

MOCCASIN TELEGRAM



Xyum te Sitq't ! (Merry Christmas)



HOUSING RECOVERY TASK FORCE:

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RAPID HOUSING



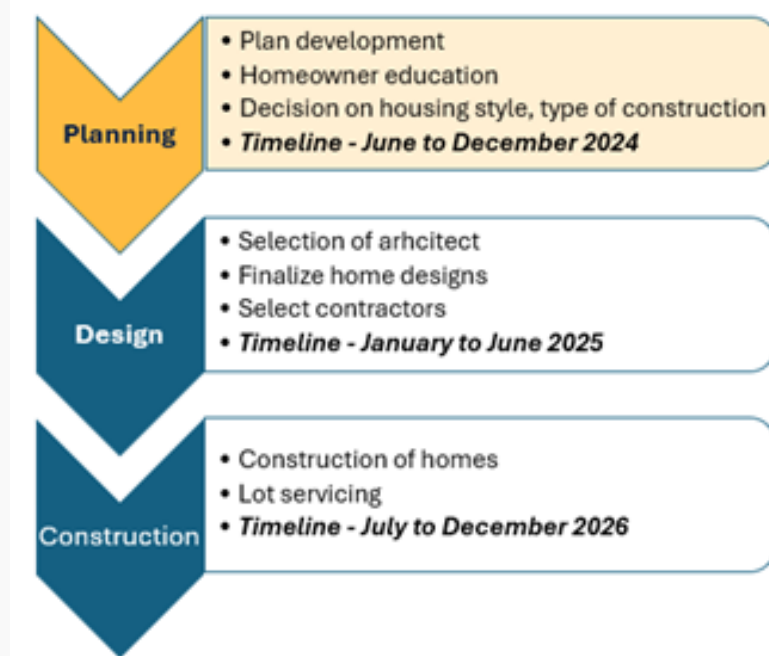
The Rapid Housing project is nearly complete. All homes should be available for move-in prior to Christmas. Remaining work includes:

- Landscaping at the resort property (likely in spring 2025)
- Installation and commissioning of the three-bedroom Paradigm units
 - Installing roof overhangs on the Paradigm 2-bedroom homes
 - Completion of the Resort Property five-plex
 - Finishing up some civil works

This project has been a success. First community: most, people have been able to get back into the community; secondly, we have added to our housing stock which was very much needed; and thirdly SRM and Band-member owned businesses have been a significant part of the Rapid Housing project. Approximately 43% of the project costs have been paid to Band-owned and Band-member-owned businesses which is an important part of building our community's economy. This highlights the value of SteS establishing Skwlax Resource Management as well as the entrepreneurial capacity of our Band members.

PERMANENT REBUILD

We have developed an initial rebuild plan that has been reviewed with Kukpi7 and Council and sent to ISC for review. This includes a high-level cost estimate of approximately \$24 million to rebuild the homes. Insurance is only going to cover about one-third of the costs so we will need to get money from ISC to cover the shortfall. ISC has indicated that they are here to support the members in getting their homes rebuilt but we will need to follow some of their processes so there will need to be some patience in the early stages. We have been discussing with ISC an Approval-in-Principle for funding the project costs, like what was done with the Rapid Housing Program, to have a demonstration of ISC's financial commitment to the project. ISC is also in the process of releasing funds for the planning phase of work.



We generally anticipate the rebuild taking place in 3 phases as shown in the diagram. We are mid-way through the planning stage. We have had initial homeowner education sessions and have had numerous one-on-one interviews between the architect and the homeowners. This will help the team decide how to proceed with the design phase and what services might be required. One important thing to note - while we have engaged Shauna Noyes Architect for the planning phase of work and are grateful for the assistance she has provided, there is no commitment to work with her company during the design stage and this is one of the issues that will be discussed in the next stage.

PERMANENT REBUILD

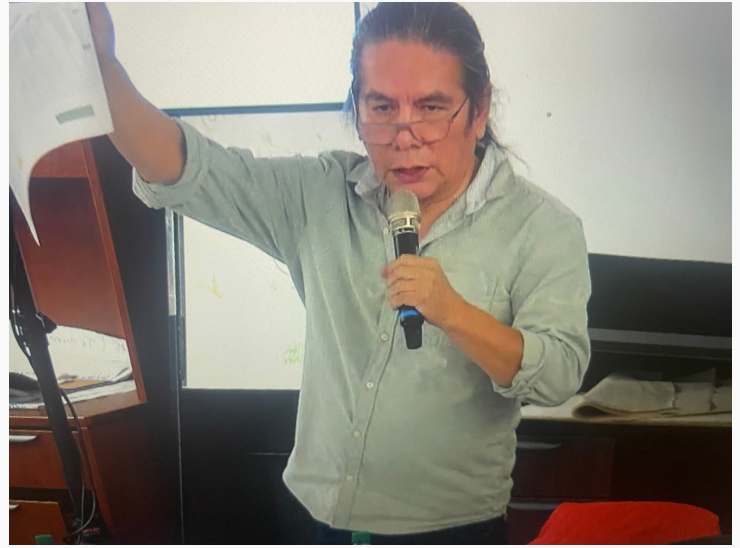
We are expecting that there will be numerous potential service providers in the next phases of work. This could include house designers, manufactured home suppliers and general contractors. A few things that we do know include:

- ISC, who will be funding a substantial portion of the project, will provide the funds to SteS and not to the individual homeowners
- ISC will require that SteS undertake financial reporting on the funds spent on the rebuilding of homes
- ISC has indicated that they will need to see home designs to ensure that they comply with the appropriate building code and ensure that what is being proposed in the design is consistent with what was lost (e.g. similar sized house, number of bedrooms, etc.)

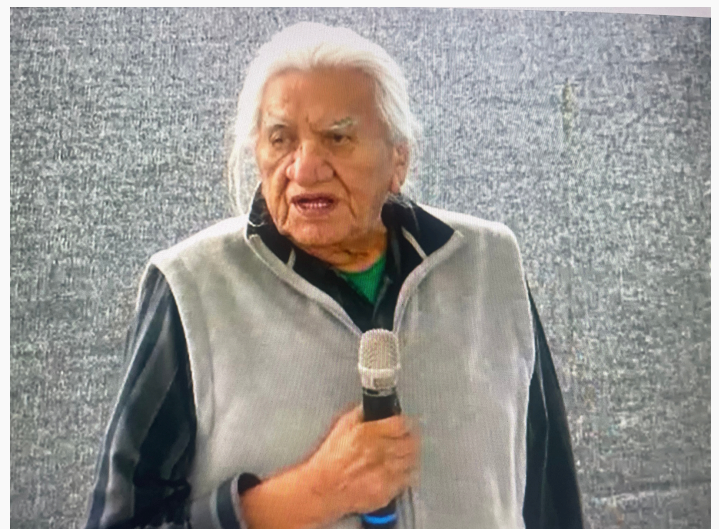
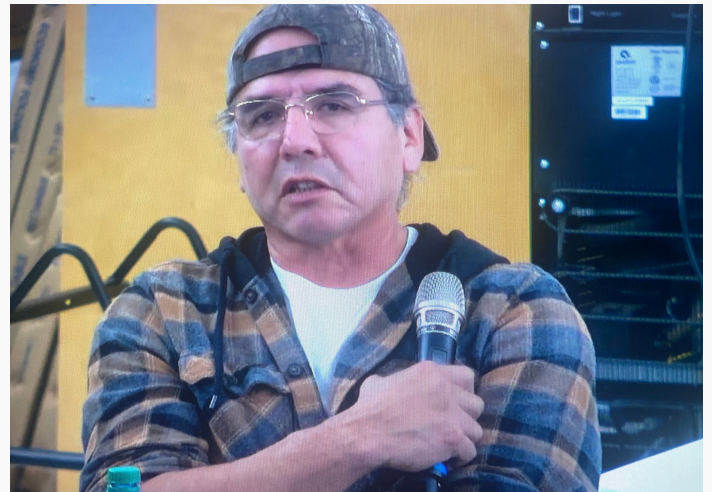
Considering this, we are wanting to make sure that we have a process that gives the homeowners the ability to participate meaningfully in the design of their home and to provide approval of the final design while also recognizing the role that SteS needs to play in the process. SteS will need to determine who will be responsible for hiring contractors, managing contracts, and managing finances. We understand that some homeowners want complete control over their rebuild process while others will need assistance. This issue has a lot of complexity, and we are hoping to have more direction on this in the next couple of months.

Another important consideration for the rebuild of homes is the opportunity for construction-related jobs for community members. We anticipate that like the rapid housing program that we will have Band-owned and Band-member-owned businesses deeply involved where appropriate and that this will be a requirement of builders. We are also going to look at ways of requiring that contractors provide apprenticeships for community members so that members can build their skills. In this regard, with the amount of construction happening in the community over the next few years both for the rebuild of homes as well as other buildings in the community, members are encouraged to pursue training opportunities. Stay tuned for more details.

Open Mic Band Meeting October 23, 2024



Skwłāx te Secwepemcúlecw had its first open mic band meeting in recent memory at the Band hall. Numerous topics were discussed. The event was deemed a success. Another will be held sometime in 2025.



WILDFIRE RECOVERY AND EMERGENCY PROGRAM MANAGER REPORT



Prior to the 2023 Bush Creek Wildfire the SteS Emergency Program was working on updating our Community Wildfire Resiliency Plan (CWRP), but for obvious reasons, we have had to place it on hold. Over the past couple of months, SteS along with the assistance of Forsite, have begun to work on the plan again and we are in the process of draft review.

The Community Wildfire Resiliency Plan is typically a 5-year plan, and its purpose is to provide a road map for the community to conduct risk reduction and resiliency measures against the threat of wildfire through the FireSmart Disciplines. There are seven FireSmart disciplines that represent different aspects of wildfire preparedness, management, response, mitigation, and resiliency:

- Education
- Legislation and Planning
- Development Considerations
- Interagency Cooperation
- Cross-training
- Emergency Planning
- Vegetation Management

Disciplines target specific audiences and engage a variety of skillsets to implement. When implemented together through CWRP, these seven disciplines create a holistic framework for addressing wildfire risk at the home, community, and provincial levels.

Currently the CWRP is in draft form and SteS is working on the next steps which will include the SteS Emergency Program and Forestry Department review, community review and consultation, and leadership approval. This review process comprises evaluating the recommendations, which includes, but is not limited to:

- Educating and promoting the FireSmart program
- Conducting FireSmart assessments on homes, public buildings, and other critical infrastructure
- Policy creation
- Update policies and plans to reflect the FireSmart program
- Conduct and promote mitigation work including vegetation management

The community consultation will be hosted on September 24th, 2024, for a basic level review and will focus on highlighting the recommendations. If you are unable to attend but would like more information on the plan or would like more information on the SteS Community FireSmart Committee, please feel free to reach out to Andrea Stelter. A summary of the report will also be made available through the SteS website.

Chevron Update



The paving at the Gas Station is complete! It looks and functions great and will significantly improve the ability to effectively clear snow this winter. SRM has removed the last pieces of debris from the old business site, making the area more aesthetically pleasing, and providing more parking. Again, thanks to Trevor and his crew at SRM for making this all happen!

The operation of the Gas Station is running smoothly.

Immediately after the fire, power outages were our main concern, as trees weakened by the fire were a constant threat to power lines. This concern has been alleviated.

Sales have tapered off somewhat, but we expect them to rebound as the holiday season approaches. We have a full line of Gift cards and will have BCLC scratch ticket packages.

SKWLAX CHEVRON

Holiday Hours

Dec 24

Reg Hours (6am-9pm)

Dec 25

8am – 6pm

Dec 26

Reg Hours

Dec 31

Reg Hours

Jan 1, 2025

8am – 6pm

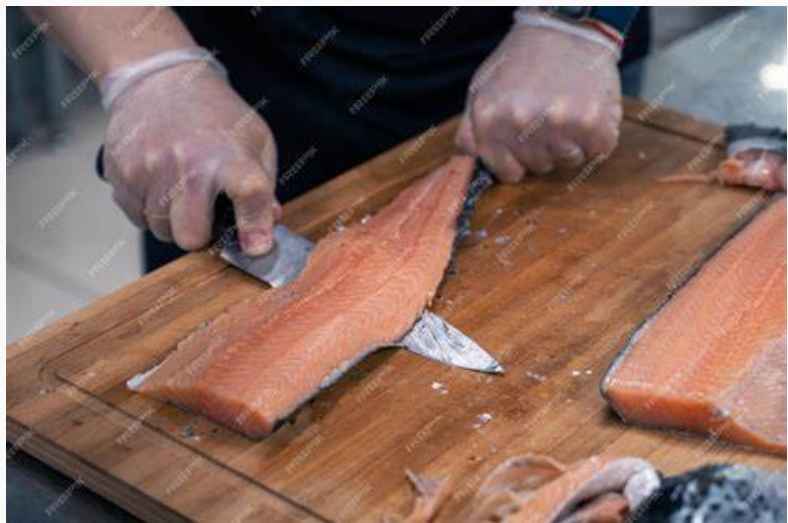
Salmon Donation



In early October, St'uxwtéws (Bonaparte) Band gifted Skwl̓ax te Secwepemcúlecw with Salmon from Campbell River



Territorial Stewardship Manager Cammeo Goodyear and members of the SteS Guardians, Wellness and the community itself helped gut, clean and wrap the fish.



(photos courtesy of Ali Saul)

ECONOMIC DEVELOPMENT PILLAR

POSITIONS OPEN-Board of Directors Skwlax Group Ltd

Seeking: Board of Directors for Skwlax Group Ltd. – A Skwlāx te Secwepemcúlecw corporation responsible for governing the Nation's for-profit businesses.

Deadline: 4:30pm PST January 8th, 2025

The Opportunity:

We are Skwlāx te Secwepemcúlecw (SteS) – a vibrant community with rich cultural heritage and social structure, deeply rooted in our connection to the land. Our Mission Statement is “Skwlāx te Secwepemcúlecw brings forward our ancestral teachings to instruct us in advancing our people, language, and culture and protecting the environment. We take a proactive role to stimulate and lead the economy and protect Tmícw within Skwlāxulecw as we move towards greater unity, self-reliance, and independence”.

SteS is in the final stages of re-organizing its legal business structure under Skwlax Group Ltd. and contains a mix of Limited Company (Ltd.), Limited Partnership (LP), and Limited Liability Partnership (LLP) entities. This new structure requires a Board of Directors to lead and guide the Nations for-profit businesses in alignment with SteS' vision, mission, and values.

SteS and is looking for individuals to serve as Directors of Skwlax Group Ltd. This commitment will require approximately 8 – 10 meetings per year for a two-to-four-year term. Remote/virtual attendance will be accommodated however in person attendance will be required at least once annually.

Primary Roles and Responsibilities of Directors:

- Governance of the Nation's for-profit businesses to be successful, sustainable, and in alignment with SteS' vision, mission, and values.
- Develop and execute the corporation's vision, strategy, and plans with defined timeframes and milestones to achieve specific goals.
- Recruitment and oversight of the CEO, providing support and/or capacity development as required.
- Approve annual plans, review performance, ensure compliance with internal policies and external regulations.
- Support the CEO in providing comprehensive operational and financial performance reporting on a regular basis.

ECONOMIC DEVELOPMENT PILLAR

POSITIONS OPEN-Board of Directors S.R.M

Required Skills, Experience, and Personal Attributes of Directors:

- 19 years of age or older.
- Of good character, credibility and reputation in the Skwlāx te Secwepemcúlecw community.
- Willingness to learn and to devote time required to undertake training and carry out Director duties and responsibilities.
- Able to be impartial, trustworthy, respect confidentiality, and to identify and avoid conflicts of interest.
- Refrain from promoting or pursuing personal interests while acting in the capacity of Director.
- Have not been convicted of a criminal offense.
- Have not declared bankruptcy within the last ten years.
- Familiar with Skwlāx te Secwepemcúlecw traditional knowledge.
- Possess a positive attitude, promote teamwork, and exemplify the values of Skwlāx te Secwepemcúlecw.

Desirable Qualifications:

- Professional competencies/experience including business development, business management, corporate governance, community and land use planning, laws and regulations, finance and accounting, Indigenous title and rights, human resources, technology, innovation, etc.
- Knowledge of, and experience in, one or more sectors of interest: Construction, aggregate, Forestry, Tourism, and Retail (fuel, convenience store, market), and/or related industries.
- A strong understanding of financial and non-financial performance reporting and analysis.
- Previous experience as a Director and/or working with a Board of Directors.
- Experience working with First Nations Governments and communities.
- Proven leadership and relationship building experience.
- Time to participate in internal and external events that provide opportunities to the corporation.

ECONOMIC DEVELOPMENT PILLAR

POSITIONS OPEN-Board of Directors S.R.M

Time Commitment & Compensation:

- Initial meeting requirements (Meeting frequency reduced after first year, or when possible).
 - o 4-5 shorter meetings per year (half day, approximately 4 hours).
 - o 4-5 longer meetings per year (full day, approximately 8 hours).
- Directors will be paid an honorarium for meeting preparation and attendance.
- Upon preapproval, reimbursement for travel expenses in support of Board meetings.

Application Process:

Applicants for Director positions will be assessed through a competitive, fair, and transparent process. Additional details and information regarding Skwlāx te Secwepemcúlecw and its businesses will be shared as part of the next step in the process.

We thank all interested applicants in advance and look forward to working closely with the successful candidates.

Please email a resume and cover letter to Skwlāx te Secwepemcúlecw at ecdev@slsb.ca with "SteS Skwlax Group Ltd. Director Application" in the subject header by **4:30pm PST on January 8th, 2025.**

Project Management Training



Early November, Economic Development hosted an on-site Project Management Training. The course, taught by a certified project management instructor with 30 years' experience, not only introduced industry standard based skills but offered the required education to pursue a certification and career in project management. During the 3-day course, 14 participants applied their new knowledge to create work plans that could be immediately applied to new SteS business development, administration and wellness projects!



REBUILDING HOMES IN SKWLAX TE SECWPEMCÚLECW

SKWLAX RESOURCE MANAGEMENT DIGS IN FOR RAPID HOUSING PROJECT

BY MATTHEW BRADFORD

It's been a little over a year since the Bush Creek East fire tore through southern British Columbia, devastating First Nations communities in its wake. Skwlax te Secwepemcúlecw was among those to bear the brunt of the historic wildfire; now, thanks to a collaborative effort involving the band, government and several companies, with a lead role played by Skwlax's wholly owned construction company Skwlax Resource Management (SRM), both homes and lives are being rebuilt.

"We were fortunate that our offices and yard were minimally impacted by the fires. And as the community-owned construction company with many employees who are Skwlax members,

we all felt an inherent responsibility and pride to jump in to answer the call," says Trevor Delorey, CEO of SRM.

For SRM, answering the call meant stepping in as the prime contractor for Skwlax te Secwepemcúlecw's Rapid Housing Project, an initiative funded by Indigenous Services Canada with the urgent goal of providing temporary accommodations to community members who lost their homes in the wildfire.

"I made a promise to band members following the Bush Creek East wildfire that anyone displaced would be given housing, and through the diligent work of a committee led by former councillor Wes Francois, the progress on

rebuilding has been remarkable," says Kúkpi7 (Chief) James Tomma.

Certainly, adds Delorey, "The Council made it very clear they want members back on reserve as soon as possible and that they'll do whatever they can to support this."

As prime contractor, SRM is overseeing the development of 34 modular and semi-modular homes across four new subdivisions on the Skwlax te Secwepemcúlecw's Quaaout Reserve. Its team includes Urban Systems, the project's contract administrator and designer; Freeport Industries, a modular homebuilder; and Paradigm Building Solutions, a panelized wall company. Streamline Design Inc. is also on board

SKWLAX RESOURCE MANAGEMENT—FEATURE ARTICLE IN SOUTHERN INTERIOR CONSTRUCTION ASSOCIATION NEWSLETER (REPRINTED WITH PERMISSION)



constructing several stick-built houses for the new developments.

"This project has been very near and dear to our values and hearts," says Philipp Gruner, CEO of Paradigm. "Getting displaced residents back into a home after the destruction of a wildfire is a very important cause to work hard for."

"Having a place you can call home is something that is very important for one's well-being," agrees Jason Friesen, senior manager of sales & strategic partnerships with Freeport Industries. "The ability to have families move back into homes as quickly as possible, especially after such a devastating event, was crucial not only for the families affected but the community as a whole."

Numerous Skwlax entrepreneur-owned companies are also involved in the project, including Skwlax Aggregates LLP, Greentec Electric and Beaver Tooth Resources. Additionally, BC Hydro, TELUS, Kala Geosciences and several local companies and service providers have also joined the effort.

NO TIME TO SPARE

SRM's team has spared no time getting the Rapid Housing Project off the ground. The first subdivision, named the Dancing Fawn II subdivision, was completed months after the project launched in December 2023, and its 11 homes began receiving occupants as of March 2024.

At this pace, the team is on track to completing all 33 residences by November 2024, capping the ambitious project merely 16 months from the date of evacuation.

Delorey says working with an accelerated timeline will enable displaced members of Skwlax to Secwepemcúlecw to get back on the land far sooner than what is normally seen in a disaster of this nature. "Being back on the land is important and grounding for the members as they feel a deep connection to this land, and you can really see and feel that interacting with them," he says. "It also enables each of the members who lost their home to be in the immediate area for their permanent rebuild, easing the burden of this task."

Following an accelerated timeline has often meant working on pieces of the project before they were completely designed. Delorey admits this is not an ideal strategy in construction, yet necessary given all the key milestones that needed to be met to get Skwlax's people back home. Herein, he adds,

"SRM's team dove in head-first to every piece of preliminary design with Urban Systems, ensuring we thought thoroughly and consciously about what we could confidently construct, what we needed to semi-construct to allow for fine-tuning, changes or final design, and what we needed to plan around to allow sufficient time for design."

Moving fast during tough winter conditions posed additional challenges. Still, says Friesen, there were none that SRM and its partners weren't prepared to tackle through a genuinely collaborative approach: "SRM's clear and frequent communication and coordination with us at Freeport for the supply of the homes was a large part of the overall success in being able to have the homes delivered and installed as quickly as possible."

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SKWLAX RESOURCE MANAGEMENT-FEATURE ARTICLE IN SOUTHERN INTERIOR CONSTRUCTION ASSOCIATION NEWSLETER (REPRINTED WITH PERMISSION)



A LONG-TERM SOLUTION

The initial goal of the Rapid Housing Project was to provide transitional housing for those affected by the fires. The quality of the houses going up today, however, also ensures they'll become a permanent part of the community's housing stock. Each house is built on a durable concrete crawlspace foundation with an emphasis on long-term safety, comfort and sustainability. Paradigm's modular homes, for example, have been built to achieve BC Step Code 5 Energy Efficiency certification and comprise sustainable materials (e.g., carbon-negative cellulose insulation, hardwood fibreboard exterior rigid material, paper-based vapour barriers), as well as highly mould-resistant walls and fire-resistant materials.

"The Paradigm homes will provide many long-lasting benefits to the community, and since this is a fire rebuild, we wanted to ensure that we used as many fire-resistant materials as possible, including fibre cement cladding and metal roofs," explains Gruner.

Freeport's modular homes are also made with long-term use in mind. To

that end, Friesen says materials and finishes were selected that were not only aesthetically pleasing, but also durable and would reduce future maintenance costs for homeowners.

"It was important that the homes are very energy efficient," he adds. "They were designed and built to not only meet but exceed the minimum standards as prescribed in the BC Building and Energy Codes, reducing the homeowners' concerns as they pertain to monthly operating costs."

REBUILDING A COMMUNITY

It's been over a year since the Bush Creek East fire devastated the Skwłax te Secwepemcúlecw community. And though families are still on the path to healing, the collaborative efforts of SRM, Skwłax te Secwepemcúlecw and the Rapid Housing Project partners are helping them rebuild.

"SRM's contributions to the rebuild have been immense, and it goes hand in hand with our band's desire to be a part of the rebuild process," says Kúkpi7 Tomma. "It gives not only the SRM employees pride in helping rebuild the

reserve, but also pride in our members that they are truly a part of the rebuild process."

Indeed, SRM employees and project partners have significant ties to the Skwłax community. Delorey notes that nearly 45 per cent of every dollar for the project is contracted through a Skwłax or Skwłax member-owned business, and roughly 50 per cent of the workforce throughout the project is Indigenous and made up of mostly Skwłax and other Secwépemc band members. As such, the Rapid Housing Project carries a deep significance for all: "Part of our core focus and mandate is capacity building and mentorship and career building. So when you look at how many community members are involved in this project, there is a circular economy aspect that adds an entirely different level of benefits and value to this project, Skwłax te Secwepemcúlecw and us all."

"You can see the pride among the people working on the project every day," he adds. "This project confirms what capacity building can really do for a First Nation." ■

STES JOB POSTINGS



How would you like to be a part of our SteS Team? Lots of Opportunities and a great workplace environment. We could have a spot for you!

Check out the job postings at <https://lslb.ca/employment/>

EMAIL: HR@LSLB.CA

FAX: 250-679-3220

IN PERSON: STES OFFICE

1886 LITTLE SHUSWAP LAKE ROAD, CHASE, BC V0E 1M2



STES JOB POSTINGS

Position:	Transfer Station Attendant
Department:	Public Works
Position Type:	Part-time (20 hours a week)

The Organization:

Skwłáx te Secwepemcúlecw (SteS) is traditionally known as Skwłáx, which translates to Black Bear in Secwépemctsin, the traditional language. SteS has a unique vision and drive; the Band has not only led the way in tourism within the Shuswap, but it has also led the way in economic development. The creation of Quaaout Lodge, Talking Rock Golf, Le7ka Spa, and Little Shuswap Gas Station has helped promote Secwepemc culture, and allowed the SteS people to develop world class accommodation and leisure activities. The governance structure of SteS is unique and forward-looking, divided into four distinct sectors:

Administration	Covering programs and services for Band members
Wellness	Responsible for the overall health and wellness of the community
Territorial Stewardship	Addresses title and rights issues and external government-government relations
Economic Development	Oversees the business operations of the community and works to promote a strong, resilient economy for the community. Strong management and leadership with clear vision and an excellent team of committed employees make up the engine that drives the community forward

The Opportunity:

Under the direction of the Public Works Manager, the Transfer Station Attendant completes daily operation and maintenance of the Skwłáx te Secwepemcúlecw solid waste transfer station. This role consists of providing customer service to individuals, dropping off garbage and recycling. In addition to the transfer station role, the attendant will also perform Village Maintenance duties as requested.

Qualifications and Requirements:

- Completion of Grade 12 or equivalency.
- Customer service experience.
- Maintain a valid British Columbia Class 5 driver's license.
- Able to work with minimal supervision.
- Able to obtain and maintain a clear criminal record check
- Knowledge and understanding of Secwepemc culture an asset,
- Knowledge of Indigenous communities and family issues are essential.
- Open flexibility to work a variety of shifts

Duties and Responsibilities (Include but not limited to):

- Performs the day-to-day operations at assigned waste transfer station, including opening and closing the facility for the hours and days of operation.
- Provides direction to transfer station users regarding the proper disposal of materials and directions regarding the unloading and sorting procedures within the transfer station site.
 - o Maintains the assigned transfer station site in a clean orderly state.

STES JOB POSTINGS

- Greets visitors in a professional and friendly manner, responds to inquiries and directs users to the appropriate area of the site for waste disposal.
- Redirects users with materials not accepted at the transfer station to alternate disposal locations.
- Maintains and updates applicable records and documents.
- Records and reports any unusual activity and/or misconduct observed at the transfer station.
- Adheres to preventative maintenance programs and operating guidelines for solid waste infrastructure.
- Keeps the site safe for users.
 - Completes routine safety inspections, identifies and reports any hazards.
 - Coordinates any required yard maintenance (snow removal, grading, stock piling etc.) through supervisor or designate.
- Adheres to guidelines as set out in Skwłāx te Secwepemcúlecw policies and administrative directives.
- Accountable for working in compliance with the *Canada Occupational Health and Safety Legislation*.
- Performs related duties as required.

Application Deadline:

November 15, 2024 - until successful candidate found.

In accordance with Section 15(1) of the Canadian Human Rights Act and pursuant to Section 42 of the BC Human Rights code, it is SteS Policy to practice preferential hiring for Indigenous peoples. Candidates who wish to qualify for preferential consideration must self-identify.

Please forward your cover letter and resume:

Email: hr@lslb.ca
Please indicate job title in subject line

In Person: Skwłāx te Secwepemcúlecw Band Office 1886
Little Shuswap Lake Road
Chase, BC V0E 1M2

NOTE: While we thank you for your interest in Skwłāx te Secwepemcúlecw, we will only be contacting the short-listed candidates. We are an Equal Employment Opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, creed, age, sex, gender, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, provincial, and local laws and ordinances.

EMAIL: HR@LSLB.CA

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IN PERSON: STES OFFICE

1886 LITTLE SHUSWAP LAKE ROAD, CHASE, BC V0E 1M2

STES JOB POSTINGS

Position: Youth Recreation Worker
Department: Child and Family – Wellness Pillar

The Organization:

Skwłāx te Secwepemcúleow (Ste5) is traditionally known as Skwłāx, which translates to Black Bear in Secwépemctsin, the traditional language. Ste5 has a unique vision and drive; the Band has not only led the way in tourism within the Shuswap, but it has also led the way in economic development. The creation of Quaaout Lodge, Talking Rock Golf, Le7ka Spa, and Little Shuswap Gas Station has helped promote Secwepemc culture, and allowed the Ste5 people to develop world class accommodation and leisure activities. The governance structure of Ste5 is unique and forward-looking, divided into four distinct sectors:

Administration	Covering programs and services for Band members
Wellness	Responsible for the overall health and wellness of the community
Territorial	Addresses title and rights issues and external government-government relations
Stewardship	
Economic Development	Oversees the business operations of the community and works to promote a strong, resilient economy for the community. Strong management and leadership with clear vision and an excellent team of committed employees make up the engine that drives the community forward

The Opportunity:

Under the direction of the Child and Family Lead, the Youth Recreation Worker will support a variety of recreation programs for children and youth. The Youth Recreation Worker participates in planning, implementing and leading a variety of special events, camps and activities. The Youth Recreation Worker will work to promote inclusivity, build rapport with the youth, and engage in team building activities that encourage youth of all ability levels to interact with their peers, practice positive social skills & develop life skills. This program aims to inspire, mentor, engage and support Skwłāx te Secwepemcúleow youth to encourage their involvement in the community by building community connections, Nation connections and foster community engagement, build self-esteem, participate in physical activities that promote teamwork, health and wellness, connection, and support culture and language supports with an emphasis on prevention, education, life skills and family/parental supports.

Requirements:

- Completion of Grade 12 with emphasis on courses related to the work.
- Recreation Certification, Child, and Youth Certificate/Diploma and or relevant area of studies.
- 2-3 years of combined related experience.
- Must be able to obtain and maintain a Criminal Record Check including a Vulnerable Sector
- Must have a valid Class 5 BC Driver's Licence with clean drivers abstract.
- Class 4 BC Driver's License an asset or willing to take.
- Valid Standard First Aid and CPR certification
- Valid Food Safe Level 1 certification
- Experience with budgeting
- Experience providing instruction, leadership and support for social and recreational child and youth programs is an asset.
- Knowledge and understanding of Secwepemc culture an asset,
- Knowledge of Indigenous communities and family issues are essential.

EMAIL: HR@LSLB.CA

FAX: 250-679-3220

IN PERSON: STES OFFICE

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STES JOB POSTINGS

- Must be willing to work weekends, with open flexibility to work a variety of shifts.
- Ability to commute/relocate to Chase, BC or surrounding areas or plan to relocate before starting work (a must).

Duties and Responsibilities (Include but not limited to):

- Collaborates with the health and social development team to develop culturally safe parenting tools for families to cope with parenting challenges.
- Planning and organizing recreational activities: Recreation workers are responsible for creating fun and engaging activities that cater to the interests and abilities of the participants. They must develop a schedule and ensure that they have all the necessary equipment and supplies.
- Leading recreational activities: Once the activities are planned and organized, the recreation worker must lead them, providing guidance and supervision to participants to ensure they are safe and having fun.
- Managing facilities and equipment: Recreation workers must ensure that facilities and equipment are clean, well-maintained, and safe to use.
- Prepares an annual work plan and regular reports with statistics of program activities and family participation to appropriate agencies.
- Evaluating program effectiveness: Recreation workers must assess the effectiveness of their programs and make changes as needed to ensure that they are meeting the needs of the participants.
- Budgeting and record-keeping: Recreation workers must manage their program's budget, keeping track of expenses and revenues, and maintain accurate records of participant attendance and other data.
- Promoting programs: Recreation workers must promote their programs and activities to the community, using various methods, such as social media, flyers, and other marketing strategies.
- Ensuring safety: Recreation workers are responsible for ensuring the safety of all participants in their programs, including implementing safety policies and procedures, providing first aid as needed, and responding to emergency situations.
- Attends community and staff meetings and events as requested by supervisors.
- Other duties as assigned.

Skills and Abilities:

- Ability to make referrals for health education and family counselling services.
- Demonstrate an understanding of culturally safe and appropriate care.
- Demonstrate a working knowledge of community resources, such as social, health and welfare programs and services.
- Demonstrate excellent conflict resolution and interpersonal skills with the ability to work collaboratively with parents, staff, students, and community members.
- Ability to work in a fast-paced environment, dealing with family situations.
- Must have strong administrative and organizational skills
- Excellent written and verbal communication skills.
- Ability to work independently and as a team, while building effective interpersonal relationships
- Ability to self-regulate
- Strong time management and priorities skills to be able to meet deadlines
- Strong attention to detail
- Ability to adhere to strict confidentiality agreements.

Application Deadline:

Open until filled.

In accordance with Section 16(1) of the Canadian Human Rights Act and pursuant to Section 42 of the BC Human Rights code, it is SteS Policy to practice preferential hiring for Indigenous peoples. Candidates who wish to qualify for preferential consideration must self-identify.

Interested applicants, please forward your cover letter and resume:

Email: hr@slsb.ca
please indicate job position in subject line

In Person: Skwłaxte Secwepemcúlecw Band Office
1886 Little Shuswap Lake Road Chase,
BC V0E 1M2

SteS office in Halloween Spirit



Kukpi7 Tomma, Tkwepile7n Dawn and Julie along with staff members had the holiday spirit as they dressed up for halloween to greet the Skwlax head start group



CULTURAL HERITAGE PROTECTION DEPARTMENT BY NOLA MARKEY



Photo 1: Quaaout Timber Harvest Salvage Program view

Skwlāx Cultural Heritage Protection Department undertook numerous projects during the 2024 field season. Many of the archaeological assessments consisted of surveys, subsurface testing, evaluative units, and monitoring. Much of this work addressed the wildfire recovery program consisting of the Rapid Rebuild program, Band Lot Debris/Soil Remediation, Lease Lot Rebuilds, the Squilax Mountain Stewardship (Phase II), Provincial fireguard assessments, Wildfire Restoration Management Plan in Tsutswecw Provincial Park, Tappen-MOTI Site Alteration program, Quartz-Selkirk Cultural Heritage Rights Impact Assessment, and the Kicking Horse Indigenous Archaeology Research Project to name a few.

CULTURAL HERITAGE PROTECTION DEPARTMENT

BY NOLA MARKEY

The Timber Harvest Salvage Program consisted of surveying the proposed harvest area to identify any new sites exposed by the fire (Photo 1). Our team identified over 90 new sites, which consisted of surface lithic (stone) and bone artifact sites, several cairns (2 possible burials), numerous new house pit and cache pit features, including mat lodge features, and at least 30 mounds identified as earth ovens or cooking pits (Photo 2). Underground earth ovens work by heating rocks with fire, placing these into the pit, covered with green vegetation to add moisture, followed by placing food on top and then insulating the heat with more green vegetation, and sometimes water if needed. The food in the pit can take several hours to a day to cook. Quaaout consists of numerous large villages and since salmon was a reliable staple, storing foods in caches, and utilizing earth ovens would have been a common tool for cooking large quantities of food for communities. Other items found during the survey was a digging stick handle (Photo 3). The digging sticks were generally crafted bone tools from antlers (deer, caribou, elk), and an essential part of a woman's toolkit. They harvested large amounts of roots and bulbs that included the potatoes from the Spring Beauty plant that were often cooked in underground earth ovens.



Photo: 2 Earth Oven excavated to confirm feature



Photo: 3-digging stick handle

The Kicking Horse Indigenous Archaeology Research Study has been in progress since 2021. We have conducted three field seasons where the crew have traversed the alpinines in the Kicking Horse region near Golden, BC (Photo 4).



PHOTO 4: ALPINE LAKE NEAR GOLDEN BC

To date, they have recorded 45 archaeology sites, that consist of Indigenous trail networks with stone artifacts along the trails, rock shelter, cairns, quartzite rock outcrops, and a variety of tools and stone materials. The objective of this study is to conduct surveys and testing surrounding the Dart Creek valley to expand on the archaeological work completed for the Phase 3 highway construction. Currently, we have been able to link Secwépemc travel routes east of the Rockies, indicating trade and kinship ties.

CULTURAL HERITAGE PROTECTION DEPARTMENT BY NOLA MARKEY



**Photo 5: Lab Crew - Simon Baptiste,
Christopher Laderoute, and Naldo
Williams**



**Photo 6: Site EeQt-84 Excavation
across from Co-Op**

The Tappen Highway Construction project has been ongoing since 2018. The archaeology work completed to date has included seven years of fieldwork, which a majority will be completed in 2025. Conducting lithic and fauna inventory of well over 130,000 artifacts and entering into the artifact database has been ongoing and will continue (Photo 5). Highway construction work began in December of 2024 (Photo 6), and more archaeological sediments were moved to the stockpile while crew continued to sift, recovering tools between 3500 to 5000 years old.

An archaeology site extended into the Co-Op property where a Shuswap banded chert biface was recovered. A variety of other work took place that included hydro poles installations, culverts, road widening, slope cleaning, geotech and hydrovac testing, all required monitoring.

Our department acknowledges all the hard work the 2024 crew completed this year! Happy Holidays!

STELTEGLXÚS LANDMARK AND QW7AWT (QUAAOUT) LANDMARK UNVEILINGS



The Secwépemc Landmarks project team was excited to host the unveiling ceremonies for the Stelteglxús Landmark at Chase Creek Falls and the Qw7awt (Quaaout) Landmark sculpture this fall. These Landmarks, designed by lead artist Tania Willard (Neskonlith) and Kel-C Jules (T'kemplúps te Secwépemc), are steel spheres that are activated by an internal fire that can be lit inside the sculpture. Each Landmark depicts Secwépemc oral histories from each place, as shared by the Secwépemc Landmarks Elders Advisory Committee, made up of Elders from Skwlāx te Secwepemcúlecw, Adams Lake, Neskonlith, and Splotsín.

The Stelteglxús Landmark is at Stelteglxús (Chase Creek Falls), meaning “steep drop and the water foams up” in Secwepemctsín. This sculpture depicts mountain sheep, cedar root basketry and regalia design work, saskatoon berries, and the place name Stelteglxús. A ceremonial place and water source for mountain sheep and juvenile salmon, the water in Stelteglxús reminds us of the sacredness and source of all life. Stelteglxús is connected to Škemíke (Skimikin) and other significant places by ancestral trade networks, followed today by the Trans-Canada Highway, Chase-Falkland and Skimikin Roads.

The Qw7awt (Quaaout) Landmark sculpture (spelled Qw7ewt by Cstélnec Elders), meaning “first place the sun's rays hit in the morning”, is located at Quaaout Lodge. Quaaout Lodge was built in the center of where the sun's rays shine across all seasons. The medicines, berries, and root plants such as avalanche lily, spring beauty, chocolate lily, and nodding onion in Qw7awt (Qw7ewt) sustained our ancestors for thousands of years. This Landmark depicts the sun's rays shining over fish drying racks, a black bear, and root plants such as sunflowers and wild potatoes.

STELTEGLXÚS LANDMARK AND QW7AWT (QUAAOUT) LANDMARK UNVEILINGS



Each sculpture will have an interpretive sign with a QR code so visitors can hear the pronunciation of each place name in Secwepemctsin. The cultural and language review for the sculptures and signage was conducted by the Cstélnec Elders through Chief Atahm School, however the Qw7awt (Quaaout) sculpture has the place name spelling from Skwlāx Elders. All efforts are being made to respect extensive work to formalize written Secwepemctsin, as well as recognize individual communities' writing preferences.

To date, 11 of 16 Landmark sculpture have been installed, and more sculpture unveilings will be coming in the springtime. Until then, check out the Shuswap Trail Alliance website to learn more about the other sculptures! Kukstsemc to the Elders, Artists, and the archaeology field crew who worked on this project!

WELLNESS PILLAR

BERNADETTE CHARLIE
EXECUTIVE DIRECTOR

OPEN HOUSE

ON NOVEMBER 6, 2024 WAS A HUGE SUCCESS! WE HAD SO MANY WONDERFUL ONE-TO-ONE CONVERSATIONS WITH MEMBERS. WE RECEIVED GREAT FEEDBACK, SUGGESTIONS AND POSITIVE COMMENTS. WE SHARED FOOD, SWAG AND DOOR PRIZES.

HEALTH SERVICES

- DANELLE FRANCOIS IS THE "AUTHORIZED REPRESENTATIVE" FOR LE TE MELAMEN SOCIETY. WE WISH HER SUCCESS IN THIS NEW ENDEAVOR AND KNOW YOU WILL DO WELL TO REPRESENT STES.
- FLU/COVID/VACCINE SHOTS WERE COMPLETED. IF YOU MISSED OUT, YOU CAN CONTACT ANGIE PIGEON TO BOOK AN APPOINTMENT OR GO TO WALK-INS AT THE CHASE HEALTH CENTRE OR CALL 2506793312.
- NURSE KELTIE – IS STILL SEEING REGULAR CLIENTS. AS PART OF THE SECWEPENMC LAKES COLLABORATION OF SERVICES. ANY NEW CLIENTS ARE BEING REFERRED TO THE NURSE PRACTITIONER AT ALIB. THIS IS TO ENSURE THAT CLIENTS' NEEDS ARE MET AND NOT HAVING TO WAIT WEEKS FOR AN APPOINTMENT.
- ONGOING HEALTH ACTIVITIES BASED ON MEDICINE WHEEL PRINCIPLES; MENTAL, EMOTIONAL, PHYSICAL AND SPIRITUAL. SOME ACTIVITIES; BATCH COOKING, MEN'S WELLNESS, WOMEN'S WELLNESS, YOGA, AND GUEST SPEAKERS ON A VARIETY OF HEALTH THEMES.
- WELLNESS EXPANSION – A FEASIBILITY STUDY IS IN PROGRESS AND SCHEDULED TO BE COMPLETED BY MARCH 2025. THIS PROJECT IS BEING MANAGED BY DESIRA JOHN.
- REMINDER – DEC 6TH IS THE LAST DAY TO SUBMIT MEDICAL TRAVEL.

SOCIAL DEVELOPMENT – NEW INCOME ASSISTANT WORKER TO HELP UPDATE FILES AND TO SUPPORT IN LIFE SKILLS PROGRAMMING AND SERVICES.

CHILD AND FAMILY

- ONGOING SERVICES TO SUPPORT YOUTH; SUMMER DAY CAMP, AFTER-SCHOOL HOMEWORK CLUB.
- COMMUNITY SUPPORT: SEASONAL ACTIVITIES AND ONGOING SUPPORT TO FAMILIES BASED ON THEIR NEEDS.
- THE INFORMATION SHARING AGREEMENT WITH MCFS WAS UPDATED. THIS ALLOWS US TO GET THE STATISTICS OF CHILDREN, YOUTH AND FAMILIES INVOLVED IN THE CURRENT CHILD WELFARE SYSTEM.

WELLNESS PILLAR

BERNADETTE CHARLIE
EXECUTIVE DIRECTOR

CHILD AND FAMILY (CONTINUED)

- PROTOCOL AGREEMENT- NEEDS TO BE DRAFTED AND APPROVED BY CHIEF AND COUNCIL
 - THIS AGREEMENT OUTLINES WHAT THE RELATIONSHIP IS AND HOW THE SERVICES ARE CONDUCTED WITH MCDF.
- JURISDICTION – THIS IS A BIG ENDEAVOR FOR STES. THE BAND IS IN A UNIQUE POSITION TO BEGIN PATHWAYS TO ACHIEVE SOVEREIGNTY OVER CHILD AND FAMILY SERVICES. DESIRA JOHN IS LEADING THIS PROJECT. PLEASE KEEP POSTED FOR UPDATES.
- THE BAND HAS NOT APPLIED YET FOR CHRT 41 THAT PROVIDES RESOURCES FOR CAPITAL INFRASTRUCTURE. A NEEDS ASSESSMENT NEEDS TO BE COMPLETED.
 - ONGOING SUPPORT TO FAMILIES THAT HAVE CHILDREN OR YOUTH THAT ARE IN THE FOSTER CARE SYSTEM, SUPPORT TO FAMILIES TO HELP PREVENT THEM FROM GOING INTO CARE AND SUPPORT TO PROGRAMS AND SERVICES FOR FAMILY DEVELOPMENT.

CULTURE

THIS IS THE FIRST TIME IN STES HISTORY THAT THERE IS A CULTURE DEPARTMENT. THE TEAM IS CONSTANTLY SUPPORTING THE COMMUNITY IN A VARIETY OF WAYS. SOME OF THE ACTIVITIES ARE; BEADING, CRAFT NIGHTS (BRING YOUR UNFINISHED PROJECTS YOU WISH TO COMPLETE) POW WOW DANCE NIGHTS, KNOWLEDGE CAMPS AND SUPPORT TO OTHER PROGRAMS AND SERVICES AS REQUESTED. THEY ARE WANTING TO BEGIN TO DEVELOP THE LANGUAGE PROGRAM.

NATUROPATH – DR JEANNE PAUL IS AVAILABLE FOR BOOKINGS. PLEASE CONTACT THE CULTURE MANAGER FOR MORE INFORMATION.

MENTAL HEALTH RECOVERY – COMMUNITY COORDINATOR, SUNSHINE TOMMA HAS BEEN ACTIVE IN SUPPORTING THOSE THAT EXPERIENCED STRUCTURAL LOSSES AND THE REST OF THE COMMUNITY IN THE RECOVERY EFFORTS. THE FOCUS OF THIS PROJECT IS TO REBUILD THE COMMUNITY IN RELATION TO THE MIND, BODY AND SPIRITUAL ASPECTS OF THE INDIVIDUALS, FAMILY AND COMMUNITY AT LARGE.

WELLNESS PILLAR

BERNADETTE CHARLIE
EXECUTIVE DIRECTOR



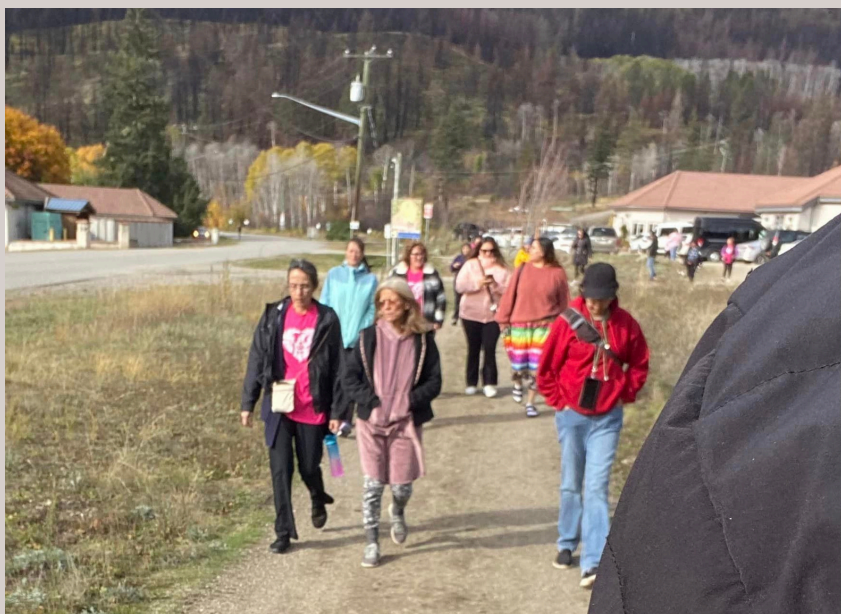
HEADSTART

THE ONGOING PROVISION OF EXCELLENT CHILDCARE FOR THE MEMBERS OF STES IS SHOWN BY HOW MANY CHILDREN START AT THE INFANT PROGRAM AND TRANSITION OUT TO KINDERGARTEN. THERE IS SPACE FOR 28 CHILDREN. (12 INFANT/TODDLERS, 16 3-5 YEARS) AS OF TODAY, THERE ARE 7 INFANT/TODDLERS AND 8 (3-5 YEARS). THE PLAYGROUND HAS GOT SOME RENOVATIONS. ALL ARE WELCOME TO STOP BY AND SAY HI TO THE STAFF AND KIDDOS!

WE APPRECIATE EVERYONE'S COOPERATION WHEN IT COMES TO CALLING THE WELLNESS CENTRE FOR SERVICES. PLEASE BE PATIENT WITH STAFF AS WE DO THE BEST WE CAN TO PROVIDE QUALITY SERVICES TO THE MEMBERS. GENTLE REMINDERS TO BE CAUTIOUS WHEN GOING OUT IN PUBLIC, WASH YOUR HANDS OFTEN, IF YOU ARE FEELING UNWELL, PLEASE STAY HOME. IF YOU HAVE ANY QUESTIONS, COMMENTS OR SUGGESTIONS WE WILL DO OUR BEST TO SUPPORT YOU.

Breast Cancer Awareness Walk

20 members of the Skw̓l̓x̓ te Secwepemcúlecw took place in a Breast Cancer Awareness Walk on Monday (Oct 21, 2024). The Walk took place down Little Shuswap Lake Road. Photos courtesy of Sierra Weeseekase.



STES WELLNESS PILLAR

Midweek Makes: Crafting Night

Every Wednesday

🕒 3:00 PM - 6:00 PM

📍 Skwlax Wellness Centre Boardroom

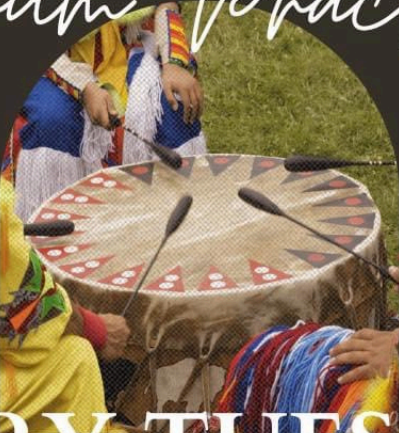
Bring Your Crafts & Works-in-Progress!
Relax, Chat, & Enjoy Tea

Open to community, Bring Your
Beadwork, Sewing, Crocheting,
Knitting, Painting, or Unfinished
Projects!

Children are welcome but must have a
parent with them at all times.

Culture Department Skwlax Wellness Centre

Drum Practice



EVERY TUESDAY

Open to Community

3:00PM - 6:00PM



SKWLAX WELLNESS CENTER

EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY

Skwlāx te Secwepemcū́lecw



PRIZE 1:

SKWLAX

MEMBER ONLY



**TROY-BILT Lawn
Tractor
(\$2500 Value)**



All information
gathered with be
held in high
confidence and
only for training
purposes!

**PRIZE 2:
\$2000 TRAVEL
VOUCHER**

**DRAW DATE:
TBD**

This questionnaire will
be available
electronically using
Survey Monkey and by
Paper Copy
if requested!

WHAT IS THIS?

A survey to collect Training & Employment
DATA to assist the EDUCATION DEPARTMENT.

WHY?

To Develop a TRAINING & EMPLOYMENT
Strategic Plan to match training with
Skwlāx te Secwepemcū́lecw
Labour Market NEEDS!

WHO?

ALL ON & OFF RESERVE MEMBERS
& SteS Staff



SCAN ME

TRAINING & EMPLOYMENT NEEDS ASSESSMENT SURVEY

E-mail: cassandra.kearley@LSLB.ca

250-679-3203 X 110

Supported by Chief & Council

EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY

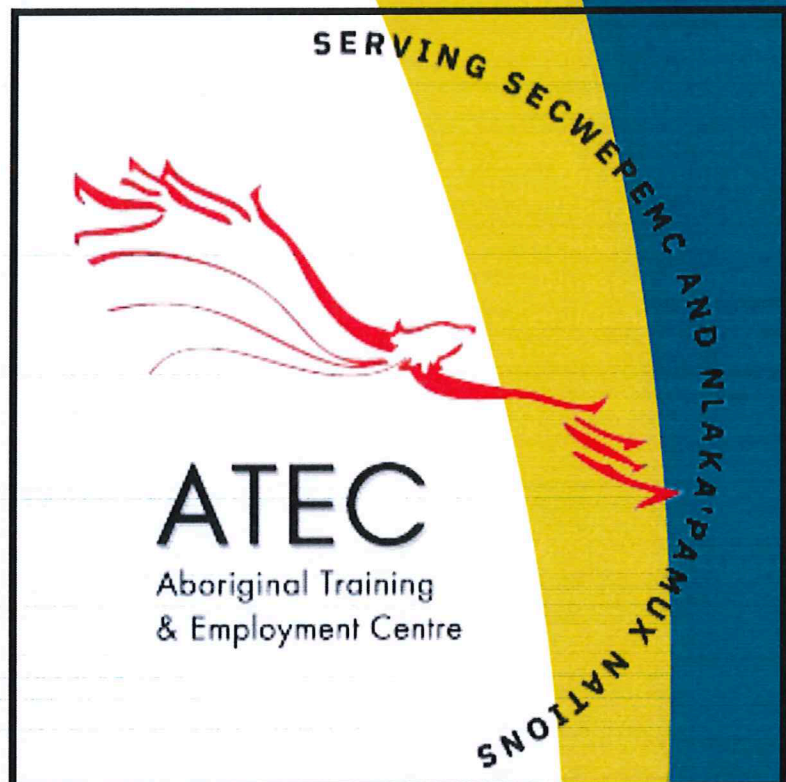


TRAINING & EMPLOYMENT SERVICES

SNTC ISET IS THE SERVICE CANADA INDIGENOUS SKILLS & EMPLOYMENT TRAINING PROGRAM (ISET) AGREEMENT HOLDER SERVING INDIGENOUS PEOPLE LOCATED IN THE SECWEPENC AND NLAKE'PAMUX NATIONS IN THE CENTRAL INTERIOR OF B.C. SNTC ISET PROVIDES EMPLOYMENT SERVICES TO UNEMPLOYED AND UNDER-EMPLOYED INDIGENOUS INDIVIDUALS RESIDING IN OUR SERVICE AREA, REGARDLESS OF THEIR ORIGIN IN CANADA.

Our Services:

- ✓ RESUMES/COVERLETTERS
- ✓ FUNDING FOR TRAINING
- ✓ TRAINING
- ✓ RESOURCES



Contact us for an
appointment:



Phone Number:

250-679-3203 EXT 110

Email



cassandra.kearley@LSLB.ca

EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY

Skwlāx te Secwepemcúlecw Education Department:

Encourage Attendance Parent's Club Workshop

Date to be Announced.

Encourage Attendance! Here's Why It Matters:

- Supports academic growth for Indigenous students
- Strengthens cultural identity and fosters community connections
- Access to heritage-honoring programs and resources
- Inclusive activities that welcome all students
- Builds meaningful relationships with peers and educators

Let's support our students' success together!

Please contact:

**Bev Narcisse at btomma@lslb.ca or
Lisa Stanley at lstanley@lslb.ca**



Skwlāx te Secwepemcúlecw

EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY

FIRST NATIONS



PARENTS CLUB



PLEASE COME AND JOIN **STES** **PARENT CLUB**



We are excited to announce the launch of the Stes Parent Club and invite all parents to get involved! The Parent Club is a great opportunity to connect with other parents, support your children's education, and be part of fun and meaningful activities that strengthen our community.

Club activities will include:

- Parent gatherings to share experiences and ideas
- Guest speakers on topics important to our families
- Student attendance initiatives to promote success in school
- Books, games, and resources to encourage learning and parental involvement



Skwłāx te Secwepemcūlecw



Skwłāx te Secwepemcūlecw

Join us in making a positive impact on our students' learning journey!

For more information or to sign up, please contact
Lisa Stanley at lstanley@lsib.ca



EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY

12



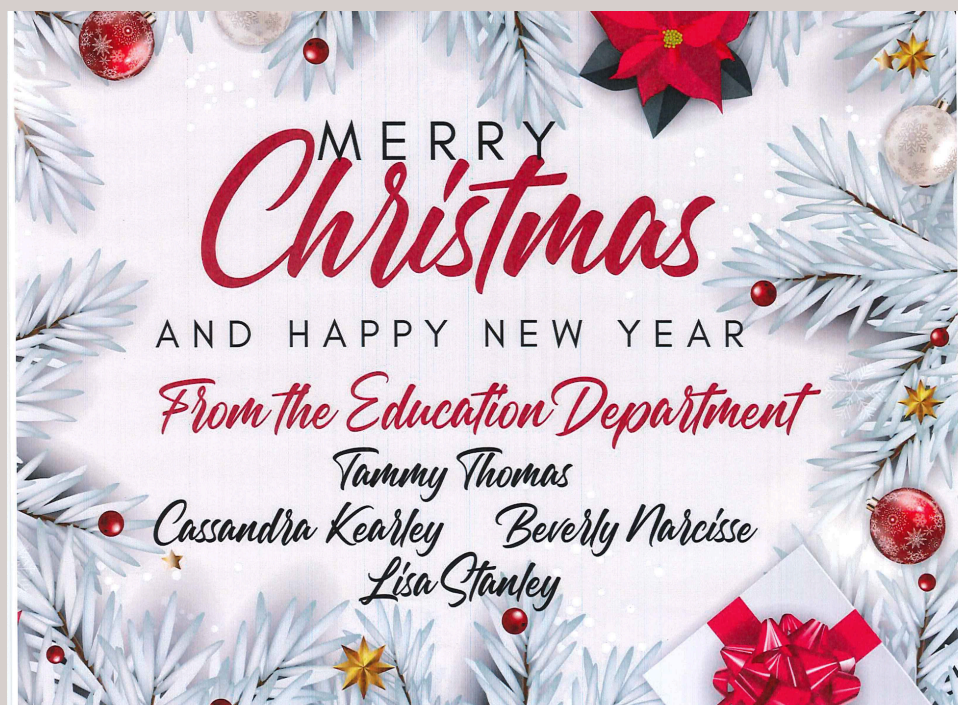
DECEMBER-



2024

STES TUTORING PROGRAM

Sunday	Monday	Tue.Sday	Wedne.Sday	Thur.Sday	Friday	Saturday
1  Skwłax te Secwepemcúlew	2 Secondary Students in the Finance Boardroom 3:30-5:30pm	3 Secondary Students in the Finance Boardroom 3:30-5:30pm	4 Elementary Students in the Finance Boardroom 3:30-5:30	5 Elementary Students in the Finance Boardroom 3:30-5:30	6	7
8	9 Secondary Students in the Finance Boardroom 3:30-5:30pm	10 Secondary Students in the Finance Boardroom 3:30-5:30pm	11 Elementary Students in the Finance Boardroom 3:30-5:30	12 Elementary Students in the Finance Boardroom 3:30-5:30	13	14
15	16 Secondary Students in the Finance Boardroom 3:30-5:30pm	17 Elementary Students in the Finance Boardroom 3:30-5:30	18 	19 	20	21
22 	23	24 	25 	26 	27	28
29 	30	31				 Skwłax te Secwepemcúlew



EDUCATION UPDATE

TAMMY THOMAS
EDUCATION MGR/POST SECONDARY



Skwlāx te Secwepemcúlecw hosts



Skwlāx te Secwepemcúlecw

Due to limited availability priority must go to SteS members only!

**P.A.L &
C.O.R.E.**

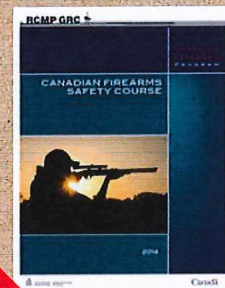
**CANADIAN FIREARMS SAFETY
COURSE**



**SCAN
ME**



SteS-P.A.L & C.O.R.E. Canadian
Firearms Safety Course



LIMITED SEATS



250-679-3203 EXT. 110



cassandra.kearley@LSLB.ca



**1886 Little Shuswap Lake Rd.
(Band Hall)**



DATES:

Session 1 A- November 23 & 24- P.A.L

Session 1 B- December 7 & 8- C.O.R.E

Session 2 A- November 30 & December 1- P.A.L

Session 2 B- December 14 & 15- C.O.R.E





Happy Holidays and thank you to everyone in the Community for another great 2024 season at Quaaout Lodge and Talking Rock Golf Course!

The Talking Rock Pro-Shop is open Tuesdays and Thursdays from 9-3 for gift card and retail purchases, and also on December 21st and 22nd for last minute gift shopping, but we will not be opening the Christmas Store in the Mall Piccadilly Square this year.

Le7ke Spa is open Tuesday thru Saturday from 10-5.

Eminence Spa products with a Le7ke Spa gift card will make for an excellent gift under the tree, and for the month of December we are featuring our signature Vichy Treatments:

✦ Vichy Skin renew - \$105

Sugar scrub with vichy shower, Sauna and moisturizer application

✦ Vichy Skin Renew Deluxe - \$200.00

Sugar scrub with vichy shower, deep hair conditioning treatment, sauna and a 60 minute Shuswap oasis massage



Purchase any Eminence Product
at Le7ke Spa
and enter to win
a Cleanse and Glow Duo Pack

THE POWER OF PAIRING



This cleanser
and exfoliant
work together to
soften, refine and
brighten

**Draw
December
13th!**

CONTACT LIST

Name	Contact Information	Role/Responsibility							
Julie John	julie.john@lslb.ca	Portfolio Holder							
Wes Francois	wfrancois@lslb.ca	Contractor							
Dale H. Jackson	djackson@lslb.ca	SteS Executive Director, Finance, Public Works							
Robin Billy	rbilly@lslb.ca	Stes Community Member, Asset as Indigenous Community Liason							
Andrea Stelter	astelter@lslb.ca	SteS Emergency Program and Recovery Director							
Rhys Laug	rlaug@quaaoutlodge.com	SteS General Manager Quaaout Lodge and Talking Rock Golf Course, Housing "A" Team Lead							
Zachariah Parker	zparker@lslb.ca	SteS Interim Executive Director Administration							
Emily Emerson	housingclerk@lslb.ca	SteS Housing Officer							
Joanie Elias	jelias@lslb.ca	SteS Residential Property Manager							
Maureen Clarke	mclarke@lslb.ca	SteS Executive Assistant, Economic Development							
Sylvia Andrews	sandrews@lslb.ca	Stes Executive Director, Fire, Security, Office							
Domenic Fiorenza	dfiorenza@lslb.ca	SteS TRS Executive Director							
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Jeff Svanhill	jeff.svanhill@mnp.ca	MNP, Currently supporting Financial Management for SteS							
Arthur Grant	agrant@harrisco.com	Legal Council for Stes							



Photo credits: Ali Saul, Destiny Van Olrschot, Julie John,Dawn Francois,
Larry Read