KITIGAN ZIBI ANISHINABEG
P.O. Box 309, Maniwaki, QC J9E 3C9 Tel: (819) 449-5170 Fax: (819) 449-5673

Please be advised:

Kitigan Zibi Anishinabeg Community Band Meeting

Saturday, November 5th 2022

9:30am – 12pm

KITIGAN ZIBI ANISHINABEG
P.O. Box 309, Maniwaki, QC J9E 3C9 Tel: (819) 449-5170 Fax: (819) 449-5673

Kitigan Zibi Anishinabeg
Request for Proposal (RFP)

RFP Project: Kitigan Zibi Community Sports Center Business Plan – Kitigan Zibi Anishinabeg

Community Background

Kitigan Zibi Anishinabeg is a First Nation community situated beside the Municipality of Maniwaki Quebec and approximately 130 kilometers north of Ottawa/Gatineau. Kitigan Zibi Anishinabeg community was established in 1853 and is the largest of the eleven Algonquin communities in Canada. Kitigan Zibi Anishinabeg covers 21,019.69 hectares of land with 3,153 registered community members.

The Kitigan Zibi Anishinabeg governance system consists of one Chief and six Councilors. The Band Council is responsible for the overall implementation of programs/services as well as being responsible to protect the rights of its membership within the traditional territory. Kitigan Zibi Anishinabeg means "Garden River People" in the Algonquin language.

Project Description

The Kitigan Zibi Anishinabeg (KZA) community wishes to explore the opportunity of establishing a Community Sports Center (Arena) within the community. Many First Nation communities across Canada have or are in the process of developing a community Sports Center for their communities.

The Chief and Council organized a community presentation on June 1st, 2022 highlighting the architectural plans/design and additional information for the new community Sports Center. The Chief and Council agreed with the feedback and comments provided by the members who attended this presentation regarding viability, operational costs, expanding the seating capacity and developing a structured business plan.

This RFP is to solicit proposals to support Kitigan Zibi Anishinabeg in the development and establishment of a Community Sports Center. The project includes research into governance models and best practices, as well as coordination and management of the development and establishment of the Sports Center model chosen by Kitigan Zibi Anishinabeg.

A business plan/study will help KZA to determine the viability of a Community Sports Center (Arena) and estimate the financial, human and technical resources that will be needed to ensure the successful launching of this new community infrastructure building.

The KZA Chief and Council will provide an overview and presentation of the final business plan in the hopes of building the arena in the spring of 2023.

Design Requirements

1. Governance Structure:

The plan shall address the overall structure of establishing a Community Sports Center (Arena), identify key positions, the board structure, the hosting of an annual general meeting and target potential board members. In addition, highlight the Political Role of the Chief and Council, the sector operations and how will this infrastructure project benefit the community, support the community and other programs and services.

2. Business Plan Structure:

The business plan shall research the existing recreational services in Kitigan Zibi, evaluate the Community Sports Center (Arena) needs, highlight the pros and cons of different structures (corporate, community owned, etc.), the Community Sports Center profile, a strategic marketing plan, the functions and the operational plan, a financial plan with sources and application of funds, as well as the startup costs. Finally, a detailed report on the viability of the project.

3. Assessment of Corporate Resources:

Research, evaluate and assess what Kitigan Zibi Anishinabeg has to contribute towards developing a Sports Center in terms of resources and further demonstrate the strengths that would attract potential clients, weaknesses that may detract from the ability to attract potential clients and how these strengths and weaknesses should be leveraged and/or managed (SWOT Analysis).

4. Action Plan:

Steps required to implement the business plan to meet the goals and objectives. Steps to take the business plan to providing a final presentation to the KZA community members.

RFP Mandatory Requirement

Bidders shall provide the following information to submit their application:

- A profile of their firm outlining their company history or a profile of the consultant(s) history;
- Contact information, including mailing and email address;
- A complete listing of all key personnel relating to this RFP, including subcontractors, who will be assigned to this project. This will include their relevant experience and qualifications and their roles and responsibilities in this project;
- Project leader must have professional experience in carrying out at least 2 First Nations studies/business plans for clients;
- A project work plan for the feasibility study (schedule for the work);
- Price quote;
- Proposals shall include a list of three references including names, position, telephone numbers and E-mail addresses for which the Bidder has performed similar work. These references might

be contacted during the proposal evaluation phase to determine their satisfaction with the work carried out;

Confidentiality

The successful vendor and its employees may have access to information confidential to Kitigan Zibi Anishinabeg. This information may include, but is not limited to, terms of the agreement, business methods and systems, contractual terms, pricing, personal information etc. subject to disclosure by law, the successful vendor agrees that it and its employees who have access to this information will not either during the term of the agreement or at any time thereafter reveal to any third party confidential information or use in anyway, whether on the successful vendor's behalf or on behalf of any third party, any such information.

Project Duration

The work for this project shall commence on November 28th, 2022 and be completed by no later than March 6th, 2023 (15 weeks total).

Timeframe of Study

- Contract awarded to the consultant/company (November 16th, 2022).
- Finalized project work plan required within 5 business days of the awarded contract (November 25th, 2022).
- Mid-point draft report due during the 6th week of the project (January 6th, 2022).
- The contractor will provide 1 electronic copy (PDF) and 15 printed bound copies of the final report by (March 6th, 2023).
- A time and date will be determined to present these findings to Chief and Council after the report submission (TBD).

Closing date for submissions

- **All project submissions for this RFP must be received no later than 4:00p.m (eastern time) on November 10th, 2022. *Late proposals will not be accepted***

The Kitigan Zibi Anishinabeg Band Council shall review all RFP submissions to ensure that all required information is provided. The KZA Band Council does not commit to necessarily accepting the lowest bid for this project. Preference will be given to a Kitigan Zibi Anishinabeg business/consultant who can demonstrate that they have met all the mandatory requirements and have the professional experience to carry out the work

Candidates must send their RFP submissions to:

Christine Stevens, KZA Community Service Director
P.O. Box 309 Maniwaki, Quebec J9E 3C9
Tel: 819-449-5170 Ext: 1002
Email: christine.stevens@kza.qc.ca

Kitigan Zibi Anishinabeg

P.O. Box 309, Maniwaki, PQ J9E 3C9 Tel: (819) 449-5170 Fax:(819) 449-5673

JOB OPPORTUNITY
EXTENSION, TO THE GENERAL PUBLIC

POSITION:	Finance Director
LOCATION:	Kitigan Zibi Anishinabeg Administration Office 1 Paganakomin Mikan
WORK SCHEDULE:	35 hours a week. Monday to Friday
TERM:	Indeterminate. 6 month probationary period.
SALARY:	Level 12, (Range to be determined according to experience) ($78,468.88 – $98,071.03 per annum)
DEADLINE TO APPLY:	**Position Open until Filled.**

The Finance Director will assume a management role to oversee finance transactions and bookkeeping. The incumbent will collaborate in the role of planning, directing and controlling financial functions for the Community. The incumbent must review and update internal policies and financial control mechanisms so as to ensure compliance to the Canadian Public Sector Accounting Standards.

If you are interested in applying for the position, please forward your current resume with copies of education/degree and any designation or certification attained to: Janet Brascoupe, Employment/Training Officer, at the Kitigan Zibi Anishinabeg Administration Office. 1 Paganakomin Mikan, Maniwaki, Quebec J9E 3C9. This position is open until filled.

Contact information:

Email: janet.brascoupe@kza.qc.ca
Phone: 819-449-5170
Fax: 819-449-5673

Only selected candidates will be contacted for an interview.

Kitigan Zibi Anishinabeg
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Finance Director
JOB DESCRIPTION

GENERAL INFORMATION	
Job Title	Finance Director
Category	Professional
Sector	Administration
Location	Kitigan Zibi Anishinabeg Administration Office
Terms	Indeterminate Full-Time
Hours	35 hours Flexible
Immediate supervisor	Kitigan Zibi Band Council
Date of job description	November 2021

JOB SUMMARY

The Finance Director will assume a management role to oversee finance transactions and bookkeeping. The incumbent will collaborate in the role of planning, directing and controlling financial functions for the Community. The incumbent must review and update internal policies and financial control mechanisms so as to ensure compliance to the Canadian Public Sector Accounting Standards.

KEY DUTIES

The Finance Director will:

- Manage accounting and financial systems and maintain full and accurate accounting records
- Conduct financial analysis and prepare detailed financial reports and statements
- Be responsible for all functions within the finance sector, accounts payable, accounts receivables and payroll
- Provide financial and accounting advice, direction and leadership
- Ensure compliance with financial legislation, policies and procedures and adhere to the terms of all Funding and Contribution Agreements
- Develop and implement purchasing practices and monitor the purchasing system
- Prepare audit tender documents and administer contracts
- Respond to auditors' comments concerning finances and operations and oversee required action to address deficiencies
- Implement and monitor payment authority practices
- Establish and maintain cash controls
- Ensures all remittances balance and respective payments are issued on time
- Monitor department spending and recommend corrective actions as necessary
- Manage investments and reserves

- Reconcile general ledger accounts
- Evaluate the performance of, and provide training and development opportunities for, Finance and Administrative staff
- Manage the maintenance and upgrade of financial and payroll information systems
- Provide leadership by delegating tasks, responding to staff inquiries and providing overall direction to section employees

ACCOUNTABILITY
The Finance Director reports to the Kitigan Zibi Band Council, and is responsible for assuming all managerial functions related to sound fiscal management. The incumbent is expected to conduct all tasks related to the financial analysis and preparation of financial reports; developing and implementing an effective accounting system; managing the payroll system and maintaining accurate and current records.

WORKING RELATIONSHIPS	
Interpersonal Relationships	• Maintains proper working relationships with colleagues, clients, directors, and KZA Chief and Council, Funders.
Leadership	• Takes a leadership role in managing a financial sector and all related financial matters • High level of confidentiality and discretion is required
Team work	• Supports and creates team work in Finance and KZA sectors.
External communications	• Communicates daily with the clients, contractors and directors; • Communicates with the external Auditor and funding agencies; • Able to communicate in English and French
Negotiations	• Not applicable
Training	• Training in financial software updates • May train finance sector staff • Keeps abreast of all Federal and Provincial Regulations pertaining to accountability and transparency

ENVIRONMENTAL FACTORS	
Deadlines	• Meets financial reporting deadlines monthly, quarterly and yearly, and as requested by KZA Directors/Chief and Council.
Mental and physical effort	• The incumbent must spend long hours in intense concentration. The incumbent must also spend long hours on the computer conducting financial analysis and preparing detailed reports which requires attention to detail and high levels of accuracy. Fluctuating stress levels may be in the medium to medium high range.

Working Conditions	• Indoor Work • Hours and/or days may fluctuate to accommodate specialized reporting and analysis requirements.
Cultural competency	• Awareness and knowledge of KZA culture and community.

QUALIFICATIONS REQUIRED	
Education and Experience	• Certified General accountant (CGA or CPA) or Chartered Accountant (CA), CAFM or a Bachelor's Degree in Business Administration, Commerce, Accounting, from a recognized Post Secondary Institution; • 5 years of demonstrated experience in financial management, accounting, finance, auditing or a related field; • Experience in carrying out audits and working with auditors; • Experience in supervising employees a strong asset;
Skills and knowledge	• Ability to read and write in English at a competent level; • Ability to communicate in French; • Computer literacy in financial software is required; • Standard office computer literacy, instant messaging and use of the Internet.
Conditions of employment	• Medical Certificate of good health is required if considered for the position; • Enhanced reliability check will be required in order to be considered for the position; • Must not possess any criminal convictions related to the position; • Legally able to work in Canada

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JOB OPPORTUNITY

POSITION:	Economic Development Officer
LOCATION:	KZA Community Services (Administration) Office
WORK SCHEDULE:	35 hours per week
TERM:	Indeterminate
SALARY:	Level 4, Range to be determined according to experience ($44,325.79 - $55,452.40 per annum)
DEADLINE TO APPLY:	**October 26, 2022**

SUMMARY:

Under the supervision of the Community Services Director, the KZA Economic Development Officer is responsible for promoting economic development and business ventures by KZA band members; carries out support-related research and functions for KZA member/band business ventures and organizes business development workshops and seminars; develops funding proposals and Request for Proposals (RFP's), and meets with KZA members to assist them with their business plans.

If you are interested in applying for the position, please forward your:

a) cover letter and current resume, including a list of three (3) references with contact information
b) copies of education/diploma/training/transcripts
c) any other documentation and information that will support that you meet the qualifications and competencies required (please review job description)
(d) copy of driver's license)

to **Janet Brascoupe, Employment/Training Officer**, at Kitigan Zibi Anishinabeg Administration Office, 1 Paganakomin Mikan, Maniwaki, Quebec, by **Wednesday, October 26, 2022 @ 4 p.m.**

Contact information:
Email: janet.brascoupe@kza.qc.ca
Phone: 819-449-5170/Fax: 819-449-5673

Only selected candidates will be contacted for an interview.

Kitigan Zibi Administration
Economic Development Officer
JOB DESCRIPTION

GENERAL INFORMATION	
Job Title	Economic Development Officer
Category	Administrative
Sector	Administration
Location	Community Services
Terms	Indeterminate Full-Time (6 month probationary period)
Hours	Regular (35 Hours) Monday-Friday, 8am - 4pm
Salary	Level 4. Range Based on Experience
Immediate supervisor	Comptroller/Community Services Director
Date of job description	September 2020

JOB SUMMARY

- Under supervision of the Community Services Director, the KZA Economic Development Officer is responsible for promoting economic development and business ventures by KZA band members, and;
- Carries out support-related research and functions for KZA member/band business ventures and organizes business development workshops and seminars, and;
- Develops Funding proposals and Request for Proposals (RFP's);
- Meets with KZA members to assist them with their business plans.

RESPONSIBILITIES	KEY DUTIES
Responsible for promoting business development in KZA	• Coordinates economic development workshops and training sessions for KZA members; • Actively promotes the development of business ventures by KZA community members and provides business support services, recommendations and advisory assistance; • Develops liaison communications with private/public and municipal sectors to enhance economic development viability in all projects; • Provides KZA members with advice on banking loans or Community Economic Development Loans (CEDO) loans options; • Provides technical and writing services support to individuals starting their own business venture such as: assisting in drafting and editing business plans; • Supports individuals in accessing all funding opportunities for their business venture; • Offers information and resources to band members who wish to start, maintain or expand their businesses; • Provides technical support to draft business plans for KZA business ventures;

	• Conducts related research for band business ventures and aids individuals in carrying out research for their own business venture.
Additional clerical and administrative duties	• Performs all clerical and filing, photocopying, word processing, data entry, scanning, e-mailing, etc; • Prepares and monitors economic development budgets and completes reporting; • Processes all CEDO loan applications and drafts up contracts for KZA-approved applications; • Reviews and monitors all CEDO loans and verifies repayments are up to date; • Completes fiscal year end reports and statistics on grants and CEDO loans given out within fiscal year; • Is an active member on the Kitigan Zibi Human Resource Development Board as a representative of New Business Development; • Prepares required cheque requisitions for signatures; • Prepares micro-loans for brush cutting, labour crews and prepares contacts; • Carries out all other requests as per KZA Band Council's direction on the evolving nature of economic development and business in KZA; • May be responsible to supervise or assist support staff; • May be asked to sit on various selection committees.

ACCOUNTABILITY
• Accountable for providing information and assistance to KZA community members on all economic development matters and assists members who wish to start a new business venture, and; • Accountable for arranging training and information workshops and sessions on economic development; • Monitors all CEDO budgets.

WORKING RELATIONSHIPS	
Interpersonal relationships	• Establishes and maintains positive working relationships with co-workers, clients, community members and external partners • Strong interpersonal business skills and comfort in promoting business-oriented aspirations.
Team work	• Works as part of a team; • Patience in assisting clients who have little experience in developing business plans.
External communications	• Communicates with various clients and stakeholders, government agencies and local businesses and clients
Negotiations	• Some negotiation skills may be required.
Training	• Excellent business research and writing skills;

Training Cont'd	• Business experience and training in the private sector would be a definite asset.

ENVIRONMENTAL FACTORS	
Deadlines	• Prepares own work plans and sets and meets own deadlines.
Mental and physical effort	• Exercises patience in assisting clients with developing proposals and business plans.
Working conditions	• Works in an office environment; • Some local travel is required for this position.
Cultural competency	• Knowledge and Awareness of KZA community and culture.

QUALIFICATIONS REQUIRED	
Education and Experience	• Bachelor's Degree in Economics/Business Administration OR a 2 year College Diploma in Business Administration or related discipline from a recognized Post Secondary Public Institution • Work experience in the private sector would be an asset; • Experience in developing and preparing and presenting business-oriented workshops.
Skills and knowledge	• Ability to read financial statements, budgets and develop proposals; • Knowledge of banking procedures and loan transactions would be an asset; • Excellent research and writing skills; • Standard office computer literacy, instant messaging and use of the Internet are required for this position; • Works independently.
Conditions of employment	• Police reference check is required if considered for this position; • Must not possess any criminal convictions related to this position; • Valid Driver's Licence is required for this position. • Legally able to work in Canada.

EMPLOYMENT INSURANCE UPDATE

October 11, 2022

IMPORTANT!

Temporary measures to help Canadians access EI benefits during COVID-19 have ended.

What WERE these measures?

• **The Uniform Entrance Requirement** - to provide simplified access to EI regular and special benefits in all EI regions by requiring a minimum of **420 hours** of insurable employment.

• **Simplifying the treatment of reasons for employment separation** - to allow all insurable hours to be counted in determining eligibility, as long as the last reason for separation was not voluntary.

All of these measures ended on September 24, 2022.

As of September 25, 2022, the EI program reverted to pre-pandemic rules.

What should we remember from now on?

• **Required Entrance requirements -** Clients will need to have **between 420 and 700 hours** of insurable employment in the qualifying period, depending on the regional unemployment rate, to be eligible for regular benefits. **In our region, the number of Insured Hours Required to Qualify for Regular Benefits is 700 hours - (for the period October 9 to November 5, 2022).**

600 hours will be required for special benefits.

Reason for Separation - Any reason for separation from any job in the qualifying period will be reviewed to determine eligibility for EI benefits.

Please note that the information presented can also be found on the Government of Canada website at Canada.ca.

Government of Canada / Gouvernement du Canada

Employment Insurance Economic Region of North Western Quebec

Unemployment Rate & Benefit Information (for the period of October 9, 2022 to November 5, 2022)

Unemployment Rate [1]:
5.9

Number of Insured Hours Required to Qualify for Regular Benefits:
700

Minimum Number of Weeks Payable for Regular Benefits:
14

Maximum Number of Weeks Payable for Regular Benefits:
36

Period:

October 9, 2022 - November 5, 2022

View

Economic Regions:

- Province / Territory (Quebec)
- Canada

Footnotes

FNIGC is hiring! Join a growing team!

The First Nations Information Governance Centre (FNIGC) is a non-profit organization that envisions every First Nation achieving data sovereignty in alignment with its distinct world view.

FNIGC believes that quality information collected by First Nations for First Nations can influence knowledge-based decision-making and inspire policy and programs that contribute to the health and well-being of First Nations people in Canada.

Successful candidates may be eligible for flexible work hours, remote work, a competitive salary, benefits package, pension plan, and generous paid time-off benefits.

FNIGC is currently looking for an **Administrative and Scheduling Assistant.**

To find out about this opportunity, please visit FNIGC's website at **fnigc.ca** or our Career Opportunities page at **fnigc.ca/about-fnigc/our-career-opportunities/**. You can also follow us on LinkedIn, facebook + Twitter or reach out by email to **recruitment@fnigc.ca** with any questions.

FNIGC | CGIPN

First Nations Information Governance Centre
Le Centre de gouvernance de l'information des Premières Nations

KZA Youth Meeting with Council Member Tash Mitchell

At the Youth Center, Monday, October 17th, 2022
Supper Provided. 5PM.

For KZA Youth 13 -17 Years Old
Contact Tash by FB or 819-449-2323

—Study on Moose Health—

Parasite study

Call for participation!

Context of the study

As all of you know, we are currently in important negociations with the Quebec Government about Moose Management in the Lavérendrye Wildlife Reserve (LVWR). In order to do so, we need to fill the gaps in the « what we know » about our Moose Population. One of the step taken is to study the effect of internal parasite on Moose.

And for this, **we need your help!**

Objective of the study

The main objective of the study is to establish the prevalence or frequency of two internal parasites (i.e. liver flukes and lungworms). that are associated with moose population decline in the Northeastern USA. **These parasites cannot be transmitted to Humans.**

Call for Participation!

This study is a joint project bringing together biologists and environnement specialists from the Anishinabeg and Mffp. Moose organs will be gathered by hunters from both side in and around the LVWR (the moratorium is in effect, only First nations are allowed hunting inside the LVWR). **Disclaimer: The data collected WILL NOT be used to estimate Anishinabe Moose harvest**

What we are looking at

The ***Liver fluke*** can often be detected by a deformation of the liver which then contains pockets filled with a pasty gray or black substance, in which flukes can be found. ***Lungworms*** lay eggs in moose lungs where it develops into larvae. The animal coughs them, swallows them and evacuates them in its droppings, where they get eaten by snails/ slugs, then by a moose again and migrate to the lungs.

—Study on Moose Health—

Parasite study

Organ Harvest

What we need for the study

We need:

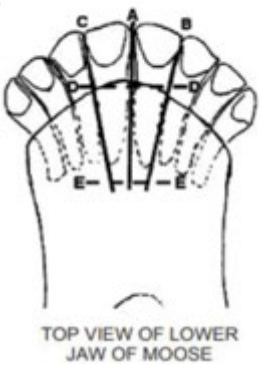
- The sex of the animal,
- one or two front lower jaw teeth (to get the exact age),
- The lungs and or the Liver

(at least a third of the liver if you planned on keeping it)

- General localisation of where the moose was killed (Don't have to be too precise, for example,

-(OPTIONAL) If you want the results of the lab works, you can leave your name and a phone number

To remove a tooth, slide a blade down about 2inches each side of the teeth and remove with finger or a pair or pliers.
Put in a ziplock and put that bag in the bigger bag containing lungs and or liver.



TOP VIEW OF LOWER JAW OF MOOSE

Material

We have big sturdy bags and tie-wraps available as well as a big freezer outside at the office (3 kikinamadinan mikan) for your organs, but you can use garbage bags, as long as they are well identified (either with flag tape, maskin tape or duct tape.)

For more details on the study or on how to harvest the organs, or if you need help harvesting them, please feel free to come and see me at the office or call me!

Pierre-Luc Bastien Kitigan Zibi Biologist.
819 449-5170 ext 1803
3 Kikinamadinan Mikan

Why Are People Afraid Of Snakes (Kinebig)?

(And How To Overcome Ophidiophobia) Part 1

Ophidiophobia (snake phobia)

Ophidiophobia is one of the most common fears around the world. But many people who fear them have never had a negative experience with a snake in their life. How did this phobia took such a hold of us?

Evolutionary response

Studies have demonstrated that when shown images of hidden animals, adults and childrens will detect spiders and snakes faster than frogs or bird. The reason for that, is that in our extreme past, the ones « not stepping on snakes or spiders » had better chances of not getting bit by those and therefore, better adapted to survive than the tribe members who did. Our brain then developed a sensibility for signs of those animals.

That genetic trait, like many other was past down from generation to generation. Today, this trait is widespread across all human populations.

Learned behaviour

Some of us are afraid of snake simply because we've been told to. Catholic religion is responsible for innumerable case of fear of snake. The Bible portrayed the snake as a vessel of Satan, a liar, a symbol of evil, chaos. Since then, mistrust and fear of snakes kept multiplying.

Another source of negative stereotypes on snakes are books and movies. We all heard of Medusa, hydras or other giant terrifying snakes-like creatures in many stories. Even the notoriously perfidious House «Slytherin» from Harry Potter has a snake for symbol.

Why Are People Afraid Of Snakes (Kinebig)?

(And How To Overcome Ophidiophobia) Part 2

Cousins of the turtles, snakes are needed on the Land !

Like every living thing on Turtle Island, kinebig have it's place in the food chain. Whether it be as a population control for fishes, frogs, and salamanders in the case of our big water snake, or for snails, slugs, crickets and spiders in the case of the smooth green snake.

Yeah, you say that but... what about cobras and vipers?

Fair enough... Those species, while typically very peacefull, do diserve an extra dose of respect since their bite is potentially dangerous. But luckily, venemous snakes often give what we call a «dry strike» with no venom first (venom production is expensive for an animal).

What snake species has venom arround here?

NONE. The closest population of venemous snakes is the Massassauga rattle-snake and it has **only ever been seen arround the Georgian bay and Lake Huron.**

How many species do we have in Quebec? Why do we know they are not dangerous?

We have 8 snake species across Quebec. None of those are dangerous to humans.

How do we know? **They simply don't have venom glands or the fangs to deliver venom**. Most of them have tiny fish like teeth that, in most case, can't break human skin. The case of our northern water snake is somewhat different. Like all our snakes, **it doesn't have venom gland or fangs and is not a danger to human**. However... it does have the personnality and temper of a chihuahua... and due to its great size, it's bite can be painful, although not dangerous.

For more infos, please reach out to the Natural Resources and Wildlife Office!
Pierre-Luc Bastien Biol. 819 449-5170 ext 1803

MAKWA Cabinets
120, chemin de Montcerf
Maniwaki, Québec J9E 1A1
819-441-2525
Contact: samir@makwacabinets.com

JOB OFFER

PRODUCTION CLERK

Salary discussed depending on experience.

Tasks :

- **Assemble boxes**
- **Operate machines (training provided)**
- **Any other related tasks**

Without or with experience.

OFFRE D'EMPLOI

COMMIS À LA PRODUCTION

Salaire à discuté selon l'expérience.

Tâches :

- **Assembler des caissons**
- **Opérer des machines (formation fournis)**
- **Toutes autres tâches connexes**

Sans ou avec expérience.

ODEKAN BABY CONGRATULATIONS!

WILDER KÌWENÌBIN CAYER

Proud Parents
Keana Decontie
&
Jeremy Cayer

BORN
September 4, 2022
9 lbs. 10 ounces
23 inches

Kwey!

The Capital Strings and Voices Collective (CSVC) will be coming to the Cultural Centre for a performance on Tuesday, October 18th at 6:30pm and we are inviting community members to attend.

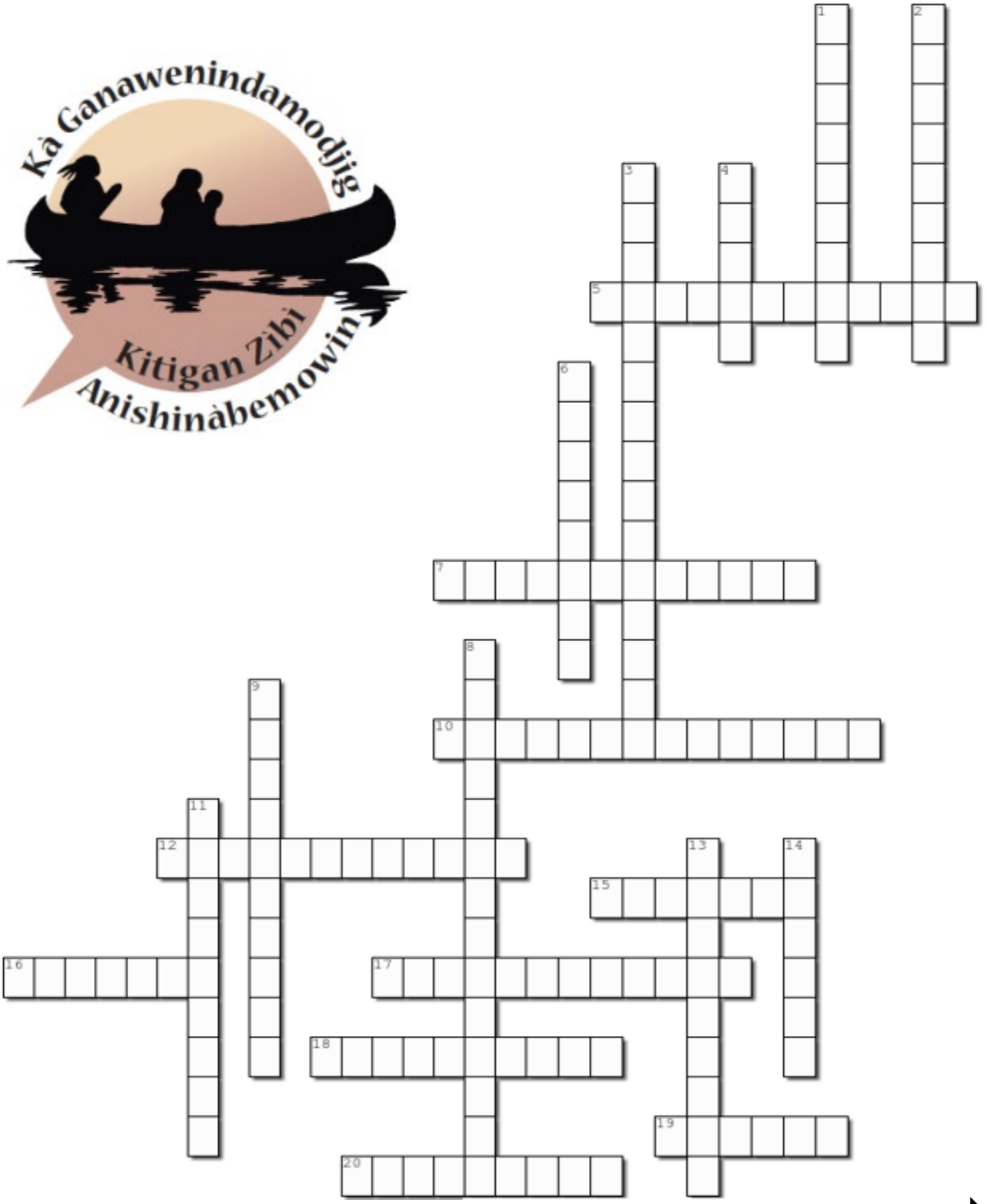
The Capital Strings and Voices Collective (CSVC), is a registered charity whose mandate includes providing intergenerational music performance and arts-based activities, teacher training, and support for research. The CSVC is driven by a passion to create opportunities to use the arts as a means to co-learn and co-assist others and to increase the well-being of ourselves and others.

We welcome music lovers of all ages to come and check out the event and listen to the beautiful music of the choir!

Name:_____

Fall - Tagwági

Complete the crossword puzzle below using your Anishinábemowin lexicon. Drop it off at the Cultural Center or take a picture of it and email it to odaminowin2021@gmail.com for a chance to win a prize. Prizes will be drawn at random at the end of the month.



Clues on the back.

Crossword Clues:

Across

5. cloudy
7. wheat
10. to rake leaves
12. brown (Inanimate)
15. The time of the falling leaves
16. rainy
17. october
18. to dress warmly
19. cool weather
20. an acorn (red oak)

Down

1. leaves
2. foggy
3. orange (Inanimate)
4. yellow (Inanimate)
6. corn
8. pinecones
9. pumpkin
11. a cold wind
13. apples
14. red (Inanimate)

Zoom Algonquin Language Classes

K.Z.A Community members

Due to the Thanksgiving Holiday,
Zoom language classes will resume on
Monday, October 17, 2022!

Beginners class

will be once a week from 4:30 to 6:00pm on Mondays

Here is the Zoom link and password for language classes.

Join from PC, Mac, Linux, iOS or Android: https://cepn-fnec.zoom.us/j/85683641568?pwd=aOldpODtadq59eCJVEa0vfsDHbK4Ac.1
Password: 178223

Or Telephone:
Dial: 1-438-809-7799 or the toll free # 1-844-445-7672
Meeting ID: 856 8364 1568
Password: 178223

For technical support, please email the following address, support@cepn-fnec.com. For immediate assistance with a technician in the FNEC Technology Sector, call 1-855-842-7672.

For more information or for the zoom link, feel free to contact me at
819-441-1655
or
buckshot.mariette@gmail.com

Kichi Mìgwech

I would like to say a Big Thank you to:

Mandie Clause, Theresa Mitchell and Freeda Morin for helping with "End of Summer Games" which was held on September 24th.

A huge thank you to all the participants that came out on the land, everyone walked away with prizes to make any hunter happy.

Until next year!!

Community Feast

As part of Reclaiming our Algonquin Language and Traditions, we will be celebrating our "Loved Ones" that have passed on to the Spirit World. Feasting the ones that have passed on was one of our traditional practices.

And since Covid-19, we were not able to gather with family members and friends that lost loved ones during the pandemic.

On Tuesday, November 1st, 2022

Let's get together and Feast those that have passed on.

Supper will begin at 5:00pm

At the Community Hall downstairs.

Bring a Photo of your loved one that passed on

and a Dish to Share

Kitigan Zibi Anishinabeg
Post Secondary

Scholarship Fund 2022

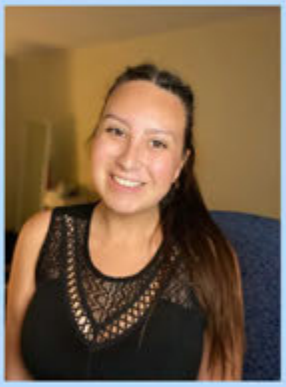
The KZA Scholarship fund was made possible through a donation made by the Peace Hills Trust Bank to recognize academic achievement of KZA Post Secondary Students

Congratulations!

The Recipients of 2022

Levon Carriere

was granted a scholarship in the Finance category – currently studying at Cégep de Saint-Jérome



Zowie Commanda

was granted a scholarship in the Social Work category – currently studying at Carleton University (Bachelors)

Julianne Dumont

was granted a scholarship in the Social Work category – Currently studying at Concordia University (PhD)

Kitigan Zibi Anishinabeg
Post Secondary

Scholarship Fund 2022

The KZA Scholarship fund was made possible through a donation made by the Peace Hills Trust Bank to recognize academic achievement of KZA Post Secondary Students

Congratulations!

The Recipients of 2022

Caitlyn Marshall

was granted a scholarship in the Nursing category – currently studying at Western University (Bachelors)

Michaël Ouellet

was granted a scholarship in the Education category – currently studying at Université du Qubec en Outaouais (Masters)

Kitigan Zibi Anishinabeg

Post Secondary

Scholarship Fund 2022

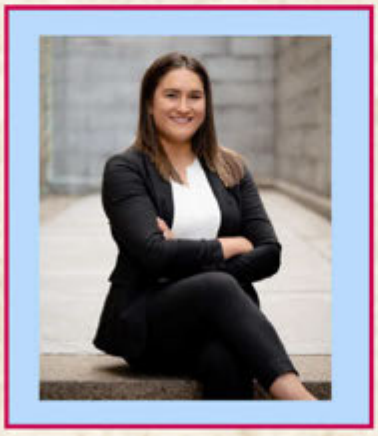
The KZA Scholarship fund was made possible through a donation made by the Peace Hills Trust Bank to recognize academic achievement of KZA Post Secondary Students

Congratulations!

The Recipients of 2022

Chynna Odjick

was granted a scholarship in the Education category – currently studying at Université de Sherbrooke (Masters)



Bryn Tenasco

was granted a scholarship in the Nursing category – currently studying at the University of Ottawa (Bachelors)

ARE YOU A RECENT COLLEGE OR UNIVERSITY GRADUATE?

IF SO, THE KITIGAN ZIBI EDUCATION SECTOR WOULD LIKE TO INCLUDE YOUR NAME IN A FLYER CONGRATULATING ALL KZA GRADUATES

PLEASE CONTACT THE POST SECONDARY OFFICE AT 819-441-1581 OR EMAIL post.secondary@kza.qc.ca AND PROVIDE YOUR NAME, PROGRAM/SCHOOL YOU GRADUATED FROM AND A PHOTO

WE LOOK FORWARD TO HEARING FROM ALL KZA POST SECONDARY GRADUATES ☺

JOB OPPORTUNITY – 2nd POSTING

October 5, 2022

POSITION:	Support Worker/Cleaner
LOCATION:	Waseya House
WORK SCHEDULE:	35 hours a week. The incumbent will be expected to work outside of normal work hours on a varied schedule
TERM:	Seasonal Rotational Contract (26 weeks)
SALARY:	$20.06 an hour less mandatory employment related costs

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SUMMARY:

The Support Worker/Cleaner provides support to clients experiencing domestic and family violence seeking refuge at the Waseya House; assists in the daily operation and maintenance of the shelter. The incumbent is expected to interact with clients on a daily basis and due to the nature of the position a female candidate is preferred.

Forward your Application to:

If you are interested in applying for the position and are able to demonstrate that you meet the basic requirements, please present the following:

a) cover letter and current resume
b) any documentation and information that support the required qualifications and competencies.
c) copy of your driver's license
d) list of three references with contact information

to the attention of **Janet Brascoupe at the Community Services Administration Office, 1 Paganakomin Mikan, Maniwaki, Quebec, J9E 3C9, or by email at janet.brascoupe@kza.qc.ca**. The deadline for this position is **Thursday, October 20, 2022, at 4:00 pm (EST).**

For further information regarding this position, call the KZHSS Director, Robin Decontie at 819-449-5593 ex. 2001.

It is the responsibility of applicant to ensure that a complete application is submitted by the deadline. A screening process will be conducted, followed by interviews. Validation may be made of your credentials and references including Social Networking sites. To ensure fairness, all applications will be assessed without conflict of interest.

KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Support Worker/Cleaner

Job Description

GENERAL INFORMATION	
Job Title :	Support Worker/Cleaner
Sector :	KZHSS
Location	Waseya House
Term :	Seasonal Rotational Contract (26 weeks)
Hours :	35 hours varied schedule
Salary :	Hourly rate in accordance with Cleaner annual rate as per the *KZA Human Resources Policy*
Immediate Supervisor :	Director or Designee
Date of Job Description :	June 2022

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Services offers a safe, equitable, and quality current service practice with qualified community professionals to encourage Kitigan Zibi Anishinabeg community members to take charge of their own health.

CLIENT SERVICE RESULTS

The support worker/cleaner provides support to clients experiencing domestic and family violence seeking refuge at the Waseya House; assists in the daily operation and maintenance of the shelter. The incumbent is expected to interact with clients on a daily basis and due to the nature of the position a female candidate is preferred.

KEY DUTIES

- Support and guide clients experiencing a crisis situation involving family/domestic violence; ensures house rules are followed and assist with child care when requested by a counsellor.
- Greets clients; receives incoming phone calls and routes them to appropriate employee or takes accurate messages; receives and routes incoming mail; provides general information to clients; voices concerns to counsellors and completes incident reports when required.
- Provides administrative support to the sector by performing data entry, typing brief letters, memos and assisting with the Cedar Tree newsletter; operates and stock photocopier and fax machines.
- Provides resource support for Waseya House activities.
- Operates and oversees maintenance of Waseya house: ensures safety, security, and cleanliness of the shelter; follows a cleaning schedule to clean, disinfect and sanitize the Waseya House building according to infection prevention and control principles and procedures:
  - Collects and disposes of garbage and recyclables in appropriate bins
  - Floors: sweeps and washes floors and stairways;
  - Bedrooms and Bathrooms: cleans, disinfects and sanitizes all surfaces.

- Offices, kitchen and main areas: cleans, disinfects, sanitizes.
- Windows: cleans exterior/interior windows where accessible.

- Building maintenance and minor repairs:
  - Interior: replacing light bulbs, ensures control of vermin and insects; moves furniture, supplies, and equipment.
  - Exterior: ground maintenance, snow removal, repairs and reports vandalism.
  - Supplies: stocks sanitation supplies/dispensers (e.g. toilet paper, Purell).
- Maintains janitorial storage area in clean, tidy and hazard-free manner; keeps well-stocked inventory of cleaning supplies; launders rags/mop heads for re-use; Inspects, reports and follows up on any safety hazards.

KNOWLEDGE AND SKILLS
• Theories, principles, and practice of office administration procedures. • Communication and client service skills including proper telephone etiquette. • Organization skills to ensure efficient client/information flow and meet concurrent demands. • Knowledge of infection, prevention and control principles and procedures; • Knowledge of appropriate use of cleaning products, personal protective equipment and WHIMS principles. • Knowledge of KZA/KZHSS policies, including KZHSS Policies and Procedures Manual, KZA Human Resources Manual, and KZA Code of Ethics, KZHSS Professional Code of Ethics and applicable Accreditation standards.

CONTACTS	
Human Resources:	• Maintains positive relationships with clients, co-workers and community members. • Supports and assists the Waseya House Counsellors with administrative tasks. • Networks with companies selling cleaning /sanitation products and supplies.

MANAGERIAL/SUPERVISORY	
Human Resources:	• Not applicable in this position
Financial Resources:	• Regular purchases of groceries and household supplies accord in to the needs of the clientele. Follow KZA Finance Procedures for purchasing
Material Resources:	• Oversees upkeep and maintenance of Waseya House belongings and furnishings. • Controls inventory/stock of cleaning supplies and refillable sanitation products.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	• Manages medium to high level stress and multi-tasks daily; • Required to respond to multiple and concurrent demands and conflicting priorities. • Mental alertness to changing and challenging situations; • May be required to intervene in precarious situations. • Uses proper techniques to carry or lift heavy objects.

Working Conditions:	• Works mainly within a group-home type setting; • Required to transport clients to appointments and/or run errands • Required to work flexible hours/shift work. • Required to attend professional workshops, staff meetings and workplace safety training. • The incumbent of this position may come into contact with communicable diseases, body fluids such as vomit, blood, spittle, urine and feces

INCUMBENT QUALIFICATIONS	
Education and Experience	• High school diploma (DEP/DVS/DES) or a minimum of two consecutive ears of experience.
INCUMBENT COMPETENCIES	
Knowledge:	• Knowledge and awareness and Algonquin culture and communities.
Abilities:	• Ability to communicate both orally and in writing in English as well as conversational French. • Ability to work with standard computer software office environment. • Legally able to work in Canada.
Personal Suitability:	• Discretion and diplomacy; • Nurturing and guiding; • Reliability; • Excellent interpersonal skills; • Mental calibre to withstand or support emotionally - charged or potentially unpleasant and/or disturbing situations. • Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment;
Certification/Licenses to maintain for duration of employment:	• Valid driver's license for the duration of employment; An employee must have three years driving experience and the age of 21 in order to be an insured driver with a KZA band vehicle. • Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment; • Must provide medical certificate of good heath if considered for the position; • Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired when possible; • Workplace Hazards Information Management Systems (WHIMS) training or ability to undergo training within 3 months of being hired; • Must follow all safety precautions and protocols .
Assets:	• Ability to communicate in Algonquin.

EMPLOYEE/SUPERVISOR SIGNATURES

I CERTIFY THAT I HAVE READ, UNDERSTOOD AND ACCEPT THE RESPONSIBILITIES ASSIGNED TO THIS POSITION.

EMPLOYEE SIGNATURE | DATE

I certify that this job description is an accurate description of the responsibilities assigned to this position. I approve the delegation of responsibilities outlined herein.

SUPERVISOR SIGNATURE | DATE

The above statements are intended to describe the general nature and level of work being performed by the incumbent of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position. Additional related duties and responsibilities may be assigned if deemed necessary.

JOB OPPORTUNITY 2nd Posting

October 5, 2022

POSITION: Family Violence Crisis Intervention Counselor

LOCATION: As designated by KZHSS

WORK SCHEDULE: 35 hours a week. The incumbent will be expected to work outside of normal work hours on a varied schedule

TERM: Indeterminate. 6-month probationary period and can be extended to one year less a day if required.

SALARY: Level 3($39,244.48 - $49,085.74) as per the KZA Salary Scale Starting Range (0 to 5) to be determined

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SUMMARY:

Under the direct supervision of the Waseya House Coordinator, the Family Violence Crisis Intervention Counselor supervises services provided by physical, emotional and psychological support to those experiencing domestic and family violence which necessitated their seeking refuge at Waseya House.

Forward your Application to:

If you are interested in applying for this position and are able to demonstrate that you meet the basic requirements, please present the following: cover letter, updated resume, proof of education/training, copy of your driver's license, and 3 references to the attention of **Dawn Cayer – Executive Assistant. Kitigan Zibi Health Centre. 8 Kikinamage Mikan, Maniwaki, Quebec J9E 3B4 or email at Dawn.cayer@kza.qc.ca.** The deadline is **October 20, 2022 at 12:00 pm (NOON) (EST).**

For further information regarding this position call the KZHSS Director, Robin Decontie at 819-449-5593 ex. 2001

Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. It is the responsibility of the applicant to ensure that a complete application is submitted by the deadline. A screening process will be conducted, followed by interviews. Validation may be made of your credentials and references including Social Networking sites. To ensure fairness, all applications will be assessed without conflict of interest.

KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Family Violence Crisis Intervention Counselor
Job Description

GENERAL INFORMATION	
Job Title :	Family Violence Crisis Intervention Counselor
Category :	Professional
Sector :	Kitigan Zibi Health & Social Services
Location :	Waseya House Kikinamage Mikan, Maniwaki, Quebec
Terms :	Full Time–Indeterminate
Hours :	35 hours per week (Varied schedule)
Salary :	KZA Salary Scale Level 3. Range based on experience-in accordance with the *KZA Human Resource Policy*
Immediate Supervisor :	KZHSS Director or designee
Date of Job Description :	April 2022

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Service's mission is to offer safe, quality and equitable services to Kitigan Zibi Anishinabeg members.

CLIENT SERVICE RESULTS

The Family Violence Crisis Intervention Counsellor provides physical, emotional and psychological support to clients experiencing domestic and family violence, seeking refuge at the Waseya House; provides education and awareness to the community regarding family violence; and assists in the daily operation and maintenance of the shelter.

KEY DUTIES

- Operates and oversees maintenance of Waseya house: ensures safety, security, and cleanliness of the shelter, stocks necessary supplies for daily living, informs residents and ensures compliance of communal-living rules and administrative procedures (e.g. intake, menu plans).
- Guides and supports clients experiencing a crisis situation involving family/domestic violence; determines eligibility of services; develops, implements and evaluates crisis client intervention plans, provides solution-based counselling to persons residing at the shelter; defines client's needs, sets goals; maintains confidentiality and professional demeanour.
- Responds to client's *immediate needs* (e.g. medical care, emotional support, child care, police follow-up) and advocates on behalf of the client for *future needs* (e.g. legal, medical, and financial needs, referral services, pre/post-trial counselling and support)
- Liaises, follows-up, and accompanies clients to health care professionals, police authorities and/or court officials; provides assistance with applicable paperwork.
- Educates clients, service providers, governmental and judicial agencies through community outreach strategies; participates in community events, plans and develops content of awareness materials (e.g. Newsletter, promotes Waseya House services), and delivers special presentations/projects (e.g. identifying early warning signs of family violence).
- Follows-up services with former residents for case management, counselling, education, information, referrals and crisis intervention; compiles and maintains client-case records, documentation and statistics.

KNOWLEDGE AND SKILLS
▪ Theories, principles, and practices of crisis intervention strategies, effective counselling methods, sound therapeutic practices with victims of abuse/assault. ▪ Ability to effectively analyze situations quickly and apply sound judgment. ▪ Ability to be honest, non-judgmental, and non-intrusive, and to work as a team. ▪ Effective interpersonal communications skills, ability to build rapport with others. ▪ Knowledge of KZA/KZHSS policies, including KZHSS Policies and Procedures Manual, KZA Human Resources Manual, and KZA Code of Ethics, KZHSS Professional Code of Ethics, and Privacy Laws.

CONTACTS
▪ Briefs Director of issues/concerns at Waseya House; provides input on policy and procedural changes. ▪ Collaborates with community front line workers: social workers, NNADAP workers, Òde Wìdòkàzowin workers, Nurse, for referral of services. ▪ Maintains positive relationships with residents, clients, co-workers and community members. ▪ Liaises and networks with local service providers (e.g. Maniwaki Hospital), institutions, educational facilities, government agencies, health care agencies/facilities. ▪ Collaboration with law enforcement including the KZPD and SQ when crisis family situations arise; collaborates in the development and implementation of shared inter-disciplinary community protocols for crisis situations.

MANAGERIAL/SUPERVISORY	
Human Resources:	▪ Provides orientation to support staff and/or contract workers on tasks to accomplish at the Waseya House
Financial Resources:	▪ Regular purchases of groceries and household supplies according client needs; ▪ Adheres to budgetary controls and procedures for expenditures.
Material Resources:	▪ Oversees the upkeep of exterior and interior maintenance of Waseya House property, equipment and facilities.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	▪ Manages medium to high level stress and multi-tasks daily. ▪ Uses proper techniques to carry or lift heavy objects. ▪ Mental alertness to changing and challenging situations. ▪ Strong interpersonal mental health. ▪ May be required to intervene in precarious situations.
Working Conditions:	▪ Works mainly within a group-home type setting. ▪ Required to transport clients to appointments and/or run errands. ▪ Required to work flexible hours/shift work. ▪ May be required to work "on-call" during a scheduled duration (At least one counsellor is assigned to have the Waseya House emergency/after-hours cell phone with them at all times).

	▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.

INCUMBENT QUALIFICATIONS	
Education and Experience	• A College Certificate/Attestation/ diploma in Crisis Intervention Counselling or a College level training in a relevant field with two years experience working in a counselling position with the ability to undergo crisis training.
INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and awareness and Algonquin culture and communities.
Abilities:	▪ Ability to carry out program monitoring and report writing. ▪ Ability to communicate both orally and in writing in English as well as conversational French. ▪ Ability to manage staff and financial resources. ▪ Ability to work with standard computer office software. ▪ Legally able to work in Canada.
Personal Suitability:	▪ Discretion and diplomacy. ▪ Reliability. ▪ Mental calibre to withstand or support emotionally-charged or potentially unpleasant and/or disturbing situations. ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment. ▪ Ability to establish and maintain effective working relations with multiple stakeholders.
Certification/Licenses to maintain for duration of employment:	▪ Maintains a valid driver's license for the duration of employment (An employee must have three years driving experience and the age of 21 in order to be an insured driver with a KZA band vehicle). ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment. ▪ Must provide medical certificate of good health if considered for the position. ▪ Valid First Aid and CPR Certification or ability to undergo training within 3 months of being hired and maintain certification. ▪ Must follow all safety precautions and protocols.
Assets:	▪ Ability to communicate in Algonquin.

COVID-19 Vaccine Walk in Clinic

Date: October 27th, 2022

Who: For those who are 18+ (1st & 2nd doses and Booster doses)

Where: Community Hall

Time: 2:00pm- 5:00pm

More vaccine clinic dates to follow

All people who received their last dose more than 5 months ago are encouraged to receive their booster dose, regardless of the total number of doses received

The new Spikevax (previously known as Moderna) Bivalent Original-Omicron vaccine is available for people who have already received their 1st & 2nd dose. Pfizer doses will also be available.

It is now recommended to wait 3 months after a COVID-19 infection before receiving a new dose of vaccine.

For elders with severe mobility issues please call to leave your name with the Health Centre receptionist, a home visit may be available.

Vaccine announcement continued on the next page.

Flu Vaccine Walk in Clinic

Date: October 27th, 2022

Who: Anyone who would like their Flu shot.

Where: Community Hall

Time: 2:00pm- 5:00pm

More vaccine clinic dates to follow

Pneumovax 23 vaccine will also be available for those who are eligible. Please speak to a nurse if you are eligible.

Please note that the Flu and COVID-19 vaccine will be available on the same day. You are able to receive both at the same time if you choose.

For elders with severe mobility issues please call to leave your name with the Health Centre receptionist, a home visit may be available.

For any questions about any of the vaccines offered please call a Nurse or ask your questions at the clinic.

Thank you, Clinic Team ☺

BREAST CANCER AWARENESS MONTH

OCTOBER

Breast cancer in Canada

Breast cancer develops in the cells of the breast tissue. When these cells change or no longer behave normally, they may lead to benign tumours (non-cancerous). In some cases, the changes may cause malignant breast tumours (cancerous).

The data[1,2]

It is the **2nd MOST COMMON** cancer in Canada

1 IN 8 WOMEN

will be diagnosed with breast cancer in their lifetime

About **27,400 women** will have been diagnosed with breast cancer in **2020**

In **WOMEN**, breast cancer is the **#1 CANCER**

83% of cases occur in **WOMEN AGED 50+**

Risk factors include*

- AGING
- FAMILY HISTORY
- BRCA GENE MUTATION
- REPRODUCTIVE STATUS (E.G. LATE MENOPAUSE)
- HORMONE EXPOSURES (E.G. ESTROGEN)
- ALCOHOL INTAKE
- OVERWEIGHT OR OBESITY (AFTER MENOPAUSE)
- PHYSICAL INACTIVITY

* For more information, please visit: **https://data.prevent.cancer.ca/current**

Screening and detection[2,3]

82% of female breast cancer cases are diagnosed **EARLY IN THEIR DEVELOPMENT,** at **STAGE I** and **II**

The **PROBABILITY OF SURVIVING** breast cancer **AT LEAST 5 YEARS AFTER DIAGNOSIS** is about **88%**

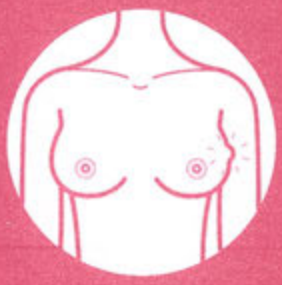
Screening for breast cancer **WITH MAMMOGRAPHY EVERY 2-3 YEARS** is recommended for **AVERAGE-RISK WOMEN AGED 50 TO 74**

The screening guidelines above are available from the Canadian Task Force on Preventive Health Care.

Note: Statistics for lifetime probability, stage and survival exclude Quebec. Stage statistics include individuals aged 18 to 79 years at diagnosis and survival statistics include individuals aged 15 to 99 years at diagnosis. Unless specified, statistics include all stages combined.

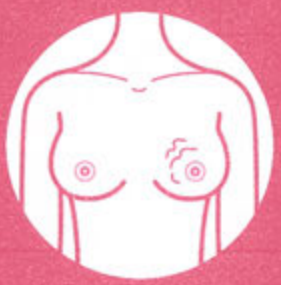
Be Breast Aware

Are you showing any signs of these common symptoms of suspected breast cancer?



Lumps

Breast or nipple pain



Changes to skin texture

Nipple Discharge

Nipple retraction or inversion

Lymph node changes

Lump in armpit

Dimpling

Redness

Swelling

CHECK4 CANCER

0800 085 6663 **www.check4cancer.com**

It could **save your life**

Men are not immune to breast cancer.

Like women, men have breast tissue where cancer can develop. However, cases are rare. Male breast cancer accounts for fewer than 1% of all cases in Canada and Quebec. It affects 1 in 934 men (compared to 1 in 8 women). This means approximately 270 men who get sick and 55 men who die from breast cancer every year in Canada.

Male Breast Cancer

Characteristics:

Similar to female breast cancer;
some differences due to hormones

Statistics:

Fewer than 1% of all
breast cancers occur in men

Research:

The conclusions of studies
done on women are extrapolated
to men

Planned and ongoing
studies increasingly include men

Diagnosis:

Often diagnosed later and at
a more advanced stage
due to lack of screening programs

Survival:

Similar rates as for
female breast cancer

Namegosi-Kizis

2022

October

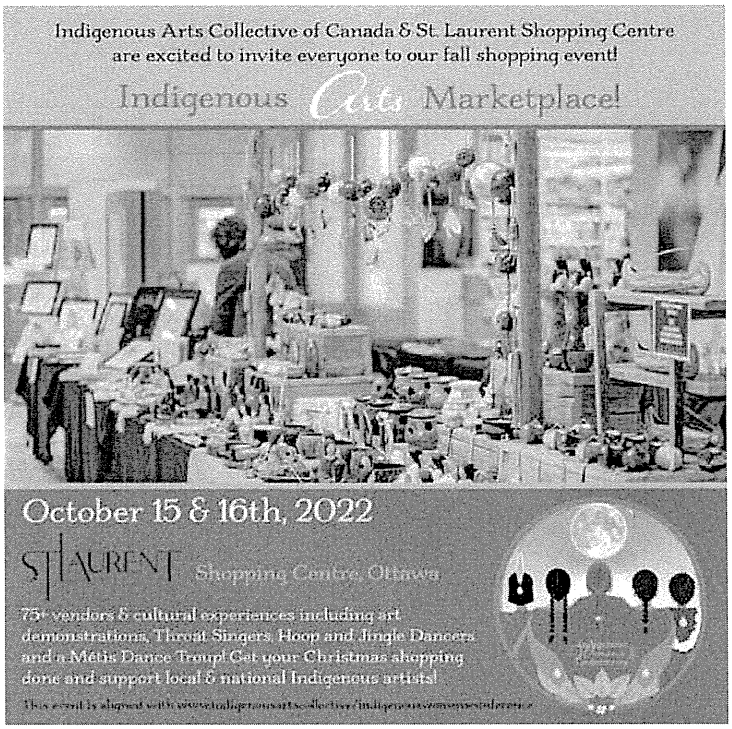
Senior's 55+ Activities

Providing KZA's older population ages 55+ with fun, physically safe outings and actives.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 BINGO 1:00pm Upstairs Hall	5 Apple picking 11:00am Pending weather	6 Swimming 8:30 am Auberge du Dreaver	7 Grand Opening KZA Community Cabin celebration	8
9	10 Thanksgiving	11 BINGO 1:00pm Upstairs Hall	12 Movie at the Hall Up stairs 6:30 pm	13 Swimming 8:30 am Auberge du	14	15 Aboriginal craft fair Ottawa Bus 9:00am
16	17 Swimming 8:30 am Auberge du Dreaver	18 BINGO 1:00pm Upstairs Hall	19 Game Day Hall 1:00pm-3:00pm	20 Swimming 8:30 am Auberge du Dreaver	21	22 **Postponed** Fall feast & Louis Schryer Show 5:00pm
23	24 Swimming 8:30 am Auberge du Dreaver	25 BINGO 1:00pm Upstairs Hall	26 Ottawa trip Departure 9;00am Hall	27 Swimming 8:30 am Auberge du Dreaver	28	29
30	31 Halloween Lunch, Bingo Hall Upstairs					

SENIORS 55+

PARTITIPATION AT YOUR OWN RISK OF COVISD-19 EXPOSURE



Indigenous Arts Marketplace and Lansdown farmers market in Ottawa

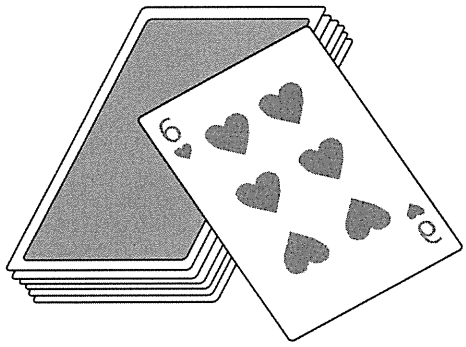
Saturday October 15, 2022

Bus will leave the KZ Hall for 9:00am

For more information, contact Jolene Commanda
(819)833-0024

SENIOR'S 55+
GAME DAY

PARTICIPATION AT YOUE OWN RISK OF COVID-19 EXPOSURE



Wednesday October 19, 2022

Location : Community Hall

Time: 1:00pm- 3:00pm

Come and enjoy some safe and friendly competition games among friends.

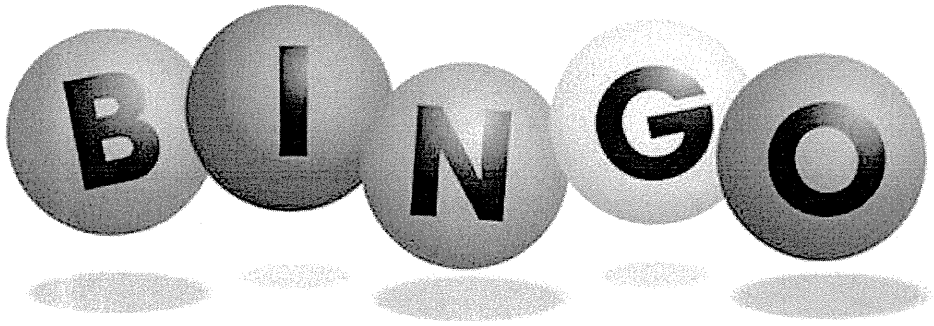
For more information, contact Jolene

(819)833-0024

SENIOR 55+

BINGO

PARTICIPATION AT YOUR OWN RISK OF COVID-19 EXPOSURE



Every Tuesday

1:00pm-3:00pm

Upstairs at the Hall

If you require transportation to this activity, please leave your name and address with the receptionist at the Health Center

(819)449-5593

For more information, please contact Jolene

(819)833-0024

October 2022

ODE WIDOKAZOWIN

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8 Mother/Daughter Crafts 12-3pm Moccasins
9	10	11 Cultural Night Mini moose callers 6-8 pm	12	13	14	15 Mother/Daughter Crafts 12-3pm Ribbon Skirts
16 Kids Cooking Class 12-3pm Indian Tacos	17	Cultural night 18 Basket making workshop	19	20	21	22 Mother/Daughter Crafts 12-3pm Mitts
23 Kids Cooking Class 12-3pm	24	25 Cultural night Moss bag making	26	27	28	29 Mother/Daughter Crafts 12-3pm Quilts
30 Kids Cooking Class 12-3pm Halloween treats	31					

Ode Widokazowin
Presents
KC's black-ash basketry
Workshop
Wednesday
19 & 26
Oct.
6 pm- 8 pm
Please contact 819-449-2323
Register before October 14, 2022
Activity Location:
Youth Center
Limited spaces available

TRICK OR TREAT

Pumpkin Carving

Halloween Treat Baking

WHERE: YOUTH CENTER

Sunday October 30, 2022

STARTS AT 12 PM

Register by calling 819-449-2323

LIMITED SPOTS AVAILABLE

HALLOWEEN

OUTSIDE DECORATION CONTEST

Call at Òde Wìdòkàzowin 819-449-2323 and leave your name with the secretary to be entered into the contest. 1 entry per house. The judging will happen on October 27, 2022.

Ode Widokàzowin Presents

Kid's Cooking Classes

EVERY SUNDAY STARTING OCTOBER 16, 2022

WHERE: YOUTH CENTER
Time: 12 pm - 3 pm

Oct.16 - Indian tacos & Beaver Tails

Oct.23 - Baked Bannock & Jam

Oct.30 - Halloween treats & Pumpkin Carving

Please call
819-449-2323 to
register weekly

Mother/Daughter Sewing Class

Mittens

WHEN: Saturday October 22nd, 2022

TIME: 12:00pm-3:00pm

Where: Youth Centre

Please call Òde Wìdòkàzowin 819-449-2323 to register by Wednesday October 19th, 2022. Limited Spaces 5 mothers and 5 daughters.

COMMUNITY HALLOWEEN COSTUME CONTEST & DANCE

When: Friday October 28,2022
Where: Kz School Gym
Time: Doors open at 5:30pm
Categories:

- Family
- Original
- Scariest
- Funny

Canteen on site

Door prizes...
Spot dances for Children and also Adults.

Brought to you by Ode Widokazowin