



KITIGAN ZIBI ANISHINABEG

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

Notice

This is a friendly reminder to advise all community members that we will be *closed* on *Tuesday, November 11, 2025* for Remembrance Day.



KZA Community Services Administration Office



KITIGAN ZIBI ANISHINABEG

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

GENERAL BAND MEETING AT COMMUNITY HALL NOVEMBER 15, 2025 FROM 9:30AM TO NOON

- 1) REPORT TITLE COURT PRESENTATION – LAND AREAS AFFECTED (MEDIA BLITZ)
- 2) REPORT CHIEF'S MEETING REGARDING LEBRETON'S FLAT (NEED FOR NATION CORPORATE BODY)
- 3) MEETING WITH THE SENATOR'S OWNERS RE: POTENTIAL PARTNERSHIP REGARDING NEW ARENA AT LEBRETON'S FLAT
- 4) FORESTRY BILL 97 – PUT IN ABEYANCE
- 5) COALITION AVENIR QUEBEC (CAQ) PROPOSED CONSTITUTION ON SOVEREIGNTY TO BE ADOPTED BY JUNE 2026
- 6) ROUGE RIVER DAM PROJECT REPORT
- 7) MOOSE HUNTING ISSUE AFFECTING THE SURVIVAL OF FEMALES AND CALVES – IMPORTANT CONSERVATION ISSUE
- 8) HEADSTART PROJECT DELAYED UNTIL SPRING OF 2026
- 9) LANGUAGE BUILDING PLANS BEING MODIFIED – PROJECT TO TAKE PLACE SPRING OF 2026
- 10) HIGHWAY 105 WATER AND FIRE PROTECTION PROJECT DELAYED UNTIL SPRING 2026
- 11) WATER SEWER PROJECT FROM BITOBI TO WAPUS TO START IN THE COMING DAYS TO BE COMPLETED POSSIBLY IN SPRING 2026
- 12) DRUG ISSUE IN KITIGAN ZIBI – IMPACT ON COMMUNITY
- 13) VARIA

**KITIGAN ZIBI
ANISHINABEG**



PHT
Peace Hills Trust

TRUST INFORMATION SESSION

Join us for an important information session
about the Kitigan Zibi Anishinabeg Trust.

November 19, 2025
5 p.m. – 8 p.m.
KZA Community Hall

A light meal and refreshments will be served.

Door prizes will be available.

Access to zoom, please contact Tamera McGregor: kzamembers@kza.qc.ca

For more information, please contact:

Jean-Philippe Ethier, CEO

jean-philippe.ethier@kza.qc.ca

Pine/partridge



**WOULD YOU LIKE TO GET
TOGETHER AND HAVE A
PARTRIDGE MEAL?**



Looking for something to do?

The Land, Water and Animals Advisory Committee are inviting community members to join in harvesting partridge for a community meal. We will be going towards the limit road here in Kitigan Zibi. We will be meeting up at the sand pit on limit road for 1:00 pm.

Great opportunity to get together for an afternoon of hunting for partridge, learning how to find the partridge, if harvesting any partridge, learn how to clean and prepare for cooking and learn Algonquin vocabulary on Partridge.

When: Friday, November 21, 2025

Time: 1:00 pm

If successful in harvesting partridge, we will do follow-through activity by gathering and have a community meal, share old and new partridge recipes and enjoy.

**FOR FURTHER INFORMATION, FEEL FREE TO CONTACT MARIETTE
BUCKSHOT AT 819-449-5170, EXT 1850**

Mariette.buckshot@kza.qc.ca

Stay tuned to next flyer for detailed information

KZA RECYCLE/GARBAGE SCHEDULE

November 2025 – February 2026



COLLECTION DAY



GARBAGE PICKUP

NOVEMBER 2025

S	M	T	W	T	F	S
			29	30	31	1
2	3	4		6	7	8
9	10	11	12	13	14	15
16	17	18		20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025

S	M	T	W	T	F	S
	1	2		4	5	6
7	8	9	10	11	12	13
14	15	16		18	19	20
21	22	23	24	25	26	27
28	29		31			

JANUARY 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13		15	16	17
18	19	20	21	22	23	24
25	26	27		29	30	31

FEBRUARY 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10		12	13	14
15	16	17	18	19	20	21
22	23	24		26	27	28

To avoid your garbage bin from getting too full ...
PLEASE RECYCLE



**Kitigan Zibi Anishinabeg
Office Mail Courier
JOB DESCRIPTION**

GENERAL INFORMATION	
Job Title	Office Mail Courier-Seasonal
Category	Technical
Sectors	Administration (Multi-Sector: KZA, KZHSS, KZES, KZPD, and Finance Department)
Terms:	Renewable Term (November-May), Twenty-Six (26) Weeks (Rotational Basis)
Hours	Regular (35 Hours) Monday-Friday 8 am - 4pm and varied hours. May be subject to modified hours
Salary	\$21.45 per hour
Immediate supervisor	Community Services Director
Date of job description	October 2025
JOB SUMMARY	
• Under supervision of the Community Services Director, the KZA Courier is responsible for delivering professional messenger services required by all KZA sectors and the KZA Band Council including; • Delivery of all KZA inter-office mail and packages for all Kitigan Zibi Anishinabeg sectors; including Canada Posts pick-up and delivery daily; • Acquires postage pricing to process express post mail outs; • Assists with large scale mail outs to KZA band members; • Delivery of KZA weekly flyers to all KZA homes; • Obtains estimates for maintaining/repairing KZA mail courier vehicle.	

RESPONSIBILITIES	KEY DUTIES
Provides courier services to KZA offices and to KZA Band Council	• Picks up and delivers mail to each KZA sector office daily; • Provide courier messenger services to all service sectors; • Obtains KZA Band Council authorizations for all transactions requiring signing authority in a timely manner; • Delivers mail to community and other establishments such as the Wanaki Centre, the AANTC Tribal Council, community businesses, etc.; • Hand delivers special mail and deliveries to KZA members from KZA sectors; • Schedules daily routes efficiently to save on gas costs.
Flyer delivery	• Picks up flyers from offices and delivers to printing company for print run; • Delivers weekly and special flyers to each household on all community roads.
Maintenance of courier vehicle	• Ensures that the KZA vehicle used for KZA Office Mail courier services is well maintained and ensures ongoing maintenance; • Reports any problems or accidents with KZA vehicle to supervisor for insurance purposes.

ACCOUNTABILITY	
	• Accountable for ensuring the professional delivery of courier services within all KZA sectors including the KZA Administration, Finance, Education, Policing, Health and Social Services sectors; • Accountable for ensuring the safe and portable management of documents in one's possession in accordance with privacy and confidentiality standards of persons in a similar occupation; • Accountable for continual maintenance of KZA vehicle.

WORKING RELATIONSHIPS	
Interpersonal relationships	• Maintains proper working relationships with colleagues, clients and community members when delivering mail; • Exercises professionalism and discretion when delivering of all mail and packages.
Team work	• Interacts as part of the overall team of all KZA sectors.
External communications	• Communicates daily with the general public, clients and community members; • Daily communication with Canada Posts and external clients.
Negotiations	• Not applicable
Training	• Attends professional development and safety training.

ENVIRONMENTAL FACTORS	
Deadlines	• Ensures delivery of flyers according to set schedule; • Ensures efficient delivery of all mail and packages in a timely manner and according to schedule; • Acquires authorizations from Service Sector Directors and the KZA Band Council in a timely manner.
Mental and physical effort	• Multi-tasking and prioritization of mail services according to various deadlines throughout the day; • Ensures constant movement of mail service in KZA; • Must be able to carry seventy (70) pounds or more.
Working conditions	• Regular schedule. A varied schedule when delivering special flyers; • Required to stand in and out of a vehicle on local roads and on Highway 105 daily; • Required to be conscientious and practice safety standards at all times; • Required to drive on isolated roads; • Required to drive in inclement weather.
Cultural competency	• Awareness and knowledge of Kitigan Zibi Anishinabeg culture and community; • Awareness of local KZA roads, buildings and residential homes and businesses.



KITIGAN ZIBI ANISHINABEG

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October 30, 2025

JOB OPPORTUNITY – 1st Posting

POSITION:	Office Mail Courier
LOCATION:	Kitigan Zibi Anishinabeg
WORK SCHEDULE:	35 hours per work week, Monday to Friday
TERM:	Renewable Term Contract – Rotational (26 weeks)
SALARY:	\$21.45/hour
DEADLINE:	November 14, 2025

SUMMARY:

Reporting to the Community Services Director, the KZA Courier plays an important role in keeping things running smoothly across all Kitigan Zibi Anishinabeg (KZA) sectors. This position is responsible for providing dependable courier and messenger services for the KZA Band Council and all KZA departments. Pick up and deliver inter-office mail and packages for all KZA sectors, including daily runs to and from Canada Post. Key responsibilities include: Get postage rates and help prepare express post mail-outs, assist with large mail-outs sent to KZA band members, deliver weekly KZA flyers to all homes in the community, obtain quotes and help coordinate maintenance or repairs for the KZA vehicle.

PREAMBLE:

If you are interested in applying for this position and are able to demonstrate that you meet the essential qualifications, please present your updated resume, proof of education/training and a copy of your driver's license to the attention of **Myra Dumont, Human Resource Advisor**, at Kitigan Zibi Health and Social Services, 8 Kikinamge Mikan, Maniwaki, Quebec, by, **Friday November 14, 2025 at 11:00 a.m.**

Contact Information:

Address: 8 Kikinamge Mikan, Maniwaki, Quebec J9E 3B4 (KZHSS – Health Centre)
Telephone: 819-449-5593 ext. 2015
Email: HR@kza.qc.ca or myra.dumont@kza.qc.ca

Incomplete applications will not be considered. It is the responsibility of the applicant to ensure that a complete application is submitted by the deadline. Validation may be made of your credentials and references.

QUALIFICATIONS REQUIRED	
Education and experience	• High School Diploma or equivalent education and experience is required; • Valid Quebec Driver's Licence with three years of driving experience; • Prior work experience in dealing with the general public.
Skills and knowledge	• Ability to read and write in English at a competent level; • Ability to communicate orally in English ; • Ability to read maps and take route directions;
Conditions of employment	• Enhanced reliability check will be required in order to be considered for the position; • Valid Driver's Licence is required and ability to maintain throughout employment; • Continued use of safety light on KZA vehicle and own cell phone is required;
Assets	• Communication in Algonquin would be an asset. • Knowledge of Kitigan Zibi culture a strong asset.



Kitigan Zibi Anishinabeg

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November 5, 2025

Winter Snow Shovelling Program Workers Employment 2025

Foreman (1 position)

Applications are now being accepted for the **Foreman**, Winter Snow Shovelling Program within Kitigan Zibi. (Formally the Rink Maintenance and Winter Component Workers). The salary will be \$25.23 hour.

The successful candidate will supervise the Winter Snow Shovelling Program, which includes the maintenance of the ice rinks, Walking Path, shovelling eligible clients' homes and other designated locations areas, during periods of inclement weather. Other general labour tasks as directed by the Supervisor or Public Works.

If you are interested in being considered for this position, please complete the attached application form and submit it to Janet Brascoupe, Employment/Training Officer at the Band Office (819-449-5170) by Friday, November 14, 2025 at 11:00 a.m.(noon) (EST). Applications received after this date will not be considered. There will be no interviews for this position.

General Conditions:

Schedule and flexible work hours (40 hours per week rotational), with weekend and holiday schedule, depending on weather conditions. This includes weekends. Work hours may be modified with the approval of the Community Services Director.

No interviews will be held. A selection committee will choose the employees for the upcoming season. The following criteria will be taken into account:

1. Attendance record on previous jobs.
2. Prior work performance (history).
3. General good health. Selected workers must sign an attestation that they are physically fit to carry out labor intensive work.
4. Criminal Record Verification. Selected workers must provide a Criminal Record Verification.
5. All KZA employees are obligated to sign a Work Code of Ethics and Oath of Confidentiality form.
6. Shovels will be provided.
7. Must have a valid driver's license and a legally registered truck/vehicle capable of carrying sand/salt, and maintain them throughout employment.

Please submit copies of certificate(s) and license(s) to support any specialized training you may have. Documents will be included in your personnel file. Validation of credentials/licenses will be made.

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

FORMAN - WINTER SNOW SHOVELLING PROGRAM EMPLOYMENT 2025
APPLICATION FORM

Deadline to apply: Friday, November 14, 2025 @ 11:00 a.m.

Name: _____

Address: _____

Date of Birth: ____/____/____ (Must be 18 years of age)

Year Month Date

Telephone number/s: (h): _____ (cell): _____

Do you possess a valid Driver's license and legally registered, insured vehicle? (Required for this position, copy of driver's license and proof of vehicle must be attached) Yes ____ No ____

Do you possess a valid Quebec Health Card? Yes ____ No ____

Have you received Employment Insurance (EI) Benefits in the last 52 weeks? Yes ____ No ____

Do you have your First Aid certificate Yes ____ No ____

CPR certificate Yes ____ No ____

Do you have training as a Brushcutter? ____ Chainsaw Operator? ____

Other: _____

Please list or attach a resume of any other skills, certificates etc. you may have.

Signature: _____

Date: _____



KITIGAN ZIBI ANISHINABEG

Forman - Winter Snow Shovelling Program Job Description

GENERAL INFORMATION

Job Title : Foreman - Winter Snow Shovelling Program
Category : Manual Labour
Sector : Kitigan Zibi Community Services
Location : Kitigan Zibi Anishinabeg
Terms : On-contract - Term/Seasonal/Weekend shifts
Hours : 40 hours per week, flexible hours and weekends/holidays
Salary : \$25.23 per hour
Immediate Supervisor : Supervisor, Public Works
Date of Job Description : October 2025

KZA 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

CLIENT SERVICE RESULTS

The Winter Snow Shovellers Program provides snow, ice and debris removal as well as salting/sanding services to designated areas of eligible clients' homes, and other designated areas, during periods of inclement weather. They will also water, shovel and maintain the ice rinks, complete general maintenance of the equipment, rink shack, toilets and surrounding area. Snow removal, sanding and salting will be done on the Walking Path as well as other general labour tasks as directed by the Supervisor for Public Works.

KEY DUTIES

- Supervise the Winter Snow Shovelling Program which includes maintenance of the ice rinks, Walking Path, shovelling eligible clients' homes and other designated locations and areas.
- Supervise the employees assigned to their crew and record the hours each has worked per week; keeps track of snow days for gas allowance.
- Ensures that the Snow Shovellers' tasks are completed efficiently and safely.
- Shovels, clears and applies de-icing compounds or sand to designated areas of assigned client homes/community buildings (e.g. Community buildings - Community Hall, Kiweda Group Home, Walking Path, etc.); shovels entrances, ramps, outdoor steps, mailbox/garbage/ recycle bin areas, before client departure times or scheduled events/activities.
- May be requested to shovel a second entrance if time permits.
- Develops a good rapport with clientele.
- The shoveling of entrances must be large enough for the ambulance drivers to bring a stretcher into the home.
- Shovel pathway to the vehicle.
- When shoveling do not pile snow up on the porch.
- Shovel by the garbage and recycling bins.
- Shovelling may have to go twice a day.

- Shovelling may have to go twice a day.
- Clientele may change without notice as the season progresses.
- Responsible for the maintenance of the rink through watering and the removal of snow.
- Checks and maintains all equipment on a regular basis.
- Maintains the rink, rink shack toilets and surrounding areas daily.
- Responsible for the maintenance of the walking path through removal of snow, sanding and salting.
- At all times accounts, documents and relays necessary information to supervisor, including client questions or concerns, and that safety issues are brought to the attention and remedied by pertinent sectors.
- Other general labour duties as specified by the Supervisor for Public Works.

KNOWLEDGE AND SKILLS

- Effective interpersonal communications skills, ability to build rapport with others.
- Knowledge of all relevant KZA policies: KZA Code of Ethics, KZA Human Resources Manual and Privacy Laws.

CONTACTS

- Maintains positive relationships with residents, clients, co-workers, youth, parents, caregivers and community members.
- Informs Supervisor of any concerns, questions and submits accurate reports in a prompt and efficient manner.

OTHER RESOURCES

Human Resources:	▪ Not applicable in this position.
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ A \$25.00 gas allowance will be available per snow day worked.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	▪ Uses proper techniques to carry or lift heavy objects. ▪ Demonstrate physical and mental stamina on planning, preparing and maintenance of the rink ice. ▪ Meet and keep deadlines. ▪ Ability to exercise good judgement.
Working Conditions:	▪ Required to attend professional workshops and/or workplace safety training within KZA. ▪ Required to work early morning hours depending on snowfall. ▪ Required to work flexible hours outside of normal hours, such as on weekends and holidays. Can be prolonged hours during certain temperatures. ▪ Required to work outdoors in adverse and inclement weather conditions. ▪ Exposure to cleaning chemicals. ▪ Possible contact with communicable diseases, body fluids such as vomit, blood, spittle, urine and feces. ▪ Rink and Walking Path must be ready for use for scheduled hours.

INCUMBENT QUALIFICATIONS

Education and Experience	▪ Must be in good physical condition to perform manual labour. First Aid/CPR certification (if not, must undergo training, when available).
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	▪ Workplace Hazards Information Management Systems (WHIMS) (if not, must undergo training, when available).
INCUMBENT COMPETENCIES	
Knowledge:	▪ Knowledge and awareness and Algonquin culture and communities.
Abilities:	▪ Monitoring and reporting skills. ▪ Ability to communicate in English. ▪ Basic knowledge of reading and writing in English. ▪ Able to communicate in French or Algonquin is an asset. ▪ Able to communicate with Elders, youth, parents, caregivers and community members.
Personal Suitability:	▪ Discretion and diplomacy. ▪ Reliability. ▪ Ability to work with little to no supervision, establish own workload and possess strong work ethics and interpersonal skills. ▪ Ability to grasp, bend, lift, carry, move, push goods weighing a minimum of 75 lbs. or more. ▪ Honest and trustworthy. ▪ Respectful ▪ Reliable ▪ Possess stress management and time management skills
Certification/Licenses to maintain for duration of employment:	▪ 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. ▪ Driver's License and Vehicle Registration maintain throughout employment
Teamwork	▪ Work in collaboration with co-workers

NOTE: The Foreman of the Winter Snow Shovelling and workers are not responsible for removing snow from roofs (of homes, porches, or sheds), or to shovel a path to any other structure than the main residence. The Winter Program Worker is also not responsible for clearing entire driveways or for removing snow for the benefit of any of the client's family members.



KITIGAN ZIBI HEALTH AND SOCIAL SERVICES

November 5, 2025

Winter Snow Shovelling Program Workers Employment 2025

General Labourers (8 Labour positions)

Applications are now being accepted for the Winter Snow Shovelling Program within Kitigan Zibi. (Formally the Rink Maintenance and Winter Component Workers). The salary will be \$17.75 hour.

Successful applicants will be scheduled to work at the rink and to shovel eligible clients' home and other designated locations and areas, and other general labour tasks as directed by the Winter Snow Shovelling Program Forman.

If you are interested in being considered for these positions, please complete the attached application form and submit it to Janet Brascoupe, Employment/Training Officer at the Band Office (819-449-5170) by Friday, November 14, 2025 at 11:00 a.m.(noon) (EST)

Applications received after this date will not be considered. There will be no interviews for these positions.

General Conditions:

Schedule and flexible work hours (40 hours per week rotational), with weekend and holiday schedule, depending on weather conditions. This includes weekends. Work hours may be modified with the approval of the Community Services Director.

No interviews will be held. A selection committee will choose the employees for the upcoming season. The following criteria will be taken into account:

1. Attendance record on previous jobs.
2. Prior work performance (history).
3. General good health. Selected workers must sign an attestation that they are physically fit to carry out labor intensive work.
4. Criminal Record Verification. Selected workers must provide a Criminal Record Verification.
5. All KZA employees are obligated to sign a Work Code of Ethics and Oath of Confidentiality form.
6. Shovels will be provided.
7. Must have a valid driver's license and a legally registered truck/vehicle capable of carrying sand/salt, and maintain them throughout employment.

Please submit copies of certificate(s) and license(s) to support any specialized training you may have. Documents will be included in your personnel file. Validation of credentials/licenses will be made.

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

WINTER SNOW SHOVELLING PROGRAM WORKERS EMPLOYMENT 2025
APPLICATION FORM

Deadline to apply: Friday, November 14, 2025 @ 11:00 a.m.

Name: _____

Address: _____

Date of Birth: ____/____/____ (Must be 18 years of age)

Year Month Date

Telephone number/s: (h): _____ (cell): _____

Do you possess a valid Driver's license and legally registered, insured vehicle? (Required for this position, copy of driver's license and proof of vehicle must be attached) Yes ____ No ____

Do you possess a valid Quebec Health Card? Yes ____ No ____

Have you received Employment Insurance (EI) Benefits in the last 52 weeks? Yes ____ No ____

Do you have your First Aid certificate Yes ____ No ____

CPR certificate Yes ____ No ____

Do you have training as a Brushcutter? ____ Chainsaw Operator? ____

Other: _____

Please list or attach a resume of any other skills, certificates etc. you may have.

Signature: _____

Date: _____



KITIGAN ZIBI ANISHINABEG COMMUNITY SERVICES

Winter Snow Shoveling Program Worker Job Description

GENERAL INFORMATION

Job Title : Winter Snow Shovelling Program Worker
Category : Manual Labour
Sector : Kitigan Zibi Community Services
Location : Various locations
Terms : On-contract - Term/Seasonal/Weekend shifts
Hours : 40 hours per week, flexible hours and weekends/holidays
Salary : \$17.75 per hour
Immediate Supervisor : Winter Snow Shovelling Program Foreman
Date of Job Description : October 2025

KZA 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.

CLIENT SERVICE RESULTS

The Winter Snow Shovelling Program Worker provides snow, ice and debris removal as well as salting/sanding services to designated areas of eligible clients' homes, and other designated areas, during periods of inclement weather. They will also water, shovel and maintain the ice rinks, complete general maintenance of the equipment, rink shack, toilets and surrounding area. Snow removal, sanding and salting will be done on the Walking Path as well. Other general labour tasks as directed by the Winter Snow Shovelling Program Foreman.

KEY DUTIES

- Shovels, clears and applies de-icing compounds or sand to designated areas of assigned client homes; shovels entrances, ramps, outdoor steps, mailbox/garbage/recycle bin areas, before client departure times or scheduled events/activities.
- May be requested to shovel a second entrance if time permits. You may have to go twice a day.
- Develops a good rapport with clientele.
- The shovelling of entrances must be large enough for the ambulance drivers to bring a stretcher into the home.
- Shovel pathway to the vehicle.
- When shovelling, do not pile snow up on the porch.
- Clientele may change without notice as the season progresses.
- All labourers would be expected to perform other general labour tasks as directed by the Winter Snow Shovelling Program Foreman.
- Responsible for the maintenance of the rink through watering and the removal of snow.
- Checks and maintains all equipment on a regular basis.
- Maintains the rink, rink shack toilets and surrounding areas daily.
- Responsible for the maintenance of the Walking Path through removal of snow, sanding and salting.

- At all times accounts, documents and relays necessary information to Foreman, including client questions or concerns, and that safety issues are brought to the attention and remedied by pertinent sectors.
- Other general labour duties as specified by the Winter Snow Shovelling Program Foreman.

KNOWLEDGE AND SKILLS

- Effective interpersonal communications skills, ability to build rapport with others.
- Knowledge of all relevant KZA policies: KZA Code of Ethics, KZA Human Resources Manual and Privacy Laws.

CONTACTS

- Maintains positive relationships with residents, clients, co-workers, youth, parents, caregivers and community members.
- Informs Supervisor of any concerns, questions and submits accurate reports in a prompt and efficient manner.

OTHER RESOURCES

Human Resources:	▪ Not applicable in this position.
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ A \$25.00gas allowance will be available per snow day worked .

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	▪ Uses proper techniques to carry or lift heavy objects. ▪ Demonstrate physical and mental stamina on planning, preparing and maintenance of the rink ice. ▪ Meet and keep deadlines. ▪ Ability to exercise good judgement.
Working Conditions:	▪ Required to attend professional workshops and/or workplace safety training within KZA. ▪ Required to work early morning hours depending on snowfall. ▪ Required to work flexible hours outside of normal hours, such as on weekends and holidays. Can be prolonged hours during certain temperatures. ▪ Required to work outdoors in adverse and inclement weather conditions. ▪ Exposure to cleaning chemicals. ▪ Possible contact with communicable diseases, body fluids such as vomit, blood, spittle, urine and feces. ▪ Rink and Walking Path must be ready for use for scheduled hours.

INCUMBENT QUALIFICATIONS

Education and Experience	▪ Must be in good physical condition to perform manual labour. First Aid/CPR certification (if not, must undergo training, when available). ▪ Workplace Hazards Information Management Systems (WHIMS) (if not, must undergo training, when available).
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INCUMBENT COMPETENCIES

Knowledge:	▪ Knowledge and awareness and Algonquin culture and communities.
Abilities:	▪ Monitoring and reporting skills. ▪ Ability to communicate in English.

	▪ Basic knowledge of reading and writing in English. ▪ Able to communicate in French or Algonquin is an asset. ▪ Able to communicate with Elders, youth, parents, caregivers and community members.
Personal Suitability:	▪ Discretion and diplomacy. ▪ Reliability. ▪ Ability to work with little to no supervision, establish own workload and possess strong work ethics and interpersonal skills. ▪ Ability to grasp, bend, lift, carry, move, push goods weighing a minimum of 75 lbs. or more. ▪ Honest and trustworthy. ▪ Respectful. ▪ Reliable. ▪ Possess stress management and time management skills.
Certification/Licenses to maintain for duration of employment:	▪ 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. ▪ Driver's License and Vehicle Registration maintain throughout employment.
Teamwork	▪ Work in collaboration with co-workers.

NOTE: The Winter Snow Shovelling Program Worker is not responsible for removing snow from roofs (of homes, porches, or sheds), or to shovel a path to any other structure than the main residence. The Winter Snow Shovelling Program Worker is also not responsible for clearing entire driveways or for removing snow for the benefit of any of the client's family members.

KZHSS FLU & COVID-19

Vaccination campaigns



- ~~October 23, 2025~~
- November 6, 2025
- November 20, 2025
- December 4, 2025



10:00 AM - 11:30 AM
1:00 PM - 6:00 PM



Community Hall (upstairs)

** Except November 20, 2025: AT HEALTH CENTER**



KZA members
14 years and older

- Bring valid health card
- Walk-In (no appointment needed)
- A 15 minute wait time is mandatory after vaccination



Blood Work Clinic is canceled :

- ~~• October 23, 2025~~
- October 28-30, 2025
- November 6-18, 2025
- November 20, 2025
- December 4, 2025
- December 11, 2025



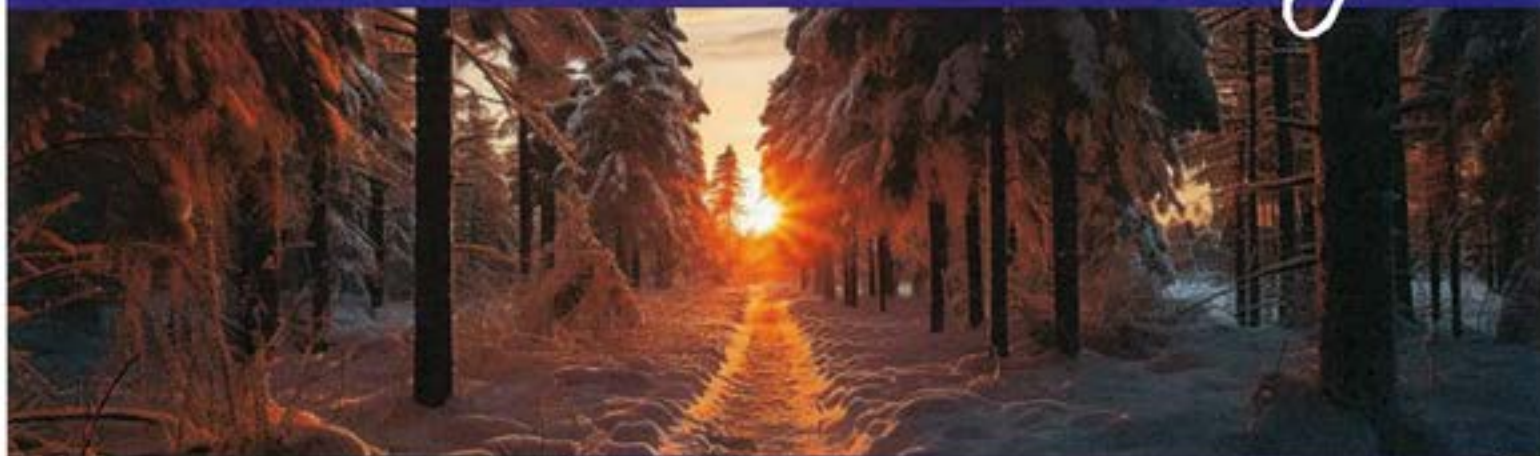
Nurses will be absent for training purposes and vaccination clinics

**We apologize for
this inconvenience.**



STRENGTH IN COMMUNITY:

WALKING THE PATH OF RECOVERY TOGETHER



NATIONAL ADDICTIONS AWARENESS WEEK

✿ SAVE THE DATE! ✿

**ADDICTIONS AWARENESS WEEK – NNADAP EVENT
SATURDAY, NOVEMBER 29TH, 2025**

JOIN US AS WE COME TOGETHER AS A COMMUNITY TO HONOUR
SOBRIETY, RECOVERY, AND THE STRENGTH FOUND IN HEALING
AND WELLNESS.

THIS SPECIAL EVENING WILL FEATURE:

- ✿ GUEST SPEAKERS SHARING STORIES OF HEALING AND HOPE
- ✿ DRUMMING & CEREMONY TO LIFT OUR SPIRITS IN A GOOD WAY
- ✿ TRADITIONAL FEAST TO NOURISH BODY, MIND, AND SPIRIT

LET'S GATHER TO SUPPORT ONE ANOTHER, CELEBRATE THOSE
LIVING A SOBER LIFESTYLE, AND STAND BESIDE THOSE ON THEIR
HEALING JOURNEY.

EVERYONE IS WELCOME — FAMILIES, FRIENDS, AND COMMUNITY
MEMBERS.

COME SHOW YOUR SUPPORT AND WALK TOGETHER FOR
WELLNESS AND RECOVERY.

• MORE DETAILS COMING SOON!
HOSTED BY KITIGAN ZIBI NNADAP PROGRAM

FOR MORE INFORMATION , PLEASE CONTACT:

DARREN MCGREGOR (SUBSTANCE ABUSE COUNSELLOR) ,OR PATRICIA BRAZEAU (PROGRAM FACILITATOR)



✉ darren.mcgregor@kza.qc.ca ☎ 819-449-5593 ext 2017

✉ patricia.brazEAU@kza.qc.ca ☎ 819-449-5593 ext 2018

SNACKS AND REFRESHMENTS
PROVIDED



WALK *FOR* SOBRIETY

NOVEMBER 12, 2025 @ 1PM-2PM
ONE STEP AT A TIME, WE SUPPORT SOBRIETY

Join us for a community walk, celebrating the strength of our people and support sobriety, healing, and hope.

This Winter, Let's Walk and Give Back

As part of our ongoing commitment to community care, the NNADAP team will be preparing Emergency Food Baskets for those in need during the winter months.

We invite everyone attending the Walk for Sobriety to bring a non-perishable food item if you're able.

Your small act of kindness can help make a big difference for families facing difficult times.

Together, we walk in support.

Together, we give in kindness.

Together, we heal.



THE WALKING PATH



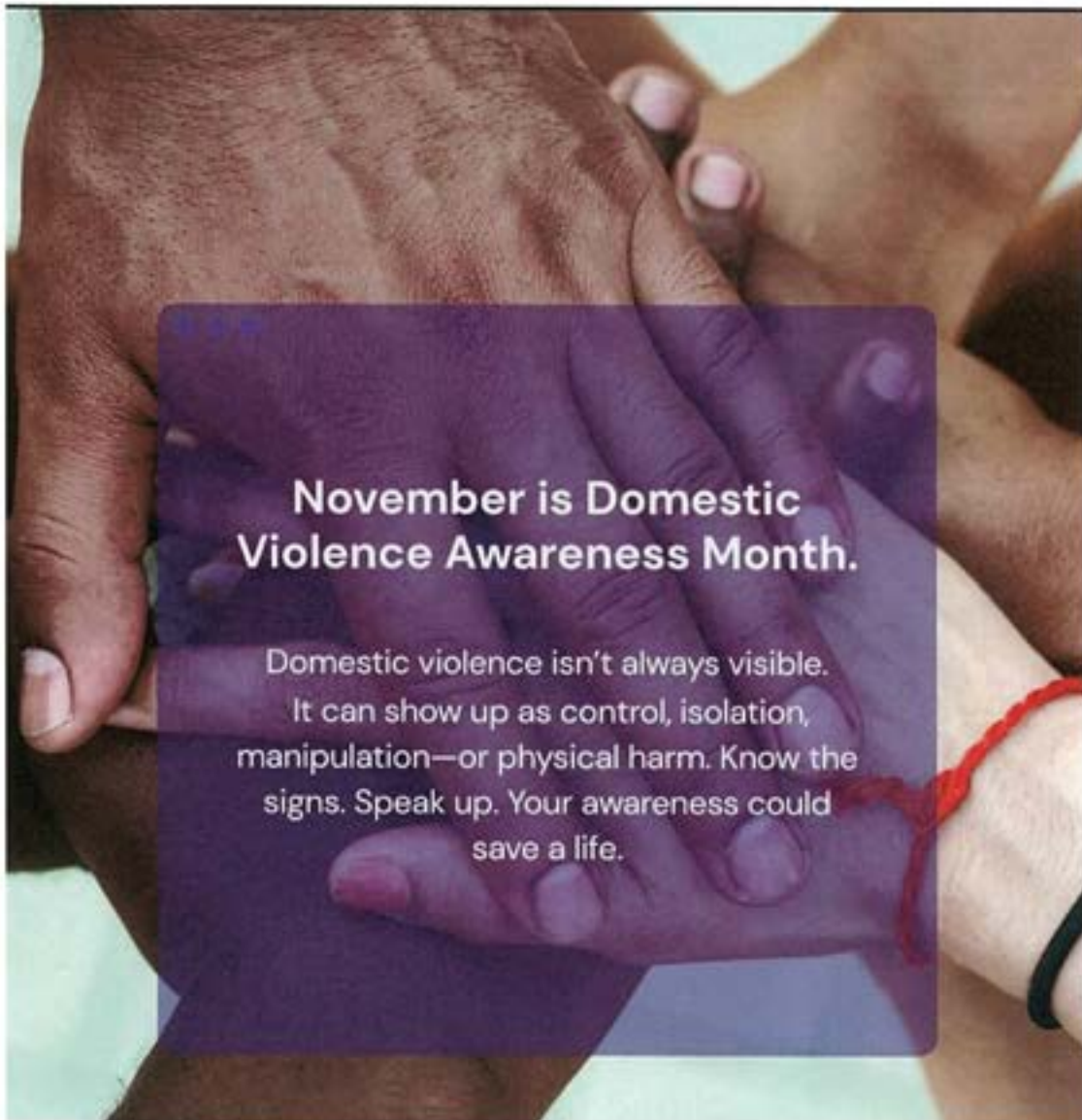
For more information, please contact:
Darren McGregor or Patricia Brazeau, NNADAP Team



819-449-5593



November is Domestic Violence Awareness Month

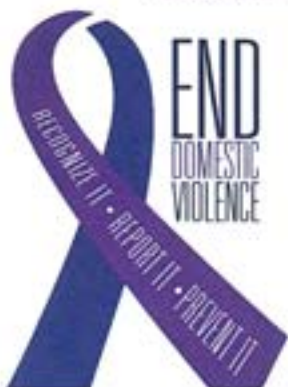


November is Domestic Violence Awareness Month.

Domestic violence isn't always visible. It can show up as control, isolation, manipulation—or physical harm. Know the signs. Speak up. Your awareness could save a life.

Everyone has the right to be safe.

If you or someone you know is feeling unsafe, experiencing abuse, and would like to talk about safety options available in the region:



Important Resource numbers

- Hope for Wellness: 1-855-242-3310
- SOS Conjugale: 1-800-363-9010
- Waseya House: 819-449-7425
- Halte Femme: 819-449-4545
- Passe R Elle des Laurentides: 819-623-1523



October 29, 2025

JOB OPPORTUNITY – 1st Posting

POSITION: Winter Maintenance Operator
LOCATION: Kitigan Zibi Education Sector
WORK SCHEDULE: 40 hours per week, flexible hours and weekends/holidays
TERM: Renewable Term Contract – Rotational (26 weeks)
SALARY: \$25.03 (hourly rate) Job Code # 5308. Salary to be based on experience according to the Quebec English School Salary Scale.
DEADLINE: November 14, 2025

SUMMARY:

Under the supervision of the Head of Maintenance, the Winter Maintenance Operator is responsible for ensuring the safe and effective removal of snow, ice, and debris, and for performing salting and sanding operations within designated KZES areas during periods of inclement weather.

PREAMBLE:

If you are interested in applying for this position and are able to demonstrate that you meet the essential qualifications, please present your updated cover letter, resume, a copy of your driver's license to the attention of **Myra Dumont, Human Resource Advisor**, at Kitigan Zibi Health and Social Services, 8 Kikinamge Mikan, Maniwaki, Quebec, **by, Friday November 14, 2025 at 11:00 a.m.**

Contact Information:

Address: 8 Kikinamge Mikan, Maniwaki, Quebec J9E 3B4 (KZHSS – Health Centre)
Telephone: 819-449-5593 ext. 2015
Email: HR@kza.qc.ca or myra.dumont@kza.qc.ca

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

Winter Maintenance Operator Job Description

GENERAL INFORMATION

Job Title : Winter Maintenance Operator

Category : Technical

Sector : Kitigan Zibi Education Sector

Location : Kitigan Zibi Kikinamadinan
41 Kikinamange Mikan, Maniwaki, Quebec

Terms : Seasonal

Hours : 40 hours per week, flexible hours and weekends/holidays

Salary : \$25.03 (hourly rate) Job Code # 5308. Salary to be based on experience according to the Quebec English School Salary Scale.

Immediate Supervisor : Head of Maintenance

Date of Job Description October 2025

JOB SUMMARY

Under the supervision of the Head of Maintenance, the Winter Maintenance Operator is responsible for ensuring the safe and effective removal of snow, ice, and debris, and for performing salting and sanding operations within designated KZES areas during periods of inclement weather.

KEY DUTIES

- Responsible for plowing driveways and parking lots within designated KZES areas when snowfall exceeds two (2) inches. May be required to work more than usual hours, if required;
- Shovels and clears exterior stairways and ramps at all KZES buildings as required to ensure safe access;
- Conducts daily inspections of exterior stairways and ramps, Monday through Friday, prior to 7:00 a.m., regardless of snowfall, to confirm they are safe and free of hazards;
- Completes snow removal from all designated areas by 7:00 a.m. following evening or early morning snowfall events;
- Apply sand and salt to KZES parking lots during icy conditions to maintain safe and accessible surfaces;
- Remove snow, slush, and ice from steps and pathways leading to educational buildings as needed;
- Ensure snow is not pushed against buildings or fences; use the tractor to remove snowbanks that obstruct visibility or access within parking lots;
- Schedule large-scale snow removal operations to maintain adequate parking and traffic flow throughout the winter;
- Inspect the snow plow before each use to ensure it is in proper working condition; perform minor repairs when necessary.

- Load sand or gravel for the sander at the pit as required - may be required to consult with Public Works;
- Report any issues with the snow plow truck or tractor to the Head of Maintenance immediately;
- Arrange garage appointments and ensure regular maintenance for the plow truck to keep it in optimal working order;
- May be required to do janitorial maintenance at times during the season in the event of non-snow fall periods or short winter period;
- During heavy snowstorms, report to KZES designated areas multiple times during the workday to maintain clear and safe surfaces.

ACCOUNTABLE

- Accountable for maintaining all snow removal equipment (truck, plow, sander, tractor) in safe, clean, and reliable working conditions;
- Accountable for performing and documenting regular inspections and minor maintenance on all vehicles and equipment related to the position;
- Accountable for promptly reporting any damages, malfunctions, or safety hazards to the Head of Maintenance;
- Accountable for ensuring that all parking lots, walkways, and entrances remain safe, accessible, and free from snow and ice;
- Accountable for applying sand and salt effectively to reduce hazards and maintain traction during icy conditions;
- Accountable for maintaining awareness of surroundings and ensuring the safety of students, staff, vehicles, and buses while operating equipment;
- Accountable for reporting to work during scheduled shifts and during emergency snow events as required;
- Accountable for maintaining professionalism, reliability, and a commitment to high standards of safety and service in all assigned duties.

MANAGERIAL/SUPERVISORY

Human Resources:	This position has no direct supervisory responsibilities.
Material Resources:	Responsible for the proper use, care, and maintenance of vehicles, plows, sanders, and related equipment, as well as for the efficient use of materials such as salt, sand, and fuel.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	- Requires frequent bending, lifting, shoveling, and carrying of materials weighing up to 50 lbs. - Requires standing, walking, and operating heavy equipment for extended periods. - May require climbing steps or ladders and performing repetitive motions. - May require working under pressure during severe weather events or time-sensitive situations. - Requires focus and vigilance to maintain safety in potentially hazardous conditions.
Working Conditions:	- Prolonged periods of standing, walking, sitting, or driving; - Potential exposure to slips, trips, and falls; - Work hours may vary significantly depending on weather and snowfall; - May be required to work early mornings, evenings, weekends, and holidays; - May be placed on-call for snow and ice removal during severe weather events; - Frequent operation of heavy equipment such as plow trucks, sanders, tractors, and snow blowers; - Work is primarily performed outdoors in varying weather conditions, including snow, ice, rain, and extreme cold; - Exposure to noise, vibration, and exhaust fumes from vehicles and equipment; - Work may be performed in low-visibility or slippery conditions; - Must adhere to all safety protocols to prevent accidents or equipment damage.

INCUMBENT QUALIFICATIONS	
Education and Experience	- Valid Class 5 Driver's Licence and clean Driver's Abstract (required). - One (1) to three (3) years of experience in snow removal, grounds maintenance, or a related field.
Asset	- Class 3 licence considered an asset; - Training in occupational health and safety, equipment operation, or snow and ice management considered an asset.
INCUMBENT COMPETENCIES	
Knowledge:	Knowledge and awareness of the KZA culture and community.
Abilities:	Respond promptly to snow and ice events, including early mornings, evenings, and weekends;

	▪ Conduct routine equipment inspections, maintenance, and minor repairs; ▪ Identify hazards and follow established safety procedures. ▪ Communicate effectively with the Head of Maintenance and other staff; ▪ Prioritize and adapt to changing weather and operational needs.
Personal Suitability:	▪ Operates equipment safely and efficiently; ▪ Demonstrates dependability, integrity, and pride in workmanship; ▪ Responds promptly to call-outs and weather changes; ▪ Maintains a positive and professional attitude when interacting with staff, students, and community members.
Certificates/Licenses to maintain for duration of employment:	▪ Valid Driver's Licence (maintained throughout employment); ▪ Enhanced Criminal Verification for vulnerable populations (no disqualifying record); ▪ Medical certificate of good health if selected for the position; ▪ Valid First Aid, CPR, and WHMIS certification (or ability to complete training within 3 months of hire).



JOB OPPORTUNITY

Open until filled

October 16, 2025

POSITION: **Elementary Teacher**

LOCATION: Kitigan Zibi Kikinamadinan (KZ School)

WORK SCHEDULE: 35 hours a week. Monday to Friday

TERM: Indeterminate. Full time

SALARY: **\$52,799.00 to \$102, 857.00 Rates effective as of April 1, 2025**
Salary to be based on experience according to the Quebec English School Salary Scale

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

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 Health Center (**KZHSS**).

Contact information:

Email: myra.dumont@kza.qc.ca or hr.advisor@kza.qc.ca

Phone: **819-449-5593**

Location: **KZ Health Centre** (8 Kikinamagie 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

Elementary Teacher Job Description

GENERAL INFORMATION

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

KZ KIKINAMADINAN MISSION STATEMENT

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

STUDENT LEARNING OUTCOMES

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

KEY DUTIES

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

▪ Participates in weekly or bi-weekly staff meetings ▪ Plan, organize and deliver online learning via the Google Classroom platform when required
ESSENTIAL TEACHING SKILLS
• Classroom Management; • Excellent English communication skills both written and oral; • Ability to lead and role model for students; • Ability to set objectives, determine goals and focus on the common goals of student learning; • Time Management; • Ability to prepare lesson plans and units appropriate to the level of students.

ACCOUNTABLE
• Accountable to provide quality education within the framework of the KZ education system; • Accountable to ensure students are given the opportunities to achieve their highest potential; • Accountable to ensure that the mission and vision of the school and education system is followed; • Accountable to abide by: the Teacher Code of Ethics, Oath of Confidentiality, General Education Policies and Guidelines and Human Resources Policy.

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

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	▪ 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:	▪ The incumbent is required to stay on-site for the lunch period during assigned supervision days; ▪ Outdoors during supervision.

INCUMBENT QUALIFICATIONS	
Education and Experience	• Currently in a Bachelor's Degree in Education program. Completion of degree preferred. - or • Bachelor's or Master's Degree (B.A./M.A.) from a recognized University with one or more teachable subjects.

	or Currently in an Indigenous Teacher Education program (ITEP). Completion of degree preferred.
INCUMBENT COMPETENCIES	
Knowledge:	- Knowledge and awareness and the KZA culture and community; - Knowledge of the Quebec Curriculum; - Classroom management; - Ability to prepare lesson plans and have a working knowledge of teachers' professional duties and legal liabilities; - Knowledge of school policies and procedures; - Knowledge of subject(s) or specialization(s) to enable effective teaching.
Abilities:	- To model good personal and professional conduct; - Concentration through periods of frequent interruptions; - Good time management; - Strong communication and ability to converse with parents, colleagues and students in a professional manner; - Problem-solving skills; - Planning, organization and multi-tasking skills; - Team-player who works in a coordinated effort.
Personal Suitability:	- 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:	- Acquire an Enhanced criminal verification for vulnerable populations. Incumbent must not possess any criminal record (s) related to working in the profession; - Must undertake the responsibility of maintaining professional development as required; - Legally able to work in Canada.
Assets:	Knowledge of Kitigan Zibi Algonquin Language and Cultural Values.

REMEMBRANCE DAY 2025



**JOIN US NOVEMBER 11TH AT
10:50 AM at the Cultural Center,
AS WE GIVE THANKS TO OUR
VETERANS AND MILITARY
SERVICE MEN AND WOMEN OF
KITIGAN ZIBI, CANADA & U.S.**

10:50- Words of Welcome –Stephen McGregor

10:58- LAST POST

11:00- Moment of Silence

11:01- LAMENT

Act of Remembrance – 3 languages

In Flanders Fields –

Honoring veterans – Stephen McGregor

Laying of official wreaths

Public to lay their poppy or tobacco down

Light luncheon



**BROUGHT TO YOU BY: THE REMEMBRANCE DAY
VOLUNTEER COMMITTEE**



Indigenous Teacher Training Program

Are you interested in becoming a teacher? It's not too late to join the KZA cohort of the UQAT Indigenous Teacher Training Program! While the first semester is currently underway, new students are welcome to join in January.

Winter 2026 Application Deadline: December 10th, 2025

About the program:

- Obtain a Bachelor of Education within an Indigenous context.
- Offered part-time, on-reserve in KZA, and in a condensed format.
 - 2 courses per semester taking place over 6 weekends.
 - 2-week intensive sessions each July to complete 2 courses.
- Possibly complete your practicum hours at Pakinawatik or KZ School.
- Open to all registered First Nations people in the KZA / Maniwaki region.
 - Please note that students must still apply for post-secondary sponsorship with their respective communities.

To ask questions or request an application, feel free to reach out to the Post-Secondary Program Officer, Kristen Tenascon.

Email: kristen.tenascon@kza.qc.ca
Telephone: 819-441-1581 ext. 3003



ODEKAN - NOVEMBER 2025 CALENDAR

Adikameg-Kizis - Month of the spawning white fish



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Caregiver's Afternoon Out, Please call in the morning of by 11 am to register your child for the afternoon. 819-449-2702. Migwech						1
2 	3 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	4 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-15 months	5 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	6 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/ Home visits	7 Sagabigoni Program 8:30—11:30 am CLOSED	8
9	10 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	11 CLOSED Remembrance Day 	12 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	13 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/ Home visits	14 Sagabigoni Program 8:30—11:30 am CLOSED	15
16 	17 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	18 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-15 months	19 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	20 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/ Home visits 	21 Sagabigoni Program 8:30—11:30 am CLOSED	22
23	24 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	25 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-15 months	26 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15 months-3yrs old	27 Sagabigoni Program 8:30—11:30 am Curriculum Prep/ Cleaning/ Home visits	28 Sagabigoni Program 8:30—11:30 am CLOSED	29/30

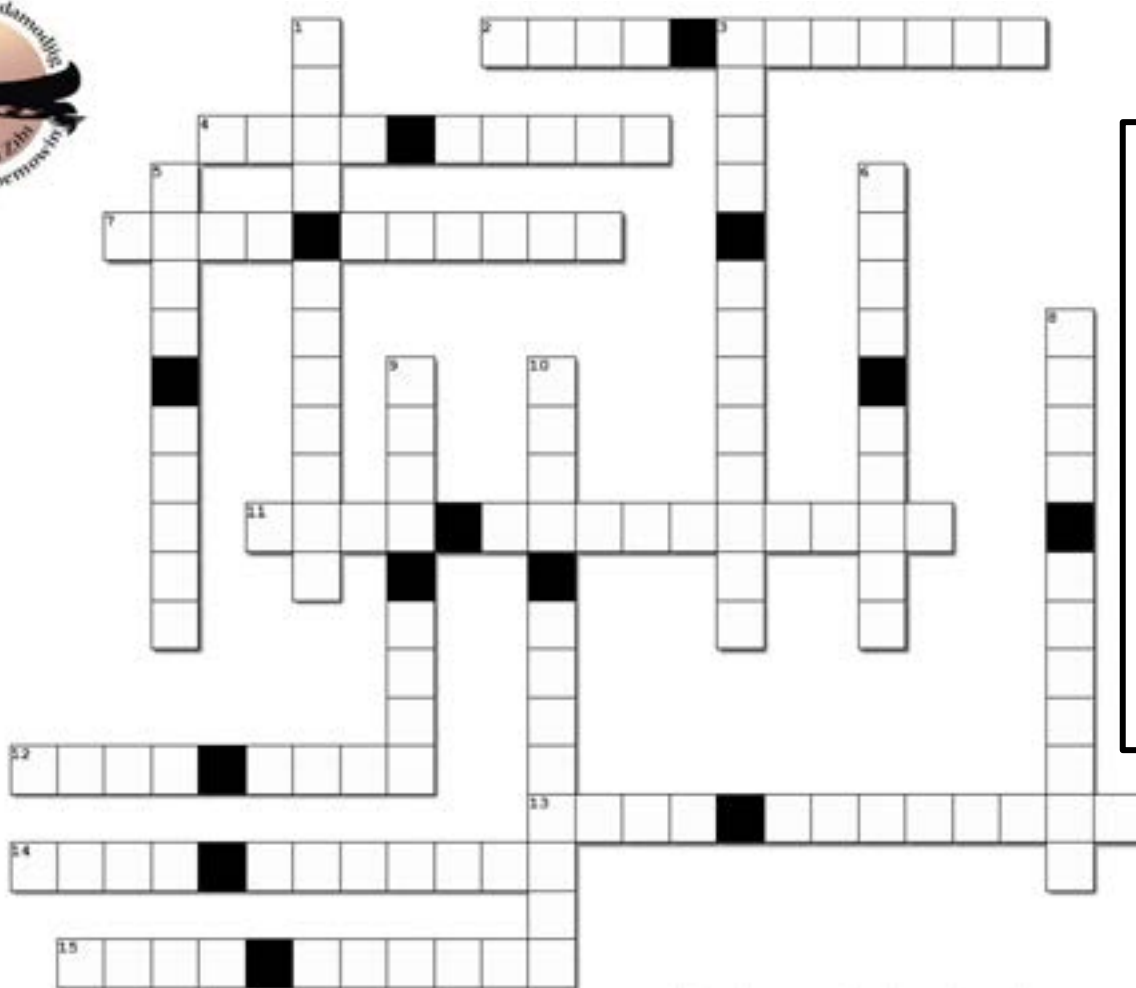
367 Paganakomin Mikan
Maniwaki, Quebec J9E 3B1
Tel: (819) 449-2702
Fax: (819) 449-3361



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

NOVEMBER CROSSWORD 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 a \$100 gift certificate at KZ STORE. Contest deadline November 25th.



Grammar Note

These sentences are all in First Person – Future. The grammar frame used is:

Niga_____.

Across

- 2. I will sit
- 4. I will sing
- 7. I will make fire
- 11. I will chop wood
- 12. I will sleep
- 13. I will cook
- 14. I will be tired
- 15. I will walk

Down

- 1. I will play
- 3. I will work
- 5. I will be sick
- 6. I will eat
- 8. I will drink
- 9. I will go
- 10. I will fish

Niga podawe	Niga dòdamin	Niga niba	Niga dijà	Niga dàkoz
Niga nigam	Niga kigònzke	Niga wìsin	Niga dayekoz	Niga chibàkwe
Niga namadab	Niga pimose	Niga minikwe	Niga dòdamità	Niga tashkihise

Congratulations

to my son, Sam, on his graduation
from the RCMP Depot Cadet
Training in Regina, Saskatchewan.



Thanks to his
commitment,
determination and
supporters, including
his partner, Agnes and
their two children,
all of which led to this
successful outcome.

Continued success
in your career choice.
And, best of wishes
to you and your family
in each and every way.