

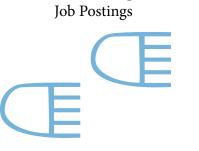


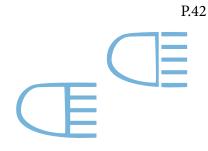
December 2016 N?e?iyk Spíləxm

IN THIS ISSUE	
Community Christmas Party	P.2
Chief Aaron Sam	P.3
Kinder Morgan Update	P.3
Council Attendance Record	P.4
Need A Computer?	P.4
Executive Director Report	P.5
Councillor Leona Antoine	P.8
Christmas Traditions Around The World	P.9
Councillor Lesley Manuel	P.10
Housing Department	P.11
Clean Drinking Water	P.12
Community Services Calendar	P.13
Recreation	P.15
Councillor Bill Bose	P.17
Lands Department	P.18
Finance	P.22
New Community Members	P.28
Community Health Representative	P.29
Home Care Program	P.30
Education	P.31
LNIB School	P.32
School Christmas Concert	P.32
Cultural Revival Program	P.37
Membership	P.40

Catering Bid Opportunity	P.47
Learning Nłe?kepmxcin	P.48
Lnib Service Survey	P.48
Truth & Reconciliation - Calls To	P.49
Action	P.49
Remembrance Day	P.60
Member Owned Business Directory	P.62
Astrology	P.64
Life Events	P.65
From The Editor	P.66
Holiday Events	P.67
LNIB Holiday Office Hours	P.68











50/50

COMMUNITY CHRISTMAS PARTY

Lower Nicola Indian Band Community Christmas Party

Date: Sunday Dec-11-16

Time: 1-5 (Dinner at 3)

Location: LNIB School

Come bring your child for a visit and present from Santa! Be sure to get your children's names on the Good List at the Community Services Centre by calling 250-378-4089.

Wishing you all a very Merry
Christmas and happy New Year!

Vendors Welcome!!

CHIEF AARON SAM



December is already upon us, and the days are shorter and colder. It is nice to see the Christmas lights adding light to the season. It is the season to gather family around us, and to celebrate our blessings. It is a very busy time for our new Council, and we are working hard to steer our nation to a more prosperous and healthy future - looking after our people and our land. I thank you for the support and trust you have placed in us, and encourage you all to participate by staying informed, attending Band General meetings, and sharing your thoughts

with me and the Councillors.

Wishing you and your families the joys of the season, and the very best wishes for a happy, healthy and prosperous New Year.

Humeł Aaron Sam

KINDER MORGAN UPDATE

The Lower Nicola Indian Band has been in negotiations with Kinder Morgan for the past several years regarding a potential agreement regarding the Trans Mountain Expansion Project (TMEP), which would cross our territory and reserves.

There have been several rounds of community updates and engagement regarding this project and its impact on LNIB., and LNIB (and other bands) had requested time for further consultation with the regarding the project but we were advised that the federal government would make its decision by December 19, 2016.

With the imminent decision by the Federal Government, the negotiating team created a draft conditional agreement. This was presented at a well-attended band general meeting on Monday November 28th. The members at the meeting heard the broad outlines of this conditional agreement and were able to express their opinions. Opinions were passionate and varied.

The conditional agreement allows for the entire Band Membership to have a say with respect to the TMEP project. It sets out conditions including:

- A community referendum (now planned for February 18, 2017)
- TMEP receiving government approval (now done) and a final investment decision from the Kinder Morgan board
- Effort to develop a business model for a joint venture regarding the Kingsvale Power Line
- Security for LNIB businesses, including a direct award process and a list of direct award contracts cont'd on page 4

COUNCIL ATTENDANCE RECORD

Chief and Council AttendanceTerm October 2016-September 2019

Month	Meetings	Aaron	Leona	Bill	Harold	Joanne	Lesley	Nicholas	Lucinda
IVIOIILII	Called	Sam	Antoine	Bose	Joe	Lafferty	Manuel	Peterson	Seward
Oct-16	4	3	4	4	4	4	2	4	3
Nov-16	3	3	3	3	3	2	3	2	3
TOTAL	7	6	7	7	7	6	5	6	6

NEED A COMPUTER?

The Lower Nicola Indian Band has a number of refurbished desktop computers available for Band members. These are desktop units with "box", keyboard, mouse, screen, and loaded with an older version of Windows. We do not have any printers available.

If you need a computer, please sign up on the Computer Request sheet at the Band Office reception by Friday, December 9th, 2016. We will do our best to accommodate requests based on numbers of computers available and number of requests.

Kinder Morgan Update cont'd

Completion of an LNIB Heritage Resource Policy

If these conditions are not satisfied or waived by LNIB by March 31, 2017, the agreement becomes null and void and Kinder Morgan must inform the National Energy Board that the conditional letter of support provided by LNIB is no longer valid.

LNIB receives a payment up front for signing this conditional agreement – monies that LNIB keeps regardless of the outcome. For example, if the referendum results show that the Band Members in the majority oppose the project, LNIB keeps the monies paid but the conditional agreement ends.

As with any project, there are pros and cons and as demonstrated at the Band General on Monday, LNIB members have differing opinions. This is a project of some magnitude and lengthy term and Council heard that our members should be provided all of the available facts and information to make an informed decision. Rather than pass up this opportunity for the Membership to have its say, and the monies offered, Council, at the Chief and Council meeting on Tuesday night, decided to sign the conditional agreement.

Over the next three months, the Band will be working diligently to provide members with the information needed to make an informed decision at the referendum. This will include making the conditional agreement available for members to view confidentially.

EXECUTIVE DIRECTOR REPORT



LNIB Executive Report October 25th to November 28th, 2016

Dear LNIB Member,

I am pleased to provide you with a summary of the activities in which I have been involved in the capacity as Executive Director of LNIB for the period from October 26th to November 28th, 2016.

New LNIB Council – As you can imagine, the new members of the new Council have been immersed rather quickly in the vast and complex responsibilities of a member of Band Council. There is a steep learning curve and a vast number of complex issues to tackle, but everyone is giving their best for the betterment of the community. Every member of Council is now familiar with their portfolio, and with the workings and demands of being a member of Chief & Council. We still have much to do, so we will continue to meet weekly until the backlog of issues is addressed. We expect to go back to by-weekly C&C meeting schedule in January.

LNIB Remembrance Day Ceremony – As we have done in the past, LNIB hosted the Remembrance Day Ceremony at the Cenotaph. The event was very well attended by a large number of people (more than 200), as the weather cooperated. Former Chief Heather Trosky and another member (I apologize, but I cannot remember the name) were recognized as Silver Cross Mothers and given each a beautiful Pendleton blanket. The ceremony reached its climax with the Roll Call of the LNIB and Nicola Valley heroes fallen or served in World War II, Korean War, Vietnam War, and peace missions in which the Canadian armed forces participated throughout the world in the last seven decades. Our sincere thank you to John Isaac (Sergeant-at-Arms) and Norma Hall (MC), and Richard Jackson Jr. for leading the work for this very important community event, that has become a community tradition.

Shulus Community Garden Project – The growing season has now past, and with the help and leadership of Lorna Shuter, all of the end of season work has now been completed, and substantial planning work for the next season has taken place. We plan to expand the area and diversify the produce, including the establishment of a traditional medicinal plant garden.

Housing – We continue to focus on improving our housing program. The Housing working group is engaged in reviewing the housing policies, as well as addressing a number of issues that relate to the communication and cooperation between the Housing Department and Social Development Program. INAC has completed an audit of the shelter assistance program and identified a number of areas that need improvement. The construction of the three duplexes is progressing at a better pace, and the construction team is now more focused on meeting the project milestones.

Revision of LNIB Financial Administration Law – The First Nations Management Board (FNMB) has recently issued a number of recommendations for First Nations to consider for improvements in the financial

administration of their governments. As a government certified by FNMB, we are reviewing the suggestions and incorporating them in our Financial Administration Law. We will soon present our recommendations to Chief & Council, and follow the direction given by Chief & Council.

LNIB Lands Department Planning – Now with the Land Code in effect, we need to engage in a large (and complex) number of tasks to develop a number of regulations, processes, budgets, and the Lands Advisory Committee, so we can be in full implementation mode soon. In order to properly plan the work ahead, the Lands Department had their two day strategy session, where they planned the work for the next two years. As you probably know, there is a substantial backlog of land transaction and estate settlement files that have not been completed, in addition to developing (more updating) the land use plan, and addressing the need to reconcile family traditional land ownership interests with legal recognition of such interests.

Recruitment of Economic Development Officer / Business Coach – We revised and updated the posting and job description for the position of Business Coach, to work in the Lands & Economic Development Sector with LNIB entrepreneurs individually or as a group in the form of the LNIB Business Association. We will post the job opening this week, and hope to have the position filled in late January.

Education Policy Review – This committee, comprised of Councillor Nicholas Peterson, Madeline Lanaro, Darlene Valle, Molly Toodlican, Ryan Mann, and Sondra Tom, has resumed work. Sharon Parsons, Manager of LNIB Education Program, has lead the work of gathering information from other sources and put it in a policy format that the committee can discuss, review and make recommendations.

Revocation/Rescinding of Land Allotment – We have followed up on the direction from Chief & Council to ask Indigenous and Northern Affairs Canada (INAC) to revoke, void, and rescind a decision regarding the allotment of one parcel of land (Lot 11 Joyeaska Indian Reserve #2) which had not been properly granted, as there was no meeting of Chief & Council duly convened for the purpose. We are now working with INAC to correct the issue.

Recruitment of Male Counsellor – We interviewed one additional candidate for this position, and we will likely make a job offer to one of the candidates, once the process of checking references is complete.

INAC Funding for Economic Development Project – After some difficult discussions with Castlemain, INAC confirmed the funding for LNIB for a project that had initially been developed by Castlemain, a consulting firm that we often engage in a variety of projects. We will amend the scope of the project to ensure that LNIB benefits from this initiative.

Joint Session of LNIB C&C and LNIB Development Corporation Board of Directors – The joint session of LNIB Chief & Council and the Board of Directors of LNIB Development Corporation was held last weekend (November 25 & 26th). We covered a lot of ground, but agreed that more time is necessary, so we scheduled a second joint session to the middle of January. The planning for the joint session was carried out by a team comprised of Chief Aaron Sam, Sean Maloney, Chief Operating Officer of LNIB Development Corporation, Karin Niesczery, facilitator, and me. The main purpose for the joint session was to develop a

path on how LNIB and LNIB Development Corporation will work together in advancing business interests of LNIB. The main topics covered by the session was to learn about the history of LNIB-owned businesses, and clarify the mandate of the LNIB Lands & Economic Development Sector and LNIB Development Corporation, and how they can work together. We discussed and reached consensus on the protocols that we will use for the relationship between these two collective bodies. Prior to the session itself, Karin Niesczery interviewed every member of Council and the Board of Directors of LNIB Development Corporation, as well as Leesa Mike, Director of LNIB Economic Development, Sean Maloney, Chief Operating Officer of LNIB Development Corporation, Anna Hudson, Lands Manager, Barry Torgerson, Director of Finance, and me, Executive Director of LNIB.

At the second joint session, to be held on January 13th and 14th, 2017, we will discuss the principles that will be followed in investing LNIB resources (LNIB Investment Code), and discuss the expectations of both Chief and Council, LNIB administration, and the Board of Directors of LNIB Development Corporation and their key senior managers to be included in the Letter of Owner's Expectations, and the next steps in strategic planning for LNIB Development Corporation.

Construction of LNIB School Addition – Construction of this project is almost complete. We expect to start using the new classrooms in early January. The expansion consists of the construction of four new classrooms, one of which will be a fully equipped technology classroom. The solar garden project is now complete and in operation.

Rocky Pines Community Centre – This project is also proceeding at good pace. We will present the project plan and budget to Chief & Council before Christmas, and we expect to engage in the tender process early in January. We will present the full concept of the plan at the Band General meeting of January 30th.

Nłe?kepmxcin LNIB Language Nest – As you probably know, the Language Nest is a full immersion program for young children (0 to 5 year olds) sponsored by LNIB. We completed the job interviews for the position of Language Nest Teacher and of Elders last week, and Aiona Anderson, project coordinator, is now busy acquiring the necessary furniture, fixtures, equipment necessary for the operation of the Language Nest.

Registrations are now open, and we urge young families to consider to enroll their young children in this important program. It is widely proven that the best time to learn a language is during a person's early years - as the example of Adams Lake Indian Band, where the best speakers are the ones that learned to speak in the language nest before they went to public school.

Mutual Benefits Agreement with Kinder Morgan for TransMountain Pipeline Expansion – Chief & Council, the Negotiations Committee, and Leesa Mike have been busy attending to this file. The legal advisors for this file (Miller Titerle & Company) made a presentation to Chief & Council, and a number of meetings were held, in light of the pending approval sometime in the next few days of the (likely) approval of the Government of Canada for this pipeline expansion project.

Land Lease of Education Office – We have now agreement on all points, so we will execute soon the lease for 10 years of the parcel where the LNIB Education Program Office is located, as LNIB owns the building

(acquired at a very good terms from the Shackan Indian Band).

During this period I attended to a number of community members on a variety of issues and acted immediately on them by working with the respective staff member.

Thank you, **Helder Ponte Executive Director**



COUNCILLOR LEONA ANTOINE



I'd like to wish the membership a safe and joyous holiday with friends and family. I am looking forward to spending time with you in our upcoming community celebrations. Proud to be LNIB! Councillor Leona Antoine

- I met with MLA NDP Scott Fraser and George Heyman and Chief Lee Spahan regarding our stance and concerns of biosolids. We sent the message that Nicola Valley is not GVRD dumping ground. They want to be green by 2019 but at what expense on our behalf.
- Oct 12 was our first Negotiations committee meeting getting familiar with the proponents and the proposals of projects in our traditional territory and our stance on them.
- Oct 13 chaired a meeting of Biosolid working group of multiple nations at SNTC and corresponding with all leadership on our plans moving forward.
- Meeting at NVIT regarding the Natural Resource Program and being a participant on restructuring the program with industry and environmental and indigenous perspectives. Many stakeholders and learning institutes participated.
- Met with band member entrepreneur to hear out expectations as an entrepreneur and his visions and goals to work together in Economic Development.
- Met with Federal Government regarding meaningful dialogue of Kinder Morgan concerns.
- Met with Dave Caswell to see where I can help and assuring that there is LNIB representation at upcoming meetings of Fisheries, Projects, Mines, and Forestry. Community member funeral of Florence Mike. Discussion with Lorna Shuter of Shulus Garden and the plans envisioned for the community.
- Talked to Bridget and Robyn regarding Employment and what is covered and correlation with Economic development can be strengthened
- Attended a Regional Environment Assessment Workshop with other nations discussing mining concerns.
- Nov,23 Chaired Biosolid Working Group at SNTC plans confirmed of draft agenda for upcoming Agenda Biosolid Forum in February.
- Nov, 24 Vancouver for Kinder Morgan Negotiations at Millers office.
- Chief and Council session in Kamloops for Dev Corp and Economic Development discussions to clarify roles

CHRISTMAS TRADITIONS AROUND THE WORLD

In Austria, children live in fear of Krampus - a Christmas devil who's said to beat naughty children with branches.

Norway - There's no cleaning on Christmas Eve: all brooms are safely hidden away in case they're stolen by witches and evil spirits. (That's my story and I'm sticking to it!)

In Japan the most popular dinner for Christmas Eve is KFC - so popular you have to order two months in advance in many places!

> In Caracas, Venezuela they attend mass in the run-up to Christmas. The streets are closed to traffic because the tradition is to roller skate to church.

Germans hide a pickle in the Christmas tree on Christmas Eve - the first child to discover it in the morning receives a small gift.

> Slovakia - the most senior man of the house takes a spoonful of "loksa" pudding and throws it at the ceiling - the more that sticks the better.

Ukrainians skip tinsel and baubles, instead decorating their Christmas trees with an artificial spider and web.

South African children are told the story of Danny, a young boy who angered his grandmother by eating the cookies that had been left for Santa. In her rage she killed him and he is said to haunt homes at Christmas (Peace and joy indeed!)

> Wales: Mari Lawd is performed in some villages on Christmas Eve. A villager is chosen to parade through the streets, bearing the skull of a mare on the end of a stick. The villager wears a white sheet to hide his/ her identity (I don't blame them!)

In Oaxaca Mexico December 23rd is Noche de los rabanos, Night of the Radishes. Stalls in the city square fill up with radishes sculpted into nativity scenes, historical figures and more.

COUNCILLOR LESLEY MANUEL



I am pleased to offer an update to you and I encourage you contact me if you have any questions comments or concerns. 250-315-3153

On October 4th I attended my first Chief and Council meeting as a Councillor, and was presented with two large binders filled with information about Council Policies and Guidelines. This is meant to be used as a reference for the purpose of providing informed and responsible leadership.

Prior to the election I was fortunate enough to plan to attend a wonderful destination wedding for a dear family member and so was not in attendance for the next week's meeting! I missed everyone at the Council table.

I have been assigned the Health and Social Services portfolio On October 15th and 16th a Council strategy session was held in Kamloops. All directors were invited to join Council to brief the group on goals and objectives, sharing information and to establish a shared vision for the new term.

I attended the October 26 - 28th- First Nations Health Authority Interior Regional Caucus Meeting in Williams Lake. The election for the Interior Region Representative was scheduled for the 27th, and I was the proxy holder for Chief Aaron Sam. It was an informative event and I seen many familiar faces. It was an opportunity to learn from other communities about the types of issues and concerns they speak to.

In early November I met with Bernadette Collins, Community Engagement Coordinator and Bridget LaBelle along with Christine Upfold, and we were able to discuss ideas around investment strategy funding, community engagement coordinator funding and Nlaka'pamux Nation planning.

Karen Niesczeri, a consultant, met with me (and other Council members) to discuss plans, issues, backgrounds and ideas with respect to the upcoming joint Council/LNIB Development Corporation Board of Directors meeting.

Council has appointed me as the LNIB Councillor appointed to the Board of Directors of Scw'exmx Child and Family Services Society. I attended the Scw'exmx Child and Family Services Society. Board of Directors meeting in November, and attended AGM and Open House. The blanket ceremony took place for outgoing Board Member Arthur Dick, and housekeeping business for the organization.

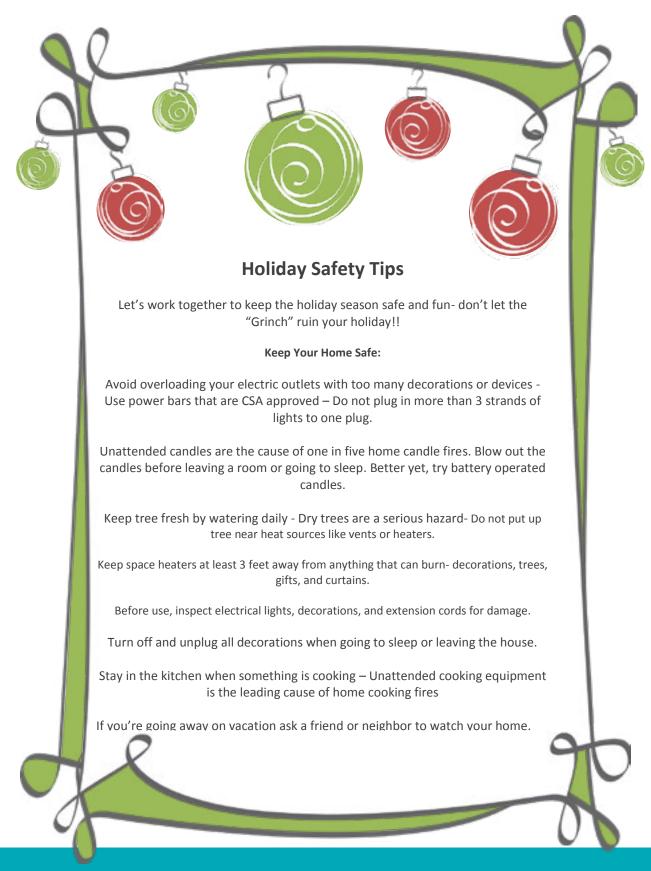
As well, I attended a negotiations committee meeting at the band office and we arranged for the next two upcoming meeting locations.

I am thrilled to be your representative at the Council table!!

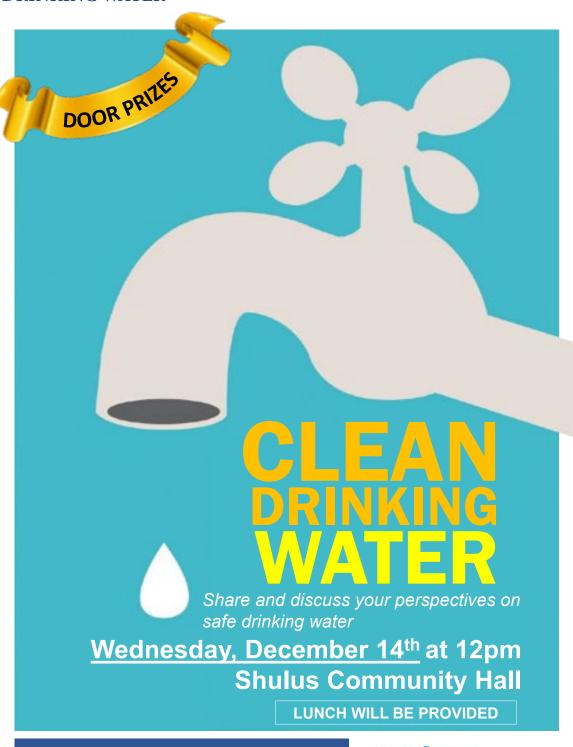
if you are working on something you really care about, you don't have to be pushed. The vision carries you." - Steve Jobs

All my Relations - wishing you a Merry Christmas and a joyous holiday season

HOUSING DEPARTMENT



CLEAN DRINKING WATER



reseauwaternet.ca





COMMUNITY SERVICES CALENDAR



December 2016

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
				1 COHI Program 4-6	2 Grieving Circle 9:30	3
4	5 Office	6 Program 4-6	7 Office wrapping	8 Wrapping	9 Grieving Circle 9:30 Wrapping	10
11 Community Christmas 1-5	12 Parents and Babes 11-1	13 Hamper sorting Staff Party	14 GFB Picture w/ Santa 4-8 pm	15 Hamper sorting LNIB Staff Party	16 Grieving Circle 9:30 Hamper Pick-up	17
18	19 Parents and Babes , Elders Christmas Party 11-1	20 Program TBA 12-2	21 Office	22 Elder's Lunch	23 Grieving Circle 9:30 ½ day	24
25	26 Closed	27 Closed	28 Closed	29 Closed	30 Closed	31

For any more information please contact Marilynne Munro or Tammy Armstrong at the health center @250-378-4089 Please Note that events or activities may change due to unplanned events or circumstances.

^{*} Parents and Babies is geared towards prenatal to preschool ages. Each family who attends the entire program each week will be given a \$10 gift card and a block cheese.

^{*}Anyone who can come in on Fridays to share your "skill" with us we will give a \$25 gift card. Please call ahead so we can arrange a date. Beading, knitting, cooking etc....



First Peoples' Cultural Council

CALL FOR PROPOSALS

Aboriginal Languages Initiative (ALI) 2017—2018

Application Deadline: <u>Tuesday, December 13, 2016 4:30pm</u>

The Aboriginal Languages Initiative (ALI) Program is now accepting applications for the 2017-2018 program year. The ALI supports the preservation and revitalization of Indigenous languages through community-based projects and activities that include documentation and immersion strategies.

For details, application forms and guidelines:

Website: www.fpcc.ca

Phone: **1-250-652-5952**

1-800-663-7867 (toll-free through Enquiry BC)

Email: barb@fpcc.ca or aliana@fpcc.ca

Language Needs Assessment: A Language Needs Assessment is required for your application. Please see the instructions for filling out the LNA here: http://www.fpcc.ca/Grants/Language/#LNA

Funding Guide: Before you apply for funding, we recommend that you learn more about the ALI application process by reading the *2017-18 ALI Funding Guide* here: http://www.fpcc.ca/Grants/default.aspx

Funding for this program is subject to the renewal of the Aboriginal Languages Initiative, Department of Canadian Heritage, and commitment of funds in the Federal Budget.

Canadian Heritage

Canadian Heritage

Canadian Heritage

Canadian Heritage

Canadian Heritage

Canadian Heritage



RECREATION

December 2016

LNIB RECREATION



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
	WALKING CLUB 1:30-2:30 YOUTH DROP IN HOCKEY 4-5	TRADITIONAL GAMES LNIBS 4:30-6PM YOUTH CENTER @ ARENA 6:30-8:30PM	YOUTH GYM NIGHT LNIBS 4:30-6PM ADULT GYM NIGHT 6-8PM	GYM AND SWIM AT THE AQUATIC CENTER ALL DAY	Public SKATING 5:30-6:45PM YOUTH CENTER 7:30-9PM @ arena	Public Skate 6-7:15
4	5 GYM / SWIM	6	yoga 7:15-8:15	8 GYM / SWIM	9	10
	WALKING CLUB 1:30-2:30 YOUTH DROP IN HOCKEY 4-5	TRADITIONAL GAMES LNIBS 4:30-6PM YOUTH CENTER 6:30-8:30PM	YOUTH GYM NIGHT LNIBS 4:30-6PM ADULT GYM NIGHT 6-8PM	CHWY 3WIW	Public SKATING 5:30-6:45PM YOUTH CENTER 7:30-9PM @ arena	Public Skate 6-7:15
11	122 GYM / SWIM	13	yoga 7:15-8:15	15 GYM/ SWIM	16 Last Day of school	17
Community Christmas party 1-5pm	WALKING CLUB 1:30-2:30 YOUTH DROP IN HOCKEY 4-5	TRADITIONAL GAMES LNIBS 4:30-6PM YOUTH CENTER 6:30-8:30PM	YOUTH GYM NIGHT LNIBS 4:30-6PM ADULT GYM NIGHT 6-8PM		Public SKATING 5:30-6:45PM YOUTH CENTER 7:30-9PM @ arena	Public Skate 6-7:15
18	19 GYM / SWIM,	20	21	22 GYM /SWIM	23	24 Christmas Eve
	Harper mountain tubing YOUTH DROP IN HOCKEY 4-5	Community Curling 1-3pm YOUTH CENTER/movies @ ARENA 4-6	Bowling Day 1-3pm ADULT GYM NIGHT 6-8PM	Tobogganing at Lumbum bring your sled!! 1-4pm	SKATING with Santa 5:30-6:45PM YOUTH CENTER Open 8pm	
25	26	27	28	29	30	31
Christmas Day!	Boxing Day!	Office Closed	Office Closed	Office Closed	Office Closed	New Year's Eve!!
		Public Skating 4:30-6:00pm	Drop in Hockey 7:30-9:00pm		Public Skating 4:30-6:00pm	



lerry Christmas to all the Beautiful People of LNIB

Every Grain of Sand

I hear the ancient footsteps like the motions of the sea. Sometimes I turn there's someone there, other times it's only me I am hanging in the balance of

the reality of man Like every sparrow falling like every grain of sand.

Bob Dylan



Punch & Reggie

from the Bose Family

Minister of Defence

Councilor William 'Punch' Bose & Terry

Finances & Taxation



COUNCILLOR BILL BOSE



Elected in first week of October 2016, getting oriented to two meetings a week, and then in the third week, we had a strategic and goal setting retreat in Kamloops. I was appointed Finance and Taxation Councilor for my term. I met with Barry the accountant with whom I am going to meet with Quarterly to go over Finance.

We are to see that money coming in for different accounts is spent properly and to have a goal that will see all the transactions of LNIB are transparent and everything is done properly. It will be a learning experience for that I am looking forward to as I have run a small business in the past and know the

good and hard times of making a business go and watching cash flow. Looking forward to seeing transactions and working managers make LNIB succeed.

PROTECTORS OF THE ENVIRONMENT



LANDS DEPARTMENT

Spectra Energy and Surerus Pipeline Inc. have recently completed the upgrades to the existing natural gas pipeline that runs through Nicola Mameet IR #1. On November 10, 2016, the Lands Department was able to tour the sights and see the work that has been done on.



Site KP 59 spectra needed a temporary work space off of the right-of-way for materials and equipment to replace the crossover. They also fixed the bridge and parts of the road.







As a department, we have been working hard in preparation for the implementation of the LNIB Land Code on December 1, 2016. The process is a lot more complicated than just flipping a switch. Luckily, we have a two year implementation period so LNIB can take our time to develop the systems and processes that will work for our current membership, and future generations to come. To make sure were doing everything to the best of our ability we are taking our time and even getting additional training for our staff.

On November 3rd and 4th The Lands Department attended a 2-day strategic planning workshop with Cari St. Pierre from Sustainable Community Planning & Project Management and Angie Derrickson from the First Nations Lands Management Resource Centre. The workshop was designed to help with the implementation of the LNIB Land Code. Working together, we were able to identify the needs of the department and create a timeline to help with the implementation. We are planning on visiting other First Nations communities under Land Code that we view as successful to see what has and has not worked for them. We will be looking at the types of Laws and Polices these communities have enacted and how they enforce them. With these visits, we are hoping to gain a better understanding on what may work for our community.



Left To Right: Anna (Sam) Hudson, Brandi O'Flynn, Cari St.Pierre, Geraldine Bangham



As we close out our Indian Act systems and processes relating to Land management, the Lands Department was able to process Certificates of Possessions (CPs) for homelots for members, some who have waited years for them. This is definitely one of the best parts of our job in the Lands department.



Certificates of Possession presented here to Cecilia Sheena (above) and Vonna Moses

FINANCE

Lower Nicola Indian Band Balance Sheet (Unaudited)

As of October 31, 2016

Current Year	Prior Year
CURRENT ASSETS	Prior Year
CURRENT ASSETS Cash, GIC's and Deposits Capital Projects Fund 1,080,249 Taxation Accounts 73,639 Replacement Reserve Funds Surplus Accounts 486,067 Accounts Receivable 603,957 Due From Band Owned Companies 2,083,970 Prepaid Expenses 250 Retainers 55,000 Total current assets S12,968,881 OTHER ASSETS Investments - Ottawa Trust Accounts Investments - Ottawa Trust Accounts FIXED ASSETS Capital Assets Accumulated Depreciation Total fixed assets \$20,563,909 Total assets \$24,083,970 Fixed Assets \$35,662,830 FIXED ASSETS Capital Assets Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682 LIABILITIES CURRENT LIABILITIES Accounts Payable Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,833,833 LONG-TERM LIABILITIES Mortgages Payable Equipment Loans Housing Reserves - All Phases 1,094,419 Total liabilities \$3,693,704 Total liabilities \$5,527,537	
Cash, GIC's and Deposits 7,948,430 Capital Projects Fund 1,080,249 Taxation Accounts 73,639 Replacement Reserve Funds 637,318 Surplus Accounts 486,067 Accounts Receivable 603,957 Due From Band Owned Companies 2,083,970 Prepaid Expenses 250 Retainers 55,000 Total current assets OTHER ASSETS Investments - Other 161,782 Investments - Othawa Trust Accounts 601,110 Total other assets \$762,892 FIXED ASSETS Capital Assets 35,662,830 Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682 LIABILITIES Accounts Payable 1,415,671 Wages and benefits payable 154,724 Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,	
Capital Projects Fund 1,080,249 Taxation Accounts 73,639 Replacement Reserve Funds 637,318 Surplus Accounts 486,067 Accounts Receivable 603,957 Due From Band Owned Companies 2,083,970 Prepaid Expenses 250 Retainers 55,000	
Taxation Accounts	4,336,336
Replacement Reserve Funds	1,683,278
Surplus Accounts	92,402
Accounts Receivable 603,957	562,850
Due From Band Owned Companies 2,083,970	456,666
Prepaid Expenses 250 Retainers 55,000 Total current assets \$12,968,881 OTHER ASSETS Investments - Other 161,782 Investments - Ottawa Trust Accounts 601,110 Total other assets \$762,892 FIXED ASSETS Capital Assets 35,662,830 Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682 LIABILITIES CURRENT LIABILITIES Accounts Payable 1,415,671 Wages and benefits payable 154,724 Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,833,833 LONG-TERM LIABILITIES Mortgages Payable 2,517,120 Equipment Loans 82,165 Housing Reserves - All Phases 1,094,419 Total liabilities \$3,693,704 MEMBERS' EQUITY MEMBERS' EQUITY	1,253,406
Total current assets	1,891,891
Total current assets	700
OTHER ASSETS	77,500
Investments - Other 161,782 Investments - Ottawa Trust Accounts 601,110 Total other assets \$762,892 FIXED ASSETS Capital Assets 35,662,830 Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682	\$10,355,028
Investments - Ottawa Trust Accounts 601,110 Total other assets \$762,892 FIXED ASSETS Capital Assets 35,662,830 Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682 IABILITIES CURRENT LIABILITIES Accounts Payable 1,415,671 Wages and benefits payable 154,724 Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,833,833 LONG-TERM LIABILITIES Mortgages Payable 2,517,120 Equipment Loans 82,165 Housing Reserves - All Phases 1,094,419 Total liabilities \$3,693,704 Total liabilities \$5,527,537 MEMBERS' EQUITY	
Total other assets \$762,892	161,782
FIXED ASSETS	578,361
Capital Assets	\$740,143
Capital Assets 35,662,830 Accumulated Depreciation (15,098,921) Total fixed assets \$20,563,909 Total assets \$34,295,682 LIABILITIES CURRENT LIABILITIES	
Total fixed assets \$20,563,909	34,201,040
Total assets \$34,295,682	(13,640,572)
Total assets \$34,295,682	\$20,560,468
CURRENT LIABILITIES	
CURRENT LIABILITIES	\$31,655,639
CURRENT LIABILITIES	
Accounts Payable 1,415,671 Wages and benefits payable 154,724 Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,833,833 LONG-TERM LIABILITIES Mortgages Payable 2,517,120 Equipment Loans 82,165 Housing Reserves - All Phases 1,094,419 Total long-term liabilities \$3,693,704 Total liabilities \$5,527,537	
Wages and benefits payable 154,724 Damage Security Deposits Owed 23,307 Current portion of long-term debt 240,132 Total current liabilities \$1,833,833 LONG-TERM LIABILITIES	582,966
Damage Security Deposits Owed	143,384
Current portion of long-term debt 240,132	
Total current liabilities	27,452 240,132
LONG-TERM LIABILITIES Mortgages Payable 2,517,120 Equipment Loans 82,165 Housing Reserves - All Phases 1,094,419 Total long-term liabilities \$3,693,704 Total liabilities \$5,527,537	240,132
Mortgages Payable	\$993,933
Equipment Loans Housing Reserves - All Phases Total long-term liabilities Total liabilities \$3,693,704 Total liabilities \$5,527,537	
Equipment Loans 82,165 Housing Reserves - All Phases 1,094,419 Total long-term liabilities \$3,693,704 Total liabilities \$5,527,537	2,786,693
Total long-term liabilities Total liabilities Total liabilities \$3,693,704 \$5,527,537	140,758
Total long-term liabilities \$3,693,704 Total liabilities \$5,527,537 MEMBERS' EQUITY	1,029,711
Total liabilities \$5,527,537 MEMBERS' EQUITY	
MEMBERS' EQUITY	\$3,957,161
	\$4,951,094
MEMBERS' EQUITY IN:	
MEMBERO EGOTT IIV.	
Ottawa Trust Funds 630,078	580,417
Contributed Surplus 2,095,106	1,700,274
Equity in Capital Assets 15,616,983	15,585,319
Equity in Daphtal Assets 13,010,903 Equity in Band Owned Companies 238	(867)
Equity in Band Owned Companies 250	(007)
Total members' equity in: \$18,342,405	\$17,865,143
SURPLUS (DEFICIT)	
Opening Surplus (Deficit) 9,238,694	8,540,331
Current Year Surplus (Deficit) 1,187,046	299,071
Total surplus (deficit) \$10,425,740	\$8,839,402
Total members' equity \$28,768,145	\$26,704,545
	-
\$34,295,682	\$31,655,639

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Unaudited Statement of Revenues and Expenses For the 7 Period(s) Ending October 31, 2016

Consolidated Departments



	Actual Year to Date	Budget Year to Date	Variance to Budget Year to Date	Approved Budget For Year	Budget Remaining For Year
Revenue					-
AANDC NGOM - BAND EMPLOYEE B	79,966	82,437	(2,471)	141,321	61,355
AANDC NPO5 - BAND SCHOOL INST	744,111	542,581	201,530	930,139	186,028
AANDC NPOS - ANCILLARY SERVIC	15,329	17,411	(2,082)	29,848	14,519
AANDO NP8R - ADMIN SER	44,842	72,503	(27,661)	124,290	79,448
AANDO NP85 - BASIC NEEDS	607,402	594,112	13,290	1,018,477	411,075
AANDC NP8X - ESD AANDC NPC5 - ADULT IN	77,359 40,291	30,900 39,470	46,459 821	52,972 67,663	(24,387) 27,372
AANDC NP63 - ADOLT IN AANDC NP8L - SPECIAL NEEDS	15,668	15,235	433	26,117	10,449
AANDO NI 6E - SI EGIAE NEEDS AANDC NPEO - PREVENTION PROJ	16,209	4,807	11,402	8,241	(7,968)
AANDC NG1E GOVERNANCE P & ID	24,300	31,500	(7,200)	54,000	29.700
AANDC NPBO - NATIONAL CHILD BE	52,455	51,000	1,455	87,428	34,973
AANDC NTMW - COMMUNITY BUILD	16,800	16,798	2	28,797	11,997
AANDC NTMS - FIRE PROTECTION	18,074	18,074		30,984	12,910
AANDC NT4X - LANDS MANAGEMEN		160,988	(160,988)	275,979	275,979
AANDC NT45 - CEDO PLANNING & O	44,268	146,652	(102,384)	251,404	207,136
AANDO NGOF - BAND SUPPORT	251,873	227,410	24,463	389,846	137,973
AANDC NP1P PARENTAL & COMM AANDC NPC7 - SERVICE DELIVERY	23,692	66,848	(43,156)	114,597	90,905
AANDC NPC7 - SERVICE DELIVERY AANDC NPC9 - ADULT INSTITUTION	7,110 10,080	6,966	144 10,080	11,941	4,831 (10,080)
AANDC NFG9 - ADOLT INSTITUTION AANDC NTMV - MUNICIPAL SERVIC	47,109	31,228	15,881	53,534	6,425
AANDC NTMZ - FIRE TRAINING	9,030	9,030	13,001	15,480	6,450
AANDC NPOR - TUITION AGREEME	835,572	609,271	226,301	1,044,465	208,893
AANDC NTMT - ROADS & BRIDGES	27,020	27,019	1	46,318	19,298
AANDC NPG7 - MEMBERSHIP REGI	9,163	5,345	3,818	9,163	,
AANDC NP5A - POST SECONDARY	316,799	263,999	52,800	452,570	135,771
AANDC NTFF - SANITATION	15,799	15,797	2	27,081	11,282
AANDC NP13 - GUIDANCE & COUNS	14,365	16,707	(2,342)	28,640	14,275
AANDC NTFG - WATER SYSTEMS	53,452	53,456	(4)	91,639	38,187
AANDC NP12 - FINANCIAL ASSISTA	7,665	8,719	(1,054)	14,946	7,281
INAC WOP INAC RECOVERIES/REIMBURSEME	6	7,735	6 (7,735)	13,260	(6) 13,260
AANDC CPMS #11364 INDIV/HOUSE	9,000	8,167	833	14,000	5,000
AANDC NTMU - ELECTRICAL SYSTE	2,919	2,917	2	5,000	2,081
AANDC IRS PERSONAL CREDITS	(21,000)	2,0	(21,000)	0,000	21,000
TRANSFER - TAX INVESTMENT ACC	350,000	204,167	145,833	350,000	,
FNESC SEP PROGRAM	9,425	60,962	(51,537)	104,507	95,082
BC MINISTRY OF EDUCATION		233,333	(233,333)	400,000	400,000
PROVINCE OF B.C.	115,370	275,038	(159,668)	471,494	356,124
FEDERAL FUNDING	40,000	23,333	16,667	40,000	1 000 007
LOAN PROCEEDS OTHER REVENUE	(44,043) 2,936,764	571,284 2,707,704	(615,327) 229,060	979,344 4,641,779	1,023,387 1,705,015
ISETS	2,330,704	2,707,704 1,167	(1,167)	2,000	2,000
TNRD	87,284	48,708	38,576	83,500	(3,784)
CMHC SUBSIDY	120,378	120,378	30,570	206,363	85,985
CMHC FUNDING	68,650	.20,070	68,650	_55,555	(68,650)
COST RECOVERIES	15,641	70,294	(54,653)	120,500	104,859
H.C. HEADSTART	67,858	57,750	10,108	99,000	31,142
H.C.MANAGEMENT & SUPPORT	140,385	140,383	2	240,656	100,271
H.C. DIABETES INITIATIVE	31,535	31,532	4	54,054	22,519
H.C. OPERATIONS & MAINTENANCE	19,824	19,823	1	33,982	14,158
H.C. BRIGHTER FUTUR	56,077	56,075	2	96,129	40,052
H.C. MEDICAL TRANSPORTATION	42,947	27,598	15,349	47,311	4,364
H.C. SOLVENT ABUSE	9,534	9,531	4	16,338	6,804
H.C. MENTAL HEALTH H.C. CHR.	40,670 31,276	40,668 31,278	2 (2)	69,717 53,620	29,047 22,344
H.C. HOME & COMMUNITY CARE	101,276	101,274	(2)	173,613	72,337
H.C. NNADAP PREVENTION	31,871	31,870	1	54,635	22,764
H.C. DRINKING WATER SAFETY	17,362	12,246	5,116	20,993	3,631
H.C. COMMUNITY HEALTH NURSE	63,413	63,410	3	108,703	45,290
H.C. AIDS STRATEGY	1,197	1,199	(2)	2,055	858
H.C. PRENATAL NUTRITION	11,977	12,920	(943)	22,148	10,171
H.C. NIHB MGMENT & SUPPORT	4,137	4,140	(3)	7,097	2,960
H.C. Child Oral Health	23,324	14,937	8,387	25,606	2,282

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Unaudited Statement of Revenues and Expenses

For the 7 Period(s) Ending October 31, 2016

Consolidated Departments



		Actual Year to Date	Budget Year to Date	Variance to Budget Year to Date	Approved Budget For Year	Budget Remaining For Year
48000-`	ADMINISTRATION FEES	70,000	70,000		120,000	50,000
48010-`	RENTAL REVENUES	473,145	538,531	(65,386)	923,200	450,055
48020-`	SALES	5,950	4,669	1,281	8,000	2,050
48025-`	REFERRAL INCOME	7,207	37,239	(30,032)	63,839	56,632
48030-`	MANAGEMENT FEES	84,000	86,919	(2,919)	149,000	65,000
48050-`	INTEREST	51,796	46,083	5,713	79,000	27,204
48070-` 48080-`	FUNDRAISING CONCESSION SALES	3,179	4,667	(1,488)	8,000	4,821
48085-`	SPECTRA ENERGY SCHOLARSHIP	3,711	13,417 2,917	(9,706) (2,917)	23,000 5,000	19,289 5,000
48095-`	KWOIEK CREEK RESOURCES LP	5,000	2,917	2,083	5,000	3,000
48105-`	GOLF TOURNAMENT REVENUES	11,330	8,750	2,580	15,000	3,670
49100-`	MISCELLANEOUS REVENUE	80,258	13,417	66,841	23,000	(57,258)
49900-`	TAXATION	1,429,163	816,667	612,497	1,400,000	(29,163)
	Revenue total	10,035,601	9,804,277	231,324	16,807,323	6,771,723
	Wages & Benefits					
50100-`	WAGES/SALARIES	1,826,194	1,884,426	(58,231)	3,230,444	1,404,250
50102-`	BEB BENEFITS OFFSET	70.444	7,019	(7,019)	12,033	12,033
50110-`	CPP EXPENSE	79,141	72,478	6,662	124,248	45,107
50120-` 50200-`	EI EXPENSE EXTENDED BENEFITS	40,850 42,732	39,516 51,211	1,334 (8,479)	67,742 87,789	26,891 45,058
50300-`	PENSION	69,153	81,620	(12,467)	139,921	70,767
50500-`	WCB	14,918	13,344	1,574	22,876	7,957
50550-`	CASUAL, ONCALL, SHORTTERM LA	24,394	125,079	(100,685)	214,554	190,160
50700-`	CONTRACTORS UNDER OUR WCB	9,316	9,232	84	16,000	6,684
50900-`	ENHANCED TEACHERS SALARIES	0.100.000	4,667	(4,667)	8,000	8,000
	Wages & Benefits total	2,106,699	2,288,593	(181,894)	3,923,606	1,816,907
c0000 '	Expenditures	10.044	04.700	(4.04E)	40 F00	22.656
60000-` 60020-`	ADVERTISING EQUIPMENT LEASES & RENTALS	19,844 39,498	24,789 29,867	(4,945) 9,631	42,500 51,200	22,656 11,702
60050-`	ACCOUNTING & AUDIT	50,966	30,072	20,894	51,500	534
60100-`	ADMINISTRATION FEE TO ADMIN D	35,000	35,000	20,00	60,000	25,000
60150-`	CAPITAL EXPENSES	1,268,503	1,664,769	(396,266)	2,853,893	1,585,390
60200-`	COMPUTER REPAIRS, NETWK COS	29,391	37,707	(8,316)	64,640	35,249
60250-`	CONSULTANTS/CONTRACTORS W	171,666	176,678	(5,012)	302,880	131,214
60300-`	CONTRACTORS INDEPENDENT	120,151	128,946	(8,794)	221,050	100,899
60400-` 60410-`	AUTOMOTIVE - FUEL AUTOMOTIVE - REPAIRS & MAINT	32,227 36,217	36,178 43,237	(3,951)	62,016 74,120	29,789 37,903
60420-`	AUTOMOTIVE - REPAIRS & MAINT AUTOMOTIVE - INSURANCE	33,186	32,260	(7,019) 926	55,299	22,113
60450-`	HONORARIA	31,489	27,876	3,613	47,788	16,299
60500-`	INSURANCE	110,832	71,444	39,389	122,446	11,614
60550-`	LEGAL/PROFESSIONAL	508,302	394,627	113,675	676,500	168,198
60555-`	PROFESSIONAL SERVICES	216,712	226,333	(9,621)	388,000	171,288
60600-`	LICENSES/FEES/DUES	8,857	6,701	2,156	11,484	2,627
60650-`	WORKSHOPS & SEMINARS	5,855	37,579	(31,724)	64,429	58,574
60700-` 60750-`	COMMUNITY EVENTS EXPENSES OFFICE SUPPLIES	68,900 35,530	63,698 24,498	5,202 11,033	109,196 42,000	40,296 6,470
60800-`	RENT - PREMISES	7,100	27,061	(19,961)	46,390	39,290
60850-`	POSTAGE/COURIER/DELIVERY	22,275	18,372	3,903	31,495	9,220
60900-`	PROGRAM MATERIALS/SUPPLIES	140,971	103,935	37,036	178,170	37,199
60910-`	SHULUS GARDENS MATERIAL	12,111		12,111		(12,111)
60925-`	HOUSING REPAIRS MAINTENANCE		292	(292)	500	500
60950-`	SNOW REMOVAL	(433)	10,622	(11,055)	18,200	18,633
61000-`	TELEPHONE/INTERNET	73,751	67,386	6,366	115,530	41,779
61040-`	STAFF EVENTS	5,958	11,083	(5,126)	19,000	13,042
61050-` 61200-`	STAFF TRAINING TRAVEL	52,636 80,527	59,680 79,967	(7,045) 560	102,309 137,095	49,673 56,568
61250-`	UTILITIES	155,197	172,837	(17,641)	296,288	141,091
61500-`	TNRD DUMP FEES	38,445	8,750	29,695	15,000	(23,445)
70000-`	PROMOTIONS AND GIFTS	5,604	4,403	1,201	7,550	1,946
70015-`	HONORARIUM ARTHUR DICK	28,800	16,800	12,000	28,800	
70018-`	HONORARIUM AARON SAM	42,000	42,000		72,000	30,000

Unaudited Statement of Revenues and Expenses For the 7 Period(s) Ending October 31, 2016

Consolidated Departments



		Actual	Budget	Variance to	Approved	Budget
		Year to Date	Year to Date	Budget Year to Date	Budget For Year	Remaining For Year
70020-`	HONORARIUM CLYDE SAM	9,900	5,775	4,125	9,900	
70022-`	HONORARIUM M TOODLICAN	9,900	5,775	4,125	9,900	0.050
70023-`	HONORARIUM L SEWARD	1,650	5,775	(4,125)	9,900	8,250
70025-` 70027-`	HONORARIUM HAROLD JOE HONORARIUM W BOSE	11,550	11,550 5,775	(4.125)	19,800 9,900	8,250 8,250
70027-	HONORARIUM J LAFFERTY	1,650 1,650	5,775	(4,125) (4,125)	9,900	8,250
70023-	HONORARIUM L ANTOINE	1,650	5,775	(4,125)	9,900	8,250
70033-`	HONORARIUM L MANUEL	1,650	5,775	(4,125)	9,900	8,250
70040-`	HONORARIUM ROBERT STERLING	9,900	5,775	4,125	9,900	-,
70051-`	HONORARIUM CLARENCE BASIL JR	9,900	5,775	4,125	9,900	
70052-`	HONORARIUM NICHOLAS PETERSO	12,025	11,827	198	20,275	8,250
70100-`	INTEREST AND BANK CHARGES	7,137	6,300	837	10,800	3,663
70105-`	COMMUNITY SUPPORT	57,410	55,417	1,993	95,000	37,590
70125-` 70140-`	GARBAGE COLLECTION REGULAR SERVICE AGREEMENTS	26,165 45,541	37,625	(11,460)	64,500 69.743	38,335
70140- 70152-`	CULTURAL & ELDERS PROGRAMS	1,045	40,683	4,858 1,045	69,743	24,202 (1,045)
70152-	BAD DEBTS EXPENSE	6,515		6,515		(6,515)
70205-`	GOLF TOURNAMENT EXPENSES	5,025	2,917	2,108	5,000	(25)
70253-`	COMMITTEE & MEETING EXPENSE	18,781	20,125	(1,344)	34,500	15,719
70260-`	FIELDTRIPS	9,267	5,831	3,436	10,000	733
70265-`	INSTRUCTIONAL SUPPLIES		23,287	(23,287)	39,920	39,920
70270-`	NUTRITION SUPPLIES	25,879	26,822	(943)	45,980	20,101
70300-`	BUILDING REPAIRS & MAINTENANC	99,161	149,719	(50,559)	256,654	157,493
70301-`	ELDERS HOME REPAIRS GROUND MAINTENANCE	10,939	14,583	(3,644)	25,000	14,061
70315-` 70320-`	JANITORIAL SUPPLIES	19,541 7,615	12,833 8,398	6,708 (783)	22,000 14,400	2,459 6,785
70320-	POST SECONDARY CONTINGENCY	4.544	7,177	(2,633)	12,300	7,756
70450-`	POST SECONDARY TUITION	150,532	115,500	35,032	198.000	47,468
70455-`	POST SECONDARY BOOKS/SUPPLI	21,048	22,169	(1,121)	38,000	16,952
70460-`	POST SECONDARY LIVING ALLOWA	118,346	174,746	(56,400)	299,565	181,218
70465-`	SD#58 TUTORIALS	12,373	2,333	10,040	4,000	(8,373)
70470-`	STARTUP K-12	12,471	7,000	5,471	12,000	(471)
70471-`	HIGHSCH ALLOWANCE	6,195	2,917	3,278	5,000	(1,195)
70475-` 70480-`	LEA TUITION AGREEMENTS SCHOLARSHIP	835,572	609,271 5,833	226,301 (5,833)	1,044,465 10,000	208,893 10,000
70485-`	POST SECONDARY GRAD FEES	400	3,033	400	10,000	(400)
70490-`	YOUTH TRAINING	4,041	2,917	1,124	5,000	959
70495-`	TRADES & CERTIFICATION	909	5,833	(4,924)	10,000	9,091
70510-`	GRADUATION CEREMONIES	4,140	992	3,148	1,700	(2,440)
70650-`	G.F.A.	21,231	30,900	(9,669)	52,972	31,741
70655-`	SPECIAL NEEDS	16,446	15,235	1,211	26,117	9,671
70670-`	BURIALS	25,527	10,500	15,027	18,000	(7,527)
70671-` 70678-`	NON STATUS HEALTH BENEFITS WOP SHELTER	7,679 11,120	4,200 5,367	3,479 5,753	7,200 9,200	(479) (1,920)
70076-	ADULT DAY PROGRAM	3,796	2,917	3,733 879	5,000	1,204
70715-`	INSTITUTIONAL CARE	1,275	7,735	(6,460)	13,260	11,985
70735-`	INCENTIVE/ALLOWANCE	750	1,167	(417)	2,000	1,250
70800-`	JANITORIAL SERVICES	3,829	32,667	(28,837)	56,000	52,171
70825-`	COMMUNITY WELLNESS	77,758	66,078	11,680	113,277	35,519
70845-`	CLIENT TRANSPORTATION	33,284	27,598	5,686	47,311	14,027
70860-`	PRENATAL NUTRITION	6,584	8,750	(2,166)	15,000	8,416
70875-`	MEDICAL (DENTAL	2,522 423	4,330	(1,808)	7,423	4,901
70895-` 70900-`	MEDICAL/DENTAL MORTGAGE INTEREST	26,968	1,458 29,350	(1,035) (2,382)	2,500 50,315	2,077 23,346
70900-	MORTGAGE PRINCIPAL	159,095	158,660	435	271,988	112,893
70915-`	PROPERTY MANAGEMENT EXPENS	84,000	84,000	100	144,000	60,000
70920-`	REPLACEMENT RESERVE ALLOWA	11,049	41,708	(30,659)	71,500	60,451
70950-`	ANIMAL CONTROL	1,386	2,100	(714)	3,600	2,214
70960-`	EMERGENCY WATER DELIVERY	21,104	294	20,810	500	(20,604)
70965-`	FISH SCREENS MAINTENANCE	3,207	1,458	1,749	2,500	(707)
70970-`	MAINTENANCE ROADS & BRIDGES	17,990	11,667	6,324	20,000	2,010
70975-`	MAINTENANCE WATER SYSTEMS	26,643	40,833 11,667	(14,190) (2,467)	70,000	43,357 10,800
70985-` 70995-`	DITCH IRRIGATN & MAINTENANCE MAINTENANCE WASTE WATER SYT	9,200 25,081	11,667	(2,467) 13,414	20,000 20,000	(5,081)
, 0000		20,001	11,007	10,717	20,000	(0,001)

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GL!Statement of Revenue and Expenditures.LNB

Unaudited Statement of Revenues and Expenses

For the 7 Period(s) Ending October 31, 2016

Consolidated Departments



		Actual Year to Date	Budget Year to Date	Variance to Budget Year to Date	Approved Budget For Year	Budget Remaining For Year
71015-`	SUPPLIES-CONCESSION	3,621	7,875	(4,254)	13,500	9,879
71100-`	LOAN PNI PAYMENT	27,772	30,917	(3,145)	53,000	25,228
72075-`	TAX RESERVE ANNUAL TRANSFER	350,000	204,750	145,250	351,000	1,000
72250-`	PLANS SURVEYS	9,228	7,000	2,228	12,000	2,772
73095-`	ENGINEERING CONSULTANTS	222		222		(222)
73115-`	INSPECTION FEES	1,322	681	641	1,167	(155)
73120-`	CONSTRUCTION COSTS	153,683	682,092	(528,409)	1,169,301	1,015,618
74005-`	SD EMPLOYABLE	143,947	151,059	(7,113)	258,959	115,012
74015-`	SD PPMB	32,731	29,001	3,730	49,716	16,985
74025-`	WOP BASIC	4,663	2,917	1,746	5,000	337
74035-`	SD SHELTER	190,553	209,640	(19,087)	359,383	168,830
74045-`	SD PWD	108,131	118,859	(10,727)	203,758	95,627
80000-`	EXCAVATION & SITE PREPARATION	107		107		(107)
80005-`	CONCRETE	17,877		17,877		(17,877)
80025-`	PLUMBING/HEATING	47		47		(47)
80040-`	BUILDING SUPPLIES/MATERIALS	2,555		2,555		(2,555)
80050-`	SUB CONTRACTS- TRADES	27,362		27,362		(27,362)
	Expenditures total	6,741,856	7,209,123	(467,267)	12,358,416	5,616,560
	Surplus (Deficit) Current Period	1,187,046	306,561	880,485	525,301	(661,745)
	Interfund Transfers					
89990-`	TRANSFER TAXATION INVESTMEN	(1,390,557)	(811,158)	(579,399)	(1,390,557)	
89998-`	TRANSFER FR DEPTS	1,698,646	990,877	707,769	1,698,646	
89999-`	TRANSFERS TO DEPARTMENTS	(1,698,646)	(990,874)	(707,771)	(1,698,646)	
99988-`	TRANSFER FROM TAXATION	1,390,557	811,156	579,401	1,390,557	
	Surplus (Deficit) After Interfund					
	Transfers	1,187,046	306,561	880,485	525,301	(661,745)
34000-`,350	Opening Surplus (Deficit)	8,601,772	8,601,772			
	Closing Surplus (Deficit)	9,788,818	8,908,333			



MELTING MOMENTS

1 cup all purpose flour 1/2 cup cornstarch 1/2 cup icing sugar 3/4 cup butter

Combine dry ingredients. Cream butter until fluffy. Add flour mixture and beat thoroughly. Refrigerate 1 hour.

Preheat oven to 300 F.

Shape dough into 1 inch balls. Place about 1 1/2 inches apart on ungreased cookie sheets. Flatten slightly with fork.

Bake 20 minutes or until edges just slightly brown - don't overbake.



CINNAMON STARS (GLUTEN FREE)

2 2/3 cups finely ground almonds

1 tbs ground cinnamon

1 tsp lemon zest

1/8 tsp salt

2 1/2 cups icing sugar

1/3 cup egg whites

(from 2 large eggs)

Stir together almonds, cinnamon, lemon zest.

Beat the egg whites and salt until soft peaks form. Slowly sift in icing sugar, continuing to beat until mixture is stiff. Set aside 1/3 cup for glaze. Fold in almond mixture.

Preheat oven to 325 F. Line cookie sheets with parchment

paper.

Roll out the dough to 1/4 inch thickness. Using a 2 1/2 inch star cookie cutter, cut out the cookies and place them on the cookie sheet.

To make the glaze, add lemon juice to the reserved egg whites, stirring until smooth. Brush the tops of the cookies lightly with the glaze.

Bake 20-25 minutes. When done they will be light brown and soft in the middle. Remove and cool on wire racks.

Recipes from Canada All Recipes

NEW COMMUNITY MEMBERS





The community welcomed new babies at a celebration on November 17th. The babies were drummed in and a prayer offered by James Shuter. The babies were presented with blankets. Johnny Jackson and Arnie Narcisse drummed and sang to them - most of the babies were quite entranced by the drums!

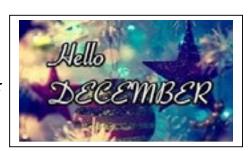


Babies welcomed: Caleb Hamm (Christie Hill & Cody Hamm), Bryson Carnegie (Jenna Hill & Eric Carnegie), Benjamin Stevens-Mike (Ashton Stevens & Garrett Mike), Isabell Stewart (Naomi Jackson & Jason Stewart), Zila Swakum (Tanya Swakum), Summer Rain Camille (Amber Swakum & Versal Camille), Archer Peterson (Julie & Jarrod Peterson), Jaxon Thompson (Susan & Akeem Thompson), Juniper Shakelly (Julia Dick & Jarod Shackelly), Eve Serenity Shuter (Chrissy Spahan & Andrew Shuter)

Community Members were also honoured for their lifestyle changes and contributions to the community: Jessie Rabbitt, Darcy Swakum, Randy (Moose) Coutlee, Lesley Manuel, Loren Basil, Jeffry Sam, Delia Shuter, Heather Shuter, Vivian Narcisse, Arnie Narcisse

COMMUNITY HEALTH REPRESENTATIVE

Community Health Representative (CHR) Programs for the Month of



"Good Day Everyone, well December is upon us and winter is here. The month of December always reminds me about of course Christmas. And remembering our family, friends and to take a moment to touch base with them. It's also a time to remember the less fortunate and possible to donate non- perishable item(s) of food to a hamper. Also just wanted to mention again for health we have a biomat and Far Infared Sauna here at the Community Services building for community members to use. I have attached some health benefits for the Biomat and the Far Infarred Sauna.

- Elder's Outings: The LNIB Community Christmas Party is on Sunday, December 11th at 1-5pm, dinner at 3:00pm at the LNIB School. Also, we will be loading up our 16 passenger van with Elders. To go to the 2016 Lytton Elders Christmas Party. So if you would like to go in the van please contact Rhonda as soon as possible as this trip is a first come basis. I can be contacted at the LNIB Community Services at 250-378-4089. Note: Please see attached poster, as the Lytton Elders Christmas Party has changed location this year to the Lytton Memorial Hall.
- Good Food Bag –Wednesday, December 14th pickups after lunch. We remind people that it is very important to pick up your good food bag that day as it is not being refrigerated. The deadline for this month's GFB is December 1st no exception after this date. Note: Good Food Bag Deliveries: We would like to encourage people receiving the GFB to make arrangements to pick up their GFB. If your GFB has not been picked up it will be donated Friday morning.
- Patient Travel Is used for specialist appointments nearest to our community. Patient Travel funds is not used for General Practitioners (GP). If you currently do not have a doctor due to their office closure. Mountain Medical - Dr. Simon is still accepting new clients within the Merritt area please contact at 250-315-1455. Also, Nurse Practitioners - Julie Walker (Tues. 9-4:00pm), and Jocelyn Rhode (Thurs 9-4:00pm) who work out of the Conayt Friendship Centre at 250-378-5107. In addition there is also the Nicola Valley Health Centre at 250-378-2242.
 - 811 hotline offers non-emergency health advice British Columbia

HOME CARE PROGRAM

Events

(ADP) Adult Day Program: 11am-2 pm

Dec 7th-TBA

Dec 14th- Santa pictures/Christmas Crafts

Dec 19th (Monday)- Christmas Party

Footcare

Drop- in – December 21st (Due to the Christmas Holidays)

Services are now available to anyone living or working on reserve. To book an appointment, please call Lower Nicola Health Services (250-378-4089) to reserve a time.

The Homecare Staff would like to wish you



See you all in the New Year.

Where: LNIB Community Health Center; please phone LNIB Community Health Services to book an appointment

Please feel free to contact the home care nurse (Irene Howe) at 250-378-4089 if you have any questions or require any information.



EDUCATION

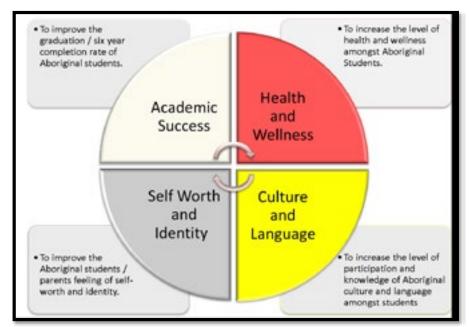




Enhancement Agreement - Community Engagement Session

School District # 58 and Lower Nicola Indian Band would like to inform and invite you to an evening of information and consultation. This is an opportunity to give community members an opportunity to provide input to the Aboriginal Education Enhancement Agreement.

Come and meet the School District Staff, First Nations Support Workers and Principals of your child(ren) school and be part of the Planning and Presentation of the Enhancement Agreement.



When: December 12, 2016

Where: Lower Nicola Indian Band School **Time:** 5PM to 8PM Dinner to be provided.





LNIB SCHOOL

Thank you to all those who supported the Lower Nicola Band School Breakfast fundraiser November 18th!

Money raised:

Breakfast \$915.45

Donation from Carmen Fairly - \$20.00

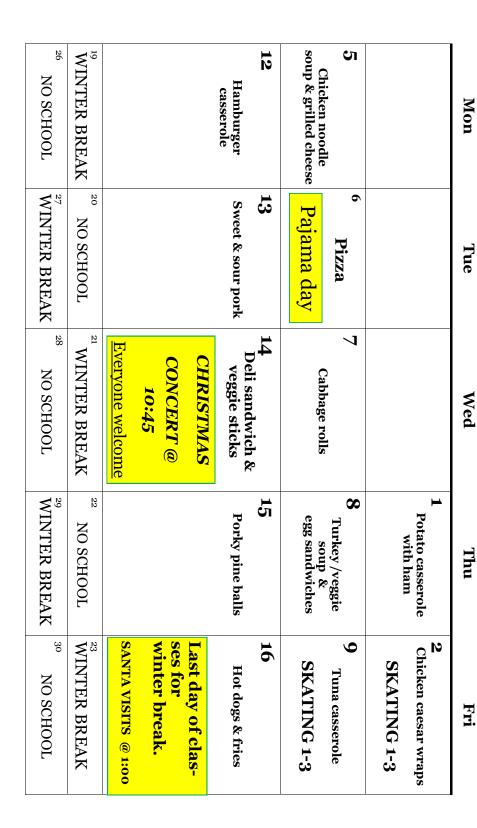
Loonie auction \$1,201.25

50/50 \$200.00

Donated money back to 50/50 - RCMP Constable John Ryan - \$200.00

SCHOOL CHRISTMAS CONCERT







December 2016

Absolutely NO NUTS & NO Peanut

Butter in LNB School!

Parents and Babes

Come out and join us every second Monday at the Soup Kitchen from

11:00am to 1:00pm.

For prenatal to preschool ages

Lunch is provided and we do crafts for parents and babes to take part in.

All Families who attend the entire program will be given a block of cheese and a \$10 extra foods gift Card.

For more information or rides call the Community Services at 250-378-4089



LNIB Nłe?kepmxcín Zm'en'm

(LNIB Language Nest)





 $c_{e_{c_{e_{\rho}}}}$ little sister

Do you have a child under the age of 5? Do you want your little one to learn Nie?kepmxcín and do you want to learn and share language and culture experiences with him or her?

The Language Nest program provides learning in a home type setting where you and your child are exposed fully to Nie?kepmxcín while playing, eating, carrying on conversations.

This excellent experience and opportunity needs commitment from the parents/guardian to participate and to practice in your own home life as well.

The program start in September and interviews will be conducted in August to answer your questions and determine if this is the right program for your family.

So please get your registration form online at www.lnib.net or at the health center.

Application deadline is Ongoing. Completed application forms may be dropped off at the Health Center or Band Office.

Space is limited!

For more information contact: Aiona Anderson, Language Nest Coordinator:

aionaart@gmail.com

or

Bridget Labelle 250-378-4089

blabelle@Inib.net





Contact information:

Lower Nicola Indian Band Nłe?kepmxcín Language Nest Program Application form

The Language Nest Program is for 0-5 year olds, they will be immersed in our language in an environment where the language is acquired naturally. The goal of our Language Nest Program is to create new language speakers, by creating language and cultural immersion environments for pre-school children and their parents to become fluent in Nłe?kepmxcín.

The young children are immersed in the language, parents are encouraged to participate, and staff, volunteers, and Elders will carry out daily activities in the language with the children. In addition to providing an immersion environment for young children to learn the language, Language Nests create opportunities for young parents to learn the language and bring it back into their homes and daily lives, which is necessary for revitalizing a language. As parents and guardians you must be willing to participate in the Language Nest program. This is not a substitute for day-care.

Parent and or Guardian's Name: Parent and or Guardian's Name:______ Home Address:_____

Mailing (if different)_____

Main contact#_____ Work/Cell#

Child's Name: ______ Birthdate: _____

We will contact you in December 8, 2016 to arrange a meeting to complete the registration and interview process for the program. If you require any further information at this time contact Bridget LaBelle, Director of Human Services email bridgetl@lnib.net and or phone 250-378-4089.



We look forward to working together to revitalize our Nłe?kepmxcín language

CULTURAL REVIVAL PROGRAM

Greetings friends and relatives.

We would like to extend warm holiday wishes to each and every one of your families for the Holiday season. I have been in a part time position with The Cultural Revival Program since Sept 2016. I must say it has been a very interesting and challenging time to adjust to a new work environment. I'm thankful to the reception I have had from the staff and community during this transition time.

We have reviewed the Cultural Revival Program and identified areas of focus:

- 1. To be out on the land collecting traditional foods and medicine and cultural materials.
- 2. To continue research and collect and catalogue N+e?kepmx history and culture.
- 3. to house artifacts and cultural information in central location, so staff and membership would have access when needed.
- 4. cultural workshops to host culturally orientated workshops for membership to participate and share knowledge

During winter months the cultural activities slow down and some activities move in doors.

We will continue to utilize a cultural calendar and share with membership so they can attend cultural activities.

Tim "Spike" Manuel and Sharon Antoine

December Events:

NKshAytkn meeting in Lytton - Sunday December 4

Men's Sweat 4 pm, Tuesdays, December 6th, 20th and 27th - Field behind 290E Highway 8 East

Women's Sweat, 5 pm. Tuesdays, December 6th, 20th, and 27th - Coldwater

Change of Season Pipe Ceremony - 8:00 am, Wednesday, December 21 - Shulus Band Hall (breakfast to follow)

Ice Fishing - Wednesday, December 28th, 8:00 am - Courtney Lake



Tickets are \$5.00 each or 3 for 10.00 Tickets can be purchased at the Health Center Draw will be held at the Communtiy Christmas on December 11, 2016

Prizes are as follows

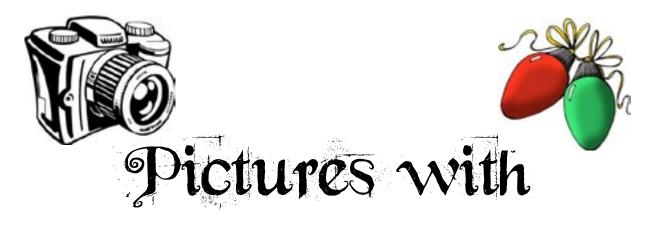
1st Lagostina Cookware (value 1599.99)

2nd Kitchen Aid Mixer (value 599.99)

3rd Gift Basket (value 399.99)

Good Luck and Merry Christmas to you all...





Santa

Bring your families to get your picture with Santa at the Health Center on December 14, 2016

Santa will be here from 4pm - 8pm

For more information contact Marilynne Munro or Tammy Armstrong at the Community **Health Services** @ 250-378-4089



MEMBERSHIP

RENEWING YOUR CERTIFICATE OF INDIAN STATUS CARD (CIS)

Please schedule an appointment with the Indian Registry Administrator at the LNIB Band Office. Appointments may be scheduled for **Wednesdays between 9 am and 4 pm**

CALL GERALDINE BANGHAM AT 250-378-5157

IDENTIFICATION REQUIRED

Clients must provide two (2) pieces of identification when applying for a status card. One piece of id must have a digitized photo on it. NO PHOTOCOPIED ID or SIN cards accepted. All identification must be intact and not have expired.

Acceptable ID:

Primary ID - Valid Canadian Passport

- New plastic CIS issued after 2002; and

Secondary ID - Certificate of Birth

- Marriage of Divorce Certificate
- Provincial Identification Card
- Driver Licence
- Employee ID with digitized photo
- Student ID with digitized photo
- Firearms Licence

Other Category:

- Guarantor's from approved by Indian Registration and Band Lists Manager; AANDC-BC Regional Office

Questions on Membership? Geraldine (Shuter) Bangham is the Indian Registry Administrator; Back-ups are Vonna Moses and Phyllis Edwards

Attention Hunters: MJ Coutlee and Barb Huston are looking for deer hides, brains, and legs. Give them a call if you have had a successful hunt and these are available or message them on Facebook.



The Family Homes on Reserves and Matrimonial Interests or Rights Act (FHRMIRA) is now

The law ensures that spouses and/or common-law partners living on reserve have similar matrimonial rights and protections as those living off reserve.

FHRMIRA provides:

- Authority for First Nations to enact their own Matrimonial Real Property (MRP) law.
- Provisional rules that deal with matrimonial real property until the First Nation passes its

Once a community enacts its own law in accordance with either FHRMIRA, the First Nations Land Management Act or a self-government agreement, these provisional rules will no longer apply.

To understand your rights it is important to determine if your community has enacted its own MRP law or if the provisional rules continue to apply.

Centre of Excellence for Matrimonial Real Property or more information visit www.coemrp.ca or call us at 1-855-657-9992 or email info@coemrp.ca

f the provisonal federal rules apply

UNDER THE PROVISIONAL FEDERAL RULES OF THE ACT:

- A "spouse" is defined as two persons who have entered into a marraige in good faith.
- · A "common-law partner" is defined as a person who has cohabited with an individual in a conjugal relationship for at least one year.
- A spouse or common-law partner may occupy the family home during the relationship (s.13).
- · A spouse or common-law partner must not dispose of the family home during the relationship without the free and informed written consent of the other (s.IS).
- These rights apply whether or not the spouse or common-law partner is a First Nation member.

WHAT HAPPENS TO OUR HOME IF WE BREAK UP?

- . One spouse or common-law partner could apply to the Family Court to remain in the family home. The other could be required to leave the family home and not return for a fixed period of time (s.20). This is called an Exclusive Occupation Order and does not change who holds a right or interest in or to the family home.
- · Each spouse or common-law partner can also apply for half the value of the family home and share in the value of other structures and/or land the family holds on reserve. This is called an Application for Division.

WHAT HAPPENS TO OUR HOME IF MY SPOUSE DIES?

- When a spouse or common-law partner dies, the survivor may continue to live in the family home for a period of 180 days (s.14).
- · He or she can also apply to the court to remain in the family home for a further period of time (s.2l). This Exclusive Occupation Order does not prevent an executor or administrator of an estate from transferring the right or interest to a beneficiary under the
- . The survivor may also choose to apply for half the value of the family home and share in the value of other structures and for land the family holds on reserve.
- A surviving spouse or common-law partner may choose to inherit under:
 - 1) the will
 - 2) if there is no will, under the estates sections of the Indian Acr OR
 - 3) under section 34 of FHRMIRA

JOB POSTINGS

LOWER NICOLA INDIAN BAND

Position Title: Cultural Heritage Resource/ Environmental Project Workers

Reports To: Lands & Economic Development Director

Subject to: Term Position Lasting until Approximately November 2016. Subject to Terms and

Conditions of the Personnel Policy and Budget Approval.

Summary of Organizational Responsibilities: The successful candidate will bring their energy, enthusiasm and interest in environmental and cultural resources to a variety of resource planning and research projects. Specifically the successful candidate will work the LNIB staff as a surveyor on land and resource development projects.

Potential Duties and Tasks:

- Field surveying of Cultural Heritage Resources, archaeological, plants, wildlife and soils values;
- Data entry;
- Communications (small reports, presentations);
- Background research relating to current and historical resource use and environmental management;
- Interviewing community members on current and historical resource use in the Nlaka'pamux Territory;
- Strong computer and information management skills;
- Strong file management;
- Familiarity with online mapping platforms.

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Qualifications:

- Post-secondary training/education in natural resource management or related field (Preferred);
- Resource Inventory Standards Committee Training in Archaeological and CMT Inventory for Crew Members (Preferred);
- Level I first-aid (Preferred);

Knowledge, Skills and Abilities:

- A valid drivers license and reliable transportation (Mandatory);
- Positive attitude and genuine interest in projects and related duties (Mandatory);
- Understanding/interest in Nlekepmx resource use and cultural practices; Computer literate in Microsoft Word, Excel, Outlook, Publisher;
- Attention to detail related to note taking, and field sampling duties;
- Physically fit and able to work in adverse field conditions;
- Daily travel will be required;
- High paced work environment;
- Personal Protective Equipment (hard hat, safety glasses, steel toed boots, hi-vis vest) required;
- Ability to speak or willingness to learn the Nlekepmx language.

Deadline: This is an open call; however individuals are encouraged to respond as soon as possible.

Start Date: Dependent on scheduling with clients.

Applicants are required to submit a cover letter and resume to: Lands & Economic Development Director 181 Nawishaskin Lane, Merritt, B.C. V1K 0A7 Email: reception@lnib.net



Lower Nicola Indian Band

Job Posting

Position Title: Custodian/Janitor On-call

Department: Public & Capital Works

Hours: IPM 11:30PM

Start Date: Wage: \$1 1.00

Reports to: Custodian Supercisor

Summary of responsibilities

The Custodians, and to Cut, all will be called in to cover staff vacation, allness, time off requests and community event dean up.

The Custoshan/Janitor position will clean and distribut assigned areas in a cordange with safe sortking practices, protocols and procedures to ensure the environment is clean and safe.

Required knowledge, skills and abilities

- Must have the ability to express and comprehend include written English.
- Rehalde transportation
- Knowledge of general working safety procedures.
- Ability to work as a team member and be able to multi-task.
- Completed WHMIS (Wir-lipface Frazindins Materials Information System) Certification.
- Physically able to meet the demands of bending, biting and twisting positions
- Willing to learn and take necessary training
- Minst be self-metivated and reliable.
- Affist be willing to work econogrand weekneds.
- Preferably previous custodial hamtural experience
- Preferably grade 12 Graduation.
- Professible Contribed in Transportation of Dangerous Goods in willingness to become contribed in this 3 months.
- Ability to speak or willingness to kern the Nizka'pamos Language.

Apply To:

Fower Nicola Indian Band 181 Naveshaker Lane Merrett, BCA 18 047

1) mail: executive as estart@leib.ret

bax: 230, 378, 6188.

Deadline to apply: December 13, 2016 @ 2PM



JOB POSTING

Citxw Nlaka'pamux Assembly (C.N.A.)

Cultural Programs Coordinator



Reports To	Citxw Nlaka'pamux Assembly General Manager
Closing Date	November 30 th , 2016 at 4:00 p.m. Position to Start 2017

Position Summary

Reporting to the Manager, the Cultural Programs Coordinator is responsible for the development and/or delivery of cultural and community projects and programming that will integrate cultural teachings and balance the mental, emotional, spiritual, and physical aspects of culture, along with working with programs within the Eight Participating Bands of the Citxw Nlaka'pamux Assembly. The Cultural Programs Coordinator will ensure that Citxw Nlaka'pamux Assembly (C.N.A.) programs reflect all stages of life child, youth, adult and elder. This position is responsible for ensuring various relationships are established and maintained, and for liaising members of the Eight Participating Bands of the Citxw Nlaka'pamux Assembly within the urban and rural community. The position also implements, monitors, evaluates, and reports on programming in accordance with identified annual plans or work plans, and the overall organizational plans and priorities. A primary function of this position is also to develop funding applications and proposals, including budgets related to cultural projects and programs within C.N.A. The position is responsible for securing additional funding when required, and developing implementation and annual work plans, as well as working in a team environment with the Participating Bands to identify programming gaps and develop solutions and strategies to relieve these gaps. This position may supervise seasonal and project staff from time to time, as required.

Principal Duties and Responsibilities

- 1. Develops, plans and co-ordinates significant operational initiatives to advance the identity of Nlaka'pamux people and nationhood through the C.N.A. as a cultural program clearing house within the territory through development of a variety of projects and initiatives.
- 2. Responsible for assisting in work planning, project coordination and delivery, and participating in project teams when required.
- 3. Engages with and responds to community needs, as well as Cultural priorities.
- 4. Evaluates, receives feedback and determines the most appropriate design of projects to meet community development needs, and ensures community-level implementation of projects and/or programs.
- Participates in multi-stakeholder partnerships, and advises, facilitates and assists in the development and implementation of cultural and community programs within the Participating Bands of the Citxw Nlaka'pamux Assembly to ensure that program objectives are effectively met.
- 6. Fosters and maintains positive and respectful communications and relationships with Participating Bands of the Citxw Nlaka'pamux Assembly, government officials, non-governmental/community organizations (i.e. First Nation Health), and Participating Bands of the Citxw Nlaka'pamux Assembly to advance cultural industries, pursuits and economies in the area.
- 7. Uses qualitative and quantitative research methods to analyze projects, programs and strategies that target a number of different community members and stakeholders.
- Assists in the development of evidence-based reports, evaluation, and communications, and provides feedback concerning the success of project initiatives.
- Supports the growth and capacity development of Participating Bands of the Citxw Nlaka'pamux Assembly by developing programs and budgets, based on the strategic plan and direction from the Participating Bands that will create cultural programming that meets the needs of community.
- 10. Supervises seasonal staff for specific projects related to cultural programming and heritage resources, as required.
- 11. Provides policy, project, and program advice to the Manager to implement the mandate, goals, and objectives of C.N.A. with respect to advancing programming and program participants.
- 12. Performs administrative functions such as reporting, evaluating and monitoring budgets, programs, projects and initiatives.
- 13. This position ensures that appropriate measures of project strategies, plans and initiatives are in place and that projects have a positive impact on client and community needs and issues.
- 14. The position is also expected to develop successful applications, proposals and budgets, as well as access funding for cultural and community projects, based on strategic and annual plans and priorities.
- 15. This position requires an individual who is passionate about heritage and cultural programming, community development.



JOB POSTING Citxw Nlaka'pamux Assembly (C.N.A.)

Programs Coordinator



Reports To	Citxw Nlaka'pamux Assembly General Manager	
Closing Date	November 30 th , 2016 at 4:00 p.m.	

Reporting to the Manager, the Programs Coordinator is responsible for the development and delivery of community based projects and programming that will integrate traditional sports, health or capacity building, and balances the mental, emotional, spiritual, and physical aspects of culture. The Programs Coordinator will ensure that Citxw Nlaka'pamux Assembly (C.N.A.) programs reflect all stakeholders including children, youth, adult and elders. This position is responsible for ensuring various relationships are established and maintained, and for liaising within the Eight Participating Bands of the Citxw Nlaka'pamux Assembly. The position also implements, monitors, evaluates, and reports on programming in accordance with identified annual plans or work plans, and the overall organizational plans and priorities. A primary function of this position is also to develop funding applications and proposals, including budgets related to community based projects and programs within C.N.A. The position is responsible for establishing linkages for additional funding when required, and developing the implementation plan of the annual work plans, as well as working in a team environment with the Participating Bands to identify programming gaps and develop solutions and strategies to relieve these gaps. This position may supervise seasonal and project staff from time to time, as required.

Duties and Responsibilities

- 1. Develops, plans and co-ordinates significant operational initiatives to advance the community based programs through the C.N.A. within the Eight Participating Bands of the Citxw Nlaka'pamux Assembly through development of a variety of programs and initiatives.
- 2. Responsible for assisting in work planning, project coordination and delivery, and participating in project teams when required.
- 3. Engages with and responds to community needs, as well as community program priorities.
- 4. Evaluates, receives feedback and determines the most appropriate design of projects to meet community needs, and ensures community-level implementation projects and programs.
- 5. Participates in stakeholder partnerships, and advises, facilitates and assists in the development and implementation of community programs within the Participating Bands of the Citxw Nlaka'pamux Assembly to ensure that program objectives are effectively met and delivered.
- 6. Fosters and maintains positive and respectful communications and relationships with Participating Bands of the Citxw Nlaka'pamux Assembly, government officials, non-governmental/community organizations (i.e. First Nation Health), and Participating Bands of the Citxw Nlaka'pamux Assembly to advance program opportunities.
- Supports the growth and capacity development of Participating Bands of the Citxw Nlaka'pamux Assembly by developing programs and budgets, based on the strategic plan and direction from the Participating Bands that will create successful programming that meets the needs of community.
- 8. Supervises seasonal staff for specific projects related to programming, as required.
- 9. Provides policy, project, and program advice to the Manager to implement the mandate, goals, and objectives of C.N.A. with respect to advancing programming and program participants.
- 10. Performs administrative functions such as reporting, evaluating and monitoring budgets, programs, projects and initiatives.
- 11. This position ensures that appropriate measures of project strategies, plans and initiatives are in place and that projects have a positive impact on client and community needs and issues.
- 12. The position is also expected to develop successful applications, proposals and budgets, as well as access funding for community projects, based on strategic and annual plans and priorities.
- 13. This position requires an individual who is passionate about positive community programming, community development and Nation building.
- 14. Participate in placement activities, matching volunteer skills and interests with community and partner organization
- 15. Assist volunteers in improving their skills development, project development support, social and cultural adaptation, through the provision of technical support, program delivery insights, and direction to relevant and available resources.
- 16. Travel regularly and extensively throughout the Program Area to support volunteers' or staff at their sites.
- 17. Assess and address issues of communication and work relationships between host organizations and communities to facilitate development of community-driven projects and successful completion of program plans with mutual satisfaction of the community and funding organization.

Nooaitch Indian Band - Assistant Band Manager

Leadership and Management Opportunity at Nooaitch Indian Band as Assistant Band Manager. Nooaitch Indian Band is a First Nations Organization with great economic and administration potential, located in the beautiful Nicola Valley, just west of Merritt. We have an excellent opportunity for an experienced Assistant Band Manager.

The successful candidate will be reporting to the Band Manager and will have relevant postsecondary education, related formal training, professional knowledge skills and abilities, management experience (preferably within First Nations Band Administration) and will be responsible for:

- Assisting with providing effective employee and organizational leadership and management.
- Assist with managing the overall operating, financial, capital, economic development and program affairs, including health and wellness;
- Assist with facilitating and development of formal plans, including strategic annual budgeting, (familiarity with Xyntax Accounting software an asset);
- Assist with the managing policy development and implementation; Understanding of proposal writing, contract negotiations and reporting process, and submissions of final reports.

The Nooaitch Assistant Band Manager will be working in partnership with Chief and Council and employees to identify and provide the needs of the community and membership. Criminal record check must be completed

The Nooaitch Indian Band offers a competitive compensation package, along with the opportunity to contribute to the success and growth of a great community. Only successful shortlisted applicants will be contacted. Resumes will be accepted until December 7, 2016.

Please forward your resume with references to:

Nooaitch Indian Band, c/o Executive Assistant 2954 Shackelly Road, Merritt, B.C. VIK 1N9 Telephone: (250) 378-6141 ext. 113 Fax: (250) 378-3699 Fmail: Christine@nooaitch.com



CATERING BID OPPORTUNITY



CALL FOR CATERING BIDS

For the LNIB Clean Drinking Water **Community Information Session Lunch** Wednesday, Dec 14, 2016

Cater must submit bid to feed 60 people, to be served at 12:00 Noon at the Shulus Hall. Lunch must include a main course, sides, desserts and refreshments.

Bid should include:

- Cost estimate for a guaranteed 60 people (Caterer must supply their own equipment)
- Supplies, including plates, utensils, napkins, cups, condiments, etc
- Set up and clean-up of the meal, including kitchen and tables
- Appropriate number of Food Safe Certificates
- Refreshments should be available starting at 11:30 am and throughout the session
- Lunch served at exactly 12:00 Noon

The lowest bid may/may not be considered. An advance of up to 50% of the bid may be issued to the successful bid to assist with preparation. The meal will be property of LNIB and any left overs will be redistributed as necessary. Your bid should include your contact person with phone number.

Bid Deadline: Thursday, Dec 8 2016 (12:00 pm)

Forward catering bids to Lower Nicola Indian Band, 181 Nawishaskin Lane, Merritt, BC V1K 0A7, or email to executiveassistant@lnib.net

> 181 Nawishaskin Lane Merritt, BCV1K 0A7 Phone: 250-378-5157 | Fax: 250-378-6188 | Email: reception@Inib.net

LEARNING NŁE?KEPMXCIN

There is a lot of willingness in the community (and outside) to learn nie?kepmxcin but when you are faced with alphabetical symbols for glottal stops and other sounds, a person doesn't know where to begin! I mean how do you begin to pronounce ?uyx*e ????

Over LNIB School, Annie Major, Donelda Haller and James Shuter have taken on a project to help with that.

They are converting all of the tables in the lunch room to a language lab. Brilliant! Each table will feature pictures, words and phonetics for different things - people, greetings, family, plants etc.



LNIB SERVICE SURVEY

Recently Chief and Council have received some complaints and concerns about service and program delivery at LNIB. They take such complaints very seriously and are taking the opportunity to reach out to all Band Members to get a sense of how all Band Members feel about this. We have created at survey - it's online on the home page at lnib.net, to get your comments on your experience when visiting LNIB offices, how well we communicate what services are available and the criteria for them, as well as the wants and needs of our off-reserve members. The survey will run until December 20th. After that we will tabulate the results and present them to Council in early January.

Thank you for taking the time to do the survey (5 - 10 minutes) - your voice matters!

TRUTH & RECONCILIATION - CALLS TO **ACTION**

Calls to Action

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You can download the entire Truth and Reconciliation Final Report on the LNIB website at http://lnib.net/ document/truth-and-reconciliation-final-report/

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Try me I dared, what will you do?

To bitter end leave and let go. Tho' words of hatred you throw

I spat on those words and sat in my way

You've disfigured your face, how much do I care?

Leave us, leave us.....this day

This battle continued till death do us part, how loong, do I stay?

Tempers flared, with words of distaste

No longer holding back, I fought to the end

Tho' our children drew back and grew a bit fright

What did we "ever" see but ourselves

With separation we thought would take care, only roots of anger were buried

With 4 to care for and life's many challenges I wanted to give up

But harder and harder I tried

Forgive us our children, for the hurts and pains we couldn't see past

Try as we might in our own strength we could not find our way

Who could see the pain that goes on, so on and on it does go

All scars in my heart took years of sadness & anger before it was healed

In the end it all came..... the laughter it splattered, what joy came forth

No better I've found than the Lord Jesus Christ

I know the bitter root decayed in your dad; through our Lord Jesus he got saved

Blessings to you all backward and forward till the very end of your days

Sonja Hall 2016-11-13

REMEMBRANCE DAY













Thank you to John Isaac and his organizing committee for the Remembrance Day ceremony. The greater community came out in force to remember and honour those who served.







MEMBER OWNED BUSINESS DIRECTORY

Cascadian Forest Consultants Service

A3ranches@hotmail.com

250-280-1687 (cell)

Leona Antoine, Principal

Forestry consultant, contract administration, roads assistant, post-harvest inspections, First Nations liaison, public relations, timber cruising. In business for 10 years

JP Edwards Contracting

Jpedwards33@gmail.com

250-936-8737 Moses Edwards, Principal

JP Edwards Contracting provides landscaping, ditching, road maintenance, site preparation, and snow removal. Our company is capable and certified to operate heavy equipment consisting of the following: Excavator, Grader, Backhoe, Bulldozer, Skitter, Tractors, Loaders, and minor excavation equipment.

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Construction safety, construction security, First Aid, Traffic Control, fully certified personnel

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sd.muirinc@gmail.com 250-378-1964 Shane Muir, Mining and Survey Equipment

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250.572-2615

250-314-4864 (fax) Spence Coutlee, Principal

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Connie Joe

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Accessories
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Odd Job Joe

Handy Man Service & Solutions 24/7 (250) 378-7945

Ryan Mann

rmann_20@hotmail.com Hoodoo Ranch and Pipe Fitter Inspection

Mostly Glass

Mostly Glass Creations: Stained glass, mosaics, mosaic lamps, stepping stones, beads, crystals, prisms, window charms, bracelets
Email: mostlyglasscreations@gmail.com

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Sharon McIvor

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James McNaney

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Vivian and Arnie Narcisse

Mountainchief Catering 250-315-0584 Catering MC and coordination of Cultural Events

Nicholas Peterson Farming

Nicholas Peterson nicholas@growinggarlic.ca

Gwayne Point

250-378-9167 Northwest Indian Art

Clyde Sam

Laidlaw0@telus.net Construction equipment

Maggie's Bannock

Maggie Shuter 250-378-6579

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Lorna Sterling

Avon

Robert Sterling

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Rona Sterling Consulting Inc. and Godey Creek Paintball

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Penny Toodlican

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Victor York

victoryork@hughes.net Gourmet coffee supply and distribution

ASTROLOGY

from Whats-your-sign.com



Owl: Nov 23 - Dec 21

Changeable and mutable as the wind, the Owl is a tough one to pin down. Warm, natural, with an easy-going nature, the Owl is friend to the world. The bearer of this Native American animal symbol is notorious for engaging in life at full speed, and whole-hearted loves adventure. This can be to his/her detriment as the Owl can be reckless, careless, and thoughtless. Owls make great artists, teachers, and

conservationists. However, due to his/her adaptability and versatility - the Owl would likely excel in any occupation. In a supportive, nurturing environment the Owl is sensitive, enthusiastic, and an attentive listener. Left to his/her own devices, the Owl can be excessive, overindulgent, bitter, and belligerent.



Goose: Dec 22 - Jan 19

If you want something done - give it to the Goose. Persevering, dogged, and ambitious to a fault, the Goose sets goals for accomplishment, and always obtains them. The goose is determined to succeed at all cost - not for the approval of other - but those with this Native American animal symbol competes with his/her own internal foe. Driven is the watchword for the Goose's dominating personality trait - which makes them excellent in business and competitive sports. When tempered with supportive, nurturing family

and friends, the Goose excels in all things he/she attempts. In a loving environment the Goose can be very passionate, humorous, gregarious, and even sensual. However, lead to his/her own devises, the Goose may fall into obsessive or addictive behaviors that will inevitably be his/her demise

LIFE EVENTS



Happy Birthday Mechelle Pierre! Let's light the candles and celebrate this special Billie and Alex

Staff Birthdays: Doris Sterling - Dec 5, Marilynne Munro - Dec 21, Sharon Antoine - Dec 30, Angie Sterling and Trena Tom - Dec 31

Happy birthday to a person who is smart, good looking, and funny and reminds me a lot of myself. Happy Birthday Trena Tom on December 31, 2016. - love Trena

Happy Birthday may all your birthday wishes come true except for the one of having twelve grandchildren! Lots of love Ashlee and Leann.

Happy birthday to my wife hanging out with you is still my most favorite thing to do, Love Dave.

> Happy birthday to PsyGuy and TyKing, on December 26, 2016, may you both have the most awesome birthday ever. Lots of love Gramma, Poppa, Ashlee and Leann.

> > IN MEMORIAM

Rest in Peace - Bernice Cathy Reynolds August 30, 1947 - November 6, 2016

Our condolences to Doris Sterling and family on the passing of her grandmother Our condolences to Tony Allen and his fam ily on the passing of Tony's father.

FROM THE EDITOR



December! Such a wonderful time of year for many, so lonely and despairing for others. A lot of people stress over Christmas - the extra work, the extra cooking, the cost, the presents! It doesn't have to be that way. It doesn't take much effort to cut down some boughs and bring the evergreen into your home. It doesn't have to be fancy lights and blow up figures on your lawn. It should be more about simply sharing your time and attention with friends and family, and reaching out to those you might not have connected with in some while. A phone call or a visit can be a terrific and priceless gift! So is a letter or a handcraft. Remember the main part of the phrase is "It's the thought that

counts!"

Still feeling humbug? Make sure you attend the LNIB School Christmas concert on December 14th! Better yet, search out a neighbour and/or an elder and go to the concert with them! It's sure to unGrinch you.

When I was growing up, Christmas was a magical time particularly since my father was such a big kid about it all. His excitement was infectious. Mam on the other hand, divided her five children into two camps on the 24th day - you either got drafted into a baking marathon in the kitchen, or were relegated to a major house cleaning team before the Christmas tree was allowed to be put up. Why it all had to happen on the 24th is a mystery, but by Paps' decree everything had to be done by 4:00 pm because that's when Christmas officially began. I still keep that part of the tradition but as for the cleaning, I'm with the Norwegians!

Many cultures celebrated the winter solstice long before Christianity influenced the world. The very date of Christmas was a clever way to convert people by choosing a time when celebrations were held in any case. That's why so many of the Christmas traditions around the world are a such a mix - "pagan" blended with Christian. In all there is an element of bringing light, and remembering rebirth, of sharing, and being the best person you can be, of chasing away dark and evil. Bringing in greens in the form of boughs or the Christmas tree was to remind us that Spring would return.

So to you and all your family, Merry Christmas, Priecigus Ziemassvetkus, Happy ... Hannukha, Kwanzaa, Inti Raymi, Rammadan, Saturnalia, Yalda, Soyal, Pancha Ganapti, Dongzhi, Yule

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HOLIDAY EVENTS



LNIB Holiday Events

Wednesday, December 7, 2016 Lytton Elder's Christmas Party Transportation is available. Departing 9am. Please book at the Health Center

Thursday, December 8, 2016 N.T.A Christmas Party 5:00pm Civic Center

Sunday, December 11, 2016 LNIB Community Christmas Party

1:00pm Doors Open

1:30pm Gifts

3:00pm Dinner

Wednesday, December 14, 2016 Pictures with Santa 4:00-8:00pm Health Center

Wednesday, December 14, 2016 LNIB School Christmas Concert 10:45am LNIB School Gym

Friday, December 16, 2016 LNIB School Holiday Hours Last day of classes, class will resume Tuesday, January 3, 2017

Monday, December 19, 2016 LNIB Elder's Luncheon 11:00am Health Activity Trailer

Monday, December 19, 2016 Parents and Babes 11:00am, Health Activity Trailer

Thursday, December 22, 2016 January SA Cheques Dispersed 10:00am, Community Services (Health Center)

Friday, December 23, 2016 LNIB Holiday Hours close at 12:00pm for Christmas and reopen Tuesday, January 3, 2017

LNIB HOLIDAY OFFICE HOURS



LNIB Holiday Office hours:

December 23, 2016 **CLOSED** 12:00pm-4:30pm

December 26- 30, 2016 **CLOSED** all Day January 1-2 2017 **CLOSED** all Day

January 3, 2017 **OPEN** 8:30am regular office hours

Emergency Numbers:

Education	250-315-1504	LNIB Arena	250-378-5180
Administration	250-315-9657	Health & Social	250-378-1573
Public &Capital Works	250-315-8184	Housing	250-315-7487
LNIB Fire Hall	250-378-5110	Natural Resources	250-315-3204

LNIB School

December 19, 2016- January 2, 2017 **CLOSED** all Day

OPEN for Regular School Regular Hours start January 3, 2017

Hours

Public & Capital Works:

Holiday Recycling days

December 21, 2016 Regular Recycling Pickup December 28, 2017 NO Recycling Pickup Regular Recycling Pickup January 4, 2017



On-Call 250-315-8184



