



Kà-Nàgadawenindamodjig Aki, Nibì ashidj Awesìnzag

Land, Water and Animals Advisory Committee

313 Fafard St. Maniwaki Quebec, J9E-3B1

819-449-5170 ext:9025

Friday, October 15, 2024

Tagwàgi-Magoshewin/Fall Feast

Cultural Day

On Friday, October 11, 2024, the Land, Water and Animals Advisory Committee hosted a Cultural Activity at “KZA Cabin in La Verendrye Park” for a Fall Feast, followed by two (2) games played and a quick language lesson on the Moose.

The importance of having activities and workshops on the Land in our territory is to show our “Presence and occupation on the land” and to share Cultural teachings, knowledge of the land and KZ territory and language teachings.

On Friday, October 11, 2024, the activity presented was: Tagwàgi-Magoshewin/Fall Feast.

- Ate Lunch together, lunch was pot-luck style
- Discussions were made on hunting, when, where, how by knowledge holders
- Language portion, all participants learned moose terms, male moose, female moose, baby moose and one year old.
- Tea-boiling competition
- Moose calling competition

Approximately 22 community members participated.

It was a beautiful day to share knowledge of the land, the hunt of moose and some good food.

Tea-boiling competition winners

Female team of 3 to 4 winners - Celine Whiteduck, Kat Decontie, Jenni-Lee Decontie and Nivea Decontie;

Male team of 2 winners – Jon Decontie and Danny.

The winners each won a \$50.00 gift card to either KZ Store or KZ Gaz

Moose calling competitions winners:

Women: Nivea Decontie, she won a moose call and \$50.00 gift card at KZ Store

Men: Michael Twenish, he won a moose call and \$50.00 gift card to KZ Store

Door Prize Winners

They each won a bag of goodies (hot chocolate, 1 pair warm socks for women, 1 pair of men's warm socks, mini marshmallows, canister of cookies).

Priscilla McDougall

Nivea Decontie

Jill Simser

The Big Door Prize winner of a Generator:

Mike (Michen) Cote

Congratulations to all the winners!

We look forward to seeing you all at our next activity.

Stay tuned to the flyers for our upcoming activity.

Here are some photos from Friday's activity.







HAPPY
HALLOWEEN

RED ROOTS TRADING CO. IS HAPPY
TO BE PART OF HALLOWEEN IN
KITIGAN ZIBI. FREE PUMPKINS FOR
ALL THE CHILDREN OF KZ

PICK UP YOUR PUMPKIN STARTING AT
NOON AT THE KITIGAN ZIBI YOUTH
CENTRE, KITIGAN ZIBI, QC.

**SATURDAY, OCT 26TH, AT NOON.
WE HAVE 300 TO GIVEAWAY**

WE WILL BE REGISTERING THE YOUTH
FOR NEW WINTER COATS.

VOLUNTEERS WELCOME/JUST SHOW UP

FUN DAY!

WELCOME/FAMILY EVENT



No. K23-28-EEA

EMPLOYMENT OPPORTUNITY

Communications Agent

KIUNA INSTITUTION, DESIGNED BY AND FOR FIRST NATIONS, BUT OPEN TO ALL!

Kiuna Institution's objective is to democratize access to post-secondary education for First Nations members. The college has earned a reputation for its culturally adapted services and unique environment where programs, student services, human resources, teaching methods and materials are based on Indigenous cultures and traditions.

Employee Status: Regular

Workplace: Institution Kiuna, 1205, route Marie-Victorin, Odanak

Employment Type: On site – frequent travel – weekend availability required

Start Date: ASAP

Annual Salary: Between \$ 52 784 and \$ 70 081 according to FNEC's salary scale

Job Description

Our team is looking for a Communications Agent whose mission is to ensure the promotion of our college studies centre in terms of study programs, activities, and services. He plays an active leading role in updating the website and in promoting the organization's image in the media. He knows how to adapt information according to the respective realities of each community. A key player for Kiuna, he is responsible for evaluating interview requests, conducting visits of our institution, and writing press releases as well as supporting management in press conferences. He conducts events aimed at promoting and raising the visibility of the organization. He is also the guardian of the image and information of the organization broadcast on the media and on the website.

In close collaboration with Kiuna's Communications Manager, the Communications Agent provides technical support to achieve the organization's strategic objectives, in addition to centering his projects on the communication plan that he will develop with the communications team. The incumbent is proactive in gathering information and produces tools and content to communicate the organization's educational successes. The incumbent is also responsible for supporting the administrative team in the production of documents and attractive visuals in both official languages.

Requirements

- Undergraduate degree in communications; or
- CED in an employment-related field and have more than three years of experience.
- Excellent oral and written proficiency in both official languages: English and French.
- Valid drivers' licence
- Familiarity with the field of education in general and First Nations education community and the needs and expectations of member communities.
- Knowledge of an ancestral language is an asset.
- Knowledge of Microsoft office and image processing software.
- Any combination of training and equivalent experience will be considered.

Special Requirements

- Employment requires evening and weekend availability.
- The job requires external travel including places where access can be difficult, for a maximum of six to twelve times a year, and whose duration could exceed 48 hours.

Conditions of employment

We offer competitive working conditions: 4 days/week summer schedule, pension plan, holidays during the Christmas period, flexible cultural holidays, three weeks of vacation per year, sick leave, choice of work schedule, summer schedule, accessible residences, public transit, etc.

Ongoing application

To provide community needs-based services, Kiuna promotes hiring qualified staff representing the following targeted populations in order of priority: 1) First Nations Education Council (FNEC) employees, 2) First Nations members from FNEC - member communities, 3) other First Nations members, 4) Indigenous peoples, 5) other applicants.

To apply, please e-mail your application to emplois@kiuna.ca

We thank all applicants for their interest, however only selected candidates for an interview will be contacted.



Commission de développement
des ressources humaines des
Premières Nations du Québec

First Nations Human
Resources Development
Commission of Quebec

FNRDCQ

First Nations Human Resources Development Commission of Quebec



Who: *Gavin Cote-Decontie & Tara Decontie have been hired as Survey Interviewers for the FNRDCQ (The Commission).*

What: The commission aims to compile accurate and up-to-date data on the First Nations and Inuit labour market in Quebec to identify and better understand their challenges and employment opportunities.

When: Data will be collected from KZA community members from July - October 2024.

Where: Within the community (also open to KZA Members living in Quebec).

Why: The commission is aiming to improve our community members' access to skilled, sustainable jobs. To achieve this, we have implemented initiatives to help them secure employment and develop professionally.

How: The KZA will have access to the results of the studies collected and can decide where & how best to implement the data for the benefit of the community.

If you have any questions please reach out to us!

Gavin Cote-Decontie: PMO-Kitigan-Zibi01@cdrhpnq.qc.ca

Tara Decontie: PMO-Kitgan-Zibi02@cdrhpnq.qc.ca

Incentive for Completing our Survey!

\$25 Prepaid Visa/Master Card

Kwey Community Members (ages 15+),

Gavin Cote-Decontie & Tara Decontie have been hired as Survey Interviewers for the FNHRDCQ (The Commission). The commission aims to compile accurate and up-to-date data on the First Nations and Inuit labour market in Quebec to identify and better understand their challenges and employment opportunities.

SCAN QR CODE FOR QUICK ACCESS



**SURVEY CAN ALSO BE COMPLETED BY THE FOLLOWING WEB
ADRESS: PMO-WFP.CA/PMO**

**For those who would like to be contacted via telephone please leave your
contact info with Janet Brascoupe at the Band Office 819 449-5170.**

Gavin Decontie: PMO-Kitigan-Zibi01@cdrhpnq.qc.ca

Tara Decontie: PMO-Kitgan-Zibi02@cdrhpnq.qc.ca



Commission de développement
des ressources humaines des
Premières Nations du Québec

First Nations Human
Resources Development
Commission of Quebec



Join the KZA
Natural Resource and
Wildlife Office for
the official launch of
Kidjīmāninān - “Our Canoe”
A project that focuses on
all working together to
preserve the biodiversity
within our region.

Cultural Centre
54 Makwa Mikan
Monday, October 21, 2024
10:00 a.m. - 3:00 p.m.

- 10:00am** Fire Ceremony - Peter Decontie
Water Ceremony - Rae-Ann Whiteduck
- 10:45am** Opening Speeches by Chief Jean-Guy Whiteduck
Speeches by Invited Guests
Unveiling of Project Name and its Meaning
Unveiling of Project Logo
- 12:00pm** Question and Answer Session
- 12:30pm** Lunch
- 1:00pm** Activity Booths and Prizes
Opportunity for Community Members to
provide input to the project

KIDJĪMĀNINĀN

Together for the Land
Together for the 8th generation

For more information, please contact:
Erik Higgins, Natural Resource and Wildlife Office
819-449-5170 Ext. 1800 erik.higgins@kza.qc.ca



Anishinàbemowin

GRAMMAR

CONTEST

Complete the following and drop it off at the Cultural Center or email a picture of it to odaminowin2021@gmail.com for your chance to win a prize at the end of October. TAKE A GUESS! MISTAKES ARE PART OF LEARNING!

● ● ● LESSON 2: Pluralization

In Anishinàbemowin there are two types of endings, Animate and Inanimate. Animate nouns are pluralized with **g, ag, ig, og** or **wag** at the end of a word. Inanimate nouns are pluralized with **'n** or **an**.

Write the correct endings on the lines to pluralize these nouns.

1. odàbàn _____
2. animosh _____
3. wìsiniwàgan _____
4. okàd _____
5. ikwe _____
6. nibàgan _____
7. pineshì _____
8. makwa _____
9. nibì _____
10. wigwam _____
11. anagosh _____
12. tesibiwàgan _____
13. ikiwenzì _____
14. wàwàshkeshì _____
15. ozid _____
16. kìwsens _____
17. anagabeshàgan _____
18. mitig _____
19. kàjagens _____
20. anibìsh _____

The correct answers will be included on the winner's flyer at the end of October.

English Translation



- | | | | |
|-------------|------------|-----------|------------|
| 1. cars | 2. dogs | 3. tables | 4. legs |
| 5. women | 6. beds | 7. birds | 8. bears |
| 9. waters | 10. houses | 11. stars | 12. chairs |
| 13. old men | 14. deer | 15. feet | 16. boys |
| 17. pants | 18. trees | 19. cats | 20. leaves |



Anishinàbemowin
Verbo

BINGO
Night

Monday Nights

Time: 6:30pm to 8:00

Starts on October 21, 2024

Downstairs at the Hall



Learn Anishinàbemowin verbs & conjugation rules
Fun for Seniors, children and families



Prizes to be Won!





Odekan Headstart presents

HALLOWEEN DANCE PARTY

FOR CHILDREN 0-6YRS OLD



PIZZA SUPPER
FACE PAINTING

***TREAT BAGS/BOOKS FOR
CHILDREN 0-6YRS***

***RANDOM DRAWS ***
NOT A DROP OFF ACTIVITY

**MORE INFO CONTACT
KATRINA @ODEKAN
819-449-2702**

Five reading activities to try with news articles



News articles are wonderful resources for reading activities for your entire family. To help your elementary schooler keep up with current events and have fun at the same time, try

the following activities:

- 1. What's the Story?** Print out an interesting news story and cut the paragraphs apart. Have your child read the paragraphs and put them in an order that makes sense based on the headline.
- 2. Fact or Opinion.** Read an editorial together and ask your child to underline all the facts in blue and all the opinions in red. Ask, "How do you differentiate between *fact* and *opinion*?"
- 3. Scavenger Hunt.** Make a list of things for your child to find in the newspaper. For example: an advertisement for a local store, a map, a fraction, and a chart.
- 4. Parts of Speech.** Print out several articles and have your child circle all the adverbs in each. Are there more adverbs in a local news story or a sports article? What about a story in the arts section? You can also try this with adjectives, proper nouns or other parts of speech.
- 5. Comics and puzzles.** Read the comics section together. Are there any games or puzzles to complete? Work together to solve one.



Elementary School
BUILDING READERS

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**Reading
Extras**

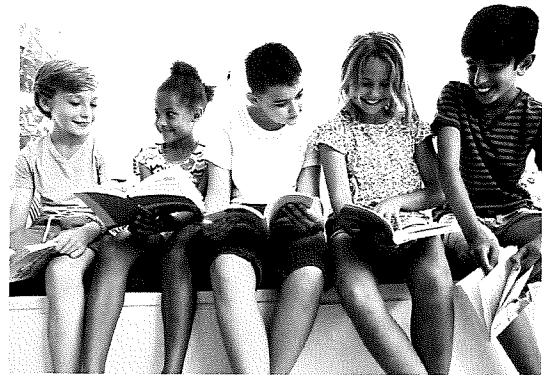
Make reading a social event with a book club



Increase the excitement about reading by helping your child start a book club! Talking about reading is an effective way to build comprehension and analysis skills—and your child and friends will also enjoy spending time together.

To help your child organize a book club:

- 1. Choose members.** Have your child think of some friends who will take the book club seriously. It is also helpful if all the book club members are at approximately the same reading level.
 - 2. Decide when and where to meet.** The club could meet at your home or the public library after school or on the weekends.
 - 3. Suggest a plan** for how members will choose the book each time they meet.
- Once your child's book club is underway, make a few suggestions to help keep it interesting:
- **Read all the books in a series.** The kids will be able to immerse themselves in a world and get to know the characters well.
 - **Have a theme night.** Each member might dress up as a favorite character from a book. They might come up with themed food ideas, too.
 - **Watch the movie adaptation**—after they read the book, of course!



Elementary School
BUILDING READERS

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**Reading
Extras**



JOB OPPORTUNITY – 2nd posting

October 10, 2024

POSITION: Nicholas Stevens Centre (NSC) – Personal Support Worker (PSW) or Developmental Services Worker (DSW)

LOCATION: As designated by KZHSS

WORK SCHEDULE: 40 hours a week. The incumbent will be expected to work outside of normal work hours on a varied schedule

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

SALARY: Level 4 (\$49,095.25 to \$61,419.08)
Starting Range (0 to 5) to be determined

SUMMARY:

Under the supervision of the Special Needs Area Coordinator, The NSC PSW/DSW - provides quality personal care to Nicholas Stevens' Centre participants

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, contact information for 3 references, and copy of your driver's license to the attention of **Dawn Cayer – Executive Assistant, Kitigan Zibi Health Centre, 8 Kikinamage Mikan, Maniwaki, Quebec J9E 3B1** or email at Dawn.cayer@kza.qc.ca The deadline is **Thursday, October 24, 2024, at 4:30 pm (EST)**.

For further information regarding this position, call Francesca Brazeau at 819-449-5106

Second posting: open to all First Nations 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. The selection process is intended to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members. 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

Nicholas Stevens Centre (NSC)-Personal Support Worker or Developmental Services Worker (DSW) Job Description

GENERAL INFORMATION

Job Title : Nicholas Stevens Centre (NSC)-Personal Support Worker (PSW) or Developmental Services Worker (DSW)

Category : Support Staff

Sector : Kitigan Zibi Health & Social Services

Location : As designated by KZHSS Director

Terms : Indeterminate

Hours : 40 hours per week

Salary : KZA Salary Scale Level 4. Range based on experience in accordance with the *KZA Human Resource Policy*

Immediate Supervisor : Special Needs Area Coordinator

Date of Job Description : August 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 NSC- PSW/DSW provides quality personal care to Nicholas Stevens' Centre participants.

KEY DUTIES

- Assists with the facilitating, and the monitoring of the overall delivery of social, recreational and daily living activities, programs and education in individual/group settings; ensures activity logistics are properly attended to (contacting of volunteers, purchase supplies, availability, etc.); ensures a safe environment.
- Assists participants with personal care (bathroom, hygiene, ambulation, mobilization, transferring, use of adaptive devices, etc.) when required, with dignity and respect.
- Assists participants with NSC activities; ensures personal care of participants' physical, emotional, psychological and social needs; supports the participants in the development and maintenance of family and community relationships.
- Reports changes in participants' health status to the supervisor; completes participant documentation.
- Actively listens and responds to participant and family requests/concerns within the scope of PSW services; advocates for participant rights/concerns.
- Assists with meal preparation and meal service.
- Accompanies participants on outings.

KNOWLEDGE AND SKILLS	
	<ul style="list-style-type: none"> ▪ Theories, principles, and practices of the provision of personal care and hygiene. ▪ Communication skills when dealing with clients and their families, when learning delegated duties, and when interacting with the staff. ▪ Ability to be honest, non-judgmental, and non-intrusive, 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 and Privacy Laws.

CONTACTS	
	<ul style="list-style-type: none"> ▪ Briefs Supervisor and of issues/concerns. ▪ Maintains positive relationships with participants and their families, co-workers and community members.

MANAGERIAL/SUPERVISORY	
Human Resources:	▪ Not applicable in this position.
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ Not applicable in this position.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Manages medium level stress and multi-tasks daily. ▪ Uses proper techniques to carry or lift heavy objects. ▪ Mental alertness to changing and challenging situations. ▪ Strong interpersonal mental health;
Working Conditions:	<ul style="list-style-type: none"> ▪ Works within a day program type setting. ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.

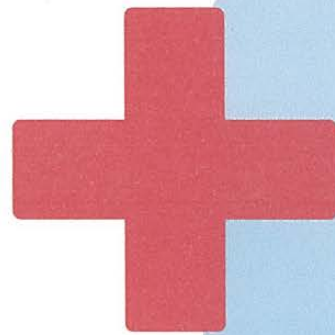
INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ▪ Certificate in the area of Health Care Aide or Personal Support Worker; OR ▪ Developmental Services Worker Diploma; OR, ▪ Nursing Student with one year completed.

INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and awareness and Algonquin culture and communities.
Abilities:	<ul style="list-style-type: none"> ▪ Monitoring and reporting skills. ▪ Ability to communicate orally and in writing in English. ▪ Ability to work with seniors. ▪ Ability to work independently without close supervision, able to organize own workload.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Discretion and diplomacy; ▪ Reliability;

	<ul style="list-style-type: none"> ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients; ▪ Ability to establish and maintain effective working relations with multiple stakeholders.
<p>Certification/Licenses to maintain for duration of employment:</p>	<ul style="list-style-type: none"> ▪ 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, Workplace Hazard Information Management Systems (WHIMS), and Principles for Moving Clients Safely or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols .
<p>Assets:</p>	<ul style="list-style-type: none"> ▪ Ability to communicate in Algonquin. ▪ Ability to communicate in French.

**Blood Work Clinic
is canceled on
October 24 and
November 7, 2024.**

All the nurses are at a vaccination clinic.



**We apologize for
this inconvenience.**

Influenza & COVID-19 vaccination campaign

Organized by KZHSS

WHEN : OCTOBER 24 & NOVEMBER 7, 2024

08:30 AM - 11:30 AM

13:00 PM - 18:00 PM

WHERE : COMMUNITY HALL

WHO : KZ COMMUNITY MEMBERS

- 14 YEARS AND OLDER
- BRING A VALID HEALTH CARD

HOW : WALK-IN

- NO APPOINTMENT NEEDED
- Please dress accordingly to allow quick and easy access to your arms
- Remember to eat and hydrate before the shot
- A 15 minute wait time is mandatory after the shot



For inquiries, please call
819-449-5593

Get ready for a strikes!

K.Z.H.S.S. PRESENTS

HALLOWEEN

BOWLING PARTY



TUESDAY ,OCTOBER 29TH

AT 5:00PM TILL 7:00PM

COLOR DISCO BOWLING, GIVEAWAYS, PRIZES

Please CALL TO REGISTER.

819-449-5593.

HALLOWEEN

OUTSIDE

DECORATIONS

CONTEST

1st
2nd
3rd
place

Oct 29
judges will
be going
around to
judge.
(evening
time)

**REGISTER YOUR NAME
& ADDRESS WITH THE
KZHSS RECEPTIONIST.
DEADLINE OCT 24, 2024**



HALLOWEEN COSTUME CONTEST

Adult's only

18+

On October 31, 2024 you send in a picture of the costume you are wearing. Three categories: Original, Scariest & Funniest (only one category per person). You can send the picture through email at natasha.mitchell@kza.qc.ca or through messenger Tash Mitchell. Please say which category and your name when you send it. Deadline Oct 31, 2024 at 10:30 p.m.



HALLOWEEN COSTUME Contest

0 to 17 years
old only.
Family needs
to have a
child in the
picture.

Original

Scariest

Funny

Family

ON OCTOBER 31, 2024

Send in a picture of your
child in their costume (only
1 entry per child). Family
category 1 per entry. Send
picture to

natasha.mitchell@kza.qc.ca
or messenger Tash Mitchell.

Please say which category
and name of the child or
family. Deadline to send
picture Oct 31 at 10:30 p.m.



Greene Funeral Services - South Chapel

Ross Donald Commanda

(August 7, 1952 - July 25, 2024)

Ross Donald "Daniel" Commanda, 71 of Gastonia, NC, passed away Thursday, July 25, 2024, at the Robin Johnson House, Dallas, NC.



He was preceded in death by his parents, Joseph Smith and Florence Paradis; also his sister, Joane Commanda.

Survivors are his son, Shawn Commanda of NC; daughters, Stephany (Albert) Powers of NY, and Jennifer (Jason) McGahey of VT; uncle, Gil of Canada; sister, Linda Paradis and husband Michael Dollbaum of NC; grandchildren, Natalie, and Silas Commanda of NC, Lilliana, Abigail and Annabelle Powers of NY, Jade McGahey of FL, and Anthony McGahey of VT; and special caregiver, Lucy Suttorp of Charlotte, NC.

He was a beloved father, son, brother and friend. He enjoyed watching Nascar, playing cards and having good times with his friends. He had a booth at the Miller's flea market in Fort Mill, SC for 30 years where he would sale swords and knives. He was a free spirit.

Services will be private in Maniwaki, Que Canada.

Arrangements are with the South Chapel of Greene Funeral Service and Crematorium, Gastonia - 1503 S. York Rd., Gastonia, NC 28052.

“TO ALL WHO REMEMBER ROSS”

Schedule Burial Memorial Services:

Sunday, October 19, 6pm to 10pm

Monday, October 20, 12pm to 2pm

at Kitigan Zibi Funeral Home



Holy Rosary
Next Mass
OCTOBER 20, 2024
11:00 AM



Mass for: Maurice Tenascon 1st Anniversary from the family
Roger Morin from Gaston
Lise & Donat Turpin from Roselyn Brazeau
Jules Andre & Benoit Lacroix from the family