



XWCHÍYÒ:M
CHEAM FIRST NATION

Electoral Information Package



Everything You Need to Know about the Upcoming Election
within Cheam First Nation



COVID-19 NOTICE

WHAT VOTING AND NOMINATING IS LIKE UNDER COVID 19

Due to the Covid 19 pandemic our concern is with the health of the community, at the same time business must go on which includes elections and Referendums.

In order to safeguard the Community against this virus, the Covid 19 protocol will be followed:

1. IF YOU HAVE A FEVER, COUGH OR ANY SYMPTOM OF ILLNESS OF ANY KIND, YOU ARE NOT PERMITTED TO ENTER.
2. When you go to vote or nominate, please wear a face mask (if you do not have a face mask, one will be provided).
3. Sanitize your hands on entering the polling station or nomination hall
4. Sanitize your hands on leaving the polling station or the nomination hall
5. Maintain social distancing of 6' at all times
6. As soon as you are done voting or nominating, leave the nomination hall or the polling station, do not stop and talk to family or friends
7. Be patient, since only 4 people will be allowed into the nomination hall or the polling station at any one time, you may be required to wait in a line up.
8. Elders in particular are requested to use a mail in nomination package and ballot package so they are not exposed to anyone that may spread the virus.
9. Remember to bring your government issued photo I.D. to help speed up the process and shorten waiting times.

STAY SAFE



WHAT TO EXPECT DURING THE GENERAL ELECTION FOR THE SAFETY OF THE COMMUNITY

The following is the protocol that we follow without fail on elections

A.

1. A staff member(s) is stationed at the entrance as each voter comes in. The voter will be asked screening questions related to covid19.
2. The voter is required to wear a mask : if he /she does not have one, a supply will be available.
3. The voters must sanitize their hands.
4. Only the voter is permitted into the polling area. (no children or friends etc.) obviously caretakers etc. are permitted.
5. Only a maximum of 4 voters are allowed into the polling area at any one time.
6. 6 feet social distancing must be maintained at all time

NOTE: NO ONE WILL BE PERMITTED INTO THE POLLING STATION WITHOUT A MASK OR A FACE SHIELD UNLESS THEY HAVE A NOTE FROM THEIR DOCTOR THAT FOR HEALTH REASONS THEY CANNOT WEAR A MASK

B.

1. after the voter finishes voting he/she must leave the building immediately, no fraternizing even with family.
2. All surfaces the voter touched including the chair he/she sat on and pencils to vote must be sanitized before another voter is allowed to vote at that station
3. The voters should leave via a separate entrance (if possible) so there is no passing other voters on their way in to vote.
4. At the close of polls no one is permitted into the polling station to witness the count except 1 scrutineer per candidate or in the alternative the candidate.

Fred Schiffner
Electoral Officer



Polling Notice For the Cheam First Nation General Election

Notice is hereby given to the electors of the Cheam First Nation that a poll will be held to elect one (1) Chief and FIVE (5) Councillors to the Council of the Cheam First Nation and will be held at the Cheam First Nation Administration Building located at 52161 Victor Drive, Rosedale, B.C. V0X 1X1, on the 25th day of November, 2021 from 9:00 AM until 8:00 PM (local time).

And that I will count the votes at the Cheam First Nation Administration Building located at 52161 Victor Drive, Rosedale, B.C. on the 25th day of November, 2021, immediately after the close of the poll and declare the results of the election.

Given under my hand at Rosedale, British Columbia, on October 15th, 2021.

F.P. Schiffner
Electoral Officer
Cheam Indian Band
Cell: 604-786-2512
Toll Free: 1-800-813-2173
Email: fschiffner90@gmail.com

CHEAM FIRST NATION REVISED LIST OF CANDIDATES AS OF OCTOBER 19, 2021

CHIEF

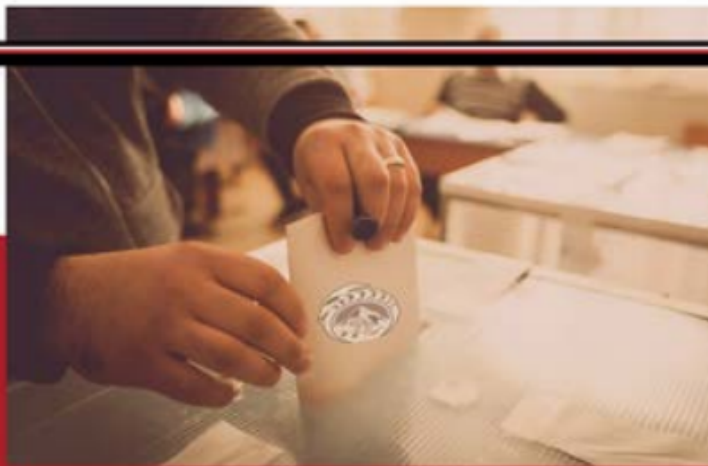
- 1 DOUGLAS, SIDNEY
- 2 PREST, LEANNE
- 3 VICTOR, ANDREW
- 4 VICTOR, MURIEL

COUNCIL

- 1 ALECK, ASHLEY
- 2 ALEX, ERIC
- 3 BAILIE, ISAAC
- 4 CREY, ASHLEY
- 5 DOUGLAS, ASHLEY
- 6 DOUGLAS, RAY
- 7 DOUGLAS, WAYNE
- 8 EDWARDS, EVANGELINE
- 9 FREDETTE, STEPHANIE
- 10 GIROUX, DIANA
- 11 GIROUX, JULIE
- 12 MILLER, BREANNA
- 13 PIKE, J LUKE
- 14 PREST, LEANNE
- 15 QUIPP, DALE
- 16 QUIPP, RICK
- 17 SILVER, LESLEY (ANNIE)
- 18 VICTOR, ERNIE
- 19 VICTOR, JASON E
- 20 VICTOR, MURIEL
- 21 WILSON, MELVIN

**NOTE: THE ABOVE LIST OF CANDIDATES ARE
SUBJECT TO WITHDRAWAL UP TO NOVEMBER
25, 2021**

ELECTORAL OFFICER
CHEAM FIRST NATION



REMINDER: NOVEMBER 25

CHIEF & COUNCIL ELECTIONS

For more information, please contact:

F.P Schiffner
Electoral Officer
Cheam Indian Band
Cell: 604-786-2515
Toll Free: 1-800-813-2173
Email: fschiffner90@gmail.com



XWCHÍYÒ:M

CHEAM FIRST NATION

On November 2nd and 3rd the Elders hosted an All Candidates Meeting. During the Meeting, the nominees running in the 2021 Cheam First Nation Chief and Council Election were asked a series of questions received from the Community. Due to time constraints, the nominees were asked to send written responses to the remaining questions and attached you will find the answers from those candidates who submitted their response.



MEET THE CANDIDATES



ANDREW VICTOR FOR CHEAM CHIEF

VOTE NOVEMBER 25, 2021

Thank you to the Cheam Elders for coordinating and hosting the **All Candidates Forum**. It was a privilege to receive and respond to Members' questions. The following are my brief responses to the questions provided.

1. *I see the role of Chief to represent our community at the tables of the "big picture" items that affect not only our own nation but Indigenous nations across Turtle Island. Please tell us what you see as the "big picture" priorities and what strengths/expertise that you can bring to the table.*

There are many priorities to address across this land: the trauma of Residential Schools, 60s Scoop, MMIWG, systemic racism, and infringement and extinguishment of our Rights and Title. Like previous generations, we must recognize the urgent need to protect and advance our sovereignty and self-determination to maintain and strengthen our way of life politically, economically, socially and culturally.

We need to meet at the table with all levels of government. No longer will there be discussions about us without us. The levels of government have their own ideas about programs, services and funding opportunities, but they don't always fit the plans and visions that we have for our community. We need to bring forward the very serious concerns that we have for our community and for our relatives in other communities as well. Then we can develop opportunities to collaborate together to strengthen our voice and bring the health that is needed. All those conversations are very important. Cheam has been diligently working at those tables with our relatives and other leaders so that together we can move forward and voice what we envision for ourselves so that we have that self-determination.

We also need to be developing sustainable own-source revenue and, when appropriate, consider partnering with

our relatives in order to lead the way in funding programs in our community so that we can start services sooner rather than later. These steps will help to address the issues of trauma so that we can begin to flourish in the area of health and wellness in our community.

2. *Provide a definition of a leader. Tell us of one experience that you led in a good way and what defined this experience as "good."*

Leadership is influencing by moving forward a vision and bringing together a group of people to act, believe, and work to meet the greater good. Integrity is the essential foundation of good leadership. Leadership takes perseverance. Leaders succeed when they stick to their values and core beliefs to guide their decisions, behaviour, and dealings with others.

In my written communications, I talk about how together we do have strength to attain great heights like the mountain goat. It is together that we will lift up the condition of the People and become who we envision ourselves to be.

3. *Leadership can be challenging and not everyone is going to agree with your decisions all the time. What practices do you have in place to sustain your own healthy well-being?*

I rely upon my teachings of spiritual disciplines to maintain and nourish my healthy wellbeing. I have implemented daily, weekly, monthly and yearly practices in my life. I also rely upon listening to the guidance of my Elders.

4. *Addressing poverty: Do you think people live in poverty? If so, how would you change the situation?*

Poverty refers to lacking enough resources to provide the necessities of life – food, clean water, shelter, and clothing – but also includes reduced access to social

ANDREW VICTOR FOR CHEAM CHIEF

services like health care and education. The solutions to address poverty cannot only focus on closing the gap. Poverty is very complex. We must approach poverty from the perspective of people flourishing and invest into their lives so that they can flourish.

5. *At one time, Cheam had the highest number of children in care. What would you do to bring our children home?*

One child in the “care” of the ministry is one too many. We must continue to strengthen the many good things Cheam has done to bring our children home with wraparound services for the children and parents. We must also leverage the federal legislation of Bill C-92 of Indigenous jurisdiction of children and families by creating our own laws and policies and instituting our own supports and wraparound services.

6. *What would you do to solve the problem of addiction and homelessness of our people?*

Addictions and homelessness are complex to address. As a Community, we must develop and establish a comprehensive community response plan and system that helps people overcome addictions by healing trauma, and helps people obtain and retain safe, appropriate housing.

7. *If you were to sit at a table with the federal fisheries, what plan would you come up with to get our fishing time back?*

There are many approaches to addressing the lack of access to our traditional diet. Cheam will continue to fight for our way of life at all levels. However, we must address the Pacific Salmon Commission, which is the regulatory body of the Canada-USA Pacific Salmon Treaty. At that table, Canada and USA are making decisions without Cheam’s free, prior, and informed consent that are adversely impacting our rights to food, ceremonial and commercial fishery. Not being at the right tables, we will be planned out of the plan.

8. *How much time do you have available for council meetings duties?*

The role of Chief is a full-time responsibility. With reasonableness, I have adjusted my family and pastoral commitments to give 100% to the role and responsibility as Chief in a full-time capacity.

9. *What is your general idea of successful communication plan?*

Shared understanding is the goal of communication. Clear communication cannot be unexpressed or vague, rather it must be expressed and specific that leads to clarity. A solution is cascading communication. The steps are to decide what to communicate, get the message right, determine who needs to know and in what order, and clarify as needed. The key is to communicate promptly and in the proper order so that everyone is informed appropriately. Transparency builds trust.

10. *What would you do or recommend to avoid staff turnover?*

There are a number of ways to review and address staff turnover. From a human resource perspective, employee retention focuses on hiring the right people, keeping compensation and benefits current, making opportunities for development and growth, and cultivating a respectful work environment.

From a Member’s perspective, the human resources department must correctly implement cultural intelligence into its systems. Hiring and retaining the right people must prioritize the ability to understand and work within our cultural context as important as qualifications at a minimum. Qualifications without cultural intelligence turns Band Office into the Department of Indian Affairs.

11. *How would you ensure you avoid conflict of interest?*

The best way to mitigate conflict of interest is to avoid accepting roles and responsibilities that are incompatible with your existing interests. To do that effectively, you must avoid hiding your roles and responsibilities and be transparent. Further, you must be ready to remove yourself from one obligation or another to mitigate the problem.

12. *What industries would you recommend to create a local economy for member commerce, employment, and business opportunities?*

It is critical to Cheam’s competitiveness and wellbeing to build relationships that will help our Members thrive economically. As such, we must open doors to provide diverse education, training, employment and entrepreneurial opportunities wherever Cheam Members live. We must have a robust and innovative plan to grow our local economy that builds on the foundation of our entrepreneurial knowledge, promotes existing businesses and structures, and welcomes the diverse pursuit of economic development.

ANDREW VICTOR FOR CHEAM CHIEF

13. What ideas do you have regarding land usage for band lands?

The Members have provided direction on land usage through the development of the Land Use Plan. Members have identified areas for cultural, residential, recreational, commercial, and industrial use. The Members must provide consent on the path forward on land development and land protection priorities to address the urgent needs and next generational needs. There needs to be a sustainable approach to land usage and land development that stimulates our economy and strengthens our community.

14. What are your priorities for rights and title?

Cheam has never ceded or surrendered title to our lands, rights to our resources, or authority to make decisions within our territory. Our way of life affirms our occupation and relationship to our territory. Cheam must work to protect and enhance our strength of claim and jurisdiction with our relatives and neighbours at all levels.

15. What are your priorities for health and wellness?

We must recognize our authority in our governance of health services in our community, develop our human and economic capacity, and redesign health programs and services to bring them to closer to home as much as possible. We must increase our influence through decision-making and control at all levels.

16. What are your priorities for recreation, education, and training?

We need a transparent and consistent strategy that prioritizes the investment in recreation, education, and training to support our Members' opportunities to thrive and reach their full potential. The current federal funding is insufficient, so we are required to develop meaningful partnerships and grow our own-source revenue to achieve this.

17. What are your priorities for each demographic group: youth, elders, early childhood and adults 30-60?

From early childhood, youth, adults, and elders, the priority needs to be to grow together in our culture, language and strengthen our way of life. Brain development is most rapid in the first five years of life and children grow best when they are nurtured emotionally, socially, physically, intellectually and spiritually. We need to value our young children and work

together to meet their needs in our homes and through programs. As our children grow into youth, it is essential that they are grounded and supported to understand their identity as Xwelmxw in relation to S'ólh Téméxw and the Siyólexwálh who have come before us. Aunties, uncles, parents, and grandparents have the responsibility to help our youth explore and develop their gifts so that the youth can fulfill their purpose and potential. This can be through sports, arts, traditional practices, community service, and mentorship. Adults need the guidance and support of elders in order to grow in wisdom. Elders should be honoured and cared for by all the generations so that we can all walk together in a good way.

18. Have you participated in any public relations training? If not, would you be willing to?

I have taken aspects of media and public relations training in college: public speaking, advanced written composition, and digital communication strategies. I also have experience in desktop publishing, visual communications, and some website development. At the same time, there is always a desire to grow in effective, professional communication skills as opportunities arise.

Thank you for taking the time to review some brief responses to the questions. Please feel free to contact me if you would like to talk further about governance and administration. It would be a privilege to talk about our heart and vision for Cheam.

It has been a privilege to serve on Council for the past six years. I would be honoured to continue to serve for a second term as Chief. I am dedicated to act responsibly to help lift up the condition of the People. Together we have strength like the mountain goat to become the strong, independent, prosperous Community that we envision. May we journey together in a good way for Xwchíyò:m, for Tómiyeqw.

Dearest Cheam,

“Working together bring the Band back to the Members”

My name is Leanne Prest (Quipp) and my ancestral name is Leyaqwemot. I think that the majority of you know me. My parents are June Quipp (Douglas) and Fred Quipp. My husband is Johnathon Prest and we have 7 children. I have lived on Cheam since 1998.

I am putting my name forward for the position of Chief/Council in our upcoming election. It is time to give the band back to the people. What does that mean?

For too long, we’ve been divided, unaware and left unknowing. To me, being “the Chief” means, I am the voice, the arms and the legs...for you, the community. My promise to you is to hear you and listen to you. I need to hear what you want to see for our community, how we will work together to overcome barriers that our community suffers year after year.

I believe that our community can improve with a council team that is:

- Willing to work together
- Increases communication to keep members up to date
- Uses our staff as valuable resources in order to make timely and informed decisions
- Ensure staff are available to the needs of the members
- Reach out to our members to understand what the community wants
- Draws on the expertise from our members and especially our Elders
- Willing to put in the time and be available to the members
- Find the balance needed to unite our community

My background will help me in this role. My background includes:

- 1 Council term
- Longhouse since 1995
- Graduation – high school diploma
- Emergency management
- Addiction’s diploma and case management
- Working in federal prisons
- Landfill Manager (10 years)
- Business catering, johnny 5’s tree service

I have been asked to answer the following questions:

1. How much time do you have available for council meeting duties?

Holding a position on Chief and Council will require commitment and dedication, I am whole heartedly willing to commit my time fully.

2. What is your general idea of a successful communication plan?

There are several ways to successfully communicate and not one way will be better than another, BUT, every way will be successful if we can accommodate the diverse needs of all. Some may use Zoom, or some may need to be communicated in person. Communication is successful if everyone is

accommodated, whether it be written, oral, verbal. After all, how can one be successful in a chief/council position without communication from the band members. If elected, key communication is the starting point to “bringing the band back to the people”.

3. What would you do or recommend to avoid staff turnover?

Again, communication with the membership will be crucial in any staffing decisions. The staff are employed to serve the band membership and it will be our duty to ensure the membership are happy with the services of the staff. The real question, to me, is; “are all band members receiving the service they are entitled to”?

4. How would you ensure you avoid conflict of interest?

To me, a conflict of interest would be being involved in decisions regarding my immediate family, I have morals and I will simply remove myself from certain decisions, stating a conflict of interest.

5. What industries would you recommend to create a local economy for member commerce, employment and business opportunities.

Ideas can be never ending, but what can we make reality? I believe it’s feasible to have our own gas station, and always dreamed of having our own “Costco”, as those are few and far between. My husband and I are business owners, as well as a number of other band members, and we, as a community can come together and brainstorm ideas that will benefit future generations.

6. What ideas do you have regarding land usage for Band Lands?

Our land is all that we have, and a lot is under the Hydro lines, a lot is in the flood plain. We have to be very careful with our land usage. Thinking ahead, I believe we need to build apartments, for our band members use. Housing and homes for band members and future generations is of utmost importance. After that, land use needs to be a member decision.

7. What are your priorities for Rights and Title?

Fishing and hunting have always been a means providing for our people and always is a priority so we can sustain our traditional foods. One of my immediate goals is regarding our spiritual places”, like when we go to the mountains for a bath. These days, there is either people living in the bust or there are gates put up and we are literally left without a place to go. We need to claim these back.

8. What are your priorities for health and wellness?

We are all going to have to come together. There is so much to discuss and work on in our health and wellness. We need to balance our physical, mental, emotional and spiritual. This is what creates health and wellness. I would personally visit every household, see how everyone is doing. That is where I would start. I would bring the youth together and listen to what they want to share, see how they are doing. we are all hurting for those lost in addictions and those that are homeless. I would also meet with all of them. We don’t currently have too many that have been able to leave the addiction and change their lives for the better. In fact, we have younger generations starting to turn to drugs. The cycle has to be broken, and we need to start intervention. Let’s put an intervention team together, consisting of elders, youth, adults of Cheam. It’s a start. We have some families that hunt and some that fish, some that knit, some that bead, some may be drummers/singers. We need share our culture, bring it back. This is my priority.

9. What are your priorities for recreation, education and training?

My priority would be to seek input from each member. i am positive if we were to get an inventory of each members' education and training, we will see that Cheam is rich with our own educated people. It's equally important to provide the necessary tools for those that didn't graduate. Again, how do we know what to prioritize without including the members of Cheam. How many children/youth are athletic? But how many parents don't have the funding to enroll them in organized sports, such as hockey or soccer, etc, or what if they have other natural gifts in music or art, we need to find all this out, start applying for grants and funding. This is a priority.

10. What are your priorities for each demographic group?

- a. Youth – meet with them, start healing circles, set their priorities**
- b. Elders – meet with them, seek their guidance on priorities for all of us**
- c. Early childhood – meet with the parents/guardian**
- d. Adults 30-60 – meet with them**

You see, priorities cannot be set without your input. It will be you that identifies the wants/need for each demographic group and it will be up to us (chief and council) to work as diligently as possible to fulfil those wants/needs.

11. Have you participated in any public relations training and if not, would you be willing to?

I have some public relations training and I am definitely willing to participate in more.

Thank you for taking the time to read this. I appreciate you.

With respect,

Leyaqwemot
Leanne Prest (Quipp)

Chief Candidate questions: Muriel Victor

I'd like to thank you for the questions, I've tried to keep my answers to a limit; so, these are only top of the head answers and may not reflect high priority items, but these are definitely at the top of my mind to bring forward.

I'd like to wish all the candidates well.

1. How much time can I commit to Chief and Council meetings and duties?

I have all the time to commit to Council meetings and duties. I currently only have one day a week committed and I can work around this schedule.

2. What is my general idea of a successful communication plan?

My idea of a successful communication plan would include timely responses to ALL incoming communication from Members. This would include who responds to what?

This would also include proper user-friendly communications ensuring that all Members have equal access to outgoing Cheam notice, opportunities, etc.

There is also a duty to report to the Membership and the plan would outline what and when these will be reported on.

3. What would you do or recommend to avoid Staff turnovers?

Ensure ALL Employees receive the recommended orientation.

Build relationships between Staff and Members. Ask Staff to attend and engage in community functions in order to build the rapport with Members.

Have each Department have a step-by-step procedure manual alongside their policy manual outlining clearly how everything is done in a proper manner.

Acknowledge their recommendations and feedback

4. How would you ensure to avoid conflict of interest?

Have and utilize a clear policy regarding conflict of interest.

Make sure to separate (recuse) myself from any known or perceived conflict of interest situations.

5. What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

I'd like to see us tap into the tourism sector highlighting our culture and traditions.

We could also have a Starbucks with their Partnering fast-food business. (and/or store).

Furthermore, a Cottage industry that consisted of Members small business on front, workshop or whatever in back and living quarters on upper floor. This would help "struggling Artists" etc. who may also benefit from having a small studio apartment alongside their business.

Moreover, a couple of food trucks with our traditional foods and/or catering to lunch and break times through construction sites and businesses (similar to the old “Cruising coffee”). And, I think we should have our own Emergency services department.

6. What ideas do you have regarding Land use of Band land?

Tiny homes and alternative housing options for different Member needs (i.e. Women’s supported housing, Elder’s units, Recovery home)

Greenhouse and storage facilities are options.

I think we should also utilize Ferry Island Park to benefit our tourism plan.

Community Septic. I believe this in the works but need updates and timelines in order to plan accordingly to build around those timelines.

I’d like to see a Go-Cart track or mini golf or similar in areas that are non-commercial/industrial or residential

7. What are your priorities for Rights and Title?

I think we should get a good look at the 10-year plan of the City of Chilliwack and District of Kent for our traditional territory. More and more feeling of encroachment with subdivisions etc. coming in our back door. How can we keep our boundaries? Maybe even check out additions to reserve.

Identity is important and we should have every sign stating they’re in our traditional territory in our language as well.

Protection or reinstated hunting, gathering, and fishing rights.

Old CN agreement regarding retaining wall to protect Cemetery and build a boat launch and another item (I can’t recall). The Cemetery needs urgent attention along the railroad side and possible addition graveyard site (add to land use?)

8. Priority for Health and Wellness

I think some services really need to extend services to our off-reserve members. At least have an off-reserve portal where they can sign in confidentially with a request and get some direction/assistance.

I think a priority is to look into further options for those struggling with Addictions and start offering these as an alternative to long wait times elsewhere.

Mental Health including trauma, healing and grief and loss programs all need to be made readily available.

After care that may also need temporary living quarters also.

Family violence prevention, Elder abuse prevention, lateral violence needs to be addressed. We once used to help someone out and not hurt them.

I think we need to bring back more gatherings, culture and ceremony/good clean celebrations/fun, that we all can contribute to, then I think we'll start moving in the right direction.

9. What are your priorities for recreation, education and training?

I would like to see Cheam (members of all ages) able to freely use a hockey box, basketball court, fitness gym and able to have access to the big gym for Powwow Zumba, Pound, Sto:lo Dance lessons as well as Powwow dance lessons---wherever the Members' interest lies.

I'd like to go cheer Cheam teams on which are somewhat supported by the Band and/or Partner organizations.

I'd like to see a proper tutor program separated from the after school drop in. I'd also like to see ALL our children and youth set up for success. Ensure Education Worker works with Youth regarding their future for advanced ed aligns with current High school classes.

I'd like to see Adult Learners more supported. If we have funds outside of INAC funding, then we can look at advancing more of our Adults education.

I think we need to have a vested interest in those we Sponsor to potentially fill positions within Cheam or Partner organizations. If they don't quite fit the job education or work experience requirements, then we can invest in them further to get them to become the Employee our Leadership and ultimately our Members need.

Training facility to accommodate Continuing Education. The Facility would also meet other specific needs where there are people trained to do taxes and volunteer to do them for Members and to also ensure Elders are receiving all qualifying benefits.

Language and culture should be taught at all ages and to Community, Staff, C&C alike.

10. What are my priorities for Youth?

A Youth Council where the Youth can advocate for their own wants and needs

I think Youth need a Drop-in Center complete with educational learning tools and Peer Tutors aside from fun and games.

Language and Cultural teachings

Various prevention programs are important

I would also like to see our Youth attend conferences and local workshops/events in order to help them plan for their future. We brought Youth to conferences for years and there was a group who fundraised to attend Gathering our Voices for their last planned conference, but it was cancelled. I'd still like to see them attend the next one and any upcoming GOV conferences.

11. What are my priorities for Elders?

I believe we need to run ongoing programs and services that assist with our Elders quality of life and their emotional well-being.

These could include proper housing, modification to existing home, Meals on Wheels for ALL, Adult learning center to help them with anything they're trying to do online or for their own continuing education.

I think we need to look at Elders "gifts" and honor them by asking them to share with us before we don't have those stories, teachings, language, etc. anymore. Some Men would appreciate maybe a carving shed where they also have ability and resources to teach how to strip and hang a net or to butcher a deer. I know of younger people who could teach as well but I'd appreciate Elders teaching.

12. What priorities do you have for early years?

Support of a Root and ties type program and a Care Committee. Then, eventually, work towards our own Child and Family services.

We need a Daycare, Family centre

Language and cultural programs

Family Support and/or other Programs/Staff to help our Young Families

13. What are your priorities for Adults 30-60?

Trauma and healing

Adult recreation programs including Language and cultural programs

Life skills (varied programs) that lead into other Work training

14. Have you participated in any public relations training and if not, would you be willing to?

I have but, since it's been so long ago, I'd be willing to take further training.

COUNCIL additional question

15. What 2 portfolios would you be best suited for and why?

b. Health and Social Development.

Because I've spent the better part of my life in Health and Social service fields. If I wasn't in a paid position, I've volunteered

Also, I couldn't have this portfolio because I was also Staff in the Department

e. Culture, Social and Recreation.

Because I've also spent a lot of volunteer time ensuring our cultural and recreational programs etc. were successful and were able to continue as we didn't have a specific Staff member for some of them. I'd like to still be involved.

Chief Candidate questions: **Sidney Douglas**

1. **How much time do you have available for council meeting duties?**

I am able to commit as much time as required to perform my duties as required.

Immediate family emergencies would be an exception for my time and these cases I would ask one of the other council members to stand in for in that time of need.

2. **What is your general idea of a successful communication plan?**

A successful communication plan would be a mechanism or system where we can reach out to all the Cheam members in a timely manner.

3. **What would you do or recommend to avoid staff turnover?**

By having a qualified CEO who has the ability to guide the staff members in their duties to gain greater achievements of serving the members, and having a safe environment where the Cheam staff members and Cheam members are free of abuse and harassment by others.

4. **How would you ensure you avoid conflict of interest?**

In order for me to avoid a conflict of interest I would step back from decisions that would benefit myself or my direct family members if it is something that is not an even universal benefit to all the Cheam members.

5. **What industries would you recommend to create a local economy for member commerce, employment and business opportunities**

Building the local economy can be achieved through tourism, campsites, land development, retail outlets, and industrial site development, to name a few.

6. **What ideas do you have regarding land usage for Band Lands?**

In general the Cheam lands are suitable for campsites, recreation destinations, commercial outlet stores, industrial sites, farming and housing developments.

7. **What are your priorities for Rights and Title?**

My main priorities for Title and Rights would be:

- Continued access to our natural resources such as fish, game, food and medical plant life and being able to practice our spiritual ceremonies in private;
- Regaining more land base to be able to enhance the ability of our future generations to have a sustainable livelihood; and
- Recognitions from the Provincial and Federal governments that our Title extends passed the reserve boundaries.

8. **What are your priorities for health and wellness?**

We need to create a safe and healthy environment within the community.

- Better housing that fits the family or individuals;
- Addressing the root causes that lead to poorer health, addictions and homelessness;
- Develop mental health and fitness programs to enhance the well being of all Cheam members; and
- Strengthen crises response systems.

9. **What are your priorities for recreation, education and training?**

Recreation is very important for a person to balance out one's every life. By taking time out to enjoy a recreation of choice, a person lowers the effects of stress created by the workload of a person's work commitment.

Education and training are very important for everyone. First there is home training to teach our traditional customs and values. With that formal school in-class teaching so that our Members can learn to navigate throughout the busy industrial world of today.

10. **What are your priorities for each demographic group?**

a. **Youth**

Creating a safe and healthy environment for our youth to be able to grow healthy, physically fit and mentally fit so that they can learn many skills and be knowledgeable enough to carry them into positive adulthood living.

b. **Elders**

Our Elders should be able to live in a safe and worry-free environment. Have access to enjoyable recreational activities functions that will enhance their healthy well-being.

c. **Early childhood**

Our children are precious and there should be some activities and social time where they can get used to having positive interaction with other children of their age. Also, there should be a form of family support so that our little ones grow up in a safe and healthy family home.

d. **Adults 30-60**

Our adults from 30 to 60 years of age have grown into many walks of life and there would be many different things that we need to do to help them in a way to benefit them individually. One of the main priorities would be to help all those that are struggling with addiction and mental health problems and also those individuals and families who are struggling financially.

11. Have you participated in any public relations training and if not, would you be willing to?

As for public relations training, so far it has been on the job but no formal in class training. If given the opportunity I would be willing to participate in formally presented sessions.

Kwa's hoy

SruEtsLanOugh

Sidney Douglas

Council Candidate Answers – Annie Silver

1. What 2 portfolios would you be best suited for and why?

- a. Health & Social Development: I have experience in social development and health. I have worked on social services and I fully support healthy lifestyles. I like to encourage and see people thrive and know how the systems work and create barriers for our people.
- b. Administration I have a degree in Business Administration in Executive Management. The turnover in staffing has always been an issue, we need leadership that supports and encourages staff in a healthy environment but also corrects in good support positive way. Working with Administration and supporting them provides better performance and results.

1. How much time do you have available for Council meetings and duties?

I would be available when needed for meetings and duties. My husband and I have a good working relationship where we support each other with all duties for family and work.

2. What is your general idea of a successful communication plan?

Communication is the biggest barrier in most organizations. There needs to be 3 way communication in the flow. Members are at the top, communicate with Council and administration about needs through comprehensive community planning and community engagement processes like forums, surveys, and world Cafe style data collection and ratification processes? Administration has a duty to report to council and community in events, programs, and inform of where projects are at. Council is ultimately accountable to the membership for their administration and how administration carries out duties. Council reports on that through Band meetings/open house style engagement.

3. What would do or recommend to avoid staff turnover?

Good leadership from the top down. Staff need to have the qualifications, experience and knowledge to do the job. They must also have the Cultural competency and knowledge/understanding of historical impacts of our people and show compassion for our people. Council must provide the tools to the administration to do their duties and challenge staff to always improve the services they offer to members. Administration need to be compensated according to their education, capabilities, knowledge and duties they perform. Most of all there needs to be respect at all levels: respect for administration, respect for members and respect for council.

4. How would you ensure you avoid conflict of interest?

That's easy. Excuse useless it involves any direct immediate family. For extended family, ensure all members and staff are treated equal and have equal opportunity for services and employment.

5. What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

There are so many ways to enhance economic development that doesn't include deforestation, overfishing and relying on capital projects. That would be directed my members first and then have someone qualified to see it come to fruition.

6. What ideas do you have regarding land usage for Band Lands?

That would also be up to members to decide. My role would be to support the best interest of the community as a whole and what the members as a WHOLE would like tongue, including affordable housing, opportunities for entrepreneurship, recreational opportunities but also identify Lands that need protection for cultural significance.

7. What are your priorities for health & wellness?

Addictions through adequate treatment, detox and supportive stage housing. Affordable housing for young families and young people to have a better start to life.

8. What are your priorities for recreation, education & training?

We have the highest number of educated members in the province. Build on that encourage Education, support youth for healthy recreational activities and ensuring members receive training for future growth. Support administration for professional development to do their duties and to continuously improve programs and services.

9. What are your priorities for each demographic group?

- a. **Youth:** Opportunities for education, role model healthy life's and provide opportunities for those to learn cultural ways by Integrating culture into all programs. Bring your out to teach valuable life skills to set them up for success in adulthood. Life skills like budgeting, managing finances and their credit scores, maintaining a clean house, and providing food. But also, things like supporting to get their licenses, in the job training, and focus on education. Most importantly, providing a HEALTHY community for them to thrive.
- b. **Elders:** Elders are the ones we need to follow and listen to. They have lived long lives, paid their dues in life By providing a path for us to follow, survive and fought the hardships we now see as in the past. They protected us. They deserve to be treated well, With respect, and have a good quality of life to enjoy. They deserve to enjoy the time they have left, and not worry about how they will survive from one week to the next. We need to take care of them.
- c. **Early Childhood:** This is one of the most Fundamental stages to get our children on healthy paths. Providing healthy community, providing prevention and cultural support. Support young parents as they navigate the world of parenthood. You teach the children at this age the most basic morals and values of life.
- d. **Adults 30 to 60:** Providing opportunities for education, training and job opportunities. Find their needs. Respectfully helping them with navigating life, parenthood, life stage changes. Providing opportunities to further their growth and development for employment.

10. Have you participated in any public relations training and if not, would you be willing to?

I have a business degree in marketing that teaches as part of it, managing public relations. Creating string networks for growth of the community and increasing a positive image for our community. Asserting our rights through strengthened networks and building positive relationships so people take our leadership seriously. I have experience in most of my employment experience building, managing and developing relationships with many stakeholders that will work in the best interests for where I work and who I support. I am committed building managing and repairing any relationship that will benefit my community. I am confident working with all levels of government, municipalities, regional districts, AFN and BC AFN or any indigenous leadership groups.

RE. Council Candidate follow up questions

Date: November 9, 2021

1.) What 2 portfolios would you be best suited for and why?

Health & Social Development

The traditional name I carry is Xyolhemeylh. I have experience navigating the child welfare system both personally and professionally and know how to work collaboratively with MCFD and FVACFSS to advocate for stó:lō children and families. I have taken Care Committee training level 1 at SSA and am ready to put my skills forward. I will provide quality, supportive and encouraging leadership and direction. My leadership style will be open, transparent, and empathetic leader. I will channel the collective wisdom of the community, chief and council team.

Culture, Social & Recreation

I understand cross-cultural issues that impact on stó:lō people and first nation communities. I have always strived to be a part of my community and look forward to making positive connections. I am a hard worker; passionate and take action to get things done in a respectful way. I have been fortunate to learn longhouse protocol and carry stó:lō teachings and knowledge with time spent learning from Chehalis elders. I feel like being a part of an activity recreation is great for kids, elders, members, family's physical health and mental health. As my family and I have been participating in recreational activities for many years.

2.) How much time do you have available for council meetings and duties?

I know being on council is a big commitment, I can be flexible and work with everyone on picking the right schedule.

3.) What is your general idea of a successful communication plan? I would ensure communication between council and the community is strengthened through protocol. I would support informal opportunities or information evenings to showcase the different portfolios.

4.) What would you do or recommend avoiding staff turnover?

Administration is a great support system and understanding employee's personality. Providing opportunities within the company for career and personal growth through training and education. With positions I have held I have seen having quarterly tracking meetings with your manager to be successful, it allows the employee to have that one-on-one time.

5.) How would you ensure you avoid conflict of interest?

I would be mindful of potential conflicts of interest and recuse myself if such situations occur.

6.) What industries would you recommend create a local economy for member commerce, employment, and business opportunities?

We could offer employment opportunities for members and supporting Cheam entrepreneurs and businesses.

7.) What ideas do you have for land usage for band locals?

My suggestion would be to maintain our current land that is being used to build a stronger foundation. We could offer programs that promote land preservation, make use of spaces that have not been in use anymore i.e., Soccer field. We could continue offering seasonal programs like gardening, meat preservative days.

8.) What are your priorities for health and wellness? One of my personal passions is health and wellness, I am all about self-care and how to promote it. The first thing is to be aware of how you are using your time efficiently. Health and wellness also help you develop valuable skills that you can transfer to the workplace. I feel it can keep you focused and following a schedule and setting goals and smashing them.

9.) What are your priorities for recreation, education, and training? Education is very important for acquiring skill and knowledge that you will need in the future. To develop and promote assessable lifelong learning, recreation, training opportunities for everyone is something that should be accessible within the community. I work hard to find balance that's fits my lifestyle. I am then able to transfer my skills that I learned to helping others succeed.

10.) What are your priorities for each demographic group?

A.) Youth B.) Elders C.) Early childhood D.) Adults 30-60

My thought would be implementing a specific space available for each of the age groups. This can be a gradual process as this will allow more stability, growth, and connections. We could offer fitness groups for different levels. We could look at monthly meal deliveries, visits, and tea-time for our elders. I have heard from parents how discouraging it can be to find childcare. I would suggest more training and activities for our youth (babysitting course, group functions). This will allow our youth to earn work experience and ease the stresses on families and caregivers. We could offer evening workshops, along with information regarding healthy living. I would also support surveying members from each demographic to see the kinds of programming they feel would be of most within community.

11.) Have you participated in any public relations training and if not, would you be willing to?

I have not but I am willing to taking any training required of me to improve my skills & knowledge.

Many thanks,

Ashley Crey-Charlie

Council Candidate Answers – Dale Quipp

1. **What 2 portfolios would you be best suited for and why?**

Health and social development portfolio: I have a lot experience in these areas, I am in and around these departments daily, I get to see how the health director meets the needs of the community by creating an umbrella of staff, I would like emulate this umbrella of care and bring it to Cheam, there is a good foundation I could build on, I would like to implement staff to operate programs that meet the needs of the community.

Culture, Social & Recreation portfolio: I wouldn't consider myself cultural, I do come from a social worker/recreation coordinator background. I do know the importance of culture, I believe in land base healing and have connection with that myself, I surround myself with people who hold culture dear and close, I would utilize my network to assist me with cultural needs of the community. I am a firm believer that social, and recreation go hand-in-hand, I would utilize the funding to implement programs in our community, youth program that provides a combination of land based healing and recreation based activities will providing a staff that can tend to emotional needs of our youth.

2. **How much time do you have available for Council meetings and duties?** I am very available with a job that understands my commitment to my community, I have a great ability to prioritize my daily schedule and making sure I follow up with things I am working on.
3. **What is your general idea of a successful communication plan?** I am a firm believer of open communication, being transparent with anything I do, I involve all parties to create a trusting relationship while holding a high standard of confidentiality. I will implement weekly staff meetings to be on the same page, a place where staff can openly communicate any barriers they are having in house, a meeting where we can assist each other to provide confident care to the community.
4. **What would you do or recommend to avoid staff turnover?** When I was hired as a family development worker, my manager seen attributes that would fit in with her team, this takes a manager with vision and insight from the community and the needs of the community, I would give insight to future employees on what it is like to work for a first nations community, the environment is vastly different from off reserve organizations, being transparent with staff and providing them with the tools they need to help with their job, I want to bring in a trauma informed lens to staff, this will provide understanding and help with the way they approach their work, no matter which department they are in, I have the ability to create high morel amongst staff, we work 8 hours a day, I will do my best to make that enjoyable, I practice this with my current team.
5. **How would you ensure you avoid conflict of interest?** This is something I deal with on daily basis, almost everything I do involves a certain level of conflict of interest, especially in a small community, the way I get through this is by holding myself accountable to the task at hand, conflict of interest only comes into play when you go against the feeling of doing the right thing,

if I have a negative impact on a situation that has conflict of interest, I know that I will have to remove myself from that situation.

6. **What industries would you recommend to create a local economy for member commerce, employment and business opportunities?** what I have benefited from working in a different organization, is access to funds and utilizing programs like Saset, Saset has funds we can access to hire members with a subsidize wage to create job opportunities in community, not only can we use the funds for job opportunities, we can use the job placement to asses characteristics and encourage, support the member into going to school for a specific area of work. As far as business goes, this isn't my strong point, I would like to utilize funding from FNHA, start a small recovery home and use subsidized funding per bed as revenue and general upkeep of the recovery home.
7. **What ideas do you have regarding land usage for Band Lands?** Again not my strong point, but I would work hand-in-hand with a knowledgeable person to make sure we do utilize what we have, I would like to see a lands manager ambitious enough to fight for more land even if it isn't directly on Cheam, expanding the boarders of our community or re-claiming lands we used to use, we have 2 sites that hold a place of importance in my heart, one is the band office and making it more accessible to members, and the other one is the water, our beach is beautiful, we can host events close to our life source, whether it's the first salmon ceremony or other ceremonies, it is a great place to be.
8. **What are your priorities for health & wellness?** Health and Wellness is my main focus, focusing on health and wellness will pave the way to many things, investing into our community is the foundation of a healthy future, trauma informed approach, I am ambitious when it comes to growth in this area, I want to hire a wellness staff, that will advocate community members and their needs, I would like to have a trauma center, recovery home and a safe home for children in care, I want these facilities on sight or close to our community, companying mental health is recreation, I would like to create opportunities for all ages, work hand-in-hand with the recreation coordinator to build on the foundation and provide a verity of programming for our community, work hand-in-hand with the grant writer to fund the programs and provide a empathetic staff that accommodates the needs in the community.
9. **What are your priorities for recreation, education & training?** Prior to being a family development worker I was a recreation coordinator, I would love to see the fitness room being accessed, we need to implement safe recreation in our community, it has a big part of a balanced healthy life, I didn't have a lot of funding to work with as a recreation coordinator, I would like to back ideas that support physical and mental health growth, youth outings, land based outing, utilizing our culture, going for spirit baths, hosting circles out on the land, hosting group wellness days in office and for our community, there are more ways I want to assist when it comes to recreation like helping fill out forms for sponsored monies like jumpstart. Education is very important for me, it is more than sponsoring or providing funds for schooling, we must invest more than money into our future, we need to support them emotionally through school and provide them a place of work after, I would like to introduce a mentor program, we could utilize the SASET program and funds, we could oversee characteristics of our members and this may assist or provide an area on education placement. I want to train staff in informed trauma,

and informed trauma practices, this gives staff insight on how we further oppress our members and will educate staff on how to communicate with our community, creates a healthy line of communication from staff to community and community to staff, there are many resources out there on working in first nations communities that we can use. We can develop and build on these areas to provide a good working environment and have a healthy relationship with members to try and meet everybody's needs.

10. What are your priorities for each demographic group?

- a. **Youth:** Youth/youth outreach team, youth center or access to a youth center, recreation and land based activities, youth outgoings, building a relationship with are youth that is meaningful, provide emotional support, access to a youth worker when they need one-on-one needs, I really want to have a youth building so are youth can be teenagers in a safe place. I want to provide a system that supports the youth in all aspects.
- b. **Elders:** I want to invest in our elders in the same way as are youth, provide them with a platform and give them a voice in our community, I want a elders committee that we run ideas trough for approval, they have the most life experience, we can utilize that and be a benefit for them at the same time.
- c. **Early childhood:** the development at early ages is very crucial for our future we need to expand on what we offer, a daycare with educated staff that have a good cultural background that will benefit our children in the modern world while taking care of our cultural heritage. Provide support for parents in the community and bring back dome of our old traditions of having elders assist with upbringing of our children, provide parents with resources to assist the needs of our children.
- d. **Adults 30 to 60:** assist with their needs, whether it be housing issues, addiction, or job opportunities. I had a good look around at the all candidates meeting, there is so much potential within that group, there is a lot of potential outside the group also, if I do happen to get elected I would turn to the candidates in that group, we all have similar visions and shouldn't be over looked for future employment opportunities, for the ages of 30-60 I would like to get feed back from them, give them a opportunity to voice concerns and be heard, I am hopeful to meet their needs with things I expressed on this letter.

11. Have you participated in any public relations training and if not, would you be willing to? I am very well trained on communication and how I distribute communication, I also have a high level of confidentiality, I take part in meetings that need this skill set, I am not opposed to actual training to further my education and to provide high level of communication and insight.

Sincerely,

Dale Quipp

— ERNIE VICTOR —

CANDIDATE FOR CHEAM COUNCIL 2021

CONTACT

52178 Cheam Crescent,
Cheam First Nation, Rosedale
BC, V0X-1X1

☎ 604-991-9849

✉ ernie.victor@cheamenterprises.ca

BRIEF PROFILE

Ancestral name is **Tsimalanoꝝw Xwchíyò:m** which is rooted in my mother Sandra Victor-Charlie (maiden-name Edwards) side of my family. My late father is Michael Victor from Cheam. I have three children Jade, Justice and Alexis. Currently, engaged to Krissi Bonthoux who is of Metis decent and lives here with me at Cheam Reserve.

Our culture and belief systems have been part of my upbringing which has supported all my successes with my work history, education, recreational activities, and overall experiences in life. My long-term home plan is to live here in my home at Cheam with our families.

SKILLSETS

- COMMUNICATING—STRONG LISTENING AND VERBAL
- CONFLICT RESOLUTION ABILITIES
- DIPLOMACY IN TOUGH SITUATIONS
- COMPREHENSION ABILITIES

EDUCATION

Associate Degree in Community

Development and Natural Resource Mngt.
Malaspina University-College, Nanaimo, BC
1992-1996

Focused on fisheries and tourism in my studies.

Variety of certificates

1996-2020

Landscaping certificate
Toast Masters certificate
Fisheries Field certificate

ELDERS QUESTIONS

What 2 portfolios would you be best suited for and why?

I would be best suited to **Health and Social Development** portfolio and **Administration** portfolio.

The Health and Social Development portfolio would allow my skillsets to be utilized to strengthen our communities' responses to the multitude of health and social related issues. I have been part of many organizations at an executive level responding to the people being serviced, the relevant governments, and the administering organization. It is my opinion that the health and social development services here at Cheam need more direction from all our people to guide service delivery. There is a communication gap that needs fulfilling.

The Administration portfolio is very important to all aspects of our community—the people, our helping people—grass-roots groups (Elders, coaches, volunteers, long-house peoples...) our band office employees, and the political leaders of Cheam community. One of my greatest concerns is the turn-over rate of employees within our administration (especially our leads). With my experience in leadership positions at Sto:lo Nation, Sto:lo Tribal Council, Lower Fraser Fisheries Alliance, Fraser River Aboriginal Fisheries Secretariat, and Cheam First Nation, I would dedicate myself to creating support and consistency toward maintain strong and healthy employees for Cheam Band administration.

How much time do you have available for Council meetings and duties?

If needed, I would dedicate full-time to Cheam council meetings and duties. Realistically, I can dedicate up to 20 hours a week to meetings and duties, if needed. I believe with strong Council teamwork and a consistent administering band office; the amount of time would be less.

Water quality monitoring certificate
Qwi:qwemstol Facilitator certificate
And many others throughout my
professional career....

What is your general idea of a successful communication plan?

One that is continuous, embraces both on and off Cheam community members and allows for all you share their perspectives. Communication consistency is vital especially one that provides a process for action and change. A communication plan needs to have an employee who is strong enough to hear and share strong messages.

What would you do or recommend to avoid staff turnover?

Create a strong term of reference for how leadership (Chief and Council) interacts with staff. Provide staff with training to manage conflict and stress, training to understand how colonization and residential school has impacted Cheam community members and workshops to be a team. I will evaluate the hiring and firing process to ensure those hiring and firing are qualified and supported with an updated human resource policy.

How would you ensure you avoid conflict of interest?

I would scrutinize current conflict of interest procedures that exist at the leadership table than look at improving those procedures. One important aspect to keeping myself out of conflicts of interest is being honest with my interests and sharing my interests to council members, respective staff, and members.

What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

Tourism industry will create a local economy for member commerce (tour guiding, hospitality services, catering, cultural services, marketing, sales, food and beverages, and definitely management and business ownership opportunities.

Also, I would recommend the construction industry as our current land use plans have lots of construction based and—or related opportunities such as earth works, planning, engineering, specialty equipment services, water management jobs, environmental services, building construction, maintenance services, and the list goes on...

What ideas do you have regarding land usage for Band Lands?

As a band member, I have contributed to the current Cheam Land Use Plan. The current Cheam Land Use Plan has had two years of development with a engagement plan with our people. This planning document ties to our comprehensive community. My ideas include a well-planned recreational use (sports field, hockey—lacrosse box), a business—commercial—industrial park and a long-term housing use with a priority to our members.

What are your priorities for health & wellness?

Health and wellness priorities include:

Healing: trauma healing for groups, family and especially the individual.

Ensuring that our people have access to the services they need...finding ways to say **yes and follow through**.

Also, inadequate housing and crowded living conditions in our community along with the dwellings that need major repairs or demolition is a priority. Better living conditions will drive our people to better health and wellness.

What are your priorities for recreation, education & training?

Ensuring that our community has the finances to support band members and their choices. Investing in the infrastructure such a new hockey—lacrosse box. I believe if someone wants to continue education or challenge themselves to training opportunities that our community find a way to support that individual. This means prioritizing own-source revenue expenditures to recreation, education and training that has support plan for individual success.

What are your priorities for each demographic group?

- a. Youth—education services and recreational activity opportunities,
- b. Elders—shelter and health services,
- c. Early childhood—strong parents and safe homes
- d. Adults 30 to 60—workforce and business opportunities

Have you participated in any public relations training and if not, would you be willing to?

I have participated in a few public relations trainings and would be willing to continue additional training. When I worked in the Aboriginal Rights and Title Department of Sto:lo Tribal Council under Grand Chief Clarence Pennier, I received specialized training focusing on media relations regarding fishery issues and rights and title topics.

Council Candidate Answers – Jason Victor

1. What 2 portfolios would you be best suited for and why?

Land Use & Community Development

I believe that I would best be suited for Land Use and Community Development. I have over 25 years of being a business owner and entrepreneur that has helped me develop leadership, problem solving and management skills which assist with wise decision making. Also, over the past 2 decades, I have worked with various developers on reserves from Vancouver to Lytton and have some knowledge that can carry over.

Fisheries

I have been fishing on the Fraser since I was 5 years old with my dad and uncles and have developed a passion and love for fishing. I understand the importance of sustaining our fishing Rights, as well as the cultural importance of Fishing. This would be a high priority for me to make sure we are working diligently to maintain our Rights to fish and commercially sell to provide an income for the needs for our families.

2. How much time do you have available for Council meetings and duties?

I could dedicate a day a week as well I would be available for phone calls or meeting during the other days.

3. What is your general idea of a successful communication plan?

Making sure that there is a transparent view of what we are doing for the members through the various stages and outcomes of what's on the Council Agendas.

4. What would you do or recommend to avoid staff turnover?

Accountability, each person needs to be accountable for their tasks and meeting timelines so that other staff members are not getting overloaded and taken advantage of doing the load of more than one person.

5. How would you ensure you avoid conflict of interest?

I would say transparency would be key so the other Council members know upfront of what would be conflicts.

6. What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

I'm very passionate about getting the development going in the back as this would create a lot of revenue for working and non-working members but would also create a platform for members to become business owners. This development would fund a lot of programs like housing, Elders etc. I would also advocate to start our own chicken and beef farms as these are very lucrative businesses. We could sell to our own people not only on our reserve but others for higher quality food at a more affordable price. With inflation, meat and eggs have reached record prices and will only get worse, we need to get ahead of this as a community and I already have plan.

7. What ideas do you have regarding land usage for Band Lands?

This is an area where I'm just learning to understand, I will continue to learn before I give my input. Once I have a better understanding I can speak on this but for now I will listen to others.

8. What are your priorities for health & wellness?

My opinion only is that we rely too much on prescription doctors and we need to advocate for naturopathic doctors to be covered by MSP, then we can stop band aiding with prescription drugs. We need to get to the root with proper naturally medication and have less chance of members having any substance abuse issues.

9. What are your priorities for recreation, education & training?

I think this is an import subject with our youth; the more they are engaged with organized sports, education and training the less time they will have been bored and getting into the things they shouldn't. If they have a bad home environment, this will help them find friends and mentors as well.

10. What are your priorities for each demographic group?

- a. **Youth:** making sure they are safe and fed with us setting them up for success in the future with the items in question 9
- b. **Elders:** I think I need to learn more about what we are doing now but also think it's important our Elders are cared for and have the platforms to hand down the teachings to the next generations without getting things lost
- c. **Early childhood:** Single mothers and their children is something I have great compassion for and think we should have a system set up to help mothers to make sure early childhood stage for their child's development.
- d. **Adults 30 to 60:** I think my priorities for these ages is to get training and jobs through the various projects on Cheam, to create many millionaires throughout our community and then have mentorship programs.

11. Have you participated in any public relations training and if not, would you be willing to?

No, I haven't and yes I would.

Council Candidate Answers – Melvin Wilson

1. What 2 portfolios would you be best suited for and why?

The 2 portfolios I could see myself taking on and potentially excelling in would be the Culture, Social and Recreation, as well as the Land Use and Community Development.

2. How much time do you have available for Council meetings and duties?

I am normally pretty flexible if it comes to accommodating time for council meetings and duties, as I know it could be very demanding at times.

3. What is your general idea of a successful communication plan?

My general idea of a functional communication plan is full transparency. No "beating around the bush". Straight to the point mentality and doing our very best to please and/or accommodate all parties.

4. What would you do or recommend to avoid staff turnover?

If we could avoid any staff turnover all together, that would be the best-case scenario, as the staff members currently employed already have knowledge on the tasks at hand. We would much rather keep a team that already worked together on a particular task, rather than start over from scratch.

5. How would you ensure you avoid conflict of interest?

This comes around again to complete transparency. There can't be any conflict of interest if everyone knows exactly what's going on.

6. What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

I personally have benefitted from programs like SASET and the Triangle program. I would definitely like to create a working relationship with these organizations to get as many Members as possible through the programs and eventually into the work field. I would also like to possibly create work relationships with companies that are right in our own backyard such as Armstrong Gravel, Tycrop along with many of the local farms.

7. What ideas do you have regarding land usage for Band Lands?

I already know there's projects in the planning stages. Like the soccer field and other recreational areas. I would like to continue on those projects and eventually get things on the go like a youth center and expand on the already existing idea for a shelter. Give our community more of a community feel.

8. What are your priorities for health & wellness?

My priorities for health and wellness. Again, to expand on the already existing shelter. There was an attempt and getting a weight gym going within the community building. I would like to see if that is still a possibility. The goal would be to give everyone in all stages of physical health, and a place to work on themselves both physical and mentally.

9. What are your priorities for recreation, education & training?

My priorities for health and wellness. Again, to expand on the already existing shelter. There was an attempt and getting a weight gym going within the community building. I would like to see if that is still a possibility. The goal would be to give everyone in all stages of physical health, and a place to work on themselves both physical and mentally.

10. What are your priorities for each demographic group?

- a. **Youth:** My goal would be to open a youth center for all youth to go and find different forms of entertainment. Whether it be games, movies or just a place to hang out among peers. Because I am a strong believer in making our youth feel comfortable and keep them busy all at once. By giving them their own area, it ensures us that they are in a safe place and can't be getting caught up in the fast-moving world and temptations.
- b. **Elders:** My goal when it comes to our elders would be to make sure they have the necessities throughout our difficult times (pandemic) I would like to, if possible, see to allow them to share with our own community members the stories and teachings that we all need to hear. E.g. Language classes. Traditional medicines. Drumming and singing. Our elders are our power
- c. **Early childhood:** My plan would be to expand on ideas like the playground. Possibly begin something like the previously existing "parents and tots". To allow them to be around other young kids and gain their social skills. Again, Within provincial covid law.
- d. **Adults 30 to 60:** This one I feel goes hand in hand with the elders. I know our own community members can teach things like language, traditional medicines, drumming and singing. This one would be very good because it would help us learn and lead by example for the children coming up behind us.

11. Have you participated in any public relations training and if not, would you be willing to?

I haven't, but I would be more than willing to take any steps necessary to help develop myself and the community into its best self.

Chief Candidate questions: **Ray Douglas**

1. **What 2 portfolios would you be best suited for and why?**

Land Use & Community Development

I worked for the BC Wildfire Service for 14 seasons. During this time I gained experience working with various Lands and Natural Resource Management agencies. Meetings with community leadership are common when engaging in Wildfire planning and preparedness.

I currently work for the Sto:lo Research and Resource Management Centre, as a S'olh Temexw Guardian, in the Land Stewardship Unit. Indigenous Guardians carry out various Environmental monitoring, research, outreach and education initiatives recommended by Sto:lo First Nations. During the development of this program I've had the Opportunity to participate in strategic planning meetings with Leadership representatives from 15 Sto:lo First Nations including Cheam.

Culture, Social & Recreation

-I am an advocate for our people's rights and title on our Lands.

-Working at the SRRMC, at Coqualeetza, I have gained Cultural Training from Sto:lo Elders, knowledge holders and Cultural Practitioners.

-I have taken all 4 of the Halq'emeylem classes needed to earn the Intermediate Language Proficiency Certificate at UFV. I regularly research the meaning of words with the resources that are available. I advocate for more use of our language in all areas possible.

-Social and Recreation: I've taken all the courses needed to earn the Sto:lo Studies Certificate at UFV i.e. Sto:lo Worldview, Sto:lo Social Structure, Sto:lo Traditional ways of healing, Sto:lo History. Courses such as these have helped build on the knowledge I've gained throughout my life from my Elders.

-I've participated in multiple competitive sports and recreation programs throughout my upbringing. I'm a strong believer in making sure healthy activities are available to community members.

-These experiences and more will help guide me in developing plans for improving Social and Recreational programs.

2. **How much time do you have available for Council meetings and duties?**

-I will make my Council duties my priority business. I live so close to the band office that I'll be able to walk there in 1 minute so I will be attending regularly.

3. What is your general idea of a successful communication plan?

- Ensuring that we continue to have a Communications Specialist for the Community that knows the community well. Adding Communications analysis and review to the most ideal Council members portfolio. Hold weekly Communications reviews amongst the departments. Make sure that we get as much Community input as we can. Make sure the Community is informed on all decisions that affect our members.

4. What would you do or recommend to avoid staff turnover?

-Ensure there is a focus to hire members of Cheam First Nation and when this is not possible to hire members local to Sto:lo territory.

-Review measures taken by other communities to avoid staff turnover.

5. How would you ensure you avoid conflict of interest?

-Always review the potential for Conflict of interest before meetings commence and when identified make sure the members in conflict remove them self from those matters.

6. What industries would you recommend to create a local economy for member commerce, employment and business opportunities?

-I would recommend industries based on successful partnerships that I've witness in other First Nations Communities. Local economy and employment are so important for the health of our Community. Bringing in programs that certify our members while completing productive projects would be a focus of mine.

7. What ideas do you have regarding land usage for Band Lands?

-More housing developments and own source revenue focused initiatives.

-More tree nurseries and investment into community gardening for food sustainability.

8. What are your priorities for health & wellness?

-I would encourage the review of potential programs for health and wellness of all the age groups of our community while considering that some are in more need of this type of programming than others. Based on the varying needs I would recommend we focus our energy on programs that focus on our members who have the most barriers accessing health and wellness programs due to financial, transportation or other reasons.

9. What are your priorities for recreation, education & training?

-More sports workshops and activities in the gymnasium. We have experienced athletes and Coaches who could be a valuable part of this planning.

-Ensuring that outdoor sports equipment is installed ASAP so that members can engage in these activities when the Gymnasium is closed.

-Hunting Camps, Harvesting courses, Trail Building with a cultural perspective, Environmental Monitor training.

-recreation developments such as bike tracks for the youth.

10. What are your priorities for each demographic group?

-Make sure that we have programs and resources designed for and with the input of community members of all ages. Elders Programs planned with directives from the elders. Youth programs developed with input from the youth etc. Surveying each age group effectively should ensure that our programs are best suited for the needs of the Community.

-Parents and Tots programs are very helpful to parent skill building and emotional support. Social groups like these for parents and families are very valuable.

11. Have you participated in any public relations training and if not, would you be willing to?

-I have received Public Relations training with the BC Wildfire Service and with the Sto:lo Research and Resource Management Centre. Yes, I would love to receive more training in Public Relations as it is important to any Community Leadership role.



XWCHÍYÒ:M
CHEAM FIRST NATION



ANDREW VICTOR FOR CHEAM CHIEF

VOTE NOVEMBER 25, 2021

I have continued to learn that together we have the **strength like the mountain goat**. The journey has not been easy, but we continued to work for progress. Together, we have been persistent to protect one another against COVID-19. We gathered together to support each other in the revealing of the young ones at Tk'emlúps te Secwépemc. Building on the gifts and strength we have together, we continued to make progress to be the strong Community that we envision.



It has been a privilege to work with Councillors Stephanie Fredette, Bruce Douglas, Darwin Douglas, Lincoln Douglas, and Rick Quipp. Stephanie led the food security team during the COVID Response. Bruce assisted behind the scenes in many ways to serve the People. Darwin continued to advance economic innovation and sovereignty. Lincoln assisted in evaluating and re-building the Administration's capacity. Rick continued to strongly advocate for children and families. **Together, we were able to advance priorities and solutions.**

The work is ongoing. I would be honoured to continue to serve Cheam for a second term as Chief. Cheam has never ceded or surrendered title to our lands, rights to our resources, or authority to make decisions within our territory. We must continue to advance solutions on issues impacting our families, our community, our territory, and to build solidarity with our relatives and neighbours on common priorities. We must create a balance of sustainable living and sustainable revenue that will allow us to lift up the condition of the People and become the strong, flourishing Community that we envision. There is so much work to do to **make real change for Cheam and the Members.**

*Ō Chichelh Siyam, xweló ye xwexwelmexw, maythóx kw'els selá:we.
Mekw' tel sq'eq'ó. Éy kws ste'as.*

May we journey together in a *good way* for **Xwchíyò:m**, for **tómiyeqw**.

(C) 604-316-3784 | AMVICTOR@GMAIL.COM | [FB.COM/AVICTOR](https://fb.com/avictor)



October 20, 2021

ATTENTION: Cheam Membership

First, I want to thank my 3 grand aunties for the confidence and asking me to keep my name in. Thank you for trusting that I would be honest and transparent with you and our members.

I will make this commitment to Cheam members. I will be honest, transparent, and accountable. I will do my best to ensure the council as a whole is also accountable and transparent with band business and economic development. I believe that the council works for you, that's why they are VOTED in. They are trusted to act in good faith and honesty while managing YOUR assets.

I'm not here for popularity. I will not sling mud or degrade any of the other candidates. I will show leadership by trusting that you will elect the best selection you feel will provide you with the most answers. I will not fight or argue with anyone, but I will be transparent about issues that arise and will be sure that it is reported to you.

Economic development isn't a benefit for a few, it's supposed to benefit all. I will be sure that the economic development opportunities are directed by the members if I am elected in. We were not greedy people; our teachings tell us that this is communal and for communal benefit. I will act honestly with respect to the economic opportunities and will remain true to my own teachings. My uncle Darwin (Sr.) taught me that if you don't have your word, you have nothing. If you don't have integrity, you have nothing.

Addictions and homelessness have become a main victimization. Our members feel the gap between those who are rich and those who are poor, even in our own communities, is growing exponentially. We should be helping our most vulnerable and marginalized because we are only as strong as our most vulnerable. I have lived in those margins. I can relate and empathize, but I also know what needs to be done to help our people. Our community has the most educated people with degrees in the province, why are they not being employed here? With our own employed here, we can help support our people with love and compassion.

Leadership signed an oath to help with the Missing and Murdered Indigenous Women and Girls crisis we have, but some of those leaders are pushing the women to extremes by devaluing and dehumanizing them. I will stand up for all the people. I know how hard it is to get out of those margins as an indigenous woman and as a single mother with the odds stacked against us.

I worry for our children and youth in care. As a former child in care that aged out of the system lost and alone, I know the hurt and loneliness and no one advocating for me. I will be that advocate. I will lobby, advocate and demand the justice we deserve. I also worked in the system, I see where the inadequacies are; we can work towards our own system and take care of our own children. The children are the future; they are watching and learning from us. Do we want them to learn how to be a healthy community or do we want them to continue to think oppression is normal? Let's not normalize victimization and oppression.

I was once told and was campaigned against because I didn't know Indian politics, but I was protesting for Indian politics by the time I was 4. I was raised going to chief's meetings, learned from Grand Chief George Manuel (founder of UBCIC) and sat at the table during the time of the Canadian Constitution. I was raised in Indian politics and have witnessed the changes firsthand. I have seen the gradual but slow changes in politics and how we continue to gain strength.

I was told I didn't have enough experience working for our people but yet I worked in Housing, Health, Child and Family Services, and Aboriginal Rights and Title and managed major infrastructure projects. I have experience in many areas where our people are marginalized and can give that experience to this position to help with regaining our community back.

I don't know everything; I have a lot to learn. I am willing to roll up my sleeves and work for my people, not above my people. I will learn to listen to the needs of the Community, not the self interest needs. I have learned to live on humble wages, I am not here to make any padded wages. I am willing to sacrifice so I can help better my Community. I hope you will have confidence to place your vote in me.

Respectfully

L. Annie Silver



To be proud of who you are, where you come from and what you belong to.

Ashley Crey
Cheam First Nation
Councillor Candidate

Ėy swáyel Mekw'ewát,
(Good day everyone)

My name is Ashley Crey-Charlie, and I am honoured and humbled to be nominated for council with Cheam First Nation. I would like to take this opportunity to tell you a little about myself, but I would also encourage anyone who is interested in learning more about me or hearing my ideas on how I plan to support the community in my role as councillor, to reach out to me directly.

I am from the Crey family, and my in-laws are the Charlie family from Sts'ailes community. I am fortunate to work and live on Stó:lō territory with my husband and our two amazing children.

I believe healthy families are the foundation of healthy communities. As such, I have dedicated my life to serving Stó:lō communities by providing services to our children and families. As an Administrator Coordinator with Stó:lō Service Agency, I provide, promote, and encourage the distribution of the program information. I also provide monthly respite for Xyolhemeylh Child & Family Services and on-call support to Sts'ailes Talem Family Home.

I have also held the position of Administrative Assistant with Stó:lō Nations Aboriginal Suicide and Crisis Intervention Response Team (ASCIRT). I provided organizational skills and my ability to multitask as we established and implemented our program goals with the input of member communities and partners.

If you are not yet familiar with me personally, you will find me outside on most weekends. I am an avid soccer player and I currently play division 1 soccer with the Chilliwack FC. I also enjoy trail running, snowshoeing, or taking walks with my family. When I make time for rest, you will likely find me at home watching Disney movies with my children. I am fortunate to be connected to my culture and I am honoured to continue learning and passing along our teachings and traditions to my children.

I look forward to meeting with each of you and hearing your input on how we can collaborate and build meaningful relationships and a strong and healthy community. I think that you will find that I am a dedicated, ethical, and capable public servant who will listen to your concerns and work toward resolutions. Thank you for the opportunity to grow and develop with Cheam in this very important role.

Kind regards,
Ashley Crey
Ashley Amber Crey



CHIEF OR COUNCIL CANDIDATE: MURIEL VICTOR

Dear Cheam Members

My name is Muriel Victor, my traditional name is Konisiya. I am the daughter of Ed and Amy Victor and Granddaughter of Mike and Lorraine Victor.

I have been nominated for Chief or Council. I am writing to express that I'd be honored to serve the Cheam community in either capacity.

I would just like to take this time to share a bit of who I am, what I stand for, and what vision I have for our community.

Shortly after I graduated from University, I went to work at the old Chilliwack Area Indian Council prior to our Community receiving their own services. It was always my dream to use my Education and experience to work for the Cheam community. After we received our services, I wasn't in the best place in my life and chose to leave the Social service field and went to work in Maintenance. After I went onto E.I. after a 3rd time on Seasonal employment, I went into a program for Women on and off E.I. and this helped me receive a job in the old Cheam office filling in a one-year term for Maternity leave. During this time, I discovered that I liked the financial part of the work and ended up in the Finance department when we moved to the next old office. I worked 5 years in the Finance department then transitioned part time into Housing to a full time Housing position. My life took a real downward spiral and I was let go from the Housing position. I am now 15 years and 5 months Clean and serene.

Prior to treatment from this addiction, I was with a group renovating some of our Band houses. While in treatment, they said there wasn't a job to return to. I needed the time to work on me anyway. After few months home and working on my recovery, I was approached to help out in Housing Administration with some of the backlog there. During this time, the Social Development position was vacant and the Executive Director was told that I had a Social Services diploma with experience doing the old INAC reports from when I was in the Finance position. I originally went to Social Development to catch up on several months of work and ended up the Health and Social Development Manager for several years. The Social Development Department was separated from the Health Department in early 2018 and I continued on as the Health Manager till they retired me on July 24th, 2020. I am currently doing contract work and have one job I do regularly which only requires about 5 hours once a week with West Coast Family Centre in Maple Ridge.

Aside from my Social Services Diploma, I do have my Aboriginal Health and community Administration Certificate from UBC, quite a number of continuing education certificates including Bookkeeping 1 and 2, Traditional medicine, and I am currently attending an online program through Dominion Herbal College's Chartered Herbalist program.

I served 2 terms on Council from 2015 to 2019 also.

I believe everyone needs to be heard and shown dignity and respect. I've adopted a Big Book line into my everyday life and I use in business talks etc. It is "ever reminded to place Principles before personalities." I generally try my best to leave our differences (if any) out of it all and focus on the business at hand.



In no particular order, I'd like to share some of what I'd like to see. NOTE: this isn't all inclusive; but I did have to draw the line somewhere.

- Evergreen (living) 10-year plan where any C&C, Members and Administration contribute and see that's it's updated annually.
- See where the shortfalls have been/are and develop a Strategic plan to work our way back towards a thriving community. This would include going through all Funding arrangements and see where we can start making these work better for our Members.
- Sustainable suitable housing. I won't dwell on what was supposed to be; but I would still like to see a tiny housing project suitable to house our vulnerable population and another part of it to house Elders adapted to the aging population.
- Health and safety would need ongoing attention. I would like to forge some relationship building to at least get our Membership to a point where they see more allies on their side as opposed to threats and enemies. Further, all the other longstanding Health and safety issues need to be addressed as well.
- There are a lot of business that I'd like to work with Cheam Advisory committees to bring this forward to Chief and Council. The task at hand is way too big for C&C to handle alone and these committees need to work in a way to provide C&C with all the background and suggestions on the business at hand.
- Custom election code, membership code and a revisit to the Land code are business that arises on a regular basis and needs attention
- I'd like to see the communications policy ensures that members are informed on anything that can be shared with the members and in a timely manner. This would also include user friendly communication so that however you would like to be informed then you would get timely communication through that way.

I do have the time and commitment to either position. I have a tremendous work ethic. I don't have any family obligations; work obligations and my studies are online and on my own time.

Thank you all who do believe in me!! I am very humbled by the nomination and I seek a vote either way. I'd be honored to serve as Cheam Chief or Council. If you have any questions, I can be reached via email at konisiya.mv@gmail.com.

Wishing you all my best, Muriel Victor



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CHEAM FIRST NATION

STEPHANIE FREDETTE



Cheam First Nation

**Vote on
November 25,
2021**

Stephanie_fredette@live.ca

604-845-7282

Council Candidate

DEAR CHEAM MEMBERS,

My name is Stephanie Fredette, daughter of Mervin and Martha Fredette. Related to Victor-Newman Family. I would like to thank you for the opportunity and the nomination.

My first term on council has been a continued learning experience. I wanted to dive in to advocate for our people. This past term the global pandemic has changed the world in so many ways and the direct impact it has had on our community. My first learning experience was to have food security (community garden, food boxes). At a time where grocery store shelves were being emptied and so many unknowns for the future. The community garden initiated. I quickly was challenged as we needed many working hands to be successful. I learned from the experience that we first need to heal as community to work towards food sovereignty. Teaching me that I need to plan for success (structure, resources, people, funding) and launch in stages to reach the goal for the betterment of the people. Moving on to individual gardens was led by staff administration rather than council to continue the work. The goal is still to have food sovereignty and to work together as a community to accomplish this goal.



STEPHANIE FREDETTE

My second learning experience has been working with the school districts in our area. I have been attending SD 78 and 33 Indigenous Education Council. While attending these meetings I was appointed to the position of co chair for the Indigenous education council for SD 78. The Indigenous education councils allow the opportunity to speak on indigenous student rights, current student programming, and share my own experiences of systemic racism. I have the chance to give feedback on the funds that are used to support indigenous students. Personally, I have experienced teachers' racism and the push back of allowing me to graduate. Speaking on these matters has been an honour to raise the awareness of the systemic racism that we still face today.

Third experience, I am learning is the teachings of what it means to be honorable, solicitous, and the wisdom we carry to honor protocol is a lens that I must thank Cheam members for. I have been honored to work with many of the members and learn the knowledge that each one carries. Every event I have been able to attend, The First Salmon ceremony, Repatriation of Ancestral Remains, Education awards and many more. I have helped plan many of these events and learning how to honor protocol has been a privilege. Again, I would like to thank those who have been teaching me along the way.

Lastly my learning has been to raise my voice at the table. As the youngest and only female on council I am learning to raise my opinions. The current council brings many years of experience and I have had the opportunity to learn from each of them. Chief Andrew has been a great wisdom holder and it has been a privilege to have his guidance this past term. I would like to thank all the council as each of them have taught me many skills and perspectives.

I would appreciate the opportunity to be a councillor for a second term. I would like to continue my commitment to the community. By seeking opportunity on all levels of holistic health, education, and career. Advocating the voice of our community from a young adult perspective.

Thank you,

Stephanie Fredette