



#### KITIGAN ZIBI ANISHINABEG

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

Dear Band members,

On behalf of the Chief and Council we wish you good tidings and a Happy Holiday Season and a Merry Christmas.

May the Holiday Season bring joy to you and your family and the New Year bring you health and prosperity.

Thank you to all KZA employees for your work efforts to ensure the delivery of essential programs and services to our membership.

This is to inform you that our next Chief and Council General Band Meeting will be held Saturday January 17, 2026 from 9:30AM to Noon. Please come and participate and give us your opinion on issues of concern. Your ideas and views are important to guide the Council in their decision making.

Migwech

Chief and Council



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## REQUEST FOR PROPOSALS ELECTORAL OFFICER – ELECTIONS 2026

Dear Band Members,

This is to inform you that the 2026 is a Band Chief and Council election year.

The election date is set at August 15, 2026 with nominations a minimum of 42 days before elections.

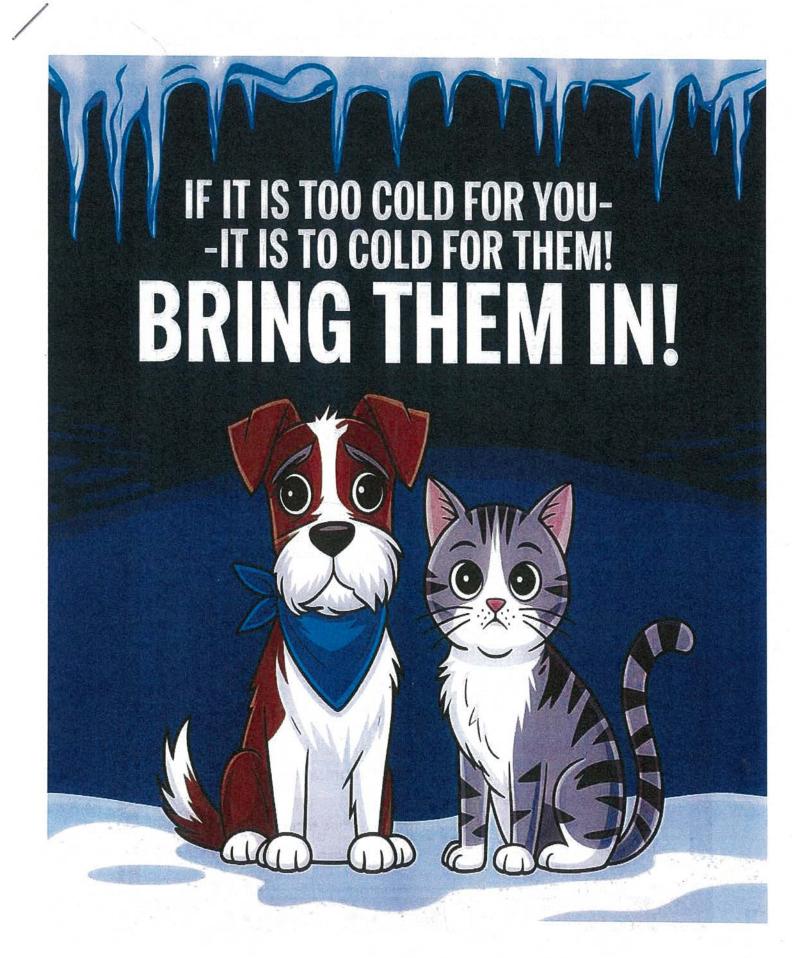
We are seeking an electoral officer to carry out the nomination and election as per the Indian Act election regulations.

This will be contract work. If you have the necessary experience to carry out the elections as per the Indian Act election regulations please submit a written proposal no later than March 6, 2026.

Preparatory work for the nomination and election will begin no later than April 6, 2026.

Please send your proposal and hourly rate to the Band CEO, Jean Philippe Ethier at <u>Jean-philippe.ethier@kza.qc.ca</u> or drop it off at the Band Council office **before March 6, 2026.** 

KZA reserves the right to select based on experience and best fit.





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# Income Security Cheques for January 2026 to be released on Thursday December 18, 2025. The Community Services Office WILL BE CLOSED DECEMBER 22, 2025 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.



Kidjīmāninān is inviting community members to share photographs to help tell the story of why these places matter and should be protected. Pictures are a great way to prove our land use and occupation, and can strengthen our case for protection. Pictures can be of:

-Hunting, Fishing, Trapping, Harvesting

- Canoeing, Camping, Traditional activities

- Scenic views of waters, forests, and wildlife

-Family Pictures or individuals on the Land

Selected photos will be featured in a Story Map on the Kidjīmāninān website. Multiple submissions are welcome. You will be asked to indicate where the picture was taken and sign a consent form so that we can use the photo.

BRING YOUR PHOTOS TO THE NRWO OFFICE BY JANUARY 23, 2026 TO BE SCANNED OR SEND THEM TO TARA.DECONTIE@KZA.QC.CA



#### L'Ange-Gardien

A rare forest rich in medicinal plants and wildlife. This area protects mature maple, oak, and hemlock forests, supports wildlife corridors, and preserves old forests that store carbon.

#### Deschesnes-Chaudieres Aylmer Cooridor

One of the last natural corridors linking Gatineau Park to the Ottawa River. This site protects sacred portage routes, Chaudière Falls, and nearly 50 species at risk.

#### Isle-aux-Allumettes

A culturally and ecologically unique island with over 6,000 years of Anishinabeg presence. Home to rare plants, sandy dunes, blueberry barrens, and fire-dependent ecosystems found nowhere else in Quebec.

#### **Knox Landing**

The richest biodiversity hotspot in the Outaouais. It protects globally rare alvar ecosystems, and dozens of rare plant and animal species.

#### Lac du Poisson Blanc

Ancient forests and important watershed protection. This area helps protect water quality, rare plants, wildlife habitat, and potential old-growth forests.

## Sand Bay & Clarendon Station

An exceptional concentration of rare plants and animals in one place. These alvars support unique grassland ecosystems and an important butterfly milkweed population.

#### La Pêche

A key link in the Gatineau Park ecological network. This area protects headwater streams, old forests, and a diversity of plant and animal life.

#### Thirty-One Mile Lake

A vast landscape connecting four protected areas. It includes caves of cultural importance, old pine and cedar forests, and rare cedar used for birchbark canoes.

#### Waltham Escarpments

Limestone cliffs, mature forests, and headwaters.
This area is a regional stronghold for rare plants and offers important research and wildlife habitat.

#### Islands on the Catineau

River islands that support wildlife habitat, cultural use, and natural shoreline protection. These islands help maintain healthy river ecosystems and safe travel routes on the water.

## Baskatong North Shore MISHOMIS

An ancestral place near and dear to KZA community members. This area aims to protect the 2 main tributaries of the Baskatong, Gens-de-terre River and Gatineau River North.

PROPOSED PROTECTED AREAS



KIDJĪMĀNINĀN

Ensemble pour la Terre Ensemble pour la 8° génération Together for the Land Together for the 8th generation



## Kichi Mìgwech

#### A big Thank You

Kichi Mìgwech Garden River Catering, Azure ondje ki chìbàkwewin. Kì kichi minopigwad.

A big Thank You to Garden River Catering for your cooking. It was delicious.

Kichi Mìgwech kaye DiamondPheonixCreations kà ojiton kashkapidjiganan. Kwenàdjiwanon.

Kichi Mìgwech Angelina Tolley ondje kid-ondamitàwin, ki gashkigwàsowin kwenàdjiwan.

A big Thank You to DiamondPheonixCreations for the gifts you made. They are beautiful.

A big Thank You to Angelina Tolley for her beautiful work, your embroidery work is beautiful.

Merry Christmas to All.



## Minowàzog megwe Anwàseg Have Happy Holidays

Kà-Nàgadawenindamodjig Akì, Nibì ashidj Awesinzag apenimog kidji minowàzoyeg Nìbà-Ayemiyàniwang ashidj Animikodàdinàniwang.

The Land, Water and Animals Advisory Committee would like to wish everyone a Merry Christmas and Happy New Year!

The LWAAC office will be closed starting Monday, December 22, 2025, and will return on Monday, January 5, 2026



For your information, The Land, Water and Animals Advisory Committee are still accepting cabin applications. For further information, contact LWAAC coordinator, Mariette Buckshot at 819-449-5170 or at LWAAC.Coordinator@kza.qc.ca



#### Shìbàskobidjigedà ashidj Pibon-webinàbìdà

#### Let's set a Fish-net and do some Ice-fishing

The Land, Water and Animals Advisory Committee are inviting KZA members and other First Nations to come out for a day of fishing!!

LWAAC is planning a day to set a fish net, while the net soaks we will do some ice fishing. We plan to set the fish net at 10:00am, and while the net soaks we can go ice-fishing.

<u>Sign-up</u> with the Land, Water and Animals Advisory Coordinator Mariette Buckshot.

The day will be filled with a learning experience for those that have not seen the practice of setting a fish net and ice-fishing, Algonquin vocabulary and phrases surrounding winter fishing, but most importantly, being out on the land with family, friends and community.

#### Participation Prizes to be won!

Shore Lunch to be served!

## <u>STAY TUNED IN THE NEW YEAR FOR MORE INFORMATION OF WHERE AND WHEN!!</u>





## Ànin ekidon Algonquin language Social



## Pijàg! Anishinàbemodà



To: open to all community members, all ages, for different levels of speakers (beginner to fluent speakers)

Every Wednesday evening, I offer language teachings for everyone that is interested in learning Algonquin.

When: Starting on Wednesday, January 7, 2026

Where: Multi-Use building

Start time: 6:00 pm

nànàge

Ki sàgìhin

Andagàdj



JOB TITLE	Executive Director
DEPARTMENT	Administration
MANAGER	Executive Comitee
WORK LOCATION	C.P. 2010, Kahnawake, Québec, JOL 180
SALARY	Salary according to the current pay scale
EMPLOYMENT TERM	Permanent
WORK SCHEDULE	Full-time, 35h/week

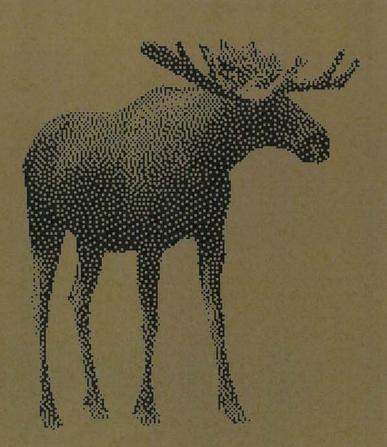
<sup>\*</sup> When qualifications are equal, preference will be given to First Nations applicants.\*

#### **PURPOSE**

The FNHRDCQ is seeking an Executive Director who is committed to the autonomy and well-being of First Nations individuals in Quebec and to the development of the communities.

#### JOB DESCRIPTION

In accordance with the statutes and regulations, mission, guidelines, values, and general policies of the FNRHDCQ and under the authority of the executive committee, the incumbent is responsible for ensuring the sound management of all of the organization's services and resources in order to fulfill its mission and mandates and achieve its objectives.



#### TASKS AND RESPONSIBILITIES

- · Ensure the delivery of professional services by the organization in the areas of human resources, employment, training, and skills development,
- Innovate, define, and propose objectives and indicators for strategic plans based on the issues and orientations defined by the members at the
  assembly and according to the priority needs of First Nations;
- · Ensure sound governance of the organization, in accordance with its statutes and regulations.
- Act as a resource person for the AFNQL Regional Chief and the Assembly of Chiefs;
- · Identify political and strategic issues that need to be brought to the attention of the Regional Chief and the Chief responsible for the FNHRDCQ file;
- · Ensure the rights, inclusion, autonomy, and governance of First Nations,
- Establish and maintain a network of strategic relationships with elected officials and representatives of member communities, Indigenous
  organizations, government departments, and other partners;
- Defend the interests of the collective (local and urban) at the national and provincial levels by participating in various working committees, advisory committees, engagement sessions, technical work, and negotiations with other agreement holders;
- · Represent the FNHRDCQ at regular meetings of the AFNQL's CORs (regional commissions and organizations) to address issues and matters of interest that affect the employability of First Nations and other sectors of activity;
- · Promote the organization and oversee the development of public relations initiatives aimed at improving its visibility, brand image, and credibility;
- · Act as spokesperson for the CDRHPNQ in responding to media inquiries and other public relations requests;
- · Seek out development opportunities that could help the organization fulfill its mandates.

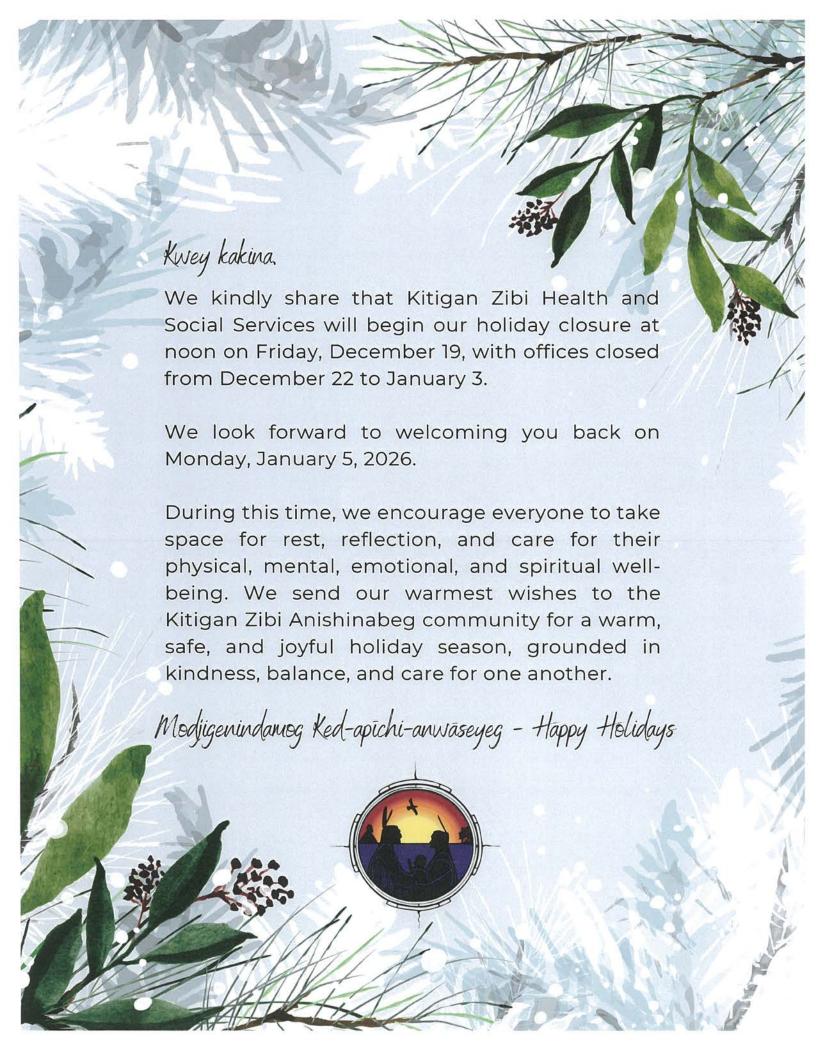
#### **KEY SKILLS**

- Demonstrate leadership skills to guide an organization and inspire and mobilize all stakeholders involved with the FNRHDCQ:
- · Possess political acumen and strategic thinking skills;
- · Have strong interpersonal and communication skills;
- Have strong change management skills;
- Experience, knowledge, and understanding of the realities faced by First Nations, Métis, and Inuit peoples and urban communities.

#### REQUIREMENTS

- · Bachelor's degree in business administration or equivalent training
- Minimum of five (5) to seven (7) years of executive-level management experience
- Studies in public management in an Indigenous context or equivalent (an asset)
- · Knowledge of the administrative functioning of services and programs offered to First Nations
- · Knowledge of programs and services offered in the Quebec network (an asset)
- · Proficiency in Microsoft Office (Excel and Outlook)
- · Advanced proficiency in both official languages
- · Proficiency in an Indigenous language (an asset)
- · Be available to travel
- · Be guided by the fundamental principles and values of First Nations and the organization

TO APPLY OR FOR MORE INFORMATION, PLEASE CONTACT THE HUMAN RESOURCES DEPARTMENT AT: RH@CDRHPNQ.QC.CA





Kwey KZ!

We're so lucky to have our skating and hockey rink at Ōde Wīdōkāzowin—let's take care of it together!

Please help keep the ice and surrounding area clean, and avoid spilling hot drinks on the ice. Let's be proud of this space and honour it for everyone to enjoy.

Don't forget to bring drinks and stay hydrated! Hydration isn't provided on site, so make sure to have what you need to stay refreshed.

Just a friendly reminder: lights on = rink open, lights off = rink closed

Get out there, move around, and enjoy being active with family and friends. Physical activity keeps our bodies, minds, and spirits strong during the holidays.

Mīgwetch!



## **IMPORTANT**

## **ANNOUNCEMENT**

Please be advised that the Ode
Widokazowin (Exterior) & Rink will
be closed to the public on Saturday
December 20<sup>th</sup>, 2025 until 5pm for
the Christmas Activity!! It'll be
open shortly after the event for the
Public to use!
Migwetch for your understanding!



# MEDICAL TRANSPORTATION HOLIDAY SEASON

\*\*\*IF YOU HAVE AN APPOINTMENT DURING THE HOLIDAYS\*\*\*

**DECEMBER 21<sup>ST</sup>, 2025 – JANUARY 5<sup>TH</sup>, 2026** 

PLEASE CALL THE HEALTH CENTRE

819-449-5593

BEFORE

**DECEMBER 19, 2025, BY 11:00AM** 

TO SCHEDULE YOUR TRIP OR OBTAIN AN ATTESTATION FORM

\*\*\*OUT-OF-TOWN TRANSPORTATION WILL BE LIMITED\*\*\*

#### OUT-OF-TOWN MEDICAL TRANSPORTAITON





\*\*\*PRE-SCHEDULED OR EMERGENCY TRIPS\*\*\*



PLEASE CALL 819-449-8478

## LOCAL MEDICAL TRANSPORTATION



#### **AVAILABLE**

FOR
\*\*\*LOCAL TRIPS DAILY FROM 6AM TO 8PM\*\*\*



CALL 819-449-8478



\*PLEASE REMEMBER THIS NOT AN EMERGENCY SERVICE, CALL 9-1-1\*

WISHING YOU ALL A SAFE & HAPPY HOLIDAY SEASON

MEDICAL TRANSPORTATION TEAM

## Medical Transportation Payment Schedule For Private Trips

Deadline to submit Medical Attestations To KZHSS (Medical Dispatcher)	Date of payment to clients
Thursday January 8, 2026	Monday January 19, 2026
Thursday February 12, 2026	Monday February 23, 2026
Thursday March 12, 2026	Monday March 23, 2026
Thursday April 9, 2026	Monday April 20, 2026
Thursday May 7, 2026	Monday May 19, 2026
Thursday June 11, 2026	Monday June 23, 2026



**Dates:** 

Dec 19,

Jan 16, 23

Feb 6, 20, 27

March 6, 13

April 3

FRIDAY'S MANIWAKI ARENA

118 LAURIER STREET MANIWAKI, QC, J9E 2K4

SPONSORED BY: KZHSS & ABL EDUCATION







May your home be filled with the wonderful aroma of cookies and the warmth of cherished memories.





# In loving memory of .... GAIL GAGNON

March 15, 1957 - December 10, 2025

Our family would like to extend our heartfelt thanks to the entire community for the love, compassion, and support shown during this difficult time. Anyone who knew Gail, through her many years of dedicated service to the public, knew how she brought joy to everyone she met. Her warm greetings, infectious smile, and kind heart touched so many throughout the community. She will be deeply missed by all who had the privilege of knowing her.

We would also like to thank those who visited Gail in her final days. Your presence brought comfort, peace, and strength to her and to us. Knowing she was surrounded by people who cared for her deeply made her final moments gentler and filled with love.

A special thank you to Marlene, Lorraine, and Jamie for supporting our family by cooking and preparing meals. Your kindness, generosity, and care will never be forgotten. To Derek and her KZ Store family, thank you for the food donations, the visits, and for sharing such an important part of her life. Gail truly loved working at the store and cherished the relationships she built there.

Special acknowledgements are extended to our aunt Cathy and cousin Bonnie for their unwavering care and attention. We would also like to thank our cousin Annie for her constant source of guidance and support while navigating this difficult journey. As we remember Gail with love, we also want to take this moment to wish everyone a peaceful holiday season and to remind you to care for one another and hold your families close.

	With gratitude	
	Kathleen, Lily & Tammy Gagnon	



DEC. 21/25

11:00 A.M.

### 4TH SUNDAY OF ADVENT

(LOVE)

MASS FOR: TOM GAGNON FAMILY by Bruce Gagnon

GILBERT BRAZEAU by Roselyn Brazeau

LOUIS BRANCHAUD by Mike Budge

THIS YEAR THERE IS NO CHRISTMAS EVE MASS.

Christmas Mass is on Christmas Day,

#### MASS IS FOR:

PAULINE, PATRICK SR. & JOSH DUMONT, Love Family.

**BERTHA & JOHN COMMONDA, Love Family** 

MAURICE & JOYCE TENASCON, Love Family

**RONALD WHITEDUCK, Love Family** 

Church volunteers (Administration & Choir) pray for you and your loved ones Health & Happiness.