



## KITIGAN ZIBI ANISHINABEG

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

Important  
Information

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### KITIGAN ZIBI ANISHINABEG COMMUNITY MEMBERS LIVING ALLOWANCE FOR 0-17 YEARS OLD (Minor Children)

This money is intended for the benefit of the child.

#### **Important: Required Documentation for Dependant Living Allowance**

To ensure timely processing and receipt of the living allowance for your dependants, please complete the following steps:

1. **Submit a completed application form. (attached)**
2. **Provide the most recent legal documentation confirming custody** of your dependants. Cheques must be issued in the name of the appropriate parent or legal guardian. *Please note: cheques cannot be issued in a minor's name.*
3. **Submit a current void cheque and direct deposit form.** Even if you have submitted one previously, a new, updated cheque specimen is required.

#### **Important Notes:**

- If the required information is not submitted by the deadline (August 18, 2025), your cheque or deposit will not be ready on **August 27, 2025** as scheduled.
- You must present **valid photo ID** when collecting your cheque.
- **Only** dependants registered with the Kitigan Zibi Anishinabeg band are eligible to receive the living allowance.

#### **Submission Deadline:**

All required documents must be submitted by **August 18, 2025, at 4:30 PM.**

#### **Please submit applications, documents and direct deposit information to our Claims Coordinators:**

Tamera McGregor, Claims Coordinator  
Leanne Cox, Claims Coordinator,  
Pauline M. Whiteduck, Claims Coordinator

**In Person:** Kitigan Zibi Anishinabeg Administration Office, 1 Paganakomin Mikan, Kitigan Zibi, Qc  
**By Phone:** 819-449-5170 ext. 1203 Toll free: 1-888-449-5170  
**By Email:** [kzamembers@kza.qc.ca](mailto:kzamembers@kza.qc.ca)

***We will not be accepting information given via social media, FB messenger or any other outlet used besides the above-mentioned options.***



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### 0-17 Years Old Living Allowance Application Form (please fill out a form for each Dependant)

#### DEPENDANT INFORMATION (Child) as written on Band Card

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

Middle Names: \_\_\_\_\_

D.O.B: \_\_\_\_\_

Dependants' Band Number: **073** \_\_\_\_\_

Dependants' Permanent Address: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

#### PARENT/LEGAL GUARDIAN INFORMATION

Mother's Name: \_\_\_\_\_ Contact #: \_\_\_\_\_

Mother's Band Number: (if applicable) \_\_\_\_\_ Email: \_\_\_\_\_

Father's Name: \_\_\_\_\_ Contact #: \_\_\_\_\_

Father's Band Number: (if applicable) \_\_\_\_\_ Email: \_\_\_\_\_

Guardian's Name: \_\_\_\_\_ Contact #: \_\_\_\_\_

Guardian's Band Number: (if applicable) \_\_\_\_\_ Email: \_\_\_\_\_

#### HOW WILL THE CHEQUE BE DISTRIBUTED? (Please check one)

\_\_\_\_ 50/50 both parents    \_\_\_\_ Mother    \_\_\_\_ Father    \_\_\_\_ Guardian/Curator

Check List: (Please ensure the following documents are attached upon submission)

- ☐ Legal Documentation proving custody/guardianship over the minor child.
- ☐ Direct Deposit Cheque Specimen and Form.
- ☐ Completed Application Form.

I declare that all information provided in this application for my minor child's living allowance is true and accurate. I understand that providing false or misleading information may result in the denial or termination of the allowance, repayment of funds, and possible legal action. I agree to report any changes in circumstances and consent to verification by relevant authorities.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



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### **NOTICE**

#### **Income Security Cheques for 2025**

**INCOME SECURITY RECIPIENTS HAVE BEEN RECEIVING  
ADDITIONAL MONIES FOR INFLATION AND COVID-19**

**THESE EXTRA MONIES HAVE BEEN FROM INDIGENOUS SERVICES  
CANADA (ISC)**

**THESE MONIES HAVE BEEN ALL SPENT AND WILL BE  
DISCONTINUED**

**INCOME SECURITY CHEQUES WILL GO BACK TO PRE-COVID-19  
AMOUNTS**

**SEPTEMBER CHEQUES WILL HAVE NO FURTHER INFLATION  
MONIES OR COVID-19 MONIES**

**INCOME SECURITY WILL BE AT STANDARD ISC RATES**

If you need more information, please contact Christine Stevens,  
Community Services Director or Deb Meness, Income Security at

819 449 5170 Ext 1404

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## KITIGAN ZIBI ANISHINABEG

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### NOTICE

## WATER AND SEWER INSURANCE

Payments are now being accepted for the years 2025-2026  
Water and Sewer Insurance, **due on or before August 29, 2025**. The  
coverage period is from September 1, 2025, to August 31, 2026.

This insurance covers well installations and aqueduct line and covers all plumbing components and piping from the well or main aqueduct line 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 cover all plumbing components and pipes from the septic tank or main community sewer lines 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	<b>\$121.00</b>	Water	<b>\$108.00</b>
Sewer	<b><u>\$121.00</u></b>	Sewer	<b><u>\$108.00</u></b>
Total	<b>\$242.00</b>	Total	<b>\$216.00</b>

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 \_\_\_\_\_, ending **August 29, 2025.**

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 payment agreements is August 29, 2025.**

For employees, arrangements must be entirely paid no later than September 29, 2025, 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, 2026.

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

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



# ANNUAL POLITICAL ASSEMBLY

Algonquin Anishinabeg Nation Tribal  
Council

**August 19 and 20, 2025**

Minawasi Hall  
170 rue Tom Rankin  
Pikogan



Conseil tribal de la Nation  
algonquine Anishinabeg

**19 et 20 août 2025**

Salle Minawasi  
170 rue Tom Rankin  
Pikogan

## ASSEMBLÉE POLITIQUE ANNUELLE

### DATES CHANGED / DATES MODIFIÉES

AUGUST 19 AND 20

19 ET 20 AOÛT

#### SCHEDULE

##### August 19

9:00 a.m. Reports from elected representatives

1:00 p.m. Update on issues affecting the Nation

##### August 20

9:00 a.m. Continuation of presentations in the morning

1:00 p.m. Nominations for election on the Council of the Nation.

#### HORAIRE

##### 19 août

9h Présentation des rapports des représentants élus

13h Mise à jour sur les dossiers touchant la Nation

##### 20 août

9h Suite des présentations en matinée

13h Mise en nomination pour les élections au Conseil de la Nation.

### August 20

Nomination for

**Grand Chief**

**Vice-Grand Chief**

Representatives of:

**Women**

**Elders**

**Youth**

### 20 Août

Mise en nomination pour:

**Grand Chef**

**Vice-Grand Chef**

Représentants:

**Femmes**

**Aînés**

**Jeunes**



## Algonquin College News [« Back to News](#)

### ARC to host Masters Indigenous Games

AUGUST 11, 2025



The Masters Indigenous Games are bringing their Arctic sports events to the Jack Doyle Athletics and Recreation Centre on Friday, Aug. 15 and Saturday, Aug. 16 and you're invited to attend. From Inuit Stick Pull to Alaskan High Kick, this is a unique opportunity to cheer on Indigenous athletes from locations such as northern Canada, Alaska and Greenland.

Celebrate the rich cultural heritage of Indigenous Peoples from the Arctic as athletes compete in traditional sporting events that showcase their endurance, agility and community spirit.

A special invitation is extended to the local Indigenous community in Ottawa, along with Kitigan Zibi, Pikwakanagan and Akwesasne community members.

#### Event Schedule

##### Friday, Aug. 15

- 6:30 p.m.: Registration Check-in
- 7 p.m.: Arctic Sports Opening Ceremony
- 7:30 p.m.: One-Foot High Kick
- 8:45 p.m.: Dene Stick Pull
- 9:45 p.m.: Awards

##### Saturday, Aug. 16

- 11 a.m.: Registration Check-in
- 12 p.m.: Inuit Stick Pull
- 1:15 p.m.: Scissor Broad Jump
- 2:15 p.m.: Alaskan High Kick
- 3:30 p.m.: Two-Foot High Kick
- 5 p.m.: Seal Hop/Knuckle Hop
- 6 p.m.: Awards

#### Location

Varsity Gymnasium, Jack Doyle Athletics & Recreation Centre (Building X)

Event attendees must **enter through the south entrance**. [View the Ottawa Campus map \(https://www.algonquincollege.com/maps/ottawa-campus/\)](https://www.algonquincollege.com/maps/ottawa-campus/).

#### Parking

Paid parking is in effect at all times. Parking Lot 8 is closest to our Varsity Gymnasium. Parking is a \$6 flat rate on weekends and after 5 p.m. on weekdays in Lots 8, 9, 10 and 12. See [Algonquin College Parking Services \(https://www.algonquincollege.com/parking/map/\)](https://www.algonquincollege.com/parking/map/) for the parking map.



## **JOB OPPORTUNITY**

OPEN UNTIL FILLED

June 12, 2025

<b>POSITION:</b>	<b>Mental Health Worker</b>
<b>LOCATION:</b>	Kitigan Zibi Health and Social Services
<b>WORK SCHEDULE:</b>	35 hours a week (varied schedule)
<b>TERM:</b>	Indeterminate – Full Time (6-month probationary period)
<b>SALARY:</b>	Level 7 (range based on experience)
<b>DUE DATE:</b>	Open until filled

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The Mental Health Social Worker develops, assists, and facilitates mental health service delivery through established mechanisms and partnerships with internal/external resources to community members. They work as a member of a multi-disciplinary team to provide social services to students, families, school, senior-care residents, hospital patients and clients with disabilities.

### **PREAMBLE**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center.

### **Contact information:**

**Email:** [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)  
**Phone:** 819-449-5593 ext. 2015  
**Location:** KZ Health Centre (8 Kikinamag Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right 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 regarding the candidates who pass the interview process.





## KITIGAN ZIBI HEALTH & SOCIAL SERVICES

### Mental Health Social Worker Job Description

#### GENERAL INFORMATION

**Job Title :** Mental Health Social Worker  
**Category :** Professional  
**Sector :** Kitigan Zibi Health & Social Services  
**Location :** As designated by KZHSS Director  
**Terms :** Full Time–Indeterminate  
**Hours :** 35 hours per week  
**Salary :** KZA Salary Scale Level 7 (Range negotiable)  
in accordance with the *KZA Human Resource Policy*  
**Immediate Supervisor :** KZHSS Director  
**Date of Job Description :** May 2025

#### 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 Mental Health Social Worker develops, assists, and facilitates mental health service delivery through established mechanisms and partnerships with internal/external resources to community members. They work as a member of a multi-disciplinary team to provide social services to students, families, school, senior-care residents, hospital patients and clients with disabilities.

#### KEY DUTIES

- Client advocacy.
- Ensures effective communications systems are in place which include referral protocols, guidelines and policies for the management of patients with various service providers.
- Clinical supervision of frontline KZHSS staff.
- Client psychosocial assessment of client needs (individual, family); development of service plans.
- Family, group, individual counselling.
- Judicial and hospital reports.
- Reporting requirements to social workers.
- Public curatorship.
- Develops, implements and provides effective professional learning in the areas of abuse, behaviour management and social emotional issues.
- Remains current on relevant research, best practices, legislation and professional literature.

KNOWLEDGE AND SKILLS	
	<ul style="list-style-type: none"> <li>▪ Theories, principles, and practices of Human Relations.</li> <li>▪ Skills in clinical assessment, treatment and intervention.</li> <li>▪ Knowledge of applicable laws, P-38, Youth Protection laws.</li> <li>▪ Knowledge of Quebec's laws and regulations under MSSS.</li> <li>▪ Knowledge of child, youth and family services and educational system.</li> <li>▪ Knowledge of KZA sectors, services, and multidisciplinary protocols in place.</li> <li>▪ Knowledge of all relevant KZA/KZHSS policies, KZA Code of Ethics, KZA Human Resources Manual and Privacy Laws.</li> <li>▪ Knowledge of skills in crisis intervention/tragic response and suicide intervention skills.</li> <li>▪ Knowledge in providing consultation to professional colleagues, teachers, administrators, parents and guardians.</li> </ul>

CONTACTS	
	<ul style="list-style-type: none"> <li>▪ Briefs Director of issues/concerns.</li> <li>▪ Provides input on policy and procedural changes.</li> <li>▪ Maintains positive relationships with residents, clients, co-workers and community members.</li> <li>▪ Works with special needs persons (intellectual), debriefing.</li> <li>▪ Liaises and networks with local service providers, partners, Centre-Jeunesse, Pierre-Janet Coordinator.</li> <li>▪ Works with Home-Care Coordinator.</li> <li>▪ Works with local service providers (CSSSO), institutions, educational facilities, government agencies, health care agencies/facilities, hospitals, seniors' residences.</li> <li>▪ Works with regional providers, including regional services.</li> <li>▪ Collaboration with law enforcement</li> </ul>

MANAGERIAL/SUPERVISORY	
<b>Human Resources:</b>	<ul style="list-style-type: none"> <li>▪ Provides clinical supervision and mental health training to KZHSS staff.</li> </ul>
<b>Financial Resources:</b>	<ul style="list-style-type: none"> <li>▪ Not applicable in this position.</li> </ul>
<b>Material Resources:</b>	<ul style="list-style-type: none"> <li>▪ Maintains confidential files, records to ensure their safety in accordance with professional standards, including preparation of reports.</li> </ul>

ENVIRONMENTAL FACTORS	
<b>Psychological and Physical Effort:</b>	<ul style="list-style-type: none"> <li>▪ Manages medium to high level stress and multi-tasks daily.</li> <li>▪ Uses proper techniques to carry or lift heavy objects related to activities.</li> <li>▪ Mental alertness to changing and challenging situations.</li> <li>▪ Strong interpersonal mental health.</li> <li>▪ May be required to intervene in precarious situations.</li> <li>▪ Ability to work with vulnerable populations and families.</li> </ul>
<b>Working Conditions:</b>	<ul style="list-style-type: none"> <li>▪ Required to transport and at times accompany clients to healthcare and judicial institutions and/or appointments.</li> <li>▪ Required to work flexible hours.</li> <li>▪ May be required to respond to emergencies.</li> <li>▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.</li> </ul>



<b>INCUMBENT QUALIFICATIONS</b>	
<b>Education and Experience</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree from a recognized university in social work, plus 2 years' experience in a counselling or related field or,</li> <li>• Bachelor's degree in social field and registered to a professional order.</li> <li>• Registered or ability to be registered with Order of Social Workers of Quebec, Marriage and Family Therapists of Quebec.</li> </ul>
<b>• INCUMBENT COMPETENCIES</b>	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>▪ Knowledge and awareness and Algonquin culture and communities.</li> </ul>
<b>Abilities:</b>	<ul style="list-style-type: none"> <li>▪ Ability to provide a full range of professional social work services as well as delegate tasks in planning, teaching and leadership.</li> <li>▪ Ability to intervene with children, adolescents, adults, seniors, families, persons with disabilities and subsequently develop a psychological treatment plan.</li> <li>▪ Ability to be honest, non-judgemental, non-intrusive and to work as a team.</li> <li>▪ Ability to adopt and apply personal self-care strategies.</li> <li>▪ Ability to provide psychosocial education to multi-disciplinary teams.</li> <li>▪ Ability to communicate orally and in writing in English and French.</li> <li>▪ Ability to work effectively with staff.</li> <li>▪ Ability to work with standard computer software.</li> <li>▪ Legally able to work in Canada.</li> </ul>
<b>Personal Suitability:</b>	<ul style="list-style-type: none"> <li>▪ Discretion and diplomacy.</li> <li>▪ Reliability.</li> <li>▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment.</li> <li>▪ Ability to establish and maintain effective working relations with multiple stakeholders.</li> </ul>
<b>Certification/Licenses to maintain for duration of employment:</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ Must provide medical certificate of good health if considered for the position.</li> <li>▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired.</li> <li>▪ Must follow all safety precautions and protocols.</li> </ul>
<b>Assets:</b>	<ul style="list-style-type: none"> <li>▪ French verbal and written communication skills to communicate with stakeholders in the provincial system.</li> <li>▪ Ability to communicate in Algonquin.</li> </ul>



## **JOB OPPORTUNITY**

OPEN UNTIL FILLED

June 12, 2025

<b>POSITION:</b>	<b>NNADAP Substance Abuse Worker</b>
<b>LOCATION:</b>	Kitigan Zibi Health and Social Services
<b>WORK SCHEDULE:</b>	35 hours a week (varied schedule)
<b>TERM:</b>	Indeterminate – Full Time (6-month probationary period)
<b>SALARY:</b>	Level 5 (range based on experience)
<b>DUE DATE:</b>	Open until filled

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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.

### **PREAMBLE**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center.

### **Contact information:**

**Email:** [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)  
**Phone:** 819-449-5593 ext. 2015  
**Location:** KZ Health Centre (8 Kikinamag Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right 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 regarding the candidates who pass the interview process.





## 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 Centre  
8 Kikinamage Mikan, Maniwaki, Quebec  
**Terms :** Full Time—Indeterminate  
**Hours :** 35 hours per week (Varied schedule)  
**Salary :** KZA Salary Scale Level 5 (Range negotiable)  
in accordance with the *KZA Human Resource Policy*  
**Immediate Supervisor :** KZHSS Director  
**Date of Job Description :** May 2025

#### 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 and other partner organizations.
- Liaises and partners with regional, provincial and federal counterparts to share leading practices and keeps abreast of leading practices and/or work scenario experiences.

KNOWLEDGE AND SKILLS	
<ul style="list-style-type: none"> <li>▪ Theories, principles, and practices of crisis intervention strategies, effective counselling methods, sound therapeutic techniques with persons and families dealing with addictions.</li> <li>▪ Knowledge of effects of alcohol and drugs and various underlying causes (e.g. trauma, abuse) of addictions.</li> <li>▪ Effective interpersonal client-centered communication and interpersonal skills to work with diverse client groups of varying education levels.</li> <li>▪ Effective case management and confidential record keeping practices.</li> <li>▪ Ability to plan, organize and facilitate group information sessions and community events.</li> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ Knowledge of community resources, treatment centers, social service networks and organizations and prevention and support services offered locally and provincially.</li> </ul>	

CONTACTS	
<ul style="list-style-type: none"> <li>▪ Briefs Director of NNADAP program delivery.</li> <li>▪ Maintains positive relationships with clients, co-workers and community members.</li> <li>▪ Liaise and networks with local service providers, treatment and detox centres, health care agencies/facilities as well as other First Nations.</li> <li>▪ Collaboration with the KZPD and other partner organizations when crisis situations arise.</li> </ul>	

MANAGERIAL/SUPERVISORY	
<b>Human Resources:</b>	Not applicable for this position.
<b>Financial Resources:</b>	Not applicable for this position.
<b>Material Resources:</b>	Not applicable for this position.

ENVIRONMENTAL FACTORS	
<b>Psychological and Physical Effort:</b>	<ul style="list-style-type: none"> <li>▪ Manages medium to high level stress and multi-tasks daily;</li> <li>▪ Mental alertness to changing and challenging situations;</li> <li>▪ Strong interpersonal mental health;</li> <li>▪ May be required to intervene in precarious situations.</li> </ul>
<b>Working Conditions:</b>	<ul style="list-style-type: none"> <li>▪ Works within an office setting;</li> <li>▪ Required to make home visits;</li> <li>▪ May be required to transport a client;</li> <li>▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.</li> </ul>



<b>INCUMBENT QUALIFICATIONS</b>	
<b>Education and Experience</b>	<ul style="list-style-type: none"> <li>▪ Proof of completion of College Level training in Addictions Studies or related studies with experience in human sciences.</li> </ul>
<b>INCUMBENT COMPETENCIES</b>	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>▪ Knowledge and awareness and the KZA culture and community.</li> </ul>
<b>Abilities:</b>	<ul style="list-style-type: none"> <li>▪ Ability to communicate orally and in writing in English.</li> <li>▪ Computer literacy skills.</li> </ul>
<b>Personal Suitability:</b>	<ul style="list-style-type: none"> <li>▪ Honest, non-judgmental, and non-intrusive.</li> <li>▪ Discretion and diplomacy.</li> <li>▪ Strong interpersonal skills and objectivity.</li> <li>▪ Reliability.</li> <li>▪ Ability to develop a trusting relationship with clients and staff through open, honest communication and genuine caring for the client situation.</li> <li>▪ Mental caliber to withstand or support emotionally charged or potentially unpleasant and/or disturbing situations.</li> <li>▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment.</li> <li>▪ Ability to establish and maintain effective working relations with multiple stakeholders.</li> </ul> <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>
<b>Certification/Licenses to maintain for duration of employment:</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ Must provide medical certificate of good health if considered for the position.</li> <li>▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired.</li> <li>▪ Must follow all safety precautions and protocols.</li> </ul>
<b>Assets:</b>	<ul style="list-style-type: none"> <li>▪ Ability to communicate in French and Algonquin.</li> </ul>



## **JOB OPPORTUNITY 3<sup>rd</sup> POSTING** **REPLACEMENT POSITION**

August 13, 2025

<b>POSITION:</b>	<b>Kiweda Personal Support Worker (PSW)</b>
<b>LOCATION:</b>	Kiweda Group Home
<b>WORK SCHEDULE:</b>	40 hours a week (varied schedule)
<b>TERM:</b>	Indeterminate – Full Time (6-month probationary period)
<b>SALARY:</b>	Level 4 (range based on experience)
<b>DUE DATE:</b>	August 27, 2025

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The Kiweda Personal Support Worker provides quality resident-focused personal care to Kiweda Group Home Residents.

### **PREAMBLE**

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center by August 27, 2025, by 11:00 a.m.

### **Contact information:**

**Email:** [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca) or [hr.advisor@kza.qc.ca](mailto:hr.advisor@kza.qc.ca)  
**Phone:** 819-449-5593 ext. 2015  
**Location:** KZ Health Centre (8 Kikinamag Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right 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 regarding the candidates who pass the interview process.





## KITIGAN ZIBI HEALTH & SOCIAL SERVICES

### Kiweda Personal Support Worker Job Description

#### GENERAL INFORMATION

**Job Title :** Kiweda Personal Support Worker (PSW)  
**Category :** Support Staff  
**Sector :** Kitigan Zibi Health & Social Services  
**Location :** Kiweda Group Home  
16 Kikinamage Mikan, Maniwaki Quebec  
**Terms :** Indeterminate  
**Hours :** 40 hours per week varied schedule  
**Salary :** KZA Salary Scale Level 4 (Range negotiable)  
in accordance with the *KZA Human Resource Policy*  
**Immediate Supervisor :** Kiweda Coordinator  
**Date of Job Description :** May 2025

#### 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 Kiweda Personal Support Worker provides quality resident-focused personal care to Kiweda Group Home Residents.

#### KEY DUTIES

- Assists residents with activities of daily living (ADL) according to their individualized care plans (e.g. bathing, dressing); ensures personal care of resident's physical, emotional, psychological and social needs;
- Complies with medical instructions from medical professionals (e.g. vital signs monitoring, medication management); promptly reports changes in resident's health status to the supervisor; completes resident documentation; assists residents to prepare for medical tests/appointments and ensures logistics are arranged (e.g. transportation, escort);
- Actively listens and responds to client/residents and family requests/concerns within the scope of PSW services; advocates for resident rights/concerns;

- Ensures housekeeping tasks are done in a safe and timely manner (e.g. cleaning of resident's rooms and common areas, laundry); supports group home staff members, occasional support with meal preparation and meal service.

#### KNOWLEDGE AND SKILLS

- Theories, principles, and practices of the provision of geriatric personal care and hygiene;
- Effective medication management techniques while assisting and/or administering medications (e.g. the 5 R's), ensuring the safe delivery, storage, distribution, disposal, record-keeping, or proper and prompt reporting of errors/discrepancies;
- Falls Prevention strategies;
- 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

- Briefs Kiweda Coordinator and of issues/concerns;
- Updates proceeding shift worker regarding pertinent client information;
- Maintains positive relationships with residents/clients and their families, co-workers and community members.

#### MANAGERIAL/SUPERVISORY

<b>Human Resources:</b>	▪ Not applicable in this position.
<b>Financial Resources:</b>	▪ Not applicable in this position.
<b>Material Resources:</b>	▪ Not applicable in this position.

#### ENVIRONMENTAL FACTORS

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



INCUMBENT QUALIFICATIONS	
<b>Education and Experience</b>	<ul style="list-style-type: none"> <li>▪ Certificate in the area of Health Care Aide or Personal Support Worker; or,</li> <li>▪ Nursing Student with one year completed;</li> </ul>
INCUMBENT COMPETENCIES	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>▪ Knowledge and awareness and Algonquin culture and communities.</li> </ul>
<b>Abilities:</b>	<ul style="list-style-type: none"> <li>▪ Monitoring and reporting skills.</li> <li>▪ Ability to communicate orally and in writing in English;</li> <li>▪ Ability to work with seniors;</li> <li>▪ Ability to work independently without close supervision, able to organize own workload;</li> </ul>
<b>Personal Suitability:</b>	<ul style="list-style-type: none"> <li>▪ Discretion and diplomacy;</li> <li>▪ Reliability;</li> <li>▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients;</li> <li>▪ Ability to establish and maintain effective working relations with multiple stakeholders.</li> </ul>
<b>Certification/Licenses to maintain for duration of employment:</b>	<ul style="list-style-type: none"> <li>▪ 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;</li> <li>▪ Must provide medical certificate of good health if considered for the position;</li> <li>▪ 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;</li> <li>▪ Must follow all safety precautions and protocols .</li> </ul>
<b>Assets:</b>	<ul style="list-style-type: none"> <li>▪ Ability to communicate in Algonquin.</li> <li>▪ Ability to communicate in French.</li> </ul>

# LET'S TALK ABOUT OUR COMMUNITY'S HEALTH AND SOCIAL SERVICES!

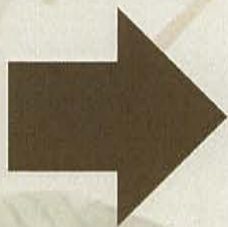
Kwey kakina!

As the Director of Kitigan Zibi Health and Social Services, I'm happy to invite you to two engagement sessions to share your thoughts, ideas, and feedback about our programs and services.

We'll discuss:

- Current programs and services
- Needs and priorities in the community
- How we can work together
- Ideas and suggestions

Your voice is important to us. I look forward to sitting with you!



**NEW DATE! AUGUST 27**



**6:00pm - 8:00pm**



**Community Hall**

**EVERYONE WELCOME | LIGHT REFRESHMENTS PROVIDED | DOOR PRIZES**



For more information, please contact  
Victoria Tenasco,  
Director of Kitigan Zibi Health and Social Services  
819-449-5593 ext 2002  
[victoria.tenasco@kza.qc.ca](mailto:victoria.tenasco@kza.qc.ca)



# New Weekly Recovery Meeting

Am I an Addict?

Only you can answer this question.

This may not be an easy thing to do. All through our usage, we told ourselves, "I can handle it." Even if this was true in the beginning, it is not so now. The drugs handled us. We lived to use and used to live. Very simply, an addict is a person whose life is controlled by drugs.

Narcotics Anonymous.

N.A. Group is here for you.

**WHEN: EVERY TUESDAY**  
**TIME: 12PM-1PM (DOORS OPEN AT 11:30AM)**  
**WHERE: MULTIPURPOSE BUILDING**  
**(137 C KICHI MIKAN, KITIGAN ZIBI)**

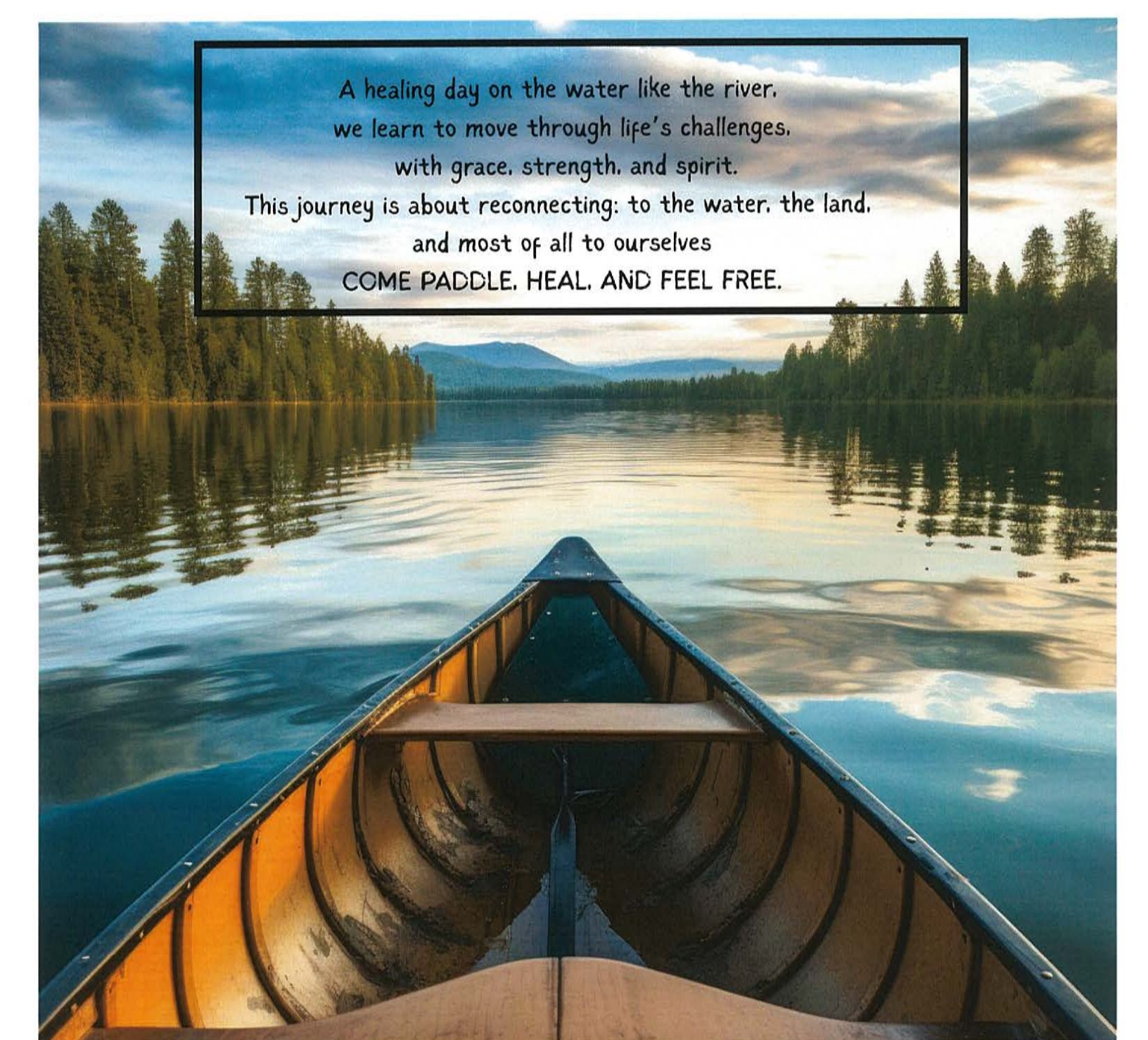
Soup + Bannock served.  
Come have lunch with us!

**We look forward to sharing this journey with you.**



For more information, please contact the NNADAP Team:  
Patricia Brazeau or Darren McGregor  
819-449-5593





A healing day on the water like the river,  
we learn to move through life's challenges,  
with grace, strength, and spirit.

This journey is about reconnecting: to the water, the land,  
and most of all to ourselves

COME PADDLE, HEAL, AND FEEL FREE.

## One Day CANOE TRIP

20TH-AUGUST/ 8AM

OPEN TO THOSE  
IN RECOVERY.



REGISTER NOW

CONTACT US

SPOTS ARE LIMITED!



KZHSS-NNADAP: 819-449-5593  
Darren McGregor- PatriciaBrazeau



LET'S HEAL TOGETHER

NNADAP

ONE MEAL AT A TIME

# *Good Food Good Spirit*

In collaboration  
with  
Marie eve Gagne  
our  
community Dietitian

**WEDNESDAYS | 1PM-3PM  
STARTING AUGUST 27  
SEPT 3-10-24 & 25<sup>TH</sup>  
AT THE YOUTH CENTER,  
KITIGAN ZIBI**

Walking the Red Road includes  
what we put on our plate.  
Join us for a cooking class rooted  
in culture, recovery, and community

**REGISTRATION : KZHSS**

819-449-5593 | DARREN MCGREGOR  
& PATRICIA BRAZEAU







# ODE KIJICÃO CARNIVAL

AUGUST 30, 2025

SAVE THE DATE

STAY TUNED FOR MORE INFO!



KITIGAN ZIBI ANNUAL



# FISHING DERBY

SAVE THE  
DATE

**SEPTEMBER 6**

**STAY TUNED FOR MORE  
INFORMATION!**







## **JOB OPPORTUNITY – 8th Posting**

Aug 13, 2025

POSITION:	<b>Elementary Teacher</b> (2 positions)
LOCATION:	Kitigan Zibi Kikinamadinan. (KZ School)
WORK SCHEDULE:	35 hours a week. Monday to Friday
TERM:	Indeterminate. Full time. Anticipated start date is August 2025.
SALARY:	<b>\$52,799.00 to \$102,857.00</b> Salary to be based on experience according to the Quebec English School Salary Scale.

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Under the supervision of the School Principal, the Teacher is responsible to deliver quality elementary school curriculum to students according to the approved Education Sector programs. Work includes the evaluation of students, the fostering of a learning environment, classroom management and the development of individualized education plans (IEPs).

If you are interested in applying for this position and are able to demonstrate that you meet the mandatory basic requirements, please forward your:

- a) cover letter and current resume,
- b) copy of diplomas/training
- c) copies of any designation or certification required
- d) any other documentation that will support that you meet the mandatory qualifications. A clear police reference check will be required if considered for the position.
- e) Contact information for 3 references.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Officer**, at the Health Center by **Thursday, Aug 27, 2025 at 11:00 am (EST)**.

**Contact information:**

Email: [Myra.Dumont@kza.qc.ca](mailto:Myra.Dumont@kza.qc.ca)

Phone: **819-449-5593**

Location: **KZ Health Centre** (8 Kikinamage Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. The Kitigan Zibi Anishinabeg practices a preferential hiring policy. Applicants must possess the basic requirements at the time of the deadline.





## KITIGAN ZIBI EDUCATION

### Elementary Teacher Job Description

#### GENERAL INFORMATION

**Job Title :** Elementary Teacher  
**Category :** Teacher  
**Sector :** Kitigan Zibi Education Sector  
**Location :** Kitigan Zibi Kikinamadinan  
41 Kikinamage Mikan, Maniwaki, Quebec  
**Terms :** Indeterminate position (Standard Probationary period)  
**Hours :** 35 hours per week. Monday to Friday  
**Salary :** Salary to be based on experience according to the Quebec English School Salary Scale  
**Immediate Supervisor :** KZ School Principal  
**Date of Job Description :** January 2025

#### KZ KIKINAMADINAN MISSION STATEMENT

Kitigan Zibi and Pakinawatik School's mission in cooperation with the Kitigan Zibi community is to create challenging opportunities to educate students in an atmosphere of mutual trust and respect. It is our common mission to inspire students to achieve personal growth and cultural pride, to value life long learning, and to become responsible contributing citizens of their community, the Algonquin Nation and society at large

#### STUDENT LEARNING OUTCOMES

It is Kitigan Zibi and Pakinawatik School's goal to give hope and encouragement to each student to reach his/her full potential academically, emotionally, socially, physically, and spiritually. Kitigan Zibi and Pakinawatik School encourages each student to become a life long learner.

#### KEY DUTIES

- Responsible to ensure the delivery of quality instructional services
- Grading and conducting student assessments
- Curriculum delivery
- Lesson and unit planning
- Manage discipline in accordance to the school's procedures
- Encourage good practice with regard to punctuality, behaviour, standards of schoolwork and homework.
- Planning, Teaching and Class Management
- Monitoring, Assessment, Recording and Reporting student progress in accordance to targeted learning
- Development of Individualized Education Plans (IEPS) to address student learning needs
- Contribute to extracurricular school activities
- Co-operate with other staff to ensure sharing and the effective use of resources
- Participates in weekly or bi-weekly staff meetings
- Plan, organize and deliver online learning via the Google Classroom platform when required

<b>ESSENTIAL TEACHING SKILLS</b>	
	<ul style="list-style-type: none"> <li>• Classroom Management;</li> <li>• Excellent English communication skills both written and oral;</li> <li>• Ability to lead and role model for students;</li> <li>• Ability to set objectives, determine goals and focus on the common goals of student learning;</li> <li>• Time Management;</li> <li>• Ability to prepare lesson plans and units appropriate to the level of students.</li> </ul>

<b>ACCOUNTABLE</b>	
	<ul style="list-style-type: none"> <li>• Accountable to provide quality education within the framework of the KZ education system;</li> <li>• Accountable to ensure students are given the opportunities to achieve their highest potential;</li> <li>• Accountable to ensure that the mission and vision of the school and education system is followed;</li> <li>• Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.</li> </ul>

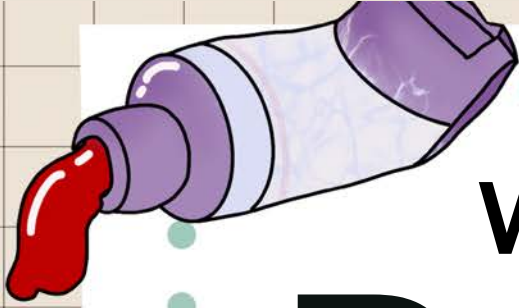
<b>MANAGERIAL/SUPERVISORY</b>	
<b>Human Resources:</b>	Will be responsible to provide guidance to classroom assistants or support staff assigned to classroom if applicable.
<b>Material Resources:</b>	Oversees and maintains management of classroom materials and textbooks; Ensures adequate materials and equipment are available to deliver program.

<b>ENVIRONMENTAL FACTORS</b>	
<b>Psychological and Physical Effort:</b>	<ul style="list-style-type: none"> <li>▪ Required to meet concurrent demands and deadlines;</li> <li>▪ May be required to deal with difficult situations;</li> <li>▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students;</li> <li>▪ Must be able to work in the English Language</li> </ul>
<b>Working Conditions:</b>	<ul style="list-style-type: none"> <li>▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days;</li> <li>▪ Outdoors during supervision.</li> </ul>

<b>INCUMBENT QUALIFICATIONS</b>	
<b>Education and Experience</b>	<ul style="list-style-type: none"> <li>• Currently in a Bachelor's Degree in Education program. Completion of degree preferred.</li> <li>or</li> <li>• Bachelor or Masters Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.</li> <li>or</li> </ul>



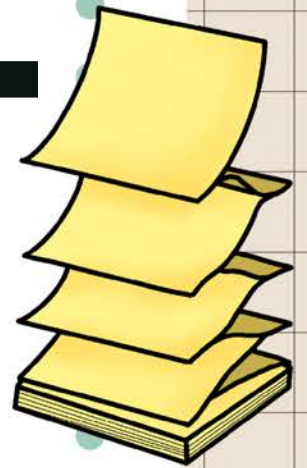
	<ul style="list-style-type: none"> <li>Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.</li> </ul>
<b>INCUMBENT COMPETENCIES</b>	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>Knowledge and awareness and the KZA culture and community;</li> <li>Knowledge of the Quebec Curriculum;</li> <li>Classroom management;</li> <li>Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities;</li> <li>Knowledge of school policies and procedures;</li> <li>Knowledge of subject(s) or specialization(s) to enable effective teaching.</li> </ul>
<b>Abilities:</b>	<ul style="list-style-type: none"> <li>To model good personal and professional conduct;</li> <li>Concentration through periods of frequent interruptions;</li> <li>Good time management;</li> <li>Strong communication and ability to converse with parents, colleagues and students in a professional manner;</li> <li>Problem-solving skills;</li> <li>Planning, organization and multi-tasking skills;</li> <li>Team-player who works in a coordinated effort.</li> </ul>
<b>Personal Suitability:</b>	<ul style="list-style-type: none"> <li>Discretion and diplomacy;</li> <li>Reliable;</li> <li>Mental calibre to withstand challenging or emotionally charged situations;</li> <li>Ability to maintain healthy professionalism and respect for staff, colleagues and students;</li> <li>Ability to establish and maintain effective working relations with colleagues.</li> </ul>
<b>Certification/Licenses to maintain for duration of employment:</b>	<ul style="list-style-type: none"> <li>Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession;</li> <li>Must undertake the responsibility of maintaining professional development as required;</li> <li>Legally able to work in Canada.</li> </ul>
<b>Assets:</b>	<ul style="list-style-type: none"> <li>Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.</li> </ul>




# WELCOME BACK 2 SCHOOL

ARE YOU READY ?

TUESDAY,  
September 2, 2025







Aug 13, 2025

**To: Parents/Guardians**

## **RE: KZK Parent Newsletter**

Please see the Parent newsletter which has been reprinted in colour. We noticed that there are a few errors in the content of the newsletter, and we wish to provide the correct information to parents.

In the box that lists KZK Administration & Support Staff, page 3, there were errors or omissions to some of the staff names. We offer our sincere apologies to any staff who may have been affected by this mistake.

Migwech!



**Kitigan Zibi Education Services**

41 Kikinamag Mikan, Maniwaki QC J9E 3B1

Tel: (819) 449-1798 / Fax: (819) 449-5570



# Kitigan Zibi Kikinamadinan Parent Newsletter



## Important Dates to Remember

### September

Sept 1: Labour Day (Holiday)

**Sept 2: First Day of School**

Sept 19: PD Day

Sept 30: Truth & Reconciliation (Holiday)

### October

Oct 10 – 13: Thanksgiving (Holiday)

### November

Nov 10: PD Day

Nov 11: Remembrance Day (Holiday)

Nov 28: PD Day

### December

Dec 19: Early Dismissal (Half-Day)

Dec 22 – Jan 2: Christmas (Holidays)

### January

Dec 22 – Jan 2: Christmas (Holidays)

Jan 5: PD Day

Jan 23: PD Day

### February

Feb 20: PD Day

### March

Mar 2 – 6: March Break

Mar 9: PD Day

Mar 27: PD Day

### April

Apr 3: Good Friday (Holiday)

Apr 6: Easter Monday (Holiday)

Apr 7: PD Day

### May

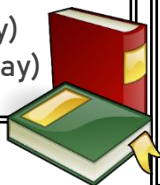
May 18: Victoria Day (Holiday)

May 29: PD Day

### June

June 1: Anishinabe Day (Holiday)

Jun 19: Early Dismissal (Half-Day)



## *Message from the Principal*

### Welcome to a brand-new school year!

As we open the doors to another exciting year of learning, growth and discovery, I'd like to extend a heartfelt welcome to our returning families and a special greeting to those joining us for the first time. We're thrilled to have you!

Our dedicated staff have been working hard to prepare engaging and an inclusive learning environment and we're excited to foster a culture of respect, responsibility and resilience.

Together we will create a space where every student feels seen, supported and empowered to thrive!

**Let's make this year one to remember!**

- Freeda Morin

## School Start Date

Kitigan Zibi Kikinamadinan students will begin school on Tuesday, September 2<sup>nd</sup> for the 2025-2026 school year!





## REGISTRATION

Student registration forms must be returned before September 2<sup>nd</sup>, signed by either the parent or legal guardian. If legal custody is an issue, the proper legal documents must be provided to the school.

Students will not be accepted for the 2025-2026 school year without a completed registration form and all of the necessary documents on file.

- Birth Certificate
- Medical Card
- Status Card (if applicable)
- Last Report Card (if applicable)

## School Supplies

All supplies will be provided to the students by the school. Parents are not required to purchase any.

## School Routine Times

Highschool will now be moving to a 9-day cycle where each day will have separate subjects.

This does not apply to the elementary students.

The daily entry time for elementary students is 7:45 AM. Students may not be dropped off any earlier.

The first morning bell for high school is 8:25 AM. The second morning bell is 8:30 AM, students are expected to be in class by the second morning bell.

Grade 1-3 Lunch Break:  
11:00 AM to 12:00 PM

Grade 4-6 Lunch Break:  
11:30 AM to 12:30 PM

Highschool Lunch Break:  
12:00 PM to 1:00 PM

School Dismissal:  
3:00 PM

"Education is the most powerful weapon which you can use to change the world."  
Nelson Mandela



## BUS NOTES FOR ELEMENTARY STUDENTS

Due to safety concerns, we are asking all students to be dropped off at one primary location for the entire school year. If necessity requires; please call reception at 819-449-1275, **BEFORE 2:00 PM** in order to make any bus changes.

**Please contact Russell Cote for information on school bus routes and schedules.**

**819-449-2755**

## Tips for Getting Your Child Ready



- |   |   |
|---|---|
| ⊕ Early to bed, early to rise.            | ⊕ Establish healthy habits.                 |
| ⊕ Re-establish a routine.                 | ⊕ Limit screen time.                        |
| ⊕ Encourage independence.                 | ⊕ Map homework out.                         |
| ⊕ Choose the right backpack.              | ⊕ Talk about first week jitters.            |
| ⊕ Talk about safety.                      | ⊕ Celebrate the start of a new school year. |
| ⊕ Discuss the Lunch Menu with your child. |   |

Information derived from the following website: [www.thepersonal.com](http://www.thepersonal.com)



## BREAKFAST & HOT LUNCH PROGRAMS

The cafeteria staff will continue to prepare breakfasts, snacks, and lunches for students at no cost for the new school year of 2025-2026.

- ⊕ A menu will be sent home during the first week of school.

**Reminder: At Kitigan Zibi Kikinamadinan we promote healthy eating habits, therefore; soft drinks, chocolate bars, chips, candy, McDonalds and etc., should not be sent to school.**

## Extracurricular Activities

A variety of clubs will be organized for the Elementary and the Highschool.

## Cultural Activities

Students are expected to attend school on special activity days or cultural activity days. A student not in attendance on those days will be considered absent unless it is due to medical reasons or religious reasons.

## WELCOME BACK – TUESDAY SEPTEMBER, 2<sup>ND</sup>

### Green Thumb Guardian

Kichi migwetch to May McDougall for looking after the plants over the summer! It is very much appreciated!

And a very big thank you to our staff during the summer for preparing for the school year!

### Library Open to KZA Members

Just a reminder to **ALL** community members that the Library is open from 3:00 PM to 3:30 PM on weekdays during the school year.



## KZK Administration & Support Staff

Assistant Director of Education: Misty-Blue Whiteduck

Principal: Freeda Morin

Vice-Principal: Alison Commando

Technical Support: Allan Commando

Post-Secondary Office: Francine Lafontaine & Kristen Tenascon

Cultural & Land Based Coordinator: Kelly Diabo

Special Education Coordinator: Laurie Wawatie

School Counsellor: Annie Commando

Administrative Assistant: Lenin Decontie

Receptionist: Cassandra Commando

Cooks: Jean-Marc Carriere & Karen Brascoupe

Librarian: Jenny Lee Decontie

Janitors: Steve Brascoupe, Peter Brown & Antoine Odjick and Emery Racine

## ATTENDANCE MATTERS

Elementary students read well by the end of third grade. middle schoolers pass important courses.

High schoolers stay on track for graduation. college students earn their degrees. workers succeed in their jobs.

Good school attendance means:  
**ATTEND TODAY, ACHIEVE TOMORROW**

Information taken from the following website  
[www.attendanceworks.org](http://www.attendanceworks.org)

### Contact Information

If you have any questions or concerns, please contact the receptionist, Cassandra Commando at 819-449-1275 ext. 3100, or by email at [Cassandra.Commando@kza.qc.ca](mailto:Cassandra.Commando@kza.qc.ca)

Or you can contact the Principal Freeda Morin at ext. 3102 or by email at [Freeda.Morin@kza.qc.ca](mailto:Freeda.Morin@kza.qc.ca)







## Kitigan Zibi Anishinabeg Cultural Centre

54 Makwa Mikan  
Maniwaki, Quebec J9E 3B1  
Phone 819-441-1655 Fax 819-441-2665

### **\*\* INVITATION \*\***

**You are invited to attend the annual Ādisōke project update and engagement meeting with the Ādisōke Project Team.**

**Date:           Monday, October 27, 2025**

**Place:          Algonquin College (Nawapon area)**

**Agenda: Starts at 9:00 am until 2:30 pm**

**If you would be interested in attending, please call to put your name in by **Wednesday August 6<sup>th</sup>** at the Cultural Centre at 819-441-1655.**

**I know it is so far in advance, but they need to budget and want to know roughly how many people would be attending.**

**I need to know for transportation.**



# Keshàwàzinàgochiganan

## Anokiwin

### Scavenger Hunt

The Land, Water and Animals Advisory Committee are inviting KZ members and other First Nations people to a Scavenger Hunt out in our territory

*Come on out and join us in an adventure out on the land.*

- get familiar with our territory
- see the marvels & beauty of the land
- play some cultural and language games
- and most importantly, have a great day with family & friends
  - A good meal to follow



#### *Prizes:*

*1<sup>st</sup> place - \$500.00 gas card,  
2<sup>nd</sup> place - \$250.00 gas card,  
3<sup>rd</sup> place - \$150.00 gas card  
and door prizes*

**Registration of each vehicle is required**

**When:** Saturday, August 23, 2025, **Start** at Cultural Center at 7:45 am

#### **You will need:**

- your cell phone
- your vehicle
- full tank of gas
- snacks & drinks
- toilet paper
- notebook & pen
- binoculars
- and your free spirit for fun and adventure.

**For further information and to register, contact Mariette Buckshot, the Land, Water and Animals Advisory Committee Coordinator at: 819-449-5170 ext. 9025 or**

**[Mariette.Buckshot@kza.qc.ca](mailto:Mariette.Buckshot@kza.qc.ca)**





## **RULES:**

1. Seatbelts and young children in car-seats are mandatory when travelling from one checkpoint to the next.
2. Do not exceed posted speed limits. When travelling on the highway, you can travel at 90 km/h + 5 km/h and no more than 65 km/h on dirt road.
3. With all the heat and dry weather, do not throw any cigarettes out windows.
4. Do not litter.
5. Pay close attention to the directions to get to the next checkpoint.
6. This is a Drug and Alcohol-Free event.
7. Have fun and see our beautiful territory with family and friends.

# ***PONTOON RIDE ON THE RIVER***

***KZ MEMBERS INVITED TO A  
POONTOON RIDE ON THE RIVER***

***FOR 55+***

***YOUTH ARE INVITED***

**WHEN: TUESDAY, AUGUST 26, 2025**

**WHERE: RIDE ON THE DESERT RIVER  
(MEET AT THE PARK ACROSS FROM CHATEAU  
LOGUE FOR LUNCH)**

**TIME: 11:30 AM LUNCH, PONTOON RIDE TO  
FOLLOW**

**TO REGISTER OR FOR MORE INFORMATION,  
CONTACT LAND, WATER AND ANIMALS ADVISORY  
COMMITTEE COORDINATOR, MARIETTE  
BUCKSHOT AT 819-449-5170 EXT: 9025**





**HOLY ROSARY**

**August 17/25**

**11:00 AM**



**WELCOME**