

Sayt-K'ilim-Goot

one heart, one path, one nation

In this issue //

President's Message

I HOPE EVERYONE HAD A RESTFUL summer holiday. I am especially hopeful that members of the Executive have returned equal to the task to continue moving the Nation forward, as per the mandate given to us by the Executive, Wilp Si'ayuukhl Nisga'a (WSN) and from the floor of the Special Assembly.

In late July, we mailed each resident in the Nass Valley the Report on Proceedings from the Special Assembly that took place in May 2014. This report illustrates that we have heard your feedback and concerns and that we work to

address them. The report is also available on our website at www.nisgaanation.ca/special-assembly-reports.

Since the beginning of September, we have once again embarked on a busy schedule of meetings, namely with various levels of the provincial government. At the Premier's gathering, I was asked if I could make a statement to the other First Nations in attendance – so without hesitation I acknowledged the Coast Salish whose territory we were on and I offered the Nation's

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By Election results for Terrace Nisga'a Urban Local Area

Notice in Accordance with Nisga'a Law

BY ELECTION BY ACCLAMATION OF EXECUTIVE REPRESENTATIVE OF THE TERRACE NISGA'A URBAN LOCAL AREA

In the recently completed nomination process for the elected office of Executive Representative of the Terrace Nisga'a Urban Local Area, conducted in preparation for

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NLG wins prestigious CANDO award

NISGA'A LISIMS GOVERNMENT HAS WON THE PRESTIGIOUS CANDO AWARD FOR ECONOMIC DEVELOPER OF THE YEAR IN THE COMMUNITY CATEGORY!

Bert Mercer was on hand at the CANDO conference to receive the award on behalf of Nisga'a Nation.

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BERT MERCER RECEIVING THE CANDO AWARD

congratulations to the Ts'ilqotin on their recent Supreme Court victory. I also reminded our colleagues that we are stewards of the land – and that we must work with each other instead of in opposition of each other because we all want to share in the revenues and economic growth that will be coming to our province.

Since we signed our property tax agreement with the province in July, we have been meeting with them to move toward implementation which includes the drafting of Nisga'a legislation. Property tax is a key component to the proposed mass development, so it is important that we have our property tax regime in place well in advance of that.

Minister of Energy and Mines, Mr. Bill Bennet also thanked the Nisga'a Nation for its support of the Minister's Decision in respect of the Seabridge KSM mine. The Nisga'a Final Agreement is referenced throughout the document and surely illustrates that we will not trade off any economic benefits to the detriment of our lands.

I would like to congratulate Mr. Martin Adams on successfully filling the vacancy of the Executive Representative for the Terrace Urban Local Area by acclamation and welcome Mr. Adams as the new member of the NLG Executive.

The Nisga'a Nation was in receipt of a prestigious economic development award at the Canadian Association of Native Development Officers (CANDO) Annual General Meeting in Nanaimo on September 25. Mr. Bert Mercer represented the Nisga'a Nation to receive the award that recognized the successes of our Nisga'a Business Development Fund in supporting local, community businesses and entrepreneurs.

Finally I would like to welcome all the children and adults who have returned to school this fall. Continue to work hard at your studies because Nisga'a Nation needs you!

Sim'oogit K'a'ween /
H. Mitchell Stevens
PRESIDENT

the by election scheduled to take place on October 28, 2014, there was only one person whose nomination was completed and who was qualified to stand as a candidate for that elected office under the *Nisga'a Elections Act and Regulation*.

Accordingly, in accordance with section 22(1) of the *Nisga'a Elections Act*, I hereby declare that the following candidate for the office of Executive Representative of the Terrace Nisga'a Urban Local Area is elected to that office by acclamation:

GODFREY "MARTIN" ADAMS

As a result, there will not be a contested election for the office of Executive Representative of the Terrace Nisga'a Urban Local Area on October 28, 2014.

September 2, 2014
Jean Clayton / Nisga'a Elections Officer
Tel: 250 633 2715
jeanc@nisgaaelections.ca

In 1995, the Cando Economic Developer of the Year Award was created to recognize and promote recent or long-standing Aboriginal economic development initiatives throughout Canada.

EACH YEAR CANDO AWARDS THREE CATEGORIES:

1. Individual EDO
2. Community
3. Aboriginal Private Sector Business

Nisga'a Nation has won in the Community category, particularly for the work done in respect of the development of an economic development strategy.

Bert developed with the Communications Department a power point which included a video of the businesses in the Nass Valley that have been established – you can see the video we produced for this presentation at the following link: <http://youtu.be/8Ajeu9YZpFk>

Haida Gwaii Museum / Call for artists

HAIDA GWAII MUSEUM AT KAY LLNAGAAY

DEADLINE: OCTOBER 24, 2014

The Haida Gwaii Museum is inviting artists to submit solo and group exhibition proposals for Fall 2015.

PROPOSAL GUIDELINES

To ensure that your proposal will be considered by the selection committee, please include the following:

- A clear, concise exhibition proposal (500–750 words) of what you would like to show and why. Please provide information on the works to be displayed: medium/materials, number of works, sizes, hanging requirements.
- An artist statement (max. 750 words) relating to your current and past work. Discuss aspects of your proposed work, i.e. philosophy, meaning, influence, intentions, and direction.
- Curriculum vitae – list art education, exhibitions, mentoring, etc.
- A minimum of 5 to a maximum of 10 digital images (on CD if by mail or, attached to an emailed submission) of your most recent work relative to your proposed exhibition, and/or actual works proposed. Each image should be titled and numbered. The museum will not be responsible for lost or damaged CDs.
- An image list providing the titles, date of production, mediums and dimensions for each image provided. Ensure your images are titled and in the same order as the image list.
- A self-addressed, stamped envelope with sufficient postage for return of materials.

A selection committee will review the proposals; final selections will be based on the applicant's exhibition proposal, artist statement, originality of work and

demonstrated commitment to the arts. We support emerging and established artists, and group shows. Exhibited artwork can be offered for sale if desired. Artists are responsible for the delivery and pick up of their pieces.

PROPOSALS MUST BE

- delivered, emailed or postmarked to the Haida Gwaii Museum no later than **5PM FRIDAY, OCT 24, 2014.**

For further information or assistance with your proposal contact:

NIKA COLLISON
604 837 9947
nika@skidegate.ca

SCOTT MARSDEN
250 559 4643 xt 245
museum@haidagwaii.net

October is Foster Family Month

Extended heartfelt gratitude and recognition to all foster parents for their commitment to maintaining the quality of life of Nisga'a children in care. Foster parents enrich the life of a child with love, support, commitment and safety, crucial to a healthy upbringing.

For further information on how you may become a foster parent, contact a NCFS Resource Social Worker today!

Nisga'a Child & Family Services (NCFS)
PO Box 231, New Aiyansh, BC V0J 1A0
TEL 1 888 633 2603 / FAX 250 633 2609
www.nisgaanation.ca/foster-care

Indian Residential Schools CEP / Personal Credits Opportunity

Since 2007, almost 80,000 former students have received a Common Experience Payment (CEP) as part of the Indian Residential Schools Settlement Agreement. CEP recipients are now eligible to receive non-cash Personal Credits of up to \$3,000, for either themselves or certain family members, for educational programs and services. For further information, read the following links:

www.classactionservices.ca/irs/Personal_Credits/documents/PersonalCreditsNotice-English-website_000.pdf

www.classactionservices.ca/irs/Personal_Credits/PCA-Home.htm

Anyone requiring assistance, group and individuals, in completing the forms may call:

ARLENE ROBERTS NEE DANGELI

Resolution Health Support Worker / Terrace Region

Indian Residential School Survivors Society

Toll Free: 1 877 335 4499

Tel: 250 635 4499 Fax: 250 635 4498

arlene.roberts@irsss.ca

www.irsss.ca

LOCATION:

204 - 3228 Kalum St. / Terrace, BC V8G 2N1

DEADLINE:

The forms must be correctly completed and post marked **by October 31, 2014.**

All those who have received a Common Experience Payment, who will also have a Common Experience Payment number, can submit a form for the Personal Credits.

The forms will allow for those recipients to submit forms to provide for personal credits for themselves and others, children and grandchildren to use for post-secondary education.

Nisga'a Citizens also have the option to either submit their forms indicating Nisga'a Lisims Government or Wilp Wilxo'oskwhl Nisga'a as the recipient for Scholarships.

Basic Security Training through NEST / October 14-19, 2014 / New Aiyansh

The Basic Security Course is designed to meet the needs of people interested in entering the exciting and growing field of security. It will provide them with the theory and the understanding of applicable laws and regulations necessary to write the competency examination issued by the Justice Institute of BC and for their career in the security industry.

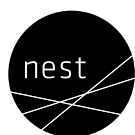
COURSE PRE-REQUISITES: Students must have a minimum of grade 10 reading and comprehension abilities and a solid grasp of the English language.

DESIGN: Five, 8-hour days plus 2-hour examination time on Sunday October 19, 2014.

WHERE: New Aiyansh Auditorium.

WHEN: October 14-19, 2014 / 8am-4pm.

For more information contact Stephanie Azak or Kailani Morgan at 250 633 2210.





MARTIN ADAMS BEING SWORN IN.

Swearing in ceremony of Martin Adams

The swearing in ceremony of Martin Adams held at the Nisga'a Lisims Government Chambers during the Executive Meeting on September 24, 2014. Martin was the successful candidate by acclamation to fill the vacancy for the position of Executive Representative for the Terrace Nisga'a Urban Local Area.

The Great British Columbia SHAKEOUT Earthquake Drill

On October 16, officially "ShakeOut BC Day," millions of people worldwide will practice how to ***Drop, Cover, and Hold On*** at 10:16 am during Great ShakeOut Earthquake Drills!

Participating is a great way for your family or organization to be prepared to survive and recover quickly from big earthquakes – wherever you live, work, or travel.

If you cannot hold your ShakeOut drill on October 16, you can select another day when you register.

For further information, visit the Shakeout BC website: <http://shakeoutbc.ca/>

Thursday, October 16, 2014 – 10:15 to 10:30

Environmental Monitoring Certificate / training opportunity

WHO SHOULD TAKE THIS COURSE?

This program targets those individuals looking for the skills and knowledge to obtain employment as Environmental Monitors on one of many industrial projects and activities occurring throughout BC.

ABOUT:

This three week program provides students with a basic understanding of the theory and practical components of baseline and construction phase environmental monitoring. Environmental Monitors are persons who observe the environment and associated impacts of industrial activities: Observing, Recording, Communicating and Archiving (ORCA) this information to stakeholders in order to minimize negative environmental impacts before they cause irreversible harm and also determine if mitigation is effective.

DATES AND LOCATIONS:

September 29 – October 19, 2014 at Wilp Wilxo'oskwhl Nisga'a (WWNI) in Gitwinksihkw.

CONTACT:

Stephanie Azak, Employment Advisor at NEST
250 633 2210.

NLG staff participates in National 'Wear Teal' Campaign



TOP ROW (L-R): ROBERTA STEWART, CHERYL TAIT, BEV AZAK, KIMBERLY MUNROE, TRACEY MCKAY, SUSAN L. GUNO, ERIC NYCE, ANDREW BORNE, URSULA ADAMS.
MIDDLE ROW (L-R): CHERYL PELLETIER, CHERYL STEPHENS, ROBERTA CLAYTON, JANICE STEPHENS, NITA MORVEN, MILLIE PERCIVAL, ANDRE' CARDINAL, CLAUDINE GONU, ALICIA STEVENS, LENNEAH THEROUX. BOTTOM ROW (L-R): GAIL TAIT, PEARL MUNROE, CINDY CLAYTON, FAITH TAIT, MAXINE AZAK, ESTHER ADAMS.

September was Ovarian Cancer Month and September 5th was 'Wear Teal' Day in support of Ovarian Cancer. As you're aware, NLG staff regularly don various articles of clothing on designated dates throughout the year in support of very worthy causes that we rally to support. When a serious illness affects one of our own team members, we particularly want to show our support in any small way possible.

Si'aamhl Wilsin'!

NVHA clinic open on weekends in Gitlaxt'aamiks

The clinic will be open on weekends in Gitlaxt'aamiks effective Saturday, September 6, 2014.

WEEKEND TIMES WILL BE AS FOLLOWS:

Saturdays: 9am to 12pm and 1pm to 5pm

Sundays: 9am to 12pm

Please call 250 633 5000 or 1 888 233 2212 to book an appointment. Please use the Emergency Entrance for the clinic on the weekends. Thank you.

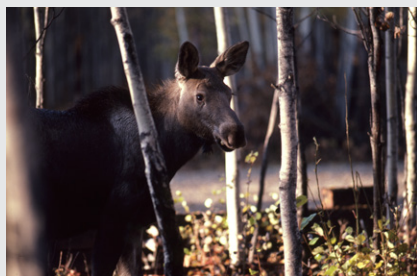
2014 Nass River salmon stock assessment update / Monday, September 15

The eleventh in-season general public stock assessment update for Nass River salmon and summer-run steelhead for 2014 from the Nisga'a Fisheries & Wildlife Department of Nisga'a Lisims Government is available:

www.nisgaanation.ca/sites/default/files/2014%20NASS%20RIVER%20STOCK%20ASSESSMENT%20PUBLIC%20UPDATE_MON_15SEP.pdf

All data presented in this update are preliminary and subject to change with further assessment information and analyses. The final Nass River general public stock assessment update for 2014 with preliminary post-season estimates and 2015 forecasts is planned for:

NOVEMBER 26, 2014.



Moose Harvest 2014

Nisga'a Lisims Government advises that the Nisga'a moose allocation will be **25 BULL MOOSE ONLY, NO COWS AND NO CALVES** and the harvest will only occur from: **DECEMBER 1, 2014 TO JANUARY 15, 2015.** This is a result of the decline in the population.

Any Nisga'a hunters who plan to hunt for moose within the Nass Wildlife Area must submit their names and hunting licence numbers to the Nisga'a Fisheries & Wildlife office by **Nov 7, 2014 by 5pm.** If there are more than 25 names submitted then a draw will be made no later than Nov 14, 2014 by 5pm and hunters will be notified.

Permits and licensing reminder from Department of Resource Enforcement

The NLG Department of Resource Enforcement would like to remind Nisga'a citizens of the requirements for obtaining permits and licensing to participate in the mushroom harvest and hunting within Nisga'a Lands:

1. If Nisga'a citizens are going to pick mushrooms (Botanical Forest Products) they will need a valid BFP permit. They are available at the NLG Lands & Resources department (upstairs).

For further information on BFP Permits visit our website: www.nisgaanation.ca/botanical-forest-product-harvest-permit

2. If Nisga'a and non-Nisga'a BFP buyers are going to purchase Botanical Forest Products, they will need a Buyer Permit. This is available at NLG Lands & Resources department (upstairs).

For further information on BFP Buyer Permits visit our website: www.nisgaanation.ca/botanical-forest-product-buyer-permit

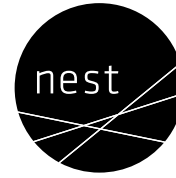
3. If Nisga'a citizens are going to hunt on Nisga'a Lands they will need a valid hunting license and a valid citizenship card. These are available at NLG Enrolment & Citizenship department (downstairs).

For further information on hunting permits and licensing visit our website: www.nisgaanation.ca/forms-licenses-permits-1

4. If Nisga'a citizens are going to be in possession of any firearms – restricted/non-restricted they will need a valid PAL (Government of Canada issues this document).

Any further questions can be directed to:
Zane Testwich, Manager /
Department of Resource Enforcement
Tel: 250 633 3000 zanet@nisgaa.net

Update from NEST



Nisga'a
Employment,
Skills &
Training

Greetings to all:

We hope your summer turned out as you planned. To all parents we're very happy that your children are back in school and we hope you've settled into a familiar routine.

Here at NEST we've built a great foundation for our department and we are enjoying success as we draw near to our first full year of operation.

NEST is an ESDC (formerly HRSDC) federally funded program hosted by Nisga'a Lisims Government. NEST's service area, in accordance with the funding agreement, is the Nass Valley, Terrace, Thornhill, Kitimat, Port Edward and Prince Rupert. Our clients are registered Nisga'a citizens. To serve you and for your convenience; we've opened up offices in Terrace, Prince Rupert and New Aiyansh.

We've hosted or partnered in training events such as:

- Introduction to technology
- OFA Level 3
- Construction Safety Officer training
- Heavy Equipment operator training
- Healthcare support training
- Environmental Monitoring
- Driver's licensing
- Camp Cook training
- Foundational Security training
- Introduction to trades
- Summer student employment
- Entrepreneurial training (BCIT)
- PAL training
- Marine Emergency Duties (MED) small vessel training



This roster and more are part of our goal of providing you with demand driven employment training and skills development.

Still in the planning stages and coming soon are training and programs such as foundational mining skills, employment readiness, life skills and many more.



Our most used service is Personal Protective Equipment purchase – individual support. This often accessed service indicates to us that you are very successful in finding employment within our coverage area.

During our first year of operation we've received many requests from our hard-working citizens that live outside our current service area (of Northwest BC). Nisga'a Leadership are working at expanding our coverage area within this funding program and exploring other options, please keep contacting our office so that we can capture your request and assist you in finding services in your area.

As of May 2014 we've helped up to 240 Nisga'a citizens with training, several direct employment preparation supports, employment or skills development. We expect that number to grow as we finalize our summer group programs and other individual files from June–September 2014.

NEST is member of the NLG teams that are part of proponent benefit activities such as employment and contracting. These proponents are at various stages of permitting and preparation. We're pleased to report about our employment and contracting activity with Avanti as they move forward.

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In July NLG (through NEST) and Avanti partnered in the delivery of three workshops:

- Nisga'a Business and Contracting Workshop (Vancouver)
- Nisga'a Employment and Training Workshops (Terrace and Gitwinksihlkw)

The workshops were well attended and provided an opportunity for Nisga'a businesses and citizens to learn and ask questions about project opportunities.

CONSTRUCTION HAS STARTED

Early phases of construction began this summer with some initial tree clearing, road works, and other activities in preparation for next spring when construction of the mine camp is expected to be in full swing. Nisga'a businesses have already been successful in securing contracts with the project for tree removal, roadwork, and environmental monitoring. Several Nisga'a citizens are employed on these projects. Avanti has hired key leadership personnel responsible for expanding their small team currently at the mine.



EMPLOYMENT OPPORTUNITIES AT THE MINE

People interested in employment at the mine are reminded to register with NEST so that we can help you prepare. Our job readiness programme can assist you with everything from putting together your resume to identifying and obtaining the necessary pre-training that will put you in a better position when applying for jobs.

If you have the right skills and experience you can also apply directly to contractors – including Nisga'a businesses and/or their joint venture partners. Contact the NEST office for a list of these companies and advice on how to contact them.

You are also reminded to regularly check the Careers page on Avanti's website to stay on top of current opportunities for work at the mine: www.avantimining.com/s/Careers.asp.

BUSINESS AND CONTRACTING OPPORTUNITIES

It is imperative that you register yourself or your company with NEST if you want to bid on contract work with Avanti.

NEST receives regular updates from Avanti about pending contract opportunities. Contact our office for information to help you register to receive tender packages and other useful resources and support.

LOOKING AHEAD

Although the operation phase of the mine seems like it is still a long way off in the future, if you are serious about getting a job at the mine, or building a career in mining, it is not too early to start preparing. NEST is working with Avanti at the moment to put together a list of jobs and opportunities that the company expects it will need to fill in time for the start of operations – currently planned to begin sometime in the spring or summer of 2017. For details and more information, contact your local Nisga'a village administration or the NEST office directly.

We thank you for your support and feedback to date; we are honored to be a part of your personal success, growth and positive vibe!

We thank our partners to date such as – the four Village Governments, the Prince Rupert and Terrace Nisga'a offices, NVHA, NCG, NAE, enTel, Greenville Cedar Products, our growing tourism industry and all proponents.

At NEST we thank Nisga'a Leadership, our President, the Executive Officers, our CEO and Executive Director; without their commitment, vision and support NEST would not exist.

Respectfully,
Gary Patsey, Manager
Nisga'a Employment, Skills & Training
1 844 633 2210
www.nisgaaworks.ca
www.nisgaanation.ca
Call, Commit, Succeed

Nass River bridge replacement / Notification of temporary and full closure

Due to the Nass River Bridge Replacement at km 14.7 of the Kinskuch Forest Service Road, access to the north side of the bridge and the Avanti Kitsault Mine Site will be restricted. The Kinskuch Forest Service Road will be closed between 14–15 km intermittently or fully starting October 9, 2014.

INTERMITTENT CLOSURES on the Kinskuch Forest Service Road will occur daily from 8am to 5pm starting October 9, 2014 until November 15, 2014. Expect 2–3 hour delays.

FULL CLOSURE on the Kinskuch Forest Service Road will occur from November 15, 2014 through February 28, 2015 and will be in effect 24 hrs/day. Absolutely no through vehicle or pedestrian traffic will be able to cross the bridge. A detour route will be available.

Access to the detour route is located 35 km north of the Nass-Cranberry Junction on Highway 37. It provides access to the north side of the bridge and the Avanti Kitsault Mine Site via the Arbor FSR (0–2.5 km), Niska FSR (0–41 km), and Kinskuch FSR (15.8–40.3 km). The total detour route length is approximately 100 km. Drivers should allow a minimum of three hours to navigate from Cranberry Junction to the Avanti Kitsault Mine Site.

The detour route will be posted. Please obey signage and drive according to road conditions.

Avanti Kitsault Mine Ltd. thanks you for your patience.

For more information, please contact Surespan Construction (Don Lind) at 604 998 1133.

Open burning prohibition and campfire ban lifted

The open burning prohibition and campfire burn prohibition that came into effect on July 17, 2014 has been lifted.

Anyone lighting a campfire must maintain a fireguard by removing flammable debris from the campfire area and must have a hand tool or at least eight litres of water available nearby to properly extinguish the fire.

Please ensure that campfires are not lit or kept burning during windy conditions. Make sure that the fire is fully extinguished and the ashes are cold to the touch before leaving the area for any length of time. This prohibition does not apply to areas regulated by village Government burning bylaws.

Where village or regional bylaws are in place governing the use of open fire or smoke management, contact those authorities for more information before lighting up. These restrictions are published under the authority of Section 57(3) (a)(i) of the *Nisga'a Forest Act*.

For updated information, please visit the NLG website at www.nisgaanation.ca or contact Shelley Wilson, Administrative Assistant to the Lands & Resources Department at 250 633 3000.

Manager, Community Relations / Avanti Kitsault Mine Ltd.

CAREER OPPORTUNITY: Manager, Community Relations

Avanti Kitsault Mine Ltd. is currently seeing candidates for a newly created position of Manager, Community Relations. This is a full-time position located in Terrace, BC.

Reporting to the Vice President, Corporate Responsibility, the primary purpose of the position is to provide strategic and regional community relations support and be accountable for relationship management via development and execution of local community engagement plans and communication with local stakeholders. The Manager, Community Relations assists in resolving issues with landowners, communities and stakeholder organizations, ensuring ongoing trust and positive reputation with stakeholders in proximity to Avanti's Kitsault Mine operations.

KEY ACCOUNTABILITIES AND DUTIES:

- Demonstrate an ongoing commitment to health, safety, environmental responsibility and sustainable development.
- Develop, maintain and help manage relationships with key regional stakeholders, communities, and local media on behalf of Avanti Kitsault Mines Ltd.
- Develop and execute an effective stakeholder/community consultation plan that reflects current regulatory requirements, stakeholder expectations and corporate objectives.
- Prepare public consultation components required to support regulatory process for new and modified mining projects.
- Coordinate communication activities such as community workshops, open house sessions, career fairs, and prepare and distribute communication instruments such as newsletters, project updates and key messages.
- Communicate with project team members on the status of community engagement activities in a timely manner
- Inform appropriate team members on opportunities and requests for community investment, business development and education/training sought by local communities.
- Coordinate implementation of project specific stakeholder/community consultation activities in accordance with negotiated Community Benefit Agreements.
- Coach and mentor project team members to develop effective consultation and communications methods for stakeholder engagement.

- Coordinate translation services as required during community meetings with Avanti Mining Ltd.
- Coordinate/schedule meeting and travel for First Nation Leadership as related to Avanti Community Benefit Agreements.
- Assist in the development and delivery of aboriginal awareness programs.
- Prepare monthly report for Senior Leadership on Community Relations.
- Fulfill provincial and federal Aboriginal consultation requirements.
- Prepare reports and documentation to regulatory agencies to demonstrate compliance with stakeholder/community consultation requirements. Documentation provided should withstand the scrutiny of a future regulatory hearing.
- Use database to track progress with respect to stakeholder/community commitments.
- Prepare timely responses to stakeholder enquires using the Avanti Community Feedback Mechanism.
- Assist consultants for the completion of any Traditional Land Use studies or Environmental Monitoring.
- Track costs associated with project specific stakeholder/community consultation activities relative to approved budgets.
- Act as the initial point of contact to address any stakeholder or community concerns or grievances to do with the project.

QUALIFICATIONS:

- 5+ years of relevant experience in mining or resource based industry an asset
- Diploma or degree in a related field such as Communications, Sociology, Business or Stakeholder Relations
- Significant experience working with Aboriginal communities
- Demonstrated performance of working effectively with local communities.
- Familiarity with and understanding of related regulatory and environmental matters
- Strong computer skills with knowledge of Microsoft Office
- Knowledge of local community culture and protocols
- Knowledge of local cultural language
- Willingness to complete any necessary training

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OTHER INFORMATION:

- Travel required to local First Nations Communities and local municipalities
- Ability to attend and conduct presentations
- Overtime as required

APPLY TODAY – Looking forward, thinking ahead.
Come grow with us – as we grow!

If you are interested in working with Avanti Kitsault Mine and possess the necessary skills, experience and qualifications for this position, please immediately forward your resume to careers@avantimining.com

Thank you to all applicants for your interest in working with us. We will be contacting only those candidates selected for interviews.

As a rapidly growing company, our recruitment needs are constantly evolving and changing. Please continue to visit our Careers section (www.avantimining.com) and apply for any future openings that may interest you.

ABOUT AVANTI MINING LTD.

Avanti Mining Inc. (TSX-V: AVT) ("Avanti") is an exploration and development company currently focused on the development of the past producing Kitsault molybdenum mine ("Kitsault") located 140 km north of Prince Rupert, British Columbia, as part of an overall strategy to develop properties and projects that complement the steel commodity stream.

Want to learn more about us? Please visit our website at www.avantimining.com

Job Opportunities /////

College and Career Preparation Instructor / WWNI

CLOSES: October 14, 2014 at 1pm

POSITION: College and Career Preparation Instructor

JOB SUMMARY:

The Wilp Wilxo'oskwhl Nisga'a (WWNI) is accepting applications for a British Columbia certified instructor for our College and Career Preparation (CCP) program. The successful applicant will work with learners of various ages and academic backgrounds to help them meet their post-secondary entrance goals.

THE CCP INSTRUCTOR WILL:

- Provide upper level instruction in the areas of Math, English, the Sciences, Social Studies, and Geography
- Advise, assess and monitor current and future program participants
- Maintain accurate student records
- Follow the policies of the CCP program as directed by Wilp Wilxo'oskwhl Nisga'a Institute

QUALIFICATIONS:

- Possess a degree in education or a related field (B.Ed or M.Ed) preferably with a Science and Math background

- Have a minimum of 5 years teaching experience
- Have excellent communication and computer skills
- Possess the ability to work independently and with others
- Possess a valid class 5 BC Driver's License

The successful applicant will be self-motivated, extremely well organized, and able to work well under pressure. The successful applicant will be required to submit a criminal records check.

Please forward resume, complete with transcripts and at least (2) two current supervisory references to the attention of:

KATHRYN KERVEL

Executive Secretary
PO Box 70 Gitwinksihlkw BC V0J 3T0
Fax: 250 633 2463
kkervel@wwni.bc.ca

We thank all applicants for their interest, however only those selected for an interview will be contacted.

Support Worker / Supported Child Development Program / Gitlaxt'aamiks, BC

POSTED: September 26, 2014

CLOSES: October 10, 2014

POSITION: Support Worker /
Supported Child Development Program

SALARY RANGE: Commensurate with qualifications
and experience

SUPERVISOR: Supported Child Development Coordinator

HOURS: 35 hours per week

TERM: Temporary – starting as soon as possible for
6 months. Subject to a Leave of Absence

LOCATION: Gitlaxt'aamiks, British Columbia

JOB SUMMARY:

The program assists families with children that may have a developmental delay or extra support needs. The worker is responsible to provide services as identified in the Individual Service Plan assessment for each case. Ensure the supported child development program runs effectively according to established guidelines. To provide extra staffing support to a child care centre in order for children with extra support needs to fully participate in the child care settings chosen by their families.

EDUCATION OR OCCUPATIONAL CERTIFICATION:

1. Minimum Early Childhood Special Educator certificate or willing to obtain;
2. BC License to Practice as an Early Childhood special Educator preferred or willingness to obtain

EXPERIENCE:

1. Minimum 2 years employment in a child care setting;

KNOWLEDGE:

1. Demonstrated working knowledge of family centered service, early intervention, child development, family support and community-based services;
2. Knowledge of community child care resources and other community support services;
3. Knowledge of various legislation linked with child and family services;
4. Knowledge and understanding of the mandate of the Supported Child Development Program;

SKILLS / ABILITIES:

1. Ability to develop and maintain a warm, caring, responsive relationship with a child and the family;
2. Ability to establish and maintain supportive, collaborative relationships with families;
3. Ability to maintain a positive, professional, non-judgmental attitude;
4. Proficiency with MS Office suite of applications;
5. Ability to provide administrative support to the Coordinator and Consultant;
6. Ability to participate and contribute towards the development of Individual Service Plans;
7. Ability and skills to complete reports and internal assessment tools.

COMPETENCIES REQUIRED FOR POSITION:

1. Confidentiality;
2. Interpersonal Skills

OTHER REQUIREMENTS:

1. Current First Aid Certificate preferred;
2. Record of Immunization will be required by the successful candidate;
3. Valid Class 5 BC Driver's License
4. Applicants must be able to work in Canada.

SUCCESSFUL CANDIDATE WILL COMPLETE/PROVIDE:

- 3 recent work related references;
- A current driver's abstract;
- Criminal Records Check.

Applicants are required to submit their resume and cover letter describing their qualifications and related experience prior to 5pm on October 10, 2014. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please note that social media checks are also part of the recruitment process.

ALL RESUME PACKAGES MAY BE DIRECTED TO:

Nisga'a Lisims Government / Human Resource Department
PO Box 231 Gitlaxt'aamiks BC V0J 1A0
Fax: 250 633 2367 hrdept@nisgaa.net

Coordinator, Environmental / Avanti Kitsault Mine Ltd.

CAREER OPPORTUNITY: Coordinator, Environmental

Avanti Kitsault Mine Ltd. is currently seeing candidates for a newly created position of Coordinator, Environmental. This is a full-time position located at the Kitsault Mine Operations Site, northwest of Prince Rupert, British Columbia.

Reporting to the Vice President, Environmental and Permitting, the primary purpose of the position is to monitor environmental compliance, manage reporting and permitting, support emergency preparedness and response, as well as related environmental duties. The position also provides coordination with company field activities including drilling and construction.

KEY ACCOUNTABILITIES AND DUTIES:

- Demonstrate an ongoing commitment to health, safety, environmental responsibility and sustainable development.
- Support implementation and maintenance of Environmental Management System (EMS)
- Conduct compliance sampling and monitoring
- Prepare compliance and regulatory reports
- Maintain environmental databases
- Prepare required documentation to obtain necessary permits
- Participate in ongoing future reclamation and closure process
- Contribute to the development and maintenance of stakeholder relationships
- Provide support for onsite emergency and spill response activities

QUALIFICATIONS:

- Preference for diploma or degree in environmental sciences or related field with formal environmental management education.
- Minimum 5 years of combined experience in resource industry including experience in civil construction or surface mining or environmental consulting
- Good understanding of environmental impact of mining and milling procedures.

- Emergency response/spill response training or other emergency management qualifications an asset
- Knowledge in Provincial and Federal Acts and Regulations
- Applicable health and safety training an asset (e.g., WHIMIS, H₂S Alive, etc.)

OTHER INFORMATION:

- Rotational work schedule (8/6)
- Significant time will be required in the field at site. Must be able to walk for long durations, on uneven ground and be able to work in poor weather conditions
- Quality accommodations provided at site

APPLY TODAY – Looking forward, thinking ahead.
Come grow with us – as we grow!

If you are interested in working with Avanti Kitsault Mine and possess the necessary skills, experience and qualifications for this position, please immediately forward your resume to careers@avantimining.com

Thank you to all applicants for your interest in working with us. We will be contacting only those candidates selected for interviews.

As a rapidly growing company, our recruitment needs are constantly evolving and changing. Please continue to visit our Careers section (www.avantimining.com) and apply for any future openings that may interest you.

ABOUT AVANTI MINING LTD.

Avanti Mining Inc. (TSX-V: AVT) ("Avanti") is an exploration and development company currently focused on the development of the past producing Kitsault molybdenum mine ("Kitsault") located 140 km north of Prince Rupert, British Columbia, as part of an overall strategy to develop properties and projects that complement the steel commodity stream.

Want to learn more about us? Please visit our website at www.avantimining.com

Janitor / Casual, On-Call / NLG

POSTED: September 24, 2014

CLOSES: October 10, 2014

POSITION: Janitor

SALARY RANGE: \$14.00 per hour

SUPERVISOR: Maintenance Supervisor

HOURS: up to 6.5 hours per day

TERM: Casual, On-call

LOCATION: New Aiyansh

JOB SUMMARY:

Provide janitorial duties for Nisga'a Lisims Government, including the main administrative building, the NCFS building, the NEST building and/or the Nisga'a Fisheries building. The Janitor must follow proper procedures to safely use, handle and store cleaning materials and maintain adequate inventory of janitorial supplies.

DUTIES:

- Clean office spaces, restrooms, common areas and meeting rooms
- Cleaning detail includes:
 - Sweeping
 - Mopping/washing floors
 - Washing walls
 - Dusting railings, furniture, artwork
 - Vacuuming carpeted areas
 - Restocking all dispensers
 - Emptying all trash containers
 - Window washing as necessary
 - Stripping and resealing floors semi-annually
 - Power washing sidewalks semi-monthly during winter months
 - Other related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES:

- Building Service Worker Certificate Level 1 is a requirement, Level 2 is preferred;
- Previous related work experience is an asset but not necessary;
- WHMIS training or willingness to obtain, is an asset;
- Ability to work evenings Monday to Friday is required.

OTHER:

- 3 recent work related references will be required

Applicants are required to submit resume with cover letter describing their qualifications and experience as soon as possible and not later than **5PM ON FRIDAY, OCTOBER 10, 2014**. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please be advised that social media checks are part of the recruitment process.

ALL RESUME PACKAGES MAY BE DIRECTED TO:

Nisga'a Lisims Government / Human Resource Department
PO Box 231 Gitlaxt'aamiks BC V0J 1A0
Fax: 250 633 2367 hrdept@niscgaa.net

Nisga'a Final Agreement Implementation Report 2011-2012



The Nisga'a
Final Agreement
Implementation
Report for the fiscal
year 2011-2012 is
now available online:

[www.nisgaanation.ca/sites/default/files/
NLG2011-12AR-EngOnline.pdf](http://www.nisgaanation.ca/sites/default/files/NLG2011-12AR-EngOnline.pdf)

Visit the *Publications* section of our website for
this and other implementation reports at:

www.nisgaanation.ca/implementation-reports

Executive Highlights /////

BRIEFING REPORTS

At the beginning of each monthly meeting of the Executive, the NLG Senior Management provide briefing reports that highlight their department's monthly administrative activity and meetings attended:

CHIEF EXECUTIVE OFFICER / COLLIER AZAK

The CEO attended Wilp Si'ayuuᑕhl Nisga'a (WSN) on July 29 and 30, and Emergency Training Exercise on July 31, 2014. Regarding proponents, the CEO met on August 6, 7, September 8–19. The CEO also attended a meeting with Bill Adsitt, of TNDC on September 19 to discuss synergies and opportunities with the various mine proposals in our northern area.

EXECUTIVE DIRECTOR / CHERYL STEPHENS

The Executive Director continued to work with Nisga'a Child & Family Services Director, In-House Legal Counsel and the Director of Programs & Services regarding Implementation and Transition Planning for move to C6.

For the Nass Area Strategy, continued to review all correspondence relating to referrals. Also continued to attend meetings with prospective proponents. Meetings included main table negotiations and side tables (Employment & Contracting, ROW, Tax) in support of the main table. Also met with Laxgalts'ap Village Government re: Village Lands and pipeline routing.

In Human Resources, the Executive Director worked with and consulted/reviewed issues with HR Manager and IHLC (as necessary). Recruitment: Cherie Mercer, Citizenship Registry Manager – started September 8; Marsha Stephens, Family Group Conference coordinator (NCFs) – started September 8; Gail Tait, Temporary Support Worker for Supported Child Development Program (NCFs) – started September 8; Stephanie Azak, NEST Employment Advisor (Gitlaxt'aamiks) – started September 22; and Raven Guno, HR Assistant – started September 22.

In other activities, the Executive Director had a meeting September 18 regarding Fiber Optic High Speed Internet, also met with Gary and another company with whom we are finalizing the contribution agreement in support of the fiber optics project.

For Nisga'a Employment Services & Training: trends in training currently are OFA level III, CSO, Environmental Monitoring, Entrepreneurial, Women's employment readiness (Minerva training), significant access to the NEST personal protective gear service – we can derive from this that Nisga'a citizens are finding employment and need NEST assistance to purchase protective gear required for their new job.

For the Quality of Life project, the Executive Director attended a meeting on October 6 at NLG regarding the final review of first framework, review and discuss a Nisga'a sample survey proposal in support of establishing a baseline for Nisga'a.

LANDS & RESOURCES / WARREN FEKETE

The Director continues to participate in the environmental assessments (EA) and permit reviews for the projects in our region. Regarding Kitsault, EA is complete and the project continues to work at obtaining its permits and securing financing to start construction.

FISHERIES & WILDLIFE / HARRY NYCE, SR.

The Director monitored and advised on Nisga'a Fisheries & Wildlife programs that are now in progress. The Director attended WSN on July 29–30, 2014. On August 26, 2014, the Director met with BC Ministry of Environment, Dana Atagi

Executive Highlights /////

regarding BC's planned consultations with our neighboring tribes. On September 15, 2014, the Director attended the LNG Environmental Stewardship Initiative Development Workshop in Prince Rupert.

PROGRAMS & SERVICES / ROBERTA STEWART

In Access to Justice, Justice Worker postings closed on September 15, 2014. An offer is pending for this new role located in Gingolx. In other plans, a strategic plan to develop a therapeutic program for families where abuse and violence occurs is in progress. Plans are to complete the five-year plan and estimate budget by November 2014. Support counseling training is planned to train a minimum of 10 support workers from each Nisga'a Village Government to help support individuals and families when disclosures of sexual assault and domestic violence occur.

A part time Coordinator was hired on a six-month term to coordinate the sexual exploitation community education. Susan Gonu has accepted this part-time role and will also continue her role of as part-time YOY Coordinator. Her responsibilities will include collaborating with Village Governments, SD92 and Youth Workers to organize community education, in addition to working with the Youth Councils.

The RCMP identified an essential need for an additional three provincial police members in the upcoming FFA negotiations.

In the Ayuukhl Nisga'a Department, the team is continuing their ongoing progress with curriculum development of Nisga'a history courses, Nisga'a name plates of staff positions, various services and utilities; Terms of Reference for Nisga'a Language Authority, and *Nisga'a Heritage Act*.

In the Enrolment & Eligibility section, Cherie Mercer was hired starting September 8, 2014. This role is a succession plan for the Enrolment & Eligibility Manager.

The Elders Eligibility Committee met on September 9, 2014, resulting in 36 citizenship applications approved. Fraudulent use of the Nisga'a Nation on an adoption certificate and Indian status card is under investigation. The E & E Manager received a call from an Immigration consultant requesting authentic verification of these documents, which led to the police report. The file was forwarded to provincial authorities.

Regarding Nisga'a Child & Family Services, a job posting for Director of Practice and C6 Team Lead received a large number interested applicants, however many did not meet the mandatory three-year experience in child protection. Social Policy Analyst is assisting with implementation of post-secondary education policy 2014, post-secondary student's surveys and K-12 assessment. Post-secondary student surveys will be circulated October 1, 2015 to November 2015.

In the Terrace Office, a wide range of activities were provided throughout the summer, including a successful summer reading program for ages 8-12, both breakfast and lunches were provided. This was a collaborative effort with SD86.

Regarding traditional foods, Nass River sockeye salmon was provided to numerous families.

Education gifts are currently being prepared for the school year, as well as fall activities.

In the Youth Organizing Youth section, Nisga'a Cultural River Rafting was a collaborative success, for young girls who participated. With the grateful contributions from each – Village Government Community Preventative Funds, Access to Justice, Terrace office and the New Relationship Trust Fund.

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Regarding Education, ages 0–6, a nationwide survey will be circulated for early childhood, newborn to six years old. Social Policy Analyst & Capital Projects Manager are taking the lead in writing a proposal for an early childhood centre with a daycare attached to the building. Providing input are the LELP, and head start staff, daycare managers, NCFS and capital projects.

K-12 education assessment and draft final report will be presented at the Directorates report.

Feedback from the Education Administrators stated that the students were very pleased with the new policy amendments and no challenges with the amended policy 2014 were reported.

Revised post-secondary education reporting template was circulated for the 2013–2014 reporting period, and Gitlaxt'aamiks Gitwinksihlkw and Gingolx submitted their reports.

Regarding the Health Authority, the Nisga'a Valley Health Authority evaluation update will be provided when the directorate's reports are presented.

Summary of Resolutions from NLG Executive Meeting September 24 and 25, 2014

The following is a summary, and for certain resolutions an excerpt, of NLG resolutions from the most recent meeting of the NLG Executive.

Resolution / Adopted September 25, 2014 New Director – Northern Native Fishing Corporation

MOVED THAT the Nisga'a Lisims Government Executive nominate Harry Nyce Sr. to hold the position of director on the Board of Directors of the Northern Native Fishing Corporation ("NNFC") for the term 2014 to 2016, which nomination will be communicated with the General Manager of NNFC forthwith.

Resolution / Adopted September 25, 2014 Occupational Health and Safety Protocol

MOVED THAT the Executive adopt the Nisga'a Lisims Government Occupational Health and Safety Protocol 2014 attached to this motion as Appendix "A."

Resolution / Adopted September 25, 2014 Destroy Ballots

MOVED THAT the Law Clerk destroy the ballots used for vote by the Nisga'a Lisims Government Executive that resulted in the nomination of the Mr. Harry Nyce Sr. to the Board of the Northern Native Fishing Corporation.

Resolution / Adopted September 25, 2014 Nisga'a Museum Policies

MOVED THAT the Executive of Nisga'a Lisims Government approve the following policies for use at the Nisga'a Museum:

1. Nisga'a Museum Education Collection Policy and Procedures
2. Nisga'a Permanent Collection Policy and Procedures

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3. Nisga'a Museum Exhibition Policy and Procedures
4. Nisga'a Museum Education and Public Programs Policy and Procedures
5. Nisga'a Museum Conservation and Preservation Policy, and
6. Nisga'a Museum Electronic Collections Database Policy, EACH substantially in the form attached to this motion

Resolution / Adopted September 25, 2014 **Acceptable IT Use Policy**

MOVED THAT the Executive adopt the Acceptable IT Use Policy 2014 attached to this motion as Appendix "A."

Resolution / Adopted September 25, 2014 **Nisga'a Land Title Amendment Act**

MOVED THAT the Executive recommend to Wilp Si'ayuuḱhl Nisga'a the *Nisga'a Land Title Amendment Act*, 2014, attached to this motion as Appendix "A."

Resolution / Adopted September 25, 2014 **Nisga'a Valley Health Authority – New Director**

MOVED THAT the Executive of Nisga'a Lisims Government appoint Mr. Charles James Moore as a director of the Nisga'a Valley Health Authority Board of Directors to represent the Nisga'a Lisims Government for the term ending November 2016.

Resolution / Adopted September 25, 2014 **Destroy Ballots**

MOVED THAT the Law Clerk destroy the ballots used for the vote by the Nisga'a Lisims Government Executive that resulted in the nomination of the Mr. Charles James Moore as the Nisga'a Lisims Government representative to the Board of the Nisga'a Valley Health Authority.

Resolution / Adopted September 25, 2014 **By-election – Terrace Nisga'a Urban Local**

MOVED THAT the Executive declare January 27, 2015 to be the by-election date for the current vacancy in the office of the non-Executive member for the Terrace Nisga'a Urban Local.

In addition to the items referenced above, regular business carried out by the Executive of Nisga'a Lisims Government includes opening prayer, adoption of agenda, minutes and financial statements.

Prince Rupert Gas Transmission project September update

To read the latest on TransCanada's PRGT Project, read the August–September 2014 activity update:
www.nisgaanation.ca/sites/default/files/PRGT%20Project%20Update%20Sept%202014.pdf



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