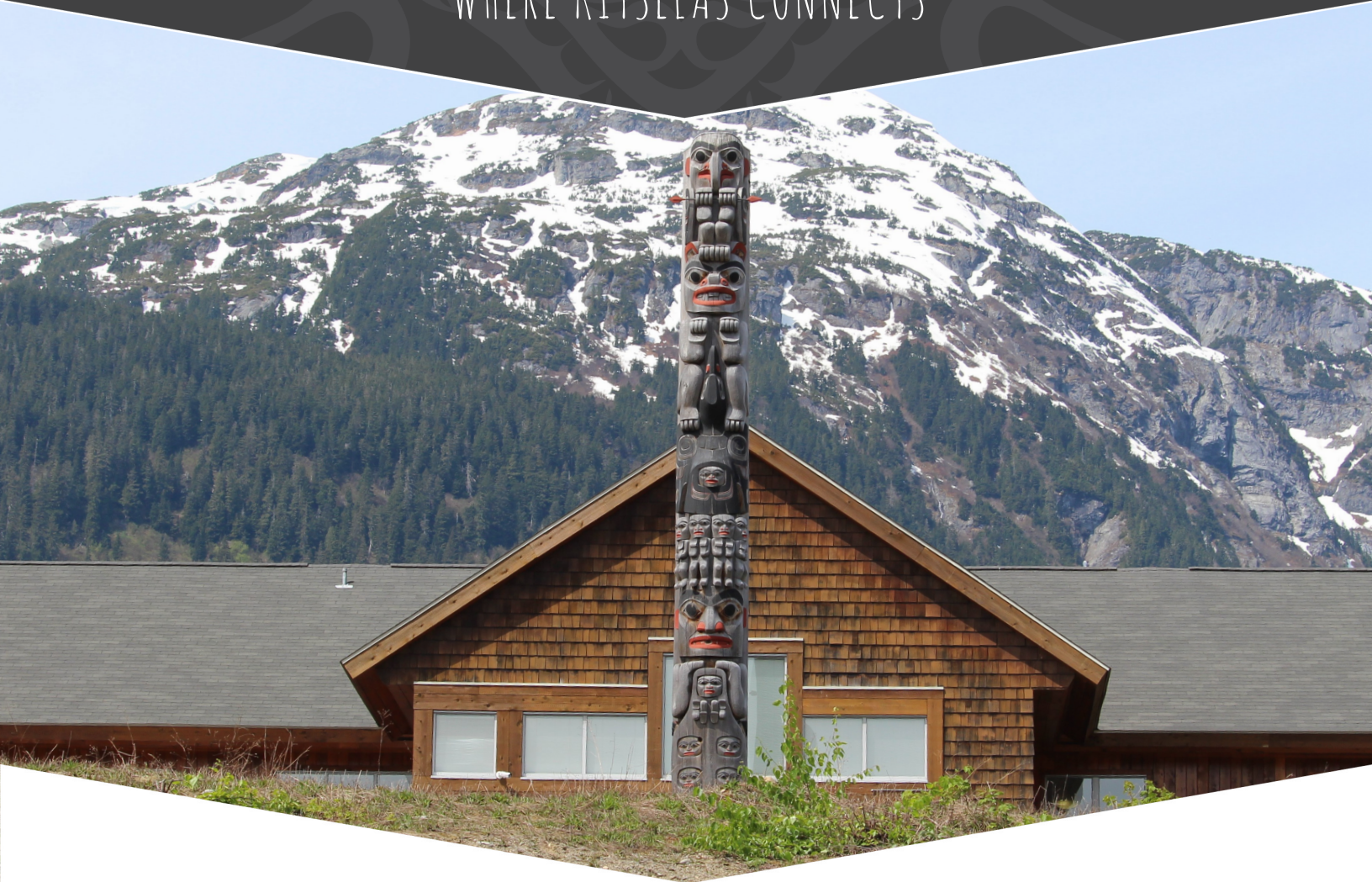


# TSUNYOW

WHERE KITSELAS CONNECTS

MAY 21, 2021



A Bi-Weekly newsletter from the



Kitselas Band Council & Administration

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## TREATY INFORMATION SESSION

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# Community Meeting

Join the Treaty Team to discuss the Kitselas Treaty. This month's topic is **Lands**.

Wednesday, June 2, 2021  
7:00 PM PT  
Held virtually via Zoom



For more information regarding the Kitselas Treaty,  
please visit [kitselastreaty.ca](http://kitselastreaty.ca)





**COME TO THE NEXT  
TREATY INFO SESSION  
COMMUNITY MEETING**

**Win 1 of 2 \$50  
gift cards!**

**UPDATED: WEDNESDAY  
NEW DATE June 2, 7:00 PM**

**Come for the info and  
stay for the draw!**

# **Treaty Office – Contract Opportunity – Government Start-up TRM May 2021**

Kitselas Treaty Office is seeking expressions of interest for a contractor to provide an operational Kitselas post-treaty start-up plan of the steps needed to implement Treaty, and a financial model of associated costs.

The successful contractor will have specialized skills and experience, including: a comprehensive understanding of the legal, administrative and financial requirements of implementing a Treaty, expert-level knowledge of Excel, and in-depth understanding of First Nation administration.

Deliverables are:

- 1 - an overall Treaty implementation plan, including legal requirements, governance structure, infrastructure, community engagement, law, regulation and policy start-up requirements, estimated staffing requirements, staff training and development, etc.
- 2 – a comprehensive Excel model summarizing the financial costs needed to implement the plan. The model will be used in seeking start-up cost funding from BC & Canada.

Estimated time requirements – 15-20 days

If you wish to be considered for this opportunity please written expressions of interests should include your resume/CV and a summary of how your/your company's experience would qualify you to bid on this project. The successful bidder must be able to demonstrate compliance with all Kitselas FAL contractor requirements (i.e. insurance)

Kitselas Treaty Office is committed to posting all employment and contract opportunities available within the Treaty Department for Kitselas people.

CONTRACT PERSON – [sr.negotiator@ktiselas.com](mailto:sr.negotiator@ktiselas.com)



Hello Kitselas Community!!!!!!

This past week you have received a Census Card  
with a 16 digit code

Please go online **TODAY** and complete your  
questionnaire

### Message from the Chief Statistician of Canada

Thank you for taking a few minutes to participate in the 2021 Census. The information you provide is converted into statistics used by communities, businesses and governments to plan services and make informed decisions about employment, education, health care, market development and more.

Your answers are collected under the authority of the *Statistics Act* and kept strictly confidential. By law, every household must complete a 2021 Census of Population questionnaire. Farm operators must also complete a Census of Agriculture questionnaire.

Statistics Canada makes use of existing sources of information such as immigration, income tax and benefits data to ensure the least amount of burden is placed on households. The information that you provide may be used by Statistics Canada for other statistical and research purposes or may be combined with other survey or administrative data sources.

Make sure you count yourself into Canada's statistical portrait, and complete your census questionnaire today.

Thank you

Anil Arora  
Chief Statistician of Canada

*If you need help please call the toll free number on the card or call  
locally Geraldine 250-892-0086*

May 10, 2021



**2021-2022 School Calendar**  
**Coast Mountains Board of Education School District 82**  
**September 1, 2021 - August 31, 2022**

**September 2021**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Sept 6: Labour Day  
 Sept 7: First Day of School  
 Sept 24: District In-Service Day

**October 2021**

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Oct 11: Thanksgiving Day  
 Oct 22: Provincial ProD Day

**November 2021**

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Nov 11: Remembrance Day  
 Nov 24 & 25: Early Dismissal  
 Nov 26: ProD Day

**December 2021**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Dec 20-Jan 3: Winter Break  
 Dec 25: Christmas Day  
 Dec 26: Boxing Day

**January 2022**

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Jan 1: New Year's Day  
 Dec 20-Jan. 3: Winter Break  
 Jan 4: Back to School (Stat observed Jan 3)  
 Jan 28: ProD Day

**February 2022**

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

Feb 21: Family Day

**March 2022**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

March 16 & 17: Early Dismissal  
 March 21-April 1: Spring Break

**April 2022**

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 21-April 1: Spring Break  
 April 4: Back to School  
 April 15: Good Friday  
 April 18: Easter Monday  
 April 22: ProD Day

**May 2022**

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

May 23: Victoria Day  
 May 27: ProD Day

**June 2022**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

June 21: National Indigenous Peoples Day  
 June 28: Last Day of School  
 June 29: Administrative Day  
 June 29-Sept 5: Summer Break

**July 2022**

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

July 1: Canada Day  
 June 29-Sept 5: Summer Break

**August 2022**

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Aug 1: BC Day  
 June 29-Sept 5: Summer Break

**Legend:**

School/Statutory Holidays  
 Early Dismissal

District In-Service, Non-Instructional & Administrative Days (Schools not in Session)  
 Vacation Period (Schools not in Session)  
 National Indigenous Peoples Day (Schools are in Session)



# BIOENERGY AT GITAUS

The Kitselas Housing Department is looking into a biomass and bioenergy project for Gitaus that will bring economic, social and environmental benefits to the community and contribute to our self-sufficiency. Right now we are looking into energy uses and demands at Gitaus - the energy that is used to heat homes, run appliances and turn the lights on. We are asking for community members living at Gitaus that are

## Looking for volunteers

We are looking for **community members living at Gitaus** who are willing to share copies of your **BC Hydro electrical bills** over the last year (your information will be kept confidential).

interested in sharing their BC Hydro electrical bills to get touch - this will help us better understand how much energy is currently being used and what type of bioenergy facility would work best at Gitaus.

***Share your info before June 7 and get entered in a draw for one of two \$100 grocery gift cards.***

### Please get in touch with

- Ulyses Venegas  
Kitselas Director of Housing  
housing@kitselas.ca  
250-635-4780 ext 4050

OR

- Brittany Dewar  
Westland Resources  
bdewar@westlandresources.ca  
250-635-0345

**WIN A  
GIFT  
CARD!**

*This project is funded by Natural Resources Canada's Indigenous Forestry Initiative.*

# KITSELAS WAY MASTER PLAN PRESENTATION

Please join us on for a virtual presentation on the  
Kitselas Way (Thornhill) Master Plan:

June 3, 2021  
5pm - 7pm

Join from your computer:

<https://kitselas.webex.com/kitselas/j.php?MTID=m8a3d3b4eec10f581066f9b607d950b01>

OR:

by Phone: +1-855-699-3239, Code: 1727511962##

Please review the Plan prior to the meeting at:  
[kitselas.com/thornhill-master-plan](https://kitselas.com/thornhill-master-plan)

For those unable to attend, a short survey is available  
at:  
[www.surveymonkey.com/r/KitselasWayMP](https://www.surveymonkey.com/r/KitselasWayMP)



## KITSELAS DEVELOPMENT LIMITED PARTNERSHIP

For more information or a paper copy of the Master Plan  
or comment form:

Erica Louie, Property and Assets Officer  
(250) 641-2915 | [e.louie@kitselasdpl.ca](mailto:e.louie@kitselasdpl.ca)





## KITSELAS LANDS AND RESOURCES DEPARTMENT

2225 GITAUS ROAD, TERRACE, BC V8G 0A9

P: (778) 634-3517 ♦ [WWW.KITSELAS.COM](http://WWW.KITSELAS.COM)

The Kitselas Lands and Resources Department (KLRD) has continued to be productive and busier than ever amid the COVID-19 crisis. KLRD is made up of four main divisions, and one working group. Below provides a brief description of work for each of these:

### KLRD Updates by Division

#### 1. Consultation and Engagement Division

The Consultation and Engagement (CE) Division has been very busy this year both reacting to industrial development in the region and proactively pursuing opportunities for the Nation.

Currently, our Project Assessment Officer is participating in the Environmental Assessment (EA) processes for Vopak Pacific Canada (a bulk fuels export facility), Kitimat LNG Export Facility, and the Haisla-owned Cedar LNG. As the Vopak Pacific Canada EA process nears completion, we have applied the Kitselas Values Framework to our analysis of Project impacts to Kitselas, which will be reviewed by the Minister of Environment and Climate Change Strategy when making a decision on if the Project should proceed. In addition to these ongoing EA processes, the Nisga'a First Nation and their partners, Rockies LNG and Western LNG, have recently engaged Kitselas in early discussions about their proposed Ksi Lisims LNG Project, which is to be located at Portland Inlet and anticipated to undergo a provincially-led Environmental Assessment process.

The CE Division continues to review projects undergoing Environmental Effects Evaluations, including the Ridley Island Export Logistics Platform and the Zanardi Bridge rail siding project. We are also processing a high volume of provincial and federal referrals that require equally careful review – most notably two small-scale LNG facilities, one in the Port Edward area and another proposed near the Northwest Regional Airport; a fish trap proposed by Lax Kw'alaams at Port Essington; and the BC Hydro transmission study to supply electricity to Kitimat LNG. For projects that have advanced beyond the environmental review phase into construction phases – such as LNG Canada, Coastal GasLink, and the PNG pipeline remediation project – the C&E Division continues to monitor and respond to environmental reports and management plan updates to ensure commitments to Kitselas are being fulfilled.

The CE Division, in collaboration with the Resource Stewardship Division, has also been participating in several Oceans Protection Plan initiatives, including the Cumulative Effects of Marine Shipping Pilot Project and the Fish and Fish Habitat Protection Program policy reviews. Additionally, Kitselas continues to participate in the Kitimat Airshed Group, which seeks to set and achieve air quality remediation goals for the Kitimat airshed, and the Rail Dialogue Forum, which seeks to understand and address the impacts experienced by commu-

nities along the Pacific Northwest portion of the CN rail line.

## 2. Reserve Lands Management Division

The Reserve Lands Management (RLM) Division has been progressively moving the *Subdivision, Development and Servicing Law* (SDS) and *Zoning Law* into their final developmental stages. The SDS Law and the *Zoning Law* have been undergoing comprehensive reviews from Qualified Professionals and the Lands Advisory Board Research Centre (LABRC) to ensure the documents are thorough, effective, and consistent with prevailing laws and legislation. In addition, the Reserve Lands Committee is active in providing feedback to ensure these Laws align with Kitselas' values and priorities such as those laid out in the Land Use Plan (2019).

Another project underway includes the *Environmental Management Plan* (EMP). The EMP is a document guided by the community's needs and knowledge related to protection of lands and resources on-reserve. The plan is intended to be an operational standard to manage activities that have the potential to affect Kitselas lands, air, and water on reserve. We would like to thank the community members that participated in our survey! We have published the results of the survey in the Kitselas Connects newsletter, and used them to focus our EMP on the key issues identified by community. The EMP is currently undergoing reviews by KLRD staff and we hope to distribute the EMP to community in the fall 2021.



Figure 1. A word cloud capturing the responses from community members that were used to guide the EMP process. The full survey results were published in a previous newsletter issue.

The RLM Division successfully received funding from the Union of BC Municipalities (UBCM) to develop a *Community Wildfire Resiliency Plan* (CWRP). The CWRP will provide a much needed revision to the 2010 Community Wildfire Protection Plan, align it to current standards, identify current wildfire risks, and assist Kitselas in achieving recognition as a FireSmart community.

## BEAR AWARENESS

Spring is here! This means that bears have finished their winter hibernation! Last year there was a number of bear sightings in our community, as well as regionally, which resulted in traps being set by Conservation Officers throughout summer and fall. The Public Works, Housing & Infrastructure Department will be installing bear aware signs around the communities to help keep residents and bears safe. The new sign includes information on how to stay safe and how to report a bear to the BC Conservation Service.

The root cause of human-bear conflicts is



access to residential garbage. Members are advised to store garbage, compost, and other attractants indoors.



Figure 2. Bear Aware signage.

### 3. Resource Stewardship Division

The Resource Stewardship (RS) Division underwent a positive directional change and is now seeing tangible benefits of that change. With the transition of field operations over to Wai Wah Environmental (WWE), the RS Division is now able to be more responsive to new stewardship opportunities and initiatives, and has a stronger presence on strategic planning committees.

Current stewardship activities in partnership with WWE include:

- Food Fish Monitoring – catch monitoring activities for AFS-DFO reporting requirements
- Eulachon Baseline Project – truck and boat point count surveys for predatory mammal and birds for estimation of eulachon run size and timing
- Stream walks – monitoring salmon habitat and presence/absence data
- Environmental Stewardship Initiative (ESI) – field work on the Skeena estuary monitoring program

The RS Division is providing technical and planning oversight for Kitselas marine planning initiatives, marine transportation strategies and other initiatives related to marine and oceans management on Kitselas Traditional Territory. Finally, the RS Division will be supporting the implementation of the Reconciliation Framework Agreement funding, including project scoping to update *Kitselas' Integrated Marine Use Plan* and engaging in assessing the cumulative impacts of marine shipping within the territory.

#### **\*New Initiative (Phase 1): Kitselas Mobile Marine and Fresh Water Resource Education Centre\***

The purpose of this project is to provide learning resources to the members of the Kitselas First Nation and will be focused on the traditional connection that Kitselas members have with their marine and fresh

water resources within the Traditional Territory. The focus of this project will be teaching Kitselas youth about the marine resources within their Traditional Territory, their habitats and how those resources are harvested. The *Kitselas Mobile Education Centre* (KMEC) will be housed in a mobile trailer that will include interactive educational experiences and hands-on curriculum that will be designed to provide a practical educational experience to all those who participate. The goal is to use the KMEC within the larger local community to educate the general public on Kitselas First Nation's Territory, their traditional connection to the marine and fresh water resources in the region, and their Aboriginal Rights associated with the harvest of salmon.

#### **4. Emergency Response Division**

KLRD has been successful with a number of funding applications to support stable participation in emergency response planning, preparedness training, and coordination activities to enhance the emergency response capacity for the Nation.

The Emergency Response (ER) Division continues to work closely with the Health Department to form an Emergency Operations Centre (EOC) team. The EOC was initiated in response to the COVID-19 pandemic and need to ensure proper information management and funds were available to support the community. The EOC team has provided updates from the province to Chief and Council, Senior Team, administration staff, and community throughout

the pandemic. The ER Division will continue sharing information on the COVID-19 pandemic at regular meetings, ER Facebook page, and when necessary, via hand-outs to community. The ER Division recently received an Emergency Support Services (ESS) dual-axel trailer through a successful application to the UBCM to act as a reception center in case of an emergency. Part of the funding covers ESS training, which the ER Division will be coordinating and participating.

#### **5. Community Wellness Working Group**

The Community Wellness Working Group (CWWG) has become a critical platform within the organization that focuses on ensuring industrial development in our Territory leaves a net-positive impact on Kitselas community health. In addition, the working group connects knowledge of ongoing industrial development in the Territory to collaboratively assess impacts of projects to community health. As an example, as we move forward, socio-economic impacts of projects will be reviewed and analyzed by the CWWG to ensure full incorporation of community concerns and realities. The CWWG has completed timepoint #2 of our health survey, which will be used to review how community health has changed in the last year.

#### **TRADITIONAL PLANT STUDY: Silm Da'axk**

We are pleased to announce the Traditional Plant Study is nearly completed. Once copies are printed and received, they will be delivered to each house in Kitselas. Due



to COVID-19 the planned completion date was delay, and we appreciate everyone's patience. We would like to thank Dr. Chelsey Armstrong and all the community member who provide input! Thank you.

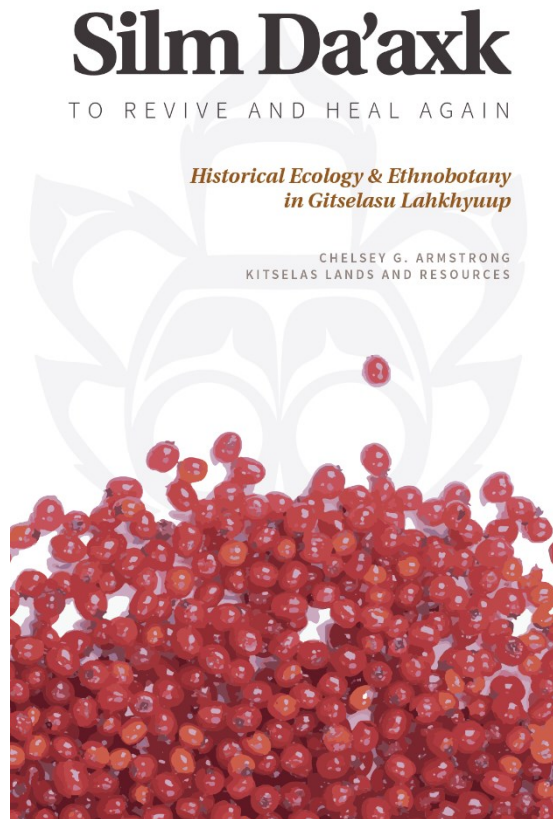


Figure 3. Cover page of the Traditional Plant Study book that will be distributed to community members soon.

It's time to grow!

The time has finally arrived to start planning your garden box! As you plan, it's important to know what growing region we live in since that determines the types of plants you can grow and when you can plant them. Gitaus and Kulspai are Zone 5, but Terrace is Zone 6...you've probably noticed how the seasons arrive in town 2 weeks before everyone outside town? When planting seeds and more importantly transplanting you need to consider the last hard frost date. For Terrace its May 10, so for outlying areas we need to add 2 weeks which gives us: May 24 or the May long-weekend! After this date it will be safe to put out bedding plants and transplants and the ground warm enough for planting most seeds.

Before you start planting, be sure to clean up your garden bed of last year's plant debris and consider adding: manure (to feed the future plants), peat moss (to make the soil less dense and increase water holding abilities, and/or compost (to feed future plants by feeding soil microorganisms).

Next, plant what you're going to eat! There is no point in putting all that effort into growing things you hate eating. Maybe it means you only grow one type of vegetable, then so be it! Also, if you don't want to grow food, plant some flowers! Flowers look good, smell nice and provide food for pollinator insects.

Did you get your package of garden seeds? Each package contains: peas, carrots, beets, green beans, yellow zucchini, green zucchini, spinach, Swiss chard, marigolds, and sunflowers. Thank-you to First Nations

Food Systems, Kitselas Health and Kitselas Employment & Training for providing funds and supplies for the packages. Please follow us on Facebook at: Kitselas Growing Food and Wellness for the most up-to-date information about planting and the community gardens. Please reach out to me on the Facebook page if you would like a garden seed package or email me: [green-house@kitselas.com](mailto:green-house@kitselas.com), [pat-sy@kitselastraining.com](mailto:pat-sy@kitselastraining.com)

Special shout out to Tylee Bevan and Ansgar Lenser for all their hard work getting the community gardens in Gitau and Kulspai prepped, potting up tomatoes and peppers, getting the greenhouse ready, creating the new strawberry beds and delivering seed packages and plants. Thank-you so much, I am so grateful for your dedicated work! They are both working with me through the K5T Day Labour program.





## Summary of KET's 2020/2021 Annual Report

### 2020/2021 was a significant year of growth, change, and opportunity for Kitselas Employment and Training, our participants, and the Nation

Kitselas Employment and Training (KET) seeks to support Kitselas members in gaining stable, well-paid, long-term employment that leads to holistic wellness. The department seeks to achieve this mission while also giving back to the community by developing projects and partnerships that provide in-kind benefits to the community.

KET's foundational approach continues to operate through a holistic Five Tier system, whereby programs and services are matched to five broad objectives:

- Tier 1** - Opportunity for employment, healing and a safe and consistent space focused on self-assessment through our Day Labour Program & Wholistic Healing programs;
- Tier 2** - Developing Skills for Success (Essential Skills) for being able to enter the job market and improve self-management capacity;
- Tier 3** - Gain valuable Work Experience by connecting participants to employers and assisting them in achieving their required certifications;
- Tier 4** - Advanced Training and matching participants to training programs to meet industry requirements;
- Tier 5** - Achieve Job Placements and Opportunities for Advancement and Entrepreneurship support.

Collaboration with other Kitselas departments is crucial to the success of KET and K5T across the programs and services we offer to members, and the following have all been instrumental in helping us run programs within the community during the course of 2020/2021;



- **Kitselas Lands and Resources:** Supported training and work opportunities in the community; for example through the Boat House Project, Community Fishing, the Summer Student Program, and more. The EOC also partnered with KET to create employment opportunities for community monitors and support workers to assist in responding to COVID-19 impacts.
- **Kitselas Health:** Partnered with KET for Tier 1 program funding and delivery, including a provincial demonstration site for community led wraparound support services, as well as the development of the Dudes' Club, community garden and good food box program.
- **Kitselas Community Services (KCS) (Social Development/Education):** KCS partners with KET to offer services and programs that help our participants bridge to post secondary and employment opportunities. Provides funding annually for Day Labour participants, and helps us ladder members from Social Assistance into meaningful employment.



- **Community Wellness Working Group:** Food Sovereignty was identified as a priority for KFN, through the CWWG rapid health community survey, and was delegated to KET/K5T to champion. Food sovereignty was identified as an area that will have a strong impact on Kitselas community wellness, and is a theme we look forward to incorporating in our community programs next year.
- **Kitselas Housing:** Receives referrals for apprenticeship placements for projects on reserve and supported KET in developing our shop space.
- **Kitselas Treaty Office:** Supports our Day Labour projects, job-placements, information sharing, and general cultural and administrative supports, with in-kind contributions.
- **Kitselas Development Corporation:** Supporting building bridges between major industry projects and employment and training opportunities.
- **Kitselas Finance:** Assists KET and K5T in developing our internal financial management capacity, systems, and processes. Kitselas Finance has also supported long-term job placements.
- **Kitselas Administration:** Continues to offer high level administrative support, especially in integrating and coordinating community engagement, chief and council involvement, community communications, and integrating our programming with community plans.
- **Chief and Council:** Overall, Chief and Council works closely with KET to provide direction, mandates, and strategic vision. Chief and Council continue to support KET in external fundraising efforts with the province and industry, corporate reorganization and growth, and ensuring KET's activities help achieve community visions.

### COVID-19 Impacts

The main challenge of 2020/2021 has been

the impact caused by the COVID-19 pandemic. KET has grown and created innovative programming to respond to our community's needs, successfully transitioning to a blended model of online and in-person services to ensure that our citizens continue to have access to our core programs and services. In Q3 and Q4, we continued to adapt to safely deliver programming during the pandemic by utilizing a rigorous set of COVID-19 protocols and procedures. Through these measures, KET has counteracted social isolation, trauma and fear, by providing safe alternatives to community members, as well as providing critical community support during the course of 2020/2021.

### Program Review

#### KCAD 2 & 3

The KCAD program is a pre-apprenticeship program funded by the Industry Training Authority (ITA). Participants receive wraparound support as they move towards securing an apprenticeship by logging hours, attending technical training, post program employment as apprentices and ultimately moving forwards in their career path. KCAD had 24 participants successfully pass through the program this year.

#### ITA MOU (Industry Training Authority - Memorandum of Understanding)

A significant partnership development for the KCAD program in December 2020 was entering into a Memorandum of Understanding with the ITA to become registered apprentice sponsors, enabling KET to deliver apprenticeship training in community with an emphasis on community based values and lifelong learning.

#### Day Labour Program

The Day Labour program is a community-led program that offers short-term employment and services to Kitselas members in Tier 1, including wraparound support. This program embodies the Kitselas vision to employ its members to work on building community re-

sources and capacity, and to “earn while you learn”, and “unclogging the dream machine”.

In Q1 and Q2, participants of the Day Labour program built 65+ garden boxes at Kitselas members' homes, complete with seeds and soil, while earning a wage. Participants also built smokehouses, invested in the community garden and worked on beautification projects for the Kitselas community. Throughout Q3 and Q4, participants worked with the EOC or participated in a 'cultural craft pilot program' to support community members in working from home through making traditional Kitselas regalia.

### **Drop-in, Community-Based Services**

The creation of the Kitselas Clubhouse in October 2020 was a significant development for KET, and enables us to enhance our drop-in services by offering a consistent safe space for the community to access our holistic and Wraparound services. Opening this space for Kitselas citizens marks another step forward in building a strong, healthy, prosperous, self-governing Nation.

### **NW-IACE Program**

In December 2020, KFN partnered with Kitsumkalum First Nation, TRICORP and the University of Victoria Gustavson School of Business to deliver a Northwest Indigenous Advancement of Cultural Entrepreneurship (NW-IACE) program, designed to provide Kitselas members with the skills to start a business, combined with practical hands-on entrepreneurship training.

### **Community Based Reporting**

KET secured funding from the Provincial Ministry of Social Development and Poverty Reduction (SDRP) for a project to improve our data management. Streamlined and modernized data management and reporting will support complex reporting requirements for funders and will also free up staff time away from administrative/reporting requirements and towards better supporting the needs of our participants.

### **Media Design Course**

The media design course prepares students for the digital media industry and the growing online course market. Topics covered included graphic design, web design, curriculum development, online course design, education technology, video production, and animation. The program focused on developing skills through practical real-world projects. Students are encouraged to communicate creatively based on their cultural teachings and community life as well as becoming informed about industry best practices.

### **New Organizational Structure**

In October 2020, Chief and Council approved the formation of a new operational arm of employment & training known as **Kitselas Five Tier System LP (K5T)**. Overseen by the newly created **Kitselas Socio-Economic Development Corporation (KSEDC)**, K5T has been created to be KET's operational partner, delivering on programs and services, while KET continues to work on high level planning and strategy for Kitselas Administration.

This division of functions will allow us to better pursue available business opportunities which benefit KFN, while at the same time maintaining a high standard of programs and services within the community. KET will continue to focus on community planning, relationship building, and overall strategic direction. K5T will focus on service delivery and market based employment and training opportunities. KSEDC is wholly owned and operated by KFN/KBC, and has a board of directors that oversees K5T and Kitselas Community Lands (KCL).

KET remains a department in the Kitselas Band Administration, focusing on community planning, governmental relationships, and overall long-term strategy. KET provides input to KSEDC on operational direction for K5T and KCL to ensure alignment with the goals and objectives identified by Kitselas First Nation community.

With the creation of K5T some things have changed, while others have remained the same:

- Importantly, all staff have remained employed
- The Five Tier System remains Kitselas-owned
- All Five Tier System programs and services are still available
- K5T improves our speed and capacity to serve our members
- KET ensures that community plans and priorities, industry, and government relationships are managed with close care and attention

### Upcoming Year

All entities, including KET, KSEDC, K5T, and KCL will continue their organizational development to complete the transitions resulting from the strategic reorganization. KET and K5T anticipate 2021/2022 to be a ground-breaking year and we are excited to share more updates in the coming months.

Kitselas Five Tier is working on a website that will be launched summer 2021. This website will act as a place for all of our communications as well as a client management portal. Through this website, participants, community members, and interested parties will be able to learn about our programs, services, results and impacts, and how to work with us.

Key programming, delivered through K5T will include

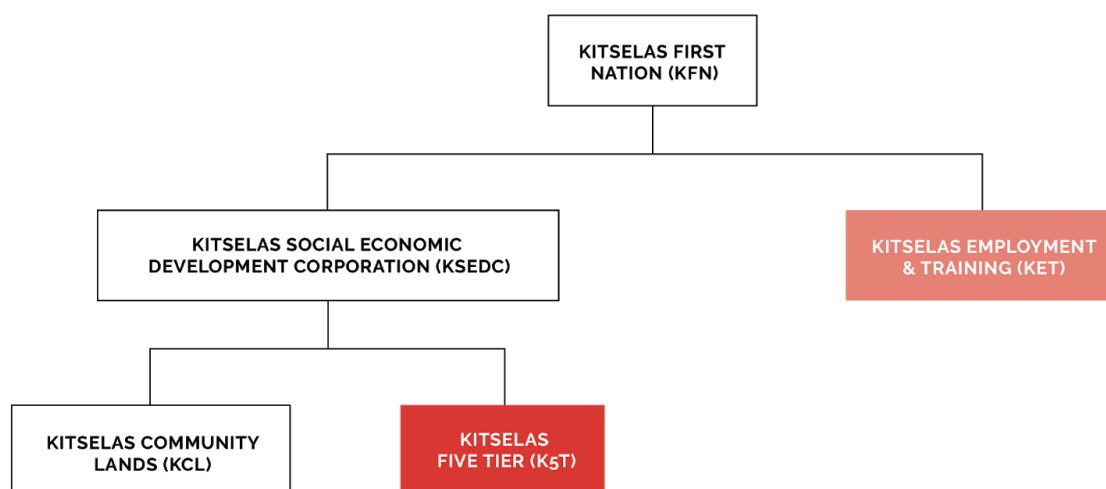
1. Skilled Trades Apprenticeship programs (KCAD programs),
2. Food sovereignty programming
3. Social enterprise & Kitselas entrepreneurship development
4. Youth and elder programming (e.g. summer students)
5. Bridging to post secondary and job placements
6. Career and professional development counselling

Holistic wrap around support services

More programs are under development and additional details for these and more programs will be available in the coming months. KET and K5T will continue to communicate through community newsletters and through publishing updates to our Facebook page, and on the new website when it launches.

For now, please head to our placeholder website at [kitselastraining.com](https://kitselastraining.com) to find links through to the Facebook page and other programming.

A longer and more detailed version of our annual report is forthcoming.





<p><b>KITSELAS FIVE TIER (K5T)</b></p> <p>Corporation focused on program implementation, operations &amp; services. Owned &amp; overseen by KFN.</p>	<p><b>KITSELAS EMPLOYMENT &amp; TRAINING (KET)</b></p> <p>Department in KFN Administration focused on governance &amp; planning</p>
<b>MAIN ACTIVITIES:</b>	<b>MAIN ACTIVITIES:</b>
Five Tier system for employment & training	Creates, designs, and integrates projects
Program delivery	Works collaboratively with all other departments to plan KET and K5T initiatives
Drop-in space	Integrates vision, goals, and direction set through community plans (e.g. CCP, KFN, Strat Plan)
Holistic wrap round support	Sends project mandates and requirements over to K5T to operate
Delivering market based education & training programs	
Partnering with other service providers	
Ability start-up social enterprises/businesses	
Support for Kitselas entrepreneurs	

For more information about Kitselas Employment and Training please reach out to our team:		
Program Area	Lead Team Members	Email
KCAD (Skilled Trades Appren-	James Seymour	<a href="mailto:KCAD@kitselastraining.com">KCAD@kitselastraining.com</a>
Youth Employment Program &	Sara McDames and Lisa Sey-	<a href="mailto:youth@kitselastraining.com">youth@kitselastraining.com</a>
Food Sovereignty	David Hansen	<a href="mailto:food@kitselastraining.com">food@kitselastraining.com</a>
Employment Seekers and Day	Bill Bolton and Jorden	<a href="mailto:jobs@kitselastraining.com">jobs@kitselastraining.com</a>
General Inquiries	All Staff	<a href="mailto:info@kitselastraining.com">info@kitselastraining.com</a>

Staff Member	Program Areas	Email/Phone
David Hansen	K5T Executive Director	<a href="mailto:david@kitselastraining.com">david@kitselastraining.com</a> 250.641.3678
Sara McDames	Tier 1, Youth Programming, Summer Students	<a href="mailto:sara@kitselastraining.com">sara@kitselastraining.com</a> 250.641.0538
James Seymour	KCAD	<a href="mailto:james@kitselastraining.com">james@kitselastraining.com</a> 250.641.4369
Bill Bolton	Day Labour	<a href="mailto:bill@kitselastraining.com">bill@kitselastraining.com</a> 250.631.7362
Patsy Drummond	Community Gardens	<a href="mailto:patsy@kitselastraining.com">patsy@kitselastraining.com</a> 250.922.5423
Daria Wright	Finance Lead	<a href="mailto:daria@kitselastraining.com">daria@kitselastraining.com</a>
Jorden Squires	Employment Placement	<a href="mailto:jorden@kitselastraining.com">jorden@kitselastraining.com</a> 250.641.2244
Lisa Seymour	Coordinator (Summer Students)	<a href="mailto:lisa@kitselastraining.com">lisa@kitselastraining.com</a>



**Community Services Staff Updates:**

Director of Community Services/WAB Administrator/Post-Sec Manager: Debbie Moore  
 Social Development: Marcia Spencer  
 Wab Teacher/K-12 Coordinator: Jericho Bevan  
 Language Teacher: Crystal Azak  
 Teacher On-call & on-call Janitor  
 Language Coordinator: Vacant

**Community Services Updates:**

Participate in bi-weekly Senior Team meetings consisting of all Directors & Managers  
 Participated in the Organizational Chart Planning

Completed draft of 2021-22 Budget and Workplan

I addressed the potential loss of the Summer Reading Program funding, as a result the money was reinstated for all FN Bands

Secured COVID funding to provide support to K-12 students attending public schools. We now require the list of students living on reserve attending schools in Terrace. Names, grades, school attending, home address and phone number or email address.

**POST-SECONDARY**

6 new applications received for September 2021. 2 are from 2021 grade 12 graduates

**Other**

Weekly Community Services Staff meetings to check-in and update activities

**Summer Reading Program:**

CMSD 82 confirmed last week that we will receive funding again this year to deliver this program.

**Spring Language and Culture Camp (L&C)**

Community Services departments continue to support Culture Camp by providing staff to help with language and culture activities.

**SOCIAL DEVELOPMENT- Marcia Spencer**

Continues to have intakes when someone is in need for income assistance, forms still need to be completely filled out: Application, EI confirmation, Ministry confirmation (MSDPR-Ministry of Social Development and Poverty Reduction)

Income assistance clients continue to hand in their renewal forms for deposits or cheques to be distributed in a timely manner.

Social Development Coordinator continues to meet with family when there is a death, to be of support either to walk and guide or financially.

Meetings at the NIFCS Board have been ramping up as we are looking at what we will need to move toward Bill C-92. The Board is getting some education, as well as Chief and Council in the near future, and then community will have some workshops moving forward with Bill C-92. Included is info from NIFCS. NIFCS has the following programs:

**Culture and Prevention:**

- NIFCS Mission Statement is "To provide holistic child and family services that protect the unique culture of every child, family and community we serve.". As such, culture is woven into every one of our programs.
- NIFCS Prevention and Culture Manager will be meeting with members from each of the communities (Leadership, Elders, and others) to gain knowledge in their communities' cultural practices that can help to enhance NIFCS practice when we are involved with any of your community members.
- This information will be shared amongst our NIFCS team to ensure that we are respecting the cultural practices and teachings in your community.
- NIFCS Prevention and Culture Manager will be meeting with your community to have discussions about prevention services that NIFCS may be able to provide to your community. One of these services may include Parenting Programs such as the Connect Parent Program.
- NIFCS is in the process of having our Youth Workers and our Family Service Workers certified to facilitate the Connect Parent Program. Once certified, the facilitators will be able to facilitate the program either in-person or virtually for community members.

**Youth Empowerment and Community Engagement:**

- The NIFCS Youth Empowerment and



Community Engagement Program is essentially a wholesome prevention-based program designed to:

- o Help youth espouse cultural values and virtues as a day-to-day living expression while exploring the possibilities that the 21st century offers them in all aspects of life.
- o Improve community engagement utilizing a series of programs and activities that are inspiring and empowering.
- NIFCS and Kitselas are in the process of hiring a youth worker for the Kitselas community.

### **Family Support Services and Family Preservation:**

- Family Support Services Agreements may be provided for a term (renewable) of up to 6 months may include, but are not limited to, the following: Services for Children and Youth; Counseling; In-home Support; Respite Care; Parenting Programs; Voluntary Care Agreements
- All services are provided on a voluntary basis recognizing that it is the parent who knows best what services may meet their child or family's needs. Some services are offered directly to the family at their home while other services may provide substitution care for a child outside the family home.
- Family Support Service workers are often also involved with prevention services in the communities. NIFCS Family Support Workers have been involved in workshops in the communities and have participated in other workshops that the community is running.
- NIFCS has a Family Support Worker who is dedicated to the Kitselas community.

### **Child and Youth Mental Health:**

- NIFCS has Mental Health Clinicians as well as Family Counsellors who work with individuals, families or in group settings with community members.

### **Child Youth Support Needs:**

- If a child has been diagnosed with a permanent or long-term severe or developmental disability or identified as at risk for developmental delay, a family may be eligible for ex-

tra assistance.

- NIFCS has recently hired a Child Youth Support Needs worker who will be attending each of the communities to discuss further what the program is about, how her position may be able to provide support to children, youth, and families and how to access her program.

### **Resources:**

- NIFCS Resource team provides support to NIFCS Caregivers (Foster Parents)
- The level of support and the type of support varies between Caregivers.
- NIFCS Caregivers are encouraged to participate in training as well as other workshops that could benefit them. NIFCS Caregivers are also encouraged to participate in ongoing activities that the child/youth is included in through NIFCS.

### **Guardianship:**

- NIFCS Guardianship team works with children and/ or youth (who are in care of the director) and their families until another permanency plan has been implemented, or the child turns 19. Permanency planning can include: Return to parents, or another legal guardian; Transfer of Custody; Adoption.
- Guardianship workers provide support to Children and Youth in care to help ensure that their physical, emotional, mental, and spiritual needs are being met. Guardianship workers involve the child/youth, their birth family, their Caregivers, any other relevant community partners (teachers, indigenous community representatives, mental health, child youth special needs, youth probation, etc.) when planning for that child/youth.

### **Child Safety:**

- As a C6 delegated Agency, NIFCS will be responsible to review, assess, and investigate reports of child abuse, neglect, or exploitation of children for the children and families living on Member Band Reserves. When this happens, NIFCS will have a dedicated intake worker to: Respond to community member inquiries for service; Receive and assess any

reports of concern for a child's health or safety.

- NIFCS is committed to working collaboratively and inclusively with the family, extended family and community guided by the community protocols in place (currently under development). Check back here for the final protocols when ready.

#### **Lighthouses:**

- NIFCS has been actively working on Lighthouses for each of the communities. The Lighthouses will be a place where both NIFCS and the community can run programming out of. The Lighthouse will also be a place where the Youth Workers and the Family Support Workers will have a permanent office. The Family Preservation Workers, the Mental Health Team, the Child Youth Support Needs worker and the Social Workers will dedicate some time each week to working out of the Lighthouses and working with community members.

Please don't hesitate to call me at (250) 631-8085 if you would like to discuss this further.

#### **LANGUAGE & CULTURE- Crystal Azak, Teacher**

Crystal Azak provides language teachings to camp participants; Created flash cards and played interactive colour thinking game. This worked very well with both age groups.

Currently in the process of creating Beginner, moderate and immersion language lessons. For the most part, the lesson plans will be the same, immersion however will be more in depth as to how and why Sm'algyax works. This is because many people learn different, and I want to teach people how they learn and not make people learn how I teach. Once I complete at least one "semester" plan, language class will start. I will be going over these Lesson plans with the Language authority before starting, to ensure all words and sentences are correct.

Crystal is new to Kitselas Culture and will rely on membership to help her learn about our culture so that she is able to build program resources and reference materials.

#### **ADULT TEACHER & K-12 EDUCATION CO-ORDINATOR- Jericho Bevan**

##### **Education K-12 Update**

Still not getting any response from any of our questions outside of Agnes Casgrain regarding students not receiving support when they do not attend school due to covid.

Thornhill Primary School and Thornhill Elementary School will have joint principal (Surinder Dhaliwal) and Vice. We are uncertain at this time what the reason is. It may be due to budget cuts. Jericho will update this at a later date.

##### **FNSA Board**

We decided to take the summer off from this board but will continue to meet jointly with FNEC executive.

##### **WAB School**

Submitted the 2020-2021 Spec Ed Final Report.

Continue to support students working from home.

Pleased to report we will have 1 more graduate!!! For a total of 4 Wab graduates this June.

#### **KITSELAS ADMINISTRATION**

Have a safe May Long weekend & and enjoy!

Our office closure, will be  
Monday May 24, 2021.

8:30am-4:00pm

MAY 21, 2021



## KITSELAS CONNECTS

Is put together by the Kitselas Communications Department.

Please email [communications@kitselas.com](mailto:communications@kitselas.com) with any info - events, news, fundraisers, photos, etc. - that you would like to share with the community.

Deadline for submissions is Tuesday.

Call 250-635-5084 Ext. 4071 with any questions

### KITSELAS ADMINISTRATION

2225 Gitaus Road, Terrace, BC V8G 0A9  
Phone: 250-635-5084 Fax: 250-635-5335

### Office Hours

Monday to Friday 8:30am-4pm  
Closed for lunch 12-12:30pm

**[WWW.KITSELAS.COM](http://WWW.KITSELAS.COM)**