



KITIGAN ZIBI ANISHINABEG

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

September 24, 2025

Dear KZA Band Members,

The next General Band Meeting will be held at the **KZA Community Hall on Saturday, September 27th, 2025, from 9:30am-Noon.**

General Band Meeting Agenda

1. Housing 2026
2. Bells Dam Business Project on the Rouge River
3. Civic Hospital Power Back Up Project with Hydro Ottawa and Pikwakanagan.
4. Report on Water and Sewer Projects.
5. Aboriginal Title Claim Update
6. Language Building
7. Headstart Building Upcoming Construction
8. Specific Claim Revenue and Capital Account
9. Senator's Project Lebreton Flats Algonquin Nation Involvement
10. Questions and Answer Period for Membership

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

Chief Jean Guy Whiteduck
Kitigan Zibi Anishinabeg

We would like to advise the community that the
KZA Administration Office will be
CLOSED ON TUESDAY, SEPTEMBER 30, 2025
in honor of the
National Day for Truth and Reconciliation.



NATIONAL DAY FOR TRUTH AND RECONCILIATION

We will resume normal working hours on
October 1, 2025, from 8:00 am to 4:30 pm.

KZA Community Services Administration Office



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CALL FOR HOUSING APPLICATIONS

September 18, 2025

Kwey Kakina:

Kitigan Zibi Anishinabeg Council has opened the call for housing applications for this year 2025-2026. Homes must be constructed within a one-year timeframe. The deadline for all documents and the 3% down payment must be submitted two weeks prior to the selection date – see next page.

To be eligible to participate in the new home construction selection, **at the time of application**, the candidate must:

1. Be a duly registered member of the Kitigan Zibi Anishinabeg band
2. Have not previously received a housing subsidy
3. Be 21 years of age or older
4. Meet the necessary financial requirements for a revolving loan, which cannot exceed 30% of their annual income
5. Be in good financial standing with KZA
 - 5.1. Community members with existing loans who have a proven track record for making regularly scheduled payments are eligible to have their name entered in the *selection*.
 - 5.2. Individuals with outstanding debts owed to KZA and who have stopped meeting their financial obligations will not be considered eligible.

In addition, at the time of the application, the candidate must:

- Provide proof of landownership or be willing to purchase a lot provided by KZA. Must also provide environmental assessment reports confirming building lot can accommodate the construction of the proposed project.
- Meet with the Construction Department to have their eligibility assessed. This assessment provides guidelines to begin their process. This process would assess the square footage of the house that the applicant can financially afford, so that the applicant can purchase their house plans with confidence.



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- Have necessary funding required to complete the house, to be deposited with the KZA Finance Department before construction begins.

Ineligible:

- Any member who has previously received a housing subsidy
- A housing applicant who is legally married to a partner who previously received a KZA housing subsidy will not be considered for the *selection*. Applicants must show legal proof of separation/divorce in order to be eligible to enter the housing *selection*
- A housing applicant with outstanding accounts receivable with KZA is ineligible

Please refer to the [KZA On-Reserve Residential Home Construction Policy 2024](#) for complete details of building a house. Also, you may contact Andrew Commanda, Construction Supervisor/Repairs Officer at 819-449-5170.

**The special general/community band meeting will be held at
the Community Hall on:**

November 1, 2025

Time: 12:00 p.m. to 2:00 p.m.

**The deadline for submitting your housing application and 3%
down payment to the KZA Construction Department is:**

October 16, 2025, 4:00 p.m.

The housing selection date is November 4, 2025.

Sincerely,

Christine Stevens
Community Services Director

And Construction Department



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The KZA Community Services Sector is in search of a weekend janitor to clean up the community hall occasionally.



If you are interested, please send in your resume and letter of interest to Jenna Dumont at Band Office by September 26, 2025 at 4PM.



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

**Income Security Cheques for October 2025
to be released on
Friday September 26th, 2025.**

BAND OFFICE

8:30 A.M.TO 12:00 P.M.

**Income Security cheques will be release for
1 DAY on September 26, 2025.**

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

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

**If you receive Income Security from KZ and have children enrolled
in the KZ school system or go to school in the surrounding area
contact us to ensure you receive the clothing allowance for your
dependents.**

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



COMMISSION DE DÉVELOPPEMENT ÉCONOMIQUE DES
PREMIÈRES NATIONS DU QUÉBEC ET DU LABRADOR
FIRST NATIONS OF QUEBEC AND LABRADOR ECONOMIC
DEVELOPMENT COMMISSION

Posting date: September 8, 2025
Application deadline: September 26, 2025

ADMINISTRATIVE OFFICER

Job category: Regular full-time position

Working at the First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC) means being part of a dynamic and committed team, in a stimulating and caring work environment!

By joining the FNQLEDC, you will benefit from many advantages, including:

- | | |
|---|---|
| ▲ A competitive salary | ▲ A monthly cell phone plan allowance |
| ▲ Friday afternoons off | ▲ Excellent benefits |
| ▲ The possibility of a hybrid schedule (teleworking and working at the office in Wendake) | ▲ Two weeks of paid vacation starting in the first year, plus two weeks during the holiday season |
| ▲ A work environment that facilitates work-life balance | ▲ And much more! |

Salary: The gross annual salary upon hiring is between \$54,341 and \$56,813 depending on the candidate's experience and training.

Workplace: 265, Place Chef Michel Laveau, bureau 200, Wendake (Quebec)

JOB DESCRIPTION

[First Nations Identification \(ID1N\)](#) is a project that was launched by the FNQLEDC in 2021. ID1N is a seal that authenticates First Nations businesses and entrepreneurs. Thanks to the Bear logo, authentic Indigenous products and services can be easily identified. By joining our team, the Administrative Officer will directly contribute to the growth of ID1N, a mobilizing and meaningful project. Under the supervision of the Director of Development and Community Relations, and in collaboration with the ID1N Coordinator, the incumbent will play a central role in following up on membership and member relations and supporting seal deployment activities.

MAIN FUNCTIONS

Member relations

- Validate, correct and complete membership applications.
- Ensure administrative follow-up on files and conduct ad hoc research (missing documents, reminders, confirmations, etc.).
- Provide services to members: provide support, answer questions, offer guidance, and participate in recruitment activities.
- Maintain the ID1N business directory (update profiles, enter data, etc.).

Administrative support

- Manage the main email inbox as well as the project coordinator's email inbox.
- Write and produce correspondence.

- Follow up on meetings and requests received.
- Provide daily support to the ID1N team in its various tasks.
- Perform various administrative tasks: budget monitoring, contract administration, and schedule management for events or travel.
- Plan and coordinate the coordinator's travel.
- Follow up on invoices with the finance team.

ELIGIBILITY REQUIREMENTS

- Diploma of Vocational Studies (DVS) in secretarial studies, Diploma of College Studies in office automation, or any other combination of relevant experience
- Excellent command of French and English, both oral and written
- Very good command of Microsoft Office 365
- Good knowledge of First Nations circles (an asset)
- Valid driver's license and travel availability

REQUIRED SKILLS AND ATTITUDES

- Experience or strong interest in social engagement
- Rigour and organizational skills
- Team spirit and collaboration
- Ability to follow procedures precisely
- Sound judgment, discretion, and respect for confidentiality
- Intellectual flexibility and openness to learning new tools
- Interest in and openness to Indigenous realities (an asset)

Interested candidates are invited to submit their **resume**, along with a **mandatory cover letter** expressing their interest in the position, **no later than noon on September 26, 2025**, to the attention of:

Mr. Steve Laveau, Director of Development and Community Relations
 First Nations of Quebec and Labrador Economic Development Commission
 265, place Chef Michel Laveau, bureau 200, Wendake (Québec) G0A 4V0
 Email: rh@cdepnql.org

Thank you to all those who apply. Only those selected for an interview will be contacted. Where qualifications are equal or equivalent, applications from First Nations people will be prioritized.



AGENT.E ADMINISTRATIF.VE

Catégorie d'emploi : poste à temps plein régulier

Travailler à la Commission de développement économique des Premières Nations du Québec et du Labrador (CDEPNQL), c'est faire partie d'une équipe dynamique et engagée, dans un environnement de travail stimulant et bienveillant!

En joignant la CDEPNQL, vous bénéficierez de nombreux avantages, dont :

- ▲ Un salaire concurrentiel;
- ▲ Des congés les vendredis après-midi;
- ▲ La possibilité d'un horaire hybride (télétravail et présence au bureau de Wendake);
- ▲ Un milieu de travail facilitant la conciliation travail-famille;
- ▲ Une allocation mensuelle pour forfait cellulaire;
- ▲ D'excellents avantages sociaux;
- ▲ Deux semaines de vacances payées dès la première année, en plus de deux semaines pendant le temps des Fêtes;
- ▲ Et bien plus encore!

Conditions salariales : Le salaire annuel brut à l'embauche se situe entre 54 341 \$ et 56 813 \$, selon l'expérience et la formation du candidat ou de la candidate.

Lieu de travail : 265, Place Chef Michel Laveau, bureau 200, Wendake (Québec)

DESCRIPTION DU POSTE

[L'Identification Premières Nations \(ID1N\)](#) est un projet lancé par la CDEPNQL en 2021. ID1N, c'est un sceau qui permet d'authentifier les entreprises et entrepreneures des Premières Nations. Grâce au logo de l'Ourse, il est possible d'identifier facilement les produits et services authentiques autochtones. En joignant notre équipe, l'agent.e administratif.ve contribuera directement à la croissance d'ID1N, un projet mobilisateur et porteur de sens. Sous la supervision du directeur du développement et des relations avec les communautés, et en collaboration avec le coordonnateur d'ID1N, la personne jouera un rôle central dans le suivi des adhésions, la relation avec les membres et l'appui aux activités de déploiement du sceau.

FONCTIONS PRINCIPALES

Relations avec les membres

- Valider, corriger et compléter les demandes d'adhésion;
- Assurer le suivi administratif des dossiers et effectuer des recherches ponctuelles (documents manquants, rappels, confirmations, etc.);
- Offrir un service aux membres : soutien, réponses aux questions, accompagnement et participation aux activités de recrutement;
- Maintenir à jour le répertoire d'entreprises ID1N (mise à jour des profils, saisie de données, etc.).

Soutien administratif

- Gérer la boîte courriel principale et celle du coordonnateur de projet;
- Rédiger et préparer des correspondances;

- Assurer le suivi des rencontres et des demandes reçues;
- Apporter un soutien quotidien à l'équipe ID1N dans ses tâches diverses;
- Effectuer diverses tâches administratives : suivi budgétaire, administration de contrats, gestion des horaires dans le cadre d'événements ou de déplacements;
- Planifier et coordonner les déplacements du coordonnateur;
- Assurer le suivi des factures avec l'équipe des finances.

CONDITIONS D'ACCÈS

- Diplôme d'études professionnelles (DEP) en secrétariat, diplôme d'études collégiales en bureautique ou toute autre combinaison d'expérience pertinente;
- Excellente maîtrise du français et de l'anglais, à l'oral comme à l'écrit;
- Très bonne maîtrise de Microsoft Office 365;
- Bonne connaissance du milieu des Premières Nations (un atout);
- Permis de conduire valide et disponibilité à voyager.

HABILETÉS ET ATTITUDES RECHERCHÉES

- Expérience ou intérêt marqué pour l'engagement social;
- Rigueur et sens de l'organisation;
- Esprit d'équipe et de collaboration;
- Capacité à suivre des procédures de manière précise;
- Jugement, discrétion et respect de la confidentialité;
- Souplesse intellectuelle et ouverture à apprendre de nouveaux outils;
- Intérêt et ouverture envers les réalités autochtones (un atout).

Les personnes intéressées sont invitées à faire parvenir leur **curriculum vitae**, accompagné d'une **lettre de présentation obligatoire** exprimant leur intérêt pour le poste, **au plus tard le 26 septembre 2025 à 12 h** à l'attention de :

M. Steve Laveau, directeur du développement et des relations avec les communautés

Commission de développement économique des Premières Nations du Québec et du Labrador

265, place Chef Michel Laveau, bureau 200, Wendake (Québec) G0A 4V0

Courriel : rh@cdepnql.org

Nous remercions toutes les personnes ayant manifesté leur intérêt. Seules les candidatures retenues pour une entrevue seront contactées. À compétences égales ou équivalentes, la priorité sera accordée aux personnes membres des Premières Nations.



COMMISSION DE DÉVELOPPEMENT ÉCONOMIQUE DES
PREMIÈRES NATIONS DU QUÉBEC ET DU LABRADOR
FIRST NATIONS OF QUEBEC AND LABRADOR ECONOMIC
DEVELOPMENT COMMISSION

Posting date: September 8, 2025
Application deadline: September 26, 2025

INDIGENOUS TAX ADVISOR

Job category: Regular full-time position

Working at the First Nations of Quebec and Labrador Economic Development Commission (FNQLEDC) means being part of a dynamic and committed team, in a stimulating and caring work environment!

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- | | |
|---|---|
| ▲ A competitive salary | ▲ A monthly cell phone plan allowance |
| ▲ Friday afternoons off | ▲ Excellent benefits |
| ▲ The possibility of a hybrid schedule (teleworking and working at the office in Wendake) | ▲ Two weeks of paid vacation starting in the first year, plus two weeks during the holiday season |
| ▲ A work environment that facilitates work-life balance | ▲ And much more! |

Salary: The gross annual salary upon hiring is between \$76,982 and \$80,486 depending on the candidate's experience and training.

Workplace: 265, Place Chef Michel Laveau, bureau 200, Wendake (Quebec)

Job description

Under the supervision of the FNQLEDC's senior management, the Indigenous Tax Advisor supports the FNQLEDC team by producing accessible reference tools that address the main questions of elected officials, community economic development officers, and entrepreneurs.

The Advisor also advises the Chief responsible for the taxation portfolio while participating in the work of the Assembly of First Nations Quebec-Labrador (AFNQL)-Revenu Québec taxation committee as a technical expert. The incumbent plays a key role in advancing tax issues affecting the First Nations in Quebec, in addition to acting as a liaison between them and provincial and federal tax authorities.

Main functions

- Support the FNQLEDC's entrepreneurial support team by developing tools and solutions that are tailored to the tax realities of Indigenous businesses.
- Develop popularization tools (e.g., briefing notes, presentations, fact sheets, etc.) for elected officials, community economic development officers, and entrepreneurs.
- Provide strategic and technical advice on Indigenous tax issues, including applicable tax measures and the impacts of government policies.
- Support the work of the AFNQL-Revenu Québec taxation committee while advising the Chief responsible for the taxation portfolio.
- Create tools, briefing notes, presentations, and so on, with a view to disseminating tax information and helping the Chief portfolio-holder and elected officials to make informed decisions.

- Create and maintain communication channels with Revenu Québec and the Canada Revenue Agency.
- Work on specific and ad hoc mandates entrusted by the Chiefs to promote the advancement of issues or causes that are important to First Nations.
- Develop and implement collective strategies while disseminating all relevant information to the communities.
- Ensure ongoing strategic monitoring of laws, policies, programs, and case law decisions that have a tax-related impact on First Nations.

Eligibility requirements

- Bachelor's degree in business administration or another combination of university studies and relevant experience
- Knowledge of Canadian and Quebec tax laws
- Good knowledge of First Nations circles (an asset)
- Very good command of French and English, both oral and written
- Very good command of Microsoft Office 365
- Valid driver's license and travel availability

Required skills and attitudes

- Ability to synthesize and communicate effectively
- Autonomy, rigour, and a strong sense of initiative
- Political acumen, tact, and diplomatic communication skills
- Team spirit and collaboration
- Sensitivity to client needs and ability to adopt a client-centric approach
- Ability to establish and maintain trusting interpersonal relationships

Interested candidates are invited to submit their **resume**, along with a **mandatory cover letter** expressing their interest in the position, **no later than noon on September 26, 2025**, to the attention of:

Ms. Jinny Thibodeau Rankin, Executive Director

First Nations of Quebec and Labrador Economic Development Commission
 265, place Chef Michel Laveau, bureau 200, Wendake (Quebec) G0A 4V0
 Email: rh@cdepnql.org

Thank you to all those who apply. Only those selected for an interview will be contacted.

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PREMIÈRES NATIONS DU QUÉBEC ET DU LABRADOR
FIRST NATIONS OF QUEBEC AND LABRADOR ECONOMIC
DEVELOPMENT COMMISSION

Date d'affichage : 8 septembre 2025
Date limite pour postuler : 26 septembre 2025

CONSEILLER.ÈRE EN FISCALITÉ AUTOCHTONE Catégorie d'emploi : poste à temps plein régulier

Travailler à la Commission de développement économique des Premières Nations du Québec et du Labrador (CDEPNQL), c'est faire partie d'une équipe dynamique et engagée, dans un environnement de travail stimulant et bienveillant!

En joignant la CDEPNQL, vous bénéficierez de nombreux avantages, dont :

- | | |
|---|--|
| ▲ Un salaire concurrentiel; | ▲ Une allocation mensuelle pour forfait cellulaire; |
| ▲ Des congés les vendredis après-midi; | ▲ D'excellents avantages sociaux; |
| ▲ La possibilité d'un horaire hybride (télétravail et présence au bureau de Wendake); | ▲ Deux semaines de vacances payées dès la première année, en plus de deux semaines pendant le temps des Fêtes; |
| ▲ Un milieu de travail facilitant la conciliation travail-famille; | ▲ Et bien plus encore! |

Conditions salariales : Le salaire annuel brut à l'embauche se situe entre 76 982 \$ et 80 486 \$, selon l'expérience et la formation du ou de la candidate.

Lieu de travail : 265, Place Chef Michel Laveau, bureau 200, Wendake (Québec)

Description du poste

Sous la supervision de la direction générale de la CDEPNQL, le ou la conseiller.ère en fiscalité autochtone supporte l'équipe de la CDEPNQL en produisant des outils de référence vulgarisés répondant aux principaux questionnements des élus, agents de développement économique communautaire et entrepreneurs.

Le ou la conseiller.ère a aussi pour rôle de conseiller le chef porteur du dossier de la fiscalité et de participer aux travaux de la Table fiscale Assemblée des Premières Nations Québec-Labrador (APNQL)–Revenu Québec à titre d'expert technique. Il ou elle joue ainsi un rôle clé dans l'avancement des dossiers fiscaux touchant les Premières Nations du Québec en plus d'agir comme liaison entre celles-ci et les instances fiscales provinciales et fédérales.

Fonctions principales

- Soutenir l'équipe d'accompagnement entrepreneurial de la CDEPNQL en développant des outils et des réponses adaptées aux réalités fiscales des entreprises autochtones;
- Élaborer des outils de vulgarisation (ex. notes de breffage, présentations, fiches techniques, etc.) à l'intention des élus, des agents de développement économique communautaire et des entrepreneurs;
- Fournir des conseils stratégiques et techniques sur les enjeux fiscaux autochtones, incluant les mesures fiscales applicables et les impacts des politiques gouvernementales;
- Soutenir les travaux de la Table fiscale APNQL–Revenu Québec et conseiller le chef porteur du dossier fiscal;

- Créer des outils, notes de breffage, présentations, etc. afin de vulgariser les informations fiscales et aider le chef porteur ainsi que les élus à prendre des décisions éclairées;
- Créer et maintenir des canaux de communication avec Revenu Québec et l'Agence du revenu du Canada;
- Travailler sur des mandats spécifiques et ponctuels provenant de la Table des Chefs afin de favoriser l'avancement de dossiers ou causes importantes pour les Premières Nations;
- Élaborer et mettre en œuvre des stratégies collectives et s'assurer de diffuser toutes les informations pertinentes à l'ensemble des communautés;
- Assurer une veille stratégique continue sur les lois, politiques, programmes et décisions jurisprudentielles ayant un impact fiscal sur les Premières Nations.

Conditions d'accès

- Baccalauréat en administration des affaires ou toute autre combinaison d'études universitaires et d'expérience pertinente;
- Connaissance des lois fiscales canadiennes et québécoises;
- Bonne connaissance du milieu des Premières Nations (un atout);
- Très bonne maîtrise du français et de l'anglais, à l'oral comme à l'écrit;
- Très bonne maîtrise de Microsoft Office 365;
- Permis de conduire valide et disponibilité à voyager.

Habiletés et attitudes recherchées

- Esprit de synthèse et excellente capacité de vulgarisation;
- Autonomie, rigueur et bon sens de l'initiative;
- Sens politique, tact et diplomatie dans les échanges;
- Esprit d'équipe et de collaboration;
- Sensibilité aux besoins de la clientèle et capacité à adopter une approche centrée sur le client;
- Aptitude à établir et entretenir des relations interpersonnelles de confiance.

Les personnes intéressées sont invitées à faire parvenir leur **curriculum vitae**, accompagné d'une **lettre de présentation obligatoire** exprimant leur intérêt pour le poste, **au plus tard le 26 septembre 2025 à 12 h** à l'attention de :

Mme Jinny Thibodeau Rankin, directrice générale

Commission de développement économique des Premières Nations du Québec et du Labrador
265, place Chef Michel Laveau, bureau 200, Wendake (Québec) G0A 4V0

Courriel : rh@cdepnql.org

Nous remercions toutes les personnes ayant manifesté leur intérêt. Seules les candidatures retenues pour une entrevue seront contactées.

À compétences égales ou équivalentes, la priorité sera accordée aux personnes membres des Premières Nations.



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 Kikinamagan Mikan, Maniwaki, QC J9E 3B1)

Only persons meeting the mandatory requirements will be considered for an interview. Failure to provide all the necessary documentation before the deadline will be considered an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. Applicants must possess the basic requirements at the time of the deadline. Band Council reserves that right to recruit the most suitable and competent employee(s) who can best serve the interests of KZA as well as provide quality services to its members regarding the candidates who pass the interview process.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

NNADAP Substance Abuse Counsellor Job Description

GENERAL INFORMATION

Job Title : National Native Alcohol & Drug Abuse Program (NNADAP)
Substance Abuse Counsellor
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Centre
8 Kikinamag Mikan, Maniwaki, Quebec
Terms : Full Time–Indeterminate
Hours : 35 hours per week (Varied schedule)
Salary : KZA Salary Scale Level 5
in accordance with the *KZA Human Resource Policy*
Immediate Supervisor : KZHSS Director
Date of Job Description : March 2024

KZHSS MISSION STATEMENT

Kitigan Zibi Health and Social Services offers a safe, equitable, and quality current service practice with qualified community professionals to encourage Kitigan Zibi Anishinabeg community members to take charge of their own health.

CLIENT SERVICE RESULTS

The 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.
- Liaises with regional, provincial and federal counterparts to share leading practices and keeps abreast of leading practices and/or work scenario experiences.

KNOWLEDGE AND SKILLS	
<ul style="list-style-type: none"> ▪ Theories, principles, and practices of crisis intervention strategies, effective counselling methods, sound therapeutic techniques with persons and families dealing with addictions. ▪ Knowledge of effects of alcohol and drugs and various underlying causes (e.g. trauma, abuse) of addictions. ▪ Effective interpersonal client-centered communication and interpersonal skills to work with diverse client groups of varying education levels. ▪ Effective case management and confidential record keeping practices. ▪ Ability to plan, organize and facilitate group information sessions and community events. ▪ Knowledge of safety-oriented skills when dealing with intoxicated or aggressive clients; ability to effectively analyze situations quickly and apply sound judgment, and to work as a team. ▪ Knowledge of KZA/KZHSS policies, including KZHSS Policies and Procedures Manual, KZA Human Resources Manual, and KZA Code of Ethics, KZHSS Professional Code of Ethics, Privacy Laws (PIPEDA).and applicable Accreditation standards. ▪ Knowledge of community resources, treatment centers, social service networks and organizations and prevention and support services offered locally and provincially. 	

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

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

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

INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ▪ Proof of completion of College Level training in Addictions Studies or related studies with experience in human sciences.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and awareness and the KZA culture and community.
Abilities:	<ul style="list-style-type: none"> ▪ Ability to communicate orally and in writing in English. ▪ Computer literacy skills.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Honest, non-judgmental, and non-intrusive. ▪ Discretion and diplomacy. ▪ Strong interpersonal skills and objectivity. ▪ Reliability. ▪ Ability to develop a trusting relationship with clients and staff through open, honest communication and genuine caring for the client situation. ▪ Mental caliber to withstand or support emotionally charged or potentially unpleasant and/or disturbing situations. ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment. ▪ Ability to establish and maintain effective working relations with multiple stakeholders. <p><i>*Due to the specific nature of this job position, an incumbent should have and maintain an exemplary standing in the community in regards to having a clean and healthy lifestyle (i.e. not abusing drugs or alcohol).</i></p>
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ Valid driver's license for the duration of employment; An employee must have three years driving experience and the age of 21 in order to be an insured driver with a KZA band vehicle. ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment. ▪ Must provide medical certificate of good health if considered for the position. ▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired. ▪ Must follow all safety precautions and protocols.
Assets:	<ul style="list-style-type: none"> ▪ Ability to communicate in French and Algonquin.



September 24, 2025

JOB OPPORTUNITY

POSITION: Youth Wellness Worker
LOCATION: Òde Widòkàzowin Child and Family Services
WORK SCHEDULE: 35 hours a week. Varied Schedule
TERM: Indeterminate
SALARY: Level 4, Range based on work experience
(\$47,206.97 - 59,056.81)

Summary:

The Youth Wellness Worker (YWW) coordinates and delivers culturally appropriate programs and activities that promote positive parent-child interaction, fosters parental competence and problem solving skills, and empowers youth to engage in pro-social behaviour to make positive life choices. The YWW is a member of the KZHSS Child and Family Services Team.

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 October 9, 2025, by 11:00 a.m.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca

Phone: 819-449-5593 ext. 2015 **Location:** KZ Health Centre (8 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 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

Youth Wellness Worker Job Description

GENERAL INFORMATION

Job Title : Youth Wellness Worker
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : As designated by the Director
Terms : Full Time—Indeterminate
Hours : 35 hours per week
Salary: KZA Salary Scale Level 4
in accordance with the KZA Salary Scales (range negotiable
based on experience)
Immediate Supervisor : Child and Family Services Coordinator
Date of Job Description : September 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 Youth Wellness Worker (YWW) coordinates and delivers culturally appropriate programs and activities that promote positive parent-child interaction, fosters parental competence and problem solving, and empowers youth to engage in pro-social behaviour and make positive life choices. The YWW is a member of the KZHSS Child and Family Services team.

KEY DUTIES

- Coordinates, facilitates, and monitors the overall delivery of social, cultural, prevention, and leadership activities, programs and education workshops (e.g. conflict resolution, anger management) using various multi-media methods, land based, in individual/group settings. Ensures activity logistics are properly attended to (e.g. contacting of volunteers, availability and access to buildings/sites, ensuring safe and sanitary premises of facilities);
- Develops, maintains, and monitors personalized individualized plans: on-going assessments, mentoring, identifying at-risk behaviour, making referrals;
- Knowledge transfer of well researched/reviewed and presented pertinent public education materials, inventory of youth material resources;
- Drafting of annual reports, annual work plans addressing program goals/objectives, and regular activity evaluation summaries;
- Assists and makes recommendations to the Child and Family Services Coordinator regarding program evaluations, proposal development and implementation, program planning (e.g. a planned calendar of events and associated costs), purchase of future program resources and the inventory/control of existing program materials.

KNOWLEDGE AND SKILLS	
	<ul style="list-style-type: none"> Organizational skills to coordinate logistics of individual and group activities, and to secure material and human resources (e.g. professionals, participants and volunteers); Mentoring, facilitation, motivational skills that encourage youths to cultivate healthy habits and make positive life choices; Communication strategies (both formal and informal) and innovative approaches when dealing with youth issues that are sensitive and/or delicate (eg. trauma, abuse, addictions, etc); Knowledge of professional standards as outlined by the <i>Act Respecting Health and Social Services of Quebec</i>, disclosure regulations and other pertinent provincial and federal rules and regulations particularly when working with youth; Emerging trends, developments and leading practices that advocate healthy lifestyles, emotional intelligence and practical life skills; 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.

CONTACTS	
	<ul style="list-style-type: none"> Network with the Family Wellness Worker, Addictions Counsellors, Mental Health Workers and the Life Skills Coach in a “best approach” context. Establish and maintain a working relationships with community resources: consults with elders for cultural and traditional support, parents, and other community groups. Works in partnership with other Aboriginal communities to promote team-spirit and wellness.

MANAGERIAL/SUPERVISORY	
Human Resources:	<ul style="list-style-type: none"> May be required to recruit volunteers, provide them with technical expertise, and oversee their activities.
Financial Resources:	<ul style="list-style-type: none"> Not applicable in this position.
Material Resources:	<ul style="list-style-type: none"> Responsible to monitor and maintain activity materials

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	<ul style="list-style-type: none"> Has access to sensitive information, must respect professional guidelines regarding client/family confidentiality.
Working Conditions:	<ul style="list-style-type: none"> Works mainly within an office setting; May be required to work outdoors and onsite for cultural activities or events; May be required to make home visits.

INCUMBENT QUALIFICATIONS	
Education and Experience:	<ul style="list-style-type: none"> College diploma or university in human services; 1 year work experience in a related field.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> Knowledge and awareness and the KZA culture and community.
Abilities:	<ul style="list-style-type: none"> Research, analytical, and decision-making skills; Planning, organization and coordination skills; Monitoring and reporting skills; Ability to develop and deliver presentations;

	<ul style="list-style-type: none"> ▪ Ability to communicate orally and in writing; ▪ Ability to manage volunteers; ▪ Ability to plan and manage projects.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Discretion, diplomacy, and confidentiality ▪ Reliability; ▪ Mental caliber to withstand or support emotionally-charged or potentially unpleasant and/or disturbing situations; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment; ▪ Ability to establish and maintain effective working relations with multiple stakeholders.
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ Valid driver's license for the duration of employment. (An employee must have three years driving experience and be the age of 21 in order to be an insured driver with a band vehicle); ▪ Criminal record verification will be required if considered for the position. The incumbent must not possess any criminal record (s) related to working in the profession and maintain throughout employment; ▪ Medical certificate of good health if considered for the position; ▪ Valid First Aid and CPR Training Certification or ability to undergo training within 3 months of being hired; ▪ Must follow all safety precautions and protocols.

Endong Senior Activities October 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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			1	2 City Escapes 8am-5pm Sign up Required with Joanne	3	4
5	6 Afternoon Golf Sign-up required with Colten	7	8	9 Nutrition Talks with Marie-Eve 930 Diabetic Bingo Jo's Mini Bingo 1pm	10 CULTURE DAYS Holiday	11
12 		14 KZHSS Health Director Visit	15	16	17	18
19	20	21 NNADAP with Darren 930am DVD Entertainment 1 pm	22 Medical Transportation with Candice 1130	23 Nutrition Talks with Marie-Eve 10am Diabetic Bingo Mini Bingo 1pm	24	25
26	27	28 Joey's IT Information Session 1pm	29	30	31	

WEEKLY SCHEDULE

Monday

Soup & Sandwiches
Starts at 1130am



Tuesday

Breakfast 930am
Swimming 11am



Wednesday

Endong Meal 11:30am
Bingo 1pm



Thursday

Breakfast 9:30am





Spooky season on the big screen rolls on!

Come join us for

DAWN OF THE DEAD!

SEPTEMBER 26 @ 8:00PM

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.

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





JOB OPPORTUNITY – 1st Posting

AMENDED
Sept 24, 2025

POSITION:	Career / Student Counsellor
LOCATION:	Kitigan Zibi School (41 Kikinamage Mikan, Maniwaki, QC J9E 3B1)
WORK SCHEDULE:	35 hours a week. Monday to Friday
TERM:	Indeterminate. Full time Standard probationary period
SALARY:	\$30.37 to \$53.83 per hour Salary to be based on experience according to the Quebec English School Salary Scale

Under the supervision of the Principal of Kitigan Zibi Kikinamadinan, the Career Student Counsellor is responsible for providing career and education to all students attending Kitigan Zibi Kikinamadinan as well as to members of the Kitigan Zibi Anishinabeg Community.

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, work references, police reference check and any documentation that will support you meet the mandatory qualifications.

Please provide your job application package to the attention of **Myra Dumont, Human Resources Advisor, at the Kitigan Zibi Health and Social Services Building (KZHSS) by Wednesday October 8, 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: **KZHSS** (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.

The Kitigan Zibi Anishinabeg practices a preferential hiring policy. Applicants must possess the basic requirements at the time of the deadline.



KITIGAN ZIBI EDUCATION

Career/Student Counsellor Job Description

GENERAL INFORMATION

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

JOB SUMMARY

Under the supervision of the Principal of Kitigan Zibi Kikinamadinan, the Career / Student Counsellor is responsible for providing career and education to all students attending Kitigan Zibi Kikinamadinan as well as to members of the Kitigan Zibi Anishinabeg Community.

KEY DUTIES

- Responsible to ensure that all high school students receive career guidance
- Organizes career information for students at the elementary level and high school level and establishes regular contacts with Secondary IV and V students to provide information regarding Post Secondary institution choices as well as possible career choices
- Maintains, operates and keeps up-dated a guidance resource centre for students and Kitigan Zibi Anishinabeg members and maintains a career information wall outside the resource centre
- Ensures that activities taking place in the career resource center are those related to career and social counselling
- Provides basic social educational counselling and assists with addressing various situations that may impact on students
- Organizes student visits to Post Secondary institutions as approved by the Kitigan Zibi Administration
- Coordinates the Cooperative Education Program for Secondary IV and V
- Maintains the student files and the students academic results database and produces academic transcripts as requested
- Ensures that all students and individual information are kept confidential
- Ensures that teaching staff is kept abreast of general career information
- Teaches Career classes as mandated
- Prepares and submits an activity report to the Kitigan Zibi Education Administration on a regular basis every three months
- Refers all requests outside the mandate of this position to the proper community agencies
- Maintains a close liaison with the school Principal

- Assists when requested by Administration in the organizing of special school events
- Ensures that the career resources centre is open at the prescribed times
- Participants in staff meetings and other meetings as required
- Responsible to perform all other related duties as requested that will ensure the positive enhancement of support provided to students to ensure increased success

ACCOUNTABLE

- Accountable to provide basic counselling for students and community members wanting to pursue their education;
- Accountable to ensure that transcripts are correct and regularly updated;
- Accountable for the students' wellbeing when teaching;
- Accountable to abide by: the KZA Work Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.

MANAGERIAL/SUPERVISORY

Human Resources:	Not applicable within this position.
Material Resources:	Oversees and maintains management of classroom materials and textbooks; Ensures adequate materials and equipment are available to deliver program.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Required to meet concurrent demands and deadlines; ▪ May be required to deal with difficult situations; ▪ Required to keep all student information highly confidential and may become aware of highly sensitive information regarding students; ▪ Must be able to work in the English Language
Working Conditions:	<ul style="list-style-type: none"> ▪ Works in an office in a school setting; ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.

INCUMBENT QUALIFICATIONS

Education and Experience	<ul style="list-style-type: none"> • Bachelor of Education and or • Undergraduate Degree or • Equivalency in education and experience
---------------------------------	--

INCUMBENT COMPETENCIES

Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and awareness of the KZA culture and community; ▪ Knowledge of success factors to student success; ▪ Good knowledge of the Quebec and Ontario education systems; ▪ Knowledge of school policies and procedures;
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Abilities:	<ul style="list-style-type: none"> ▪ To model good personal and professional conduct; ▪ Genuine interest in providing support to individuals of all ages ▪ Proven strong work ethics which includes being a strongly motivated independent worker; ▪ Good time management; ▪ Strong communication and ability to converse with parents, colleagues and students in a professional manner; ▪ Problem-solving skills; ▪ Planning, organization and multi-tasking skills; ▪ Team-player who works in a coordinated effort.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Discretion and diplomacy; ▪ Reliable; ▪ Mental calibre to withstand challenging or emotionally charged situations; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and students; ▪ Ability to establish and maintain effective working relations with colleagues.
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession; ▪ Valid Driver's Licence ▪ Must undertake the responsibility of maintaining professional development as required; ▪ Legally able to work in Canada.
Assets:	<ul style="list-style-type: none"> ▪ Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.



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 before September 30th for your chance to win a \$100.00 gift certificate in a random draw.

LESSON 8: Answers

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.

I am sitting.

2. Nibìnchige.

I am cleaning.

3. Niwìsin.

I am eating.

4. Nibimbato.

I am running.

5. Nibodawe.

I am making fire.

6. Nibimose.

I am walking.

7. Nibàbiw.

I am waiting.

8. Ninigam.

I am singing.

9. Nibashkizige.

I am shooting.

10. Nidinàb.

/ I am looking.

11. Niminikwe.

I am drinking.

12. Nigìwe.

I am going home.

13. Nidodamin.

I am playing.

14. Nidodamità.

I am working.

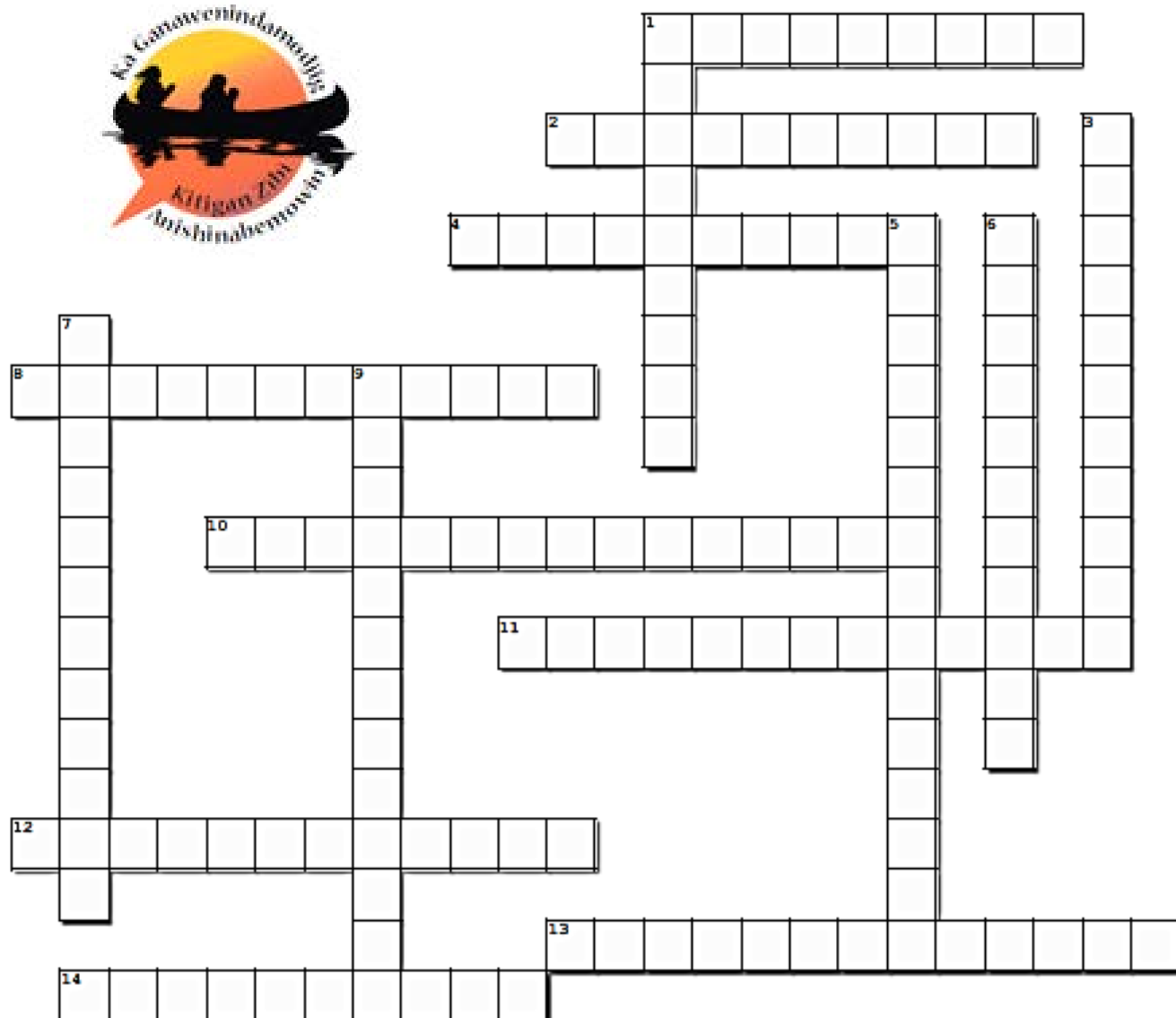
**New Grammar
Contest coming for
October!
First Person
Sentences - Past**



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

October Grammar Contest

Fill in the Crossword and drop it off at the Cultural Center or email it to odaminowin2021@gmail.com for your chance to win one of \$100 gift cards before October 28th.



Created using the Crossword Maker on TheTeachersCorner.net

nigì dayekoze nigì dàkoz nigì dijà nigì chibàkwe nigì podawe nigì tashkihise nigì dōdāmin
nigì dōdamitā nigì nibà nigì nigam nigì namadab nigì wìsin nigì pimose nigì minikwe nigì –
wewebinābi

Across

1. I was going
2. I was singing
4. I was eating
8. I was drinking
10. I was splitting wood
11. I was tired
12. I was sitting
13. I was cooking
14. I was sick

Down

1. I was sleeping
3. I was making fire
5. I was fishing
6. I was walking
7. I was playing
9. I was working

GRAMMAR NOTE

These sentences are all in First person – Past.

The grammar frame is:

Nigì _____ (verb) _____.

****NOTICE****

To: ALL SOPFEU FIREFIGHTERS

Return of Overalls

It's that time of year again to hang up the Firefighter overalls for another season!

Therefore, please return all (3 pairs) of your overalls to **Amy Morin, at the Forestry office, by Friday, October 17, 2025 by 12:00 p.m..**

If you have returned the Overalls to the SOPFEU warehouse, kindly let me know. Please note all overalls must be **SIGNED IN.**

After this date, anyone who does not return their overalls and shirt and pants will be charged **\$640.00** for the cost. An accounts receivable will be set up in your name for this amount.

DEADLINE FOR RETURN: FRIDAY, OCTOBER 17, 2025.

**THANK YOU TO ALL FIREFIGHTERS FOR YOUR
SERVICE FOR THE 2025 SEASON!!**





My name is Wishe Diabo, the son of Mike Diabo and Sue Thran. I have recently graduated from the RCMP Depot in Regina, Saskatchewan, and am now hired full-time as a constable for the Kitigan Zibi Police. I look forward to serving and protecting the community in which I was born and raised.



Kà-Nàgadawenindamodjig Aki, Nibì ashidj Awesìnzag
Land, Water and Animals Advisory Committee
313 Fafard St. Maniwaki Quebec, J9E-3B1
819-449-5170 ext:9025

September 22, 2025

Youth Hunting Trip Report

The Land, Water and Animals Advisory Committee would like to acknowledge and extend a great big Thank you to Jonathan Decontie and his wife Catherine for inviting the youth to his cabin for a hunting trip.

It was a great experience for the youth. They learned how to track the movement of the moose, patience to sit and listen for them, how to call the moose out into an opening, they also learned about a bit of gun safety, the territory and the best times to go out onto the land to hunt. The youth also were reminded about respect for their surroundings like keeping the camp site clean, respect for nature and the animal that is to be harvested. Some activities throughout the days while at camp were fishing and playing games.

We had 4 teens and 3 young children aged 7 to 9. The young children were accompanied by their parents.

A big Thank you goes out to Jonathan for his super teachings for the young hunters, sharing what he learned and knowledge, everything from tracking to calling, best times to be out hunting and which gender of the moose to harvest.

Thank you to Jon's wife Catherine for cooking our meals.

Thank you to Darhlene for being the cook's helper.

To Ashton, Alex, Dwayne and Shawnesia for being there helping us out.

Thank you to Norman Chabot and his wife Cynthia for the beans and spaghetti.

And lastly, thank you to the parents that entrusted us with their teenagers.

There are no photos from this activity, and I do apologize for that.



Invitation to KZ Members & other First Nations

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 311 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**



Presents

SUPER MONSTER BINGO

THURSDAY Oct 2nd 2025 at 7:00 PM

\$7150 in prizes!

Cost: **\$30** for a 5 strip pad (15 Faces)

\$2 for extra Jackpot Cards (1 Strip 3 Faces)

Outlets to purchase cards:

KZ Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

Spearhead Store

Arthur's Smoke Shop

(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

Game 1 – Regular Bingo \$200

Game 2 – Regular Bingo \$200

Game 3 – Regular Bingo \$200

Game 4 – Regular Bingo \$200

Game 5 – Regular Bingo \$200

Game 6 – Regular Bingo \$200

Game 7 – Regular Bingo \$200

Jackpot Game – Letter X \$750

Continuing for

Full Card \$5000

Outlets to purchase cards:

KZ Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

Spearhead Store

Arthur's Smoke Shop

(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

The inside or outside corners **WILL COUNT** for a Regular Bingo

For more information, contact CKWE at 819-449-5097

IF YOU COMPLETED THE

First Nations Human Resources Development
Commission of Quebec (FNHRDCQ)
Workprofiles Survey



Long awaited

LIVE DRAW

\$2000

COMMUNITY PRIZE

Following the band meeting

**SATURDAY
SEPTEMBER 27, 2025**

Winner will be randomly selected using the wheel of names. If you completed the Survey your name will automatically be put in the draw you do not have to be present to win. The wheel of names will be used to randomly select the winner.

Payment of the prize money will be made by check the week following the band meeting.

If you are missing your gift card please leave your name at the band office by

October 1, 2025.



SUPER THANK YOU

A POEM IN RECOGNITION TO THE NICHOLAS STEVENS CENTRE PARTICIPANTS

WE HAD AN IMPORTANT JOB THAT NEEDED DOING,
BUT WHO TO ASK WAS THE QUESTION ENSUING.
WE HAD HUNDREDS OF PINS THAT NEEDED TO BE STUCK
ONTO CARDS FOR OUR WEBSITE...BUT JUST OUR LUCK.
OUR FRIENDS AT NICHOLAS STEVENS SAVED THE DAY.
THEY COMPLETED THE TASK DILIGENTLY, WITHOUT DELAY.
SO, TO THEM WE SAY: KICHI MIGWECH ONE AND ALL,
WE'RE SO APPRECIATIVE YOU ANSWERED THE CALL.
BUT THE MAIN MESSAGE HERE WE WISH TO EXPRESS
IS THAT "NOT ALL SUPERHEROES WEAR CAPES" I GUESS.

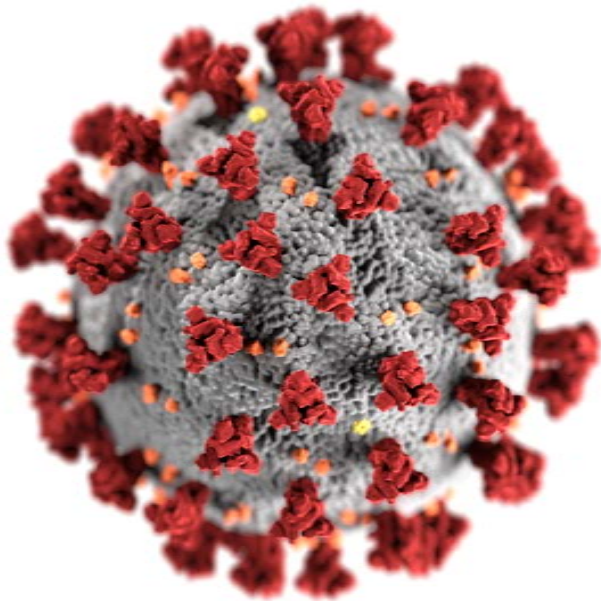
MIGWECH ANGEL, GARY, JOSEPHINE, MARI-ANNE,
MICHAEL, RONALD, TENEIL, TERRENCE,
AND ANIK & LILLIAN.

FROM THE KIDJĪMĀNINĀN TEAM



IMMUNIZATION

The influenza and COVID vaccination campaign begins on October 15



Protect yourself,
protect your loved
ones !



Call us today to secure your spot

 **819-449-3880**

Mon- Tue-Fri : 8:30 AM - 6:00 pm

Wed- Thu : 8:30 AM - 8:00 pm

Sat : 9:00 AM - 5:00 pm

Sun : 9:00 AM - 5:00 pm

177 Boul Desjardins, Maniwaki