

NEWSLETTER



SPECIAL GENERAL BAND MEETING

Wednesday, January 7, 2026
at 6:00PM via Zoom.

Join The Zoom Meeting at:

Join Zoom Meeting

<https://us02web.zoom.us/j/83172157546?pwd=UStK6Cin11vlfUCJNnPUeqogYQxp1e.1>

Meeting ID: 831 7215 7546

Passcode: 840714

Agenda:

1. Adoption of the Agenda
2. Review and Approval of the November 26, 2025, GBM Meeting Minutes
3. Appointment of Electoral Officer
4. ...

IMPORTANT NOTICE- This meeting will be recorded for note taking purposes only and will not be shared for any purpose.

Our North Star Vision for community safety is: Because our safety is grounded in culture, community members of all ages are safe in their homes, when we gather, in all the ways we communicate, and all the places we travel.

All Band Meetings are a safe space for all membership and visitors; therefore, all in attendance must be respectful.

Any abusive language, belligerence, or non-respectful actions will result in members being ejected from the Band Meetings.



JANUARY GENERAL BAND MEETING

Wednesday, January 28, 2026
at 6:00PM via Zoom.

Join The Zoom Meeting at:

Join Zoom Meeting

<https://us02web.zoom.us/j/83172157546?pwd=UStK6Cin11vlfUCJNnPUeqogYQxp1e.1>

Meeting ID: 831 7215 7546

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UNB 2026-2027 Budget Presentation

To join by Zoom



SCAN HERE

Meeting ID: 519 499 7449

TUESDAY

20 January, 2026



START AT

5:00PM



IN-PERSON OR ZOOM

N'kwala School Gym

or by Zoom



For more information, contact:
Collette Sunday, admin@uppernicola.com



Upper Nicola

Thank You

We extend our heartfelt gratitude to everyone who supported the
2025 Christmas Tree Enchantment Fundraiser.

Thank you to the many parents & community members who
volunteered their time!

Thank you to all who purchased tickets—your generous support
will go directly toward UNB Syilx (Okanagan) Language, Youth &
Elders, and new gym workout equipment!

And thank you to our 34 generous sponsors!

RBC Dominion Securities	Upper Nicola Band Headstart
BC Hydro	Ashcroft and Company
Hub International Insurance Brokers	City Furniture
Michael Green Architecture	John & Simone Chenoweth
JF Archachan Contracting	Bass Coast
Royal Bank	Nicola Chainsaw
McElhanney Consulting	Pharmasave
Fortis BC	Canadian Tire
MNP	Delta Marriott
Construction Foundation BC	Old Mom's Store
Snuffy's Construction	Nancy Saddleman
Upper Nicola Holdings Limited Partnership	kʷu stəmtíma?
Kala Geoscience	Mandell Pinder
Unitech Construction Management Ltd	Miller Titerle
Stuwix Resources	Home Hardware
Springfords	4th Utility Inc
Ricoh Canada Inc	Rita Manuel





UNHLP

Open House

N'kwala School

January 13, 2026
3:00pm - 7:00pm

- Ask questions
- Share perspectives
- Learn how UNHLP supports long-term economic opportunities while protecting the Band

Open to All UNB Members

The Open House is an opportunity for community members to learn about *Upper Nicola Holdings Limited Partnership* – why it was created, how it is structured, and the role it plays on behalf of the Band.

For more information, contact:
Stacie Coutlee - sc.unhlp@uppernicola.com

It's captik^{wł} Season

SEEKING AREA RUGS OR CARPETS

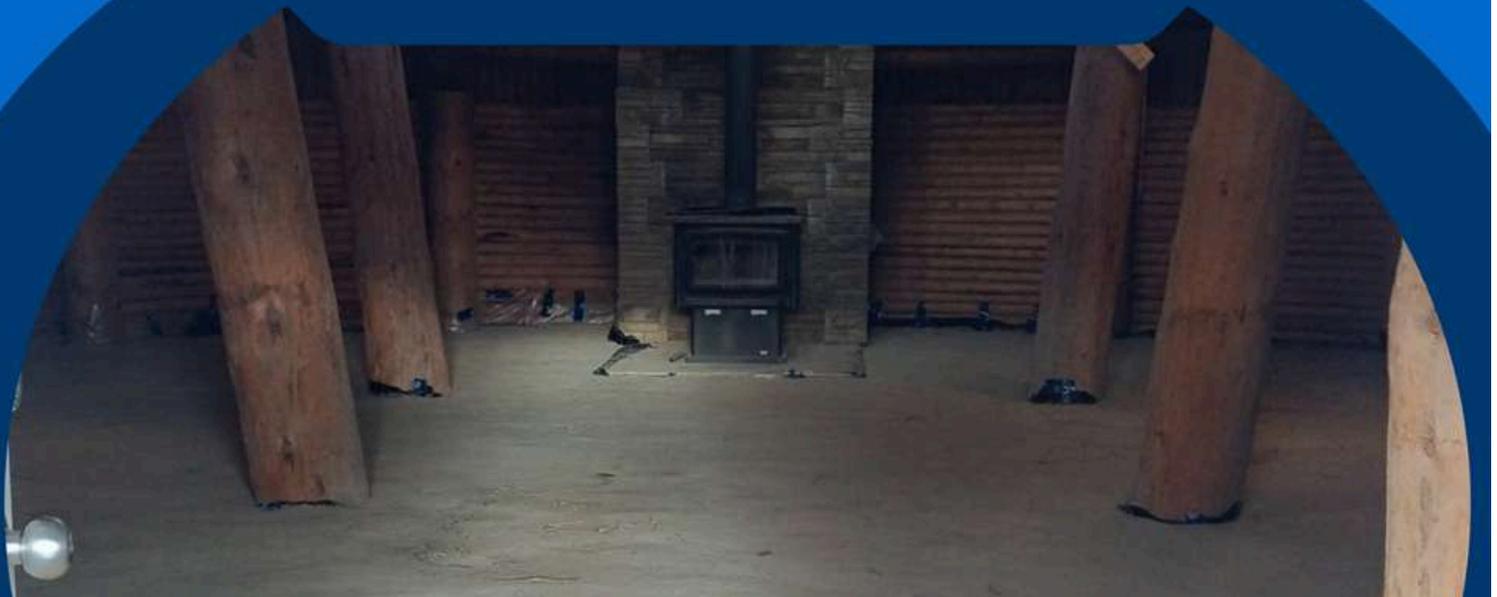
Requesting donations for the spaxmn q^{wc}'i?

The newly laid Pithouse
cob-subfloor needs to
be protected over the
winter and we are
looking for gently-used:

- * area rugs
- * carpets
- * rubber mats
- * foamy squares
- * etc.

Kindly bring your items to the Band Office

To arrange pickup call:
Peyton or Tierra at 250-350-3342,
or Clare Paul on Facebook



REQUEST FOR PROPOSALS (RFP)



UPPER NICOLA BAND Education Department

Education Governance & Post-Secondary Policy Consultant

Contract Term: January – March 13, 2026

Submission Deadline: Accepting proposals now

Submission Email: hr@uppernicola.com, education@uppernicola.com

Background

The Upper Nicola Band Education Department is undertaking education policy and resource development work to support learners and program planning for the 2026 period. The Department is seeking proposals from qualified consultants to support Post-Secondary policy development, Education Handbook development, and Post-Secondary financial planning.

Scope of Work

- Support the update and development of the 2026 Post-Secondary Education Policy
- Support development of Education Handbooks, including K–12, Post-Secondary, and Trades Education Handbooks
- Assist with preparing a 5-year Post-Secondary budget/financial forecast
- Work collaboratively with the Education Department
- Provide progress updates and a final summary report

Deliverables

- Draft and final 2026 Post-Secondary Education Policy
- Draft and final Education Handbooks (K–12, Post-Secondary, Trades)
- 5-year Post-Secondary financial forecast
- Final summary report

Proposal Requirements

- Consultant experience and qualifications (First Nations education, policy development, and/or post-secondary programs)
- Proposed approach and timeline for completing the scope of work
- Budget proposal (hourly rate and/or total contract cost)
- References

Evaluation Criteria

- Relevant experience and qualifications
- Proposed approach and ability to meet timelines
- Budget and overall value
- Experience working with First Nations communities (asset)

Additional Information

This is a project-based consulting engagement. The Upper Nicola Band reserves the right to accept or reject any proposal and is not obligated to accept the lowest-priced proposal.





UPPER NICOLA BAND

FAMILY

SKI & SNOWBOARD LESSONS



AGES 8+

CHILD(REN) AND YOUTH MUST ATTEND WITH AT LEAST 1 PARENT / GUARDIAN

DATES:

JANUARY 17 & 31

FEBRUARY 21

MARCH 7

AT SUN PEAKS



WHAT'S INCLUDED:

LIFT TICKETS, RENTALS AND LESSONS; FUEL CARDS AND PREPAID VISAS FOR FOOD OPEN TO UNB MEMBERS AND FAMILIES. PARENTS WELCOME TO JOIN.

WHAT'S REQUIRED:

UNB BAND NUMBER OR LIVING IN COMMUNITY; JACKET, SNOWPANTS, GLOVES, GOGGLES (OPTIONAL). TRANSPORTATION (FUEL CARDS PROVIDED). FOOD AND SNACKS (PREPAID VISA PROVIDED).

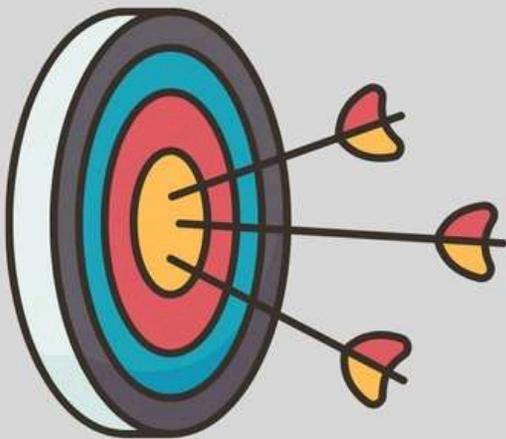
TO REGISTER CONTACT:

BUZZ MANUEL AT C: 250-315-3457 E: EVENT.COORDINATOR@UPPERNICOLA.COM

INFORMATION REQUIRED: NAMES OF WHO'S SKIING OR SNOWBOARDING; LESSONS REQUIRED? RENTALS REQUIRED? IF SO, CURRENT ABILITY & RENTAL SIZING

REGISTRATION DEADLINE: 4PM WEDNESDAY JANUARY 7TH

UPPER NICOLA BAND ARCHERY NIGHTS



Every Tuesday
From
January 6th to
March 10th 2026

**6:00 to 8:00 PM at the
Spahomin Community Hall**

Come out and learn and practise Archery with
Trained and Certified Coach Buzz Manuel.
Open to all UNB Members and Community Members.
No Experience Neccessary. Equipment is provided.
Please bring indoor shoes and a water bottle.
Registration is FREE and taken on-site every week.
Bring your own Bow if you have one.



**For More Information
Contact Buzz Manuel
T: 250-315-3457**





DRIVER'S TRAINING SUPPORT

Members who are interested in completing driver's training, can receive financial support from Upper Nicola Band to cover these costs. Training must be complete between April 2025 to March 2026.

This is open to UNB Members only. The driver's training can be complete in any community.

IF YOU HAVEN'T COMPLETED TRAINING YET:

Step 1: Obtain a quote from a driver's school.

Step 2: Submit the quote to UNB for review & approval.

Step 3: Once approved, UNB will connect with the driver's school to pay the invoice.

IF YOU'VE ALREADY COMPLETED YOUR TRAINING:

Step 1: Submit your receipts to UNB for review & approval.

Step 2: Once approved, UNB will reimburse you via e-Transfer for the costs you paid.

Funding is available for training completed between April 2025 to March 2026.

For more info or to apply, contact:
Shona - education@uppernicola.com
Geneve - ec@uppernicola.com





Health + Hockey is open to all UNB members ages 16+

HEALTH + HOCKEY IS ABOUT

- Playing hockey and having fun!
- It's like Drop-In Hockey but with skills & drills added each session
- Extra ice time / practice time to get in shape and prepared for upcoming hockey tournaments
- Drug and Alcohol Free Environment
- Open to UNB members ages 16+/ all genders

**Ice times are on Sundays from 4 - 5:15 PM at
Shulus Arena on the following days:**

November 30th December 7th and 21st
January 4th and 11th February 1st and 15th
March 1 and 15

**Registration is free! Full hockey gear is required.
Door Prizes each month!**



For more information and to register contact:

Buzz Manuel T: 250-315-3457

E: event.coordinator@uppernicola.com





Post-Secondary Funding Increase

Approved Amendment: Increase to Post-Secondary Funding

Effective: Winter Semester (January 2026)

Upper Nicola Band is pleased to announce that Chief and Council have approved increases to Post-Secondary learner funding to help address rising costs and better support learner success.

Funding Category	Increase
Tuition	+ \$200 per semester
Books & Supplies	+ \$200 per semester
Living Allowance	+ \$200 per month

Applies to eligible Upper Nicola Band Post-Secondary students (sponsored and deferred, as applicable).

Next Steps:

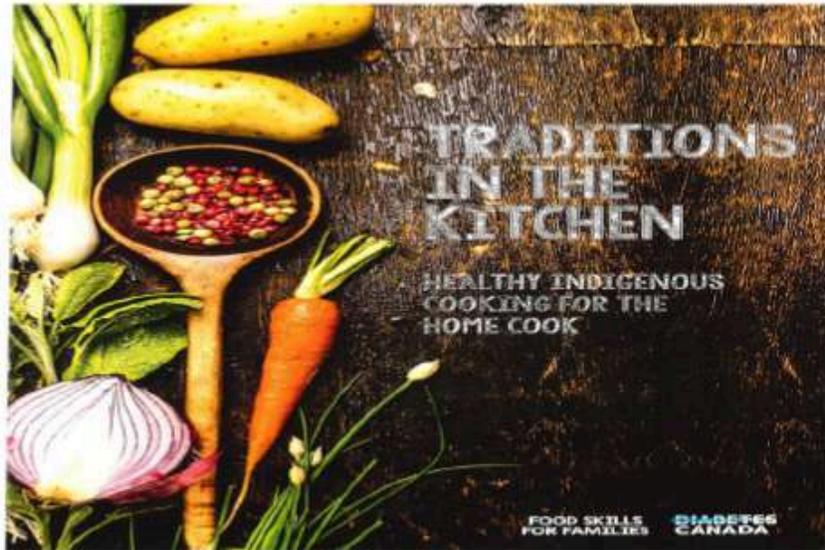
- Education will update Post-Secondary forms/policy and notify learners of the new rates.
- Updated sponsorship letters will be prepared for Winter 2026 and updates posted to the UNB website.

Contact

Shona Shuter Sparrow — Education Manager | education@uppernicola.com

Geneve Mc Rae | ec@uppernicola.com

Food Skills for Upper Nicola Families



We're running another food skills cooking class – if anyone is interested in coming in for 6 weeks, we will be cooking, learning to work with spices and new foods, having lots of laughter and fun with 11 other members, and learning different ways of cooking.

Our first start date will be in the new year:

- January 14, 21, 28, 2026
- February 4, 11, 18, 2026

This is open to Upper Nicola Band members and the Upper Nicola community. If you're interested, please give me a call to add your name to the list. There is space for 12 people at a time, and we will work in pairs.

To register or for more information:

Debbie Boston - 250-378-5058

Community Education and Information Sessions

Beginning in January, **Kevin Ward** will facilitate monthly Information Sessions,. (Possible locations will include the Pit House, Nkwala School, Glimpse Lake Camp, and/or the Health Centre in Quilchena) – Call 250-378-5058 -Health Centre

All interested Community members are invited to join us for a monthly gathering, focused on mental and emotional well-being. These sessions are a space to learn listen and share information about mental health, stress and resilience and a supportive respectful environment. Mental wellness is part of caring for the whole person. This monthly information session is offered for community members who want to learn more about mental health, anxiety & coping skills, and supports available, while honoring cultural values and lived experience.

Session Topics will include:

Relationship challenges,

Education around emotional and mental wellness,

Life stress reduction, coping and healing techniques,

Anxiety awareness, grief and depression healing activities

Personal Identity – who we are and who we come from

and many other resources for you to access, take home and share with your family. The goal is to provide information, reduce stigma and support community well-being for ourselves and our families.

Call 250-919-1417 (Kevin's cell) or 250-378-5058 (Health office) for Scheduled Location and time of sessions.



Stuwix Resources Joint Venture

2 - 98 Hwy 8, Merritt, BC V1K 0A7

Phone: 250-378-2277

Fax: 250-378-2541

Safety Notice

Forest Harvesting and Hauling Operations

UNB Cutting Permit 012 – Spahomin Lake

Where: Harvesting of blocks in UNB's CP 12 near Spahomin Lake. Road maintenance and hauling of logs on Spahomin Creek Rd through UNB IR to Douglas Lake Rd.

When: **November-December (Road Maintenance)**

January – early February 2026 (Harvesting and Log Hauling)

Who: Stuwix Resources – Supervising

Logging Contractor – Bar S Ventures

Why: Implementation of Upper Nicola Band's Forest License and WL1637.

Avoid use of Spahomin Creek Road beyond residential area during active hauling (January-early February).

Contacts:

Travis Munro – Harvesting Supervisor - Stuwix Resources – 250-315-3498

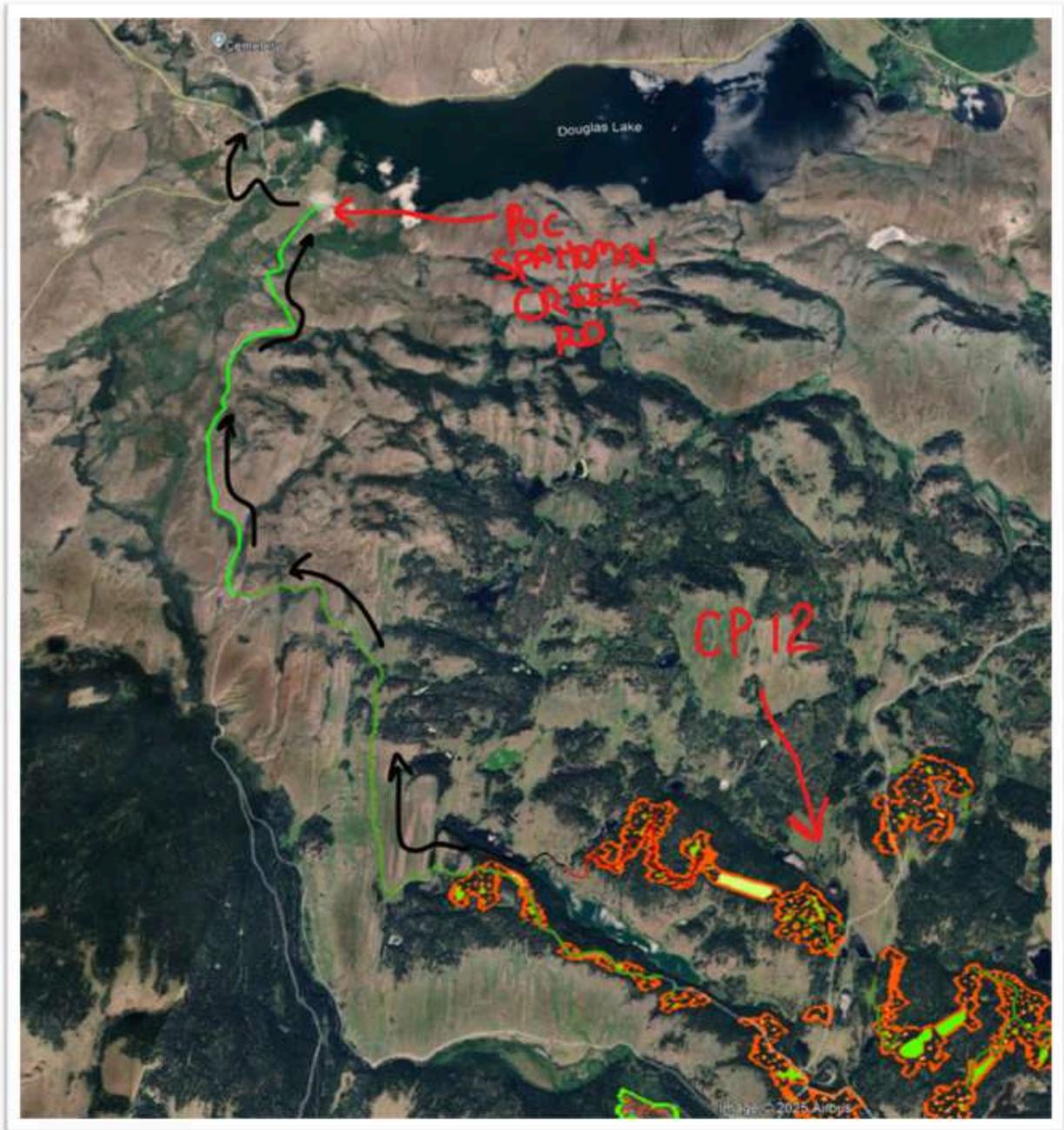
Shaun Hales – Planning Forester – Stuwix Resources – 250-510-3083

Stuwix Resources Joint Venture

2 - 98 Hwy 8, Merritt, BC V1K 0A7

Phone: 250-378-2277

Fax: 250-378-2541



2026 SPRING GATHERING



Salish
Fire Keepers
Society

REIGNITING THE LAND



Count Down

SFKS is proud to announce our 2026 Spring Gathering will be taking place in Kamloops, March 2026 - Dates TBA

You are invited to join us for two full days of hands-on workshops and shared learning.

We are sending a call out for community partners, attendees, sponsors and vendors.

Please email office.sfks@gmail.com for any inquiries.

More information coming soon.





Reflecting on Our Journey and Looking Ahead to 2026

Dear Members, Supporters, and Community Partners,

As 2025 draws to a close, we at the Salish Fire Keepers Society reflect with gratitude on another year of growth, learning, and connection. Since our grassroots beginnings in 2016, we have been guided by the wisdom of Nlaka'pamux, Secwepemc, St'at'imc, and Syilx Elders and Fire Keepers. Together, we strive to heal our environment and ourselves through practices that have sustained our people for generations.

This year, our devoted members have attended gatherings dedicated to cultural burning activities, including youth mentorship and knowledge sharing. These events provided invaluable opportunities for students, elders, knowledge keepers, fire keepers, land guardians and unit crew members to come together and share information to ensure that our traditions continue to thrive. These assemblies occurred at local, provincial, national, and international levels.

Looking ahead, we remain committed to expanding our initiatives. We are actively seeking new directors for our Board, including a Syilx representative and a Youth Director from one of the four nations we serve. If you or someone you know would like to help guide our society's future, we encourage you to submit a letter of interest and resume. All directors must be a member of SFKS, at least 18 years old, capable of managing their own affairs, and have a clear criminal record.

To continue our vital work and broaden our impact, we are reaching out for financial support. Your generous donations directly enhance traditional burning opportunities, educational programs, and collaborative projects led by our Elders and community members. Every contribution helps deepen our connection to the land, spirit, and each other, while preserving the valuable traditions of our ancestors.

We also wish to remind you that memberships for 2026 are now open. Membership ensures your voice is heard in our Annual General Meeting and supports our ongoing efforts. The yearly fees are \$25 for adults (ages 18–59) and \$10 for Elders (ages 60+) and youth (ages 17 and under). Please remember, membership must be current to vote at the AGM.

We thank you for your unwavering support and dedication to our shared mission. Together, we will continue to protect our environment, preserve our heritage, and strengthen our community for generations to come.

With gratitude and hope,
The Salish Fire Keepers Society Board of Directors & Staff





Sponsorship Letter for Salish Fire Keepers Society

December 17, 2025

Dear Community Members and Supporters,

We hope this letter finds you well. We are writing to you on behalf of the Salish Fire Keepers Society, a registered BC Non-Profit Society founded by Nlaka'pamux, Secwépemc, St'at'imc, Syilx Elders and Fire Keepers. Since our inception in 2016, we have passionately committed ourselves to the restoration and preservation of the cultural and traditional use of fire on the land to heal our environment.

Our members possess extensive knowledge and skills in fire management, prescribed burning, traditional medicine, environmental health, and indigenous 'Ways of Knowing'. We actively work to bring together and serve the members of our nations, ensuring that these practices are not only continued but also celebrated.

In recent years, as wildfires have intensified and ecological challenges have grown, the wisdom of our Elders and Fire Keepers is ever more essential. Through hands-on demonstrations, community gatherings, and educational initiatives, we strive to restore the traditional balance between people and the land, recognizing fire not as an enemy, but as a powerful ally. Our mission thrives through collaboration with partners who see the value in Indigenous-led stewardship

We are reaching out to your organization in the hope that you will consider sponsoring our initiatives, which include:

- Providing more traditional burning opportunities: We aim to concentrate on burning in more and larger areas of the neighbouring tribal lands.
- Mentoring our youth: Acting as visionaries and mentors, teaching them the significance of fire and its effects on our land, plants, animals, and waters.
- Deepening connections: Using fire to share our knowledge in a respectful manner, fostering connections to the land and spirit.
- Collaborative projects: Working with elders and community members from the Interior Nations, who contribute valuable guidance and support.

Your sponsorship will have a profound impact on helping us achieve our goals and ensure that these invaluable traditions continue to flourish. It will allow us to expand our burning projects, enhance educational programs for youth, and facilitate more collaborative efforts with surrounding communities.

We greatly appreciate your consideration and look forward to the possibility of partnering with you. Together, we can make a significant difference in preserving our cultural heritage and healing our environment.

Thank you for your time and support.

Sincerely,

Leona Antoine - Chair

Salish Fire Keepers Society

chairsfks@outlook.com



Membership Application Form

Thank you for your interest in joining the Salish Fire Keepers Society. Please fill out the following details to apply for membership. (Annual membership fees apply.)

Personal Information

Name: _____ Date of Birth: _____

Address: _____ Phone Number: _____

Email: _____

Which nation are you from?

Nlaka'pamux Secwépemc St'at'imc Syilx

What is your band? (if applicable) _____

Membership Category (Please select one):

- Adult (Ages 18–59): \$25.00
- Elder (Aged 60 and over): \$10.00
- Youth (Aged 17 and under): \$10.00

Payment Method

- Cash
- Cheque
- E-Transfer (payments can be made to office.sfks@gmail.com)

Declaration

I hereby acknowledge that I am an indigenous person, and my ancestry is from one of the four nations mentioned above. This is my application for membership and I agree to abide by the rules and regulations of the organization. The information provided above is accurate to the best of my knowledge.

Signature: _____

Date: _____

For Office Use Only:

Membership Number: _____ Received By: _____

Approved/Declined _____ Date Processed: _____

Notes: _____



Job Posting – Project Manager for Spring Gathering 2026

The Project Manager plays a pivotal role in overseeing and coordinating our 2026 Spring Gathering while ensuring the alignment with the society's strategic goals.

They must have the ability to secure additional funding, sponsorship opportunities, network, organize and oversee the project implementation to achieve strategic goals and driving organizational success.

Duties and Responsibilities

- Collaboration: Working closely with team members, stakeholders, and financial experts to gather accurate information and present a compelling case for support.
- Submission and Follow-Up: Ensuring proposals are submitted on time and following up with funders to address any questions or provide additional information as needed.
- Proposal writing and securing funding opportunities.
- Program Planning: Developing comprehensive program plans that align with organizational goals and include detailed timelines, budgets, and resource allocations.
- Team Management: Leading and managing project teams, providing guidance, motivation, and performance evaluations to ensure optimal team function and productivity.
- Stakeholder Engagement: Building and maintaining relationships with key stakeholders, including clients, partners, and sponsors, to ensure program success and sustainability.
- Risk Management: Identifying potential risks and developing mitigation strategies to ensure programs stay on track and within scope.
- Monitoring and Evaluation: Tracking program progress, collecting data, and generating reports to assess effectiveness and inform decision-making.
- Budget Management: Develop and oversee program budgets, ensuring expenditures are within limits, and adjusting as necessary to avoid overruns.
- Prepares budgets, scheduling expenditures, analyzing variances, and initiating corrective actions.
- Managing contracts and agreements with clients to ensure all requirements are fulfilled.
- Follows all bylaws, policies and procedures of the society.
- **Reporting to the Board of Directors with the following:**
 1. Project Updates
 - Identifying potential/additional funding sources
 - Status of project and key milestones achieved including deliverables and timelines
 - Any delays or issues encountered
 2. Financial Performance
 - Budget (proposed vs actuals) adherence and variances, cost management efforts
 - Projected financial outcomes and funding requirements if necessary
 3. Risk Management
 - Potential risks and their implications, mitigation strategies and contingency plans in place

4. Performance Metrics

- Key performance indicators (KPIs), project deliverables, comparison against benchmarks

5. Strategic Alignment

- How current projects support overall strategy
- Proposals for new initiatives
- Recommendations for realignment if necessary

6. Stakeholder Engagement

- Communication strategies
- Feedback from key stakeholders and actions taken to address stakeholder concerns

7. Resource Allocation

- Resource allocation and utilization
- Personnel assignments and changes
- Requests for additional resources

8. Compliance and Governance

Ensuring compliance with laws, regulations, and internal policies is a key responsibility.

- Adherence to compliance requirements including issues and resolutions
- Governance practices

This will be a contract positions for the term of 11-12 weeks (funding dependant - could lead to a permanent position).

Start date: Jan 19, 2026

Part time: 3 days/week

Rate of Pay: TBD

Please send your cover letter and resume with your qualifications to office.sfks@gmail.com



NOW CASTING

Indigenous People

ADVENTURE

CULTURE

A LIFE CHANGING JOURNEY

CAN YOU SURVIVE

ON THE LAND?!

**Send a 60 sec video introducing yourself
castingforadventure@gmail.com**

**Deadline: Midnight (PST) January 15th, 2026
MUST BE "CANADIAN" and 18+**

We are seeking donations of deer hides, brains and antlers. All parts of the animal are of use for future projects in the community.

This Hunting Season Upper Nicola
Departments, sqilx^w4cáwt, K^wu Stəmtíma?
and N'kwala School are seeking
donations of

- Deer Hide
- Deer Brain
- Antlers

For future projects

k^wu k^wuk^wstx^w - Thank you, in advance

Drop off at the spaxmn pithouse

Contact Juanita Lindley

syilx3@uppernicola.com

(250)350-3342



sqilx^w
caw't



Bring Families Together

The Upper Nicola Band will provide up to \$2,000.00 towards family reunions & gatherings until March 31, 2026. Each one of our main families can make one application. You could work on a family tree, socialize, bond, tell stories, or enjoy a meal together.

We are encouraging families to take advantage of this opportunity. If the funds aren't used, they may not be available in future years!

Funds can be used to pay for food, supplies, or activities (not including alcohol). A budget needs to be submitted, and funds will be given for approved costs. Afterwards, receipts need be submitted.

To apply, please submit:

- Family name
- Name for payment
- Date of reunion/ gathering
- Location
- A clear & concise budget

Ideas for Gathering

- Share a family meal
- Do an activity on the land
 - Camping

To apply or for more info:

Sylvester, k^wu stəmtíma? Assistant
kwustem.assist@uppernicola.com



Family Reunion & Gathering Funding Frequently Asked Questions

- 1 Who is eligible to receive the funding?**

Each one of our main families can make one application. The application can be complete by one family member or more. After your budget is approved, the funds will be given to the applicant.
- 2 Does every family member have to be invited or attend?**

The event organizers have to make an effort to invite every family member, but it is up to each individual family member if they choose to attend.
- 3 When will I receive the funds for the event?**

You will receive the funds after your budget is approved. You will need to submit receipts for all purchases afterwards.
- 4 What can the funds be used for?**

The funds can be used to purchase food, supplies, and activities. The funds can't be used to purchase drugs or alcohol.
- 5 If family members disagree on what to do with the funds, can UNB provide guidance?**

Decisions regarding what to do with the funds must be made by the family. If there is disagreement, we encourage the family to have a group discussion and come to an agreement together.
- 6 How long will this funding be available?**

All funding must be used by March 31, 2026.

Have more questions?

Sylvester, *kʷu stəmtíma?* Assistant
kwustem.assist@uppernicola.com





M-POWER Scholarships Indigenous Peoples Scholarship

Application Deadline: March 22nd, 2026

Scholarship Overview

McElhanney strives to be a trusted partner to Indigenous communities across Western Canada, and we are proud of the Indigenous talent we employ. With an ongoing commitment to honour, respect, and hear the voices of Indigenous Peoples, our mission is to partner with Indigenous talent who are considering a career in Science, Technology, Engineering, and Math (STEM), Business Support Services, or Administration Services. The McElhanney Indigenous Peoples Scholarship provides Indigenous students and intergenerational community members with the option of completing or upgrading their education while engaging in hands-on training to support their long-term career goals.

Career Paths

Hands-on career training will be made available through full-time or internship opportunities, which are reserved for individuals who have an interest in one or more of the following career paths.

- STEM Services
- Business Support Services (HR, marketing, communications, finance, IT, etc.)
- Administration Services (administrative support)

In your application, please select your career path of interest.

Scholarship Eligibility & Application

To confirm your eligibility for this scholarship and to learn more about the application process, please [visit our website](#).

We welcome applications from Indigenous students of all backgrounds, including, but not limited to, women, persons with disabilities, members of 2SLGBTQIA+ communities, and other equity-deserving groups.

Candidates are also encouraged to apply for an internship or a new graduate opportunity at McElhanney. Check McElhanney's [Careers Page](#) and your post-secondary institution's communications regularly for updates.

Perks

As the recipient of McElhanney's Indigenous Peoples Scholarship, you will receive:

Industry Mentorship Opportunity



Be paired with a McElhanney industry professional who will support you in achieving your professional goals. Together, you will discuss training, coaching, or career aspirations of interest to you.

Financial Support



This scholarship offers up to \$6,000 for tuition, textbooks, supplies, and living expenses (on-campus accommodations).

Real-world Experience



Members of intergenerational communities receive hands-on training for careers at McElhanney, while students in accredited programs are offered paid internships aligned with their career goals.

Recognition



We will share your efforts and accomplishments on McElhanney's website and social media channels (great for your resume or portfolio).



[Apply Now](#)

Explore all 2025 M-POWER Scholarships:

- [McElhanney Indigenous Peoples Scholarship](#)
- [McElhanney Technical and Digital Innovation in Engineering & Geomatics Scholarship](#)
- [McElhanney Women in Geomatics & Geospatial Scholarship](#)
- [McElhanney Women in Engineering Scholarship](#)

April 1, 2025 to March 31, 2026

Recreational Funding for UNB members.



To be eligible

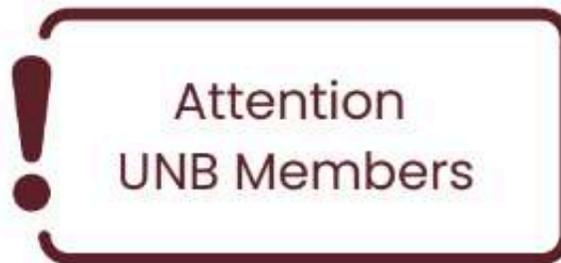
- Each UN member who is eligible and approved will be allotted up to the amount of three hundred dollars (\$300.00), maximum yearly amount.
- Receipts need to be dated between April 1, 2025 to March 31, 2026

Eligible Activities:

Any recreational activity that includes sports fees and equipment, gym fees and equipment, outdoor activities, equipment, ect

You are also able to submit for traditional supplies you may be buy to do: bead work, Hide tanning, fishing/ hunting and canning

**You can submit your applications to:
Thelma Chillihitzia officemanager@uppernicola.com**



As of December 31, 2025, UNB will no longer be issuing cheques for payment. We are moving to **electronic funds transfer**.

If you have not already provided your banking information, including a **Void Cheque**, please contact:

Cathy Tom, Accounts Payable
250-350-3342, ext. 228
ap@uppernicola.com

We need to have up-to-date information, so payments aren't delayed.

If you have further questions, please contact:

John Adebajo
cfo@uppernicola.com | 250 350 3342





Job Posting

Position: Communications Liaison

Department: Communications

Start date: ASAP

Wage: \$50,000 - \$60,000 per year

Hours of Work : 32-40hrs per week

Reports to: Communications Officer

Role:

We are seeking a motivated and detail-oriented Communications Liaison to support our internal and external communication efforts. This entry-level role is perfect for someone with strong writing, organizational, and interpersonal skills who is eager to grow within a dynamic communications team. The successful candidate will assist in crafting messages, managing media relations, and supporting cross-functional communication initiatives that promote UNB's mission.

Key Responsibilities:

- Assist in drafting, editing, and distributing internal and external communications including newsletters, press releases, social media content, talking points, and presentations.
- Serve as a liaison between the communications department and other internal teams to ensure consistent messaging and timely information sharing.
- Support the coordination of public relations and media outreach efforts, including maintaining media lists and tracking coverage.
- Help manage social media platforms and monitor engagement metrics.
- Participate in the planning and execution of events, campaigns, and communications strategies.
- Monitor and summarize news coverage and industry trends relevant to the organization.
- Maintain content calendars and support project timelines to ensure communications are delivered on schedule.

Qualifications/Experience:

- High School Diploma (or equivalent).
- Valid driver's license and access to a vehicle daily.
- Excellent written and verbal communication skills.
- Familiarity with social media platforms and digital communications tools such as Facebook, Instagram, and design tools such as Canva, Adobe Suite.
- Strong interpersonal skills and ability to work collaboratively across departments and community members.
- Consent to a criminal record check (no criminal convictions).
- Ability to travel within the community and attend training sessions or workshops, including outside the nation if required.

Required Knowledge, Skills and Abilities:

- Strong community engagement and involvement.
- Proficiency with current computer programs.
- Effective communication skills.

How to Apply:

Send cover letter and resume by via hand delivery, mail, or e-mail, to: hr@uppernicola.com

HR - Upper Nicola Band – General Delivery, Douglas Lake, BC V0E 1S0

Upper Nicola Band thanks all applicants. Only those shortlisted for an interview will be contacted.



Job Posting – open to UNB Band Members ONLY

Position: i? sqlx^wcawt Community Safety Events Coordinator

Term: Contract base position

Department: Cultural Safety

Start date: ASAP

Wage: Grade 4 (\$19.38-\$25.40)

Hours of Work : 32-40hrs per week

Reports to: Cultural Safety Lead

Role: The i? sqlx^wcawt Community Safety Events Coordinator supports cultural safety and land-based programming by organizing community events that reflect Syilx values of connection, respect, and collaboration. Working with the i? sqlx^wcawt team, Nkwala School, Elders, and others, the role helps create safe, inclusive spaces for cultural learning through the 13 Moons framework and related initiatives.

Key Responsibilities:

- Provide administrative and coordination support to the i? sqlx^wcawt – Cultural Safety Lead and team.
- Plan, schedule, and assist in delivering land-based learning events aligned with the 13 Moons and cultural safety framework.
- Manage event logistics, including venue bookings, transportation, catering, supplies, budgeting, and honoraria.
- Collaborate with Nkwala School to support cultural learning opportunities for students and families.
- Build and maintain respectful relationships with Elders, Knowledge Holders, community members, and departments.
- Assist in creating event materials such as posters and community notices.
- Maintain attendance records, event summaries, and support basic reporting requirements.
- Perform additional duties as needed to support i? sqlx^wcawt programming.

Qualifications/Experience:

- High School Diploma (or equivalent).
- Experience in event coordination, administration, or community engagement.
- Knowledge of or willingness to learn about Syilx cultural values, land-based learning, and trauma-informed approaches.
- Valid driver's license and access to a vehicle daily.
- Ability to travel within the community and attend training sessions, events or workshops.

Required Knowledge, Skills and Abilities:

- Strong organizational and time-management skills with the ability to manage multiple priorities.
- Comfortable using Microsoft Office (Word, Excel), email, and scheduling tools.
- Strong communication skills—clear, respectful, and community-oriented.
- Ability to work independently and collaboratively within a team.
- Valid driver's license and reliable transportation is an asset.
- Criminal Record Check is required.

How to Apply:

Send cover letter and resume by via hand delivery, mail, or e-mail, to: hr@uppernicola.com

HR - Upper Nicola Band – General Delivery, Douglas Lake, BC V0E 1S0

Upper Nicola Band thanks all applicants. Only those shortlisted for an interview will be contacted.



Upper Nicola

Job Posting

Position: Early Childhood Educator
Department: UNB Daycare/Headstart
Term: Permanent Full Time
Start date: ASAP (or until position is filled)

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

Reports to: Daycare/Headstart Manager

Role:

The Early Childhood Educator provides education and development services to children aged 0-5. The Early Childhood Educator works specifically in the UNB Daycare/Headstart.

Key Responsibilities:

- Develops and provides excellent curriculum-based programming for the children that promotes Syilx Okanagan culture and language, school readiness, health & nutrition, and social support.
- Keeps records as pertinent to the program i.e., Attendance, Incidence, Fire Drill, etc.
- Follows policies and procedures as outlined by the Ministry in accordance with licensing policies and UNB policies.
- Prepares and provides nutritious snacks for the children.
- Promotes health and hygiene, to prevent the spread of illness, by following best practices for hand washing, diapering, food preparation and by implementing regular cleaning routines (sanitization of toys, kitchen, and other surfaces).
- Keeps a neat and organized work environment.
- Meets and greets parents and guests in a professional manner.
- Communicates with the parent and provides written and oral communication regarding all incidents both positive and negative. Updates professional qualifications in a timely manner.
- Enhances personal skills as part of professional development. Administers assessments (ex. Ages and stages).
- Performs all duties and responsibilities in accordance with the UNB policies, standards, and procedures, and as directed by the UNB Headstart Manager.

Qualifications/Experience:

- BC Early Childhood Educator License or pursuing
- Valid First Aid with CPR Level B
- Valid Driver's License and acceptable driving record
- Valid Food Safe Certificate (preferred)
- Acceptable Criminal Record Check (with Vulnerable Sector Search)
- Minimum 2 years Early Childhood Educator experience (preferred)
- TB Screen is required annually

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

Human Resources

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

Tel: 250 350-3342

hr@uppernicola.com

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



Stuwix Resources Joint Venture

2 - 98 Hwy 8, Merritt, BC V1K 0A7

Phone: 250-378-2277

Fax: 250-378-2541

Employment Opportunity

Job Title: Natural Resource / Forestry Summer Student

Location: Merritt, B.C. (Nlaka'pamux and Syilx Territory)

Term: May 1 – August 31, 2026

Wage: \$20.00 - \$24.00 per hour

Duties and Responsibilities:

- Assist in monitoring(quality) of tree planting program
- Monitor(quality) and administer site preparation projects
- Perform and evaluate quality of silviculture surveys
- Collect and compile pre-harvest timber development data consistent with T'mixw Principles, *Forest and Range Practices Act* and Forest Stewardship Plan(s)
- Prepare and administer contract documents for the above projects and programs

Supervision and Training that will be provided:

- Safe Work Procedures, Environmental Management System and truck/light vehicle use,
- One-on-one direct supervision by Staff and Registered Professionals,
- Training in road maintenance, management and related systems to assist with the management of Stuwix's road infrastructure.
- Experience in cultural expectations of local First Nations communities and how they integrate with resource (riparian, soil, timber, fire mitigation and cultural) management
- Experience in site plan field data collection and development of operational plans to support managed Forest Licenses, Woodlots or other tenures.
- First Aid and Fire Suppression (S100, S100A), if required

Required Qualifications:

- Currently enrolled in a Forestry or Natural Resource Program
- Valid B.C. drivers license
- Ability to complete work in strenuous terrain for lengthy periods of time
- Ability to work with minimal supervision when competence in training allows
- Knowledge of Microsoft® software and field applications such as Avenza Maps, Garmin Apps.

Please submit resume to Stuwix Resources Joint Venture, 2 – 98 Hwy 8, Merritt, B.C. V1K 0A7, by 3:00 pm Friday January 2, 2026.

Please apply by forwarding a resume and cover letter to Connie Joe, Office Administrator

Email: admin@stuwix.com. Subject line: [Natural Resource/Forestry Summer Student](#)

Mailing Address: 2-98 Highway 8, Merritt, BC. V1K 0A7



A FIRST NATIONS COMPANY

www.stuwix.com



Feedback & Contact

Phone: 250-350-3342

Fax: 250-350-3311

**Mail: General Delivery
Douglas Lake, BC, V1K 1S0**

Website: www.uppernicola.com

Email: communications@uppernicola.com

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

Instagram: @uppernicola

X/Twitter: @band_upper

YouTube: @uppernicolaband

TikTok: @uppernicola



Upper Nicola

MEMBERS OF UPPER NICOLA BAND



NEVER MISS AN UPDATE

GET THE APP

The app uses state-of-the-art technology to notify UNB members of breaking news, documents, videos, and events, instantly delivered via push notifications.

- **JOB OPENINGS**
- **SURVEYS**
- **EVENTS**
- **NEWS**

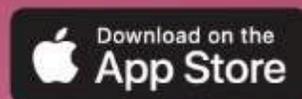


UNB
Application Form Released
Here is the application form you will need to hold your spot. Tap for more info.



HOW TO GET THE APP

- 1** Scan the QR code below or visit the App Store or Google Play Store and Search 'Upper Nicola Band'
- 2** Tap 'Register' under 'Member Login'
- 3** Fill out your information and press 'Register'
- 4** Click the verification link in your email address



Stay Connected

There are multiple ways you can stay connected to what's happening in Upper Nicola.



Community News & Calendar

www.uppernicola.com/community-news
www.uppernicola.com/events



Newsletter

Receive it in person, via email, or find it on our website.



So You Know Audio Newsletter

www.youtube.com/@uppernicolaband



Upper Nicola Sylix Band App

You can download the app onto your phone.



UNB Live on YouTube

www.youtube.com/@uppernicolaband



Facebook

www.facebook.com/uppernicola



Instagram

www.instagram.com/uppernicolaband



X (formerly Twitter)

https://x.com/band_upper



Digital Sign

Located at the corner of Hwy 5A & Douglas Lake Rd



TikTok

www.tiktok.com/@uppernicola

Get In Touch
communications@uppernicola.com | 250-280-3772

