

# VGEN NEWS

NEWSLETTER  
of the  
VUNTUT GWITCHIN  
GOVERNMENT

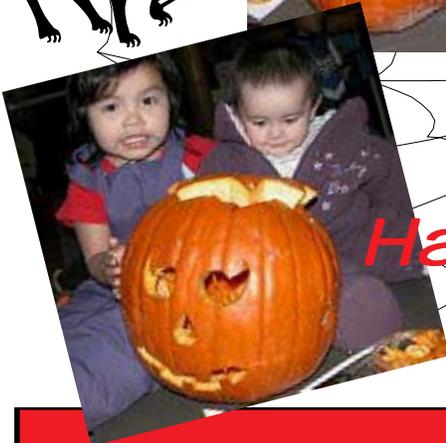
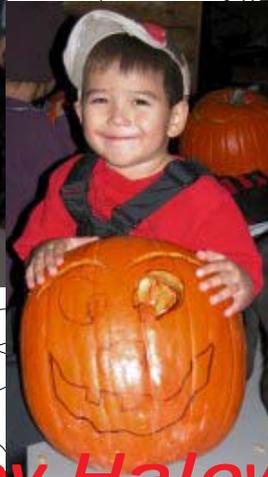


November  
"Sheep Month"

Divii Zrii

Issue #10, Volume #03

November 2004



*Happy Haloween  
To the Youth of  
Old Crow*

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**VGFN  
NEWS**  
NEWSLETTER  
of the  
**VUNTUT GWITCHIN  
GOVERNMENT**

VGFN News is the monthly  
Newsletter of the Vuntut Gwitchin  
First Nation Self-Government in Old  
Crow, Yukon, Canada.  
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the employees of VGFN.

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**VGFN Chief & Council**

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**Deputy Chief:** Roger Kyikavichik  
**Councilors:** Glenna Tetlich  
William Josie  
Esau Schafer

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## **Dorothy Frost**

### **Chief and Council Executive Office**

**Notes** taken from meetings that were held in Whitehorse, November 3, 4 & 5th

**Comments** contributed by: Daryn Leas, Hugh Monaghan, Stephen Mills, Norman McIntyre, Greg Charlie and James Harper.

### **Nine year Implementation Final Transfer Agreements (FTA) and Self Government Agreement (SGA) Negotiations**

The next ten years are a very important and critical time for our First Nation Government. The Chief has a mandate to negotiate on behalf of the Vuntut Gwitchin Government to try to ensure that adequate funding is made available from the Federal Government to operate programs and services for our people and implement our Agreements effectively and efficiently. Therefore the Chief and other council members will be traveling quite extensively on our behalf. This is to ensure that we have the best possible agreement negotiated.

Maintaining good relations with people working in government is the best approach because it helps us to keep informed, to be prepared, and to take advantage of opportunities when they arise. Therefore, it is essential that our First Nation be represented at the table to ensure that our priorities are the public governments' priorities, and that community-based solutions are incorporated into the decisions making process.

Your understanding, patience and support is greatly appreciated and will greatly assist all of us in our collective efforts to get results for the benefit of the Vuntut Gwitchin.

### **Status of agreements**

Self Governing First Nation Financial Transfer Agreement expires March 31, 2005. Under these agreements, Canada provides financial transfers for Final Agreement implementation, Self-government Agreement implementation, programs and services for which the First Nations have assumed responsibility, and First Nation governance.

Canada - CYFN arrangements for the Umbrella Final Agreement Implementa-

tion Plan and Canada - Yukon arrangements to enable Yukon to meet its own Implementation responsibilities expires February 13, 2005.

These expiry dates coincide with the expiry of Canada's original comprehensive mandate for its support of the Yukon Agreements. INAC intends to submit a proposed comprehensive mandate for renewal negotiations to The Treasury Board in mid February 2005. Currently VGFN is developing its own proposal and this is a very high priority to be completed in the January and February 2005 period. VGFN Leadership is also helping to develop a comprehensive Yukon wide strategy for YTG and Yukon First Nation to approach these up coming negotiations.

Given the timelines, the parties have agreed that federal funding will be maintained in accordance with current agreements, pending the receipt of renewal mandates, completion of renewal negotiations and an April 1, 2006 effective date for the renewal agreements.

### **Funding Adequacy**

This will be the key component on the mandate for FTA negotiations that is scheduled to commence in February 2005. The Vuntut Gwitchin Government has done a detailed assessment on their Government model and have presented this to Canada. In addition to our findings we have also indicated that remoteness costs need to be addressed.

The renewal negotiations are to proceed in the year 2005- 2006 after a new federal mandate for all of its Yukon treaty and self-government arrangements have been provided. This new mandate is expected to be handed out by the end of June 2005.

### **November and December meetings scheduled**

November 28-04 Whitehorse, AFN and CYFN leadership meetings, Chief Joe Linklater.

These meeting consist of various topics including but not limited to:

- Health and Social Development
- Yukon Land Use Planning
- Yukon Indian Development
- Corporation
- Yukon Aboriginal Women's Council

- Implementation
- Aboriginal Languages
- Mandate Issues
- AFN

The Assembly of First Nations has been meeting and passing resolutions on a wide range of issue and policies affecting our communities. Chiefs have worked hard over the years to bring forward community-based ideas for government to consider so that we can improve the daily lives and futures for our citizens.

Key accomplishments include: convincing the Government to invest an additional \$700 million in health, plus the agreement to negotiate an improved escalator for funding health programs.

**December 05-09 Ottawa, AFN, Chief Joe Linklater.**

### **Agenda**

Including but not limited to these items; Health, housing, education, cabinet retreat and preparation for First Ministers meeting, Post Secondary education taxation, Citizens, (status), Recognition and Implementation of First Nation Governments and First Nations Governance.

### **Internal executive office**

As the Administrative Director, my position includes this summary and is not limited to other tasks assigned to me:

- Reporting to Chief and Council
- Responsible for the coordination with VGG program directors on VGG programs and policies.
- Responsible for the provision of administrative support to the Departmental Directors and Managers from the Chief and Council office.
- Responsible for monitoring and ensuring that VGG programs are delivered within established budgets by maintaining a close working relationship with the Departmental Directors in consultation with Chief and Council.
- Responsible for effective liaison, on behalf of Chief and Council, with officials of the First Nations, Federal and Yukon governments and in support of VGG

goals, objectives and policies.

Regularly scheduled Director meetings have been held each Tuesday morning at 9:30am. We meet to review program activities and progress. This gives the directors an opportunity to network with other departments and share common goals and objectives. During these meetings, we identify and address concerns, discuss and determine solutions and recommend priorities to Chief and Council. All meetings are recorded, documented and filed securely.

A draft Policy and Procedures for this government is finalized and is available for review by the staff and then to Chief and Council for final approval.

The Departments are presently in the process of job classification of all its staff members. Job descriptions have been formatted and, once completed these will be mailed out to Clarity, an organization that has expertise in this area.

Budget planning and submissions will

**William Josie**  
**Director, Natural Resources**

I hope my report finds you all well. On November 2<sup>nd</sup> to 4<sup>th</sup> we helped Shawn Francis from the North Yukon Planning Commission gather information on Fish and Wildlife from various community members. I want to thank all VG citizens that participated.

On November 12 and 13 we had our annual Vuntut National Park meeting on our Wilderness Declarations proposal. VGFN, NYRRC along with Parks Canada have decided on a boundary. If you want to come in and see it, please drop by.

On November 15, the CYFN Constitutional Summit Committee visited us in Old Crow. Basically our message to them was that CYFN Constitution does not need to change right now, but rather, let's look at it in five years.

There was also another Trapper's Education Workshop this year. With the senior students from our school participating, I say it was a success.

Excitement is in the air about Christmas, and with that, I wish you well. Remember, if you are going out in the bush, stay safe.

Mahsi Cho!

commence in February. This will include all Departments in conjunction with the Finance Director, Catherine Mbae. New budgets will reflect projects that will occur in the New Year. This year we will also concentrate on issues that have been brought forth at the Director meetings; and the Annual General Assembly as per the resolutions.

There are many aspects to this position, and one in particular is that I want each and every one to know is that I am here to answer your questions. My door is always open and I am also available by email and phone. There are a wide range of materials and resources that I rely on to fulfill the responsibilities of this position.

As with any new job, this is an ideal opportunity for me to develop and gain new skills, which will serve as the foundation to effectively and successfully build our capacity. I am here to assist our community and organization, to successfully

**Glenna Tetlich**  
**Director, Health & Social Programs**

Greetings to all citizens!! I would like to thank all that participated in the "Challenges of Parenting Workshop" and the Health & Social Staff for doing a great job in putting this together. I hope that you were inspired by the presentations and activities throughout the three days. Thank you to all the facilitators for taking time out of your busy schedule to be part of this worthwhile workshop. The agencies that contributed for the door prizes (Air North, West mark, Yukon Inn, High Country Inn, Northern, VGFN, RRC), your support is greatly appreciated.

There are more programs in the planning stages, some of which will happen in the New Year. One of the strong messages that we got out of this workshop is to continue to put on programs for community members. It takes a lot of planning and sometimes suggestions are made however it is a challenge to always get the funding to support what the community wants.

I wish you all a safe and joyous holiday. May the Creator continue to guide you and your families throughout this festive season. Mahsi Cho!

move forward, by understanding change in knowledge, skills and leadership, and to become an important part of meaningful influencing, guiding, and the shaping of an organization.

As stated earlier the Chief has a mandate to ensure that we, meaning the Vuntut Gwitchin First Nation have the best possible funding arrangements to carry out the duties, as described in our constitution.

As an order of Government in Canada, the Vuntut Gwitchin Government has the authority and responsibility to provide quality programs and services for its Citizens, and to manage its resources for the benefit of future generations, in accordance with the Vuntut Gwitchin Final and Self-Government Agreements and the Vuntut Gwitchin Constitution.

In closing, I wish that you all have a very joyous holiday and a prosperous new year.

Mahsi Cho

**Roger Kyikavichik**  
**Deputy Chief**

November 3 – 4, 2004 Chief & Council had meetings in Whitehorse with the Vuntut Gwitchin First Nation's contractors and our citizens. We received an update from Yukon Indian Development Corporation, VG Trust Protector – Compensation Trust Committee, Our Negotiator James Harper and Steve Mills, MLA Lorraine Peter, Finance Adviser - Norm McIntyre, VGG consultant Hugh Monaghan and CYFN Self Government Secretariat. This was a very informative meeting for Council and as for the public meeting and supper with our citizens this, it was well attended.

On November 19 & 20 YTG Education representative and VGG Education Department held there meetings to discuss where do we go from here after the discussion on May 27 & 28, 2004. A position was put to YTG Education to consider hiring a consultant to start implementing the actions and priorities of the May 27 & 28, discussion paper. We are hoping this will start early January 2005.

I wish you all a **Happy Holidays and keep safe.**

**Esau Schafer**  
*Councilor*

Hello to all!

We are in the mist of the holiday season. I wish you all a safe and happy one. Children are very important to us so be safe for them and the elders. I wish you good health during the holidays.

Today we face lot of factors and challenges in order to be a government. I Fear the New Year will bring these challenges to us and we need lots of support from our neighbors in Alaska and the Northwest Territories. As Gwitchin people with good communication skills we can provide strong support across the north with one voice in protecting our caribou calving grounds. Now that there is strong potential of a great economy, I feel that working and supporting one another is a positive step in protecting the great Porcupine Caribou herd. As your Councilor I am very open to listening to your concerns at anytime. I think once we have this communication in place I feel that we are looking towards a very positive step towards our goal in protecting the herd and the future of our children, Mahsi.

Projects on various units from the GS Dept. is in the stage of doing the rough in of plumbing and the electrical paneling. I feel that the new housing projects will be completed by early New Year. Some of the concerns out there: Why does housing take so long? Is because we have freight difficulties, getting the materials here on time and sometimes freight sits out in the Whitehorse Hanger for weeks. When this happens we have no choice, but to shut-down projects until further notice. If this can be resolved, then projects will be finished much earlier. I would like to thank you for your cooperation in this matter.

In closing I understand there are members trapping out on the land. I wish you all well. When traveling alone out there, be safe on the river and lakes due to lots of over flow.

Mahsi Cho!



**Barry Drury**  
*Director, Government Services*

First I would like to thank all of you who contributed money to the CHON - FM Christmas Pledge show on Friday November 26th. Through your efforts we raised a total of \$1,015.67 plus \$500.00 from VGG on behalf of all VG beneficiaries. Therefore the total committed was \$1,515.67. Plus I am sure there were further individual pledges phoned in directly to CHON FM from citizens of Old Crow. Great work and everyone should be very proud of themselves.

From the VG - Government Services Department, we are pleased to tell you that our carpenter crews have four homes ready for rough wiring and plumbing. The wiring at writing of this column has been completed and the rough in plumbing is just beginning. GS will be using an Old Crow resident to complete the plumbing rather than bringing in a plumber from Whitehorse.

We are seeing a number of freeze up situations in homes already. If you are planning to leave your home for a period of time, please have someone check your home daily. I also suggest that you arrange with GS to have your water and sewer systems shut down for the period you will be away. Leave heat on if possible. If you do your own shut down please remember to put anti freeze in all of your drains. The water will stand in the "P" traps and if no anti freeze is added and your heat goes off the pipes will freeze and break.

GS has found it necessary to implement a delivery time for residential heating fuel. GS will post notices shortly as to the time during the day that heating fuel delivery will be available, to residential customers.

Another fuel haul is scheduled to take place during the second week of December.

GS has scheduled January 19, 2005 for a community meeting to discuss a community based housing policy. Each residence in Old Crow received earlier a draft policy. We hope to have a representative from Yukon Housing Corporation attend the meeting to speak on various forms

of housing programs such as rental housing, rent to own housing and home ownership. The YHC representative will be able to clearly define responsibilities with regards to landlords and tenants in rental housing situations and advise the community on what home ownership means to you the owner.

**Effective Monday  
December 6th Residential  
Heating Revised fuel  
delivery will only be  
available Monday to**

Please bring your thoughts and suggestions to the meeting on January 19, 2005 in the community hall. Watch for the posters in town to advise of the meeting time. Please attend. We want to hear from you.

From VGG GS we wish you all a very merry Christmas and a happy new year. Mahsi!

**Tracy Bruce**  
*Housing Executive Assistant*

Good day to all! I am doing well in the office and still am enjoying my position with the Dept. of Government Services.

We have hired two people for water tank cleaning, but have rescheduled for springtime. This was supposed to be for the Elder's that are living in town. Sorry for any inconvenience this caused.

Also, the housing symposium is due for January 19, 2005 at the community hall. Please try and be there, as we the staff in Government Services, would like to hear your suggestions.

The second week of November I went into a reception training along with some other people in the building. The purpose for this training is to be more helpful with the position as a receptionist. I am only the relief receptionist for when Brenda goes for her break or checks the mail.

That is all I have for you. Thank you for the time to read my report for this month! Merry Christmas and a Happy New Year! See you all back in the office on January 4, 2005! Until then take care!

Mahsi Cho!

**Harold Frost**  
*Housing Manager*

Here's my update report from the Housing Department. The projects are coming along accordingly. Projects on the go are #949, 835, 887, 230, and 315. So far there's four that's in rough electrical and rough in plumbing. These are unit #'s 949, 835, 887, and 230.

The rough in plumbing will start immediately after the rough in electrical on these homes except for unit # 315. The next stage will be the wall paneling, ceil-

ing and eventually the floor & pre-finishing, along with kitchen cabinets.

Unit # 315 got off to a late start. So far the foundation is down and the sub-floor is being built. We are still gathering all the materials for this so it won't be long before the roof is on.

For the plumbing we will get Carlos to do the rough in on the four unit projects. This will save costs on bringing in trades people.

We will be ordering our mid-winter fuel haul soon. It will start on December 9<sup>th</sup> or 10<sup>th</sup>, 2004. So far we are on

schedule with fuel unless something comes up that will use a large volume of fuel or gas. We should be good until the stated fuel haul.

We have posted the water tank cleaning notices but this will be postponed until farther notice. Thank you for your cooperation.

At this time I want to wish everyone a happy holiday season and be safe out there where ever you are, take care.



**Mary Jane Moses**  
*Heritage Researcher*

Mahsi' for the nice warm weather we've been having. That is not good for the trappers. Lots of snow means lots of water so be careful out there to those people traveling on the land.

I have been very busy most of this month with the continuing task of land

use data entry. I attended the workshops held at the Youth Center by the Land Use Planning Commission. They had gathered the Elders and other land us-



ers for three days of information gathering and verification. There was a good turnout and a lot of good information sharing. On Thursday evening, November 4<sup>th</sup>, I gave a presentation at the community hall on how the Heritage Department is involved with the LUP process of gathering and entering of information into the database and how all this will be helpful and useful to the Land Use Planning Commission. I retrieved a lot of information from our VGG tape collections in our database. There were other presentations made by the other resource organizations that are also involved in the land use planning process.

**6** Good information was presented to the community and these kinds of information

sharing will continue in the coming months to update the community. I am happy to assist the LUPC in this important process.

The Gwich'in language classes are going extremely well over at the Alice Frost Community Campus. Attendance is very good and I encourage people to continue to attend and learn about the Gwich'in language. It's a fun, relaxed learning atmosphere.

The traditional babiche making teachings began on November 20 with seven people attending plus the Elder teacher, Fanny Charlie.

The teachings took place in a tent and stove setting

with freshly laid spruce branches and tea on the stove. The setting was to learn how to dehair caribou hides using knives. It was learning in itself. We soon found out knives got dull pretty quick and it was all about technique of how to cut off the hair from the hide. The students worked very well with direction provided by the Elder. On Sunday, November 21, some students were ready for the next stage of fleshing out the hide. Some used birch fleshing boards and bone fleshers, others used hickory knives to flesh out the hides. It was great to be out in that setting, in a tent, putting wood in the stove and drinking good lidee thaa'. Mahsi' to those who attended the teach-

ings, thank you for learning about the Gwich'in culture.

Besides all my duties and tasks, work still continues with filming. One Sunday awhile back I went on the ski trails and filmed the little kids skiing. It was fun to see them on skis for the first time. They did so well, I'm proud of them.

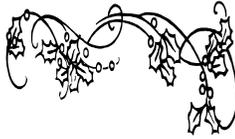
Shahgwich'in kat goots'o' - chan hee Drin Tsal, gwats'o' natr'eedadaa. Shizheh k'oo gwats'at Drin Tsal, Drin Choo zhit shoh ohlii nakhwatr'ahanjaa. Nakhwanh, nakhwazheh k'oo, nakhwajaa kat haa Drin Tsal, Drin Choo gwizhit nakhwah srigoonch'uu, gatr'oolii. Gwiintl'oh oh'aa ts'at oodzoo. Adik'anootii

Translation: To the people of Old



Crow - Once again we are into the Christmas season. On behalf of my family, I would like to wish everyone a Merry Christmas and a Happy New Year. Enjoy this festive season, spending time with family and friends. Eat lots and dance lots. Take care of each other!

Mahsi Cho!



Hello everybody!

Some quick updates for you!

**Peel Watershed Planning Commission**

The PWPC held their first meeting on November 16 & 17 and is now officially underway. Only commission members, the Yukon Land Use Planning Council, and YTG representatives were in attendance.

**YESSA Mining Regulations**

A meeting was held on November 19 at CYFN with other First Nations 'Lands' people. It was about the Class One Mining regulations for the Act, and to develop the different operating conditions that companies must follow in quartz mining exploration. Class One is the lowest level of activity so mining companies do not go through an assessment if they fall under that category. Since this is the case, it is very important for First Na-

tions to help make the operating conditions or rules so companies will clean up their mess, and possibly record their exploration site for future monitoring. These regulations are some of the last to be finalized. YESSA has come into effect by law this month, but it won't be until April and when the regulations are finished for it to be fully operational.

**EMR- Mining Reclamation and Closure Policy**

On November 20, EMR Mining held a workshop to further review the discussion paper on mining reclamation and closure. That is how a mine closes when they are finished operating, and restores the disturbed area to bring it back to a natural state. We also looked at the draft technical guidelines and draft financial guidelines that would be included in the policy. The main problem that people had with this is that it will be a policy and not legislation. This means law won't enforce it, which is what YTG's Energy, Mines and Resources sector would like. The reason given is that a policy can change day to day and advance, whereas legislation

is set in stone until government passes further change. However, it might not always be the case where policy is used in the best way, for example, the operating conditions may not be strict enough for good mining reclamation. There will be more discussion as the timeline for this to be finished has been extended into the New Year.

**Aboriginal and Northern Community Action Plan (ANCAP)**

A meeting with Indian and Northern Affairs Canada (INAC) and other First Nations was held on November 23. Community Energy Baselines will be done in some First Nation communities this winter, and others will be done next year (possibly VGFN). These are studies to show existing energy sources and uses, as well as information for planning, and to look at the success of energy conservation and Greenhouse Gas reduction. For more information go to this website:

([http://www.ainc-inac.gc.ca/clc/prg/ovw\\_e.html](http://www.ainc-inac.gc.ca/clc/prg/ovw_e.html)) and you'll see a good overview of the ANCAP program.

Stay well!

**Joe Tetlichi**  
**Justice Coordinator**



As we get into the last month of the year, and into the time where we have only a few hours of sunlight we start to think of Christmas. We can already see lights and decorations appearing on or in individual houses. People chatting with each other start getting excited at the word "Christmas". There are a lot of preparations to do, such as traveling, buying gifts, cooking, plans to visit family outside of Old Crow, feasting and dancing. All too often we forget the true meaning of Christmas.

Last Friday, CHON FM had a pledge show and Old Crow donated a lot of money for a worthy cause. This was a time of giving and that's exactly what we did. It would be nice to carry that on during the festive season. We have to look out for each other. Remember that this is a time when Jesus was born.

We also have to realize that this is a joyous occasion, however, this is also a

sad time for some people too. For our friends & neighbors that have lost loved ones, this is the time of the year where it could hurt the most. Just to let you know there is always someone out there that is willing to help. You do not have to go through these situations alone. I only hope that we can help one another.

In my daily business tasks, the First Nation is in the process of moving and refurbishing the Native Court worker office. The one that is situated in the community hall. Once moved in, we will be given the status of being "a tenant" to the VGFN GS Department for the time being. This fully means utilizing the funds set out in a contribution agreement with YTG. This will also be cost effective to VGFN, as we are billed for some of the O&M cost of the building. If you are in need of court worker services please get in touch with me at 966-3261 ext.259 or e-mail [jtetlichi@vgfn.net](mailto:jtetlichi@vgfn.net).

On another note, a couple of weeks ago we had a dinner on behalf of the Justice Department. Afterwards, a meeting was held on Justice issues. Individuals spoke about the history of our people

and where we are at today. A concern that we are losing our identity at a fast pace was also brought out, as well the increase of alcohol consumption in Old Crow. There were a lot of positive comments made too, on programs that were available for individual use. For example, the Health & Fitness Program, gym evenings, Ta kwon doe, and Gwich'in classes are all initiatives for something to do during your spare time. It is your choice to become involved.

There has been a lot of calls coming in regarding community service work(csw) ordered by the Courts. For your information csw is considered, volunteering your time with different agencies within the community. Some examples are helping with the H&F program, Recreation Society, gym evenings, Church, and the School. This service is not intended for individual use.

I pray that you all have a safe and rewarding holiday and wish for you that good things happen for you in the new year.

Yours in Gwich'in Unity.

**Wade Meszaros**  
*Community Wellness Counselor*

I would like to wish everyone a very Merry Christmas. This is one of my most favorite times of the year. I hope you and all your family members enjoy an alcohol and drug free Christmas holiday.

November was a busy month for all of us here in the Health and Social department. I spent a lot of time inviting a variety of presenters and facilitators to our three day workshop "The Challenges of Parenting" held November 22<sup>nd</sup> to the 24<sup>th</sup>. It was encouraging to see on average 30 + people in attendance during the three days. I want to acknowledge the following facilitators who helped make the workshop a success; Gordon Gilgan and Corliss Burke(International known Consultants), Tricia Newport and Mark(SNAP program), Anne-Marie and Carol(Child Development Center), Scott Wessell(Local RCMP), Pat Arey(Local Nurse), Marion and Ruth( CHR and Consultant), Gladys Netro (S.A. administrator), Glenna and Joe Tetlichi(Director/Councilor and Justice Coordinator), and yours truly Wade Meszaros.

During the first part of November I flew out to Whitehorse to meet with Andy Sibald the policy analyst for Alcohol and Drug Services. To see if he could help us in our H&S Programs develop policies for our Department. The meeting went well and I came back armed with a number of samples that will help us in the New Year develop our own policies.

I had approximately 30 one-on-one counseling session this month in addition

to the two aftercare meetings that take place Monday and Wednesday evenings at the Gathering place.

I have also started to take Gwitch'in lessons on Thursday evenings. It is a lot of fun – come out and join us at the College from 6:30 to 8:00.

We will be starting another Pre-treatment group in January for women of all ages who want to work towards getting ready for alcohol and drug treatment at ADS in Whitehorse. Keep your eyes open for posters and announcements. Mahsi Cho'

**Something to think about:**

A young and successful executive as traveling down a neighborhood street, going a bit too fast in his new Jaguar. He was watching for kids darting out from between parked cars and slowed down when he thought he saw something. As his car passed, no children appeared. Instead, a brick smashed into the Jag's side door!

He slammed on the brakes and acked the Jag back to the spot where the brick had been thrown. The angry driver then jumped out of the car, grabbed the nearest kid and pushed him up against a parked car shouting, "What was that all about and who are you? Just what the heck are! you doing? That's a new car and that brick you threw is going to cost a lot of money. Why did you do it?" The young boy was apologetic "Please, mister..please, I'm sorry but I didn't know what else to do," He pleaded. "I



threw the brick because no one else would stop..." With tears dripping down his face and off his chin, the youth pointed to a spot just around a parked car. "It's my brother," he said. "He rolled off the curb and fell out of his wheelchair and I can't lift him up."

Now sobbing, the boy asked the tunned executive, "Would you please help me get him back into his wheelchair? He's hurt and he's too heavy for me." Moved beyond words, the driver tried to swallow the rapidly swelling lump in his throat he hurriedly lifted the handicapped boy back into the wheelchair, then took out a linen handkerchief and dabbed at the fresh scrapes and cuts. A quick look told him everything was going to be okay.. "Thank you and may God bless you," the grateful child told the stranger. Too shook up for words, the man simply watched the boy push his wheelchair-bound brother down the sidewalk toward their home. It was a long, slow walk back to the Jaguar. The damage was very noticeable, but the driver never bothered to repair the dented side door. He kept the dent there to remind him of this m e s s a g e . . . . "Don't go through life so fast that someone has to throw a brick at you to get your attention!"

**Gladys Netro**  
*Social Administrator*

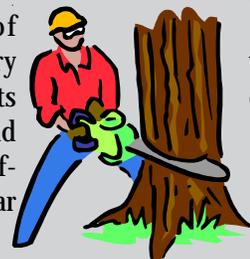
**Family Wellness Conference**

Glenna & I had attended this conference in Vancouver last month. We met many people with similar concerns from the Squamish Nation. They're reserve is in the midst of the city & have many issues with their youth. At this conference we gathered important information on family wellness, which will guide us in our future work in the social department.

The Social Administration program receives calls from members outside of Old Crow for assistance. We encourage them to contact Indian Affairs, since that is where they live. It is good to hear from people and know they are doing good.

**Workshops**

The "Challenges of Parenting" workshop went very well. I believe the participants received good information and got more tools. We hope to offer similar workshops in the near future.



Its getting close to Christmas and its time to plan. The Social Department will provide the regular clients with SA in early December. Please call the office, by the 12<sup>th</sup> of December, as the office will be closed over the holidays.

**Fuel & Wood**

The Fuel & Wood Subsidy will be distributed the first week of December.



**Mabel Tetlich, CELC Area-I**



Hello everyone.

For the Month of November at Chief Zzeh Gittlet School, students have been attending various indoors culture activities, such as: sewing, industrial arts and traditional cooking. The students enjoy and look forward to these kinds of activities.

There was also snare setting near the school area with students from grades 4 & 5.

The hot lunch program began on November 5, 2004. Thank you to VGFN Education and CHR for having this take place at the school. Parents are encouraged to come and support by volunteering time during the lunch hour. We are looking for three parents per Friday; you also get to have lunch with your child too. Let me know if you would like to volunteer.

We had two people from Whitehorse doing SNAP sessions with all grades at our school. Students enjoyed and participated very well.

The Christmas concert will take place on December 14, 2004 and last day of school for the holidays will be December 15<sup>th</sup>. Students return to school in the New Year on January 5, 2005.



**Tracy Kassi Director of Education**



Hello everyone!

This month's newsletter I write my report as Director of Education for the Vuntut Gwitchin First Nation. I assumed responsibilities in late October and with that came a lot more responsibilities, with reporting and budgets. I also have released from under my wing, VGFN Recreation. Roger has that portfolio as one of our government leaders, both the PhysEd Teacher and the Recreation Coordinator positions come under his supervision.

My first Director's meeting was with the Finance Director, along with Roger, who also has the Education Portfolio, on Education's quarter budget review. In May of this year, VGFN took over the Post Secondary funding from the Northern Indian Affairs (DIA) in handling the administration of financial support to our STATUS members. In return, VGFN had to develop an Education & Training Policy. On December 1<sup>st</sup>, the VG Education Committee will be reviewing the Policy because with every new Policy there are loopholes and we have found many.

In my next Director's meeting, I was informed that job descriptions had to be done and were due the next day!! That was a plate full to be given, as I have a total of seven job descriptions to oversee in one week! All were done a day before the deadline. Mahsi to the staff of the Education Department for doing

their part! Job well done! Now that I am Director, I have a small but very productive staff. Below are the names and job titles of persons who are employed under VGFN's Education Department. They are:

Donna Frost - Employment Training Officer

Mabel Tetlich - CELC Area I

Kim Rumley - CELC Area II

Jimmy Linklater - School Bus Driver

Remedial Tutor - (Vacant)

Vaughan Slade - Home Work Tutor

My position is new so I had to research other Director job descriptions to create the Director of Education job description. The next step is for all the VGFN employee job descriptions to go to clarity for classification. We will probably then have all our job descriptions in place for the New Year. I've suggested to the IS Department that each month of our newsletter should document one of the job descriptions, so many of you would know what each employee does in their job. They will look into the suggestion once all the job descriptions are completed.

Like I said, my job is new and I ask for patience from my staff and members of the community. I look forward in pursuing goals for our people in Education. Please feel free to contact me at the office if you have any questions. Mahsi.

**Enrollment**

Paul and Tammy are working on our VGFN enrolment cards. Hopefully early in the New Year, we will have something produced. This will be the perfect ID to show Air North that you are a benefi-

ciary of the Vuntut Gwitchin First Nation.

Just recently, I was given a letter from Vice President, Greg Charlie, from Air North, requesting the VGFN Enrolment list. This list will show who is a beneficiary of VGFN and who is eligible for the 14-day advance, which comes to approximate \$405.53 At present I'm working on this with Aboriginal Information Systems before I submit it to Air North. My reasons is that I have deceased people and people who have withdrawn out of VGFN, still appearing on the list. This should be fixed by the first week in December.

All in all, I hope everyone is getting into the Christmas spirit. I just placed the order for fireworks again this year, so we're guaranteed to go into the New Year with flying colors!

Have fun decorating your homes with your family and friends!

Happy Christmas everyone from my family to yours.

Congratulations to our Finance Director, Catherine, who has flown home to Kenya, Africa to marry her sweetheart on December 18<sup>th</sup>. I tried convincing her that she should take me along to take pictures. LOL Happy trails to you both!



**Kim Rumley**  
**CELC Area II**



### **Christmas Break**

Well the Christmas Season is upon us; all the students are getting very excited about coming home for Christmas Break. The majority of the students are traveling up on December 17<sup>th</sup>, 2004. As this is the last day of classes prior to Christmas Break, and returning to Whitehorse, Yukon on January 3<sup>rd</sup>, 2004. As the first day of classes after the break is January 4<sup>th</sup>, 2005. Those of you, who have arranged to travel home on different dates, please ensure your parents are aware of those dates. Also just a friendly reminder, please do not miss your plane as this is a very busy time of year, and you may not get another flight up. Any missed flights; the change fee will be the responsibility of the student and/or parent.

### **Student Christmas Party**

On December 3<sup>rd</sup>, 2004 the CELC – Area II will be hosting a Christmas Party for students, home sponsors and family living in Whitehorse. This will be held at The Skookum Jim Friendship Center. Dinner will be at 6pm, followed by Santa and gifts. Please call Kim at 667-8665 ext 248 or in the evening at 333-6301 to confirm if you are attending. Also if you are bringing little ones please let me know, so Santa has something for everyone.

### **Traditional Craft Night**

Unfortunately, Traditional Craft Night and Floor Hockey have been cancelled until further notice. Due to the fact that

no students came out to make beaded gloves or play floor hockey. If anyone has any suggestions of different activities for the students or if someone would like to volunteer their time for two hours in the evening please contact myself. I look forward to hearing from you.

### **Gwitchin Language Class**

On November 10<sup>th</sup>, 2004 Ruth Carroll and myself hosted a Traditional Caribou luncheon for the students. The Students in the Gwitchin Language Class assisted us in preparing the lunch. Almost all the Gwitchin students at F.H. Collins were in attendance. The meal was delicious; we had caribou, mashed potatoes, veggies, Caesar salad, bannock, buns, and trifle for dessert. The students really enjoyed themselves and it was a great opportunity for us to all visit together. Mahsi Cho to the Gwitchin Class, Ruth Carroll and all the students who attended the lunch in order to make it such a success.

### **Attendance Program**

Acknowledging perfect attendance a great way of supporting our students. Vuntut Development Corporation has agreed to fund this program for three months. This means I can purchase movie passes etc. for the students with perfect attendance. For the month of October any student who attended the Dreamcatcher Conference was not penalized, as this is a school trip. **Perfect attendance for October goes to:** Kyle Benjamin and Dale Kakfwil!!!!!!!!!!!!!! Honorable mention goes Kathie Charlie, Dion Charlie and Joey Clements. **Perfect attendance for November goes to:** Kyle

Benjamin, Kathie Charlie, Joey Clements, and Wade Kaye. Great Job!!!!!!

### **Visit to Old Crow**

On November 12<sup>th</sup>, 2004 my boys and I traveled to Old Crow, YT. I had to go up for meetings between Department of Education and Vuntut Gwitchin First Nation. I decided to bring my boys home, so they could spend some time with friends and family. The week I spent at the VG office was great; Tracy, Roger and I got a lot accomplished. I also had the opportunity to spend some work time with CELC – Area I, Mabel Tetlich, who is so good at what she does, and such an inspiration to myself. Thank you Mabel for your time and suggestions as, they are so valuable.

The meetings we had were very productive, and I feel the Education Department is headed in the right direction and we are in store for a very exciting future. On another note, a very special thank you to everyone for making my boys and I feel so welcome. Including the principal and staff at Chief Zzeh Gittlit School.

In closing, I hope everyone has a very Merry Christmas and a Happy New Year. Students a special Christmas Greeting to you all, enjoy your time at home, or wherever you chose to spend the holidays. You are all an amazing group of young people with so much to offer, each and every one of you is special and unique and I wish you all the best during the holiday. Take Care, get some rest, stay safe and see you all in January. Enjoy!

### **Loretta Itsi**

**Home & Community Care  
Coordinator**

The Home & Community Care Program has been very busy this month. We started our hot lunch program for the community at the hall which will be held every Friday at Noon. The first hot lunch we held not many Elders came out due to the weather so Gladys and I went around the community with the van to deliver hot soup and sandwiches to the Elders. Everyone was more than



pleased with that service.

Elder's tea still takes place every Wednesday afternoon at 2:30 at the gathering place. Tea & snacks are served at this time. We also have the nurse come in to see the Elders eg; blood pressure, etc... Foot care will be available this week for the Elders.

At this time I would like to thank CHR Marion Schafer for her help with the tea party. Marion also invites new mothers or expecting mothers to the event. Until next time all take care!

**Tammy Josie**  
**Computer Support**  
**Technician**



#### Newsletter

I am quite happy with the work we are doing on our Government Newsletter and hope that everyone is satisfied with the Departmental reports. We hand out a monthly newsletter to let you know what each of us are doing in our Government.

#### Training

I did a Computer Orientation Session with four new employees. Everyone took to the training quite well and I thank their

supervisors for giving them the time for me to properly train and initiate proper use of VGG computer workstations.

Also this month, we began receptionist training with three of our main receptionists and several temporary receptionists. The training focused on the concept that Vuntut Gwitchin Government conveys a professional and courteous image at all times.

#### Travel

I was out of office this month during the dates of November 17 - 22, 2004. I took a leave to attend the annual School Council Conference in Whitehorse, YT. This was very interesting and helpful to

many aspects of Education.

#### Voicemail

Towards the end of the month and one day into December VG IS Department has voicemail for all employees within the office! We hope that you have patience with us while we get everyone trained and comfortable with their new telephony features.

Once again, Mahsi Cho and I wish everyone near and far a very joyous holiday season as I will be spending mine with my American Family! God Bless and have a safe New Years. I will be back in office the day VGG is back up and running after the holidays. Mahsi Cho!

#### Derek Wolfe

**Physical Education Instructor**

Hello to all. It's an honor to be with you here in this beautiful home of yours! Mahsi Cho for having me here.

The Physical Education Program is off to a great start at the School. The students seem to love basketball. There will be basketball practices for one hour per day after school; as well as practice for 8-9 grade girls on Friday 3:30-4:30pm; with serious fitness for anyone interested from 4:30-5:00pm in the gym. I encourage anyone working towards optimal health to join us including Health and Fitness Program members.

There will also be ball handling skills for the little ones, age 5 & under from 4:00 till 4:30pm Mon. and Wed. Just check your local bulletin board for the *Gym Schedule*. Please note that practice times will change when Tae Kwon Doe is finished for the 2004 season on Thursday, Dec. 9<sup>th</sup>. There will also be floor hockey on Mon., Wed., Fri., and Sunday in the gym from 8-10pm.

Physical education is happening in the afternoon, in the gym during school hours.

On Monday's we are doing something new; called "Challenge Initiatives". This is a time where the students participate in *challenging games, activities and initiatives,*

and most importantly have **Fun** while doing so. The Initiatives are all based on building **trust**, and **cooperation** in each student, and with his/her fellow students. We are learning to work as a team. The Challenge Initiatives are done with a "Challenge by Choice" philosophy or idea; which allows each student to make his or her own choice to participate in the challenge initiative, activity or game. By doing this it is hopeful to make the students aware of their own ability to make choices,



and to see that other students are there to help them succeed in the challenge if they choose to participate. It is not easy to challenge yourself as we all know; but we all know when we do challenge ourselves we feel good, or a sense of accomplishment when we complete the challenge, whatever it may be. Just a quick word on **Leisure**, and **Recreation**.

**Leisure** is generally defined as Free-Time. "Through Leisure experiences challenges are met. Leisure experiences feature *self-determination, intrinsic motivation, and mastery, and competence experiences* that lead people towards feelings of *self-efficacy, empowerment, pleasure, and enjoyment*" (Austin & Crawford, 1991). Basically; if we build a shed, successfully check our

trap line, or fix a ski-doo, we feel like we did something important. This type of activity builds up our own sense of accomplishment, and/or self-esteem.

Austin and Crawford (1991) continue to say, "A unique virtue of recreation and leisure is that they are components of life free from external constraint. People are in control while experiencing recreation and leisure. During recreation and leisure we can be ourselves" (P. 13)

"**Recreation**" has been viewed as *activities or experiences* occurring within leisure" (Kraus, 1971). "Recreation has been linked with being *restorative, offering refreshment or re-creation* for the participant" (Kelly, 1982).

Let us all remind ourselves that we have *leisure time*, this is *your time* aside from work and social pressures. What we do with our leisure time is up to us. During this time it is good to do things that make us feel a sense of accomplishment; for many of us it may be sewing or learning language, gathering wood, fishing, and checking traplines. Some of these things are also a form of recreation. A time to re-create ourselves. We can satisfy our needs through leisure and recreation, so



I encourage everyone to get outside and/or get inside and get involved with what you like to do, and feel good about it. Mahsi Cho, and enjoy your day!

**Paul Doehle**  
Director / Systems Administrator

### Newsletter

This issue of our newsletter marks the 25th edition since the first was published in Feb 2002. This will be our last edition for 2004. Congratulations to Tammy for a job well done. Our newsletter improves with each new edition.

### Voice Mail



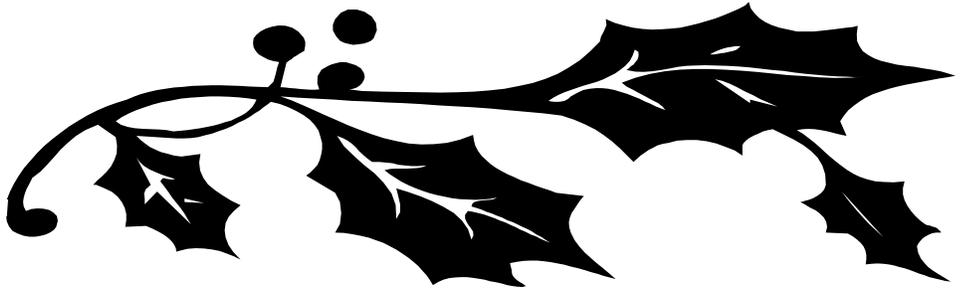
In an effort to improve communications between VG citizens and our partners we have installed voice mail on our phone system.

### Aboriginal Financial Officers Association

#### Background Information

AFOA, Aboriginal Financial Officers, was started in 1999 from a partnership between the Assembly of First Nations (AFN) and the Certified General Accountants Association of Canada (CGA) aimed at raising financial management skills and standards of First Nations and to help First Nations better manage and govern their communities and organizations through effective financial management. AFOA trains financial managers to a level that they are highly effective in their positions. There are currently 245 Certified Aboriginal Financial Officers in Canada with the CAFM designation. CAFMs as highly qualified financial management professionals are able to meet today's challenges. CAFMs are eligible for advanced standing towards the Certified General Accountants (CGA) designation.

AFOA of Canada is the only national Aboriginal organization dedicated to enhancing management in Aboriginal communities and organizations. The key to creating a better life for Canada's Aboriginals and a better future for the next generation lies in improving the finance and management skills of those responsible for the stewardship of Aboriginal resources.



**Donna Frost**  
Employment and Training Officer

Happy Holidays to one and all!

It has been a quiet month in the HR Department. I am still trying to get the hang of doing both positions until Cheryl comes back. I believe it's a challenge.

We have hired Derek Wolfe as the PhysEd Teacher for the Chief Gittlet School and for the Recreation Department. I am sure Derek and Daryl will get

everything ready for the Christmas Season. We have done a few interviews for Natural Resources Lands Manager. We will be hiring in the next week. So until next month take care and enjoy the holidays.

Hope everyone is getting ready for the Christmas season. It sure has come upon us quickly. So, hope everyone has a safe and joyous holiday season.



The NWT chapter has over 50 members (a few are CAFMs), including accountants, bookkeepers, comptrollers, financial managers, officers, clerks, administrators, band managers, program managers, and trainees of Aboriginal organizations. Yukon does not have a AFOA chapter as of this date and there are only 2 AFM students in the Yukon.

#### Requirements for CAFM



#### Cetification

Upon successful completion of the 14 AFM program courses and an AFOA Diploma in Aboriginal Financial Management, a student member is then eligible to write a comprehensive and integrative exam that is based on the competency standards set by AFOA. The practical

work experience requirement is 24 months of full time practical experience gained in an aboriginal financial management environment to ensure candidate members have the necessary experience in the application of aboriginal financial management knowledge and skills. There is a requirement to sign an agreement to abide by the Standards of Ethics. CAFMs are expected to meet the Maintenance of Certification requirements by continuing professional education relevant to aboriginal financial management to ensure members are up-to-date on the current aboriginal financial management issues and practices.

#### Course Requirement

The following table is a list of the 14 courses in the AFM program. These courses are broken down into two levels. Six courses in level one qualifies a member for a Certificate in Aboriginal Financial Management. Completion of eight additional courses in level two leads to a Diploma in Aboriginal Financial Management. The table also lists courses that are eligible for exemption in the CGA (Certified General Accountant) program.

#### Aboriginal Financial Management Program, CGA Canada

- AFM 1 - Financial Accounting 1
- Financial Accounting 1
- AFM 2 - Communications
- Communications 1
- AFM 3 - Law Law 1

AFM 4 - Strategy & Decisions

AFM 5 - Computer Applications



Computer  
Tutorials

AFM 6 - Ab-  
original History  
&

Developments-

**Aboriginal  
Financial  
Management**

**Program, CGA Canada**

AFM 7 - Computers & Systems

Management Info Systems 1

AFM 8 - Economics Economics 1

AFM 9 - Financial Accounting 2

Financial Accounting 2

AFM 10 - Financial Accounting 3

Financial Accounting 3

AFM 11 - Quantitative Methods

Quantitative Methods 1

AFM 12 - Management Accounting

Management Accounting 1

AFM 13 - Finance Finance 1

AFM 14 - Aboriginal Human & Fiscal

Issues

AFOA offers four of the courses on-  
line. The other courses not currently of-  
fered by AFOA are available at post-sec-  
ondary institutions and are available as  
distance learning and/or on-line.

The on-line courses offered by AFOA:

AFM 3 — Law

AFM4 — Strategy & Decisions

AFM 6 — Aboriginal History &  
Developments

AFM 14 — Aboriginal Human &  
Fiscal Issues

AFOA 1 — Community Economic  
Development

(This course is not part of the AFM  
program requirements)

AFM3 - Law

Introduction to the Canadian Legal  
System

The Indian Act

Self-Government

Tort law & professional liability

Business Law 1: Legal forms of

business and organization

Business Law 2: Aboriginal

Commercial Law

Aboriginal Title and Treaties

Taxation Issues

Contract Issues 1: Formation of the

Contractual Relationship

Contracts II: Interpreting the Contract  
and Terminating the Contractual  
Relationship

Contracts III: Special Contracts

Employment Law

Debtor and Creditor Relationships

Special Topics in First Nations

AFM 4 - Strategy & Decisions

The strategic management process

Setting direction and selecting strategy

Strategy implementation and financial  
plans

Monitoring and evaluation

Reporting and accountability

Linking business cases to strategy

Components of a business case

Problem solving processes

Defining the problem

Establishing decision criteria

Identifying and evaluating alternatives

Financial evaluation techniques

Making a choice

Implementation

Providing advice on business, treaty/  
self government issues, alternative policy  
issues & compliance issues

AFM 6 - Aboriginal History &  
Developments

Historical and contemporary  
relationships

Aboriginal People and communities

Ethical standards and spirituality

Organizational structures and  
stakeholders

Decision-making and accountability

Social Interactions

Economic Activity

AFM 14 - Aboriginal Human &  
Fiscal Issues

Analyzing work loads and staffing  
requirements

Developing job descriptions and  
salary scales

Hiring, orienting and training staff

Using consultants

Setting work plans and delegation

Evaluating perfor-  
mance

Managing staff  
benefits

Developing rela-  
tionships with coun-  
cil,

committees, and  
external stakeholders



Organizing  
and running  
meetings

Managing  
change processes

Building con-  
sensus

Identifying  
and developing  
financial

opportunities

Developing strategic alliances and  
partnerships

Monitoring challenges in aboriginal  
fiscal relations

Tax-exempt status and avoidance

Negotiating and managing funding  
arrangements

Special reporting requirements

Aboriginal accounting standards

Aboriginal financial management best  
practices

Accountability requirements

**Visit AFOA's website**

Financial management is an area that  
is critical to a First Nation community. I  
encourage anyone thinking of pursuing  
a career in financial management, espe-  
cially the younger generation, to go to  
AFOA's website for more information.  
Financial management as a career is an  
area that few First Nations people enter.  
I think that is only because it is an option  
that is not made aware to the younger  
generation. AFOA has made a commit-  
ment to bring information on this career  
option to schools.

AFOA also has plans to build a web-  
based Aboriginal Centre for Finance and  
Management Excellence. The Aboriginal  
Centre for Finance and Management  
Excellence will be a comprehensive, in-  
tegrated web portal that focuses on e-  
learning and includes on-line courses, stu-  
dent support services, a career support  
service and hundreds of on-line finance  
and, management resources, services  
and networking opportunities. If you  
would like more information or other  
related opportunities go online  
(Internet Explorer) and type in the  
URL: [www.afoa.ca](http://www.afoa.ca) for their  
main page and just browse  
what all they have top offer  
you. Mahsi Cho!

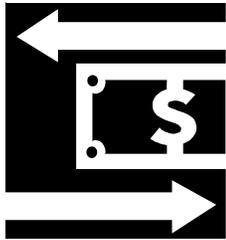


**Catherine Mbae**  
*Director of Finance*

I will be away from Old Crow from end of November 2004 to late January 2005 traveling back to Kenya for my wedding and to spend some time with my family. Early November my sister had a baby girl and we are all so excited about it since she is our first niece and my parents first grandchild!!

**Work**

As always it is busy in the finance office. December is very busy since we have only two working weeks before we break off for the Christmas holidays.



It's also that time of the year we start getting ready for the Canada Customs year-end reporting work.

Barbara, Ida and Majida will be available to assist you in my absence.

I wish each of you a very merry Christmas and a happy new year. See you all in the New Year.

**Ida Tizya**  
*Finance Payroll Clerk*

Hello to Everyone

I took the "Challenges of Parenting" workshop from Nov 22-24, 2004. The workshop was very interesting and there was a lot of information.

The month of December will be very busy, as you know that the holidays are coming up very quickly.

I will be spending Christmas away from home this year with family and friends. So I hope that everyone enjoys his or her holidays.

I would like to wish everyone a Merry Christmas and a Happy New year. This is all until the next report in January

Have yourself a nice day.



**Majida Lord**  
*Accounts Receivable*

Hello!

I'm now in my second month of work in the Department of Finance. I'm happy with my change of fields and I'm starting to feel comfortable in my position here in the Finance Department. I'll be away from the office between Dec 1 - 7 due to some school council business and training related to my position.

Christmas is right around the corner and we'll be busy preparing for the holidays and upcoming New Year. Season Greetings to all, and in closing I'd like to wish my little guy Jared a Very Big Happy Birthday for Dec 22. Enjoy your day my boy!

**Barbara Calihoo**  
*Finance Manager*

I took the Accpac General Ledger training in Whitehorse October 19<sup>th</sup>, 20<sup>th</sup>, and 21<sup>st</sup>. It was good training and it's always helpful to hear how others set up their Finance office and how they go about doing the same things we do here.

Majida has joined our Finance Department as Accounts Receivable clerk. It's good to have her here. Welcome, Majida.

I know some people are not quite clear about their water/sewer invoices and the statements that come out with those invoices. I'll try to explain it to make things a little clearer.

The front page is your invoice – your water/sewer bill.

The attached Statement is a summary of your invoices or bills that are not paid.

If your statement says **Total 0** at the bottom then you don't have anything owing to VGFN even if there is a water/sewer invoice with it. Some people pay

their water/sewer bills ahead. We still do an invoice for that month that is paid ahead because that is how we get that amount into our accounting records. Then in our accounting records we apply the prepaid amount to that invoice.

So, when we print the invoice and statement some people may get an invoice for a month that is already paid, but the **statement** will say that you **owe 0**. It is important to check your statement to see what you owe. It will list outstanding invoices by number and date and the amount. The bottom of the statement is the **Total** that is owing.

At the bottom of the statement there is also **Credit Limit:** and **Credit Available:** - disregard these please.

We send out invoices and statements even if the invoice is already paid so that you know what is happening with your account. I think people want to know that their bills are paid and that their payments are applied to their account.

I have included a copy of a invoice and statement for some clarification. I hope

that this helps. If you have questions, please ask Majida or myself when you come into the office.

I will be heading south to Edmonton and Calgary for Christmas holidays and taking the first week in January off to spend some time with my family, so I'll be back at work on January 10<sup>th</sup>. My daughter, Marilyn, will finally be 'called to the bar' on December 21<sup>st</sup> in Calgary. She works with an all-First Nation law firm in Calgary and this ceremony has been postponed twice already, so my family is getting excited to gather for this important event for Marilyn.

I wish everyone a safe and happy Christmas. Mahsi!

