



čičyε Workshop, reclaiming our ta?ow as protocol

čičyε knows what to do and how to do it.

That is the simple truth guiding the development of a new Tla'amin Child and Family Services model.

Last year Tla'amin embarked upon a community-led Child and Family Services reform process to increase Tla'amin decision-making and create new structures, processes, and facilities to take care of our children.

Tla'amin Health Director Marlane Paul said of the process, "The Tla'amin Treaty, recent court cases, and human rights tribunal decisions have created the perfect conditions for Tla'amin Nation to assume greater control over child and family wellness and protection. The Federal government is funding all Indigenous communities in Canada to do this work and our made-in-Tla'amin approach to law creation is to centre the teachings of our čičyε."

Child and Family Service reform is mandated in Tla'amin's Comprehensive Nation Plan goal 10 - Take care of Tla'amin Children.

Child Welfare Reform Coordinator Ryan Pielle put out the call to the community for čičyε circle members in July 2022. Since inception, the čičyε Circle has been meeting monthly to advise on policy, practice and infrastructure development like čepθen House (Auntie's House). The Circle also meets regularly with MCFD to support them to work better with Tla'amin people.

Teachings to protocol workshop

On February 5 - 7, members of the čičyε Circle participated in a two-day facilitated workshop, in order to continue their work supporting Tla'amin-led Child and Family Services (CFS) reform.

This workshop carried forward the contributions of those who have kept our connection with language, ta?ow, and Tla'amin ways over time. Over two days čičyε and kwukwpa were



Group photo of čičyε circle members and support staff during the 2023 workshop.

presented with 10 scenarios concerning children and their families between the ages of newborn to 25 and were asked what they would do and answered questions such as

- What is the role of the family in keeping kids safe?
- What is the role of the Tla'amin government in keeping kids safe?
- What happens when members of a family disagree about what should happen?
- How can the Tla'amin government help families stay together?
- How can we help families living off-lands?

From tough love to letting people find their own way, the participants shared Tla'amin teachings applicable to each scenario. These teachings are being summarized into principles that will underpin our future law and how we deliver services.

Key Learnings from čičyε workshop

- Taking care of our own children and families is part of us being a self-governing Nation.
- We need both professionals/workers that we know and trust involved in this work as well as families – working in partnership with each other, and those relationships matter.
- Workers and helpers aren't just those with training, but also peers – youth speak to youth, moms speak to moms. Those relationships matter.
- We need to understand what is going on with someone in their family in order to help them. We can't assume we know what's going on and just come in there and fix. Context matters, and understanding what's really going on matters.

čičyε Workshop
(Continued on page 4)





Tla'amin Governance House Updates

4779 Klahanie Road,
Powell River, BC
V8A 0C4

Phone: (604) 483-9646
Toll Free: 877-483-9646

Sunday, March 12th
2:00 AM



Message from Hegus John Hackett



čəčəhəm jəʔaʔə

I advocate to everyone about Tla'amin Comprehensive Nation Plan.

I've had the chance to serve our Nation for 16 years and have witnessed the transition away from Indian Act Governance and Indian Act thinking. In the past we were vulnerable to the weather created by other governments - they set the funding and therefore the priorities. In these conditions we couldn't make large scale changes because we didn't know what next year's funding or rules would be. We felt the frustration of playing by some else's rules and a culture that often clashed with our own.

We experienced harder times than I would like to remember. Services cut to three days a week and threat of third-party management looming over our heads. The community wanted better, wanted controls in place and our Nation has come so far from those hard times. I honour and acknowledge all of the staff who have persevered despite the storms we have been through.

Since assuming responsibility for self-government our Nation has grown substantially. I've witnessed Tla'amin's annual budget grow from 17 to 41 million dollars and our staff double from 110 to 225 full time, part time and casual workers.

This growth means our members have access to more services than ever. It also requires us to work better and more efficiently together. That's because now we travel in a bigger boat and the decisions and actions of one person or one department, have ripple effects across the administration.



təms kʷənəmən
Our Vision
2023-2028 Comprehensive Nation Plan



As leaders we saw the need for a unifying plan to harness the energies and ideas of Tla'amin Nation and its administration.

This plan was developed through community and staff dialogue, is endorsed by the Tla'amin Executive Council, and will guide Nation decision-making and spending for the next five years.

Importantly, the plan is rooted in our values and Tla'amin ways of thinking. It provides a path to greater self-sufficiency, family wellness, protection of our lands and waters and development of our people. Its 25 goals are organized by Tla'amin's housepost system of governance. Implementation of təms kʷənəmən will be led by elected housepost leaders and departmental directors. Progress will be reported annually to citizens at the Tla'amin general assembly.

I am so honoured and proud of the direction we are going. Our ancestors were generational planners. We are returning to this mindset now. We honour our Ta-ow and our ancestors' sacrifices by planning for future generations. I look forward to our work together to make this plan a success.



Dillon Johnson speaks to the CNP at the General Assembly

Tla'amin Nation and Powell River Energy Take Step Toward Reconciliation

FOR IMMEDIATE RELEASE

February 27, 2023 – ʔišosəm, qathet Regional District – The ʔaʔamin Nation (Tla'amin) and Powell River Energy Inc. (PREI, an entity forming part of the Evolgen group) have entered into a memorandum of understanding (MOU) to enhance collaboration and communication, and advance innovative and mutually beneficial activities in the Tla'amin Territory.

In 2013, PREI acquired full ownership of the hydroelectric facilities on the mill site in the Tla'amin territory. The MOU recognizes Tla'amin Nation's historical and contemporary connection to the tiskʔat mill site and surrounding lands, and commits the parties to constructive dialogue to explore mutually-beneficial land and resource management opportunities.

Through signing and implementation of the MOU, the parties agree to work together to explore opportunities related to stewardship of Tla'amin territory as well as training and cultural awareness activities, community benefits, and economic development, among other objectives.

"Our new relationship with Powell River Energy is a powerful demonstration of reconciliation in action," said Tla'amin Nation Hegus John Hackett. "The recognition of Tla'amin's deep connection to the tiskʔat site and surrounding lands and resources plays an important role in restoring our Nation's rightful place and decision-making role in our territory. We look forward to working together to implement the MOU commitments in collaboration with our new partner."

"Powell River Energy is pleased to sign this MOU recognizing our unique relationship with the Tla'amin Nation," said Josee Guibord, CEO of Powell River Energy Inc. "This MOU is a tangible demonstration of our commitment to working collaboratively with the Tla'amin on mutually-beneficial initiatives and is part of our journey on a path of reconciliation."



Mike Peters (back left) and Josee Guibord (CEO of Powell River Energy Inc.) commit to constructive dialogue with Executive Council

About Tla'amin Nation

The Tla'amin Nation is a modern treaty First Nation government located in the qathet Regional District, in the northern Salish Sea. The Tla'amin Nation has a rich heritage that stretches back since time immemorial and is guided by its ta'ow (teachings) enshrined in its Constitution and governance structure.

About Powell River Energy Inc.

Powell River Energy Inc. (PREI, an entity forming part of the Evolgen group) owns and operates two hydropower facilities, located on Lois Lake and Powell Lake. Together, these two dams generate 80 megawatts of capacity, which is equivalent to powering 34,500 homes annually. We are a proud owner, operator and developer which strives to lead Canada's clean energy transition through creative renewable energy solutions that reflect our dedication to operating sustainably and collaboratively with our communities and partners.

LEVEL 1

FIRST AID TRAINING

MONDAY, MARCH 13TH

Time: 8:30am-4:30pm

Location: Salish Centre

LUNCH PROVIDED



Contact Noreen Paul to Register
noreen.paul@tn-bc.ca

FIRE ARMS SAFETY

Two Day Course

8 AM - 4 PM

March and April Weekend
Dates Available!

REGISTER NOW!
EMAIL NOREEN PAUL
noreen.paul@tn-bc.ca



PROGRAMS & SERVICES

čičyε Workshop

(Continued from page 1)

- We need to support people's dignity and privacy, and that's an important part of being in a trusting relationship.
- Don't come in and tell people what to do, we don't interfere in an aggressive way. We gently and kindly offer to help, come into those relationships with respect. And sit with people.
- Help the whole family, not just the child.
- People need to know what's available. When we provide services/they exist we need to share that – including when there are changes or there's turnover in staff. We need to be able to share that in communicate that so people know what's available.
- Ceremony is really key and we need to include Tla'amin ways and ta?ow in all of the work we do. This includes ages and stages. We need to bring those ways back.

The three year child and family services reform project is being supported by a mostly Tla'amin staff and consulting team. The outcome of the work will be new services, Tla'amin law/policies, and agreements with BC and Canada to describe roles, funding, and how service providers will work together.



Members of Jeh Jeh Media were on hand to tape the conversation and will be creating short video to share with the community.

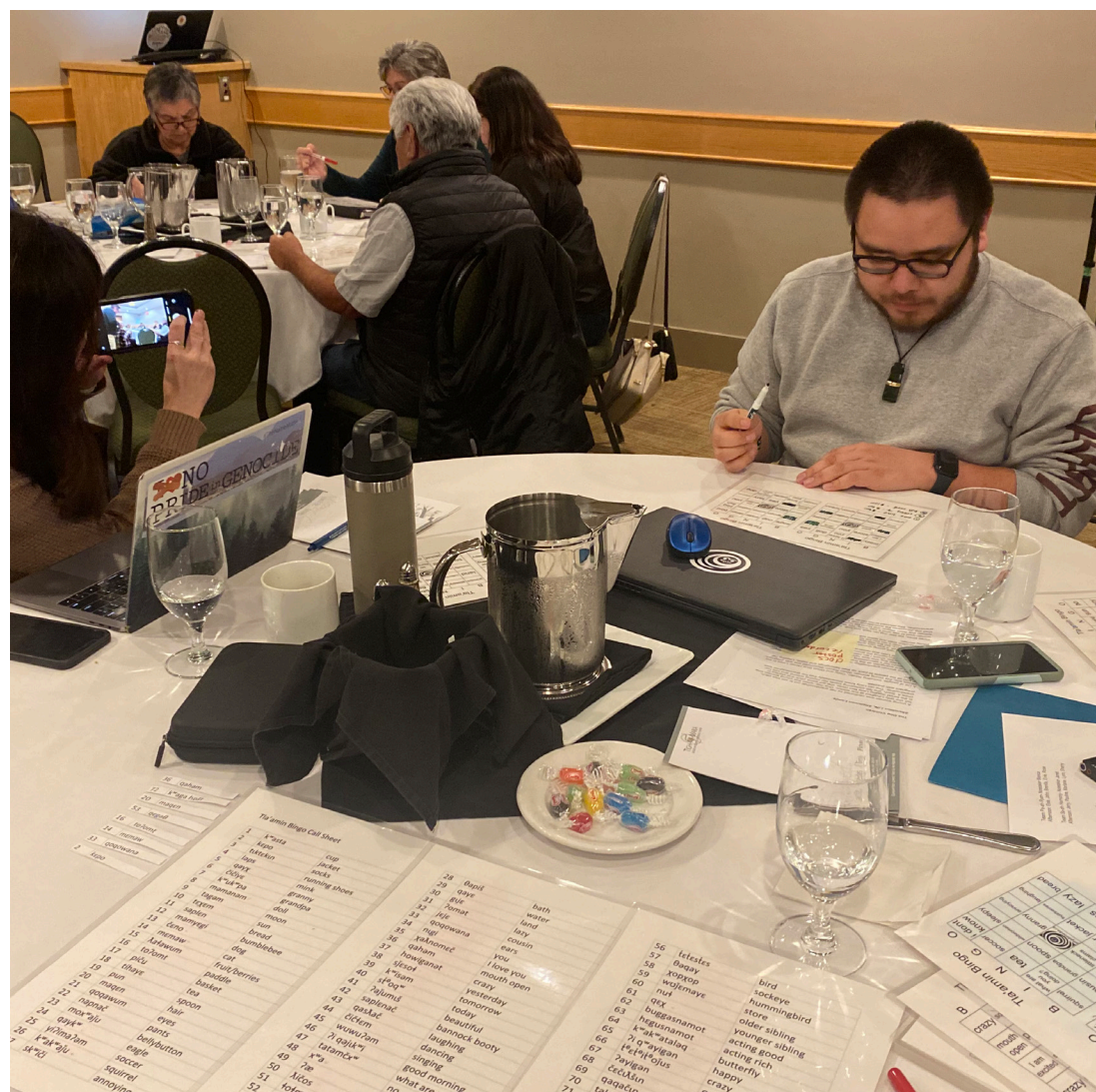


A moment of laughter is caught by jeh jeh media photographer Rhys Galligos, čičyε circle members discuss how Tla'amin ta?ow is transmitted through stories between generations during a 2023 workshop.

čičyε Circle member Lynn Galligos speaking to the workers assembled, said “My grandparents taught us to be humble and that it's most important to know yourself. They said go and get an education, learn their tools. And you guys (staff) are learning their tools and using them against them. And that's what this group is doing today. And you're involving a lot of people, and it's going to add that much more power to the document.” Lynn Galligos, čičyε circle member

Of the gathering, čičyε Circle member Elsie Paul said, “It's been really rewarding for me to see people are gathered in this modest group. I call this a modest group – it's not leadership that is deciding our future or the future of our children. It's not the government that's making decisions about what's good for us. We're down to earth people. We are the community, and I see that here. We have our own people working for us. It's so important. Our people are waking up, and they've got the energy to reach out to the Elders to find out what our lives were like when we were young. It's taking back what belongs to us.”

If you or your family wants to get involved please contact Ryan.Pielle@tn-bc.ca



Salish Sea Gull Project

We would like to share some information on the Salish Sea Gull Project. Tla'amin Nation has participated in this monitoring program in our Territory in an effort to understand and learn about sea gulls and how they are being impacted by the environment. We welcome the opportunity to partner and participate, as a Nation on the Salish sea, and we look for ways for our Guardian Watchmen to be involved in these initiatives to inform our government and our people about the state of these birds.

In January 2023, scientists from Environment and Climate Change Canada visited Tla'amin Nation territory as part of an ongoing research program. The Salish Sea Gull Project is a five-year program to measure the habitats, diets, and contaminant levels of gulls (often commonly referred to as "seagulls") in the Salish Sea. As many of you already know, the region is an important wintering site for marine birds and this research will provide insight into the impacts of human activities in the ecosystem.

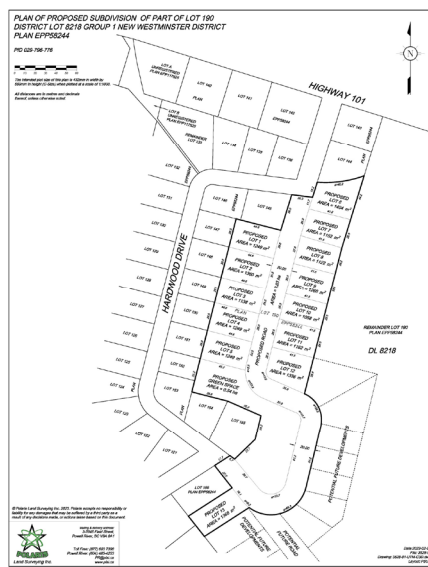
Led by Research Scientist Dr. Mark Hipfner, the team of researchers were joined by Tla'amin Nation Guardian Andrew Timothy for a day of fieldwork. Together, they captured Glaucous-winged Gulls to attach leg bands and take a blood sample, which will be analyzed to determine the general health, diet patterns, and contaminants a bird has been exposed to. Each gull also received a unique colour band combination to measure age-specific survival and track movements through time, before being carefully released. You can support this work by reporting sightings of colour-banded gulls. Reporting sightings of banded birds will help the success and accuracy of this research!

The research team would like to express their gratitude for the field assistance provided and the opportunity to work in Tla'amin Nation territory. The project is a collaboration between Environment and Climate Change Canada, Simon Fraser University, and the University of Lethbridge. If you would like more information, please send us an email to nik.clyde@ec.gc.ca

Led by Research Scientist Dr. Mark Hipfner, the team of researchers were joined by Tla'amin Nation Guardian Andrew Timothy for a day of fieldwork.



HARWOOD DRIVE SUBDIVISION



Please join us for a **Community Engagement to discuss the upcoming Subdivision to be located behind Harwood Dr.**

This will be a new Subdivision that extends down from the existing Harwood Dr. We want to open up more options for both Private and much needed rental homes. Community support and input is needed! If you can't attend in person, please email publicworks@tn-bc.ca with your input and to request a copy of our survey. This project is being designed with the expert help of Gwaii Engineering, who are an Indigenous owned company.

Dinner and Door Prizes!!

March 7, 2023 5-7pm
Salish Center Gym



Gwaii Engineering

● TLA'AMIN RECREATION ●

SPRING BREAK CAMP

TWO WEEKS OF
CULTURE, ART, LAND-BASED ADVENTURES,
OLC, BIKING, CANOEING, AND MORE!



WK 1: MARCH 13-17
WK 2: MARCH 20-24

2023

GRADES 2-6

📍 **ᑭᐱᑭᑦᑎᑦᑭᑦ ᑭᐱᑭᑦ (Cousins House)**

REGISTER WITH NAME, AGE, PHONE NUMBER
AND WHICH WEEK[S] YOU WISH FOR YOUR
CHILD[REN] TO ATTEND
BY EMAILING REC@TN-BC.CA
OR CALLING 604-414-3255.

Tribal Journey 2023 Paddle to Muckleshoot, Honouring our Warriors.

Plans are well underway for Tribal Journey 2023. Canoe practice will be starting in late April, and skipper training will be taking place in May. We are sending an invite out to all of our people that want to participate. All ages are welcome, although canoe pullers need to be old enough to handle the long, hard days on the water. Information packages will be available at Culture Nights starting on March 1st. Below is the tentative schedule for this year's journey:



July 18th: Tla'amin Host Day
 July 19th: Tla'amin to Shishalh
 July 20th: Shishalh to Ambleside
 July 21st: Ambleside to Tsawwassen
 July 22nd: Tsawwassen to Birch Bay
 July 23rd: Birch Bay to Lummi

July 24th: Break Day in Lummi
 July 25th: Lummi to Samish
 July 26th: Samish to Swinomish
 July 27th: Swinomish to Tulalip
 July 28th: Tulalip to Suquamish
 July 29th: Break Day in Suquamish
 July 30th: Suquamish to Muckleshoot

Cultural Department Calendar March 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
26	27	28	1 Culture Night 4:30 @ CDRC	2	3	4
5 Cedar Weaving @ Cultural Portable	6	7 Family Language Night 5:00 @ Cultural Portable	8	9 Craft Night 5:00 @ Cultural Portable	10	11 Drum Making with Ivan Rosypskye (Workshop Full)
12 Cedar Weaving @ Cultural Portable	13	14	15 Culture Night 4:30 @ CDRC	16 Craft Night 5:00 @ Cultural Portable	17	18 Button Blanket Course with Joan Williams
19 Button Blanket Course with Joan Williams	20	21 Family Language Night 5:00 @ Cultural Portable	22	23 Craft Night 5:00 @ Cultural Portable	24	25
26 Cedar Weaving @ Cultural Portable	27	28	29 Culture Night 4:30 @ CDRC	30 Craft Night 5:00 @ Cultural Portable	31	1

Free Tla'amin Swim and Skate at Recreation Complex



These activities is for our Tla'amin members.

The swim is open 7 days a week at the complex.

This includes, the exercise room, aquacise & skating with skate rentals included.

These programs are open with the complex hours.

When signing in with these activities, make sure you are signing with family, if you have your child/ren, grandchild, a family member.

This helps to ensure we are cutting down some costs. The sheet has area for all ages, can you make sure you print or write clearly. Please don't let your child sign in.

For information: Dawna Pallen, Health Promotion 604.483.3009 extension 104



Jasmin Menendez earned herself an all-star at the indoor soccer tournament in Campbell River

BEGINNER SWIM LESSONS

March 6th will be the final class of the winter swimming lessons. Swim lessons will resume in the Fall.

PICKLEBALL

If you have not had the opportunity to check out this fun sport. be sure to bring the whole family and stop by the Salish Centre Mondays at 6pm.

MONDAY AQUAFIT FIELD TRIPS

Monday field trips from the health building to the Complex for aquafit will be put on hold during Spring Break and will resume Monday, March 27.



ABOVE: Group shot from the previous MTB camp hosted by qRCA & IYMBP

SPRING BREAK CAMP

MAR. 13-17 & 20-24 | GRADES 2-6

This two-week program will run March 13-17 & March 20-24. It will include 4 days at the Outdoor Learning Centre, two-day mountain bike camp hosted by Ransom Bike Co, cultural and wellness activities, canoeing, land-based activities and so much more!

Please register with name, age and which week[s] you wish for your child[ren] to attend by emailing rec@tn-bc.ca.

WELCOME JIMMY HARRY!

Rec is pleased to announce that Jimmy Harry has joined the rec team as Recreation Assistant. Jimmy will support all things rec, from admin, to programs, to working with the youth.

AFTER SCHOOL PROGRAM

Starting March 6th the After School Program at ʔayl̓stən ʔaye (Cousins House) will be available to Grades 2-6 and will now include Monday programming at Cousins House!

The ASP runs M-Fr 3pm-4:45pm and offers a wide range of activities such as art, soccer, drumming, baking, wellness workshops and more!

For more information please email rec@tn-bc.ca or call 604-414-3255

Powell River Kings U11A wins Silver Medal at the U11A Family Day Sunshine Coast Tournament.

Tla'amin members Kohen Louie (right) and Jasper Street are among players on the Powell River Kings U11A Team



PROGRAMS & SERVICES

After-School Tutoring IS BACK!

Starting Feb. 1

At ʔayıstən ʔayε – Cousins' House
Grades 1-7
3:15-4:45 pm

Wednesdays : Math
Thursdays : Reading/Writing

Please contact Noreen Paul to register your child at
noreen.paul@tn-bc.ca
or (604) 413-7100

"How To Talk So Little Kids Will Listen" Parenting Group

Details:

Start date:
March 30th, 2023
(Thursday)

Time: 4:45- 6:00

Location - CDRC Center
4915 Salish Drive

Childcare provided!

Who Should Come:

The tools and strategies in this book are geared mostly towards kids between the ages of 2-7. However, if you have children younger or older and still want to join in and learn something new feel free to join!

Grandparents, caregivers, couples, relatives, all are welcome to participate!

Cost: Free!

www.youthandfamily.ca

About

This book is a survival guide for those challenging early years - a fantastic read with practical user-friendly tools and strategies. Each week, we will meet in person to discuss a new section of the book, test out the tools, problem solve through any challenges, and share our struggles or triumphs. The tools learned in this book will help little kids grow into self-reliant big kids who are cooperative and connected to their parents, teachers, siblings, and peers.

Participants will borrow a copy of "How to Talk so Little Kids will Listen", with the option to purchase the book if they wish to keep it.

How to Register:

Contact Gina Francis
Phone: 604-483-3009 ext. 142
Email: gina.francis@tn-bc.ca

Please ensure you are able to commit the time to participate throughout the 8 weeks.

Delyth Harper is the name of the Family Enhancement Counsellor from Youth & Family. We look forward to seeing you there!

WorkBC Employment Services

WAGE SUBSIDY SERVICE

Employers can receive up to 50% or more in subsidized wages to hire and provide on-the-job work experience to a new employee.

Contact us today to learn more!

#103-4511 Marine Ave
604-485-7958

Are you currently hiring?

We understand that finding the right person is crucial in keeping your business going. Our Wage Subsidy Service could be the support you need to find the right fit!

KINDERGARTEN REGISTRATION NOW OPEN FOR 2023/24

Children born in 2018 are eligible for a September 2023 start. Pick up a registration package from the school office.

Peaceful, inclusive classrooms qathet's top academic school • Partnering with Tla'amin

Preschool to Grade 9

ASSUMPTION Catholic School assumptionpr.ca
604-485-9894

Health and Wellness

EH KWA'A'NUNS KYE'AMIEUX
 "When the people in our community are well again, all around us will also be well."

Itstartswithme

"Each class and every chuy enjoyed choosing an item to add to the soup. Together they prepared and worked as a team to make our soup! They also enjoyed the story - Stone Soup- and learned about the importance of friendships and working together on pink shirt day!"



DENTAL CLINIC

We will have 4 dental clinics in March specifically March 3rd, March 14th, March 17th & March 30th.

Contact: cathy.paul@tn-bc.ca

Elders Corner

Tla'amin Elders Coordinator
 Doreen Hopkins
 604-483-3009

Elders Luncheons:

March 14th, 2023

Location: Tla'amin Health

Time: 11:00 a.m. to 1:00 p.m.

March 28th, 2023

Location: Gym

Time: 11:00 a.m. to 1:00 p.

April 11th, 2023

Location: Gym

Time: 11:00 a.m. to 2:00 p.m.

Guest: Arthur Arnold, Dutch-born conductor Arthur Arnold is co-founder and Artistic Director of the Pacific Region International Summer Music Association (PRISMA Festival & Academy)

April 25th, 2023

Location: Tla'amin Health

Time: 11:00 a.m. to 1:00 p.m.

Gentle Stretching –

Kimberley Gage – Tuesdays

March 7th, 14th, 21st and 28th, 2023

April 4th, 11th, 18th, 25th, 2023

Location: Tla'amin Health Building

Time: 9:35a.m. to 10:20 a.m.

Quilting Workshop

(Quilts will be gifted to Residential Survivors)

April 3rd, 4th, 5th, and 6th , 2023

Location: Gym

Time: 10:00 a.m. to 4:00 p.m.

Lunch: 12:00 noon

Registration required
 please contact Doreen Hopkins

TLA'AMIN CHILD AND FAMILY SERVICES REFORM

CALLOUT TO **TLA'AMIN PEOPLE** WITH LIVED OR WORK EXPERIENCE IN THE FOSTER CARE OR CHILD PROTECTION SYSTEMS

ARE YOU A TLA'AMIN PERSON WHO:

- Had personal experience, as a child or youth, with the foster care or child protection system?
- Has had personal experience as an adult with the foster care or child protection system?
- Has worked in the foster care or child protection system?



WE WOULD LIKE TO HEAR FROM YOU!

- We will protect your anonymity.
- You will receive an honorarium for your time.
- You will help shape future Child & Family Services for all Tla'amin people.

CONTACT **RYAN PIELLE**, CHILD WELFARE REFORM COORDINATOR,
FOR MORE INFORMATION OR TO SCHEDULE A CONVERSATION



(604) 414-4280



ryan.pielle@tn-bc.ca

ʔayšetštəm ʔəms čičuy Working Group meeting notes

(January 26, 2023)



Present: Chair: Ryan Pielle. Members: Elsie Paul, Pauline Paul, Brenda Pielle, Doreen Point, Alex Point, Sherry Bullock, Rose Adams. Guests: John Louie, Jerry Francis, Reba Miller, Randolph Timothy. Support: Janet Newbury, Davis McKenzie.
Opening welcome and check-in.

Updates:

- čepθtən House Coordinator has started and development of the program is underway.

Discussion:

- Cedar brushing of čepθtən House is planned for before it opens. Discussion of shared vision for the program to build and strengthen relationships among children and adults in the community.
- It is important that Tla'amin cultural teachings and language are the foundation of all programming, as they are the basis of wellness for our people.

- Terms of Reference revisions reviewed and approved.
- The group is comfortable continuing to invite guests to meetings to foster open communication.
- Upcoming retreat information and logistics shared and discussed.

Action items:

- Submit revised Terms of Reference for approval by Executive Council.
- Provide scenarios to retreat participants in advance of the retreat.
- Drop off ferry receipts at Tla'amin Health front desk upon return.
Carry forward:
- Review: Duty to Report and Respectful Workplace Policy

Next meeting: 2 March, 2023 @ 11:30 am

ʔayšetštəm ʔəms čičuy Working Group (January 24, 2023)

Present: Ryan Pielle (chair), Emily White, Tabatha Berggren, Reba Miller, Bianca Pyle, Janet Newbury

Word of the day: čiyεθot – listening
Opening and check-ins

Focus of the meeting: Development of an interim Agreement between Tla'amin Nation and MCFD, to inform work while the Tla'amin Nation continues to pursue jurisdiction.

Work that has been done so far:

- Created a Main Table and Technical Table for the purpose of creating this Agreement
- Met with Tla'amin Child and Family Services staff to go over what Tla'amin would like to see
- Created foundational documents to inform Agreement drafts

Discussion:

- Reviewed foundational document
- Made revisions as recommended

Action Items:

- Policy team will provide materials to inform development of a complaints process and a conflict resolution process

Next meeting: TBD

Standing Together -- After School Group Changes

Effective March 6, 2023, The CDRC After School Program will provide services for K-1 students only. Please note that the CDRC Afterschool Program will be open 8:15-4:45 during Spring Break.

Please contact Leslie at 604-483-3009 ext.140 or by email at leslie.louie@tn-bc.ca if you would like to register your child in our ASG program. Any children who are currently enrolled and in K-1 will remain on the list. **SPACE IS LIMITED**

The ʔayıştən ʔayε (Cousins' House) Program provides after school care for children in Grade 2 and up. Please contact Michelle Ford at michelle.ford@tn-bc.ca for more information.

CDRC Updates

Our CDRC building is currently undergoing some renovations in the kitchen, multi-purpose room, and 3-5 and pre-school rooms. For the next two to three months, the kitchen and multi-purpose room will not be available for use.

Program Updates:

Last fall we introduced morning protocol and drumming with the Walking feet (3-5) and Pre-school class. The chuyus are always happy to see Drew and John D. They have mastered several songs and dances already! We look forward to working on some regalia and rattles for the classes soon.

Language: The CDRC, čičuy ʔaye (Children's House) staff and our resident Elder, Pat, speak ʔayʔajuθəm daily and are working hard to integrate language, stories, and teachings in all classes.

Staff Updates:

Our Indigenous Supported Child Development Coordinator, Andrea Paquette, supports all programs at the CDRC and čičuy ʔaye. Andrea provides support to staff, families and chuyus by updating and implementing individual student learning plans and by partnering with child development services such as speech and language, occupational therapy, and physiotherapy.

Gina Francis is our Early Childhood Outreach worker and delivers parent/infant programs, provides outreach to families in their homes, and supports all programs at the CDRC, including after school care.

Andrea and Gina both provide support to our Little Hands and Walking Feet classrooms through language fun and story time with our Speech and Language Therapist, Alyssa Dixon.

We also recently welcomed Erin Mckinnon (ISCD worker) and Branwen Caldecott ECEII into the Walking Feet program, as well as Teanna Adams in our čičuy Preschool.

There are also several students that work part-time in our programs while attending the VIU ECE program here in the community.

Professional Development

Our CDRC, čičuy ʔaye, and preschool programs will be closed on the following dates in order for staff to take important professional development:

- March 16th, 2023 – early dismissal 2:45 pm (Inclusion and Diversity)
- April 28th - full day closure (FASD Workshop)
- May 10th, 2023 - early dismissal at 2 pm (ECEBC Conference)
- May 11th – full day closure (ECEBC Conference)
- May 12th - full day closures (ECEBC Conference)

čičεhaθεč - I thank you,
Leslie Louie, CDRC Manager

Let's Talk Trash.ca

WHAT IS WASTE?



Ingalisa

Tai

Abby

Rebates for Wood Stove Replacement

With the air beginning to warm you may be thinking less about stoking a fire place and more about getting out your barbeque. That said, spring and summer are the perfect times of year to replace an old, polluting wood stove with a cleaner heating option. If you're up for a renovation project, here are some more details to get you burning cleaner while burning up a little less cash.

The Community Wood Smoke Reduction Program has returned. Formerly known as the Wood Stove Exchange Program, it provides rebates to eligible residents who remove a non-EPA certified wood-burning appliance used for home heating and replace it something less polluting. The program is funded through the BC Lung Association and qathet Regional District to reduce particulate matter in the atmosphere and improve air quality. The rebate amount depends on what you are replacing your non-EPA wood stove with.

Qualified First Nation residents living within Tla'amin Nation Lands can apply to receive \$1,000 for replacing an inefficient wood stove with a new, cleaner burning model. Rebates are also available for replacing an old wood stove with a pellet stove (\$1,500) or an electric insert (\$400).

Note that the stove being replaced must have been used as the main heat source for the home, the old stove must be destroyed not reused somewhere else, and if you are replacing the old wood burning appliance with a new wood burning one, a Wood Energy Technical Training (WETT) certified technician must certify that the new appliance and chimney meet the current WETT and safety certified standards. Homeowners may also qualify for other home heating replacement rebates through Efficiency BC, BC Hydro, the City of Powell River and Better Homes BC.

This year there are two additional rebates, including one for adding a heat pump without destroying an existing EPA certified stove that you already have in your home (\$2,000). You can also apply for a \$300 rebate for simply removing a pre-2005 wood stove without replacing it. Learn more or apply today through the qathet Regional District website.

2023 Rebate Amounts for First Nation residents living within Tla'amin Nation Lands

Exchange Types	Rebate Amount
Wood to electric insert	\$400
Wood to wood	\$1,000
Wood to pellet	\$1,500
Wood to heat pump	\$2,000

Decommission: removal of pre-2005 wood stove with no replacement \$300

Burning Smart Tips

There is nothing quite like wood heat in the winter. Unfortunately, many stoves are outdated and badly pollute the community's air and often even the air in your home. Even if you have an efficient wood stove, you still need to make sure your wood is cured. Drying wood out over the summer is a great way to do this. Measuring wood moisture content with an inexpensive tool called a moisture meter is another handy tip.

Wondering if your fire is burning 'smart'? You can look at your chimney after your fire has been going for awhile and there shouldn't be any smoke visible. Smoke is un-burned fuel and it is highly polluting. Environmental Protection Agency (EPA) certified stoves avoid wasting wood and the wood particles in dirty smoke by giving a second or even third burn opportunity. As a result, EPA stoves are up to 70% less smokey than non-EPA stoves. As of May 2020, EPA stoves were only allowed to produce 2 grams of soot per hour. Compare that to the 42 grams that some wood stoves made in the 70s and 80s produce. It's no surprise that the rebate for replacing your old EPA stove is partly funded by the BC Lung Association (along with the qathet Regional District.)





To avoid smoking out your neighbours whenever you're lighting a fire, you can check the region's venting index to see how the wind and weather systems will allow for smoke to blow up and away from the community. Certain weather conditions keep smoke closer to the ground and can make your neighbourhood smokey and the air unhealthy.

If you harvest your own firewood, you know how much work it is. What if you needed a third less wood next winter? EPA stoves are more efficient than old wood stoves and only need about 30% less firewood to produce the same amount of heat. Much like planting seeds for a harvest months down the road, planning for an energy efficient winter starts now.

Let's Talk Trash is contracted by the qathet Regional District to deliver its waste reduction education program. Contact them at LetsTalkTrashTeam@gmail.com or 604-485-2260 (ext 308). Click here to learn more about the Wood Stove Exchange Program.

WOOD SMOKE REDUCTION PROGRAM 2023

Wood Stove Changeout Rebate Options:

			
ELECTRIC INSERT REBATE \$400 rebate available to change out a wood stove for an electric insert.	WOOD STOVE REBATE \$500 - \$1000* rebates available to upgrade from old wood stoves to new, efficient models.	PELLET STOVE REBATE \$750 - \$1,500* rebates available to convert from wood heat to a pellet stove.	HEAT PUMP REBATE \$1000 - \$2000* rebates available to install a heat pump.

DECOMMISSION REBATE \$300 rebate for removal of pre-2005 wood stove with *no replacement*.


PRE-APPROVAL REQUIRED


The qathet Regional District is working toward having old, smoky wood stoves that contribute particulate matter into the air replaced with healthier heating appliances.

Please contact Let's Talk Trash to find out more information about program requirements. Call 604.485.2260, email info@letstalktrash.ca or visit qathet.ca/community-wood-smoke-exchange-program to learn more.

Additional rebates can be applied for through betterhomesbc.ca and bchydro.com.

**Incentive amounts available to First Nations through the Wood Smoke Reduction Program 2023*







Position Summary

Job Type:	Temporary, full time
Reporting to:	Child, Youth, & Family Manager
Department:	Education
Remuneration:	\$22.00/hr.
Date Posted:	February 23, 2023
Closing Date:	March 15, 2023
Start Term:	Immediate Opening
End Term:	January 31, 2024
Reference No:	2023-02-23-ECE1
Internal/External Posting	

In collaboration with the Early Childhood Educators and under the direction of the Child, Youth, and Family Manager, the Assistant will provide support and direct care to children under six to stimulate and develop their mental, physical, emotional, and spiritual growth. The Assistant shall also be responsible with the provision for the care, guidance and safety of children in Tla'amin Nation's early childhood education programs.

Key Responsibilities

- Assists Early Childhood Educators in monitoring children.**
 - Reports concerns, issues to Senior ECE and/or Childcare Manager.
 - Assists with maintaining constant supervision of the children in indoor/outdoor activities and during rest periods.
 - Ensures guidance, discipline and behaviour expectations are consistent in childcare setting.
- Assists in planning, preparing and carrying out developmentally appropriate programs and activities.**
 - Complies with CDRC Daycare policies and procedures.
 - Works as a team player in implementing daily activities – art, songs, games, stories etc.
 - Conducts activities with children on an individual and group basis.
 - Follows assigned daily routine duties (washroom, napping, snack/lunch, curriculum planning and delivery)
- Attends to children's physical needs which may include diapering, toileting, eating and sleeping.**
 - Ensures and applies good hygiene practices.
- Maintains records, reports problems or concerns to Senior ECE or the Child Care Manager**
 - Documents pertinent information in daily log
 - Encourages open communication with children and families.
- Keeps program facilities and equipment safe and clean.**
 - Reports any facility or equipment repairs or concerns to Senior ECE or the Child Care Manager
- Performs other related duties as required.**
 - May be designated to assume the role of the Early Childhood Educator at times.
 - May be designated to attend professional development training.
 - Supports new Nation early childhood education initiatives and programs.

Qualifications:

- Completion of Early Childhood Education Assistant certification.
- Minimum 2 years of experience working with young children.
- Working knowledge of children's developmental stages 0-6 years old.
- Knowledge of tla'amin cultural practices.
- Knowledge of ʔayʔaʔuθəm would be an asset.
- Experience working in a provincial licensed setting would be an asset.
- Current successful Criminal Record Check, including Vulnerable Sector Screening.
- Recent TB Test
- Current First Aid & CPR certification -- or willingness to obtain.

Employment Opportunity

Early Childhood Educator 1

ECE1

- Valid Food Safe Certificate – or willingness to obtain.
- Driver's License would be an asset.

Skills, Knowledge, and Abilities:

- Working knowledge of children's developmental stages from 0 to 6 years of age.
- Well-developed communication and interpersonal skills.
- Ability to follow directions.
- Ability to work as a positive, flexible, and supportive team member.
- Strong teaching skills.
- Good organizational and time management skills.
- Knowledge of group process and facilitation.

Working conditions:

- Work hours are generally Monday to Friday 8:30 to 4:30 with a one hour paid lunch break. Some adjustment to scheduled hours may be required based on programming needs. This is a temporary full-time position. The salary is \$22/hr. to start.
- Vacation & Statutory Holidays are paid out at 10.2% of gross pay each pay-day
- Financial support is available for staff who wish to increase their qualifications through further studies and training.
- Work will take place in either Tla'amin Nation's Child Development and Resource Centre or čičuy ʔaye (Children's House).
- Adherence to all WorkSafe regulations and safe work practices is required as well as to Tla'amin Nation's Covid-19 Safety polices and protocols.
- The successful applicant will be required to work in accordance with the BC-GEU Collective Agreement as well as the policies and benefits therein, in addition to all relevant Tla'amin Nation policies and procedures.

How to Apply

Please apply by sending your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/70>

or drop-off/mail to Tla'amin Nation, Attention: HR Department, 4779 Klahanie Rd, Powell River, BC, V8A 0C4.

This posting will close on Wednesday, March 15, 2023.

Thank you to all applicants; only those shortlisted will be contacted.

GOOD FOOD BOX

FEBRUARY 14TH
MARCH 14TH

Time: 10:30 am
Location: Salish Centre

ONE DAY PICK UP ONLY

Questions: 778-762-0170



Employment Opportunity

Early Childhood Educator II or III

Position Summary

Job Type: Permanent, full time
 Reporting to: Child, Youth, & Family Manager
 Department: Education
 Remuneration: \$24.00 - \$25.17, based on level of ECE qualification
 *In addition, this position qualifies for the \$4/hr. provincial government wage enhancement for all hours worked directly with children.
 Date Posted: February 23, 2023
 Closing Date: March 15, 2023
 Start Term: March 24, 2023
 Reference No: 2023-02-23-ECE II, III
 Internal/External Posting

In collaboration with the entire early childhood team, the Early Childhood Educator will provide safety, support, and direct care to children under six within Tla'amin Nation's three early childhood programs – Infant/Tots, 3-to-5-years, and preschool – to stimulate and develop their mental, physical, emotional, and spiritual development within a culturally and language rich Indigenous environment.

Key Responsibilities

- Assists in planning, preparing, and carrying out developmentally appropriate programs and activities**
 - Works as a team player in implementing daily activities – art, songs, games, stories etc.
 - Conducts activities with children on an individual and group basis
 - Follows assigned duties related to the daily routines (outdoor play, snack/lunch, rest time, toileting, etc.)
 - Supports cultural aspects of programming and employs ʔayʔajuθəm words and phrases to the best of their ability
 - Complies with program policies and procedures
- Assists Early Childhood Educators in monitoring children**
 - Assists with maintaining constant supervision of the children in indoor/outdoor activities and during rest periods
 - Ensures guidance, discipline and behaviour expectations are consistent in childcare setting
 - Reports concerns, issues to Senior ECEs and/or Manager
- Attends to children's physical needs while applying good hygiene practices and keeps program facilities and equipment safe and clean**
- Fosters open communication with families/caregivers and other team members, documents, and maintains records as directed**
- Supports all early childhood programs and initiatives and performs other related duties as required**
 - May be designated to assume the role of the Early Childhood Educator
 - May be required to attend meetings
 - May be designated to attend professional development training
- Supports the team to meet the requirements of Childcare Program Licensing**
- Works within the ECEBC Code of Ethics and maintains confidentiality**

Qualifications

Education, Training, and Experience

- Completion of a recognized Early Childhood Education and Care program
- Experience working in a licensed early childhood setting would be an asset
- Successful Criminal Record Check with vulnerable sector screening
- Recent TB test
- Knowledge of ʔaʔamin culture and ʔayʔajuθəm would be an asset
- Class 5 B.C. Driver's License and acceptable Driver's Abstract would be an asset
- First Aid and CPR certification, or willingness to obtain
- Food Safe certification, or willingness to obtain

Skills, Knowledge, and Abilities

- Working knowledge of children's developmental stages from 0 to 6 years of age
- Well-developed communication and interpersonal skills
- Ability to follow directions
- Ability to work as a positive, flexible, and supportive team member
- Strong teaching skills
- Good organizational and time management skills
- Knowledge of group process and facilitation

Working Conditions

- Work hours are generally Monday to Friday 8:30 to 4:30 with a one hour paid lunch break.
- Work will take place in either Tla'amin Nation's Child Development and Resource Centre or čičuy ʔaye (Children's House).
- Following successful completion of the required probationary period, the employee becomes benefits eligible.
- Adherence to all WorkSafe regulations and safe work practices is required as well as to Tla'amin Nation's Covid-19 Safety policies and protocols.
- The successful applicant will be required to work in accordance with the BCGEU Collective Agreement as well as the policies and benefits therein, in addition to all relevant Tla'amin Nation policies and procedures.

How to Apply

Please apply by sending your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/69>

or drop-off/mail to Tla'amin Nation, Attention: HR Department, 4779 Klahanie Rd, Powell River, BC, V8A 0C4.

This posting will close on Wednesday, March 15, 2023.

Thank you to all applicants; only those shortlisted will be contacted.

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FOR IMMEDIATE RELEASE

Thichum Forest Products has purchased Woodlot License 1671 to advance their strategic position and forestry objective of acquiring tenure and forestry management in areas of ƛaʔamin Nation.

February 10, 2023 – tišoś əm, qathet Regional District – Tla'amin Timber Products in its capacity as general partner of **THICHUM FOREST PRODUCTS** has reached an asset purchase agreement with GDF Ventures Ltd to acquire Woodlot License 1671 (WL-1671).

WL-1671 is an area based provincial Crown forestry tenure located in the ƛaʔamin Nation territory. The WL supports an annual harvest cut of 4,715 cubic meters per year.

"Doug Fuller, the previous holder of the license, demonstrated a high level of pride and ownership in this woodlot", said Adam Culos, General Manager of Thichum Forest Products. "This tenure acquisition and natural resource management opportunity within our territory strongly supports our strategic direction. Our vision is to develop an interpretive forest on this site which we can pass down knowledge and best practices throughout generations as we look to improve on current management practices in the BC forestry sector. Thichum looks forward to new forestry practices and innovative approaches on this site as we put our quadruple bottom line commitment into practice".

This woodlot license complements the ƛaʔamin Nation's other managed forested lands. The term on the new licence begins immediately.

About Thichum Forest Products LP

Thichum, which means "deep into the woods" in ʔayʔajuθəm, the Tla'amin language, was established in 2007 and is a subsidiary of Tla'amin Management Services LP. Thichum is a First Nation forestry company that focuses on the quadruple bottom line. Thichum commits to focusing on cultural, environmental, social, and economic values equally.

About Tla'amin Nation

The ƛaʔamin Nation is a modern, forward-thinking First Nation Government. In April 2016, the community became self-governing through the modern treaty process. ƛaʔamin's main community, tišoś əm, resides in the qathet Regional District, along Highway 101. The ƛaʔamin Nation has a rich heritage that stretches back since time immemorial and is guided by its ta'ow (teachings) enshrined in its Constitution and Governance Structure.

For further information please contact: Adam Culos, RPF - 604-208-3644

Call for Interest: Members for the Culture and Heritage Committee

In accordance with the Tla'amin Culture and Heritage Law, the Tla'amin Nation is seeking interested Tla'amin Citizens and noncitizens residing within the Community, and on lease lands, to build a committee to assist decision-making and policy development concerning Tla'amin culture and heritage.

The Culture and Heritage Committee plays an important role in protecting our history and planning for the future of the Tla'amin Nation. Its mandate is to provide information to the Lands and Resources Department, fill knowledge gaps and/or recommendations regarding our laws and regulations. The Committee will also present reports to the elected leadership on culture and heritage activities of the Nation.

Being a member of the Committee is not expected to be a significant time commitment. Meetings are typically held four (4) to six (6) times per year. Committee members are provided honoraria for their time, along with reimbursement of reasonable expenses related to participation in the Committee.

The Committee will be comprised of:

1. at least three individuals who are Tla'amin Citizens, one of whom is an Elder, and one of whom is an elected official;
2. individuals who are knowledgeable about Tla'amin culture, language and heritage;
3. individuals who have some familiarity with ʔayʔajuθəm (Ayajuthem) Tla'amin language;
4. residents in Klahanie or Southview Leaseholders can apply (not a requirement for the Committee).

The Tla'amin Culture and Heritage Committee shall:

- (a) Advise the Tla'amin staff and the Executive Council on matters relating to Tla'amin culture, language, and heritage;
- (b) Carry out other roles as reasonably requested by the Director or Executive Council, and;
- (c) Review all documents as requested and provide feedback.

How do I apply?

Please submit an application by Friday, March 31, 2023 at 4:30pm. Applications can be submitted via email culturecommittee@tn-bc.ca or at the Tla'amin Nation Governance office – 4779 Klahanie Drive. Please include the following:

- A cover letter that explains why you think you would be a good candidate
- Your resume

Selected candidates must undergo a satisfactory criminal record check, at the Nation's cost. If you have any questions, please contact April Linton at (604) 483-9646 Ext. 154. Thank you for your interest.

Tla'amin Nation Budget Survey

83 members completed the last budget survey (2021).

Housing, Education and Community Infrastructure were the most highly rated community priorities. Money was added to the budget to meet these community-driven needs.

Its time to hear your updated priorities.



Take 3-5 minutes to share your priorities

Win a Visa Gift Card!

<https://www.surveymonkey.com/r/TNbudget24>

CLOSES MARCH 10, 2023

At the Tla'amin AGA on February 22, the Nation launched a member's budget survey and 42 members have already completed it. Please take 3-5 minutes to tell legislators how you'd like our tala invested.



Employment Opportunity

ECE 1 or Responsible Adult

Position Summary

Job Type: Temporary, part time: 11:45-4:45 Tuesday – Friday
 Reporting to: Child, Youth, & Family Manager
 Department: Education
 Remuneration: \$20.60 - \$22.00/hr based on qualifications
 Date Posted: February 23, 2023
 Closing Date: March 15, 2023
 Start Term: Immediate Opening
 End Term: January 31, 2024
 Reference No: 2023-02-23-ECE1/RA
 Internal/External Posting

Under the direction of the Child, Youth, and Family Manager and in collaboration with the Early Childhood Educators (ECE) and other staff members, the Responsible Adult (RA)/ECE Assistant (ECEA) works to be an effective and positive part of the team within the Nation's early childhood education programs. The RA/ECEA's priorities include the organization, cleanliness, and safety of the childcare environment, as well as the direct provision of care to children in the programs.

Key Responsibilities

- Assist in preparing and carrying out developmentally appropriate programs and activities for children on an individual and group basis.
- Assist in keeping the program environment and equipment clean and safe.
- Supervise activities to always ensure the health and safety of children.
- Participate in the preparation of daily nutritious snacks for the children.
- Apply good hygiene practices and instruct children in practices of personal cleanliness and self care.
- Ensure the smooth roll-out of assigned daily routine duties (ie. washroom, napping, snack/lunch, curriculum planning and delivery)
- Support traditional cultural teachings and practice for children to promote healthy physical, emotional, spiritual, and intellectual development.
- Assist ECEs in monitoring the children.
- Report problems or concerns to ECE or to the Child, Youth, and Family Manager.
- Works as a positive, respectful, and contributing team player.
- Participate actively in provided professional development training.
- Support new Nation early childhood initiatives and programs.
- Comply with Tla'amin Nation policies and procedures.
- Perform other related duties as assigned.

Qualifications:

- Completion of Early Childhood Education Assistant certification or Responsible Adult certification.
- Minimum 2 years of experience working with children preferred.
- Working knowledge of children's developmental stages 0- 6 years old.
- Knowledge of tla'amun cultural practices.
- Knowledge of ʔayʔajuthem would be an asset.
- Experience working in a provincial licensed setting would be an asset.
- Current successful Criminal Record Check, including Vulnerable Sector Screening.
- Recent TB Test.
- Current First Aid & CPR certification -- or willingness to obtain.
- Valid Food Safe Certificate – or willingness to obtain.
- Driver's License would be an asset.

Skills, Knowledge, and Abilities:

- Working knowledge of children's developmental stages from 0 to 6 years of age.
- Good communication and interpersonal skills.
- Ability to follow directions.
- Ability to work independently as well as a positive, flexible, and supportive team member.
- Good organizational and time management skills.

Working Conditions:

- Work hours are generally Tuesday to Friday 11:45 to 4:45 with a daily 30 min. paid lunch break. Some adjustment to scheduled hours may be required based on programming needs.
- This is a temporary part-time position.
- Vacation & Statutory Holidays are paid out at 10.2% of gross pay each pay-day.
- The salary is \$20.60-22.00/hr. to start based on level of certification.
- Financial support is available for staff who wish to increase their qualifications through further studies and training.
- Work will take place in either Tla'amin Nation's Child Development and Resource Centre or čičuy ʔaye (Children's House).
- Adherence to all WorkSafe regulations and safe work practices is required as well as to Tla'amin Nation's Covid-19 Safety policies and protocols.
- The successful applicant will be required to work in accordance with the BC-GEU Collective Agreement as well as the policies and benefits therein, in addition to all relevant Tla'amin Nation policies and procedures.

How to Apply

Please apply by sending your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/71>

or drop-off/mail to Tla'amin Nation, Attention: HR Department, 4779 Klahanie Rd, Powell River, BC, V8A 0C4.

This posting will close on Wednesday, March 15, 2023.

Thank you to all applicants; only those shortlisted will be contacted.



Our Money Is Put Away Safely

For all Trust related news and information, visit our website at:
<https://www.tlaamintrust.com>



Employment Opportunity

Skills & Training Coordinator

Position Summary

Job Type:	Temporary, Full-time March 2023 – March 2025
Hours of Work:	8:30 am – 4:30 pm, Monday to Friday
Reporting to:	Director of Education
Department:	Education
Remuneration:	Competitive, negotiable based on qualifications

ƛaʔamin Nation is a modern, self-governing Treaty Nation which takes an active role in shaping the future of education for its people through the five portfolios of its Department of Education: Early Childhood Learning, K to 12, Post-Secondary, Training & Employment, and Language & Culture. The Skills and Training Coordinator is a key member of the Department of Education, with a shared responsibility to contribute to ƛaʔamin Nation's effective delivery of services, to help identify further opportunities and supports needed, and to determine avenues for stronger Nation impact on positive outcomes for ƛaʔamin people. Reporting to the Director of Education, the Skills and Training Coordinator is responsible for the planning, organizing, and delivery of training opportunities to support Nation members in their professional development and employment pursuits.

Key Responsibilities

- Work with the Nation's Education and Employment Counsellor and Education Administrative Assistant to organize and deliver needed training to Nation staff and community members.
- Support the Nation's current training and professional development plan and further that plan's development to meet future Nation needs.
- Engage directly with community members to support their training needs (identifying course needed, researching course availability, application/registration, booking travel, etc.).
- Engage directly with all Nation managers and directors to understand and support the professional development of staff.
- Maintain reliable records of participation in training opportunities.
- Identify partner organizations to support the delivery of needed training and professional development opportunities and maintain positive relationships with them.
- Develop service agreements with partner organizations in the delivery of training programs for the Nation.
- Maintain awareness of current opportunities for community member support in accessing training and professional development through partner organizations (North Vancouver Island Aboriginal Training Society, Vancouver Island University, etc.).
- Communicate training and professional development opportunities to community members and Nation staff through appropriate channels.
- Organize training sessions, including booking space and catering – and seeing to set-up and clean-up – and meeting instructor requirements for program delivery (including travel, accommodations, tech support, etc. as needed).
- Work with Dept. of Education staff on accessing funding from partner organizations to support Nation training needs (ie. grants).
- Work with Dept. of Education staff on establishing and implementing policies related to community member and Nation staff access to funding available for training.
- Help prepare and maintain the annual budget for the Professional Development and Training program.
- Prepare reports or other documentation as instructed by the Director.
- Assist in program evaluation and research as assigned.
- Fulfill other duties as assigned.

Qualifications

Training, Education, Experience

- Minimum of 3 years of work experience in an administrative or coordination role.
- Completion of formal education/training in (program) administration.

*A combination of education and work experience will be considered.

- Experience with the planning and organization of educational sessions and/or events.
- Experience with grant writing preferred.
- Experience with budgetary/financial processes (Purchase Orders, Third Party Forms, Requests for Payments, Travel Advances, etc.) would be an asset.
- Experience working with Indigenous communities.
- Successful Criminal Record Check, with Vulnerable Sector Screening
- Valid Class 5 Driver's License and acceptable Driver's Abstract.

Knowledge, Skills, Abilities

- Ability to effectively plan and organize events.
- Ability to maintain reliable records.
- Excellent interpersonal, networking, written and verbal communication skills.
- Proficiency with Microsoft Office suite and ability to operate standard office equipment.
- Ability to use graphic design platforms (ex. Canva) and social media to communicate effectively preferred.
- Knowledge of the ƛaʔamin Nation community, its practices, and its resources.
- Ability to exercise professionalism, patience, confidentiality, tact, and impartiality in the delivery of services.
- Ability to exercise high levels of discretion in communication and decision making.
- Ability to prioritize and manage competing work tasks.
- Knowledge of the grant writing would be an asset.
- Ability to maintain positive communication with colleagues, community members, staff, and partner organizations.
- Ability to initiate and follow through to complete projects.
- Ability to be a strong and respectful team member, as well as be self-directed.

Working Conditions

Work will mostly take place in an office environment in ƛiʂosəm within the Department of Education. Work will also involve other venues where training sessions will be set-up.

The duties of this position will typically be completed within normal office hours (8:30-4:30, with a daily paid hour-long lunch break); evening and/or weekend hours may occasionally be required to support training delivery.

The Duties Require:

- Compliance with ƛaʔamin Nation's Constitution, laws, policies, operating framework, rules and guidelines.
- Upholding ƛaʔamin taʔow in all aspects of their duties.
- Adherence to all WorkSafe regulations and safe work practices.
- Compliance with the Nation's Covid-19 Safety policies and protocols which may be amended from time to time.

Competitive wages will be offered commensurate with qualifications and experience.

How to Apply

Please apply by sending your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/67>, or drop-off/mail to: c/o Human Resources Department, Tla'amin Nation, 4779 Klahanie Rd., Powell River, BC, V8A 0C4

Closing Date: March 3, 2023

Thank you to all applicants, only those shortlisted will be contacted.



Employment Opportunity *Community Learning Coach*

Position Summary

Job Type: Part-time, temporary – March to June 2023
 *with possibility of continuation in Sept.
 Hours of Work: 20 hrs./week. *Specific hours to be determined.
 Reporting to: Director of Education
 Department: Education
 Remuneration: \$25/hr.

Tla'amin Nation is a modern, self-governing Treaty Nation which takes an active role in shaping the future of education for its people through the five portfolios of its Department of Education: Early Childhood Learning, K to 12, Post-Secondary, Training & Employment, and Language & Culture. The Community Learning Coach is a key member of the Department of Education, with a shared responsibility to contribute to Tla'amin Nation's effective delivery of services, to help identify further opportunities and supports needed, and to determine avenues for stronger Nation impact on positive outcomes for Tla'amin people.

Reporting to the Director of Education, the Community Learning Coach is responsible for providing academic support, guidance and mentorship to Tla'amin Nation students at Ahms Tah Ow education centre in tišosəm, including those attending Vancouver Island University.

Key Responsibilities

- Work directly with students (remotely or face-to-face) to provide direct support to those doing post-secondary studies remotely and on campus.
- Act as liaison between Vancouver Island University (VIU) and students, ensuring that students are directed to the resources available to support and promote success. These include learning supports (writing centre, library, education/employment navigators, advisors, success coach, VIU learn, etc.), health & wellness supports, and cultural supports.
- Connect with students in person as well as via phone, email, social media, and/or on-line.
- Help students to connect with tutors as needed.
- Work with the Nation staff, SD47, VIU, and other partners to promote student learning, meet needs, and remove barriers.
- Provide needs assessment of educational challenges faced by post-secondary Indigenous students, including identifying program and policy gaps.
- Provide strategic inputs to Tla'amin Nation's Department of Education on possible higher education interventions to support improved learning outcomes for post-secondary students and to build capacity for a sustainable learning hub that can be accessed by current and future on-line learners as well as students requiring supports while attending classes on campus.
- Other duties as required.

Qualifications

Training, Education, Experience

- Post-secondary education in relevant field, or a combination of education and work experience.
- Experience with delivery of with post-secondary academic advising and programming preferred.
- Experience with coaching and mentoring people and/or working with individuals with complex barriers would be an asset.
- Experience providing a range of support to adults.
- Experience working with Indigenous communities.
- Successful Criminal Record Check, with Vulnerable Sector Screening.
- Valid Class 5 Driver's License and acceptable Driver's Abstract.

Knowledge, Skills, Abilities

- Ability to plan and implement appropriate, responsive, trauma-informed programming within an Indigenous learning environment.
- Knowledge of the Tla'amin Nation community, its practices, and its resources.
- Knowledge of the systems and processes of educational and training programs for First Nation students at VIU.
- Excellent interpersonal, networking, written and verbal communication skills including an ability to do presentations and communicate information to a wide variety of audiences.

- Demonstrated professionalism, judgement, diplomacy, tact, and sound decision-making abilities.
- Proficiency with Microsoft Office suite and ability to operate standard office equipment.
- Be comfortable with documentation of student learning plans.
- Ability to maintain positive communication with students, staff, community, and partner organizations.
- Ability to initiate and follow through to complete projects as well as be self-directed.

Working Conditions

Work will mostly take place at Ahms Tah Ow education centre in tišosəm. This position will require work outside normal office hours based on the needs of the students (ie. early evenings, possible occasional weekend hours). Some travel to the local VIU campus could be required.

The employee may occasionally be exposed to moderately undesirable working conditions in the form of unpleasant dealings with individuals who are upset, uncooperative, or through the sharing of difficult personal experiences.

- Compliance with Tla'amin Nation's Constitution, laws, policies, operating framework, rules and guidelines.
- Upholding Tla'amin ta'ow in all aspects of their duties.
- Adherence to all WorkSafe regulations and safe work practices.
- Follows the Nation's Covid-19 Safety polices and protocols which may be amended from time to time.

How to Apply

Please apply by sending your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/68>

or drop-off/mail to c/o Human Resources Department, Tla'amin Nation, 4779 Klahanie Rd., Powell River, BC, V8A 0C4

Closing Date: March 1, 2023

Thank you to all applicants, only those shortlisted will be contacted.

**CHILD DEVELOPMENT RESOURCE CENTER
&
ČIČUY ?AYE
CHILDREN HOUSE
MARCH CLASS CURRICULUM**

**TITOL ČIČEYIŠ
LITTLE HANDS**

WE ARE CURRENTLY FULL! THE SLIGHTLY WARMER WEATHER HAS MENT MORE OUTSIDE TIME. I HAD THOUGHT WE'D GROW THINGS & DO SPRING ANIMALS BUT THE CHILDREN SEEM CURIOUS ABOUT BUGS SO THAT'S THE DIRECTION WE'LL GO- CHILDREN LED CURRICULUM IS BEST PRACTICES

**?E?EMAŠ JIŠJIŠEN
WALKING FEET**

BIRDS AND BEARS



**ČI ČUY
PRESCHOOL**

**BUGS, BIRDS,
AND INSECTS**






Employment Opportunity

Community Researcher

Position Summary

Job Type: Temporary Contract (2 positions)
 Hours of Work: Flexible
 Reporting to: Lands and Resources Manager
 Department: Lands and Resources

Tla'amin Nation is seeking 1 or 2 community researchers to join our Lands and Resources team on a Short-term contract; for up to 140 hours to be completed during the months of April to July 2023

Under the direction and supervision of the technical support team, the Community Researcher is a Nation member who is responsible for collection of household data in up to 50 households. Household level and individual (adult and child) is being gathered including traditional food harvesting, consumption and preferences, concerns about traditional food and household affordability of food, the food and beverages eaten in the last 24 hours.

Key Responsibilities

Performs all duties and responsibilities in accordance with Tla'amin laws, regulations, policies, practices and procedures as directed by the Lands Manager. Maintains confidentiality as required pertaining to Citizens, clients, employees and general matters of the Nation.

- Schedules and attends Interviews
- Holds interviews (approximately 90 minutes long) in participants' homes or in an office set aside for this purpose as Covid-19 allows or via Zoom
- Tracks participants that have been contacted, interviewed and provided with gift certificates
- Meets regularly with the community coordinator and project coordinator for reviews of the interviews and to discuss current progress
- Assists in raising awareness about the project in the community.

- Records Management, keeping documentation current, accurate and secure
- Maintains security of questionnaires and project equipment.
- Maintains confidentiality of interview responses

Qualifications

- Interpersonal skills - ability to interact, engage and reliably respond to community members via phone, text, email or in person
- Willingness to attend training (To be determined)
- Self- starter
- Proficient computer skills, excel and word capabilities
- Basic math skills
- Strong communication skills – both written and oral
- Maintains strict confidentiality
- Access to reliable transportation or ability to travel around the community is an important asset.

Working Conditions

Work is performed in an office environment and/or in residents' homes. Occasional travel to attend meetings or training may be required.

How to Apply

Please apply by submitting your resume and cover letter to: <https://tlaaminfirst.bamboohr.com/careers/72>

OR

Mail to or drop off in person to Attention: HR Department, Tla'amin Nation, 4779 Klahanie Rd, Powell River, BC, V8A 0C4.

Closing Date: Open until filled

We thank all applicants for their interest, however only those shortlisted will be contacted.

Our family wishes to thank every one of you who played a part in honouring our loved one, Tesla Leslie Adams, as we did the work of sending him on to his spiritual journey. So many of you were reassuring, helpful, kind & generous. Many of you supported us these past weeks, made donations, & sent food, flowers & prayers that brightened our days - especially as we were so tired & distracted in our grief. To the first responders from the Tla'amin Fire Department, those who guided the ceremonies, drummed & sang, the pallbearers & usher, & those who helped in so many other



ways, we raise our hands in thanks & recognition. We are humbled.

?imot
 Mary Jane Adams
 & Family









MARCH

CHILD DEVELOPMENT RESOURCE CENTER
&
ČIČUY ʔAYE
CHILDREN HOUSE
MONTHLY CALENDAR



SUN	MON	TUE	WED	THU	FRI	SAT
			1 SPEECH AND LANGUAGE WITH ALYSSA PARENT TOT GORUP-DRUMMING W SOSAN	2	3	4
5	6	7 MUSIC & MOVEMNET LITTLE HANDS	8 PHYSIOTHERAPY WITH ANNEKE- IN CLASSROOM (TITOL ČIČEYIŠ NANCY- OT	9	10 SPEECH PROGRAMMING WITH CHRIS LIGHTFOOT	11
12	13	14	15 SPEECH AND LANGUAGE WITH ALYSSA	16	17 ST PATRICKS DAY (WEAR GREEN!!)	18
 Spring Break - Afterschool Program						
19	20	21	22 PHYSIOTHERAPY WITH ANNEKE- IN CLASSROOM (TITOL ČIČEYIŠ	23	24	25
 Spring Break - Afterschool Program						
26 	27	28	29 SPEECH AND LANGUAGE WITH ALYSSA	30	31	

SPRING BREAK
AFTERSCHOOL
PROGRAM
GRADE'S K-1
MARCH 13-24

