



KITIGAN ZIBI ANISHINABEG

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

**Income Security Cheques for January 2026
to be released on**

Thursday December 18, 2025.

**The Community Services Office WILL BE CLOSED
DECEMBER 22nd TO JANUARY 2, 2026**

PICK -UP HOURS

8:30 A.M. TO 4:30 P.M.

**Income Security cheques will be released for
1 DAY on Thursday December 18, 2025.**

Recipients will continue to receive direct bank deposits, (unless you received a letter to update.) If you receive a paper cheque you have five (5) business days to pick up your cheque.

All persons who received a letter must make an appointment to update their file and sign a new application as per Income Security Program Requirements.

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

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



KWEY! Are you curious about Construction?

Then this event is for you...

The KZA Construction Department in partnership with the Kitigan Zibi Community Services and the Kitigan Zibi Economic Development Department are pleased to host our first annual Home Show at the Community Hall!

December 13-14, 2025

Time: 10 a.m. – 4 p.m.

Meet different contractors and Suppliers,

Get Information on:

Radon in Homes

Circuit Rider Program

The Kitigan Zibi Construction Department

GREAT DOOR PRIZES TO BE WON!!!!

Canteen on site

Everyone is Welcome



KIDJĪMĀNINĀN

Community Engagement Project

WE NEED 10 COMMUNITY VOICES!

**Do you care about our land and waters?
Do you want to help protect them for future generations?**

Kidjīmāninān is looking for 10 community members
to take part in a special project!

GENEROUS COMPENSATION PROVIDED

WHAT YOU WILL DO

Talk with
8 friends
or family
members

Record
conversations
about the
changes they see
on the land

Ask them what
they think should
be protected and
how we can help
the land

Meet with our
Community
Engagement
Facilitator and give
them your recordings!

WHY JOIN?

- Your voice will help guide future land protection
- You'll help gather real stories from our community
- You'll be part of something meaningful that supports our land and waters
- You can make a big difference just by talking with people you know!

A Mandatory Orientation session for Community Leads will take place on:
December 17 (main session)
December 19 (backup session)

Community Leads and their participants will be compensated for their time and work.

More details will be shared with those selected.

INTERESTED? Apply by December 12, 2025.
Contact Shawnesia Ottawa on Facebook or by email:
shawnesia.ottawa@kza.qc.ca



Address: _____

Email: _____

[illegible]

**PLEASE SUBMIT YOUR APPLICATION TO THE
KZA NATURAL RESOURCE & WILDLIFE OFFICE**



Presents

SUPER MONSTER BINGO

THURSDAY Dec 4th 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

Kitigan Zibi Christmas Craft Fair 2025

Saturday
December
6
9am - 5pm

Sunday
December
7
9am - 3pm



Door Prize!
For every \$10
spent, you will
receive one entry
into the door
prize draw.

Location:



KZ School Gym
41 Kikinamage Mikan
Kitigan Zibi, QC J9E3B1

For more information contact:

Robin Cayer
819-425-4623
kz_craft_fair@outlook.com



JOB OPPORTUNITY

November 26, 2025

POSITION: Nicholas Stevens Centre Head Monitor

LOCATION: Nicholas Stevens Centre

WORK SCHEDULE: 40 hours a week. The incumbent may be expected to work outside of normal work hours from time to time

TERM: Indeterminate. 6-month probationary period and can be extended to one year less a day if required.

SALARY: Level 5 (\$53,594.10 - \$67,003.99)
Starting Range (0 to 5) to be determined

SUMMARY:

Under the supervision of the KZHSS Director or Designee, The Nicholas Stevens Centre Head Monitor will assume various responsibilities such as developing and delivering activities that promote independent living, promote healthy lifestyle, prevention teachings and social activities.

Forward your application to:

If you are interested in applying for this position and are able to demonstrate that you meet the mandatory basic requirements, please forward your:

- a) Updated resume,
- b) Proof of education/training,
- c) Three references, and
- d) A copy of your driver's license

To the attention of:

Myra Dumont – Human Resources Advisor, Kitigan Zibi Health Centre.
8 Kikinamage Mikan, Maniwaki, Quebec J9E 3B4 or email at myra.dumont@kza.qc.ca or HR.advisor@kza.qc.ca
FAX: 819-449-7411

The deadline is **December 11, 2025 at 4:00 pm (EST).**

Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. It is the responsibility of the applicant to ensure that a complete application is submitted by the deadline. The selection process is intended 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. Validation may be made of your credentials and references including Social Networking sites. To ensure fairness, all applications will be assessed without conflict of interest.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Nicholas Stevens Centre Head Monitor Job Description

GENERAL INFORMATION

Job Title : Nicholas Stevens Centre Head Monitor
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Nicholas Stevens Centre
Terms : Indeterminate (full-time)
Hours : 40 hours per week
Salary : Level 5 (Range negotiable)
Immediate Supervisor : KZHSS Director or Designee
Date of Job Description : November 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

Under the Supervision of the KZHSS Director or Designee, the Nicholas Stevens Centre Head Monitor will assume various responsibilities such as developing and delivering activities that promote independent living, promote healthy lifestyle, prevention teachings and social activities.

KEY DUTIES

- Facilitates and monitors the overall delivery of social, recreational and daily living activities at the centre, programs and education in individual/group settings while at the program; ensures activity logistics are properly attended to (contacting of volunteers, purchase supplies).
- Assists clients with activities of daily living when required.
- Actively listens and responds to client and family requests/concerns within the scope of services provided; advocates for NSC participants rights/concerns.
- Meets with families regularly; coordinates and assists in fundraises when required for special activities.
- Provides outreach to all KZA community members with disabilities.
- Ensures regular cleaning schedule is carried out, disinfect and sanitize the Nicholas Stevens Centre building according to infection prevention and control principles and procedures:
 - Collects and disposes of garbage and recyclables in appropriate bins.
 - Sweeps and washes floors.
 - Cleans, disinfects and sanitizes all surfaces.
 - Cleans, disinfects and sanitizes furniture and surfaces using appropriate products.
 - Cleans interior windows where accessible.

- Stocks sanitation supplies/dispensers (e.g. toilet paper, hand sanitizer); inspects, reports and follows up on any safety hazards.
- Responsible for alarm system (e.g. receiving calls from the Alarm Company).

KNOWLEDGE AND 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

- Establish and maintain a working relationship with community resources, community members and partners (nurses, social workers, committee members etc.).
- Informs Assistant Director/Director of any issues/concerns.

MANAGERIAL/SUPERVISORY

Human Resources:	<ul style="list-style-type: none"> ▪ Coordinates efforts to encourage community and parent volunteers. ▪ Supervise staff, volunteers and work placements.
Financial Resources:	<ul style="list-style-type: none"> ▪ Makes purchases for the centre (e.g. groceries and program supplies). ▪ Controls costs through economical utilization of all resources; ▪ Plans, coordinates and assists in fundraising activities.
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"> ▪ Works collaboratively as part of a team and independently as required.
Working Conditions:	<ul style="list-style-type: none"> ▪ Works mainly within workshop setting; ▪ May be required to make home visits; ▪ Activities within and outside of the KZA community; ▪ May be required to work outside of normally scheduled hours, depending on type of planned activity; ▪ Will be required to use KZHSS vehicle; ▪ The incumbent of this position may come into contact with communicable disease, body fluids such as vomit, blood, spittle, urine and feces.

INCUMBENT QUALIFICATIONS

Education and Experience	<ul style="list-style-type: none"> ▪ Certificate in the area of Health Care Aide, Development Services Worker, Personal Support Worker, Home Care Assistance or equivalent with a minimum of two years working with adults with disabilities.
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"> ▪ Monitoring and minor reporting skills. ▪ Ability to communicate orally and in writing. ▪ Ability to manage financial resources.

<p>Personal Suitability:</p>	<ul style="list-style-type: none"> ▪ Discretion, diplomacy, and confidentiality, ▪ Reliability; ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients, ▪ Ability to establish and maintain effective working relations with multiple stakeholders
<p>Certification/Licenses to maintain for duration of employment:</p>	<ul style="list-style-type: none"> ▪ Valid Quebec driver's license (Class 4 B 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 bond vehicle) or will acquire within 3 months of being hired. ▪ 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 under go training within 3 months of being hired) ▪ Must follow all safety procedures and protocols ▪ Legally able to work in Canada



JOB OPPORTUNITY

OPEN UNTIL FILLED

December 4, 2025

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

The NNADAP Substance Abuse Counsellor supports individuals, families and the community through all stages of addictions by providing individualized comprehensive tools, resources, education and counselling, as well as promoting healthy lifestyle choices through various organized activities.

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Center.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: 819-449-5593 ext. 2015
Location: KZ Health Centre (8 Kikinamag Mikan, Maniwaki, QC J9E 3B1)

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



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

NNADAP Substance Abuse Counsellor

Job Description

GENERAL INFORMATION

Job Title : National Native Alcohol & Drug Abuse Program (NNADAP)
Substance Abuse Counsellor

Category : Professional

Sector : Kitigan Zibi Health & Social Services

Location : Kitigan Zibi Health Centre
8 Kikinamag Mikan, Maniwaki, Quebec

Terms : Full Time—Indeterminate

Hours : 35 hours per week (Varied schedule)

Salary : KZA Salary Scale Level 5 (Range negotiable)
in accordance with the *KZA Human Resource Policy*

Immediate Supervisor : KZHSS Director

Date of Job Description : May 2025

KZHSS MISSION STATEMENT

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

CLIENT SERVICE RESULTS

The NNADAP Substance Abuse Counsellor supports individuals, families and the community through all stages of addictions by providing individualized comprehensive tools, resources, education and counselling, as well as promoting healthy lifestyle choices through various organized activities.

KEY DUTIES

- Counsels, mentors, and supports families, groups, and/or target individuals (e.g. persons struggling with addictions, pregnant women, at-risk individuals, individuals in crisis) dealing with various stages of addictions (pre-treatment, during treatment, aftercare).
- Develops individualized treatment/recovery plans and provides educational tools and resources (e.g. self-management skills).
- Coordinates referral process (as received by individuals, families or other agencies) to appropriate regional facilities: treatment centres, detox/withdrawal management service institutions, processes admission forms and oversees logistical details (e.g. transportation and escort arrangements); maintains contact and follow-up with health care professionals regarding client's well-being.
- Arranges transportation and provides information for community members wanting to access local resources/support groups (e.g. AA, NA, Al-Anon groups).
- Coordinates and develops culturally-appropriate content for program promotion documentation, community prevention activities around addiction-free lifestyles and healthy living (e.g. monthly newsletters, CKWE broadcasts, National Awareness Week, school presentations), hosts alcohol-free events, recreation and social activities, secures guest speakers and other resources.
- Intervenes in a crisis/emergency situation at the request of KZPD and other partner organizations.
- Liaises and partners with regional, provincial and federal counterparts to share leading practices and keeps abreast of leading practices and/or work scenario experiences.

KNOWLEDGE AND SKILLS

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

CONTACTS

- Briefs Director of NNADAP program delivery.
- Maintains positive relationships with clients, co-workers and community members.
- Liaise and networks with local service providers, treatment and detox centres, health care agencies/facilities as well as other First Nations.
- Collaboration with the KZPD and other partner organizations when crisis situations arise.

MANAGERIAL/SUPERVISORY

Human Resources:	Not applicable for this position.
Financial Resources:	Not applicable for this position.
Material Resources:	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.

!! UPDATE !!

KZHSS FLU & COVID-19 VACCINATION CLINIC



Date : December 4, 2025

Time : 1:00 pm - 6:00 pm

Location : Community Hall

Age : 14 years & older

Date : December 11, 2025



Time : 1:00 pm - 4:30 pm

Location : Community Hall

Age : 6 months & older

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



NOTICE

KZHSS WILL BE
CLOSED AT
11:00AM ON
FRIDAY,
DECEMBER 5



THIS TIME ALLOWS OUR TEAM TO
TAKE PART IN AN IMPORTANT
INTERNAL EVENT THAT SUPPORTS
CONNECTION, PLANNING, AND STAFF
WELL-BEING.

WE RECOGNIZE THE IMPACT THAT
ADJUSTED HOURS MAY HAVE BUT
PLEASE NOTE THAT IF YOU HAVE AN
EMERGENCY AT THAT TIME, PLEASE
CALL US AT 819-441-5037.

Land time is medicine

Spending time on the land supports our mental health. It helps us slow down, reconnect, and find balance again.



The land reduces stress, calming our body and helping us breathe easier as the quiet and fresh air settle our thoughts.

It strengthens our cultural identity, reconnecting us to teachings, language, and the knowledge passed down through generations.

It helps us regulate emotions, giving us space to release anger, anxiety, and heavy feelings through movement and stillness.

It brings us closer to community, creating moments with family, peers, and Elders that build belonging and support.

It gets our bodies moving, lifting our mood through walking, paddling, gathering, and being active on the land.

And it teaches balance, showing us patience, awareness, responsibility, and how to stay grounded in who we are.



HEALTHY COPING AT HOME



Our culture teaches us to slow down, breathe, and take care of our spirit. These tools help bring that balance into our home.

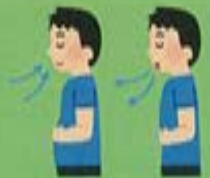
Create a Calm Space –

Light a candle, play soft music, find object that comforts you, or do an activity you enjoy



Ground Yourself –

Take deep breaths, stretch, or notice the sights, sounds, and textures around you.



Express Yourself –

Journal, draw, bead, braid, drum, or craft to release emotions and reflect on your feelings.



Move Your Body –

Walk, hike, dance, stretch. Moving your body helps release tension and connects your mind, body, and spirit.



Spend Time Outside –

Even a few minutes walking, sitting by water, or feeling the wind or sun on your skin can lift your spirit and ground you in the present.



Connect with Others –

Spend time with family, peers, Elders, or mentors to share stories and strengthen belonging.



Your spirit is resilient. By using these tools and staying connected to your culture, community, and the land, you can navigate challenges with strength and balance.

Take Breaks from Screens –

Step away from phones, games, or social media to rest your mind.



Be Kind to Yourself –

Speak gently: "I'm doing my best. I can rest. This will pass."





DID YOU KNOW?

MENTAL HEALTH FACTS



1. Crying helps you feel better.

Crying releases stress hormones and helps your body relax—: It's a healthy way to let emotions out.



2. Positive self-talk can rewire your brain.

When you replace "I can't do this" with "I'll try my best," your brain starts believing in your ability to cope and grow.



3. Music changes your brain chemistry.

Listening to music you love can lower stress and trigger your brain's "happy" hormones.



4. Movement boosts your mood.

Even a 10-minute walk helps your body release endorphins: the "feel good" chemicals that ease stress and lift energy.



5. Asking for help is a sign of strength.

Reaching out when you're struggling shows courage and helps you build resilience: it's okay to need support.

SLEEP: A KEY TO MENTAL HEALTH



SLEEP WELL, THINK WELL, FEEL WELL

HOW MUCH SLEEP DO WE NEED?



1. **Children (6–12 years):** 9–12 hours per night
2. **Teens (13–18 years):** 8–10 hours per night
3. **Adults (18+ years):** 7–9 hours per night

A GOOD NIGHT'S SLEEP RECHARGES THE BRAIN AND BOOSTS FOCUS, MOOD, AND LEARNING



WHEN YOU GET ENOUGH SLEEP



1. **Improved Mood** – feel happier, calmer, and more positive
2. **Sharper Focus** – better attention, memory, and problem-solving
3. **Emotional Balance** – manage stress and emotions more effectively
4. **Enhanced Performance** – stronger learning, creativity, and productivity

SLEEP LAYS THE FOUNDATION FOR A HEALTHY MIND AND STRONG FOCUS

WHEN YOU **DON'T** GET ENOUGH SLEEP



1. Low mood and irritability
2. Higher stress and anxiety
3. Trouble focusing or remembering
4. Slower reactions and poor decision-making

CHRONIC SLEEP LOSS CAN LEAD TO ANXIETY, DEPRESSION, AND BURNOUT – ESPECIALLY IN YOUTH.

HEALTHY SLEEP HABITS



1. Keep a regular sleep and wake schedule
2. Turn off screens 1 hour before bed
3. Keep your room cool, dark, and quiet
4. Avoid caffeine and heavy snacks in the evening
5. Relax before bed :read, stretch, or breathe deeply

CONSISTENCY IS KEY – BUILD ROUTINES THAT TELL YOUR BRAIN IT'S TIME TO REST.



SLEEP IS VITAL: IT RESTORES THE MIND. IMPROVES MOOD. ENHANCES FOCUS. AND PROTECTS MENTAL HEALTH.



Kitigan Zibi Health & Social Services : 819-449-5593

24/7 National Suicide & Crisis Helpline : Call or Text 988

24/7 Suicide Detour -: 819-441-1010 ext 2

24/7 Hope for Wellness : Call or Text 1-855-242-3310

24/7 Tel-Jeunes : 1-866-277-3552

24/7 1-866-277-3553 : 1-866-APPELLE (Quebec)

24/7 Kids Help Phone : 1-800-668-6868 OR Text 686868

If you're in immediate danger or need urgent medical support, call 9-1-1.



Where Misābe Walks:

A DAY TO HONOUR THE JOURNEY OF RECOVERY

Kwey kakinga,

We want to express our deepest gratitude to everyone who came out to celebrate the journey of recovery on November 29 at the "Where Misābe Walks: A Day to Honour the Journey of Recovery." It was a beautiful, powerful gathering where people were raw, honest, and courageous in sharing their stories. We learned together about what recovery truly looks like: the struggle, the responsibility, the strength, the humility, and the hope.

We sat in community to honour the hard work being carried by those walking their recovery journeys. The gathering was more than an event. It felt like a moment when the community let its guard down and allowed truth to sit beside us. People spoke with such conviction — some saying, "me too," others whispering, "I didn't know," and many acknowledging, "I'm glad I came." Together, those words created a kind of medicine that no program or policy can replicate.

What we witnessed was recovery in its truest form...not a straight path, not a quiet one, but a human one. We saw people honour their own strength and the strength of others. We also heard, clearly and collectively, that more gatherings like this are needed, that healing does not follow a deadline, and wellness grows when we choose to sit beside one another. We agree.

This is why the theme "Where Misābe Walks" was chosen.

Misābe is more than a story; he is a teacher who walks the land with purpose, who guards the boundaries between imbalance and balance, who carries the Grandfather Teaching of Honesty alongside humility. Misābe asks us to pay attention. To stay in relationship. To remember that healing is not something we do alone, and that our truth matters more than our perfection.

In Kitigan Zibi, we know substance use is one of our greatest health challenges. Gatherings like this are part of the solution and this gathering showed us something powerful...that when we gather, share honestly, and listen without judgment, we begin to shift that reality. We restore what has been strained. We strengthen what has been dimmed. We fill the circle again.



Where Misābe Walks:

A DAY TO HONOUR THE JOURNEY OF RECOVERY

Migwetch to everyone who shared, listened, supported, or simply showed up. To everyone who helped bring this event to life, we offer our deep gratitude:

- Elder Jenny Tenasco for opening our event in a good way
- Mariah + Romeo Smith-Chabot for singing a beautiful welcome song
- Special Guest Speakers Albert Dumont, Jill Buckshot + Duran Tolley for sharing personal stories of recovery
- Francesca Brazeau, Shawnesia Ottawa + Stephanie Latrelle for volunteering and helping to serve the meal
- Diamond Phoenix Creations for the tshirts, invitations, magnets
- KZHSS Communications Specialist Hunter Dewache for helping with promo
- Jimmy Odjick (KZ Sound) for providing sound and music
- Dean Ottawa: for the custom painted gifts
- Justine Deschenes + Crew for the amazing traditional feast
- Huile d'Olive for the charcuterie refreshments
- Patricia Dewache for the One Day at a Time cupcakes
- Fleuriste Ella Benard for the beautiful centrepieces
- Miranda Sperlazza (Ikwe Decorators) for the incredible décor
- All volunteers who read allowed the 12 Wellbriety Steps
- Mandy Clause + Robert Odjick for blanketing the NNADAP Team

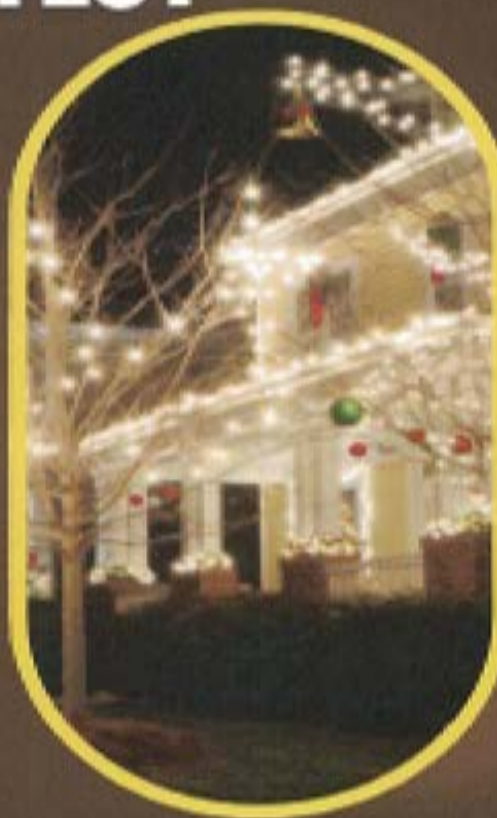
Most importantly, to the Kitigan Zibi Anishinabeg Community for showing up for each other.

And finally, we give our heartfelt thanks to Misābe, whose teachings were the heart of this year's National Addictions Awareness Week. So today, and in all the days to come, we choose to walk where Misābe walks: in honesty, in humility, in protection, and in relationship with all our relations. And we walk forward together.

Kitchi Migwetch,

Darren + Patricia
NNADAP Team

Ode Widokàzowin
Presents
**HOUSE DECORATION
CONTEST**



Please call to register your house. The
deadline to register is December 16th, 2025.
Santa's elves will go around and judge the
following night

CALL NOW

819-449-2323

November is Domestic Violence



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-



We Honor....

Domestic Violence Awareness Month

Those we've
lost

Those
who've
survived

Those still
living in
fear

Those still
healing

Those
finding their
way out

Those
who left

WEAR YOUR SKIN PROUDLY.





JOB OPPORTUNITY

Open until filled

December 3, 2025

POSITION:	Wazoson Educator
LOCATION:	Wazoson Daycare, 38 Paganakomin Mikan
WORK SCHEDULE:	37.5 hours a week. Monday to Friday
TERM:	Indeterminate. Full time Standard probationary period
SALARY:	\$23.73-\$32.99 an hour (ECE Certified) \$20.34-\$30.51 an hour (non-certified)
DUE DATE:	Open until filled

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

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory basic requirements, please forward your: **cover letter, updated resume, copy of your degrees and/or diplomas/certificates, three (3) work references** and any documentation that will support you meet the mandatory qualifications. A police reference check will be required if considered for the position.

Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the (KZHSS) Health Centre. **(EST)**.

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: **819-449-5593 ext. 2015**
Location: **KZ Health Centre** (8 Kikinamage Mikan, Maniwaki, QC J9E 3B4)

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



KITIGAN ZIBI EDUCATION SECTOR

Wazoson Educator Job Description

GENERAL INFORMATION	
Job Title	Wazoson Educator
Category	Technical
Sector	Kitigan Zibi Education Sector (KZES)
Location	Wazoson
Terms	Indeterminate. Standard probationary period
Hours	37.5 hours per week. Monday-Friday
Salary	As per Kitigan Zibi Salary Scale
Immediate supervisor	Wazoson Coordinator
Date of job description	March 2025
JOB SUMMARY	
Under the Supervision of the Wazoson Coordinator, the Wazoson Educator provides a quality early childhood program to all Wazoson Children.	
RESPONSIBILITIES	KEY DUTIES
Child Intake, Placement and Referral	<ul style="list-style-type: none"> • Educates parents/guardians about rules of the centre, realm of services and operational matters affecting service delivery. • Assists in the integration of new children.
Develops and implements a culturally based early childhood education program	<ul style="list-style-type: none"> • Implements quality instructional services that allow for the growth and development of the children in the program. • Ensures weekly, monthly and annual programming is implemented, reviewed and maintained consistently; that is age appropriate and culturally relevant. • Communicates daily with parents on their child's development, programming, upcoming events, changes. • Maintains a safe environment in assigned rooms that are organized and adheres to safety standards. • Creates learning centres that aid in child development and fosters learning and follows rotation schedules. • Develops and implements age-appropriate early childhood education programming that address the physical, emotional and mental capacity of each child. • Fosters a learning environment that positive, nurturing, and age appropriate to meet the needs of each child. • Adheres to established Wazoson policies and procedures for behaviour management. • Prepares material resources required for programming.

Child assessment and evaluation	<ul style="list-style-type: none"> Creates and maintains charts and files on each child registered in group that include health issues/concerns, allergies, attendance. Communicates with Coordinator, parents and or legal guardians in child's progress at Wazoson.
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ACCOUNTABILITY
<ul style="list-style-type: none"> Abides by all KZA/KZES/Wazoson Policies including, KZES Policies and Procedures Manual, KZA Human Resource Manual, KZA Employee Work Code of Ethics, KZA Oath of Confidentiality and KZA Harassment and Violence Policy.

WORKING RELATIONSHIPS	
Interpersonal Relationships	<ul style="list-style-type: none">• Establishes and maintains positive and respectful working relationships with coworkers, clients, community members and partners.• Excellent communication with all staff, parents and families using excellent written and verbal skills.• Strong interpersonal skills and service oriented.
Team Work	<ul style="list-style-type: none">• Works collaboratively as a team and independently as required.• Participates in Wazoson staff meetings.• Understands personal limitations and seeks advice when necessary.
Negotiations	<ul style="list-style-type: none">• Not applicable
Training	<ul style="list-style-type: none">• Attends professional development workshops as required.• Attends workplace safety training and exercises as required. (WHMIS, CPR/First Aid for children, Food Handling).• Available and willing to travel for training purposes if necessary.

ENVIRONMENTAL FACTORS	
Deadlines	<ul style="list-style-type: none">• Meets work objectives within established time frames.• Manages time effectively.• Ensures reporting and programming requirements are met within required timeframes and in accordance to regulations and standards set out by the Kitigan Zibi Education Sector and funding agencies.
Mental and Physical Effort	<ul style="list-style-type: none">• Manages medium level stress and multi-tasks daily.• Uses proper techniques to carry or lift heavy objects and children.• Mental alertness to changing situations.

	<ul style="list-style-type: none"> • Strong cognitive ability for childcare and ensuring minimal needs. • Strong interpersonal mental health. • Mental caliber to withstand or support possible emotionally charged situations.
Working Conditions	<ul style="list-style-type: none"> • Mainly Indoors and Centre based. The employee will go on walks with children and do outdoor activities weather permitting. • The employee may be placed with groups and changed dependant upon need. • Employees must be able to maintain the training and security clearances required under the funding agreements.
Cultural competency	<ul style="list-style-type: none"> • Knowledge and awareness of Kitigan Zibi language, culture and community.

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



CHRISTMAS

AT ODEKAN HEADSTART

WHEN: SUNDAY DECEMBER 14TH

TIME: 10AM-4PM

WHERE: ODEKAN HEADSTART 367
PAGANAKOMIN MIKAN - OUR DOOR IS
THROUGH THE FENCE BESIDE THE
PLAYGROUND

-COME TAKE A PHOTO WITH SANTA (WITH
YOUR OWN PHONE/CAMERA)

-PICKUP YOUR CHRISTMAS EVE BOX
(REGISTRATION REQUIRED TO RECEIVE A
BOX)

QUESTIONS PLEASE CONTACT
KATRINA @ ODEKAN
819-449-2702 OR
KATRINA.WHITEDUCK@KZA.QC.CA

see you soon



ODEKAN
HEADSTART

CHRISTMAS EVE BOX GIVEAWAY

FOR CHILDREN 0-6 YRS OLD

REGISTER TO RECEIVE A
"CHRISTMAS EVE BOX GIFT"

BOXES TO BE GIVEN OUT AT ODEKAN HEADSTART ON
SUNDAY DECEMBER 14 FROM 10AM-4PM
COME TAKE A PICTURE WITH SANTA AND PICK UP
YOUR CHRISTMAS EVE BOX - PICTURES WITH YOUR
OWN PHONE/CAMERA :)

DEADLINE TO REGISTER FOR
CHRISTMAS EVE BOX
FRIDAY DECEMBER 5TH
@NOON

QUESTIONS PLEASE CONTACT
KATRINA @ ODEKAN

819-449-2702 OR
KATRINA.WHITEDUCK@KZA.QC.CA



ODEKAN
HEADSTART

CHRISTMAS EVE BOX REGISTRATION FORM

FOR CHILDREN 0-6 YRS OLD

NAME: _____

AGE: _____

PHONE: _____

ADDRESS: _____

SIZE: _____

*PLEASE FILL OUT INDIVIDUAL FORMS PER
CHILD. DROP OFF TO ODEKAN HEADSTART OR
EMAIL TO KATRINA.WHITEDUCK@KZA.QC.CA BY
FRIDAY DECEMBER 5TH @NOON

Migwech

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



HOLY ROSARY

DEC. 7 /25

11: 00 AM

Happy 2nd week of Advent!



WELCOME

Mass for: Rosie Commonda, 1st Anniversary from

Peggy & Susie.

**Pauline Dumont, 28th Anniversary from the
family.**

Louis Branchaud from family & friends.

Hubert family from Pierre Chartrand & Marthe Hubert.

Deceased relatives of Roselyn Brazeau.

Gaston from the Paquerette family.



**28th Anniversary
Pauline Dumont (Bourguignon)
1934 - 1997**

Beloved Wife of Patrick, Dear Mother of Suzanne, Butch, Pat, Jo-Ann, Gary and Raymond. Loving Grandmother of Brandon, Dwayne, Raven, Chase, Joshua, Kane, Julian, Jenna, Brett, Wyatt, Julianne, Jack and Lance. A Loving Great Grandmother of Wade, Sophia, Myles, Elyana, Cyanah, Mackenzie, Livia, River, Everleigh, Oliver, Cale, Wesley, Silas, Skyla, Jasper, Dorothy and Knox.

**Sadly missed along life's way.
Quietly remembered every day.
No longer in our life to share,
But in our hearts, you're always there.**

**We know that you are listening from above.
There's nothing that we value more than your love.
No matter where we are or what we're doing,
Your memories will always keep us smiling.**

We love and miss you deeply. Love your Children, Grandchildren and Great Grandchildren. A memorial mass will be held on Sunday, December 7, 2025 at 11 a.m., at the Holy Rosary Church to mark the 28th Anniversary of her death.

