



GENERAL BAND MEETING

Wednesday May 31, 2023

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. To be Announced.
- 2.

IMPORTANT NOTICE



FOR IMMEDIATE RELEASE

NOTICE TO MEMBERSHIP

May 16, 2023

This announcement is directed specifically to the members of the Upper Nicola Band.

The Chief and Councillors of the Band have most recently been involved in dealing with social media posts that complain of certain deficiencies in the recent custom election. The allegations of impropriety and wrongful conduct were made in social media by one of our members. While Chief and Council have also been dealing with the member directly, Council has some concern over the effect that those social media posts may have in the community. Any matters of election behaviour or other decisions made by Band officials are made according to policy or regulation. If those behaviours or decisions cause members difficulty, then, as in this case, there are specific ways, also set out in the regulations to deal with those difficulties. Those specific ways do not include social media posts.

Please be fully aware that the allegations set out in the social media posts are in the view of the Chief and Council, untrue, and have no basis in fact. The Band's appeal processes are set up to determine whether or not facts alleged by complainants are true. Please do not assume them to be true just because you have read a social media post. The Band's appeal processes have not been used by the member.

If you have concerns over this Notice to Membership, we invite you to learn what the Band's processes are and how to use them instead of social media. This will save a great deal of frustration, aggravation and discontent.

We remind you that you should not distribute any social media that contains unfounded allegations. That is just as bad as publishing those allegations in the first instance.

The Band has taken the step of issuing this public announcement in an effort to reduce and hopefully eliminate the harm that can take place due to any misdirected impressions of the Chief and Council and the Band's administration. Please ask about any of the procedures you may wish.

While the member's most recent allegations targeted others connected with the Band, this public announcement is not meant to answer the legal response of others. Those people, being targeted as they were, may wish to pursue their own remedy and this announcement is not intended to advise them in any way.

CHIEF AND COUNCIL

Chief Daniel Manuel

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

Lands, Wills & Estates

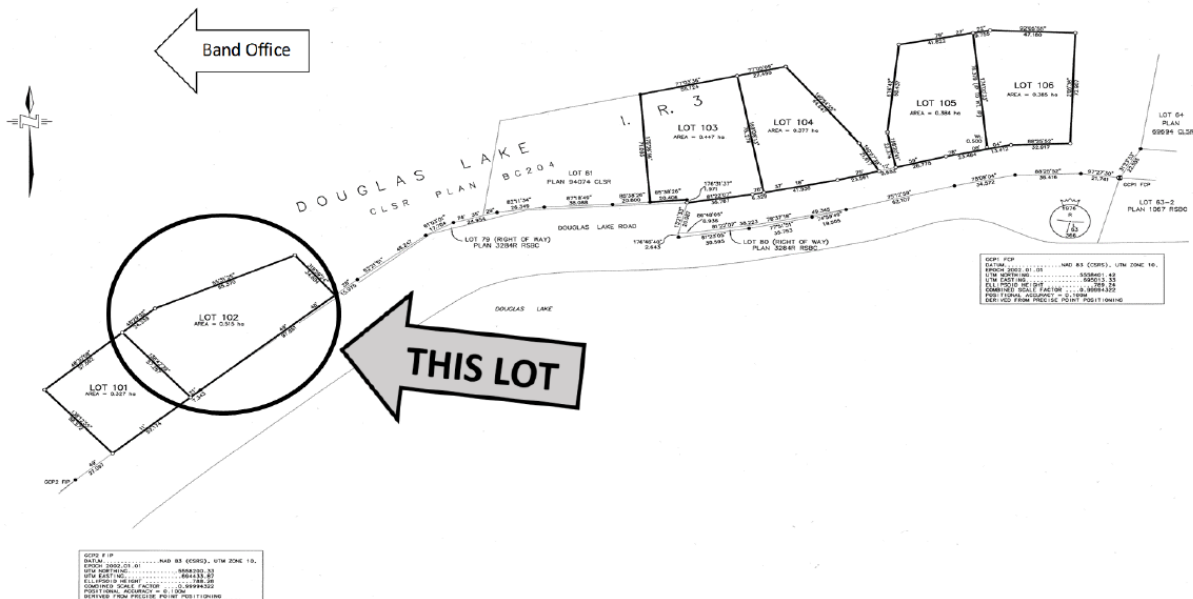
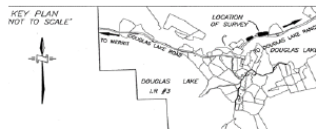
CONTACT INFORMATION: Phone: 250-350-3342 Email: lands@uppernicola.com

May 3, 2023

ONE (1) LOT AVAILABLE:

Lot 102 Douglas Lake IR 3 is now available. If you are interested in applying for this parcel of land, please contact me for more information and a copy of the UNB Residential Land Allocation Policy.

As per the UNB Residential Land Allocation Policy 4.1.6: *Upper Nicola Band Members can apply for land allocation if they meet the eligibility requirements. **Applications will be reviewed in the order they are received by the Upper Nicola Band Lands Administration.***



How can the Lands Department help?

- Do you need to have a document notarized?
 - The Lands Manager is a Commissioner for Taking Affidavits. I can provide this service free of charge for Band Members
- Assist with writing wills
 - The Lands Manager can meet with you and give you a template to use when writing your will and can witness the will
- Provide information on administering estates
 - If members are interested in learning more about administering estates, the Lands Manager can facilitate a Wills and Estates workshop. If you are not comfortable in a workshop setting, we can arrange an individual or family group information session
- Assist with land transactions

On May 9, 2023, the grand opening of the Governance office took place. The Governance Office located at 9430 N'kwala Riad, just east of N'kwala School, will serve as office for Chief and Council.

Opening prayer and drum song was offered up by Intalin, Linda Holmes, students of N'kwala School, Buzz Manuel Jr and Jackie Chillihtzia.

Damon Archachan did the official ribbon cutting.

On hand from Chief and Council was Chief Dan Manuel, Councillors Eva Tom and Scotty Holmes. Wallace Michel, outgoing Councillor also participated in the event. Also in attendance were community members, N'kwala students and Staff.

All in attendance offered up prayers for the space and that good work will be done for the Upper Nicola peoples.

A giveaway took place, to honor all that witnessed this event.

Lunch was catered by Martha Chillihtzia and William Chillihtzia. Everyone enjoyed the meal and networking opportunity.

Constructing a space for elected leaders was a goal of Chief and Council, as they work to take steps to separate governance and administration.

Funding for the Britco Building was accessed through a First Nations Finance Authority loan, and was included in the multi-year budget, 2023-2027.

If you have any questions regarding the Governance building, please contact Collette Sunday admin@uppernicola.com.





ATTENTION: Upper Nicola Band Members

The Upper Nicola Band Education Department is doing call out for Members to join the Selection Committee for the Post-Secondary Student Support Program Interviews.

We are in search for:

- ❖ 1 Council Member from C&C
- ❖ 1 Community Member
- ❖ 1 Elder
- ❖ 1 Youth Representative

The Interview Dates will be June 14th and 15th, 2023 (Wednesday and Thursday) from 8:30a.m. to 4:30p.m.

If you are interested in being a part of this selection committee please contact, Charlene McRae the Education Manager by email:

education@uppernicola.com or phone: (250)350-3342 and please provide us with your name and contact information (Phone Number and Email) Deadline to apply by ****FRIDAY, MAY 26, 2023****



**Indigenous Skills Training and Employment Program (in partnership with Needs of the Community Society) is offering:
What the "L" Workshop**

**DO YOU NEED
HELP TO GET
YOUR "L"
LICENSE?**

**Lunch will be
provided**

**DATE: May 23, 2023 at 10am - 2pm &
May 30, 2023 at 9:30am - 1:30pm
LOCATION: Merritt Civic Centre**

This workshop teaches participants the basics required to successfully pass the Learner's exam:

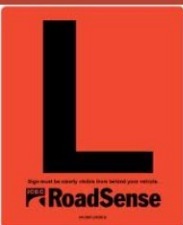
- Navigates through the Driver's Guide booklet step by step
- Highlights key points in each section
- Identifies useful clues in preparation for the exam
- Offers opportunities for participants to ask questions and learn through group discussions

Basic Eligibility:

- Must be 16 years old or older
- Must be of First Nations descent
- Currently unemployed or underemployed and reside in Merritt catchment area
- Hold 2 pieces of valid ID; 1 primary and 1 secondary
- Ability to complete ICBC parental consent form if under 19
- No outstanding fines with ICBC

Must be available to complete both sessions of the workshop

10 in-person seats are available-location will be in Merritt



If you are interested please send an email to the
ISET Employment Counsellor Jody John at
counsellor@scwexmxtribal.org or call 250-315-9465



UPPER NICOLA BAND MEMBERS

LETS GET ACTIVE ON THE LAND



Medicine Mondays

Join us every Monday as we will be harvesting and preserving plants and medicines throughout the year.



Workout Wednesdays

We will meet every Wednesday to train and get ready for the UNB and ONA Unity Runs.



Fish Fridays

Join us on Fridays as we begin to prepare to harvest fish at the high level lakes this spring. Activities include gill net making / repair, fishing and preserving.

**ACTIVITIES WILL
BEGIN APRIL 24TH**

**FOR MORE INFORMATION
CONTACT BUZZ MANUEL**

C: 250-315-3457

E: EVENT.COORDINATOR@UPPERNICOLA.COM



Bitter-root (*Lewisia rediviva*)

Other names: Sand Rose, Desert Rose, Rock Rose, Spatlum, Spitulm, and Speetlum, Nla ? k'w epn.

Background

Bitterroot is in the Purslane family (Portulacaceae). Lewis and Clark found the prepared roots to be too bitter for their taste, so they called it “bitterroot.” When Lewis’ pressed and dried specimen was examined months after picking, it still showed signs of life and upon planting, it grew – hence the scientific name *rediviva* meaning “restored to life” (Parish et al 1996).

Plant Morphology

Bitterroot is a low, fleshy perennial, 1-3 cm tall. Flowers arise from a deep, thick, branched taproot with a short, woody base. Leaves are all basal and linear and are usually dried and withered by flowering time. Flowers are showy, deep pink to sometimes white on a short stalk close to the surface of the soil. They resemble the flowers of the water-lily and open only in the sun (Parish et al 1996).

Ecology

In British Columbia, bitterroot occurs on dry, sandy or gravelly sagebrush plains and grassland slopes on lower elevations (Kuhnlein and Turner 1991). Figure 1 shows the biogeoclimatic zones and subzones bitterroot can be found in the southern interior of BC (Province of BC – Ministry of Forests 1983).

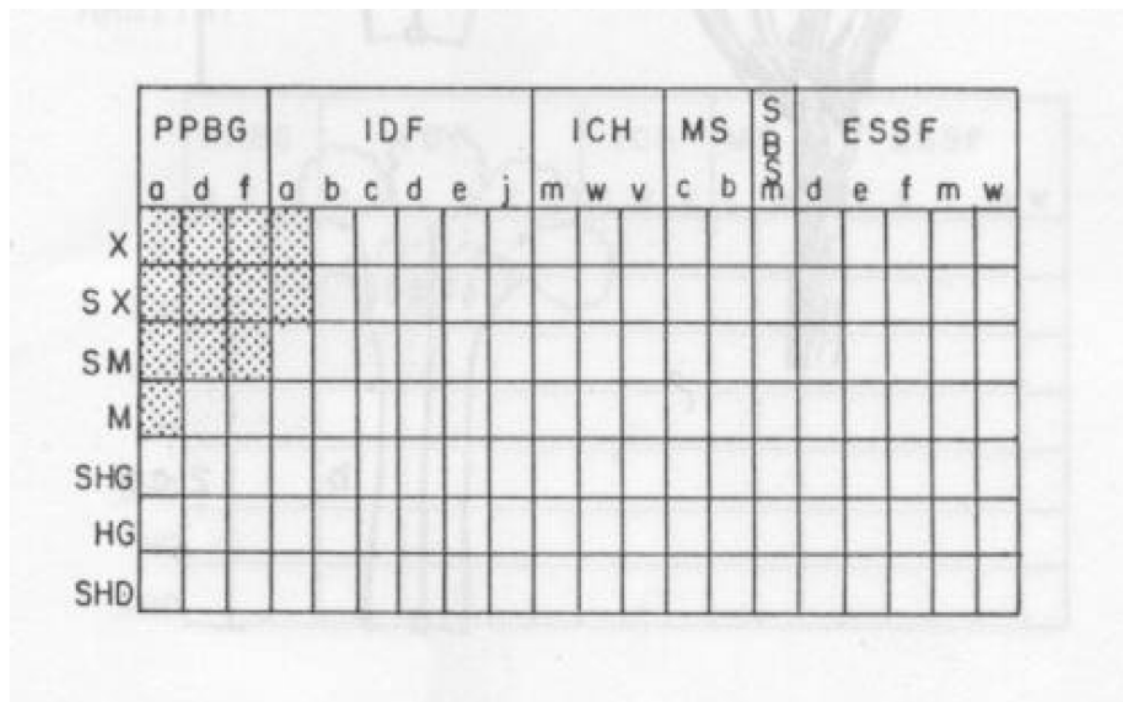


Figure 1. The dotted areas indicate where the plant has limited distribution and abundance.

Food

The thick, fleshy roots of bitterroot were an important food source for Interior First Nations such as the Upper Nlaka'pamux, southern Secwepemc Okanagan, and Ktunaxa (Kuhnlein and Turner 1991). Other neighbouring nations obtained bitterroot through trade. At the turn of the century it was reported that ten bundles of bitterroot were equivalent in trade for one large, dressed buckskin (Ibid.). The roots are plentiful in mid May and best picked before the flower blooms otherwise the outer skin sticks to the root, is very hard to peel and becomes woody. The roots were dug using a digging stick made of saskatoon or similar hard wood. Once extracted, they were promptly peeled and the small red "heart" (the embryonic next season growth) was removed to reduce the bitter flavour (Kuhnlein and Turner 1991). Large quantities of the roots were dried but they were also steamed, boiled, pit-cooked and eaten fresh and almost always mixed with other foods such as Saskatoon berries (Ibid).

Recipes

2 cups dried saskatoons

4 tbsp dried bitterroot

Sugar to taste

Put in a pot and add water. Boil until the consistency of applesauce. Some people like to add flour as a thickener. Eat hot or cold.

Bitterroot can also be mixed with fish eggs, saskatoons and flour. Cook to a custard or pudding consistency. If eaten as a main meal, salt would be added; if eaten as desert, sugar would be added.

Medicine

Kershaw reports that various First Nations prepared a bitterroot tea to treat trouble and pleurisy, to increase milk flow after childbirth and purify the blood and to relieve associated skin problems and diseases (2000).

Warning

Dried bitterroot swells in the stomach, so it should be consumed in moderate quantities (Kershaw 2000).

Note

Bitterroot is becoming increasingly hard to locate due to overgrazing, human development and invasion of exotic species. Do not add to the peril of this beautiful and delicate flower by harvesting the plant in areas where it is scarce. There are a few areas where it is plentiful, sampling it should not prove to be too harmful.



The Centre for Excellence in Indigenous Health presents:

INDIGENOUS PUBLIC HEALTH TRAINING INSTITUTE SUMMER 2023 - Now accepting applications

August 2023 in person at UBC

The courses for the IPH summer Institute are:

- Interdisciplinary Approaches to Understanding the Health of Indigenous Peoples (SPPH 589 1.5 credits / non-credit)
- Environmental Health and Indigenous Communities (SPPH 577 1.5 credits/non-credit)

- Application deadline: May 31st
- Scholarships are available
- Got questions? Email: olivia.baptiste@ubc.ca

Apply online: health.aboriginal.ubc.ca



Hi, my name is Tia Powell, and I am the new Lands Assistant for Upper Nicola. My first day of work at UNB was May 1, 2023, I am happy to be here, and everyone I've met so far has been so friendly and welcoming. Currently, I reside in Quilchena with my Common law partner of 20 years, Ernie Ducharme AKA Bear McCauley, while he is a member of this band, I am from the Mohawks of the Bay of Quinte Nation, in Tyendinaga Territory. I have lived in Quilchena for almost 5 years, and I can be shy, so I haven't met a lot of people from the community yet. My hope is that through my new position with Upper Nicola, I can become more involved with the community and get to know everyone. I am very excited to be a member of the team and to be able to learn more about Lands, Wills and Estates.



UPPER NICOLA BAND

Unity Run 2023

**SATURDAY
MAY 27, 2023**

Starting at Quilchena Church, the run will go to Minnie Lake, down to Spaxmn, then finishing back at Quilchena Church

Registration opens at 8am

Opening Prayer at 9am; Run will begin right after the prayer.

Unity Run Format will be a Community Relay with 1km distances to run with a partner

Lunch, Water and Snacks and Dinner will be Provided

Wear your favorite Orange Shirt, Pink Shirt, or Purple Shirt in support of your cause.

FOR MORE INFORMATION CONTACT

Buzz Manuel

C: 250-315-3457 E: event.coordinator@uppernicola.com





Upper Nicola



Upper Nicola Band Unity Run Registration Form

Saturday May 27, 2023

8:00 AM Registration and 9:00 AM Start from Quilchena Church

For pre-registration you can complete this form and drop off at the Band Office
Or Email to Buzz Manuel at event.coordinator@uppernicola.com or bring to the Event by 8am.

Please complete the **Registration Form**, the **Social Media, Photo, Video & Voice Release Form**, and the **UNB and kwU stemtíma? Consent Form**

Parents Names and Status number: 1. _____ 2. _____	Phone (Home or Cell) _____ _____
Child/rens Names and status number for all: 1. _____ 2. _____ 3. _____ 4. _____ 5. _____	Date of Birth for all: _____ _____ _____ _____ _____
Parents email Address: 1. _____ 2. _____	Mailing address:
Emergency Contact Name	Emergency Contact Phone (Text or Call)
Allergies	
Comment including any health issues.	



Social Media, Photo, Video & Voice Release Form

I consent the use of social media, photographs, Video and Voice recordings for the events in way of:
Advertising, Promotion and Public Relations

I, _____ **kwU stəmtimA?** the irrevocable right to use my name, picture, portrait, photograph, video or voice recording and those of myself, other family members, my children in all forms and media in all positive manors, including composite representations for trade, educational use, public relations, agency website, social media, and I waive any right to inspect or approve the finished product, including written copy, that maybe created in connection or therewith (I.E. To post on the Facebook page, or the agency webpage, post in video or recording on our agency YouTube account, Linked-in, Twitter, Snapchat or Instagram page and or posters for advertising for **kwU stəmtimA?**) I am full age and have read the release. I am fully familiar with its contents. (Under the age of 18, Parent or guardian signature)

Signature:

Witness:

Date:



Upper Nicola



UNB and kwU stentimA? Consent Form

I hereby give my consent, and acknowledge by my signature that:

- Myself, other family members, child(ren) will be going to and from **kwU stentimA?** by way of other personal vehicles and **kwU stentimA?** staff vehicles.
- Myself, other family members, child(ren) has/have no illnesses, or disabilities that may require special attention.
- I have documented any allergies that myself, other family members, child(ren) may have.
- In consideration of **kwU stentimA?** Myself, other family members, child(ren) an opportunity to participate in the events Program, I waive any and all claims I may have against, and release from all liability and agree not to sue **kwU stentimA?**, Upper Nicola band and its officers, employees, agents, volunteers and representatives for any personal injury, death, property damage or loss sustained as a result of myself, other family members, child's participation in the trip, arising out of any cause whatsoever, including negligence.

I have read and understand the terms of this consent and waiver, and understand that it is binding upon me, my heirs, executors, and administrators.

Print Parent/Guardian Name

Signature of Parent/Guardian

Date

Address: _____

way limlomt

Debra Manuel BSW

Director of Our Relations – Upper Nicola Band

Cell (250) 378-7575

Office (250) 350-3342

Dor@uppernicola.com



Job Posting

Position: Payroll Clerk

Department: Administration

Department Term: Permanent Full Time – 35 hours per week

Start date: ASAP (or until position is filled)

Wage: Commensurate with experience, as per salary range for Grade 4 level employee in UNB Personnel Policy

Reports to: Chief Finance Officer

Role: To ensure the Payroll and associated functions are provided in compliance with the Upper Nicola Financial Administration Law, Personnel Policies and Procedures, and Federal Labour Code legislation.

Key Responsibilities (main points)

- Process all timesheets and conduct payroll functions for all staff (using direct deposit and/or cheque). Reconcile payroll accounts to the general ledger; ensure coding is correct.
- Create new employees into the payroll system.
- Maintain electronic records of employees' attendance, leave and absence and calculate benefits are needed.
- Process documents for employment insurance (ROEs), and prepare other government documentation and remittances such as WCB, GST, and source deductions.
- Undertake payroll filing and provide assistance to staff and managers of payroll matters.
- Ensure hard copies of payroll records are filed in a confidential and secure manner.
- Assist Account Payables to process payment for all expenses, honoraria for staff, Chief and Council and community members.
- Comply with all applicable legislation, and UNB Policies and procedures including the Financial Administration Law.
- Provide support to other members of the Finance Team.

Qualifications/Experience:

- Grade 12 education required.
- Completion of a bookkeeping or payroll course is required.
- A minimum of two years' experience in a payroll function is preferred.
- Reliable vehicle. Valid BC Driver's License

Knowledge/skills/abilities

- Must be familiar with the use of Xyntax Software or be willing to learn.
- Must be willing to undertake training and refresher courses as required.
- Knowledge of general accounting procedures and proficient in data entry.
- Good verbal and written communication skills, Good interpersonal skills.
- Good organizational skills to achieve desired results.
- Diplomacy, tact, and confidentiality in dealing with a variety of people and information.
- Reliability and dependability. Self-motivated and an ability to work independently and within a team environment.
- Flexibility is a must to adapt to changing work priorities.

Other: Criminal Record Check – An acceptable criminal record check is required.

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

HR - Upper Nicola Band – General Delivery, Douglas Lake, BC V0E 1S0 hr@uppernicola.com

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



Job Posting Director of Community Services

The Upper Nicola Band (UNB) is inviting applications for an exciting new position of Director of Community Services.

The Director of Community Services is responsible for managing and supervising positions under the authority of the Upper Nicola Band Community Services (Capital Works, Operations and Maintenance and Housing).

Duties and Responsibilities:

The Director of Community Services is responsible for the overall day-to-day management, administration, and delivery of UNB's Capital Works (O&M) and Housing programs and services, within approved budgets, to ensure the capital works and housing needs of members are met in a responsible, efficient, and fair manner.

The Manager provides direction and supervision to the Community Services Department staff to ensure all planned programs and services of the department are delivered in accordance with (i) UNB Personnel Policies, Financial Administration Law, policies, and regulations and (ii) the program policies and regulations of AANDC.

This position is responsible for the oversight of building management, operation, and maintenance of the UNB's infrastructure systems, band owned buildings, housing, and other physical assets, and, in conjunction with other managers, the development of UNB capital assets. This position requires close working relationships with all departments, in particular, Lands and Administration.

In fulfilling the job purposes, the Director maintains internal relationships with all departments, in particular lands and economic development, and external relationships with Federal and Provincial governments including the Nicola Tribal Association (NTA), Okanagan Nation Alliance (ONA) and Aboriginal Affairs Northern Development Canada (AANDC), and Highways.

Skills, Qualifications and Experience:

A degree in Business Management, supplemented by a Trades certificate or equivalent is required.

Certified Professional Level in areas such as: Project Management, Housing Projects/Construction, Business, Urban Planning, Land Management, Environmental management, or related field is required.

A minimum of 5 years of Management and Public Administration experience including managing projects and resources, or equivalent is required.

A Safe Water Operations certification is required.

Personal Attributes:

The Director of Community Services position maintains strict confidentiality in performing his/her duties and demonstrates the following personal attributes: integrity, respect, trust, honesty, patience, ethics, and accountability.

Other:

Valid Class 5 driving license and access to a reliable vehicle required.

Total Compensation: in alignment with the current UNB's wage grid and benefits package.

Please send résumé and cover letter by June 6, 2022, via e-mail to:

Human Resources - Upper Nicola Band - General Delivery, Douglas Lake, BC V0E 1S0

hr@uppernicola.com

UNB wishes to thank all applicants, but only those selected for an interview will be contacted.

MGA

JOB POSTING: STUDENT INTERN (PAID)

MGA is looking for a student from Upper Nicola to join our team. This individual will work with us on the Quilchena Community Centre, and learn more about the architectural profession and building industry.

Who we are:

MGA is an internationally recognized architecture and design firm creating innovative, sustainable projects that push the boundaries of technology and construction to benefit communities and environments around the world.

Our projects have won over 50 awards, including Architizer's Best in North America in 2021 and 2022, four Governor General's medals, two RAIC Innovation Awards and the American Institute of Architects Innovation Award.

Our talented team have completed some of the most significant timber buildings in the world and are working on both small and large – and always interesting – projects here and internationally – from Google's first mass timber development in Sunnyvale, CA to a new cultural center in Gallivare, Sweden.

At MGA, we have an ambitious obligation; it's our job to reshape the quality and longevity of life on earth through the lens of design. We are committed to creating solutions that push boundaries. Our values are rooted in inclusive collaboration, evolution, community, and most simply – a love for our planet.

Requirements:

- No previous experience is necessary.
- You can be in high-school or post-secondary school.
- An interest in design, architecture, building, and / or arts and crafts.
- An eagerness to learn!
- Materials and tools will be provided, including a laptop for the duration of the internship.

Role:

- Full-time or part-time
- Flexible - remote work and/or in-person (on site in Nicola Valley and in Vancouver)
- Dates: July to August, 2023
- \$20-24/hour based on experience

Responsibilities: You will be part of the full design process and be supported by our team while we create the new Quilchena Community Centre, including:

- Contribute to the design of the community centre
- Help develop an architectural drawing set.
- Liaise with Upper Nicola Community and help incorporate Sylix culture into the design of the building.
- Assist in coordinating with local artists.
- Assist with developing the building signage and wayfinding using Nsyilxcen language.

Opportunities:

- Gain experience with several architectural programs, including:
 - o Revit
 - o Sketch-up
 - o Adobe Suite (Photoshop, Illustrator, InDesign etc)
- Learn how to read architectural drawings, and experience the process of drafting.
- Create physical models of the project
- Explore a career in design and architecture.
- Learn about sustainability and innovation in the built environment.
- Contribute to a legacy project within the Upper Nicola Community.

Please email a cover letter describing why you are interested in this role, and a CV including your education and work experience to: katherine@mg-architecture.ca

SELECTED MGA PROJECTS



QUILCHENA COMMUNITY CENTRE
UPPER NICOLA, BC



T3
MINNEAPOLIS, MN



OREGON STATE UNIVERSITY COLLEGE OF FORESTRY
CORVALLIS, OR



RONALD MCDONALD HOUSE BC + YUKON
VANCOUVER, BC



CATALYST
SPOKANE, WA



WOOD INNOVATION AND DESIGN CENTRE
PRINCE GEORGE, BC



ROYAL VANCOUVER YACHT CLUB
VANCOUVER, BC

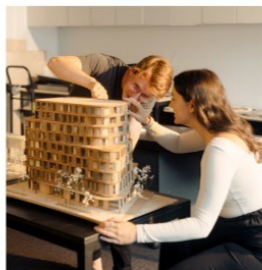
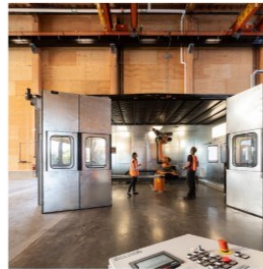
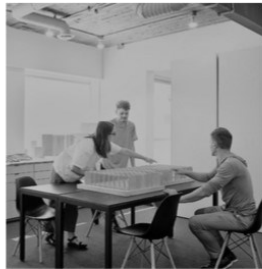
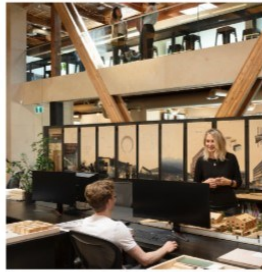


MULTIAKTIVITETSHUSET
GÄLLIVARE, SE (IN PROGRESS)



FLORA
PARIS, FR (IN CONSTRUCTION)

WORKING WITH MGA





MGA

1535 WEST 3RD AVE
VANCOUVER, BC V6J 1J8
+1 (604) 336-4770
MG-ARCHITECTURE.CA
@MGARCHITECTURE

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.