



KITIGAN ZIBI ANISHINABEG

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

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	\$121.00	Water	\$108.00
Sewer	<u>\$121.00</u>	Sewer	<u>\$108.00</u>
Total	\$242.00	Total	\$216.00

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 _____, 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
No password required
- Debit/Visa/Mastercard (in person only)
- Cheque
- Money Order
- Cash



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**Income Security Cheques for September
2025**

**to be released on
Wednesday August 27th, 2025.**

**BAND OFFICE
8:30 A.M.TO 4:30 P.M.
Income Security cheques will be release for
1 DAY on August 27th, 2025.**

**Recipients will continue to receive direct bank deposits,
{unless you received a letter indicating you must update}**

**Please note that Income Security cheques (Welfare)
require you to be living in KZ not just be from KZ.**

**If you need more information, please contact
Debra Meness at 819-449-5170 Ext. 1404.**



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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

Miigwetch



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:

*1st place - \$500.00 gas card,
2nd place - \$250.00 gas card,
3rd 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



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
PONTOON 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**

NEED A RIDE?

**PLEASE SIGN-UP WITH CONTACT LAND, WATER
AND ANIMALS ADVISORY COMMITTEE
COORDINATOR, MARIETTE BUCKSHOT AT 819-449-
5170 EXT: 9025**



KZ Youth Moose Hunting

Coming to you in September!

Any youth interested in a Hunting excursion? Join the Land, Water and Animals Advisory Committee and community member Jon Decontie for a Cultural Activity, hunting for Moose. You will learn how to listen for the moose, track their movement and call them out. If harvested, you will also learn to clean the moose.

Registration is Required

Limit of 15 youth will be accepted

1st come, 1st served.

Children under the age of 12 must be accompanied by an adult.

More information on location, dates and time will be available in the coming weeks.

If you require additional information, feel free to contact the Land, Water and Animals Advisory Committee Coordinator, Mariette Buckshot at:

819-449-5170 ext.: 9025

LWAAC.Coordinator@kza.qc.ca





KIDJĪMĀNINĀN

Ensemble pour la Terre
Ensemble pour la 8^e génération

Together for the Land
Together for the 8th generation

**WE NEED YOUR HELP TO IDENTIFY WHERE
PROTECTED AREAS
NEED TO BE**



**PLEASE JOIN OUR
INFORMATION SESSION
ON OUR UPCOMING
PARTICIPATORY MAPPING ACTIVITY**

Where: Cultural Centre

When: Wednesday, September 10

5pm-7pm

(supper served at 5:30)

For more info or to sign up call: 449-5170 ext. 1800 or
email: tara.decontie@kza.qc.ca

Incentives will be provided to all that attend



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WHAT WE'RE ABOUT

Kidjīmāninān is led by the Community Members of Kitigan Zibi Anishinàbeg. Our mission is to protect the lands and waters of our Traditional Territory in the Outaouais region. Rooted in Anishinàbeg knowledge, we work with MRCs (Regional County Municipalities), conservation groups, researchers, and community members to protect what truly matters.

UPCOMING EVENTS

AUG

23

KIOSK

Upper Gatineau
Whitewater Festival
(at the Maniwaki
Polyvalente)

SEPT

10

Info Session

Participatory Mapping
Activity
(at KZA Cultural Centre)

SEPT

24

Introduction

Meet Adriana & Kathleen
Mapping Activity
Facilitators
(at KZA Cultural Centre)

GET INVOLVED!

No matter how big or small, your participation matters!
If you would like to be notified about Field Trips and/or Working Groups,
let us know and we will contact you whenever plans are being made.

CONTACT US ANYTIME!

Email: info@kidjimaninan.com

Phone: 819-449-5170 ext. 1800



JOB OPPORTUNITY 3rd POSTING REPLACEMENT POSITION

August 13, 2025

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

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 or 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

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 group-home type setting; ▪ Required to work flexible hours/shift work; ▪ 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, ▪ Nursing Student with one year completed;
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ 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; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients; ▪ Ability to establish and maintain effective working relations with multiple stakeholders.
Certification/Licenses to maintain for duration of employment:	<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 .
Assets:	<ul style="list-style-type: none"> ▪ Ability to communicate in Algonquin. ▪ Ability to communicate in French.



JOB OPPORTUNITY

OPEN UNTIL FILLED

June 12, 2025

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

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 or 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 Kikinamag 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"> ▪ 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	
<ul style="list-style-type: none"> ▪ 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 centres, health care agencies/facilities as well as other First Nations. ▪ Collaboration with the KZPD and other partner organizations 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.

Back to school vaccination

Important reminder:

If your child needs vaccination before the beginning of the school year, please contact the Nurses at the Health Centre to book an appointment.

 819-449-5593

Migwetch



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

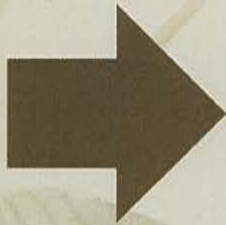
Kwey kakina!

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

ODE WĪDŌKĀZOWIN PRESENTS:

ODE KĪJICĀO CARNIVAL

AUGUST 30, 2025

@ ODE WĪDŌKĀZOWIN
(148PAGANAKOMIN MIKAN)



EVENT SCHEDULE!

12:00pm
Opening Ceremony

12:00pm - 4:30pm
Carnival Games

1:30pm - 2:30pm
Fiddling

3:00pm - 5:00pm
Family Participation Games
& Chinese Auction

5:00pm - 6:00pm
Diego the Magician

6:00pm - 7:00pm
Purse Game

7:00pm - 9:00pm
Lyle Odjick
& the Northern Steam
Fireworks!

ADDITIONAL DETAILS!

PARKING

- General Parking
@ Sandy's Field
- Side-by-Side Rides
for those who need
- Seniors &
Performers Park @
Julia & Adelard
Beaudoin's



FOR MORE INFORMATION,
PLEASE CONTACT:
TASH MITCHELL
819-449-2323 EXT 2013

SPECIAL ATTRACTIONS!

Many carnival games!
Bouncy Castles!
Bingo for Seniors!
Sonic!
JJ Cocomelon!
Peppa Pig!
Pikachu!
Chase from Paw Patrol!
Squid Games!
Photobooth!



DINING OPTIONS!

FREE BBQ!
FREE Cotton Candy
FREE Popcorn
Tasty Food Vendors
(Bring cash for this!)



KITIGAN ZIBI ANNUAL

FISHING DERBY



**SEPTEMBER 6
10AM - 4PM
@ BITOBI LAKE**

COME JOIN US!

SNACKS + REFRESHMENTS PROVIDED!



**14' JON BOAT +
MOTOR BUNDLE**



**YETI + PADDLE
BOARD BUNDLE**



**MEAT + SEAL
BBQ BUNDLE**

**More details to come
in next week's flyer!**





JOB OPPORTUNITY – 8th Posting

Aug 13, 2025

POSITION:	Elementary Teacher (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:	\$52,799.00 to \$102,857.00 Salary to be based on experience according to the Quebec English School Salary Scale.

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:

- cover letter and current resume,
- copy of diplomas/training
- copies of any designation or certification required
- 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.
- 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

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

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

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

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

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







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

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

ODEKAN - AUGUST 2025 CALENDAR

Aditagagomin Kizis- Month of the Blackberry



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				CLOSED	1 Closed	2
3 	4 CLOSED	5 CLOSED	6 CLOSED	7 CLOSED	8 CLOSED	9
10	11 CLOSED	12 CLOSED	13 CLOSED	14 CLOSED	15 CLOSED	16
17	18	19	20	21	22	23 
24	25  COME ON IN OPEN HOUSE	26 	27 OPEN HOUSE @Odekan 1:00-3:00 pm Registrations available (3-4yrs old) (6months-3yrs)	28 	29 	30/31

367 Paganakomin Mikan
Tel: (819) 449-2702
Fax: (819) 449-3361



Any questions contact:
Katrina Whiteduck
Odekan Headstart Coordinataor
Email: katrina.whiteduck@kza.qc.ca

You're Invited to:

Odekan's Open



House

When: Wednesday August 27, 2025

Where: 367 Paganakomin Mikan (Odekan Building)

Time: 1:00-3:00pm

*Light Refreshments

-Registrations Available (Sagabigoni Program 3-4yrs old & Caregiver's Afternoon Out program 6 months-3yrs old)

-Door Prize

Any Questions please contact Katrina at 819-449-2702 or email

katrina.whiteduck@kza.qc.ca

INDIGENOUS EMPLOYMENT OPPORTUNITIES @ ARUP

**IN ALIGNMENT WITH ARUP'S VISIBLE COMMITMENT TO
INDIGENOUS INCLUSION, WE'RE PLEASED TO SHARE TWO
EXCITING EMPLOYMENT OPPORTUNITIES
EXCLUSIVELY FOR INDIGENOUS CANDIDATES**



**PROJECT
ADMINISTRATOR**



**PLANNING/ENGINEERING/
ENVIRONMENT INTERN**

**IF YOU HAVE QUESTIONS ABOUT THE POSITIONS,
PLEASE DON'T HESITATE TO REACH OUT TO:
ARUP'S INDIGENOUS CANADA
INDIGENOUSCANADA@ARUP.COM**

Introduction to Archaeology Workshop:

To all who contributed to its success, *Migwech!*



We, at Soaring Circle, extend sincere thanks to all the participants, instructors, collaborators and sponsors whose generosity and dedication made this first edition a resounding success and a truly meaningful experience this past July.

The goal was to raise awareness of the profession and spark interest in youth to better understand the ways and stories of the past. Each day held many thoughtful questions and dialogue, confirming for us that this project must continue.

We were honoured to welcome youth from Barrier Lake, Kitigan Zibi (a member of the Anishinàbe Odjibikan), Timiskaming First Nation, Chisasibi Cree Nation, and Mashteuiatsh, as well as drop-in visitors from KZA and Moose Cree First Nation.



We have many to thank:

- The **KZA Employment and Training Officer and HRD Board** for their enthusiastic support
- The **Maniwaki Friendship Center** (a huge MIGWECH!) for promoting the workshop, coordinating transportation for participants, and capturing some of our finest moments
- **Anishinabe Printing** for sponsoring our flyers
- **Cholil's brush cutter whippers**, for clearing our spaces as we needed on call, so appreciated.
- The **PhD candidates in archaeology** Adrien Cesario and Olivier Pilette from Laval University and the University of Georgia, who served as supervisors
- **Archaeologist Lyle Henderson from Mokomàn Edge Consultants and Brad Drouin from True North Archaeological Services** (everyone loved the stone napping workshop!)
- **Laval University** for lending artifacts, equipment, and providing program support

Until next time,

The Team at Soaring Circle

Doug Odjick, Program coordinator



REGISTRATION DANS'ACTION



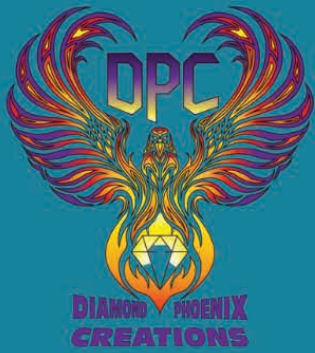
Classes are offered once a week from September to April and the annual recital will be held at the end of April. Our rates vary between \$200 and \$250 for one lesson per week.

September 2 & 3 2025

5 pm - 7 pm

At our studio, 119 route 105

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