The Smoke Signal
Official Newsletter of the Upper Nicola Band
Wednesday, Nov 25th, 2026

Bingo & Lunch at the Health Center



Some of the members who showed up for bingo

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Tree Enchantment, page 8!

On November 19th, the Upper Nicola Health Center held a community engagement session. Members played Bingo and had a lunch. Approximately 15 people attended and tried thier luck.

Some benefits of playing a round of bingo: **Improved cognitive ability -** according to the British Psychological Society, bingo can improve the brain's processing speeds, alertness, and memory capabilities. **Improved concentration -** as we get older, our ability to concentrate can decline so it's important to do mind activities to keep us alert. **Improved hand-eye coordination -** as we age, our reflexes and coordination begin to decline so it's important that we maintain those motor skills. **Increased social engagement -** Did you know that having an active social life can possibly slow the decline of memory loss? **Winners are grinners -** There's more to it than winning, but who doesn't like to win? Especially if there is a little prize involved. The feeling of winning can help release dopamine, which triggers the 'feel good' chemical in our brain, plus it gives you bragging rights.



Education Department safety notice



STOP. Wait. PROTECT KIDS.

Red flashing lights mean students are getting on or off the bus.
Reports from concerned parents indicate that drivers are ignoring flashing lights and stop signs on school buses, as well as speeding in the community.

To address this issue, consider these tips:

- Drive as if a child's life is at stake. (your child, grandchild, neice, etc)
- Practice time management.
- Obey traffic rules regarding buses and stop signs.

A message from UNB Education Department

A Memorable Experience at the kł cp̓əlp̓k stiḿ Hatchery

From October 26 to 28, Emily Friesen (an on-call monitor) and I had the delightful opportunity to collaborate with the kł cp̓əlp̓k stiḿ hatchery in Penticton.

Day One: A Tour and Broodstock

- We began with a brief tour of the hatchery.
- Next, we traveled to Oliver to observe the broodstock operation on the Okanagan River.

Day Two: Seining Salmon

- Our second day commenced early; we gathered at the hatchery and journeyed to the Okanagan River with the Seining crew.
- We divided into two teams:
  - One group moved downstream with the net.
  - The other group scared the salmon upstream towards the netters.



Emily & Natalie holding bucks



Seine crew sorting fish

As the two groups converged, those on the net's edges curled inward, effectively trapping the salmon. Once captured, the salmon were sorted into males and females; this time, we only retained the males, releasing the females back into the water. The males were placed into bags with mesh ends to allow water circulation. After two hours of this process, we returned to the area with cages to store the salmon.

After seining, we proceeded to extract the milt from the males. This involved gently stunning them, holding them against our bodies, and carefully pinching along their stomachs, stopping just before the vent. Each male's milt was collected in separate containers while the males were sent to the lab for testing.

Day Three: Anesthesia and Egg Harvesting

On our final day at the hatchery, we began by working with the females already present.

- We administered anesthesia, briefly stunned them, dipped them in Ovadine, and then positioned them upside down, making a quick incision in their gills to allow blood to drain.
- After hanging for a few minutes, we wrapped paper towels around the head and anal fin to prevent any blood or mucus from contaminating the eggs.
- We then carefully extracted the eggs and set them aside.



Milting process

Once all the eggs were harvested, we initiated the fertilization process at the kł cṕəlḱ stiḿ hatchery, matching two males to each female. After adding the milt and gently stirring, we introduced a milt activator (typically just fresh water) and allowed the mixture to sit for two minutes before carefully draining it. Following drainage, Ovadine was added to disinfect the eggs. They usually sat in the Ovadine for about an hour before being transferred to tanks for incubation.



Seine crew, Broodstock Crew & UNB Stewardship employees who completed this work

Participating in this process was a remarkable experience; both the seine and hatchery teams were extraordinary people to work with.

-Natalie Holmes

Title & Rights Assistant

Education Department Update

Parents & Guardians

Your Signature Is Needed

Sign the Application for Education Financial Assistance, so your **K–12** student **living on reserve** can get help with school costs for 2026–2027.



Who can apply

Parents and guardians of Upper Nicola Band students in **Kindergarten to Grade 12** who live on reserve.

Your signature also lets your child's school **share school records** with us, so we can support your child and confirm their allowance.

What it can help with

- ✓ School supplies
- ✓ Tutoring
- ✓ Grade 12 graduation costs

How to apply

1
Come to the Education Department, or ask us to email you the form.

2
Fill it in and attach a copy of each student's status card.

3
Sign both signature sections and return it in person, by mail or by email.

SIGN AND RETURN BY

November 30, 2026

i? scmypnwiłntat
Our Learning, Our Knowledge
Education Department

QUESTIONS? CONTACT EDUCATION

education@uppernicola.com · (250) 350-3342

Geneve McRae, Education Assistant

ec@uppernicola.com

Upper Nicola

Application for Education Financial Assistance, K-12 students living on reserve, 2026-2027 School Year

- This form is an application for education financial assistance for students attending K -12, living on reserve attending School District 58 or Nkwala School. **(NOMINAL ROLL)**
- **Please fill in aseparate form for each student**
- **Forms with missing or incorrect information will not be processed.**

LegalStudentName:_____

☐ Male ☐ Female Grade: _____

DateofBirth:(year/month/day)_____ Phone: _____

Cell: _____

NameParent(s)/Guardian(s):_____

MailingAddress:_____

BandName:_____Status#_____

School student will be attending:

☐ Central
☐ Merritt Secondary
☐ N'Kwala

If there are any changes to School, Address and Phone #, please make these changes with the Education Manager.

_____ Supplies CODE: _____

_____ Allowance (Grade 7-12) CODE: _____

In-School Program- Elementary & Secondary K - 12

Student Name:_____

Grade: ____ _____ School: _____

I understand andagree to the following:

- □ I realize that this form represents an application only that I hold responsibility to support my child in reaching his/her academic success.

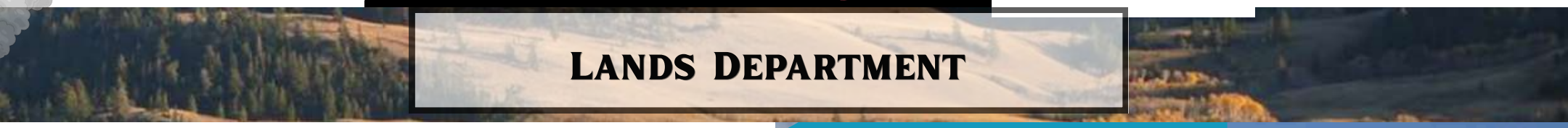
- □ Iunderstand UNB will support my child with following financial support:
  A) Student Fees - covers extra-curricular cost such as sports, clubs, membership, etc.
  B) Student allowance (Grade 7 – 12)

- □ I realize that my child will no longer be eligible for further assistance when:
  A) He/she has too many inexcusable absent days from school.
  B) He/she leaves school, and we shall inform the Upper Nicola Band Education Department immediately if this should occur.

- □ I hereby consent to the release of progress and attendance records from my child's school to Upper Nicola Band: Education Manager, as we work collectively to ensure the success and high achievement for your child's education.

_____ _____
Parent/Guardian Print Name Date

_____
Parent/Guardian Signature



Lands Department

Land Code

Upper Nicola Band is in the developmental phase of developing our Land Code, in order to keep all band members (on and off reserve) informed of the process, all that entails and to keep our eligible voters list up-to-date, please ensure we have your current contact info: mailing address and phone number to landsassist@uppernicola.com. limlemt.



Our Department Services

Land Process	Wills	Estates	Land Code
Assist with Land Transactions, Transfers And Allocations	Assist with writing Wills	Assist with administering Estates	Land Code information

Documents Available at uppernicola.com/lands:

- Land Allocation Plan 2025
- Land Use Plan 2025
- Will & Estates Planning Booklet

Please schedule your appointment in advance to guarantee our availability and allow us ample time to collect all necessary documentation for your assistance. Many inquiries require significant time to resolve.

Office: 250-350-3342 | **Hours:** Monday to Friday, 8:00 AM to 4:30 PM



Susan Manuel, *Lands Manager*
lands@uppernicola.com

Iris DeMontigny, *Lands Clerk*
landsclerk@uppernicola.com





Leanne Dynneson, *Lands Assistance*
landsassist@uppernicola.com

UNB Health & Hockey Program
October - January | Sundays

Program details:

- Safe environment to play hockey
- An opportunity to exercise, get strong & be fit
- Drop-in hockey + skills & drills
- Extra ice time to practice & improve fitness
- Drug & Alcohol free environment
- Open to UNB members
- Ages 16+ / All genders
- Registration is free! Just show up, sign in
- Full hockey gear is required
- Have FUN!

November: 29
December: 6, 13
Family Skate: December 20

Time: 4:15 - 5:30pm

Shulus Arena

Info Contact, Buzz Manuel: (250) 280 - 3755 | event.coordinator@uppernicola.com

Christmas Tree Enchantment

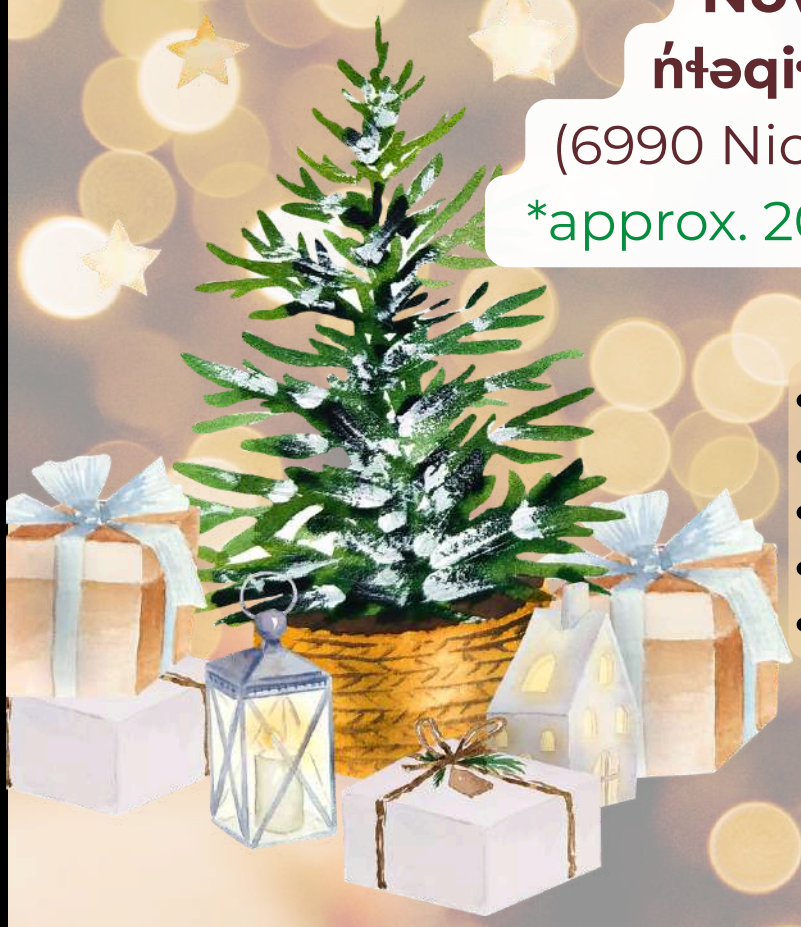
Nov 27-Dec 6 | 8am-6pm

ńtəqiɬməɬx Community Center

(6990 Nicola River Road, Quilchena BC)

approx. 20 mins from Merritt on Hwy. 5a

21 TREES THIS YEAR!



- Win the tree & all the gifts under it!
- **Each tree valued at $700-$4000!**
- **Ticket packs:** 5/$5 or 20/$20 (no single tickets this year)
- In person **or** etransfer available
- Accepted: cash, debit

SCAN ME

- e-Transfer payments to **payments@uppernicolaband.com** (buy tickets in sets of five).
- Scan the QR code and fill out the form indicating the number of tickets for each tree.
- A volunteer will distribute tickets and provide confirmation.

You are invited to attend the

ANNUAL UNB YOUTH CHRISTMAS PARTY

DEC 13 I 9AM

ḥtəqitməɬx Community Center

- 9am - Breakfast
- Performances by UNB members
- Santa will be there!



Register Now

Info Contact, Kim Fuller: (250) 315 - 3671 | Kwustem.assist@uppernicola.com

Children's Christmas Market

Dec 8 & 9 | 5-8:30pm

Nkwala School

A magical little shopping experience for children to get presents for family.

Shop & Share the Christmas Spirit



- Every thing $5 (limit of 5 gifts/child)
- 1 ticket for higher valued items/child
- Wrapping Station available
- Snack lounge for parents/grandparents to relax while kids shop
- *__Cash only,__ no debit available on site*

Info contact, Annette Alexander via Facebook

nsyilxcen sessions

Mon, Dec 14 & 21 | 9-10a

ḥtəqitməɬx Community Center



- We will focus on nsyilxcen sounds, intro's and common phrases
- Open to staff & community members
- No prior knowledge req'd

Info contact/confirm attendance, Justine | syilx2@uppernicola.com

tmixʷ naqscn
(Forest Landscape Planning)
Dec 2, 10a-2p | Dec 4, 5p-8p
Ńłəqiłmlx̌ Community Center

Join us and give input on cultural values in the Forest Landscape Planning table.

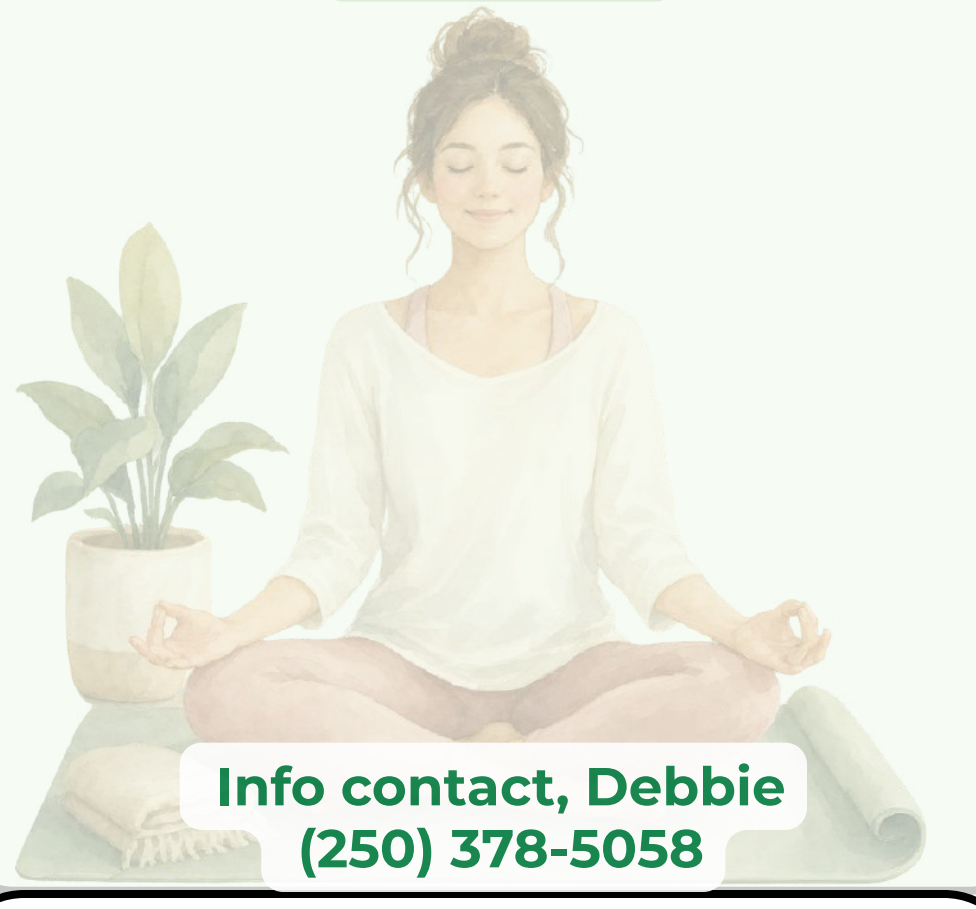


- Held by Councillor Dennis MacDonald & UNB Stewardship Department
- Food will be provided

Natalie Holmes
tr.assist@uppernicola.com

Health & Wellness Outings

Shopping: Kamloops or West Kelowna
Nov 26 | Leave: 8:00am
Health Office



Info contact, Debbie
(250) 378-5058

Wellness Workshops
9am-4pm
ńłq̓iłəmlx̓ Community Center

You're invited to join us for a series of 1 day wellness workshops with counsellor Mary Gregoire. Light snacks, lunch & doorprizes



- **Dec 3: Appreciating my voice**
- Jan 14: Restoring the Gift of each other

Juanita: syilx3@uppernicola.com
LeSandra:
community.safety3@uppernicola.com

captikʷɬ Story Telling
January 9 & 10| 10am
NVIT Merritt

Save the Date

Lunch & Dinner provided.



Craft & Meet

Tuesdays | 5pm

Nkwala Language Trailer



If you'd like to join us for an evening of socializing, dinner, and crafting, all supplies will be provided, and everyone is welcome to attend!

Info contact, Linda Holmes
nsyilxcen@uppernicola.com
(250) 350-3370

Mammogram Screening

Nov 26 | 3:20-5:30

Best Western Plus

(3969 Crawford Ave, Merritt)



Mammograms are available for women 40+. Book a free screening mammogram. **Visit:** www.screeningbc.ca to learn more

Info contact: Maple Manuel
(250) 378-5058

General Band Meeting Online Via Zoom

Nov 25 | 6pm

Meeting ID: 839 3685 3015

Passcode: 900152

Agenda:

1. Adoption of the Nov 25 , 2026 Agenda
2. Meeting Minutes from Oct 28, 2026
3.
4.

Meeting is recorded for note taking purposes. This meeting is a safe space for all membership and visitors, so all in attendance must be respectful. Any abusive language, belligerence, or non respectful actions will result in members being ejected from the Meeting. By joining the meeting you agree that you understand this information.

Link: https://us02web.zoom.us/j/83936853015?pwd=WQSzEACTzHEpgSqTJP6QsrN1buff85.1

UNB Fire Practice

Thursdays | 6p-8p

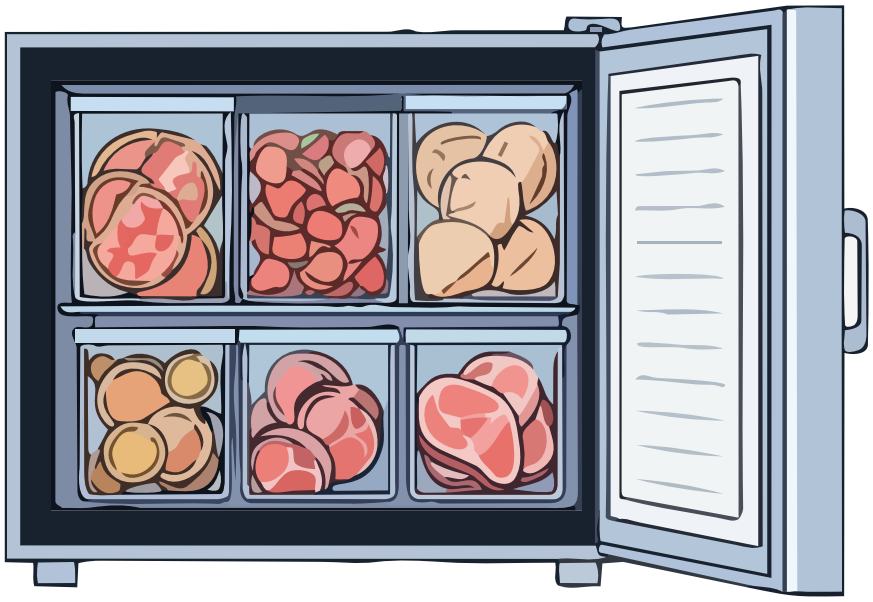
UNB Fire Hall



Fire practice is for community volunteers to learn skills to effectively manage fire & other emergencies.

Fire Chief: Mahendra Paul
firedept@uppernicola.com
(250) 350-3331

Freeze Dry Workshop
Dec 1 | 10a-2p
Health Office



Learn to preserve food for 25+ years.
Help end food waste.

Info contact, Deb Boston
(250) 315-6831

ALL UNB Offices Closed
Thurs, Dec 24 - Sun, Jan 3
For Christmas Holiday

HAPPY HOLIDAYS

Offices will resume normal business hours Mon, Jan 4th

-way’

Community Christmas Dinner
Dec 14 | 5pm
ńłq̓iłəmi̓x Community Center

The UNB community is invited to a Turkey & Ham Dinner with all the sides and fixings



Elder’s who need a ride can contact the Health Center

Info, Deb Boston | (250) 315-6831

Christmas Craft Fair
Dec 2 | 12-6p
NVIT Gymnasium



Bring your friends & family, admission is free! We invite you to support local artisans- handmade crafts & goodies-

Info contact, NVIT
(250) 378- 3300

Turkey Bingo & Bake Sale
Dec 6 | 4pm
Nkwala Gym







- **Bingo**
- **Bake Sale**
- **Concession**

Join us for a joyful evening of Christmas Bingo fun!

Info Contact: Catherine Holmes
(250) 350-3370

You're invited

Christmas Luncheon & Concert
Dec 16 | 12-2p
Nkwala School Gym







We are also collecting non-perishable donations for the food hampers that go to the Nkwala School Families. **-way'**

Info contact, Catherine
(250) 350- 3370

The Smoke Signal

smuqʷáqʷtn - *Snow time* (Nov 8 - Dec 7)

NOV/DEC 2026

skʕaċíẇs S	skixʷíẇs M	sʔasl̓ásq̓t T	skaʔɬlásq̓t W	smasq̓t TH	scl̓kstasq̓t F	skɬaʔásq̓t S
22 **For more detailed info, check the "Community Events" pages**	23 **FREE SWIM & GYM** Mon, Wed & Fri	24	25 **Band Meeting 6pm**	26 **Shopping** *(Kamloops or Wesk K)* 8am Fire Practice 6-8p Mammogram Screening 3:20-5:30	27 **Merritt Christmas Parade**  **Tree Enchantment Fundraiser**	28
29 Health & Hockey 4:15 - 5:30 pm	30 **EDUCATION ASSISTANCE APPLICATION DEADLINE (See pages 4-6)**	1 December Craft & Meet 5pm Freeze Dry workshop 10am	2 Forest Landscape Planning 10a-2p Christmas Craft Fair 12-6pm	3 Fire Practice 6-8p Wellness Workshop 9-4	4 Forest Landscape Planning 5p-8p	5
Tree Enchantment Fundraiser						
6  Bingo & Bake Sale 4pm Health & Hockey 4:15 - 5:30 pm **Final Day!** *Tree Draw*	7 **Chief & Council Meeting** nsyilxcen class 9-10a	8 Craft & Meet 5pm Children's Christmas Shop 5-8:30pm	9 Children's Christmas Shop 5-8:30pm	10 Fire Practice 6-8p **UNB SCHOLARSHIPS APPLICATION DEADLINE (See page 17)**	11	12
13 UNB Kids Christmas Party 9am Health & Hockey 4:15 - 5:30 pm	14 Community Christmas Dinner 5pm  nsyilxcen class 9-10a	15 Craft & Meet 5pm UNB Scholarship Award Recipients Announcement	16 Christmas concert & Luncheon 12-2p 	17 Fire Practice 6-8p	18 SD. 58 Last day of Classes before Winter Break	19
20 Family Skate 	21	22 Craft & Meet 5pm	23	24	25 **Christmas Day** 	26
					Office Closure until January 4, 2027	

VOLUNTEERS NEEDED!

CHRISTMAS TREE ENCHANTMENT

NOV 27 - DEC 6

- Commitment of 4-5 hours
- Help support your child(ren) ages 0-18 years old
- Open to UNB members & Community members

Sign up to Volunteer:

Nadine Chillihitzia

(250) 280 - 4752 | cultural.worker@uppernicola.com

UNB Student Financial Assistance

Applications for 2026/2027 Education Financial Assistance, K-12 students living on reserve has officially opened up as of September 3, 2026.

Programs available to apply for:



- School supplies assistance: For students attending Nkwala or SD. 58

- In-school Program:

1. Student Fees, covers extra-curricular costs (sports, clubs, memberships, etc.)
2. Student Allowance (Grade 7 - 12)

Forms are available at the Band Office, Health Center, or by Email. Parents/Guardians can fill out and return to the Education Dept. in person or email: ec@uppernicola.com

"The capacity to learn is a gift; the ability to learn is a skill;
the willingness to learn is a choice".

-Ray LeBlond

N'KWALA SCHOOL

2026/2027

Registration Now Open

KEY FEATURES:

- Free Breakfast & Lunch
- All School Supplies Provided
- Transportation from Lower Nicola to Douglas Lake
- K-12 Programming
- Low student/teacher ratio
- Open to Indigenous & non-indigenous students
- Parent club & School Advisory Committee
- Nsyilxcen Language & Culture Program

Contact Information

Travis Klak, Principal

NK.Principal@uppernicola.com

(250) 350-3370

9410 Nkwala Rd, Douglas Lake, BC

Certified Independant School



Mon | Wed | Fri

SHUTTLE BUS

UNB HEALTH DEPARTMENT COMMUNITY BUS

Douglas Lake/ Quilchena Pick-up Times:

9:00 am Spahomin Creek Rd

9:05 am Band Office

9:35 am Nicola River Road Stop

9:40 am Lake View Building

Merritt Departure Time:

2:30 pm Merritt Library

To make arrangements for pick up/drop off, location & time, contact bus driver, Bev at (250)378-7925

If you have any questions or need assistance contact:
Duane (250) 378-5058

UNB RECREATIONAL FUNDING



Each UNB member who is eligible & approved will be reimbursed up to $300max/Year.
Receipts must be dated between April 1, 2026-March 31, 2027.



Eligible activities *(any recreational activity)*

- Sports fees & Equipment
- Gym fees & Equipment
- Canning
- Outdoor Activities
- Traditional Supplies
- Bead Work materials
- Hide/Tanning
- Gardening
- Fishing/Hunting
- Powwow materials
- Traditional Supplies
- Etc.





Questions & Application Contact: Thelma Chillihitzia
officemanager@uppernicola.com













Charlene McRae Memorial Scholarship

10 year award initiative

In Loving Memory



2 - $1000 Full Time Post Secondary Students

To apply, submit a letter that includes:

- A personal introduction of who you are
- A clear outline of your educational goals
- How the tmxʷulaxʷ (land) is important to you

Application deadline: Thurs, Dec 10, 2026

Selection announcement: Tues, Dec 15, 2026

$1000 is a one-time award presented to two successful applicant each year for 10 years

In honour of Charlene, who was always out on the land;
(gathering, at round-ups, camping, ice-fishing, and many more activities)

i? scmypnwiintət
Our Learning, Our Knowledge
Education Department

Questions & Application submission to:

Shona Sparrow Shuter | education@uppernicola.com | (250) 350-3342
Genever McRae | ec@uppernicola.com | (250) 350-3342

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Our Learning, Our Knowledge
Education Department

UPPER NICOLA BAND EDUCATION DEPARTMENT

WIND SCHOLARSHIPS

2026-2027

PRESENTED IN CO-OPERATION WITH OUR ANNUAL SPONSORS:

Canadian Power Holdings Inc.
Zero Emissions Pennask LP

APPLICATIONS ARE OPEN

Supporting the educational goals of Upper Nicola Band members

$1,000

1 POST-SECONDARY STUDENT

Full-time studies at a recognized institution

$500 EACH

2 HIGH SCHOOL GRADUATES

High school students graduating in the 2026/2027 academic year

APPLICATION DEADLINE DECEMBER 10, 2026 | RECIPIENTS ANNOUNCED: DECEMBER 15, 2026

APPLICATION FORMS AVAILABLE ON THE UNB WEBSITE & THE UNB APP

APPLICATIONS AND QUESTIONS

Shona Sparrow Shuter, *Education Manager* **| education@uppernicola.com | 250-350-3342**

Volunteer

CHRISTMAS FLOAT DECORATORS NEEDED!



Volunteers will be able to use float volunteer hours towards Tree Enchantment hours
(Tree enchantment volunteer info on page 13)

Contact: Diana Moffat
communications@uppernicola.com | (250) 350- 3237

Services

Community Education & Information Sessions

Monthly

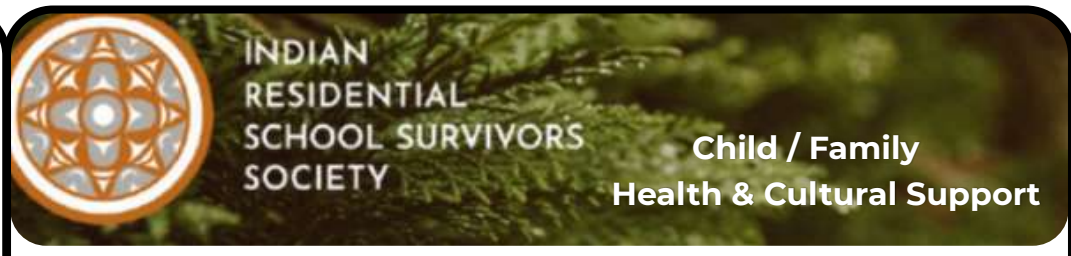
Location Varies (Pithouse, Glimpse Lake, etc)

Community members are invited to join a monthly gathering, focused on Mental & Emotional well-being. These sessions are a space to learn, listen & share information about mental health, stress & resilience in a supportive, respectful environment. Mental Wellness is a part of caring for the whole person. This is for any members who are interested in learning about mental health, anxiety & coping skills, supports available, while honoring cultural values.

Some Topics may include:

- Relationship Challenges
- Emotional Wellness Education
- Life Stress Reduction
- Coping & Healing Techniques
- Anxiety Awareness
- Grief/Depression Healing Activities

Contact: Kevin Ward Cell: (250) 919-1417 or Work:(250) 378-5058



Supporting Emotional wellness through class action claims.

CTFI offers trauma-informed, culturally grounded support for indigenous children, youth and families who may be experiencing the impacts of trauma and intergenerational healing.

Available Supports:

- 1-1 emotional, wellness support
- Sharing circles & group wellness
- Cultural connection & tradtional healing
- Guidance through stress, grief, or family

How support can be offered:

- Individual Sessions
- Family Sessions
- Community Gatherings
- Cultural & Wellness Activities

To learn more or request support:

cftisupport@irsss.ca

1 (888) 388-5393

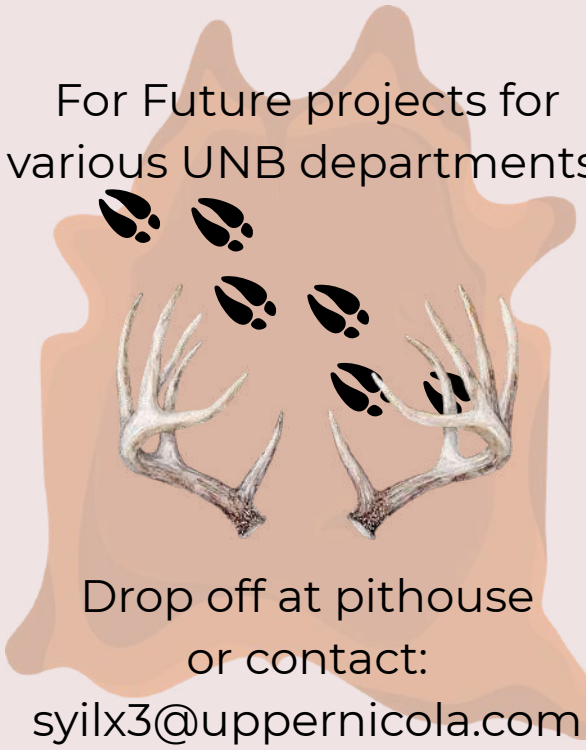
IRSSS.CA/CFTI-SUPPORT



WANTED

ISO: Area rugs, carpets, rubber mats, foamy squares, etc. Can drop off at the band office or arrange pickup with Peyton/Tierra call (250)350-3342 or Clare Paul on FB.

ISO: Deer Hide, Brain & Antlers



For Future projects for various UNB departments.

Drop off at pithouse or contact: syilx3@uppernicola.com

SERVICES

Four Corners counselling Services is accepting new clients for in person in Merritt or online. Contact Stacey Arnoldus (250)315-3499 or stacey@fourcornerscouncelling.ca

FREE! Scrap Car Removal - Servicing Quilchena & Douglas Lk. (250) 463-4578

Volunteer

UNB Volunteer Fire Department

Weekly practice: Thursdays 6-8p

We are actively looking to recruit motivated individuals looking to foster community safety and well-being on a volunteer basis.



Everyone is welcome!
Trainings available



Phone: 1.250.350.3331
Email: firedept@uppernicola.com

EMPLOYMENT

Health Director Assistant

Permanent, F/T
($23.20 - $34.75/hour)

Provide support to health director:
planning, community engagement and/or developement/administrative duties

Qualifications/Experience:

- Highschool Diploma req'd
- Health/Admin certificate (or related)
- 2-3 years experience in assist/support related position
- 1st aid certificate is an asset
- Microsoft Office & office equipment
- Verbal/written communication skills
- Knowlege of financial processes
- Act on behalf of the Director
- Process timesheets/sick leaves, etc
- Process PO's for supplies & contracts
- Plan, logistics, reports, meetings
- Assist w/ finance documentation

Send resume & cover letter to:
hr@uppernicola.com | Upper Nicola Band, General Delivery, Douglas Lake, BC V0E ISO

UNB Headstart ECE

Permanent | Full Time

Qualifications:

- Must have ECE License
- Food Safe (preferred)
- First Aid w/ CPR-B
- Driver's License

Other:

- 2 years experience (preferred)
- Clean criminal record check
- TB screening



Apply in-person, mail or email resume & cover letter to:
hr@uppernicola.com | Upper Nicola Band, General Delivery, Douglas Lake, BC V0E ISO

EMPLOYMENT (cont'd)

Community Safety Events Coordinator

Contract (32-40 hrs/week)
$19.38-$25.40/hour

Job Duties:

- Provide admin/coordinate support the Cultural Safety Lead Team
- Plan, schedule, assist in delivering land based learning
- Manage logistics
- Collaborate with Nkwala School
- Assist in creating event materials & event records.

Qualifications/Experience:

- Must have highschool Diploma
- Valid Driver's License
- Reliable vehicle
- Experience in administration, community engagement

Apply in-person, mail or email resume & cover letter to:
hr@uppernicola.com | Upper Nicola Band, General Delivery, Douglas Lake, BC V0E ISO

Home Support Worker

Part-Time, 2 week rotating schedule
$20-$23/hr.

Job Duties:

- Provide in-home support
- Transport clients to appt's, shopping, etc
- Maintain accurate documentation
- Maintain confidentiality

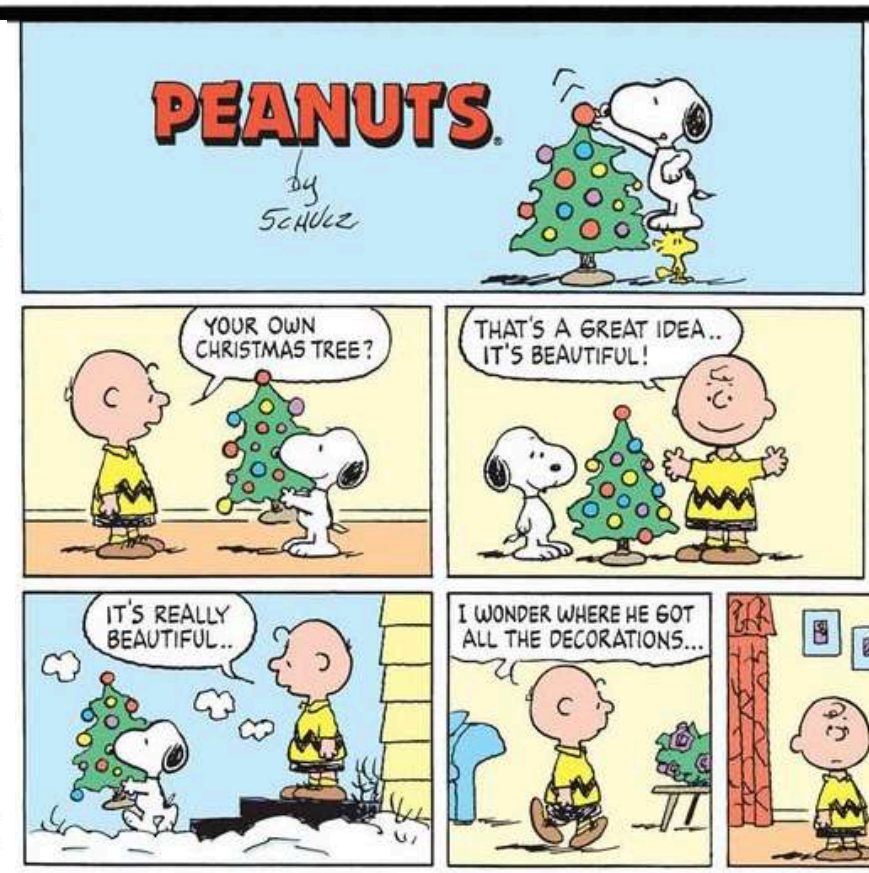
Qualifications/Experience:

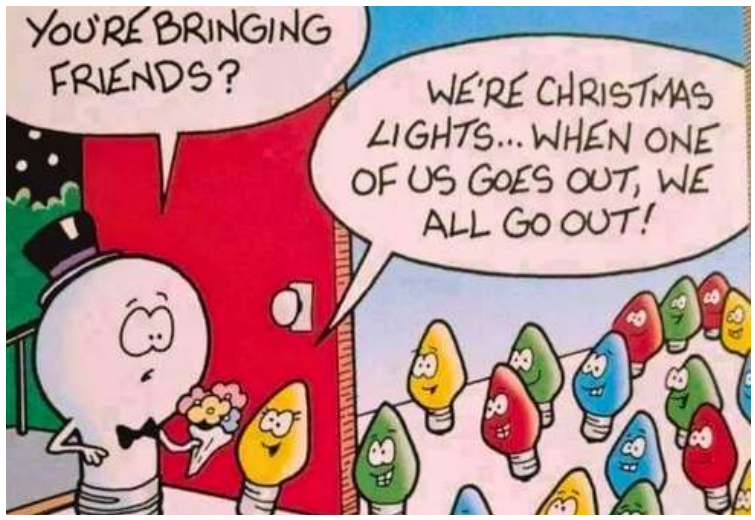
- Must have highschool Diploma
- Valid Driver's License
- Reliable vehicle
- Experience in housekeeping, caregiving or community based services is an asset
- Clean criminal record check
- 1st aide, FoodSafe, WHMIS

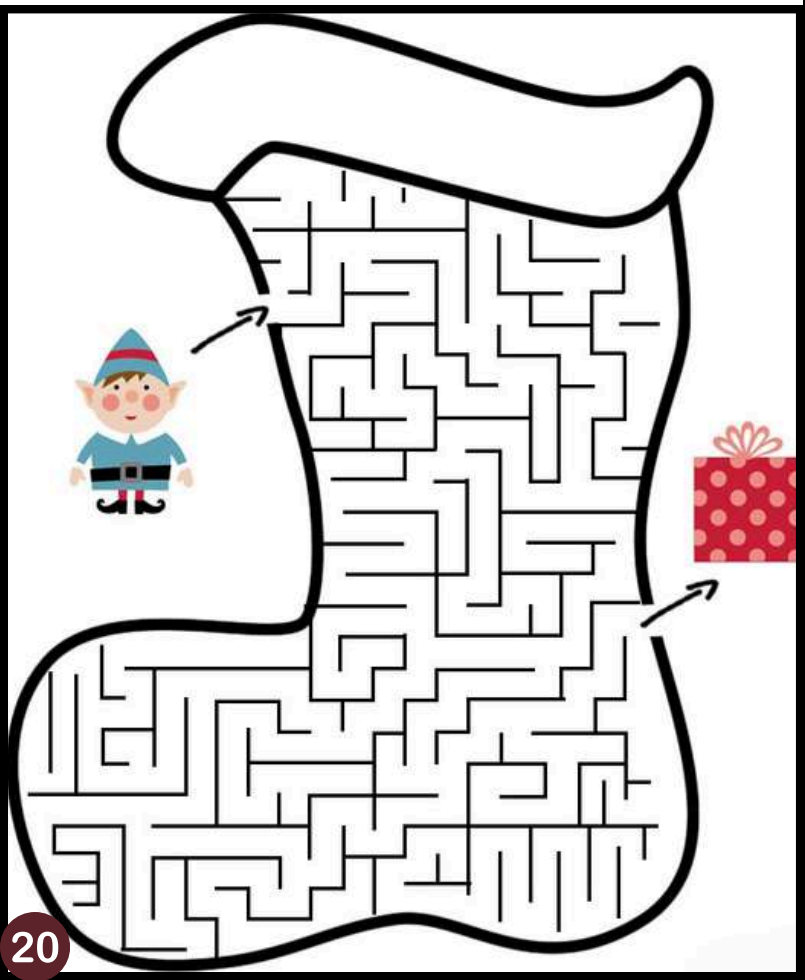
Send resume & cover letter to:
hr@uppernicola.com | Upper Nicola Band, General Delivery, Douglas Lake, BC V0E ISO

R	A	Z	M	K	M	L	T	Q	S
T	F	C	C	A	R	D	S	K	A
R	A	B	L	E	S	N	I	T	M
E	N	M	Y	K	P	Y	K	S	T
E	V	F	L	O	I	R	G	T	S
A	T	N	A	S	V	L	B	H	I
U	H	G	I	E	L	S	I	G	R
D	B	A	U	B	L	E	U	I	H
V	R	A	T	S	Y	F	V	L	C
F	A	I	R	Y	H	C	P	W	M

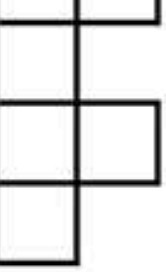
Christmas lights Sleigh bauble
tinsel Santa cards fairy
star tree







ACROSS
1. Used to wrap a present
4. Decoration for a banister
7. Striped and sweet
9. Used to open a walnut
10. Door decoration
11. Many times these are strung together
13. Glitter for the tree







DOWN
2. Decorative spheres
3. Another word for decorations
5. Christmas tree fruit
6. Might light the dinner table
7. Place where greetings are found
8. Hung by the chimney
12. Might be cedar, fir or pine




FOR SANTA
Dear Santa
Thank You
Rudolph



Water Aerobics

Water aerobics provides a full-body workout that combines cardiovascular exercise and strength training while being gentle on the body.

NVAC-Merritt Pool Winter Hours:
(In effect after the annual shutdown until June)

- **Monday to Friday:** 6:00am – 8:00am, 9:00am – 7:30pm
- **Saturday:** 10:00am – 5:00pm
- **Sunday:** 1:00pm – 5:00pm

Key Health Benefits

- **Low-Impact Joint Protection:** The buoyancy of the water reduces body weight and stress on your bones, knees, hips, and ankles, making it ideal for people with osteoarthritis, joint pain, or past injuries.
- **Built-In Resistance:** Water is denser than air, offering 12% to 14% more resistance. Every push, kick, and arm sweep works your muscles against natural resistance to build strength and lean body mass without heavy weights.
- **Cardiovascular Fitness:** Moving continuously against the water elevates your heart rate, strengthening your heart and lungs while improving stamina and endurance.
- **Weight and Waist Management:** Regular aqua fitness sessions (lasting 10 weeks or more) can help trim waist circumference and aid in weight reduction, particularly for older adults and women.
- **Balance and Flexibility:** Submerged movements challenge your core stability in all directions, which enhances overall balance, range of motion, and posture while eliminating the fear of falling.
- **Social and Mental Well-Being:** Group classes foster a sense of community, reduce stress, and can improve mood, sleep, and cognitive function

Get Fit with Aquafit

This class combines running, interval training and a variety of exercises designed to decrease body fat, increase cardiovascular efficiency, improve strength, and help people get into a routine of regular exercise.
Join us in the Main Pool at the Nicola Valley Aquatic Center for some fun-filled exercise.

Schedule:

AQUAFIT	
DROP-IN: REGULAR ADMISSION + $1.50	
MONDAYS, WEDNESDAYS, FRIDAYS	TUESDAYS
11:00AM – 11:45AM	5:45PM – 6:30PM
LOCATION: NICOLA VALLEY AQUATIC CENTRE | MAIN POOL	

Cost: **$1.50** Drop-in Fee + Regular admission
($3.50/seniors | $5.00/adults)

(**Reminder:** UNB Membership can sign in regular admission on Mon, Wed, Fri at NVAC. The UNB Shuttle bus also runs on M, W & F)

Happy Swimming!

Okanagan Nation Alliance

nsyilxcən Winter Words

sʔist	Winter
smqʷaqʷ	Snow Falling
smikʼʷt	Snow on the Ground
sxʷuynt	Ice
syiríwaʔxn	Snowshoe
spútaʔ sć̓al	Christmas Tree
snwurʼmiń	Fire Place
snʔistktn	Winter Camp
sntŕqmin	Winter Dance Lodge

THE POWER OF WINTER

Cold weather and winter exert a powerful influence on both the human body and the natural environment, driving unique physiological reactions, health shifts, and seasonal adaptations.

Physiological and Health Effects

- **Calorie Burning & Brown Fat:** Cold temperatures force the body to work harder to maintain its core temperature, activating energy-burning "brown fat" and increasing metabolism. Brown fat cells—a special type of fat in our bodies used to produce heat. As a result of stimulating brown fat to heat up the body, excess glucose in our blood is absorbed.
- **Cognitive Clarity:** Cooler ambient and indoor temperatures can improve focus, alertness, and mental decision-making by reducing the heavy energy toll the body spends on cooling itself down.
- **Better Sleep:** Colder bedroom temperatures (around 60–68°F or 15–20°C) accelerate the body's natural core temperature drop and promote deeper rest.
- **Allergy & Pest Relief:** Freezing winter conditions dramatically lower outdoor pollen counts and eliminate active populations of disease-carrying insects like mosquitoes and ticks.

Mindset and Adaptation

- **Harnessing the Season:** Rather than purely hibernating indoors, adopting active routines—such as winter hiking, snowshoeing, or brisk outdoor walks—harnesses the metabolic perks of the cold while supporting cardiovascular endurance.
- **Cozy Indoor Rituals:** Embracing "slow living" through warm lighting, indoor crafts, reading, and shared meals helps balance the shorter daylight hours and psychological weight of dark winter days.

STAY CONNECTED:

There are multiple ways to stay in the loop with UNB

Community News & Calendar
www.uppernicola.com/community-news
www.uppernicola.com/events

Facebook
www.facebook.com/uppernicola

Newsletter
Receive it in person, via email or on our website

Instagram
www.instagram.com/uppernicolaband

***So You Know* Audio Newsletter**
www.youtube.com/@uppernicolaband

X (Formerly Twitter)
https://x.com/band_upper

Upper Nicola Syilx Band App
Download the app

Digital Sign
located at the Corner of Hwy 5a & Douglas Lake Road

UNB Live on Youtube
www.youtube.com/@uppernicolaband

Tik Tok
www.tiktok.com/@uppernicola

Feedback & Contact

Phone: (250) 350-3342
Fax: (250) 350-3311

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Shannon Ninham: **assist.comm@uppernicola.com**