

TL'AZT'EN NATION

DUST'LUS

CHUZCHO 'OOZA'
MARCH



th

March
WOMEN'S DAY



Tl'azt'en Nation neyunk'ut tube soo Dakelh ts'inli 'ink'e 'uda' whuk'un'a nede'ut'en 'uts'ulh'en 'ink'e neyun ooghuts'inli.

Tl'azt'en Nation is a strong Dakelh community, and we practice the old ways of doing things and we take care of our land.

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HAPPY SPRING!

MAR 2023

Upcoming
MARCH 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			01	02	03	04
			Youth Council Meeting Healing Grief PG	Healing Grief PG	Healing Grief PG	
05	06	07	08	09	10	11
	Chief and Council	Chief and Council Healing Grief PG	International Women's Day Healing Grief PG	Healing Grief PG		
12	13	14	15	16	17	18
			Youth Council Meeting			
19	20	21	22	23	24	25
		1st Day of Spring GoV	GoV	GoV	GoV	GoV
26	27	28	29	30	31	
GoV	Chief and Council	Education Advisory Committee			Speaker Theo Fleury	

WED 1
Youth Chief and Council

MON 6- TUE 7
9:00 AM

Chief and Council

WED 1- FRI 3
9:00 AM

Healing Grief - Best Western Plus PG

TUE 7- THU 9
9:00 AM

Healing Grief - Best Western Plus PG

WED 8
International Womens' Day

WED 15
5:00 PM - 7:00 PM

Youth Visions Welcoming Ceremony

MON 21 -26
Gathering our Voices

MON 27
9:00 AM

Chief and Council

TUE 28
9:00AM - 5:00PM

Education Advisory Committee

FRI 31

11:AM - 6 PM

Theo Fleury - Trauma and Healing
EJES Gym

Hello Tl'azt'enne!!

My name is Destiny Johnnie. I am the new membership clerk in-training. I am happy and excited to service our Nation. I am training, so please be patience and understanding as I learn the process.

I am in the administration building on Tuesdays and Thursdays from 8am-4pm. Call to book an appointment.

Tabay mussi cho,
Destiny Johnnie
IRA Membership Trainee



International Women's Day: Celebrating the

Resilience of Indigenous Women

Every year on March 8th, International Women's Day is celebrated around the world to honour the achievements and struggles of women and to raise awareness about gender inequality. This year, on International Women's Day, we want to particularly acknowledge the resilience and strength of indigenous women.

Indigenous women have been facing systemic discrimination and oppression for centuries, often facing multiple and intersecting forms of discrimination based on gender, race, and ethnicity. Despite the challenges they face, indigenous women have remained at the forefront of their communities, preserving their cultural heritage, promoting human rights, and advocating for the rights of their communities.

In many indigenous communities, women play a vital role in maintaining the social, cultural, and spiritual fabric of their communities. From the preservation of traditional languages, to the protection of their ancestral lands, indigenous women are leaders in their communities and play a critical role in the survival and flourishing of their cultures.

Despite their crucial contributions, indigenous women often face significant barriers to accessing basic human rights, including health care, education, and economic opportunities. They are also disproportionately affected by violence, including sexual violence, and are often denied access to justice.

However, indigenous women are not passive victims. They are strong, resilient, and determined to create a better future for themselves, their families, and their communities. They are using their voices to demand change and are taking action to secure their rights and to create a world in which they can live with dignity and respect.

For example, indigenous women in Ecuador are fighting against the exploitation of their ancestral lands and the destruction of their cultural heritage. In Canada, indigenous women are leading the way in the fight against the ongoing crisis of missing and murdered indigenous women and girls. In Australia, indigenous women are working to secure the rights of their communities and to ensure the protection of their ancestral lands.

On this International Women's Day, we want to acknowledge and celebrate the resilience of indigenous women around the world. We stand in solidarity with them as they continue their fight for justice and equality, and we

call for the world to recognize and support their efforts.

Indigenous women are a powerful force for change and their contributions to their communities and the world should be celebrated and recognized. On International Women's Day and every day, let us work to ensure that indigenous women have the resources, support, and recognition they need to continue their important work.

Celebrate International Women's Day: Celebrate the Resilient Indigenous Women in your life on March 8th

Written by Norman Alexis



The Importance of a Comprehensive Community Plan for First Nations

First Nations communities in Canada face unique and complex challenges, from the ongoing impacts of colonization to limited access to resources and services. A comprehensive community plan can help address these challenges and provide a roadmap for the future.

A comprehensive community plan is a comprehensive, long-term vision for a community that outlines the community's goals, aspirations, and priorities. It is a comprehensive and participatory process that involves the community in decision-making and helps to ensure that the community's vision and plans are aligned with the needs and priorities of the community.

For First Nations communities, it is crucial that the members of the community participate in the development of the comprehensive community plan. The participation of community members is important because their neighbors are also affected by the decisions made by the community. The community members are the ones who know best what the community needs and what challenges it faces, and their input is essential to ensuring that the plan is responsive to their needs and aspirations.

In addition to promoting self-determination and addressing the ongoing impacts of colonization, a comprehensive community plan can also help to address other key challenges faced by First Nations communities, such as limited access to resources and services, limited economic opportunities, and limited access to education and training. The plan can help to identify opportunities for community development, such as economic development, cultural preservation, and environmental protection.

A comprehensive community plan also helps to build capacity within the community. The process of developing the plan can bring the community together, promoting collaboration and building relationships between community members. It also provides a platform for community members to share their skills and knowledge, and to learn from one another.

Finally, a comprehensive community plan can help to promote the sustainability of the community over the long-term. By involving the community in decision-

making and promoting collaboration and learning, the plan can help to build capacity within the community and promote its sustainability over the long-term.

A comprehensive community plan is an important tool for First Nations communities. It helps to promote self-determination, address ongoing impacts of colonization, and provide a roadmap for addressing other key challenges faced by the community. By involving the community in decision-making and promoting collaboration and learning, the plan can help to build capacity within the community and promote its sustainability over the long-term. Ensuring the participation of community members is key to the success of the plan, as their input and perspectives are essential to ensuring that the plan reflects the needs and aspirations of the community.

Written by Norman Alexis



Tl'azt'én Nation

Community and Comprehensive Planning (CCP)

Call for Tl'azt'én Youth to join the CCP Advisory Committee

Dear Tl'azt'én Membership!

Thank you to all those who were able to participate in the CCP Community engagement so far! Your CCP team is working on compiling all your valuable contributions into a draft CCP Framework document that will be presented to Membership early next year for additional contributions. If you have not had a chance to attend the CCP engagements, our CCP Questionnaire is still open: <https://www.surveymonkey.com/r/6JGDHTY> or access via the QR Code below.

The survey will close on **Nov 30, 2022.**



If you are a Tl'azt'én Youth between ages 15 – 30 and are interested in supporting vision and future of our Nation contact:

Ruby Prince, CCP Coordinator - ccp@tlazten.bc.ca or

Lakshmi Lochan, CCP Support - llochan@castlemain.com





Ti'azt'en Nation Youth Council Meeting Schedule:

MONTH:	OPEN TO PUBLIC	INVITATION ONLY
NOVEMBER, 2022 Dayi: Gabriel Joseph Jr.	2nd	16th
DECEMBER, 2022 Dayi: Gabriel Joseph Jr.	**Nov 30th**	14th
JANUARY, 2023 Dayi: Brodie Joseph	4th	18th
FEBRUARY, 2023 Dayi: Brodie Joseph	1st	15th
MARCH, 2023 Dayi: Bret Felix	1st	15th
APRIL, 2023 Dayi: Ethan Joseph	5th	19th
MAY, 2023 Dayi: Ethan Joseph	3rd	17th
JUNE, 2023 Dayi: Donavan Winsor	7th	21st
JULY, 2023 Dayi: Joshua Monk	5th	19th
AUGUST, 2023 Dayi: Joshua Monk	2nd	16th
SEPTMEBER, 2023 Dayi: Jodie Pierre	6th	20th
OCTOBER, 2023 Dayi: Jodie Pierre **Election Month**	4th	18th

The Power of a Youth Council: Fostering the Development of Leadership

Youth councils play a crucial role in fostering the development of leadership skills in young people. They provide an opportunity for young people to become active and engaged members of their community, and to develop important leadership skills that will serve them well throughout their lives. However, the success of a youth council is dependent on the support and engagement of the wider community.

A youth council is a group of young people who come together to discuss and address issues that are important to them and to their community. The council provides a platform for young people to share their opinions, ideas, and perspectives, and to work together to make positive changes in their community.

One of the key benefits of a youth council is that it provides young people with an opportunity to develop their leadership skills. Through their participation in the council, young people are able to develop important skills such as communication, problem-solving, decision-making, and teamwork. They also have the opportunity to develop their confidence and self-esteem, and to gain a sense of purpose and belonging.

Another important benefit of a youth council is that it provides young people with a platform to be heard and to make a difference in their community. Through their participation in the council, young people are able to contribute to the development of their community and to address the issues that are important to them. This not only provides a sense of accomplishment and satisfaction, but also helps to build a sense of community and responsibility among young people.

It is important to note that the success of a youth council depends on the support and engagement of the wider community. The community must be supportive of the council's goals and must be willing to listen to the opinions and ideas of the young people involved. This support can come in many forms, such as financial support, mentorship, and advocacy. The community's support is essential in helping the council to achieve its goals and to make a positive impact on the community.

Finally, a youth council provides young people with a sense of empowerment and ownership over their

community. By giving young people a voice and an opportunity to shape the future of their community, they are able to take an active role in shaping their own future and that of their community. This sense of empowerment and ownership can have a positive impact on their future development and success.

A youth council is a powerful tool for fostering the development of leadership skills in young people. By providing an opportunity for young people to become active and engaged members of their community, to develop their leadership skills, and to be heard and make a difference, youth councils play a crucial role in the development of the next generation of leaders. The support and engagement of the wider community is essential for the success of a youth council, and can help to promote the development of young leaders and the positive impact of their work on the community.

Written by Norman Alexis



Home Gardening: The Best Time to Start Your Vegetables

Home gardening has become increasingly popular in recent years, as more people seek to grow their own fresh produce and connect with nature. Whether you have a large backyard or just a small balcony, growing your own vegetables can provide you with healthy, tasty food, and the satisfaction of cultivating your own garden. However, timing is key when it comes to starting your vegetable garden, and understanding when to plant is essential for a successful harvest.

The best time to start your vegetable garden will depend on your local climate and the specific vegetables you want to grow. In general, it is best to wait until the danger of frost has passed, as most vegetables are sensitive to cold temperatures. For example, in colder climates, it is best to wait until late spring to start planting your vegetables, while in warmer climates, you can start planting in early spring.

Once you have determined the best time to start your garden, it is important to choose the right vegetables for your climate and the available growing space. Consider factors such as the amount of sunlight, soil quality, and the amount of space you have when choosing your vegetables. Some popular options for home gardens include tomatoes, lettuce, carrots, beans, and peas.

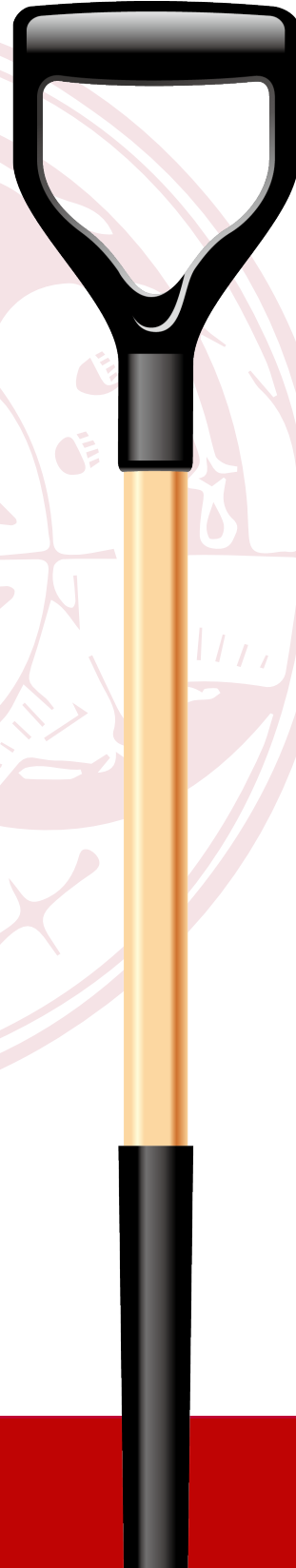
To get the most out of your vegetable garden, it is also important to prepare your soil. This may involve adding compost or organic matter to improve soil fertility, and using raised beds or containers if you have limited space. When planting your vegetables, be sure to follow the recommended spacing and planting instructions, and water regularly to keep your plants healthy and hydrated.

Home gardening can be a rewarding and fulfilling experience, and starting your own vegetable garden is a great way to provide yourself and your family with fresh, healthy food. By understanding the best time to start your garden and choosing the right vegetables for your climate and space, you can grow a thriving garden that will provide you with fresh produce for years to come.

Home gardening is a wonderful way to grow your own fresh produce and connect with nature. By

timing your garden correctly, choosing the right vegetables, and preparing your soil, you can grow a thriving vegetable garden that will provide you with fresh, healthy food for years to come. Whether you are a seasoned gardener or a beginner, there is no better time than now to start your own home garden.

Written by Norman Alexis







The Quality of Fresh Eggs: Why it Matters

Eggs are a staple in many households around the world, and for good reason. They are a rich source of protein, vitamins, and minerals, and are versatile in cooking and baking. However, not all eggs are created equal, and the quality of eggs can have a significant impact on both taste and nutrition. In particular, the freshness of eggs can greatly affect the quality of the egg, and it is important to understand why fresh eggs are so important.

One of the key benefits of fresh eggs is their taste. Fresh eggs have a rich, creamy yolk and a tender white that provides a delicious and satisfying taste. This is because fresh eggs contain a higher concentration of nutrients and a stronger flavor, which is why they are often used in baking and cooking recipes that call for eggs. Fresh eggs also have a firmer texture, making them ideal for recipes that require the egg to maintain its shape, such as in omelets or fried eggs.

Another benefit of fresh eggs is their nutritional value. Eggs are a rich source of protein, vitamins, and minerals, and the quality of these nutrients can greatly depend on the freshness of the egg. Fresh eggs contain higher levels of vitamins A, D, and E, as well as higher levels of essential fatty acids. This means that fresh eggs provide a more balanced and nutritious diet than older eggs, which can be lacking in these essential nutrients.

In addition to taste and nutrition, fresh eggs are also better for the environment. Fresh eggs come from chickens that are allowed to roam freely and are fed a balanced diet. This results in eggs that are free from harmful chemicals and pesticides, which can have a negative impact on the environment and human health. Fresh eggs also have a lower carbon footprint, as they are produced locally and do not require long-distance transportation.

Finally, fresh eggs are simply more sustainable. Eggs that are produced and consumed locally support small-scale farmers, and the money spent on fresh eggs goes back into the local community, helping to support local businesses and the local economy.

The quality of fresh eggs is important for both taste and nutrition. Fresh eggs have a rich, creamy yolk and tender white, and are rich in essential vitamins and minerals. They are also better for the environment, and support small-scale farmers and the local economy.

Come pick up some, Fresh eggs for a more nutritious and sustainable diet. They are available daily at the Administration Building from 8:00AM - 4:00PM Monday to Friday, except Holidays and Weekends.

Written by Norman Alexis



Composting is a simple yet effective way to reduce waste and create nutrient-rich soil for gardening. It is the process of breaking down organic matter, such as food scraps and yard waste, into a soil-like substance. Not only is composting good for the environment, but it also benefits your garden and reduces the amount of waste you send to the landfill.

done on any scale. Start composting today and experience the benefits for yourself, your garden, and the environment.

Written by Norman Alexis

When composting, it is important to use a mix of brown and green materials. Brown materials, such as dried leaves and branches, provide carbon for the compost pile. Green materials, such as food scraps and grass clippings, provide nitrogen. The right balance of brown and green materials is key to a successful compost pile.

Composting also helps to reduce greenhouse gas emissions by preventing the release of methane, a potent greenhouse gas, from landfills. In addition, composting at home can reduce your carbon footprint by reducing the need for chemical fertilizers and reducing the amount of waste that is sent to landfills.



To start composting, you will need a compost bin or pile, and a mix of brown and green materials. You can purchase a compost bin or make your own using a wire mesh or wooden pallets. Once you have your bin or pile in place, add layers of brown and green materials and water it down. Turning the compost pile regularly, about once a week, helps to aerate it and speed up the composting process.

Composting is a simple and easy way to reduce waste and create nutrient-rich soil for your garden. Whether you have a small balcony or a large backyard, composting can be



Vancouver B.C

Leave: March 21st, 2023

Return: March 26th, 2023

During Spring Break

Includes:

2 days of travel

4 conference/ workshop days

5-night stay at the Hyatt Regency Hotel

Priority Seating For Youth:

1. Ages 14-17
2. Never been to GOV before
3. Must be attending school for 2022/2023 academic year
4. Living on reserve
5. Participating in Recreation Activities

Secondary Seats:

1. Ages 18-24
2. Never been to GOV before
3. Must be attending school for 2022/2023 academic year or working
4. Living on reserve
5. Participating in Recreation Activities

20 YOUTH SEATS AVAILABLE

5 CHAPERONE SEATS AVAILABLE

EVERYTHING PAID FOR!!!

In need of Chaperones as well:

A chaperone: is the primary adult contact for the youth during the event. There must be **one** chaperone for every **five** (5) participants ages 14-17 years, and they must be:

- 21 years of age or older
- Responsible for the safety, welfare and conduct of our youth at all times
- Expected to be a positive role model and set positive examples to all youth.
- Must pass a criminal record check

If you would like to go (ALL YOUTH AND CHAPERONES) please send the following information to:

Recreation@tlazten.bc.ca or drop off a hard copy at the Education Centre (250-648-3227)

- **Name**
- **Address**
- **Emergency contact**
- **Phone# and email to contact you**
- **A brief paragraph on why you would like to go/ why you should be selected to go. This paragraph must be written from the youth perspective, not from parents or guardians.**

Liaison Worker - Middle River
Date Posted: September 2, 2022
Closing Date: Open Until Filled

Tl'azt'en Nation community of Dzit'lainli (Middle River)

Qualifications:

- Grade 12 Dogwood
- Criminal record check
- Valid Driver's License
- Working Vehicle

Duties:

- Develop a weekly plan to work with community members to meet their needs
- Provide community outreach visits as requested by members
- Meet with members and nation staff on a weekly basis
- Develop and implement proposals and work plans
- Develop a data system to track projects
- Communicate with members, staff, and advocates when needed
- Mediate conflicts/issues of concerns between members and staff
- Be an advocate for the needs of the members
- Will work directly with the Department Managers
- Adhere to the Nation's Policies and Procedures

Knowledge, Abilities and Skills:

- Excellent written and oral communication skills
- Experience with conflict resolution
- Interpersonal skills, supportive and advocacy skills
- Basic computer skills, including Microsoft Office, and Outlook
- Basic Finance skills
- The ability to communicate in a professional manner utilizing team approach and pre-requisites for this position
- Ability to work independently and as part of a team

Please submit your cover letter and resume to:

Email: careers@tlazten.bc.ca

ONLY THOSE QUALIFIED WILL BE CONTACTED FOR AN INTERVIEW

INFANT/TODDLER EDUCATOR Sum Yaz Daycare

Date Posted: September 2, 2022

Closing Date: Open Until Filled

Position Summary:

TI'azt'en Nation Education is seeking one (1) Infant/Toddler Educator for the Sum Yaz Daycare.

- Early Childhood Education and Infant/Toddler license to practice
- Emergency Childcare First Aid and CPR
- Criminal Record Check- Vulnerable Section
- Medical and Immunization clearance
- Program delivery experience in the community social service

Duties:

- Maintain an open, friendly and cooperative relationship with each child and family.
- Promote parent-child bonding and nurturing parent-child relationships.
- Respond quickly in a soothing and tender manner to infants' cries or calls of distress.
- Maintain a safe and clean environment.
- Respond consistently to infants' needs for food and comfort.
- Provide children with opportunity to allow them to develop curiosity, initiative, problem-solving skills, and creativity.
- Responsible for constant supervision, safety and wellbeing of all children enrolled at Sum Yaz Daycare.
- Preparing and implementing stimulating age-appropriate activities that encourage children's creativity and learning.
- Attend to children's physical needs for toileting, diapering, eating and sleeping as promptly as possible.
- Perform other related duties as required by supervisor and/or manager.
- Abide by TI'azt'en Nation policies & procedures and Code of Ethics.

Knowledge, Abilities and Skills:

- Child development theories and practices.
- Policies and procedures to ensure children are always supervised and safe.
- Program Development, implementation, and evaluation.
- An understanding of Carrier First Nations and culture.

Cover Letter and Resume may be submitted to:

Georgina Alexis, Education Manager
P.O Box 2176 Fort St. James, B.C, V0J 1P0
Fax: 250-648-3288

Email: georgina.alexis@tlazten.be.ca

ONLY THOSE QUALIFIED WILL BE CONTACTED FOR AN INTERVIEW

Stewardship Officer
Date Posted: September 2, 2022
Closing Date: Open Until Filled

The Tl'azt'en Nation Natural Resource Department is looking for a full time Stewardship Officer to assist with operational processes supporting Nation land use decision proposals, referrals, consultation, engagement and stewardship planning within the traditional territory. This position requires good communication skills, team work, project management, cultural agility, field skills (survey and data assessment, recording, reporting and technical writing skills), map and GPS/GIS skills; experience with government-to-government (G2G) processes in particular with BC Government provincial ministries; an understanding of relevant natural resources legislation, Indigenous Rights and Title and provincial legislation regarding the United Nations Declaration of the Rights of Indigenous People (UNDRIP). Tl'azt'en Nation's head office is located 40 km from the town of Fort St. James, BC on the beautiful shores of Nak'albun (aka Stuart Lake).

Job Summary

The Stewardship Officer's responsibilities include but are not limited to: working closely and in conjunction with the Senior Stewardship Officer implementing forestry, mineral claim and lands stewardship management and strategy processing land use proposals, referrals, assisting in technical representation for Tl'azt'en Nation on G2G collaborative stewardship work; assisting in consultation and engagement work. In addition, the Stewardship Officer will work closely with Nation knowledge keepers, traditional land users and Keyoh Huwunline families (traditional stewards) on stewardship matters. We are looking for an individual with a proven history of project management, a solid understanding of Indigenous culture, rights and title matters, traditional Dakelh governance and relationship-building, good communication skills, conflict resolution abilities and have technical understanding of sustainable forest management principles.

Qualifications, Knowledge, Skills & Experience

- Minimum post-secondary 2-year technical certification/diploma in the area of Forestry and/or Natural Resources
- Minimum 5 years working in Forestry and/or Natural Resources (office and field work experience)
- Knowledge of relevant natural resources provincial and federal legislation and other policies and legislation that govern forest, land, water and wildlife management
- Demonstrated ability to communicate and build effective interpersonal relationships from the community level to senior government levels including external agencies and private sector proponents
- Proficiency in the use of computer programs for word processing, databases, excel spreadsheets, presentations, email; fieldwork and data tracking applications, and ESRI GIS software
- Ability to meet deadlines, pay attention to detail, work well with others and in a team environment
- understanding of Indigenous values, culture, history, communities and traditional territories
- Excellent, communication and writing skills.
- Must have Class 5 Drivers License in good standing

Preference may be given to:

- a Tl'azt'en Nation person or an Indigenous person
- extensive post-secondary education and work experience combination
- Professional designation

Wage rate depending on education & experience.
Submit your inquiries, cover letter and resume to:
kyla.strange@tlazten.bc.ca

BUS DRIVER Eugene Joseph Elementary School

Date Posted: September 2, 2022

Closing Date: Open Until Filled

Tl'azt'en Nation (T.N) Education Department is seeking one (1) Bus Driver for Eugene Joseph Elementary School.

Qualifications:

- Completion of Grade 12 (Dogwood Certificate)
- Criminal Record Check- Vulnerable Section
- Valid OF A level 1 and CPR Training
- Experience working with children/youth in a school setting

Duties:

- Drives in a professional and safe manner a school bus on established and scheduled bus routes transporting students safely to and from school and/or extra-curricular activities.
- Performs pre-trip inspections.
- Adheres to schedules and safety rules and regulations.
- Performs daily safety checks of the vehicles.
- Schedule annual vehicle inspections, repairs and/or maintenance appointments.
- Clean and sanitize the vehicle after each bus run. Washes vehicles, if required.
- Critically important due to COVID - must be cleaned and sanitized after each run
- Reports defects and required repairs to supervisor and/or manager.
- Performs all duties with a level of interpersonal skills appropriate to the position.
- Maintains the confidentiality of sensitive information seen or heard.
- Perform other related duties as required by supervisor and/or manager
- Abide by Tl'azt'en Nation policies & procedures and Code of Ethics.
- Expected work hours: 7am-10am and 2pm-5pm (6hrs/day x 5days/week)
- Work hours may change with field trips - this will be discussed in advance, but usually runs from 9am-4pm

Knowledge, Abilities and Skills:

- Excellent interpersonal skills and demonstrated rapport with students in K-7.
- Physical ability to perform the job duties.
- Understanding of the B.C Motor Vehicle Act and Regulations

Cover Letter and Resume may be submitted to:

Georgina Alexis, Education Manager

P.O Box 2176 Fort St. James, B.C, V0J 1P0

Fax: 250-648-3288

Email: georgina.alexis@tlazten.be.ca

ONLY THOSE QUALIFIED WILL BE CONTACTED FOR AN INTERVIEW



Tanizul Timber Ltd.

JOB POSTING Accountant/ Bookkeeper

Tanizul Timber Ltd (Tanizul), a TI'azt'en Nation community owned and operated forest management company, is seeking an experienced part time or full-time accountant to add to our staff.

The accountant provides key administrative functions of the day-to-day operation of the company, working under the direction of the General Manager, or designate.

The ideal candidate will be able to demonstrate the following qualifications:

- Be a self-starter, able to work independently with minimal supervision;
- Have a strong, consistent, and professional work ethic;
- Ability to multi-task and work in a demanding environment;
- Have formal training with 5+ years of bookkeeping experience;
- Excellent verbal and written communication and interpersonal skills;
- Ability to meet deadlines, adjust quickly to changes in priorities and work within a team environment to achieve results.
- Solid experience and proficiency using MS Office applications and accounting software, with preference to SAGE 50;
- Preference will be given to those who hold a CPA certificate, or at a minimum a solid understanding of Generally Accepted Accounting Principles (GAAP).
- Having forestry-based business experience will be considered an asset.

The duties of this position will consist of, but not limited to, the following:

- Bi-weekly payroll - Salary, hourly and piece rate employees;
- Accounts Payable - Weekly vendor payables;
- Monthly remittances - Payroll remittances, Pension Contributions, Health benefits, WCB and GST remittances;
- AR management - applying received payments to invoices;
- Monthly credit card reconciliations;
- Reconcile bank accounts and make month end adjustments;
- Fiscal year end Adjustments/ File Logging tax return;
- Financial audit preparations, facilitation, and entry of auditor's journal entries;
- Monthly and quarterly reporting and budget updates.

There is flexibility to work both in office and remotely.

Tanizul Timber Ltd offers a competitive wage and benefits package. Renumeration will commensurate with experience.

If you meet the above qualifications, please submit your resume to: admin@tanizultimber.com

This position will be posted until filled. Please note that while we appreciate all applications, only those being considered will be contacted.

Thank you for your interest.

ADULT EDUCATION TEACHER/PRINCIPAL Tl'azt'en Nation Education Department

Date Posted: September 02, 2022

Closing Date: Open Until Filled

Position Summary:

Tl'azt'en Nation is looking for a dynamic Adult Education Teacher/Principal. Tache is located on the pristine shores of beautiful Stuart Lake, a 2.5 hour, paved, drive northwest of Prince George. Tache is located within the traditional territory of the Tl'azt'enne people.

The successful candidates will be committed to working in a positive team atmosphere to ensure success for all students. Successful teachers are involved in the community and enjoy a wide range of employment benefits and world class professional development support systems. Subsidized housing is available as candidates are encouraged to live within the community.

Basic Qualifications:

- Commitment to active participation in the school and Nations professional learning community to ensure student success.
- Committed to making collaborative decisions about instructional design and selection of instructional materials based on data related to student needs.
- Demonstrated experience and training in differentiated learning, intensive behaviour management and special learning needs.
- Demonstrated ability to work collaboratively with colleagues in the planning and delivery of the school's goals.
- Recent and successful classroom experiences with adult education.
- Proven interpersonal skills and a high degree of professional flexibility, patience and humour.
- Must be highly motivated and able to work with young adults in a supportive and consistent manner.
- Knowledge and understanding of First Nations culture and issues in isolated communities in B.C.
- Willingness to integrate appropriate technologies into your instructional practices to improve learning outcomes is essential.
- Must have or be eligible for B.C Teacher Certification.
- Minimum of B.Ed and B.C Certification.

Information:

Standard School Year: September to June

Wage Range: Above School District 91 Salary Grid (Certification, experience)

Please submit cover letter & resume to:
Georgina Alexis, Education Manager
P.O Box 2176, Fmt St. James, B.C, V0J 1P0
Email: georgina.alexis@tlazten.be.ca

ONLY THOSE QUALIFIED WILL BE CONTACTED FOR AN INTERVIEW

SUPPORT WORKER Aboriginal Supported Child Development Program

Date Posted: November 25, 2022

Closing Date: Open Until Filled

TI'azt'en Nation (T.N) Education Department is seeking one (1) Support Worker for the Aboriginal Supported Child Development Program

Qualifications:

- Grade 12 Dogwood Required
- Criminal Record Check- Vulnerable Section

Duties:

- Participate in program planning and schedule and modify as needed to meet needs of designated child/children
- Provide personal care to children as needed such as toileting, dressing, seizure treatment, medication, lifting, canying, and positioning
- Be responsible for safe operational use and maintenance of adapted equipment
- Attend and participate in all meetings as directed or requested
- Provide regular, direct ongoing support to child/children and centre staff as directed
- Maintain progress notes, records, and monthly summaries
- To be part of the childcare team but not to be considered as the faculty staff ratio
- In collaboration with parents, childcare staff, and team members assist in developing an individual service plan identifying goals and strategies to support child/children's developmental needs
- Perform other related duties as required by supervisor and/or manager.
- Abide by TI'azt'en Nation policies & procedures and Code of Ethics.

Knowledge, Abilities and Skills:

- Program delivery experience in the community with a working knowledge of family centered care and early intervention child development
- Experience in early childhood development and childcare essential
- Ability to communicate effectively on phone, email and in person
- Interpersonal skills, supportive and advocacy skills
- Basic computer skills, including Microsoft Word, and Outlook
- Ability to work independently and as part of the team

Please submit your cover letter and resume to:

Georgina Alexis, Education Manager

P.O Box 2176 Fo1i St. James, B.C, V0J IP0

Email: georgina.alexis@tlazten.be.ca

ONLY THOSE QUALIFIED WILL BE CONTACTED FOR AN INTERVIEW

Stewardship Field Technician
Date Posted: September 2, 2022
Closing Date: Open Until Filled

The Tl'azt'en Nation Natural Resource Department is looking for a Stewardship Field Technician. The Stewardship Technician will work under the supervision of the Senior Stewardship Officer and assist with the department's forestry, mineral claim and lands stewardship management and strategy processes within the traditional territory. This position requires field skills (survey and data assessment, recording), map and compass and GPS / GIS skills, and requires good communication skills, team work, a proven understanding of Dakelh culture and heritage resource values. An understanding of relevant natural resources legislation and forestry and mining exploration operations is a preferred asset. Tl'azt'en Nation's head office is located 40 km from the town of Fort St. James, BC on the beautiful shores of Nak'albun (aka Stuart Lake).

Job Summary

The Stewardship Field Technician's responsibilities include but are not limited to: working closely and in conjunction with the Senior Stewardship Officer and the Stewardship Officer in implementing forestry, mineral claim and lands stewardship management and strategy conducting cultural and heritage resource values assessments in the field. In addition, the Stewardship Field Technician will work closely with Nation knowledge keepers, traditional land users and Keyoh Huwunline families (traditional stewards) on stewardship matters and will consider information sharing in technical report writing. We are looking for an individual with a proven history of field experience, field assessment and reporting experience in any aspect of Natural Resources. A solid understanding of the forestry and mineral exploration sector is ideal and Indigenous culture, rights and title matters a must. This position requires an understanding of traditional Dakelh culture and good communication skills, problem solving abilities and technical understanding of stewardship principles.

Qualifications, Knowledge, Skills & Experience

- Minimum post-secondary 2-year technical certification/diploma in the area of Forestry and/or Natural Resources and minimum 2 years working in Forestry and/or Natural Resources (office and field work experience) or an equivalent combination of education and work experience
- Knowledge of relevant natural resources technical operations, relevant legislation and other policies that govern forest, land, water and wildlife management
- Willingness to learn; Team player
- Ability to read maps (e.g. Understands UTM Coordinates, Scales, maps, gps, etc.)
- Physically fit and ability to work in all types of weather and environmental conditions
- Knowledge of Dakelh culture and traditional rights practices
- Basic knowledge of archaeological resources
- Computer skills especially in Microsoft Office software applications
- Familiarity with safe driving and practices while engaging in field travel and field work activities.
- Work experience conducting field and data entry work in a timely, professional and consistent manner.
- Field surveys are required in this position to assess Tl'azt'en Nation cultural and heritage resource values whereby the Stewardship Forest Technician will be required to survey for an established list of values; Work experience like this is an asset; Skills in field site assessments are required
- Ability to meet deadlines, pay attention to detail
- Understanding of First Nations values, culture, history, communities and traditional territories
- Excellent, communication and writing and reporting skills.
-

Preference may be given to:

- a Tl'azt'en Nation person or an Indigenous person
- Professional designation

Wage rate depending on education & experience.
Submit your inquiries, cover letter and resume to:
kyla.strange@tlazten.bc.ca

Can You Actually Get “Stuck” in Grief



Yes, you can get stuck in your grief. Sometimes a person can be stuck in grief for years if you've done nothing to help yourself heal from pain and sorrow, if you have avoided your feelings by pushing them down or numbing them out with alcohol or drugs or getting so overwhelmed by your distress that you can't move forward from it.

At times people have had to deal with multiple losses one on top of the other which compounds grief and it feels like you can't move past the pain and suffering that it has created.

You may find yourself not wanting to go forward in life and see no hope for the future.

Some signs to look for that are typical of being stuck in grief include:

- Feeling irritable
- Intense yearning and longing over your loved one or loss
- Having an extreme fear linked to specific events or situations
- Overreacting to smaller losses
- Irrational preoccupation with thoughts of death



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FOR MORE INFO CONTACT MADDISON SAM,
JUSTICE.COORDINATOR@TLAZTEN.BC.CA

The Importance of 72 Hour Emergency Planning: How to Get Prepared

Emergencies can happen at any time, and it's important to be prepared. One of the most important steps you can take to protect yourself and your loved ones during an emergency is to have a 72 hour plan in place. In this article, we'll go over the steps you need to take to prepare for a 72 hour emergency.

1. **Make a list of essential supplies:** Start by making a list of the essential supplies you need to survive for 72 hours. This includes food, water, first aid supplies, and any medications you may need. Make sure to include enough supplies for each person in your household.
2. **Gather supplies:** Once you have a list of essential supplies, start gathering them. It's best to store these items in a central location, such as a closet or basement, so that you can access them quickly in the event of an emergency.
3. **Create a communications plan:** Make sure you have a plan in place for communicating with your loved ones in the event of an emergency. This could include having a designated meeting place, using a designated phone, or using social media to stay in touch.
4. **Identify potential hazards:** Take some time to identify the potential hazards in your area, such as floods, earthquakes, or fires. Make a plan for how you will respond to these hazards, and make sure everyone in your household is familiar with the plan.
5. **Review your plan regularly:** Finally, make sure to review your 72 hour plan regularly. This will help to ensure that you are prepared in the event of an emergency, and will also give you the opportunity to make any necessary updates to your plan.

Having a 72 hour emergency plan in place is an important step in protecting yourself and your loved ones during an emergency. By taking the time to prepare, you can ensure that you are ready to respond quickly and effectively in the event of an emergency. So, start preparing today and give yourself peace of mind knowing that you and your loved ones are ready for anything.

Essential Supplies for a 72 Hour Emergency Kit:

1. **Food:** Non-perishable food items such as canned goods, energy bars, and dried fruits.
2. **Water:** At least one gallon of water per person per day for drinking and sanitation.
3. **First aid kit:** Including bandages, gauze, antiseptic wipes, pain relievers, and any prescription medications you may need.
4. **Flashlight and extra batteries.**
5. **Portable radio or weather radio with extra batteries.**
6. **Warm clothing and blankets.**
7. **Multi-tool or knife.**
8. **Cash and coins.**
9. **Personal hygiene items** such as toothbrush, toothpaste, soap, and towels.
10. **Matches or lighter.**
11. **Tent or other shelter equipment.**
12. **Maps of the local area.**
13. **Cell phone with extra battery or portable charger.**
14. **Special needs items** such as baby formula, diapers, or pet food.

It's important to tailor your 72 hour emergency kit to your specific needs, so feel free to add or remove items as necessary. And remember to regularly check your kit and update it as needed.

Proper Storage of Essential Supplies for a 72 Hour Emergency Kit:

1. **Keep all items in a waterproof and airtight container,** such as a plastic bin or backpack.
2. **Store food and water in cool, dry places** to prevent spoilage.
3. **Keep first aid supplies and personal hygiene items in a separate, easy-to-reach location.**
4. **Store all batteries, matches, and other small items in a waterproof bag.**
5. **Keep your 72 hour emergency kit in a convenient and easily accessible location,** such as near the



front door or in the trunk of your car.

6. Store tents, shelter equipment, and other larger items in a separate, easily accessible location.
7. Regularly check the contents of your emergency kit and rotate any perishable items, such as food and water, to ensure they remain fresh.

By properly storing your 72 hour emergency supplies, you can be confident that they will be ready when you need them. Remember to also periodically review your kit and make updates as necessary.

Creating a Communications Plan for 72 Hour Emergencies:

1. Establish a designated meeting place: Choose a location where family members can go in case of an emergency to ensure that everyone is accounted for and can be reunited.
2. Plan for alternative communication methods: In case of a power outage or communication breakdown, have backup plans such as walkie-talkies or paper maps.
3. Identify an out-of-area contact: Choose a trusted individual who lives outside of your immediate area that family members can call to check in and provide updates.
4. Provide clear instructions: Clearly communicate the plan to all family members, including the designated meeting place, communication methods, and out-of-area contact.
5. Keep important information easily accessible: Keep a list of important phone numbers, addresses, and medical information in a waterproof and easily accessible location.

By creating a clear and comprehensive communications plan, you can ensure that you and your family will be able to effectively communicate and stay informed during a 72 hour emergency. Regularly review and update your plan to ensure that it remains relevant and effective.

Preparing for Potential Hazards in a 72 Hour Emergency:

1. Natural disasters: Prepare for potential hazards such as earthquakes, hurricanes, tornadoes, and other natural disasters by creating a 72 hour emergency kit and designating a safe shelter location.
2. Power outages: Keep flashlights, lanterns, and extra batteries on hand in case of a power outage, and consider purchasing a backup generator

or power source.

3. Medical emergencies: Keep a first-aid kit on hand and consider enrolling in CPR and first-aid training.
4. Food and water contamination: Store extra water and non-perishable food in a safe and easily accessible location, and consider purchasing a water filtration system.
5. Fire hazards: Install smoke detectors and fire extinguishers in your home, and practice fire evacuation procedures with your family.

By preparing for potential hazards, you can increase your level of safety and security during a 72 hour emergency. Stay informed about the types of emergencies that may occur in your area, and make updates to your emergency plan as necessary.

The Importance of Reviewing Your 72 Hour Emergency Plan:

1. Stay current with changing conditions: Regularly review and update your emergency plan to ensure that it remains relevant and effective in the face of changing conditions, such as new hazards or updated evacuation routes.
2. Ensure everyone is familiar with the plan: Regularly review the plan with family members to ensure that everyone is familiar with its details and knows what to do in case of an emergency.
3. Consider new technologies: Stay informed about new technologies and products that may improve your emergency preparedness, and incorporate these into your plan as needed.
4. Practice makes perfect: Consider conducting regular drills or simulations to practice and fine-tune your emergency plan.
5. Update emergency kits: Regularly review and update your 72 hour emergency kits to ensure that they contain the necessary supplies and that items have not expired.

By regularly reviewing and updating your 72 hour emergency plan, you can ensure that you and your family are well-prepared for emergencies and can respond quickly and effectively when necessary. Stay vigilant, stay informed, and always be prepared.

'Utsoo Ooyoh - Grandma's House

A new language and culture center, opened its doors to the public February 3rd, 2023. It's focus our indigenous culture, language and identity. It's located at the old band office site in Tachie. This exciting new addition to the community promises to provide a unique and immersive experience for those

language. The center will offer a collection of books, videos, and other resources for visitors to explore, as well as knowledgeable staff members who are available to answer questions and offer guidance. Along side our knowledge holders and language speakers.

The grand opening of 'Utsoo Ooyoh - Grandma's House is an exciting opportunity for community to



looking to learn about the rich heritage of our peoples. The center will offer a variety of language classes for individuals of all ages and skill levels, including beginner, intermediate, and advanced classes in carrier with the knowledge holders and language speakers. Additionally, 'Utsoo Ooyoh - Grandma's House will host cultural events, workshops, and activities that allow visitors to experience the traditions and customs our peoples firsthand.

One of the key features of 'Utsoo Ooyoh - Grandma's House is its focus on preserving and promoting our language and culture. The center is designed to feel like a grandmother's house, with cozy furnishings, books, and decorations that evoke a sense of comfort and familiarity, and to serve as a safe space for people to connect with their heritage.

In addition to its classes and events, 'Utsoo Ooyoh - Grandma's House will also serve as a resource center for those interested in learning about our culture and

come together and celebrate their rich heritage and language of our people. Whether you're a seasoned language learner or a new learner, to our language and cultures this new center promises to provide a unique and enriching experience for all who visit.

Written by Norman Alexis

**Thank you to the Funder - First Peoples Cultural Council
and all those involved with the project.**

Healing Grief

THIS GATHERING EQUIPS PARTICIPANTS WITH TOOLS & TECHNIQUES TO LET GO OF UNHELPFUL THOUGHTS, RECONNECT TO EMOTIONS & USE OUR HEARTS TO RECOVER FROM LOSS.

THE EMBER OF HOPE TEAM SUPPORTS PARTICIPANTS IN WORKING THROUGH A BROAD SPECTRUM OF GRIEF & LOSS.



REGISTRATION INFORMATION

WHERE: BEST WESTERN PLUS
PRINCE GEORGE BC

WHEN: March 1-3, 2023

TIME: 10 AM - 3 PM DAILY

**Sponsored By: Prince George Nechako Aboriginal and Training Association (PGNAETA)
PRE EMPLOYMENT SUPPORT PROGRAM (PES)**

Participants Must be: 18 + on Social Assistance and living on reserve come from a community that signed and MOU with PGNAETA. Funding supports include: hotel, travel, meals and if necessary child care costs

If a participant is from another reserve: Hotel, Travel, Meals and child care costs will be provided by Bands and PGNAETA

***Babysitter for children must be 18 years or older**

For funding support: contact Carlin Haines carlinh@PGNAETA.bc.ca or Georgia Hoedt GeorgiaH@PGNAETA.bc.ca or by calling 250-561-1199

**application form for attending Healing Grief
can be found at:**

<https://forms.gle/6iWSE82CvWrCHgEc8>

Healing Grief

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REGISTRATION INFORMATION

WHERE: BEST WESTERN PLUS
PRINCE GEORGE BC

WHEN: March 7-9, 2023

TIME: 10 AM - 3 PM DAILY

**Sponsored By: Prince George Nechako Aboriginal and Training Association (PGNAETA)
PRE EMPLOYMENT SUPPORT PROGRAM (PES)**

Participants Must be: 18 + on Social Assistance and living on reserve come from a community that signed and MOU with PGNAETA. Funding supports include: hotel, travel, meals and if necessary child care costs

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