

ON THE LAND INITIATIVES

SIGN UP PACKAGE



On the Land Mentor-Apprentice Program

On the Land Nation Initiative

“This initiative will enhance and expand culturally-based, culturally-safe and trauma-informed healing and treatment care for Indigenous people living on and off reserve.”

Background

The Secwepemc Health Caucus (SHC) represents 16 Secwepemc communities working together on community-driven, Nation-based health and wellness initiatives. The Secwepemc Kukukpi7 lead health advocacy work with the support of Health Directors who lead technical work of the SHC.

In 2019, the Nation received funding to support *On the Land Nation initiatives* that would expand current community projects and implement sustainable Nation-based On the Land healing work.

Program Purpose

As Secwépmc people, we live in a time where we find ourselves walking in two worlds through Western and Secwépmc ways of being. It is vital that we work to revitalize and protect our teachings and culture. We especially must recognize the many Elders and Knowledge Keepers across Secwepemcúl'ecw who carry our Secwépmc values and knowledge, passing them on to their families and throughout the Nation.

Through this initiative it is essential that we engage all Nation members, whether on or off reserve, to immerse in Secwépmc language, culture, and traditional practices on the land. By finding balance between our two worlds, we will initiate opportunity across the Nation to formally recognize our Elders and Knowledge Keepers to pass on their teachings to Secwépmc people of all ages. With this we will find culturally safe, land-based healing.

About the Program

Modelling the First Peoples Cultural Council *Master Apprentice Language Program*, this Mentor-Apprentice program will seek to engage Knowledge Keepers and Elders throughout

the Nation who are “Masters” in traditional practices to pass on to Apprentices. These practices may include but are not limited to:

- Hunting
- Fishing
- Food gathering and preservation
- Traditional Medicine
- Land and territory knowledge
- Ceremonies
- Traditional crafts
- Drumming and songs
- Secwepemctsin



Knowledge Keeper and **Elder** are terms that hold similar meaning where these individuals show by example in the way they live their lives exhibiting deeply ingrained principles, values, and teachings. Though both titles are earned, we most often associate Elder with age and vast experiences to those without these significant years.

Mentor Expectations

All Nation members are welcome to apply to a Mentor role. As a mentor, it is expected that teachings will be shared with their apprentices in meaningful and culturally relevant approaches. As a mentor you may hold knowledge in all, a few, or even one of the practices outlined above. It will be up to the mentor to determine teaching methods; however, the following will provide the foundational outline of the mentor role.

- Share Secwépemc core values and principles within cultural practice teachings
- Oral teachings and knowledge sharing
- Dedicated time on the land
- Comprehensive teaching of any cultural practice



Teaching Methods are not required to be formal or complex. Each Mentor will determine how they would like to teach their apprentices. For example, if they are teaching traditional medicine, their teaching method may include taking their apprentices on the land and identifying medicinal plants, harvesting, and showing step by step how to preserve and develop a balm or salve with that traditional medicinal plant.

Apprentice Expectations

All Nation members are welcome to apply to an apprentice role. As an apprentice, it is expected that you are wholeheartedly dedicating time to spend with your Mentor to learn Secwépemc culture and practices on the land. You will work collaboratively with your Mentor to ensure mutual knowledge exchange in any of the indicated practice teachings. The broad expectations of an Apprentice will include:

- Openness to learn from Mentor through interactive, oral teachings
- Dedicated time on the land
- Respect your Mentor and their time and teaching methods



The most important quality of our Apprentices will be an eagerness to learn from their Mentor.

Shared Responsibilities

The Mentor-Apprentice program will bring together one or many Apprentices with a Mentor to learn about various Secwépemc practices. As this initiative seeks to develop a sustainable approach to On the Land healing, there will be shared responsibilities of each pairing/group including:

- Provide testimony of your experience for On the Land video
- Capture interactions and experiences through photos and video
- Brief outline of Mentor-Apprentice plan
 - Number of hours anticipated
 - Cultural practice(s) that will be shared
 - Location for teachings
 - Teaching method(s)
- Monthly Mentor-Apprentice Group Check-ins
 - All Mentors and Apprentices participating throughout the Nation will participate in a virtual meeting to share experiences and best practices



The intent of this program is to expand Knowledge Keepers across Secwepemcúl'ecw and revitalize our shared culture, language, and values. By spending this time together and bringing these teachings to the land we will find individual sense of belonging that will contribute to our collective healing and determination as Secwépemc peoples.

Financial Details

As this is a formal program, all participants will be financially compensated. We recognize that the passing of this knowledge is invaluable, and the time dedicated to this is a significant effort by all Mentors and Apprentices.

The table below outlines how each participant will be compensated:

Participant	Hourly Rate	Number of Hours
Mentor Honorarium	\$40	Up to 50
Apprentice Honorarium	\$25	Up to 50
Youth aged 12 and under honorarium	N/A	Children participating will receive a flat honorarium rate that does not require a set number of hours.

The table below outlines other eligible expenses:

Expense	Budget	Note
Travel	\$250/person	Travel may include mileage to teaching location
Materials and Supplies	\$250/person	Each participant can receive up to \$250 for necessary materials and supplies

Reporting and Application

The Secwepemc Health Caucus is required to report on the outcomes of this funding. This will require our Mentors and Apprentices' support. For completion and compensation of the program we will require Mentors and Apprentices to submit:

- Photos or Videos of their time together on the land
- Individual video testimonials for On the Land Nation Video
- Upon request, written reports
 - This is unlikely a requirement but may be requested from funders

This program is intended to end March 31, 2021 with potential for extension.

If you are interested in participating in this Mentor Apprentice Program, please contact:

Cara Basil, Traditional Wellness Lead twlead@secwepemchealth.ca or 250-571-1000

Sign-up Check List

Please complete the following for sign-up:

T4A Form (Section A and signature)

*Participants cannot receive honorarium without this completed

Mentor Apprentice Information and Pairing

Teaching Outline

Funding Budget

Mentor Apprentice Agreement



SHUSWAP NATION TRIBAL COUNCIL SOCIETY

2020 T4A Information Form

To be completed by an individual who receives fees for services, education, or training benefits through an SNTC funded program. Benefits include fees for services, tuition, course fees, books, training or transportation allowances, or any other supports paid to, or on behalf of the individual whether paid directly to the individual, to a training institution, or to a third party.

Section A – Client/Contractor Information:

Last Name: _____ First Name: _____ Middle Initial: _____

Status Y/N: _____ Status Number: _____ SIN: _____

Address:

Residential: _____

Mailing: _____

Is your residential address on Reserve? Y/N _____

CLIENT AUTHORIZATION AND CONSENT (Please see Information on reverse):

I understand and consent to the collection of the above personal information on behalf of the Shuswap Nation Tribal Council. I understand that the information will be used for the purpose of issuing a T4A (Statement of Pension, Retirement, Annuity, and Other Income) in compliance with the Income Tax Act of Canada. I understand that the information will be kept confidential and secure.

(Client Signature) Date: _____

Section B - To be completed by originating dept manager:

Contract Number: _____ Dept: _____

Description of Training AND Training Duration (Dates): _____

Section C -For Finance Use Only:

Training Expense/Fee Paid (\$): _____

Date/s Paid: _____

Training Expense/Fee for Service Description: _____

Name of Agency\Institution \$ paid to (if not paid directly to client): _____

Note: This form must be submitted to the finance department with each new contract/agreement where a T4A is required.

Mentor Apprentice Information and Pairing

Please complete this section to let us know more about you and confirm your program partner(s).

Name: _____

Community: _____

Phone Number: _____

Email: _____

Age: _____

Secwepemctsin proficiency:

- None
- Learning
- Intermediate
- Fluent

Are you signing up as a Mentor or Apprentice?

- Mentor
- Apprentice

Why are you interested in being a part of this program?

Who is your Mentor or Apprentice?

Name(s):

Community: _____

Teaching Outline

This section will describe the teachings that will be exchanged between the Mentor and Apprentice, materials needed, and the time each participant is dedicating.

1. **Mentors**, please share the teachings that you will provide to your apprentice(s). *(Example, hunting in your communities territory including protocols, etc)*

2. **Mentors**, are there materials required for the teachings outlined? Please list materials or supplies needed.

3. **Mentors and apprentices**, provide an estimated schedule of the time you will spend together. Reminder, the total hours are not to exceed 50 hours.

For example:

Every Saturday for 2 hours

3 hours per week

Funding Budget

Share details on any travel or material and supply funding support needed.

Expense	Details
Travel	Up to \$250
Materials and Supplies	Up to \$250

** Include if you will be travelling to meet with your Mentor/Apprentice, estimated kms if able. For material and supplies please list the materials needed and cost estimates. For example, canning jars \$50.*

Mentor Apprentice Agreement

As a participant in this program, you agree to the following:

- Dedicate the time indicated on the *Teaching Outline* page with your program partner(s)
- Openly engage with your program partner(s) to practice Secwépemc ways of being on the land
- Commit to monthly check-ins with the Secwepemc Health Caucus
- Submit photos and videos of time spent on the land and throughout the program
- Submit monthly time logs
- Share the knowledge you gain from this program across Secwepemcul'ecw and throughout Turtle Island.

You consent to have your photos, videos, and statements shared for:

- Reporting purposes to external funders
- Nation On the Land Plan
- Use on Social Media Platforms
- Use throughout the Secwepemc Nation

By signing below, you formally agree to the statements outlined above and fulfill the sign-up requirements to begin your participation in the Mentor Apprentice On the Land program.

X

Mentor/Apprentice Signature