

# KITIGAN ZIBI ANISHINABEG

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

September 11, 2025

Dear Band Members,

Our next KZA General Band Meeting will be held at the KZA Community Hall on Saturday, September 27<sup>th</sup>, 2025, from 9:30am-Noon.

Beans, Bannock, healthy snacks along with coffee and refreshments will be available for attendees.

Chief Jean Guy Whiteduck

& Citedur

Kitigan Zibi Anishinabeg



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# **FINAL NOTICE**

# NOTICE of PAYMENT EXTENSION

# WATER AND SEWER INSURANCE

Payments are being accepted for the years 2025-2026
Water and Sewer Insurance, due on or before September 19, 2025.
No exceptions beyond this date.

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:

| Regular Rates |          | Senior Rates (65 YEARS AND +) |          |
|---------------|----------|-------------------------------|----------|
| Water         | \$121.00 | Water                         | \$108.00 |
| Sewer         | \$121.00 | Sewer                         | \$108.00 |
| Total         | \$242.00 | Total                         | \$216.00 |

Payment 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



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The following are the different methods available to pay for the Water and Sewer Insurance:

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

Meegwech for your attention and cooperation.

**KZA Community Services** 



# Invitation to KZ Members

# Cultural day Feast out at Ricky's cabin

Join Ricky and LWAAC in celebrating the Fall season with family and friends, food, games and more!!!

When: Friday, October 10, 2025

Time: 12:00 pm

Where: just past km 288 on highway 117. Across the road from Lac Roland in La Verendrye Park, keep an eye out for our KZA sign

Things to bring: your favorite dish, chairs.

Dress for the weather

For further information, feel free to contact the Land, Water and Animals Advisory Committee Coordinator at: 819-449-5170 or at LWAAC.Coordinator@kza.qc.ca

# Anokiwin ondje Weshkinigidjig/KZ Youth Hunting Trip

Thursday, September 18 to 22, 2025!

Deadline to Register is Tuesday, September 16, 2025

Join the Land, Water and Animals Advisory Committee and community member Jonathan Decontie on a hunting trip. You will learn how to track, call them and make moose calls out of birch bark. If harvested, you will also learn to clean the moose.

**Leave on: Thursday, September 18, 2025** 

Meet at LWAAC building (313 Fafard St) 9:00 am to leave

Return Monday, September 22, 2025

Limit of 15 youth will be accepted

1<sup>st</sup> come, 1<sup>st</sup> served.

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

Absolutely an alcohol and drug free activity. If found under any influence, you will be brought home.

(There is space at Jon's cabin for camper-trailer)

# You will need:

Bed sheet, blanket/sleeping bag, pillow, change of clothing and warm clothing and footwear, towels, toiletries (toothbrush and paste, handsoap, comb/brush), air-mattress or foam if possible

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



# **Trip Itinerary**

Departure Date: Thursday, September 18, 2025

Arrival Date: Monday, September 22, 2025

Destination: La Verendrye Park-Jon Decontie's cabin, lac leamy

# Day 1

Time Place

9:00 am Meet at LWAAC Office - 313 Fafard

10:00-10:30 Arrive at Jon's cabin

am

12:00 pm

# **Activity**

Leave for La Verendrye Park-

Jon's cabin

Unpack, set-up and settle in for

the weekend

Lunch Supper

# Day 2, 3, and 4

Can not Looking for tracks, signs of moose

predict time Make birch bark moose calls

frame Fishing

Calling for moose

# Day 5 - Departure Day

Time Breakfast

9:00 Clean-up camp site

Pack-up



# Please fill out and return this form to the Land, Water and Animals Advisory Committee Coordinator before Thursday, September 18, 2025.

# **Participant Information**

| Youth/Minor's Name:                                 |
|---|
| Date of Birth:                                      |
| Address:  |
| Phone Number:                                       |
| Parent/Legal Guardian's Name:                       |
| Parent/Legal Guardian's Phone Number:               |
| Emergency Contact Name:                             |
| Emergency Contact Phone Number:                     |
| Known Allergies or Medical Conditions:              |
| Medications (please list and provide instructions): |
|   |
|   |

# **Permission to Participate**

I, the undersigned parent/legal guardian, give permission for my child,
\_\_\_\_\_\_\_\_\_, to participate in the hunting trip from Thursday,
September 18, 2025, to Monday, September 22, 2025.

I understand that this trip involves hunting, which is a sport that carries inherent risks, including but not limited to:

- Injury from firearms, bows, or other hunting equipment.
- Injuries from falls, uneven terrain, or other environmental hazards.
- Encounters with wild animals.
- Exposure to the elements (e.g., heat, cold, rain, snow).
- Risk of getting lost.



| I have discussed these risks with my child, and I believe they are prepared to participate in this activity under appropriate supervision.  Parent/Legal Guardian Signature:   |
|--|
| Liability Waiver and Release   |
| In consideration for my child's participation in this hunting trip, I hereby release, waive, discharge, and covenant not to sue <b>Kitigan Zibi Anishinabeg</b> , their employees and volunteers (hereinafter referred to as "Releasees") from any and all liability, claims, demands, actions, and causes of action whatsoever arising out of or related to any loss, damage, or injury, including death, that may be sustained by my child, or to any property belonging to my child, while participating in the hunting trip, whether caused by the negligence of the Releasees or otherwise. |
| I understand and agree that this release includes any claims based on negligence, breach of contract, or any other legal theory.   |
| I further agree to indemnify and hold harmless the Releasees from any loss, liability, damage, or costs, including but not limited to attorney fees, that they may incur as a result of my child's participation in the hunting trip, whether caused by the negligence of my child or otherwise.   |
| I understand that this is a legally binding document and that I have had the opportunity to ask questions and seek legal advice before signing it.   |
| Parent/Legal Guardian Signature:   |
|  |
| Medical Treatment Authorization  |
| In the event of an emergency, I hereby give my consent for my child to receive medical treatment, including but not limited to first aid, ambulance transport, and hospital care, by a licensed medical professional. I understand that a good faith effort will be made to contact me before any medical treatment is administered, but in the event I cannot be reached, I authorize any necessary medical care to be given.   |
| Printed Name:  |
| Parent/Legal Guardian Signature:   |

Date:





## 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 Kikinamage 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 posses 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.

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# 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

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

### CONTACTS

- Briefs Director of NNADAP program delivery.
- Maintains positive relationships with clients, co-workers and community members.
- Liaise and networks with local service providers, treatment and detox 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:  |                                   |  |

|                                       | ENVIRONMENTAL FACTORS   |
|---------------------------------------|---|
| Psychological and<br>Physical Effort: | <ul> <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>   |
| Working Conditions:                   | <ul> <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> |

|   | INCUMBENT QUALIFICATIONS  |
|---|---|
| Education and                                 | Proof of completion of College Level training in Addictions   |
| Experience                                    | Studies or related studies with experience in human   |
| 7.00  | sciences.   |
|   | INCUMBENT COMPETENCIES  |
| Knowledge:                                    | <ul> <li>Knowledge and awareness and the KZA culture and</li> </ul>   |
|   | community.  |
| Abilities:                                    | <ul> <li>Ability to communicate orally and in writing in English.</li> </ul>  |
|   | <ul> <li>Computer literacy skills.</li> </ul>   |
| Personal Suitability:                         | <ul> <li>Honest, non-judgmental, and non-intrusive.</li> </ul>  |
|   | <ul> <li>Discretion and diplomacy.</li> </ul>   |
|   | <ul> <li>Strong interpersonal skills and objectivity.</li> </ul>  |
|   | <ul> <li>Reliability.</li> </ul>  |
|   | <ul> <li>Ability to develop a trusting relationship with clients and staff<br/>through open, honest communication and genuine caring for<br/>the client situation.</li> </ul>   |
|   | <ul> <li>Mental caliber to withstand or support emotionally charged<br/>or potentially unpleasant and/or disturbing situations.</li> </ul>  |
|   | Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment.   |
|   | <ul> <li>Ability to establish and maintain effective working relations<br/>with multiple stakeholders.</li> </ul>   |
|   | *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).                        |
| Certification/Licenses                        | <ul> <li>Valid driver's license for the duration of employment;</li> </ul>  |
| to maintain for<br>duration of<br>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.  |
| employment.                                   |   |
|   | <ul> <li>Criminal record verification will be required if considered for<br/>the position. The incumbent must not possess any criminal<br/>record (s) related to working in the profession and maintain<br/>throughout employment.</li> </ul> |
|   | <ul> <li>Must provide medical certificate of good heath if considered<br/>for the position.</li> </ul>  |
|   | <ul> <li>Valid First Aid and CPR Training Certification or ability to<br/>undergo training within 3 months of being hired.</li> </ul>   |
|   | Must follow all safety precautions and protocols.   |
| Assets:                                       | <ul> <li>Ability to communicate in French and Algonquin.</li> </ul>   |



JOIN US FOR A SPECIAL EVENING | DINNER SERVED

On September 1, 1989, Kitigan Zibi took a significant step toward self-determination with the transfer of control of community health care programs. This momentous occasion allowed our community to administer health services and this paved the way for our Health and Social Services sector to thrive and serve the community the way we do today.

Did you know? Kitigan Zibi is the first First Nation in Canada to have taken control of its healthcare in the community. This pioneering achievement has paved the way for many other First Nations communities to follow suit, empowering them to take charge of their own health and wellness.

FRIDAY, SEPTEMBER 12, 2025

4:00PM-6:00PM COMMUNITY HALL





# **Syphilis** in Indigenous Communities

Syphilis rates are on the rise in Canada, including in Indigenous communities.

Sexual and reproductive healthcare is key for your holistic wellness.

# Spread and symptoms

Syphilis is a sexually transmitted and blood borne infection (STBBI) mainly spread through unprotected vaginal, anal and oral sex. Congenital syphilis can be passed on to an unborn baby during pregnancy and at the time of delivery. Syphilis can also be spread through needle sharing.

Many people won't have symptoms early on, but syphilis can cause:

- Painless, open sores on or inside the penis, vagina, rectum, throat or mouth
- · Body rash and flu-like symptoms
- Swollen glands in the groin, behind the ears, under the jaw and in the armpits

## Reduce the risk



Prevention: Use a condom correctly every time you have sex. Condoms don't offer full protection if sores are not covered during sex.



Confidential testing: A blood test and swab for syphilis is quick and easy. Talk to your healthcare provider about confidential testing for syphilis and other STBBIs. If you are sexually active, being tested regularly is an important part of a healthy sex life for you and your partner.



Treatment: Seek treatment, and culturally safe care and services. Syphilis is easily treated with antibiotics early on. Without treatment, syphilis can cause serious, permanent damage and even death.

Medications and treatments are available to eligible First Nations and recognized Inuit through Non-Insured Health Benefits, regardless of where they live.

# Indigenous resources

Culturally-appropriate supports are essential to help address these higher rates of syphilis infections:

Sexual and Reproductive Health - Native Women's Association of Canada https://nwac.ca/policy/sexual-and-reproductive-health

Sexually Transmitted and Blood-Borne Infections – First Nations Health Authority <a href="https://www.fnha.ca/what-we-do/communicable-disease-control/blood-borne-disease-and-sexually-transmitted-infections-hiv-aids">https://www.fnha.ca/what-we-do/communicable-disease-control/blood-borne-disease-and-sexually-transmitted-infections-hiv-aids</a>

Sexual Health - Pauktuutit

https://pauktuutit.ca/health/sexual-health/

To learn more, visit: canada.ca/syphilis













# The facts

Falls are the leading cause of injury among older Canadians.

You CAN

- 20-30% of seniors experience one or more falls each year.
- Falls are the cause of 85% of seniors' injury-related hospitalizations.
- Falls are the cause of 95% of all hip-fractures.
- 50% of all falls causing hospitalization happen at home.

# **Protect yourself**

Anyone can fall. But as we age, our risk of falling becomes greater. That's the bad news. The good news is that falls can be prevented. The first step to avoiding falls is to understand what causes them. For example, poor balance, decreased muscle and bone strength, reduced vision or hearing, and unsafe conditions in and around your home can increase your chance of falling. Staying safe and on your feet is a matter of taking some steps to protect yourself.

You can prevent falls by making the needed adjustments to your home and lifestyle, and by making sure you eat well, stay fit, and use whatever devices will facilitate your daily life while keeping you safe. Your independence and well-being are at stake. Take action!





# **Bathroom**

- Ensure that you have non-slip surfaces in the tub and shower.
- Install grab bars by the toilet and bath to help you sit and stand. Make sure they are well anchored.
- Use a raised toilet seat, and a bath seat in the shower, if you need them.
- Wipe up moisture or spills immediately.



# Living room and bedroom

- Reduce clutter! Get rid of loose wires and cords as well as any other obstacles.
- Consider using a cordless phone to avoid rushing to answer.
- Have good lighting throughout the house and install night lights.
- Make sure the path is clear between the bedroom and bathroom.
- Scatter mats are tripping hazards. Get rid of them or make sure they are non-slip.
- Move slowly out of your bed or chair. Getting up suddenly can make you dizzy.

# Kitchen

- Store kitchen supplies and pots and pans in easy-to-reach locations.
- Store heavy items in lower cupboards.
- Use a stable step stool with a safety rail for reaching high places.
- Always wipe up any spills immediately to prevent slipping.
- If you use floor wax, use the non-skid kind.
- Ask for help with tasks that you feel you can't do safely.

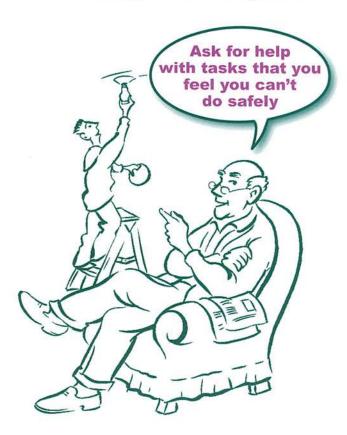


# **Stairs**

- Make sure your stairs are well lit.
- Have solid handrails on both sides of the stairway.
- Remove your reading glasses when you go up or down the stairs.
- Never rush up or down the stairs. It's a major cause of falls.

# **Exterior**

- Keep front steps and walkway in good repair and free of snow, ice and leaves.
- Keep front entrance well lit.
- Put gardening implements such as hoses and rakes away when not using them.



# Eat healthy meals

- Nutritious meals keep up strength, resistance and balance. Eat lots of vegetables and fruits.
- Don't skip meals. It can cause weakness and dizziness.



# Keep fit

- Engage in physical activity every day. It's your best defence against falls.
- Walk. Try Tai Chi. Do what you can to maintain your flexibility and balance.
- Build your muscle and bone strength by doing "resistance" activities or exercises (such as weight lifting). Consult your doctor before you embark on an exercise program.
- Have your hearing and vision checked regularly.

# Use medication wisely

- Ask your doctor or pharmacist about possible side effects of prescription or over-the-counter medication.
- Read directions carefully so you're aware of potential reactions with other medications.
- If your medication causes dizziness or sleepiness, adjust your activities so you aren't at risk of falling.
- Don't mix alcohol and medications. Alone or in combination with drugs, alcohol can cause falls.

# Use safety aids

- Don't be embarrassed to use aids to daily living—they can keep you safe and active.
- Wear your glasses and hearing aid.
- Consider using a walker or cane. If you use a cane, make sure that it's the correct height and that it's rubber-tipped for safety.
- Appropriate footwear is important. Comfortable shoes that provide good support can help to prevent falls.
- Find out about other gadgets that can make your life safer: reachers, anti-skid soles, hip protectors, etc.
- Use them!



Take action!
You CAN prevent falls!

# If you fall...

- Try to land on your buttocks to prevent more serious injuries.
- Don't rush to get up. Make sure you are not injured before trying to get up or letting others help you get up.
- Don't let the fear of falling again prevent you from being active. Inactivity creates an even greater risk of falling.

# For more information

Division of Children, Seniors and Healthy Development

Public Health Agency of Canada

Telephone: 1 800 O-Canada

(1-800-622-6232)

TDD/TTY: 1-800-926-9105

Web site: www.publichealth.gc.ca/seniors

Cette publication est disponible en français sous le titre : *Vous POUVEZ éviter les chutes!* 

# Other publications

- Seniors' Falls in Canada: Second Report
- The Safe Living Guide—A guide to home safety for seniors
- Bruno and Alice—A love story in twelve parts about seniors and safety
- 12 steps to stair safety at home
- Stay safe! (poster)
- If you fall or witness a fall, do you know what to do?
- What to do after a fall...(poster)

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# SENIORS' FALLS IN CANADA



FALLS are the LEADING CAUSE OF INJURY among older Canadians:

20-30% of seniors experience 1+ falls each year.

# **FALLS CAUSE:**

of seniors' injury-related hospitalizations

\$2Billion a year in direct healthcare costs

of seniors are admitted to LONG-TERM CARE following hospitalization for a fall



The average Canadian senior stays in hospital 10 DAYS longer for falls than for any other cause



Falls can result in chronic pain, reduced mobility, loss of independence and even death



of all falls causing



INJURIES due to falls rose 43% between 2003 and 2008



DEATHS due to falls rose 65% between 2003 and 2008

The **good news is** that **falls are preventable** and action can be taken by all.

READ THE FULL REPORT FOR MORE AT:

www.publichealth.gc.ca/seniors



Government Gouvernement of Canada

du Canada



# **Endong Senior Activities September**

2025

| 3  |
|--|
|  |
|  |
|  |
| Medical<br>Transportation with<br>Candice 1130                       |
|  |
|  |
|  |
| Transportation to and from Endong Senior Meals & Activities (55+) is |
| available. Please call Roonie Tenasco at 819-449-8372 to arrange     |
| transportation for these activities at the Hall. Migwetch            |

# WEEKLY

Monday



Soup & Sandwiches

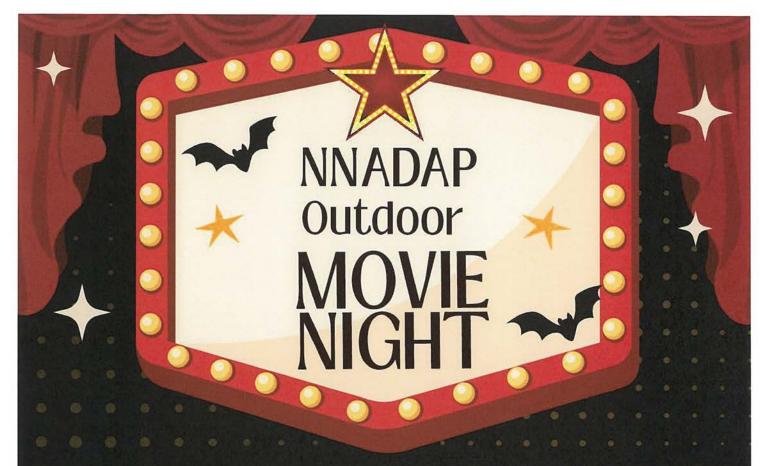




Breakfast 9:30am Thursday Endong Meal 11:30am Wednesday







Join us as we kick off spooky season with a cult classic 
The Lost Boys!

Come for the vampires, stay for the vibes.

# SEPTEMBER 12 @ 7PM KZHSS OUTDOORS

Hosted by the NNADAP Program — open to everyone, with priority given to those on their recovery journey. Let's build a space free of stigma, together.

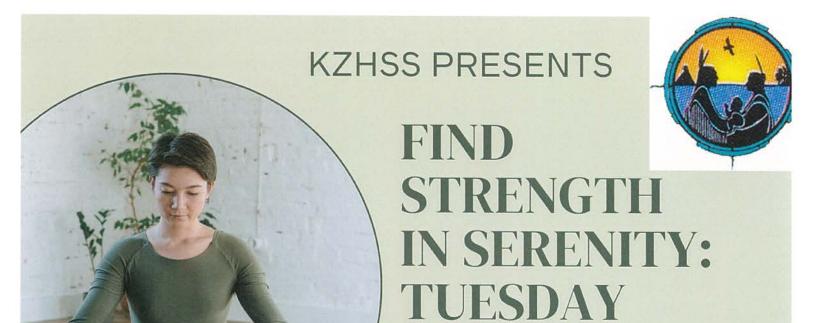
screen screen

Bring a blanket and a comfy camping chair.

Popcorn + drinks provided!

See you there!

For more information, please contact Darren McGregor at 819-449-5593 x2017



7-8PM



Our yoga class welcomes all levels, offering a soothing flow that enhances flexibility, strengthens the body, and calms the mind. Guided by skilled instructors, this is your time to recharge and find peace within.

IF YOU NEED US RIGHT NOW, PLEASE CALL:



819-449-2323



148 Paganakomin Mikan

**YOGA CLASS** 



# JOB OPPORTUNITY - 2<sup>nd</sup> Posting

September 3, 2025

POSITION: Wazoson Educator

LOCATION: Wazoson Daycare, 38 Paganakomin Mikan

WORK SCHEDULE: 37.5 hours a week. Monday to Friday

TERM: Indeterminate. Full time Standard probationary period

SALARY: \$23.73-\$32.99 an hour (ECE Certified)

\$20.34-\$30.51 an hour (Non- Certified)

DUE DATE: September 17, 2025, at 11:00 a.m.

Under the Supervision of the Wazoson Coordinator, the Wazoson Educator is responsible to deliver a quality early childhood education program to all children attending Wazoson.

# **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 **Wednesday September 17**, **2025**, **at 11:00 A.M. (EST)**.

### **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 Kikinamage 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 posses 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 EDUCATION SECTOR

# Wazoson Educator Job Description

|                         | GENERAL INFORMATION                         |
|-------------------------|---|
| Job Title               | Wazoson Educator                            |
| Category                | Technical                                   |
| Sector                  | Kitigan Zibi Education Sector (KZES)        |
| Location                | Wazoson                                     |
| Terms                   | Indeterminate. Standard probationary period |
| Hours                   | 37.5 hours per week. Monday-Friday          |
| Salary                  | As per Kitigan Zibi Salary Scale            |
| Immediate supervisor    | Wazoson Coordinator                         |
| Date of job description | March 2025                                  |
| JOB SUMMARY             |   |

Under the Supervision of the Wazoson Coordinator, the Wazoson Educator provides a quality early childhood program to all Wazoson Children.

| RESPONSIBILITIES   | KEY DUTIES   |
|--|--|
| Child Intake, Placement and Referral   | <ul> <li>Educates parents/guardians about rules of the centre, realm of services and operational matters affecting service delivery.</li> <li>Assists in the integration of new children.</li> </ul>   |
| Develops and implements a culturally based early childhood education program | <ul> <li>Implements quality instructional services that allow for the growth and development of the children in the program.</li> <li>Ensures weekly, monthly and annual programming is implemented, reviewed and maintained consistently; that is age appropriate and culturally relevant.</li> <li>Communicates daily with parents on their child's development, programming, upcoming events, changes.</li> <li>Maintains a safe environment in assigned rooms that are organized and adheres to safety standards.</li> <li>Creates learning centres that aid in child development and fosters learning and follows rotation schedules.</li> <li>Develops and implements age-appropriate early childhood education programming that address the physical, emotional and mental capacity of each child.</li> <li>Fosters a learning environment that positive, nurturing, and age appropriate to meet the needs of each child.</li> <li>Adheres to established Wazoson policies and procedures for behaviour management.</li> <li>Prepares material resources required for programming.</li> </ul> |

| Child assessment and evaluation | <ul> <li>Creates and maintains charts and files on each child registered<br/>in group that include health issues/concerns, allergies,<br/>attendance.</li> </ul> |
|---------------------------------|--|
|                                 | <ul> <li>Communicates with Coordinator, parents and or legal<br/>guardians in child's progress at Wazoson.</li> </ul>  |

# **ACCOUNTABILITY**

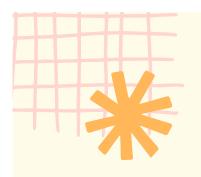
 Abides by all KZA/KZES/Wazoson Policies including, KZES Policies and Procedures Manual, KZA Human Resource Manual, KZA Employee Work Code of Ethics, KZA Oath of Confidentiality and KZA Harassment and Violence Policy.

|                                | WORKING RELATIONSHIPS  |
|--------------------------------|--|
| Interpersonal<br>Relationships | <ul> <li>Establishes and maintains positive and respectful working relationships with coworkers, clients, community members and partners.</li> <li>Excellent communication with all staff, parents and families using excellent written and verbal skills.</li> <li>Strong interpersonal skills and service oriented.</li> </ul> |
| Team Work                      | <ul> <li>Works collaboratively as a team and independently as required.</li> <li>Participates in Wazoson staff meetings.</li> <li>Understands personal limitations and seeks advice when necessary.</li> </ul>   |
| Negotiations                   | Not applicable   |
| Training                       | <ul> <li>Attends professional development workshops as required.</li> <li>Attends workplace safety training and exercises as required. (WHMIS, CPR/First Aid for children, Food Handling).</li> <li>Available and willing to travel for training purposes if necessary.</li> </ul>   |

|                               | ENVIRONMENTAL FACTORS   |
|-------------------------------|---|
| Deadlines                     | <ul> <li>Meets work objectives within established time frames.</li> <li>Manages time effectively.</li> <li>Ensures reporting and programming requirements are met within required timeframes and in accordance to regulations and standards set out by the Kitigan Zibi Education Sector and funding agencies.</li> </ul> |
| Mental and Physical<br>Effort | <ul> <li>Manages medium level stress and multi-tasks daily.</li> <li>Uses proper techniques to carry or lift heavy objects and children.</li> </ul>   |

|                     | <ul> <li>Mental alertness to changing situations.</li> <li>Strong cognitive ability for childcare and ensuring minimal needs.</li> <li>Strong interpersonal mental health.</li> <li>Mental caliber to withstand or support possible emotionally charged situations.</li> </ul>  |
|---------------------|---|
| Working Conditions  | <ul> <li>Mainly Indoors and Centre based. The employee will go on walks with children and do outdoor activities weather permitting.</li> <li>The employee may be placed with groups and changed dependant upon need.</li> <li>Employees must be able to maintain the training and security clearances required under the funding agreements.</li> </ul> |
| Cultural competency | <ul> <li>Knowledge and awareness of Kitigan Zibi language, culture and<br/>community.</li> </ul>  |

|  |   | QUALIFICATIONS REQUIRED  |
|--|---|--|
| Education and<br>Experience  | • | Completion of Early Childhood Education program from a recognized post secondary institution or vocational program.  |
| Skills and Knowledge   | • | Oral fluency in reading and writing in English mandatory. Willing and able to work flexible hours as required. Ability to be objective towards child assessments. Trustworthy, discreet and able to maintain confidentiality. Punctual and reliable with low absenteeism. Ability to work independently without close supervision. Computer literate and ability to operate office machinery.                            |
| Conditions of employment require the candidate to maintain these licences/certifications throughout employment | • | No criminal conviction related to the field of work and maintain throughout employment.  Must provide medical certificate of good health if required for the position.  Valid First Aid and CPR Training Certification for child and infants or ability to acquire training within three months of hired and maintain certification.  Must follow all safety precautions and protocols.  Legally able to work in Canada. |
| Assets   | • | Ability to communicate in Algonquin and/or French an asset.  |



# **WE NEED YOU!**

# PARTICIPATE IN A **SHORT ONLINE SURVEY**

# You are invited to participate if:



You primarily speak English at home.



You are the parent or the caregiver of a child (or children) under the age of 5.



You live in the Outaouais region.

# What's Involved?





Complete a short questionnaire (about 13 minutes).

Scan the QR code Or click here

You have until September 21, 2025 to

# Goal

We want to better understand the early literacy needs of English-speaking voung children and their families in the Outaouais region.



# Win a gift card!



By participating, you could win one of two \$50 gift cards drawn at random.

# **Ouestions?**

Contact Maude Sauvé (she/her) sauve.maude.4@courrier.ugam.ca





# **TRAINING**

**Substitute teaching in First Nations communities** 

10 weeks at the rate of 1.5 hours per week



Limited places available
Training reserved for FNEC member communities

**Starting November 2025** 

To learn more: Gino Lesage at 1 855 842-7672 or glesage@cepn-fnec.com

# ALGONQUIN LANGUAGE LEARNING TOOL JUST LAUNCHED AND IS TOOL JUST LAUNCHED AND IS AVAILABLE NOW ON OUR KZA WEBSITE.

elcome to the

# KITIGAN ZIBI ANISHINABEG

Home of the proud members of the Algonquin First Nation.

PARTMENTS

NEWSLETTER

- "ADJIDAMò INTERACTIVE VIDEO" IS AS ONLINE STORYBOOK THAT ALLOWS YOU TO FOLLOW, LISTEN AND LEARN ALGONQUIN.
- IN SOME WAYS IT'S SIMILAR TO KARAOKE BUT
  FOR STORYBOOKS.

  TO A DARKE CLIDS
- THERE IS ALSO AN AMAZING "PLAYBACK" SLIDE BUTTON FEATURE THAT WILL HELP THE READER WITH PRONUNCIATION.

Let's try something differenti Learning at Your own Pace in Your own space!

# **SCAN QR CODE**





https://kitiganzibi.ca/education/learn-anishinabemowin-algonquin/interactive-story/





# Anishinabemowin CRANINALE CONTEST

Translate the following sentences and fill in the blanks. Drop off the completed page at the Cultural Center or send it to <a href="mailto:odaminowin2021@gmail.com">odaminowin2021@gmail.com</a> before September 30th for your chance to win a \$100.00 gift certificate in a random draw.



# Basic Sentences in Anishinàbemowin

In Anishinabemown the following grammar frame is used - NI\_\_verb\_\_\_\_\_\_, to mean am doing that verb. If the chosen verb begins with a vowel a connector D is added between the preverb and verb. If the chosen verb begins with p,t, s, k then the sound changes to b,d,z,or g.

| 1.Ninamadab.   | 9. Nibashkizige.   |
|----------------|--|
| 2. Nibìnchige. | 10. Nidinàb.   |
| 3. Niwisin.    | 11. Niminikwe.   |
| 4. Nibimbato.  | 12. Nigìwe.  |
| 5. Nibodawe.   | 13. Nidodamin.   |
| 6. Nibimose.   | 14. Nidodamità.  |
| 7. Nibàbiw.    | The second secon |
| 8. Ninigam.    | New Grammar  |



New Grammar
Contest coming for
October!
First Person
Sentences - Past

Grammar Tip: Look for the 3rd person verb in the sentence or ask an elder for help! WIDOKAWISHIN



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

Prizes to be Won!





# CKWE is back in the weekly bingo grind starting Sept 11<sup>th</sup> at 7:00pm with a Regular Bingo!

Get your bingo pads at any of our locations:

**KZ** Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

Spearhead Store

Arthur's Smoke Shop

| B  |    | N             | G         | 0         |
|----|----|---------------|-----------|-----------|
| 7  | 25 | 44            | <b>57</b> | <b>62</b> |
| 15 | 22 | <b>4</b> 0    | <b>50</b> | <b>70</b> |
| 11 | 30 | FREE<br>SPACE | 46        | 74        |
| 2  | 28 | 37            | 55        | 68        |
| 10 | 27 | 39            | 59        | 75        |



#### MISSION

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

CORE VALUES

Wisdom, Love, Respect, Courage, Honesty, Humility, Truth

**Position: Counsellor** 

Salary: Level 1 (\$30.60/hr) Level 15 (\$40.37/hr) **Duration:** Full time – Indeterminate 35 hrs/week

**Application deadline:** September 17<sup>th</sup> at 4:00 pm *extension* 

Expected Start date: To be determined

# The Opportunity

While respecting the mission, vision, values and policies of the Wanaki Centre, the Counsellor is responsible for delivering and fostering a positive environment that will facilitate the growth and rehabilitation of participants in collaboration with the team under the supervision of a Team Lead.

# Employment prerequisites and conditions

- Must be Bilingual (English and French/oral and written)
- Must have a valid driver's license and access to an insured vehicle
- Education and experience related to addictions and/or mental health
- Knowledge and experience working in a First Nations community

# Desired skills and aptitudes

- Specific knowledge of the Wanaki Centre structure
   and organization of services offered.
- Has a good understanding of First Nation and Inuit Community culture and values.
- Knowledge of laws, policies and regulations governing health and social services
- Ability to work with Information Management Systems (Microsoft Office 365, AMIS)
- Capacity for decision-making and initiative
- Observation and intervention skills
- Strong Judgment and discernment

- Planning, organization and time management skills
- Ability to facilitate group educational workshops
- Autonomous, flexible, responsible
- Ability to summarize
- Communication skills
- Ability to analyze and problem solve
- Demonstrates community Leadership
- Enjoys teamwork
- Interpersonal skills (openness, empathy and ability to establish contacts)
- Working self-care plan

# For more details please contact Angela Miljour

Interested persons must send their curriculum vitae and a cover letter by: September 10<sup>th</sup>, 2025 to angela.miljour@wanakicentre.com



MISSION

Le Centre Wanaki est un prestataire de services holistiques spécialisé qui favorise le bien-être grâce à un programme de qualité, sûr et fondé sur la culture dans le cadre du continuum de soins pour aider les Premières Nations et les Inuits à surmonter leurs dépendances.

VALEURS FONDAMENTALES

Sagesse, amour, respect, Courage, honnêteté, humilité, vérité

Poste: Counseiller (ière)

**Salaire:** Niveau 1 (\$30.60/hr) Niveau 15(\$40.37/hr) **Durée:** Temps Plein – Indéterminé 35 hrs/semaine

Date limite pour postuler: 17 SEPTEMBRE 2025 à 16h00 prolongation

Date de début prévue: À déterminer

# L'opportunité

Tout en respectant la mission, la vision, les valeurs et les politiques du Centre Wanaki, le Conseiller (ière) est responsable d'offrir et de favoriser un environnement positif qui facilitera la croissance et la réadaptation des participants en collaboration avec l'équipe sous la supervision d'un chef d'équipe.

# Prérequis et conditions d'emploi

- Doit être bilingue (anglais et français/oral et écrit)
- Permis de conduire valide avec accès à un véhicule assuré
- Éducation et expérience dans les domaines de toxicomanie et de santé mentale
- Connaissances et expérience de travail dans une communauté des Premières Nations

# Compétences et aptitudes desirées

- Connaissance spécifique de la structure du Centre Wanaki et de l'organisation des services offerts.
- Possède une bonne compréhension de la culture et des valeurs de la communauté des Premières nations et des Inuits.
- Connaissance des lois, politiques et règlements régissant la santé.
- Habileté de travailler avec des Systèmes de Gestion d'information (Microsoft Bureau 365, SGIT)
- Capacité de décision et d'initiative
- Capacité d'observation et d'intervention
- Jugement et discernement

- Compétences de planification, d'organisation et de gestion de temps
- Capacité d'animer des ateliers éducatifs de groupe
- Autonome, flexible, responsible
- Capacité à résumer
- Compétences en communication
- Capacité d'analyse et de résolution de problèmes
- Fait preuve de leadership communautaire
- Aime le travail d'équipe
- Compétences interpersonnelles (ouverture d'esprit, empathie et capacité à établir des contacts)
- Plan de soin de soi en place

# Pour plus de détails, veuillez contacter Angela Miljour

Les personnes intéressées doivent envoyer leur curriculum vitae et une lettre de motivation avant le: 10 septembre 2025 à angela.miljour@wanakicentre.com

# LANDSCAPING & HEAVY MACHINERY SERVICES

- Over 20 years of hands-on experience
- Skilled with big machinery for all types of projects



**SERVING KITIGAN ZIBI & MANIWAKI AREA** 

**CELL/TEXT RYAN MITCHELL 819-215-9518** 

# **FACEBOOK LIVE**

# BINGO RIGGERS Hosted by Anicinabe Nation Broomball Tournament COMMITTE

**WEDNESDAY, SEPTEMBER 17TH** 

6:30PM

# \$15,000 in prizes

\$40 Package \$2 Extra Jackpot Cards



# CARDS SOLD IN:

- Barriere Lake
- Kitigan Zibi
- Kitcisakik
- Lac Simon
- Pikogan
- Winneway
- Waswanipi

# Contact info:

Angela Decontie 819-449-9683 Norm Matchewan 819-441-5127 email: an.broomball@gmail.com

e-transfer accepted at an.broomball@gmail.com

The Community Hall in Kitigan Zibi will be open for in person playing.

Doors open at 5 pm







# IN MEMORY OF MAURICE WAWATAY





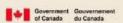
# ELDERS GATHERING

Honouring the Past & Building the Future is a celebration of our Anishinabe identity, traditions, and land-based practices. This two-day event will honor our ancestors and bring back old customs through workshops, games, storytelling, and community connection.

## **Event Details**

- Dates & Time: September 29-30
   Time: 10:00 AM 10:00 PM on Monday
   10:00 AM 5:00 PM on Tuesday
- Location: Mattawa, Parc La Verendrye QC, Rue 117 Lac Roland

Nikita Wawatay 819-441-9132 n.wawatie@gmail.com or via FB for more information





# ONE LAS BEFORE THE DREAM



# ADAM & SHAN'S STAG AND DO HALLOWEEN BASH

DARE to join the Bride & Groom for a night to remember — or regret...

DALE: OCTOBEB 25

TIME: 9:00 PM TILL

THE WITCHING HOUR

**EERIE GAME** and

Come for the love., stay for the chaos. granotic off

Tickets \$10.00 | Contact Shan or Adam on Messenger

EMT: e.gorman90@outlook.com