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Thursday October 23, 2019  
| 10:00 am – 4:30 P.M



SFN Admin Building Gym

# Open House!

In collaboration with the SFN  
Treaty Rights and Environmental  
Protection Department, Lands  
Department and ASKI, we invite  
you to our OPEN HOUSE,  
Thursday October 24, 2019

Join us throughout

the day to ask questions, give suggestions and provide  
feedback on the different projects and programs that the  
departments are working on.

SNACKS provided; transportation available!

For more information, call TREP, 250.788.7290

***Report Summary***  
***Fernie May Garbitt***  
***Oil & Gas Referral Technician***  
***Treaty Rights & Environmental Protection***  
***October 2019***

**Tansi Fellow SFN Members:**

**The Beautiful Fall is upon us and I love all different colors this time of year-feeling blessed what the Creator is providing for us. I hope Everyone and their families are being healthy, safe & Loving. The last time I have updated was in February 2019. Things that I have been working on or provide information on the following:**

- 1. Enbridge-New Proposed pipeline project called the Frontier Project**
- 2. Develop a FNTR for the major oil & gas proposed projects-which would start with the review of the Frontier proposed project.**
- 3. Creating an Invasive Management Plan for SFN**
- 4. Dormant Priority Sites with OGC & Aski**
- 5. SFN Emergency Plan**
- 6. Positives of Oil & Gas Proponents**
- 7. Fernie's event Pictures**
- 8. Information & Awareness on Lateral Abuse**

Take a quiet walk with  
Mother Nature. It will  
nurture your mind,  
body, and soul.



1&2. **Enbridge and FNITR** New Frontier proposed pipeline project, I have attached the Project description on this. Enbridge has started pre-engaging with TREP and EAO & OGC will be consulting on this Project. They are in Preliminary stages in their proposed project. The work SFN TREP has to do is in the next six months is:

- A. Kick start a FNITR Committee (First Nations Independent Technical Review) with other T8 Nations on this major project.
- B. Hire a consultant (PGL, LGL?) to review the proposed pipeline project for the FNITR Committee and then submit a RFP to the proponent to fund our FNITR process.
- C. Enbridge will probably do a community Open House sometime this fall on the Proposed pipeline project.
- D. Whoever FNITR committee hires for a consultant - then They will along with TREP will host another scoping community meeting.
- E. TREP will get The Firelight group to help facilitate with TLUS interviews with some community members.
- F: TREP and Consultant will also do a follow-up meeting after all the TLUS and scoping meetings are completed

We have already been talking to Enbridge on field studies for the 2020 upcoming season and we are still to prepare comments to the EAO on this proposed pipeline project - which our lawyer James Hickling will help with.

3. **Creating an Invasive Plant management Plan for SFN.** Complying all the work SFN has done over the last 3 years on Invasive plants We will be getting Carmen Richter to help with this plan for she is a consultant and a biologist. We do get funding from PRRD every year - usually it is less than \$5k. but this helps us with manual handpicking. And taking inventory of invasives. This year we had huge infestions of Canada thistle, Bull thistle, oxyeye daisies, scentless camomile, yellow hawkweed and Burdock - the rain helped these invasives flourish this summer season. We did some manual cutting of Burdock in the field and some around the community but this will be a long term issue to manage the Burdock over time. We have done some pesticide spraying in the past on some priority sites, but from now on going forward - we will not agree or promote pesticide or herbicide spraying within our community. We did manual cuts with Burdock

4. **Dormant Priority Sites with OGC & Aski:** FINALLY... OGC is wanting to work with SFN on Dormant Orphaned or Abandon wellsite leases. OGC would like our participation in what that framework would look like going forward.

This is a new regulations to enforce Oil & gas proponents to start cleaning up their past, current and active wellsites. Also, Oil & Gas proponents have to now submit their one year work-plans to Treaty 8 Nations on their activities. Also the wellsite leases will now have to have some reclamation and restoration plan in place with their application, they will be required to clean up their "Dirty dirt and have their COR (Certificate of Restoration). So we will want input from hunters, landusers and community members on which sites will be a priority in the Delrio area and what will that look like? This is something I believe should have happened long time ago when OGC was put in place, but anyways it's a positive step in the right direction now. I and Teena Demeulemeester have attended the Dormant sites Communication Workshop in FSJ on Sept.17th and then starting to talk about developing a Restoration and Reclamation framework with our Lawyer James Hickling and OGC. Aski will be involved in the reclamation and restoration with replanting of native plants after a life of a wellsite lease.

**5. SFN Emergency Plan & EMBC:** I and Tammy Watson have been trying our best to keep the SFN Emergency Plan going but we lack support and commitment from people. I feel we don't take Natural disasters seriously enough. In this day and age their has been a lot of world natural disasters happening and we should be paying attention to Mother nature. We would NOT be prepared for a natural disaster if we had one because of the lack of equipment, capacity and supplies. I plan on getting Emergency Management BC Team to come and do a presentation for us on the importance in have an Emergency Plan within our community-I am hoping they can come and meet with us by December.

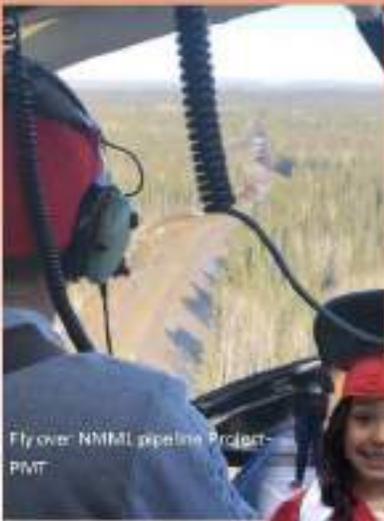
**. Positives of Oil & Gas Proponents:**

-Thanks to Crew Energy for providing our SFN youth with school supplies this year

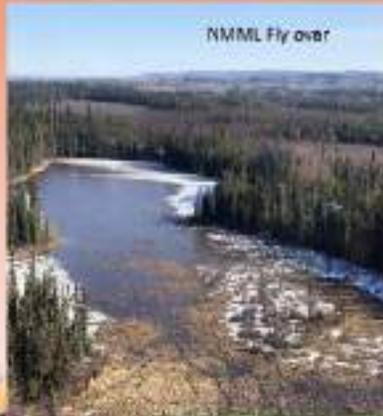
-TREP had concerns on a wellsite lease-Arc Resources in the Farrell Creek area. This wellsite lease was located in a wetland near a small lake and we questioned why? Well apparently Arc Resources has re-thought their position on this and have made amend ments to move the wellsite lease. I feel relieved and happy about this for we do care for the wetlands on our Treaty 8 Traditional Lands.

-SFN negotiated a Cultural Monitor for the CGL project and we got it! So I would like to Thanks to Roger Harris our negotiator in doing that for SFN and CGL for acommodat ing funds for that position. We argued we needed more eyes on the ground on CGL. project, now 4EG can hire the best monitor to do that field work. I feel we need more En- vironmental monitors that actually care, document and hand in Reports about concerns on the Land to TREP office. In our referrals we state the importance in having First Nat ions participation out on field on all industry projects-so please hand in those oil & gas reports to Fernie Garbitt on major concerns out on the Land. Monitors that work for 4EG need to be handing in Reports right after assessing a job -so TREP can actually make statements to help in a referral. This is why we need monitors out on the Land

# 7. Fernie's Event Pictures



Fly over NMMML pipeline Project - PWT



NMML Fly over



High school Grad



Burdock Infestation in field - taller than me.



Brain Desjardis - Pembina Field day



Amy Ann & Crew Energy at Wilder Gas Plant in Del Rio



Tom Hale helping chop line down the Burdock



Invasive - BUT That is



Della Owens & Northern Stream on Wyndwood proposed project



Gotta love hard Buddy's hat with Crew Energy





# Project Silverstar Natural Gas Pipeline Expansion Project

## Overview

Westcoast Energy Inc., a wholly-owned subsidiary of Enbridge Inc., runs British Columbia's (B.C.) major transmission pipeline system, which transports processed natural gas throughout the province and to Alberta and the Pacific Northwest of the United States (U.S.). This gas is ultimately used to heat homes, hospitals, businesses and schools. It is also used as a fuel for electric power generation and is a staple in a number of industrial and manufacturing processes that produce products, like plastics and rubber, that we use every day.

Enbridge is proposing to expand a portion of this natural gas pipeline system in northeastern B.C. to accommodate customer demand in a safe and reliable way.

The project scope and timelines outlined throughout this factsheet are subject to change.

## Potential Project Scope

The project would entail the addition of a new section of 36-inch pipeline. The new section of pipe – known as a loop – is expected to be approximately 13 kilometers (km) in length. The pipeline loop would start at a location along the existing natural pipeline system, approximately 35 km northeast of Chetwynd. It would end at a location approximately 30 km southwest of Taylor.

## Preliminary Project Timelines

Environmental work and archeological studies will be conducted during the summer and fall of 2019.

A regulatory application for approval of the project is expected to be filed with the National Energy Board by the end of 2019.

The anticipated in-service date is in the second half of 2023.

## Pipeline Construction

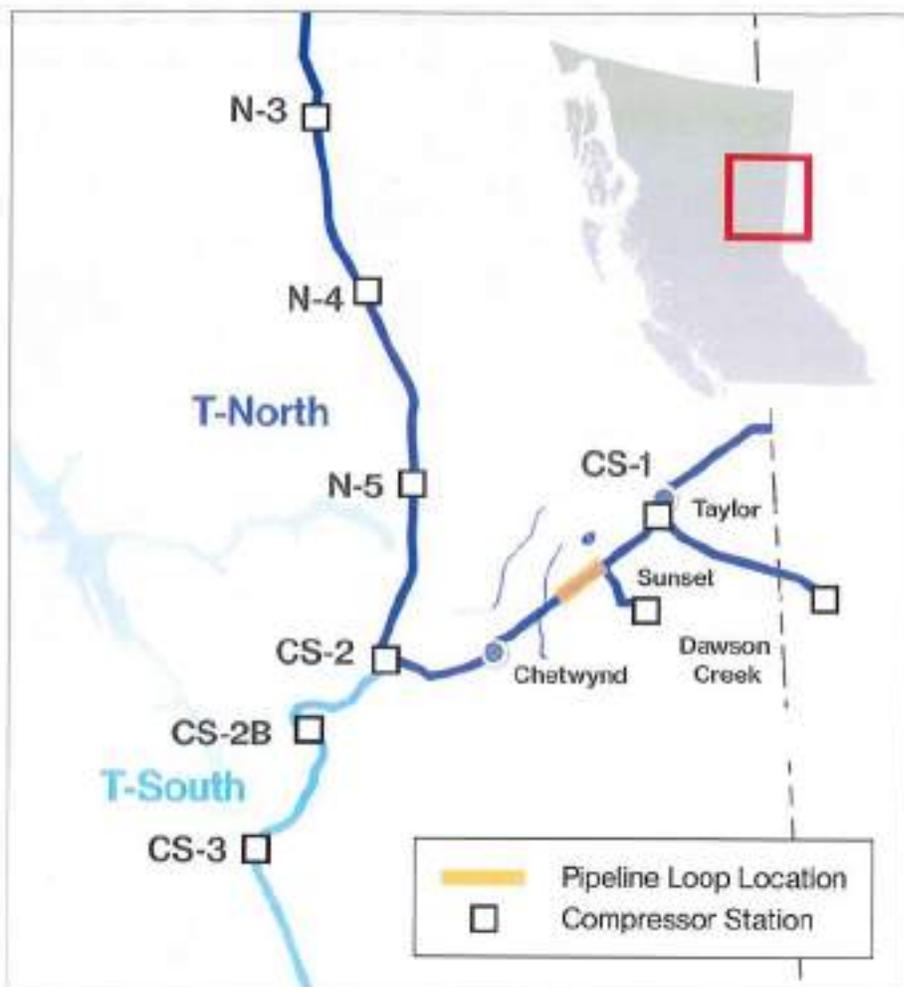
Enbridge is an industry leader in pipeline construction and operation. Every step of what we do is guided by professionals with years of experience in building, operating and maintaining natural gas pipelines that meet or exceed industry and government standards for safety, environmental protection and operational reliability.

## Indigenous and Community Consultation

Enbridge recognizes the importance of working with communities and all potentially affected people during every phase of a project. We believe in building long-term relationships through sharing information, engagement and collaboration.

## Commitment to Safety

At Enbridge, safety is our number one priority. All of our actions are focused on protecting the public, the environment and local property, while maintaining a safe, efficient and reliable pipeline system. In order to minimize inconvenience and to optimize safety during this potential project and the ongoing



operation of our natural gas pipeline system, Enbridge is committed to working and communicating with all impacted

stakeholders and Indigenous communities.

## Contact us

Enbridge has put in place multiple points of access to reach us should you have further questions or concerns.

**Media inquiries:**  
1-888-992-0997

**24/7 emergency response line:**  
1-800-863-9931

## Community and Indigenous Engagement

Tom Ouellette  
250-262-3521  
Tom.Ouellette@enbridge.com

## Lands

Zeke Reimers  
403-699-1681  
Zeke.Reimers@enbridge.com



# Project Frontier

Enbridge Frontier Inc. is proposing to undertake the Frontier Project, which would involve building a Natural Gas Liquids (NGL) extraction plant and NGL pipeline in Northeastern British Columbia (B.C.).

## Overview

NGLs play an important role in fueling people's quality of life. They heat homes and businesses, are used as a fuel for BBQs and fireplaces and are necessary to make a huge range of plastic and rubber products that are an indispensable part of everyday life.

Enbridge Frontier is interested in hearing from communities and Indigenous groups to identify project-related concerns early on. The feedback we receive through this process will be incorporated into feasibility studies, as well as project planning and execution.

The project scope and timelines in this factsheet are subject to change as this project progresses.

## Potential project scope

The proposed plant would be able to extract NGLs from existing natural gas pipeline systems and process up to an estimated 15 billion cubic feet per day (Bcf/d) of natural gas. The NGLs would then be transported up to 170 kilometers (km) on a 16-inch NGL pipeline to fractionation and rail loading facilities for further processing and transportation to markets. The proposed plant would require an approximately 25km electrical transmission line to provide power to the plant and pipeline facilities.

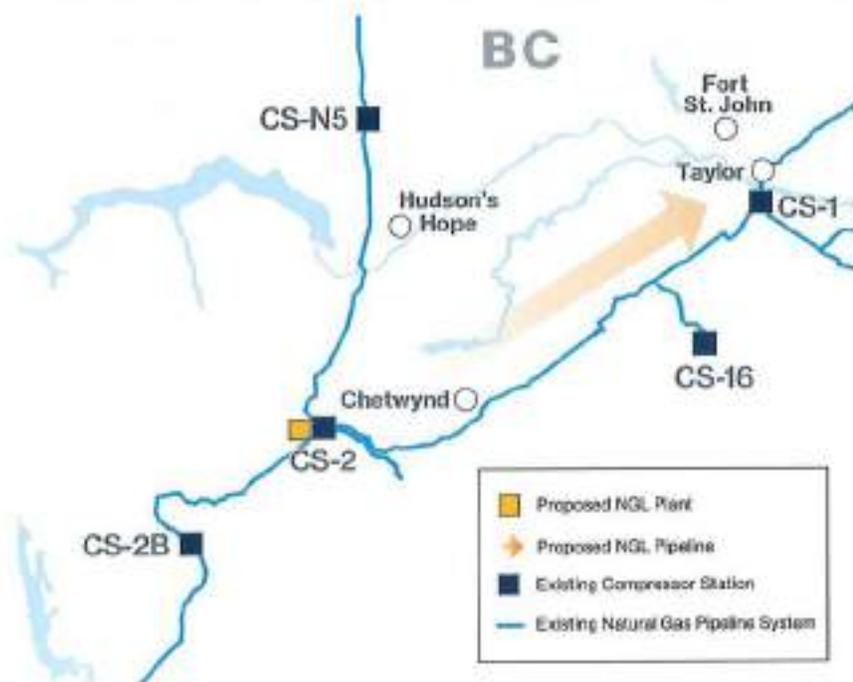


### Community and Indigenous Engagement

Michaela Bjorseth  
250-793-0740  
michaela.bjorseth@enbridge.com

### Lands

Tyler Semashkewich  
780-669-6174  
tylersemashkewich@enbridge.com



### Plant and pipeline locations

Enbridge Frontier is evaluating potential locations for the plant and potential routes for the pipeline. We exhibit great care and comprehensive planning when selecting a location to build a plant or route a pipeline and incorporate comments received by Indigenous groups, landowners, local government and the public. Our actions are guided by professionals with years of experience in building pipeline systems that meet – or exceed – industry and government standards for safety, environmental protection and operational reliability.

#### Plant

The plant would potentially be located by Compressor Station 2, which is approximately 36 km west of Chetwynd.

#### Pipeline

The pipeline would run from the proposed plant to the Taylor area. The potential route being evaluated includes paralleling the existing natural gas pipeline system by Highway 97.

### Preliminary project timelines

Enbridge Frontier anticipates filing a project description with the B.C. Environmental Assessment Office in Spring 2019.

Regulatory applications to the British Columbia Oil and Gas Commission will follow in 2021.

A final investment decision is expected by mid-2020 with a potential in-service date in 2024, pending regulatory approval.

#### NGLs

NGLs play an important role in fueling people's quality of life. The potential NGLs that could be extracted and transported include ethane, propane, butane and condensate.

- Ethane is used in plastic production and is used to make anti-freeze and detergents.
- Propane is used to heat homes and businesses. It is also used as a fuel for BBQs and fireplaces.
- Butane is used to manufacture rubber and is blended with propane and gasoline.
- Condensate is used to make oil products and blended into vehicle fuels.

### Indigenous and community consultation

Enbridge Frontier recognizes the importance of working with Indigenous groups, landowners, local communities and all potentially affected stakeholders during every phase of a project. We believe in building long-term relationships through sharing information, engagement and collaboration.

### Plant and pipeline construction

Enbridge is an industry leader in plant and pipeline construction and operation. Every step of what we do is guided by professionals with years of experience in building, operating and maintaining natural gas pipelines that meet or exceed industry and government standards for safety, environmental protection and operational reliability.

### Commitment to safety

At Enbridge Frontier, safety is our number one priority. All of our actions are focused on protecting the public, the environment and local property, while maintaining a safe, efficient and reliable pipeline system. In order to minimize inconvenience and to optimize safety during this potential project, Enbridge Frontier plans to work and communicate with all impacted stakeholders and Indigenous groups throughout the duration of the project's life cycle.

### About Enbridge Frontier

Enbridge Frontier is a wholly owned subsidiary of Enbridge Inc., North America's leading energy delivery company, which exists to fuel people's quality of life.

The Frontier project is located entirely within B.C. It is not part of Enbridge's federally regulated natural gas pipeline system in the province.

### Contact Us

Enbridge Frontier values your feedback. If you are interested in providing comments, highlighting your interests or asking questions about the project, please contact us.

**Media inquiries:** 1-888-992-0907  
**24/7 emergency response line:** 1-800-663-9931

# Aboriginal Lateral Violence

## What is it?

Although a worldwide occurrence, this fact sheet is about how lateral violence impacts Aboriginal people. Unlike workplace bullying, lateral violence differs in that Aboriginal people are now abusing their own people in similar ways that they have been abused. It is a cycle of abuse and its roots lie in factors such as: colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination.

Through these factors Aboriginal people now become the oppressor and within the workplace or community they now direct abuse to people of their own gender, culture, sexuality, and profession. In other words, instead of directing their anger at the oppressor, these workplace or community aggressors now direct their anger at their own peers or community members.

Other terms for lateral violence also include:

- work place bullying
- horizontal hostilities/violence
- internalized colonialism
- relational aggression

When a powerful oppressor has directed oppression against a group for a period of time, members of the oppressed group feel powerless to fight back and they eventually turn their anger against each other."

— Jane Middleton-Moz

## How does this affect Aboriginal people?

Lateral violence is a learned behaviour as a result of colonialism and patriarchal methods of governing and developing a society. For Aboriginal people, this has meant that due to residential schools, discrimination and racism; Aboriginal people were forced to stop practicing their traditional teachings of oneness.

As a result of this trauma, some Aboriginal people have developed social skills and work practices which do not necessarily create healthy workplaces or communities. Since many Aboriginal people work in environments which maybe predominately Aboriginal, these practices mean that Aboriginal people are now causing pain and suffering on their own people.

"Lateral violence has impacted indigenous peoples throughout the world to the point of where we harm each other in our communities and workplaces on a daily basis."

— Rod Jeffries

Just a reminder that Lateral Violence is a real issue among many communities including our own. Please take the time to read this article and educate one selves on the topic. The goal is to educate ourselves, our children and anyone willing to learn, in hopes to rid of any later violence within our community moving forward. Mussi

# behavioural signs of lateral violence

## Who does Lateral Violence?

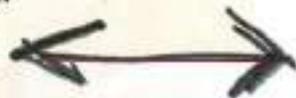
- Boss
- Supervisor
- Co-workers
- Friends
- Family Members
- Peers
- Authority Figures
- Community Members

## What are the behaviours linked with lateral violence?

Lateral violence takes on a number of different toxic behaviours, and it is any action that is meant to discourage or make a person feel bad in the workplace. If you are the target of lateral violence the constant barrage of negative behaviours can be likened to harassment and bullying.

In its extreme form, lateral violence can be conscious, deliberate act of meanness with the overall intention to harm, hurt and induce fear in a co-worker. In other forms of lateral violence, the individual perpetrating the negative behaviour may not be aware of the meanness they are exhibiting and they may not be doing these actions intentionally.

The following are some of behavioural indicators that lateral violence may be happening by you, to you or to someone else in your workplace.



- nonverbal intimation (raising eyebrows, making faces, eye rolling)
- obvious name calling
- sarcasm
- bickering
- whining
- blaming
- belittling a person's opinions
- yelling or using profanity
- making up and/or exaggerating scenarios
- making snide comments and remarks
- making jokes that are offensive by spoken word or email
- using put downs
- gossiping
- rumour mongering
- ignoring, excluding or freezing out people
- handing over work assignments with unreasonable deadlines or duties that will ensure the person will fail
- being purposely unavailable to meet with staff
- undermining activities
- withholding information or giving the wrong information purposely
- constantly changing work guidelines
- blocking requests for a promotion, leave or training
- not giving enough work so the individual will feel useless
- refusing to work with someone
- backstabbing
- complaining to peers and not confronting the individual
- failing to respect privacy
- breaking the confidences of others
- mobbing or ganging up on others

### Where does it happen?

Although the most common place for lateral violence is in the workplace, it does cross the line into the community and home. The primary workplaces in which lateral violence are more prevalent are those with poor organizational systems or those workplaces that are undergoing change such as downsizing or merging, or when power is shifting and people feel uncertain.

### Why does it happen?

Lateral violence happens when individuals who have endured oppression suppress feelings such as: anger, shame, and rage. Eventually these feelings manifest in behaviours such as: jealousy, resentment, blame, and bitterness; and they are directed toward their Aboriginal co-workers.

As many of these people have been victims of abuse these behaviours are usually used to manipulate, dominate, control and diminish others. Regardless of their issues, the behaviour is not appropriate and no one should be the target of someone's unresolved issues.

### Anyone can be a target of lateral violence...

It can really be really disheartening if you are the target of lateral violence in the workplace. Most people enter into an Aboriginal organization expecting that in working with their own people they will be supported and encouraged. Instead you find yourself now working with the very people who are bringing you down and making things hard for you. What did you do wrong? In most cases, you did absolutely nothing. Lateral violence is more about what is wrong with the aggressors than the receiver of their aggression.



*Sheila was employed at an Aboriginal organization as a financial administrator and she felt the sting of lateral violence incrementally. Having just graduated from university she was keen to make a good impression. Sheila worked extra hours. Then one day a few of the senior managers had talked about promoting her at one of the meetings.*

*After that meeting, Sheila started to notice that there were subtle changes in how her manager and some of her co-workers treated her. When she walked into the lunch room conversations would stop. She was no longer asked out for lunch. Then the key to her filing cabinet would go missing, as would her office chair. Soon the financial administrator noticed she wasn't being invited to team meetings.*

*Instead of speaking directly to her, her Manager now began using emails to communicate as a way to avoid her. After that her requests for training were turned down and she was given assignments with unrealistic deadlines. Rumours started to circulate throughout the organization that she did not actually have a degree and she was not really First Nations.*

*Soon Sheila began to doubt her abilities and wonder if there was something wrong with her. "It takes away your self-esteem," she said. "You don't want to get out of bed in the morning; you have nightmares, migraines, aches and pains. At work you never knew what to expect. I would go into work thinking, what are they going to do to me today?"*

*After talking about it with a good friend, Sheila's friend suggested that these behaviours were connected with lateral violence.*



## Anyone can be a target of lateral violence... (continued)

Certain situations and events predispose one to experiencing lateral violence in the workplace. Usually individuals who are the target of lateral violence are:

- New employees that may be coming into an organization during times of change and become a target because other workers who may feel vulnerable see this individual as a threat to their jobs.
- Employees who have received a promotion or advancement and are seen as undeserving by other co-workers.
- Younger employees who have more education and training than older workers and are seen as a threat.
- Members of families or friends of leaders who are no longer in power positions.
- Employees who are good at their job and popular with people.

### The Effects of Lateral Violence

On a personal level, depending on the severity of the lateral violence there are a lot of health problems that can manifest for the individual being targeted. They could experience:

- Sleep disorders either not being able to sleep or not wanting to get out of bed in the morning;
- Changes in eating habits – either eating more or less or differently;
- Weight loss or gain;
- Moodiness – lack of sleep will usually mean that you won't be all that happy;
- Self-doubt – you question all your decisions and abilities;
- Decreased self confidence;
- Feelings of worthlessness;
- Forgetfulness;
- Chronic anxiety;

“When individuals feel inferior, inadequate and afraid, they take on the qualities of the oppressor as a way of acquiring strength and an illusion of power.”

– Jane Middleton-Moz

- Depression;
- Emotional and teary eyed;
- Higher absenteeism-not wanting to be at work; and
- Weakening immune system – resulting in greater susceptibility to colds, flu and other illness.

Because the individual may have no other employment options, as the lateral violence continues or gets worse the individual may experience more intense physical and emotional health deterioration. Some individuals end up on sick leave and long-term disability. In the extreme, it can end in suicide or violent death.

### The costs to the organization

Lateral violence not only affects the individual who is experiencing it. It also impacts other people in the organization and community. Spending time rumour-mongering and gossiping costs the organization money in terms of lack of productivity. Additionally, a toxic organization also creates an atmosphere in which there is:

- High staff turnover
- Loss of corporate history
- Low morale
- Decreased customer service
- Increased financial costs
- Increased absenteeism
- Lack of teamwork
- Unhealthy competition

# What you can do if you are experiencing lateral violence?

## For the individual:

Sometimes it is difficult to do anything about the behaviour of others. If you feel that you are being the target of inappropriate behaviour you could:

- Report the behaviour to the appropriate manager in your workplace.
- Keep a record of the negative behaviours. Make notes about the time, date, location and any witnesses who may have seen the incidents.
- Address your concerns with the aggressor and ask them if they can stop.
- Seek help and advice at work or in the community. In the workplace, you may have a human resources manager, or manager who can assist you in resolving the situation.
- Speak to an Elder.
- Seek external advice.
- Seek the support of friends and family.



## For the Organization:

Before you can create a healthier workplace you have to first admit that lateral violence exists. To address the issues associated with lateral violence management could:

- Admit that lateral violence exists.
- Establish policy and procedures for lateral violence.
- Have workshop sessions on lateral violence.
- Establish rules for civil meetings... no one can cut the other off.



“Those most at risk of lateral violence in its raw physical form are family members and, in the main, the vulnerable members of the family: old people, women and children. Especially the children.”

– Narcua Langton

## Looking for more information?



Bearpaw Media Productions -- Lateral Violence Video

This is a documentary-drama that takes a look at lateral violence in our own Nations, communities, organizations and families. Hosted by Tantoo Cardinal, this Lateral Violence video sheds a new light on an age old topic – ourselves.

[www.bearpawmedia.ca/content.php?ID=15&prodid=72](http://www.bearpawmedia.ca/content.php?ID=15&prodid=72)



A YouTube clip of Rod Jefferies' workshop on lateral violence in Winnipeg.

[www.youtube.com/watch?v=aOMJ6wynHUU](http://www.youtube.com/watch?v=aOMJ6wynHUU)

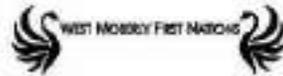


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## Maternal Penning to Enhance Survival of Caribou within the Klinse-Za Herd

External: Issued August 2<sup>nd</sup>, 2019



Days in pen → 137 (released)

Days in the wild → 5

### Another year in the books!

July 29<sup>th</sup>, marked the final morning that caribou called the Mt. Rochfort pen home! Cows and calves were hesitant to cross the fence line that has kept them safe for the past 4 months. However, after multiple approaches to the fence, the lush green forage in the adjacent meadow lured two of the cows out of the pen.

Both cows returned inside the pen to retrieve their calves and eased their fellow comrades concerns about the unknown. All caribou left the pen in two groups: one at ~3pm and the other group later that night.



Figure 1. Upon release from the pen, caribou immediately began to feed on the plentiful forage.

A soft release method was chosen again this year for release of the penned caribou. The caribou guardians removed the electric fencing and opened a section of the geotextile fencing; this opening leads towards a small meadow, full of natural forage. A trail was cleared near the back of the meadow, which leads to the alpine; this meadow and trail serve as a travel corridor to the alpine habitat, ~200m from the pen. All of the released caribou left the pen without incident.



Figure 2. Calves were curious to explore their new home outside the pen! Leaving their mom's behind they moved eagerly towards the meadow.



### The first re-collaring inside the pen

The first calf collared this year lost her collar during the first week after capture. We made the decision to re-collar her since, without a collar, we would be unable to track her movement after release from the pen. Two veterinarians from the Province of BC visited the pen to oversee the immobilization and re-collaring operation.



Figure 3. The calf was blindfolded and administered oxygen while under anesthesia. After a new VHF collar was fitted, the reversal to the immobilization drug was administered and the calf recovered quickly.

The process of re-collaring the calf occurred very quickly; once the immobilization drug had taken effect, one veterinarian blindfolded the calf and administered extra oxygen. The other veterinarian prepped the reversal and monitored vital signs. Once the new VHF collar was fitted, the calf was given a reversal to the immobilization drug, and quickly recovered. There were no complications with the capture process and the calf recovered quickly.

### Thank you!

We will continue to monitor the location and movement patterns of the Klinse-Za caribou, during the post release period. Guardian crews are currently working on final repairs to the pen and prepping for the harsh winter before the next capture in March 2020.

We appreciate the hard work from everyone involved who makes this project a success each year!



Figure 4. The Kłl̓n̓s̓e-Z̓a caribou enjoying their new habitat outside of the maternity pen!

### The teams:

- Nikan̓s̓e Wah t̓zee Stewardship Society
  - West Moberly First Nations (Chief Roland Willson/Tamara Dokkie)
  - Saulteau First Nations (Estelle Lavis/Naomi Owens/Carmen Richter)
- Caribou Mat Pen Working Group<sup>1</sup>
  - West Moberly First Nations (Tamara Dokkie)
  - Saulteau First Nations (Naomi Owens; alt - Carmen Richter)
  - Wildlife Infometrics (Scott McNay/Matt Erickson, alt - Line Giguere)
- Mat Pen Technical Advisory Team<sup>2</sup>
  - Revelstoke penning (Rob Serrouya)
  - FLNRO (Helen Schwantja)
  - MOE (Dale Seip; will be needing a replacement)
- Support teams – capture specialists, veterinarian team, guardians, lichen collectors

<sup>1</sup> The Caribou Mat Pen Working Group is a committee appointed by the Nikan̓s̓e Wah t̓zee Stewardship Society.

<sup>2</sup> The Mat Pen Technical Advisory Team is an ad hoc committee chosen by the Working Group to obtain technical advice.



Thanks to our sponsors<sup>3</sup>



<sup>3</sup> Current and historic

## Smoke Signals from the SFN Lands Department



Lands Manager  
Tammy Watson



Lands Executive Assistant  
Mary Doyle

### T a n s i m e m b e r s !

The Saulteau First Nations Lands Department has been very busy this year with the primary focus on developing policy and processes to support SFN's Comprehensive Community Plan (CCP).

A sound and consistent comprehensive community plan, endorsed by the community as a whole, allows our nation to develop our lands in an efficient manner that supports environmental and economic sustainability while considering all cultural and social aspects of SFN's community values. Over the next few months, we will be busy updating the CCP through direction of our leadership as well as with the much-valued input of all community members. Upcoming engagement meetings will be posted in advance and you will also have a chance to review the amended CCP on our website in the near future. We look forward to your participation.

The Lands Department would like to send a big **CONGRATULATIONS** to the winners of this year's Yard Beautification Contest. One of the things that really makes me proud of our community is how well maintained your yards are. You should all be very proud of yourselves for the effort put into keeping your yards so clean and well kept! Way to go Beatrice Gauthier, Teena Demeulemeester and Victoria Davis.

### F A L L I S H E R E

It sure is beautiful out there with all the wonderful colours of fall and a sure sign to start preparing for the upcoming winter months by gathering firewood and completing your yard maintenance work. I am pleased to report that Saulteau First Nations was very fortunate to not have to deal with any major incidences of fires in our community this year. The one incident we had in the Lakeview

Subdivision in late spring this year was responded to by the Moberly Lake Fire Department very quickly thanks to members who immediately called it in. If you are planning to do any fall burning, please have a burn plan in place that includes containment and be aware of weather conditions such as heavy winds. It may be a better practice to wait to burn your debris or brush piles until there is snow on the ground or when conditions are not so dry to avoid opportunities to lose control of your fire. Please do not hesitate to call 911 if your fire does get out of control.



#### NOXIOUS WEEDS.....

The summer months has shown a huge increase in the outbreak of noxious weeds in our community; particularly Burdock and Thistle.

In mid-July, Fernie Garbitt and Tom Hale completed a noxious weed inventory in various locations on the reserve; you may have noticed them taking pictures of the weed outbreaks in your yards.

Fernie works very hard to try to mitigate and prevent further spreading of these weeds. Please contact Fernie at the Treaty Rights and Environmental Protection office by dialing 250-788-7290 if you notice a problem with noxious weeds in your yard.



### SAVE THE DATE

On **Thursday, October 24<sup>th</sup>** the Lands Department will have an information booth set up at the Treaty Lands Environmental Protection Department's OPEN HOUSE to be held in the SFN gymnasium.

# SFN GYM

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1. <b>Fit Nation</b> 12 – 12:45pm <b>Mind Body Yoga</b> 5 -6pm	2. <b>Cooking Class</b> (In Town) 6-9pm	3. <b>Pound Fitness</b> 12-12:30pm	4.	5. <b>Mind Body Yoga</b> 10am-11am
6.	7.	8. <b>Fit Nation</b> 12 – 12:45pm <b>Mind Body Yoga</b> 5 -6pm	9. <b>Cooking Class</b> (In Town) 6-9pm	10. <b>World Mental Health Day</b> 12 – 2pm	11.	12.
13. <b>Volleyball</b> 7-9pm	14.	15. <b>Fit Nation</b> 12 – 12:45pm <b>Mind Body Yoga</b> 5 -6pm	16. <b>Cooking Class</b> (In Town) 6-9pm	17. <b>Pound Fitness</b> 12 – 12:30pm	18.	19.
20.	21.	22. <b>Fit Nation</b> 12 – 12:45pm <b>Mind Body Yoga</b> 5 -6pm	23. <b>Cooking Class</b> (In Town) 6-9pm	24. <b>Women's Group</b> 5:30 – 7pm	25.	26. <b>Community Bingo</b> 12-3pm
27.	28.	29. <b>Elder's Day Out</b> 9 – 3pm	30.	31. <b>Halloween Bash</b> 4-6pm	All highlighted events will be held at SFN GYM.	

Megan Campbell

(250) 556-4237

mcampbell@suffteau.com

- **Mind Body Yoga [Megan]** – Working on a slow therapeutic movement, connecting the mind and body. Adults Only. No sign up required.
- **Elder's Day Out** – The Rec coordinator and Community Health Rep are working together to take elders to Chetwynd. Thrift store shopping, a swim, and lunch. Lunch, swim pass, and transportation provided. Sign up is required.
- **Fit Nation [Megan]** – Nooners boot camp for everyone to join – focusing on body weight exercises with cardio. No sign up required.
- **Pound Fitness [Megan & Kristin]** – Channel your inner rockstar with this full body cardio-jam session inspired by the infectious, energizing, and sweat-dripping fun of playing the drums – No sign up required
- **Community Bingo** – Join the community, at the SFN Gym, for an evening of bingo! For each game won, there will be a prize. \$2.00 per bingo card OR 3 cards for \$5.00 ... OR you can exchange the cash for a non-perishable food item (1 can of food worth \$2.00).
- **Halloween Bash** – Saulteau will have Halloween games, at the SFN Bandhall gym from 4 – 6pm, and then we will be providing transportation for families who would like to take their children to the Ghoulish Affair at the Chetwynd Rec Centre – Sign up required and no children allowed to be on bus without adult to supervise while in town.
- **Volleyball** – A night of volleyball at the SFN gym. No sign up required just join on a night of fun before the start of a new week.
- **Cooking Class [Marcie – In town]** – Transportation provided. Bus will leave Saulteau Band Hall at 5:30pm. Cooking class will start at 6pm at the CSS kitchen, with Marcie Fofonoff until 9pm. Bus will leave CSS kitchen 9:15pm and return back to Saulteau Band Hall – **SIGN UP REQUIRED AT THE BEGINNING OF EVERY MONDAY FOR THE FOLLOWING WEDNESDAY CLASS.**
- **Mental Health Day & Women's Group** – stay tuned for more information and posters on our SFN Health and Cultural Services & SFN Rec Coordination page!

Note: For the month of October, Saulteau Recreation is providing free admissions at Studio Bloom's various yoga classes offered. Check out the page <https://www.facebook.com/yourstudiobloom/> for the October Calendar!

**\*Please note, for all programs that require sign up, all sign up will be with Reception at Health Centre.**

**Megan Campbell**

**(250) 556-4237**

**[mcampbell@saulteau.com](mailto:mcampbell@saulteau.com)**

# October Health Centre Calendar 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Mental Health Support 8am-4:30pm TB Screening available	2 Mental Health Support 8am-4:30pm	3 Mental Health Support 8am-4:30pm	4 Mental Health Support 8am-4:30pm	5 Mobile Support Team 10am-4pm By appointment	6 Doctor's Clinic 10am-4:30pm
6	7 Mental Health Support 8am-4:30pm	8 Mental Health Support 8am-4:30pm	9 Mental Health Support 8am-4:30pm	10 Mental Health Support 8am-4:30pm	11 Mobile Support Team 10am-4pm By appointment	12 Doctor's Clinic 10am-4:30pm
13	14 Mental Health Support 8am-4:30pm	15 Mental Health Support 8am-4:30pm	16 Mental Health Support 8am-4:30pm	17 Mental Health Support 8am-4:30pm Observations Day	18 Mobile Support Team 10am-4pm By appointment	19 Doctor's Clinic 10am-4:30pm
20	21 Mental Health Support 8am-4:30pm	22 Mental Health Support 8am-4:30pm	23 Mental Health Support 8am-4:30pm Sick Day	24 Mental Health Support 8am-4:30pm	25 Mobile Support Team 10am-4pm By appointment	26 Doctor's Clinic 10am-4:30pm
27	28 Mental Health Support 8am-4:30pm	29 Mental Health Support 8am-4:30pm	30 Mental Health Support 8am-4:30pm	31 Mental Health Support 8am-4:30pm		

Mental Health  
Family Support  
Social Activities  
Medical  
Other

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



### Community Learning Needs Survey

Once you have filled this out, please drop off at Health Center for Heather to review.  
Thank you for investing time in your health and helping to develop this program into one that best helps this community.

- What skills or procedures would you benefit from learning or reviewing?
- What programs have been helpful in the past? And how have they helped?
- What programs are not helpful for you? Why not?
- What are your suggestions for future topics or programs?
- Tell me how you learn best.
- Any further comments?

**Please help better our Nation by providing feedback and completing the survey. Please return to the Health Center when complete. Mussi**



## Overcoming drug addiction: Decide to make a change

**Addiction exerts a long and powerful influence on the brain that manifests in three distinct ways: craving for the object of addiction, loss of control over its use, and continuing involvement with it despite adverse consequences.**

**Developing an addiction to drugs isn't a character flaw or a sign of weakness, and it takes more than willpower to overcome the problem. Abusing illegal or certain prescription drugs can create changes in the brain, causing powerful cravings and a compulsion to use that makes sobriety seem like an impossible goal. But recovery is never out of reach, no matter how hopeless your situation seems or how many times you've tried and failed before. With the right treatment and support, change is possible.**

**For many people struggling with addiction, the toughest step toward recovery is the very first one: recognizing that you have a problem and deciding to make a change. It's normal to feel uncertain about whether you're ready to start recovery, or if you have what it takes to quit. If you're addicted to a prescription drug, you may be concerned about how you're going to find an alternate way to treat a medical condition. It's okay to feel torn. Committing to sobriety involves changing many things, including:**

- the way you deal with stress
- who you allow in your life
- what you do in your free time
- how you think about yourself

**the prescription and over-the-counter medications you take**

**It's also normal to feel conflicted about giving up your drug of choice, even when you know it's causing problems in your life. Recovery requires time, motivation, and support, but by making a commitment to change, you can overcome your addiction and regain control of your life.**

### Think about change

- **Keep track of your drug use, including when and how much you use. This will give you a better sense of the role the addiction is playing in your life.**
- **List the pros and cons of quitting, as well as the costs and benefits of continuing your drug use.**
- **Consider the things that are important to you, such as your partner, your kids, your pets, your career, or your health. How does your drug use affect those things?**
- **Ask someone you trust about their feelings on your drug use.**

**Ask yourself if there's anything preventing you from changing. What could help you make the change?**

# Preparing for change: 5 key steps to addiction recovery

1. Remind yourself of the reasons you want to change.
2. Think about your past attempts at recovery, if any. What worked? What didn't?
3. Set specific, measurable goals, such as a start date or limits on your drug use.
4. Remove reminders of your addiction from your home, workplace, and other places you frequent.
5. Tell friends and family that you're committing to recovery, and ask for their support.

## Supporting a loved one

As human beings, we intuitively support and care for each other; we love our family members through all of the ups and downs in life. This care and support can shift and be distorted when there is an addict in the family.

Enabling occurs when the family of a substance abuser unintentionally supports their loved one's addiction through thoughts and actions. Enabling a loved one is often masked as love, but in reality it is a vicious cycle that will allow the drug addict to continue their substance abuse problem. The reality is that in the long run, enabling discourages the addict from seeking professional help. Drug and alcohol addictions train even the kindest people to be manipulation masters. It can change their entire personality to be one that is hurtful and destructive. As a family member, you may think that helping them is just the same as helping anyone down on their luck. This belief is fueled by the fear that if you turn your back on your loved one, then you will be responsible for anything bad that might happen related to the addiction.

However, the worries and "what if" scenarios, despite being well-intentioned, only allow the addiction to continue. Families can allow this thought process to get them stuck in a never ending cycle of enabling. The sadness that they feel when they think of practicing tough love controls their behaviour. They will repeatedly catch their loved one every time they fall, which assures the addict that they will always have someone to catch them.

A family member can become very codependent on the addict, and might try to control the addiction. They think if they just can just keep the addict from hitting rock bottom, then their loved one will be ok. Yet if the addict is allowed to approach rock bottom, and to be accountable for their own life and their own actions, they are more likely to be motivated to seek rehab.

Now that you know what enabling an addict looks like, it's important to refocus on support, including for the affected family members. The family must make the brave decision to start making different choices for themselves. It can be a very painful and uncomfortable process to engage in healthy behaviour while still supporting an addicted loved one. It may not seem like it at first, but supporting and not enabling an addict is a gift that may push an addict towards recovery.

## Educate the family on addiction

It is easy to fall in to the mindset that the addict could just stop drinking or using drugs if they really wanted to change. After dealing with an addicted loved one, some family members may grow resentful or angry that the addict won't stop using, even with threats, ultimatums, or, repeated failed recovery attempts. Every member of the family should educate themselves on the realities of addiction being a brain disorder and how continued drug use or alcoholism changes the ways in which our brains are wired. There are many great resources on the internet, including the website for NIDA, the National Institute on Drug Abuse.

## **Find support from peers**

Peer support groups, like Al-Anon, Alateen, and, Nar-Anon, can put family members in touch with others who know a great deal about addiction. All of these types of peer support groups have in person and online meetings. People who attend the meetings may come away understanding the seriousness of the addiction for the first time. They come to understand that other families are also dealing with this problem, and they learn how these families are focusing on success. Some families go to meetings just to listen and that is perfectly fine. The key is to get started and to continue to attend and get needed support.

## **Seek a counselor**

Family members might still believe that they can somehow fix the behavior and make the person's drug addiction go away. They might remember the way things used to be before the addiction took hold, and they might be convinced that those good times are right around the corner, just as soon as they say or do the right thing.

These are tough thought patterns to shift, and a meeting with a counselor might help. Individual counseling sessions and family counseling sessions can help people to work through their personal thoughts and feelings about the addiction, and counselors may provide coaching that can assist people when the going gets tough.

## **Talk Honestly About Boundaries**

After seeking support through meetings and counseling, families may have an understanding of the habits and behaviours they'd like to change. The best way to make those adjustments is to discuss the plan with the addicted person in an open and honest manner. This conversation can be brief, but the family should be sure to point out the specific behaviours that they're planning to change, along with the reasons they're changing those behaviours. Family members should stay positive, emphasize that these changes are based in love, and be prepared to stick to the limits and boundaries that have been set.

Please check out the following links for more support if wanting to make a change. Please know the Health Center Team is always there to help and you are never alone.

Understanding Addiction: <https://www.helpguide.org/harvard/how-addiction-hijacks-the-brain.htm>

Seeking help: <https://www.helpguide.org/articles/addictions/overcoming-drug-addiction.htm>

Helping someone who is struggling with Addiction: <https://canadiancentreforaddictions.org/addiction-loved-one-enabling/>

Crisis lines for immediate support: <https://crisiscentre.bc.ca/>

Kuu-us: <http://www.kuu-uscrisisline.ca/>

All crisis lines available in BC: <https://www.healthlinkbc.ca/mental-health-substance-use/resources/crisis-line>

Youth crisis line: <https://www.healthlinkbc.ca/mental-health-substance-use/resources/crisis-line>

It is important to remember that persons struggle with substance use for different reasons and therefore their path to healing and recovery is going to be different as well. Not everything works for everyone. Reaching out to someone you trust is hard however it can also be the gateway to getting help. So speak to a friend, a family member, a healer or a counselor and they can support you in identifying what you need in order to get back to your true self.

*Soup & Bannock*  
*@ the Health Centre*

Dates: October 2nd  
October 16th  
October 30th



**Lunches are served at 12pm noon on the days listed above!  
Come and join the lovely ladies in the Health Center for some  
delicious homemade soup and bannock! YUM!**



## TB Testing starting October

1st

**1st Part**

October 1st, 2019

**2nd Part**

October 3rd, 2019

**At the Health Centre**



**Please contact Melva at the Health Center to schedule your appointments and for further information. 250-788-7280**



## Doctor' s Schedule

Sept 28th, 2019–No Doctor

Oct 5th, 2019– No Doctor

Oct 12, 2019–Dr. Banas

Oct 19, 2019–Dr. Banas

Please book appointments with  
the Health Centre reception

250-788-7280





*Cree-ative Wonders and Crawler's Monthly Report.*

Fall is upon us and bringing the little ones so many exciting things to experience and learn about.

Our numbers continue to be high and this is great. Very soon we will be conducting community surveys to see what the needs are. The staff from the center will be doing the surveys. We need to get a high percentage of surveys done so we can apply for capital funding to provide new programs and spaces. Currently we are looking at adding an infant program (max 4 children ages 0-12 months), additional spaces for ages 12 months to 6 years. In total 12 new spaces. As the community and staff grows the demand for childcare seems to be growing as fast as our programs do. It is amazing in only 2 years we have grown from being licensed for 3 children aged 1-3 and 5 aged 3+-6 years of age to our current numbers of 8 full time toddler spaces and 16 full time preschool spaces. Some of the full time spaces are shared by children which means we are able to work with more families. As a licensed childcare facility we must follow the many childcare regulations. This includes the amount of children to staff ratios, the amount of indoor and outdoor space we must have and they specifics on certification for all staff who are part of the ratio. We also must go through the Ministry of Justice Criminal Record Checks which is more thorough than the RCMP checks.

At the center the children have been learning about their fall theme and the animals from the area. They have been talking about moose and beavers the last couple of weeks. They have made moose calls, gone on a fun hunting trip in the classroom where teacher Tylene was the moose in costume, skinned the moose and today they are eating drymeat and teacher Ty is showing how it is cut. They have also made a beaver dam for the classroom, so much fun and so much Culture to be explored. They are also learning about their bodies.

The programs are pretty full and that is what we like to see. We love working with the kids and it is great to hear them all eagerly participating. The toddlers are continuing to explore and develop their communication and social skills. They have been practicing taking good care of their teeth. The kids grow so much and so fast in the early years we are honored to be part of this growth.



Visit our face book page at Cree-ative Wonder's Headstart to see many more things the kids are doing.

# Muskoti Primary Program

# October 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5 K4/K Letter "K"	6
7	8	9	10	11	12 K4/K Letter "M"	13
14 Thanksgiving STAT	15	16	17 Student & Class Pictures	18	19 K4/K Letter "M"	20
21	22	23	24	25 No school HED	26 K4/K Letter "P"	27
28	29 Halloween Parade @ 1:30pm & Party	30	31		K4/K Letter "S"	

## Themes this month:

Halloween

Thanksgiving

Fall

- Math - Number Awareness & patterns
- Science - Life cycles
- Language Arts - Pre-K & Kindergarten: Continuing letter & sound recognition
- Kindergarten Reading Groups & Spelling begin
- Grade 1 Reading, Writing & Spelling

- PE- Floor Hockey
- Culture - Cree language & traditions
- Socials - Community

# OCTOBER 2019

## MUSKOTI LEARNING CENTRE EVENTS CALENDAR

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2 Chaga Hunt	3 Kayaking Moberly Lake	4	5
6	7 Fishing Moberly Bridge	8 Painting Tammy Watson	9	10	11	12
13	14 Thanksgiving Day MLC Closed	15	16	17 Hike Moberly Hill	18	19
20	21 DIY Halloween Craft TBA	22	23	24	25	26
27	28	29	30	31 HALLOWEEN	1	2

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

Muskoti Learning Centre

# CHOKE CHERRY PICKING

MLC had fun picking many cups of choke cherries which the students will use to make choke cherry jelly!



MUSKOTI  
LEARNING CENTRE



MLC STUDENTS  
ENJOYED A  
BEAUTIFUL DAY  
KAYAKING ON  
THE LAKE.



MUSKOTI LEARNING CENTRE

# Thank You!

Muskoti Learning Centre would like to thank Crew Energy Inc. for donating this year's school bags filled amazing supplies for our SFN students.

**MUSSI!**



## Just a few reminders from Housing!

Winter is approaching quickly and being prepared is important for your safety and maintenance of your home!

Wood deliveries are also underway, and your patience is appreciated as everything is getting organized and ramped up for delivery.



Thank you,

**Housing Department**

Cindy O'Brien – Housing Manager / Phone: (250)788-7260, Email: cindy@saulteau.com

Sarah Ingles – Tenant Relations Officer

# Saulteau First Nations

## JOB POSTING – Natural Resource Technician

### INFORMATION

SFN remuneration includes a group benefits package including a pension plan for Full-time Permanent Employees.

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  
**Location:**  
Saulteau First Nations

**To apply, please email:**  
[HR@saulteau.com](mailto: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  
Use of own vehicle-reimbursed  
Some travel is required

This position will be open until a suitable candidate is selected.

*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 3025.9 hectares.*

### Purpose of the Position

The purpose of the Natural Resource Technician position is to aid the TREP department and community members by responding to a variety of industry referrals, ensuring that treaty rights are protected from industrial uses on the traditional territory. The ideal candidate will have knowledge of treaty rights, be an excellent communicator, and be willing to travel to attend various meetings.

### Scope/Responsibilities

- Ensure Work is conducted in a Safe Manner and in compliance with Health and Safety Regulations
- Review and provide input on proponent, government and other stakeholder proposals and referrals
- Prepare correspondence, reports, presentations and record keeping
- Developing and maintaining positive working relationships with clients
- Conducting thorough consultation and researching information; upgrading and training
- Preparing budgets, funding proposals and other Initiatives
- Ensuring proper care and maintenance of equipment in the Treaty and Lands Department.

### Qualifications

- Professional degree in forestry
- Minimum of two years field experience working in a related forestry and resource management discipline
- Excellent public relations, oral and written communication and Interpersonal skills
- Demonstrated ability to work in a team environment and under minimal supervision
- Well developed planning and organization abilities
- Ability to deal tactfully with sensitive issues and maintain confidentiality of records and discussions
- Ability to work outdoors and walk on rough ground conditions and conduct field assessments under all types of weather conditions
- Ability to build trust, serve as a positive role model and maintain confidentiality

### Knowledge, Skills, and Abilities

- Knowledge and experience of Indigenous community and culture
- Outstanding organizational and budgeting skills
- Professional and confidential person
- Team player
- Great interpersonal and communication skills
- Public Speaking abilities
- Compassionate and caring personality
- Ability to remain calm and poised in sensitive situations/conversations

# Saulteau First Nations

## JOB POSTING - Treaty & Lands Department Executive Assistant

### INFORMATION

SFN remuneration includes a group benefits package including a pension plan for Full-time Permanent Employees.

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

Location:

Saulteau First Nations

#### To apply, please email:

[HR@saulteau.com](mailto: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  
Oath of Confidentiality  
Valid driver's license

This position will be open until a suitable candidate is selected.

*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.*

SFN is currently accepting resumes for the fulltime position of Treaty & Lands Department Executive Assistant

### Purpose of the Position

This position is responsible for carrying out the administrative functions in the Treaty and Lands Department. The ideal candidate is friendly and organized as they will be the first face that people see when they enter the Treaty and Lands Building. They will gain knowledge of the various roles and be able to direct customer's calls and inquiries to the correct person.

### Scope/Responsibilities

- Sorts, records, distributes and files incoming/outgoing mail and faxes
- Gets purchase orders to appropriate personnel ensuring consistency with Department procedures
- Operates and maintains a variety of office equipment including photocopiers, printers, computers, fax machines, label makers, and other office equipment
- Ensures that adequate supplies for the office equipment are available
- Conducts file searches, compiles file summaries and assembles administrative reports for Treaty and Lands Department staff and Chief and Council
- Prepares word processing documents, spreadsheets, newsletters, PowerPoint presentations and provides other administrative support including preparation of correspondence, meeting minutes, memorandums, reports and forms and other documents and presentation materials as required by Treaty and Lands Department staff

### Qualifications

- Must be aware and sensitive to traditional Aboriginal values
- Minimum grade 12 education and administrative experience minimum of one year within an office environment
- Ability to solve problems, make effective decisions, resolve conflicts and manage time effectively
- Ability to build trust, serve as a positive role model and maintain confidentiality
- Computer skills, excellent written and verbal communication skills

### Knowledge, Skills, and Abilities

- Knowledge and experience of Indigenous community and culture
- Outstanding organizational skills
- Professional and confidential person
- Team player
- Great interpersonal and communication skills

SAULTEAU FIRST NATIONS

PO BOX 1020 CHETWYND B.C. V0C 1J0 | T: 250-788.3955 | F: 250-788.7261 | E: [INFO@SAULTEAU.COM](mailto:INFO@SAULTEAU.COM) | [WWW.SAULTEAU.COM](http://WWW.SAULTEAU.COM)

# Saulteau First Nations

## \*New\* JOB POSTING - New Beginnings House Program Coordinator

### INFORMATION

SFN remuneration includes a group benefits package including a pension plan for Full-time Permanent Employees.

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  
Location:  
Saulteau First Nations

**To apply, please email:**  
[HR@saulteau.com](mailto: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  
Use of own vehicle- reimbursed

This position will be open until a suitable candidate is selected.

*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 - Ze, 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. 159, spread over 2025.8 hectares.*

### Purpose of the Position

This position is responsible for developing and overseeing programs which provide community members the opportunity to learn basic life skills in a "home" setting. Different programs will be developed for each age group and will aim to be delivered in a social atmosphere. These programs are intended to give the attendees an opportunity to learn skills which will make them more adaptive and better able to effectively deal with the every-day demands and challenges of life.

### Scope/Responsibilities

- Develop and oversee programs to be run out of the "New Beginnings" House
- Be creative in designing programs and ensure they are age appropriate and contain a life skill/teaching opportunity/theme
- Manage a budget and prepare financial reports and detailed summaries for programs offered
- Develop consent forms and have them filled out by program applicants and participants; file the forms accordingly
- Ensure the house is clean and kept in order; work with maintenance and housing department when issues related to the house arise
- Ensure the house is stocked with the necessary supplies required to execute a program successfully; shop for supplies as required and as budgeted for
- Clean and prepare house in preparation for program dates and upon completion of events
- Elicit sponsorship and/or prepare grant proposals whenever applicable to gain additional funding in order to be able to provide more extravagant programs
- Oversee a program assistant and ensure they are educated on the life skill that is to be taught through each program
- Liaise with other Saulteau First Nations departments for collaboration opportunities
- Develop a consistent program schedule which enhances and coincides with other currently existing Saulteau Community events
- Work with the Communications Coordinator to adequately market the programs being offered
- Maintain confidentiality at all times
- Evoke learnings through tradition and culture whenever possible
- Survey attendees and community members for programs which they would find effective and try and incorporate their feedback whenever possible

### Qualifications

- Highschool diploma
- 2 years of experience working with youth in a social assistance role
- 2 years of experience in mentoring or coaching
- Certificate in First Aid

### Knowledge, Skills, and Abilities

- Knowledge and experience of Indigenous community and culture
- Outstanding organizational and budgeting skills
- Professional and confidential person
- Team player
- Great interpersonal and communication skills
- Public Speaking abilities
- Compassionate and caring personality
- Ability to remain calm and poised in sensitive situations/conversations

SAULTEAU FIRST NATIONS

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# Saulteau First Nations

## \*New\* JOB POSTING - New Beginnings House Program Assistant

### 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:

Part-time

Location:

Saulteau First Nations

To apply, please email:

[HR@saulteau.com](mailto: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  
Use of own vehicle-reimbursed

This position will be open until a suitable candidate is selected.

*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. 109, spread over 3025.8 hectares.*

#### Purpose of the Position

This position is responsible for assisting the Program Coordinator in developing and overseeing programs which provide community members the opportunity to learn basic life skills in a "home" setting. Different programs will be developed for each age group and will aim to be delivered in a social atmosphere. These programs are intended to give the attendees an opportunity to learn skills which will make them more adaptive and better able to effectively deal with the every-day demands and challenges of life. The assistant will be part-time and provide the coordinator assistance so programs run smoothly and successfully.

#### Scope/Responsibilities

- Assist the coordinator in developing and overseeing programs to be run out of the "New Beginnings" House
- Distribute and collect consent forms from program applicants; file the forms accordingly
- Help to ensure the house is clean and kept in order; work with maintenance and housing department when issues related to the house arise
- Help to ensure the house is stocked with the necessary supplies required to execute a program successfully; shop for supplies as required and as budgeted for
- Clean and prepare house in preparation for program dates and upon completion of events
- Assist in eliciting sponsorship and/or prepare grant proposals whenever applicable to gain additional funding in order to be able to provide more extravagant programs.
- Liaise with other Saulteau First Nations departments for collaboration opportunities
- Work with the Communications Coordinator to adequately market the programs being offered
- Maintain confidentiality at all times
- Evoke learnings through tradition and culture whenever possible
- Survey attendees and community members for programs which they would find effective and try and incorporate their feedback whenever possible

#### Qualifications

- Highschool diploma
- 1 years of experience working with youth in a social assistance role
- 1 years of experience in mentoring or coaching
- Certificate in First Aid

#### Knowledge, Skills, and Abilities

- Knowledge and experience of Indigenous community and culture
- Outstanding organizational and budgeting skills
- Professional and confidential person
- Team player
- Great interpersonal and communication skills
- Public Speaking abilities
- Compassionate and caring personality
- Ability to remain calm and poised in sensitive situations/conversations

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PO BOX 3020 CHETWYND B.C. V0C 1J0 | T: 250.788.3955 | F: 250.788.7261 | E: [INFO@SAULTEAU.COM](mailto:INFO@SAULTEAU.COM) | [WWW.SAULTEAU.COM](http://WWW.SAULTEAU.COM)

# Saulteau First Nations

## JOB POSTING – Homemaker Term Position (2 Months)

### 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

The hours of work will be eight (8) hours per day, Monday to Thursday, from 8:00 AM to 4:30 PM each workday.

### Location:

**Saulteau First Nations**

This position reports to the Home Care Nurse

### Submit Applications to:

**HR@saulteau.com**

Please note other requirements of this position:

Criminal Record check  
Valid driver's license  
Use of Own Vehicle may be required  
Oath of Confidentiality

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.

Position will be posted until filled.

*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 purpose of the Homemaker is to ensure personal cleanliness, household needs, and services are available to clients who have been assessed by the Home and Community Care Program as having these needs.

### Scope/Responsibilities

Follow the home care schedule set forth by supervisor

#### Household cleaning

- Vacuuming, sweeping, and mopping floors
- Dusting of household services
- General cleaning of kitchen surfaces and appliances
- Washing dishes
- Cleaning and sanitizing bathrooms, including toilets
- Tidying and organizing rooms
- Wash walls (not higher than your reach)
- Wash windows
- Monthly deep cleaning of appliances (ie. Inside fridge and oven)
- Monthly cleaning of cupboards
- Removing garbage and recycling

#### Laundry

- Changing and washing bedding
- Washing towels and clients clothing

#### Administrative duties

- Maintain a log of client's home visit and duties that are performed (Homemaker Care Plan Task List)
- Inform supervisor of any client emergencies or other client concerns
- Inform supervisor of any observations that may affect a client's safety

#### Meal preparation

- Assist in preparing meals as required by clients

Other functions as required (outlined in full job description)

### Qualifications

- 1 Year experience as a Homemaker or relative experience
- Willing to be trained by another homemaker
- Home Support Certificate
- Experience with client assessments and case management
- Basic concepts of Home and Community Care Program Delivery
- Knowledge of Cree, Saulteau, or Dunne-za language an asset

### Knowledge, Skills, and Abilities

- Knowledge and experience of Saulteau community and culture
- Ability to coordinate, plan, organize, and deliver Homemaker Services
- Physically fit enough to perform the duties listed above
- Respects client's personal property rights and maintains clients' rights to privacy and confidentiality
- Able to follow a schedule but allows for changes based on clients' changing needs
- Able to follow established safety practices in the performance of duties to ensure personal safety
- Able to demonstrate patience, tact, and a willingness to interact with clients, difficult clients, other family members, and the general public

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# Saulteau First Nations

## Job Posting –Full-time Custodian –Evening shift

### INFORMATION

SFN remuneration includes a group benefits package including a pension plan.

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

Please provide evidence of qualifications, skills, and abilities.

For further information, please contact Ronda Lalonde-Auger at 250-788-7253

**TO SUBMIT:**  
Email [HR@saulteau.com](mailto: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.*

*This position will be open until a suitable candidate is selected.*

*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.*

### SFN is currently accepting resumes for a Full-time Permanent Custodian

The custodian/janitor will report to the Director of Capital Assets and Infrastructure. The external and internal appearance of a building reflects on the occupants. It is important for a custodian, or janitor, to be careful and thorough in working, cleaning, and tidying the premises, as well as preventing vandalism.

The ideal candidate will have experience working in a custodian role focused on building upkeep, physical endurance to cover a large space, and a keen eye for detail. They must also be trustworthy and able to maintain confidentiality.

### Duties

- Ensuring work spaces and offices are prepared for the next day by taking out trash, tidying furniture, dusting & wiping surfaces
- Sweeping and mopping floors, vacuuming carpets
- Washing and sanitizing toilets, sinks and showers and restocking disposables (soap, toilet paper, paper towel, etc.)
- Wipe all mirrors and windows on a regular basis
- Maintain premises by watering plants, ensuring entrances are clean and dry
- Informing maintenance of minor repairs (broken switches, fixing door handles, minor leaks, etc.)
- Secure facilities after operating hours by closing & locking doors & windows
- Ensuring the alarm is set when the building is vacant

### Qualifications

- Must be aware and sensitive to Traditional Aboriginal values
- Should have awareness of the community and local families
- Must be mature, energetic, self-motivated, and meticulous in cleanliness
- Proven experience as custodian, janitor or in a similar role
- Knowledge of use and maintenance of industrial cleaning equipment and appliances
- Knowledge of safe disposal of chemical liquids and other hazardous components
- WHMIS ticket an asset, or willingness to obtain the training
- Must be able to think & work independently
- Very good physical condition and strength

### Other requirements/info

- Criminal record check and oath of confidentiality
- Shift is Monday to Thursday 7hrs/day and Fridays 4hrs/day (evening shifts beginning at 3pm)

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## **An Update from the office of Employment & Training:**

Hi everyone!

It feels like snow already...but I don't mind at all because that means our annual Chet TV Bingo will start soon. 😊

Life is moving along at a steady pace here in Employment & Training. For instance, Coastal Gas Link (CGL) held an Open House/ Job fair on September 18, 2019; unfortunately, I was too ill to attend but I heard good things. Please see attached for the CGL contact information if you are interested in applying for employment on this project.

Outland has been looking for the following:

- Housekeeper
- Support Second
- Cook First Cook
- Baker

Civeo is looking for camp attendants.

Saulteau First Nations posted **6 new** jobs yesterday, and this is just to name a few...

If you need training, you need to apply 2 weeks in advance as this process takes time.

I can also assist members in applying for outsourced funding through Nenas if needed.

There is a lot of opportunity out there for those who are interested so please feel free to book an appointment with me to see if we can find the right job for you!!

Take care & God Bless!

Tasha Lalonde  
Employment & Training Officer (D)  
1-236 -364-2008  
[TLalonde@saulteau.com](mailto:TLalonde@saulteau.com)

# Coastal Gaslink Pipeline Project

## Contact Information



For Employment Inquiries:

[Jobs@MSJV.ca](mailto:Jobs@MSJV.ca)

For Procurement Inquiries:

[Vendors@MSJV.ca](mailto:Vendors@MSJV.ca)



**For Employment Inquiries:**

[CGI\\_employment@saenergygroup.com](mailto:CGI_employment@saenergygroup.com)

**For Procurement Inquiries:**

[CGI\\_procurement@saenergygroup.com](mailto:CGI_procurement@saenergygroup.com)



For Employment Inquiries:

[careers@pacific-atlantic.ca](mailto:careers@pacific-atlantic.ca)



For Employment Inquiries:

Phone: (403) 930-1358

Online Inquiries: <http://www.surerus-murphy.com/buying-opportunities>

For Procurement Inquiries:

Phone: (403) 930-1358

Apply to pre-qualify online: <http://www.surerus.com/work-with-us/subcontractor-pre-qualifications>

## BEARS ARE IN THE AREA

I have contacted COS/RRAP line and have reported the nuisance of bears in the SFN area. Some have been spotted near Melvin Davis's, Sandra Fuchs and Virginia Lalonde's.

I believe that there are 2 bears roaming the area. If you see these bears being aggressive, or just hanging around please contact Brian Desjarlais and he will forward all reports from COS once he has been contacted.

**In mean time we are asking members to please be safe day and night and to let COS deal with the Bears.**

But more, we know this is the last weeks of berries, so Bears will be fattening for winter, let's **not add to the problem by leaving meats, bones in yards from hunts.....remember your garbage can lure Bears to your yard AND OTHERS.**

Let's be cautious and keep yards free from attractants.

Brian D

Aboriginal Liaison



**Banff Film Festival**  
**Tumbler Ridge Senior Secondary**  
**October 8, 2019 (Tuesday)**

---



*7pm*

*Tickets*

*\$10 for adults-----\$5 for Youth---Free for 5yrs and under*



**Congratulations to Cindy O'Brien  
who placed 1st in the culture  
category and 3rd in the art  
category at SFN's Art Show!  
Beautiful Work Cindy!!  
Keep it Up!**

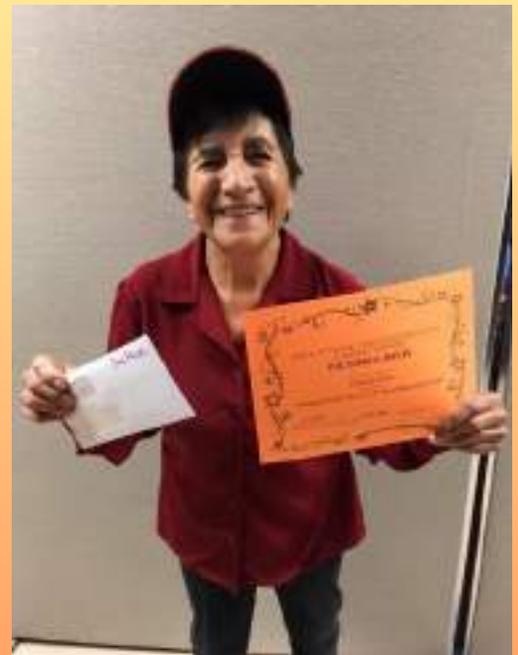




1st Place - Bea Gauthier



2nd Place - Teena D



3rd Place - Victoria Davis

**This past summer Sauleau First Nations held its very first ever Yard Beautification Contest. This gave members of the SFN community who live on reserve a chance to win some awesome cash prizes and gift certificates, while contributing to beautifying our community!**

**They had a few months time to get their yards in the best shape they could before judging took place on August 30, 2019.**

**The Judging Committee included: Natasha Davis (SFN Band Member), Audra Write (Chetwynd Communities in Bloom), & Juritha Owens (SFN Council Member)**

**They were judged on a few things like landscaping, color variety, floral arrangements, cleanliness, and organization.**

**SFN would like to thank everyone who participated and made efforts to beautifying their yard and also to our community as whole. Which look better then ever might I add!**

**Big Congratulations to our top three winners!!**

**TREP has been collecting a lot of Lichen (caribou food) in preparation for the winter penning season. We now have 245 bags, way to go!!**

**We will continue picking in May 2020 back in Moose Lake and north of Mackenzie.**

**Also Aski is continuing the seed bank to harvest seeds for reclamation work.**

**We had a few little pickers joining our crew!**

**Thanks To the K4/K5 class for joining us!**

**- Carmen Richter**

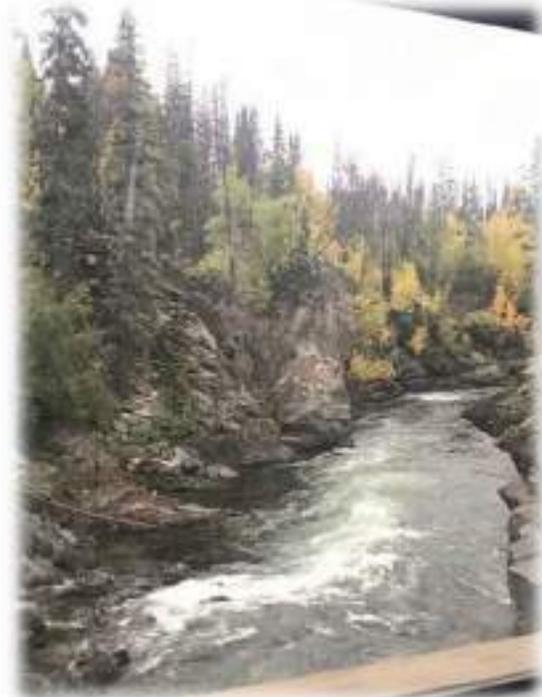


Lichen Picking- September 11 – 16<sup>th</sup>, 2019



Hats off to all our Community Lichen pickers!!! Its not an easy job.. it's a grueling days' work that's for sure. But the benefit and knowledge of contributing to a joint community venture is very rewarding!! The increasing number of caribou in our protection management project means an increased demand for lichen picking and finding those treasure spots to generate those numbers. It's a daunting task for our TREP Biologist Carmen Richter, but she has a strong grasp in ensuring this project is strong and viable. 😊

It was a long 4.5 hour trek to our destination of Usilinka Lake also known as Uslika Lake.  
Driving Directions: Travel ~11kms S(SW) from Mackenzie and turn on to the Causeway (then turn left). After crossing the bridge over Williston Lake keep to the right and merge with the Finlay North FSR. At ~175km on the Finlay North take the Finlay-Osilinka (47km section) which connects to the Thutade FSR (turn/keep left) Follow for 11km.





The long trip was definitely worth it.. our final destination was a total surprise... what a beautiful place! Circle M Outfitters provided top notch accommodations and meals. After a long 10-hour day, a warm fire in the cabin, a hot shower and hot meal, were generously provided. The still quiet nights and the cozy beds provided a perfect night's rest.

Thank you, Starr and Lucas, for taking great care of us during our journey. Taking lead in our travels, providing bear watch and being so gracious in changing our flat tire and providing transportation back and forth to location. Thank you for sharing information on the caribou project and keeping us informed on some interesting facts. I learned 16 new calves were born this spring increasing the herd numbers to approx. 100 caribou. I learned that upon capture the animals are fed lichen and slowly transitioned to pellets until just before they are released into the wild again, at which point they are slowly transitioned back to lichen. Interesting!

A total number of 155 bags were picked over a 4 day period.. contributing enough lichen to feed the caribou over the next spring penning. I'm very proud to have contributed to this project and hope to assist in future lichen picking opportunities. To register for the next lichen picking projects, please see Carmen to enroll and assist in the very important project 😊



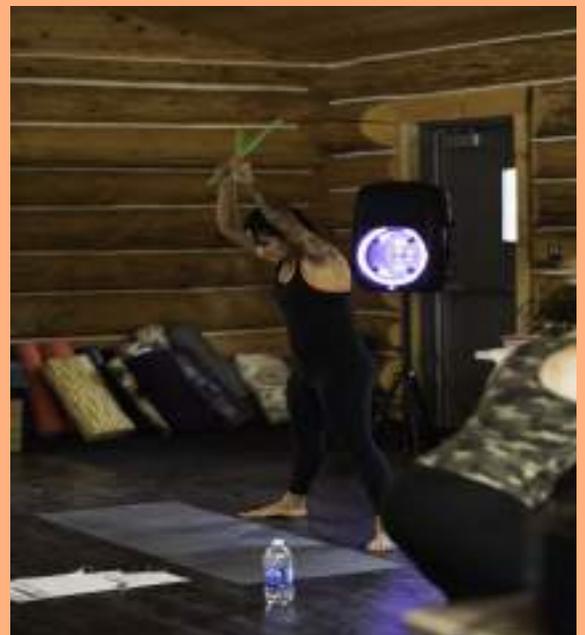
**Submitted by: Mary Doyle**

**Kathy Swanson & I hosted our second annual women's retreat at Cameron Lakes Education Centre. We included hiking, healthy meals, yoga, Pound Fitness with Megan Campbell, and discussions about life into a two day event. Women were given the chance to get to know their community members of the Peace Region better, and to connect a little deeper with themselves.**

**You can find Kathy online on Facebook at Kathy Swanson Yoga  
You can find Alycia online on Facebook at Studio Bloom, and instagram @yourstudiobloom, and on our online website <http://www.yourstudiobloom.com>**

**With gratitude,**

**Alycia Aird**



**As our Nation's continuously growing we are always welcoming new employees as well as saying goodbyes which are never easy.**

**We would like to welcome a few new staff members who have joined our SFN team and goodbye to another.**



**Welcome Leslie Davis as our new Maintenance Assistant. He will be working along side Cory Noskiye under Ronda in Capital & Infrastructure.**



**Welcome Sarah Ingles as our new Tenant Relations Officer. She will be working with Cindy and her team in the housing department.**



**Welcome Roman Mezibroski who has joined Alycia and her ASKI team as ASKI's new bookkeeper.**



**It is with great sadness that we say farewell and good bye to Keava Mooney. We wish you the best and thank you for all you have done for SFN.**

**Words from Keava:**

**I would like to thank the Saulteau First Nations community for such an incredible opportunity to live and learn with you. My time here has been incredible, emotional, spiritual and an experience I will never forget. I have seen, heard and felt courage, pain, love, acceptance and determination in ways I never have before. I sincerely wish you all the very best and can only hope for the opportunity to work with you again.**



## **LAMBS FOR SALE!!!!**

**SFN is selling lambs to Band Members for \$100bucks!**

**If you are interested please contact Rachel Henry**

**263-364-2010**

**[rhenry@saulteau.com](mailto:rhenry@saulteau.com)**

# 5 ways to take some of the sting out of winter bills

## BY Hydro Tips!

How to avoid, or to at least delay, paying BC Hydro's step 2 rate

If you're a fan of the Canadian Farmers' Almanac, then you should be pleased to hear that the Almanac's forecast for B.C. is for a warmer (and less wet) winter than usual this time around. But one thing is undeniable: it's going to get colder and darker in the coming months, and you're probably going to use more electricity.

Last winter was a wake-up call for all of us in B.C., one of the coldest in recent memory and one that pushed our energy bills to new heights. It was a chilling reminder that when it gets cold, you pay more to keep your home warm and comfortable.

What is the step 2 rate?

Under BC Hydro's Residential Conservation Rate, you pay 8.58 cents per kWh for the first 1,350 kWh you use over an average two-month billing period. Above that amount, you pay the step 2 rate of 12.87 cents per kWh for the balance of the electricity used during the billing period.

The structure is designed to encourage conservation, but for many of our customers, conserving power can be much harder in the coldest months of the year.

There are ways to delay, at least by a few days or even a week, when that higher step 2 rate takes effect. And that can really pay off.

Below are five ways you can help avoid those Step 2 rates without selling your home and moving to Ixtapa.

And if you haven't already, consider moving to a BC Hydro equal payment plan that can spread out the costs of higher winter bills over the year.

### 1. Track your electricity use, and learn from it

If you're in the very slim minority, your home is so energy efficient that your bills are puny and your home is super comfortable in the winter months. Then again, if that were you... you wouldn't be reading this. Start by logging in to [bchydro.com](http://bchydro.com) and getting a detailed look at your electricity usage with MyHydro tools. Take a few minutes to compare your usage, this year and last, to that of similar homes near you. If you're using more than similar homes, you likely have several ways to significantly cut your electricity use. To keep a closer eye on your bill, subscribe to MyHydro alerts, which include a notification when you're halfway to paying step 2 rates in a given period.

### 2. Lower the thermostat, take shorter showers

If you heat your home primarily with electric heat, that's going to be the main culprit again this winter. Turn down the heat overnight, when you're away from home and – if you have multiple thermostats – in specific rooms and areas when they're not in use. And consider turning the heat down a degree or two even when you're home – it's amazing how thick socks, slippers or a sweater can make even a slightly cooler home feel cozy. Also, longer showers add up to higher bills, so see if you can limit showers in your home to four or five minutes.

### **3. Kill those drafts**

Draftproofing is one of the least expensive, easy ways to save money on your energy bills. Think it would be ridiculous to leave a six-inch square hole in a door? You could lose the equivalent amount of heat through drafts if there's a 1/8th-inch gap around a door. [Learn how to draft proof your home.](#)

### **4. Upgrade to LED lighting**

You probably don't have nearly as many lights in your home as that [guy in North Delta](#) who expects to save \$11,000 over 20 years by replacing 124 incandescent bulbs with energy-saving LEDs. But if you look around and count them, you probably have a lot more lights than you might think. [Here are a few tips for shopping for LEDs.](#)

### **5. Check out our 21 no-cost tips**

We expect you're already using most of these energy-saving strategies in your home. But even if you're not doing half of them, you could be losing out on hundreds of dollars in energy savings each year. [See our 21 no-cost tips.](#)

For further tips on how to conserve energy in the home be sure to check out BC Hydro's Website. <https://www.bchydro.com/news/conservation/2017/5-winter-bills-tips.html>

## **How we help Indigenous People develop skills, get work**

**We support the recruitment and development of Indigenous employees in a variety of ways, from employment skills upgrading programs, to apprenticeship and co-op opportunities, to a youth work experience program.**

**These programs are designed to help Indigenous People learn about our work environment and gain first-hand experience to get started on a path towards a career they're interested in.**

**Our Northern Indigenous Employment and Training Specialist Sharon McLeod shares her passion for helping Indigenous candidates develop their skills so they can identify opportunities with BC Hydro.**

Also Check out there website for further information

<https://www.bchydro.com/community/indigenous-relations/opportunities/individuals.html>



**\*ATTENTION SFN Community Members\***

Calling all Caterer's!!

We are currently in the process of updating  
SFN's Catering Contact List.

If you are wanting to be included to this catering  
list you must submit a copy of your up to date  
Food Safe Certificate and contact information.

Please contact Falon Gauthier if you are  
interested in being on the Catering List!

[falon@saulteau.com](mailto:falon@saulteau.com) 250-788-7360

# Happy Halloween

Saulteau will be hosting a Halloween Bash!!

Date: October 31, 2019

Time: 4-6pm

Location: SFN Gym

Bring on your best costumes, your family and friends!

Join us for some Halloween Fun!

There will be a bus providing transportation for families who would like to attend the Ghoulish Affair in town at the Rec Center. Please note **SIGN UP IS REQUIRED** and

**All children must be accompanied by an adult on the bus to be supervised while in town!!**

Contact Megan Campbell for details

250-556-4237 [mcampbell@saulteau.com](mailto:mcampbell@saulteau.com)

**Megan is also seeking volunteers with the Halloween Bash please contact her if interested!**



# Happiest of Birthdays to all the October born babies!



*It's never too late.....*

Happy Belated Birthday Godson  
Ryan Garbitt– Sept 4  
Love your Godmother Falon G

Happy Belated Birthday  
Cindy O'Brien  
Love Fredrick Jager

Happy birthday to my baby...brittany knott...love  
you to the moon and back ...momma....oct22  
Love Margret McDonald

Happy birthday to my girl Brittany Knott .... love  
you more oct. 22  
Love Louise Knott

Happy 20th Birthday to our beautiful, lov-  
ing Ariel, I love you always no matter what, I got  
you. Love, Mom & your family—Oct, 12

Happy Birthday Dustin Gauthier—Oct 22  
Love Your Gauthier Family

Happy Birthday Hank Paquette Jr.

We wish Joey Desjarlais A Very Happy 10<sup>th</sup> Birth-  
day, our Family is all that more special with you  
in it. We all love you very much.  
Hope your Day is as great as you. Love The  
Paquette's



Happy Sweet 16<sup>th</sup> Birthday to Alexis Anderson!!  
Mommy Loves you more than words can say !!!  
October  
13<sup>th</sup>



I would like to send birthday greetings to Nathan  
Parenteau on October 10, love from your family

Happy Birthday to Ingrid Bjorklund Davis on Oct,  
2 from the finance staff.

Happy Birthday Raven Davis Oct, 2 Love from  
Auntie Karen, Dwayne & Laila

Happy 60th Birthday Bryan Desjarlais, Love  
Danyel & Maverick (Oct 27th) xoxo

## 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,

Happy Fall Season! October is officially upon us and it is one of my favorite months of the year because I love Halloween! What are you dressing up as?? Time to start thinking about those costume ideas and start preparing for all the little trick or treaters that come along with Hallows Eve!

I am sure some of you may have already heard that I have been busy working hard to launch our Nation's brand new website! YES this is true, with the help of many SFN staff and leadership we will be launching a new website for our Nation. As the old saying goes "out with the old and in with the new!" Our goal is to have a fresh, user friendly and easy to navigate website for all. Stay tuned for website launch date coming in the near future!

Hope you all enjoy your month!  
Big thanks to all October Submissions!

## NEWSLETTER SUBMISSION DEADLINES 2019

Due by 3pm on the dates of:  
October 28th  
November 25th

## Falon Gauthier

*Communications  
Coordinator*

falon@saulteau.com  
www.saulteau.com

T 250.788.7360  
F 250.788.7261  
Box 1020 Chetwynd BC  
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