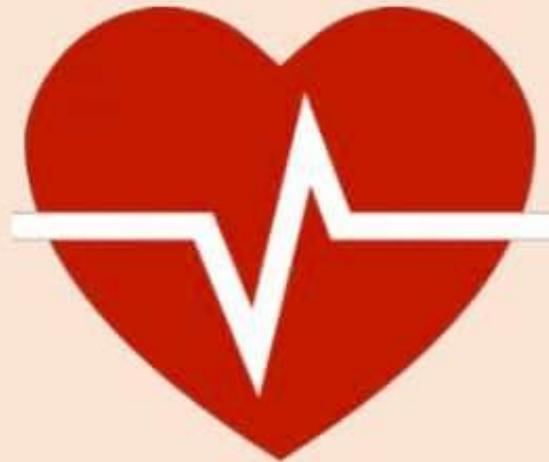


CPR Training

November 5, 2019

Time: 10:00am – 12:00pm

Location: SFN Gymnasium



Lunch Served afterwards to those who attend the Training

Please Contact Melva to sign up for this training at the Health
Center (250) 788-7280



Diabetes Presentations with Community Paramedicine

November 26, 2019

10:00- 12:00pm

Lunch to be Served After to those who attended the
Presentation



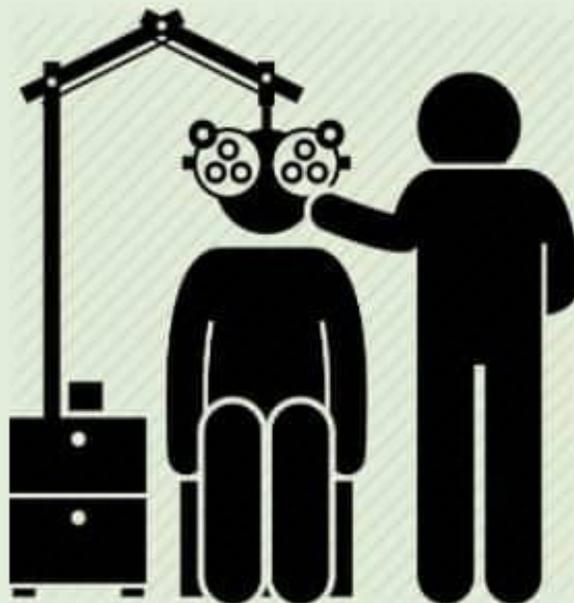
For more information Please contact Heather at the
Health Center (250)788-7280

Optometrist visits for Elders and anyone with limited mobility.

Dr Spataro (In Kadziolka's office)
Chetwynd

November 13, 2019

9:30 am – 12:00 appointments



Limited to 6 people

Eye exams direct billed to Pacific Blue Cross (Make sure you sign up before the appointment)

Eye exam costs \$110 but Blue Cross pays \$100. You must pay \$10.

Glasses also directly billed to Blue cross. Unsure of amount covered at this time.

Small bus to leave Band Hall at 9 am and returning after all appointments finished.

Call Heather Lirette for more information 250-788-7280



Elders Abuse Education

November 12, 2019

At the Health Center Gymnasium from 10am – 12 pm
Lunch will be served after for those who attended the
workshop.

RESPECT YOUR ELDERS
REPORT  **ABUSE**

For More Information Please Contact Heather at the
Health Center (250)788-7280



Pre Natal and Post Natal Education

November 13, 2019

At the health Center Kitchen at 1pm



Please Contact **Sarah Gauthier** at the Health Center
(250)788-7280 for more information



Memorial Round Dance

Featuring The Red Bull Singers

Please join us for a collective Memorial Round Dance to honour, celebrate, and remember our loved ones who have passed on



50-50 Draw

Soup & Bannock

Giveaway

November 22nd, 2019

5pm- 12am

SFN Gymnasium

Please bring photos of your loved ones for the memorial round dance and memorial table.

For more information please contact **Carrie** at the Health Centre

250-788-7286

Ribbon Skirt Making Interest List



Those interested in Ribbon skirt making please contact
Melva at the health centre [@ \(250\)788-7280](tel:(250)788-7280)

Will be taking place Mid November

Men's Group

Meet at the SFN Gym 6-9pm on the following dates:

November 1, 15 and 29th.

Team sports or weight room (must have clean shoes for this)

Supper served around 7:15 pm



For more information Please Contact Derek Wood @ 250.401.3498

MYTHS ABOUT SUICIDE

Myths or misinformation about suicide – or the lack of information altogether – often means that desperate people can't get the help they need in times of crisis. Being well informed about suicide can help you save your own life, or the life of someone you know or love!

MYTH

People who talk about suicide rarely actually do it.

(This relates to the belief that people are just seeking attention or bluffing.)

People who die by suicide often give a clue or warning of their intentions. The majority of people who attempt suicide say or do something to express their intention before they act. Always treat even subtle threats seriously.

MYTH

The suicidal person wants to die and there is nothing anyone can do, they will eventually do it.

Often the suicidal person feels ambivalent about dying. People usually don't want to die; they rather want to end their horrible emotional pain. You can help by identifying the potentially suicidal person and talking to them about it.

MYTH

A person who has attempted suicide will always have thoughts of suicide.

While a previous suicide attempt statistically increases the chance of another one, many people never attempt again. Often a suicide attempt is made during a particularly stressful period or during periods of major depression. With intervention and support, a person may cease feeling suicidal.

MYTH

If you ask a person directly, "Do you feel like killing yourself?" this will lead to a suicide attempt.

Usually, speaking to a person directly about suicidal intent will relieve the anxiety surrounding the feeling, and act as a deterrent to the suicidal behaviour. You don't create self-destructive feelings in another person simply by talking about suicide. If the thought was going to be there, it was there before you asked about it.

MYTH

A good job and stable relationships prevent people from contemplating suicide.

People of all socio-economic and cultural backgrounds can feel suicidal. Although positive social connections are a major protective factor, biological, social, psychological, and spiritual risk factors contribute.

SUICIDE WARNING SIGNS

Assessing for risk of suicide is challenging. Warning signs are often subtle — and sometimes not so subtle. Many of these warning signs are not overtly alarming individually, but collectively they become very concerning. The following are potential signs that could indicate an individual may need help.

Loss of interest in things they used to care about	+	Irritability and edginess increases
Giving things away	+	Visiting or calling people and saying “Goodbye”
Methodically making amends, settling quarrels	+	Withdrawal and isolation from friends & family
Sudden decline in functioning at school or work	+	Suddenly happier, right after a long, deep depression
Change in appearance - hygiene, etc.	+	Increased risk-taking behaviour (e.g., use of drugs, reckless driving)
Talking about feeling hopeless, helpless, or worthless	+	Hoarding of pills, hiding of weapons
Talking about suicide and/or what it would be like to die (preoccupied with death)	+	Self-injury
Threatening suicide	+	

Direct statements:

- “Sometimes I just feel like killing myself.”
- “If I killed myself, then people would be sorry.”
- “You won’t have to worry about me much longer.”

Indirect statements:

- “What’s the use of going on.”
- “My parents would be happier if I’d never been born.”
- “I just can’t take it anymore.”

November Health Centre Calendar 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Mobile Support Team 10am-4pm By appointment Men's group 6-9pm at SFN Gym. Meal provided	2 Doctor's Clinic 10am-4:00pm
3	4 TB screening first part 1-3:30pm.	5 CPR and AED presentation with Jaidan and Sarah 10am-noon. Lunch to follow. Sign up at Health Center	6 TB Screening Second Part 1-3:30 pm. FLU Clinic all day. Drop in.	7	8 Mobile Support Team 10am-4pm By appointment	9 Doctor's Clinic 10am-4:00pm
10	11 STAT HOLIDAY – HEALTH CENTER CLOSED.	12 Elder Abuse Education 10-12 with lunch after for those attending TB screening first part 1pm-3:30pm. Christmas hamper applications accepted from today.	13 Optometrist in Chetwynd 9-12 for elders or those with limited mobility. Transportation provided. Sign up at Health Center Pre and Post natal education in Health Center Kitchen at 1pm	14 Declarations Due TB Screening Second Part 1-3:30 pm.	15 Mobile Support Team 10am-4pm By appointment Men's group 6-9pm at SFN Gym. Meal provided	16
17	18 Women's group 4:30-6:30 pm in Health Center Kitchen. Theme is Art Therapy No TB services this week	19	20 SA DAY	21	22 Mobile Support Team 10am-4pm By appointment Round Dance 5pm until midnight SFN Gym	23 Doctor's Clinic 10am-4:00pm
24	25 TB screening first part 1-3:30pm.	26 Diabetes presentation with Sara and Jaidan 10am – noon. Lunch to follow. Sign up at Health Center	27 TB Screening Second Part 1-3:30 pm.	28	29 Men's group 6-9pm at SFN Gym. Meal provided	30

Contact Corrina

Contact Sarah

Contact Carrie

Contact Heather

Contact Derek Wood via text 250.401.3498

Please see Recreation Calendar to keep up to date on Rec Programs.



SFN November Rec Calendar

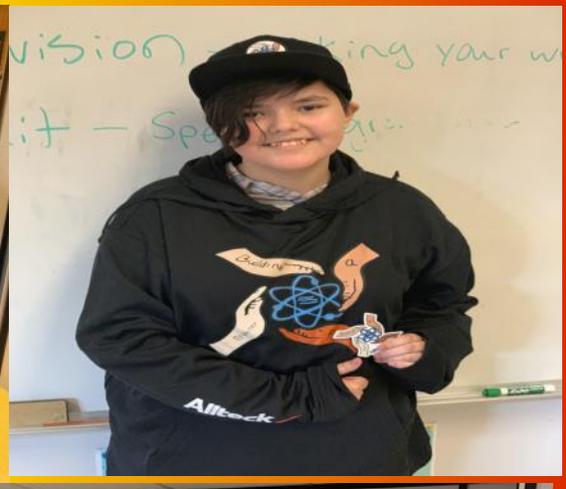
SUN	MON	TUE	WED	THU	FRI	SAT
3 Hockey 9:45 - 10:45	4 Bootcamp w/Elaine 4:45 - 5:45	5	6	7 Flow Yoga w/ Alycia 12 - 12:30 Volleyball 7-9pm	8 Coffeehouse 5-8pm	9
10 Hockey 9:45 - 10:45	11 STAT - No Programs This Day	12 Fit Nation 12-12:45	13 Pound Fitness 5 -6pm Girl's Group 3-4pm	14 Flow Yoga w/ Alycia 12 - 12:30 Volleyball 7-9pm	15	16
17 Hockey 9:45 - 10:45	18 Bootcamp w/ Elaine 4:45 - 5:45	19 Fit Nation 12-12:45	20 Pound Fitness 5 -6pm Girl's Group 3-4pm	21 Flow Yoga w/ Alycia 12 - 12:30 Volleyball 7-9pm	22	23
24 Hockey 9:45 - 10:45	25 Bootcamp w/ Elaine 4:45 - 5:45	26	27 Pound Fitness 5 -6pm Girl's Group 3-4pm	28 Elder's Day		

SFN Gym

Chetwynd Rec Centre

Event Details

- **Hockey - Saulteau and West Moberly have the ice booked at the Chetwynd Rec Centre every Sunday for the month of November. No sign up required and everyone welcome.**
- **Fit Nations w/ Megan - Nooners boot camp for everyone to join - focusing on body weight exercises with cardio. No sign up required and everyone welcome.**
- **Boot camp w/ Elaine Webb of Fitness - Time to get your after work exercise in with Elaine. Elaine will be focusing on weight training exercise to burn off all the extra energy from the day. No sign up required and everyone welcome.**
- **Pound Fitness w/ Megan - Channel your inner rock star with this full body cardio-jam session inspired by the infectious, energizing, and sweet-dripping fun of playing the drums. No sign up required and everyone welcome.**
- **Girls Group w/ Megan - An opportunity for our female youth to come together in a mentor style gather. Each week will vary with activities. No sign up required.**
- **Flow Yoga with Alycia - Nooners flow yoga that will build some heat and focus throughout the practice, to finish off the rest of your day on the right foot. No sign up required and everyone welcome.**
- **Volleyball - Come join of a evening of volleyball fun at the SFN gym. No sign up required and everyone welcome.**
- **Elder's Day- Leaving town for the day to do some shopping and lunch - look out for poster for more details. Sign up required.**
- **Coffeehouse - A night of music and connection. No sign required and everyone welcome.**



Big Congratulations to Faith Belcourt who won the Allteck Logo Contest! Faith is a member of Sauteau First Nations.

Allteck had 10 entries from all different local communities with local Indigenous Artists. Faith was the youngest at 12 years old and the next youngest was 29 years old!

Allteck hosted a pizza party for Faith's class (26 kids) in Tumbler Ridge and presented a huge cheque to her and \$500 cash, including \$100 worth of art supplies! Our Chief Ken Cameron and Councillor's, Nathan and Justin travelled to Tumbler Ridge to congratulate her and spoke of how proud they were of her.

Allteck vectorized her logo and created stickers given to the class, 2 hoodies (one for the Chief and one for Faith) and ball hats for the entire family and Councillors.

Faith you are an inspiration to us all and are a very talented young lady! We here at SFN wish you nothing but success moving forward as an Artist. Keep it up!

It is with great pride for us to send a huge congratulations to our very own Primary Teacher, Cody Schlamp.

Cody has been recognized by the Earth Day and Zero Waste Program sponsored by Indigenous Services Canada for her 2018/2019 “exceptionally creative and innovative project” and has been selected to be formally recognized at this year’s Coast Management Association conference in Victoria BC.

In addition to this, her project will be featured and shared in the 2019 Merganser which is a newsletter on First Nations Waste Management Programs across British Columbia.

Please join us in congratulating Cody on a job well done!



Photo by Cody Schlamp

Saulteau Muskoti Primary Program students (ages 4 to 7) visited the local recycling depot and learned about composting and recycling. They started a recycling program first in their classroom and then throughout the school. The students presented their findings to their families and the wider community. The recycling bags purchased for the community helped members to reduce their waste by up to 50% (pictured above).

Zero Waste and Earth Day Grant Awards

Indigenous Services Canada – British Columbia Region (ISC) offers two annual grant funding opportunities to support community and school based waste management and environmental projects: The Zero Waste Grant and the Earth Day Grant. This year, ISC, Naut’sa mawt Tribal Council (NmTC), and the Indigenous Zero Waste Technical Advisory Group (IZWTAG) decided to recognize grant recipients for exceptionally creative and innovative projects. After reviewing the completion reports, six were formally recognized at the Coast Waste Management Association (CWMA) conference at the Westin Bear Mountain Resort, near Victoria, BC.



International Aboriginal Youth Internship

Uganda, Africa

The 2020 International Aboriginal Youth Internship to Uganda intake is now open to applications!

Aboriginal Canadian Youth Interns, ages 19-35

e Months in Uganda, Africa, all expenses paid

Community Development • Sustainability • Forestry • Indigenous Cultural Exchange • Agroforestry • Field Work • Project Management • Forest Conservation • Technical Skills • Research • International Relations

Application Deadline: Dec. 31, 2020

Next Program: May - August 2020

FORESTRYCOUNCIL.CA
workforce@forestrycouncil.ca



the Jane Goodall Institute of Canada

*Daniel Green,
24 years old
Kispix First Nations*

"I love to connect with others and facilitate a space for us to share our valuable and beautiful story of kinship and survival!"



*Angela Hare,
24 years old
Alexis Creek First Nations*

"It's time to break the cycle and show our youth that we don't have to follow the path of darkness. We can create a future where we carry the wisdom from our elders and teach the young to keep our traditions alive."



S'Mtesp
INTERNATIONAL

I+I Global Affairs
Canada

Affaires mondiales
Canada



4Evergreen Resources LP (4EG) is currently looking to hire a **Health, Safety and Environmental (HSE) Manager**.

The HSE Manager will be responsible for overall development, implementation, monitoring, measuring and reporting of all health, safety and environment programs, policies and procedures.

Health and Safety

- Develop, maintain and implement health and safety program management including site safety management plans (SSMP);
- Meetings with clients prior to job start;
- Oversee the development, implementation and enforcement of compliance of the 4EG safety program and Health, Safety, and Environment (HSE) policies (e.g. incident investigations, construction safety audits, etc.);
- Establish and maintain the training, coaching, mentoring and implementation of the HSSE programs in the office and in the field;
- Regularly audit the safety program for compliance and update to ensure the alignment with project scope and conditions and regulatory requirements;
- Identify and determine elimination and/or mitigation measures to minimize health and safety risks, hazards and issues;
- Collaborate with managers to monitor compliance and identify safety issues;
- Establish and maintain records of safety-related incidents and propose corrective remedies;
- Liaise with and report to official regulatory bodies on Occupational Health and Safety (OH&S) matters;
- Manage the HSE personnel to ensure completion that includes but not limited to:
 - Safety stats and man hours are tracked
 - Company and site safety orientations
 - Maintenance and filing of all safety related documentation
 - Maintenance and filing of all safety training certifications or documentation provided and received by employees and contractors
 - Worksafe BC (WSBC) documentation and forms are completed
- Meeting with 4EG Management Team to determine the scope and extent of unique and/or specific workplace hazards, risks and safety related issues, and all applicable safety measures to be implemented to eliminate or mitigate to the greatest extent possible, those hazards, risks and issues;
- Meeting with client's leadership to preview projects and related worksites to determine the scope and extent of unique and/or specific project worksite hazards, risks and health and safety related issues;
- measures to be implemented to eliminate or mitigate to the greatest extent possible, those hazards, risks and issues;
- Develop comprehensive project specific safety plans to be shared with clients as well as 4EG Project Managers and employees;

- Ensure that the approved and implemented safety plans and measures meet or exceed the minimum requirements of the BC OH&S Regs, and that this information is delivered to all employees and visitors to the workplace or worksite (training of employees and contractors will be required, if not already certified and/or trained in specific safety procedures);
- Ensure that all Weekly Site Safety and Morning Toolbox Meetings are performed and documented;
- Ensure that workplace and worksite inspections and audits are performed and documented;
- Ensure that all incident and accident investigations are completed and documented, and applicable remedies are implemented and documented;
- Providing of specific or unique safety certifications and/or training required by assigned employees or contractors for any specific task(s) or project(s);
- Documentation of employees and contractors who fail to comply with minimum safety regulations, standards, practices, and/or policies and procedures;
- Track project performance, analyze the successful and safe completion of assigned projects and tasks;
- Training, mentoring, supervision and of all staff and contractors consistent with 4EG Health, Safety, and Environment (HSE);
- Conducting safety performance appraisals with program team members, providing constructive feedback and recommending actions for improvement;
- Providing positive leadership and motivation to all staff on safety programs and personal safety performance, encouraging a team approach, professional attitude and appearance, personal wellness, conflict resolution and inter-personal skills and relationships; and
- Identifying and providing for the training, mentoring and learning needs of staff.

Environment

- Be the catalyst for activity and commitment to environmental management
- Ensure, at minimum, legal compliance and reduce risk of non-compliance;
- Identify opportunities for continuous environmental improvement and implement programs to deliver these;
- Promote and coordinate the integration of environmental management and sustainability issues into policies, rules, products, services and operations;
- Assist the company to perform more efficiently and therefore more competitively, which in turn promotes environmental and social improvements.

Education and Qualifications

- Diploma in Occupational Health and Safety
- Certification as a National Safety Construction Officer (NCSO)
- 5 + years of experience working in a leadership role in Health, Safety and Environment within the construction or forestry industry
- In depth knowledge of BC and Alberta Occupational Health and Safety Regulations (OH&S Regs) and Industry Best Practices (IBP's) and Industry Recommended Practices (IRP's);
- Knowledge, certification, training and/or experience of the specific skilled trades or types of work and projects that 4EG does (forestry, civil construction) and/or the employees and contractors perform during their assigned duties and tasks;

- Knowledge and experience in planning, development and creative problem-solving skills related to design and implement safety solutions;
 - Knowledge and experience in reporting and the development of policies and safe work procedures;
 - Strong knowledge of Canadian health and safety in construction legislation and programs;
 - Demonstrated ability to drive improvements and map out initiatives in the field of Health and Safety
 - Experience in implementing HSE training programs;
 - Be diligent, detail oriented and be of an analytical mindset;
 - Current, valid safety certification in: OFA Level 1 (minimum), TDG, WHMIS 2015, and H2S Alive.
 - Have excellent oral and written communication skills with objective listening and comprehension skills;
 - Strong and engaging presenter with exceptional facilitation and training skills;
 - Ability to solve problems, make effective decisions, resolve conflicts and manage time effectively;
 - Ability to access site specific worksite locations in order to perform safety audits, evaluations and inspections, and incident or accident investigations;
-

This posting is open until a suitable candidate is chosen.

Only selected candidates will be contacted.

Interested individuals are encouraged to submit their resume and supporting educational/training documentation to hr@4eg.ca or drop it off at the office (1717 Boucher Road)

Saulteau First Nations

New JOB POSTING-Communications Coordinator 1 Year term (Maternity Leave Coverage)

INFORMATION

For consideration, interested persons should submit a cover letter and resume and three references.

Please provide evidence of qualifications, skills and abilities.

Terms of employment:
Full-Time Term Position

This position reports to the Director of Finance and Administration

DEADLINE TO SUBMIT:
November 13th, 2019

Saulteau First Nations
ATTN: HIRING COMMITTEE
HR@saulteau.com

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Preference will be given to persons of Aboriginal ancestry in the event of equal qualifications.

Please note other requirements of this position:
Criminal Record check
Valid driver's license
Oath of Confidentiality

Saulteau First Nations (SFN) is a section 10 band within the meaning of the Indian Act. The Band has been formed by the amalgamation of Dunne - Za, Cree, and Saulteau residents. This First Nations community is covered by Treaty 8. The community is located at the east end of Moberly Lake, which is about 100km southwest of Fort St. John on Highway 29. There is one reserve, East Moberly Lake No.169, spread over 3025.8 hectares.

Purpose of the Position

The Communications Coordinator is responsible for the provision of planning, organizing, implementing, and maintaining, the communication services of Saulteau First Nation. The communications coordinator will be responsible for updating of the website, social media sites, newsletter, flyer deliveries and providing information internally and externally to staff and community.

Scope/Responsibilities

- To provide updates to the website, social media sites, newsletter, flyers, events posters, etc.
- To demonstrate effective resource management and coordination in ensuring that events are communicated clearly and timely to staff and community
- To continue to build on the development of linkages and relationship building with outside agencies and organizations and within the Saulteau First Nation
- To communicate effectively, both verbally and in writing, to staff, community, Saulteau First Nation Council and outside agencies
- To provide insight into strategic planning for the future development of communications in Saulteau First Nation
- To ensure ongoing and timely communications to all staff and to relay information from Council to community members both on and off reserve
- Other duties as assigned within the Administration of Saulteau First Nation with the communications being the first priority of the role
- Directly responsible for managing website, including all updates
- Positive role model as a representative of Saulteau First Nation
- Works with the staff, professional affiliates, bodies, agencies, and Chief and Council in developing appropriate communication tools
- Promotes goodwill of the organization through communication and public relations
- Attends community events and promotes the events through social media
- Coordinate ongoing planning through Saulteau First Nation's departments to improve communications internally and externally.
- Produces monthly newsletter and solicits information from each department; ie. upcoming events, information, announcements, open job postings, etc.
- Monitors social media sites to ensure negative or false information is removed
- Sits on various committees such as the Pemman Committee, Culture Camp Committee, Emergency Response team

Qualifications

- A sound knowledge of the community
- Minimum of a high-school diploma; preferably 2 years of post-secondary schooling
- Minimum of 1 Year experience in Microsoft Office, Publisher, and Adobe Pro
- Experience in a photoshop program an asset
- Experience in website maintenance and design an asset
- A combination of education/experience with administrative duties and responsibilities will be considered

Knowledge, Skills, and Abilities

- Knowledge of the Saulteau culture and traditional practices is an asset
- Willingness to take training to upgrade skills necessary for job performance
- Ability to work independently and within a team environment
- Ability to seek out answers to various questions asked

SAULTEAU FIRST NATIONS

PO BOX 1020 CHETWYND B.C. V0C 1J0 | T: 250.788.3955 | F: 250.788.7261 | E: INFO@SAULTEAU.COM | WWW.SAULTEAU.COM



Phone: 250-788-3900
Cell: 250-401-7594
E-mail: mistahiya@hotmail.ca
Box 1003
Chetwynd B.C.
V0C 1J0

Part time- Portable Toilet Technician:

Qualifications;

- **Class 7 or 5 Drivers License**
- **Clean Drivers Abstract**
- **Physically fit**
- **Variable schedule**
- **Janitorial experience is an asset**

Portable toilets are used in many places, usually at events:

- construction sites
- camp sites
- residential homes

What does a Portable Toilet Cleaner do?

- drives to different sites
- removes 'waste' from toilets
- hoses down the unit
- rinses the toilet with disinfectant
- cleans the inside of the entire unit

Are you ... ?

- able to deal with dirty toilets?
- hygiene conscious?
- safety conscious?
- able to do routine, repetitive work?
- responsible?

We offer competitive wages and have a flexible schedule and are located in Moberly Lake!

For a free tour of the job email your resume to Carmen Richter at mistahiya@hotmail.ca

SAULTEAU FIRST NATIONS

Housing Department

Housing is starting to do annual unit inspections. These inspections are for data collecting purposes to determine which units require specific maintenance needs.

All tenants do not be alarmed when inspection notices are dropped off. If there is a need to reschedule please call housing department for a more accommodating date.

Just to be aware that if a Tenant(s) does not respond to the notice. Saulteau First Nation Housing Department has the right to enter any SFN band/CMHC owned homes.

Thank you,

Housing Department



Smoke Signals from the SFN Lands Department



Lands Manager
Tammy Watson



Lands Executive Assistant
Mary Doyle

Tansi members. Wow, what a busy year 2019 has been! It's hard to believe we are nearing Christmas Break already in only a few weeks time!

The following project updates are provided to give a bit of a recap on some of the tasks that the Lands Department has been working on this year. We look forward to the direction to come from members and leadership as we embark on developing a new reserve lands management plan that will identify new projects and priorities to focus on in the future.

FIRE LAKE PARK

A highlight of this fiscal year's reserve lands development plan occurred with the development of Fire Lake Park. The Fire Lake Park development has been discussed in the past at various community meetings and was one of the projects included in the SFN Comprehensive Community Plan in 2011. Many thanks to Teena Demeulemeester and the ASKI program for managing and completing this project. The SFN community as well as the general public have enjoyed visiting Fire Lake park this summer. The SFN Lands Department fully supports further development of the proposed teepee village and interpretive trails in SFN's 2019-2020 lands development plans.



Industrial Park Update

SFN has acquired the services of HMR Engineering Inc. to design and manage delivery on its behalf of the overall servicing plan, including water and sewage distribution plans. HMR also assists the Lands Manager in reviewing all activities completed to-date by other parties as well as assisting with any non-conformances or issues encountered with respect to the quality of work during and/or prior to HMR's engagement.

Services completed to date include the following:

- Development of the overall SFN Industrial Park strategy; completion of the feasibility study and site plan drawing; Phase 1 Environmental Site Assessment (ESA); a historic and traditional use study; geotechnical investigations; market opportunity assessment; development concept and phasing; and site servicing
- Completed a hydrogeological assessment including the construction and testing of a test production to characterize groundwater conditions at the well site
- Completed civil improvements including pad and road / ditching developments
- Installation of communications fibre connections to the site and lots
- Power servicing to site and some lots
- Construction of the Mistahiya building is very near completion
- Billboard lot grading and site prep

HMR Engineering Inc. works closely with SFN Finance Department to develop and present full project estimates and budgets. Budget updates are available and reported on a quarterly basis.

Treaty Rights and Environmental Protection Department Open House

On October 24th, the Lands Department participated in the Treaty Rights and Environmental Protection Open House to share information on what the SFN Lands Department role is within the organization. This was a great opportunity to get some feedback from the community members on their thoughts on how to best utilize our reserve lands in terms of recreational, protection of environmentally sensitive areas, residential, economic / commercial, and capital infrastructure needs for example. Over the next year, a number of community meetings will be held to further discuss the development of a reserve lands management plan. The Lands Department is developing a questionnaire to put out to the community as one of the tools that will be used to allow members the opportunity to share their ideas if they are unable to attend meetings.

Residential, Recreational, Rural and Commercial Lot Applications

According to the SFN Housing Policy, the first step to obtain a section of reserve lands for residential, recreational, rural agriculture and/or commercial use purposes is to fill out an application form and have final approval endorsed by Council by way of a signed Band Council Resolution. Creation of an application process was tasked to the Lands Department. This form has allowed for a much more simplified application process (one-page application) that can be used consistently and will help track the approval process by way of a completed checklist. If members would like to learn more about this process, please make an appointment with the Lands Department by calling at 250-788-3955.



Chris Campbell kayaking at Fire Lake

SFN Emergency Plan

The SFN Emergency Plan (SFNEP) continues to be updated with efforts put forth by the Emergency Plan Committee made up of staff members from all departments. The SFN Lands Manager has coordinated this committee in recent months with the committee continuing to strive to complete the review and update of this document to ensure that our community is prepared in times of emergencies. Opportunities for training SFN staff and community members in a variety of emergency preparedness programs are available through Emergency Management BC.

The SFNEP Committee meets every 3 months to provide updates and recommendations to Council on what is required to help keep us prepared. A copy of the SFN Emergency Plan is available for members to view at the band office and will be on the SFN website once it is up and running. SFN will host an Emergency Management BC Partnership Table meeting on October 29 and 30. This meeting is being held to give all the NE First Nation communities an opportunity to discuss challenges they face with regards to emergencies such as fire and flooding for example. And to speak with Federal and Provincial funders who will be in attendance to discuss ways that they can better support the communities in times of emergency.

Please feel free to visit the Lands Department to chat about the vision and goals of our community with respect to reserve lands development. We are always interested in hearing ideas and suggestions that will help our community continue to develop our lands environmentally responsibly while supporting sustainable economic opportunities for years to come. Until next month, stay warm and look after one another!

Cree-ative Wonders Childcare November News

Well things are certainly in full swing and we have been working on planning to take us into January lately.

The little ones continue to learn many new things and the center is very busy and noisy with all the little ones we have now. As we think about the future, we are looking at the needs of the community and staff over the next few years. We will be conducting a community needs survey as well as a language survey over the coming weeks. Every household that fills out our survey will be entered into a draw for 1st a \$200 IGA gift card, 2nd a \$125 IGA gift card and 3rd a \$75 IGA gift card.

In the classrooms we have been working on animals, thanksgiving and Halloween. In November we will focus on Remembrance Day followed by our Christmas theme. This is a fun time with the little ones so excited the closer the Christmas time comes.

At this time, I would encourage people interested in pursuing a career in child care to come in a visit with the staff and see what it is like working in a child care setting. There is a need for ECE workers all over the country and if and when we expand programming there would be a need for an increase in staffing plus some of us are thinking of retirement over the next 5-7 years. It would be good to have local people in this building.



Moose hunting Teacher Tylene the moose. Then they skinned the moose and other traditional moose hunting practices.



Toddlers making ghosts, decorating pumpkins and exploring the fall sensory bin. Lots of fun. Lots of learning



ATTENTION ALL SFN COMMUNITY MEMBERS

**4Evergreen Resources LP is going to be Bidding all
Broken-Down 4EG Trucks**

Deadline for BID November 15,2019 @ 4PM

**Please drop off Bid at the 4Evergreen
Resources LP Office**

*** PLEASE NOTE TRUCKS ARE SOLD AS IS & IT'S NOT 4EVERGREEN
RESOURCES LP REponsilbity TO
DELIVER TRUCK TO DESTINATION, THAT WILL BE AT THE BUYERS EXPENSE
MUSSI!!!**



**2011 Chevrolet Silverado Crew Cab
WHITE/GASOLINE—HIGH KM's /NEEDS
BODY WORK**



**2010 Ford F150 Crew Cab ~ Black/ GASOLINE
NEEDS TRANSFER CASE/ ELECTRICAL ISSUES**



**2011 Ford F350 Crew Cab ~ WHITE/GASOLINE
ENGINE SEIZED KM's 273721**



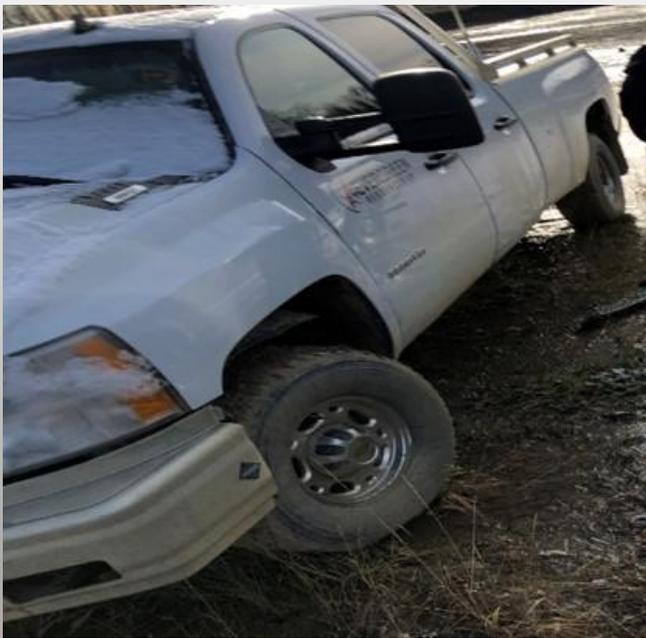
**2012 Chevrolet Silverado Crew Cab ~ WHITE/
GASOLINE -NO HEAT/ WHEEL BEARING/
BREAKS/TIRES/SHOCKS/FRONT PADS**



**2006 Dodge Ram 3500 Crew Cab ~ Grey/ DIESEL
FOR PARTS/ FRONT END BAD/ UNDRIVABLE/
KM's 303458**



**2007 Ford F250~ WHITE/GASOLINE
NO MOTOR**



**2010 Chevrolet Silverado Crew Cab ~ WHITE/
GASOLINE—ENGINE GOING**

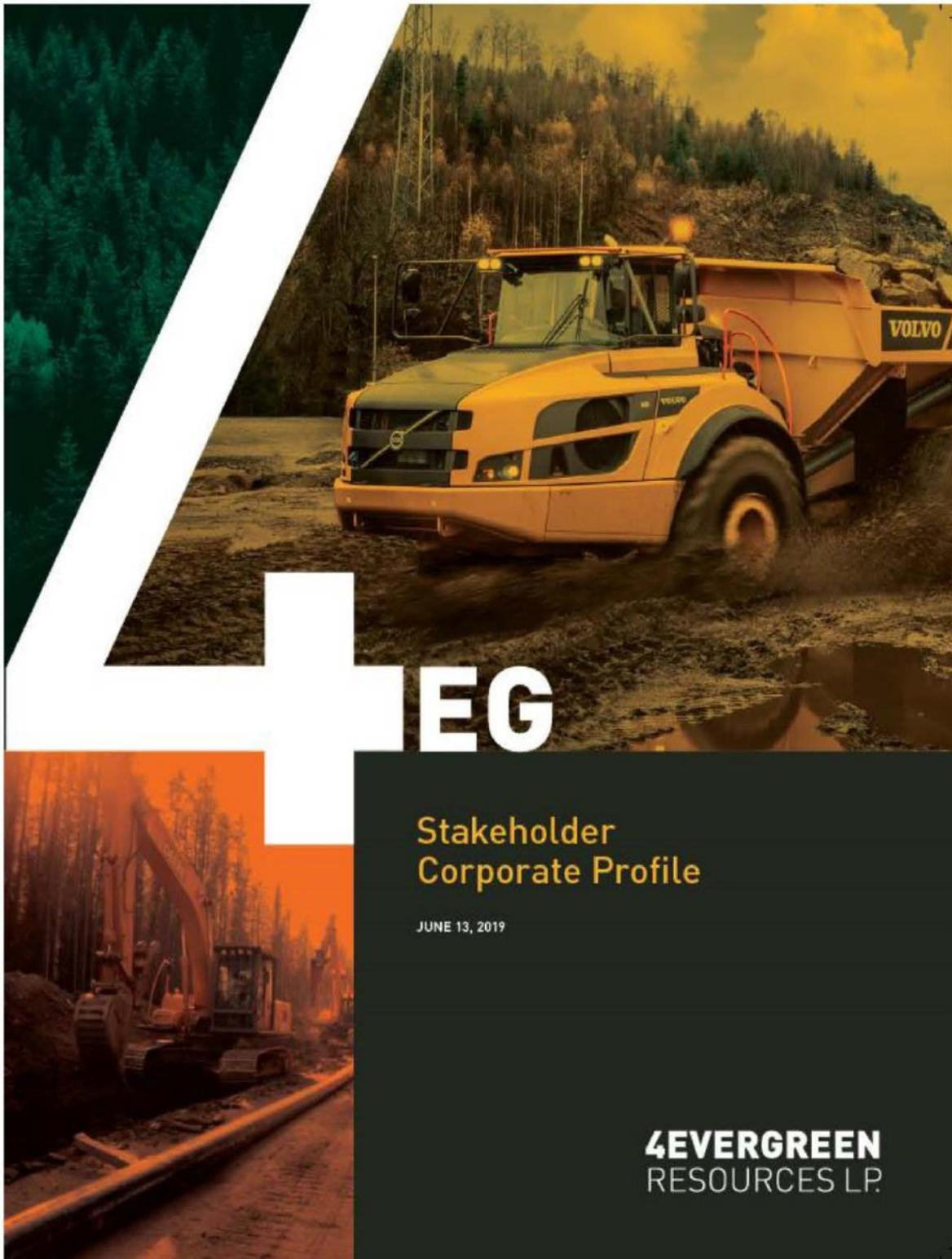


**2011 Ford F350 Crew Cab~ WHITE/GASOLINE
NO MOTOR**

**For all information
and inquires please
contact 4EG directly**

250-788-7916

Fall 2019 Community Engagement



Stakeholder Corporate Profile

JUNE 13, 2019

4EVERGREEN
RESOURCES L.P.

MESSAGE FROM THE BOARD AND MANAGEMENT TEAM

4EG would like to thank the membership for taking time out of your busy schedules and participate in the community engagement meeting on Sept 30th. We include our responses to the questions raised at the meeting for all our respected members of the community. 4EG has been heavily focused on a turnaround strategy, the entire organization top to bottom has played their part monitoring and guiding outcomes to restore our financial security, our client's faith and our team cohesiveness as a result of an inventory list of strategic issues that emerged over the last year and a half.

Our business model today emphasizes the delivery of **4EG's value proposition:**

Project certainty, worry-free social license, as well as an opportunity to harness local knowledge as a low-cost leader for our clients.

- ❖ Our key ingredient is the people behind the company and our excellence is solidly anchored in people-based strategies
- ❖ Understanding where our strengths lie we bolster the core of our organization with a strong management team supporting a highly skilled workforce throughout the lifecycle of our clients projects.

Today our organization has new priorities, resources, methods to fulfil our brand promise and execute our projects.

We are allocating more dedicated equipment to increase productivity, create efficiencies, and increase uptime on our projects.

We are integrating industry accepted tools for technology improving the planning and execution of our projects.

To summarize we are building upon the strengths that grew our business to the size of a company it is today and harnessing more of the tools of the industry that promote better management of our projects, and truly dedicated to continuous improvement.

We look forward to our next opportunity to update you at the AAGM on our financial Statements next month. If you have any questions or would like to meet the GM - Eric Alex makes the last half of every Friday available for meeting with the membership

Sincerely,

Your 4EG Board of Directors and management team.

Organizational health



The organizational health in 2018

Summarizing where we were as a company in the fall of 2018 our projects were over budget, and behind schedule, and as a result we faced notice of delays. Our road building program had deficiencies which would impact profit through to the end of the summer. It was costing us more to fulfill our contractual obligations than we were recovering from our projects.

Where did our strategic issues come from?

4EG had the wrong management model to adequately manage risks - risks to client projects, to our reputation, and credibility.

4EG was unable to deliver our value proposition in the manner our clients deserved.

Where did we focus our efforts?

From a strategy standpoint the road to recovery began on three fronts

1. become extremely thin skinned to the needs of our clients
2. **reinvestment in a self-performance model** of construction management based on strategies and competitive advantage anchored on our key ingredient - our local knowledge and expertise of the nation and our contractors. This included recruiting for success, and allowed us to better control the outcomes on our projects
3. focus very hard on project certainty through consistency and accountability

Financial health improvement

Recovery Objective. Make our spending more sustainable through reducing overhead:

- **Action.** 4EG self performed our contract work along side our skilled band contractors to maximize both the economic benefit reach of the contract work and maximize profit on contracts to benefit the community and turn the company around.
- **Action.** Managed the cost overruns on subcontracted work that specifically contributed to the losses on last year's financial statement.

Recovery Objective. Addressing legacy debt on the books:

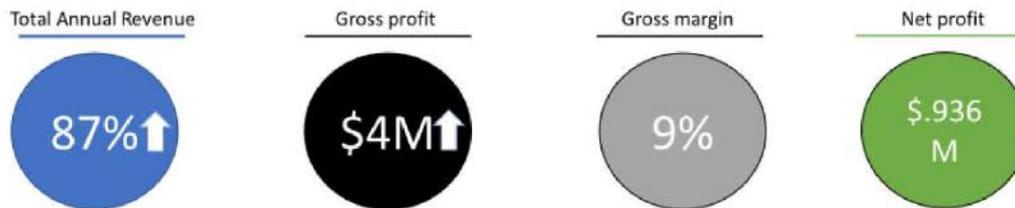
- **Action.** Forecasted the financial requirements necessary to recover from the last several quarters of legacy management.
- **Action.** Negotiated the short-term financing to address aging overdue payables, government remittance and weather the financial cost of increased self performing
- **Action.** Managing risks by implementing stricter financial controls

Recovery Objective. Manage the project and financial risks to the long-term benefit of the Saulteau membership.

- **Action.** Reorganization of our team by recruiting key management to execute our strategy for turning the company around
- **Action.** Assess upcoming work and prior work for future financial impact or challenges.

Highlights from the 2019 Year End Financial statements:

Significant increase in profitability from 2018



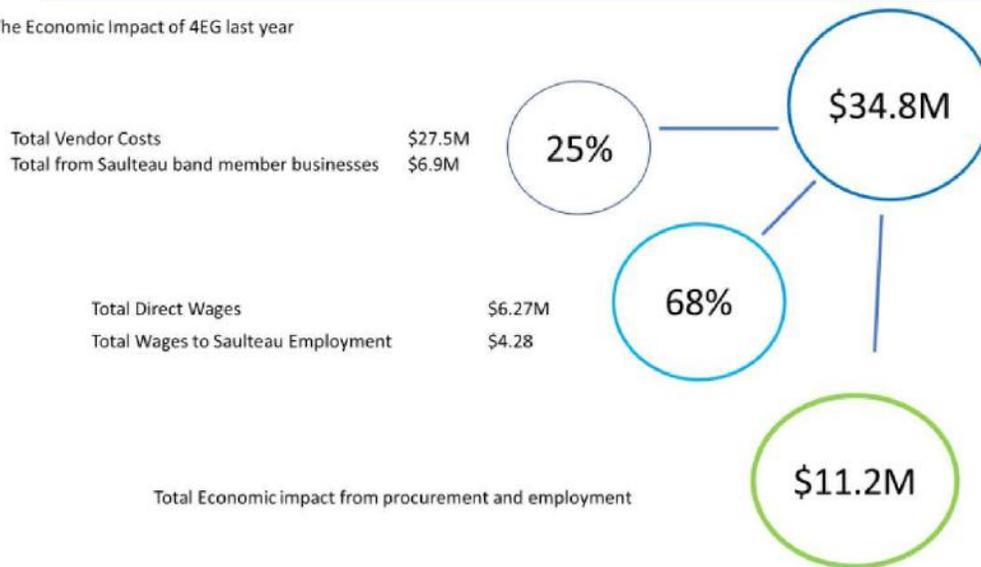
Year end 4EG free of bank indebtedness and a cash surplus of over \$1M

1. To manage current projects expenditures and pay long term payables, 4EG obtained a revolving loan from BMO in December 2018 with the ability to borrow up to \$ 8 Million.
In the first 3 months of 2019, 4EG borrowed over \$ 6 M from the BMO credit line to fulfill 4EG's obligations. Within 90 days the full amount was repaid.
4EG's RBC credit line was paid out in full.

The Statement of financial position indicates that 4EG was free of Bank indebtedness and had a cash surplus of over \$1 Million at the end of the fiscal year.

Finance highlights continued - The economic impact of 4EG this last year:

The Economic Impact of 4EG last year



*Membership inquiry #1 who paid for the new heavy equipment?
Is 4EG making money or has SFN pay for them?*

Equipment purchases and leases made in the current (2019-20) fiscal year:

Purchase date	Equipment	Qty	Equipment cost net of GST
Apr-19	Finning Equipment	10	7,078,983.06
Jul-19	KENWORTH W 900	1	277,989.39
Sep-19	Kockum 850 Yarder	1	125,000.00
			\$ 7,481,972.45
Purchase date	Vehicles	Qty	Vehicles cost net of GST
May-19	2019 Ford F-350	4	237,431.93
Total Capital Assets purchased			\$ 7,719,404.38

The capital assets acquisition was financed through BMO equipment loans.
As of September 19, 2019, the combined loan balance was \$ 7,220,219.96

Several hypotheses drive the recommendation to make the strategic investment in new pieces of equipment, for the purpose of being a profit driver, and purchasing additional trucks as fleet to be a cost control mechanism. We have anticipated risks, cognitively and objectively examined the strategy, and are prepared to both protect the investment and maximize its ability to create value for Saulteau.



Hypothesis: 4EG's macro-economic environment is stable and safer for making long term capital investment



Hypothesis: there is marginal utility to leasing equipment when there are long term forecasts of work opportunity.



Hypothesis: Increased fleet increase our opportunity to manage schedule with greater flexibility



Hypothesis: It is still critical that 4EG self-perform for the next fiscal year for profit as well as relationships with key clients.



Hypothesis: our existing heavy equipment, and equipment of our band contractors cannot fulfill our existing road building, clearing and grubbing contracts.



Hypothesis: Market growth and demand: 4EG cannot capture greater market share or diminish economic leakage without growing 4EG's equipment base.

The management team at 4EG have conducted forecasts based on existing contract work opportunity and estimate their conservative value at 82.5 million over the next two years, with a potential upside to over 100 million dollars based on expanded work opportunities. With profit, recovery and brand promise in mind it makes the most sense for 4EG to primarily self perform our contracts and include SFN band contractors in the work opportunity under our supervision and oversight. 4EG has evaluated where rental, lease and ownership make the most sense under a self performance model and given the stable macro economic environment the capital investment in purchasing the equipment gives 4EG the most flexibility to create value for the Saulteau.

Preliminary risks have been assessed under three categories to anticipate where potential risks could arise: Year end profits, equipment uptime, and equipment utilization. Mitigation tactics can and should be discussed at quarterly strategy sessions in order for our management team to continue to protect the investment in these new assets. Extensive industry analysis has been undertaken to find which industries have the strongest outlook in order to plan how we hedge against those risks over the 36-month outlook.

What is the current talent strategy for recruitment?



When is council stepping off the Board?

In the spirit of continuous improvement, the council have initiated a project that focuses on the corporate structure and governance of Saulteau's ventures. The project is intended to make improvements to current corporate structure of SFN businesses. The necessary activities that facilitate this change should be concluded early in 2020. 4Evergreen Resources will align the timing of our board transitions to be ready for when that project has concluded. Making these improvements for the benefit of the community is a high priority to the Chief & Council and we will update you as more developments take place approaching the year end.

What can we expect from 4EG in the future?

Planning around economic conditions with a focus on lifelong employment.



STRATEGIC FRAMEWORK | 2019 - 2024

Vision Statement

4 Evergreen Resources is an innovative, globally competitive company that is built to last, creates opportunities and conducts our business with respect and integrity, serving the needs of our people.

Values Statement

4 Evergreen Resources believes that safety is critical to their operations and conducts business in a community minded, transparent manner that reflects integrity and respect for those we serve.

Mission Statement

4 Evergreen Resources is a diverse company that delivers project certainty on critical infrastructure and energy projects through a spectrum of quality services that are leading edge, culturally appropriate, environmentally and ethically responsible.

Goals

Restoration & Reclamation	Preventative Equipment Maintenance	Electrification	Facilities Maintenance	Small Pipelines	Diversification
Be a full service provider of restoration and reclamation services to the resource sector	Maintaining assets for best use, longevity and maximum return	Financing, ownership, maintenance and operation of transmission lines	Creating long-term stable employment and business opportunities in oil field assets	Construction and maintenance of small diameter pipelines	Expanding revenue generation opportunities and related capacity



4 EVERGREEN RESOURCES LP ANNUAL STRATEGIC BENCH MARKS | 2020 - 2025

2020 - 2021

Year end net profit 20%, in excess of \$50m, min 5% growth in sales, 75% community members in the workforce, \$1M back to community, no less than 10% procurement community member owned

2021 - 2022

Year end net profit 20%, in excess of \$52.5M, min 5% growth in sales, 75% community members in the workforce, \$1M back to community no less than 10% procurement community member owned

2022 - 2023

Year end net profit 20%, in excess of \$55m, min 5% growth in sales, 75% community members in the workforce, \$1.5M back to community, acquire 1 business per year no less than 10% procurement community member owned

2023 - 2025

Year end net profit 20%, in excess of \$55M, min 5% growth in sales, 75% community members in the workforce, \$1.5M back to community, acquire 1 business per year no less than 10% procurement community member owned

NOVEMBER 2019

MUSKOTI LEARNING CENTRE EVENT'S CALENDAR

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4 Hike Moberly Hill	5	6	7	8	9
10	11 Fruit Preserving Choke Cherry Jelly	12 Baking Bannock	13	14	15	16
17	18	19	20	21	22	23
24	25 DIY Pinterest Craft TBA	26	27	28	29	30

★ For event times please phone (250-788-7368) or check in the classroom - dates & times may vary depending on weather/attendance.

MLC'S UNIQUE PUMPKIN CARVINGS



MLC students, staff, and friends, created unique pumpkins to display for Halloween!

Muskoti Primary Program

November 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11 Remembrance Day STAT	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
					No School NID	

Themes this month:

Winter

Remembrance Day

Math:

Pre K & Kindergarten - Number awareness,
Placement, Shapes
Grade 1 – Addition/ Subtraction, Subitizing

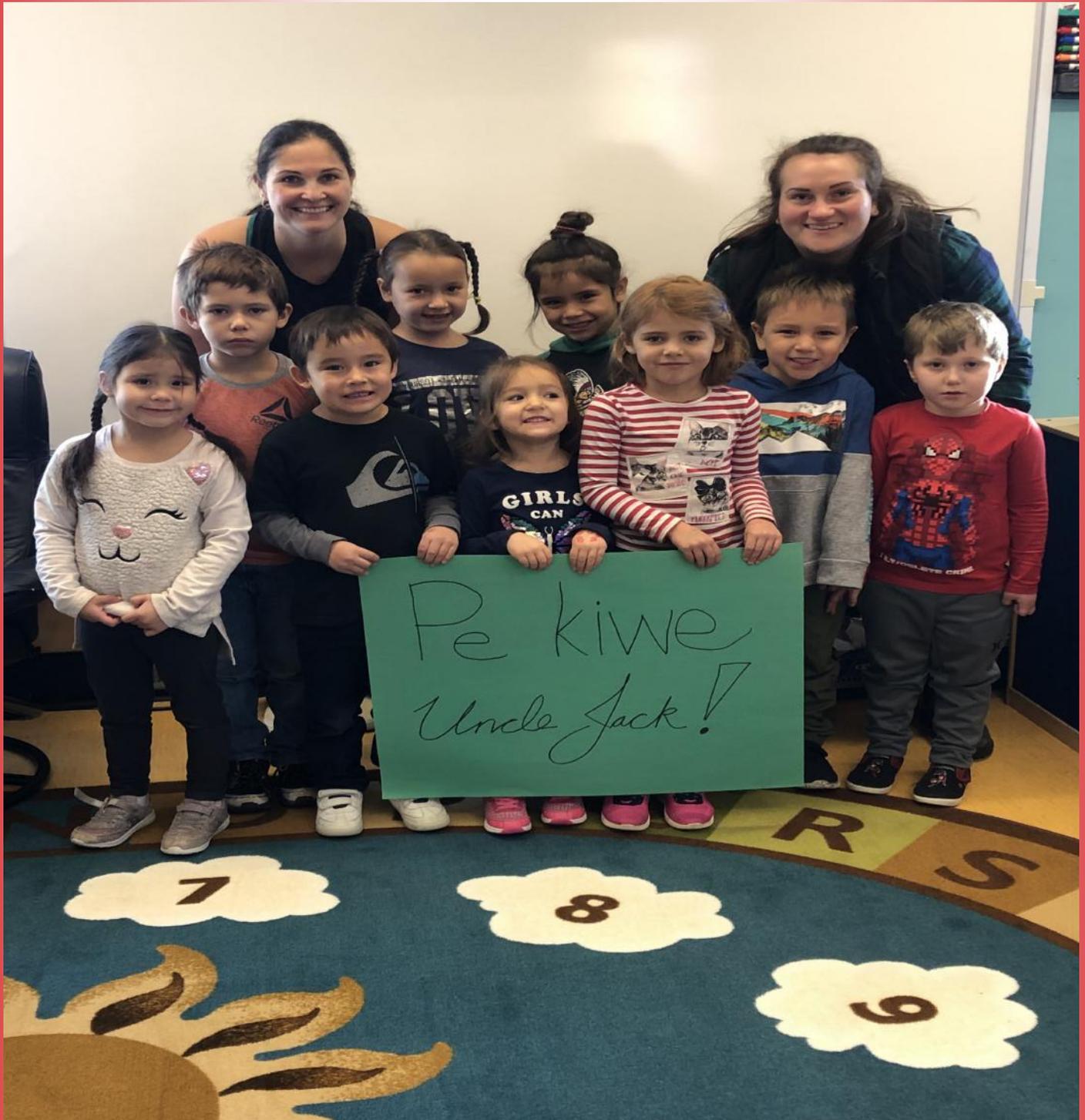
Language Arts:

PreK and Kindergarten – Continuing letter and sound recognition
Grade 1 – Reading, Writing and Spelling
Culture: Cree language and traditions – Commands, animals and counting

Science: Motion

PE: Floor Hockey

A message for one of SFN's respected elders Jack Davis from Cody, Skyler and students.



Welcome to the SFN Team!



Welcome Ashely Gauthier to the SFN Health Department.

Ashley has joined the team as one of our new full time Homemaker/Care Aids. She has 10 years experience in the care aid field, as well as 9 years holding her OFA3 as a medic.

Welcome Ashley we are lucky to have you join the SFN team!



Heather Lirette is a Registered Nurse who has recently joined our team full time as Community Health Nurse. She will also be filling the position of Community Health Representative.

Some of you will recognize Heather from the Chetwynd Hospital, where she has worked for the past 7 years. Heather has nursing experience in long term care,

medical/surgical and ER. She has worked at Rotary Manor, Dawson Creek Hospital and Chetwynd Hospital and clinic. Her career up to now includes Medical transcription business owner, Medical office assistant, Community and Facility Care aid, and LPN, before becoming an RN.

Heather grew up in a remote rural area of Nova Scotia and has lived in Germany and Vancouver before coming to Chetwynd 14 years ago.

Heather is very happy to be here and looks forward to getting involved in the community.

Welcome Heather we are excited to have you join the SFN Team!



ATTENTION

**Reminder that on
November 11, 2019 the SFN offices
will be CLOSED for
Remembrance Day.**

In Flanders Fields In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing,
fly Scarce heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved, and were loved, and now we lie
In Flanders fields.

Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.

- John McCrae



Happy 19th birthday to our son Dominic Belcourt from mom, dad and his sisters- November 6th

Nov. 17th Wishing a Happy Birthday to a Mom that is always there for us. No matter what, Mussi Mom you're the Best. Love you lots. Love Your oldest Daughter, Tamlyn. Glen and Joey and the rest of us.

Nov. 18th Wishing Hazel Keshane a very Happy Birthday, Thanks for all your Love. Love Auntie, Tamlyn, Glen and Joey.

Happy Birthday to my wonderful, fun loving son Lucas John Lalonde!! I am so blessed to have you in my life; you make everyday enjoyable for me! Welcome to the double digits - 10 years old my Son; life only gets better with each passing year. I love you more than I can say – Love Mom

Happy Birthday to my beautiful daughter Hailey Bops Lalonde! I am so proud of you and the person you are becoming – you are strong, beautiful and courageous and I simply adore you. Never forget; I love you more than I can say – Love Mom

Happy Birthday Katie Watson - November 1st from Auntie Tammy and Misty

Happy Birthday wishes to....

Debbie Anderson Nov 11th

Bowdie McMahon Nov 13th

Sean Ross Nov 21st

Tamyra McMahon Nov 21st

Brighton Campbell Nov 30th

**Congratulations to Brighton and Hailey on the birth of their daughter Madisyn Jean Campbell Oct 14th, 2019
Love Mary**

Happy 13th Birthday to Hazel Keshane on November 18, 2019! Love Momma!!

Happy 6th Birthday to Brielle Courtoreille – Nov 21st Love Mommy Falon, Daddy Ben, Brother Jaiden & Baby in Mommy's Belly xoxox

**Happy Birthdays this month to..
Pauline Walker, Arthur Walker and Marcia Allison from Barry, Jerri, Sam, Mari and Peter**

Our Vision

We, the Saulteau First Nations, will strive to be the Best Governed Nation, one that is proud, culturally strong and self-sufficient.

As stewards of the land we will ensure that the best sustainable practices are followed, now and in the future.

Tansi to All Community Members,

Well November is here already! Wow or 2019 year is almost over can you believe it?! Hope everyone is gearing up for the winter months and slowly getting prepared for Christmas! But before we do please don't forget to pay respects on Remembrance Day.

Our Nations new website should be ready for launch near the end of the month. Please stay tuned! There will be one more newsletter for December to finish off the year. However please keep in mind there will not be one for January due to office closure for the Christmas holidays. Community newsletters will be back full force February 2020. Mussi

NEWSLETTER SUBMISSION DEADLINES

2019

Due by 3pm on the dates of:
November 25th

Falon Gauthier

*Communications
Coordinator*

falon@saulteau.com
www.saulteau.com

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F 250.788.7261
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Rudy Paquette	COUNCILLOR	(250)788-7270	rpaquette@saulteau.com
Justin Gauthier	COUNCILLOR	(250)788-7268	justin.gauthier@saulteau.com



Saulteau
FIRST NATIONS