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Peerless Trout First Nation—



Meet the new leadership...

Corrine Alook is our newest member to council. She's lived in our community all her life and has worked for the Peerless Lake School for 22 years. She is also a volunteer for our fire department. She decided to run for council because she feels strongly in helping our members however she can. She welcomes the challenge and change of pace where this seat has taking her. Her vision for the Nation is to see it prosper and grow.

Tansi nihtooteemak !

I would like to take this time to greet each and every one of you. First and foremost I would like to thank my Lord Jesus Christ for giving the opportunity to be in this leadership role for such a time as this, until whenever he permits me. Secondly, I would also like to extend my gratitude to the members for electing and entrusting me to this job.

It has been five months in the office, and I am enjoying every minute of it. Although, at times it can require making tough, difficult decisions for our nation, I believe it will be worth it for our future generation. Furthermore, I am very proud to mention that we have council that are strong, dedicated and have good qualities. Team work is an essential necessity in making a brighter nation.

To conclude, my vision for this nation is beyond limits. Anything is possible if we put our minds together. With this being said, "make your wise choices today , and you will not regret your tomorrow"

Chief Gladys Okemow

We also like to welcome Mark Cardinal to the organization as Trout Lake's newly elected councilor. We look forward in seeing his vision for our nation.

Newsletter Development – The 2019 Spring Edition of the newsletter was developed and designed by Elizabeth Cardinal. As part of the First Nation's goal to build capacity in the community Liz has taken on the newsletter in addition to her regular position. Liz has been trained in Microsoft Publisher and has been taking the lead in design and working with Managers on the written articles. We would like to congratulate Liz for her dedication on developing this newsletter.

Message From Our Band Manager:

Hello

Being a part of the Peerless Trout First Nation team has been a wonderful experience. Every year brings new challenges but also great achievements. The entire Administration team has worked so hard this year and as a community, you should be proud of what you have built into, being such a new Nation. Peerless Trout First Nation has been recognized both from the Federal and Provincial Governments for the accomplishments made.

This past year also saw some changes to Chief & Council and I would like to welcome Chief Gladys Okemow, Councilor Corinne Alook and Councilor Mark Cardinal to the team and also wish James Alook, former chief, Grant Okemow, former Trout Lake councilor and William Houle, former Peerless Lake councilor, the best in their future endeavors and thank them for the continued support for the Nation. It has only been a few months since the new Chief & Council have been in office but has been a delight to see the passion & dedication shown by them for the Nation and its members.

For me, I am proud to say it's been an amazing five and a half years since I have joined the Administration team and I have enjoyed my time here and it is a pleasure to work with everyone. All of the staff, Chief & Council and everyone in the community have

shown me what hard work, compassion and dedication means to make a community work.

With the new Chief & Council they are making big strides in wanting the community to be well informed on what is happening with the Nation and have mandated to Administration, that transparency be implemented through the Administration and Community members. There will be an increase in Community meetings to relay information to the members, and as always, I have an open-door policy so if members have any questions please feel free to stop by and see me.

With all of the ups there also must inevitably be some downs, and working as both the Band Manager and the Director of Emergency Services over the last year have seen the outcomes of how drugs and alcohol can take over communities, the communities have seen an increase at both Criminal and Health related incidents all from the affects of the increased drug and alcohol use. Chief, Council and Administration are working hard to try to educate and receive the services needed to help in this crisis. From the Drug awareness Community meeting and for those that came it seems it is an issue that the entire Nation want to address.

Thank you again for letting me be able to work for a great Nation!!

Sincerely

Jason Wigton
Band Manager, Peerless Trout First Nation

Strategic Planning In February

The PTFN Chief and Council hosted a three-day Strategic Planning session in Edmonton on February 4, 5 & 6. The session included input from the Band Managers, Executive Assistant, Finance Director Band Advisor and program Managers. Day one of the session was facilitated by Chara Coaching to assist with developing a list of "Values" with in the work place. The participants were en-



couraged to develop a list of rules for working together which included being genuine and staying positive. The first day was a team development day with a trained and certified coach. Day 2 the group focused on revisiting the First Nation's Vision and Mission statements and refining those. Each participant participated equally as LEGO SERIOUS play facilitated by Janene Wilson,



Plan 4ward. The workshop also saw presentations about annual budgets, the community campground, community-owned businesses, banking and polices and procedures. A report for next steps will be provided to Chief and Council for their final input. The session was funded through INAC through the Professional and Institutional Development Program.

Housing Update...

“Taking the Road Less Travelled”. That term might describe PTFN’s approach to housing as unfortunately far too many First Nation’s do not have the courage and vision to take the path to financial sustainability, personal responsibility and opportunities that are created when First Nation’s chart their own course to addressing their housing needs, wants and aspirations.

Too many First Nation’s take the status quo approach of thinking the Federal government will “take care of us”. Federal funding has not and will not ever provide the necessary funding to meet current and future housing needs, unlike mainstream Canada, First Nation population growth is growing at a significant rate which means we must be innovative and use our resources in the most cost-effective manner.

PTFN likely needs 100 homes to address current and future needs.

As noted above, some folks believe the federal government provides sufficient funding to address our needs, currently which means here and now the federal gov. provides PTFN approximately \$250,000.00 annually to address ALL of our housing needs which includes salaries, renovations, new construction, etc. We say “currently” because there is no guarantee the funding will continue forever, if the government provides \$250,000.00 and the cost to build one home equals that amount it would take 100 years to build the 100 homes currently needed if PTFN simply relied upon Indigenous Service Canada (formerly Indian and Northern Affairs Canada)

Surely, all community members would agree that approach is unacceptable, Chief and Council, your Housing Authority and administration are all committed to developing a sustainable approach to addressing all member’s housing needs as quickly as possible. In order for PTFN to address those needs we must all contribute to the success of our housing program. Some folks may talk about inherit rights or the Treaty Right to Shelter, but we all have inherit responsibilities to contribute to our housing needs. The Federal Government does not agree that housing is a Treaty Right.

We believe it’s important to put into context the facts surrounding what our housing needs are and what funding is provided to address those needs. Membership might ask, “but why don’t most other FN’s charge rent or require repayments for renovation and repair loans? The fact is, those FN’s are either

putting themselves (and future generations) further into debt or bankruptcy by not repaying Canada Mortgage and Housing Corporation loans for rental housing or the FN uses “current” revenues from oil and gas royalties to pay for community members housing needs, some of those FN’s have seen their royalties dwindle and or completely disappear. How are those FN’s who are now millions of dollars in housing debt going to repay those housing loans if their oil and gas revenues disappear which already is happening to some FN’s.

With the above in mind, we need all members with renovation and repair loans to honor their commitments and make regular payments. There is practically zero rental arrears and we should be proud of those who pay their rent every month.

Moving forward, we have submitted proposals this month to ISC. to increase the number of homes being built and reduce overcrowding, we expect decisions sometime in April.

We have some former work camps that will be available for low income rentals or possibly sold, please contact the Housing Department for applications and further information.

Three 3-bedroom homes are being built in Peerless, occupancy anticipated for May and June. Interested individuals are required to submit up to date rental applications, also additional rental homes will be built in Trout this summer.

If you have any ideas or suggestions to improve our housing program, please let us know. Please submit rental applications to Trevor Laboucan, housing manager.

Thank you;

Chris Maracle;

Housing Director

New Schools Update

Hi PTFN,

It has been awhile since our last New School update. We've been busy! In 2018 you saw the foundations being poured and the steel frames going up.

What is happening now?

- Trout Lake School is starting to look like a school! The roof is nearly complete, the windows are being installed, and the siding will be put on soon. There has been lots going on inside of the school too. The walls are getting insulated and drywall is being hung. *Fun fact – the wooden beams and columns are installed and look beautiful!*



- The Peerless Lake School is taking shape. Outside there are concrete blocks going up for the gym walls, the roof will be done by springtime, and the tipi covering is being ordered. Inside the classroom walls are being built, plug-ins are being wired, and the heating ducts are being installed. *Fun fact – The tipi will be covered in a fabric like the Canada Place building in Vancouver!*



When with the schools be finished?

Both schools are on schedule to open in September for the 2019/20 school year.

Curious? Want to learn more?

Get in touch with Jason Wigton at the Administration Building to see the sample boards and drawings of what the schools will look like.

Zoe Rezac

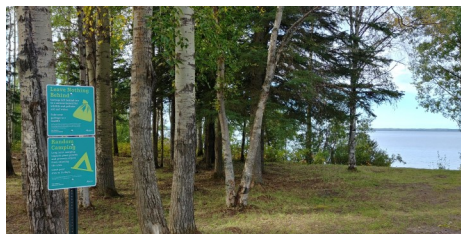
Community Engagement Consultant
Stantec



Chief and council took a tour of the two new schools in February.

Peerless Lake and Narrows Campgrounds – A Little Stewardship Goes a Long Way

By Carie Santo—Land Management Advisor



Looking at the Peerless Lake and Narrows campgrounds today, you wouldn't believe the mess they were in 2015. Years of neglect in upkeep by Alberta Environment and Parks had resulted in garbage dumping, overgrowth of brush and general environmental deterioration. Avid fisherman still came for the excellent fishing, but the area also attracted people with little respect for the land or the Peerless Trout community.

Chief and Council had enough of the poor conditions and lack of oversight at both campgrounds, so they approached Alberta Environment and Parks with a solution – hire the Nation to clean up and run the campgrounds. Alberta Environment and Parks agreed, and a three-year service agreement was signed for the 2017 camping season.

In the first year of the contract, Peerless Trout Enterprises Inc. hired several summer students to begin cleaning

up the grounds, hauling out multiple loads of garbage, deadfall and items that were dumped in the bush. Fish cleaning stations, garbage cans, portable toilets and fire wood were supplied at each campground and new signage was installed outlining the rules and regulations for the sites. PTEI staff were onsite seven days a week monitoring the campground users and after the first year, users expressed that they were pleased with the improvements and would be happy to visit again.

The cleanup and brushing continued into the 2018 season, with Alberta Environment and Parks agreeing to additional improvement projects. The boat launches at both sites were cleaned up and improved, fire rings were installed and picnic tables were built for use at both Peerless Lake and the Narrows; and old outhouses, which were a safety hazard, were removed and filled in. PTEI continued to be present on site seven days a week to ensure that users were respectfully using the land. Unfortunately, the restrictions on Trout and Wall-eye for the 2018 season significantly decreased the number of campground users coming from outside of the community.

Peerless Trout First Nation will continue manage the campgrounds for the 2019



season making further improvements to the campsites to accommodate RV campers and other visitors. Talks of extending the contract with Alberta Environment and Parks another three years have already begun and further improvements and a



possible expansion at the Narrows are on the table.

The success of the campground agreement with Alberta Environment is a great example of how Peerless Trout First Nation can have a positive impact on the community when given the opportunity to act as stewards of the land.

Fire Department Update:

By Beverly Noskiye

The Peerless Trout Fire Department has been proudly serving the two communities since the winter of 2016, and currently have an active 8 firefighters (First Responders) who respond to call outs and any emergency assisted calls with EMS. All firefighters have gone through the 1001 Firefighter training in the last 4 years with an estimated 250 call outs. Some of the training consists of Vehicle Extrication, Structure fires, Pump Operations, 'Live' Fire Training, and Rescue etc.

The Peerless Trout Fire Department recently signed an agreement with the Municipality for all Emergency assisted calls and fire services in the fall of August 2018 which is also a part of the Alberta Health Services - Medical Fire Response Services.

The Peerless Trout Fire Department is always looking for more volunteers to join their team. If you are interested, please contact Fire Chief, Marcel Noskiye @ (780) 649 0105.





MORE PICS OF OUR FIRE DEPARTMENT

The PTFN community has accessed an Alberta Government Grant from the Ministry of Indigenous Relations for a short-term Climate Change Coordinator position aimed to build capacity within the First Nation as it relates to the Climate Change programming being offered by the Alberta Government. Trevor Laboucan, a PTFN community member has been hired in the short-term position along with taking the role as housing manager.



PEERLESS TROUT FIRST NATION COMMUNITY ENERGY PLAN

3D Energy is part of the Vital Group of Companies, a Sherwood Park based energy partner focused on energy services and solutions in the residential, commercial, and industrial sectors. The Vital Group is comprised of Vital Engineering, Generate Energy, and 3D Energy. Together these entities offer energy solutions that reflect leading industry practices and meet client needs.

Through the Vital Group, 3D Energy can deliver energy assessments (commercial and residential), feasibility studies, solar photovoltaic system design and installation, LED lighting retrofits, and community energy plans.

3D Energy has been working alongside Trevor Laboucan to create a Community Energy Plan (CEP) for Peerless Trout First Nation. The goal of the CEP is to provide a roadmap for Peerless Trout to reduce community energy costs and to create a more sustainable energy economy that relies less on outside energy providers.

On February 14th, Jordan Kruhlak, Kerry Aarnoutse, and Michael Barnard of 3D Energy visited PTFN to

assess several potential community solar locations, gather information about the community and discuss goals with community leaders. This information will allow 3D Energy to tailor the CEP to meet the specific needs of Peerless Trout First Nation.

The CEP takes an overall look at how Peerless Trout First Nation can improve how it:

- Uses Energy
- Wastes Energy
- Conserves Energy
- Generates Energy
- Distributes Energy

Recommendations that are made in the CEP can be used to support funding applications from INAC, IR (Indigenous Relations), and other government agencies.

The final report will also work as a guide to help PTFN with internal decision-making, particularly related to current and projected energy needs and resources.

The CEP report includes descriptions and analyses of:

- Utility rates – potential for rate renegotiation;
- Population, housing and energy forecasts;
- Local energy generation viability;

Continued in next page....

- Energy conservation measures for both residential and community buildings.

Benefits of a CEP:

- Effective building improvement plans;
- Employment & training opportunities in energy related jobs;
- Economic development through energy related projects;
- Reduced energy use, energy costs and emissions;
- Improved access to funding opportunities.

The CEP is fully funded through the Alberta Indigenous Climate Planning Program (AICPP). 3D Energy staff have been working alongside Peerless Trout's Climate Coordinator, Trevor Laboucan, whose position is completely funded through the Alberta Indigenous Climate Capacity Program (AICCP). The CEP provides an opportunity to attain further funding from Alberta Indigenous Relations

for other green energy projects including: residential and commercial energy audits, implementation of recommended energy conservation measures, de-



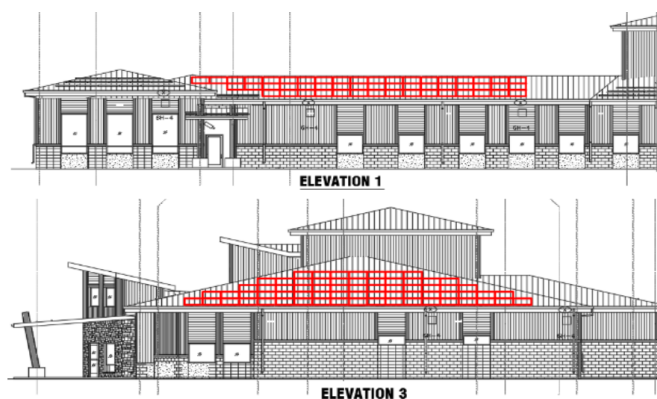
3D Energy has performed an Energy Audit on the Peerless Trout Health Centre. The audit recommends ways to improve energy conservation

sign and installation of solar PV and feasibility studies on recommended infrastructure upgrades.

In addition to working on the CEP, 3D Energy has completed energy audits on the Administration building, Health Center, Peerless Lake Firehall and Trout Lake

Firehall. Energy audits focus on how a building creates, wastes, uses and manages energy. The result of the audits are several recommendations that reduce energy use, energy costs and greenhouse gas emissions of the building. If the recommendations made in the audits are implemented, it is estimated that the community would save 122,782 kWh of electricity, 39,851 L of propane and \$40,246 in energy costs per year.

3D Energy's sister company, Generate Energy, has designed a solar array for the Peerless Trout Health Centre, for which funding has already been approved through the Alberta Indigenous Solar Program (AISP). The planned



The above images show a portion of the plans created by Generate Energy for a solar installation on the roof of the PTFN Health Centre. The CEP report will include a study of a community scale solar system next to the Health Centre

design of the solar system can be seen in the photos below. The red rectangles indicate the proposed location of the solar panels.

Next Steps:

- Complete and submit CEP draft;
- Present findings to Chief and Council as well as community members;
- Deliver final draft of CEP.

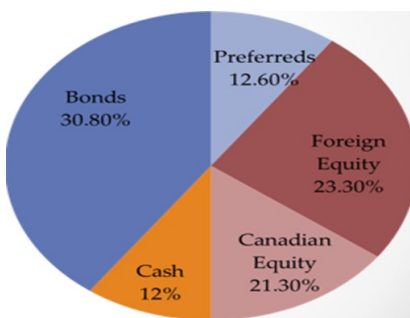
3D Energy would like to thank the PTFN for hosting our visit in February. The meeting with leadership and time with Trevor provided valuable information that will improve the final CEP that will be delivered to the community.

Trust Update..

By Chris Wilson—Plan Forward

In December 2018 the PTFN Council invited Scotia Wealth Management and the Nation's Auditors, Doyle and Company Chartered Professional Accountants, to attend a community meeting. These 2 firms, the Council and staff presented Trust details to the members on the investment assets that are managed by the Trustees and Scotia Wealth, plus the current audit details as prepared independently by Doyle and Company. The following points summarize the information that was provided:

- Scotia Wealth has been around since 1921. They are Scotia Bank's investment division and they administer & manage approx. \$800 Billion in assets for clients around the world. PTFN engaged the services of Scotia Wealth in 2010 to invest the money PTFN received in the Specific Claim Settlement
- Scotia Wealth has 2 Portfolio Managers with over 50 years of combined experience assigned to manage PTFN's investments, Mr. Steve McLean, BA, CIM and Mr. Brett Blackwell, CFA, CFP.
- Steve & Brett stick to a disciplined investment approach that is focused on the highest quality bonds and stocks to help balance PTFN's current investment need with longer term financial success
- As of November 30th, PTFN's investments with Scotia Wealth totaled \$48.4 million. These funds are split approximately 60% in lower-risk, fixed income investments and 40% in equity investments (stocks). This is safe investment strategy designed to provide stable income from interest and dividends while protecting the principal amount to fund programs and services within the PTFN community as voted on by the members
- The following pie chart outlines the investments types that are in PTFN's account with Scotia Wealth:
- How is PTFN's lower risk, conservative investment strategy



doing? Very well is the short answer. The following details outline the results:

How has your conservative investment strategy done?

	1 Year	3 Year	Since Inception
PTFN Portfolio*	3.32%	5.85%	5.06%
Benchmark**	4.92%	5.85%	4.80%
Index comparisons			
5-Year GIC	1.80%	1.55%	1.92%
Canadian bonds	3.63%	2.17%	2.92%
Canadian equities	6.86%	10.78%	7.32%

*Compound annualised return, net of fees, from January 1, 2013 to February 29, 2019
 **Benchmark - Comprised of 60% TSE Universe Overall Bond TR & 40% TSE Composite TR

- As the details in the chart show, PTFN's portfolio has a very good 5.06% annual return since January 1, 2013. That's better than the 4.80% a 60/40 portfolio have achieved over the same time frame. So Scotia Wealth has done better than the market by almost .26%. It's important to remember that investors don't always do as well as the market benchmark, sometimes investors don't make any returns and have a loss for the year. That extra .26% may not sound like much, but an extra .26% earned per year on \$48.4 million is an extra \$125,840. The following table shows the annual investment income that Scotia Wealth has achieved for every year since they received PTFN settlement money. The total income earned in 2018 by Scotia Wealth from PTFN's Trust investment assets is \$1,602,665.
- Please note that the first few years of investment earnings were lower because PTFN received the settlement money over 3 years, 2010 to 2012, and Scotia Wealth prudently took time to find and make the best investments over time rather than putting 100% of the fund into the markets immediately.
 - This next table shows the money that PTFN has withdrawn from the Scotia

Wealth Investments over the years. These funds have been withdrawn for 3 purposes as follows:

#1) The approved **Trust Programs and Services** deliv-



ered to the Trust's Beneficiaries, the community members by the Nation's Trustees and staff.

#2) **Payment "Authorized Expenses"** as defined in the Trust for management and administrative activities related to the Trust. These expenses include the audits, legal fees, accounting, Trust oversight, professional advice, Trustee costs,



etc.

#3) **Trust Investment Loans** have been made to PTFN companies over the last 4 years to support economic development within the community

- The last or current Trust Audit is for the 12 months that ended December 31, 2017. The next audit for

the year ended December 31, 2018 is currently underway with Doyle & Company and is expected to be complete and available in April 2019.

- The details from the 2017 Trust Audit were presented by Mr. Edward Cheung, CPA, CA, of Doyle and Company, Chartered Professional Accountants and the full audit can be viewed by any PTFN Trust Beneficiary / Band Member at the Administration Building.
- Some of the more relevant details from Trust Audit for the year ended December 31, 2017 are as follows:

Total Investment with Scotia Wealth - \$49.5 million

Total Children's Trust is \$1.1 million

Total Trust Investment Loans to PTFN Companies is \$5.6 million

Total Accumulated Surplus is \$56.2 million

- One question that Council & staff address regularly concerns the use of the Children's Trust. The Council and the audit confirm that these funds are on deposit, accumulating interest for those children who were below the age of 18 and who were registered to PTFN at the time of the 2010 settlement. The funds on deposit in the Children's Trust are only being used to pay the accumulated value of the PCD from the PTFN Settlement in 2010. The last of the funds in the Children's Trust account will be paid out in 2028 when the last child who was registered to PTFN in 2010 turns 18.

- The significant news from the 2017 Trust Audit was the loss of value in the Trust Loans to the Nation's companies. Specifically, the investment of \$18.6 million of the PTFN Trust fund in the form of Trust Loans to the Nation owned companies over the last few years were valued at \$5.45 million in the 2017 Trust audit. That is a **(-\$13 million) or (-70%) loss** of our Nation's Trust asset value because the Trust Investment Loans to the PTFN companies had to be written off as uncollectible

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because our companies have either gone bankrupt or they have no profits which means they do not make their Trust Loans payments back to the PTFN Trust. The details in the table below outline all of the PTFN Trust loans and the valuation that was done for the 2017 Trust.

- Many members have asked if the Trustees will loan additional Trust money to the Nation's companies? In all likelihood, this is not even an option because of the poor financial position and the history of operating deficits with the PTFN companies. Trustees have a fiduciary responsibility to protect the member's Trust money by making smart investments that are based on professional analysis and advice that demonstrates that an investment has a reasonably

Borrowers	Balance	Provision	Fair Value
Peerless Trout Enterprise Inc.	\$ 982,000	\$ (546,076)	\$ 435,924
PTFN Development Corporation	4,860,162	(3,003,198)	1,856,964
PTFN Concrete Inc.	2,032,606	(1,020,467)	1,012,139
PTFN Trucking Inc.	7,485,411	(7,485,411)	-
DCR Holdings Ltd.	904,413	(904,413)	-
Debcut Holdings Ltd.	2,032,478	(92,161)	1,940,317
PTFN Housing Program	100,000	-	100,000
PTFN Convenience Store Ltd.	200,000	-	200,000
Total	\$ 18,597,070	\$ (13,051,725)	\$ 5,545,345

good chance to succeed compared to the risk of a loss. Obviously, the Trustees will not be successful with investments 100% of the time but every effort must be made to get the best advice to make well informed decisions to provide the greatest opportunity for success.

- The Trustees have already made some key constructive decisions in 2019 to help move the Trust forward in a positive direction based on advice they received after the election. These decisions are listed as follows:

- #1) The Trustees have paid off the \$100,000 PTFN Housing Program Trust Loan. This loan was problematic from a legal perspective because PTFN's Housing Program is within the administration, so avoid any issues or concerns the Trustees made the decision to pay off and eliminate this loan with funding that will be available in the 2019/20 fiscal period
- #2) In January 2019, the Council changed the Finance Department structure to add a Director position

that has very high standards for qualifications, background, and experience. This decision was made after the Nation's Finance functions and activities were reviewed by 2 external professional groups that recommended this change. The Finance Director will take on a new Trust Loan oversight role to provide the Trustees with additional information and will also provide a significantly enhanced financial analysis function geared toward improving the performance of the Nation's companies.

- #3) In February of 2019 the Trustees and Council made the decision to re-establish the PTFN Development Corporation. This decision was based on recommendations from an external consultant's

review of the Nation's companies and PTFN's economic development activities. A similar external consultant's report on PTFN's Economic Development in 2014 also made the recommendation to create an umbrella Development Corpora-

tion to provide professional oversight and management. The Council will remain the sole holders of 100% of PTFN's company shares and assets, but the Council will remove themselves as the Directors of the companies. Instead the Council will be at 'arms-length' from the Development Corporation to avoid the various challenges and problems such as nepotism, conflicts of interest, political vs business interests, etc. The Development Corporation will be managed by a PTFN appointed Board of Directors that will include one Council member and 4 external professionals with extensive experience, relevant education, and the background that's required to guide the PTFN companies in a different and positive direction. The revised goal structure for the PTFN companies will first and foremost be profits to ensure that the Trust Loans are repaid and second, that local members and sub-contractors continue to be employed.

Health Update

PTFN Health would like to remind our community members of the services that we currently offer at our health center. These services are available and can be booked at the Health Centre at any time. Some of the services that are available to our community members for Addictions Counselling, Addictions treatment Referrals, Psychological Counselling Referrals. The community is also aiming to host more wellness sessions such as our recent session on “Drug Awareness”. Sessions such as these are key to the community well-being and provide information that can be shared among families and their children. The opioid crisis in Alberta in Indigenous communities is a public health crisis. It's a complex issue that requires a hands-on approach that will include awareness, treatment, and harm-reduction. PTFN will continue to raise awareness and host sessions to keep our members updated on drug awareness. Thank you to Plan4ward Consulting for your \$1000.00 donation that assisting with hosting our awareness session.

Deadline for **Post Secondary Education** and **ISETS** applications for 2019/2020 school year is **June 14, 2019**. Applications can be picked up at PTFN Administration office. For questions or information, please contact Elizabeth Cardinal for PSE or Norma Noskiye for ISETS @

(780) 869 3985

This just in from our
Housing Department....

Peerless Trout Seniors is one of the projects that will be recognized at the 2019 Logix Awards on May 23 - congratulations!

A reminder that the Peerless Trout Administration office hours are as follows:

Monday—Friday: 8:30am –4:30 pm

Every second Friday office closed at 12:00pm

Lunch Hour everyday 12:00pm-1:00pm– Office is closed



Congratulations from Chief and Council to Albert Laboucan who recently completed one full year of employment with no missed days or absenteeism. Albert continues to refine his carpentry skills providing urgently needed homes for the community. Good Job Albert!

Winter Carnival 2019

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More Winter Carnival 2019 pics. Thank you to everyone that came out and participated. Was great to see everyone enjoy our beautiful lake and great weather



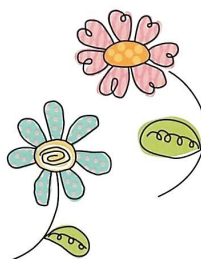
Spring has Sprung



S	H	D	H	R	T	N	N	C	T	S	T	B	E	G
P	U	Y	A	T	O	N	L	V	E	H	A	S	E	M
B	O	I	A	S	R	E	A	H	I	D	O	U	B	A
W	N	L	A	C	A	I	S	L	S	U	C	N	M	R
L	I	E	L	N	I	O	B	R	P	C	N	S	O	C
A	S	N	I	I	L	N	E	C	T	K	I	H	S	H
O	S	N	D	A	W	W	I	H	P	L	A	I	S	B
F	G	O	G	Y	O	O	A	T	G	I	R	N	O	O
S	G	G	E	H	X	W	G	G	H	N	H	E	L	R
F	W	F	S	R	A	B	B	I	T	G	X	U	B	N

Looking for words associated with Spring. They may be spelled forward, backward, downward, upward, or diagonally.

- | | | |
|-----------|------------|-----------|
| ■BEE | ■FOAL | ■RAINCOAT |
| ■BIRTH | ■GALOSHES | ■SEASON |
| ■BLOSSOM | ■HYACINITH | ■SHOWERS |
| ■BORN | ■MARCH | ■SUNSHINE |
| ■BUD | ■PLANT | ■THAW |
| ■CLEANING | ■POLLIWOG | ■WINDY |
| ■DUCKLING | ■RABBIT | |
| ■EGGS | ■RAIN | |



Visit www.seasonedtimes.com. We are not old, we are seasoned!



Kids Corner