

KITIGAN ZIBI ANISHINABEG

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

NOTICE

Please be advised that the General Band Meeting that was scheduled for Saturday January 17, 2026 is postponed to Saturday January 31, 2026 due to the recent loss of a community member.

We appreciate your understanding.

Respectfully,

Kitigan Zibi Anishinabeg Band Council



KITIGAN ZIBI ANISHINABEG

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STOVE WOOD PROJECT 2026

Please refer to the KZA Stovewood Policy for all rules and regulations related to the stove wood project

Road construction has begun and the stovewood site and should be complete withing the next week or two. Despite this, we are opening registration and community members can apply for stovewood by filling out a form at the band office. We will send out another flyer once the site is open for the public. This year's stove wood project will be located close to the same location as last year near Green Lake on the road to Cedar Lake.

Registration is now open to order up to 15 cords per household per registered KZA community members and the method to register is detailed below.

How to Register when using contractor:

- Application forms are available to be filled out at the band office front desk.
- The form indicates the name of the applicant, how many cords are being requested, the address of the household and the name of the contractor who will be doing the logging.
- Contractors are strictly prohibited from harvesting wood for people who have not yet registered. Field supervisors will have an updated list of registered names every morning. Therefore, contractors must wait for the day following registration to begin harvesting wood for a given community member. Contractors who harvest before receiving confirmation from the field supervisor will be penalized.

Community members who are purchasing stove wood from individuals working at the site, are encouraged to place orders as soon as possible. There will be a list of contractors with phone numbers posted at the band office.

REMINDERS

- Individuals must arrange and pay for all costs incurred in obtaining the stove wood with the contractor you hire. The band is not responsible for coordinating delivery or paying for stove wood on the community member's behalf.

- Contractors or Community Members who wish to cut their own wood must contact the stove wood supervisor to be placed prior to beginning work.

- The site will open Monday to Sunday from 8:00 am to 5:00 pm. For safety reason, no one is allowed on site after the supervisor has left. The last time to access site is 4:00pm, this is to ensure that all trucks leave site by 5:00pm.

-The stovewood site is an active worksite. If you are not involved in harvesting stovewood, do not visit the site during operating hours (8-5) since there is a safety risk for the general public.

If you have any questions, please direct them to the on-site supervisor or to Erik Higgins at 819-449-5170 ext.1800

shibàskobidjigedà ashidj Pibon- webinàbìdà

Let's set a fishnet and do some Ice-fishing

**The Land, Water and Animals Advisory Committee invite KZ
members and other First Nations members to a day of
Icefishing and view how to set a fishnet!**

A Shore lunch will be served!

Àndapìch/when: Saturday, January 24, 2026

Àndì/where: Pìtòbìg Sàgahigan/Pitobig Lake

Màdjitàmin/starting at: 10:00am

**HAVE EVER OBSERVED HOW TO SET A FISHNET IN THE
WINTER?**

**WE WILL BE DEMONSTRATING HOW AND LETTING THE
NET SET FOR THE DAY.**

Participations prizes to be won!!!

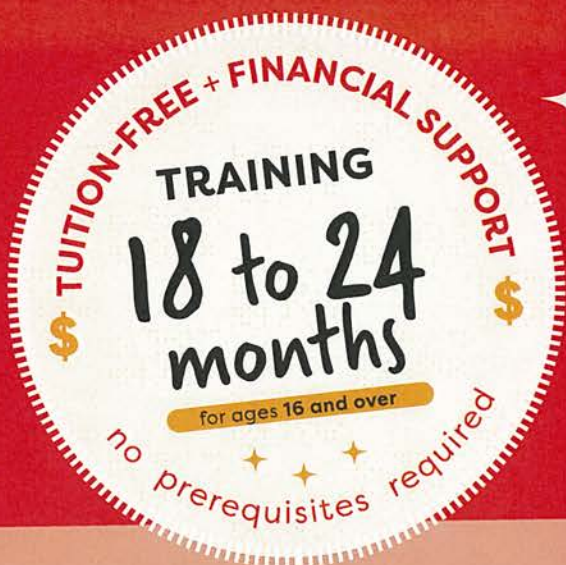
**For further information, feel free to contact LWAAC Coordinator,
Mariette Buckshot at 819-449-5170 ext: 1850**

LWAAC.Coordinator@kza.qc.ca

**Please dress for the weather, and In the case of bad
weather, we will Icefish on another day!**

TAKE CARE OF YOUR COMMUNITY, develop your skills

Earn Your Diploma to Become
a Personal Support Worker



DEADLINE
2026-01-31

SIGN UP

FOR THE INFORMATION SESSION

EXCLUSIVE training program
for **First Nations peoples**

- 1 BASIC FRENCH LEARNING**
Develop necessary basic French skills to interact with fellow colleagues and patients in your new place of work (6 months with financial allowance)
- 2 WORKPLACE INTERNSHIP**
Supervised hands-on experience offered by the CISSS de l'Outaouais (6 to 9 months, salary \$26,62/hour, maximum 36.25h/week)
- 3 CUSTOMIZED TRAINING**
with evaluation to obtain your diploma of vocational studies (DVS) (6 to 9 months, salary \$26,62/hour, maximum 36.25h/week)

- 4 OBTAIN YOUR DVS**
in support for assistive services in health and social services institutions
- 5 WORK AT THE CISSS DE L'OUTAOUAIS**
as a personal support worker

Contact us or register by email
07_cisso_formation_RH@ssss.gouv.qc.ca



Photo Contest

Share Your Photos on the Land and receive up to \$50 per picture, if chosen

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



KIDJĪMĀNINĀN

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

L'Ange-Cardien

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.

Deschênes-Chaudières Aylmer Corridor

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 Gatineau

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^e génération

Together for the Land
Together for the 8th generation

Endong Senior Activities January 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Transportation to and from Endong Senior Meals & Activities (55+) is available. Please call Roonie Tenasco at 819-449-8372 to arrange transportation for these activities at the Hall. Migwetch				1	2	3
				Closed for the Holidays		
4	5	6	7	8	9	10
11	12	13 KZHSS Health Director Visit	14	15 Nutrition Talks with Marie-Eve 930am Meal Prep	16	17
18	19	20 NNADAP with Darren 930am	21	22	23	24
25	26	27	28 Medical Transportation with Candice 1130	29 Nutrition Talks with Marie-Eve 10am Diabetic Bingo	30	31

WEEKLY SCHEDULE

Monday

Soup & Sandwiches
Starts at 1130am



Tuesday

Breakfast 930am



Wednesday

Endong Meal 11:30am
Bingo 1pm



Thursday

Breakfast 9:30am



NALOXONE EDUCATION + OVERDOSE RESPONSE

TRAINING



Naloxone (Narcan), given as a nasal spray, can reverse the effects of an opioid overdose/drug poisoning and save a life. Learning to use it is a way of caring for our relatives and protecting our community. Together, we honour life and look out for one another.

 **Community Hall**

No registration required
Light meal will be served

 **January 28, 2026**

 **5:00pm–7:00pm**



**For more information,
please contact:**

Darren McGregor
NNADAP Substance Abuse Counsellor
(819) 449-5593 ext 2017
darren.mcgregor@kza.qc.ca



Hello, my name is Jayden Stevens, and I am excited to introduce myself as the new Youth and Wellness Worker at Ode Widokazowin, alongside with Annie Commando. I am passionate about supporting young people and promoting overall well-being in a safe, welcoming, and supportive environment. I believe in meeting individuals where they are and helping them build confidence, resilience, and healthy coping skills.

Outside of work, I am a proud father of four children and a devoted husband to Brooke Whiteduck. Being a parent and partner has strengthened my understanding of the importance of family, balance, and emotional well-being, which I bring into my work each day. I look forward to building positive connections and working together to support growth, wellness, and success.



Kwey, my name is Annie Commando. I have been hired as the new Youth Wellness Worker alongside Jayden at Ode Widokazowin.

Here is a little bit about me I am the daughter of Veronica Chabot and the late Barry Commando. I have a family of my own Davis and Lacey and my partner Keith. I was born and raised here in Kitigan Zibi. I have worked in other positions for the community.

I am very excited and honored to be part of the Ode Widokazowin team and to work with the youth in the community. Look out in the flyers for upcoming fun youth activities for the community.

Any questions or any possible activities that you would like to see for the youth please contact me at 819 449 2323 ext. 2807 or at annie.commando@kza.qc.ca



FAMILY BOWLING



TUESDAY

JAN 20TH, 2026

**5:30PM-
7:30PM**

**DRINK &
SNACK**

COVERED



THIS MONTH'S THEME: SPORTS JERSEYS

Come dressed in your best Sports Jersey for a chance to win some gift cards worth 50\$ each

TO REGISTER FOR THIS PROGRAM:

Contact Sports & Recreation Kane or Colten @
819-449-2323 ext: 2811/2812



MONDAY FLOOR HOCKEY

AT K.Z. SCHOOL
FROM 6-8PM

STARTING MONDAY
JAN 19TH, 2026

**WILL NEED
INDOOR SHOES**

For more information Call Kane or Colt at
819-449-2323



JOB OPPORTUNITY

OPEN UNTIL FILLED

January 14, 2026

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 Kikinamage Mikan, Maniwaki, Quebec
Terms : Full Time–Indeterminate
Hours : 35 hours per week (Varied schedule)
Salary : KZA Salary Scale Level 5 (Range negotiable)
 in accordance with the *KZA Human Resource Policy*
Immediate Supervisor : KZHSS Director
Date of Job Description : May 2025

KZHSS MISSION STATEMENT

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

CLIENT SERVICE RESULTS

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

KEY DUTIES

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

KNOWLEDGE AND SKILLS

- 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.



Kitigan Zibi Anishinabeg Cultural Centre

54 Makwa Mikan, Maniwaki, Quebec J9E 3B1 Phone 819-441-1655 Fax 819-441-2665

*****BEAD MAN*****

The Bead Man from Shenendoah
Beads from Kahnawake will be at the
Cultural Centre:

Date: January 22, 2026

Time: 10:00 am to 6:00 pm

Check out the Cultural Centre
Facebook page for updated info
regarding his arrival and set up time.



Language and Culture
present:

#POWWOW360

**MINO BIMADIZOWIN THROUGH
DANCE**

Kwey Kakina, Hello Everyone,

Are you, your child, or your family Interested in
learning about traditional dancing?

And what does it mean to 'dance your style'?

Mariah Miigwans will be hosting dance classes
and sharing some Pow-Wow teachings.

WEDNESDAY EVENINGS

6:00 PM - 8: 00 PM

KZ SCHOOL GYM

Starting Wednesday, January 14th, 2026 at
6:00 pm. Hope to see you there.

Let's prepare for Pow-Wow Season 2026!



**TO LEARN MORE ABOUT THIS PROGRAM, PLEASE CONTACT
MARIAH.SMITH-CHABOT@KZA.QC.CA**



Odekan Headstart
Spaces still OPEN for
Sagabigoni program and
Caregiver's Afternoon Out
For more info call Katrina
@ 819-449-2702 for
registration



MONDAY

Sagabigoni program (3-4yrs old)
8:30-11:30am

Caregiver's Afternoon out (6 months- 2 yrs old)
1:00-3:00pm

TUESDAY

Sagabigoni program (3-4yrs old)
8:30-11:30am

Caregiver's Afternoon Out (6 months-2 yrs old)
1:00-3:00pm

WEDNESDAY

Sagabigoni program (3-4yrs old)
8:30-11:30am

Caregiver's Afternoon out (6 months - 2 yrs old)
1:00-3:00pm

THURSDAY

Sagabigoni program (3-4yrs old)
8:30-11:30am

Baby Home Visits-1:00-3:00pm
Disinfecting/planning

FRIDAY

Sagabigoni program (3-4yrs old)
8:30-11:30am

Closed for Afternoon

- Caregiver's Afternoon out (Please call in by 11am to reserve a spot)
- Baby Home Visits (Call in if you would like a home visit. Can include dropping off books/toys/info)
- New baby flyers (Contact Odekan to have your new baby photo in the flyer)
- Contact: Katrina Whiteduck 819-449-2702 ext 3204
- Email: katrina.whiteduck@kza.qc.ca
- Address: 367 Paganakomin Mikan, Maniwaki, Qc J9E 3B1

HOLY ROSARY CHURCH

January 18th, 2026

Ordinary Time

MASS FOR: MICHELE DUMONT COOKO

by Family & Friends

GISELE JOLY

by Family & Friends

YVONNE BEDARD

by Roselyn Brazeau



**CKWE is back in the weekly
bingo grind starting Jan 15th
at 7:00pm with a Regular
Bingo!**

Get your bingo pads at any of our locations:

KZ Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

Spearhead Store

Arthur's Smoke Shop

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