



January 2020 Staff Newsletter

TI'etinqox Government

Ashton Harry Executive Director Update

Dzin Guzun Everyone!

My name is Ashton Harry, I am the Executive Director of TI'etinqox Government Office. Previously I had worked under the Emergency Operations Centre, I was then moved over to the Community Comprehensive Planning project when we closed the EOC. I continued to work on EOC projects and do the CCP and the Land Use Plan while I was under the CCP. I was then appointed the Policy Analyst, where I developed policies for departments and started sorting out how we can create by-laws for the community. One of the main complaints we kept hearing about was speeding on the reserve, I am still working on creating the by-law for speeding, it's a complicated process and I want to make sure we do this the right way. In late September 2019, I was asked to be the Interim Executive Director. I have been officially appointed as the Executive Director as of January 20, 2020 by way of vote through the Chief and Council meeting. Since my short time as the ED here, we have accomplished a lot as a team. I am very proud of everyone who works for TI'etinqox, we have been striving to make positive changes here and I feel like we are doing exactly that.

I am happy to be in my community, I enjoy my job, and I love working for my community. It was always my dream when I left to go to university that I would return home and contribute as much as I could here.

We have a lot of major projects coming into the community and a lot of important projects are either completed or are on their way to being completed:

- Fencing (still completing 2017 Fire damaged fencing) – fencing is being done by Longhorn Fencing
- Completed Fire guard rehabilitation
- Completed Fire damage assessments on TI'etinqox Housing
- Completed phase 1 of the TI'etinqox street light project
 - Phase 2 will be lighting up the pockets of areas with no light and finding more funding to complete the poles originally tagged during phase 1 but were not done because of costs.
- Completed the 911 project which included naming our roads and renumbering our houses
 - New maps will be available soon. TI'etinqox will have the street signs installed late spring and will provide the new numbers to each house.
- **TI'etinqox Land Use Plan is currently underway!**
 - We hired a woman named Christy Smith who is a Nenqayni from down south. She owns her own consulting business and Land Use Planning is her specialty.



- Meeting posters are up! Keep your eyes out for them!
 - We also have a community member doing some door-to-door surveys regarding Land Use to ensure we get everything we need.
 - This land use plan is for our community. This is so future generations understand what our land was like today, yesterday, and what our wishes are for the future.
 - We will soon be posting a position for a Tl'etinqox Land Use person as well!
 - **Waste Management Approved**
 - Tyron worked very hard and chased this project until it was approved.
 - This project means that Tl'etinqox will finally have proper recycling and garbage disposal! There will be no more land fill areas after we clean them up. The garbage will be removed from the community and brought to Williams Lake.
 - This will require heavy community involvement because this new system will require a little effort to ensure we are recycling properly and disposing of waste properly as well.
 - We will have a **ONE-TIME** community clean up where we remove old vehicles, scrap metal, and old appliances.
 - I was also successful in getting Earth Day funding, which means the community can come together and have a community clean-up day, then celebrate with a community BBQ afterwards.
 - **Custom Elections**
 - We would like to start up the custom elections process again.
 - There will be an initial meeting sometime in February or March to show the old documentation we found and discuss what the community wants further.
 - Keep an eye out for posters on upcoming meetings!
 - **Housing**
 - We are currently developing housing policies for Tl'etinqox Government
 - There was an establishment of a Housing Committee to help with policies etc. this is all volunteer work so we are very thankful to the 6 community members who offered to be on the housing committee.
 - 6 new elder complex homes are in the process of being built. There will be development of policies around how the housing committee chooses who lives there, what the rent will be, and generally what the conditions of the homes will be.
 - **Gas bar**
 - We are excited to announce that we will likely have a spring ground breaking for the new gas bar if the ISC (INAC) funding comes through as they have promised.
- Keep an eye on the website www.tletinqox.ca as we will post news, events, surveys, and all TGO policies will be made available there. Also check the bulletin boards at the main office regularly, we will always post meeting posters, job postings, and event invites there.**
- Finance**



Dawn Bursey, CPA, CAFM **Finance Manager**

The finance team has a sound understanding of the financial systems they control, and continue to learn and improve everyday. Our financial position also continues to improve; we have established a Financial Administration Bylaw and expect to be eligible for funding under Indigenous Services Canada 10-Year Grant next fiscal. Our next step will be to roll the By-Law into 'Law' so we may be eligible for membership with First Nation Finance Authority which will gain us access to low-rate financing. The department is working hard to streamline operations, improve internal controls and monitor excess spending. A number of initiatives have been implemented to help achieve this.

Events Coordinator

A lot of financial and human resources are expended to host and support community events. Controls have been implemented to monitor these costs, and an events committee has been established to ensure events are better organized, more cost efficient, and most importantly, see a better turn out.

School Catering Business

As with events, much is spent on identifying cooks and purchasing supplies for community gatherings. In order to control costs and maintain efficiency, a head cook will be hired and a catering department set up at the school. The expectation is that any event requiring catering will go through the school and book/order what is needed for their event. The event/department will subsequently be billed and the school will receive the proceeds. Profits made organizing community catering needs will serve as a fundraiser for the school. We are aiming for an April 1st roll-out of this service and expect anyone needing catering to use this resource.

Human Resources Policy

Now that we've rolled out Tl'etinqox Human Resources Policy, additional steps are being taken to control time. Punch card systems have been implemented, and department managers are

expected to control overtime and employee travel. We are in the process of improving the payroll system so that all accruals are tracked on an ongoing basis, which ultimately will save time and improve efficiency.

Capital Projects

We have a number of capital projects in the works. The elders complex and an application for renovations should both be completed by the end of March. We have been told that our Gas Bar funding is expected to be approved so will be sending out the tender package and awarding by the end of March as well. If all the stars align, we should be able to break ground this spring. The Water System upgrade has also been approved and will be tender ready by fall; we are hoping to push that up in order to save on the mobilization and demobilization costs of heavy equipment needed for both projects. The Equine Program is rolling along with workshops scheduled monthly until spring; we are waiting on the results of an Environmental Assessment on the Alexis Lake property, so fingers crossed we get the green light there as well. We are also in the preliminary stages of applying for funding for a Daycare Facility and operating funds, as well as additional multi-unit housing.

The finance team is happy to welcome Ashton Harry as the new Executive Director. We look forward to continuing to work with Ashton and the entire team!





Melanie Johnny
Education/Employment/Events Manager

Just a short report to update what's happening

Education:

Post Secondary-

Currently accepting **Post Secondary Sponsorship Applications** from Tl'etinqox band members. Each year, the deadline that is set to submit these applications are

-May 15 for **September** start date.

-September 15 for **January** start date

The applications are self-explanatory as to what is needed for your submission, please make sure all documents are included or your application will be put on the waitlist.

Once we receive all the applications, the Council portfolio holders will review all the applications and the approved and non-approved applicants will be notified.

We strongly suggest that each applicant connect with their choice of college/university adviser for assistance with course selection.

Currently there are 36 fulltime students being funded through our Post Secondary program

High School

All parents/guardians have to fill out Room & Board applications by **August** of each year. Parents/guardians, boarding parent and student sign these forms before it can be processed.

Any youth living on our reserve that are Grade 10 to 12 are eligible to apply. Graduates are also funded. The Graduation list usually comes out in February and we can process graduations funds after that list is available. Currently there are 35 students on our (Accommodations) Room & Board program, Alexis Creek school has 17 Tl'etinqox students.

Events:

With the many events happening in our community, I handle all the schedules for events, this is to prevent double or overbooking of events within our community. If you have any questions, please feel free to contact me.

Employment:

The applications that are submitted to CCATEC to provide employment to our members, currently I have a project going under Carpentry. Under this program, we have Bernie Solomon as the Journeyman with 2 trainees. Mathew Alphonse is working with the New Elders Homes that are being built by Sam Zirnhelt's crew, Sloan Gilpin is working with Bernie on renovations, they have completed the Elder's center and are now working on the Youth Center. Thank you to the patience of all while our Elder's center was under renovation. We are hoping to have more people employed under this program, so another application will be submitted, if approved, we will be looking for more people to work in this area.



Tyron Harry –

Director of Operation and Maintenance

I have started with the Tl'etinqox Band for about 5 months. Now I am currently in charge of O & M (Operations and Maintenance). I work along side with Wilfred Frank, Henry Dick, Darrel Petal and Shawn Alphonse.

Wilfred Frank is in charge of our water and sewage system working along with Henry Dick. Darrel Petal as our Equipment Operator (Backhoe and Grader). Shawn Alphonse is in charge of our night watchmen schedule and other duties needed on reserve.

Sadly, to say that Wilfred informed me that he will be retiring mid-January of 2020, he has done an excellent job throughout all the years he was with Tl'etinqox Band. Myself and Henry have learned a lot from him and do our best to what he has done throughout all the years.

November 2019 Myself and Henry did a “Small Water Systems” course.

We are currently working with our team to have our water and sewage updated, for example we are supposedly getting our pump house upgraded to a newer system, sewer and water lines to be more easily found and maintained through updated maps.

Lastly we are currently working with ISC (Indigenous Services Canada) formally known as INAC to provide us with a waste management project to help clean up our dump site and to remove all our scrap vehicles. In the new year 2020 the waste management team will be doing a community presentation. I believe this will be a great improvement to our reserve, as we are Tsilqotin People that take great pride in our Land and Resources.

Thanks for taking the time to read my update! Happy New Year to all.

TL'ETINQOX HEALTH SERVICES

Dr. Mitch Verdehl

Way! Nisga'a niy. Laxgibuu niy, ii Wilps Duuk. Tl'etinqox Community Psychologist and Interim Health Director halhalhsiy.

My name is Dr. Mitch Verde. I am from the Nisga'a First Nation. I am a member of the wolf tribe, and I hail from the House of Duuk. I am employed as the Tl'etinqox Community Psychologist and Interim Health Director.

As the community psychologist, I offer a range of psychological services however to date I have provided mainly individual counselling, setting up treatment plans, and serving as a referral source. As the interim health director, I have been managing the day to day operations of the health clinic, and our team of dedicated staff. We have hired several new staff members over the past couple of months and have rolled out new mental health initiatives such as our opioid and solvent abuse strategies. Tl'etinqox Health Services is committed to providing health services to the communities in a culturally competent manner and I ask that you continue to look out for new and exciting events and programs designed to improve the well-being of our community.

T'ooyaksiy Nisim & Sechenalyagh

SHAB GILL

Licensed Practical Nurse

Tl'etinqox Health Services

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My Name is Shab Gill. I am a Licensed Practical Nurse.

I work as a Home Care Nurse for Tl'etinqox. I provide health services to the people of Tl'etinqox focussing on the community health. I also do home



visits, to do health checkups for people in home and community care program, to help them achieve optimal level of well-being and providing assistance so that they can stay at home and live with greater independence. I collaborate with other health care professionals (Doctors, NPs, Nurses, Physios, Dentists) to provide the best care possible.

For our health team, we have recently hired two new members for the Community Health Representative (CHR) and Health Care Assistant (HCA) position. They would be working collaboratively with the nurses to provide all the health services required in the community.

Simblejeet Kaur **Licensed Practical Nurse**

Greetings, my name is Simblejeet Kaur and I am a Licensed Practical Nurse. I am currently working as a Home and Community Care Nurse for the community of TI'etinqox and also providing nursing services related to Maternal health, Community health and Foot care.

Additionally, I assist our Mental health workers in the areas of Alcohol and Substance Use. I am also assisting Nurse Practitioner, Patrice Gordon; in regards to Opioid agonist therapy which is a treatment for addiction to opioid drugs (like heroin, fentanyl, etc.).

Our health team is working in collaboration to set up various clinics for diabetes, mammograms, eye exams and hearing exams in the coming future. We'll also be very soon getting our own Telehealth services at the health center which will make the health services more accessible for all community members.

We recently expanded our extraordinary Home and Community care team by welcoming new members on board and we are looking forward to leading change and advancing health and wellness for the community of TI'etinqox

TI'etinqox Community Justice Program **Annette Frank**

The TI'etinqox Community Social Development [S.D.] Justice Program provides TI'etinqox

community-based crime prevention programming, confidentially supports youth and adults currently involved in the Criminal Justice System and facilitates reintegration for incarcerated community members.

Annette Frank is hired as TI'etinqox S.D. Justice worker to assist with TI'etinqox community members as a support with clients. The TI'etinqox S.D. Justice worker – Annette has no authority with the Justice Finance. The Justice Worker can take the information to share with the S.D. Justice Director. The TI'etinqox S.D. Justice Director supervisor over sees the Justice Program with it's finance and reporting year-end reports.

The *first step with TI'etinqox Justice program* is the TI'etinqox community members youth and adults currently involved in the Criminal Justice System can visit Justice Worker and fill out the **“Client Intake Form”**. Once the form is filled in and signed by youth and adults currently involved in the Criminal Justice System then the Justice program proceeds forward by Justice worker connecting with the Justice clients. The Justice worker is able to visit clients to encourage wellness plans. Clients whom attend provincial/federal criminal court can receive support with Justice worker. TGO S.D. Justice program is a positive program with three important goals; Prevention – doing events of encouragements with community, Intervention - involvement in a client's difficult situation in order to improve or prevent it from getting worse, or an occasion when it is done, and reintegration - process of integrating someone back into society and back into TI'etinqox community with positiveness.

Who we work with:

- TI'etinqox Youth ages 12-19 and their families who are
 - at-risk of criminal involvement (school attendance concerns, reports of reckless behaviour, associating with the 'wrong crowd')



- currently involved in the Youth Justice System.
- Tl'etinqox Adults ages 19 and above who are involved in the Criminal Justice System, including:
 - Adults who are under investigation for a crime they may or may not have committed
 - Adults who have been charged with committing a crime
 - Adults who are involved in court
 - Adults who are incarcerated (Federally or Provincially)
 - Adults on probation or parole

Our Services:

- Case Management and Release Planning for incarcerated band members
- Provide information to community members about their rights and assist them in navigating the Criminal Justice System
- Accompany community members to court and support/advocate as needed
- Connect community members to services that address their needs (counselling, housing needs, etc.) in Tl'etinqox and Williams Lake
- Arrange, facilitate and/or accompany clients to meetings with Criminal Justice System personnel
- Support community members on probation or parole by connecting them to culturally-appropriate services
- Support youth to complete their community sanctions under the Youth Justice Act
- Facilitate Healing and Reintegration Circles

Contact Information:

For more information or to access the Tl'etinqox Community Justice Program, please contact:

Annette Frank

Office: (250) 394-4302 Ext. 239

Email: socialprogramming@tletincox.ca

Tina Stump

Hello everyone! My name is Tina Stump. As of January 21, 2020, I'm working as full-time Health Care Assistant Certificate, but for my custodian position, I worked 10 months as a custodian at Tl'etinqox Health Services. My position as a HCA is to work along with Simble, Shab, Verna, and Flora. I work with nurses, work as a health team, coordinating with co-workers, multi-tasking and helping with elders with footcare, home visits with Shab and Verna too. I'm really enjoying my new position as a HCA. Thank-you for having me as part of your team. I really appreciate it very much. Have a good day.

Flora Stump

Community Health Representative

Hi! My name is Flora Stump, I am currently from Tletincox tin reserve born and raised in Anaham .

I graduated on November 1, 2018 from homecare aid and received my NVIT College certificate. As of January 6 2020, I was hired to work with the Tletincox Health Service as community Health Representative (CHR) Position. I speak my language fluently and I have my class 5 license and a good driving record a few certificates and I had experience working as a Homemaker for the Elders in my Community

I have the opportunity to learn and develop the skill as my career to experience as an employee at the Tletincox Health Service, I like working with the Elders and happy to work with the other health service and homecare aid as a team. My job as a CHR is to pick up and bring the Elders or any community band members to their any appointments to the Tletincox Health Service. Also during the Elders Luncheon I pick up Elders that need transportation I do Home Visits.

I enjoy working with my Elders for the past 5 years as a homemaker in my Community and visiting them listening to their stories.

I took this HCA Course to do more care in their Elders home and focus on their highest priorities and to be healthy and be safe in their home.



Together, we can build a stronger, healthier, community for our community members and Elders by monitoring Health and their wellbeing .
Sechenalyagh !

Deanna Stump Youth Worker

Hello everyone my name is Deanna Stump. My position here at TGO is I am an assistant to Wesley Alphonse for the “ Horse Program “. I am also the” Youth Worker Manger “. It’s been a great couple months for me to be working with my community. I started in summer 2019. I am very happy /thankful to be working in the positions I have. I feel blessed. We the Tsilhqot’in’s have strong amazing youth. With the Horse Program we will be starting our 2nd season coming up soon this Spring 2020. The kids keep asking when they can ride or when it will start. I love that they are enjoying the program. We teach and guide the youth to respect and be responsible when riding or caring for the horse. To be safe and most of all have fun. Update for the Youth Program we will be doing another bottle drive in Feb 2020. Jolene and I have done one bottle drive and it successful thanks to the community and everyone who donated. Jolene an I also did a few loonie actions and held our first Bingo. Fundraiser’s for the youth. We are new to everything thanks for all the support. My communication strengths and ability to connect with youth of all ages and establish trusting relationships. That is my passion. I want them to believe their voice matters.

Looking forward to this coming spring and summer as there are so much exciting things upcoming with the Horse Program and for the Youth Program. Sechanalya until the next newsletter! Have a good day!

TL’ETINQOX Social Service & Social Development

Zaid Sarigat Director of Social Services

We believe in reconciliation and healing, building a democratic society, strengthening indigenous and human rights culture and creating a safe community in which crime and violence no longer exist. we’re committed to ensuring the advancement of a community in which all of us are secure and protected, able to access their rights and have opportunities to prosper. To this end we engage with MCFD and correction services support, cultural activities, parenting programs and other social services to build healthy community. We adhere to the principles of good governance and indigenous leadership.
Thank you.

Tl’etinqox Trading Alana Bobby

Hello everyone in Tl’etinqox. My name is Alana Bobby, I work here at Tl’etinqox Trading managing the store, it is a pleasure working with my co-workers here, as a team we provide great customer service. My position is to manage my employees, keep the store stocked & most importantly to keep our customers satisfied. If any requests or anything we could help you with, please feel free to bring it to my attention. We are always needing the extra help, if you’re willing to join our team come see me with your resume, we are accepting on call positions at the moment, that will eventually lead to a position here with us. We need people with great customer service skills, who are willing to be available at any time. My job is a little all over the place here, cashier, managing & you will eventually see me serving you fuel at times if needed. Which I Love, the pleasure of meeting new people here is amazing. We are excited for the new store possibly breaking

ground soon this year, a bigger store. We definitely need this store, our store here is in need of many repairs. Hope your New Year is off to a good start. Hope 2020 is as blessed as you are. Sechanalyagh ☺



Tl'etinqox School **Clayton Grice, Principal**

?abananes Tl'etinqox,

My name is Clayton Grice and I have had the absolute pleasure of being your school Principal for the last year and a half. I come to you after spending seven years as the Principal for Tsay Keh Dene Nation in northern BC; however, I was born and raised in the Okanagan Valley, with my family originating from Mackenzie BC and Cumberland House Cree Nation, Saskatchewan.

In Tl'etinqox I oversee Head Start, Tl'etinqox School K-8 Programming, and the Adult Education Program; however, none of this work would be possible without the amazingly talented and passionate team I have the honour to work with each and every day. In Education, our goal is to provide a caring, effective, and consistent learning environment for our students that upholds the highest of standards, is based on researched best practices, and most importantly, honours Tsilhqot'in history, culture, and language throughout each of our lessons. In striving towards these goals, we know we are preparing our students for success in their future endeavours.

We are very proud of the growth we have had over the last year and a half, with our literacy scores moving from only 14% of the school at grade level literacy to over 60% at, or above, grade level as of our last benchmarking session in October 2019; along with a tremendous increase in the Tsilhqot'in language usage by both staff and students this past year.

We have also seen some great success in the Adult Education program, with increased enrolment and the inclusion of land-based and cultural activities that link to Provincial learning standards and provided credits towards Adult Dogwood certification. Our goal is to grow the Adult Education Program through the introduction of more course offerings, connected classrooms programming, increased Tsilhqot'in language and

culture programming, and post secondary preparation.

Along with our academic, language, and culturally based goals, we have also worked hard at providing arts based programming opportunities for each of our students, which started with the introduction of the N'we Jinan Integrated Arts Program last year. With N'we Jinan, we bring in visiting artists from all over Canada, to provide 6 week long residencies where they work alongside of the students and support them in arts-based skill development. Some of the projects we have undertaken include, screen printing, t-shirt making, poetry and spoken work performances, song writing and recording, music lessons, performance art, drama, and an upcoming mixed media and podcasting residency. With each of these residencies we have incorporated Tsilhqot'in as major comments and it has been wonderful seeing the students embrace their language and culture in artistic ways.

As we move forward in supporting our students we invite you to join us at our monthly PAC meetings, swing by the school to meet with myself and discuss your goals and wishes for your community school, and most importantly, we commit to providing your children and your community with the best educational experience possible. We will continue to grow as a team and work to ensure each student has a team of passionate, caring, and committed educators working along side of them and supporting them on their educational journey and in meeting their goals.

Sechanalyagh