



Selkirk First Nation

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News

Hets eday (Telling stories)



Northern Tutchone Research Team from SFN: Rachell Tom Tom, Lizzie Hall, Emma Alfred, Gina Gill and Teri-Lee Isaac, LSCFN and NND. See story on page nine.

Rediscovering the Past

SFN Council Highlights

By Debbie Trudeau



Council meets with Mayo-Tatchun MLA Jim Tredger.

Along with the regular business of the First Nation, the Council has been focussing on a number of initiatives this winter. The following is a brief highlight of some of the major items:

Minto Mine: Capstone submitted their applications to the Yukon Environmental Socio-economic Assessment Board (YESAB) for Phase V/VI, and their application for the Water License is now before the Yukon Water Board. The Selkirk technical team members, Chief McGinty and L&R staff attended the hearing the week of March 2 to the 6th. Deputy Chief Sims and other Councillors were also in attendance. The outcome of this hearing will be made public in the near future.

- **Socio-economic Study / Household Survey**
“Knowing Ourselves”: a requirement of the Minto Mine licensing through the Yukon Environmental Socio-economic Assessment Act (YESAA) is for a socio-economic report on the effects of the Minto Mine in SFN Traditional Territory. Part of this data collection is being done through a Household Survey of SFN Living Conditions. Surveyors have been out doing surveys with SFN Citizens in living Pelly Crossing, Whitehorse and other Yukon communities were being surveyed over the phone. This is the first time that a survey of this type is being done by First Nations for their First Nation. All information being collected is being kept confidential, no individual results

will be known. This data is being compiled for inclusion in the socio-economic reporting; the first report will be out this year. Selkirk First Nation is also interested in the results of this survey to better understand the Citizens’ needs and to help with future programming.

Casino Mine: Selkirk First Nation Council attended a meeting with the leadership of the Little Salmon Carmacks First Nation to discuss the Casino Mine. The leaders have agreed for the Nations to work together on elements of this project. The objectives are for the Selkirk and Little Salmon Carmacks Nations to be united and move forward together on this project, to come to an agreement on how the two Nations will work together, and to establish a governing structure to resolve matters together. Selkirk will appoint representatives to the joint negotiating team.

Next Generation Hydro: As you may be aware, the Yukon Government began public consultations on their plans for Hydro generation. Granite Canyon is listed in the Final Agreement as a potential hydro site. Council has requested staff to not attend the public consultation sessions, as SFN is requesting its own Consultation. A meeting is being scheduled with Council and representatives of Yukon Development Corporation on this matter in March. A public meeting in Pelly Crossing is being scheduled for April 13; watch for postings on this meeting.

Policies: Since the last newsletter update, Council has reviewed and approved a number of internal administrative policies, amended the Post Secondary Student Support Policy and begun drafting an Elders Wood and Fuel Policy.

- The amendments to the Post Secondary Student Support Policy (PSSSP) were done to ensure SFN is able to provide funding assistance for a larger number of students who wish to pursue post sec-

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ondary education. Council has also confirmed that the funding that Selkirk provides to students is not meant to cover all of the tuition and student living costs, but is to supplement other funding that students are eligible for. This is a big change from previous years, but is necessary to ensure continued funding for future students. If you need further information on the changes to the PSSSP or if you are a student and require assistance in accessing other funding sources, please contact the Education Manager.

- The Elders Fuel and Wood Policy is in the discussion stages, and the idea was presented to the Elders at the Elders Council meeting on February 26, 2015. Staff will continue drafting the policy for Council to approve in the near future. Albert is planning another session with the Elders.

Committees:

- Council established a new Education Committee in January 2015 and appointed Julia Joe, Lucy McGinty, Dorothy Johnson to one-year terms. The mandate for this Committee is to implement the PSSSP, review and recommend post-secondary student applications for funding approval, and is responsible for Step 1 of the Appeals process.
- The Finance Committee is planning Consultation with Selkirk Citizens this year to discuss the Royalty Policy as mandate by a GA resolution in 2012. Watch for dates for community consultation meetings.
- The Constitution Committee is also planning a series of Consultation meetings with Selkirk Citizens this year. Watch for notices and dates for upcoming meetings.
- A Housing Committee Terms of Reference is being developed. The first draft is being reviewed by staff and will be presented to Council for approval in the near future. Once the Terms of Reference are adopted, SFN will be seeking interested Housing Committee members. Please watch for postings in the near future, and put your name forward to sit on the Housing Committee.

Leadership Training: Council members have been attending various training workshops and confer-

ences during the year. Some of the courses and workshops included: FN History 101, Leadership Management, Human Resource Management for FN governments, participation in CYFN leadership meetings, How to Speak Up, Mining workshops and conferences. Council is also planning to attend Mental Health First Aid training and Dealing with Difficult People in the next month.

Mineral Exploration Roundup: Chief McGinty attended the Mineral Exploration Round up conference in Vancouver at the end of January along with a Lands and Resources staff person. It is beneficial for SFN for the Chief to attend this political level conference along with designated Lands and Resources staff.

Work Opportunities: Council is planning a number of work opportunities this Spring. Postings will be up soon, so watch the job board for a work opportunity that interests you.

CYFN General Assembly: Selkirk First Nation is hosting the CYFN General Assembly this year. It is planned for June 23 to 25 and we will be hosting at the Minto GA site. We will be welcoming First Nations from across the Yukon for the three days. Watch for postings for work opportunities and cultural events in the evenings.

CYFN Leadership: Chief McGinty attends the regularly scheduled CYFN Leadership meetings where items of importance to all Yukon First Nations are discussed with decisions made through Leadership Resolutions. Newer Council members, George Magrum and Ashley VanBibber have attended leadership meetings with Chief McGinty as part of their Council training.

Communications: We have been building on improving our communications with Citizens by implementing a number of initiatives in this area:

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- Council approved a SFN Communications Plan and Policy which includes guidelines and procedures for staff in October 2014;
- SFN updated the entire phone system in the organization along with some computer upgrades;
- New digital signage has been installed in the main Administration building;
- The SFN new website is expected to be up and running soon; and
- Quarterly newsletters – we are now putting out regular newsletters four times a year (Spring, Summer, Fall and Winter).

Budgets / Workplans: The staff have been busy drafting their workplans and budgets for next fiscal year; these will be brought forward for Council review and final approval this month. The workplans are being developed from General Assembly resolutions and Council's strategic priorities (which were developed from the concerns Citizens brought forward at all the community meetings and General Assemblies).

Council Meetings: Along with the regularly scheduled meetings, there are a number of other meetings that Council are required to attend:

- Investment updates: Quarterly meetings are scheduled with SFN's investment managers from RBC and TD to review SFN's investments. These are held in conjunction with the Finance Committee to ensure they are kept up to date on SFN's investments as well.
- SDC: Council meets at least five (5) times a year with SDC; these include regular meetings along with a yearly AGM.
- Interagency: regular updates are now held with a number of interagency groups in Pelly Crossing; these include bi-monthly updates from RCMP, monthly updates with the Principal of Eliza Van Bibber School, and the Yukon College as needed.
- Joint meetings with other governing bodies: Council met with the Elders Council on February 26 and is planning to hold regular joint meetings with the Elders Council.

Security concerns: Due to recent events, Council has had to review the security of the administration building and has directed the Capital department to make changes in the building to ensure the safety and security of the staff members. There will be changes coming to the administration building with increased security. Visitors will be requested to announce themselves to Reception and will wait for the staff person they are requesting to see, to come and meet them at the front. SFN will still operate under the same Open Door Policy that we do now, the only difference is that people will be requested to wait at the front for the person they want to see. Other First Nation offices have experienced the same type of lateral violence and instituted these same measures.

How to raise concerns with Chief and Council:

Council has had to institute procedures for Citizens to bring forward items of concern related to the Council's agenda. If you wish to raise a concern with Chief and Council, please see the Council Clerk for the proper form. Once the form is completed, it will be brought forward at the next scheduled regular Council meeting for Council to review. If Council wishes you to attend a Council meeting regarding your concern, you will be contacted with a meeting date and time.

Community Meetings: We will be continuing with the regular Community update meetings; watch for postings announcing the meeting dates.

Elders Council: The Elders Council have a new Principal Elder: Frank Johnson was appointed through a vote on Monday, March 2, 2015. The executive department will be working with Frank to assist in the transition to his new duties. Thanks to out-going Principal Elder, Harry McGinty for his work with the Elders Council during his term.

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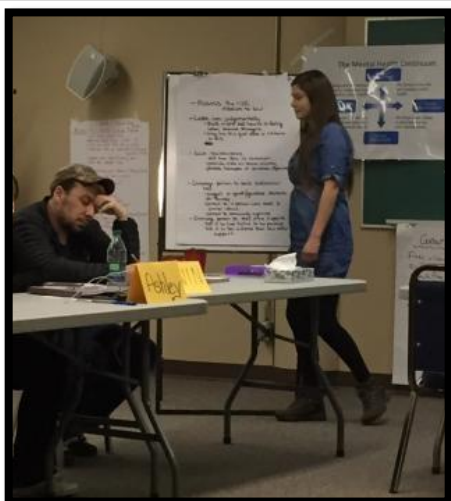
We'd like to **welcome home Youth Counsellor Shaheen Baker** from her travels and volunteer work with World Youth Canada; Shaheen is back safely in the community and is ready to take up her duties as Youth Counsellor. A home coming community gathering is being planned in the near future, watch for postings. Also watch for postings for the up-coming Youth Conference in the next while.

In closing, Council would like to remind you that all Council meetings are open to the Citizens; if you would like a schedule of upcoming Council meetings, please contact the Communications Officer or Council Clerk.

Enjoy the Spring and return of the sunshine.

"Community members celebrated the Christmas and News Year's holidays in a safe and responsible manner.

The SFN Council would like to express their appreciation to the community members of Pelly for having an incident free holiday season. "



Youth Councillor Shaheen Baker presenting at Mental Health First Aid for Northern Peoples.

Budgets and Workplans

By Albert Drapeau



SFN Staff presenting their Workplans 2015/16 to Council.

Selkirk First Nation commenced the work planning session in late January. The strategic priorities that Leadership identified and the eighteen 2014 General Assembly resolutions are incorporated into the workplans. The next step will be to complete the budget with these additions. New items will include the staffing of senior management positions. The Executive Services Department will be split and three new positions created: Executive Advisor who will provide strategic advice to Leadership; Director of Operations who will manage the operational departments; Director of Governance who will be responsible for the Governing Bodies, legislation, regulations, policies, and communication. In addition, there will be a restructuring of the Elders Services. The Director of Human Resources will be filled on a contract basis and will be responsible for the Human Resource plans, systems, and operations.

Health and Social Update By April Baker

H&S have been hosting, in partnership with CYFN, information sessions on H-PiLori. They've had two sessions to date, the latest being March 18th, 2015 and plan to have more sessions on-going. If you have questions or concerns regarding H-PiLori, please contact, Valerie Laurie at 867-393-9247

Home and Community Care Program

H&S are currently restructuring, with community involvement, the Home and Community Care/Home Support Worker Program. This program is for supporting the whole community, from babies to elders to families as a whole. Zina McGinty was hired into this program, on-the-job-training, and is currently taking Home Support Workers training at the Pelly Campus along with other SFN Citizens. H&S are hoping to fill two full-time and four part-time positions in this program.

Hot Lunch Program

The Home and Community Care Program funds the Hot Lunch Program. The hot lunch is in the old community hall and is **only** in operation when Eliza Van Bibber School is open. Hours of operation are 11:45am to 1:00pm, Monday-Friday. A hot lunch is only \$3.00/person. School children and elders 65+ eat free of charge. This program is only funded to provide lunch at an eat-in basis; **please no taking snacks out of the hall**. Also, this program encourages parents/grandparents to sit and eat with their children to promote family bonding and socializing. Please note: teachers accompanying children are on a volunteer basis.

Parent Capacity

Ashley VanBibber has been very busy in her Council duties, as well as her workplan for various parent activities, such as: parent support, engaging in father support, traditional parenting, school/community involvement, first aid/CPR education for new parents and on-going activities. The Parent Capacity program was also involved in the Pelly Winter Carnival that took place March 6-8, 2015. Always watch for postings for activities or contact Ashley.

Wellness Coordinator

Milly Johnson is focusing on supporting SFN Citizens on overcoming their addictions; helping citizens obtain the right treatment program for themselves and aftercare. She has in her workplan: hosting sobriety suppers, which is on-going; on the land activities; this program funds the Indian Residential School support worker; and various activities such as hand games. Milly also helps with fundraising such as hosting bingos to raise money for those in need.

Family Support Worker

Ellie Marcotte's position is YG sponsored and mainly is to support families dealing with Children Services.

Health and Social Director

Lucy McGinty is very involved with the Health Commission, Children Services and collaborates with other SFN departments regarding health and social issues. Most recently, she was involved with the Climate Change, in partnership with Lands and Resources. Lucy and staff have been to Mental Health training/workshops. H&S donate to various events/activities and offer support to emergency crisis situations as they arise.

H&S Administrative Assistant

Lori Joe has been busy helping all H&S staff with administrative duties. Lori is also a WoW Champion—for information on the WoW program, please see Lori.

MAMOGRAMS

Travel Benefits Changes now in effect for exams

- ◇ Please note that effective immediately, the NIHB Program will cover travel for all preventative mammography for clients over the age of 40 once per year.
- ◇ Please contact the NIHB Program Office to arrange travel once you have a confirmed appointment at 1-866-362-6717 or 867-393-3800.

Lands and Resources Update

Doòli Dän K'i – Year In Review

By Chris Always—Submitted by Roger Alfred

Doòli research has been going on for 14 years since the first Selkirk First Nation (SFN) Elders GA Resolution in 2000. SFN led the way from 2000-2009 with support from LSCFN and NNDFN Elders. This work has brought back to light many Doòli laws, our Traditional Stories, and a better understanding of how we once governed ourselves before contact. All this will help our Citizens today and our future generations know what it means to be Northern Tutchone...

- SFN Fish and Wildlife Laws – *Further Implementation Required*
- May Gathering 2000-2015
- Salmon and Fish Camp Doòli
- Traditional Self Government – *More implementation Is Required*
- Our Traditional Consultation System – Dan Ki – *More Implementation Is Needed*
- Trapline Doòli (not complete);
- Noho'é (Potlach) Book – Complete. *Elders want us to make a practical instruction manual for families.*
- Personal Doòli Information Gathering – LSCFN Elders interviews complete. 10 interviews of SFN Elders to go
- 3 yrs of Uncle's and Auntie's Retreats connecting our generations
- Traditional Justice Book (LSCFN Doòli Dän K'i)
- 3 yrs of Northern Tutchone Storybooks
- 2 yrs of Lesson Plans and Activities to deliver curriculum in schools using NT Traditional Stories

We are grateful to have our Doòli Team (DTeam) that meets 4 times per year to manage the DDK Program and help Elders keep everything moving forward.

We are really proud of everything we've done this year ...

- Held DTeam meetings (3x) and provided briefing to the NNDFN C&C
- Ran Uncle's and Auntie's Retreats Airport Lake – over 90 ladies attended!
- Worked with our NT Teachers on Hats'adän (Learning) lesson plans for the first storybooks
 - o The lesson plans were tested in the Carmacks School
 - o The first year of lesson plans and activities were rolled out to Eliza VanBibber school
 - o The DTeam, NT Teachers and NT Education staff will be working together over the summer to develop more lesson plans and activities on the other books
- All three NT First Nations continued work on gathering NT Names and Family Tree info – **The big NT Elders gathering for NT names and family trees was re-scheduled to November 2015 because of budget concerns.**
- Put together 8 new storybooks – these are being illustrated by NT artists right now – **Final Versions of these new storybooks will be available to pick up from the SFN office in May/June**
- Roger and Chris got outside funds from AANDC to fund putting together the framework of Traditional Stories for the Hudę Hudän K'i Hats'adän (Traditional way of life rules and principles)

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- LSCFN, SFN and NNDFN Doòli Dän K'i are traveling to Ottawa to view collections of Northern Tutchone materials at the Museum of History and National Archives. We will bring back photos and recordings to have Elders review.
- LSCFN will host the annual NT Elders Gathering in Carmacks in March

For the next year, we plan to work on...

- o Gathering as many old stories and stories from Elder's young lives in Northern Tutchone Language to begin the process of building a NT language curriculum from your stories
- o Completing the first draft of the Hudeḡ Hudän K'i Hats'adän for Elders to review
- o Gathering the story of traditional Northern Tutchone Men's and Women's lives and responsibilities;
- o Producing 5 more storybooks including one on 'What Is Doòli?' to get them out into NT homes, daycares and schools;
- o Turning the storybooks into daycare versions in Northern Tutchone language and creating daycare curriculum and games based on the traditional stories.
- o Continue working on the NT Names and traditional family tree work based on our Elder's guidance.
- o Plan and run the next year of Auntie's and Uncle's Retreats on the land in each community to help our younger generations learn traditional skills.
- o Digitize and organize all of the Doòli and Traditional Governance information from the last 13 yrs and before

- o Help our Selkirk First Nation Government implement our Traditional Governance System with today's governance needs to find a new path forward for our communities.
- o Continue making our Elders knowledge and stories into educational materials for parents, daycares and schools

Please go and visit your Elders as often as you can! If you have any questions or you want to know more about everything we are doing, don't hesitate to go see Roger or your Heritage staff.

The Elders are working together to provide the GIFT of our Traditional Knowledge for the benefit of our future generations...



Roger Alfred facilitated a Dooli Workshop for the 2014 Christmas Project for the youth. This is the first year that the Christmas Project included the youth.

Our Heritage and Language Teams Up With Fellow Northern Tutchone First Nations on a Researching Mission

By April Baker



The purse made by Late Jesse Alfred (top) and 14 year old Emma Alfred, posing with the purse (left). Purse and photo seen at the Canadian Museum of History.



A researching team from: SFN: Teri-Lee Isaac, Gina Gill, Lizzie Hall, Rachel Tom Tom, Emma Alfred; LSCFN: Rebecca Freeman, Cindy Charlie, Gertie Tom, Viola Mullet, Shirley Bellmore; NND: Joella Hogan, Cheryl Buyck, Nicole Hutton, Kylie Hummel, Eileen Peter, Julia Olsen, Bella Peter and Walter Peter, went to Ottawa March 8-13, 2015. This team is the three First Nation's Heritage departments and all elders were selected by the Dooli working team. The Elders were chosen based on their knowledge to identify Northern Tutchone artifacts. They went to explore the National Archives and Canadian Museum of History. All three First Nations have in their Heritage workplans to create Northern Tutchone Collections Databases.

A few objects that were found includes:

- Late Jesse Alfred's home tanned purse and a picture of 14 year old Emma Alfred holding the purse;
- Johnson Edwards' four dog packs that were fully beaded by Frances Joe;

- Numerous recordings of late Northern Tutchone Elders;
- Jimmy Silverfox's arrows; and
- A Northern Tutchone moosehide boat, that was sold to the museum in 1911 from Big Salmon Lake.

For more information please visit Teri-Lee Isaac and/or Gina Gill in the Heritage Department At the SFN Administration Building.

Teri-Lee reported that, the National Museum of Archives is four times bigger than the Canada Games Center and filled with artifacts from all over Canada. The whole archives is currently being digitized, which means, everything will be accessible online.

The ladies learned a whole lot from the Elders and would like to thank them for their participation. Rachel and Lizzie were very knowledgeable and a great help to the research team.

Citizen Development Update By April Baker

Education Manager

Tara Roberts has been filling in as Acting Education Manager. Although she has her workplan focusing on education for all ages, from headstart to post-secondary, much of her time to date has been spent managing the post secondary funding. The Post-Secondary Student Support Policy has been amended and will soon be posted on the SFN website with a complete package for students to obtain.

Employment and Training Officer

Agnes McGinty has been busy with her daily duties as Employment and Training Officer and helping Citizens with their training, whether they are looking for funding when training opportunities arise or looking for financial aid in purchasing a pair of work boots.

Capital Works Update by April Baker

The Capital department crew completed the residences of Audrey and Don Trudeau and Amy and David Johnnie. Some renovations were also completed and they are still focusing on more renovations in the community.

The bi-weekly water testing is on-going and results are available to the public. Call Capital for water testing results; also, the results will be posted on the SFN website regularly in the near future.

Projects and services to date include:

- Chimney cleaning
- Snow removal for elders (upon request)
- Septic pump outs
- Water tank cleaning
- Annual furnace services
- Safe drinking water
- Operations and maintenance (O&M) for

residential housing and community buildings

- Waste management
- New construction and renovations
- Supporting other departments and organizations

The Capital Works Department is all about providing safe adequate housing, providing safe drinking water and providing essential services.

Service Fees are coming in the near future and will be applied to services such as, garbage pick up, water delivery, etc. I ask that you please grasp this new bill, as it is a very well needed cost recovery for our Government. Communications will be working with Capital to produce a Service Fees pamphlet and a Do It Yourself handbook.

For more information or to obtain Capital services or for O&M, please call Capital Works at 573-3060.

Selkirk First Nation Committees Update

Citizenship Committee

(Established according to section 4.0 of the Selkirk First Nation Constitution)

Lizzie Hall
Alyce Joe
Harry McGinty
Lois Joe
Roger Alfred

Finance Committee

(Established by 2008 GA Resolution)

Bill Trerice
Lois Joe
Jean O'Brien
Zachary Fulton
Sharon Nelson

Constitution Committee

(Established by Council in July 2010)

Lizzie Hall
Daryl Fulton
Danielle Sawyer
Dorothy Mitander-Graham
Candice Menzi

Lands Committee

(Established by Council—Being reviewed)

Housing Committee

In Progress

Education Committee

(Established by Council January 8, 2015)

Julia Joe
Lucy McGinty
Dorothy Johnson

Selkirk Development Corporation Update By Bonnie Roberts

Greeting to the Selkirk First Nation Citizens!

The Selkirk Development Corporation (SDC) is currently made up of the following Board of Directors appointed by SFN Chief and Council in January 2014: Audrey Baker, Jeremy Harper, Michelle Kolla and Shadelle Chambers. We look forward to our second year of operations as a board.

The Board of Directors along with SFN Council and management staff, recently completed and approved a 3-year SDC Strategic Plan for 2014-2017.

The mandate of SDC: In the business of seeking and maintaining profitable business ventures to generate wealth on behalf of its shareholder SFN. SDC will work with SFN in a manner that respects the natural environment, cultural and traditional lifestyles of the SFN people.

As part of our on-going relationship with SFN, we have agreed to meet on a quarterly basis for reporting and strategic direction. The strategic plan is available to citizens, please contact Bonnie Roberts.

SDC is currently in the process of developing budgets, work-plans and policies for the upcoming new fiscal year. We are currently recruiting for a Chief Executive Officer (CEO) and hope to be successful in recruiting a candidate. This position will remain open until the position is filled.

SDC is involved in three major sectors: Mining, Real Estate and Pelly Operations.

Mining: This sector continues to be the most profitable sector for SDC. We continue to work with

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Capstone and Minto Mine to build our partnership. SDC has negotiated several preferred business opportunities in the last fiscal year, including agreements for the Ore Haul Transport, Air Services, Bus Transport Services, Water Delivery, Helicopter services and Drilling Services. We continue to work on the policy to strengthen participation by citizen-owned businesses. Michelle Kolla and Audrey Baker attended the Mineral Exploration Roundup in January. The agenda was full with several meetings scheduled each day with present and potential partners and also looking at new opportunities.

Real Estate: The commercial real estate market continues to experience a downward decline in Whitehorse. This creates challenges in leasing some of our vacant units. We continue to have real estate at Waterfront Station, Titanium Way and Calcite. We are working on a plan to market our vacant office spaces.

Pelly Operations:

Selkirk Center: The store renovations are now complete and a new store manager, SFN Citizen, Patty Isaac has been hired. The staff and board are working closely with the Patty to ensure the store is running efficiently. We are in discussions with the fuel supplier working towards updating the fuel pumps. The store will be closed on March 31st for year-end inventory.

If you have gift certificates from Selkirk First Nation for the store, they must be used before March 31, 2015.

15394 Yukon Inc. (Pelly Fire Company) The season begins in late April. We are currently in year two of a Three -year contract with Yukon Government. Our crew will return this year and we are grateful to have such a great team return every year. Good luck this season guys! The company continues to recruit

members for training so if you are interested please visit the Fire Base to discuss your plans.

Minto Resorts: We are currently in contract discussions with Holland America for the 2015 season. 2014 was a successful season thanks to the manager and staff for their hard work. SDC purchase several arts and crafts pieces from citizens to showcase in Minto this season. We will begin recruiting employees soon for the upcoming season so if you are interested, watch for the employment postings.

Pelly Roads Project: SDC worked together with SFN and the Yukon Government and was successful in getting the contract. Many of the local community members were employed on this project and most of the community road improvements were completed. SDC hopes to have the opportunity to complete this project next summer.

SDC donated to many citizens, groups and events in the community through out the year. Specifically, EVB School Graduation, First Nations Graduation Ceremony, SFN Christmas Bingo, SFN Christmas Dinner, Joanne VanBibber: Parent Project Muscular Dystrophy, Lauren McGinty: House Fire, the Selkirk Spirit Dancers travel, Pelly Cancer Warriors, and the North American Indigenous Games. SDC will be hosting a community Fishing Day and BBQ in early April, look for the announcement soon.

If you have any questions or would like to visit our office in Whitehorse, please feel free to stop by any time during regular business hours. Our office is located at: #201 – 166 Titanium Way (in the new industrial area next to the Yukon River), call 393-2181, or email the office manager at broberts@selkirkdevcorp.com.

Happy Easter and Enjoy the Spring!!

What Is Lateral Violence?

There are a number of definitions of Lateral Violence. Each one of these definitions explains it as a learned behavior as a result of oppression.

“Lateral Violence occurs within marginalized groups where members strike out at each other as a result of being oppressed. The oppressed become the oppressors of themselves and each other. Common behaviors that prevent positive change from occurring include gossip, sabotage, backstabbing and shunning.” <http://www.kweykway.ca/blog/what-is-lateral-violence>

Another definition

“Lateral violence is a learned behaviour as a result of colonialism and patriarchal methods of governing and developing a society.” Native Women’s Association of Canada

<http://www.nwac.ca/files/reports/AboriginalLateralViolence%20-%20web%20version.pdf>

Although the list is much larger, the behavioural signs of lateral violence that have recently been experienced in the First Nation office include, sarcasm, bickering, blaming, yelling or using profanity, bullying, gossiping, ignoring, undermining activities, withholding information, refusing to work with someone, backstabbing, complaining to peers rather than confronting the individual, and failing to respect privacy.

As a result of incidents at our office, the Selkirk First Nation is taking steps to protect its employees and provide a safe working environment. We will be installing and activating a security system with cameras, locks will be changed, and the reception area will

be secured.

Lateral Violence is a global issue. It is happening all over the world. Where people live together and a pecking order exists there is usually a misuse of power. This is where Lateral Violence lives. Of course, there is a higher incidence of Lateral Violence in First Nations communities because historically we have been oppressed and pushed to the margins. We have been disempowered.

In First Nations communities Lateral Violence is a learned behavior that can be unlearned. We, the Selkirk people, have our traditional values that are hard-wired into us, and we need to pull these values out and practice them. We will practice respect and working together. It will be a long journey for everyone, but as Selkirk people, we can make this journey together.

There was a time when we knew exactly how to be in relationship together but since contact and due to a large number of difficult and often disempowering events in history we have lost touch with the wisdom contained in our ways, the ways of our Ancestors. Although there seems to be a resurrection of culture we still see a misuse of power and a misalignment with our traditional ways.

To help with this journey, we are seeking instructors to offer training in recognizing and addressing lateral violence behaviour for leadership, employees, and the community. Counselling will also be on standby if individuals require the services.

Power is not a bad thing and each and everyone one of us has a unique type of power. If we use it consciously it can be the key to restoring healthy com-

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munication and relationships within our communities.

Although we have printed two definitions we encourage you to explore and define Lateral Violence for yourself. Only you can say what you experience as disempowering. What's more important is that once you begin to identify behaviors that are disempowering you can then choose to respond in a way that is powerful and transformational.

So, if we are to begin to transform this thing we call Lateral Violence that has become so normalized in our communities then we must first look to ourselves. To the places within that are fearful or feel a sense of shame. Those parts of us that have been temporarily quieted or have perhaps acted out in ways that are harmful to self and others. We must forge a new relationship with ourselves first and then we can look to healing our relationships with those around us.

For more information on Lateral Violence you can visit these websites:

<http://www.equaywuk.ca/HFHNDVT/WhatIsLateralViolence.pdf>

<http://www.nwac.ca/files/reports/AboriginalLateralViolence%20-%20web%20version.pdf>

<http://www.kweykwai.ca/blog/what-is-lateral-violence>

<http://www.creativespirits.info/aboriginalculture/people/bullying-lateral-violence>



Native Ten Commandments

Treat the Earth and all that dwell therein
with respect

Remain close to the Great Spirit

Show great respect for your fellow beings

Work together for the benefit of all Mankind

Give assistance and kindness wherever needed

Do what you know to be right

Look after the well-being of Mind and Body

Dedicate a share of your efforts to the greater Good

Be truthful and honest at all times

Take full responsibility for your actions



Selkirk Spirit Dancers engaged in Prayer before their performance. The SSD pray before every performance and invite our Ancestors to join us in our celebration or to dedicate our performance.

ZERO TOLERANCE for Workplace Violence

**Selkirk First Nation,
as an Employer,
is committed to maintaining
a workplace free from threats
and acts of intimidation and violence**

All incidents will be reported and investigated

Please respect our Workplace

Let's Work Together in Moving Forward to Realize Positive Change

General Principles

The most basic law and underlying principle of our culture can best be express in English by the term

"RESPECT".

It is this truth that brings harmony and wholeness into our daily family relationship, community life and work

Our ancestors listened to the land and the land showed us how to live. Many other teachers have come and gone, but the land remains. We must respect and care for mother earth, our teacher.

We were taught to be quiet and still, to observe and learn all that we could and to pass on that wisdom and knowledge.

Values

The Selkirk First Nation Government has adopted the following policies and procedures to restore and reaffirm the values, culture and traditional methods of governance of the Northern Tutchone people.

We believe in equal opportunity for all Selkirk First Nation members employed in our government workforce. We encourage all individual to pursue continuous learning to help enhance their skills and enable them to progress into more challenging positions.

We believe in the dignity of all people in the workplace. We encourage management to treat all employees respectfully, fairly and equitably. We encourage employees to treat each other in a professional, courteous and respectful manner.

ETHICS AND CONDUCT

The Northern Tutchone People has always lived according to a time-honored code of ethics. These are the rules that have always guided the behavior of our people in daily life. They have made family and community life predictable and organized.

Respectful and responsible actions have long been expected and highly valued. Respectful and responsible actions have benefitted everyone in the community throughout our past. Each family, past and present, has depended on these values to help them survive and thrive.

Our traditional ways have been weakened by contact with western culture. The Selkirk First Nation Government is undertaking the task of rediscovering and reaffirming the commitment to our traditional values to help strengthen and guide our community.

We must use our shared ethics and values in our daily interactions with our families, in the workplace, and in our community. Our culture and our community are understood by the rest of the world through our actions, words, work, arts, music, play, and our children.

The Chief, Council, and the Elders' Council provide leadership and direction for our people. We must work together to affirm our culture, our language, our rights, our land, and our identity. It has been through the wisdom of our ancestors and the stories that are passed down through the generations that enable us to know who we are.

It is our hope that this Code of Ethics and General Principles will encourage us to rediscover and embrace the tradition ways and time-honored laws of our people.

Copied from SFN HR Policy

Pelly Crossing Curling Bonspiel

The 18th Annual Northern Tutchone bonspiel took place during the Easter long weekend, April 3 to 5, 2015. Eight teams registered and the results are as follows: 1st in A Drew's Selects, 1st in B Young Guns, 1st in C Tthi Tingka.

Players awards: Most Sportsmanlike Award Carla Joe, Best Lead Shaheen Baker, Best Second Andy Silverfox, Best Third Mark Staub, Best Skip Andrew



1st in the B division.



1st in the A division.



1st in the C division.

SFN Staff Long Service Awards Recognition

Chief and Council invited all staff out to Lhutsaw (Jackfish Lake) for a fun-filled day of ice fishing, relaxing around the campfire and recognition of long-term employees on March 31st.

Although not everyone who put in a line caught anything (sorry Judy, maybe next time!), overall the ice fishing went well. Youth Councillor Shaheen Baker caught the biggest Pike of the day at around 4.6 kilograms for 1st place; Lori Sims took second place with one for 1.6 kilograms; and 3rd place went to Darren Johnnie 1.4kg.



The remaining fishing awards went to:

Betty Baptiste – 4th, Rick Sims – 5th, Kevin McGinty – 6th, David Roberts – 7th, Keifer Johnny 8th

Deputy Chief Sims and Executive Director Albert Drapeau presented the awards and recognition to SFN's long serving staff members:

Adam VanBibber for 10 years



Eddie Tom Tom 10 years



Jeremy Harper 10 years

George Magrum 15 years

SFN Staff Long Service Awards Recognition

Milly Johnson 25 years



Long service awards: The purpose of the policy is to create guidelines to recognize the contributions and dedication of long term employees. SFN values all employees and wishes to acknowledge their dedication to the organization when they reach milestone years of service. Recognition is given to employees who have reached a milestone year of service at 5 years, 10 years, 15 years, 20 years, 25 years, 30 and 35 years.

SFN Human Resources Policy

Albert Drapeau Executive Director thanked the staff who helped set up and made this event happen on such a beautiful day.

Jerry Alfred 25 years



Students and Hockey

Submitted by Alex Page

It was the 4th Annual Pelly River Hockey Challenge hosted in the Community of Faro. Cst Alex PAGE from Pelly Crossing RCMP participated in the event as an on ice coach. Jeremy Harper and Tutchonee Musik attended as Chaperons for the Pelly Crossing youths: Colton Blackjack, Tyra Gill, Riley Gill, Ethan Smith, Cameron Silas and Jared Tom Tom.

Youth ages 8 to 15 were invited from the Communities of Watson Lake, Ross River, Faro and Pelly Crossing to participate in the Hockey skills development camp. The camp ran from Friday to Sunday February 27, 28 and March 1.

The event offered meals, accommodation and venue access at no expense directly to themselves or their parents. In this way the Pelly River Hockey Challenge is able to ensure no child is left out due to individual circumstance and promotes an inclusive atmosphere.

All the youth were exposed to on and off ice activities where by building self esteem, team concepts and networking within the otherwise isolated Communities.

The end goal was for the kids to build confidence, form friendships that span the Communities and better the bonds within the Community.

The youth were on a tight schedule and busy from arrival to departure. Overall, all the kids were happy and expressed their interest to participate next year.

Alex Page

BYTE Leaders-in-Training Conference

BYTE hosted the 3rd annual Leadership Conference in Whitehorse,
March 5, 6, 7 2015

Youth throughout the Yukon were selected to participate in this great training opportunity. Youth of our very own were chosen and participated; Shaheen Baker as youth chaperone, along with the two youth in training, Cody Sims and Shannon Morrison.

During the three days the youth participated in a fun effective hands on training, practicing leadership skills and effective strategies for developing healthy community living and support.

It is our hope that our potential leaders will receive further training to continue building on accessing the tools they require to be our future leaders.

Thank you from the BYTE staff: "Thank you, for making a difference for our youth, we are grateful for the time and energy dedicated to make it possible for Shaheen, Cody and Shannon to participate. They were incredible contributors to our program".

(See photos on page 21)

Household Survey Comes to a Finish

The Selkirk First Nation Household survey "Knowing Ourselves" finished up at the end of March. We would like to thank everyone who participated – we had over 90% of our Citizens participate!

The draw for the generator and the tickets will be held at the General Assembly gathering planned for

this summer. We will notify you of the winners at that time.

More information on the Survey and the Socio-economic Study will be included in the next newsletter.



Youth Councillor Shaheen Baker at the BYTE Leaders-In-Training Conference, with fellow chaperones.



Cody and Shannon participate in one of the BYTE activities and learning.



Cody and Shannon making notes at the BYTE Conference.



Cody and Shannon.

Bringing Youth Towards Equality



Hets'edän Kú' | 2014/2015 Winter Semester

Thank you to all the funders and supporters of the college campus in Pelly Crossing, including **Selkirk First Nation**, the **Community Campus Committee**, the **Pelly Carmacks Training Trust Fund**, **Yukon Government** and the **Department of Advanced Education**. Most of all thank you to all the citizens who came and took courses at the college, and to the Elders who taught Northern Tutchone Language to our students.

CARPENTRY STUDENTS MATH PROGRAM

The carpentry students finished their attempts to challenge the Trades Entrance exam. It was a long road, as this program started in June of 2014, and although they did not pass the exam, the students made great strides in their Math skills. Thank you to Charles Laanstra, the instructor, and all the students and the family and community members that supported their efforts. Funders for this program included **SFN**, **Pelly Carmacks Training Trust Fund**, and **Hets'edän Kú'**.



ELDER CARE WORKER PROGRAM

Hets'edän Kú' successfully secured funding to run a *Foundations– Personal Support Worker Program* this winter. They will be delivering Meals on Wheels to Elders until the end of April. The funders for this program are **SFN**, **Hets'edän Kú'** and **Yukon Government Department of Advanced Ed.**



Másin to Rachel Tom Tom for teaching sewing and language to the student for a week. The class had a great time sewing. Eyínjá zhi dé'in? *What are the women doing?* Ejínjá néenet'ú! *The women are sewing!*

Uyuzí Debbie White úzhi. *This is Debbie White.* Zhi dé'in? *What is she doing?* She is the **instructor for the Home Care Program!**



CONGRATULATIONS

Nora Harper graduated from the Underground Mine Training program in Alaska and the Yukon. She now has a fulltime job as a miner at



Lyndelle Johnson is the new part-time assistant at **Hets'edän Kú'**. Lyndelle will be assisting the campus



April – June 2015 Programs

Date	Course Title	Instructor	Details	Cost
April 12 th –Sept 22 nd	<i>Food Security Part II</i>	Kathy Kruse	Kathy Kruse will be running the Food Security class again at the Pelly Garden and Greenhouse class! This year focuses on increasing capacity and building infrastructure.	\$512 + gst
April 20 th –June 26 th	<i>Foundations for Language Revitalisation</i>	Elders	The students will be developing their Language, traditional and cultural skills. The class will build a community Northern Tutchone radio station and publish a pocket dictionary.	\$512 + gst
May 7 th –June 5 th	<i>Heritage Interpreter Program</i>	Various	This course provides safety tickets such as Wilderness First Aid, Boat Operator, Chainsaw safety, Bear Aware, and leads to working as a heritage interpreter.	\$512 + gst

Every Wed until April 30th the Home Support Program will be cooking and delivering Meals on Wheels to Elders in the Community. To sign up call 537 8800

Courses & Workshops

Date	Course Title	Instructor	Details	Cost
April 10-11 th	<i>Standard First Aid (SFA)</i>	Sharon Mondor	This will be our last offering of Standard First Aid for the year.	\$160 + gst
April 16 th	<i>Bicycle Maintenance</i>	Laird Herbert	Get your bicycle all fixed up in time for spring! First five students receive a free multi tool and patch kit.	Free

Please contact Hets'edän Kú' at 537-8800 or ycpelly@yukoncollege.yk.ca to

April 23rd **Staff Day College Closed**

Every Wednesday from 6:00–8:00pm until August we are hosting a Grow Your Own Garden workshop! program. All materials and supplies included!

Date	Course Title	Instructor	Details	Cost
April 20 th & April 21 st	<i>Class V Learners License</i>	Laird Herbert	You can write your class V learners license at the college. The first day is a review and the second is writing the exam. You need to provide your birthdate and full name to be eligible to write.	\$20.00
May 11-13 th	<i>Wilderness 1st Aid</i>	Sebastian Jones	Similar to SFA course, except this course is focused on people who cannot call an ambulance, or for whom it will take up to 24 hours for the ambulance to arrive.	\$254.00
May 14 th	<i>Bear Aware</i>	Conservation Officer	Comprehensive two-day course offering first aid and cardiopulmonary resuscitation (CPR) skills	Free
May 15 th	<i>FAC/PAL</i>	TBD	This is the Fire Arm Certification (FAC) that is required for use of fire-arms.	\$80.00 +gst
May 18 th	<i>Boat Operator</i>	Ann Morgan	The Lifesaving Society's Boat Operator Accredited Training (BOAT) program is accredited by Transport Canada. The BOAT course provides you with the knowledge you need to earn the Pleasure Craft Operator	\$475.00 + gst
May 20 th -22 nd	<i>Basic Chainsaw & Safety</i>	Wes Beaven	Learn Basic Chainsaw use and maintenance.	TBD
May 25 th (date could change)	<i>Yukon First Nations</i>	David Brown	This 1-day course is intended for anyone interested in learning more about Yukon First Nations and Self-Government.	TBD
June 16-17 9:00am – 3:30pm	<i>Plants and their Herbal Uses</i>	Bev Gray	Bev Gray will demonstrate how to mindfully harvest medicinal plants and how to make and blend delicious and healthful herbal teas, medicinal oils, salves, creams, tinctures and vinegars.	TBD

June 18th is our summer BBQ. Join us at 1:30 pm at the college to celebrate the school year!

Minto Explorations Limited (MEL)

Contracting Opportunities

Process for becoming a Selkirk **preferred bidder** on MEL contracts:

1. Call and ask for a **Participation Agreement** from Selkirk Development Corporation (SDC) (867) 393-2181
2. On page 10 of the Participation Agreement, check off the work that you are qualified and able to provide.
3. Sign the Participation Agreement and return to SDC via fax, mail or in person.
4. SDC will notify you of any preferred opportunities that MEL is advertising that match the type of work you are qualified and able to provide.
5. When you receive the notice of a preferred opportunity from SDC you can decide if you want to be considered as the Selkirk preferred bidder in negotiating with MEL for the supply contract.
6. Call SDC to confirm interest.
7. SDC will notify you if you are selected as the preferred bidder for the preferred opportunity at the Minto Mine.
8. If you have any questions call us at (867) 393-2181.

**Minto Mine Employment Liaison Office**

Please drop by the office anytime to inquire about: employment opportunities, employment information, if you need assistance in completing a employment application or writing your resume.

Thank you and I look forward to working with you.
Have a nice day!

Mary McGinty

Selkirk First Nation

Ph: 867-537-3331 Ext. 247

Cell: 867-332-8602

Email: mintoliasion@selkirkfn.com

Boreal Shuttle Express Service is a new transportation business owned and operated by SFN Citizen Sharon Nelson and her husband Kevin. The bus service will commence late April or early May, offering transportation from Pelly Crossing to Whitehorse. The schedule will start with trips to Whitehorse every 2nd week with increase in frequency if there is a demand for the service. The bus will leave Pelly Crossing on a Friday and return to Pelly on Saturday.



In addition to passenger transportation, small freight service will be provided.

For more information, you may contact Sharon or Kevin Nelson from 5 to 9 p.m. at 537-3771 or 689-7283 (cell)

N-hûudlin Dzenú Sóthän

(Your Birthday Good/Nice) (Happy Birthday)

Happy Birthday, Mar 9, Donavin McKnight. May you have many more. Love Mom, Ryan, Rox, Dylan & Dez

Happy Birthday my Birthday girl, March 17. May you have many more. Love mom, Ryan, Roxy, Donavin & Dylan.

Congratulations Charbelle & Calvin on your new bundle of joy. Isabelle born on Mar 4/15. Congratulations to all the grandparents. From Darlene, Ryan and crew.

Happy Birthday to: Bro Rick on March 14, Sis Charlene on April 14, Niece Amber April 17, Nephew Daryl April 19 and Darren April 1. Enjoy your b-day, April & Famjam.

Happy Birthday to my first born Raine, April 30, "I love you more than every speckle of sand on earth," is what you told me when you were 6.

Happy 6th Birthday to my babe Ocean on May 11, "I want to be a star when I grow up." May all your dreams come true! Love Momma, daddy & bros.

Congratulations Sanuua and Stephan on the birth of your twin boys, God bless you all!

Congratulations Kim and Kyle on the birth of your son, God bless you!

EVb School Council Meeting Schedule:

Time: 6:30 pm

Location: EVb School

All School Council Meetings are open to the PUBLIC.
Parents and Community Members
are encouraged to attend

April 14, 2015

May 12, 2015

June 9, 2015

Employment Opportunity

Store Clerks

Location: Selkirk Center (SFN Holding Ltd)

Status: Full and Part-Time Position

Closing Date: Until positions filled

PREFERENTIAL HIRE FOR QUALIFIED SELKIRK FIRST NATION CITIZENS

Selkirk Center (SFN Holdings Ltd.) is looking for reliable and motivated Clerks responsible for providing prompt, courteous and knowledgeable service to clients and customers.

Job Details: Clerks will operate the cash register, interact machine, and gas console, serving and greeting customers with a great attitude. He/she will assist with receiving and stocking of grocery products and maintaining general cleanliness throughout the store.

Other duties may involve carry-outs for customers; providing directions for customers based on a knowledge of item locations in the store and other duties as required.

Experience: Experience, as a store clerk is preferred but willing to train the right person. Must have good communications and interpersonal skills. Must be motivated, reliable, work in a team environment, and be willing to work weekends.

Happy Birthday to ALL YOU beautiful people out there, celebrating your day this Spring 2015!

LIVE
LOVE
LAUGH

March 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 Council Mtg	6	7	8	9 SFN Youth Conference
10 SFN Youth Conference	11	12 Council Mtg School Council Mtg	13	14	15	16
17	18	19 Council Mtg	20	21	22	23
24	25	26	27	28	29	30
31						

June 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Council Mtg	3	4	5	6
7	8	9 School Council Mtg	10	11	12 EVBS Grad	13
14	15	16 Council Mtg	17	18	19	20
21	22	23	24 CYFN GA Minto	25	26	27
28	29	30 Council Mtg				

Postage For Mail Outs

Last Words By Communications Officer

Happy Spring to everyone! And yay Summer is around the corner! I am looking forward to the next three months; I will have someone on board in the Communications office and will be training this lucky candidate.

May Gathering is coming up, the third week of May...the Council of Yukon First Nations AGA, which SFN is hosting this year in Minto Landing, June 23, 24 & 25, 2015...Selkirk First Nation AGA is scheduled for July.

We are busy as usual. The Spring issue was due to come out in March, but ended up printing in April because of everyone's busy schedules. But that's great! You gotta love your job when you are busy!

Also, loving my time with the Selkirk Spirit Dancers! Until next time, take care of each other!

Attention

The SFN Newsletter is published solely for the purpose of providing information to Selkirk First Nation Citizens. Material printed in this newsletter is the property of the First Nation (unless otherwise stated) and may not be reproduced without the permission of the Selkirk First Nation.

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