



# MONTHLY NEWSLETTER TSAWOUT FIRST NATION

August 2020



## WELCOME HEALTH STAFF

The Tsawout Health Department would like to welcome our new Health Staff. Please welcome Jackie, Ana, Mandy and Alan. Read more about their biographies on pages 12 - 15.

## EMPLOYMENT & TRAINING OPPORTUNITIES

There are lots of employment opportunities both at Tsawout and External postings. Take a look at the opportunities starting on page 18.

Marine safety Equipment and Training Program and First Aid Training can be found on page 09 - 10.

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# COMMUNITY NEWS

## CHIEF AND COUNCIL UPDATE

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Tsawout First Nation along with many other First Nations continues to operate under COVID Protocol. That means that the office is not fully open to the public and there currently are not facilities available for group programs or group rentals.

Efforts are underway to seek balance between essential programs and services in Administration, Housing, Lands, Health, Education and Training, Social Development and Public Works and to ensure that staff are able to safeguard their health and safety. Currently a Return to Work guideline has been developed with Worksafe so that each employee can make the considerations that they need to make with respect to their duties.

Currently some staff work from home part-time and are in the office part-time doing their best to maintain contact with colleagues and clients. At this time there are not any summer programs that can operate safely at this time but it is hoped that there will be opportunities that will deliver safe, healthy, low-risk programs to assist families with children and youth in the very near future. Numbers will generally be limited to very small groups or will be one to one delivery.

Staff and community have been watching the increasing COVID numbers outside of Tsawout as programs and services open up and as many of our families already experience health risk there remain concerns about the impact of COVID in a tightly knit community environment. If personal concerns are high individuals are encouraged to undertake local COVID testing or to continue to work with Nursing staff to clarify concerns or assist with stress and anxiety. Additionally the 811 Nursing Hotline is available to help provide some helpful health guidance .

Health staff are continuing to operate and they do maintain controls over the numbers of staff working in the office and in ensuring that numbers of clients are also controlled. However health staff also are able to do outreach over the phone or through one to one offsite client meetings. Home visits have not been increased due to the concerns about contact spread but there are additional Nursing staff and Support Counsellors available.

Food supports, Income Assistance COVID relief, and the Good Food Program will continue to support families with children, clients on income assistance, and Elders, as well the Diabetes Program will also provide some food supports. Parent Programs also have some food supplies and diapers, and from time to time Milk and Eggs are also available. Workers do their utmost to stay connected with the contacts in community that they have made over the years and try to continue to provide one to one support as requested. Stephanie Adams works out of the office and has been liaison with groups that donate food and other supplies for families. Michelle McDormand works onsite and assists in distributing food and linking with families

Near the middle of August it is expected that there will be an announcement with respect to return to school. Again this will be an important decision point for families as they weigh the risk of increasing contacts and increasing COVID risk. Please be assured that Tsawout Chief and Council will continue to help adjust to whatever the future holds to ensure that families due receive essential supports.



# COMMUNITY NEWS

## CALL FOR EXPRESSION OF INTEREST

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### TSAWOUT FIRST NATION

7728 Tetayut Rd., Saanichton, BC V8M 2E4

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#### MEMBERSHIP COMMITTEE – CALL FOR EXPRESSION OF INTEREST

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STÁUTW First Nation is seeking to appoint members to the Tsawout First Nation Membership Committee who shall each have the opportunity to serve a two year term from date of appointment.

Thea STÁUTW First Nation Membership Law (2013) says the following regarding vacancy in term:

**18.1** A membership Committee of seven (7) members, all of whom are at least eighteen (18) years of age and none of whom are members of **Council will be appointed by Council**.

**18.2** Appointments to the Tsawout First Nation Membership Committee will be made in a manner so as to provide for a broad representation of the Tsawout First Nation community. At least two (2) SELWÁN and one (1) youth member will be appointed to the committee.

**SELWAN** means an adult person who is a member of the STÁUTW First Nation and who has gained and continues to hold the trust, respect and confidence of the STÁUTW First Nation and who has a good knowledge of the customs of the STÁUTW First Nation.

**Youth Member** means a member who is between the ages of eighteen (18) and twenty-five (25).

#### ELIGIBILITY CRITERIA

Any eligible voter, whether or not resident on Tsawout reserve lands, is eligible to be appointed to the Tsawout First Nation Membership Committee.

#### COMMITTEE RESPONSIBILITIES AND ACCOUNTABILITIES

The Tsawout First Nation Membership Committee's responsibilities include the following, as set out in the STÁUTW First Nation Membership Law (2013) and at the instruction of the Lands Manager:

- Meet at least quarterly to consider applications for membership and provide written recommendations (along with reasons for those decisions) to Council regarding the acceptance of membership applications.
- Assess and make decisions with regard to whether a person applying for membership has a criminal record that disqualifies them from becoming a member;

# COMMUNITY NEWS

## CALL FOR EXPRESSION OF INTEREST CONTINUED

- Hear appeals from decisions made by the Tsawout First Nation Membership Administrator and make written recommendations (along with reasons for those decisions) to Council on the matter under appeal.

The Tsawout First Nation Membership Committee must act in accordance with all Tsawout First Nation Laws and Policies, including the STÁUTW First Nation Membership Law (2013), Tsawout First Nation Financial Administration Law, and any other Tsawout First Nation laws and policies that generally apply to Tsawout First Nation committees. The Membership Administrator provides administrative support to the Tsawout First Nation Membership Committee and acts as the liaison between the Tsawout First Nation Membership Committee and Council.

### SELECTION CRITERIA

The STÁUTW First Nation Membership Law (2013) states that the Membership Committee will be appointed by Council in a manner so as to provide for a broad representation of the Tsawout First Nation community. Council will appoint no more than five (5) members to the Tsawout First Nation Membership Committee, taking into consideration the importance of:

- Having at least one (1) youth representative;
- Ensuring there is Elder representative;
- Ensuring that there is broad family representation;
- Ensuring that there is broad skillset of those represented on the Tsawout First Nation Membership Committee.

### TIME COMMITMENT AND COMPENSATION

The Tsawout First Nation Membership Committee is an ad hoc panel and all of its work must remain within the Tsawout First Nation's annual budget. The Compensation for Committee members is set by Council.

Interested persons should apply by providing the following information before 4:00pm on August 31<sup>st</sup>, 2020:

- Full Name
- Mailing address
- Email address
- Telephone number
- A brief summary of your knowledge of STÁUTW culture and traditions, educational background, work and volunteer history.

**Please submit completed applications directly to:**

Darwin Horning  
Director of Lands, Tsawout First Nation  
7728 Tetayut Road  
Saanichton, BC V8M 2E4  
P: 250-652-9101  
E: [landsmanager@tsawout.ca](mailto:landsmanager@tsawout.ca)



# EDUCATION NEWS

## TSAWOUT HEAD START PROGRAM

JULY 20<sup>TH</sup>, 22<sup>ND</sup> &  
AUGUST 10<sup>TH</sup>, 17<sup>TH</sup>, 24<sup>TH</sup> 2020

### *FAMILY TOOL BOX* ON MONDAYS 1PM TO 3PM

**WHERE: OUTFALL SIGN  
AT THE BEACH**

**WHO CAN COME: YOU AND/ OR YOUR PARTNER, YOUR  
KIDS, GRANDKIDS, NIECES, NEPHEWS**

#### **5 CLASSES ONLY**

**JULY 20<sup>TH</sup> Intro, releasing and letting go along with  
acknowledgement of history of the colonial impact and  
elder support**

**JULY 27<sup>TH</sup> Traditional healing and what that looks like for  
you along with elder support.**

**AUGUST 10<sup>TH</sup> stress management tools; what can you do  
and try?**

**AUGUST 17<sup>TH</sup> Co-parenting in community and within your  
home**

**AUGUST 24<sup>TH</sup> brushing off: details will be discussed as a  
group**

**Please follow social distancing when at the beach**

***Healthy food and healthy drinks will be provided***

**Tsawout First Nation Health and Head Start collaboration**

# EDUCATION NEWS

## TSAWOUT HEAD START PROGRAM



### TSAWOUT FIRST NATION

7728 Tetayut Road, Saanichton, BC V8M 2E4

Parent or Guardian Name: \_\_\_\_\_

Address: \_\_\_\_\_

Best Contact: Cell: \_\_\_\_\_ Home: \_\_\_\_\_

Email: \_\_\_\_\_

Facebook Name: \_\_\_\_\_

Pregnant: Yes or no? If Yes, Due Date: \_\_\_\_\_

Child 1: Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Allergies or medical issues? Yes or No If Yes, please list: \_\_\_\_\_

Child 2: Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Allergies or medical issues? Yes or No If Yes, please list: \_\_\_\_\_

Child 3: Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Allergies or medical issues? Yes or No If Yes please list: \_\_\_\_\_

Child 4: Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Phone: 250-652-9101

Fax: 250-652-9114  
8:30 am - 4:00 pm

Office hours: Mon.-Fri.,

# EDUCATION NEWS

## TSAWOUT HEAD START PROGRAM



### TSAWOUT FIRST NATION

7728 Tetayut Road, Saanichton, BC V8M 2E4

Allergies or medical issues? Yes or No If Yes please list:

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**Child 5:** Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Allergies or Medical Issues? Yes or No If Yes please list: \_\_\_\_\_

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**Child 6:** Name and Birthdate: \_\_\_\_\_

Immunizations up to date: Yes or No

Status or non-status if status what's their number \_\_\_\_\_

Allergies or medical issues? Yes or No If Yes please list: \_\_\_\_\_

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In the following questions please respond with the Child number. In the previous section you wrote names down in Child 1, Child 2 etc please just write the numbers for each child in the answers below. Example: *which number child or children? You would write 1 and 4 if their ages fall into those categories.*

**Remember:** prenatal is for pregnancy all the way to age 1. COHI is roughly age 6 months to 8 years old. Head start is for birth to 6 years old. Youth is for ages 11 to 25.

Register for Prenatal: Yes or No If Yes, which number child or children? \_\_\_\_\_

Register for C.O.H.I. Yes or No If Yes, which number child or children? \_\_\_\_\_

Register for Head Start Yes or No If Yes, which number child or children? \_\_\_\_\_

Register for Youth Programs Yes or No If Yes, which number child or children? \_\_\_\_\_

Do you or anyone in your house want to order a Good Food Bag 1x a month for the purchase price of \$15 for either a solid fruit bag or a mix of vegetables and fruits?

Yes or No. If Yes, who is wanting to purchase? \_\_\_\_\_

Are you interested about our other programming? Yes or No?

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**Phone: 250-652-9101**

**Fax: 250-652-9114**  
**8:30 am - 4:00 pm**

**Office hours: Mon.-Fri.,**

# EDUCATION NEWS

## TSAWOUT HEAD START PROGRAM UPDATE

Hiskwe Siem and welcome to the Head Start and Youth programming. These programs are run in collaboration with the Tsawout Education and Health Departments. We'd like to formally welcome you and your family to the services we have available for you to be a part of. You're probably wondering huh? What's Head Start? Head Start is a program designed to help get your child or children ready for school with added perks.

### **Prenatal**

We start off when you first become pregnant. Each week you will receive 1 dozen eggs and up to a 4 litre jug of milk. Just let us know what type of milk you prefer and what size and we will get it for you. You will also receive a fruit and/ or veggie bag generally around the 1st Wednesday of the month. The fruit & veggies, milk and eggs will stay weekly until your beautiful baby turns 1. All we ask is you keep us informed of your due date and when your child is born (For prenatal to 1 years old).

### **C.O.H.I**

We also have a program called the C.O.H.I program where you bring your child every 3 months to us from the signs of their first tooth (Generally around 6 months old). A dental hygienist will check your child's mouth and also apply a protective coating to their teeth. When your child reaches school age we go to the school and check their teeth and apply varnish. We also make dentist referrals and assist with accessing appointments. Sometimes we can drive and sometimes we have bus tickets, as it depends upon our availability. By participating in this program you will also receive a fruit bag on the 2nd Wednesday of the month (for children 0 to 8 years).

### **Monday's "Family Tool Box"**

At the beach by the outfall sign. This is for anyone of any age. Topics include Releasing and letting go, traditional healing, stress management, co-parenting, brushing off. Current dates are July 20, 22, August 10, 17, 24, 2020 from 1:00 pm to 3:00 pm. Please see attached flyer for further details. All ages welcome.

### **Monday night Parenting program**

This is in collaboration with Nil T'UO Family Services. 3:30 pm to 5:00 pm cook dinner and 5:00 pm to 6:00 pm we eat dinner with everyone, 6:00 pm kids go with child minders and parents take part in a 1 to 1.5 hour parenting program. We are usually done between 7pm and 7:30pm. Gift cards provided for each adult who attends (**Temporarily canceled due to Covid**).

### **Tuesday Turtle Talk**

This is in collaboration with Aboriginal Child and Youth Mental Health and the Tsawout afterschool program. Parents are encouraged to attend with children 0 to 8 years old (**Temporarily canceled due to Covid**).



# EDUCATION NEWS

## TSAWOUT HEAD START PROGRAM

**Thursdays Drop-in Play Group from 9:30 am to 12:00 pm**

Access outreach, socializing for you and your children along with bouncy castle, coffee, food and bus tickets provided for attending (**Temporarily canceled due to COVID**).

**Youth Programs (Please note due to COVID all youth programs are temporarily cancelled.)**

Programs are available for 11 - 29 year olds. The youth lounge is available Monday to Friday from 3:30 pm to 5:00 pm. The workout room is open for youth Monday, Wednesday and Fridays 3:00 pm to 5:00 pm.

There are gym nights where the youth play sporting activities as well as harvesting, fishing, camping, canoeing, and many other outdoor activities.

There is a lot we can do to assist you and your family. If you're ever unsure just let us know. We have a Facebook group called Tsawout Head Start, please add yourself. You can also reach us at the band office via telephone (250) 652-9101 ext. 333 or for Youth specific programming please call (250) 652-9101 ext. 325.

There is also a Tsawout Youth group on Facebook called Wsanec Youth.

\*\*\*\*Please fill out the attached form and return to a Head Start Staff or to the band office

## EDUCATION & TRAINING

### MARINE SAFETY EQUIPMENT AND TRAINING PROGRAM

The Marine Safety Equipment and Training (MSET) initiative aims to address concerns regarding the safety of Indigenous mariners who may face increased interaction with TransMountain Pipeline Expansion (TMX) project (the TMX Project) related vessels along the shipping route in British Columbia, including interactions faced while pursuing traditional activities such as fishing and harvesting.

MSET will provide up to \$7,000,000 in grants to eligible recipients over 5 years starting in fiscal year 2020-2021. Funding may be provided over a period of up to five years and all activities must be completed by March 31, 2025. Funding may be allocated on a first come first serve basis based on the available funding.

**To see a full view of the program, go to: [www.tsawout.ca/mset](http://www.tsawout.ca/mset)**

Program contact: MSETProgram-ProgrammeFESM@tc.gc.ca



Transport  
Canada

Transports  
Canada



# EDUCATION & TRAINING

## ALERT FIRST AID - OCCUPATIONAL FIRST AID

This hands on interactive 1 day course teaches workers how to deal with the most common workplace first-aid emergencies. This course covers adult CPR, airway obstruction, use of an Automated External Defibrillator, emergency scene management, dealing with shock, spinal injuries, minor wound management, major bleeds, internal bleeds, eye injuries, poisons and burns.

Participants spend the majority of the course doing hands on first-aid training. This course is recognized by WorkSafeBC. This course includes a manual and certification for 3 years.

**Monday August 17 from 8:30 am - 4:45 pm (Deadline for applications: August 14, 2020)**  
Gymnasium (COVID-Guidelines Apply)

To apply please phone Lillian Underwood or email [employment@tsawout.ca](mailto:employment@tsawout.ca) or call (250) 652-9101 ex. 308.

*Anyone with COVID-19-like symptoms such as a sore throat, fever, sneezing, or coughing must not attend the classroom component of this course. Physical distancing will be practiced wherever possible, and when it is not possible (certain skills required by WorkSafeBC program standards may not allow this), a facemask and gloves will be provided. Hand sanitizer will be readily available throughout the course.*

## WORKGEAR AND RESUME HELP

People who are needing work-gear for employment can also contact Lillian Underwood. Need help creating a resume? Or updating an existing resume or Cover Letter - phone or email, or drop off an existing resume to be updated.

### PAUQUACHIN EMPLOYMENT

Pauquachin First Nation is hiring multiple positions, such as Marine Clerk, Marine Data Researcher and Marine Liasion Officer. View the opportunities starting on page 18.

### FORESTRY EMPLOYMENT

Western Forest Products Inc. has multiple positions available for Nursery Workers. View their job description on page 28.

**ALSO... CHECK OUT PAGE 18 FOR THE TSAWOUT EDUCATION ASSISTANT POSITION!**

# HEALTH NEWS

## HEALTH MANAGER REPORT

Hello, how are you? I am doing well. We are organizing ourselves within the Health Department on system upgrades and training the staff on following the back to work plan.

The Health Department uses Mustimuhw to do reports and charting for patient travel, counselling documents and other medical data. We had an upgrade done, and the staff will receive one-on-one training. The upgrade was done to prevent attacks and breaches on the system.

Lori Fitzgerald completed a draft COVID-19 Safety Plan and a Pandemic Planning-Business Continuity for the Tsawout First Nation Chief and Council to review for approval. We will need to submit our COVID-19 Safety Plan and Pandemic-Business Continuity to the First Nations Health Authority before we can unlock our doors and provide full services.

The Accreditation Coordinator Shannon Brower and Lori Fitzgerald are working together on what policies need to be completed for the whole organization and the accreditation process. We are also working on getting a health and safety committee together as a part of the accreditation requirements.

The Community Health Nurse Mandy is currently working part-time for July and she will start full-time in August. She is working with me towards a system called Panorama, and it is an online system to provide access to the client's immunization records. We will provide a poster to the community once Mandy is able to provide immunizations to the community. The first meeting we have scheduled to review the Panorama system was booked for July 15, 2020 from 10:00 am – 11:00 am.

The Home Community Care Workers will be working on a plan on how they can provide services to their clients and also to receive training to keep themselves and everyone safe in the community. They will have to wear a gown, gloves and masks if they have to go into a client's home. There is a Homemakers Safe Return to Work that will be followed and the guidelines came from the First Nations Health Authority.

We need to hire an LPN to fulfill Katherine Sebastiano's job duties until she returns from her medical leave. The Community Health Nurse Mandy can take on some of the work load until we hire someone. We are working in partnership with Adult Care, Peninsula Home and Community Care, Island Health and the W'SANEC Health Director's and their Primary Care providers.

I would like to start planning cultural activities with the youth worker to start a youth group in August. We wrote a proposal on doing a cultural exchange with my Tsilhqot'in Nation and doing a cultural camp, which may have to change. We may have to keep staying in our local areas to do the cultural camps.

A planning meeting will need to take place and we can invite parents, elders, and staff to discuss this in the gym with social distancing, hand sanitizing and health safety requirements in place. We will send a survey out to community members on whether they choose to send their children and youth to do cultural activities. We will be stating that the youth group sessions will be in smaller groups and following all of the pandemic safety planning guidelines. A waiver form will also be developed to provide detail and clarification. And, part of the proposal was to build a smokehouse with the youth



# HEALTH NEWS

## HEALTH MANAGER REPORT CONTINUED

behind the Tsawout First Nation building. The youth can learn how to process deer meat and fish into dried deer jerky and fish. The proposal includes honorarium for elders and language/culture teachers to assist with the cultural activities and teachings. I spoke to one elder and she would like to provide assistance since our youth, children, and parents need the support and guidance.

We recently hired Jackie LeBlanc as the Clinical Supervisor/Counsellor and also another Counsellor Alan Boden. They will provide a brief note with their photo's to introduce themselves to everyone. I would like to get feedback and direction from our elder's in the community on the services that the Counsellor's can provide. They are available by telephone at the moment and can be reached at the Tsawout First Nation Health department.

The Tsawout Wrap Around crisis planning meeting was held on July 10, 2020 at 9:00 am. We are grateful for the participation from the portfolio holders Mary Ann Sam, Samantha Etzel and Mavis Underwood. We will have to rebook the training session called Safe Talk, and book Suicide Assist training as soon as possible. We will send posters out to the community for the training since we need to build capacity within the community to deal with crisis situations. The KU-UUS Crisis Services would like to sign another agreement with the Tsawout First Nation. The previous agreement was short-term and ended on December 31, 2019.

A Director from the Saanich Peninsula Hospital has left a message for me on the issue of the racism that has taken place. I would like to be respectful of the Chief and Council's stance on this issue and get feedback. I believe that the Saanich Peninsula Hospital should be reaching out to the Chief and Council membership of each community.

I will be planning to take my holidays from August 10, 2020 to August 21, 2020.

Thank you for listening. Sechanalyagh.

Lois Williams

# HEALTH NEWS

## INTRODUCTION TO JACKIE LEBLANC, MA, CCC, SEP Clinical Supervisor/Counsellor

I acknowledge that I am a visitor to the Wsanec territories of the Coast Salish Nations. My mother was Dene (TliCho and Chipewyan) from Behcho'ko, NT and raised by a Metis family, Henry and Helen Lafferty, and my father is German. In 2006, I decided to change careers and moved with my husband and our four children to Victoria to attend university. We continue to be grateful visitors.

My work as a counsellor grows from my perspective as an Indigenous person, which includes the knowledge that we are all connected, healthy relationships are key to living well, and that we have the capacity to heal ourselves. Working in community allows me the opportunity to give back to Indigenous people. As a counsellor, I have been taught the importance of providing a safe space that honours people's experiences and abilities, including connection with family and community.

I am a Canadian Certified Counsellor (CCC) with the Canadian Counselling and Psychotherapy Association, my registration number is 2292. I received my Master of Arts degree in Counselling Psychology from the University of Victoria where I also received my Bachelor of Arts Degree in Psychology. In 2018, I completed my training with the Somatic Experiencing Trauma Institute and I am a Somatic Experiencing Practitioner (SEP). Somatic Experiencing is a body-based therapy that has been and continues to be a part of my healing journey.

Currently, I am in the office on Mondays and Tuesdays, 8:30 am to 4:30 pm and I work from home on Fridays, 8:30 am to 4:30 pm. I am looking forward to working with you!

Jackie LeBlanc, MA, CCC, SEP  
Clinical Supervisor/Counsellor  
Tsawout Health Department  
Tel: 250-652-1149, ext. 205  
Email: [jleblanc@tsawout.ca](mailto:jleblanc@tsawout.ca)



# HEALTH NEWS

## INTRODUCTION TO ANA MACLEOD Trauma and Addictions Counsellor

I acknowledge with great respect and humility the Lekwungen peoples whose ancestral homelands I work, live, play and grow on, including the Songhees, Esquimalt and WSÁNEĆ Nations whose relationships with this land remain unbroken to this day.

My name is Ana MacLeod. I was adopted from Guatemala City when I was six-months old and identify as Mayan Indigenous and Ladino. My birth mother was born in El Salvador and my birth fathers origins are unknown but most likely from Guatemala City. My adoptive parents are of English and Scottish settler ancestry. I am currently completing a Master of Arts in Child and Youth Care at The University of Victoria. I hope to become a Registered Clinical Counsellor upon completion of this graduate degree.



I am excited to be part of the Tsawout First Nations Health team as the Trauma and Addictions Counsellor. I raise my hands to my Old Ones, mentors and knowledge keepers on continuing to guide my work as a professional, student and young Indigenous women. My counselling framework is strength-based, person-centered and focussed on traditional Indigenous ways of healing. My speciality is working alongside youth who have experienced trauma, alcohol and drug misuse, suicide ideation, and eating disorders and body image challenges. I value honesty, respect, transparency and trust.

I raise my hands to each community member during this challenging time in our society. I look forward to getting to know some of you soon. Sending strength, healing and prayers.

I will be working part-time in the office on Tuesday from 8:30 am- 4:30 pm and on Thursday's from home between 8:30 am - 1:00pm and in the office from 1:00 pm until 4:30 pm. You can reach me through my work Facebook: Ana Tsawout Counsellor or email: amacleod@tsawout.ca. My office number is (250)-652-1149 ext. 204

Maltyox, HÍSW̱ḴE and Gilakas'la,



# HEALTH NEWS

## INTRODUCTION TO ALAN BODEN M.A. RCC Registered Clinical Counsellor

I am honoured to be able to work with the Tsawout Health Center - to offer my services as a Registered Clinical Counsellor. I have been a counsellor for 23 years. I have specialized in work with people dealing with addictions, and trauma; supporting couples, families and youth. I have studied in and been certified in EMDR, which has been quite a powerful tool in helping people who have suffered from traumatic experiences. In supporting people dealing with addiction, I developed and ran a day-treatment program for 5 years, providing psycho-educational and experiential awareness to people early on or challenged by the change process around addiction treatment. I have worked with a number of women, and men to help them deal with the various traumas experienced in their lives, including the legacy of residential schools.



I have worked in a variety of settings; I currently have a private practice in downtown Victoria. I support harm reduction, supportive recovery, detox, stabilization and have even worked with people with addictions in the jail and youth custody. It was there that I saw the over-representation of Indigenous persons in the corrections system, a strong indicator of the systemic racism and Colonialism experienced by First Nations peoples.

I offer my services in a compassionate and respectful manner; to make the counselling experience a safe and helpful one for those who want support.

To see me, you would need to have Jackie LeBlanc (Clinical Supervisor/Counsellor) or Ana MacLeod (Trauma/Addictions Counsellor) refer you. All appointments are booked through Jackie or Ana at the Tsawout Health Department (250) 652-1149.

# HEALTH NEWS

## INTRODUCTION TO MANDY STOBBE Community Health Nurse

I would like to start by saying thank you for allowing me as a guest on your land, and I am looking forward to working with you as the Community Health Nurse at Tsawout.

I grew up in Houston BC on the traditional lands of the Wet'suwet'en people, who had a beautiful, positive, and long-lasting impact on my life. I have now lived on the lands of the W̱SÁNEĆ people for 14 years. I am primarily of English and Irish descent. Before beginning my nursing career, I worked in community support, housing, and youth work. I am a wife, and mother to four amazing daughters.

When I am able to offer services, I plan to provide immunizations, pre and post-natal care, well baby care, general diabetes support, first aid, wound care assessments & planning, naloxone training, and other nursing support required at Tsawout. My nursing background is in hospital care and public health.

I have also spent a lot of time experiencing the healthcare system as a parent which has taught me first-hand the importance of listening to the individual stories and experiences of those seeking care. I am currently working part-time hours until August. Upon the office reopening, my number will be (250) 652-1149 ext. 208.

I look forward to meeting and working with the Tsawout community.

Mandy Stobbe





# HEALTH NEWS



## FOOD AS MEDICINE

AN INTERACTIVE WORKSHOP WITH INDIGENOUS DIETITIAN JESS NEWMAN



Jess Newman is an Indigenous Health dietitian for Island Health. She is Haida from Skidegate on her mother's side and Heiltsuk and Kwakwaka'wakw from Bella Bella on her father's side. Jessie has a strong love for seafood, and was able to turn her passion for food into a career when she connected the strong link between nutrition and health, and entered into the school of Dietetics at UBC. Jess continues to share her passion for food by working with communities on Northern Vancouver Island.



VANCOUVER ISLAND REGION  
First Nations Health Authority

August 05, 2020  
12:00PM-1:00PM

Live on:  
Facebook & Zoom

No registration required.



Xpey' Wellness

<https://us02web.zoom.us/j/5611409368>

Meeting ID: 561 140 9368

[larissa.coser@fnha.ca](mailto:larissa.coser@fnha.ca)



# HEALTH NEWS



**TSAWOUT  
FIRST NATION**



**First Nations Health Authority**  
Health through wellness

## Suicide Awareness and Prevention Presentation for Tsawout Staff

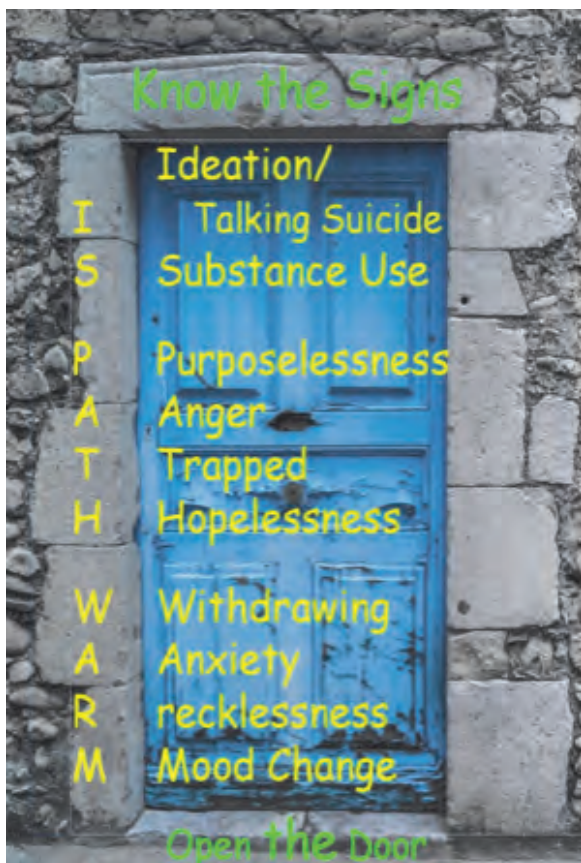
Wednesday, August 5<sup>th</sup>, 2020 at 10:00 am-11:30 am

(\*being delivered online via GoTo Meeting)

Contact the Health Department at 250-652-1149 if you'd like to sign up

In this workshop, we will:

- Talk about suicide and explore the myths about suicide
- Learn the acronym "IS PATH WARM" as a tool for identifying signs of suicide ideation
- Talk about what to do if we think someone we know is thinking about suicide
- Discuss resources available to help and support



### 24 Hour Crisis Line for Adults/Elders & Youth

The KUU-US Crisis Line Society operates a 24 hour provincial aboriginal crisis line for Adults/Elders (250-723-4050), Child/Youth (250-723-2040), Toll Free Line (18005888717).



**Vancouver Island  
Crisis Society**

*Helping People  
Find Their Way*

**Vancouver Island Crisis Line: 1-888-494-3888**

The 24-hour Vancouver Island Crisis Line is an Island Health contracted services

# EMPLOYMENT OPPORTUNITY



## TSAWOUT FIRST NATION LEARNING HOUSE – SEPTEMBER 2020 to JUNE 2021

<b>POSITION:</b>	<b>EDUCATION ASSISTANT</b>
<b>TERM:</b>	<b>SEPTEMBER 1, 2020 TO JUNE 25, 2021</b>
<b>HOURS OF WORK:</b>	<b>3 HOURS/DAY, 5 DAYS/WEEK including 6 HOURS/N.I.D. (EXCLUDING STAT HOLIDAYS/OFFICE CLOSURES)</b>

**JOB DESCRIPTION:** These positions are there to support the children who attend the Learning House (After School Program) through regular & cultural programming and active time. Each staff will also assist the Learning House Coordinator in recruiting volunteers, seeking donations and finding alternate instructors and tutors when needed. The following duties will be implemented with extreme awareness to COVID-19 Safety Plan for the Tsawout Learning House.

### **DAILY DUTIES INCLUDE:**

- Classroom set-up and clean-up
- Plan and implement a cultural monthly calendar
- Snack room set-up, clean-up and distribution of snacks
- Meet the children when the school bus arrives
- Participate in daily activities
- Assist with literacy, math and science programs
- Assist with social issue programs
- Participate in cultural activities such as story telling, arts and crafts
- Assure all children are safe and feel safe within the program
- Assure volunteers are assigned to proper classrooms
- Supervise field trips
- Take daily attendance
- Notify parents of closures
- Communicate with parents and guardians
- For older youth, communicate with school teachers to find out where tutoring may be needed

**Must provide a clear criminal record check; preference if candidate held a first aid ticket and a food safe certificate.**

The purpose of the program is to promote life long learning and encourage youth to do the best they can in their academic studies. The program will also include traditional and environmental learning to encourage pride of territory and improving self-identity.

**DEADLINE EXTENDED: Monday, August 23, 2020 (4:00 PM)**

Please submit a cover letter and resume and a criminal record check to:

Cathy Webster  
Tsawout First Nation  
7728 Tetayut Road, Saanichton, BC V8M 2E4  
(fax) 250-652-9114 or (email) [cwebster@tsawout.ca](mailto:cwebster@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 OPPORTUNITY



Pauquachin First Nation

EXTERNAL  
POSTING

## **JOB DESCRIPTION: Marine Clerk**

### **Description and Mandate**

Pauquachin First Nation is seeking to hire an individual to work as a Marine Clerk. This position is central to Pauquachin involvement with DFO-Fisheries and Oceans Canada in providing foundational work to support the Marine Spatial Planning Initiative in the Salish Sea. Under the guidance and supervision of the Marine Manager, the Marine Clerk will provide organizational, clerical and executive support to Marine Department Staff. The successful candidate will have excellent administration skills, as well as a pro-active approach to initiating and following through with a variety of administrative projects.

### **Duties and Responsibilities**

Main priority for this position will be producing information by transcribing, formatting, inputting, editing, retrieving and copying. Conserves Marine staff's time by reading, researching and routing correspondence; drafting letters and documents; collecting and analyzing information; initiating telecommunications. Other responsibilities will include:

- Maintains appointment schedule by planning and scheduling meetings, conferences, teleconferences, and travel
- Set up for meetings and purchasing/pick up of all refreshments and meals
- Shop and pick up any items as necessary for Marine Department
- Correspond with Marine Department staff on water through radio communications
- Prepares reports as needed
- Secures information by completing data base backups as needed
- Provides historical reference by developing and utilizing filing and retrieval systems; recording meeting discussions
- Answer and direct telephone and email inquiries as required.
- Record and Distribute incoming and outgoing mail.
- Answer questions and direct visitors to appropriate office personnel.
- Coordinate the ordering, delivery, distribution and tracking of office supplies.
- Follow all established safe work practices, policies and procedures as directed.
- Participate in a variety of personal and professional employment training opportunities, as required.
- Use office supplies and equipment as required, including computer, printer, scanner and fax in a professional and responsible manner.
- Assist with administrative tasks as required, including filing, preparation of workshop packages/information, typing of grant applications, program evaluations and other reporting.
- Create, manage and maintain a central filing system
- Liaise with computer technology contractor
- Liaise with website developer; provide website maintenance and updates as needed
- Follow all established safe work practices, policies and procedures as directed
- Protects operations by keeping all information concerning the Nation, its members, and office employees, confidential
- Other duties as assigned



# EMPLOYMENT OPPORTUNITY

## Skills and Experience Required

- High school diploma or GED
- Excellent word processing skills (minimum 50 wpm)
- Some knowledge and/or experience in a variety of office settings.
- Ability to multi-task and prioritize in a fast-paced, multi-departmental work environment.
- Proficient in Microsoft office programs including Outlook, Word, Excel and Publisher.
- Ability to work independently and in a team environment.
- Ability to show initiative, problem solve and seek solutions.
- Excellent communication and organizational skills.
- Ability to sit for long periods of time.
- Demonstrated ability to take accurate meeting minutes
- Strong problem solving, collaboration, consensus building, negotiation and conflict resolution skills
- Ability to follow established policies and procedures to ensure smooth operation of programs/projects
- Understanding of, and ability to routinely practice strict confidentiality
- Must be flexible; may be required to work outside of regular business hours
- Ability to travel as required, if needed
- Must be physically capable of performing a wide variety of physical tasks including walking, sitting and typing for extended periods of time.
- Lifting or moving up to 40 lbs. may be required.
- Manual dexterity required to use desktop computer and peripherals
- Must have a current update Class 5 Drivers License
  - Must not have any restrictions on licence
  - Successful applicant will be required to provide a driver abstract
- Must not have a criminal record
  - Successful applicants will be required to provide a criminal record check
- The successful applicant needs to be comfortable disseminating information as well as have strong active listening skills. In addition, they need to be adept at organizing meetings, drafting documents, sharing information and coordinating feedback.

## Position Details:

- This is an annual Full Time Equivalent (FTE) contract position for 5-years
  - possibility of indeterminate depending on funding
- Pursuant to Section 41 of BC Human Rights Code: preference may be given to applicants with qualifications who have Aboriginal Ancestry
- Must be willing to wear a uniform shirt

**Salary:** \$18.00/hr, 35 hours per week, Monday to Friday, some evening work

## To apply:

Send your cover letter and resume by email to: [darlene@pauquachin.com](mailto:darlene@pauquachin.com)



# EMPLOYMENT OPPORTUNITY



Pauquachin First Nation

EXTERNAL  
POSTING

## **JOB DESCRIPTION: Marine Data Researcher**

### **Description and Mandate**

Pauquachin First Nation is seeking to hire a Marine Data Researcher to work on a variety of aspects in relations to data collection and mapping development in the Salish Sea. Marine Data Researcher will be under the direction of the Marine Liaison Officer. This position is central to Pauquachin involvement with DFO- Fisheries and Oceans Canada in providing foundational work to support the Marine Spatial Planning Initiative in the Salish Sea.

### **Main Tasks for the Marine Data Researcher:**

The successful applicant will be asked to demonstrate a combination of skills and experience related to the marine environment and its ecological and cultural uses. Marine Data Researcher will work with Marine Liaison Officer to do the following:

Develop and entering a variety data information through EMSA (Enhanced Maritime Situational Awareness) along with other data programs

- Access public information data layers
- Marine traffic
- AIS (Automatic Information Session) real time data: tracking vessels in area
- DFO - Fisheries and Oceans Canada data
- Base line data gathering (Shipping container in Saanich Inlet)
- Mapping: commercial and traditional harvesting sites, culturally sensitive sites
- Create maps and reports as required from either Marine Department for the Administrator and/or Chief and Council

The successful applicant needs to be comfortable disseminating information as well as have strong active listening skills. Ability to sit at a desk to analyze data for long periods at a time. In addition, they need to adept at organizing meetings when needed, drafting documents, sharing information and coordinating feedback.

### **Skills and Experience:**

- Indigenous Knowledge: traditional harvesting practices knowledge holders and Indigenous communities is an asset
- Ability to analyze existing tools and databases and provide software solution recommendations
- Ability to translate business requirements into non-technical, lay terms.
- High-level experience in methodologies and processes for managing large scale databases
- Understanding of addressing and metadata standards.
- High-level written and verbal communication skills.
- Must have a current update Class 5 Drivers License
  - Must not have any restrictions on licence
  - Successful applicant will be required to provide a driver abstract
- Must not have a Criminal Record
  - Successful applicants will be required to provide a criminal record check

Experience and qualifications related to marine work are an asset, but training and capacity building will be included with the position based on the successful applicant's background.

# EMPLOYMENT OPPORTUNITY

## **Data Analyst Requirements**

- Bachelor's Degree or higher in Computer Science. Also accepted is a diploma from an accredited school (e.g. BCIT). Preference given to a person with bachelors or higher degree
- Work experience as a data analyst or in a related field

## **Position Details:**

- This is an annual Full Time Equivalent (FTE) contract for 5 years with the possibility of indeterminate depending on funding.
- Pauquachin First Nation is committed to building this opportunity into a long-term position, and we are looking for an applicant who is interested in a long-term relationship with our organization and community members.
- Must be willing to wear a uniform shirt
- Occasional Travel on boat throughout Salish Sea
- Will be required to take the following boating courses and successfully pass: Pleasure craft operator card and Restricted Operator Certificate Marine Radio License
- Pursuant to Section 41 of BC Human Rights Code: preference may be given to applicants with qualifications who have Aboriginal Ancestry
- 1 position available

## **Salary Wage**

\$24.00 hr at 35 weeks (regular work week- Monday to Friday, with the occasional weekend work)

## **To apply:**

Send your cover letter and resume by email to: [darlene@pauquachin.com](mailto:darlene@pauquachin.com)

This posting will remain open until filled.



# EMPLOYMENT OPPORTUNITY



Pauquachin First Nation

## JOB POSTING

EXTERNAL  
POSTING

<b>POSITION:</b>	<b>Marine Liaison Officer</b>
<b>SALARY:</b>	<b>wage to be negotiated</b>
<b>HOURS OF WORK:</b>	<b>35 hours per week, Monday to Friday, with flexible hours</b>
<b>STATUS:</b>	<b>Full Time Equivalent (FTE) contract position</b>
<b>CLOSING DATE:</b>	<b>Open until filled</b>

### Description and Mandate:

Pauquachin First Nation is seeking to hire a Marine Liaison Officer to work on a variety of aspects in relations to monitoring and protecting our waters. This position is central to Pauquachin's involvement in the Canadian Coast Guard's Community Co-Developing Community Response.

Under the direction of the Pauquachin Administrator and in direct working relationship with the Pauquachin Fisheries Coordinator, the Marine Liaison Officer will focus on expanding the Pauquachin's capacity in marine monitoring and safety, protection of its marine environment. In addition, the Marine Liaison Officer will build and maintain meaningful relationships regarding marine stewardship and protection.

### About Us – Pauquachin First Nation

Pauquachin First Nation's territory is located on southern Vancouver Island in British Columbia, on the Saanich Peninsula, adjacent to the Salish Sea. Our members participate in activities in the seasonal round on our land and waters: hunting, fishing, harvesting shellfish and plants. Some of these rights were historically iterated as a signatory of the Douglas Treaty. Pauquachin First Nation wants to ensure that we are upholding our time-immemorial stewardship commitment to preserve ocean and shoreline health, support our community and uphold sustainable marine use.

### Main Tasks:

The successful applicant will be asked to demonstrate a combination of skills and experience related to the marine environment and its ecological and cultural uses. Experience and qualifications related to marine work are an asset, but training and capacity building will be included with the position based on the successful applicant's background.

A Pauquachin Marine Liaison will:

# EMPLOYMENT OPPORTUNITY

- 
- Ensure a formal role in oil spill preparedness, response and the management of marine incident in our territory. This includes coordinating training as well as training exercises and participation in the Incident Command System and Unified Command.
  - Identify and protecting our culturally important and sacred sites
  - Liaise between Pauquachin community, Canadian Coast Guard and a myriad of stakeholders
  - Coordinate public and community outreach and education
  - Participate in the development of tools and services for marine situational awareness and operational systems

## **Skills and Experience:**

Fisheries: Practical experience with fisheries and shellfish harvesting and their importance to Indigenous subsistence and culture.

Indigenous Knowledge: Cultural understanding and experience working with traditional knowledge holders and Indigenous communities is an asset.

Coordination and liaising- experience representing an organization in a variety of meetings and events. The successful applicant needs to be comfortable disseminating information as well as have strong active listening skills. In addition, they need to be adept at organising meetings, drafting documents, sharing information and coordinating feedback.

## **Position Details:**

This is an annual Full Time Equivalent (FTE) contract position (regular work week- Monday to Friday, with occasional adjustments). Salary will be competitive and commensurate with experience.

Additional professional development will be available throughout the term of the contract.

Pauquachin First Nation is committed to building this opportunity into a long-term position, and we are looking for an applicant who is interested in a long-term relationship with our organization and community members.

**Pursuant to Section 41 of BC Human Rights Code: preference may be given to applicants with qualifications who have Aboriginal Ancestry.**

## **To apply:**

Send your cover letter and resume by email to: [darlene@pauquachin.com](mailto:darlene@pauquachin.com)  
Please email Darlene with any enquires about the position

This posting will remain open until filled.



# EMPLOYMENT OPPORTUNITY



Pauquachin First Nation

EXTERNAL  
POSTING

## JOB DESCRIPTION: Marine Officer (6 positions)

### Description and Mandate

Pauquachin First Nation is seeking to hire up to 6 Marine Officers to work on the water and lands in variety of aspects. This position is central to Pauquachin involvement with DFO-Fisheries and Oceans Canada in providing foundational work to support the Marine Spatial Planning Initiative in the Salish Sea. Marine Officers will be under the direction of the Marine Supervisor to build and maintain meaningful relationships regarding marine stewardship and protection. These positions will focus on expanding Pauquachin capacity in compiling marine data and monitoring.

### Main Tasks for the Marine Officers

Main priority for this position will be monitoring and compiling information to be entered into a database for the Marine Departments Marine Data Research person. The successful applicants will need to accurately provide information as well as have strong attentive skills. Furthermore, he/she will need to be comfortable using handheld electronics along with driving boats for long periods at a time in a variety of marine weather. Monitoring and Documenting will consist of the following:

- Report information to Marine Supervisors
- Document and identify commercial harvesting areas
- Enter all data information in Microsoft programs
- Photograph, record and report information on
  - Illegal harvesting in closure areas
  - Documenting Whale watching and recreational boats transiting through Southern Resident Killer Whale Closure Area
- Illegal dumping from cargo and recreational ships
- Spills from all ships
- Monitor culturally sensitive sites in the Southern Gulf Islands
  - For pothunting
  - Culturally sensitive issues and reporting to appropriate authorities

The applicant will be provided training to obtain certifications in the following to continue in the position:

- Small Domestic Vessel Basic Safety – Marine Emergency Duties
- Marine First Aid
- Small Vessel Operator Proficiency
- Restricted Operator Certificate Marine Radio License

Pauquachin First Nation is committed to building this opportunity into a long-term position, and we are looking for an applicant who is interested in a long-term relationship with our organization and community members.

### Skills and Experience Required:

- Indigenous Knowledge: traditional harvesting practices, knowledge holders and Indigenous communities is an asset



# EMPLOYMENT OPPORTUNITY

- Must be comfortable on the water
- Must have or willing to get the Pleasure Craft Operator Card
- Some knowledge using Microsoft Office Programs
- Knowledge of the Gulf Islands
- Successful applicants will be required to provide a criminal record check

## **Position Details:**

- This is an annual Full Time Equivalent (FTE) contract position for 5-years
  - possibility of indeterminate depending on funding
- Will be required to work some weekends
- Must be willing to wear uniform
- Travel on boat throughout Salish Sea
- 6 Marine officer positions are available.

**\*\*Pursuant to Section 41 of BC Human Rights Code: preference will be given to applicants with Indigenous Ancestry\*\***

## **Salary Wage**

\$20.00 hour at 40hrs a week, Scheduling will be 10 hours a day 4 days on 4 days off

## **To apply:**

Send your cover letter and resume by email to: [darlene@pauquachin.com](mailto:darlene@pauquachin.com)

**These 6 positions will remain open until filled**

# EMPLOYMENT OPPORTUNITY



Pauquachin First Nation

EXTERNAL  
POSTING

## **JOB DESCRIPTION: Marine Supervisor (2 positions)**

### **Description and Mandate**

Pauquachin First Nation is seeking to hire 2 Marine Supervisors to work on the water and lands in variety of aspects. This position is central to Pauquachin involvement with DFO-Fisheries and Oceans Canada in providing foundational work to support the Marine Spatial Planning Initiative in the Salish Sea.

Marine Supervisor will be under the direction of the Marine Manager and be the communication between the Marine Officers to build and maintain meaningful relationships regarding marine stewardship and protection. These positions will focus on expanding Pauquachin capacity in compiling marine data and monitoring.

### **Main Tasks for the Marine Supervisors**

Main priority will be working as the supervisor of the Marine Officers. You will be monitoring and compiling information to be entered into a database for the Marine Departments Marine Data Research person. The successful applicants will need to accurately provide information as well as have strong attentive skills.

Furthermore, he/she will need to be comfortable using handheld electronics along with driving boats for long periods at a time in a variety of marine weather. Monitoring and Documenting will consist of the following:

- Must be able to Supervise and coordinate employee scheduling
- Provide bi-weekly reports
- Ensure all boats are properly maintained
  - Regularly cleaned
  - All inspection sheets filled out and handed in
- Liaison between Marine Officers and Marine Manager
- Document and identify commercial harvesting areas
- Enter all data information in Microsoft programs
- Photograph, record and report information on
  - Illegal harvesting in closure areas
  - Documenting Whale watching and recreational boats transiting through Southern Resident Killer Whale Closure Area
- Illegal dumping from cargo and recreational ships
- Spills from all ships
- Monitor culturally sensitive sites in the Southern Gulf Islands
  - For pothunting
  - Culturally sensitive issues and reporting to appropriate authorities
- Data entry of all information

The applicant will also be required to obtain certifications in the following to continue in the position:

Small Domestic Vessel Basic Safety – Marine Emergency Duties

- Marine First Aid
- Small Vessel Operator Proficiency
- Restricted Operator Certificate Marine Radio License

### **Skills and Experience Required:**

- Indigenous Knowledge: traditional harvesting practices knowledge holders and Indigenous communities is an asset



# EMPLOYMENT OPPORTUNITY

- Must have Dogwood Diploma
  - Must have Pleasure Craft Operator Card
  - Must have knowledge using Microsoft Office Program
  - Knowledge of the Gulf Islands
  - Must have a current update Class 5 Drivers License
    - Must not have any restrictions on licence
    - Successful applicant will be required to provide a driver abstract
  - Must not have a criminal record
    - Successful applicants will be required to provide a criminal record check
- The successful applicant needs to be comfortable disseminating information as well as have strong active listening skills. In addition, they need to be adept at organizing meetings, drafting documents, sharing information and coordinating feedback.

## **Position Details:**

- This is an annual Full Time Equivalent (FTE) contract position for 5-years
  - possibility of indeterminate depending on funding
- Will be required to work weekends
- Must be willing to wear uniform
- Travel on boat throughout Salish Sea
- Pursuant to Section 41 of BC Human Rights Code: preference may be given to applicants with qualifications who have Aboriginal Ancestry
- 2 positions available

## **Salary Wage**

\$21.00/hr at 40hrs a week. Scheduling will be 10 hours a day 4 days on 4 days off

## **To apply:**

Send your cover letter and resume by email to: [darlene@pauquachin.com](mailto:darlene@pauquachin.com)



# EMPLOYMENT OPPORTUNITY

Nursery Workers - Labourers (4-6 positions)

Hourly - Casual

Saanichton, BC, CA

24 days ago

Requisition ID: 1297



## THE OPPORTUNITY:

Western Forest Products is seeking Seasonal Labourers (August - May) to join our Saanich Forestry Centre in Saanichton, B.C.

The typical work week will be 40 hours from Monday to Friday on a seasonal basis (August - May). Part time and some weekend positions may be a possibility. This is an exciting opportunity to learn about the tree growing side of Western Forest Products and gain some great hands on experience in a nursery setting. On the job training is provided to the successful candidates.

Applications will be accepted online or in person until filled.

## WHAT YOU'LL DO:

Seasonal Labourers will support our team by performing various manual labour duties in both departments - the Nursery and Orchard.

Specific responsibilities include, but are not limited to:

- Planting, mulching and otherwise caring for trees
- Cone harvesting using a ladder
- Maintaining infrastructure such as fences, ditches and irrigation systems
- Hand weeding
- Harvesting vegetative material with hand clippers
- Collecting and applying pollen
- Working in a team environment to extract seedlings from greenhouses
- Handling, quality grading and packaging of seedlings
- Lifting and carrying of full seedlings boxes for transport
- Greenhouse end-of-season clean-up
- Prepping and sowing (planting) of seeds
- Bending and lifting of blocks of growing seedlings
- Thinning extra seedlings out of growing blocks
- Greenhouse maintenance

## WHO YOU ARE:

- Excellent safety record and strong work ethic
- Demonstrated commitment to safety
- Demonstrated ability to work both as part of a team and with minimal supervision
- Desire to participate in an organization committed to continuous improvement
- Accountable and dependable
- Adaptable to work in all weather conditions
- Capable to sustain repetitive and physical tasks for 8 hours

# EMPLOYMENT OPPORTUNITY

- Capable to lift up to 23 kg (50 lb) unaided
- Positive attitude
- Open to learning new skills
- Clean and organized

The following would be considered assets:

- Valid Class 5 Driver's License
- Grade 12 or equivalent
- Mobile equipment certification/experience such as forklift and manlift
- First aid training/WHMIS preferred
- Previous greenhouse/orchard or landscaping experience



## **ABOUT SAANICH FORESTRY CENTRE:**

The Saanich Forestry Centre operation, established in 1964, is the start of everything Western does. The facility on East Saanich Road features seed orchards and a forest-seedling nursery; it produces 6.6 million seeds and 3.3 million seedlings annually. The seeds are used to grow douglas fir, western red cedar, western hemlock, yellow cypress and sitka spruce. The seedlings are used in Western's operations around the coast.

## **ABOUT WESTERN FOREST PRODUCTS:**

Western Forest Products is a Canadian forest products company that sustainably manages forests and manufactures high-quality wood products. We are committed to providing the most sustainable building products on the planet. With operations in the coastal region of British Columbia and Washington State, Western Forest Products meets the needs of customers worldwide with a specialty wood products focus and diverse product offering sourced from our secure access to a variety of coastal BC tree species. Our progressive approach to safe and sustainable forestry practices and large investment in manufacturing ensures the health and prosperity of our forests, communities and business for generations to come.

We provide equal opportunity in recruitment, career development, promotion, training and rewards for all employees.

[www.workforcenow.adp.com](http://www.workforcenow.adp.com)



# SOCIAL DEVELOPMENT

## **NOTICE TO ALL CLIENTS ON INCOME ASSISTANCE**

**Please ensure that declarations and all supporting documents are in by the 15<sup>th</sup> 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 15<sup>th</sup> 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).**



# GARBAGE, COMPOST & RECYCLING

## AUGUST 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	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 	1	2	3	4	5



= Garbage



= Compost



= Recycling

### IMPORTANT NOTES

**GARBAGE PICK-UP (ONCE A 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 7:00 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 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.

# FACILITY RENTALS

Are you planning a party or a special event? Tsawout's Community Facility has some great spaces to hold your special gathering! Our facilities are available to both Tsawout members and the general public. Daily and hourly rates are available.

## HOURLY RATES

MEMBERS | GENERAL PUBLIC

Gymnasium

**\$20/HR**

**\$40/HR**

Multi-purpose Room

**\$11/HR**

**\$22/HR**

Auditorium

**\$16/HR**

**\$32/HR**

## DAILY RATES

MEMBERS | GENERAL PUBLIC

Gymnasium

**\$175/DAY**

**\$375/DAY**

Multi-purpose Room

**\$105/DAY**

**\$210/DAY**

Auditorium

**\$155/DAY**

**\$320/DAY**

## ADDITIONAL INFORMATION

Catering is available upon request at an additional cost.

Projectors and projector screens are also available.

Projector: \$50

Screen: \$20

Table Cloths \$2 per table

Setup and host included in rental

For more information, contact Reception at (250) 652-9101 or [reception@tsawout.ca](mailto:reception@tsawout.ca).