



Upper Nicola Band

COMMUNITY DINNER & DANCE



Saturday November 26
Nkwala School Gym

Dinner: 5:00 PM

Dance: 8:00 AM



Dance the night away with
Ritchie & the Fendermen
in celebration and recognition of
National Addictions Awareness Week





UPPER NICOLA BAND

BREAKFAST WITH SANTA

SUNDAY DECEMBER 11TH

NKWALA SCHOOL GYM

BREAKFAST STARTS AT 10AM

**Join us for Breakfast with Santa Clause
that will be followed by the Annual
Children's Christmas Party!**

**This event is for UNB members or
those living in the community.**

**To register please call
Judy Chillihitzia at 250-315-3810**



**Registration for K^wú stəmtímá? Community Christmas Party
Breakfast with Santa 10:00am**

When: Sunday, December 11, 2022

Where: N'kwala School Gym

Time: Breakfast with Santa starting at 10:00 AM

For: Newborn to School Age Children (AGE 12 up Gift Cards)

Child(ren) Name:	AGE	M/F	Wish List:
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Parent /Guardian: _____

Mailing Address: _____

Physical Address: _____

Phone/Cell: _____

If you have any questions, please call Debra @ 250-378-7575 Or Charlene McRae @ 250-350-3342

Forms can be dropped of at Health Office/ Band Office /Judy Chillihitzia will also be collecting forms and she will have extra forms. Please submit ASAP.

Way' limlāmt, K^wú Stəmtímá?, Debra Manuel, Buzz Manuel, Nadine Chillihitzia

General Delivery, Douglas Lake BC V0E 1S0 T 250.350.3342 F 250.350.3311 www.uppernicola.com



GENERAL BAND MEETING

Wednesday November 30, 2022.
Beginning at 6:00pm Via Zoom.

Join The Zoom Meeting at:

<https://us02web.zoom.us/j/82162858428?pwd=b3dNaWc3Q3pmMms1MkgzQUYzQ285dz09>

Meeting ID: 821 6285 8428

Passcode: 736013

(The Zoom meeting invite link will be the same for all General Band Meetings)

Agenda:

1. Appointment of Electoral Officers -UNB Elections
2. Amendments to Election Regulations (TBC)
- 3.

IMPORTANT NOTICE



November 16, 2022

**Appointment of Electoral Officer and
Call for Deputy Electoral Officers
for Chief and Council Election 2023**

way' Upper Nicola Band Citizens

As per the UNB Custom Election Regulations dated February 3, 2020, Part 4 – Election Schedule and Timelines

“1. On an Election year, at a General Band Meeting the following will be appointed or announced:

b. Electoral Officer and three (3) Deputies on or before January 15, 2023.”

At the November 30, 2022, General Band Meeting, the following motion will be presented:

It was moved and seconded by the voting membership of Upper Nicola Band that were present at the November 30, 2022, General Band Meeting to appoint OneFeather as the Electoral Officer for the March 2023 Chief and Council Election.

Moved by: _____ Seconded by: _____

Motion approved/ defeated

Further, the Tribunal Committee would like to appoint three (3) Deputy Electoral Officers at the November 30, 2022, General Band Meeting, and are issuing a call for interested people to serve as Deputy Electoral Officers.

If you are interested in serving as a Deputy Electoral Officer, please submit an application to the UNB Tribunal Committee c/o Communications Officer:

communications@uppernicola.com

Application to include: your name, contact information and a few sentences about your interest and any experience you may have.

Please contact Diana Boston, Communications Officer, if you have any questions at: 250 350 3342.

Next Steps for UNB Policy Development

As noted in the attached poster, UNB is looking to amend or develop policies in the following areas:

Policy to be reviewed for Amendment	Policy to be developed	To be reviewed
Post-Secondary	Referendum	Tuesday Nov 22, 2022, 5:30-7:30 PM
Housing: Rental, Rent-to-Own	Land Allocation	Tuesday Nov 29, 2022, 5:30-7:30 PM
Firewood	Firewood & Funeral Support	Tuesday Dec 6, 2022, 5:30-7:30 PM

We will be holding sessions in person & on zoom. During these sessions we will ask questions that will inform the review for amendment and or the policy development.

We want to align our policies, practices, and processes with UNB's vision for, our strategic plan, and our environment. When looking at amending or developing policy, we want to keep in mind:

- Policies will articulate UN's position on certain matters.
- They help the Chief and Council and Administration make decisions and do their work more efficiently.
- They support community engagement with UNB's governance processes.
- They protect Upper Nicola Band and all its members.
- The end goal is to make UN governance and administration run more smoothly and transparently and reflect your own principles, values, and priorities.

At each of the sessions Tuesday Nov 22 we will review the questions below, for each policy area: Post - Secondary, Housing, Referendum, Land Allocation, Firewood, Funeral Support.

Questions:

- 1) What is the problem we're trying to solve?
- 2) Why is it important to solve it now?
- 3) Why should a policy be created to solve this problem?
- 4) What research do we need to do?
- 5) What can we learn from others who have done this?
- 6) Do we need data or other information?

Consultations:

- 1) How and when should we consult? With whom?
- 2) Why are consultations important?

If you can not join us in person, or on zoom, please answer questions, and submit your answers to Thelma Chillihtzia, UNB Office Manager: officemanager@uppernicola.com
way' limlāmt

Upper Nicola Band Policy Working Sessions

There will be 3 different working sessions about the following 6 policies

POLICY:

Housing - Land Allocation - Referendum
-Post-Secondary - Funeral- Firewood

First working session

Referendum - Post-Secondary

When: **November 22, 2022**

Time: 5:30-7:30PM

Where: Spaxmn Meeting Place

Second working session

Housing - Land Allocation

When: **November 29, 2022**

Time: 5:30-7:30PM

Where: Spaxmn Meeting Place

Third working session

Funeral- Firewood

When: **December 6, 2022**

Time: 5:30-7:30PM

Where: Spaxmn Meeting Place

More information,
please contact
Collette Sunday



+250 350 3342



admin@uppernicola.com



Call for UNB Finance Audit Committee Member (November/22)

Upper Nicola Band is in search of Upper Nicola Band member to serve as a Finance Audit Committee (FAC) member for two years: January 2023 – January 2025.

UNB initially passed their Finance Administration Law (FAL) in 2014 and updated it in 2018. The goal of the UNB Financial Administration Law 2018 is to practice transparency and accountability to UNB Members. The law describes roles, responsibilities of leadership and administration to ensure that community funds are managed in a transparent manner and that there is accountability to the members. In 2020 UNB received financial management system certification from the Financial Management Board. The certification provides assurance that UNB is implementing the UNB FAL 2018, and its supporting policies to a high standard.

The Finance Audit Committee assists Chief and Council to carrying out its oversight responsibilities for financial reporting, internal control and risk management processes.

The Committee Member would be expected to commit to preparing for and attending a minimum of ten committee meetings a year.

To be eligible, you must:

- Be independent of Upper Nicola Band and free of any conflict of interest.

As defined in the UNB FAL: to be independent, you do not have a direct or indirect financial relationship with UNB that could interfere with your judgement as a member of the UNB Finance Audit Committee.

- Have financial competency that is defined as “ability to read and understand general purpose financial statements that present accounting issues and disclosures reasonably expected to be raised by the Upper Nicola Band’s financial statements.

Compensation is provided on a per meeting basis.

To Apply: Submit a resume and a cover letter, to the address below. Applications will be accepted until Friday, January 5, 2023, at 12 Noon to:

Upper Nicola Band, Attention: Administrator
General Delivery Douglas Lake, BC V0E 1S0
admin@uppernicola.com

If you have any questions, concerns or require further information, please contact the Band Administrator.

General Delivery Douglas Lake, BC V0E 1S0 T 250.350.3342 F 250.350.3311 www.uppernicola.com



Update to UNB Citizens

November 22, 2022

RE: 2022-23 1st Quarter report

On October 31, 2022, the Upper Nicola Band Finance and Audit Committee reviewed the balance sheet and income statements as of June 30, 2022 and recommended that UNB Chief and Council approve the first quarter financial report.

On November 21, 2022, the Chief and Council reviewed the financial report for the first quarter of 2022-2023 and approved this report as recommended by the Finance and Audit Committee for disclosure to Band Membership.

20 22-23 Quarter 1 HIGHLIGHTS

Balance Sheet as of June 30, 2022: current assets \$26,641,739; total assets \$38,620,983; total liabilities \$1,844,892.

Income Statement: cumulative operating surplus \$4,453,931 with total revenue of \$ 6,735,827 and expenditure of \$ 2,281,896.

Q1 Combined Statement and Income Statement are attached for reference.

BACKGROUND

- Under the UNIB FAL, the FAC must meet to review the quarterly financial statements and recommend them to the Council for approval - FAL 15. (1) (c)
- At the end of each quarter of the fiscal year, the senior financial officer must prepare financial statements for the First Nation for that quarter in the form and with the content approved by the Council on the recommendation of the FAC – FAL 70. (1).
- The senior financial officer must provide the quarterly financial statements in subsection (1) to the Council and the FAC not more than 45 days after the end of the quarter of the fiscal year for which they were prepared – FAL 70. (2).

SUMMARY

Balance Sheet as of June 30, 2022:

- Total assets \$38,620,983 (*Jun/21 \$32,874k*), including
- o cash \$25,641,750 (*Jun/21 \$20,872kj*),
 - o accounts receivable \$1,173,981 (*June/21 \$653k*)
 - o and net fixed assets of \$9,336,035 (*Jun/21 \$9,374k*).
- Total liabilities \$1,844,892 (*Jun/21 \$1,790k*) including
- o Accounts payable \$354,040 (*Jun/21 \$34k*) and
 - o Mortgages payable \$1,311,169 (*Jun/21 \$1,449k*)



A large portion of the cash balance (\$17,394,773) is held in an investment portfolio, a premium interest savings account and short-term GICs.

Liabilities have been reduced as loans are paid down and there has been a reduction in the accounts payable balance. No new loans have been entered into during FY23.

Combined Income Statement for June 30, 2022

As of June 30, 2022, all segments are in operating surplus, except for Forestry and Housing (\$2,366 and \$16,648 deficit respectively).

Capital Infrastructure department is holding funds for a few multi-year projects including: Quilchena Firehall/Spill response centre (\$2.5 million), septic replacement (\$112k), Site 7 subdivision (\$400k), ACRS (\$290k), minor capital (\$145k).

Budget Comparison for 1st Quarter (25%) of year:

Revenues is 38% of projected income, and

Expenditures is 11% of projected expenditure. This total will increase once year end invoices are caught up and paid.

Grant revenues from ISC (INAC) have been received up-front for the full year and held in GICs until needed.

The summary budget figures are from the Annual Budgets approved March 30, 2022.

Reporting of **C&C remuneration** to the end of June 30, 2022 (in summary): the \$45,139 remuneration is within the Q1 budget of \$66,714.

Attachments:

Combined Balance Sheet of June 30, 2022,
Combined Income Statement (Summary) for 1st quarter ending June 30, 2022.

At 30-Jun-22	P										Y	F	2
	Band	Health	Infrastructure	Cultural	CMHC	Forestry	Daycare						
	10	20	33	40	58	84	91	Jun-22					
	10	20	33	40	58	84	91	TOTAL					
<u>ASSETS</u>													
Current Assets													
Cash	25,555,829	0	0	0	85,921	0	0	\$25,641,750					
Accounts receivable	635,338	120,934	500	329,470	63,470	28,432	(4,163)	\$1,173,981					
Band member loans receivable	0	0	0	0	0	0	0	\$0					
Prepaid expenses, accruals	0	0	0	0	0	29,279	0	\$29,279					
Due to/from entities	(10,633,714)	829,517	5,917,051	918,248	503,066	1,325,600	285,971	(\$854,261)					
Restricted cash	57,718	0	0	0	593,272	0	0	\$650,990					
Total Current Assets	15,615,171	950,451	5,917,551	1,247,718	1,245,729	1,383,311	281,808	26,641,739					
Fixed assets	896,335	34,133	6,782,134	56,166	1,830,272	(270,311)	7,306	\$9,336,035					
Long term investments - Business	2,643,209	0	0	0	0	0	0	\$2,643,209					
TOTAL ASSETS	19,154,715	984,584	12,699,685	1,303,884	3,076,001	1,113,000	289,114	\$38,620,983					
<u>LIABILITIES</u>													
Accounts payable	283,515	23,066	0	15,603	8,428	20,608	2,820	\$354,040					
Accrued / Deferred	112,552	0	0	0	0	0	0	\$112,552					
Mortgages	0	0	0	0	1,311,169	0	0	\$1,311,169					
Reserve liability	0	0	0	0	0	20,000	0	\$20,000					
Other long term debt	35,327	0	0	0	0	11,804	0	\$47,131					
TOTAL LIABILITIES	431,394	23,066	0	15,603	1,319,597	52,412	2,820	\$1,844,892					
<u>EQUITY</u>													
Equity in restricted funds	(160,468)	0	0	0	487,827	0	0	\$327,359					
Equity in investments	1,423,110	0	0	0	0	0	0	\$1,423,110					
Equity in fixed assets	(639,254)	21,632	8,827,451	64,266	1,337,218	535,727	11,900	\$10,158,940					
Prior year surplus (deficit)	7,006,357	888,046	2,417,565	582,481	512,480	548,893	264,591	\$12,220,413					
Current year surplus (deficit)	11,093,576	51,841	1,454,669	641,533	(581,122)	(24,032)	9,802	\$12,646,267					
TOTAL EQUITY	18,723,321	961,519	12,699,685	1,288,280	1,756,403	1,060,588	286,294	\$36,776,090					
LIABILITIES AND EQUITY	19,154,716	984,585	12,699,685	1,303,882	3,076,000	1,113,000	289,114	\$38,620,982					

Jun-22														2023 BUDGET % YTD	
INCOME	Admin programs, O&M			Education		N'kwala School		Social development		Housing		Settlements (IBA), DLRd, Gaming		TOTALS	
	10E	20E	25E	30E	7E1	7E4	999	9E1	2E0	3E3	4E0	8E4			
INAC, FN Health, other government	970,959	935,072	1,034,260	896,219	90,530	503,196	0	37,305	333,368	102,072	60,835	0	4,963,816	8,288,504	60%
Other revenue	708,678	-	393,546	0	63,600	0	0	2,640	0	0	603,547	0	1,772,011	9,401,045	19%
TOTAL INCOME	1,679,637	935,072	1,427,806	896,219	154,130	503,196	0	39,945	333,368	102,072	664,382	0	6,735,827	17,689,549	38%
EXPENDITURE															
Wages	279,562	15,819	167,509	63,562	18,828	0	0	18,566	104,493	0	63,506	0	731,845	4,191,730	17%
Loan payments	8,042	0	0	0	39,514	0	0	0	0	0	0	2,177	41,691	453,552	9%
Other expenses	522,025	212,076	142,254	237,553	112,436	89	0	11,538	175,760	10,064	76,314	189	1,500,318	16,972,989	9%
TOTAL EXPENDITURE	809,629	227,895	309,763	301,115	170,778	89	0	30,104	280,253	10,064	139,820	2,366	2,281,896	21,618,271	11%
OPERATING SURPLUS (DEFICIT)	870,008	707,177	1,118,043	595,104	(16,648)	503,107	0	9,841	53,115	91,988	524,562	(2,366)	4,453,931	(3,928,722)	
2022 surplus (deficit)	1,270,612	175,029	458,342	1,181,065	(368,014)	4,232,048	1,959,594	529,183	1,776,092	4,640,905	1,164,962	1,097,787	18,117,605	5,108,799	
Inter-Dept Transfers														469,741	
Approved OSR/ Surplus allowance		0			0						0	0	0	(469,741)	
ACCUMULATED SURPLUS (DEFICIT)	2,140,620	882,206	1,576,385	1,776,169	(384,662)	4,735,155	1,959,594	539,024	1,829,207	4,732,893	1,689,524	1,095,421	22,571,536	1,180,582	
[errors and omissions excepted]															
Chief & Council remuneration															
Actual 3 months														Budget 3 months	
Council remuneration and benefits														45,139	
Other expenses														3,888	
C&C - travel, cell														5,930	
Direct cost of C&C														54,957	

Captík^{wł} How Food Was Given And Enowknwix^w Protocols

Session 1: Captík^{wł} Review

- Wednesday, December 7, 2022
- Meeting Place
- 5:30 pm: Dinner
- 6:00pm: Session starts

Session 2: Enowknwix^w Protocols

- Will be advertised once a date and time is confirmed, possibly mid-January.

These sessions are a follow up from the Syilx Inherent Rights Community Engagement Sessions. It is also one of the five priorities that came from the discussions.

Our Captík^{wł} and Enowknwix^w align with each other and they are the foundation of our inherent right to our Syilx Governance. Let us learn it, understand it and start to put into action.

Open to all interested community members.

Join NVIT in: Douglas Lake, BC – Upper Nicola Band

For our: Employment Skills Access Program – “Service Industry Training

Who?

As an Indigenous centre for excellence, NVIT inspires learners to strengthen community. One of NVIT's key strategies is to maintain and enhance strategies to respond to community needs for programs and services.

NVIT is a leader in Indigenous education and we are excited bring our courses to Upper Nicola!

What?

The “Service Industry Training” Employment Skills Access program is designed to assist students in acquiring essential skills for the workplace in British Columbia. The program is unique in that it emphasizes the knowledge, skills, and standards relevant to both Aboriginal and non-Aboriginal individuals, families, and communities. The program also includes First Aid, Serving It Right, Food Safe, Health and Safety, and World Host. The Employment Skills Access program focuses on Aboriginal content in the curriculum.

An Employment Skills Access certificate is awarded to recognize the successful completion of the program. The program is ten weeks in length and will be delivered in your community.

Course Delivery:

To receive an Employment Skills Access Certificate, the learner must successfully complete the following courses:

- EMSK 041 – Cultural Orientation
- EMSK 042 – Personal Development
- EMSK 043 – Workplace Essentials
- EMSK 044 – Career Exploration and Networking
- EMSK 045 – Math in the Workplace
- EMSK 046 – English in the Workplace
- EMSK 047 – Introduction to Workplace Computer Skills
- Certification – Five Continuing Studies Certificates
 - Occupational First Aid
 - Food Safe – Level 1
 - Serving It Right
 - World Host
 - Workplace Hazardous Materials Information System (WHMIS)
- EMSK 048 – Employment Placement/Work Experience

To Apply, Contact:

Charlene McRae
Education Manager
Upper Nicola Band
2225 Village Road
General Delivery
Douglas Lake, BC
V0E 1S0
250-350-3342 ext 232
education@uppernicola.com

OR

Geneve McRae
UNB Employment Counsellor
ec@uppernicola.com



Start Date: Dec 5, 2022

End Date: February 24, 2023

****Tentative****

Questions? Contact Chelsea Vaughan – cvaughan@nvit.ca





Nicola Valley Institute of Technology

Employment Skills Access Program

"Service Industry Training"

Program Description

The "Service Industry Training" Employment Skills Access program is designed to assist students in acquiring essential skills for the workplace in British Columbia. The program is unique in that it emphasizes the knowledge, skills, and standards relevant to both Aboriginal and non-Aboriginal individuals, families, and communities. The program also includes First Aid, Serving It Right, Food Safe, Health and Safety, and World Host.

The Employment Skills Access program focuses on Aboriginal content in the curriculum.

An Employment Skills Access certificate is awarded to recognize the successful completion of the program. The program is ten weeks in length and will be delivered on campus or in communities.

Career Opportunities

Tourism Industry/ Hospitality
Forestry Related Careers
Sales Industry

Restaurants/ Customer Service
Bridging to Trades Program
Further Studies

Program Structure

Term I	Credit
EMSK 041 – Cultural Orientation – 30 Hrs	0
EMSK 042 – Personal Development – 30 Hrs	0
EMSK 043 – Workplace Essentials – 35 Hrs	0
EMSK 044 – Career Exploration and Networking – 35 Hrs	0
EMSK 045 - Math in the Workplace – 35 Hrs	0
EMSK 046 – English in the Workplace – 70 Hrs	0
EMSK 047 – Introduction to Workplace Computer Skills – 35 Hrs	0
Certification – Five Continuing Studies Certificates	0
EMSK 048 – Employment Fair – 70 Hrs	0

Admission Requirements

Admission is open to learners that are unemployed, under-employed, Indigenous, Immigrant, older workers, persons with disabilities, or who are socially marginalized.

Contact Information

Program Coordinator

Chelsea Vaughan
4155 Belshaw Street, Merritt BC
Tel: (250) 378-3378

Courses in this Program

EMSK 041 – Cultural Orientation

This course will introduce Aboriginal culture and personal wellness using a holistic approach. The students will examine the impact of cultural activities and mores (e.g.: residential schools). Activities in this course will enhance self-esteem, cultural identity, and oral traditions in relation to healthy lifestyles within the home, community, and workplace. In addition, the students will be introduced to post-secondary services and campus orientation including testing in work place skills

EMSK 042 – Personal Development

This course will further develop the student's self-awareness, self-management and self-development. Using 'Guiding Circles' curriculum the students will examine their roles and responsibilities in relation to personal and professional boundaries. In addition, they will explore goals and will practice prioritizing and time management.

EMSK 043 – Workplace Essentials

This course will assist the learners in developing workplace essential skills. The topics will include: time management, thinking, working with others, continuous learning, resumes, cover letters, and interview skills. In addition, the students will explore professionalism, practice job interview techniques and research job opportunities.

EMSK 044 – Career Exploration & Networking

This course will provide students with the opportunity to network, research, and explore various career choices. Using the 'Guiding Circles' workbook and 'Inclusion Works', students will research career opportunities and develop a career plan. They will explore and practice effective communication with other students, co-workers and prospective employers.

EMSK 045 - Math in the Workplace

Numeracy skills are essential in the work place. This course will enhance the learners' ability to use and understand numbers by developing the following skills: basic math, budgeting, calculations, measurement, managing money, banking, and creating schedules.

ENGL 046 – English in the Workplace

This course will enhance the student's reading, writing, document use, oral communication, and vocabulary for essential skills development as required for success in the workplace. It will highlight reading, thinking, and continuous learning, as well as developing group work and team building skills. The English curriculum will be based on the nine Essential Skills as identified by Human Resources and Skills Development Canada (HRSDC).

Certification(s)

Occupational First Aid

Food Safe - Level I

Serving it Right

World Host

Workplace Hazardous Materials Information Systems (WHMIS)

EMSK 047 - Introduction to Workplace Computer Skills

The use of computers is an essential skill needed in the workplace environment. Learners will be introduced to the computer by learning related computer concepts and terminology, identifying the parts of a computer, computer care, and software programs, buying a computer, keyboarding skills, searching the internet for job opportunities, and an introduction to Microsoft Office Word and Excel.

EMSK 048 – Employment Fair/Work Placement

This will complete the "Service Industry Training" EMSK program. The EMSK Employment Fair is a collaborative effort between the institute, the student, and an employer, to maximize the student's acquisition of skills and experience. The Coordinator and workplace supervisor will assess the students based on criteria set out by all parties. This course offers 70 hours of work placement over a two week period.

Win some free tickets!!

To win just send in a picture wearing your
favourite hockey team!!



HEALTH & FITNESS

INFORMATION SESSION

STACIE COUTLEE - NUTRITION COACH

ANDERS DOLLERIS - MASTER TRAINER

Do you have questions about...

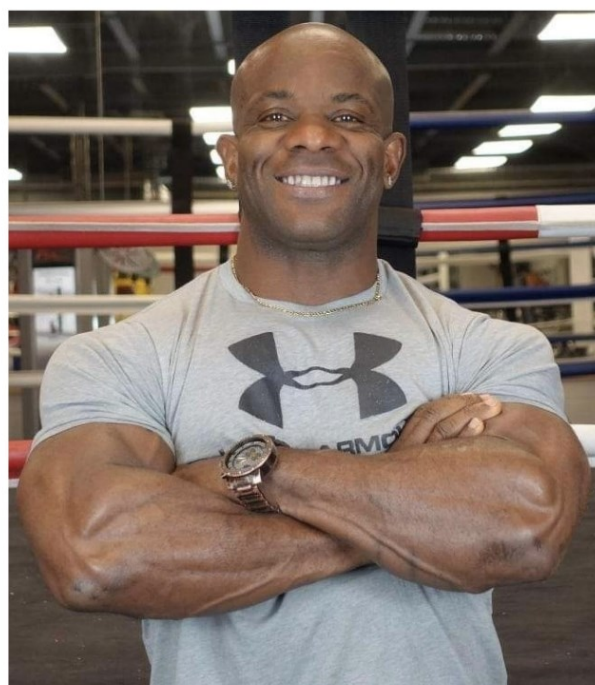
Weight
loss or gain?

Gaining
muscle?

Nutrition?

METABOLISM?

- Carbs, fat & proteins
- The role of hydration
- Vitamins/Supplement intake



**Join us and jumpstart your
fitness journey!**

Community Hall

Date: Nov 29, 2022

Time: 6:00 p.m.



K^wu Stəmtíma?

Upcoming Events - November 2022



<p>Deer Hide Scraping Workshop November 7th - 9th at the Nkwala School / Pithouse 10 AM Start.</p>	<p>Indian Tea Harvest at Pennask Monday November 14th Meet 9:30 AM at the Quilchena Church. Bring a lunch. Rides available</p>
<p>Canning Salmon and Trout Workshop Tuesday November 15th at the Nkwala School Gym Kitchen 10 AM Start.</p>	<p>Baby Welcoming Quilt Sewing Tuesday November 15th at Quilchena Church 10AM Start.</p>
<p>Glimpse Lake Planning Session Wednesday November 16th 10AM - 11:30AM at Quilchena Church</p>	<p>Feel the Beat with SCFSS Thursday November 17th Join us for Dinner and Activities 4PM - 8pm at Quilchena Church</p>
<p>Devil's Club Processing & Preservation Workshop Saturday November 19th at the Meeting Place, 1PM - 4PM</p>	<p>Tule Mat Making Workshop Thursday November 24th Nkwala School 10am Start</p>
<p>National Addictions Awareness Week (NAAW) - November 20 - 26 UNB NAAW Community Champion Social Media Campaign - Monday to Friday</p> <p>Community Dinner and Dance with Live Band! Saturday November 26th. 5PM Dinner followed by Presentations and Keynote. 8PM Dance the Night Away with <i>Ritchie and the Fendermen!</i></p>	
<p>Men's Group Activities Rifle Cleaning and Gun Safety Workshop Saturday November 19th, 10AM at the Meeting Place</p> <p>Mens Sweat Lodge Ceremonies Sundays November 13th, 20th and 27th. 10 AM Start. Location TBA</p>	

All events are open to community members to participate in.

If you would like more information please contact Buzz Manuel at
C: 250-315-3457 or email: event.coordinator@uppernicola.com



Expression of Interest

Indigenous Student Program

Various Locations, BC

The First Nations Health Authority is a diverse and transformational health organization of professional, innovative and dedicated team members and leaders. The first of its kind in Canada, FNHA works as a health-and-wellness partner with BC First Nations to support self-determination and decision-making to improve health outcomes.

Are you a fiercely compassionate person and want to gain insight into Health Care provided by First Nations Health Authority? Then this is for you!

Here is what you will gain and experience from the Indigenous Student Program:

- Meaningful experiences to pursue a career at FNHA or in healthcare field
- Learn different aspects of First Nations Health Care programs and services
- In-person student orientation incorporating cultural experiences and an Elder
- Training i.e. San'yas Indigenous Cultural Safety & Respect in the Workplace
- Professional development courses and LinkedIn Learning account
- Direct support and regular check-in's
- Peer support network
- End of term cultural ceremony and social
- Exit interview and career support

What you can expect from us?

Joining our family means joining an organization that supports personal and professional growth. Our Vision, Mission, Shared Values, Seven Directives, Operating Principles and Leadership Statement will guide you in your daily work.

At FNHA, you will have the opportunity to contribute to BC's history. With a unique governing health structure and mandate, our fluid work environment means you can play an active role in real change.

Our holistic approach to wellness, based on First Nations teachings, is incorporated into all aspects of work culture.

Start with us, and you might wind up in unexpected places. Many of our staff throughout the organization have started in one of our student positions. Now is your chance to move your career in a new direction! If you want to make a difference and have the opportunity to contribute to BC's history, then come join FNHA!

Potential flex work arrangements may be available.

For more position details and information about us, please visit
www.fnha.ca

501 - 100 Park Royal South
Coast Salish Territory
West Vancouver, BC
Canada V7T 1A2

Questions?
Email students@fnha.ca

About the Program:

This **innovative Indigenous-centered program** will provide Indigenous students and new grads with invaluable work experience to develop professional skills at First Nations Health Authority and to gain exposure in First Nations Health Care. Our goal is to match a student's education, skills and career goals to contribute to the various needs of the FNHA and First Nations.

Eligibility:

1. Indigenous (First Nations, Inuit and Métis) students or new graduates
2. Reside in British Columbia during program
3. Enrollment in a post-secondary school, or a recent post-secondary undergraduate/graduate

Open to co-op or practicum students and new grads.

This new and exciting opportunity is a paid full-time position from January 2023 to April 2023

Potential work areas, to name a few:

Community Health & Wellness | Nursing | Public Health Response | Information Technology | Health Benefits | Human Resources | Environmental Health Officer | Finance | Project/Admin support

Application Deadline: **November 30, 2022**

Include two reference letters (past employer, volunteer, Indigenous Leaders, Elder, teacher, or coach who have known you for at least 6 months)

Indicate your area of interest and location in cover letter

Apply Online!

www.fnha.ca/about/work-with-us

Fax: 604-913-2081





FIRST PEOPLES'
CULTURAL COUNCIL

Language Program

Youth Empowered Speakers (YES!) Program



Deadline: April 25, 2022

Funding amounts up to: \$29,550

The YES program is for B.C. First Nations students age 18-30 who are working towards a career as a language immersion teacher or early childhood immersion educator.

This program includes:

- Tuition
- Living allowance
- Mentor-apprentice language learning
- Paid internship

The goal of the program is for youth to learn their language while preparing for a career in language revitalization in one of two streams:

1. Early Childhood Immersion Educator Stream for ECE students
2. Language Immersion Teacher Stream for BEd. students



Program Contact

Hannah Green, Language Programs Coordinator, yes@fpcc.ca

For more information and guidelines, visit: fpcc.ca/grants

fpcc.ca/grants

SYILX INDIAN RESIDENTIAL SCHOOL COMMITTEE PRESENTS:



SYILX INDIAN RESIDENTIAL SCHOOL HEALING GATHERING

ku kʷac kʷac twiłx

SPIRIT RIDGE, OSOYOOS
NOVEMBER 28-29, 2022

For More Info:

Raven Mikuletic, Communications Coordinator at rmikuletic@syilx.org or 250-707-0095 ext. 121

www.okanagannation.com



Job Posting

Position: Health & Social Director Assistant
Department: Community Health Services
Term: Permanent Full Time
Start date: November 2022 (or until position is filled)
Wage: Commensurate with experience, as per salary range for Grade 3
Reports to: Health Director

Role:

Under the supervision of the Health & Social Director, the Health & Social Director Assistant provides support to the Health & Social Director including planning, community engagement and/or development and administrative duties.

Key Responsibilities:

Assisting the Health and Social Director;

- Assist in the planning, promotion, implementation and evaluation of programs; assist in the development of planning documents, proposals, reports, presentations etc.; assist in event planning, organizing meetings and other logistics; assist in the quality improvement initiatives.
- Attend internal and external meetings; represent the UNB at nation-level meetings.
- Support department staff in problem-solving computer issues; review and process department staff timesheets, sick leaves vacations etc. and liaise with Finance Department. Authorize leave and timesheets etc. in the absence of the Health and Social Director.
- Process Purchase Orders for supplies and contracts; liaise with contractors, staff and consultants.
- Assist with finance-related documentation, monitoring expenditures, assist with other administrative duties.

Qualifications/Experience:

- Grade 12 diploma required plus administration diploma or equivalent.
- Aboriginal Health and Community Administration Program Certificate, or similar certificate. First Aid certificate is an asset.
- 2-3 years' experience in a related position, supporting managers/directors within a First Nations community.

Knowledge/skills/abilities

- Working knowledge/training with computers and in general office procedures, including data entry skills and experience; must have experience with the Microsoft Office Suite, letter writing, faxing, scanning, copying and in the resolution of computer problems; strong verbal and written communication skills.
- Ability to act on behalf of the Director internally and externally.
- Working knowledge of financial processes.
- Knowledge of syilx history and culture is an asset.

Send cover letter and resume with 3 references via hand delivery, mail, e-mail, or fax to:

Reception,

Upper Nicola Band: General Delivery, Douglas Lake, BC V0E 1S0

hr@uppernicola.com

Upper Nicola Band thanks all applicants. Only those short-listed will be contacted.



Job Posting

Position: Community Health/Home Care Nurse
Department: Community Health Services
Term: Permanent Full Time- 32 hours per week
Start date: ASAP
Wage: Commensurate with experience, as per salary range for Grade 8 level employee in UNB Personnel Policy (Will match Union Rates)
Reports to: Health Director

Role:

The Home Care Nurse provides community home care nursing services such as acute care nursing, client assessments, case planning and case conferencing for the Elders, clients with chronic disease and any individual assessed to require home care services within the Upper Nicola Band Community. The Home Care Nurse will provide the supervision to the Home Support Workers and the Home-Makers.

Key Responsibilities:

Planning and Clinical Services

- Plan, organize, implement and evaluate home care nursing services for the community and to participate in the development and implementation of the Community Health Plans.
- Complete initial and ongoing assessments of clients' needs; liaise with client physicians, social workers, family support workers, families
- Provide acute nursing care to clients in their home; ensures annual Community Immunizations; maintain adequate medical supplies and recommends purchases

Human Resources Management

- Fulfill the role of Team Leader for the home and community care team; determine the staffing requirements
- Establish a positive, healthy, and safe work environment, including for those working in clients' homes, undertaking risk assessments before services are delivered.

Other

- Mentor Nursing Students from Thompson River University/Nicola Valley Institute of Technology

Qualifications/Experience:

- Baccalaureate degree in nursing or five years' experience as an RN with Home Care Nursing or equivalent; current Practicing registration with the College of Registered Nurses of BC; current CPR certification
- 2-3 years' experience in a community setting is an asset.

Knowledge/skills/abilities

- Excellent clinical nursing skills; ability to initiate and maintain professional relationships.
- Required to maintain current registration with CRNBC and necessary certification;
- Excellent management and organization skills; good verbal and written communication; supervisory experience an asset.
- Computer skills (Microsoft Office Suite).
- Knowledge of Upper Nicola Syilx culture, language and history is an asset

Send cover letter and resume via hand delivery, mail, e-mail, to:

Human Resources

Upper Nicola Band – General Delivery

Douglas Lake, BC V0E1S0 Tel: 250 350-3342

hr@uppernicola.com

Upper Nicola Band thanks all applicants. Only those short-listed will be contacted.



Upper Nicola

Internal Posting Youth Worker

Job Title: Upper Nicola Youth Worker

Department: Health and Social Department

Accountable to: The Youth Worker is managed by the Health Director.

Job Classification: Grade 3

Job Purpose: The Youth Worker is responsible for developing, implementing and assisting with evaluating programs for youth in the community along with administering and delivering age-appropriate programs.

Term Position: Permanent Full-time (Funding based)

Hours of work: 32 hours weekly

Duties Include but are not limited to:

- Develop, implement and evaluate a comprehensive youth program to ensure community access to recreation, sport and leisure activities.
- Assess community needs for youth programming, making recommendations and developing action plans for consideration by the Health & Social Director.
- Implement a range of evening, weekend, spring break and summer programming (including away from the community), sports and recreational activities as well as workshops focusing on a variety of topics including but not limited to: aspects of healthy living, life skills and self-reliance, personal confidence, self-esteem and enhancement of cultural identity and drug/alcohol intervention and prevention.
- Supervise groups of youth in a safe manner, monitoring interactions and behaviours.
- Create, organize, and facilitate age and gender-appropriate sports and recreational activities.
- Create detailed monthly calendars and promote the events in the community using appropriate media including the newsletter, website, Face Book, texting etc. as per policy.
- Monitor the allocated program budget.
- Manage, facilitate, mentor and encourage the youth council.
- Provide one to one support to youth as needed.

Desired Qualifications

1. Post-secondary qualification in Child & Youth Care or a diploma in Recreation and Leisure Studies, or equivalent is required.
2. First Aid Level II with CPR Level C is required.
3. Coaching certificates in sports are an asset.

For any questions or to submit an application, please contact:

Human Resources Manager

Upper Nicola Band

Email: hr@uppermicola.com

Phone: 250-350-3245

General Delivery, Douglas Lake, BC, V0E 1S0

Deadline for Applications: **Open until filled.** We thank everyone for their applications, however, only those selected for an interview will be contacted.

General Delivery, Douglas Lake, BC, V0E 1S0

T 250.350.3342

www.uppermicola.com



Job Posting

Position: Nsyilxcen Community Engagement Coordinator -Term Posting, end date March 31, 2023, with potential for extension.

Term: Full Time – 32 hours per week, flexible schedule with some evenings and weekends.

Start date: October 2022

Wage: Commensurate with experience, as per salary range for Grade 5 level in UNB Personnel Policy

Reports to: Language Manager

Scope: The Nsyilxcen Community Engagement Coordinator is responsible for facilitating engagement and communication between the community and the Upper Nicola Language Department regarding Nsyilxcen Language programming, planning, and revitalization efforts.

Key Responsibilities:

- Organize, conduct, and report on community Nsyilxcen language engagement sessions
- Form and supports a Community Language and Culture Working Group
- Use creative and innovative ways to promote community language engagement
- Act as point of contact for community language programming
- Develop and fosters positive relationships with the community and the UNB Language Department
- Bring in language planning facilitator(s) to promote language learning opportunities
- Will actively learn the Nsyilxcen language through various language sessions and opportunities

Qualifications/Experience;

Knowledge/skills/abilities

- Knowledge of Nsyilxcen (Okanagan language)
- Local community knowledge preferred
- Excellent communication skills, both written and oral
- Computer capability and knowledge, willing to learn new programs
- Able to work independently and in a team environment
- Willing to work flexible hours including evenings and weekends
- Experience in organizing community sessions/events

Qualifications:

- Minimum completion of High School
- Working knowledge of Nsyilxcen Language
- Access to a reliable vehicle and possess a valid Driver License
- Must complete a successful Criminal Record Check.

Send cover letter and resume by October 15, 2022 via hand delivery, mail, e-mail to:

Human Resources

General Delivery

Douglas Lake, BC V0E 1S0 - Tel: 250-350-3342

hr@uppernicola.com

Upper Nicola Band thanks all applicants. However, only those short-listed for an interview will be contacted.

Rec Policy

Every fiscal year each band member is eligible for up to \$300 reimbursement for the purchase of recreational items. These items are to keep you active & away from screens.

For a form package please contact Diana Boston
communications@uppernicola.com or
250-315-5030

Contact Us

Upper Nicola Band

Visit us on the web at www.uppernicola.com

General Delivery
Douglas Lake, BC V0E 1S0

T: (250) 350-3342
F: (250) 350-3311



<https://www.facebook.com/uppernicola>

Visit our Facebook page for the latest news from the Community and notifications from Upper Nicola staff.