



# SFN News

VOLUME 7, Issue 3

**Hets eday (Telling stories)**

November 2010

## Respect



**R**espect is a word that is used frequently in our daily conversations. How do young people learn about respect? Children learn by watching the people that are the most important to them. To gain approval from the people that are important to them they practice what they've seen—not what they've been told. On a daily basis we adults are responsible for teaching children how to respect people, animals, our environment, our culture, our laws and our values. Respect is far more than a word—in the eyes of our children.

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Selkirk First Nation Member...

*Quote of the month*

"Our Elders have taught us a great deal and in the old days, the whole community would back up their leaders. They did this together. Many of the old people, their ways were strict. One of those ways was to respect all human beings. Respect the land and the people. I think about the Dooli law you speak about. Actions speak louder than words. We need to think about how we walk our talk ourselves. Many are scared. We need to think about what the Dooli law means. How are we treating this as our law? The number one thing is to respect ourselves first. The land, fire, ourselves, air, etc.—and it took me a long time to learn that. I am still young. We need to go back to that basic teaching of respect, share and care in a community. That is the only way things are going to change."

*- Nyla Klugie speaking at the July 02/10 SFN Community Meeting*

# SFn Chief & Council Comments



## Message from Chief & Council

Selkirk First Nation is in the midst of a nation-building exercise. Our goal is to become an effective, stable and self-sufficient government. That is why we have been spending a lot of time on projects such as strategic planning, restructuring and constitutional amendments. We need to overhaul our system and design a new system that will work for us.

It has taken a lot of effort to get to this point and we still have a wide range of important areas to work on. They include governance; heritage, lands and culture; operations, including citizen development, training and education; and capital projects.

We are very happy to have a Constitution Committee and a Finance Committee in place. You can see summaries of their work elsewhere in this newsletter. We

also want to set up committees to deal with education, housing, heritage and lands, and social issues. Committees will be an ongoing part of our governance, to help us deal with the large amount of work that comes to Chief and Council. We thank Committee members for their hard work.

Once we achieve more progress on the SFN Strategic Plan and the Restructuring Project, we will be hiring more staff in the coming months. Our Hiring Committee will likely be made up of members from the other committees we've mentioned.

SFN is doing well financially. We have put spending limits on Chief and Council and staff. We are also developing financial policies and building accountability into all aspects of our First Nation. Our audit has shown that we are debt-

free and stable financially. The Federal Transfer Agreement (FTA) negotiations have resulted in a new agreement which will be signed soon to put base funding in place. We will also be going out to the SFN community to seek your input on our upcoming 2011-2012 budget process, which starts in December.

We are pleased to welcome our new Wolf councillor Dean Gill. Thanks to all those who took time to vote in our by-election.

We also want to thank those who came to our community meeting on Nov 5<sup>th</sup> in Pelly Crossing, where we updated citizens on the Strategic Plan, the Restructuring Project, the Finance Committee and the Constitution Committee. It was a long day of listening and asking questions but it was good to present the facts, get community input and discuss ideas about

where SFN should be headed in the coming years.

There will be more work done in the future to explain these projects to citizens and staff, and get your input. When the next community meeting is scheduled, please attend and please encourage your friends and family to come out, because they need to understand what is going on in our organization, in order to be educated and know where we want to go and what changes need to be made. These meetings also help to get out the facts, prevent rumours and build trust within our community.

A lot of our past problems have come from lack of communication. Community meetings and good communications will help prevent such disagreements. Our priorities should be to "Share, care, teach and respect."

*Chief Darin Isaac, Crow Councillor Audrey Baker, Wolf Councillor Jeremy Harper,  
Crow Councillor Jerry Alfred, Wolf Councillor Dean Gill*

## Selkirk First Nation By-Election Results

### 2010 BY-ELECTION FOR WOLF COUNCILLOR WON BY DEAN GILL



*SFN Wolf Councillor Dean Gill being sworn-in to office by J.P. Kathleen Thorpe  
on November 3, 2010 at the Link Building in Pelly Crossing, Yukon*



The November 2, 2010 by-election resulted in a clear majority for Selkirk First Nation's newest Wolf Councillor, Dean Gill.

Chief Returning Officer Crystal Trudeau reports that there were a total of 170 ballots cast. One of these ballots was disqualified from the count due to having both candidates selected, while another ballot could not be counted as no candidate was selected.

Councillor Gill received 61% of the votes counted. Our congratulations to you Dean!

Due to Councillor Gill's extremely busy schedule we were unable to finish our interview with him.

We will have our interview with Wolf Councillor Gill in our next edition of the SFN Newsletter.



# SFN Communications 2010



*Submitted by the Communications Committee (Nesta Hager, Candice Menzi, Janie Lee Silas, Donna Conley, Elaine Schiman)*

## Communications Committee Update

In the SFN October newsletter, we told you about a new SFN Communications Committee which has been set up by Chief and Council. This month, we want to give you an update on the activities of the Communications Committee.

You might remember that the Committee is made up of Nesta Hager, Candice Menzi, Janie Lee Silas and Donna Conley, as well as Communications Consultant Elaine Schiman. Since being formed in late July, the Committee has worked on several projects, including:

Two editions of the SFN newsletters, the October issue and this one

A mail-out to citizens on the SFN Restructuring Project

A joint news release with the Yukon government on the designation of Fort Selkirk as a Yukon Historic Site

An SFN news release and media relations work for the BluePrintForLife workshop in Pelly Crossing in October.

As well, Elaine and other members of the Communications Committee attended the SFN Think Tank held in August and the Community Meeting held in Pelly Crossing on November 5<sup>th</sup>, so that they could listen to what citizens had to say about communications and other SFN matters.

Finally, the Committee is working on a draft of a communications plan for the Selkirk First Nation. As part of the communications planning process, the Committee will do consultations with citizens on SFN communications. We'll let you know about that as soon as the details are firmed up.



## About This Newsletter

Although SFN has issued newsletters in the past, the October and November issues are the only full editions of the newsletter that the new SFN Communications Committee has produced so far. We hope you have enjoyed the content and found it useful. Here is some information about how things have been working so far.

### What are the goals of the SFN News newsletter?

The SFN News is a tool for the SFN leadership and administration to get information out to all SFN citizens, no matter where they live, and to non-SFN residents of Pelly Crossing.



# SFIN Communications Committee Update *continued...*

## Who writes and edits it?

For the most part, the October and November issues have been edited and managed by Elaine Schiman, the SFIN's Communications Consultant and Editor/Designer Donna Conley, with help from other members of the Communications Committee and direction from Chief and Council. Some of the articles were written by Elaine, Donna or other members of the Communications Committee. Other articles were submitted by SFIN Committees or SFIN staff who were reporting on various projects. Once SFIN sets up a new Communications Department in 2011, SFIN Communications staff would manage the newsletter, still under the direction of Chief and Council. If necessary, some of the work could still be done by outside contractors such as Elaine and Donna, but the work would all be managed by the SFIN Communications Department.

## Who is in charge of the newsletter?

SFIN's Chief and Council are responsible for the newsletter. It is their communications tool, which means that the articles are written at their direction so that they can share important information with citizens.



## Where do story ideas come from?

SFIN Chief and Council give the Communications Committee direction about what articles they'd like to see in each newsletter. In addition, members of the Committee came up with some ideas for stories, and some regular features were included from past issues of SFIN News. Citizens and community members are welcome to suggest story ideas by contacting Elaine or Donna.

## Can anyone else write an article for the newsletter?

There may be some interest from SFIN citizens and community members in contributing to the newsletter. Ultimately, a policy on citizen and community contributions should be developed and approved by Chief and Council. This would include such matters as deadlines for submission and editing guidelines. For the time being, anyone who is interested in writing an article for the newsletter should contact Elaine and Donna with some information about the topic you'd like to write about. We'll try to accommodate your request. Our contact information is below. Thank you!

## CONTACT INFORMATION

Elaine Schiman: [elaine@northwestel.net](mailto:elaine@northwestel.net)

OR 867-668-6721

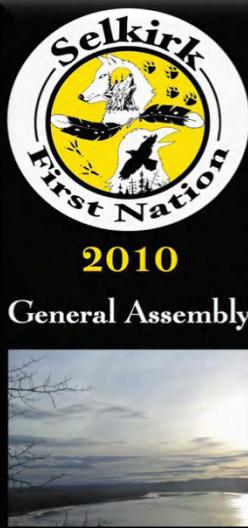
Donna Conley: [draeconley@hotmail.com](mailto:draeconley@hotmail.com)

OR 867-537-3057



*Elaine Schiman*

## Working Together For a Strong and Sustainable Future



The Selkirk First Nation invites all citizens to attend the 2010 Annual General Assembly

9:00 a.m. — 5:00 p.m.

November 26, 27 and 28  
at the Link Building in Pelly Crossing

All citizens are encouraged to attend this important meeting. There will be prizes, evening activities, entertainment, meals, transportation and child care provided daily.

For more information, please contact :

GA Coordinator Lori Sims at 867-537-3331.

Chief and Council have been meeting with Selkirk First Nation post-secondary students to find ways to help students to reach their educational goals. To date two meetings have taken place, the latest one was held on November 19, 2010 in Whitehorse. Council realizes that the funding SFN post-secondary students get is inadequate to meet their needs and they have provided additional financial support.

Education is the foundation of a prosperous future for Selkirk First Nation and its citizens. Please pass on your words of support and encouragement to our Selkirk First Nation post-secondary students when you see them at our 2010 Annual General Assembly—they are hard at work creating our sustainable future. They make us proud!

### LIST OF SELKIRK FIRST NATION POST-SECONDARY STUDENTS—*Currently 19 students*

STUDENT	PROGRAM	LOCATION
Danielle Marcotte	College Prep	Yukon College
Lauren McGinty	YNTEP	Yukon College
Sherry LaFreniere	YNTEP	Yukon College
Janelle Hager	Culinary Arts	Yukon College
Anniesia Hager	College Prep	Yukon College
Zachary Fulton	Business Administration	Yukon College
Lovejoy Fulton	Business Administration	Yukon College
Gina Gill	College Prep	Yukon College
Teri Lee Isaac	Heritage	Yukon College
Robert Blanchard	Trades	Yukon College
Jenna Joe	College Prep	Yukon College
Samantha Anderson	Journalism	Toronto
Robert Joe	Media	Vancouver
Shelby Fulton	Nursing	Kelowna
Kevin Larocque	Construction	Calgary
Cassandra Blanchard	Arts	Vancouver
Patrick Sam	Construction Management	Nova Scotia
Kala Smith	Arts	Vancouver
Christine McGinty	Family Counselling	Vancouver



# SFN Community Meeting Report



*The crowd listens intently to presentations during the November 5/10 SFN Community Meeting.*

**Written by Elaine Schiman**

**S**elkirk First Nation hosted an all-day community meeting on November 5<sup>th</sup> at the Link Building in Pelly Crossing. The meeting was called to update SFN citizens on several important projects being worked on by SFN Chief, Council and Committees.

Delicious meals were provided for breakfast, lunch and supper and many door prizes were given out to lucky citizens. The day began and ended with prayers given by elder Lizzie Hall. In the evening, a mini-stick gambling tournament was held, so it was a very full day.

The meeting room was full of citizens for most of the day. Those attending were able to hear updates on SFN projects and ask questions afterwards. Presentations were made on the SFN Restructuring Project and Strategic Plan, as well as the work of the Finance Committee and the Constitution Committee. Finance Department Director Philip Fitzgerald gave a brief verbal report, which will be given again in more detail at the General Assembly. As well, Chief Darin Isaac made comments at the start and end of the meeting. Council members also offered comments at the end of the day.

**The meeting was chaired by Christiane Boisjoly of Whitehorse.**

*(Pictured at right)*



## **SFN Strategic Plan & Restructuring Presentation**

Two representatives of Deloitte Consulting of Vancouver, Dan Williams and Michael LeBoldus, attended the community meeting to present a summary of their work. They were accompanied by Whitehorse consultant Cara Smith, who has been working with them.

Dan Williams explained that the work of Deloitte Consulting is to help the SFN Administration serve the community, and that they are seeking community feedback on the work done so far.

Below is a summary of their presentation. If you wish to obtain a copy of the full Deloitte Consulting Presentation, please contact Candice Menzi at the SFN Administration Office.

The goals of the SFN Strategic Plan and Administration Office Restructuring Project are to make sure that:

- the Admin Office is set up correctly to perform day-to-day operations
- Admin Office staff are clear on what they should do in their jobs
- the right people are in the right jobs, doing the right work
- the Admin Office has a good plan for the future

## Community Meeting Report *continued...*

- the work being done daily at the Admin Office fits in with the SFN plan for the future
- the Admin Office has better communication, gets more work done, is creative in the way it does its work and shares information with citizens.

In order to learn about the SFN Admin Office and the community, the Deloitte team held two Strategic Planning Workshops with SFN Council, interviewed more than 25 SFN Administration staff and attended a SFN Think Tank on Governance.

The current draft of the Strategic Plan sets out a Vision for the Community and a Mission for the Government. The Vision describes what the community hopes to achieve in the future. The Mission describes how the SFN government can help turn those hopes into reality.

### Vision for the Community

The Selkirk First Nation is a healthy, self-sufficient and self-determining community where its citizens embrace unlimited opportunity and possibility to reach their full potential. By utilizing and practicing all aspects of our traditional and contemporary way of life in relationship with Mother Earth, we envision a future in which peace, unity and equality prevail.

### Mission for the Government

To promote and support responsible Government, a strong culture, healthy people and economic prosperity for all SFN citizens now and for future generations. To create an understanding in the community of self-awareness, our traditions and a sense of belonging, an openness to contemporary realities and a value in doing the right thing.

The draft Strategic Plan lists seven main goals to help SFN Administration achieve its Vision for the community:

1. Improve the health of citizens, including physical, mental, emotional and spiritual health, and increase safety in the community.

2. Encourage life-long learning and hold more activities that improve critical thinking, creativity, team work and self-sufficiency.
3. Build relationships to improve community well-being.
4. Help citizens do well economically by balancing traditional ways of life with new businesses.
5. Keep SFN heritage and culture alive and growing through activities and gatherings.
6. Improve our government by including more people and sharing information with citizens, under our constitutional rules.
7. Protect our environment by using new environmental protection measures, along with Dooli Law.



**The Strategic Plan lists more than 50 ways to work toward these goals, with 24 shown as priorities. You can see these lists by requesting a copy of the Deloitte presentation.**

*Michael LeBoldus of Deloitte Consulting*

The Strategic Plan is the first step in the Restructuring Project. Once the vision, mission, goals and priorities are agreed to, the SFN Administration Office must be managed in the right way to make the projects happen. The Strategic Plan also helps the SFN Admin Office know what departments and other resources it needs to better support the community.

Deloitte interviewed SFN staff in order to figure out what their roles, responsibilities, priorities and challenges have been in the past. Deloitte also looked at all SFN Administration policies and procedures, job descriptions and internal controls. The company, along with Chief and Council, has begun drawing up a new structure for SFN Administration, with staff roles and responsibilities linked to SFN's goals.

## Community Meeting Report *continued...*

Deloitte has found a number of issues with the way SFN Administration currently operates and has suggested possible solutions. Here are some examples:

**ISSUE:** There isn't enough good communication within SFN Administration or with its citizens.

**SOLUTION:** Create a Communications Department to communicate often, openly and honestly. Improve the quality and quantity of communications to citizens and staff.

**ISSUE:** Some programs and services are being done by more than one department.

**SOLUTION:** Identify overlap areas and assign responsibilities to the right staff. Make sure programs and services fit in with SFN goals.

**ISSUE:** Staff morale is low and employees feel isolated.

**SOLUTION:** Identify staff challenges and ways to improve jobs. Increase communication and support for staff. Improve processes so employees can do their jobs better.

**ISSUE:** Policies and procedures are not clear and are sometimes contradictory.

**SOLUTION:** Review policies and procedures, find gaps or unclear areas and revise policies so they are consistent and fit with SFN goals. Set out the steps for staff activities. Put controls in place to make sure employees follow policies and proce-

dures.

**ISSUE:** A number of very important jobs at SFN are not staffed.

**SOLUTION:** Decide which are the most important jobs and put qualified people in place as soon as possible.

departments.

**ISSUE:** There are not enough qualified staff. Employees have not been getting enough training.

**SOLUTION:** Set up training and development plans for each position, with money set aside for training. Use mentors, job shadow programs and coaching to help staff learn. Have policies and procedures for staff education.

The next steps for Deloitte and Chief and Council are to:

1. Finalize the Strategic Plan through consultation with community and leadership.
2. Draw up a new organizational chart for SFN.
3. Revise policies and procedures.
4. Draft new job descriptions.
5. Set up internal controls to protect SFN from error, waste and fraud.
6. Create a monitoring system to make sure employees follow policies and procedures.
7. Develop a Performance Management System to measure staff effectiveness and help them improve where needed.



*Dan Williams of Deloitte Consulting*

**ISSUE:** Employees lack direction and don't feel connected to the goals of their leadership.

**SOLUTION:** Finish the SFN Strategic Plan and make sure employees know about it and understand it. Set up a performance management system. Improve communication and support to employees. Set up better policies and procedures. Define employee roles and responsibilities.

**ISSUE:** Departments don't work together to plan or coordinate what they're doing.

**SOLUTION:** Hold staff meetings regularly to discuss projects and activities. Hold regular Director meetings to coordinate activities across



## Community Meeting Report *continued...*



### Questions & Comments From Citizens

After the Deloitte presentation, several questions were asked by community members:

1. One person asked what steps have been taken to make sure the Strategic Plan and Restructuring Project stay in place, even after elections for a new Chief and Council. She commented that she would like to see consistency and would not want to see the money spent so far to be wasted.

Deloitte representatives said that the plan is not tailored specifically to this Chief and Council. The plan is based on goals and priorities that should remain the same (such as better health and education) and that would be important to any Chief and Council. They also said that the current Chief and Council should work to explain the benefits of the Strategic Plan and Restructuring Project, so that a new Chief and Council would want to keep it in place. Deloitte recommended that citizens can help by learning about the Strategic Plan and Restructuring Project and telling a new Chief and Council that they support it. Deloitte would also be available to help with any transition to a new Chief and Council.

2. Another person asked how the Strategic Plan and Restructuring Project was developed and how does Deloitte know that it works.

Deloitte representatives explained that their methods have been used in many other organizations. Deloitte has successfully used this approach in the past, including with other First Nations in B.C. Also, Deloitte shaped the plan to work for SFN by learning about SFN challenges and strengths. They did this by holding workshops and interviews with Chief and Council and staff. Deloitte is confident the Strategic Plan and Restructuring Project will work, if they are carried out fully by SFN Administration, with leadership from Chief and Council.

## Community Meeting Report *continued...*



### **Finance Committee Presentation**

The Finance Committee includes Bill Trerice, Bonnie Roberts, Nyla Klugie, Michelle Kolla, Marlene Drapeau and Lori Sims. Bill Trerice is also the administrative support person for the Committee.

The Finance Committee was set up last spring and was mandated by the 2009 General Assembly to ensure transparency of SFN financial management. It works with the SFN Finance Director to identify issues, gather information and coordinate activities. The Committee provides recommendations, opinions and facts on financial management to Chief and Council, who still make all actual decisions about spending and other finances. Committee members have been developing their abilities in finance matters by looking at documentation, learning from SFN advisors, talking with community members and with Chief and Council.

Over the last six months, the Finance Committee has worked on:

- Helping Chief and Council set up the Terms of Reference for the Finance Committee
- Helping Chief and Council develop the 2010-2011 budget
- Developing a royalty spending policy
- Developing an investment policy compliance plan, to pay back money borrowed from the Compensation Fund (this money has now been paid back through various grants and Capstone Mining shares)
- Reviewing housing and water system investment plans
- Researching the idea of a SFN Financial and Business Trust
- Reviewing financial statements and investment information provided by the Director of Finance
- Addressing concerns from the Director of Finance, including staffing, workload and expectations
- Making recommendations to Chief and Council on financial management practices and ways to improve.

*(Continued)*

## Community Meeting Report *continued...*

For the next three months, the major activities for the Finance Committee will be:

- To develop the 2011-12 budget, together with Chief and Council, department directors and community member
- To develop a SFN Finance policy to provide a consistent approach to all financial decisions
- To make recommendations on setting up a SFN Financial and Business Trust.



The Finance Committee work plan also includes:

- Review of changes to the new 5-year Financial Transfer Agreement (FTA)
- Review audit issues set out in letter from auditor
- Evaluate investment brokerage proposals and consider options to protect compensation fund
- Develop policies on hiring contractors to improve efficiency, including selection criteria such as screening, financial controls and accountability
- Address outstanding SFN loans to citizens and find ways for repayment
- Review quarterly financial statements
- Confirm deposit of compensation and royalty funds into accounts
- Make recommendations for ways to improve SFN knowledge of financial management
- Make recommendations about Elder payments
- Review wages of Council
- Report to the General Assembly on Committee activities, findings and recommendations.

“Royalty spending should be a re-investment in the future to improve SFN’s economic situation for the long term.”

*- Bill Trerice*



### Questions & Comments From Citizens

1. One person asked how the Finance Committee was going to decide where to spend royalty money?

Committee members said they have come up with a royalty spending recommendation that was presented at the July Information Session in Pelly Crossing and will be presented again at the next G.A. It focuses on four areas, including post-secondary training, grants and loans; small business loans; land development projects and local use areas; and children. Bill Trerice commented that royalty spending should be a re-investment in the future to improve SFN’s economic situation for the long term.



“SFN people should be sure to give their input on how to spend SFN money, so that decisions are made rightly and together.”

*- Elder Lizzie Hall*

2. Elder Lizzie Hall commented that SFN people should be sure to give their input on how to spend SFN money, so that decisions are made rightly and together.

*(Continued)*

## Community Meeting Report *continued...*



*SFN Constitution Committee presentation November 5, 2010 SFN Community Meeting*

### **Constitution Committee Presentation**

The Constitution Committee includes Albert Drapeau, Dorothy Mitander-Graham, David Silas, Nesta Hager, Daryl Fulton and Danielle Joe. It is receiving administrative support from Bill Trerice and legal support from Jim Harper and Jason Madden.

Albert Drapeau provided some background to the Constitution Committee's work, mentioning that SFN used to have a hereditary Chief and in the 1960s, the federal government directed the First Nation to elect its Council. The self-governing agreement has a requirement for a Constitution, which was created and adopted. Since then the Constitution has been amended twice, with the existing version being adopted in 1997. Based on citizen recommendations, Chief and Council agreed to re-visit the Constitution and bring it up to date, in order to meet the current needs of SFN and have better government.

The Constitution Committee's job is:

- to make recommendations for amendments to the Constitution and ways to put the amendments into place
- to report to Chief and Council and the community on its discussions, activities and recommended amendments from time to time
- to present its recommendations to the General Assembly for consideration
- to complete its work in time for the 2011 General Assembly.

*(Continued)*

## Community Meeting Report *continued...*

The Constitution Committee has worked with Chief and Council to draw up its Terms of Reference. It has already reviewed a number of documents, including the existing Constitution, reports and correspondence about the Constitution and the Noho'e (Potlatch) booklet. Other items to be reviewed include General Assembly resolutions, recommendations and different governance models.

The Committee has done a work plan and set deadlines to complete recommendations for various sections of the Constitution throughout the coming months.

- Sections 10 & 15 – the composition, election and qualifications for Council
- Sections 4 & 5 – citizenship, the rights of citizens and privilege of honorary citizens
- Sections 6, 7, 8, 9 & 11 – governing institutions, the Assembly, the Elders Council, the Justice Council
- Sections 12, 13, 14, 16, 17 – the Principal Elder, the Chief, the Deputy Chief, accountability, ratification, amendment and saving
- Sections 1, 2, 3 – citation, interpretation and objects

To get the work done, the Constitution Committee will meet at least once per month until next July, when its work is scheduled to be complete.

Minutes will be taken at every meeting and shared with Chief and Council. The Committee will also meet with citizens to discuss the proposed changes.



Input from citizens is very important to the Constitution Committee's work. Its members emphasized that the Constitution belongs to all SFN citizens and so everyone needs to work together and provide their input to build a Constitution that works for everyone.

### Questions & Comments From Citizens

1. One citizen commented that it is very important for the Constitution to allow citizens living outside of Whitehorse to be fully involved, including sitting on Council. She emphasized that the traditional Dooli ways are an important part of who SFN people are, but SFN must also keep up with modern ways, especially for the youth. She thanked the Constitution Committee for its hard work to make positive change for SFN.
  2. Another citizen asked how the community will know what the Constitution Committee is doing and suggested that community
- meetings are the best way to keep people informed.
- Committee members responded that in addition to the community meeting on November 5<sup>th</sup>, there would be other community meetings in the future. There will also be updates in the SFN News newsletter and a questionnaire/survey will be sent to citizens. By using different methods, it will ensure that citizens can have their say, even if they are not comfortable speaking out in a meeting.
3. Committee member Albert Drapeau asked people at the meeting to say how they prefer to get information and give input. A list was made of suggested ways to communicate with the people:
- ◊ Community meetings in Pelly Crossing and Whitehorse
  - ◊ Individual interviews
  - ◊ Use simple language
  - ◊ Have interpreters for the elders
  - ◊ Include youth and elders
  - ◊ SFN website
  - ◊ Email
  - ◊ Mail
  - ◊ Newsletters with request to mail comments back to Committee
4. A comment was made that the SFN mailing list is not up-to-date, which makes it hard to reach all citizens through mail or email.



## Community Meeting Report *continued...*



**Committee member Daryl Fulton** (*Pictured left*) told the meeting that work is being done to update the mailing list. He also commented that the Constitution is for the betterment of all SFN citizens, so the more input is received, the better the new Constitution will be. He asked citizens to come to meetings, answer questionnaires, encourage their SFN relations to take part and to bring their friends' questions to the Committee if they aren't able to make the meetings.

***Fulton concluded by saying that input is the key.***

5. A citizen suggested that SFN members could help update the mailing list by providing contact information for their SFN relatives living elsewhere. (*See page 16 for the new Citizen Contact Form to update your information*)

### Closing Remarks

Chief and Council ended the meeting by thanking those who attended, including citizens, employees, committee members, Deloitte and Chairperson Christiane Boisjoly.

**Elder Lizzie Hall** (*Pictured below*) concluded with these words:

*I'm really thankful for all who came out today. A lot of people came out and this is really important to support one another. What all of you say, it goes in the book and that's what you go by. Every one of you is important and your words are important too. You may not think so, but when you speak, it's really good. Chief and council, I see them, they work so hard behind the scenes and they get criticized, but I tell them to hold up their heads and don't believe the negative stuff. You know who you are in your heart. When you share things with each other it is really important. Try to go see your elders, try to learn your language; it's really important if you know the two sides of yourself, both the traditional side and the modern side. These young*



*people really surprise me, how they do things, it's just like nothing for them, but if I teach them Indian ways, they have a hard time. But I really appreciate all of you for your work. Thanks to Dean for becoming part of the council. It's really wonderful. We have to encourage one another, every one of you. We have to recognize one another and acknowledge one another. I hear people say "Let's get unity", but that's where unity comes from.*

## Contact Us...With Your Contact Info!

The Selkirk First Nation government is working to improve communications with all its citizens. We plan to send out regular newsletters, as well as other notifications and information about what's going on at SFN. But we don't have complete and up-to-date contact information for SFN citizens. We need your help to ensure we can get in touch with you and other citizens.

Please fill in the blanks on this page and get the form back to us, so that we can communicate more easily with you. You can also help us by contacting family members or SFN citizens who live elsewhere or may not have received this newsletter. Please ask them to get in touch with us and provide their information.

<b><i>CONTACT INFORMATION</i></b>	
<b>Name</b>	
<b>Mailing address</b>	
<b>Postal Code</b>	
<b>Email Address (home)</b>	
<b>Email Address (work)</b>	
<b>Phone number (home)</b>	
<b>Phone number (work)</b>	
<b>Cell number</b>	

**Circle one of the following if you are an:**

Elder

Youth

**List any changes in family information (births, deaths, marriages or name changes):**

**Four ways to submit this form:**

- ✍ We may have a table at the Annual General Assembly Nov 26-28 where you can leave this form.
- ✍ Please drop this off at the SFN office in Pelly Crossing marked to the attention of Crystal Trudeau.
- ✍ Mail it to SFN, P.O. Box 40, Pelly Crossing, Y.T. Y0B 1P0, Attention Crystal Trudeau.
- ✍ Email it to: [crystal.trudeau@gmail.com](mailto:crystal.trudeau@gmail.com)

***MUSSI CHO!***



# SFN Finance Committee Report

*Submitted by Bill Trerice, Bonnie Roberts, Lori Sims, Marlene Drapeau, Michelle Kolla and Nyla Klugie*

The SFN Finance Committee received Financial Transfer Agreement (FTA) training from Jim Harper on Tuesday November 9<sup>th</sup> and reviewed the draft 2010-2015 FTA agreement.



Mr. Harper explained that the Government of Canada is in a cost-reduction mode, due to its current billion-dollar deficit, and that the negotiating team worked hard getting this agreement.

The Finance Committee thanked Mr. Harper for all his efforts over the past 19 months in negotiating this draft agreement for Council's approval, which ensures the financial capacity required to govern the First Nation into the future.

Mr. Harper and the Finance Committee reviewed the new FTA briefing note of November 5, 2010, which covered changes to the agreement.

The Finance Committee reviewed a number of other outstanding issues and offered recommendations to Chief and Council on:

- **Weekly cheque runs**
- **Travel claim processing Payment of invoices with backup information**
- **Hiring of contractors to assist with backlog in finance**
- **Reporting to funders for reimbursements**
- **Investment policy review and management services**

- **2010-2011 budget review**
- **2011-2012 budgeting process**
- **Reviewed consultant engagements & recommended hiring practices**
- **Reviewed draft strategic plan & recommended plain language & presentation changes**
- **Royalties**
- **Financial policy review and update - requested information**
- **Personnel policy review and update - requested information**

The Finance Committee also attended and presented at two community meetings in Pelly Crossing, and attended Chief and Council meetings when requested, to provide information and support.

Over the next few months, the Finance Committee will direct attention to helping with the 2011-2012 budgeting process and reviewing/drafting policy as recommended by the SFN Auditor.

If you have any questions, we would be happy to answer them.



## SDC Update from October, 2010

Bob Hathaway has successfully negotiated a new catering contract with Minto Explorations Ltd. Sodexo Inc. will be the new supplier, replacing Domco. Sodexo is a world-class company that has a strong reputation for hiring and training First Nation people in their Canadian operations. The change to Sodexo occurred October 1<sup>st</sup>, 2010.

Bob Hathaway also negotiated two contracts related to the Faro Mine Grum Sulphite job. SDC signed a participation agreement with Parkland Fuels to become the official supplier of fuel to the project. SDC also has a participation agreement with Pelly Construction, which is doing the earth moving work on the project.

SDC has added in-house legal expert, Ryan McCallion, as a full-time staff member. Much of Ryan's work involves providing support to any contractual work SDC engages in, such as the mining participation agreements and property lease agreements.

Philip Fitzgerald, who works with SDC one day per week, and Bonnie Roberts, SDC Finance and Administrative Assistant, have implemented the switchover of SDC's accounting system to Simply Accounting. Philip also assists SDC in finding solutions to finance issues.

Bonnie Roberts, SDC liaison manager for the Fire Fighting Corporation has received very good reviews on the Crew by the Area Protection Center. The crew this year was led by Graham Swainson and included Douglas Silverfox and Mark Staub.

Sandy MacIntosh worked with CANNOR to obtain funding to do a marketing feasibility study for Minto Resorts.

Both Bob Hathaway and Sandy MacIntosh represented SDC at the SFN Think Tank workshops held in August at the Sundog Resort. (*see pictures below*)





## RCMP REPORT

by NCO Jason Waldner

On October 19th, 2010, a notice was posted by the Pelly Crossing RCMP Detachment informing Pelly Crossing residents of the current dog issues. Several dogs were witnessed fighting in a dog pack on school property as well as at or near the Selkirk First Nation Administration Office. It is a realistic concern that a child could be injured or killed by a fighting dog pack. Several individuals were informed and warned of their dogs running at large in dog packs and what would be the resulting consequences.

The issue seemed to be controlled for a very short period of time but is now an issue again.

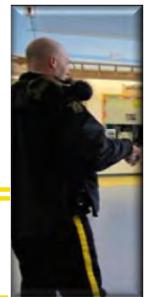
The Pelly Crossing RCMP Detachment is now informing all Pelly Crossing dog owners of the following:

**All dogs, running at large, found at or near the school or Selkirk First Nation Administration Office, will be caught and destroyed. All dogs displaying aggressive tendencies will also be caught and destroyed.**

No further warnings will be issued.

S.F.N. Chief and Council are aware of the issue and have been notified by the RCMP.

***PLEASE NOTE: The national policy for Criminal Records Checks has changed making the process more detailed. There will now be a \$15 fee, payable by cash or money order, except for volunteer positions.***



## Looking Back...

To Summer 2010

Selkirk First Nation held two important meetings last summer, a community meeting on July 2 and a community information session on July 9, 10 and 11, both in Pelly Crossing. The meetings were recorded and transcribed into minutes, which are available to any SFN citizen. If you wish to see a copy, please contact Candice Menzi at the SFN Administration office.

The July 2 meeting was chaired by Judy Gingell and co-chaired by Christiane Boisjoly. The July 9, 10, 11 meeting was chaired by Neil Sterritt. We thank these individuals for helping to keep both meetings positive and effective. Both meetings allowed SFN to share a wide variety of important information with our citizens. They also gave SFN leadership and administration the opportunity to hear from our citizens.

The mid-July meeting was originally planned to be our Annual General Assembly, but it was found that the way the meeting was organized did not adhere to our Constitution. The reason for this was that only 15 days had passed since the notice was given. Although there was quorum at the meeting, the Council and Elders felt the Council should follow the letter of the law on this issue. There was agreement from those in attendance and so the meeting became an information session and our Annual General Assembly was rescheduled for the end of November.



**SFN Chief and Council, November 5/10**



# Local Services Information



*Submitted by J.L. Silas*

## Post Office (Canada Post) Report

As many community members have seen, we have had considerable turnover in the Post Office since staff person Janelle Hager left to attend school in Whitehorse. I am sure that all of you join me in wishing Janelle every success as she is another SFN citizen who wants to further her education. She is surely missed in her role!

Since that time, we have engaged four different individuals as staff. As of the Christmas season, the current individual will need to be replaced as Roxanne Buyck will herself be going off to school in Edmonton. It is difficult to staff the Post Office, but it is important that our youth leave and go to school.

We are now in our new site and have a new computerized system for processing mail. This means that the past system, which you were used to, has been changed in several ways. These changes have led some patrons to question staff's instructions and be angry about staff actions.



### **Here is some information that should help you understand the new system:**

- You can no longer drop off mail without postage and expect staff to put postage on it, and then 'catch you later' for payment. The post office is a business and all mail without postage will be returned to sender, not mailed.
- All flyers and notices must have full postage or they will not be mailed.
- You cannot pick up mail for others, now that keys have been distributed.
- You must contact any company or individual that sends you mail to General Delivery. Mail is sorted by mailbox. It is not the staff's responsibility to figure out which mailbox that General Delivery mail should go to. If you do not have a mailbox, one will be assigned to you but it is the responsibility of the mailbox holder to send address changes to your contacts.
- The rules of the Post Office come from the Canada Post Corporation and are not made locally.
- Verbal abuse of staff will NOT be tolerated. Patrons are welcome to ask staff questions but they are not permitted to verbally assault staff, if the information or directions are not supported by the patron. Canada Post and the contractor must protect staff from such incidents.
- Please attend to all mailing information as it pertains to overseas and Christmas mail. This is a very busy time for postal services so anything that patrons can do to make the process run more smoothly will be appreciated.

## **Local Post Office Hours of Business**

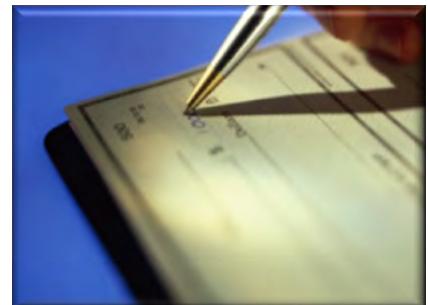
<b><u>MONDAY</u></b>	<b><u>WEDNESDAY</u></b>	<b><u>FRIDAY</u></b>
<b>10:00 a.m.—12:00 p.m.</b>	<b>10:00 a.m.—12:00 p.m.</b>	<b>10:00 a.m.—12:00 p.m.</b>
<b>CLOSED FOR LUNCH</b>	<b>CLOSED FOR LUNCH</b>	<b>CLOSED FOR LUNCH</b>
<b>1:00 p.m.—3:00 p.m.</b>	<b>1:00 p.m.—3:00 p.m.</b>	<b>1:00 p.m.—3:00 p.m.</b>

# Local Services Information *continued...*



## TD Canada Trust Agency Report:

As with the Post Office, there has been considerable turnover of staff in the TD Bank Agency since Janelle left, but I would ask that you welcome Sue Franks back to the role of agency worker. Please feel free to address any questions to her when the bank is open. If she isn't available, you are welcome to contact me instead (Janie Lee Silas). We will do whatever we can to accommodate your inquiries but it must be understood that the rules of operation are made by TD Canada Trust. Kathleen McGovern is the supervisor located in Whitehorse, and she is also available for questions, if Sue or Janie Lee are not available.



There will be some significant changes to the bank service starting on March 1<sup>st</sup>, 2011. The current practice is that services such as deposits to other banks go to Vancouver staff, who then walk the documents across the street, but this office will be closed by March. This type of activity will be funnelled through an Ontario clearing office that is situated outside a major centre, with no other banks around. This will mean that there will no longer be Funds for Pick Up, Other Bank Transfers and other tasks.

It is recommended that all residents who work for SFN should consider having a bank account in a local bank and that direct deposits be made to your account. You could then avoid the need to stand in line to have a cheque cashed or to obtain other services that often take a considerable amount of time away from working hours. Please contact the TD agency to obtain the correct form to apply for a TD account and for direct deposit arrangements.

## Local Bank Hours of Business

### TUESDAY

**10:00 a.m.—1:00 p.m.**

**OPEN THROUGH LUNCH**

### THURSDAY

**10:00 a.m.—1:00 p.m.**

**OPEN THROUGH LUNCH**

**Best wishes to Sandra Cairns & Blue...**



**You will be greatly missed—mussi cho for your many contributions to our community!**



# ELIZA VAN BIBBER SCHOOL NEWS

The new staff were very appreciative of the welcome they received at the Community Orientation/Welcoming Ceremony hosted by Selkirk First Nation. This event drew a large crowd to the Link Building where attendees were treated to live music by Jerry Alfred and Fredrick Johnnie, as well as a delicious meal. In fact, two of the guests from Whitehorse, Janet McDonald and Sharon Shadow (First Nation Programs, Dept. of Education), even helped out with the meal preparation. Many thanks to Julia Joe and her crew for all the hard work they put into making the Welcoming Ceremony such a memorable occasion.

Congratulations to the newly acclaimed members of Eliza Van Bibber School Council; Mike Tuck, Darcy Marcotte and Ellie Marcotte. There are supposed to be 6 members sitting on this important council—which leaves 3 positions to fill, either by recruitment or appointment.

The School-wide Write saw students from grades 2-9 demonstrating their writing skills this month. The students were given the topic of “Christmas Traditions” to write about. They had to complete their assignment in varying lengths of time, according to grade level. The purpose of this exercise is to establish a benchmark of student’s skills at the beginning of the year and then have them complete another piece of writing towards the end of the school year to compare the two samples. Comparing the samples provides an opportunity to assess how students have progressed in developing their literacy skills and levels.

Steve Slade is back again doing his part of the North Klondike Highway Music Project. This is the sixth year of this highly successful program that has brought so many musical opportunities to both our school and our community. This year Steve is concentrating on helping us to make our annual EVBS Christmas Concert the best ever! Steve promises that, for the first time, we will all be able to hear what the performers are saying when they take to the stage in the school gym on December 15th at 2 p.m.



## What happened this month?

- Welcoming Ceremony
- New School Council elected
- RCMP Halloween Safety Talk
- Pumpkin Carving Contest
- Halloween Fun Afternoon
- School-wide Write
- Music with Steve Slade
- Dental Therapist checkups
- Remembrance Ceremony
- New Dentist arrives
- Hot Lunch starts again
- Interagency Meeting

The 2010 Remembrance Day Ceremony was well attended and, thanks to Steve Slade, the appreciative audience was able to hear the students when they recited or sang their contributions to this event. Patrick McGinty did a wonderful job on the video he created for the ceremony. Patrick has always had a great interest in military history and worked on his presentation for six weeks. We added a community lunch of delicious pancakes and sausages to our ceremony this year—thanks to Tom Walker and Nancy St. Laurent for their dedication to feeding the hungry masses!



*Remembrance Day Lunch*

Our thanks also go out to **Gramma's Kitchen** for their food donations and to **Selkirk First Nation** for funding the Hot Lunch Program again this year. For a mere \$2 our students and staff are able to enjoy a tasty and nutritious meal cooked by Ada Gill and Laura Joe.



*(Continued)*



### Ghosts, Ghouls and Goblins Galore

EVBS students enjoyed the action packed Halloween celebration that took place the afternoon of Friday, October 29/10. This annual event featured 7 different activities designed to make sure that everyone could participate—no matter what their age. This year there were a few unique offerings, including marshmallow races and Pin the Hands on the Witch. The new staff members were extremely impressed with the leadership shown by our older students during this event. The Halloween festivities and Cake Walk usually guarantee the participation of a number of community members—thanks to all who came out to show your support!



Trick-or-treat



Music with Steve Slade



Student Volunteer Feeling "Grad All Over"



Kindergarten is fun!



Talking about Halloween Safety with new NCO Jay Waldner



## SFN SELF-GOVERNMENT

### COMMUNICATIONS

Box 40, Pelly Crossing,

Yukon Y0B 1P0

Phone: 867-537-3331 Ext. 295/289

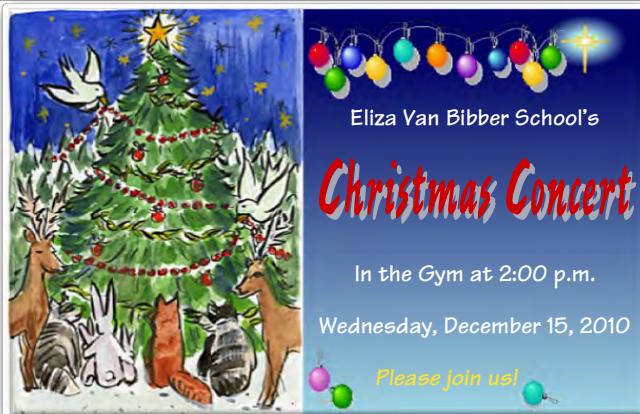
Fax: 867-537-3902

**Website:** <http://www.sfn.ca> **News Photos:** Dorothy Johnson, Debbie Tuck, Mike Gilbert, Elaine Shorty, Claus Vogel & Georgieann Sam.  
*UNDER CONSTRUCTION*

### Attention

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### SFN 2011 Stat Holiday Schedule

January 3	January 3 in lieu of New Year
February 25	Heritage Day
April 22, 25	Good Friday, Easter Monday
May 23	Victoria Day
June 21	Aboriginal Day
July 1	Canada Day
August 15	Discovery Day
September 5	Labour Day
October 10	Thanksgiving Day
November 11	Remembrance Day
December	To be determined by Council

### Editor's Note

Greetings Readers,

The Remembrance Day Ceremony this year was very inspiring to me. This event showed me that so many of us still deem it important to remember and be grateful for the sacrifices made for us. Seeing our community come together to respect and honour the men and women who fought for our freedoms and the future generations, who selflessly gave their lives so that we could live in peace—this too I will remember.

Donna Conley

**November SFN News contributors:** Elaine Schiman, SFN Finance Committee, Jay Waldner, SDC, SFN Constitution Committee, Crystal Trudeau & Donna Conley.

# Correction!

In last month's edition of the SFN Newsletter we mixed up the authors of the two SFN Finance Committee reports submitted to us.

October's "Quote of the Month" on page 1 was wrongly attributed to Bonnie Roberts—it was actually Bill Trerice who provided the quote.

Our sincere apologies to both Bonnie Roberts and Bill Trerice.

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Care, Share & Teach



The Christmas holiday season is on the way and the Selkirk First Nation offices will be closed to allow our staff to celebrate. Our offices will be closed at the end of the day on Friday, December 17<sup>th</sup>, and will re-open on Tuesday morning, January 4<sup>th</sup>, 2011.