

### ACTIVITY 4: CAREERS AT THE NATIONAL ENERGY BOARD: WHAT'S THEIR BACKGROUND?

<b>OVERVIEW</b>	This activity is designed to illustrate non-conventional jobs at the National Energy Board that represent a variety of educational trajectories. Students may be surprised by the many different types of people hired by the NEB, including artists, communication specialists, writers and engineers.
<b>LEARNING OUTCOMES</b>	<ul style="list-style-type: none"> <li>• Recognize that scientific institutions require contributions from people with a variety of backgrounds and interests.</li> <li>• Discover various entry points into employment in the science and technology field, contributing to their job search skills development.</li> </ul>
<b>MATERIALS</b>	<ul style="list-style-type: none"> <li>• Sticky notes (3-4 per student)</li> <li>• Sharpie markers</li> <li>• One set of NEB Employee Profiles to post around the room (large print)</li> <li>• One set of NEB Employee Profiles per group (small print)</li> </ul>
<b>NEB VISUALIZATION(S)</b>	None
<b>WHAT TO DO?</b>	<ol style="list-style-type: none"> <li>1. With the class, brainstorm what kinds of jobs might be available at the National Energy Board. Write these on individual sticky notes and post on the board. Sort them into general categories.</li> <li>2. Split students into groups representing the general categories above. What education or experience would be required for that type of job? Write these on individual sticky notes and post on the board.</li> <li>3. Do the profiles created represent the abilities and interests of everyone in the room? Which kinds of jobs are represented? Which are absent?</li> <li>4. Post the large print profiles around the room and ask students to roam and read. Did anything surprise them?</li> <li>5. Hand out one set of National Energy Board Employee Profiles per group. After looking at the profiles, do they see some of the “absent” categories from Step 3? Did anything surprise them?</li> </ol>
<b>HOMEWORK/ EXTENSION</b>	<ol style="list-style-type: none"> <li>1. Find the Careers page of the National Energy Board (Home &gt; About Us &gt; Careers)</li> <li>2. Are you eligible for the Federal Student Work Experience Program? Optional: give students some time to create an account with the FSWEPE or negotiate with your school's career counseling program</li> <li>3. Which social media platforms might NEB jobs appear on? Twitter, LinkedIn (specified in the Careers page)</li> <li>4. What does the NEB expect to see in your cover letter? Name of position, position ID number, and to list how you meet the essential qualifications listed on the Statement of Merit Criteria.</li> <li>5. What does the NEB expect to see in your CV? Profile (language, skill and attitude highlights), Formal Education, Work Experience (Career Summary), Volunteer Experience, Professional Development, Awards (and recognition), Other Requested Information (e.g. citizenship,)</li> <li>6. What is the difference between formal education and professional development? Formal education represents a degree-granting program such as high school and college diplomas and university degrees. Professional development represents workshops, individual courses and institutes you have attended to develop skills and abilities related to the position. PD includes personal development workshops such as teambuilding and communication skills.</li> </ol>



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### MEET: **Alison**

**EDUCATION:** Bachelor of Elementary Education

**EXPERIENTIAL/ON THE JOB EDUCATION:** Hands-on learning through job shadowing and “on the job” training/courses

**WHERE WERE YOU BORN?** Rocky Mountain House, AB

**WHAT'S YOUR FAVOURITE ANIMAL:** Dogs – We just adopted a dog from Alberta Animal Rescue Crew Society and named her Spirit.

**WHAT'S YOUR FAMILY LIKE?** Growing up, my family did a lot of skiing, hiking, canoeing and camping. We even did a 9-week trip to Europe when I was in grade 7, which was amazing! I am also Métis – I'm learning about my family history and Indigenous Ways of Knowing and to be proud of my heritage.

**TITLE:** Compensation Advisor (Pay and Benefits – Human Resources)

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** A construction class in high school.

**WHAT WAS YOUR VERY FIRST JOB EVER?** I worked at Sobeys in the bakery and cake department.

**FIRST JOB AFTER GRADUATING?** After high school, I did a youth volunteer program called Katimavik, where I travelled and worked in three provinces with 10 other youth from all over Canada. Afterwards, I joined Katimavik's head office in Montreal, working in participant recruitment.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** I want to improve my French and learn more about Indigenous cultures and traditions.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB:** Every day is different, fast-paced, and challenging, and I'm always learning something new. I love having a career with the Federal Public Service because opportunities are plentiful – you can have 25 different jobs over your career with one employer! There are so many interesting positions in all departments, located across Canada and even overseas.

**HOW DID YOU COME TO WORK FOR THE NEB?** I have worked with the Government of Canada for almost 8 years. I started with Parks Canada as a Heritage Presenter during summer breaks between university semesters. After graduating, I secured a term position and I have been with the Federal Government ever since. The NEB is my fourth governmental department, and I have been working here for 1.5 years. I love it!



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### MEET: Amadou

**TITLE:** Engineer, Pipeline Integrity Management

**EDUCATION:** B.Sc. in Mechanical Engineering, M.Sc. in Industrial Engineering

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** Physics.

**TRAINING AND EXPERIENCE:** Training in pipeline integrity management, application assessment, compliance verification activities (e.g. field inspection, implementation assessment and audit), and incident investigation.

**WHAT DO YOU WANT TO LEARN?**  
I'd like to continuously improve my skills, stay on top of current technical trends and do more leadership development training.



**WHERE WERE YOU BORN?** Mali, Africa

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?** Working within an interesting, dynamic, knowledgeable engineering team to continuously find solutions to challenging pipeline integrity issues across Canada.

**WHAT'S YOUR FAVOURITE ANIMAL:** Doves

**HOW DID YOU COME TO WORK AT THE NEB?** Through the National Energy Board's (NEB) online job posting and application portal.

**FIRST JOB AFTER GRADUATING:** I was the service workshop technical lead for a Caterpillar dealer in Mali, Africa.

**WHAT WAS YOUR VERY FIRST JOB EVER?** I was a machine tool operator helper (lathe machine and milling machine).



## ACTIVITY 4: CAREERS AT THE NATIONAL ENERGY BOARD: WHAT'S THEIR BACKGROUND?

### MEET: **Amanda**

**TITLE:** Communications Officer

**EDUCATION:** BA in Public Relations from Mount Royal University

**WHERE WERE YOU BORN?** Venezuela

**WHAT'S YOUR FAVOURITE ANIMAL:** Pandas! They're very cute and seem so huggable (although I heard they aren't).

#### WHAT'S YOUR FAMILY LIKE?

We're very close to each other. My dad is pretty quiet, but my mother is short and sassy. My brother is a teacher and extremely intelligent. My sister is a smart, creative person who just had her first child! My extended family is a lot of fun – they like to have loud dance parties with Caribbean music. My boyfriend is shy and respectful and makes me laugh as no one else can.



**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** If I had to pick one, it would be social studies. I'm passionate about history.

**WHAT WAS YOUR VERY FIRST JOB EVER?** My first job was at Rexall Pharmacy as a front store clerk when I was 16.

**FIRST JOB AFTER GRADUATING?** NEB! After graduating in November 2018, I was hired as a term at the NEB a few weeks later. I feel extremely fortunate.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Learning about the NEB, staff, stakeholders, Indigenous communities and how to incorporate reconciliation into my work and life.

#### WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB:

Working in media relations is always exciting because I get to help communicate the NEB's story to the public. The most interesting part of my job is the potential to make changes within the communications field, using my knowledge and talent.

**HOW DID YOU COME TO WORK FOR THE NEB?** I started as a student in January 2018. I worked really hard during my student term and made relationships throughout the office, which was key to getting my position later.



## ACTIVITY 4: CAREERS AT THE NATIONAL ENERGY BOARD: WHAT'S THEIR BACKGROUND?

### MEET: **Andrea**

**TITLE:** Market Analyst/Project Manager – Energy Futures

**EDUCATION:** Business Administration at UPEI, Masters in Public Administration at Dalhousie University

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?**  
Global development

**WHERE WERE YOU BORN?**  
Summerside, PEI

**WHAT WAS YOUR VERY FIRST JOB EVER?** Movie theatre

**WHAT'S YOUR FAMILY LIKE?** My family is not typical. Divorced parents and half siblings on both sides. People have stuck very close to home, and mostly live in PEI. I was the first person in my family (Mom's side) to go to university and grad school.

**FIRST JOB AFTER GRADUATING?** A Policy Analyst at Western Economic Diversification Canada in Edmonton, a federal regional economic development agency.

**WHAT'S YOUR FAVOURITE ANIMAL?** Giraffe

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?** The most interesting thing about my job is working in several areas and learning about various parts of the Board's work at once. I'm a Project Manager, but also do natural gas market analysis. Part of my job is also doing regulatory work and providing market analysis and expertise to Board Members during our hearing processes. At the Board, you have the opportunity to work on different kinds of projects all the time with people from around the organization. I stay interested in my job because my work is always changing and I'm constantly learning from my co-workers.

#### **HOW DID YOU COME TO WORK FOR THE NEB?**

I moved to Calgary in 2009 after grad school and decided my goal was to work at the National Energy Board. In grad school, I became very interested in energy, particularly the oil sands, and incorporated that into some of my graduate work. Because of my background working for the federal government as a student for almost four years, the Board seemed like the perfect for me: it integrated my federal government experience and education with my interest in energy. It was the recession, so I took a job in Edmonton with Western Economic Diversification. A couple years later, I got a job offer from the NEB! At that time, I was working for the Petroleum Technology Alliance Canada (PTAC), an industry association in Calgary, as Manager of Technology Development.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** I currently manage the Board's flagship report, Energy Futures. It's a very complex and technical report. I'd like to continue to work on Energy Futures to build my competency around Canadian energy supply and demand forecasts and how climate policy is shaping the energy landscape. I would also like to continue to work on hearings and get that in-depth, technical knowledge of the companies and pipelines we regulate. This is where you really build your expertise in energy markets.



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### MEET: **Andria**

**TITLE:** Environmental Specialist, Inspection Officer; Environmental Protection team, Field Operations.

**EDUCATION:** Bachelor of Science (Honours) in Marine Biology and Oceanography (Dalhousie University, 2006), Masters of Marine Management (Dalhousie, 2016).

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?**  
Math

**EXPERIENTIAL/ON THE JOB EDUCATION:** The Inspection Officer path involves a lot of on-the-job learning from more experienced IOs including learning about pipeline construction and mitigation measures to protect the environment

**WHAT WAS YOUR VERY FIRST JOB EVER?** Lifeguard

**WHERE WERE YOU BORN?** Toronto, Ontario

**FIRST JOB AFTER GRADUATING?** Outreach Specialist at Discovery Centre (Halifax NS; science centre). I traveled to elementary schools around the city and did curriculum-based hands-on science activities with students.

**WHAT'S YOUR FAVOURITE ANIMAL?** I love all animals, with some exceptions (like spiders) but I think as a group the octopus is one of my favourites (can't narrow down to be species level though); I'm impressed with their intelligence and camouflage abilities.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?** I learn something new almost daily and I love traveling to parts of the country that I might not otherwise see.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** No specific subject matter comes to mind, but when there's an opportunity to learn anything I jump at it.

**HOW DID YOU COME TO WORK FOR THE NEB?** I moved to Calgary from Halifax in 2011 and saw the NEB job posting in 2012. I applied and qualified and was in a pool for about a year before I was hired. I was attracted by the work/life balance, benefits and a chance to serve Canadians and see the country.



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**EDUCATION:** BA in Law & Society and a History minor from the University of Calgary

**EXPERIENTIAL/ON THE JOB EDUCATION:** Indigenous engagement-focused training as well as conferences on the subjects I love. Also, regulatory and safety training.

### MEET: **Angelina**

**TITLE:** Indigenous Engagement Specialist

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** I have always loved Social Studies, learning about history and politics.

**WHAT WAS YOUR VERY FIRST JOB EVER?** Working at my school library.

**FIRST JOB AFTER GRADUATING?** NEB! Receptionist/document control person in a law office downtown.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Everything and anything! I love learning about other cultures, as well as sharing my First Nation history and culture with others.

**HOW DID YOU COME TO WORK FOR THE NEB?** Before applying to the NEB, I worked with and supported Indigenous communities in conducting Environmental Assessments for about eight years. I took the position with NEB because the role entailed working with Indigenous peoples across Canada.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB:** I feel like I'm learning and experiencing new things every day. Like when I meet someone new and share information, or when they teach me something that I did not know before. Life is a long journey!



**WHERE WERE YOU BORN?** I was born in Treaty 7 Territory (Calgary). My dad is from Kainai Nation (also known as the Blood Tribe) and my mom is from Tsuut'ina Nation.

**WHAT'S YOUR FAVOURITE ANIMAL:** Cat cuddles are the best.

**WHAT'S YOUR FAMILY LIKE?** I have a very big family: two brothers and two sisters! With five of us growing up and very close in age, there was the odd sibling disagreements but the older and older you get the more and more you appreciate and love all of your family time. My mom and dad live near to me in Calgary, so I visit them and my grandma as much as possible. I have a daughter who just turned 3 years old, whom I love with my whole heart. It is very important to me that my daughter Stella knows her roots and where she comes from. Appreciating and acknowledging our ancestors is a beautiful lesson that I learned as a child – one that I will make sure my “girly” learns too!



**ACTIVITY 4: CAREERS AT THE NATIONAL ENERGY BOARD:  
WHAT'S THEIR BACKGROUND?****MEET: Jason****TITLE:** Graphic Designer**EDUCATION:** International Academy of Design. Toronto, ON**WHERE WERE YOU BORN?**  
Blind River, ON**WHAT'S YOUR FAVOURITE ANIMAL?** I don't really have a favourite animal**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?**  
I get to work with some awesome people!**HOW DID YOU COME TO WORK FOR THE NEB?** I was working in a print shop in Edmonton and a friend of mine who lived in Calgary stumbled across a job application for the NEB and said I should apply. I had a job interview a few weeks later with some awesome people who have long since retired. I've been here 18 years and I'll probably put in at least another 13 (according to when I can retire).**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** I didn't really like high school that much. I just barely graduated. I would have to say band or art.**FIRST JOB AFTER GRADUATING?** Hockey News Magazine. Literally, after 5 minutes of my final exam I was headhunted to start work the same afternoon color correcting the faces of goalies for their year-end magazine. I went from making \$8 an hour in a hardware store to making \$25 an hour. When I received my first paycheck I almost wept.**WHAT WAS YOUR VERY FIRST JOB EVER?** Flipping burgers at Peggy Sue's Diner in Brandon, Manitoba

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**EDUCATION:** Certificate of Arts and Sciences and Fish and Wildlife Technician Diploma from the College of the North Atlantic. Bachelor of Science in Restoration Ecology from the British Columbia Institute of Technology.

### EXPERIENTIAL/ON THE JOB

**EDUCATION:** I was a Heavy Equipment Operator at Detoncho Training Academy in Yellowknife, NT. I also was a Camp Manager/ Conservation Officer at the Tundra Ecosystem Research Station for Government of the Northwest Territories in the Environment and Natural Resources Division located in Daring Lake.

**WHAT'S YOUR FAVOURITE ANIMAL:** I love all animals, insects and biota. If I must choose, it would be a Raven.

**WHERE WERE YOU BORN?** Fort McMurray, AB, Canada.

### WHAT'S YOUR FAMILY LIKE?

My mother is Denesuline (Chipewyan) from the Northwest Territories, and my father is from Newfoundland (Irish descent). I'm close with my family and have inherited many valuable traits and characteristics from both sides.

## MEET: Lucas

**TITLE:** Environmental Specialist – Environmental Protection

**ROLE:** Environmental Inspection Officer/ Conservation Officer (In training)



**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?** Social Studies.

**WHAT WAS YOUR VERY FIRST JOB EVER?** In high school, I worked as a part-time grocery store clerk, stocking shelves and unloading freight.

**FIRST JOB AFTER GRADUATING?** After graduating high school, my first full-time job was an administrative assistant for the Public Service Alliance of Canada (PSAC).

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Eventually, I would like to complete a Master's Degree, furthering my education and becoming a leader in the environmental field.

### WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?

I get to travel all over Western Canada and visit communities that I would probably never visit if I didn't work as an Inspection Officer for the Board.

**HOW DID YOU COME TO WORK FOR THE NEB?** I saw a job posting on the Government of Canada Job website and applied. After passing the screening exam, I rented a board room from the local employment office and interviewed for the job via teleconference. What happened next is fairly obvious – I was selected for the position.



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**EDUCATION:** MSc Oil and Gas Engineering, BSc Chemical Engineering

**MEET:** **Negar**

**TITLE:** Engineer

**WHAT WAS YOUR FAVOURITE SUBJECT IN GRADE SCHOOL?** Persian Literature and Creative Writing

**EXPERIENTIAL/ON THE JOB EDUCATION:** Various industry courses. Some examples include: Defect Assessment in Pipelines, Pipeline Geohazard Management, Pipeline Integrity Management, Incident Investigation – DNV, Directional Drilling, Formation Evaluation, Geomagnetic Referencing.

**WHAT WAS YOUR VERY FIRST JOB EVER?** I worked as a co-op student (process engineer) for one summer in a food factory outside Tehran, Iran.



**FIRST JOB AFTER GRADUATING?** Process Engineer

**WHERE WERE YOU BORN?** Tehran, Iran

**WHAT'S YOUR FAVOURITE ANIMAL?** Owl

**WHAT'S YOUR FAMILY LIKE?** I am married to a South African and we have two beautiful children.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?** The people I work with across the organization and the diverse nature of the projects that we get to work on in my new team (Research and Innovation).

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Too many things! But on top of my list are learning about Canadian indigenous culture and history, sharpening my leadership skills and playing a music instrument.

**HOW DID YOU COME TO WORK FOR THE NEB?** Before I joined the NEB, I was a drilling engineer working on onshore and offshore projects. I travelled and worked globally for 15 years after my graduation in 2000. I completed my Master's Degree in 2014 and applied for an engineering position that had just opened up at the NEB. I joined the NEB in 2015 as an Engineer in Pipeline Integrity team.



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### MEET: **Rohini**

**TITLE:** HR Assistant

**EDUCATION:** BComm. Human Resources and B.A Psychology

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?**  
Science

**EXPERIENTIAL/ON THE JOB EDUCATION:** E-learning (created orientation courses for the NEB)

**WHAT WAS YOUR VERY FIRST JOB EVER?** Teaching kindergarten kids in India (math, English, Hindi and drawing)

**WHERE WERE YOU BORN?**  
Calgary, AB

**FIRST JOB AFTER GRADUATING?**  
National Energy Board



**WHAT'S YOUR FAMILY LIKE?** I have a small family but they are truly the best. My cute mom lives in India with my sweet grandmother. My twin brother lives in Calgary downtown. Even though my family is scattered and we may not see each other in person that often, we do love each other and support each other. My grandparents played a huge role in my life when I lived in India. I lived in India with them from grade 1-grade 5. My brother works at EY in the valuations team and my mom is a professor. My grandma owns and is the principal of a kindergarten school. My grandpa was a sweet gentle supportive pillar of the family. He used to work in the mines in India.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Labour Relations, Workforce Planning, Employee Relations, Organizational Culture, Health and Safety, Leadership roles, and Change Management. I am sure there are more areas but for now this is all I can think off...

**HOW DID YOU COME TO WORK FOR THE NEB?** I started off as a co-op student in 2012 and then kept coming back as a casual a few times, a contractor (to provide e-learning services) and now a term with the NEB.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB?** The variety of HR disciplines that I get to explore- Learning and Development, Awards and Recognition, Workforce Planning, Staffing, Performance Management, Top 100 (Communications/Employee Morale). There is always something to do since this role requires holistic thinking of the organization. Especially in this time of change and transition, we have more exciting projects that are all priority. We have new leadership as well and so far, they have been very supportive and strategic. I also enjoy engaging, interacting and working with employees across the organization, from different departments.

**WHAT'S YOUR FAVOURITE ANIMAL?** My last name Singh means a lion so naturally I am attracted to this fearless, majestic creature. A lion is definitely one of my favorite animals, because it's protective of its family and fearless. This goes with tigers and wild cats as well. My favorite animal changes in relation to how I feel in life at that moment. I love elephants as well because of their gentle nature.



## ACTIVITY 4: CAREERS AT THE NATIONAL ENERGY BOARD: WHAT'S THEIR BACKGROUND?

**EDUCATION:** Bachelor of Business Administration and a Certificate in Petroleum Land Management from Mount Royal University.

### EXPERIENTIAL/ON THE JOB

**EDUCATION:** I can't say enough about the value of "on-the-job" education and learning from colleagues. I also find that travelling contributes enormously to my own personal growth – it's helped me to appreciate different perspectives and lifestyles.

### WHERE WERE YOU BORN?

Born and raised outside of Rocky Mountain House, AB (Treaty 6).

### WHAT'S YOUR FAMILY LIKE?

Hardworking, social, friendly and outdoor lovers! Growing up, we spent a lot of time outdoors, giving me a connection and appreciation for nature. They also are competitive and have great senses of humour.

### WHAT'S YOUR FAVOURITE ANIMAL:

I have two! My traditional name means Butterfly Woman, so I often look to the metamorphosis that butterflies experience during times of change. It reminds me of how beautiful and necessary change can be. I grew up with horses, and have always found their spirit very calming and safe. The bond you can create with a horse is pretty magical.

## MEET: Victoria/Apanakii

(My traditional name in Blackfoot is Butterfly Woman)

**TITLE:** Indigenous Engagement Specialist – Socio-Economics

**WHAT WAS YOUR FAVORITE SUBJECT IN GRADE SCHOOL?**  
Social studies.

**WHAT WAS YOUR VERY FIRST JOB EVER?** Pumping gas at a Shell gas station all through high school. I loved that job! It actually helped me to get my foot in the door when I started at Shell.

### FIRST JOB AFTER GRADUATING?

I worked on my business degree in the evenings throughout my career, so technically the National Energy Board is my first job since I graduated this spring.

**WHAT DO YOU STILL WANT TO LEARN ABOUT?** Right now, I want to learn more about leadership and effective strategies in public participation. I'm a forever student!

**HOW DID YOU COME TO WORK FOR THE NEB?** I really wanted to get a new perspective on the energy industry. After working in the private sector for 12 years, I was ready to bring that knowledge to the public sector and begin working for a better Canada instead of a company's bottom line. I felt that I could help build bridges and relationships between the NEB and Indigenous communities. I like to say the job found me and it's truly an honour to do this work.

**WHAT IS THE MOST INTERESTING THING ABOUT YOUR JOB:** I meet people from all over and from all backgrounds. The brilliant and inspiring minds that I get to work with at the Board, coupled with memorable experiences when I'm out in Indigenous communities makes this feel like a dream job. As Project Manager for the Board's Indigenous Awareness initiatives, I'm able to keep learning and appreciating my culture, as well as find cool, educational opportunities for staff to build upon their knowledge and cultural skills. It's a pretty amazing thing to be able to witness their own journeys of reconciliation!

