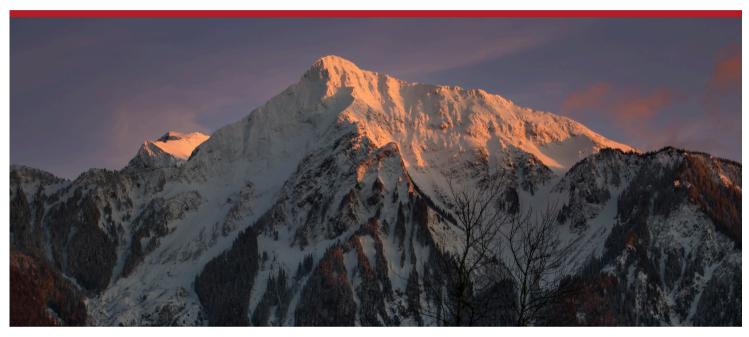


# XWCHÍYÒ:M

JANUARY 10, 2025 NEWSLETTER

Ey Swayel Friends and Relatives!



If you have any feedback or ideas on our newsletters please feel free to email <u>communications@cheamband.com</u>.

## **CHEAM CALENDAR**

JAN. 17 - CHEAM FAMILY MOVIE NIGHT

JAN. 21 - CHEAM ELDERS MEETING & LUNCHEON

JAN. 21 - BY-ELECTION NOMINATION MEETING

JAN. 22 - CHEAM OPEN HOUSE 3:30 - 7PM

JAN. 28 - REGULAR CHEAM COUNCIL MEETING

FEB. 4 - CARTER HEARING @ CHEAM

FEB. 11 - CHEAM ELDERS MEETING & LUNCHEON

See our website calendar for more info

#### XWCHÍYÒ:M XWEXWILMEXW SXWE EYELH

Kwetskwetsmet lis cha xwal letse sqwalewels ye xwe chiyom Xwexwilmexw;

Xw' eyehls cha ye mekw' wat ite xwech'l yom qesu texw eweta o kw'e tl' e met Te ewpi: I qaste qel sqoqe;

Temtames mami:yelhtel ya sq'eqotel qelu lam xwe xwe'eyelf iyolem kw'e o'hletem xwela Ye'mi cha

Temtames lis cha mekw yoyes ye alyem eweta Shxwlistexwes Te xwelitemelh Temtames chasu qexs a: li lalalem xwela kw'e mekw wates

Qas temtames cha xwe'eyems Te temexws qasu ey xwela ye xwechiyom

#### **CHEAM FIRST NATION VISION STATEMENT**

We the people of Cheam are committed to developing a united and harmonious community. We respect individual diversity & promote a healthy, self-sufficient lifestyle. We need one another and value one another's views. In appreciation of our uniqueness, we foster mental, physical, emotional and spiritual wellbeing. In doing so, we strive to build pride, dignity and respect amongst our people.



## **NOTICE OF NOMINATION MEETING**

Due to a vacancy on Council, a By-Election to fill the vacancy for the remainder of the term is being held.

Therefore notice is hereby given that a meeting of the electors of the Cheam First Nation will be held in the Cheam Band Gym, located at 52161 Victor Drive, Rosedale, B.C. on the 21<sup>ST</sup> day of January 2025, beginning at 5:00 o'clock P.M. and lasting for at least three hours, for the purpose of nominating one (1) Councillor on the Band Council of the said Band for the remainder of the present term. one (1) Councillor Position is available. The By-election will be held at The Cheam Band Gym, 52161 Victor Drive, Rosedale, B. C. on March 5, 2025.

Please note that <u>any</u> Elector may nominate candidates by using a mail-in nomination form. **Electors residing off-reserve may nominate or run as a candidate for the position Councillor.** You can either deliver, email or mail in written nomination forms and completed, signed, and witnessed voter declaration forms to the electoral officer before the time set for the nomination meeting **OR** you may nominate candidates or ally at the nomination meeting. Mailed nominations not received by the electoral officer before the time set for the nomination meeting are void. Also, note that any voter may vote by mail-in ballot.

All Cheam First Nation Members, 18 years or older, are eligible to vote in the election.

Given under my hand at Delta, B.C. this 16<sup>th</sup> day of December,2024.

Fred Schiffner Electoral Officer

Phone number: 604-786-2512 Toll Free: 1-800-813-2173

2 Polik

Email: fschiffner90@gmail.com

# Bannock Tacos & Dessert Provide

## HAPPY NEW YEAR LET'S CATCH UP!

## **Our Cedar Hat Memorial Project**



We are thrilled to announce that the installation of the Cedar Hat Memorial Gazebo began on January 8th, 2025! All construction materials were brought on-site in the morning, and, weather permitting, we expect the project to be completed by the end of March. Members are welcome to stop by and watch the progress of this special project as it

comes to life. Attached are a few pictures of the preconstruction work that has been done (off & on-site).











## CSS INDIGENOUS FAMILY GATHERING

## Ey Swayel!

CSS welcomes our Indigenous families and students to attend the CSS Indigenous Family Gathering. Information provided outlining the Graduation Program for students

- Thursday, January 16, 2025
- 5:00pm 6:00pm
- Chilliwack Secondary School Grand Hall

## **Respiratory Health Information**

#### **TB Symptoms**

- Cough of three weeks or longer
- · Prolonged fever or chills
- Night sweats
- Coughing up blood
- · Unexplained weight loss
- Cough
- Fever
- Shortness of breath

Both can be spread by coughing and sneezing

#### COVID-19 Symptom

- · Loss of taste or smell
- Muscle or body aches
- · Sore throat
- Congestion or runny nose
- · Nausea or vomiting
- Diarrhea

Go to HealthLinkBC.ca or call 8-11 for more information

We can't wait to meet you! Kwa's Ho:y - Thank you



If you would like to sign up to be on the rotation to deliver the bi-weekly Cheam newsletter to on-reserve homes please contact the Band Office at 604-794-7924. It's a great way to earn a bit of extra cash while supporting your community.



An invitation to Cheam families with kids that want to go to the Capilano Suspension Bridge to please sign up at reception2@cheamband.com or 794-7927. The date and time are still to be determined, but it will be on a weekend. The deadline for signup is January 17th.



To all those who signed up for the postponed Grouse Mountain gondola trip, we will be rescheduling the outing for early March. We will keep you posted. To all those who have their tickets and would like to go on their time, you have up to 90 days from December 14th to utilize them.



Cheam Community members are invited to a family movie night in the gym on January 17th from 5-8pm. The movie is Kung Foo Panda 4! We will be having dinner at 5pm with the movie to start after. You can bring your own comfy chair if you want, otherwise, our standard gym chairs will be provided. Popcorn and drinks are supplied during the movie.



An update on our Youth Hunting Trip for 2024. We were unable to coordinate enough time with our knowledge keepers before the season ended so we will be postponing it until this fall (potentially in October).

We will reach out to those that signed up once we have further details. Thank you for your patience while we plan for this important work/opportunity.

## MEET SOME OF OUR WATCHMEN



## **Steven MacLean - Staff Sergeant**

Steve has been involved in the community safety environment for <u>over thirty-five years</u>, having been appointed as a peace officer at the federal, provincial, and municipal government levels. Steve's education is in disaster and emergency management, and leadership. When he is not working, Steve spends his time with his family, canoeing on one of the lakes in the region, and hanging out with his two dogs. Steve is a proud member of the Red River Metis of the Manitoba Metis Federation.



## Salman Butt - Sergeant

Hello all, my name is Salman, and my position in the Watchmen program is Sergeant Patrolling Supervisor. Previously, I performed as a site supervisor in Paladin Security for 5 years and got an appreciation medal for working hard and keeping the working site safe during Covid-19. I have served as a safety escort officer in Kent Max & Medium Agassiz. I have security experience from London England as well. Now I have an opportunity to serve Cheam First Nation. My first priority is to keep the community safe. It's an honor to work with and for you all.



#### **Abhijeet Sharma - Community Safety Officer**

I'm Abhijeet and offering my services to the Cheam Band makes me very happy. I was a field supervisor for Armour Security in the lower mainland, overseeing all government-run ministry offices, shopping malls, and residential neighbourhoods. I've worked as a dispatcher, radio operator, and camera monitor. In more challenging situations, I've managed to succeed professionally and amicably while working with individuals who have special needs, or with criminal histories. In addition, I hold numerous qualifications, including CPR, first aid, and naloxone training. I also had numerous opportunities to work with BYLAW officers. I consider myself fortunate to have worked with so many experts and had the chance to learn new things.



## Maliha Lughmani - Community Safety Officer

My name is Maliha and I recently joined the Watchman team and am loving the program, environment, staff members, and the wonderful community of Cheam. Previously, I was with Paladin Security for five years starting as a mobile security officer to Spread L1 Supervisor and Security Programs Manager. As L1 Supervisor for Spread 5B of the Transmountain Pipeline Expansion Project at Popkum, I oversaw more than 50 sites, including camps, office units, static and active industrial sites, and over 45 security officers. As a Security Programs Manager for Paladin's Kelowna branch, my portfolio comprised 14 plus sites ranging between retail, post-secondary, special coverages, outdoor events, and over 65 security personnel. Throughout my work and personal life, I have always valued serving as the key to greatness and success. My main goal here is to serve and provide an unwavering commitment to safety for all community members of Cheam.



## **Scott Lazarowich - Community Safety Officer**

Hi, my name is Scott. I've been doing security for <u>over twenty years</u> now. I've worked as a mobile supervisor and a crowd control supervisor. I am also still a member of the Local 155 movie industry union. I have worked for them as a bodyguard for both movie stars and rock stars.



# CHIEF AND COUNCIL 2025 MEETING SCHEDULE

2025	Cheam Council Connect Meeting	Regular & In-Camera Chief and Council Meetings	
January	N/A	28	
February	4	25	
March	4	25	
April	1	29	
May	6	27	
June	3	24	
July	N/A	22	
August	N/A	26	
September	N/A	23	
October	7	28	
November	4	25	
December	N/A	9	



please provide status number and phn when registering

Assured

(Ages -18 and uP)

# 1 Day FREE Hearing Screening Clinic

Free Hearing Aids Cleaning and Maintenance

**RSVP TO:** 778-839-5194 SARAH.ALECK@CHEAMBAND.COM

Day and Time: February 4, 9:30am - 4:30pm
Clinic Location Cheam Band Office





Call today 604-392-9211 CHILLIWACK - HOPE - PRINCETON

TF: 844-234-6665 | PH: 604-392-9211 | carterhearing.ca

Laura Carter, RHIP. Registered Hearing Instrument Practitoner Owner

## JOB OPPORTUNITIES AT CHEAM



## **COME WORK WITH US AT CHEAM!**

To apply to any of the jobs listed below, click on the job title for further details, visit the <u>careers page of our website</u>, or drop off your resume at the Band Office attn: HR.

- Early Years Supervisor
- Education Manager
- Events Co-ordinator
- Executive Co-ordinator
- Family Support Worker
- Home Support Worker
- Medical Transport Driver
- On-call Labour
- Peer Support Specialist
- Project Coordinator
- Rights & Title Manager
- Watchmen (Security)
- Wellness Navigator



## Why work for us:

- Cultural Enrichment
- Community Impact
- Advancing Reconciliation
- Personal Growth
- Competitive Starting Wage
- Benefit Coverage
- Company and Community Events
- Holiday Closures

## **CEI CAREER OPPORTUNITIES:**

- Development Manager
- <u>Planning/Budget & Reporting</u> <u>Consultant</u>
- Rock Truck Driver, Excavator
   Operator, and Dozer Operator
- Sub-Contract Opportunity Environmental Monitor/Land Guardian



52161 Victor Drive Rosedale, BC V0X 1X1 604-794-7924 www.cheam.ca

## **Education Manager**

#### **Position Summary**

Xwchíyò:m (Cheam First Nation) is seeking an experienced Education Manager to oversee and manage educational programs within our Band. The ideal candidate will be responsible for developing, implementing, and evaluating educational initiatives to ensure the highest level of learning outcomes for Members.

The ideal candidate will plan, coordinate, and deliver educational and employment programs, as well as support services for beneficiaries in K-12 public schools and post-secondary institutions. This role will operate in alignment with the Cheam Education Policy, working to exceed current funding limitations.

This role offers a unique opportunity to engage deeply with rich cultural traditions, contribute to community-driven initiatives, and support positive change. You'll gain valuable experience in a culturally enriching environment, build strong, respectful relationships, and contribute to reconciliation efforts. If you're passionate about making a difference and embracing diverse perspectives, this position is for you.

#### **Duties and Responsibilities**

- Develop, review, and update policies, procedures, and strategic plans.
- Assess and ensure compliance with grant requirements and program delivery.
- Recommend changes to legislation, programs, and policies.
- Stay updated on educational trends and assess their impact on Cheam First Nations.
- Integrate relevant findings into programs and services.
- Research and write funding proposals; ensure timely submission.
- Monitor contracts and reporting deadlines; reconcile revenues and expenses.
- Prepare budgets, variance reports, and manage departmental purchases.
- Develop community resources and integrate programs with other Cheam departments.
- Build and maintain relationships with Band Membership and external partners.
- Maintain strict confidentiality and promote client independence.
- Participate in training to stay updated with relevant skills and knowledge.
- Plan and manage educational and employment programs.
- Assist students and parents with school systems and connect them to resources.
- Oversee Early Years programs, tutors, and summer employees.
- Track and report student enrollment.
- Actively research and seek additional funding to provide educational support above and beyond the requirement of ISC.
- Provide and facilitate skill and development training for community members.
- Keep an up-to-date record of band members education and training.

- Liaise between students, parents, and schools; support students facing difficulties.
- Coordinate tutoring and strategies to improve attendance.
- Communicate regularly with post-secondary students and assist with applications.
- Monitor student progress, provide counseling, and manage scholarships.
- Support learners beyond Indigenous Services Canada funding.
- Prepare and submit annual budgets and financial reports.
- Process payments and maintain accurate records.
- Submit monthly reports and develop quarterly plans.
- Develop and manage a comprehensive clientele records database, ensuring data accuracy and timely updates.
- Maintain detailed, confidential files for each education client, including school/institution information, tuition, book expenses, and other relevant details.
- Ensure all program forms are completed accurately and promptly.
- Conduct regular audits of client files to ensure accuracy, compliance, and completeness.
- Other duties as required.

## **Required Qualifications**

- Diploma or 1-2 years in Education, or other related diploma/degree program.
- 3-5 years of program/services management experience.
- Experience with database student record systems is required.
- Experience working with First Nations community is considered an asset.
- Ability to understand, write, and interpret funding agreements, including meeting required funding submissions and reporting under tight deadlines.
- Experience with financial monitoring, budgeting, reporting, tracking and documentation.
- Possesses strong ethical standards, and work ethic, and is highly motivated.
- Resourceful and strong research capabilities.
- Ability to work independently and strong initiative to develop educational programming.
- Ability to work with various cultures, personalities, and other demographics from a variety
  of clientele and staff. Ability to develop strong positive relationships with Students, school
  administration staff, and members of the Nation.
- Ability to balance competing priorities, multitask, and work under pressure.
- Ability to be flexible and to work in an environment that applies cross-training within other Departments.
- Advanced computer skills including Microsoft Office Applications (Word, Excel, Internet, and Email).
- Excellent listening, verbal, and written communication skills.
- Ability to maintain Confidentiality and abide by Cheam First Nations' Policies and Procedures.
- Knowledge, respect, and understanding of Stó:lō culture, traditions, and language is considered an asset. Knowledge and understanding of First Nations family dynamics and issues; and ability to develop trusting and positive relationships with Cheam First Nation Band Members and their families.

- Valid BC Driver's License, Class 5, and access to a reliable vehicle.
- Satisfactory Criminal Record and Vulnerable Sector Check.

## How to Apply

Apply by submitting your resume and a cover letter detailing your relevant experience and interest in this role to <a href="https://example.com">https://example.com</a>.

We encourage Cheam Band Members and Indigenous People to self-identify when applying.

Thank you for your interest in joining our team at Cheam. We appreciate the time and effort you have taken to apply for the **Education Manager** role.

Indigenous people are encouraged to self-identify when applying.

Please note that only candidates selected for an interview will be contacted. We thank all applicants for their interest and encourage you to apply for future opportunities that match your qualifications.





52161 Victor Drive Rosedale, BC VOX 1X1 604-794-7924 www.cheam.ca

## Job Summary:

The Medical Transport Driver will be responsible performing daily tasks that will support the Cheam Health department, programs, and services. Duties will mainly focus on Medical Transportation for Cheam Members, as well as additional administrative tasks.

The ideal candidate possesses a class 5 driver's license with a clean driving abstract, has outstanding customer service skills and is a team player.

## Key Duties and Responsibilities:

- Assist clients with determining what transport option to use. Consult with Seabird Island Band Medical transport program. Transport (drive) Cheam Members/Non-Members when the client does not qualify for a funded medical transport driver.
- Transport (drive) Cheam Members/Non-Members to and from medical appointments as required.
- Communicate all medical transport needs, booked appointments etc. with clients and service providers.
- Observe, record, report and tend to all maintenance and repair needs of the Cheam Medical Transport vehicle. This includes keeping the vehicle clean for client transport and maintaining an accurate travel log.
- Perform various administrative task to support the health team.
- Develop, oversee, administer, and report on Cheam Health COHI program.
- Maintain Health Manager calendar, including prioritization, coordination and scheduling internal and external meetings/appointments and events.
- Assists to resolve time management/scheduling conflicts as required.
- Assist with organizing Health events as required. This may include shopping for supplies, booking caterers, coordinating registration, set-up, take-down, etc.
- Prepare confidential documents, memoranda, letters, briefing reports, FNHA Medical transportation Reporting etc. as required.
- Develop and/or maintain efficient electronic and physical filing systems, records storage and databases for the Health Manager and Health Programming.
- Perform data entry, photocopying and faxing as required.
- Other duties as required.

#### **Job Requirements**

- High School Graduate and related Post-Secondary training in an area of Health and/or Administration.
- Minimum of two years' work experience in a related health/administrative position.
- Excellent time management, organizational, and planning skills.
- Ability to be flexible and to work in an environment that applies cross training within other Departments.

- Familiarity with local Indigenous health services and community supports.
- Basic computer skills for documentation and reporting purposes.
- Flexibility to work variable hours, including evenings or weekends, as needed. **Assets:**
- Knowledge of Sto:lo culture, traditions, and history.
- Peer Support Training certification or willingness to obtain it.
- Experience working in supportive housing, harm reduction, or related fields.

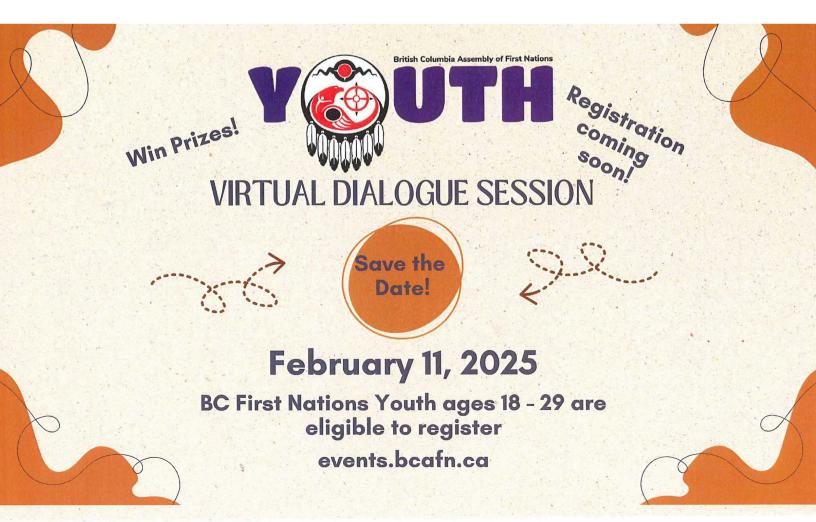
## **Employment Details:**

- Start Date: As soon as possible.
- End Date: March 31, 2025 (with potential for renewal based on funding)
- Compensation: Commensurate with experience and qualifications.

## How to Apply

Apply by submitting your resume and a cover letter detailing your relevant experience and interest in this role to <a href="https://example.com">HR@cheamband.com</a> by Wednesday January 15<sup>th</sup>, 2025.

Thank you for your interest in joining our team at Cheam. We appreciate the time and effort you have taken to apply for the Peer Support Specialist role.





52161 Victor Drive Rosedale, BC V0X 1X1 604-794-7924 www.cheam.ca

## **Peer Support Specialist**

The Peer Support Specialist will play an essential role in supporting individuals facing housing challenges, addiction, and mental health concerns.

Reporting to the Supportive Housing Manager, this position will involve collaboration with the Supportive Housing team and the mOPS initiative. The Peer Support Specialist will draw on personal lived experience to build trust, offer guidance, and foster hope for recovery and stability.

## Key Responsibilities

- Provide peer-based support to individuals accessing Supportive Housing programs and mOPS services.
- Share lived experiences to foster trust, reduce stigma, and inspire hope in those navigating addiction, housing instability, and mental health challenges.
- Work collaboratively with the Supportive Housing team and Health Department to deliver compassionate, culturally relevant care.
- Assist individuals in developing self-advocacy skills, setting personal goals, and accessing appropriate services and resources.
- Participate in the delivery of harm reduction services through mOPS, including distributing supplies, providing education, and offering nonjudgmental support.
- Build positive relationships with community members while maintaining confidentiality and professionalism.
- Facilitate group sessions and activities that promote wellness, connection, and cultural identity.
- Document interactions and provide progress updates to the Supportive Housing Manager and Health Department team.
- Engage in training and professional development opportunities as required.

#### Qualifications

- Personal lived experience with addiction recovery, mental health challenges, or housing instability.
- Strong understanding of harm reduction principles, trauma-informed care, and Indigenous cultural practices.
- Good interpersonal and communication skills, with the ability to connect empathetically with diverse individuals.
- Ability to work collaboratively with team members and external service providers.

- Familiarity with local Indigenous health services and community supports.
- Basic computer skills for documentation and reporting purposes.
- Flexibility to work variable hours, including evenings or weekends, as needed.
- Knowledge of Sto:lo culture, traditions, and history.
- Peer Support Training certification or willingness to obtain it.
- Experience working in supportive housing, harm reduction, or related fields.

## **Employment Details:**

- **Start Date:** As soon as possible.
- End Date: March 31, 2025 (with potential for renewal based on funding)
- Compensation: Commensurate with experience and qualifications.

## How to Apply

Apply by submitting your resume and a cover letter detailing your relevant experience and interest in this role to <a href="https://example.com">HR@cheamband.com</a> by Wednesday January 15<sup>th</sup>, 2025.

Thank you for your interest in joining our team at Cheam. We appreciate the time and effort you have taken to apply for the Peer Support Specialist role.

## What can I do to help protect our future generations from TB?

- Know my TB History and what does it mean for me?
- If I have TB infection, I am not sick or contagious but I can take preventative TB Treatment to decrease my risk of getting sick and contagious with TB Disease
- Know how I can reduce my risk of developing TB?



## A WHAT DOES A POSITIVE TB SKIN TEST MEAN?

- A TB Skin test is a Screening test which can tell you if you have ever been in contact with the TB Germ.
- If your skin comes back positive and you have no symptoms of TB, you most likely have TB Infection. You might need some follow up testing.
- TB infections means at some point you breathed in the TB bacteria and your body is keeping it contained. You are not sick with TB Disease and CANNOT Spread TB to others.
- TB Infection can be treated before it has a chance to make a person sick or contagious with TB Disease.

Please call the <u>Cheam Health Centre</u> to book an appointment for TB Screening at 604-794-7924



52161 Victor Drive Rosedale, BC VOX 1X1 604-794-7924 www.cheam.ca

## **Project Coordinator**

Xwchíyò:m (Cheam First Nation) is looking for a motivated, enthusiastic and result oriented Project Coordinator.

The Project Coordinator will play a pivotal role in planning, coordinating, and implementing projects within the Lands Department. They will work closely with the Lands team, community members, and other stakeholders to ensure projects are executed efficiently and within budget.

## **Key Duties & Responsibilities**

- Assist in developing detailed project plans, timelines, and budgets.
- Monitor project progress and address challenges to ensure milestones are met.
- Coordinate resources, both internal and external, to execute projects effectively.
- Act as a point of contact for project stakeholders, including leadership, community members, and partners.
- Facilitate communication to ensure all parties are informed and engaged.
- Incorporate feedback from the community and stakeholders into project plans.
- Maintain accurate project records, including budgets, timelines, and deliverables.
- Prepare and present regular updates and reports as required.
- Ensure compliance with funding and reporting requirements.
- Coordinate meetings, including preparing agendas and documenting minutes.
- Assist in grant applications, funding proposals, and financial tracking.
- Ensure all project activities adhere to organizational policies and procedures.
- Ensure projects align with the cultural values and priorities of Cheam First Nation.
- Organize and participate in community consultations and events related to projects.
- Promote transparency and inclusivity in project development and implementation.
- Other duties as required.

## Job Requirements

- Diploma or degree in Project Management, Business Administration, Indigenous Studies, or a related field or equivalent experience.
- Minimum 2 years of experience in project coordination.
- Experience working with Indigenous communities is an asset.
- Strong organizational and time-management skills.
- Excellent communication and interpersonal skills.
- Proficiency in Microsoft Office Suite and project management software.

- Ability to manage budgets and financial documentation.
- Familiarity with Cheam First Nation's culture, values, and governance structure.
- Understanding funding processes, including grants and proposal writing is an asset.
- Knowledge of Cheam First Nation's history, culture, and governance is an asset.
- Sensitivity to and respect for Indigenous cultures and traditions.

## How to Apply

Apply by submitting your resume and a cover letter detailing your relevant experience and interest in this role or similar rights and title role to HR@cheamband.com.

We encourage Cheam Band Members and Indigenous People to self-identify when applying.

Thank you for your interest in joining our team at Cheam. We appreciate the time and effort you have taken to apply for the **Project Coordinator** role.

Please note that only candidates selected for an interview will be contacted. We thank all applicants for their interest and encourage you to apply for future opportunities that match your qualifications.



## **Social Assistance Cheque Schedule 2025**

Cheque	Renewals Due By:	Ck. Release Date	Mid-Month 2
January 2025	December 13, 2024	December 23, 2024	January 15, 2025
February 2025	January 15, 2025	January 31, 2025	February 14, 2025
March 2025	February 14, 2025	February 28, 2025	March 14, 2025
April 2025	March 14, 2025	March 31, 2025	April 15, 2025
May 2025	April 15, 2025	April 30, 2025	May 15, 2025
June 2025	May 15, 2025	May 30, 2025	June 13, 2025
July 2025	June 13, 2025	June 30, 2025	July 15, 2025
August 2025	July 15, 2025	July 31, 2025	August 15, 2025
September 2025	August 15, 2025	August 29, 2025	September 15, 2025
October 2025	September 15, 2025	September 30, 2025	October 15, 2025
November 2025	October 15, 2025	October 31, 2025	November 14, 2025
December 2025	November 14, 2025	November 28, 2025	December 15, 2025