



SEPTEMBER 8, 2017

MUSQUEAM NEWSLETTER

Tel: 604-263-3261, Toll Free: 1-866-282-3261, Fax: 604-263-4212...Safety Patrol: 604-968-8058

MUSQUEAM INFORMATION MEETING SAVE THE DATE

The Musqueam Indian Band Will be hosting a Community
Information Session on:



September 13th, 2017, 1 to 8 p.m.

**At the Musqueam Cultural Centre
4000 Musqueam Ave, V6N 4C6**

Information will be provided from:

- Intergovernmental Affairs
- Lands, Capital and Housing
 - Community Services
- Finance and Administration
- The Musqueam Capital Corporation

*Agenda and more information to be circulated closer to date

Inside this issue:

MIB JOB POSTINGS	2-14
Musqueam 101	15
Movie Night	17
Workshop	18
AHRP	19
Education	20-22
Health	23-27
Emp. & Trg.	28-32
Recreation	33



Smoke Shop Hours

Monday - Friday

9:00am-5:45pm

Closed during Lunch

12:00-1:00

Must be 19 years of age



**Must have
proper/valid ID**



Musqueam Indian Band
6735 Salish Drive
Vancouver, BC, V6N 4C4
Tel.: 604-263-3261
Fax: 604-263-4212

JOB POSTING

ENVIRONMENTAL MONITOR INTERN

Full-time Term Position 2 Years

The Musqueam Indian Band is developing and implementing a range of environmental and stewardship plans. The Environmental Monitor Intern is a new position who will work alongside the Environmental Monitor to provide assistance and support. As an Intern, this is a learning position to gain knowledge and experience in identifying and assessing environmental risks, site monitoring, sampling, implementing mitigation plans, and tracking and reporting on monitoring work. This position will report to the Environmental Stewardship Coordinator.

Duties:

- Learn to interpret reports about environmental issues for a specific site
- Learn and implement appropriate practices for collecting samples (water, soil, air)
- Under the guidance of the Monitor, monitor erosion and sediments
- Assist with ensuring proper clean-up of contaminants (e.g. fuel)
- Accurately record observations from samples and sites
- Identify and locate environmental features of work sites through developing map and terrain reading abilities
- Assist with the operation and maintenance of equipment, including laboratory, field, and monitoring equipment
- Communicate effectively and collaboratively with project team members
- Other duties as required

Job Knowledge & Skills:

The work requires the following knowledge, skill and/or abilities:

- Skill and knowledge level (reading, writing, basic mathematics) equivalent to secondary school completion
- Courses or experience in biology, ecology, and/or environmental studies an asset
- Interest and desire to gain knowledge and expertise in environmental monitoring
- Ability to work responsibly with minimal supervision, both individually and with a team
- Ability to use tact and good judgement in dealing with sensitive and complex issues.
- Ability to maintain confidentiality.
- Cultural competency and knowledge of the MIB's cultural traditions

Please email a cover letter and resume to Musqueam Indian Band, Human Resources at:

jobs@musqueam.bc.ca

Please write "Environmental Monitor Intern" on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Please apply by September 8, 2017, and will remain open until filled.

** We thank all applications, however, only those short-listed will be contacted.*



Musqueam Indian Band
6735 Salish Drive
Vancouver, BC, V6N 4C4
Tel.: 604-263-3261
Fax: 604-263-4212

JOB POSTING

ENVIRONMENTAL MONITOR

Regular Full-time

The Musqueam Indian Band is developing and implementing a range of environmental and stewardship plans. The Environmental Monitor is a new position that will carry out environmental plans where construction is occurring. This includes reviewing plans for managing environmental risks, monitoring worksites to make sure plans are followed, as well as organizing, tracking, and reporting on monitoring findings and activities. This position will report to the Environmental Stewardship Coordinator.

Duties:

- Review reports about environmental issues for a specific site
- Collect samples (water, soil, air)
- Monitor erosion and sediments
- Ensure proper cleanup of contaminants (e.g. fuel)
- Record observations from samples and sites accurately
- Create reports based on sampling and observation records
- Read maps and plans to navigate varied work sites
- Identify and locate environmental features of work sites
- Report on monitoring activities
- Assist with the operation and maintenance of equipment, including laboratory, field, and monitoring equipment
- Communicate effectively and work collaboratively with project team members
- Other duties as required

Job Knowledge & Skills:

The work requires the following knowledge, skill and/or abilities:

- Technical diploma and/or one year of experience in an environmental occupation directly related to construction monitoring, or a similar combination of training and experience
- Map reading knowledge and ability
- Experience in an office and field work environments
- Ability to navigate variable terrain
- Strong problem-solving skills
- Excellent communication skills, both verbal and written, with particular attention to detail and accuracy of field notes
- Strong attention to detail
- Good computer skills, including strong knowledge of MS Word and Excel
- Awareness of health and safety issues and a safety conscious attitude

- Level 1 First Aid is considered an asset
- A positive and enthusiastic attitude, willingness to learn and the ability to work with little supervision
- Cultural competency and knowledge of the MIB's cultural traditions

Working Conditions:

- Work is performed in an office environment (planning, reporting) and offsite at assigned worksites (monitoring activities)
- Valid Driver's License
- Successful Criminal Record Check

Please email a cover letter and resume to Musqueam Indian Band, Human Resources at:

jobs@musqueam.bc.ca

Please write "Environmental Monitor" on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Please apply by September 8, 2017, and will remain open until filled.

** We thank all applications, however, only those short-listed will be contacted.*



Musqueam Indian Band
6735 Salish Drive
Vancouver, BC, V6N 4C4
Tel.: 604-263-3261
Fax: 604-263-4212

JOB POSTING

FISHERIES OFFICER INTERN

Full-time Term Position 2 Years

A new Intern position has been created within the Fisheries Program. Reporting to the Fisheries Manager and Aboriginal Fisheries Officers (AFOs) as directed, the Fisheries Officer Intern will learn about, and assist in, the responsibilities of the AFOs. This includes monitoring of the various Musqueam fisheries and providing public education and awareness of the various fisheries, its cultural importance, the resource limitations and conservation.

Duties:

- Assist with monitoring and collecting information on fishing and fish habitat related activities to provide status reports on harvesting activities and or habitat degradation for use by the Musqueam Fisheries Commission.
- Promote stewardship of the fisheries resources and habitat among user groups.
- Assist in training courses for new recruits, colleagues, individuals from other agencies, and public organizations.
- Learn about the Musqueam Fisheries Commission and relevant federal, provincial, and local enforcement agencies.
- Collect and records information on hours worked on fisheries or habitat related activities such as: sites inspected; checks of vessels, persons, or vehicles; actions taken; and administrative duties, for planning use by the Commission.
- Assist with providing public education and awareness of fishery issues.
- May accompany AFOs boarding vessels to carry out enforcement activities.
- Develop and maintains effective working relationships with colleagues.
- Perform other related duties as required.

Job Knowledge & Skills:

The work requires the following knowledge, skill and/or abilities:

- Skill and knowledge level (reading, writing, basic equivalent to secondary school completion)
- Courses or experience in conservation, environment, and/or habitat an asset
- Interest and desire to gain knowledge of, and experience in, the Aboriginal fisheries, the fishing industry, habitat management, and conservation programs.
- Interest and desire to gain knowledge and experience in program delivery in the context of Musqueam or First Nations culture and history.
- Ability to use tact and good judgement in dealing with sensitive and complex issues.
- Ability to maintain confidentiality.
- Ability to learn to operate small vessels.
- Cultural competency and knowledge of the MIB's cultural traditions

Working Conditions:

- Work is performed in an office environment and outside, on vessels and at fisheries
- Successful Criminal Record Check.
- Valid Class BC Driver's License and Drivers' Abstract.
- Must be available for on call shifts at all times during the fishing times/season.

Please email a cover letter and resume to Musqueam Indian Band, Human Resources at:

jobs@musqueam.bc.ca

Please write "Fisheries Officer Intern" on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Please apply by September 8, 2017, and will remain open until filled.

** We thank all applications, however, only those short-listed will be contacted.*

**MUSQUEAM INDIAN BAND**

6735 Salish Drive
Vancouver, B.C. V6N 4C4
Telephone: 604 263-3261
Fax: 604 263-4212

JOB POSTING
Human Resources Manager
Regular Full-time

Musqueam Indian Band is seeking a Human Resources Manager. This position is responsible for recruitment and retention, employee relations, compensation and benefits administration, performance, attendance management, training and development, and health and safety, ensuring consistency within the organization. Reporting to the CAO/Band Manager, and Chief and Council as requested, also works in consultation with the Finance Manager, CFO and Legal Counsel.

Key responsibilities include:

Recruitment & Workforce Planning

- Participate in the full cycle recruitment process for new and experienced hires; ensuring adherence to the MIB strategy
- Provide advice to managers to enable the attraction and selection of talent in order to meet business needs
- Work with team to conduct role evaluations, post job requisitions, and confirm recruitment plan to attract top talent

Performance Management / Onboarding / Succession Plans

- Provide advice to managers to enable the attraction and selection of talent in order to meet business needs
- Project manage promotions, transfers, job classifications, annual performance evaluations and succession planning
- Develop people; provide constructive on-the-job feedback/training to Divisional Leaders, Program Managers and Administration

Communication

- Advise managers and staff on organizational policies and procedures matters and recommends revisions to the Musqueam Indian Band's personnel policies in accordance with current legislation and employment standards
- Where appropriate, consult and mentor on issues related to legal, procedural, compliance, employee relations, problem resolution, total rewards, recruitment and performance management

Annual Compensation & Benefits

- Keeping with MIB strategic direction, work with our customized compensation approach and ensure the efficient delivery of our annual compensation cycle as it relates to classifications, base pay
- Maintain compensation plan by conducting periodic pay surveys; scheduling and conducting job evaluations
- Administer, analyze and modify compensation and benefits plans to establish competitive programs and ensure compliance with legal requirements

Learning & Development

- Responsible for learning and development programs and processes
- Assist with the identification of training needs, the selection, development and delivery of appropriate training programs

- Assist in the development and implementation of programs that will drive increased employee satisfaction and commitment level

Risk Management & Compliance

- Manage terminations as appropriate, escalate as required; produce documentation and ensure proper HRIS updates
- Interpret policies
- Assist in the investigation of complex situations as they arise and provide guidance as needed
- Manages and Chairs the Health and Safety Committee

Job Knowledge:

The work requires the following knowledge, skill and/or abilities:

- A bachelor's degree and accreditation with Human Resource Management specialty. A degree in Business Administration, Commerce, Psychology, Industrial Relations and/or a related field.
- Minimum 7-10 years' experience in a senior Human Resources role and/or an equivalent combination of education and experience
- Training provided for suitable Musqueam Indian Band candidate
- CPHR designation or CPHR candidate preferred
- Solid knowledge of Canada Labour Code, Employment Standard Act, Human Rights and other applicable employment legislation
- Strong employee relations and conflict resolution skills
- Excellent communication skills, both written and verbal and successful track record in working with staff at all levels
- High level of critical and logical thinking, analysis, and reasoning skills to lead operational excellence
- Business minded to recommend strategic HR solutions to the Management/Executive team
- Proactive; demonstrates time management, planning, and organization skills
- Excellent relationship-building skills: you have the ability to influence without authority, develop consensus, and build rapport with a wide variety of people.
- You can bring clarity to grey areas, using a communication style adapted to your internal customers
- You are process-oriented with a 'hands-on' approach
- Ability to build strong relationships to influence and coach the management team
- Proven ability to deliver results when working both independently and within a team environment
- Ability to maintain confidentiality and impartiality while being empathetic
- Participate in budgeting, forecasting and reporting for administrative operations
- Support metric reporting and developing KPI's for business departments
- Responsible for HR and training related expenses and budget
- Previous experience with First Nations organization preferred
- Cultural competency and knowledge of the MIB's cultural traditions is preferred

Please send cover letter and resume to Musqueam Indian Band, HR, at:

jobs@musqueam.bc.ca

Please write "HR Manager" on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Position will remain open until filled.

** We thank all who apply; however, only those short-listed will be contacted.*



MUSQUEAM INDIAN BAND

6735 Salish Drive
Vancouver, B.C. V6N 4C4
Telephone: 604 263-3261
Fax: 604 263-4212

JOB POSTING **Corporate Administrative Assistant** **Regular Full-time**

Position Summary:

Reporting to the Office Supervisor the Corporate Administrative Assistant is responsible for the providing administrative support for the Band Administration's four Divisional Standing Committees and other general office administrative duties as needed. This position will work closely with the Secretary to Chief & Council.

Responsibilities:

- For all meetings, prepare pre-meeting documents, attend the meetings, record minutes, and prepare follow-up documents within the 5 day deadline.
- Prepare/transcribe minutes, assist with agendas, notices, and follow-up correspondence as required.
- Assist with communication and updates regarding meetings and briefings as required.
- Available to cover for the Secretary to Chief & Council for back up and vacation relief.
- Maintain attendance of Committee members.
- Distribute honourariums for community members.
- Order supplies for Council and Committee meetings.
- Assist with travel arrangements; arrange per diem payments
- Assist with external meeting set-up; coordinate with venues
- Assist with administrative projects.
- Provide reception and other administrative support as needed and as time permits.

Knowledge and Abilities:

- Three (3) years' experience in a similar role, post-secondary education in office administration and or an equivalent combination of education and experience.
- Knowledge of Roberts Rules of Order.
- Musqueam Indian Band First Nation Member is an asset.
- Familiarity with First Nations Governance is an asset.
- Strong computer skills in Microsoft Office and Adobe
- Good interpersonal skills.
- Excellent verbal and written communication skills.
- Strong administrative and organizational skills.
- Ability to meet deadlines.
- Strong attention to detail.
- Ability to maintain confidentiality.
- This position requires availability to work a minimum of 4 evenings a month, and flexible to work variable hours for Committee support, including some weekend work.

Working Conditions:

- Work is performed in an office environment.
- Successful Criminal Record Check

Please apply by emailing your cover letter and resume to Musqueam Indian Band, HR at:
jobs@musqueam.bc.ca

Please write « *Corporate Admin Assistant* » on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Posting will remain open until filled.

** We thank all applicants; however, only those short-listed applicants will be contacted.*



MUSQUEAM INDIAN BAND

6735 Salish Drive
Vancouver, B.C. V6N 4C4
Telephone: 604 263-3261
Fax: 604 263-4212

JOB POSTING

Mentors

(Employment & Training Program)

Employment & Training is undertaking an exciting new project – the Skills Partnership Fund – and is hiring Mentors to support the project activities. These positions will be on-call, working from 5 – 25 hours/week, and may be up to 40 hours per week, depending on program/client activities and demands.

Position Summary:

Mentors are vital to the Musqueam Skills Partnership Fund (SPF) project and will serve as advisors, educators, role models and leaders giving back to participants in the Musqueam community, and contributing knowledge and skills through the sharing their professional and personal experiences with multi-barrier client group. Our mentors are to build strong and stable mentoring relationships through trusting, respectful, honest and genuine relationships. These relationships are created to support the personal and professional growth and development of achieving individuals and assisting them to achieve their career goals. The primary functions of our mentors are to build a strong mentor relationship through listening, guidance, advice, teaching, and professional support.

Duties:

1. Provide one-on-one mentoring to clients via face-to-face, telephone and email meetings.
2. Meet with the client on a regular basis as per an agreed schedule, to review program progress and plan future activities, including areas for improvement.
3. Assist the client in setting developmental goals and plans to achieve them
4. Discuss work related concerns impeding performance or career growth
5. Share organizational knowledge gained from personal experience
6. Provide objective honest feedback
7. Attend mentor training program to learn mentoring and communication standards.
8. Work with the Mentor Coordinator and the Job Coach to ensure the participants are working on Development Plan activities and goals and what they can expect on the job.

Knowledge and Abilities:

- Knowledge of the English language with verbal and written skills at a level usually associated with Secondary School completion, and a business program certificate, counseling degree or economic development training; or an equivalent combination of skill, knowledge, and experience.

- Able to demonstrate a clear and solid understanding of a specific topic, subject, or area that can assist the personal and professional growth and development of the project participants.
- Able to work independently, with minimal direction and oversight. Strong organizational skills and punctuality to scheduled meetings with project participants. Proficiency required using Microsoft products, the Internet, and email.
- Superior communication, presentation and interpersonal skills with individuals and groups. Demonstrates a high level of ease and professionalism to work with a diverse group of management-level and executive-level business professionals.
- Previous experience with First Nations organizations preferred.
- Cultural competency and knowledge of the MIB's cultural traditions is preferred
- Knowledge of the local labour market, resource agencies, education and training institutions that may be accessible to project participants
- Ability to maintain confidentiality.
- Ability to drive and provide a licensed vehicle for work purposes.

Licenses:

- Valid BC Driver's License

Reporting Relationship: Reports to the Mentor Coordinator

Please apply by emailing a cover letter and resume to Musqueam Indian Band to jobs@musqueam.bc.ca

Please write "Mentors" on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Posting will remain active until filled.

We thank all applicants for applying; however, only those short-listed will be contacted.



MUSQUEAM INDIAN BAND

6735 Salish Drive
Vancouver, B.C. V6N 4C4
Telephone: 604 263-3261
Fax: 604 263-4212

JOB POSTING

Secretary to Chief & Council Full Time, One Year Leave of Absence

Musqueam Indian Band is seeking a Secretary to Chief & Council. Reporting to the Office Supervisor, **the Secretary to Chief & Council** (the Secretary) is responsible for providing a full secretarial service to the Band Council. The Secretary records and produces the minutes of Council meetings, General Band Meetings, Shareholders meetings, and other meetings as required. The Secretary ensures that the Band Council is provided with all related documentation required in their meetings by assembling a Council Meeting Kit and is responsible for distribution of their motions and decisions. The Secretary is also responsible for the development and maintenance of a tracking system to provide easy access to Council motions and decisions. The Secretary also coordinates any necessary travel arrangements for Band Council and the assembly of briefing materials and travel itinerary for Council Travel.

Duties:

- Prepares and ensures appropriate agenda items, information, and Council kits are ready, complete, and available for respective meetings. For weekly Council meetings this is on the Friday prior to the Monday meeting for approval of notes by Band Manager). Ensures the availability of any necessary equipment for the meeting.
- Coordinates the attendance of the appropriate Council members for special or extraordinary meetings. Establishes that a quorum will be present, or advises of meeting cancellation or postponement.
- Maintains up to date database of recipient of meetings and extraordinary meetings.
- Records, transcribes types, distributes, and tracks minutes, motions, and council or General Band decisions. Take minutes at weekly meetings held on a weekday evening and in extraordinary weekend meetings. Records decisions, capable of giving insight into why decisions were made, and ensuring non present Chief and Council are familiar with decisions in meetings.
- Drafts and writes letters and reports when called upon.
- Ensures minutes are accurate and despatch final working draft of the minutes to the following weekly meeting, and 4 weeks after General Band Meetings and extraordinary retreats.
- Finalizes any amendments to the Council minutes, once passed by Council, by making any changes and then creating and completing a meeting folder both hardcopy and electronic that includes the final minutes and all meeting materials both pre and post meeting.
- Ensures that all materials and preparations are made for Council meetings both regular, special, and weekend; and, all preparations for Council Retreats (materials, travel arrangements, meals, refreshments, etc.)
- Assists Council by making necessary Band related travel arrangements.
- Prepares and distributes isolated motions for the Band Manager and program heads for the management meeting and their follow up action.
- Maintain calendar of important dates for the Band. Arrange agenda; coffee/food for meetings.
- Maintain the Chief's calendar/schedule.
- Help organize special events for Chief and Council.
- Ensure all files are confidential, in a safe place, and in order. Responsible for the hard copy and electronic copy of all Council materials and minutes including Council meetings, Special

- Community Meetings, General Band Meetings etc.; and all correspondence related to Council business.
- Maintain confidentiality and comply with data protection in respect of databases of recipients of minutes.
- Distributes the finalized minute's weekly, to those Band Members and other distribution lists as may be developed from time to time, and to the Member section of the Band's web site.
- Liaise with Executive Assistant regarding amendments.
- Develops and maintains effective working relationships with Council, Band Manager, colleagues and the Band membership; works closely with the Executive Assistant to the Band Manager.
- Performs related duties for Band community meetings as required.
- Ensures full supplies for all correspondence and minutes to the Chief and Council and executives at all times.
- Other duties as required.

Job Knowledge and Abilities:

- Skill and knowledge usually attained by successful completion of High School and courses and post-secondary training and certification in Business Administration, legal secretarial, or journalism and /or advanced Secretarial Courses combined with at 3-5 years in a First Nations or similar administration office in a secretarial role to senior administrative manager or elected Council; or an equivalent combination of skill, knowledge, and experience.
- Ability to take minutes, type minimum 60 wpm, audio typing.
- Expertise software applications and equipment related to the position (Microsoft Office, advanced copy machine operation, digital recording equipment, smart boards, etc.)
- Knowledge of Roberts Rules of Order in order to advise management and Council.
- Excellent communication skills, with the ability to communicate effectively with all levels of the organization, from community members to senior business leaders. This includes a pleasant, professional and assertive communication manner.
- Knowledge and experience of similar program delivery in the context of Musqueam or First Nations culture and history.
- Is self-directed with the ability to meet deadlines, as well as to prioritize under tight deadlines.
- Excellent organizational skills and is detailed oriented.
- Ability to understand and describe complex governance and business issues.
- Ability to use tact and good judgement in dealing with sensitive and complex issues.
- Ability to maintain confidentiality.
- Ability to drive and provide a licensed vehicle for work purposes.

Working Conditions:

- Work is performed in an office environment.
- Attendance is mandatory at all Chief & Council weekly evening meetings and off site weekend quarterly retreats
- Valid Driver's License
- Successful Criminal Record Check

Please apply by emailing your cover letter and resume to Musqueam Indian Band, HR at:

jobs@musqueam.bc.ca

Please write « *Secretary to C & C* » on the subject line.

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

Posting close date is September 15, 2017, and will remain open until filled.

** We thank all applicants; however, only those short-listed applicants will be contacted.*

EVERYONE IS WELCOME

JOIN US FOR THE NEW YEAR OF MUSQUEAM 101!

MUSQUEAM 101 – Wednesday September 13, 2017

stem? (what?) Musqueam 101 September 13, 2017

The Fabric of Our Land: Salish Weaving

For generations Musqueam and Salish women have been harvesting the resources of the land and transforming them spinning them into fibres and finger weaving them into robes of rare beauty and power. The hands of the ancestors lovingly spun the yarns and wove these robes investing them with spiritual and physical protection for the wearer. Symbols of identity they acted as legal documents and were visible signifiers of the presence of knowledge holders and respected people. Now mostly stored away in museums these masterworks, created by women, are rarely seen and yet they have so much knowledge to share and so many stories to tell.

The Fabric of Our Land: Salish Weaving is an exhibit opening at the Museum of Anthropology on November 19, 2017. The idea for this exhibit came from Musqueam. Ten weavings, some 200 years old, selected by Musqueam and Salish weavers are returning for a visit from museums in Europe and the eastern United States. Join us for a discussion about this upcoming exhibit. This exhibit would not be happening without the strong support at all levels from Musqueam.

Presenters:

Debra Sparrow - Musqueam
Sue Rowley – Museum of Anthropology

ni? ʔəncə? (where?)

Musqueam Administration Offices

təmtəm? (when?)

Wednesday, September 13. Dinner will be served at 6:00 p.m. The presentation will start at 7:00 p.m.

PLEASE JOIN US!

MOVIE hə́ŋqəmiṇəm NIGHT

You are invited!



◆ Thursday September 14th ◆ Classrooms 1 & 2

6:30pm- snacks and refreshments

6:45pm - nə́ca?mat ct strathcona library

Director: Lisa G Neilsen

Location: Musqueam Territory

Year: 2017

Running Time: 14 mins

Format: HDQuicktime

Classification: PG

Musqueam Cast: Phebe Speck, Ruthie Speck, Gracie Point, Mack Paul, Ashely Thorne, Courtenay Gibson, Nora Stogan, Alec Guerin, Lawrence Guerin, Dicki Louis, Carl Point, Abigail Speck, Nancy Dan, Corrina Sparrow

7:00pm - ni? ?əncə k^wθəṇ lələm

Director: Ruthie Speck

Location: The Streets! (Musqueam)

Year: 2017

Running Time: 2 mins

Format: MOV

Classification: PG

Musqueam Cast: Abigail Speck, Phebe Speck, Ruthie Speck, Megan Harkey, Mack Paul, Nancy Dan, Amai Campbell Kamangirira, Trevor Kamangirira, Courteny Gibson, Bronson Charles, Lawrence Guerin

AQUATIC HABITAT RESTORATION PLAN

SEPTEMBER 2017

AHRP NEWSLETTER—BACK TO SCHOOL!

Before the kids went back to school, the AHRP Team held a Kids Nature Walk Tour last week that was a great success! They identified native plants, invasive species, nature's creatures, and helped pick up garbage in efforts to care for our Mother Earth; efforts rewarded by Pizza Lunch and Goodie Bags!



We would like to thank all participants, community members, kids, and the UBC Science Camp Hosts for joining us! These pictures capture the fun!





Answer to last weeks riddle: Bookkeeper

This week: What 4 letter word can be written forward, backward, or upside down; and can still be read from left to right?

10 Benefits of Reading to Your Children

1. **A stronger parent child relationship.** Reading together can become a nurturing activity that will bring the two of you closer together.
2. **Academic excellence.** One of the primary benefits of reading to toddlers and preschoolers is a higher aptitude for learning in general. Numerous studies have shown that students who are exposed to reading before pre-school are more likely to do well in all facets of formal education.
3. **Basic speech skills.** By listening to you read your child is learning critical language and enunciation skills, and reinforcing the basic sounds that form language.
4. **The basics of how to read a book.** Essential pre-reading skills like reading left to right, and word and image separation are learned through early reading.
5. **Better communication skills.** Contact with you during story time as well as witnessing the interactions between characters, will help your child learn healthy ways to express themselves.
6. **Mastery of language.** Early reading for toddlers has been linked to a better grasp of the fundamentals of language as they approach school age.
7. **More logical thinking skills.** Reading helps children's ability to grasp abstract concepts, apply logic in different scenarios, recognize cause and effect, and utilize good judgement.
8. **Acclimation to new experiences.** Sharing relevant stories is a great way to help ease the transition for a potentially stressful experience for your child.
9. **Enhanced concentration and discipline.** Learning to sit through the duration of a story will help your child develop stronger self-discipline, longer attention span, and better memory retention.
10. **The knowledge that reading is fun.** Early reading for toddlers helps them view books as an indulgence, not a chore.

WE HOPE
EVERYONE HAD A
GREAT FIRST
WEEK BACK AT
SCHOOL!!



Tuition Fee Waiver Program

The BC Government is expanding the Tuition Fee Waiver program for former children and youth in care to all BC public post-secondary institutions. Eligible students must be from BC, aged between 19-26, and have been in care for a min of 24 months. Students can apply through their institutions financial aid office. If you need any assistance you can contact April (Learning Facilitator)

Education Department:

Faye Mitchell, Education Coordinator,

April Campbell, Learning Facilitator,

Delphine Campbell, Education Assistant,

Cary Campbell, School Bus Driver,

Charlene Campbell-Wood, School Bus Supervisor

Ph. # 604 - 263 - 3261 Fax # 604 - 263- 4212

Toll free: 1-866-282-3261

MIB SCHOOL BUS FORM

PARENT/GUARDIAN INFORMATION		Date:		
Parent/Guardian's Name				
Relationship to Child				
Street Address				
City		Postal Code		
Home Phone		Work:		
Email address		Cell:		
Alternate Contact Person		Alternate ph:		
STUDENT INFORMATION:				
Student First Name		Student Surname		
Grade		Student PEN#		
Status Number		Date of Birth		
School attending (mark with a check)	<input type="checkbox"/>	Southlands Elementary	<input type="checkbox"/>	Immaculate Conception
Medic Alerts: (Please identify any medic alerts or special needs that the bus supervisor should be aware of)				

Employment and Training Department News

Hi all!

If any of you need any help looking for work or even a training to get you on the path to employment please come pop in our office and check in with us. Our Job Coaches (Lindsay Gibson & Terry Sparrow) are here to help you.

If there is a program you are interested in, and is under a year length please feel free to come see us as we do have funding for individual seat purchases! This includes for any tickets you would like to go get renewed for work. If you know the dates for a program you are interested please come in as soon as possible to start the process for you.

Sincerely,

Employment & Training Crew

Diane Herman – Employment & Training Assistant
Phone: 604-269-3461
Email: employassist@musqueam.bc.ca

Lindsay Gibson – Job Coach
Phone: 604-269-3355
Email: lgibson@musqueam.bc.ca

Terry Sparrow – Job Coach
Phone: 604-269-3367
Email: jobcoach@musqueam.bc.ca

Wanona Scott – Manager of Employment & Training
Phone: 604-269-3316
Email: wscott@musqueam.bc.ca



**HAS THE FOLLOWING
POSITIONS AVAILABLE**

OPEN POSITIONS:

Cage

- Drop Count Team Member
- Cage Cashier

Executive

- Executive Assistant

Customer Development

- Casino Host (5)

Food Beverage

- Shift Manager

Table Games

- Incoming Professional Dealer
- September Dealer Training Class
- Dealer Supervisor 2 (10)

Finance

- Executive Assistant

Security

- Security Officer
- Security Manager

Guests Services

- Guest Services Representative

Facilities

- Maintenance Technician-Contract

Human Resource

- Benefits & Compensation Specialist – Contract
- HR Assistant (Compliance)

Slots

- Slot Attendant

Marketing

- VIP Relations Host (16)
- VIP Services Call Centre Supervisor
- VIP Services Call Centre Specialist (10)

To Apply:

- 1) Go to www.edgewatercasino.ca
- 2) Click on “Careers” for casino positions
- 3) Click the “Click here to apply for Careers” button
- 4) Click job title
- 5) Click “Apply online”
- 6) Follow on screen directions.

OR

Submit your resume directly to Talent Acquisition Specialist
Angela Lee. 604-687-3343 or email
alee@edgewatercasino.ca

Employment and Training Department News

Upcoming Opportunity:

Class: Dietary Aide (HLTH 1110)

Where: Vancouver Community College (VCC)
Downtown Campus

What:

This five week course will give students the knowledge and practical skills required to help provide nutritious food for clients in institutional facilities such as hospitals, long-term care facilities, schools, hotels and restaurants. This course includes a two-week practicum, Institutional field trip and kitchen preparation provided onsite. Certificates are also provided for FoodSafe Level 1 and WHMIS. A Criminal Record Check (CRC) is required in accordance with the Criminal Records Review Act. All individuals who work with vulnerable adults and/or children must complete a Criminal Records Check through the Ministry of Justice. When registering for this course, students will receive a web link and unique VCC college access code to apply and pay for a Criminal Record Check online. Students can also apply and pay for the Criminal Record Check in person at the Continuing Studies office. Applicants to the course are responsible for any costs incurred in the Criminal Record Check.

When: October 16, 2017 – November 17, 2017
9:00am – 3:00pm

Website:

<http://www.vcc.ca/programscourses/courses/dietary-aide-hlth-1110/>

You can even email Diane Herman at employassist@musqueam.bc.ca and she can send you the posting as well how to apply.

Opportunity:

Class: Essential Skills & Carpentry Foundations

Where: Musqueam Community Centre

What:

This program is five days a week, starts out as Essential Skills and turns into Carpentry Foundations October 2, 2017. We are still accepting applicants if you are interested in either brushing up on your numeracy and literacy or you would like to do both programs.

Carpentry Foundation program prepares students to begin work in the construction industry. Students who successfully complete the training program will develop practical skills through an organized approach to safety, building codes and the use of hand and power tools. Practical projects are performed in indoor and outdoor environments to provide opportunities to erect, install, maintain and repair structures and components of structures made of wood, wood substitutes and other materials.

When:

Essential Skills: Now! Come in today to see us to sign up right away.

Carpentry Foundations: October 2nd, 2017 – December 8th, 2017



You can even email Diane Herman at employassist@musqueam.bc.ca and she can send you the posting as well how to apply.

Employment and Training Department News

Opportunity:

Class: 2 Weeks Construction Safety Training Course

Where: Musqueam Clubhouse

When: October 16 – October 27, 2017

What:

If you need to upgrade your certificates, if you are an entry level construction or carpentry worker, or if you want to make your resume stand out from the group these might be the courses for you!



This two weeks includes aerial work platform certificate, OFA 1 (Occupational First Aid Level 1), Traffic Control Personnel (TCP), plus some others to be announced!

This is a great two week course to take that will lead into some upcoming potential programs here on Musqueam. This course's certificates are really great to have on your resume to make you stand out for the employer.



How to Apply:

If you want to sign up please come in as soon as possible to talk with one of us in Employment & Training to sign up as we will have limited amount of seats.

*Photo Information: Top picture is Keith Duerden demonstrating TCP. Bottom picture is Keith Duerden & Sean Campbell demonstrating a lift exercise.

For more information, a copy of the full posting or assistance applying for any opportunities listed please feel free to come by the office or contact Diane Herman at (604)269-3461 or employclerk@musqueam.bc.ca

JOIN US AT LANGARA & THE CH'NOOK SCHOLARS PROGRAM

Meet Tarah of the Haida Nation

Langara School of Management Student & Proud Member of the Ch'nook Scholars Program



"Studying at the Langara School of Management has been a very positive experience. As a member of the Haida Nation, I was warmly welcomed into the Aboriginal community at Langara. I had the opportunity to complete my final business project with the Haida Enterprise Corporation (HaiCo) and am proud to say that I was offered a full time job with HaiCo after this experience."

"Over the last few years I also participated in the **Ch'nook Scholars Program**. It was an invaluable experience. Not only was I provided with scholarship funds, I was able to network in the business community and made many close friends."

Interested in Business?

Langara School of Management

Join us at Langara! The Langara School of Management offers diploma and degree programs that provide a strong business foundation and specialization in a variety of fields, such as marketing and general management. Many of our programs can be taken part-time, with online learning and co-op placement options. Langara also offers an exciting transfer option for those interested in finishing their studies of any discipline at UBC through the UBC-Langara Aboriginal Transfer Partnership. At Langara, the Gathering Space offers a welcoming environment for Aboriginal students to connect while at the College. Langara is also pleased to offer an Elder in Residence Program which is involved in counselling, traditional teaching, and ceremonial events throughout the year. Join us for one of our programs in January, May or September! For more information visit: www.langara.ca/departments/langara-school-of-management or call 604-323-5860.

Langara.
THE COLLEGE OF HIGHER LEARNING.



Studying Business at a BC College or University?

Ch'nook Scholars Program - Apply Today!

The Ch'nook Scholars Program gives Indigenous business students tools to help them succeed in their studies and careers. Ch'nook Scholars receive \$2,000 in scholarship funds, expenses paid attendance at two Scholars Gatherings, business cards, professional head shots, and networking opportunities with industry professionals & fellow Scholars. The program is open to all status and non-status First Nations, Métis, and Inuit students enrolled in business studies at a post-secondary institution in BC or at the University of Calgary. Apply today at http://www.sauder.ubc.ca/Programs/Chnook/Students/Chnook_Scholars/How_to_Apply. Please email chnookadmin@ch-nook.ubc.ca if you have any questions.

**Ch'nook Scholars Application Deadline is
September 22nd
We look forward to your application!**

MUSQUEAM HEALTH NEWSLETTER

September 8, 2017

MUSQUEAM ELDER'S PROGRAM

Brenda Campbell

Musqueam Elders Luncheon: Thursday Sept.14 12:00 noon
Musqueam Ladies Group: Tuesday evenings 6:00-9:00pm
Crochet Group: Wednesday evenings 6:00-9:00pm
Location: Musqueam Elders Centre
Ph: 604-263-6312

HOME AND COMMUNITY CARE

Home Care Nurse: Romeo Cosio, RN.

Lyn Thomas, Nurse Assistant

The Home Care Program is available to our community members to assist with hospital discharges, home care aide, and all medical equipment. Home care services & medical equipment require a note from your doctor with your needs specified.

The Arjo Tub Program: Is available at the Elder's Centre between 7-10am Monday to Friday. You will need a doctor's order for the use of the Arjo tub, describing your condition, and how often you are advised to use the tub per week. For assistance with Arjo tub appointments or Home Care service scheduling changes or cancellations call Lyn Thomas.

Home Care Phone: 604-263-6539

Romeo's Office Hours:

Mon. Wed. Thurs. Friday 8:30-5:30 (Tues-Off)

Evelyn's Schedule:

Monday-Friday 8:30-4:30 PH: 604-269-3354

***For Emergencies Call 911 right away! ***

CHRONIC DISEASE MANAGEMENT PROGRAM (CDMP)

Merv Kelly

Do you want to exercise but don't know what's best for you? I am available to assist all ages and levels of fitness for all community members, call me or drop by my office. We also offer assistance with health information about Diabetes, high blood pressure, arthritis, etc., and how to help manage these.

Please provide a doctor's note for clearance to workout with Merv for strength training.

Hours – Monday to Friday: 9:30 am to 3:00 pm / 5:00 pm to 6:30 pm

Merv Kelly, Chronic Disease Management Facilitator

604-263-3261 – Extension 3455

Email: merv@musqueam.bc.ca



MUSQUEAM HEALTH NEWSLETTER

September 8, 2017

COMMUNITY HEALTH PROGRAM

Crystal Point, RN, CHN

Lyn Thomas, Assistant

Crystals Office hours:
9am-4pm Monday – Friday
Ph: 604-269-3313

Lyn's office hours:
8:30-4:30 Monday - Friday
Ph: 604-269-3354



SAVE THE DATE: Musqueam Flu shot clinic will be November 6, 2017.

Are you pregnant or have you recently had a baby?

The Musqueam Health Department offers some valuable incentives to pre-natal and post-natal Mothers who live on reserve. *If you are pregnant, please sign up by calling Crystal Point or Lyn Thomas in the Health Dept.*

- ✚ From the onset of pregnancy until 3 months postpartum we offer weekly \$25.00 Save on Foods Gift cards.
- ✚ Nursing pads, one box per week as needed
- ✚ A one-time gift of an Electric Breast pump. One per family
- ✚ Welcome gift for your new baby

Pre- and Post-Natal Group: Tuesdays noon-2 PM, Youth Centre

Please join us Tuesdays at 12 noon in the Youth Centre for an informal drop-in group (partners welcome!). Lunch is provided. *For information on how to register your baby for **First Nations Health benefits coverage** please call Ashlee or Candice in the health department.



A 6-week series to run during the regular Pre/Postnatal group time: 12:00 – 2:00pm
Starting Tuesday September 26th – October 31st.
Location: Musqueam Yoga Room.

Workout with Melanie Osmack, followed by light lunch.
Babies/toddlers welcome

- Week one – pre/postnatal fitness guidelines + workout
- Week two – Pre/postnatal fitness goal setting + workout
- Week three – goal check in, core focus in + workout
- Week four – goal check in, posture focus + workout
- Week five – goal check in, ergonomic movements for pregnancy/parenting + workout
- Week six – goal check in + workout

MUSQUEAM HEALTH NEWSLETTER

September 8, 2017

ART THERAPY FOR ADULTS

Janice Carroll is away Sept.5-18th.

I have been a counselor here for the last 11 years; working with children and youth, using Art and Play Therapy.

My hours have been structured from Tuesday - Friday though **I will now be available for Counselling Adults, on Monday's from 9am-2pm.** The sessions are one hour, once a week, for Musqueam community members.

Please call my office (located in the Health Department) at 604-269-3453, or jcarroll@musqueam.bc.ca if this is something that could benefit you or you'd like more information.



SAFE DRINKING WATER MONITORING PROGRAM

Charlene Campbell-Wood



Canadian Council of Ministers
of the Environment

- **From Source to Tap: The Multi-barrier Approach**
- Groundwater
- Municipal Wastewater Effluent
- Nutrient Management
- Water Conservation
- Water Quality
- Water Valuation

Resources

From Source to Tap: The Multi-Barrier Approach

We recycle water, meaning we withdraw it, use it, sometimes clean it, and then return it to the lake or river to be used again by others downstream. This process is called "Source to Tap."

It is important that drinking water is kept clean, safe and reliable. In order to do so, the components of the water supply system, from source protection to the treatment and distribution of drinking water to consumers, need to be understood and managed as a whole.

Even though no approach will guarantee 100% protection all of the time, it has been demonstrated that the most effective way to manage drinking water systems is to implement a multi-barrier approach. The multi-barrier approach is an integrated system that prevents or reduces the contamination of drinking water, from source to tap, in order to reduce risks to public health.

MUSQUEAM HEALTH NEWSLETTER

September 8, 2017

Youth Centre

Abigail Speck at the Youth Centre, 604-269-3465 Email: youthcentre@musqueam.bc.ca

Monday September 11th	Tuesday September 12th	Wednesday September 13th	Thursday September 14th	Friday September 15th
Charades and board games 	Colouring Contest 	D&A Night 	Bracelets 	Movie Night 
3:00—7:00	4:00—7:00	4:00—7:00	4:00—6:00	3:00—9:00

The Youth Centre will be open from 2:00 pm—9:00 pm Monday—Friday

Children under 7 years old will be sent home; unless accompanied by a parent or guardian, who is at least 15 years or older

NATIONAL NATIVE ALCOHOL & DRUG AWARENESS PROGRAM (NNADAP)

Cyndi Bell - A&D Counsellor

Office Hours

Mon, Tues, Thurs 9:30-4:30 pm
Weds 12-7 pm
Fri 9-4 pm

Brad Morin – NNADAP worker

Office Hours

Weds-Fri 6-9 pm
Sat/Sun 1-5 pm



We are available for 1:1 counselling, treatment referrals, outpatient resources, information and support in relation to drug and alcohol use. Feel free to drop in or call to make an appointment: 604-269-3454

Reminder: There is an AA meeting every Tuesday from 8-9 pm at the 51st Hall!



Coffee Time with Cyndi

Every Wednesday evening from 5-6 pm in the Community Centre Café

Stop by for a coffee! I will be in the café to provide information, support and resources for anyone who is looking for help with substance use issues concerning yourself or a loved one.

MUSQUEAM HEALTH NEWSLETTER

September 8, 2017



x^wməθk^wəyəm

MUSQUEAM PRIMARY CARE CLINIC

**** The Clinic will be CLOSED Thursday, Sept. 14th****

Clinic hours for the week are: Tue-Thur 10-3 and Fri 10-4

Your body hears everything your mind says-; stay positive

PRIMARY CARE FAMILY PHYSICIAN – Friday 10:00am – 4:00pm

Welcoming all Musqueam community members including parents / caregivers with infants and children; pregnant women; youth; adults and elders. Come and join our wonderful Musqueam Primary Care clinic and become a regular patient! Our team meets the highest standards necessary to provide you with safe and confidential health care.

PRIMARY CARE NURSE PRACTITIONERS – Monday to Thursday 10:00am— 3:00pm

Services provided every day are:

- ✚ check-ups (PAP, STI, Baby growth checks) and assessments;
- ✚ diagnosis and prescriptions
- ✚ testing (X-rays, ultrasound and blood work)
- ✚ birth control options
- ✚ chronic disease management (diabetes, hypertension, C.O.P.D and lung disease)
- ✚ childhood vaccines; specialist referral

MEDICAL OFFICE ASSISTANT – Monday to Friday 10:00am – 3:00pm

For an appointment call Mackenzie Gomez, Medical Office Assistant, 604.266.0043

(closed 12:00 – 1:00pm for lunch)

Musqueam Elders Centre, 4010 Si Lu Drive, Vancouver BC V6N 4K7

We have more Naloxone kits now and if someone would like a kit to please contact the Health Department in the Musqueam Band Office or the Musqueam Primary Care Clinic in the Elders Centre at: 604-266-0043.

We can review training if needed and have practice kits as well.



Aboriginal Training
September 25, 2017 to June 1, 2018

**Are you interested in
working in one of the
piping trades?**

**Plumbing,
Steamfitting/Pipefitting,
Gas Fitting, or
Sprinklerfitting**

You may be eligible for free training!

To apply contact ACCESS at 604-913-7933 and schedule an appointment with one of our advisors.





Aboriginal Training
October 16, 2017 to March 30, 2018

**Are you of
Aboriginal
Heritage
and
interested in
a Bright Future
as an Electrician?**

You may be eligible for free training!

To apply contact ACCESS at 604-913-7933 and schedule an appointment with one of our advisors.



**ELECTRICAL JOINT
TRAINING COMMITTEE**



Canada



**BRITISH
COLUMBIA**

*Funding provided by the Government of Canada
through the Canada-British Columbia Job Fund.*

Free Tuition, Tools, Safety Gear, Transportation and Living Allowance for Eligible Aboriginal applicants!

Join hundreds of successful
Aboriginal trainees and journey
people who enjoy great careers in
the trades!



Program	Start Date
Metal Fab / Marine Fitter I	August 21 2017
Carpentry IP Refresher	September 15 2017
Welding Camp (Women Only)	September 25 2017 (1 week)
Piping Foundation	September 25, 2017
Electrical Foundation	October 16 2017
Welding	November 13 2017
Electrical Foundation	February 5 2018
Metal Fab / Marine Fitter I	November 19 2018
Piping Foundation	January 14 2019
Electrical Foundation	January 21 2019
Welding	September 9 2019
Electrical Foundation	January 20 2020
Piping Foundation	April 20 2020

Interested!

Call ACCESS today to find an office near you!
604-913-7933



Reminder for gym users

We would like to remind everyone that we aim to keep the Community Centre and Fitness Area an enjoyable and welcoming environment for everyone. Please make note of the following policies and continue to be considerate of other gym users, office space and other programs in the building.

Recreation Policy – passed by Chief & Council November 2016

4.0 FITNESS AREA RULES

The Musqueam Recreation Department strives to make the Fitness Area a safe and comfortable environment for all Musqueam Band Members and Community Members. It is for this reason that all users of the Musqueam Community Centre Fitness area must abide by the following rules.

- 1.9. Out of respect for all users, including those with health issues and scent sensitivities, the Community Centre and areas inside the Community Centre are scent free zones. Those wearing scented products may be asked by a staff member to leave the facility.
- 1.10. No pets are permitted in the building, with the exception of service dogs.
- 1.11. No bare feet in the Community Centre. Shirts and shoes are required in the building.
- 4.9. No inappropriate music is permitted in the Fitness Area. Inappropriate music is defined as music containing adult language or content that may be unsuitable for children. All music must be played at a respectful volume.

Nuisance By-Law

“18. With respect to Band owned facilities no person shall remain within any Band facility after being asked to leave by any Band employee.

19. Having been asked to leave any Band facility by any Band employee no person may re-enter the said facility without the written permission of the Facilities Manager.”

“No person shall make or cause, or permit to be made or caused, any noise or sound in a street, park or similar public place which disturbs or tends to disturb unreasonably the quiet, peace, rest, enjoyment, comfort or convenience of individuals or the public and such noises or sounds are hereby prohibited.”

Thank you for your understanding and continued consideration of all gym users

Gymnasium information

Gym hours:

Monday to Friday 8:30 am – 9:30 pm
Saturday and Sunday 10:00 am – 5:00 pm

Contact Information

Desk Line: 604.269.3451
Courtenay Gibson, Recreation Coordinator

cgibson@musqueam.bc.ca / 604.781.1470

Robyn Sparrow, Recreation Assistant

rsparrow@musqueam.bc.ca