



## KITIGAN ZIBI ANISHINABEG

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

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August 26, 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  
Kitigan Zibi Anishinabeg



## **KITIGAN ZIBI ANISHINABEG**

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September 4, 2025

Kwey Kitigan Zibi Anishinabeg Band Members,

This is a friendly reminder regarding Band Rental Units. It is mandatory to resubmit a new application annually, example: if you applied in October 2024, you must re-apply in or before October 2025, if your situation has not changed you can call in and re-new your application.

If you have any questions regarding Band House Rentals do not hesitate to contact Suzanne Leveille at the Band Office, (819)449-5170 extension 1200.

Meegwech,

Suzanne Leveille,

Community Assets Administrator

(819) 449-5170 ext. 1200

[Suzanne.leveille@kza.qc.ca](mailto:Suzanne.leveille@kza.qc.ca)



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### 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:

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

<b>Monday</b>	<b>1:00 pm to 3:30 pm</b>
<b>Tuesday through Thursday</b>	<b>9:00 am to 3:30 pm</b>
<b>Friday</b>	<b>9:00 am to 12:00 pm</b>



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

- 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

Meegwech for your attention and cooperation.

**KZA Community Services**







## **Kitigan Zibi Anishinabeg**

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### **Youth Skills Link Program Job Opportunity** **As a Youth Skills Link Program, this position is limited to** **Youth ages 18 to 30 years of age**

The Kitigan Zibi Anishinabeg Office invites applications from registered Kitigan Zibi Anishinabeg Band Members for the following position:

#### **1 – IT Technician Support Worker-Youth SLP**

**Location:** Kitigan Zibi Health and Social Services  
**Work Schedule:** 35 hours per week for 26 weeks (contract)  
**Term:** September 29, 2025 – March 27, 2026  
**Salary:** \$17.75/hour  
**Deadline:** September 11, 2025

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#### **Summary:**

Under the supervision of the IT technician, the IT Technician Support Worker will assist in providing on site support to the IT service contract providers as well as perform a wide variety of technical support tasks to KZA employees, including resolving computer related issues.

This project is part of the Youth Skills Link Program, which is a government program designed to provide youth between the ages of **18 and 30 years of age** with mentored work experience.

To participate in this job opportunity, applicants must be:

- Kitigan Zibi Anishinabeg Band Member;
- Youth, between the ages of 18 and 30 (inclusive);
- Not in school; not in receipt of Employment Insurance (EI) benefits;
- Not have participated in this program before;
- Not employed, or under-employed;
- Strong English skills, Algonquin and French is an asset.

If you are interested in applying for this position, **and meet the above criteria**, please send in your letter of interest, updated resume (with three references), proof of education/training, copy of driver's license (an asset but not mandatory) to **Janet Brascoupe**, Employment/Training Officer at the Band Office, by **Thursday, September 11, 2025**.

Applicants must demonstrate they meet the basic requirements. There will be no interviews.  
Applicants will be screened based on a checklist of all requirements, resume, supporting documentation and references.

Preference will be given to the Kitigan Zibi Band Members in accordance to Kitigan Zibi Anishinabeg's Preferential Hiring Policy.



## KITIGAN ZIBI ANISHINABEG

### IT Technician Support Worker (Skills Link program) Job Description

#### GENERAL INFORMATION

<b>Job Title :</b>	IT Technician Support Worker
<b>Category :</b>	Technical
<b>Sector :</b>	Kitigan Zibi Health and Social Services
<b>Location :</b>	Help Desk Functions to Three Sectors
<b>Terms :</b>	Contract 26 weeks
<b>Hours :</b>	35 hours per week
<b>Salary :</b>	\$17.75/hour
<b>Immediate Supervisor :</b>	Health and Social Services Director or designate
<b>Date of Job Description :</b>	August 2025

#### KITIGAN ZIBI MISSION STATEMENT

The Kitigan Zibi Anishinabeg through its peoples shall strive to achieve a balanced society where every member has an equal opportunity to fulfill their individual potential, in a safe, sustainable environment on traditional lands, where the spiritual, cultural, physical and mental well being can be achieved and where the basic human needs can be attained.

#### ACCOUNTABILITY

The IT Technician Support Worker will assist in providing on site support to the IT service contract providers as well as perform a wide variety of technical support tasks to KZA employees, including resolving computer related issues.

#### KEY DUTIES

##### The IT Technician Support Worker will assist with:

- Providing on site technical support and advice to all users of the KZA;
- Ensuring the proper functioning of all computer equipment, printers, multimedia tools, wired and wireless network infrastructures;
- Ensuring the computing equipment and its use are well maintained;
- Ensuring user accounts, permissions and access to network resources are up to date;
- Install and configures computer systems and operating systems comprising of various software applications and their updates;
- Monitoring security mechanisms for network protection and report issues/breaches to IT services, domain access;
- Monitoring and managing the telephone systems;
- Ensuring data backups occur on a regular basis and are operating effectively and reports any abnormal situations/breaches/threats;
- Collaborating and maintaining close communication with the external IT service contractor and follows remedial instructions to resolve issues;
- Implementing ticketing system for work orders to monitor requests and status reports;
- Maintain accurate and organized daily logs of work orders;
- Mentoring and train KZA users on workplace technology and applications;
- Remaining current on new technology and need for upgrades;
- Maintaining current and accurate inventory of hardware software and IT resources;
- Preparing specifications for software/hardware purchases, upgrades and installation and licencing; preparing and tracking IT work orders.



KNOWLEDGE AND SKILLS	
	<ul style="list-style-type: none"> <li>▪ Current knowledge of databases systems and management;</li> <li>▪ Current knowledge of computer hardware, software, operating systems and programs;</li> <li>▪ Knowledge of quality client service;</li> <li>▪ Organizational skills to ensure efficient client/information flow and meet concurrent demands;</li> <li>▪ Current knowledge of KZA/KZHSS/KZES policies, including KZHSS Policies and Procedures Manual, KZA Human Resources Manual, and KZA Code of Ethics, KZHSS Professional Code of Ethics and Oath of confidentiality;</li> <li>▪ Current knowledge of PIPEDA and Privacy Act.</li> </ul>

External Communications:	<ul style="list-style-type: none"> <li>• Works in close collaboration with external computer companies or other resources;</li> <li>• May work in collaboration with other IT support systems, suppliers and agencies;</li> <li>• Works in close collaboration with external agencies for telephone systems;</li> <li>• Ability to communicate in English and in French as required;</li> </ul>
Human Resources:	Not applicable within this job position.
Financial Resources:	Not applicable within this job position.
Material Resources:	Oversees and maintains management of computer hardware.
Psychological and Physical Effort:	<ul style="list-style-type: none"> <li>▪ May be required to deal with difficult persons and situations;</li> <li>▪ Required to keep all information strictly confidential and may become aware of highly sensitive data;</li> <li>▪ Physical work is required to verify connections under desks, ceilings, etc. lifting of equipment for installation-relocation, repair cabling and gain access to small spaces to check connections.</li> <li>▪ Ability to lift and transport heavy equipment from site to site;</li> <li>▪ Prolonged reaching above shoulder level, bending and reaching;</li> <li>▪ Prolonged viewing of computer screens.</li> </ul>
Working Conditions:	<ul style="list-style-type: none"> <li>▪ Predominately in office setting</li> </ul>

INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> <li>▪ Grade 10 or High School Diploma; and/or prior work experience an asset;</li> <li>▪ Current knowledge of computer systems, database systems;</li> <li>▪ Knowledge of French an asset;</li> <li>▪ Knowledge of Algonquin an asset.</li> </ul>
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> <li>▪ Knowledge and awareness and the KZA culture and community;</li> <li>▪ Good current knowledge of Windows operating systems;</li> <li>▪ Good knowledge of computer hardware/software technologies.</li> <li>▪</li> </ul>

<b>Abilities:</b>	<ul style="list-style-type: none"> <li>▪ Good communication skills;</li> <li>▪ Client-service skills;</li> <li>▪ Critical thinking and problem solving skills;</li> <li>▪ Good technical writing skills;</li> <li>▪ Planning, organization and multi-tasking skills;</li> <li>▪ Ability to effectively manage difficult/stressful client situations;</li> <li>▪ Legally able to work in Canada;</li> <li>▪ Ability to adhere to high level of confidentiality.</li> </ul>
<b>Personal Suitability:</b>	<ul style="list-style-type: none"> <li>▪ Discretion and diplomacy;</li> <li>▪ Reliable and autonomous;</li> <li>▪ Diplomatic and capable of maintaining healthy professionalism and respect with colleagues and clients while working in a stressful environment;</li> <li>▪ Organizational capacity to establish and maintain effective working relationships with multiple stakeholders;</li> <li>▪ Good work ethic and attendance;</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 as a condition if hired. Incumbent must not possess any criminal record(s) related to working in the profession;</li> <li>▪ Valid Driver's licence and ability to maintain throughout employment;</li> <li>▪ Must follow all safety precautions and protocols prescribed by the field of work;</li> <li>▪ Legally able to work in Canada.</li> </ul>
<b>Assets:</b>	<ul style="list-style-type: none"> <li>▪ Ability to speak Algonquin an asset.</li> </ul>





*Kichi Meegwech*

**ON BEHALF OF KZA COMMUNITY  
SERVICES,**

**WE WOULD LIKE TO THANK OUR  
SUMMER GENERAL LABOUR CREW  
FOR KEEPING OUR ENVIRONMENT  
CLEAN AND SAFE.**

**GREAT JOB EVERYONE!**

*KZA Community Services*



**KITIGAN ZIBI ANISHINABEG**

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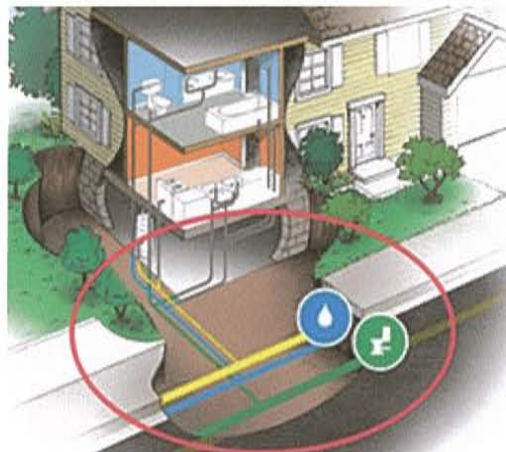
## **Notices from Community Services**

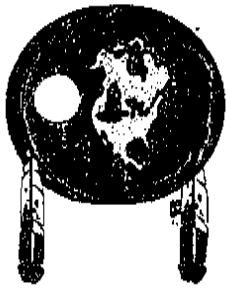
**We are receiving several calls regarding loose dogs and cats that are a nuisance to the public.**

**Please keep your pets contained in your yard or homes. ~ see attached by law ~**



**Existing homeowners requiring extra usage from the KZA water and sewer system must request approval from Chief and Council before any new connection on their property. ~ Meegwech ~**





## **KITIGAN ZIBI ANISHINABEG**

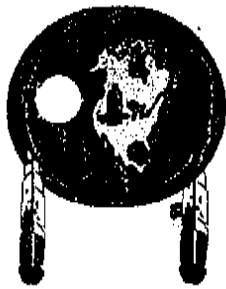
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**KITIGAN ZIBI ANISHINABEG**

**FIRST NATION RESERVE**

**DOG CONTROL BY-LAW NO. 12**



## KITIGAN ZIBI ANISHINABEG

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WHEREAS section 81, paragraph (a), (d), (e), (q) and (r), of the Indian Act, empowers the Council of a Band of Indians to pass bylaws to provide for the health of residents on the reserve, the prevention of nuisances, the protection against and prevention of trespass by domestic dogs, matters arising out of or ancillary to the exercise of powers under this section, and the imposition of a penalty for the violation of any such bylaw;

AND WHEREAS the Kitigan Zibi Anishinabeg Council is of the opinion that the uncontrolled ownership, breeding, and running at large of dogs may be detrimental to the health of the residents on the reserve, and a nuisance to such residents;

THEREFORE the Council of the Kitigan Zibi Anishinabeg First Nation Reserve enacts a bylaw as follows:

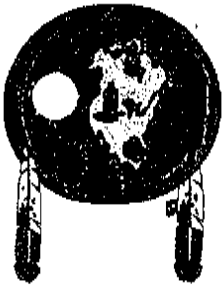
### Short Title

1. This bylaw may be cited as the "Kitigan Zibi Anishinabeg First Nation Reserve Dog Control By-Law."

### Interpretation

2. (a) "Dog Control Officer" means a dog control officer appointed pursuant to Section 3;
- (b) "Dog Register" means the register kept by the Dog Control Officer for the purpose of the registration of all dogs on the reserve;
- (c) "Reserve" means the Kitigan Zibi Anishinabeg First Nation Reserve,
- (d) "Council" means the Council of the Kitigan Zibi Anishinabeg First Nation Reserve, as defined in the Indian Act;
- (e) "Dog" means any dog, male or female and includes a dog that is a cross between a dog and a wolf;
- (f) "Household" means each single unit being a fully detached home, a semidetached home, a multiple attached home, an apartment home and any building used or intended to be used for human habitation and in which normal domestic functions may be carried on;





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- (g) "Environmental Health Officer" means the Environmental Health Officer who provides public health and environmental health services or as appointed by Band Council Resolution;
- (h) "Muzzle" means an apparatus to secure a dog's mouth in such a fashion that it cannot bite anything;
- (i) "Owner" of a dog includes a person who possesses or harbours a dog, and "owns" and "owned" have a corresponding meaning;
- (j) "At large" or "running at large" means off the premises of the owner and not muzzled or not under the control of any person;
- (k) "Villainous dog" means
  - (i) Any dog that demonstrates any ferocious, vicious or aggressive behaviour;
  - (ii) Any dog which has been the cause of prosecution within the last six months where a conviction had been entered concerning that specific dog;
  - (iii) Any dog which has bitten another dog or human without provocation;

### **Dog Control Officer**

- 3. (1) The Council, by Band Council Resolution, may authorize the Band Administrator to hire a Dog Control Officer to provide for the administration and enforcement of this bylaw and more specifically to receive registrations and to issue identification tags under this bylaw;
- (2) The Council, by Band Council Resolution, may provide for reasonable remuneration to be paid to the Dog Control Officer.

### **Registration and Identification of Dogs**

- 4. (1) Every person keeping a dog on the reserve will register and have an identification tag (dog tag) placed around the neck of each dog
- (2) The application for registration and identification tag (or dog tag) shall be filed with the Kitigan Zibi Anishinabeg First Nation Reserve Dog Control Officer and include:

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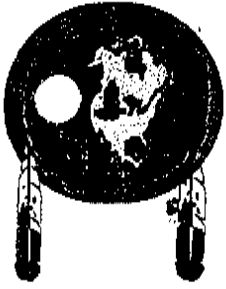
## **KITIGAN ZIBI ANISHINABEG**

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- (a) the applicant's name
  - (b) the applicant's address and phone number
  - (c) a description of the dog or other dog sought to be registered, including age, sex, name and breed, if known
  - (d) the number of dogs in the household
  - (e) a record that the dog or dog is immunized against rabies, noting the date of such immunization, the name of the person immunizing the dog including the maker's name of the vaccine and its batch number
  - (f) any other information deemed by the dog control officer to be necessary for the proper administration of the bylaw
- (3) Registration Fees:
- (i) The Band Council may establish, by Band Council Resolution, a reasonable registration fee for each dog;
- (4)
- (i) The Dog Control Officer shall issue an identification tag (or dog tag) upon registration, and where proof of immunization against rabies is provided;
  - (ii) A tag may be supplied by the Kitigan Zibi Anishinabeg First Nation Reserve or by the owner and contain information allowing dog control officers to locate the owner;
- (5) The identification tag (dog tag) shall be securely attached to the collar or harness of the dog or dogs at all times
- (6) The registration and identification tag (dog tag) is valid for the life of the dog

### **Immunization of Dogs**

- 5. All dogs on the reserve must be immunized in accordance with generally accepted veterinary standards
- 6. The owner of any dog exposed to rabies shall, on demand, surrender such dog to the Dog Control Officer to be in quarantine or destroyed
- 7. An owner upon demand made by the Dog Control Officer, shall forthwith surrender to the Dog Control Officer, any dog which has bitten any person or which has been exposed to rabies, to be held in quarantine at the discretion of the Environmental Health Officer



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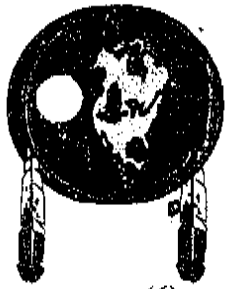
8. Subject to the terms of this bylaw, any dog suspected to be infected with rabies shall be immediately quarantined and verified by a licenced veterinarian who will report his/her finding to the appropriate government agency.

### **Limit on Number of Dogs Per Household**

9. (1) (i) No more than two (2) dogs shall be kept, harboured or possessed in any household or yard;
- (2) The provisions of subsection 9(1) shall not apply to (nursing) dogs who have pups under four (4) months of age;

### **General Prohibitions**

10. (1) Subject to subsection (2), every owner of a dog shall keep the dog safely tethered or penned up at all times
- (2) A dog need not be tethered or penned up as provided in subsection (1), if the dog:
- (a) Is held on a leash by a person capable of restraining the dog's movements; or
  - (b) Is being used by a person for the purpose of hunting; or
  - (c) Is being used by a person to work in a lawful manner with sheep or cattle; or
  - (d) Is used by a visually impaired person as a guide dog
  - (e) Is under control by the owner
- (3) No owner shall permit a female dog in heat to remain in any public place unless such female dog is attached to a leash and is accompanied by and is under the observation and control of the owner of his/her agent;
- (4) The owner of a dog who fails to take all necessary measures to ensure that the dog does not enter upon property without being under the control or in the possession of the owner, is guilty of an offense;
- (5) The owner of a dog which causes damage to any property including lawns, flower gardens, flower beds, water hoses, electrical cords and other parts of property, is guilty of an offense;



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- (6) The owner of a dog shall, when the dog is on public property or private property, immediately pick up and thereafter dispose of any faeces, vomit or any waste left by the dog on the said property;
11. No owner shall allow his dog to remain unfed for more than twenty-four hours or without water for more than twelve hours. Any such action is cruelty and is liable of an offense.
12. No person shall punish or abuse a dog in a manner or to an extent that is cruel or unnecessary
13. No owner shall permit a dog to bark, yelp, growl or otherwise annoy or disturb the peace of residents of the reserve.

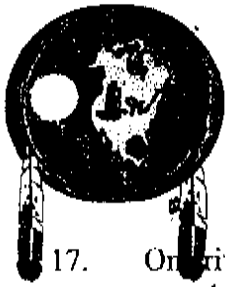
### **Prohibitions Within Specific Areas of the Reserve**

14. (1) The Council, by Band Council Resolution, may at any time prohibit the keeping of dogs within any area of the reserve
- (2) Notice of any prohibition made by council pursuant to paragraph (1) shall be posted in the Band Office and after thirty days of the date of the posting of such notice, no person shall keep or have a dog within the prohibited area.
- (3) No person may establish, own, or operate an establishment or facility for the boarding or treatment of more than two dogs within the limits of the reserve, without express written authorization to that effect by way of Band Council Resolution.
- (4) When the ownership of more than two dogs is allowed, the holding facility for these dogs will be a minimum distance of no less than 700 metres from any residential household.

### **Villainous Dogs**

15. Anyone owning a villainous dog or aggressive dog must post a clearly visible sign notifying the public
16. A villainous dogs must, at all times, be muzzled and must be kept on a leash whenever it is in a public place





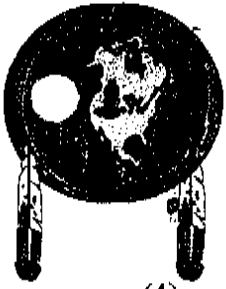
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17. On private property, a villainous dog shall be kept on a secure leash or tethered in a restricted area that shall be constructed so as to prevent any escape by the dog and prevent the entry by children

### Impounding and Seizure

18. (1) No owner shall permit a dog belonging to him or her to be at large in the Kitigan Zibi Anishinabeg First Nation Reserve
- (2) A dog found at large on the Kitigan Zibi Anishinabeg First Nation Reserve may be impounded for not less than five (5) days thereafter may be humanely destroyed or otherwise disposed of, unless in the meantime, such dog has been claimed by its owner and the costs incurred for the impounding of the dog have been paid
- (3) If upon notification of the impoundment and seizure of a dog or dogs, an owner wishes to have it destroyed, the owner must do so in writing and pay the costs involved
19. (1) A Dog Control Officer may seize one or more dogs from any person whom he or she has reasonable cause to believe is violating or has violated or is about to violate, any of the provisions of this bylaw
- (2) If a dog is apprehended because it has inflicted an unprovoked bite upon a dog or human person, the Dog Control Officer shall impound the dog for such period of time to be specified by a veterinarian and/or the Environmental Health Officer
- (3) Subject to subsection (6), a Dog Control Officer who has seized a dog pursuant to subsection (1) shall restore possession of the dog to its owner where:
- (a) The owner claims possession of the dog within five (5) days after the date of seizure, and;
- (b) The owner pays to the Kitigan Zibi Anishinabeg Band all expenses incurred in securing, caring for and feeding the dog according to the prescribed fee approved by the Kitigan Zibi Anishinabeg First Nation Band Council;
- (c) Where the owner has failed to purchase an identification tag, he must obtain the identification tag (dog tag) and pay the prescribed fee and comply with the provision of Section 4 before he obtains the release of his dog;



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- (4) Where a dog has not been reclaimed within five (5) days after seizure pursuant to subsection (3), the Dog Control Officer may humanely destroy or dispose of the dog where a licenced veterinary so directs and no damages or compensation may be recovered as a result of the destruction or disposal of a dog by the Dog Control Officer
- (5) If a dog is found to be diseased, the Dog Control Officer shall seek veterinary attention for it where the owner has declined, failed or neglected to do so, and any fee from the provision of such veterinary care shall be a charge against the owner of the dog
- (6) Where, in the opinion of the Dog Control Officer, a dog seized under this section is injured or should be destroyed without delay for humane reasons or for any reasons of health or safety, no damages or compensation may be recovered by the owner on account of such action
- (7) When a dog has been impounded, the Dog Control Officer shall forthwith make every reasonable effort to notify the owner of such dog
- (8) A written report of each such incident as described in this section, shall be filed with the Band Administrator

### **Destruction Where Unable to Seize**

20. (1) When the Dog Control Officer, subject to ensuring the full safety of the public, after reasonable effort, is unable to seize a dog that is running at large contrary to the provisions of the bylaw, may destroy the dog and properly dispose of it.

### **Protection from Dogs**

21. (1) Any person may destroy a dog that is running at large and is in the act of pursuing, attacking, injuring, damaging, killing or destroying, however, such act may be undertaken only if there is no risk to anyone or his/her property:
  - (a) a person;
  - (b) another dog that is tethered; or,
  - (c) a food cache, harness or other equipment
  - (d) domestic livestock



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- (2) No damages or compensation may be recovered as a result of the killing of a dog by any person pursuant to subsection (1)
- (3) The Dog Control Officer must be notified of such action immediately so that the carcass can be properly disposed.

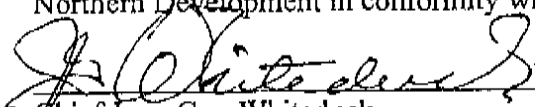
### Penalty

- 22. (a) Every person who contravenes any of the provisions of this bylaw is guilty of an offense and is liable on summary conviction of a fine not exceeding one thousand dollars or imprisonment for a term not exceeding thirty days, or both, for violation of a bylaw made under section 81 (r) of the Indian Act R.S., 1985, c.1-5
- (b) Subject to the limitations imposed by Section 81(r) of the Indian Act any person who contravenes the present bylaw commits an infraction and is responsible to pay the fine plus the administrative and court costs;
- (c) For a first offence a minimum fine of \$200 to \$400;
- (d) Should a second offence repeat itself in the 12 months following the first offence, a minimum fine of \$400 to \$800;

This bylaw authorizes the Dog Control Officer to take the necessary legal action against anyone who breaches this bylaw and authorizes the Animal Control Officer to issue a Notice of Infraction to anyone who contravenes this bylaw

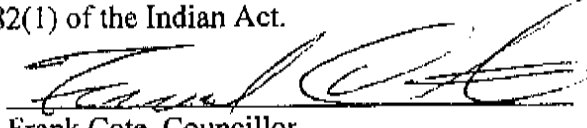
BE IT KNOWN that this bylaw is hereby enacted by the Council of the Kitigan Zibi Anishinabeg First Nation Band at a duly convened meeting of the Council dated June 14, 2002.


WE, the Chief and Council of the Kitigan Zibi Anishinabeg First Nation, do hereby certify that this is a true copy of the foregoing bylaw enacted and is submitted to the Minister of Indian Affairs and Northern Development in conformity with Section 82(1) of the Indian Act.

  
Chief Jean-Guy Whiteduck

  
Warren McGregor, Councillor

  
Gilbert Whiteduck, Councillor

  
Frank Cote, Councillor

  
Albert Tenasco Jr., Councillor



## **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

---

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>



# *Celebrating* **KITIGAN ZIBI HEALTH AND SOCIAL SERVICES**

**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**







" Gathering medicine, gathering strenght.  
Bring your circle of support."

Medicine Harvest  
1:00-4:00PM  
SEPTEMBER, 19<sup>TH</sup> 2025

OPEN TO THOSE  
IN RECOVERY &  
SUPPORTER.

REGISTER NOW

CONTACT US

SPOTS ARE LIMITED!



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

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

NEW TIME: 6pm - 7pm

WHERE: MULTIPURPOSE  
BUILDING

137 C, Kichi mikan

Kitigan Zibi, Qc

Doors open at 5:30 pm

Soup & Bannock is served

We look forward to sharing this journey with you.

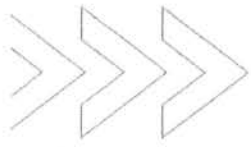
Sponsored by: NNADAP

Darren & Patricia

KZHSS: 819-444-5543







## Share Your Story of Recovery

Are you living a sober, healthy life—free from alcohol and drugs? Your journey matters, and your words could inspire someone else to take the first step.

We're collecting short stories or messages from individuals in recovery. Just a few honest sentences about how love has shaped your path, and how you stay clean today. No need for anything long or fancy—just something real. Your message could give someone hope and the strength to start their own recovery journey.



If you'd like to contribute, please contact:  
Patricia Brazeau, NNADAP Program Facilitator

☎ 819-449-5593

✉ [patricia.brazeau@kza.qc.ca](mailto:patricia.brazeau@kza.qc.ca)



**Together, we can show others that healing is possible.**

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**

**SEPTEMBER 17-24 & 25<sup>TH</sup>**

**AT THE YOUTH CENTER,  
KITIGAN ZIBI**

Walking the Red Road also means  
nourishing our spirit with the food  
we choose.

Join us for a cooking class rooted  
in culture, recovery, and community

**REGISTRATION : KZHSS**

819-449-5593 | DARREN MCGREGOR  
& PATRICIA BRAZEAU





KITIGAN ZIBI ANNUAL

# FISHING DERBY



**SEPTEMBER 6**

**10AM - 4PM**

**@ BITOBI LAKE**

**IF ANY QUESTIONS**

**PLEASE CALL**

**819-449-2323**



**14' JON BOAT +  
MOTOR BUNDLE**



**PADDLE BOARD +  
GENERATOR + YETI  
BUNDLE**



**VACUUM  
SEAL +  
BBQ BUNDLE**

**\*3 different categories: heaviest bass,  
longest pike and heaviest other species! The  
top one of each category will be entered.**

**COME JOIN US!**

**SNACKS + REFRESHMENTS PROVIDED!**

**\*MUST BE A KZA MEMBER  
TO WIN ANY PRIZES! ALL  
BLENDED FAMILIES  
WELCOME!**







**KZHSS SPORTS &  
RECREATION**

**THURSDAY**

**VOLLEYBALL  
NIGHTS**

**KZ SCHOOL GYM  
6PM-8PM**

**START  
DATE:  
SEPTEMBER  
4<sup>TH</sup> 2025**

COME JOIN  
US FOR A  
FUN NIGHT  
OF  
VOLLEYBALL  
EVERY  
WEEK!!

**FOR RECOMMENDED AGES 14+**

**OPEN TO:**

**PLAYERS OF ALL SKILL  
LEVELS**



**FOR MORE INFORMATION: CONTACT  
KANE OR COLTEN AT 819-449-2323  
EXT 2004/2008**





# **MONDAY NIGHT** **PICKLEBALL**

**Starting**  
September 8<sup>th</sup>,  
2025

**Time**  
6PM-8PM

**Location**  
KZ School Gym

**FOR MORE INFORMATION  
CONTACT SPORTS &  
RECREATION KANE OR  
COLTEN AT 819-449-2323  
EXT 2004/2008**



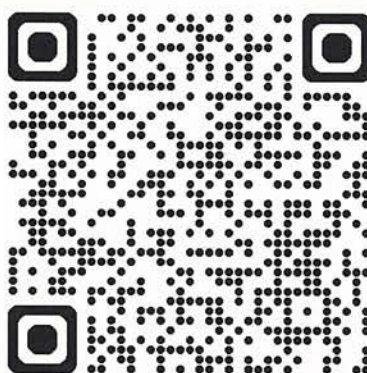




**kidney  
walk**

# Maniwaki's Kidney Walk

**SIGN UP NOW !**



**kidneywalk.ca**

## September 14

AT THE GAZEBO ACROSS  
FROM THE ARENA

- ① Sign up today
- ② Collect donations
- ③ Walk for the cause !

NATIONAL PARTNER



NATIONAL MEDIA PARTNER





## **JOB OPPORTUNITY – 2<sup>nd</sup> Posting**

September 3, 2025

POSITION:	<b>Wazoson Educator</b>
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.

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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](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 EDUCATION SECTOR

### Wazoson Educator Job Description

GENERAL INFORMATION	
<b>Job Title</b>	Wazoson Educator
<b>Category</b>	Technical
<b>Sector</b>	Kitigan Zibi Education Sector (KZES)
<b>Location</b>	Wazoson
<b>Terms</b>	Indeterminate. Standard probationary period
<b>Hours</b>	37.5 hours per week. Monday-Friday
<b>Salary</b>	As per Kitigan Zibi Salary Scale
<b>Immediate supervisor</b>	Wazoson Coordinator
<b>Date of job description</b>	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
<b>Child Intake, Placement and Referral</b>	<ul style="list-style-type: none"> <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>
<b>Develops and implements a culturally based early childhood education program</b>	<ul style="list-style-type: none"> <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>



<b>Child assessment and evaluation</b>	<ul style="list-style-type: none"> <li>Creates and maintains charts and files on each child registered in group that include health issues/concerns, allergies, attendance.</li> <li>Communicates with Coordinator, parents and or legal guardians in child's progress at Wazoson.</li> </ul>
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<b>ACCOUNTABILITY</b>
<ul style="list-style-type: none"> <li>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.</li> </ul>

<b>WORKING RELATIONSHIPS</b>	
<b>Interpersonal Relationships</b>	<ul style="list-style-type: none"> <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>
<b>Team Work</b>	<ul style="list-style-type: none"> <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>
<b>Negotiations</b>	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <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>

<b>ENVIRONMENTAL FACTORS</b>	
<b>Deadlines</b>	<ul style="list-style-type: none"> <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>
<b>Mental 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 and children.</li> </ul>

	<ul style="list-style-type: none"> <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>
<b>Working Conditions</b>	<ul style="list-style-type: none"> <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>
<b>Cultural competency</b>	<ul style="list-style-type: none"> <li>• Knowledge and awareness of Kitigan Zibi language, culture and community.</li> </ul>

<b>QUALIFICATIONS REQUIRED</b>	
<b>Education and Experience</b>	<ul style="list-style-type: none"> <li>• Completion of Early Childhood Education program from a recognized post secondary institution or vocational program.</li> </ul>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Oral fluency in reading and writing in English mandatory.</li> <li>• Willing and able to work flexible hours as required.</li> <li>• Ability to be objective towards child assessments.</li> <li>• Trustworthy, discreet and able to maintain confidentiality.</li> <li>• Punctual and reliable with low absenteeism.</li> <li>• Ability to work independently without close supervision.</li> <li>• Computer literate and ability to operate office machinery.</li> </ul>
<b>Conditions of employment require the candidate to maintain these licences/certifications throughout employment</b>	<ul style="list-style-type: none"> <li>• No criminal conviction related to the field of work and maintain throughout employment.</li> <li>• Must provide medical certificate of good health if required for the position.</li> <li>• Valid First Aid and CPR Training Certification for child and infants or ability to acquire training within three months of hired and maintain certification.</li> <li>• Must follow all safety precautions and protocols.</li> <li>• Legally able to work in Canada.</li> </ul>
<b>Assets</b>	<ul style="list-style-type: none"> <li>• Ability to communicate in Algonquin and/or French an asset.</li> </ul>

# Substitute teaching in First Nations communities

10 weeks at the rate of 1.5 hours per week



*"Let young people  
benefit from your  
knowledge and your  
know-how!"*

From September 2 to  
October 17, 2025



**Registration**

**Limited places available  
Training reserved for FNEC member communities**



# NEW

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



- "ADJIDAMÒ INTERACTIVE VIDEO" IS AN ONLINE STORYBOOK THAT ALLOWS YOU TO FOLLOW, LISTEN AND LEARN ALGONQUIN.
- IN SOME WAYS IT'S SIMILAR TO KARAOKE BUT FOR STORYBOOKS.
- THERE IS ALSO AN AMAZING "PLAYBACK" SLIDE BUTTON FEATURE THAT WILL HELP THE READER WITH PRONUNCIATION.

Let's TRY SOMETHING DIFFERENT!  
LEARNING AT YOUR OWN PACE  
IN YOUR OWN SPACE!

SCAN QR CODE



TYPE IN THIS LINK

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





# Anishinàbemowin

## GRAMMAR CONTEST

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

### LESSON 8: First Person Sentences - Present Tense

## Basic Sentences in Anishinàbemowin

In Anishinàbemowin the following grammar frame is used - NI verb to mean I 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.

2. Nibinchige.

3. Niwìsin.

4. Nibimbato.

5. Nibodawe.

6. Nibimose.

7. Nibàbiw.

8. Ninigam.

9. Nibashkizige.

10. Nidinàb.

11. Niminikwe.

12. Nigiwe.

13. Nidodamin.

14. Nidodamità.

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! WÌDOKAWISHIN**



# JOIN THE KIDJĪMĀNINĀN COMMUNITY MAPPING ACTIVITY

*Have Your Voice Heard!*

## INITIAL MEETING

**Wednesday, September 10**

5:00 PM – 7:00 PM  
KZA Cultural Centre

Supper will be served at 5:30 PM  
Incentives for all participants

### What's happening?

- Q&A session to introduce the project
- Learn about the mapping process
- Ask questions, share ideas, and get involved

## FOLLOW-UP ACTIVITY

**Wednesday, September 17**

5:00 PM – 7:00 PM  
KZA Cultural Centre

Supper will be served at 5:30 PM  
Incentives for all participants

### What's happening?

- Meet Adrianna Aguilar & Kathleen Church, Mapping Specialists
- Participate in hands-on activities
- Share your stories and perspectives

Over the next few weeks, the Kidjīmāninān team will be hosting a Community Mapping Activity at the KZA Cultural Centre, facilitated by Adrianna Aguilar and Kathleen Church, Digital Mapping Specialists.

Your knowledge, stories, and experiences are vital.  
Come share your voice and help shape this important project!

For questions or more information:  
Tara Decontie, Kidjīmāninān Engagement  
819-449-5170 ext. 1800 [tara.decontie@kza.qc.ca](mailto:tara.decontie@kza.qc.ca)



**KIDJĪMĀNINĀN**

Ensemble pour la Terre  
Ensemble pour la 8<sup>e</sup> génération

Together for the Land  
Together for the 8<sup>th</sup> generation

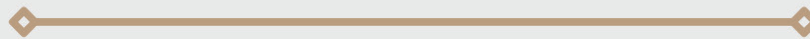


# KIDJĪMĀNINĀN

Ensemble pour la Terre  
Ensemble pour la 8<sup>e</sup> génération

Together for the Land  
Together for the 8<sup>th</sup> 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](mailto:tara.decontie@kza.qc.ca)

Incentives will be provided to all that attend



# ***Anokiwin ondje Weshkinègidjig/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, hand-soap, 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](mailto: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	Activity
9:00 am	Meet at LWAAC Office - 313 Fafard	Leave for La Verendrye Park-Jon's cabin
10:00-10:30 am	Arrive at Jon's cabin	Unpack, set-up and settle in for the weekend
12:00 pm		Lunch Supper

## Day 2, 3, and 4

Can not predict time frame	Looking for tracks, signs of moose Make birch bark moose calls Fishing Calling for moose
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## 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:** \_\_\_\_\_

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## 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 **Kitigan Zibi Anishinabeg**, 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:** \_\_\_\_\_

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## 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:** \_\_\_\_\_





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

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

**CORE VALUES**  
Wisdom, Love, Respect, 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 10<sup>th</sup> at 4:00 pm

**Expected Start date:** To be determined

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### *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](mailto:angela.miljour@wanakicentre.com)**





**VISION**  
Donner aux Premières Nations et aux Inuits les moyens de vivre un mode de vie équilibré

**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:** Conseiller (ière)  
**Salaire:** Niveau 1 (\$30.60/hr) Niveau 15(\$40.37/hr)  
**Durée:** Temps Plein – Indéterminé 35 hrs/semaine  
**Date limite pour postuler:** 10 SEPTEMBRE 2025 à 16h00  
**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 désirées***

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Connaissance spécifique de la structure du Centre Wanaki et de l'organisation des services offerts.</li><li>• Possède une bonne compréhension de la culture et des valeurs de la communauté des Premières nations et des Inuits.</li><li>• Connaissance des lois, politiques et règlements régissant la santé.</li><li>• Habileté de travailler avec des Systèmes de Gestion d'information (Microsoft Bureau 365, SGIT)</li><li>• Capacité de décision et d'initiative</li><li>• Capacité d'observation et d'intervention</li><li>• Jugement et discernement</li></ul> | <ul style="list-style-type: none"><li>• Compétences de planification, d'organisation et de gestion de temps</li><li>• Capacité d'animer des ateliers éducatifs de groupe</li><li>• Autonome, flexible, responsable</li><li>• Capacité à résumer</li><li>• Compétences en communication</li><li>• Capacité d'analyse et de résolution de problèmes</li><li>• Fait preuve de leadership communautaire</li><li>• Aime le travail d'équipe</li><li>• Compétences interpersonnelles (ouverture d'esprit, empathie et capacité à établir des contacts)</li><li>• Plan de soin de soi en place</li></ul> |
|--|---|

***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](mailto:angela.miljour@wanakicentre.com)**

# **HOLY ROSARY**

**SEPT.7/25**

**11: 00 AM**

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**MASS FOR: All souls in purgatory from a parishioner.**

## **Welcome**



**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 I N G O				
7	25	44	57	62
15	22	40	50	70
11	30	FREE SPACE	46	74
2	28	37	55	68
10	27	39	59	75