

TSAWOUT CHRISTMAS WITH SANTA

MONDAY DECEMBER 16

TURKEY DINNER AT 5:00

HOSTED BY TSAWOUT HEAD START & TSAWOUT LEARNING HOUSE

EVERYONE WELCOME!

Merry
Christmas
and Happy New Year!



MONTHLY
NEWSLETTER
TSAWOUT FIRST NATION

December 2019

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CHRISTMAS DINNER WITH SANTA

Monday, December 16th will be Tsawout Christmas Dinner with Santa starting at 3:00 pm - 5:00 pm. A Turkey Dinner will be served at 5:00 pm - 6:00 pm. This event is organized and hosted with the collaboration of Tsawout Learning House and Tsawout Headstart Programs, but your family does not need to be registered in the programs to attend. Please accept this open invitation.

CHRISTMAS CLOSURES

The last day that the offices of Tsawout will be open is Friday, December 20th and we will be re-opened on Tuesday, January 7, 2020. HÍ,SWKE to all staff, council, volunteers and community members of Tsawout First Nation for your hard work and dedication. Enjoy your well-deserved time off with friends and family.

www.tsawout.ca

COMMUNITY NEWS

TSAWOUT JOB POSTING

POSITION:	HEALTH MANAGER
FULL-TIME:	35 HOURS PER WEEK
HOURS OF WORK:	MONDAY TO FRIDAY
RATE OF PAY:	DEPENDENT ON EXPERIENCE

RESPONSIBILITIES:

The Health Manager reports to the Band Manager of the Tsawout First Nation (TFN) and is responsible for the operation and management of all services and contracts that fall within the TFN Health Department. The position requires significant operational and planning oversight of health services, delivery of programs and strategies, and managing the department's finances and human resources.

QUALIFICATIONS AND RELATED EXPERIENCE:

- **Requirements:** The candidate must possess either a university degree in a health-related field such as Nursing, Administration + 2 years program manager experience; or a diploma + 3 years program manager experience.
- **Preference may be provided** for candidates with a strong working knowledge of the culture, protocols and traditions of aboriginal communities or significant experience working for First Nations;
- Sound knowledge and understanding in the delivery of community-based services, i.e., community health centres, aboriginal service providers and traditional healers.
- Sound management skills, with the ability to provide leadership in a collaborative manner using a team building approach and delegating responsibilities and authority when appropriate.
- Experience working and liaising with various regulatory agencies, i.e., federal and provincial health authorities, i.e., Health Canada, First Nations Health Authority, Inter-Tribal Health Authority, Vancouver Island Health Authority, Ministry of Children and Family Development.
- Proven ability to establish and maintain relationships with external stakeholders.
- Good working knowledge of current trends and best practices in all aspects of Aboriginal health services and a clear understanding of relevant legislation, regulations and acts pertinent to an aboriginal health services delivery environment.
- Experience in report and proposal writing and managing program budget/s.
- Critical thinking, organizational and problem solving skills and ability to function effectively as a member of the management team.
- Sound written and verbal communications skills and ability to discuss health service issues in a language appropriate for different audiences.
- Ability to research and interpret demographic analyses and trends and other indicators that will improve service delivery.
- Condition of hire and continued employment, maintaining a valid driver's license, having access to a reliable vehicle, successful Criminal Record Check, undergoing periodic CRC at TFN's discretion.

APPLICATION DEADLINE: FRI., DEC. 13, 2019 (4:00 PM)

SUBMIT RESUME, COVER LETTER AND 2 REFERENCES TO:

Cathy Webster (cwebster@tsawout.ca)
Governance/HR Support
Tsawout First Nation
7728 Tetayut Road, Saanichton, BC V8M 2E4

Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

COMMUNITY NEWS

FEDERAL INDIAN DAY SCHOOL CLASS ACTION —

We've had a few inquiries regarding the Day School Class Action, and who/where people need to send their Claim Form.

I did a couple of web searches and the official link for the Federal Indian Day School Class Action is: <https://indiandayschools.com/en/>. And, if you click on their link for "registration form" it states the following: If you wish to get more information or join this class action, please complete this form or feel free to contact our law firm at **dayschools@gowlingwlg.com** or toll free at **1 (844) 539-3815**.

I called Gowling WLG, and the person I spoke with said that the form is still in draft, and that people should hold onto the 'draft' form until the federal government releases the new form.

He did say a couple of things:

- They expect the final Claims Form to be released in a couple of weeks.
- If someone really wants to send their form in now they can submit it to Gowling WLG (address below) BUT the new form will have a couple of different questions on it. So in the end, people will need to re-submit their claim.
- If someone sends the 'draft' claim form to Gowling WLG now, they should keep a copy so they can transfer the information to the new form.

Their web page shows the following contact information:

Gowling WLG (Canada) LLP Toll Free Number: 1 (844) 539-3815
160 Elgin Street, Suite 2600 Fax Number: 1 (613) 788-3629
Ottawa, ON K1P 1C3

We will post an update when the new Claim Form is released and we will make copies available at Admin/Health Reception. If you would like to re-confirm information, please call Gowling WLG at their toll free number.

-Cathy Webster

COMMUNITY NEWS

E ÁĆES CLIMATE ACTION PROJECT

ÍY SŪÁĆEL! We are wanting to share information with the WŚÁNEĆ community about an ongoing project in your territory.

The IETÁĆES Climate Action Project was launched in May 2019 at a gathering of WŚÁNEĆ elders and leaders together with Southern Gulf Islands residents. The IETÁĆES Project aims to weave current climate science with WŚÁNEĆ Traditional Knowledge to provide a holistic approach to climate action education.

A 15 member team worked through the summer to develop the following three climate action courses to respond to the climate emergency for the Southern Gulf Islands and beyond:

Indigenous perspectives on eco-cultural revitalization (Feb. 10-14)

Youth Leadership for climate action in the Southern Gulf Islands (March 2-6)

Climate change in the Salish Sea archipelago (Feb. 17-21)

The curriculum for these courses were reviewed over 2 days at Poets Cove Resort in October by representatives from the WŚÁNEĆ Nation and Gulf Island communities. The feedback from the symposium has been incorporated into the curriculums to reflect community input and guidance.

Each course will be 5 days long and be delivered at Poets Cover Resort next to Hay Point Reserve land on South Pender - S,DA'YES in February and March 2020. This project is being administered through the Southern Gulf Islands Community Resource Centre (SGI CRC) in cooperation with the WŚÁNEĆ Leadership Council and the WŚÁNEĆ School Board.

Initial funding for this project has been provided by the CRD, the SGI CRC's Edu-tourism project and the WŚÁNEĆ School Board. Additional grant funding is being sought for course delivery and to support capacity for WŚÁNEĆ participation.

If all things are successful with our funding applications we will be looking forward to reaching out to your community to participate in these courses. In the meantime for more information on the IETÁĆES Climate Action Project visit the SGI CRC Website at <https://www.sqicom-munityresources.ca> or contact:

Paul Petrie SGI CRC project co-coordinator

250-589-5436 pmpetrie@shaw.ca

or

Tye Swallow WŚÁNEĆ project co-coordinator

250-652-2313 tye@saec.ca

HÍSWKE SIÁM



COMMUNITY NEWS

SIDNEY ISLAND CLOSURE



Sidney Island—Gulf Islands National Park Reserve AREA CLOSED TO FACILITATE FIRST NATIONS HUNTING

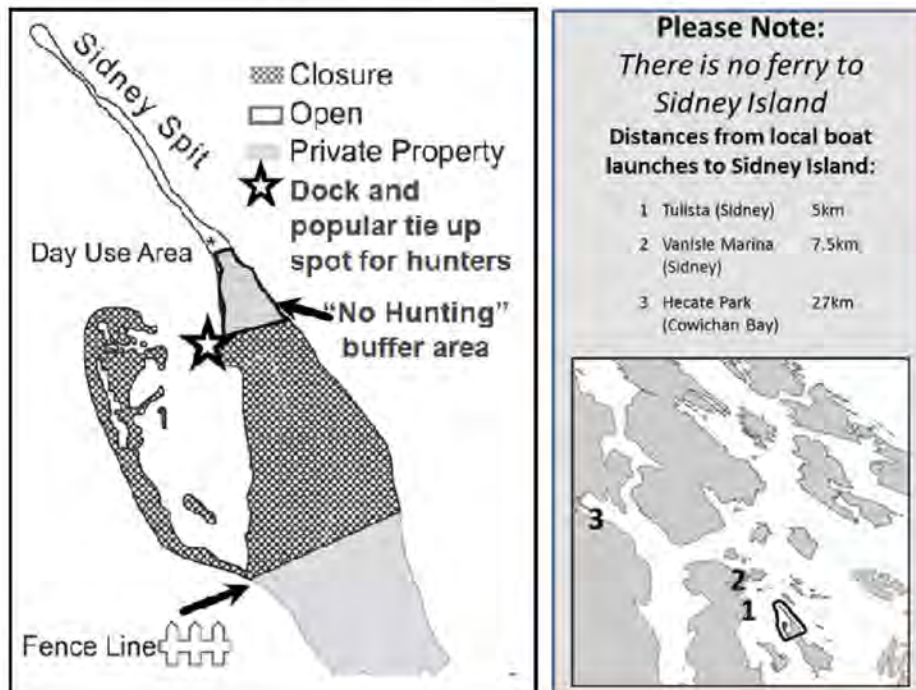
A portion of the Sidney Spit will be closed to the public to facilitate hunting by First Nations between November 1st, 2019 to February 23rd, 2020.

In efforts to avoid multiple parties hunting at the same time, and conflict with volunteer events, First Nations hunters have requested that a schedule be used this year. Use of the schedule is not mandatory, but its use is encouraged and could serve as a useful tool to increase safety. Please contact the Hunt Coordinator if you would like information on scheduled hunts and volunteer events during this period.

For further information, contact Hunt Coordinator / Safety Officer

Ben Tooby (250) 507-6653

For Emergency Call: 1-877-852-3100



COMMUNITY NEWS

SIWS HEALTHY RELATIONSHIPS PROGRAM

SOUTH ISLAND WELLNESS SOCIETY

HEALTHY RELATIONSHIPS PROGRAM

This program will take participants through a learning journey of personal relationship discovery and healing.

It will empower Aboriginal communities to apply and share the teachings to restore the balance and harmony with their intimate relationships, family, friends, and community.

LET'S PADDLE TOGETHER TOWARDS HEALTHY COMMUNITIES AND HEALTHY FAMILIES! MOST IMPORTANT A HEALTHY YOU!!!

- Promotes positive friendship/relationship
- Strengthens communication skills
- Emotional health and wellbeing
- Values and boundaries discussion
- Benefits of a healthy friendship/relationship
- Elder's wisdom and encouragement

Location

TSARTLIP HEALTH BUILDING

IF INTERESTED CONTACT:

Indigenous Justice Coordinator: Vanessa Ramsdale

Or Community Coordinator: Ian Gladstone

Email: ijadmin@siws.ca

Phone: 778-426-2997



Looking for individuals/ couples

DATES (Tuesdays)

January 2020	14 th , 21 st , 28 th
February 2020	4 th , 11 th , 18 th , 25 th
March 2020	3 rd , 10 th , 17 th

TIME

2:00 PM	4:00 PM
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SIWS will provide Snacks

LANDS NEWS

CALL FOR EXPRESSION OF INTEREST

TSAWOUT FIRST NATION
7728 TETAYUT ROAD, SAANICHTON, BC V8M 2E4
TEL. (250) 652-9101 / FAX (250) 652-9114

LANDS MANAGEMENT COMMITTEE – CALL FOR EXPRESSIONS OF INTEREST

Tsawout is seeking Lands Management Committee Members, each of whom shall have a term of four years from date of appointment.

The Tsawout Land Code says the following regarding a vacancy in term:

23.10 Where the office of a member of the Land Management Committee becomes vacant more than 90 days before the date when another appointment of Land Management Committee members would ordinarily be held, Council will forthwith appoint a replacement.

Eligibility Criteria

Any Eligible Voter (Tsawout Member 18+ years of age), whether or not resident on Tsawout Reserve Lands, is eligible to be appointed to the Land Management Committee except for:

- an Eligible Voter convicted of an offence that was prosecuted by way of indictment or felony conviction within 5 years prior to date of their appointment;
- an Eligible Voter convicted of a corrupt practice in connection with an election, including accepting a bribe, dishonesty or wrongful conduct; and
- an Eligible Voter who is a salaried staff member of the First Nation or member of Council, unless that Eligible Voter resigns as a staff member or member of Council upon being appointed to the Land Management Committee.

Committee Responsibilities and Accountabilities

The Lands Management Committee's responsibilities include the following, as set out in the *Tsawout First Nation Land Code* and at the instruction of the Lands Manager:

- assist with the development of the Tsawout Lands administration system;
- advise Council and Tsawout staff on matters respecting Tsawout Land;
- recommend to Council Laws, Resolutions, policies and procedures respecting Tsawout Land;
- hold regular and special meetings of Members to discuss Tsawout Land issues and make recommendations to Council on the resolution of such issues;
- assist in the exchange of information regarding Tsawout Land matters between Members and Council;
- oversee community consultations and approvals under the Land Code; and
- perform such other duties and functions as Council may direct.

The Lands Management Committee must act in accordance with all Tsawout Laws and Policies, including the *Tsawout First Nation Land Code*, *Tsawout Financial Administration Law*, and Tsawout Lands Policies. Much of the work of the Lands Management Committee shall be conducted by a 5-person sub-committee established by the Lands Management Committee. The Tsawout Lands Department provides administrative support to the Lands Management Committee. One Council member sits as a non-voting member of the Lands Management Committee and acts as the liaison between the Lands Management Committee and Council.

LANDS NEWS

CALL FOR EXPRESSION OF INTEREST

Selection Criteria:

The Land Code states that the Land Management Committee will be made up of Eligible Voters appointed by Council in a manner so as to provide for a broad representation of Tsawout. **Council will appoint no more than 12 members to the Lands Management Committee, taking into consideration the importance of:**

- youth representatives;
- elder representatives;
- broad family representation; and
- a broad skill set of those represented on the Committee.

Time Commitment and Compensation:

The Lands Management Committee must operate within the annual budget of the Tsawout Lands Department. As such, time commitment will vary. The compensation for a committee member is set by Council.

Interested persons can apply by providing the Director of Lands the following information before 4:00pm on [December 20th]:

- their full name, mailing address, email address and telephone number; and
- a brief summary of their knowledge of Tsawout culture and traditions, educational achievements, work and volunteer history.

To provide this information orally, please contact the Director of Lands.

Director of Lands
Tsawout First Nation
7728 Tetayut Road
Saanichton, BC V8M 2E4
Phone: 1-250-652-9101
Email: landsmanager@tsawout.ca

EDUCATION NEWS

TSAWOUT LEARNING HOUSE

SD #63 STRIKE ENDS

Yes! All Saanich SD#63 Schools have re-opened and students returned to school as the strike ended November 18. We are so happy that your children are able to reconnect with their teachers, friends and most of all engage in their daily academic studies. Thank you to Miss Stephanie Henry, Miss Carolina Stratievsky, Miss Beatrice Sam, Curtis Claxton, Theresa Bartleman, Emma Winter-Pelkey, Annette Jolene and Hannah Krottner. Also, thank you to our UVIC 4th year Practicum Nurses: Rebecca Moore, Jessica Scott, Eden Smith, Rebecca Nguyen, Brooke Ellis, Talia Tanner and Michelle Cassidy for your availability and amazing support!

One of our grade 6 students said, "I wish the strike would end, I miss my friends, but I am happy to be here, to spend time with my cousins and my family."

We had a daily average of 22 students Kindergarten to Grade 8, at S ÁUTW I,TOTEL EW,ÁUTW, a multi-grade classroom, like the olden days. HÍ,SWKE - thank you to Tsawout First Nation Administration and Education Department for acknowledging that the past few weeks would have been more difficult and challenging for our families, had the Education Support Program not been implemented.

Take a look at the fun and educational activities our children participated in over the strike.



EDUCATION NEWS

TSAWOUT LEARNING HOUSE

"WELL DONE STINGERS... YOU MAKE US PROUD!"

"Last weekend, (November 16 & 17) Cailen Miller, Paiden Jenkinson, Cole Bains, Haldon Craig, Liam Ayres, Katie Nethercott, Emma Winter-Pelkey, Jillian Burell, and Izzy Miller represented Stellys at the BC High School Swim Championships in Richmond, BC. The team won 4 provincial

medals in the 100 free and 100 IM (Gold and Gold, Liam Ayres), the 50 free (Gold, Haldon Craig) and the 50 fly (Silver, Haldon Craig). The girls, boys, and mixed relay teams also qualified for several finals and did an awesome job of representing our school both in and out of the

PRACTICUM COMPLETE ✓

The UVIC 4th year Nurses had a final slide presentation and continental breakfast for the Tsawout Elders and relatives. This concludes their practicum hours at Tsawout Learning House.



TURTLE TALK

Thank you very much Tabita Marks, Tsawout Headstart Coordinator, and Beth Masselink for organizing the Tuesday Turtle Talk Sessions with the Primary children. Turtle Talk will begin November 26th and it will include SEN ○ EN with Beatrice Sam and Drumming and Singing with Romaine Underwood.

HOMEWORK HELP

Students who would like some extra help with homework, please know that Stelly's Secondary has extra supports available before school Monday - Friday from 7:15 am - 8:20 am in room 156 and after school Monday, Tuesday and Thursday from 3:05 pm - 4:00 pm, in the Learning Commons.

EDUCATION NEWS

TSAWOUT LEARNING HOUSE

Thank you to Cliff Power of the Extreme Outreach as we were gifted with 30 tickets to share with the First Nation Community and the Tsawout Assembly of Praise Church. These tickets were for 5-12 years old to attend a Santa's Workshop event at Tower Kitchen and Millworks in November. The children/youth were fed breakfast and then with the help of Tower Kitchen & Millwork seniors made a fun wooden toy.



It was a fantastic morning with the honouring of me, my husband Peter and Pastor Tabita Marks being recognized as also honouring children and youth of the First Nation Community! Extreme Outreach even provided bus transportation. Check out their website: www.extremeoutreach.com

FIRST NATIONS EDUCATION STEERING COMMITTEE

With the First Nations Education Steering Committee (FNESC) Skills Link Program grant of \$20,000 for Science and Technology, TLH will host Byte Camp Education starting with Code Your Own Adventure Winter Workshops on Thursdays from December 12th - February 27th, 2020. Coming into the New Year, Byte Camp Education will start Claymation Movie Production Winter Workshops on Tuesdays from January 7 - March 10, 2020.

I want to invite any Elders who are available and willing to share your teachings and stories with the TLH students during the Byte Camp sessions. You can contact me, or I may approach you to request your presence.

WORK EXPERIENCE

This is a reminder that all Work Experience students should have their enrolment forms signed by parents and supervisors in order for them to collect hours. If students have not picked up or submitted these forms, please visit your Career Center Counsellor as soon as possible. All Secondary students who worked at the TLH Summer Camp can claim these hours for your Work Experience.

VOLUNTEERS

We gladly accept parent/relatives to volunteer any day Monday through Friday, in the New Year. Please see Stephanie Adams to complete the Volunteer Waiver and obtain a letter for a Criminal Record Check request from Sidney R.C.M.P. and we still need qualified persons for the T.L.H. Substitute List, if you are interested please bring in a resume.

PLEASE NOTE: The last day of Tsawout Learning House will be Friday, December 20th and we will be re-opened on Tuesday, January 7, 2020. A BIG HÍ,SWKE to TLH and VNFC staff for your awesome work and support for our students, time for a well-deserved rest and time with your families over the Christmas Holiday.

HEALTH NEWS

TSAWOUT MEN'S TALKING CIRCLE

WHEN: Tuesdays - 5:30pm

WHERE: Elder's Room in the basement of the Health Office beside the elevator.

Entry can be made through the back door into the basement.

Respectfully submitted by Norm Underwood, Charles Harry and Chris de Boer.



Flu Shots



FLU SHOT CLINIC

Tsawout Health Department is holding a Flu Clinic on Thursday December 5th from 10:00 am - 2:00 pm on a walk-in basis.

SOCIAL DEVELOPMENT

NOTICE TO ALL CLIENTS ON INCOME ASSISTANCE

Please ensure that declarations and all supporting documents are in by the 15th of every month. All declarations require applicant signature and, if applicable, it must include spouse signature, job search form, hydro and phone bill (if eligible), most recent paystubs and bank statements, if required.

**** NO DECLARATION (paystubs, job search) = NO CHEQUE ****

Cheque issue is the last Wednesday of every month. Cheques are available for pick up between 9 am to noon and 1 pm to 4 pm. No calls are taken on cheque day and no one can pick up someone else's S/A cheque unless that person is seriously ill, has mobility barriers or other extenuating circumstances.

Clients who submit their documents AFTER the deadline date can pick up their cheque on the following Friday.

Clients who need to update their file or apply for S/A need to book an appointment between Tues. to Thurs.

NOTICE TO ALL EMPLOYABLE CLIENTS

It is **MANDATORY** that all employable people seek employment. According to Social Development Policy 2.2: Termination of Benefits – Refusal or abandonment of employment opportunities, refusal to participate in an appropriate training or education opportunity or rehabilitation program will result in Social Development closing your file.

Failure to show any effort in seeking employment or education opportunities such as job searching, employment workshops or upgrading - will result with your SA file being closed. Whenever a decision is made to terminate client benefits, the client has a right to appeal the decision to Aboriginal Affairs and Northern Development Canada by picking up an administrative review form from Social Development. Thank you.

Tsawout Social Development (SD) – Income Assistance Application Process

STEP 1 – OBTAIN APPLICATION FROM TSAWOUT RECEPTION TO MAKE AN APPOINTMENT.

NO APPOINTMENTS WILL BE MADE A WEEK PRIOR TO OR DURING THE WEEK OF CHEQUE ISSUE.

- Complete Social Assistance Application Package
- Identification – Adults – 2 each (1 must be a photo)
- Identification – Children - 1 each
- Verification of Income – 60 day bank statements, pay stubs, 2 most recent pay stubs, EI Income and Spousal Support
- Utility Bills – BC Hydro, phone bill, gas or oil bill
- Tenancy Agreement – Tsawout Social Housing, CMHC documents or mortgage documents
- Privately Owned Homes – proof of ownership documentation
- Tax Forms – Canada Child Benefit, Notice of Assessment
- Other Supporting Documents

STEP 2 – INTAKE APPOINTMENT

- Bring all supporting documents to your appointment
- If you have a spouse, he/she needs to be present to sign all documentation
- Employable clients are required to discuss a plan to obtain employment or have an education plan to attain further skills that will help you gain employment.
- If you are unable to seek employment, the worker will need a medical note that will temporarily excuse you from seeking employment or until you are eligible to apply for PPMB (Person with Persistent Multiple Barriers) or PWD (Person with Disability) designation.

STEP 3 – PROCESSING

- Allow up to 5-7 business days for application approval.
- Worker will notify you of your eligibility for Income Assistance.
- We understand that you are in need of help and your matters are important to us. We are doing due diligence to ensure that the process is completed in a timely manner. We appreciate your patience.

STEP 4 – YOU HAVE BEEN CONTACTED TO INFORM YOU OF YOUR ELIBILITY STATUS







- **Approved Applicants** – Will now have the responsibility to assure that all documentation (Declaration, utility bills, pay stubs, job search or any other required documents) is submitted by the 15th of each month to ensure they receive their entitlement on time. ALL clients have a responsibility.
- **Ineligible Applicants** – Varies on the situation.
- Will have an opportunity to gather missing or additional supporting documents.
- If you are eligible for EI or in receipt of EI, you will not be eligible for Income Assistance.
- You have earned income that is more than what you are eligible to receive, then you have to wait 30 days to reapply.
- If applicant does not agree with the decision, the applicant can appeal the decision – Inquire about this process with the Social Development Worker.




**** Thank you for reviewing this information. It helps the review and assessment process. Social Development can be contacted at 250-652-9101 (ext. 306).**

GARBAGE, COMPOST & RECYCLING

DECEMBER

2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
						
8	9	10	11	12	13	14
		 				
15	16	17	18	19	20	21
						
22 First Day of Winter	23	24 Christmas Eve	25 Christmas	26	27	28
		 				
29	30	31 New Year's Eve	1	2	3	4
						

 = Garbage  = Compost  = Recycling

IMPORTANT NOTES

GARBAGE PICK-UP (ONCE A WEEK). If your garbage is missed or not picked up, call BFI directly at 250-652-4414

COMPOST (BI-WEEKLY). If your compost is missed or not picked up, call Refuse at 250-381-6007. If called the same day or early the next day, it is possible to have it picked up the same week if they are in the area and they will ask you to have it at the end of the driveway by 7:00 am on whichever date they advise. If not, it will have to wait until the next regular pick-up date.

RECYCLE (BI-WEEKLY). If your recycle is missed or not picked up, call Emterra at 250-385-4399. Call by 11:00 the next day and they can probably do a pick-up. If any later, it would have to wait until the next pick-up date.

Reminder that the Heavy Garbage Program has ended. Please do not leave heavy garbage on the side of the road. We continue to clean up the dumpsite on Longhouse Road from the previous years programs. Please discard your heavy garbage at local metal recycle or Hartland landfill.

FACILITY RENTALS

Are you planning a party or a special event? Tsawout's Community Facility has some great spaces to hold your special gathering! Our facilities are available to both Tsawout members and the general public. Daily and hourly rates are available.

HOURLY RATES	<i>MEMBERS</i>	<i>GENERAL PUBLIC</i>
Gymnasium	\$20/HR	\$40/HR
Multi-purpose Room	\$11/HR	\$22/HR
Auditorium	\$16/HR	\$32/HR

DAILY RATES	<i>MEMBERS</i>	<i>GENERAL PUBLIC</i>
Gymnasium	\$175/DAY	\$375/DAY
Multi-purpose Room	\$105/DAY	\$210/DAY
Auditorium	\$155/DAY	\$320/DAY

ADDITIONAL INFORMATION

Catering is available upon request at an additional cost.

Projectors and projector screens are also available.

Projector: \$50

Screen: \$20

Table Cloths \$2 per table

Setup and host included in rental

For more information, contact Reception at (250) 652-9101 or reception@tsawout.ca.