

TSAWOUT FIRST NATION

NEWSLETTER

www.tsawout.ca

MAY 2023

GUARDIANSHIP PROGRAM

Tsawout Fisheries is starting its Guardianship program in the near future.

We are offering SVOP/Roc-M and MED A3 Training on **May 29th - June 2nd, 2023.**

This is an in-class Commercial Boat Operator's course that is being offered here at Tsawout.

See p.04 for more information.



YARD CLEAN-UP

Tsawout will be hosting yard clean-up services starting:

May 1st, 2023.

Read pg. 04 & 05 for more information.



Inside this Issue:

P/02. TRIBAL JOURNEYS 2023

P/03. SUICIDE PREVENTION

P/04. GUARDIANSHIP PROGRAM TRAINING

P/04. YARD & SPRING CLEAN-UP

P/06. COMMUNITY NEWS

P/08. EDUCATION NEWS

P/12. FISHERIES NEWS

P/13. EMPLOYMENT OPPORTUNITIES

P/18. SOCIAL DEVELOPMENT NEWS

P/19. GARBAGE, COMPOST & RECYCLING



TSAWOUT
FIRST NATION

TRIBAL
JOURNEYS
2023

PADDLES
UP!

Canoes land in Tsawout July 21st 2023 then to Muckleshoot for final landing

If you or your family are interested in travelling, please contact Michelle McDormand at mmcdormand@tsawout.ca or call 250-885-7095.
**Need numbers as relatives in US are requesting an estimate.*





TSAWOUT FIRST NATION

PRESENTS:

You'll Never Walk Alone

Suicide Prevention Training

Dates: May 01-05, 2023

May 1 – Safetalk community wide training – Gym

May 2 & 3 – ASSIST staff/members training – Auditorium

May 4 – Debriefing & going out to the beach for optional cultural practices with elders - Auditorium.

May 5 – Community celebration – gym

TALK TO NAAMAT IN HEALTH FOR MORE INFORMATION.

TSAWOUT FISHERIES OFFERS SVOP TRAINING

Our Guardianship program training is starting at Tsawout and we need you!

The first step is taking the in-class Commercial Boat Operator's course that is being offered here, at Tsawout:

SVOP/Roc-M & MED A3 Training
May 29th -June 2nd

The course is full days and lunch is provided.
Please email: jodi@fisheriestech01@tsawout.ca or call to secure your seat.



YARD

Clean-up 2023

Monday, May 8th 2023 | All-day
7728 Tetayut Road - Tsawout Band office

Public Work, Health, Housing, Social Development, Employment & Training are collaborating to host a Yard cleanup for Tsawout Members.

A representative of the departments will be going door-to-door to complete a survey with members on input and their approval; as well as sending a call-out for any members wanting to work!

If you have any questions or would like to work, please call Laurie or Mukaday-Ginew at 250-652-1149 ext 325.

SPRING CLEAN-UP

Spring Cleanup starts in May – **Bins Arriving May 01**

Starting May 01, 2023, Tsawout First Nation will be providing disposal and metal recycling bins at five locations in the community.

Please see the attached map of bin locations.

For your reference, the bins will be located at the following addresses:

- 7680 Tetayut Rd – Waste bins only
- 2700 Pullock Lane – Waste & Metal Recycling
- 2810 Mt. Newton X Rd. – Waste bins only
- 7784 Jimmy Rd. – Waste & Metal Recycling
- 7555 Central Saanich Rd. – Waste bins only

We would like to thank DL Bins for their generous donation in providing the bins.

Please note, there are some materials that are restricted from the bins. Please do NOT dump:

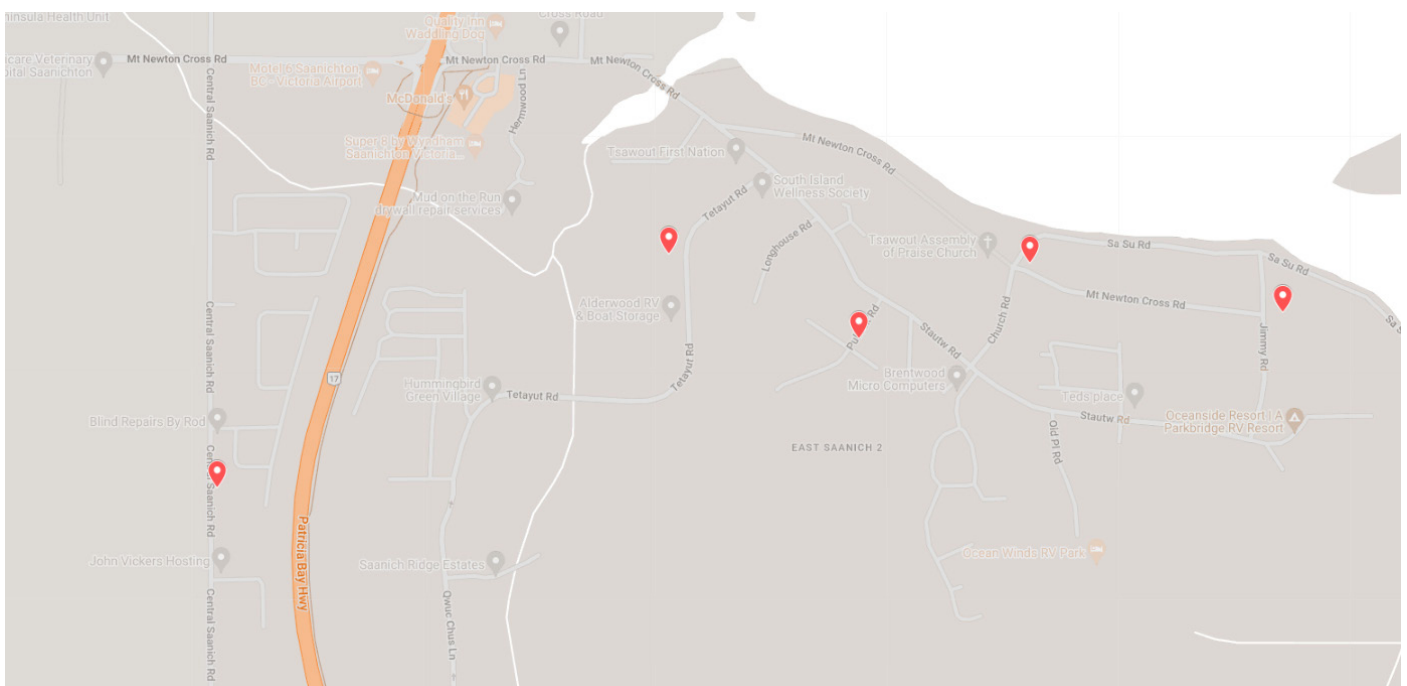
Construction waste (drywall, asbestos, paint)

Hazardous material (chemicals, propane tanks, pesticides & aerosols)

Bins will be available for the month of May only. Heavy household items (mattresses and furniture etc.) can be hauled out to the end of your driveway for disposal. We will need to address other items like fridges, freezers on a case-by-case basis.

Please call Public Works at 250-652-9101 ext 310 if you require assistance removing items from your home or yard.

BIN LOCATIONS



PLEASE SUPPORT

ĆIEMĆES Julius Etzel has been selected to represent Team BC in Soccer at NAIG held in Halifax Nova Scotia July 15 - 23, 2023

ĆIEMĆES is seeking financial support for his upcoming competition where he is representing Team BC and our W̱SÁNEĆ Nation and his home of Tsawout FN

WE WILL PROVIDE UPDATES AND PICTURES DURING THE GAMES.

E-TRANSFER: johnetzel8@gmail.com

I am also happy to pick up any financial donations please call me at (250) 882-8522



ĆIEMĆES Julius Etzel #7



COMMUNITY NEWS - FREE HAIRCUTS



**Free hair cuts in the
multipurpose room 12pm to
5pm First come, First served**

FRIDAY
MAY 5TH
12PM-
5PM

With Karen
mobile hair

Contact - 250-652-1149

GREEN MENTOR



PLT Canada's Green Mentor Program is a dynamic short-term program that connects young people (ages 18–30) with seasoned Green Jobs professionals. We use an industry-leading platform and algorithm and have matched hundreds of people based on their personalities, learning styles, goals, interests, and more.

93% OF MENTEES GOT A JOB OR ADVANCED IN THEIR CAREER **BECAUSE OF THEIR MENTOR***

88% OF PARTICIPANTS FELT THAT THEY BUILT A **GREAT RELATIONSHIP WITH THEIR MENTORING PARTNER***

* From the 2022 PLT Canada/World Forestry Congress cohort

WHY BE A MENTEE?

- Work directly with professionals in the forest and conservation sector.
- Have direct access to employers.
- Build confidence in your skills and abilities.
- Plan your green career pathway and learn about different opportunities.
- Develop new soft skills like communication, goal setting, and problem solving.
- Have a say in the forest and conservation sector by providing new, innovative ideas to your mentor.

GREEN MENTEE EXPECTATIONS

Participants must commit 4-5 hours per month. You will:

- Attend monthly virtual 1-hour workshops hosted by PLT Canada.
- Connect with your mentor virtually 2-3 hours per month.
- Complete 1 hour of the Career Pathway Plan online course per month.
- Guide the mentorship relationship by setting goals, topics, and agendas for each meeting with your mentor.
- Participate in feedback surveys, network with your peers, and attend mentorship roundtables.



“Before the program, I could describe my personal growth using only one word: stagnant. Through collaboration and genuine discussions with my mentor, we listen, learn, teach and guide each other through mentorship. It’s an overwhelming feeling of joy and motivation.”

KELLY VERA
MENTEE

APPLY TO BE A GREEN MENTEE

Program dates: October 2023 to March 2024

<https://pltcanada.org/mentorship>

For more information on PLT Canada's Green Mentor program, contact us at pltcanada@forests.org.



#MyGreenMentor

pltcanada.org

EDUCATION NEWS - DROP-IN PLAY GROUP



FRIDAY'S STARTING APRIL 28TH, 2023 **DROP-IN PLAY** **GROUP!**

Head Start invites Mom's, Dads, Caregivers!

Every Friday starting this month there will be drop in play group for children ages 0-6 years with their caregivers! Come and connect with each other, learn about your child's developmental milestones.

Safe and comfortable place

Lunch will be provided.

Milk, eggs, and other incentives for new mothers!

Time: 11 – 2pm

Where: Language nest room downstairs @ the Tsawout Band Office

Please contact Ellie for more information

250-652-9101 ext: 331

If you need transportation please contact us!

COME OUT AND MEET OUR NEW HEAD START OUT REACH PROGRAM SUPPORT STAFF!

ARE YOU INTERESTED IN EARLY LEARNING AND CARE?

**SAEC is partnering with Camosun College to
offer an ELC Diploma Program in September
2023**

**Course work to take place between
9:00 am - 4:00 pm Monday to Friday**

REQUIREMENT

- C+ in English 12

**Please contact SAEC Reception to
secure spot in ELC Fall
Programming**



reception@saec.ca





fpcc.ca/yes

Do you want to learn your language as part of your post-secondary education?

Receive up to \$30,000 in funding for B.C. First Nations students age 18-35!

Apply by June 14, 2023

This program includes:

- Tuition
- Living & tech allowance
- Mentor-apprentice language learning
- Paid internship

Program Contact: Beckie Wesley
yes@fpcc.ca

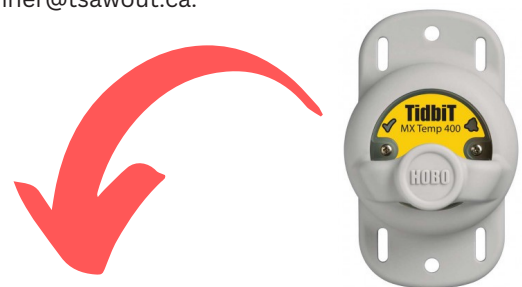


SCAN ME



Sentinels of Change Project

It is that time of the year! Tsawout Fisheries in Partnership with Hakai Institute and Shaw Centre for the Salish Sea deployed on April 15th the first of a series of light trap events in Tsawout territory. It is part of the coastwide project “Sentinels of Change”. The intent is to monitor, every other day from April to September, the arrival of Dungeness Crabs larvae along with other sea creatures. Dungeness Crabs are a staple of coastal first nations’ diet and therefore an important resource to be monitored. When the weather is warm and sunny, we will invite the community to join us to check on the light traps as well. For the meantime, if you see the light trap at the pier, and would like to find out more about the project, send an email to marineuseplanner@tsawout.ca.



Our temperature logger by James Island Pier went missing. If you found it, please return it to the Tsawout Fisheries department.

SHELLFISH HARVESTING

The shellfish closure has been lifted and area 19 is open for shellfish harvesting.

Area 19

Subarea 19-5 open to butter clams only, closed to all other bivalve shellfish;

Subareas 19-7 to 19-12 open to manila clams, littleneck clams, oysters and mussels only, closed to all other bivalve shellfish;

Balance of Area 19 closed to all bivalve shellfish.

For information on sewage contamination and biotoxin closures please scan code.



EMPLOYMENT NEWS - LANDS MANAGER



TSAWOUT FIRST NATION

EMPLOYMENT OPPORTUNITY

POSITION:	LANDS MANAGER
HOURS OF WORK:	FULL-TIME, PERMANENT (35 HRS./WEEK)
REPORTS TO:	BAND MANAGER

POSITION SUMMARY: Tsawout First Nation (TFN) is seeking a strong team player committed to the implementation and development of TFN's land management regime. The ideal candidate will be skilled in lands planning, and have experience interpreting and providing advice on land matters. The incumbent will also have excellent communication and interpersonal skills, solid project management skills and will be confident representing TFN's best interests on lands based initiatives and committees.

QUALIFICATIONS:

- Degree in Lands Management, Environmental Studies, Urban Planning, Land Resource Management or equivalent combined with significant experience working in land administration, planning or environmental assessment.
- Working knowledge and experience in sustainable land use and resource management and planning.
- Experience interpreting and administering complex legislation and regulations, preferably related to land management.
- Supervisory experience.
- Experience interpreting and providing advice on Land Code and land issues, with the ability to handle politically sensitive matters, analyze, identify and recommend action options for senior management.
- Successful experience managing multiple projects, writing proposals and reports.
- Experience working in a First Nation government setting is an asset.
- Experience with Conflict Resolution.
- Experience with Property Law.

Note: An equivalent combination of post-secondary coursework, training, workshops and significant experience will equally be considered.

INCUMBENT IS ALSO REQUIRED TO HAVE:

- Knowledge of the environmental and socio-economic issues of impact assessment.
- Knowledge of Tsawout First Nations Land Code.
- In depth knowledge of various government and agency land administration processes and initiatives.
- Knowledge of Tsawout First Nations heritage, history, culture, demographics, goals, and aspirations is required for success.

Conditions of Employment: Signed conflict of interest declaration and confidentiality agreement; Criminal Record Check and valid class 5 drivers' license – access to a personal vehicle is an asset.

DEADLINE: MAY 5, 2023

Submit cover letter, resume and 3 references to:

Colleen Spence
Tsawout First Nation
7728 Tetayut Rd., Saanichton, BC V8M 2E4
hrmanager@tsawout.ca

Preference may be given to qualified individuals of First Nations Ancestry.

We thank all interested applicants, however, only those short-listed will be contacted for an interview.

EMPLOYMENT NEWS - FAMILY ADVOCATE

POSITION: FAMILY ADVOCATE
HOURS OF WORK: FULL-TIME, PERMANENT (35 HRS/WEEK)
REPORTS TO: WELLNESS DIRECTOR

PROGRAM SUMMARY: Tsawout First Nation (TFN) is seeking a passionate Family Advocate to join our team and work with the Tsawout Community. The role of the Family Advocate is to achieve successful outcomes for First Nations Children and Families through a collaborative approach between the Ministry of Children and Family Development (MCFD), Niltuo, Jordan's Principle, other organizations and resources for children and families, and the TSAWOUT First Nation (TFN).

POSITION SUMMARY

- The Family Advocate role is intended to ensure that TFN is able to keep their children connected to family, community, and culture, when the children are in the care of any Child & Family Services.
- To provide guidance and support to families in their endeavors to seek common ground with the various Child & Family Services, and to identify processes for dispute resolution. At all times, all parties will work in the best interest of the child(ren).
- It is the goal of the Family Advocate, to help provide more effective culturally anchored services and increase the collective capacity to ensure safety, health and well-being of TFN children, youth, and Families.
- The best interest of the child(ren) is **paramount**.
- Accepting and respecting the child(ren)'s connection with family, community, and culture.
- The Family Advocate role will support Indigenous children on/off reserve and out of province.

DUTIES AND RESPONSIBILITIES

- Involvement in the planning for TFN children and families living off/on reserve.
- Assist and support family members in their working relationships with all Child(ren) & Family Services and supports.
- Advocate for children and families.
- Attend any court as required to support the child(ren) and/or family members; cannot make any decisions; can only make recommendations for the child(ren).
- Communicate with Band Designate regarding children living on/off reserve.
- Required to travel up and down Vancouver Island based on where the child(ren) are living.

Phone: 250-652-9101 Fax: 250-652-9114 Office hours: Mon.-Fri., 8:30 am - 4:30 pm

EMPLOYMENT NEWS - FAMILY ADVOCATE CONT.

- Establish and develop an active working relationship with all children and families in need of support.
- Develop and negotiate Plans of Care and Service Plans with all Child Welfare Agencies.
- Attend training sessions and become familiar with all Child(ren) and Family resources in Saanich.
- Provide caseworker with information regarding appropriate prospective placements with extended family.
- Ensure that Customary Care is practiced with all TFN members before any court system is looked at.
- Take part in all Service Plans, Plan of Care, or Service development for TFN members.
- Assist caseworker in developing child's cultural plan including resources.
- Assist families with applying for Jordan's Principle funding and other sources of support/services.
- Case management.
- Participate in family group conferences.
- Connect children and families with Wellness Support and Services.
- When required, act as key contact for other jurisdictions in and outside the province of BC.
- Make recommendations to the caseworker regarding the child(ren)'s planning.
- Have access to the child & foster home; and perform home visits.
- To practice confidentiality to its fullest with TFN members.
- Receive court notices and copies of orders granted by the court including adoption and private guardianship requests.
- Liaise on various child protection concerns through case conference; Band consultations; meetings with child/youth; parents, extended family, and child protection representative.
- Perform other duties as assigned.

EDUCATION AND EXPERIENCE

- Degree or Diploma in Social Services, or combination of education and experience
- Two years in a related field working with Indigenous children, youth, and parents in a human services capacity
- Knowledge and experience working with Indigenous communities and an understanding of Indigenous cultures, histories, and issues.

EMPLOYMENT NEWS - FAMILY ADVOCATE CONT.

- Strong communication, interpersonal, and organizational skills that are grounded in the principles of cultural safety and humility.
- Ability to work independently and as part of a team.
- Knowledge of regulations and compliance requirements related to mental health and social services, while being mindful of the unique jurisdictional and governance structures of Indigenous communities.
- A Vulnerable Sector Criminal Record Check is a condition of employment.

Personal Attributes

The Family Advocate maintains strict confidentiality in performing their duties and demonstrates the following personal attributes: Respect, Empathy, Strength, Pride and Equality

DEADLINE: FRI., May 12, 2023

Please submit cover letter, resume with salary expectations, and 3 references to:
Colleen Spence
Tsawout First Nation
7728 Tetayut Rd., Saanichton, BC V8M 2E4
hrmanager@tsawout.ca

EMPLOYMENT NEWS - WELLNESS DIRECTOR



TSAWOUT FIRST NATION

EMPLOYMENT OPPORTUNITY

POSITION: WELLNESS DIRECTOR
HOUR OF WORK: FULL-TIME, PERMANENT (35 HRS/WEEK)
REPORTS TO: BAND MANAGER

POSITION SUMMARY: Tsawout First Nation (TFN) is seeking a highly motivated and compassionate Wellness Director to join our team and work with the Tsawout Community. The Wellness Director will work to promote wellness and improve the lives of children, youth & families. This position will be based at TFN and the candidate will have experience working with Indigenous communities, having a deep understanding and appreciation of Indigenous cultures, traditions & values.

DUTIES AND RESPONSIBILITIES

- Develop and implement culturally appropriate wellness programs, activities, and initiatives to promote mental, emotional, and physical health within the Tsawout community.
- Collaborate with Elders, community members, leaders, and partners to identify community needs and develop programming that reflects the community's unique cultural context.
- Provide leadership to the front-line team who offer individual and group counseling and support services that are grounded in Indigenous ways of knowing and healing.
- Maintain accurate records and reports, ensuring compliance with regulatory standards while being respectful of Indigenous protocols and privacy practices.
- Monitor and evaluate program effectiveness in consultation with community members and make recommendations for improvements that are responsive to community needs.
- Act as a liaison between the community and external service providers to ensure access to necessary resources that are culturally appropriate and respectful.
- Provide leadership, training, and support to staff to ensure the delivery of quality services.
- Manage budgets, funding, and grant applications.
- Maintain accurate records and reports, ensuring compliance with regulatory standards.

EDUCATION AND EXPERIENCE

- Bachelor's or Master's degree in social work, psychology, counseling, or related field.
- Minimum of 3 years of experience in mental health, social work, or related field, with a demonstrated understanding of the intersections of colonization, intergenerational trauma, and mental health in Indigenous communities.
- Knowledge and experience working with Indigenous communities and an understanding of Indigenous cultures, histories, and issues.
- Strong communication, interpersonal, and organizational skills that are grounded in the principles of cultural safety and humility.
- Experience managing teams and overseeing programs.
- Ability to work independently and as part of a team.
- Knowledge of regulations and compliance requirements related to mental health and social services, while being mindful of the unique jurisdictional and governance structures of Indigenous communities.

PERSONAL ATTRIBUTES

The Wellness Director maintains strict confidentiality in performing their duties and demonstrates the following personal attributes: Respect, Empathy, Strength, Pride and Equality

DEADLINE: FRI., May 12, 2023

Please submit cover letter, resume with salary expectations, and 3 references to:

Colleen Spence Tsawout First Nation
7728 Tetayut Rd., Saanichton, BC V8M 2E4
hrmanager@tsawout.ca

NOTICE TO ALL CLIENTS ON INCOME ASSISTANCE

Please ensure that declarations and all supporting documents are in by the 15th of every month. All declarations require applicant signature and, if applicable, it must include spouse signature, job search form, hydro and phone bill (if eligible), most recent paystubs and bank statements, if required.

**** NO DECLARATION (paystubs, job search) = NO CHEQUE ****

Cheque issue is the last Wednesday of every month. Cheques are available for pick up between 9 am to noon and 1 pm to 4 pm. No calls are taken on cheque day and no one can pick up someone else's S/A cheque unless that person is seriously ill, has mobility barriers or other extenuating circumstances.

Clients who submit their documents AFTER the deadline date can pick up their cheque on the following Friday.

Clients who need to update their file or apply for S/A need to book an appointment between Tues. to Thurs.

NOTICE TO ALL EMPLOYABLE CLIENTS

It is **MANDATORY** that all employable people seek employment. According to Social Development Policy 2.2: Termination of Benefits – Refusal or abandonment of employment opportunities, refusal to participate in an appropriate training or education opportunity or rehabilitation program will result in Social Development closing your file.

Failure to show any effort in seeking employment or education opportunities such as job searching, employment workshops or upgrading - will result with your SA file being closed. Whenever a decision is made to terminate client benefits, the client has a right to appeal the decision to Aboriginal Affairs and Northern Development Canada by picking up an administrative review form from Social Development. Thank you.

Tsawout Social Development (SD) – Income Assistance Application Process

STEP 1 – OBTAIN APPLICATION FROM TSAWOUT RECEPTION TO MAKE AN APPOINTMENT.

NO APPOINTMENTS WILL BE MADE A WEEK PRIOR TO OR DURING THE WEEK OF CHEQUE ISSUE.

- Complete Social Assistance Application Package
- Identification – Adults – 2 each (1 must be a photo)
- Identification – Children - 1 each
- Verification of Income – 60 day bank statements, pay stubs, 2 most recent pay stubs, EI Income and Spousal Support
- Utility Bills – BC Hydro, phone bill, gas or oil bill
- Tenancy Agreement – Tsawout Social Housing, CMHC documents or mortgage documents
- Privately Owned Homes – proof of ownership documentation
- Tax Forms – Canada Child Benefit, Notice of Assessment
- Other Supporting Documents

STEP 2 – INTAKE APPOINTMENT

- Bring all supporting documents to your appointment
- If you have a spouse, he/she needs to be present to sign all documentation
- Employable clients are required to discuss a plan to obtain employment or have an education plan to attain further skills that will help you gain employment.
- If you are unable to seek employment, the worker will need a medical note that will temporarily excuse you from seeking employment or until you are eligible to apply for PPMB (Person with Persistent Multiple Barriers) or PWD (Person with Disability) designation.

STEP 3 – PROCESSING













- Allow up to 5-7 business days for application approval.
- Worker will notify you of your eligibility for Income Assistance.
- We understand that you are in need of help and your matters are important to us. We are doing due diligence to ensure that the process is completed in a timely manner. We appreciate your patience.

STEP 4 – YOU HAVE BEEN CONTACTED TO INFORM YOU OF YOUR ELIBILITY STATUS

- **Approved Applicants** – Will now have the responsibility to assure that all documentation (Declaration, utility bills, pay stubs, job search or any other required documents) is submitted by the 15th of each month to ensure they receive their entitlement on time. ALL clients have a responsibility.
- **Ineligible Applicants** – Varies on the situation.
- Will have an opportunity to gather missing or additional supporting documents.
- If you are eligible for EI or in receipt of EI, you will not be eligible for Income Assistance.
- You have earned income that is more than what you are eligible to receive, then you have to wait 30 days to reapply.
- If applicant does not agree with the decision, the applicant can appeal the decision – Inquire about this process with the Social Development Worker.

**** Thank you for reviewing this information. It helps the review and assessment process. Social Development can be contacted at 250-652-9101 (ext. 306).**

MAY - GARBAGE, COMPOST & RECYCLING

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	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  			

Garbage pick-up (once/week) If your garbage is missed or not picked up, call BFI directly at 250-652-4414.

Compost (Bi-weekly) If your compost is missed or not picked up, call Refuse at 250-381-6007. If called the same day or early the next day, it is possible to have it picked up the same week if they are in the area and they will ask you to have it at the end of the driveway by 7 am on whichever date they advise. If not, it will have to wait until the next regular pick-up date.

Recycle (Bi-weekly) If your recycle is missed or not picked up, call Emterra at 250-385-4399. Call by 11:00 am the next day and they can probably do a pick-up. If any later, it would have to wait until the next pick-up date.

Reminder that the Heavy Garbage Program has ended. Please do not leave heavy garbage on the side of the road. We continue to clean up the dumpsite on Longhouse Road from the previous years programs. Please discard your heavy garbage at local metal recycle or Hartland landfill.