



NOTICE REMINDER
REGARDING THE
KITIGAN ZIBI ANISHINABEG
GENERAL ELECTION 2024

TO ALL KITIGAN ZIBI ANISHINABEG MEMBERS:

Notice is hereby given to the electors of Kitigan Zibi Anishinabeg (KZA) that the General Election 2024 will be held **this Saturday, the 24th day of August, 2024, at the KZA Community Hall, located at 311 Fafard Street, Maniwaki, QC.), beginning at 9 o'clock a.m. and lasting until exactly 8 pm.**

This meeting is for the purpose of electing **One Chief and Six Councillors**, for the next term.

The counting of the ballots will begin the following morning on Sunday, August 25th at 9 a.m.

If candidates are sending scrutineers, please inform the Electoral Officer as soon as possible.

If you have any questions, please do not hesitate to ask.

Tina Dewache, Electoral Officer/Corey Twenish, Deputy
Box 38, Maniwaki, Quebec,
J9E 3B1
E-mail: Tina.Dewache@kza.qc.ca
Tel: (819) 449-5170



KITIGAN ZIBI ANISHINABEG

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

NOTICE

**Income Security Cheques for
SEPTEMBER 2024 to be release on
THURSDAY AUGUST 29, 2024**

Recipients will continue to receive direct bank deposits.

BAND OFFICE

8:30 A.M. to 4:30P.M.

Income Security cheques will be release for

1 DAY ON AUGUST 29, 2024

We have come into funding that will assist to off set inflation for a few months.

Income Security Benefits is known as Welfare or Social Assistance. Income Security will not be issued to band members living outside of the community.



KITIGAN ZIBI ANISHINABEG

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

1st NOTICE WATER AND SEWER INSURANCE

Payments are now being accepted for 2024-2025 Water and Sewer Insurance, **due on or before August 30, 2024.**

This insurance covers well installations and aqueduct lines and covers all plumbing components and piping from the well or main aqueduct line on up to the main shut off valve located in the house. (Common items covered: frozen or busted water pipes, pumps, check valves, cold water pressure tank, wiring for pump and damaged casings).

The septic installations and community sewer systems insurance covers all plumbing components and piping from the septic tank or main community sewer lines on up to the foundation of the house. (Common items covered: frozen, busted or blocked sewer lines, emptying of septic tanks). Septic tanks are emptied every three (3) years. Only those who have paid their insurance annually over the past 3 years will have their tanks emptied in the summer of 2027.

Rates for this year are as follows:

<u>Regular Rates</u>		<u>Senior Rates (65 YEARS AND +)</u>	
Water	\$119.00	Water	\$106.00
Sewer	<u>\$119.00</u>	Sewer	<u>\$106.00</u>
Total	\$238.00	Total	\$212.00

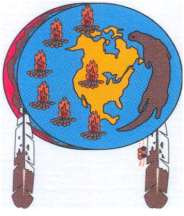
Payment arrangements/methods can be found on the next page.
Payments will only be accepted within the hours listed below.

Monday	1:00 pm	to	3:30 pm
Tuesday through Thursday	9:00 am	to	3:30 pm
Friday	9:00 am	to	12:00 pm

Meegwech for your attention and cooperation.

KZA Community Services





KITIGAN ZIBI ANISHINABEG

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

DATE: _____

I, _____, authorize Kitigan Zibi Anishinabeg to deduct my **Salary / Income security (circle one)** to pay for my Water and Sewer insurance premiums.

The amount to be deducted is _\$_____ per **week / month (circle one)**.

Please commence the deductions _____.

Address to be insured: _____

***** I understand that if I do not adhere to this agreement, deductions in the amount of 30% will be applied from any source of income until the amount owed is paid in full.**

Community member

***** The deadline for eligible for payment agreements is **August 30, 2024**.**

For employees, arrangements must be entirely paid no later than September 30, 2024 to ensure coverage.

For persons in receipt of Income Security or OAS, the **maximum** amount of 6 monthly installments, ending no later than January 30, 2025.

The following are the different methods of payments you may use.

- EMT/Interac e-Transfer: payment@kza.qc.ca
- No password required
- Debit/Visa/Mastercard (in person only)
- Cheque
- Money Order
- Cash



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August 14, 2024

JOB OPPORTUNITY 1st Posting

Position:	Construction Supervisor
Location:	Kitigan Zibi Anishinabeg Administration Office
Work Schedule:	35 hours per week
Term:	Indeterminate, 6-month probationary period
Salary:	Level 6 (Range to be determined based on experience) (\$58,527.22 – 73,097.85.19 per annum)
Deadline:	August 30, 2024

Under the supervision of the Community Services Director, the Construction Supervisor is responsible for overlooking all construction for the Band. The Construction Supervisor will be responsible for the overall construction project coordination between clients, the on-site staff, sub-contractors and any additional vendors. The Construction Supervisor must possess strong customer service and project management skills, be willing to operate in high stress environments and possesses the ability to balance both social and economic goals for the Construction department. The Construction Supervisor is responsible for delivering every project on time within budget and work scope and is responsible for the operation and growth of all carpenters and labourers within the Construction Department.

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

- a) Current cover letter and updated resume and a list of three 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) A valid driver's license.

To Myra Dumont, Human Resources Advisor
Kitigan Zibi Anishinabeg Health and Social Services
8 Kikinamge Mikan, Maniwaki, Quebec, J9E 3B4

DEADLINE TO APPLY: AUGUST 30, 2024 at 11:00 A.M.

Email: myra.dumont@kza.qc.ca or HR.advisor@kza.qc.ca
Fax: [819-449-7411](tel:819-449-7411)

It is the responsibility of the applicant to ensure that all documents are submitted on time and confirm if their application is received. Your contact information must be current and accurate. References will be contacted.



Kitigan Zibi Anishinabeg Construction Supervisor JOB DESCRIPTION

GENERAL INFORMATION	
Job Title	Construction Supervisor
Category	Professional
Sector	Community Services Administration
Location	Band Office
Terms	Indeterminate (six-month probationary period)
Hours	35 hours (Monday to Friday)
Immediate supervisor	Community Services Director
Date of job description	August 2024
JOB SUMMARY	
<ul style="list-style-type: none"> • Under the supervision of the Community Services Director, the Construction Supervisor is responsible for overlooking all construction for the Band. The Construction Supervisor will be responsible for the overall construction project coordination between clients, the on-site staff, sub-contractors and any additional vendors. The Construction Supervisor must possess strong customer service and project management skills, be willing to operate in high stress environments and possesses the ability to balance both social and economic goals for the Construction department. The Construction Supervisor is responsible for delivering every project on time within budget and scope and is responsible for the operation and growth of all carpenters and labourers within the Construction Department. 	

RESPONSIBILITIES	KEY DUTIES
Responsible for contract management for professional services.	<ul style="list-style-type: none"> • Prepares terms of reference for consultant firms for major construction projects; • Prepares contact documents for consultant firms.
Responsible for project management for commercial, institutional or industrial construction projects.	<ul style="list-style-type: none"> • Acts as project manager for large projects undertaken by the Band (certain projects on occasion), in conjunction with the Tribal Council; • In conjunction with the Community Services Director, prepares work schedules for the construction crews on large projects; • Prepares quotation forms for ordering and requesting materials for Band projects; • Requests shop drawings from suppliers as required for Band projects; • Organizes construction site meetings between all parties concerned for large Band projects (certain projects on occasion).
Responsible for project management for minor construction projects.	<ul style="list-style-type: none"> • Prepares some estimates for minor housing repair projects; • Studies plans and specifications of existing Band buildings when modifications are to be performed or when problems are encountered; • Provides estimates for the Band and different government

	<p>departments for special projects such as, the pavement of parking lots, curbing, landscaping, etc.</p>
<p>Responsible for construction contract management.</p>	<ul style="list-style-type: none"> • Prepares housing budgets for new housing recipients; • Verifies estimates submitted by contractors for new house constructions and estimates of materials and labour; • Follows budgets for housing contracts; • Contacts off-reserve contractors and provide terms of reference for specialty work.
<p>Responsible for providing inspection services in the community.</p>	<ul style="list-style-type: none"> • Inspects new house constructions to ensure that the construction meets the norms of the National Building Code and CMHC specifications; • Completes required inspections and building inspections reports for new house constructions.
<p>Responsible for the administration of the residential rehabilitation assistance program (RRAP).</p>	<ul style="list-style-type: none"> • Prepares reports as requested by CMHC for the recipients eligible to receive funding; • Prepares estimates; • Prepares change orders as required for repairs; • Supervises crews of carpenters and labourers; • Provides information to community members concerning the RRAP program, new housing and individual housing and repair projects; • Provides accountability for RRAP program expenditures through relevant documentation; • Provides annual budget forecasts for RRAP and senior citizen repairs when required; • Records time for employees when required.
<p>Responsible for the training development of seasonal employees</p>	<ul style="list-style-type: none"> • Prepares training sessions for the seasonal construction employees as needed; • Offers individual help, information and hands-on training as needed to the carpenters and labourers for the RRAP repairs and new house construction.
<p>Responsible for all other duties related to the smooth functioning of Construction.</p>	<ul style="list-style-type: none"> • Updates all the machinery, road, water and sewer equipment, etc. through a C.A.M.S. report; • Gives information needed for blueprints for housing and commercial projects to the Tribal Council; • Answers phone calls and meets with people inquiring about construction; • Attends Canada Mortgage and Housing Corporation (CMHC) Liaison committee meetings.

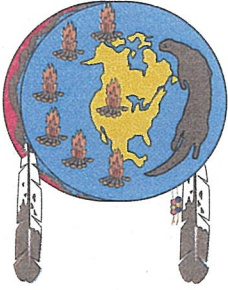
ACCOUNTABILITY	
	<ul style="list-style-type: none"> • Accountable for the performance of employees working within the construction department; • Accountable for efficient administration of construction contracts up to \$1 million; • Accountable for upholding industry standard of all KZA construction repairs, including verifying contractors and sub-contractor's certification; • Responsible for the well-being and safety of workers under the Construction program.

WORKING RELATIONSHIPS	
Interpersonal Relationships	<ul style="list-style-type: none"> • Establishes and maintains positive working relationships with co-workers, clients, community members and partners; • Ability to work with public in a professional manner.
Leadership	<ul style="list-style-type: none"> • Supervises teams of carpenters and labourers; • Confidentiality is required for this position ; • Leads by establishing health and safety practices at the forefront; • Leads the crews to ensure that deadlines are met.
Team Work	<ul style="list-style-type: none"> • Works with internal and external various teams and manage employees.
External Communications	<ul style="list-style-type: none"> • Communicates effectively with outside contractors and government officials
Negotiations	<ul style="list-style-type: none"> • Some negotiation skills may be required in dealing with suppliers and contractors.
Training	<ul style="list-style-type: none"> • Must remain current with carpentry skills; • Must remain current with safety guidelines and policies affecting the workplace with Occupational Health and Safety Regulations; • May be required to follow training for databases and spreadsheets; • Training or arranging for the training of workers in job duties, safety procedures and company policies; • Ability to update computer software drafting skills as required.

ENVIRONMENTAL FACTORS	
Deadlines	<ul style="list-style-type: none"> • Ability to meet short-term and long-term deadlines; • Ability to provide reports and forecasts in person and as requested in a timely manner.
Mental and Physical Effort	<ul style="list-style-type: none"> • Physical effort required to go on job sites; • May be required to perform construction duties.
Working Conditions	<ul style="list-style-type: none"> • Concurrent work demands for projects; • Ability to manage medium-high stress environments; • Extensive local travel in this position
Cultural competency	<ul style="list-style-type: none"> • Awareness of the Kitigan Zibi Anishinabeg culture, language

	and community.
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QUALIFICATIONS REQUIRED	
Education and Experience	<ul style="list-style-type: none"> • College diploma in Carpentry/ Construction • At least five years working in the construction industry as a Head Carpenter/Foreman;
Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge of National Building Codes; • Knowledge of CMHC Policies; • Knowledge of Canada Labour Code Part II and Occupational and Safety regulations; • Ability to read and understand computer-generated software construction plans.
Conditions of Employment	<ul style="list-style-type: none"> • Valid Driver's License - (An employee must have three years driving experience and be the age of 21 in order to be an insured driver with a band vehicle) or will acquire within 3 months of being hired; • Must not possess any criminal convictions in an area related to the job; • Medical Certificate of good health if considered for the position; • Ability to acquire WHIMS, First Aid and CPR Training certification and maintain throughout employment; • Legally able to work in Canada.



KITIGAN ZIBI ANISHINABEG

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August 14, 2024

JOB OPPORTUNITY 1st Posting

Position:	Construction Repairs Officer
Location:	Kitigan Zibi Anishinabeg Administration Office
Work Schedule:	35 hours per week
Term:	Indeterminate, 6-month probationary period
Salary:	Level 6 (Range to be determined based on experience) (\$58,527.22 – 73,097.85.19 per annum)
Deadline:	August 30, 2024

Under the supervision of the Construction Supervisor or designate, the Construction Repairs Officer is responsible for the overseeing of residential and commercial maintenance and repairs of commercial and residential repair projects; budget cost control and for ensuring the budgets and reports are submitted and comply with approved agreements and deadlines. The incumbent will respond to homeowner's enquiries and conduct any on-site inspection(s). The incumbent must adhere to and enforce all KZA construction policies, CMHC guidelines, and the National Building Code of Canada.

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

- a) Current cover letter and updated resume and a list of three 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) A valid driver's license.

To Myra Dumont, Human Resources Advisor
Kitigan Zibi Anishnabeg Health and Social Services
8 Kikinamge Mikan, Maniwaki, Quebec, J9E 3B4

DEADLINE TO APPLY: AUGUST 30th, 2024 at 11:00 A.M.

Email: myra.dumont@kza.qc.ca or HR.advisor@kza.qc.ca
Fax: [819-449-7411](tel:819-449-7411)

It is the responsibility of the applicant to ensure that all documents are submitted on time and confirm if their application is received. Your contact information must be current and accurate. References will be contacted.



**Kitigan Zibi Administration
Construction Repairs Officer
JOB DESCRIPTION**

GENERAL INFORMATION	
Job Title	Construction Repairs Officer
Category	Professional
Sector	Administration
Location	Community Services
Terms	Indeterminate (six-month probationary period)
Hours	35 Hours per week Monday-Friday
Salary Scale	Level 6 Range based on experience
Immediate supervisor	Construction Supervisor
Date of job description	August 2024
JOB SUMMARY	
<p>Under the supervision of the Construction Supervisor or designate, the Construction Repairs Officer is responsible for the:</p> <ul style="list-style-type: none"> • Project Management: the incumbent is responsible for overseeing residential and commercial maintenance and repairs of commercial and residential repair projects; • Budget cost control and for ensuring that budgets and reports are submitted and comply with approved agreements and deadlines; • On Site inspections. The incumbent conducts on-site inspections and responds to home owner’s enquiries; • Reporting and submissions to Residential Rehabilitation Assistance Program (RRAP); • Liaison with Algonquin Anishinabeg Nation Tribal Council (AANTC), contractors, suppliers for the cost estimating for repairs projects; • Adherence and enforcement of KZA Construction policies, CMHC guidelines, Building Codes, KZ Human Resources. 	

RESPONSIBILITIES	KEY DUTIES
Project Management	<ul style="list-style-type: none"> • Oversee the administration of projects for residential and commercial repairs • Prepares work plans and work schedules for crews • Prepares work orders and acquires quotes from suppliers • Reviews quotes and pricing submissions for work orders • Inspects buildings and homes for compliances to building codes as per approved funding • Ensures quality control and coordinates work schedules of tradesmen • Acquires building plans and architectural authentication • Orders materials for approved repair projects • Coordinates project site meetings with tradesmen

	<ul style="list-style-type: none"> • Oversees daily operation of each repair project • Contacts contractors and provide terms of reference for specialty work • Secures equipment, machinery, hoists, lifts, cranes as required • Verifies timesheets of KZA employees • Ensures work sites are safe and follow standard occupational guidelines • Ensures equipment is in working order and workers are wearing safety equipment
Budget Cost Control	<ul style="list-style-type: none"> • Oversees all repair budget estimates and monitors housing repair projects budgets • Verifies estimates submitted by contractors for construction • Prepares a cost estimate for materials and labor costs for home repairs • Verifies estimates submitted for all repair contracts • Ensures budget control and cost management of each repair file • Ensures accountability for RRAP program expenditures • Provides annual budget forecasts for RRAP
On-Site Inspections	<ul style="list-style-type: none"> • Inspects construction repair projects to ensure that the work by KZA carpenters meets National Building Code and CMHC regulations/specifications and standards • Recommends and enforces a plan to remediate any construction problems in a timely manner • Meets with homeowner to explain problems and mediates a solution with budgetary requirements • Complete preliminary and post inspections
Responsible for the reporting and submissions to Residential Rehabilitation Assistance Program (RRAP)	<ul style="list-style-type: none"> • Prepares budgets and reports as requested by Canadian Mortgage and Housing Corporation (CMHC) for eligible funding recipients • Prepares 'change orders' as required for repairs • Supervises carpenters and construction laborers • Provides information to community members concerning eligibility to the Repair (RRAP) program and projects • Provides accountability for RRAP program expenditures through relevant documentation • Monitors RRAP accommodation and senior citizen repairs •
ACCOUNTABILITY	
<ul style="list-style-type: none"> • Accountable to upholding industry standard of all KZA construction repairs, including verifying contractors and sub-contractors' certification; • Accountable for completing all required inspections, and; • Accountable for the safety and well-being of workers under the repairs program. 	

WORKING RELATIONSHIPS	
Interpersonal relationships	<ul style="list-style-type: none"> • Establishes and maintains positive working relationships with co-workers, clients, community members and partners; • Ability to work with public in a professional manner • Complies with pandemic precautionary measures
Leadership	<ul style="list-style-type: none"> • Supervises teams of carpenters and labourers; • Confidentiality is required for this position; • Leads the crews to ensure that deadlines are met.
Team Work	<ul style="list-style-type: none"> • Works with internal and external various teams and manage employees.
External communications	<ul style="list-style-type: none"> • Communicates effectively with outside contractors and government officials
Negotiations	<ul style="list-style-type: none"> • Some negotiation skills may be required in dealing with suppliers and contractors.
Training	<ul style="list-style-type: none"> • Must remain current with carpentry skills • Must remain current with safety guidelines and policies affecting the workplace • May be required to follow training for databases and spreadsheets • Ability to update computer software drafting skills as required.

ENVIRONMENTAL FACTORS	
Deadlines	<ul style="list-style-type: none"> • Ability to meet short-term and long-term deadlines
Mental and physical effort	<ul style="list-style-type: none"> • Ability to provide reports and forecasts in person and as requested in a timely manner • Physical effort required to go on job sites • May be required to perform construction duties
Working conditions	<ul style="list-style-type: none"> • Concurrent work demands for projects • Extensive local travel in this position
Cultural competency	<ul style="list-style-type: none"> • Awareness of the Kitigan Zibi Anishinabeg culture, language and community.

QUALIFICATIONS REQUIRED	
Education and experience	<ul style="list-style-type: none"> • DEP/DEV in Construction or College Level Diploma specializing in Carpentry and Construction; • 5 years of experience as a head carpenter; • Experience in working with a crew of employees
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of National Building Codes; • Knowledge of CMHC Policies; • Knowledge of Canada Labour Code Part II and Safety Regulations; • Knowledge and experience in reading and understanding computer-generated software construction plans; • Knowledge and experience in budgeting; • Oral and written communication skills in English and French

	<p>are required for this position;</p> <ul style="list-style-type: none"> • Standard office computer literacy, instant messaging and use of the Internet are required for this position.
<p>Conditions of employment</p>	<ul style="list-style-type: none"> • Ability to acquire and maintain medical certificate of Good Health throughout employment; • Ability to pass a police reference check if considered for the position; • Must not possess any criminal convictions related to this position; • Valid Driver's Licence without restrictions is required for this position; Incumbent must be 21 years and have three years driving experience in order to be an insured driver with a Band vehicle; • Ability to acquire WHIMS, First Aid and CPR Training certification and maintain throughout employment; • Legally able to work in Canada.



KITIGAN ZIBI ANISHINABEG

P.O. Box 309, Maniwaki, QC J9E 3C9 Tel: (819) 449-5270 Fax: (819) 449-5673

JOB OPPORTUNITY 2nd POSTING

August 21, 2024

POSITION:	Kitigan-Zibi Economic Development Officer
LOCATION:	Community Services Administration Office
WORK SCHEDULE:	35 hours a week.
TERM:	Indeterminate. 6-month probationary period.
SALARY:	Level 7 (\$62,820.54- \$78,525.68)
DEADLINE:	September 5, 2024

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 from proposals (RFP's); 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
- B) Copies of Degrees, and or College Diploma(s)
- C) Contact information for 3 references
- D) A clear police reference check will be required if considered for the position

to **Myra Dumont** at the Health Centre, 8 Kikinamage Mikan. Maniwaki, Quebec

Contact information:

Email: myra.dumont@kza.qc.ca or HR.advisor@kza.qc.ca
Phone: 819-449-5593 ext. 2015
Fax: 819-449-7411

DUE DATE: September 5, 2024 at 4:00 p.m. (EST)

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 all documents are submitted by the deadline. Contact information must be current and accurate. If applying by email please ensure that you receive confirmation that your email went through. **Incomplete applications will not be considered for an interview.**



Kitigan Zibi Administration
Economic Development Officer
JOB DESCRIPTION

GENERAL INFORMATION	
Job Title	Economic Development Officer
Category	Administrative
Sector	Community Services
Location	Administration Office
Terms	Indeterminate Full-Time (6 month probationary period)
Hours	35 hours Mon-Fri
Salary	Level 7 Range to be determined based on experience
Immediate supervisor	Community Services Director
Date of job description	August 2024
JOB SUMMARY	
<p>Under the supervision of the Community Services Director, the Economic Development Officer is responsible for promoting economic development and business ventures for KZA Community members by meeting with members and assisting them with their business plans. The Economic Development Officer shall be responsible for planning, managing and providing insight for the activities and operation of KZA Economic Development programs and initiatives for business retention, promotion marketing and expansion.</p>	

RESPONSIBILITIES	KEY DUTIES
<p>Responsible for promoting business development in KZA</p>	<ul style="list-style-type: none"> • Manage, oversee and coordinate KZA economic development • 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

	<p>venture.</p> <ul style="list-style-type: none"> Review policies and procedures of various departments and recommend to the Chief and Council and Director of Community Service improvements, which may increase economic development opportunities.
Additional clerical and administrative duties	<ul style="list-style-type: none"> 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	
	<ul style="list-style-type: none"> Accountable for providing information and assistance to KZA community members on all economic development matters; Assists members who wish to start a new business venture; Accountable for arranging training and information workshops and sessions on economic development; Monitors all CEDO budgets.

WORKING RELATIONSHIPS	
Interpersonal relationships	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Potential to work as part of a team or; Works independently.
External communications	<ul style="list-style-type: none"> Communicates with various clients and stakeholders, government agencies and local businesses.
Negotiations	<ul style="list-style-type: none"> Strong working knowledge of the principals and practices of

	negotiation of sensitive issues related to Economic Department.
Training	<ul style="list-style-type: none"> • Open to any training in the field of economic development to advance one's skills.

ENVIRONMENTAL FACTORS	
Deadlines	<ul style="list-style-type: none"> • Prepares own work plans and sets and meets own deadlines.
Mental and physical effort	<ul style="list-style-type: none"> • Exercises patience in assisting clients with developing proposals and business plans.
Working conditions	<ul style="list-style-type: none"> • Works in an office environment; • Some local travel is required for this position.
Cultural competency	<ul style="list-style-type: none"> • Knowledge and Awareness of KZA community and culture.

QUALIFICATIONS REQUIRED	
Education and Experience	<ul style="list-style-type: none"> • Bachelor's Degree in Economics/Business Administration OR a 2 year College Diploma in Business Administration • Work experience in the private sector would be an asset; • Experience in developing, preparing, and presenting business-oriented workshops.
Skills and knowledge	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Police reference check is required if considered for this position; • Must not possess any criminal convictions related to this position; • Legally able to work in Canada.

Ash Basket Making With Cayer Crafts



Interested in making an ash basket?

Limited of 10 spaces

Friday August 23rd, 2024 10am-4pm

Wanaki Cabin

**Please email Mariah.Smith-Chabot@kza.qc.ca or
contact 819-598-8247 to reserve your spot.**

Transportation is available.



Ondàs pi Nagamodà “Come and Sing”

Men and Women’s Drum Circle

Interested in learning about songs, drum teachings, or just want to come listen to some songs, please join us:

Every Tuesday Evening

5:00 pm - 7:00 pm

KZ Cultural Center

54 Makwa Mikan



For more information contact Mariah Smith Chabot at Mariah.Smith-Chabot@kza.qc.ca or at 819-598-8247.

Transportation can be available.



Odekan Headstart
 Now accepting
 registrations
 start date
 August 26, 2024



MONDAY

Sagabigoni program (3-4yrsold)
 8:30-11:30am

TUESDAY

Sagabigoni program (3-4yrsold)
 8:30-11:30am
 Caregiver's Afternoon out (6months-3yrs old)
 1:00-3:00pm



WEDNESDAY

Sagabigoni program (3-4yrsold)
 8:30-11:30am
 Caregiver's Afternoon out (6months-3yrs old)
 1:00-3:00pm

THURSDAY

Sagabigoni program (3-4yrsold)
 8:30-11:30am

Baby Home vistic
 1:00-3:00pm

FRIDAY

Sagabigoni program (3-4yrsold)
 8:30-11:30am

- Caregiver's Afternoon out (Please call in by 11am to reserve a spot)
- Baby Home Visits (Call in if you would like a home visit. Can include dropping off books/toys/info)
- New baby flyers (Contact Odekan to have your new baby photo in the flyer)
- Contact: Katrina Whiteduck 819-449-2702 ext 3204
- Email: katrina.whiteduck@kza.qc.ca
- Address: 367 Paganakomin Mikan

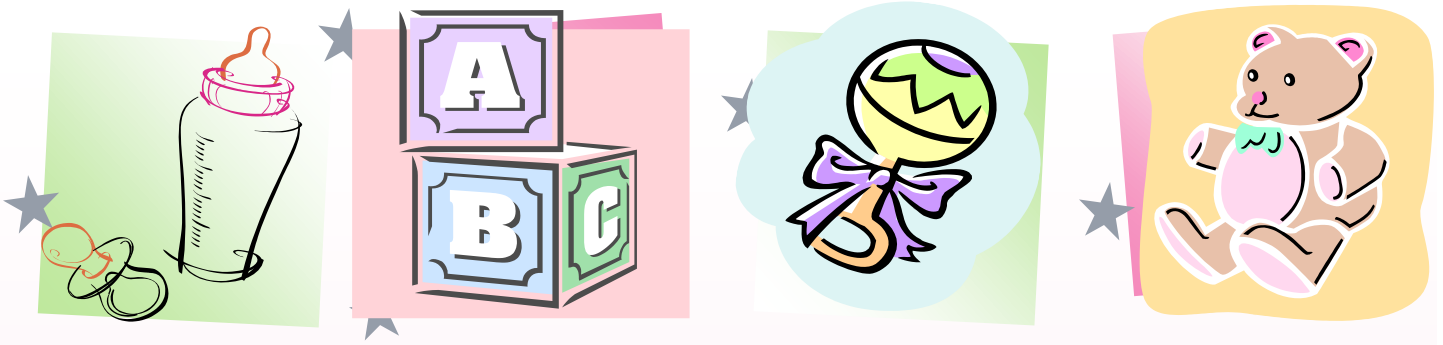
ODEKAN BABY CONGRATULATIONS!



**Parker Nimkii Huck-
Pezendewatch**

**Proud Parents
Rita Cote-Pezendewatch
&
Amberley Huck**

**BORN
May 13, 2024
7lbs 4oz
4:27pm**



ODEKAN BABY CONGRATULATIONS!

ATTENTION NEW PARENTS!

If you would like to put
your baby's picture in
the flyer. And receive a
baby bag bundle please
call Katrina @Odekan
819-449-2702 ext 3204

Or email
katrina.whiteduck@kza.qc.ca



Migwech





JOB OPPORTUNITY 1st Posting

August 22, 2024

POSITION: NNADAP Substance Abuse Counsellor
LOCATION: Kitigan Zibi Health and Social Services
WORK SCHEDULE: 35 hours a week. Varied schedule
TERM: Indeterminate.
SALARY: Level 5, as per Kitigan Zibi Anishinabeg salary scale
(\$50,522.35-\$63,163.64) Range based on work experience

SUMMARY:

The NNADAP Substance Abuse Counsellor supports individuals, families and the community through all stages of addictions by providing individualized comprehensive tools, resources, education and counselling, as well as promoting healthy lifestyle choices through various organized activities.

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 **September 5, 2024, at 4:00 pm (EST)**.

Information Contact:

Call Celine Brazeau Ottawa at 819-449-5593 ext 2002

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

NNADAP Substance Abuse Counsellor Job Description

GENERAL INFORMATION

Job Title : National Native Alcohol & Drug Abuse Program (NNADAP)
Substance Abuse Counsellor
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Center
8 Kikinamage Mikan, Maniwaki, Quebec
Terms : Full Time–Indeterminate
Hours : 35 hours per week (Varied schedule)
Salary : KZA Salary Scale Level 5
in accordance with the *KZA Human Resource Policy*
Immediate Supervisor : KZHSS Director
Date of Job Description : March 2024

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 NNADAP Substance Abuse Counsellor supports individuals, families and the community through all stages of addictions by providing individualized comprehensive tools, resources, education and counselling, as well as promoting healthy lifestyle choices through various organized activities.

KEY DUTIES

- Counsels, mentors, and supports families, groups, and/or target individuals (e.g. persons struggling with addictions, pregnant women, at-risk individuals, individuals in crisis) dealing with various stages of addictions (pre-treatment, during treatment, aftercare)
- Develops individualized treatment/recovery plans and provides educational tools and resources (e.g. self-management skills)
- Coordinates referral process (as received by individuals, families or other agencies) to appropriate regional facilities: treatment centres, detox/withdrawal management service institutions, processes admission forms and oversees logistical details (e.g. transportation and escort arrangements); maintains contact and follow-up with health care professionals regarding client's well-being.
- Arranges transportation and provides information for community members wanting to access local resources/support groups (e.g. AA, NA, Al-Anon groups)
- Coordinates and develops culturally-appropriate content for program promotion documentation, community prevention activities around addiction-free lifestyles and healthy living (e.g. monthly newsletters, CKWE broadcasts, National Awareness

Week, school presentations), hosts alcohol-free events, recreation and social activities, secures guest speakers and other resources.

- Intervenes in a crisis/emergency situation at the request of KZPD.
- Liaises with regional, provincial and federal counterparts to share leading practices and keeps abreast of leading practices and/or work scenario experiences

KNOWLEDGE AND SKILLS

- Theories, principles, and practices of crisis intervention strategies, effective counselling methods, sound therapeutic techniques with persons and families dealing with addictions;
- Knowledge of effects of alcohol and drugs and various underlying causes (e.g. trauma, abuse) of addictions;
- Effective interpersonal client-centered communication and interpersonal skills to work with diverse client groups of varying education levels;
- Effective case management and confidential record keeping practices
- Ability to plan, organize and facilitate group information sessions and community events.
- Knowledge of safety-oriented skills when dealing with intoxicated or aggressive clients; ability to effectively analyze situations quickly and apply sound judgment, and to work as a team.
- 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, Privacy Laws (PIPEDA).and applicable Accreditation standards.
- Knowledge of community resources, treatment centers, social service networks and organizations and prevention and support services offered locally and provincially.

CONTACTS

- Briefs Director of NNADAP program delivery.
- Maintains positive relationships with clients, co-workers and community members.
- Liaise and networks with local service providers, treatment and detox centers, health care agencies/facilities as well as other First Nations.
- Collaboration with the KZPD when crisis situations arise.

MANAGERIAL/SUPERVISORY

Human Resources:	Not applicable for this position.
Financial Resources:	Not applicable for this position.
Material Resources:	Not applicable for this position.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Manages medium to high level stress and multi-tasks daily; ▪ Mental alertness to changing and challenging situations; ▪ Strong interpersonal mental health; ▪ May be required to intervene in precarious situations.
Working Conditions:	<ul style="list-style-type: none"> ▪ Works within an office setting; ▪ Required to make home visits; ▪ May be required to transport a client; ▪ 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	<ul style="list-style-type: none"> ▪ Proof of completion of College Level training in Addictions Studies or related studies with experience in human sciences.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and awareness and the KZA culture and community.
Abilities:	<ul style="list-style-type: none"> ▪ Ability to communicate orally and in writing in English. ▪ Computer literacy skills.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Honest, non-judgmental, and non-intrusive ▪ Discretion and diplomacy ▪ Strong interpersonal skills and objectivity. ▪ Reliability ▪ Ability to develop a trusting relationship with clients and staff through open, honest communication and genuine caring for the client situation ▪ Mental caliber 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. <p><i>*Due to the specific nature of this job position, an incumbent should have and maintain an exemplary standing in the community in regards to having a clean and healthy lifestyle (i.e. not abusing drugs or alcohol).</i></p>
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ 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 Training Certification or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols.
Assets:	<ul style="list-style-type: none"> ▪ Ability to communicate in French and Algonquin.

**SUPPORTING
YOU EVERY STEP
OF THE WAY**

Online Support Group

FOR PARENTS OF SPECIAL NEEDS CHILDREN

WHEN: Every two weeks on Tuesdays at noon.
Mark your calendar: August 27th and September 10th 2024

WHERE: Online via Zoom.
Meeting ID: 954 772 5395

WHY ATTEND?

Balancing work, life, and the needs of your child can be challenging. Our bi-weekly online support group is here to help! Designed with your busy schedule in mind, this group offers a supportive space where you can:

- **Learn:** Participate in special needs training and gain insights into developmental topics.
- **Share:** Exchange experiences, tips, and advice with other parents who understand your journey.
- **Connect:** Build a community of support, understanding, and encouragement.
- **Grow:** Discover new strategies to help your child thrive and meet their potential.

HOW TO REGISTER

Call: 819-449-2323 ext. 2807

Email: Francesca.Brazeau@kza.qc.ca

**Together, we can navigate the challenges
and celebrate the victories.**



SPLASH & CONNECT FRIDAYS

JOIN US FOR A SPECIAL
POOL TIME EVERY FRIDAY!

WHAT: A fun and relaxing pool session for special needs children, where they can enjoy the water while parents connect with each other or swim alongside them.

WHEN: Every Friday at 10:00 AM

WHERE: Château Logue

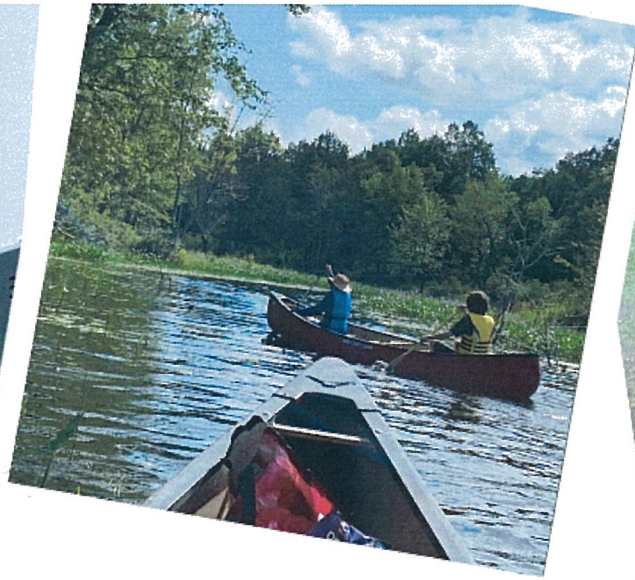
LIMITED SPACES AVAILABLE!

To ensure a comfortable and safe experience for everyone, we have a limited number of spots each week. Please register by Thursday at noon to reserve your place.



HOW TO REGISTER:
Call: 819-449-2323 ext.2807
Email: Francesca.Brazeau@kza.qc.ca





Highschool Camp Memories

Here is a little
snippet
into our summer





Chi meegwetch for an awesome summer!



SATURDAY, 24TH AUGUST



Location:
Garden, Next
to Walking
Path.

STARTING AT
1PM.

HORSESHOE

Tournament

To Register please call Kane or
Colten at K.Z.H.S.S. at
819-449-5593.

OTTAWA PRIDE PARADE 2024



SUNDAY, AUGUST 25TH, 2024 @ 1PM

REGISTER TO CONFIRM YOUR ATTENDANCE WITH SPORTS & RECREATION ORGANIZERS COLTEN & KANE, 819-449-5593 EXT 2004, WE ARE OFFERING TRANSPORTATION!



VOTE FRANKIE COTE FOR CHIEF OF KZA

Kwey kakina,

First, I would like to once again acknowledge and thank my two (2) nominators, Tammy Cote and Freeda Morin, for nominating me for the position of Chief of the Kitigan Zibi Anishinabeg (KZA).

As I stated in my previous letter, I have had the honour and privilege of serving the KZA as Councillor for the past five (5) terms (ten (10) years consecutively). I am a lawyer by trade. I hold two (2) university degrees: a Juris Doctor (JD) degree and an undergraduate degree (B.A.), both from the University of Ottawa.

I write this letter to you, members of the KZA, to demonstrate why I believe I have the ability to take on the role as Chief.

I have the knowledge, experience and expertise as a senior Council member, as well as my legal educational background. I have and will remain your voice at the Council table. I respect different points of view, as they are healthy and normal, and can lead to constructive dialogues and solutions. I will not make promises that I cannot keep. I will strive to be upfront and forthcoming.

What are my leadership, management, communication and collaborative styles?

- Leadership: I believe that leadership is facilitating decisions via consensus, as we did traditionally. I do not believe that one person can and will do everything; that is not our way. We have always worked together to build KZA into what it is today.
- Management: I believe we have a competent and capable administration to carry out the decisions and direction of the Band Council. My approach will be to strongly support band administration when they reach out for Council assistance. We will ensure that there are clear and fair policies in place for our administrators to follow.
- Communication: I believe in clear, consistent and open communication. With this approach we can lessen community distrust and skepticism.
- Collaboration: I strongly believe in collaboration and working together to achieve community objectives. This is the most effective and harmonious way for our community to move forward. Each of us has our strengths and gifts to contribute, and they need to be utilized.

Priorities for the KZA

- A new and improved Kiweda/senior living residence. For seniors who want, and can stay home, an improved in-home care program that provides service seven (7) days a week.
- A multi-use complex with an arena, pool, walk-path, indoor turf, etc..., yes the referendum failed but this does not mean the project is abandoned. I believe it failed because it was too rushed, and pertinent questions such as how we will pay the yearly operation and

VOTE FRANKIE COTE FOR CHIEF OF KZA

maintenance could not be answered. I have a plan on how we can do this together. That being said, in the end it shall remain the community's choice to move ahead, or not.

- Immediate and concrete action to protect our Anishinabemowin language. This would be done in collaboration with our language speakers as they are the experts.
- Increasing the yearly construction of new housing and more du/quadplexs because housing is costly, we are well aware that not everyone can afford to build but they also need a shelter over their head for themselves and their families. I also believe that it is time to explore and begin the discussions with the KZA regarding a rent to own program.
- Benefits stemming from projects within our territory - ensuring we are at the negotiating table(s) and receiving much better deals, from any and all projects occurring on our territory, that we permit.
- Protecting our territorial lands, bodies of water, forests and wildlife.
- Extensive consultation on the use of the KZA's water settlement portion which can include extending the current water system, a per capita distribution (PCD), etc... As I state below, you will determine where and how community monies are allocated.
- Engaging our membership on and off reserve (information session meetings can be held in Ottawa/Gatineau and/or online platforms such as Zoom or MSTeams) to ensure everyone is included, all voices are heard and we move forward together as one.
- Re-engage the dialogue with the Ottawa Senators regarding our participation and ownership.

These are just a few priorities. As what has been pointed out by candidates running for positions of Chief or Councillor, we all share the same priorities based on what you, the membership, have stated as your priorities.

I believe that we must move forward and evolve as a community and this election has the KZA at a crossroads. Do we move forward together with new, vibrant leadership or revert to the past? Many youth and elders have said it is time to work towards the future with a new and vibrant leadership.

We have seen many promises made throughout many elections, spanning decades. This election is no different. We have already seen the idea to “**explore**” and “**research**” issues that have been promised for forty (40) years and are still being promised today. If these promises could not be fulfilled then, I ask you to ask yourselves, what will be different now, after being promised time and time again?

We have some sole source revenue, such as the CatF and the interest generated in our trust from our Global Settlement, but is it enough to fulfill such promises? The reality is no. I do not see an

VOTE FRANKIE COTE FOR CHIEF OF KZA

action plan to fulfill these promises aside from continually looking to and depending on government funding. Again, this has not worked before and will not work again. This has been tried and tested to no avail. We know the answer. This is why things we have been talking about for decades are still being talked about today and have not come to fruition.

Can we realistically achieve all of them? I truly believe we can achieve things such as a new senior's residence, an arena/sports-complex, etc... but it will take time and we, as a community, need to prioritize together. We need to look at different avenues to generate the necessary funds, other than government funding. I have a plan that has not been tried or tested by the KZA yet but has worked across the country for many, many First Nation communities.

While I agree that we should not let the federal government absolve itself from its responsibility, we cannot depend on it to address all of our needs. If we continue to do that, then we will remain stagnant and not move forward. We see day in and day out the number of resources being extracted and projects occurring in our territory.

My plan is to approach these companies, not in an adversarial manner but in a manner where we can work together and send the message that if they want to do business with the KZA then they must invest in the KZA.

We are already being approached by companies that want to conduct business in our territory, particularly in the Ottawa/Gatineau area, and want our support because our support increases their chances of being successful in their project bids. They see the value that we bring as we have access to certain programs that they do not. My plan will see that we are getting long-term sustainable profits from these projects. For example, government projects have an Indigenous Participation Plan (IPP) that ensures that a minimum of five (5) percent of the total project costs is geared towards Indigenous peoples and businesses. An IPP includes a proponent/bidder's commitments to incorporate Indigenous peoples in subcontracting, employment, training, skills development, and other forms of benefits through the course of the contract. Hence, an IPP must include the Algonquin people when they have any plans within our territory, including both sides of the river: Quebec and Ontario.

We also need to invest in our community. As the old saying goes "we need to spend money to make money". I want to make it abundantly clear, any major decisions involving community funds will be made by you, which is why we created and implemented our own referendum procedure. Projects must be economically viable and acceptable to membership. If and when we need to invest, you will have your say... we will make that decision together.

Lastly, for the past few years I have been working and residing outside the community and I have been asked if I would return to the community on a full-time basis. I can say, unequivocally and without a doubt, that I will return to the community if elected as Chief.

I am asking for your **SUPPORT** and **VOTE** to be your next Chief. Let's move forward together.

Please do not hesitate to contact me with any concerns or issues that you may have. I can be reached at 819-230-6432 (call or text), email: fcotel1@hotmail.com or by Facebook Messenger.

VOTE FRANKIE COTE FOR CHIEF OF KZA

Lastly, I wish all the candidates the best of luck and regardless of the election results, I have and will always support our great community.

Chi-meegwetch. Ayaangwaamizin kakina.

A handwritten signature in black ink, appearing to be 'Frankie Cote', written over a horizontal line.

Frankie Cote



Frank A. Menese, *M.A., J.D.*

Frank was called to the Bar in Ontario in September 2013. He practices in Ontario and regularly obtains approval from the Quebec Bar to appear in court on specific matters in that province. He practices in the areas of Indigenous Law, Wills, Estates and Trust Law, Taxation and Corporate Law, Elder Law.

He has an undergraduate degree with a concentration in Political Science (B.Sci.Soc.) from Ottawa University (1993) and a Master of Arts Degree (M.A.) from Carleton University (2006). Frank completed his Juris Doctor degree (J.D.) at Ottawa University (2012).

In 2019, he opened Penosway Kichi Atàsowogamig / Frank's Storage / Entrepôt Frank, a self-storage business in Kitigan Zibi. Being an entrepreneur provides a unique perspective on the challenges and opportunities that face us here in KZA.

During his spare time, Frank pursues traditional activities including hunting, trapping, fishing, and attending cultural events. He enjoys spending time with his wife, Debbie Assiniwe, and their three children (Dolcy, D'Arcy and Maxie). Frank is an active member of his First Nation community.

KZA Trust

I would like to encourage all KZA members to be active participants in the discussion of opportunities for the use of the Annual Income from our KZA Trust.

The KZA Trust should be used to improve all aspects of the KZA (i.e., economic, social, political, legal, cultural etc.). The annual income is meant for spending not saving.

I also believe that off reserve members should be able to benefit from the KZA Trust, from wherever they live (i.e., housing/repair loans, business loan, social and cultural initiatives etc.).

Indigenous Rights and Title

This is a big one. I believe that addressing our title and rights is critical to our advancement. We receive approximately fifty consultation letters a month from all different government ministries, departments and agencies. All seeking our input. We need to actively engage provide our perspective. Litigation against Canada recommenced in 2023 and is on-going.

Infrastructure

There is room for improvement (i.e., fixing roads, improved street lighting, provide access to all our lakes, additional camping sites, new roads). All these areas need attention. We should also regularize third party uses of our reserve/territory (permits, additions to reserve (ATR) initiatives need to be realized).

Housing

Remains a priority. There are many members in need of suitable housing. Multi-unit dwellings are here and occupied. More needs to be built. All demographics are equally in need, so I support housing initiatives that include spots for elders, singles, couples, and everything in between.

Human Resources

KZA sorely needs employees at all levels and in all sectors. Existing positions and staff need to have access to yearly training (paid) to improve their skills and to learn new ones as well. Salaries need to be commensurate with duties and responsibilities.

KZA would benefit from a labour force strategy. What do we need? When do we need it? How do we get it? (i.e., tradespersons, professionals, educators, mechanics, contractors etc.). All these positions are relevant and required for KZA to succeed.

Language, Culture and Education

Another big one. Emphasize anishinabemowin in everyday situations. Learning means making mistakes but not repeating them. We are more than hunters, gatherers. Occupying our territory from living and working “on reserve” to living and working in our territory (remote work, living away from main community). Encourage our young ones to venture in the world learn skills and bring them back so KZA can benefit. Engage our Elders to provide continuity.

Membership / Citizenship

Our membership is growing. Canada adds people to our band list every month. We should encourage our new members to learn about KZA history, our shared culture, and values so that they can be proud to be an Anishinabe. It is more than just a card.

I could go on, but if what I have presented appeals to you and is something you can support; then vote for me and I will do my best to work with council to move these ideas along as we all work together for the benefit of all. Meegwetch.

fmeness@gmail.com

819-449-4959-H

819-930-3959-C

ANDREW (ANDY) DECONTIE FOR COUNCIL

Kwey Kitigan Zibi Anishinabeg,

Firstly, I would like to express my humility and honour in being nominated for a Councillor position within my community. Kichi Migwetch Lloyd Whiteduck mamwi Mike Diabo for your confidence in nominating me.

SNAPSHOT OF WHO I AM

The son of Peter and Yvette Decontie, I have three siblings, and have been married for 26 years. I am father of three (3) beautiful daughters and grandfather to three (3) precious grandchildren.

I am proud to have been raised in Kitigan Zibi Anishinabeg and carried out many of my personal, recreational, and entrepreneurial endeavours on our beautiful Anishinabe territory.

Many of my family members have dedicated their lives to the construction industry and have had to move away for employment all over the United States in the 1960's, alongside many other hard working KZA members. I too obtained my heavy equipment certification to work at the KZA Public Works for close to a decade. Following this, I purchased heavy equipment machinery to become more self-sufficient. I also embarked in retail and restaurant businesses for a number of years.

With some accumulated experience, I decided to go after the highest license in construction which is the *Régie du Bâtiment du Quebec* (RBQ) specifically the 1.3 license (Building contractor of all kinds). In 2014, I successfully passed the exam and formed Decontie Construction Inc. Over the years, I grew the business

with two (2) other joint venture companies Decontie Milestone Inc.- specializing in remediation work and Odimitawin Construction Inc.- specializing in construction of all building types.

As President of these ventures, I am proud to share that we have successfully executed various contracts in Gatineau, Ottawa, throughout Ontario and other locations within Algonquin Anishinabe Territory.



My contracting work and boots-to-the-ground experience have allowed me first-hand insight of the important challenges affecting our Algonquin Anishinabe workforce within the construction industry. This

has driven me to improve the present and future stand-points of our tradespeople, by shining light on these issues and finding lasting solutions. Over the years, I have been meeting with different networks of industry, government, and construction regulators to bring attention to the colonial and racist systemic barriers affecting the full advancement and employment of our tradespeople. This includes certification processes with construction systems, capacity building, procurement processes and bidding processes within our territory. Always looking out for their best interests, my company has employed, trained, and assisted many KZA/Algonquins/Indigenous people.

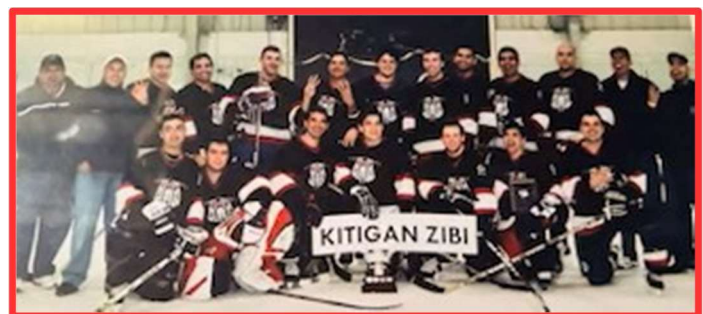
This journey led me to apply for and be awarded a government grant in 2018, for a ground-breaking pilot project entitled *Pathway to Strengthening the Algonquin Anishinabe Workforce* (PSAAW). The holistic goal of PSAAW is to **“Enhance the First Nations workforce through the development of a bottom-up, community-grounded, sustainable training and employment program.”**



Proudly developed by a select all-Algonquin technical team with diverse backgrounds, PSAAW is seen as a trailblazer for change within the industry, knocking down systemic barriers by originating discussions, finding solutions and raising awareness. Some of the pilot project successes include:

- ❖ Developing and implementing an unprecedented software (the Case Management Model) to help the Algonquin Nation communities assist their workforce with accessing employment, and manage local construction Labour Market Information (LMI).
- ❖ Raising awareness of the construction trades within the Algonquin Nation and recognizing this workforce with the 1st Algonquin Construction Trailblazers Awards Ceremony.
- ❖ Networking and building relations within the construction industry, of the Algonquin Anishinabe workforce, and collaborating with key stakeholders for integration of our workforce.

However, business has not been the only passion I have had in my life. Hockey from the early days at the KZA rink has also sparked great interest for me. Playing in minor leagues, then in the Junior League and later to be invited to the East Coast Hockey League, with the honor of being called to try-out for the National Hockey team of the Montreal Canadiens remain such fond memories of my youth. Moving forward, the passion never left, so I began building adult hockey teams including the *Braves* and lastly the organization of the *Bulls Hockey Team*; that with other community members brought to life the history of KZA hockey and our trailblazers the *Bitobi Bulls*. As a team over the years, we joined competitive hockey circuits and won many. As the team leader for many years, I volunteered and sponsored various teams of the new generation representing the pride of Kitigan Zibi Anishinabeg.



MY ADVOCACY & PRINCIPLES

I recognize that all of KZA's main sectors of activity are equally important (Health & Social Services, Education, Community Services, and Public Security), and have progressively advanced with the work of our previous Chiefs and Councils. Their leadership has been paramount to making our community what it is today. However, I also recognize that it is not without the contribution of the Frontline workers within these respective sectors, that all of our advancement has been possible. Kichi migwetch to all of you.

In support of all the candidates who have shared their positions during this election period, I endorse and respect your important visions for continued developments and implementation of strategies within all community sectors. My stance has always been one of working together and building things up as a collective. It is imperative that the voice of KZA be that of our people. The youth, single parents, families, and elders should always be the ones providing guidance and direction on what they want for the community, while the elected members are responsible for following through. I truly stand by this position.



With that being said, as a passionate harvester for my family, one of the sectors which I hold close to my heart is *Lands* and the sovereign management of our territory. With my family, we actively occupy our beautiful unceded territory.

As a concerned grandfather, it is important for me to share that continued community guidance and education are necessary to ensure our respectful co-existence with Mother Earth and all wildlife. I believe that it is our shared responsibility as families, harvesters, knowledge keepers,

that together we uphold the traditional values and teachings passed down from our ancestors.

Let us continue to teach our children in schools and on our territory the respectful teachings and manners by which we harvest; all animals including, fish, deer, moose, etc. as well as the preparation of the meats and hides. Other examples of needed teachings are the layout of our territory, important landmarks, and names (Algonquin) of ancestral harvest areas, as well as appropriate harvesting seasons.

Furthermore, as Algonquin Anishinabe it is important that we occupy the territory to protect our sustenance. My vision of KZA is that we occupy our territory by family and bring visibility of our continued collective existence beyond our KZA reserve boundaries. I am confident that together we can work to make this a reality sooner than later.

As many of you, I have deep concerns as we continue to witness the different forms of exploitation activities within our territory, including the continued over-extraction of resources, privatization, infringement by outfitter lodges, hunting tags, and development of provincial tourism organizations and activities, without proper Algonquin Anishinabe consultation. Quebec and its SEPAQ affiliate "*Nature activities in Quebec*" have governed and dictated the manner by which our territory has always been managed. Their law through the watchful eye of Game wardens continues a form of great imposition of our traditional laws.

Sadly, we are mere spectators to the government decision-making processes. I am of the belief that we should learn and understand their system, their policies, and organize ourselves with effective strategies which will be protective and ensure responsible ways of conduct. Our efforts to-date need to be hugely enhanced so that we are completely involved and constantly asserting our inherent rights as stewards of our territory.

I believe that with sound community consultation and involvement, as well as support from our Nation, KZA can put into place appropriate measures to safeguard our territory, its usage and the manner by which it is protected, monitored and maintained.

TO WRAP-UP...

Kichi migwetch for taking the time to read my letter. It was important for me, as my first time running for a position in a KZA election, to share with you all a glimpse of who I am and some of my thoughts.

I wish all candidates the best, and in any event, I put my full and continued support into the new leadership soon to be elected by our people.

I look forward to respectfully serving you and our community,

Yours truly,

Andrew (Andy) Decortie

ANDREW (ANDY) DECONTIE POUR LE CONSEIL

Kwey Kitigan Zibi Anishinabeg,

Tout d'abord, je tiens à exprimer mon humilité et l'honneur qui m'est fait d'être nommé à un poste de conseiller au sein de ma communauté. Je tiens à remercier Kichi Migwetch Lloyd Whiteduck mamwi Mike Diabo pour la confiance que vous me témoignez en proposant ma candidature.

UN APERÇU DE QUI JE SUIS

Fils de Peter et d'Yvette Decontie, j'ai un frère et deux sœurs et je suis marié depuis 26 ans. Je suis père de trois (3) jolies filles et grand-père de trois (3) précieux petits-enfants.

Je suis fier d'avoir été élevé à Kitigan Zibi Anishinabeg et d'avoir mené à bien de nombreux projets personnels, récréatifs et entrepreneuriaux sur notre magnifique territoire anishinabe.

Plusieurs membres de ma famille ont consacré leur vie à l'industrie de la construction et ont dû déménager pour trouver un emploi aux États-Unis dans les années 1960, aux côtés de nombreux autres travailleurs assidus de KZA. J'ai moi aussi obtenu mon certificat d'opérateur d'équipements lourds pour un emploi aux Travaux publics de KZA pendant près de dix ans.

Par la suite, j'ai acheté de la machinerie lourde pour devenir davantage autonome. Je me suis également lancé dans le commerce de détail et la restauration pendant un certain nombre d'années.

Avec une bonne expérience accumulée, j'ai entrepris l'obtention de la plus haute licence en construction, soit celle de la *Régie du Bâtiment du Québec* (RBQ), plus précisément la licence 1.3 (Entrepreneur en bâtiment de tout genre). En 2014, j'ai réussi l'examen et j'ai formé Decontie Construction Inc. Au fil des



ans, j'ai agrandi l'entreprise avec deux (2) autres co-entreprises : Decontie Milestone Inc. spécialisée dans les travaux d'assainissement et Odimitawin Construction Inc. spécialisée dans la construction de tous les types de bâtiments.

En tant que président de ces entreprises, je suis fier de dire que nous avons exécuté avec succès divers contrats à Gatineau, à

Ottawa, dans tout l'Ontario et dans d'autres endroits du territoire algonquin anishinabe.

Mon travail de contracteur et mon expérience sur le terrain m'ont permis d'avoir une vision directe des défis importants qui affectent notre main-d'œuvre algonquine anishinabe dans l'industrie de la construction. Cela m'a poussé à améliorer la situation actuelle et future de nos gens de métier, en mettant



en lumière ces problèmes et en trouvant des solutions durables. Au fil des ans, j'ai rencontré différents réseaux de l'industrie, du gouvernement et des organismes de réglementation de la construction afin de sensibiliser sur les obstacles systémiques coloniaux et racistes qui entravent l'avancement et l'emploi de nos gens de métier. Cela inclut les processus de certification avec les systèmes de construction, le renforcement des capacités, les processus d'approvisionnement et les processus d'appel d'offres sur notre territoire. Toujours soucieuse de leurs intérêts, mon entreprise a employé, formé et aidé de nombreuses personnes de KZA/Algonquins/Autochtones.

Mon parcours m'a amenée à demander et à obtenir une subvention gouvernementale en 2018, pour un projet pilote novateur intitulé *Sentier vers le renforcement de la main-d'œuvre algonquaine anishinabe* (SRMAA). L'objectif global du SRMAA est « **d'améliorer la main-d'œuvre des Premières nations grâce à l'élaboration d'un programme de formation et d'emploi durable, ancré dans la communauté.** »



Fièrement développé par une équipe technique entièrement algonquaine sélectionnée pour leurs diverses compétences, le SRMAA est considéré comme un pionnier du changement au sein de l'industrie, faisant tomber les barrières systémiques en lançant des discussions, en trouvant des solutions et en sensibilisant les gens. Voici quelques-unes des réussites du projet pilote:

- ❖ Développement et mise en œuvre d'un logiciel sans précédent (le modèle de Gestion de cas) pour aider les communautés de la Nation algonquaine à soutenir leur main-d'œuvre à accéder à l'emploi, et à gérer leur Information sur le marché du travail (IMT) dans le secteur de la construction.
- ❖ Sensibilisation aux métiers de la construction au sein de la Nation algonquaine et reconnaissance de cette main-d'œuvre lors du 1^{er} Gala de reconnaissance des défricheurs algonquins en construction.
- ❖ Établissement de réseaux et de relations au sein de l'industrie de la construction, et collaboration avec les principaux intervenants en vue de l'intégration de notre main-d'œuvre algonquaine anishinabe.

Toutefois, les affaires ne sont pas ma seule passion de vie. Le hockey, depuis mes premiers jours à la patinoire KZA, a également suscité un grand intérêt chez moi. Jouer dans les ligues mineures, puis dans la Ligue Junior et plus tard être invité à la Ligue de hockey de la Côte Est, avec l'honneur d'être appelé à faire essai pour l'équipe nationale de hockey des Canadiens de Montréal, restent de très bons souvenirs de ma jeunesse. Cette passion ne m'a jamais quitté et j'ai commencé à créer des équipes de hockey pour adultes, notamment les *Braves* et, enfin, l'équipe de hockey les *Bulls* qui, avec d'autres membres de la communauté, a fait revivre l'histoire du hockey KZA et de nos pionniers, les *Bitobi Bulls*. Au fil des ans, l'équipe a participé à des circuits de hockey compétitifs et a remporté de nombreuses victoires. En tant que chef d'équipe pendant de plusieurs années, j'ai fait du bénévolat et parrainé diverses équipes de la nouvelle génération représentant la fierté de Kitigan Zibi Anishinabeg.



MON APPUI ET MES PRINCIPES

Je reconnais que tous les principaux secteurs d'activité de KZA sont tout aussi importants (Santé et services sociaux, Éducation, Services communautaires et Sécurité publique) et qu'ils ont progressé grâce au travail de nos précédents Chefs et Conseils. Leur leadership a été essentiel pour faire de notre communauté ce qu'elle est aujourd'hui. Cependant, je reconnais également que ce n'est pas sans la contribution des travailleurs de première ligne dans ces secteurs respectifs que tous nos progrès ont été possibles. Kichi migwetch à vous tous.

En soutien à tous les candidats qui ont fait part de leur position au cours de cette période électorale, je soutiens et respecte vos visions importantes pour la suite des développements et la mise en œuvre de stratégies dans tous les secteurs de la communauté. Ma position a toujours été de travailler ensemble et de bâtir en tant que collectif. Il est impératif que la voix de KZA soit celle de notre peuple. Les jeunes, les parents uniques, les familles et les aînés devraient toujours être ceux qui apportent des conseils et des orientations sur ce qu'ils veulent pour la communauté, tandis que les membres élus sont responsables de la mise en œuvre. Je souscris sincèrement à cette position.



Ceci étant dit, en tant que passionné de récolte traditionnelle pour ma famille, l'un des secteurs qui me tient à cœur est celui des *Terres* et de la gestion souveraine de notre territoire. Avec ma famille, nous occupons activement notre beau territoire non cédé.

En tant que grand-parent concerné, je tiens à mentionner que la sensibilisation et l'éducation communautaires en continu sont nécessaires afin de garantir notre coexistence respectueuse avec notre mère la Terre et toutes les espèces sauvages. Je pense qu'il est de notre responsabilité

commune, en tant que familles, récolteurs et gardiens du savoir, de préserver ensemble les valeurs et les enseignements traditionnels transmis par nos ancêtres.

Continuons à enseigner à nos enfants dans nos écoles et sur notre territoire les enseignements et les manières respectueuses de nos activités de récolte d'animaux, y compris les poissons, les chevreuils, les orignaux, etc. ainsi que la préparation des viandes et des peaux. D'autres exemples d'enseignements nécessaires sont la configuration de notre territoire, les points de repère importants et les noms (algonquins) des zones de récolte ancestrales, ainsi que les saisons appropriées pour la récolte.

De plus, en tant qu'Algonquin Anishinabe, il est important que nous occupions le territoire pour protéger notre subsistance. Ma vision de KZA est que nous occupions notre territoire par famille et que nous apportions la visibilité de notre existence collective continue au-delà des limites de notre réserve de KZA. Je suis persuadé qu'ensemble, nous pouvons travailler à faire de cette vision une réalité sans plus tarder.

Comme beaucoup d'entre vous, je suis profondément préoccupé par les différentes formes d'exploitation de notre territoire, notamment la surexploitation des ressources, la privatisation, la violation des droits par les pourvoiries, les vignettes de chasse et le développement d'organisations et d'activités touristiques provinciales, et ce, sans consultation adéquate des Algonquins Anishinabes. Le Québec et son affilié de la SEPAQ, « Activités nature au Québec », ont régi et dicté la façon dont notre territoire a toujours été géré.

Leur loi, sous l'œil vigilant des gardes-chasse, continue d'être une forme de grande imposition de nos lois traditionnelles.

Malheureusement, nous sommes de simples spectateurs des processus décisionnels des gouvernements. Je pense que nous devrions apprendre et comprendre leur système, leurs politiques, et nous organiser avec des stratégies efficaces qui seront protectrices et garantiront des modes de conduite responsables. Les efforts que nous avons déployés jusqu'à présent doivent être considérablement renforcés afin que nous soyons totalement impliqués et que nous affirmions constamment nos droits inhérents en tant que gardiens de notre territoire.

Je crois qu'avec une consultation bien structurée et une implication de la communauté, ainsi que le soutien de notre Nation, KZA peut mettre en place des mesures appropriées pour sauvegarder notre territoire, son utilisation et la manière dont il est protégé, surveillé et entretenu.

POUR CONCLURE...

Kichi migwetch pour avoir pris le temps de lire ma lettre. Il était important pour moi, qui me présente pour la première fois à un poste dans le cadre d'une élection de la KZA, de partager avec vous tous un aperçu de qui je suis et de certaines de mes pensées.

Je souhaite le meilleur à tous les candidats et, quoi qu'il en soit, j'apporte mon plein soutien renouvelé au nouveau leadership qui sera bientôt élue par nos membres.

Je me réjouis de vous servir respectueusement, vous et notre communauté.

Bien à vous,

Andrew (Andy) Decontie



Kwey! Hello! Bonjour!

Migwech, thank you, merci to Lionel Whiteduck and Alison Commando for nominating me for a councillor position within the Kitigan Zibi Band Council. I am very honored that I was nominated for Chief and for a seat on Band Council. At this time, I have opted not to run for Chief but I am interested in gaining experience as a Band Council member.

If I am elected to our community's Band Council, I will...

- Take this responsibility seriously and work hard for our people.
- Support and enhance the work of our community's service sectors.
- Modernize our services' processes where possible in order to improve service delivery.
- Communicate more information to community members.
- Respond to the questions of community members.
- Contribute to the language & culture revitalization work ongoing in our community.
- Focus on public safety and security.
- Effectively meet with Indigenous Services Canada and all levels of government
- Explore different options in housing such as tiny homes for singles, couples or seniors.
- Search for new sources of funds to create unique activities or opportunities for different age groups and individuals with special needs.
- Respect the knowledge and lived experiences of our Elders and Knowledge Keepers by creating opportunities for more talking circles for all ages.
- Strengthen our Nation by promoting different opportunities for our community members to connect with other Anishinabe communities.
- Ensure that our inherent rights and our rightful place in our territory is more widely known and respected by non-indigenous people.

If you have any questions, comments or suggestions, please call or text me at 613-796-7986.

Migwech, thank you, merci!

Anita Tenasco

Kwey kakina Kitigan Zibi māmīwininīwag!

Pimisawo kiniwkwe nidijinikāz. Sandra Ann Tenasco ashidj Bill Ottawa ejinikāzowag ninīgīgōg. Bertha Tenasco (Dick Tenasco) ashidj Mary Tanis Smith (William Commanda) ejinikāzoban nikokomisag. Darren Tahonwatehento McGregor ejinikāzo niwīdigeman kanawāgenānō owa. Winona ejinikāzo nimisenz. Makwa ashidj Alex ejinikāzowag nishīmenjag.

My name is Victoria Lynn Tenasco-Commanda. Kitchi mīwetch to Jenna Dumont and Celine Whiteduck for nominating me for Council – it is an honour to be in the company of community members who have led Kitigan Zibi in both elected and non-elected positions for many years. I wanted to take the time to introduce myself and to share some of my thoughts.



Many know me as Adjidamō or Jid, a nickname given to me as a child by my late grandmother Bertha and the late Pat Decontie. My parents are Sandra Ann Tenasco and Bill Ottawa. I grew up in Kitigan Zibi and graduated from Kitigan Zibi Kikinamadinan and left the community for about 20 years to pursue post-secondary education in Ottawa. I moved back in 2021 amidst the pandemic and I live with my husband, Darren Tahonwatehento McGregor from Kahnawake, who currently works as a NNADAP Substance Abuse Counsellor at KZHSS.

I have a double major Bachelor's Degree in Communications and Indigenous Studies from the University of Ottawa. I have a Master of Arts degree in Canadian Studies - Indigenous Studies from Carleton University and am pursuing a Doctorate in Education from the University of Ottawa, although my studies are currently on pause to pursue other professional opportunities. My career has been within the health sector where I have focused on cultural safety and antiracism education for health professionals.

I currently work as the Strategic Partner for the Indigenous Health portfolio at Canada's Drug Agency where I work to build capacity and bring in Indigenous voices. I also currently work with the Maniwaki Native Friendship Centre and the MRC Vallée-de-la-Gatineau as the Antiracism Consultant moving the Antiracism Initiative work ahead for the Indigenous population in the region. Stay tuned for more on that project soon! I love this work because I push healthcare workers to understand Canada's history and ongoing trauma that health systems continue to perpetuate that can and does result in the unnecessary death of our people. I envision health systems in the future that hold health professionals accountable and where Indigenous Peoples are safe when accessing care.

It is important that I share my response to the question of whether I would seriously consider running for Council. I have decided to keep my name on the ballot for one reason – because some of you have asked me to. To me, this is important because I grew up with the understanding that roles are bestowed upon people by the community – and this is done when

they recognize and are confident in one's ability to undertake such roles and their associated responsibilities. I humbly accept the nomination in recognition of this – as a lifelong learning Anishinabekwe born and raised in the community, this is what I've come to understand Anishinabe leadership as.

In consideration of Anishinabe pimādjíwōwin and the aganeshānāng colonial structures that dictate our governance system, I want to share that this is not a conventional campaign letter. I won't tell you to vote for me and you won't find any campaign promises because I do not come to this election with plans for what I think the community needs. Anishinabe leadership is about listening and learning, guidance, collaboration, culture, responsibility, community involvement, and not being afraid to challenge authority. Anishinabe leaders embody respect, reciprocity, and relationships – these things I will do with the best intention.

I recognize that our current governance structure is rooted in Indian Act Elections coming from a department aimed at assimilation and a government entrenched in our decimation. These systems make us rely on governments that have encroached upon our territories and our autonomy, making us dependent and vulnerable to social and economic inequities, and powerless over our own membership. We know this, so let's work together in a way that promotes cultural safety, prioritizes self-determination, and revitalizes Anishinabe pimādjíwōwin and Anishinabemōwin.

Living the values of Anishinabe leadership means focusing on community interests so until I know from you how I can best represent the community for the short term that Chief and Council are offered, I will instead leave you with this for now...

I wish for a Kitigan Zibi where everyone feels a sense of belonging and safety, where we embrace our traditional roles and responsibilities, where we prioritize community needs over individual agendas – where we thrive together. Culture and language restoration must again find its place at the center of our work; this is how we break our dependence from governments who tell us what we need and, also fosters a sense of pride. I believe that by restoring such knowledge, we can build a stronger, more connected community and ensure a bright future for our abinōdjīnshag and the next seven generations.

Kitchi mīgwetch!



Please enjoy this picture from my grade one yearbook at KZ School!

Kwey Community Members

My name is Laurie Odjick

My parents are Martin & Lisa Odjick and I also have a great stepdad who raised me, Earl McGregor (LeeLee).

Mīgwech Tim & Mariette for the nomination & for believing that I can make a difference.

I am not here to make promises that I can't keep. I want to share that if I am elected, I am 1 voice & 1 vote.

I commit to using my voice to ask the hard questions that need to be answered. I am not afraid of a challenge or to be challenged.

I do know that if I am elected that I will have a lot to learn and know that I am willing to do that work.

Many of you know my long history of advocating for MMIWG since my daughter went missing in 2008.

I also have been advocating for my partner who had an accident that has left him a quadriplegic.

My life experience with navigating systems has taught me that many times these systems are lacking for our people and this is unacceptable. Our People need help.

I firmly believe that Lateral Violence has no space amongst our people. We need to find ways to work together because we are living in a world where divide and conquer is real.

Colonialism took us shock us, and are now the root of our traumas. Colonialism has profoundly continued to have negative impacts on our lives.

We need healing.

We as a community need our collective input in the decisions that will impact our families and community for generations to come.

Chief & Council are elected to serve all of membership both on and off reserve.

Chief and Council must be available to the membership of Kitigan Zibi.

We need greater accountability & transparency.

Chief and Council are elected to work for our people.

To give us a voice, not silence it.

We need the voice of our community to be strong

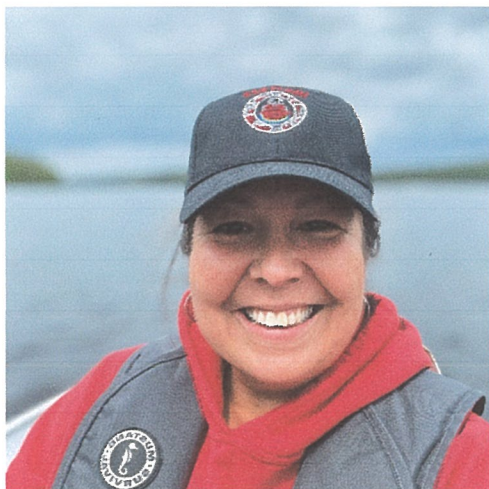
We need to listen without Judgment.

Listen with an Open Mind.

Speak with Humility as we speak for others.

We need to come together as a Nation, and more importantly as a community.

Mīgwech,



Laurie Odjick



CKWE is looking for registered KZA seniors 65 and over who would like to be interviewed talking about their past, their present, and their future. We are looking at talking about everything including language, culture, life events, places of interest, old time stories, legends, music and anything else you wish to share. The goal and theme of these interviews is

“Preserving Kitigan Zibi Anishinabeg Knowledge”

All seniors interviewed will be compensated for their time. We can interview at CKWE or we can come to your home or another location to sit down and have a recorded conversation. Everything will/can be edited. All interviews recorded will be aired on CKWE in the future.

Right now, we are gathering the names of seniors to interview and will coordinate times and places for the interview at a later date. The deadline to register for an interview is August 23rd 2024. If you would like to be interviewed, please contact CKWE:

Phone - 819-449-5097

Email – ckwe.radio@gmail.com

or stop in and visit us at

3 Kikinamage Mikan

Maniwaki, Quebec

J9E 3C9



VISION
Empowering First Nations and Inuit Peoples to live a balanced lifestyle

MISSION
The Wanaki Center is a specialized holistic service provider that promotes wellness through a quality, safe and culturally based program as a part of the continuum of care to support First Nations and Inuit Peoples to overcome addictions.

CORE VALUES
Wisdom, Love, Respect, Bravery, Honesty, Humility, Truth

Position: Cook

Salary: (Level 1 - \$22, 81/hr) to (Level 15 - \$30,10/hr) Based on education and experience

Duration: Full time indeterminate (40 hours a week)

Application deadline is August 28, 2024 at 4:00

Expected Start date: September 16, 2024

The Opportunity

While respecting the mission, orientations, values and general policies of the Wanaki Centre. Our team is committed to promoting health and healing through holistic approaches, including nutrition and culinary care. We are seeking a passionate and skilled Cook to join our team at our treatment centre. The ideal candidate will be responsible for preparing nutritious meals that cater to the dietary needs of our participants, ensuring a pleasant dining experience that supports their recovery journey.

Employment prerequisites and conditions

- Must be Bilingual (English and French/oral and written)
- Understanding of addiction and mental health trends
- Experience cooking for large groups
- Knowledge and experience working in a First Nations community

Key responsibilities

- Prepare and cook meals in accordance with established menus and dietary guidelines.
- Collaborate with nutritionists to create balanced meal plans that meet the specific needs of participants.
- Maintain high standards of food safety and hygiene in the kitchen.
- Manage inventory and order food supplies as needed.
- Assist with meal presentation and ensure dining areas are clean and welcoming.
- Provide support in the kitchen during meal service and special events.
- Adapt recipes and menus based on participant feedback and dietary requirements.

Qualifications

- Proven experience as a cook, preferably in a healthcare or treatment setting.
- Knowledge of nutrition and dietary restrictions.
- Strong organizational and multitasking skills.
- Ability to work collaboratively in a team environment.
- Certification in food safety and sanitation (preferred).
- Compassionate, patient, and understanding of the needs of individuals in recovery.

Benefits

- Competitive salary
- Health and wellness benefits
- Flexible scheduling
- Opportunities for professional development
- Supportive work environment

For more details, please contact Angela Miljour at angela.miljour@wanakicentre.com

**Interested persons must send their curriculum vitae and a cover letter
by: August 28, 2024 to operations@wanakicentre.com**



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Poste : Cuisinier (ière)

Salaire : (Niveau 1 - 22 \$, 81 \$/h) à (Niveau 15 - 30,10 \$/h) Selon l'éducation et l'expérience

Durée : Temps plein indéterminé (40 heures par semaine)

La date limite pour postuler est le 28 août 2024 à 16h00

Date de début prévue : 16 septembre 2024

L'opportunité

Tout en respectant la mission, les orientations, les valeurs et les politiques générales du Centre Wanaki. Notre équipe s'engage à promouvoir la santé et la guérison par le biais d'approches holistiques, y compris la nutrition et les soins culinaires. Nous sommes à la recherche d'un(e) cuisinier(ère) passionné(e) et compétent(e) pour se joindre à notre équipe à notre centre de traitement. Le candidat idéal sera responsable de la préparation de repas nutritifs qui répondent aux besoins alimentaires de nos participants, assurant ainsi une expérience culinaire agréable qui soutient leur parcours de rétablissement.

Conditions préalables et conditions d'emploi

- Doit être bilingue (anglais et Français/oral et écrit)
- Comprendre les tendances en matière de toxicomanie et de santé mentale
- Expérience culinaire pour de grands groupes
- Connaissance et expérience de travail dans une communauté des Premières Nations

Principales responsabilités

- Préparer et cuisiner les repas conformément aux menus établis et aux directives diététiques.
- Collaborer avec les nutritionnistes pour créer des plans de repas équilibrés qui répondent aux besoins spécifiques des participants.
- Maintenir des normes élevées de salubrité et d'hygiène des aliments dans la cuisine.
- Gérer l'inventaire et commander des fournitures alimentaires au besoin.
- Aider à la présentation des repas et s'assurer que les salles à manger sont propres et accueillantes.
- Fournir un soutien dans la cuisine pendant le service des repas et les événements spéciaux.
- Adaptez les recettes et les menus en fonction des commentaires des participants et des exigences alimentaires.

Qualifications

- Expérience avérée en tant que cuisinier, de préférence dans un cadre de soins de santé ou de traitement.
- Connaissance de la nutrition et des restrictions alimentaires.
- Solides compétences organisationnelles et multitâches.
- Capacité à travailler en collaboration dans un environnement d'équipe.
- Certification en salubrité des aliments et assainissement (de préférence).
- Compatissant, patient et compréhensif à l'égard des besoins des personnes en rétablissement.

Avantages

- Salaire compétitif
- Avantages pour la santé et le bien-être
- Planification flexible
- Possibilités de développement professionnel
- Environnement de travail favorable

Pour plus de détails, veuillez contacter Angela Miljour au angela.miljour@wanakicentre.com

Les personnes intéressées doivent envoyer leur curriculum vitae et une lettre de motivation par : 28 août 2024 à operations@wanakicentre.com



Jazz
Moderne
Créativité
Ballet
Step
Hip Hop



REGISTRATION DANS' ACTION

Classes are offered once a week from September to April and the annual recital will be held at the end of April. Our rates vary between \$200 and \$250 for one lesson per week.

September 4 - 5 

5 pm - 7 pm 

at our studio, 119 route 105 

 **CONTACT US!**

dansaction@videotron.ca



Facebook/Instagram

