


**KZA RECYCLE/GARBAGE SCHEDULE
MARCH 2026 – JUNE 2026**

 **COLLECTION DAY**

GARBAGE PICKUP

MARCH 2026

S	M	T	W	T	F	S
1	2	3	<input type="checkbox"/> 4	5	6	7
8	9	10		12	13	14
15	16	17	<input type="checkbox"/> 18	19	20	21
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29	30	31				

APRIL 2026

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MAY 2026

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31						

JUNE 2026

S	M	T	W	T	F	S
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21	22	23	<input type="checkbox"/> 24	25	26	27
28	29					

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



KITIGAN ZIBI ANISHINABEG

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

February 17, 2026

Dear Band Members,

We are all saddened by the tragic incident that took place last week. We must work together as a community to help those who are experiencing distress and discouragement. There is help but you must reach out to family, friends or Health and Social Services to seek guidance to help you cope with life's many difficulties.

Parents are the front-line people, first and foremost, responsible for caring for and protecting their children who deserve care and attention in a safe and friendly environment free of violence in any form.

Our Health and Social Services are there to assist Band Members if specialized care is required to address serious distress and social family issues.

There is help for those who want treatment for addiction of any kind, but you must make that decision for yourself, that is the first step towards sobriety and a better life for self and family.

Let us all work together in solidarity to make our community a healthy environment for everyone.

Chief Jean Guy Whiteduck



Message from the AFNQL Chief

Grand Chiefs and Chiefs,

The beginning of 2026 promises to be a demanding period for our Nations. With provincial elections scheduled for October, a visit to the United Nations Permanent Forum on Indigenous Issues (April 20 to May 1), and a European mission planned for the spring, the coming months will offer important opportunities to advance our priorities and strengthen our positioning, both here and internationally. The recent events in Mistissini and Manawan also remind us of the importance of remaining united and attentive to the realities experienced in our communities.

Over the coming days, several political files will continue to mobilize us, notably at the National Assembly of Québec regarding Bill 1 on the Constitution of Québec, Bill 5, Bill 11, Bill 12, and Bill 13. The AFNQL will continue its work to keep you informed of initiatives that may impact our rights and to support coordinated action for the benefit of our First Nations. At the federal level, we will be closely monitoring developments related to Bills S-2 and C-15, the Budget Implementation Act.

I want to emphasize the importance of our collaboration and look forward to continuing this work alongside you.

Tshinashkumitinau,

MAJOR POLITICAL FILES

- **Public Safety**
- **Draft Constitution of Québec**
- **First Nations Child and Family Services Reform**
- **Forest Regime**
- **Building Canada Act (C-5)**

PROVINCIAL ELECTIONS 2026

The parties will be invited to participate in the Chiefs Assembly.

AFNQL CHIEFS ASSEMBLY

The AFNQL is preparing the next Chiefs Assembly, which will be held from May 26 to 28, 2026, in Montréal. The parties will be invited to participate in the Chiefs Assembly.



NEW WEBSITE

The AFNQL has a brand-new look — visit the new website: apnql.com

NEW RESOURCES

Two new team members have joined our ranks!





MAJOR POLITICAL FILES

Public Safety:

- A tripartite meeting on public safety took place on December 5, 2025. Present were the federal and Québec ministers responsible, Mr. Anandasangaree and Mr. Lafrenière, as well as the First Nations representatives: the AFNQL Chief and Chief Lance Haymond, the file-holder.
- Another tripartite meeting is expected to be organized shortly.
- The AFNQL Chief was present at the National Assembly of Québec to appear, along with Chiefs Lance Haymond of Kebaowek and Jonathan Germain of Mashteuiatsh, before a parliamentary committee and deliver an address on public safety, funding, essential services, language barriers, and consultation.
- It is also worth noting that the Québec First Nations and Inuit Police Directors Association (ADPPNIQ) was convened just prior to the AFNQL.

Draft Constitution of Québec:

- The general consultations on Bill 1 (PL-1) began on December 4, 2025, and will conclude on February 18, 2026.
- Two meetings of an AFNQL Chiefs' strategic committee were held in preparation for the general consultation on Bill 1.
- Three meetings of the technical committee on Bill 1 were also held, with the participation of: Me Olivier Courtemanche (Essipit), Me Pierre-Simon Cleary, Me Sophie Gagné (CSSSPNQL), Me Charlotte Chicoine-Wilson, Me Flavie Riou-Routhier (IDDPNQL), Prof. Geneviève Motard (Faculty of Law, Université Laval), and Prof. Félix Mathieu (Department of Law, Université du Québec en Outaouais).
- More than 15 Grand Chiefs, Chiefs, and councillors attended, in addition to the AFNQL Chief, including representatives from Wendake, Kahnawake, Lac Simon, Unamen Shipu, Essipit, Akwesasne, Gespeg, Manawan, Opitciwan, Mashteuiatsh, Kawawachikamach, Timiskaming First Nation, and Ekuanitshit. There were also representatives from the RCFNL, FNQLYN, and FNQLHSSC.

First Nations Child and Family Services Reform:

- Francis Verreault-Paul, Chief of the AFNQL, is the file holder for the national reform of First Nations Child and Family Services as well as for Jordan's Principle at the national level.
- He met with the National Chiefs' Committee on Children and Families (NCCCF), the First Nations Child and Family Caring Society, and the AFN regarding the implementation plans for the Child and Family Services reform.
- He is actively working in collaboration with the National Chiefs' Committee on Children and Families, the First Nations Child and Family Caring Society, and the AFN on this file.

Build Canada Act (C-5):

- In recent months, the Privy Council Office has been seeking to organize "regional engagement sessions" with First Nations on the Building Canada Act. The AFNQL asked the government for support in organizing this meeting in a way that would properly inform the Chiefs about this legislation.
- The Privy Council Office never accepted the AFNQL's outstretched hand, with the result that the meeting held on November 21, 2025, was a complete failure, with only 2 First Nations represented out of 43.

Forest Regime:

- An omnibus bill, Bill 11, was tabled at the National Assembly on December 4, 2025. The AFNQL submitted a joint brief with the IDDPNQL on February 4, 2026, but will not be appearing.



LEGISLATIVE WATCH

FEDERAL

- **Bill S-2, An Act to amend the Indian Act (new registration entitlements)**
 - First reading in the House of Commons (December 10, 2025)
- **Bill C-15, An Act to implement certain provisions of the budget tabled in Parliament on November 4, 2025**
 - Review by the Standing Committee on Finance (February 2, 2026)
- **Bill C-254, An Act to amend the Criminal Code (promotion of hatred against Indigenous peoples)**
 - Little progress since the first reading in the House of Commons, on October 31, 2025

PROVINCIAL

- **Bill No.1, Québec Constitution Act, 2025**
 - Appearance on February 5, 2026, without submitting a brief
- **Bill 5, An Act to accelerate the granting of the authorizations required to carry out priority national-scale projects**
 - Appearance on February 11, 2026, at 11:15 a.m., without submitting a brief
- **Bill 11, An Act to amend various provisions for the main purpose of reducing regulatory and administrative burden**
 - No appearance, but submission of a joint FNQLSDI-AFNQL brief on February 4, 2026
- **Bill 13, An Act to promote the population's safety and sense of security and to amend various provisions**
 - Appearance on February 3, 2026, at 6:45 p.m., without submitting a brief

MEETINGS AND EVENTS

- Tripartite meeting on public safety
- Meeting with the Minister of CIRNAC, Rebecca Alty
- Meeting with Québec Solidaire co-spokesperson Sol Zanetti
- Meeting with Minister Marc Miller
- Meeting with the Minister of ECCC, Julie Dabrusin
- Meeting with the Honourable Michelle O'Bomsawin, Justice of the Supreme Court of Canada and member of the Odanak First Nation
- Meeting with the leader of the Parti Québécois, Paul St-Pierre Plamondon
- Meeting with Québec Liberal Party MNA André Morin
- Three appearances before legislative committees on bills (Bill 1, Bill 5, Bill 13)
- Retreat of the Commissions/Organisations and the Secretariat of the AFNQL
- AFN Executive Committee Meeting
- Speech at the Grand Economic Circle



- Regional Housing Meeting – CoPH 2026
- Meeting with the President of the Université du Québec, Alexandre Cloutier
- Meeting with Québec's Minister of Public Security, Ian Lafrenière



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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 Jean-philippe.ethier@kza.qc.ca 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.

WATER MOVEMENT CELEBRATES

National Indigenous Water Operator Day

Clean water does not happen by accident.

It happens because Indigenous water operators show up — every day — to operate, monitor, and protect the systems their communities rely on. Their work is complex. Their responsibility is constant. And much of the time, it goes unnoticed.

National Indigenous Water Operator Day exists to correct that imbalance — to bring national attention to work that is essential, demanding, and foundational to community health, wellbeing, and sovereignty.

March 21 marks a national moment of recognition for Indigenous water operators, grounded in the work they carry out every day in their communities.

As part of this year's recognition, the **National First Nations Water Leadership Award** will be announced in alignment with National Indigenous Water Operator Day. Communities are invited to nominate an individual or team who has demonstrated leadership and outstanding dedication to the advancement of clean and safe drinking water in First Nations communities — today and for future generations. **Nominations are open until February 28, 2026.**

Enclosed is a letter from Prime Minister Mark Carney recognizing National Indigenous Water Operator Day and the essential role water operators play across the country. The artwork on the reverse of this letter honours the operators and the systems at the heart of this work.

As we mark five years of National Indigenous Water Operator Day, we invite communities, organizations, and partners to take this moment — to recognize your water operators, to celebrate their leadership, and to prepare for March 21 in ways that reflect the importance of their work.



Scan to nominate an individual or team for the
National First Nations Water Leadership Award
open until February 28, 2026



JOB OPPORTUNITY

OPEN UNTIL FILLED

January 28, 2026

POSITION:	Mental Health 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 7 (range based on experience)
DUE DATE:	Open until filled

The Mental Health Social Worker develops, assists, and facilitates mental health service delivery through established mechanisms and partnerships with internal/external resources to community members. They work as a member of a multi-disciplinary team to provide social services to students, families, school, senior-care residents, hospital patients and clients with disabilities.

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 Human Resources Department.

Contact information:

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

Phone: 819-315-0667 ext. 1601

Location: Human Resources Department – 315 Fafard Street, 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 HEALTH & SOCIAL SERVICES

Mental Health Social Worker Job Description

GENERAL INFORMATION

Job Title : Mental Health Social Worker
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : As designated by KZHSS Director
Terms : Full Time–Indeterminate
Hours : 35 hours per week
Salary : KZA Salary Scale Level 7 (Range negotiable)
in accordance with the *KZA Human Resource Policy*
Immediate Supervisor : KZHSS Director
Date of Job Description : January 2026

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 Mental Health Social Worker develops, assists, and facilitates mental health service delivery through established mechanisms and partnerships with internal/external resources to community members. They work as a member of a multi-disciplinary team to provide social services to students, families, school, senior-care residents, hospital patients and clients with disabilities.

KEY DUTIES

- Client advocacy.
- Ensures effective communications systems are in place which include referral protocols, guidelines and policies for the management of patients with various service providers.
- Clinical supervision of frontline KZHSS staff.
- Client psychosocial assessment of client needs (individual, family); development of service plans.
- Family, group, individual counselling.
- Judicial and hospital reports.
- Reporting requirements to social workers.
- Public curatorship.
- Develops, implements and provides effective professional learning in the areas of abuse, behaviour management and social emotional issues.
- Remains current on relevant research, best practices, legislation and professional literature.

KNOWLEDGE AND SKILLS	
	<ul style="list-style-type: none"> ▪ Theories, principles, and practices of Human Relations. ▪ Skills in clinical assessment, treatment and intervention. ▪ Knowledge of applicable laws, P-38, Youth Protection laws. ▪ Knowledge of Quebec's laws and regulations under MSSS. ▪ Knowledge of child, youth and family services and educational system. ▪ Knowledge of KZA sectors, services, and multidisciplinary protocols in place. ▪ Knowledge of all relevant KZA/KZHSS policies, KZA Code of Ethics, KZA Human Resources Manual and Privacy Laws. ▪ Knowledge of skills in crisis intervention/tragic response and suicide intervention skills. ▪ Knowledge in providing consultation to professional colleagues, teachers, administrators, parents and guardians.

CONTACTS	
	<ul style="list-style-type: none"> ▪ Briefs Director of issues/concerns. ▪ Provides input on policy and procedural changes. ▪ Maintains positive relationships with residents, clients, co-workers and community members. ▪ Works with special needs persons (intellectual), debriefing. ▪ Liaises and networks with local service providers, partners, Centre-Jeunesse, Pierre-Janet Coordinator. ▪ Works with Home-Care Coordinator. ▪ Works with local service providers (CSSSO), institutions, educational facilities, government agencies, health care agencies/facilities, hospitals, seniors' residences. ▪ Works with regional providers, including regional services. ▪ Collaboration with law enforcement

MANAGERIAL/SUPERVISORY	
Human Resources:	<ul style="list-style-type: none"> ▪ Provides clinical supervision and mental health training to KZHSS staff.
Financial Resources:	<ul style="list-style-type: none"> ▪ Not applicable in this position.
Material Resources:	<ul style="list-style-type: none"> ▪ Maintains confidential files, records to ensure their safety in accordance with professional standards, including preparation of reports.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Manages medium to high level stress and multi-tasks daily. ▪ Uses proper techniques to carry or lift heavy objects related to activities. ▪ Mental alertness to changing and challenging situations. ▪ Strong interpersonal mental health. ▪ May be required to intervene in precarious situations. ▪ Ability to work with vulnerable populations and families.
Working Conditions:	<ul style="list-style-type: none"> ▪ Required to transport and at times accompany clients to healthcare and judicial institutions and/or appointments. ▪ Required to work flexible hours. ▪ May be required to respond to emergencies. ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community.

INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> • Bachelor's degree from a recognized university in social work, plus 2 years' experience in a counselling or related field or, • Bachelor's degree in social field and registered to a professional order. • Must be registered or ability to be registered with Order of Social Workers of Quebec, Marriage and Family Therapists of Quebec.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and awareness and Algonquin culture and communities.
Abilities:	<ul style="list-style-type: none"> ▪ Ability to provide a full range of professional social work services as well as delegate tasks in planning, teaching and leadership. ▪ Ability to intervene with children, adolescents, adults, seniors, families, persons with disabilities and subsequently develop a psychological treatment plan. ▪ Ability to be honest, non-judgemental, non-intrusive and to work as a team. ▪ Ability to adopt and apply personal self-care strategies. ▪ Ability to provide psychosocial education to multi-disciplinary teams. ▪ Ability to communicate orally and in writing in English and French. ▪ Ability to work effectively with staff. ▪ Ability to work with standard computer software. ▪ Legally able to work in Canada.
Personal Suitability:	<ul style="list-style-type: none"> ▪ Discretion and diplomacy. ▪ Reliability. ▪ Ability to maintain healthy professionalism and respect for staff, colleagues and clients while working in a stressful environment. ▪ Ability to establish and maintain effective working relations with multiple stakeholders.
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ Valid driver's license for the duration of employment. An employee must have three years driving experience and 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"> ▪ French verbal and written communication skills to communicate with stakeholders in the provincial system. ▪ Ability to communicate in Algonquin.



JOB OPPORTUNITY

1st Posting

February 18, 2026

POSITION:	Community Health Nurse
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	Indeterminate – Full Time (6-month probationary period)
SALARY:	Level 7 (range based on experience)
DUE DATE:	March 5, 2026

Under the supervision of the Nurse in Charge, the Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

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 Human Resources Department no later than **March 5, 2026, by 4:00 P.M.**

Contact information:

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

Phone: 819-315-0667 ext. 1601

Location: Human Resources Department – 315 Fafard Street, 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.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Community Health Nurse

Job Description

GENERAL INFORMATION

Job Title : Community Health Nurse
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Center or as designated by Director
8 Kikinamage Mikan, Maniwaki Quebec
Terms : Full Time–Indeterminate
Hours : 35 hours per week
Salary : KZA Salary Scale Level 7
in accordance with the KZA *Human Resource Policy*
Immediate Supervisor : Nurse Team Leader
Date of Job Description : August 2024

KZHSS MISSION STATEMENT

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

CLIENT SERVICE RESULTS

With the functional support, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse carries out a Community Health service as outlined by the Community Health Program Policies and Procedures for KZHSS. The Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

KEY DUTIES

The nursing practice within Kitigan Zibi is delivered within the Nursing Framework for Practice within Law 90 and *l'Ordre des Infirmiers et Infirmieres du Quebec* (Nurses Code of Ethics), 17 reserved activities for nurses.

Service Responsibilities:

Under the direction, guidance and supervision provided by the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. planning and delivering community health programs, taking into account the physical, social, spiritual, mental and environmental factors which influence each individual, family and community;
- b. delivering an immunization program in accordance to the Protocol Immunization Quebec and the KZHSS Immunization Policy and Procedures. Also, ensuring to

- maintain a communicable disease-reporting program in collaboration with Nurse Team Leader;
- c. delivering the following community health programs in accordance with the KZHSS Community Health Service Policy and Procedure Manual (Preconception Health, Prenatal Health, Maternal Newborn, Infant and Preschool, School Health, and Community Health Services);
 - d. delivering community health services in group or individual settings such as the community health facility, the community hall, the community schools, home visits and/or other designated community sites;
 - e. developing and maintaining positive relationships with the individuals, families, the KZHSS staff and the leaders of the community and clarifying KZHSS Service policies and professional requirements when required;
 - f. supporting the KZHSS in the development of safe efficient health facilities/operations; and,
 - g. meeting with or communicating via telephone with physicians, other nurses, nurse practitioners, optometrists, dentists, other health staff, and hospital authorities or other agencies involved in the care of KZA's community members on a regular basis and as required.

Jointly, with the Health Team, and in accordance to the terms and conditions of any protocols developed, the Community Health Nurse is responsible for:

- h. developing an annual community work plan based on the organizational strategic plan and reviewing and reporting on its progress annually; and,
- i. participating in the ongoing quality assurance process.

Community Health Programs

A) Preconception Health Services :

- a. establishing liaison between the program and school staff;
- b. providing service to all child bearing adults;
- c. providing an annual standardized preconception health curriculum to KZES as per KZHSS Community Health Service Policy and Procedures; and,
- d. with a prescriber's license, offer smoking cessation program to all child bearing adults. Offering Contraception to those who are eligible.

B) Prenatal Health Services

- a. providing extra support to pre-natal individuals considered "at risk" (as identified by the Prenatal Screening Form) and ensuring regular exams by their physician and/or Midwife are received;
- b. providing monthly prenatal screening and assessment clinics;
- c. conducting an in-depth family assessment on any "at risk" prenatal clients, their support and family; collaborating with other teams within KZHSS for support;
- d. providing a standardized prenatal class to all child bearing individuals of any age who are pregnant;
- e. provision of the Nutrition Voucher Incentive Program to those who are eligible; and,
- f. contraception, Smoking Cessation program with prescriber's license.

C) Maternal and Newborn Health Services

- a. receiving a referral from CISSSO/Ontario/ other health facilities on all birthing persons and their newborns post discharge;
- b. working in collaboration with local midwife for postnatal follow-ups;
- c. providing post-natal information and consultations to parents;
- d. providing extra support to newborns considered "at risk" and ensuring they receive regular exams by their physicians, and/or, midwives;
- e. performing overall newborn health assessments based on the maternal/newborn risk assessment;
- f. providing health education and information to individuals and groups on subjects pertaining to child safety, child care, nutrition, breast/chest feeding, parenting, family planning, appropriate regular clinics, group sessions and/or making home visits as required;
- g. delivering an immunization program to ensure all newborns and infants are immunized as required where applicable;
- h. conducting follow up assessments using the ABCDaire Screening Tool and making referrals as necessary;
- i. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program; and,
- j. contraception, Smoking Cessation program with prescriber's license.

D) Infant and Pre-School Health Services

- a. participating in pre-school health screening clinics using approved Developmental Screening Tools (ABCDaire);
- b. conducting necessary screening for preschoolers (e.g. vision, hearing, and any others considered necessary) and completing initial health assessments when required;
- c. delivering an immunization program to ensure all preschoolers are adequately immunized;
- d. providing health education and information to parents regarding their child's health status; where appropriate;
- e. conducting follow up and referring internally to other service providers within KZHSS, and/or external service providers as needed; and,
- f. provision of the ABCdaire Growth & Development and Nutrition Voucher Incentive Program.

E) School Health Services

- a. Establishing liaison and conducting an annual teacher/staff in-service for communicable and infectious disease management and control;
- b. Conducting necessary screening for students (e.g. vision, hearing, and any others considered necessary) and performing health assessments when required;
- c. Monitoring the immunization status of all students attending the on-site community school; providing immunizations in school for eligible classes following the PIQ guidelines.
- d. Providing health education and information to the parents regarding their child's health status;
- e. Obtaining health history, making referrals internally to visiting health professionals (family doctor, GMF nurse, therapist) and external when necessary with consent of parent.
- f. Providing health teachings such as: nutrition, chronic conditions, sex education, etc.
- g. Contraception, Smoking Cessation program with prescriber's license.

F) Community Health Services

- a. provide health screening clinics to assist in identifying chronic diseases; provides teachings on preventing chronic health conditions;
- b. provide health education for chronic disease management to individuals or groups;
- c. assessing physical and social needs of chronically ill adults; following up, monitoring and making necessary referrals when required;
- d. coordinating and delivering routine immunization clinics as per KZHSS Community Health Services Immunization Program, PIQ Immunization Guidelines & Provincial Standards;
- e. ensuring the provision of a TB control program, utilizing First Nations and Inuit Health Branch (FNIHB) and KZHSS protocol to implement regular Tuberculin Skin Testing; liaising with physicians and completing recommended follow up;
- f. provides urgent and non-urgent essential primary health care services (e.g. minor procedures such as prescribed injections, suture removal with prescription, minor wound care);
- g. advocates for client needs and facilitates access to other health services by establishing linkages with appropriate service providers; referrals to appropriate care beyond the scope of nursing practice, assistance with obtaining health records from other service providers;
- h. treatment centre referrals in collaboration with NNADAP program;
- i. referring to foot care services when applicable;
- j. assisting with community health education displays monthly;
- k. assisting with community health promotion and prevention activities; and,
- l. monitors immunization storage, maintenance and ensures proper precautions and protocols are followed to avoid vaccine cold chain break (e.g. records fridge temperature twice daily).
- m. Assists with the bloodwork clinic

Other Responsibilities

Under the direction of the Nurse Team Leader, the Community Health Nurse is responsible for:

- a. reporting to the Nurse Team Leader on all matters pertaining to the Community Health programs;
- b. completing and submitting weekly, monthly, quarterly and annual statistics, correspondence and reports; preparing and submitting immunization statistical data. Completing all communicable disease reports and ensuring all data is submitted to Nurse Team Leader;
- c. completing and submitting an annual community prioritized work plan according to approved format; participating in the annual review and update;
- d. maintaining complete, accurate, and timely charting using the electronic health record system (Medesync);
- e. ensuring safekeeping of over the counter medications, supplies and vaccines;
- f. participating in community health meetings when necessary;
- g. participating in professional meetings, conferences, seminars, and reviewing professional literature for continuing development;
- h. providing Community Health Educational In-services to KZHSS employees, Community Health Service Workers;
- i. reporting on material learned at training seminars attended;
- j. meeting and planning as a team player with KZHSS team members; and,

- k. providing guidance, field experience and supervision of student from nursing faculties when required.

Organizational Responsibilities

As a representative of KZHSS, the Employee is responsible for:

- a. reflecting and interpreting the KZHSS Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Policies, Standards and Procedures;
- c. proposing changes within KZHSS that would improve the quality of service to Anishinabe children, families and community;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabe children, families and communities;
- e. understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabe culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records; and,
- h. participating in annual Performance appraisals.

ACCOUNTABILITY

The Community Health Nurse is accountable:

- a. for following the Medical Directives set out by KZHSS and CISSSO collaboration;
- b. for following all policies, standards and procedures set out by KZHSS & KZA; and,
- c. for maintaining relevant nursing knowledge, skills and leadership competence through continuing education

To the professional governing bodies (Ordres des infirmieres et infirmiers du Quebec).

KNOWLEDGE AND SKILLS

- Theories, principles, and practices of current effective Nursing techniques (e.g. administering vaccines), case management, medication management, infection prevention & control, and adherence to all components of the nursing framework for practice within KZHSS.
- Knowledge of provincial communicable disease prevention and management protocols (e.g. P.I.Q - *Protocole d'immunisation du Quebec*) and database reporting systems; (e.g. SI-PMI - *systeme d'information en protection des maladies infectueuses*).
- Effective interpersonal communications skills, ability to build rapport with others.
- Ability to be honest, non-judgmental, and non-intrusive, and to work as a team.
- Ability to maintain professionalism, discretion and confidentiality at all times.
- Able to uphold and promote KZHSS values, philosophy, ethics and integrity.
- Knowledge of relevant Occupational Health and Safety standards and Accreditation Canada standards.
- Knowledge of all relevant KZA/KZHSS policies: KZA Code of Ethics, KZHSS Code of Professional Ethics, KZHSS Policies and Procedures Manual, KZA Human Resources Manual.
- Knowledge of governing provincial and federal legislative, regulatory and policy requirements specific to the delivery of Health and Nursing programs in the province of Quebec, including but not limited to Privacy Laws, the Nurses Act, Law 90, An Act

to Amend the Professional Code, as well as standards, guidelines, and policy positions of the Ordre des Infirmiers et Infirmières du Québec (e.g. Nurses Code of Ethics).

CONTACTS

- Maintains positive relationships with clients in providing community health nursing program and service delivery through family-centered practice.
- Maintains effective working relationships with local health providers and community agencies to make referrals.
- Collaborates with co-workers, and other community front line workers by participating in multidisciplinary initiatives such as the development of community strategic documents (e.g. pandemic/emergency preparedness plan).
- Networks with external/internal partners to provide evidence-based services and activities for community mobilization; collaborates with the Public Health Protection, First Nations and Inuit Health Branch (FNIHB), Public Health Agency of Canada (PHAC), le Centre intégré de santé et de services sociaux de l'Outaouais (CISSSO) and other regional health care agencies in delivery of usual and emergency programs (e.g. pandemic response planning, mass immunizations, Communicable Disease Control and Management).
- Advocates for clients and coordinates referral to appropriate provincial secondary and tertiary levels of care such healthcare providers /institutions and therapeutic services (e.g. psychologist), and internal/external health, social, and education programs.
- Liaises and networks with local service providers. (e.g. Maniwaki Hospital/CLSC, institutions, educational facilities, government agencies, health care agencies/facilities)

MANAGERIAL/SUPERVISORY

Human Resources:	<ul style="list-style-type: none"> ▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	<ul style="list-style-type: none"> ▪ Not applicable in this position.
Material Resources:	<ul style="list-style-type: none"> ▪ Ensures doctors/nurses medical clinics are fully stocked and maintained, and that equipment is properly disinfected and sterilized. ▪ Ensures protection and confidentiality of client medical files and sensitive healthcare information.

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Manages medium to high level stress and multi-tasks daily; ▪ Uses proper ergonomic techniques to carry or lift heavy objects; ▪ 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"> ▪ Required to participate in KZHSS administrative/operational tasks (e.g. sitting on an interview board). ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community. ▪ Variable workplace setting includes clinic, client homes, and within the community. ▪ Required to use the KZHSS vehicle. ▪ The incumbent of this position may come into contact with communicable diseases, and body fluids such as vomit, blood, spittle, urine and feces.

INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <p><i>or at a minimum:</i></p> <ul style="list-style-type: none"> ▪ College Diploma in Nursing from a recognized public post-secondary college with one year of relevant work experience. ▪ Current registration with l'Ordre des Infirmieres et Infirmiers du Quebec or eligibility to acquire immediate registration. ▪ Must take Immunization Certification course upon hiring and attend mandatory training sessions.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and understanding of Indigenous health concerns and issues, and the ability to apply knowledge and skill in the development and implementation of programs to address identified needs. ▪ Knowledge of Anishinabe culture and issues affecting Anishinabe children and families in Kitigan Zibi.
Abilities:	<ul style="list-style-type: none"> ▪ Monitoring and reporting skills. ▪ Ability to communicate orally and in writing in English. ▪ Ability to manage staff and financial resources. ▪ Computer literacy skills conducive to the office environment. <p>Skills/Abilities</p> <ol style="list-style-type: none"> a. adaptability and ability to establish and sustain a multidisciplinary team approach to integrated service delivery; b. ability to apply ethics of nursing practice in decision making; c. willingness to adapt to the changing demands of the position; d. ability to demonstrate initiative, optimism, discretion, tact, self-assurance, dependability, and leadership; e. excellent interpersonal, written and verbal communication skills, including proficiency in computer applications, especially Microsoft Office; f. problem-solving and leadership skills; g. ability to maintain confidentiality and be an example of professionalism, as identified by KZHSS; h. ability to follow direction and work within the policies, procedures and the vision, mission and core values of KZHSS; and, i. ability to provide coverage to all Health programs where appropriate training has been provided and where required qualifications, skills and abilities are met. <p>NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.</p>

Personal Suitability:	<ul style="list-style-type: none"> ▪ Discretion and diplomacy; ▪ Reliability; ▪ Ability 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. ▪ Willingness to receive updated training. ▪ Ability to work outside of work hours if required.
Certification/Licenses to maintain for duration of employment:	<ul style="list-style-type: none"> ▪ Must maintain licensing with the <i>Ordre des infirmiers et infirmières du Québec</i> and the nursing functions of the <i>Profession d'infirmières ou d'infirmiers du Québec</i>; <ul style="list-style-type: none"> ○ Each nurse must participate annually in a minimum of 20 hours of continuous education that is in direct relation to the nurse's professional practice. ▪ 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. ▪ Prescribers license or ability to obtain prescriber's license.
Assets:	<ul style="list-style-type: none"> ▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.



JOB OPPORTUNITY

1st Posting

February 18, 2026

POSITION:	Community Health Nurse (Maternal and Child Health)
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	Indeterminate – Full Time (6-month probationary period)
SALARY:	Level 7 (range based on experience)
DUE DATE:	March 5, 2026

Under the supervision of the Nurse in Charge, the Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

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 Human Resources Department no later than **March 5, 2026, by 4:00 P.M.**

Contact information:

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

Phone: 819-315-0667 ext. 1601

Location: Human Resources Department – 315 Fafard Street, 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.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Community Health Nurse (Maternal and Child Health) Job Description

GENERAL INFORMATION

Job Title : Community Health Nurse (Maternal and Child Health)
Category : Professional
Sector : Kitigan Zibi Health & Social Services
Location : Kitigan Zibi Health Center
8 Kikinamage Mikan, Maniwaki Quebec
Terms : Full Time—Indeterminate
Hours : 35 hours per week
Salary : KZA Salary Scale Level 7
in accordance with the *KZA Human Resource Policy*
Immediate Supervisor : Nurse In Charge
Date of Job Description : February 2026

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

With the functional support, guidance and supervision provided by the Nurse in Charge, the Community Health Nurse carries out a Community Health service as outlined by the Community Health Program Policies and Procedures for KZHSS. The Community Health Nurse provides comprehensive and culturally appropriate nursing care for eligible clientele, which is comprised of health assessments/intervention, community based public health promotion/education and referrals; provided in connection with family support/involvement and through various community resources/partnerships.

KEY DUTIES

The nursing practice within Kitigan Zibi is delivered within the Nursing Framework for Practice within Law 90 and *l'Ordre des Infirmiers et Infirmieres du Quebec* (Nurses Code of Ethics), 17 reserved activities for nurses.

Service Responsibilities:

Under the direction, guidance and supervision provided by the Nurse in Charge, the Community Health Nurse is responsible for:

- a. planning and delivering community health programs, taking into account the physical, social, spiritual, mental and environmental factors which influence each individual, family and community;
- b. delivering an immunization program in accordance to the Protocol Immunization Quebec and the KZHSS Immunization Policy and Procedures. Also, ensuring to

- maintain a communicable disease-reporting program in collaboration with Nurse in Charge;
- c. delivering the following community health programs in accordance with the KZHSS Community Health Service Policy and Procedure Manual (Preconception Health, Prenatal Health, Maternal Newborn, Infant and Preschool, School Health, and Community Health Services);
 - d. delivering community health services in group or individual settings such as the community health facility, the community hall, the community schools, home visits and/or other designated community sites;
 - e. developing and maintaining positive relationships with the individuals, families, the KZHSS staff and the leaders of the community and clarifying KZHSS Service policies and professional requirements when required;
 - f. supporting the KZHSS in the development of safe efficient health facilities/operations; and,
 - g. meeting with or communicating via telephone with physicians, other nurses, nurse practitioners, optometrists, dentists, other health staff, and hospital authorities or other agencies involved in the care of KZA's community members on a regular basis and as required.

Jointly, with the Health Team, and in accordance to the terms and conditions of any protocols developed, the Community Health Nurse is responsible for:

- h. developing an annual community work plan based on the organizational strategic plan and reviewing and reporting on its progress annually; and,
- i. participating in the ongoing quality assurance process.

Community Health Programs

A) Preconception Health Services :

- a. establishing liaison between the program and school staff;
- b. providing service to all child bearing adults;
- c. providing an annual standardized preconception health curriculum to KZES as per KZHSS Community Health Service Policy and Procedures; and,
- d. with a prescriber's license, offer smoking cessation program to all child bearing adults. Offering Contraception to those who are eligible.

B) Prenatal Health Services

- a. providing extra support to pre-natal individuals considered "at risk" (as identified by the Prenatal Screening Form) and ensuring regular exams by their physician and/or Midwife are received;
- b. providing monthly prenatal screening and assessment clinics;
- c. conducting an in-depth family assessment on any "at risk" prenatal clients, their support and family; collaborating with other teams within KZHSS for support;
- d. providing a standardized prenatal class to all child bearing individuals of any age who are pregnant;
- e. provision of the Nutrition Voucher Incentive Program to those who are eligible; and,
- f. contraception, Smoking Cessation program with prescriber's license.

C) Maternal and Newborn Health Services

- a. receiving a referral from CISSSO/Ontario/ other health facilities on all birthing persons and their newborns post discharge;
- b. working in collaboration with local midwife for postnatal follow-ups;
- c. providing post-natal information and consultations to parents;
- d. providing extra support to newborns considered "at risk" and ensuring they receive regular exams by their physicians, and/or, midwives;
- e. performing overall newborn health assessments based on the maternal/newborn risk assessment;
- f. providing health education and information to individuals and groups on subjects pertaining to child safety, child care, nutrition, breast/chest feeding, parenting, family planning, appropriate regular clinics, group sessions and/or making home visits as required;
- g. delivering an immunization program to ensure all newborns and infants are immunized as required where applicable;
- h. conducting follow up assessments using the ABCDaire Screening Tool and making referrals as necessary;
- i. provision of the ABCDaire Growth & Development and Nutrition Voucher Incentive Program; and,
- j. contraception, Smoking Cessation program with prescriber's license.

D) Infant and Pre-School Health Services

- a. participating in pre-school health screening clinics using approved Developmental Screening Tools (ABCDaire);
- b. conducting necessary screening for preschoolers (e.g. vision, hearing, and any others considered necessary) and completing initial health assessments when required;
- c. delivering an immunization program to ensure all preschoolers are adequately immunized;
- d. providing health education and information to parents regarding their child's health status; where appropriate;
- e. conducting follow up and referring internally to other service providers within KZHSS, and/or external service providers as needed; and,
- f. provision of the ABCdaire Growth & Development and Nutrition Voucher Incentive Program.

E) School Health Services

- a. Establishing liaison and conducting an annual teacher/staff in-service for communicable and infectious disease management and control;
- b. Conducting necessary screening for students (e.g. vision, hearing, and any others considered necessary) and performing health assessments when required;
- c. Monitoring the immunization status of all students attending the on-site community school; providing immunizations in school for eligible classes following the PIQ guidelines.
- d. Providing health education and information to the parents regarding their child's health status;
- e. Obtaining health history, making referrals internally to visiting health professionals (family doctor, GMF nurse, therapist) and external when necessary with consent of parent.
- f. Providing health teachings such as: nutrition, chronic conditions, sex education, etc.
- g. Contraception, Smoking Cessation program with prescriber's license.

F) Community Health Services

- a. provide health screening clinics to assist in identifying chronic diseases; provides teachings on preventing chronic health conditions;
- b. provide health education for chronic disease management to individuals or groups;
- c. assessing physical and social needs of chronically ill adults; following up, monitoring and making necessary referrals when required;
- d. coordinating and delivering routine immunization clinics as per KZHSS Community Health Services Immunization Program, PIQ Immunization Guidelines & Provincial Standards;
- e. ensuring the provision of a TB control program, utilizing First Nations and Inuit Health Branch (FNIHB) and KZHSS protocol to implement regular Tuberculin Skin Testing; liaising with physicians and completing recommended follow up;
- f. provides urgent and non-urgent essential primary health care services (e.g. minor procedures such as prescribed injections, suture removal with prescription, minor wound care);
- g. advocates for client needs and facilitates access to other health services by establishing linkages with appropriate service providers; referrals to appropriate care beyond the scope of nursing practice, assistance with obtaining health records from other service providers;
- h. treatment centre referrals in collaboration with NNADAP program;
- i. referring to foot care services when applicable;
- j. assisting with community health education displays monthly;
- k. assisting with community health promotion and prevention activities; and,
- l. monitors immunization storage, maintenance and ensures proper precautions and protocols are followed to avoid vaccine cold chain break (e.g. records fridge temperature twice daily).

Other Responsibilities

Under the direction of the Nurse in Charge, the Community Health Nurse is responsible for:

- a. reporting to the Nurse in Charge on all matters pertaining to the Community Health programs;
- b. completing and submitting weekly, monthly, quarterly and annual statistics, correspondence and reports; preparing and submitting immunization statistical data. Completing all communicable disease reports and ensuring all data is submitted to Nurse in Charge;
- c. completing and submitting an annual community prioritized work plan according to approved format; participating in the annual review and update;
- d. maintaining complete, accurate, and timely charting using the electronic health record system (Medesync);
- e. ensuring safekeeping of over the counter medications, supplies and vaccines;
- f. participating in community health meetings when necessary;
- g. participating in professional meetings, conferences, seminars, and reviewing professional literature for continuing development;
- h. providing Community Health Educational In-services to KZHSS employees, Community Health Service Workers;
- i. reporting on material learned at training seminars attended;
- j. meeting and planning as a team player with KZHSS team members; and,
- k. providing guidance, field experience and supervision of student from nursing faculties when required.

Organizational Responsibilities

As a representative of KZHSS, the Employee is responsible for:

- a. reflecting and interpreting the KZHSS Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Policies, Standards and Procedures;
- c. proposing changes within KZHSS that would improve the quality of service to Anishinabe children, families and community;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabe children, families and communities;
- e. understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabe culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records; and,
- h. participating in annual Performance appraisals.

ACCOUNTABILITY

The Community Health Nurse is accountable:

- a. for following the Medical Directives set out by KZHSS and CISSSO collaboration;
- b. for following all policies, standards and procedures set out by KZHSS & KZA; and,
- c. for maintaining relevant nursing knowledge, skills and leadership competence through continuing education

To the professional governing bodies (Ordres des infirmieres et infirmiers du Quebec).

KNOWLEDGE AND SKILLS

- Theories, principles, and practices of current effective Nursing techniques (e.g. administering vaccines), case management, medication management, infection prevention & control, and adherence to all components of the nursing framework for practice within KZHSS.
- Knowledge of provincial communicable disease prevention and management protocols (e.g. P.I.Q - *Protocole d'immunisation du Quebec*) and database reporting systems; (e.g. SI-PMI - *systeme d'information en protection des maladies infectueuses*).
- Effective interpersonal communications skills, ability to build rapport with others.
- Ability to be honest, non-judgmental, and non-intrusive, and to work as a team.
- Ability to maintain professionalism, discretion and confidentiality at all times.
- Able to uphold and promote KZHSS values, philosophy, ethics and integrity.
- Knowledge of relevant Occupational Health and Safety standards and Accreditation Canada standards.
- Knowledge of all relevant KZA/KZHSS policies: KZA Code of Ethics, KZHSS Code of Professional Ethics, KZHSS Policies and Procedures Manual, KZA Human Resources Manual.
- Knowledge of governing provincial and federal legislative, regulatory and policy requirements specific to the delivery of Health and Nursing programs in the province of Quebec, including but not limited to Privacy Laws, the Nurses Act, Law 90, An Act to Amend the Professional Code, as well as standards, guidelines, and policy positions of the Ordre des Infirmiers et Infirmieres du Quebec (e.g. Nurses Code of Ethics).

CONTACTS	
	<ul style="list-style-type: none"> ▪ Maintains positive relationships with clients in providing community health nursing program and service delivery through family-centered practice. ▪ Maintains effective working relationships with local health providers and community agencies to make referrals. ▪ Collaborates with co-workers, and other community front line workers by participating in multidisciplinary initiatives such as the development of community strategic documents (e.g. pandemic/emergency preparedness plan). ▪ Networks with external/internal partners to provide evidence-based services and activities for community mobilization; collaborates with the Public Health Protection, First Nations and Inuit Health Branch (FNIHB), Public Health Agency of Canada (PHAC), le Centre intégré de santé et de services sociaux de l'Outaouais (CISSSO) and other regional health care agencies in delivery of usual and emergency programs (e.g. pandemic response planning, mass immunizations, Communicable Disease Control and Management). ▪ Advocates for clients and coordinates referral to appropriate provincial secondary and tertiary levels of care such healthcare providers /institutions and therapeutic services (e.g. psychologist), and internal/external health, social, and education programs. ▪ Liaises and networks with local service providers. (e.g. Maniwaki Hospital/CLSC, institutions, educational facilities, government agencies, health care agencies/facilities)

MANAGERIAL/SUPERVISORY	
Human Resources:	<ul style="list-style-type: none"> ▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	<ul style="list-style-type: none"> ▪ Not applicable in this position.
Material Resources:	<ul style="list-style-type: none"> ▪ Ensures doctors/nurses medical clinics are fully stocked and maintained, and that equipment is properly disinfected and sterilized. ▪ Ensures protection and confidentiality of client medical files and sensitive healthcare information.

ENVIRONMENTAL FACTORS	
Psychological and Physical Effort:	<ul style="list-style-type: none"> ▪ Manages medium to high level stress and multi-tasks daily; ▪ Uses proper ergonomic techniques to carry or lift heavy objects; ▪ 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"> ▪ Required to participate in KZHSS administrative/operational tasks (e.g. sitting on an interview board). ▪ Required to attend professional workshops, staff meetings, workplace safety training within KZA and may be required to travel outside of the community. ▪ Variable workplace setting includes clinic, client homes, and within the community. ▪ Required to use the KZHSS vehicle. ▪ The incumbent of this position may come into contact with communicable diseases, and body fluids such as vomit, blood, spittle, urine and feces.

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INCUMBENT QUALIFICATIONS	
Education and Experience	<ul style="list-style-type: none"> ▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <p style="text-align: center;"><i>or at a minimum:</i></p> <ul style="list-style-type: none"> ▪ College Diploma in Nursing from a recognized public post-secondary college with one year of relevant work experience. ▪ Current registration with l'Ordre des Infirmieres et Infirmiers du Quebec or eligibility to acquire immediate registration. ▪ Must take Immunization Certification course upon hiring and attend mandatory training sessions.
INCUMBENT COMPETENCIES	
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge and understanding of Indigenous health concerns and issues, and the ability to apply knowledge and skill in the development and implementation of programs to address identified needs. ▪ Knowledge of Anishinabe culture and issues affecting Anishinabe children and families in Kitigan Zibi.
Abilities:	<ul style="list-style-type: none"> ▪ Monitoring and reporting skills. ▪ Ability to communicate orally and in writing in English. ▪ Ability to manage staff and financial resources. ▪ Computer literacy skills conducive to the office environment. <p>Skills/Abilities</p> <ol style="list-style-type: none"> a. adaptability and ability to establish and sustain a multidisciplinary team approach to integrated service delivery; b. ability to apply ethics of nursing practice in decision making; c. willingness to adapt to the changing demands of the position; d. ability to demonstrate initiative, optimism, discretion, tact, self-assurance, dependability, and leadership; e. excellent interpersonal, written and verbal communication skills, including proficiency in computer applications, especially Microsoft Office; f. problem-solving and leadership skills; g. ability to maintain confidentiality and be an example of professionalism, as identified by KZHSS; h. ability to follow direction and work within the policies, procedures and the vision, mission and core values of KZHSS; and, i. ability to provide coverage to all Health programs where appropriate training has been provided and where required qualifications, skills and abilities are met. <p>NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.</p>

<p>Personal Suitability:</p>	<ul style="list-style-type: none"> ▪ Discretion and diplomacy; ▪ Reliability; ▪ Ability 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. ▪ Willingness to receive updated training. ▪ Ability to work outside of work hours if required.
<p>Certification/Licenses to maintain for duration of employment:</p>	<ul style="list-style-type: none"> ▪ Must maintain licensing with the <i>Ordre des infirmiers et infirmières du Québec</i> and the nursing functions of the <i>Profession d'infirmières ou d'infirmiers du Québec</i>, <ul style="list-style-type: none"> ○ Each nurse must participate annually in a minimum of 20 hours of continuous education that is in direct relation to the nurse's professional practice. ▪ 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. ▪ Prescribers license or ability to obtain prescriber's license.
<p>Assets:</p>	<ul style="list-style-type: none"> ▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.

MATERNAL NUTRITION PROGRAM

BREASTFEEDING *coupons*

Kwey,

Please note that the breastfeeding coupon pick up will now take place in the medical office assistant - Shannon Tenascon's office at the Health Centre.

Confidentiality and respect of private life is always our top priority.

Migwetch
KZHSS Nursing Team



6 tips for keeping children safe while online gaming



Take an active interest in games your children are playing

Find out how the game works and why they enjoy playing them.

For younger children use 'airplane' mode settings

That way they can play offline without making accidental purchases or connecting with someone they don't know.

Boundaries

Gaming can be very addictive. Agree to boundaries and how long your child should play online for and with who they are allowed to play online with.

Ask Questions

Who they play online with and who do they meet and talk to. What kind of language is being used. Make sure your child knows to report abusive or anti-social behavior

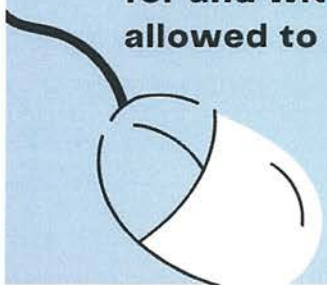
Help children understand why some games are allowed and others aren't.

Use PEGI rating and App store ratings to ensure your children are playing appropriate games

Protect themselves

Remind your children not to share personal information and to keep gaming friends in the game only, not adding them to other social networks

Stay safe online!



Endong Senior Activities March 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10 KZHSS Health Director Visit	11	12 Nutrition Talks with Marie-Eve 930am Meal Prep	13 Sugar Bush Lunch 12:00 	14
15	16	17  NNADAP with Darren 930am	18	19	20	21
22	23	24	25 Medical Transportation with Candice 1130	26 Nutrition Talks with Marie-Eve 10am Diabetic Bingo	27	28
29	30	31	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			

WEEKLY SCHEDULE

Monday

Soup & Sandwiches
Starts at 1130am



Tuesday

Breakfast 930am



Wednesday

Endong Meal 11:30am
Bingo 1pm



Thursday

Breakfast 9:30am



Seniors 55+

Sugar Bush

LUNCH

at **Domaine du Cerf**

92 Montée des Pins, Lac Blue Sea, JOX 1CO

March 13, 2026
— 12:00 pm —

Transportation will be leaving the
Community Hall at 11:15 am.

You must register beforehand by
calling the Health Centre at
819-449-5593
or with Patsy at Endong.

Deadline to register is
Wednesday, March 11, 2026
at 4:00pm.

Please let us know if you will be
driving yourself or would like
transportation provided.

819-449-5593 or with Patsy at Endong





FAMILY WELLNESS LEATHER DREAMCATCHERS WORKSHOP



**MARCH 11 AND MARCH 18, 2026
6PM TO 8PM
ÒDE WÌDÒKÀZOWIN ACTIVITY ROOM**

CHILD CARE AVAILABLE

SNACKS AND REFRESHMENTS SERVED

**PLEASE CALL LAURIE (ÒDE RECEPTIONIST) AT 819-449-2323
TO REGISTER.**

ÒDE WÌDÒKÀZOWIN MARCH BREAK CALENDAR

Monday March 2, 2026

WINTER CARNIVAL DAY

- Where: KZ School Gym
- When: 1pm-4pm
- What: Sliding, Bouncy Castles, Popcorn & Cotton Candy Machine, Hot Chocolate



Tuesday March 3, 2026

ICE FISHING FAMILY DAY

- Where: Wanaki Lake
- When: 1pm-4pm
- What: Ice Fishing Day, Soup, Hot Dogs & Hot Chocolate Lunch
- Participation Prizes & Prizes for Catching



Wednesday March 4, 2026

PAJAMA BOWLING

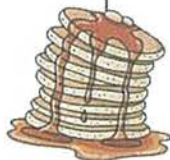
- Where: Quille-O-Rama
- When: 10am-12pm & 1pm-3pm (40 ppl per each group)
- What: Bowling & Prizes for those dressed in theme!



Thursday March 5, 2026

SUGAR BUSH MEAL

- Where: La Coulee Cabane A Sucre
- When: 10:30am-1:30pm & 2:30pm-5:30pm (60 ppl per each group)
- What: Sugar Bush Meal & Sliding (if weather permits)



Friday March 6, 2026

GROUP LIPSYNC NIGHT

- Where: K.Z Hall
- When: Starting at 6pm, Until we have a champion.
- What: Family Lip-Sync



Registration is required for: Pajama Bowling, Sugar Bush Meal, and Group Lipsync

Registration opens Monday February 16, 2026 – closes Thursday February 26, 2026

All registration forms must get dropped off at Òde Wìdòkàzowin building with receptionist.

Children 11 years old and younger must be accompanied by an adult for **ALL ACTIVITIES**.

For more information: Please call Òde Wìdòkàzowin at **819-449-2323**





Ode Widokazowin March Break Registration Form

Registration Opens Monday February 16, 2026
Closes Thursday February 26, 2026

Complete this form to register yourself and/or your children for the Ode Widokazowin March Break activities that require registration.

Parents and legal guardians are to register their children only.

Children 11 years old and younger must be accompanied by an adult for **ALL ACTIVITIES**.

FULL NAME	PHONE NUMBER
<input type="text"/>	<input type="text"/>
NAME OF CHILD/CHILDREN	AGE(S)
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

If you need more space, please use an additional form.

ACTIVITY

Mark the box of the activities you (and your children) are registering for.

Pajama Bowling **Sugar Bush Meal** **Group Lipsync Night**

If you are registering for the **Group Lipsync Night**, please fill out the additional information on the back of this form.

RIDES

Indicate if you and/or your children will need a ride to an activity.

Ride to activity **Ride back home**

Which activity will you need transportation.

Pajama Bowling **Sugar Bush Meal** **Group Lipsync Night**

Please call **819-449-2323** if you are unable to attend an event you registered for.

**All completed forms must be dropped off at the
Ode Widokazowin building with the receptionist.**

Address

ODE WIDOKAZOWIN PRESENTS



Winter!

FESTIVAL

MARCH BREAK ACTIVITY



FOR ALL AGES

- SLIDING OUTSIDE
- BOUNCY CASTLES INSIDE
- COTTON CANDY, POPCORN MACHINES, AND HOT CHOCOLATE

MONDAY MARCH 2, 2026

1PM - 4PM

WHERE: KZ SCHOOL GYM



THERE WILL BE ACTIVITIES HAPPENING BOTH INDOORS & OUTDOORS,
DRESS ACCORDINGLY AND PLEASE HAVE INDOOR SHOES FOR THE GYM

FOR MORE INFORMATION: PLEASE CALL ODE WIDOKAZOWIN AT **819-449-2323**



ÒDE WÌDÒKÀZOWIN
PRESENTS



MARCH BREAK ACTIVITY

KZ FAMILY

ICE FISHING DAY

"BIGGER PRIZES"
AWARDED FOR THOSE
WHO CATCH FISH

PARTICIPATION PRIZES
WILL BE HANDED OUT

Join the fun, enjoy the excitement, and have a chance to win prizes!

Tuesday March 3, 2026

Start at 1pm - Finish at 4pm

Location: Wanaki Lake



FOR MORE INFORMATION:
PLEASE CALL ÒDE WÌDÒKÀZOWIN AT **819-449-2323**



Ode Widokazowin Presents

MARCH BREAK

BOWLING ACTIVITY

Theme: Pajama Party!

Dress up in your PJ's for a chance to win a prize!!!

WEDNESDAY MARCH 4, 2026

QUILLE O RAMA- 370 BD DESJARDINS, MANIWAKI QC

GROUP 1:
10AM-12PM

GROUP 2:
1PM-3PM

1 free Snack & Drink provided for each participant

***** Registration Required *****

Deadline: Thursday - February 26, 2026

For more information:
Please call Ode Widokazowin at **819-449-2323**



Òde Wìdòkàzowin
Presents



March Break Activity

Sugar Bush Breakfast/Brunch Meal

Thursday March 5, 2026

Address: 204 Chemin de Ste Thérèse de la Gatineau,
Déléage, QC J9E 3A8

There will be 2 Groups (60 ppl limit for each group)

Group 1: 10:30am–1:30pm

- Departing Òde: 10:30 am
- Arrive at Sugar Bush: 11am
- Leave Sugar Bush: 1:30pm

Group 2: 2:30pm– 5:30pm

- Departing Òde: 2:30pm
- Arrive at Sugar Bush: 3pm
- Leave Sugar Bush: 5:30pm

If weather permits, there will be sliding



***** Registration Required *****

Deadline: Thursday – February 26, 2026

For More Information, please call
Òde Wìdòkàzowin at **819-449-2323**

ÒDE WÌDÒKÀZOWIN PRESENTS

MARCH BREAK ACTIVITY

LIP-SYNG

CONTEST

Friday March 6, 2026

STARTS AT 6:00PM | LOCATION: COMMUNITY HALL



1ST - 1,000\$

2ND - 500\$

3RD - 300\$

+ PARTICIPATION PRIZES

***** REGISTRATION REQUIRED *****

DEADLINE: THURSDAY - FEBRUARY 26, 2026

MUST BE A MINIMUM OF 2 PEOPLE - DUO / GROUP

Need at least one member **over 18 years old** + one **under 18 years old**

For more information: Please call Òde Wìdòkàzowin at **819-449-2323**



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 second semester is currently underway, new students are welcome to join our third course starting March 21st.

Application Deadline: March 13th, 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 August to complete 1 course.
- 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



KZES PSSSP Information Session



Are you interested in pursuing higher education?

Join us for a quick webinar presenting the Post-Secondary Student Support Program. Gain a better understanding as to how our program works and what supports we have available to you.

**The webinar will be hosted on Zoom. For the link to participate, please email Kristen Tenascon, Post-Secondary Officer.
kristen.tenascon@kza.qc.ca**

5:00 -
6:00 PM

**THURSDAY,
FEBRUARY 26**

Zoom

Event recording can be made available upon request if you are unable to attend.

Parents of students are welcome!

ODEKAN HEADSTART



UPCOMING EVENING

ACTIVITIES

FOR CHILDREN 0-6YRS

Thursday March 12, 2026

Activity: Family Algonquin Bingo
Ages: 3-6 yrs old

Time: 4:00-6:00pm
Meal: Shepards pie
Limited spots - 10

Registration required
Bring some indoor shoes

Thursday March 19, 2026

Activity: Family Algonquin Bingo
Ages: 0-2 yrs old

Time: 4:00-6:00pm
Meal: Goulash
Limited spots - 8

Registration required
Bring some indoor shoes

Thursday April 2, 2026

Activity: Easter Activity/Hunt
Ages: 3-6yrs old

Time: 4:00-6:00pm
Meal: Soup/Sandwich
Limited spots - 10

Registration required
Bring some indoor shoes

Notes

Registration is REQUIRED for all activities. Please call Odekan @819-449-2702 to reserve a spot for activities

Not a drop off Activity

***Activity location: Odekan Headstart
367 Paganakomin Mikan
(Our door is through the fence by the playground - :)**

**For more information please call Katrina Whiteduck @ Odekan
Headstart 819-449-2702 or email @ katrina.whiteduck@kza.qc.ca
Migwech. We look forward to seeing you :)**

ODEKAN - MARCH 2026 CALENDAR



Niki Kizis—Moon of Wild Geese

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>1</p> <p>Caregiver's Afternoon Out, Please call in the morning of by 11 am to register your child for the afternoon. 819-449-2702. Migwech!</p>	<p>2</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>3</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>4</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>5</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Curriculum Prep/ Cleaning/Home visits</p>	<p>6</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>CLOSED</p>	<p>7</p> 
<p>8</p> 	<p>9</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>10</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>11</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>12</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Curriculum Prep/ Cleaning/Home visits</p> <p>*Evening Activity*</p>	<p>13</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>CLOSED</p>	<p>14</p>
<p>15</p> 	<p>16</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>17</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p> <p>ST. PATRICK'S DAY</p>	<p>18</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>19</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Curriculum Prep/ Cleaning/Home visits</p> <p>*Evening Activity*</p>	<p>20</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>CLOSED</p> 	<p>21</p>
<p>22</p>	<p>23</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>24</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>25</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>26</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Curriculum Prep/ Cleaning/Home visits</p>	<p>27</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>CLOSED</p>	<p>28</p> 
<p>29</p> 	<p>30</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>31</p> <p>Sagabigoni Program 8:30—11:30 am</p> <p>Caregiver's Afternoon Out 1:00—3:00 pm</p>	<p>Sagabigoni program Ages: 3-4yrs old Mon-Fri</p> <p>Caregiver's Afternoon Out Ages: 6 months - 2 yrs old</p>	<p>Evening Activity March 12 for children 3-6 yrs old (Registration Required limited spots)</p> <p>Evening Activity March 19 for children 0-2 yrs old (Registration required—limited spots)</p>		

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



Kitigan Zibi Anishinabeg Cultural Centre

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

******Notice******

The Cultural Centre will be closed to the public for inventory and end of year reporting.

This will be from March 3st – March 26th .

Sorry for any inconvenience.

Migwech



Let's join together for this full moon. For this gathering, we will combine the Women's Drum Circle and Full Moon Ceremony together.

NIKI-KIZIS

GOOSE MOON

Tuesday, March 3rd, 2026

6:00 pm - 8:00 pm

K.Z.E.S Administration Building

It is encouraged to bring your hand drums and/or rattles, bundles, special items and ribbon skirt if you have one and an item to feast.

Please dress for the weather.

This event is open for everyone, please contact Mariah.Smith-Chabot@kza.qc.ca or at 819-598-8247 for more information.



February Grammar Contest

Complete the crossword puzzle below and drop it off at the Cultural Center or email it to odaminowin2021@gmail.com before February 23rd.



Grammar Note
 This is in 2nd person/ present tense and means YOU ARE DOING THE VERB.
 The grammar frame is:
 Ki _____.

Across

- 2. you are sleeping
- 4. you are making fire
- 6. you are fishing
- 8. you are playing
- 10. you are chopping wood
- 12. you are sick
- 13. you are singing

Down

- 1. you are sitting
- 3. you are cooking
- 5. you are working
- 7. you are tired
- 9. you are drinking
- 11. you are walking
- 12. you are eating
- 13. you are going



CONTEST WINNER FOR FEBRUARY IS

Karen Whiteduck



Housing Maintenance & Train-the-Trainer Program Indigenous Skills Training Initiative (CMHC) March 17 –19, 2026

The **Algonquin Anishinabeg Nation Tribal Council (AANTC)** is pleased to offer a **hands-on housing training program** supported by **CMHC** through the **Indigenous Skills Training Program**.

Training Topics

Participants will receive practical training in:

- Housing maintenance and preventative care
- Safe mold remediation
- HVAC system use and upkeep
- Fire prevention and safety awareness

Train-the-Trainer Opportunity

A **Train-the-Trainer stream** will be offered to **8–10 participants** from across the communities.

Participants will:

- Receive facilitation and training delivery skills
- Be provided with trainer kits
- Be supported to deliver workshops in their own communities

This approach helps **build long-term local capacity** in housing and maintenance.

Who Should Attend

- Housing Managers and Housing Staff
- Maintenance Workers
- Community Safety or Fire Prevention Staff
- Community members interested in housing and maintenance skills

Travel Support

- **Travel costs will be reimbursed for up to two (2) participants per community**, in accordance with AANTC travel guidelines.
- Additional participants are welcome (travel costs to be covered by the community).

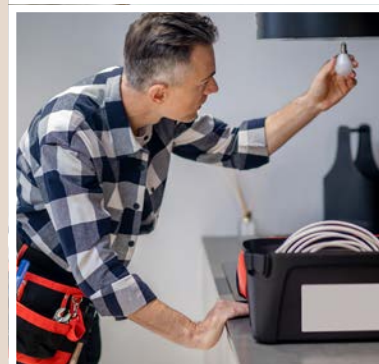
For more information or to register, please contact:

Robin Cayer Stevens | Housing Circuit Rider

Name submission deadline: March 6, 2026

Algonquin Anishinabeg Nation Tribal Council

housing@aantc-ctnaa.ca | 819-425-4623





Programme d'entretien de logement et Formation des formateurs Initiative de formation des compétences autochtones (SCHL) Du 17 au 19 mars 2026

Le **Conseil tribal de la Nation Algonquine Anishinabeg (CTNAA)** est heureux de vous offrir un programme de formation pratique en habitation, soutenu par la **SCHL** dans le cadre de l'Initiative de formation sur les compétences autochtones.

Thèmes de la formation

Les participants recevront une formation pratique sur :

- L'entretien des habitations et les soins préventifs
- La décontamination sécuritaire des moisissures
- L'utilisation et l'entretien des systèmes CVAC
- La prévention des incendies et la sensibilisation à la sécurité

Opportunité de formation pour devenir formateurs

Un volet spécifique de formation des formateurs sera offert à un groupe de **8 à 10 participants** issus des communautés Anishinabe.

Les participants sélectionnés :

- Acquerront des compétences en animation et en prestation de formation.
- Recevront des trousse d'outils pour formateurs.
- Seront soutenus pour animer des ateliers dans leurs propres communautés.

Cette approche vise à **renforcer les capacités locales à long terme** en matière de logement et d'entretien.

Qui devrait participer

- Gestionnaires et personnel en logement
- Travailleurs à l'entretien
- Personnel de la sécurité publique communautaire ou de la prévention des incendies
- Membres de la communauté intéressés par l'entretien résidentiel

Soutien aux déplacements

- **Les frais de déplacement seront remboursés pour un maximum de deux participants par communauté**, conformément aux directives de déplacement du CTNAA.
- Des participants additionnels sont les bienvenus, cependant les frais de déplacement sont à la charge de leur communauté.

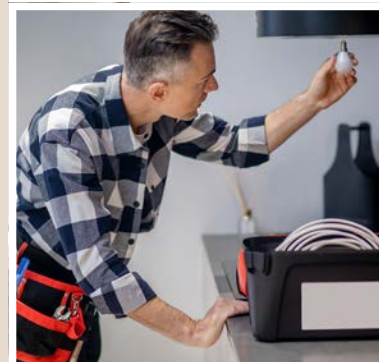
Pour plus d'informations ou pour vous inscrire, veuillez contacter :

Robin Cayer Stevens | Agente itinérante en habitation

Date limite de soumission des noms : 6 mars 2026

Conseil tribal de la Nation Algonquine Anishinabeg

housing@aatnc-ctnaa.ca | 819-425-4623



MEGA MONSTER

BINGO

THURSDAY

JEUDI

February 26th, 2026 • 7pm

26 Fevrier, 2026 • 19h

PRIZES / PRIX

\$25,000

COST: **\$60**
COÛT:

\$2 EXTRA JACKPOT CARD
\$2 CARTES D'EXTRA

\$15,000

JACKPOT

SOLD AT: / VENDUES A:

- ★ CKWE
- ★ KZ GAS
- ★ HAWK'S TRADING POST
- ★ KZ FRESHMART
- ★ STAR TOBACCO
- ★ SMILEY'S
- ★ SPEARHEAD STORE
- ★ WABANO'S GAS STATION
- ★ ARTHUR'S SMOKE SHOP

All proceeds go towards:
CKWE, Anicinabe Nation Broomball Tournament,
and KZ Sec V 2026 Graduates.



CKWE 103.9
www.ckwe1039.fm



For More Information:
Angela Decontie: 819-449-9683
CKWE: 819-449-5097



**The Kitigan Zibi Community Hall will be open starting at 5PM
with a Canteen on site.**

ARTHUR'S 777
SMOKE SHOP AND CASINO

BILLIARDS

Tournament

Grab your cue, aim with precision, and show everyone what you've got!



FRIDAY, FEBRUARY 27TH

391 KICHI MIKAN

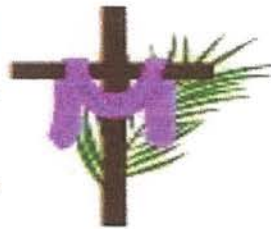
REGISTER AT 6:30PM

FIRST GAME STARTS AT 7PM

More info at: 819-441-2994

HOLY ROSARY
MARCH 1 /26
11:00 AM

**SECOND
SUNDAY
OF LENT**



Mass for: Norman Whiteduck from Roselyn Brazeau.
Verena Rae Jerome from her Godmother.
Gisele Joly from family & friends.