



Kitigan Zibi Anishinabeg General Election 2026

FINAL NOTICE

The Kitigan Zibi General Election 2026 will take place for the election of one (1) chief and six (6) councillors on Saturday, August 15th from 9 am until 8 pm at the KZA Community Hall, located at 311 Fafard Street, Maniwaki, Quebec.

Please bring your Indian Status Card with you. If you do not have one and are a KZA Member, please see the Electoral Officer on Polling Day.

If you received ballots by mail and would like to vote in person on polling day anyway at the polling station, please bring your ballots with you.

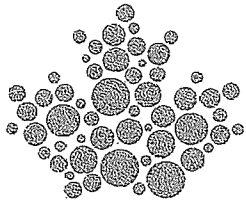
If you would like to vote before polling day, please call the Electoral Officer at the number listed below to make an appointment to vote. If your call goes to voicemail, please leave a message, your call will be returned promptly.

The counting of the ballots will commence on Sunday, August 16th at 9 am and continue until all ballots are counted.

If you have any questions, please call:

Tina Dewache, Electoral Officer
Kitigan Zibi Anishinabeg General Election 2026
819-449-5170 ext. 1007.

Please make copies and post on
our Community Bulletin Board



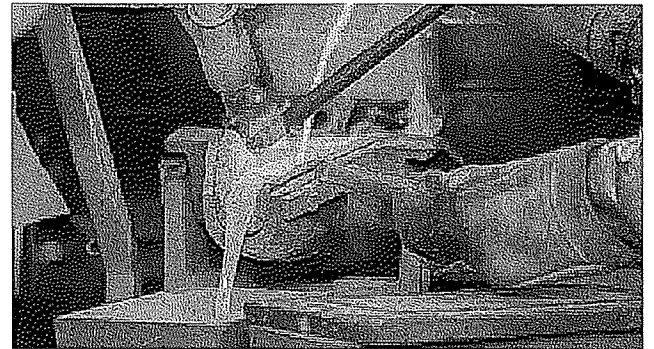
The Mint is hiring! Join the team in Ottawa, ON **Industrial Mechanic**

Reporting to the Manager, technical Services, the Industrial Mechanic is responsible for performing installations, maintenance and mechanical repairs, making modifications to all production and building equipment and components.

Valid Industrial mechanic, Millwright or gas fitting certification is mandatory. This opening is to be filled on a continuous operation and/or shift work basis.

Why the Mint?

At the Mint, you will collaborate with a diverse group of people and be a part of an iconic Canadian organization. Your safety and wellbeing are our top priority. We offer outstanding pay and total rewards for you and your family and you will be supported to continuously learn throughout your career.



We are committed to establishing a culture of Equity, Diversity, Inclusion, & Accessibility (EDIA) where differences are valued and employees are empowered to take an active role in building a connected and diverse workforce. The Mint is a welcoming community where you can feel you belong.

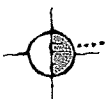
Interested? Learn more and apply here:

GoToApply.ca/Mint-Mechanic

*The Royal Canadian Mint is a proud partner
of Indigenous Link's Community Connections*



Or use the QR code!



This message delivered by Indigenous Link - Connecting with Indigenous Communities
To be removed from this distribution list, please visit www.opt-out.ca and enter Campaign Code 595
Mail to: Suite 200 - 38 Auriga Drive Nepean, Ontario K2E 8A5 Phone/ Fax: 1-866-440-7257

Veillez faire des copies et les afficher sur votre tableau d'affichage des activités communautaires



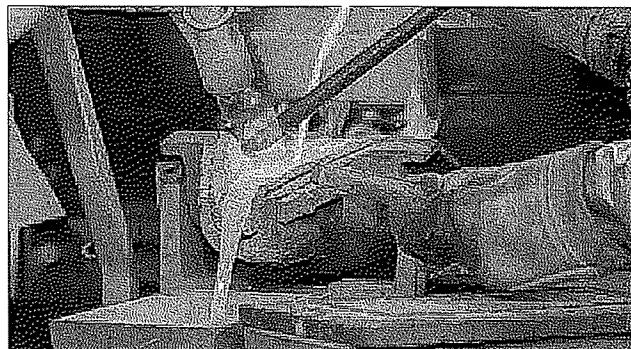
La Monnaie recrute ! Rejoignez l'équipe à Ottawa, en Ontario **Mécanicien Industriel ou Mécanicienne industrielle**

Relevant du chef, Services techniques, la personne titulaire du poste est chargée d'effectuer des installations et des tâches d'entretien et de réparation mécaniques, et d'apporter des modifications à tous les équipements et composants de production et de bâtiment.

Certificat valide de mécanicien·ne industriel·le, de mécanicien·ne de chantier ou de monteur·euse d'installations au gaz obligatoire

Pourquoi travailler à la Monnaie?

Les membres du personnel de la Monnaie collaborent avec divers groupes de personnes et font partie d'une organisation canadienne emblématique. Votre sécurité et votre bien-être sont notre priorité absolue. La Monnaie offre un salaire compétitif et des récompenses globales pour vous et votre famille, et vous soutiendra dans votre apprentissage continu tout au long de votre carrière.



Nous nous engageons à établir une culture de l'équité, la diversité, l'inclusion et l'accessibilité (EDIA) où les différences sont valorisées et où le personnel est en mesure de jouer un rôle actif dans la constitution d'une main-d'œuvre diverse et solidaire. La Monnaie est une communauté accueillante où règne un sentiment d'appartenance.

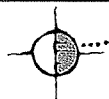
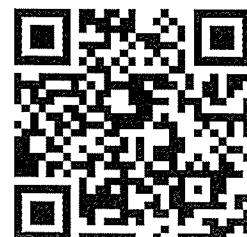
Pour en savoir plus, visitez:

postulez-enligne.ca/LM-mecanicien

La Monnaie royale canadienne est un fier partenaire de Indigenous Link's Connexions communautaires



Ou utilisez le code QR !



Ce message vous est présenté par Indigenous Link - se connecter avec les communautés autochtones
Si vous souhaitez être retiré de la présente liste, consultez www.opt-out.ca et la Campagne Code 595
Courrier à : Suite 200 - 38 Auriga Drive Nepean, Ontario K2E 8A5 Téléphone/ Télécopie : 1-866-440-7257

ID 595



Scavenger Hunt

*Join in the Fun with the Land, Water and Animals
Advisory Committee for another Scavenger Hunt
in our Territory*

Àndapìch/when: Saturday, August 29, 2026

Taso-tibahiganek/time: 8:00 am

**Ke nagishkodàdiyeng/where we will meet up: Pimàdjiwowigamigong, agwadjìng/Cultural
Center, outside**

Big Prizes

1st place: \$1,000.00 Gas Gift Card

2nd place: \$750.00 Gas Gift Card

3rd place: \$500.00 Gas Gift Card

**Participation prizes also to be
won!!**

**The Rules and other information for the Scavenger
Hunt will be in follow-up flyers.**

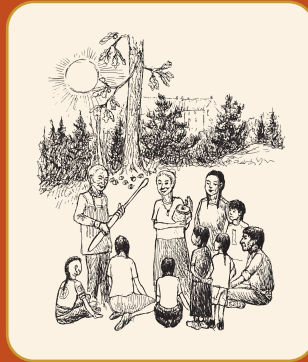
**For further information, feel free to contact LWAAC
Coordinator at:**

819-449-5170 or at LWAAC.Coordinator@kza.qc.ca

Amazing Race Style

KITIGAN ZIBI COMMUNITY INVITATION

“Ensuring We Are Not Forgotten”



Residential School Survivors Feast

What?

Invitation to a **Residential School Survivors Feast**.

Who?

Residential School Survivors and their **children and grandchildren**.

Why?

Come learn more about a project starting in our community to produce a **book with Residential School Survivors and their children and grandchildren**. This is a community-based research project, funded by the University of Ottawa. Each participant chooses how they wish to contribute to the proposed book — story, written text, photograph, artwork, poem, or other. **Children and grandchildren of Survivors are also invited to contribute.**

Where?

Multi-purpose Building (log building near the KZPD).
Transportation can be made available.

When?

Thursday, August 20, 5–7 pm.

Mīgwech!

Please call or text **Anita Tenasco** at **613-796-7986**,
or **Jenny Buckshot-Tenasco** at **819-334-0274**,
to confirm your attendance or for more information.



Kà-Nàgadawenindamodjig Aki, Nibi ashidj Awesinzag
Land, Water and Animals Advisory Committee
313 Fafard St. Maniwaki Quebec, J9E-3B1
819-449-5170 ext:1850

August 5, 2026

Senior Picnic and Pontoon Ride

What a wonderful day we had to be out with the Seniors. The Land, Water and Animals Advisory Committee hosted a Picnic and Pontoon Ride for the Seniors on Friday, July 31, 2026.

This year, we ventured to Big Cedar Lake for picnic and pontoon ride. The weather was beautiful, had great company, good food and great conversations.

The importance of having this activity with the seniors in our territory is to share Cultural and language teachings and for the knowledge of the land and KZ territory. We sat together to eat and:

- Listen to the seniors' stories
- Outdoor Picnic Lunch for the seniors
- Pontoon Ride on the Big Cedar Lake

Approximately 20 seniors participated.

It was a beautiful day to share knowledge of the land, river, and good food.

Kichi Migwech Laurie Odjick, Tim Odjick/Alison Commando and Jeremy Whiteduck for bringing the seniors for their pontoon ride.

George Jerome, Donna Commando-Jerome and Peter Brown for cooking a terrific lunch, and to all the seniors that came out for an afternoon to go for a pontoon ride.

We look forward to seeing you all at our next activity.

Stay tuned to the flyers for our upcoming activity.

Here are some photos from Friday's activity.





JOB OPPORTUNITY

Open until filled

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:	Open until filled

Under the supervision of the Nurse Team Leader, 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.

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 Kikinamag 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 offer 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 Infirmières du Québec* (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.
- g.

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 infirmières 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 - *système d'information en protection des maladies infectieuses*).
- 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:	▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ 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:	▪ 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:	▪ 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	▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <i>or at a minimum:</i> ▪ 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:	▪ 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:	▪ 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. Skills/Abilities 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. 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.

Personal Suitability:	▪ 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:	▪ 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>; ○ 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:	▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.



JOB OPPORTUNITY - 3rd Posting

August 6, 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:	August 21, 2026

Under the supervision of the Nurse Team Leader, 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 **August 21, 2026, by 11:00 A.M.**

Contact information:

Email: Myra.Dumont@kza.qc.ca or hr.advisor@kza.qc.ca
Phone: 819-315-0667 ext. 1601
Location: 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 Team Leader
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 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).

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:	▪ Delegates duties to non-medical staff in compliance with Law 90 (i.e. students)
Financial Resources:	▪ Not applicable in this position.
Material Resources:	▪ 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:	▪ 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:	▪ 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, spit, urine and feces.

INCUMBENT QUALIFICATIONS	
Education and Experience	▪ Bachelor's Degree in Nursing from a recognized public post-secondary University <i>or at a minimum:</i> ▪ 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:	▪ 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:	▪ 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. Skills/Abilities 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. 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.
Personal Suitability:	▪ 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:	▪ 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>; ○ 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:	▪ Ability to communicate in French ▪ Ability to communicate in Algonquin.



JOB OPPORTUNITY

2nd Posting

August 6, 2026

POSITION:	Crisis Response Support Worker (2)
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	26 weeks
SALARY:	\$24.97/hour
DUE DATE:	August 21, 2026

The Crisis Response Support Worker provides front-line, culturally safe support to individuals and families experiencing mental health, substance use, grief, or crisis-related situations. Working under the direction of the Crisis Response Coordinator, this role assists with immediate response, outreach, and follow-up support, while contributing to prevention and wellness activities grounded in Anishinabe values. The Support Worker plays a key role in building trust with community members, supporting access to services, and contributing to a coordinated, compassionate response to crisis situations.

PREAMBLE

If you are interested in applying for this position and can demonstrate that you meet the mandatory requirements, please forward the following: a cover letter, updated resume, copies of your diplomas/certificates, three (3) work references, and any documentation supporting that you meet the required qualifications. A police reference check will be required if you are considered for the position. Please provide your job application package to the attention of Myra Dumont, Human Resources Advisor, at the Human Resources building by **August 21, 2026, at 11:00 AM (EST)**.

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 required documentation before the deadline will result in an incomplete application. Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg Preferential Hiring Policy. Applicants must possess the required qualifications at the time of the deadline. KZA reserves the right to recruit the most suitable and competent candidate(s) who can best serve the interests of KZA and provide quality services to its members among those who successfully pass the interview process.



KITIGAN ZIBI HEALTH & SOCIAL SERVICES

Crisis Response Support Worker (2) Job Description

GENERAL INFORMATION

Job Title : Crisis Response Support Worker
Category : Technical
Sector : Kitigan Zibi Health & Social Services
Location : Health Centre (8 Kikinamag Mikan)
Terms : Contract (26-weeks)
Hours : 35 hours per week
Salary : 24.97/hour
Immediate Supervisor : KZHSS Director or Designee
Date of Job Description: April 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 Crisis Response Support Worker provides front-line, culturally safe support to individuals and families experiencing mental health, substance use, grief, or crisis-related situations. Working under the direction of the Crisis Response Coordinator, this role assists with immediate response, outreach, and follow-up support, while contributing to prevention and wellness activities grounded in Anishinabe values. The Support Worker plays a key role in building trust with community members, supporting access to services, and contributing to a coordinated, compassionate response to crisis situations.

KEY DUTIES

Crisis Response Support

- Provide front-line support during crisis situations, including mental health, substance use, and grief-related events.
- Assist in mobilizing appropriate supports, including staff, Elders, and external services.
- Support individuals and families in a calm, respectful, and non-judgmental manner.
- Participate in follow-up and ongoing support as directed.

Outreach & Community Support

- Conduct outreach and wellness checks within the community.
- Support mobile and after-hours response as required.
- Assist in connecting individuals to appropriate services and supports.
- Build relationships with community members to promote trust and engagement.

Cultural & Wellness Support

- Support access to cultural practices, including connection to Elders, ceremony, and land-based activities.
- Assist with delivery of prevention and wellness programming.
- Encourage culturally grounded approaches to healing and recovery.

Team Collaboration

- Work collaboratively with the Crisis Response Coordinator and network members.
- Follow established protocols and direction during crisis response situations.
- Participate in team meetings, debriefings, and training activities.

Administration & Documentation

- Maintain accurate and timely documentation of services and interactions.
- Follow confidentiality and information-sharing protocols.
- Assist with basic reporting and tracking of activities.

KNOWLEDGE AND SKILLS

- Demonstrates knowledge of and adherence to KZA and KZHSS policies and procedures, including the KZHSS Policies and Procedures Manual, KZA Human Resources Manual, KZA Code of Ethics, and KZHSS Professional Code of Ethics.
- Flexible and able to quickly adapt to new situations.

MANAGERIAL/SUPERVISORY

Human Resources:	Not applicable
Financial Resources:	Not applicable
Material Resources:	Not applicable

ENVIRONMENTAL FACTORS

Psychological and Physical Effort:	▪ Works collaboratively as part of a team and independently as required. ▪ Responds to emotionally demanding situations involving crisis, trauma, and grief. ▪ Maintains professionalism and composure in urgent or unpredictable circumstances. ▪ On-call and after-hours response as required.
Working Conditions:	▪ Indoor and outdoor work in varying weather conditions, including community-based and land-based settings. ▪ Exposure to emotionally sensitive or potentially distressing situations. ▪ Regular travel within the community for outreach, crisis response, and events. ▪ May require extended or irregular hours. ▪ May be required to use a KZHSS vehicle.

INCUMBENT QUALIFICATIONS

Education and Experience	▪ High school diploma or equivalent. ▪ Experience supporting individuals or families in community-based or helping roles.
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INCUMBENT COMPETENCIES

Knowledge:	▪ Basic knowledge of crisis response, trauma-informed care, and mental health and addictions supports.
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	▪ Awareness of harm reduction approaches, including overdose/drug poisoning response. ▪ Understanding of confidentiality, professional ethics, and safe service delivery practices. ▪ Knowledge and awareness of KZA culture and community.
Abilities:	▪ Ability to work independently and as part of a team. ▪ Strong interpersonal and relationship-building skills. ▪ Ability to exercise sound judgment and maintain confidentiality. ▪ Ability to follow direction and respond appropriately in crisis situations. ▪ Ability to manage multiple responsibilities with attention to detail and organization.
Personal Suitability:	▪ Demonstrates empathy and respect. ▪ Exercises discretion, diplomacy, and maintains confidentiality. ▪ Demonstrates reliability and consistency in attendance and performance. ▪ Maintains professionalism in all interactions. ▪ Builds and maintains positive relationships within the community.
Certification/Licenses to maintain for duration of employment:	▪ Valid driver's license; must meet insurability requirements for operating a band vehicle (minimum three years driving experience and 21 years of age). ▪ Criminal record check required; must not have any convictions incompatible with the responsibilities of the position and must maintain this standard throughout employment. ▪ Medical certificate of good health, if required. ▪ Valid First Aid and CPR certification, or willingness to obtain within three (3) months of hire. ▪ Adheres to all workplace health and safety policies, procedures, and protocols.

COMING SOON

**Ōde Kījigad:
Family Day**



Stay Tuned!

September 6, 2026

@ 12:00pm



FAMILY WELLNESS

Ice Cream Trip

AT LA LUCIOLE ET LE WEZO

**FOR PARENTS WITH YOUNG CHILDREN
(UNDER 12 YRS)**



**Friday
August 21, 2026**



12 pm - 2 pm



**La Luciole et le wezo
49 principale, Messines**

**Bring the family and treat yourselves
to some artisanal ice cream!**

**To get more info, call Karen at
819-449-2323 ext. 2808**

FAMILY WELLNESS

FISHING IN MESSINES



**FOR PARENTS WITH YOUNG CHILDREN
(UNDER 12YRS)**



FRIDAY – AUGUST 14, 2026



1 PM – 3 PM



**PISCICULTURE
MESSINES**

107, ROUTE 105

- **Fishing equipment provided**
- **2 fish per family**
- **Snacks and drinks provided**



To register or get more info, call Karen at 819-449-2323 ext. 2808

Need a ride? Call as soon as possible.

There are only 5 spots available for transportation.



Kichi Migwech

Anishinàbemowin Celebration Day

Our Anishinàbemowin Celebration Day was a great success with an awesome turn out by community members. It was a beautiful sunny day filled with lots of language learning and awesome food. Unfortunately I was not able to do the sing-along portion of our activities as we had a shortage of volunteers. However, I would like to take this time to thank my fellow volunteers for their hard work and help to make this happen, without them I could never have done it alone.

LANGUAGE GAME VOLUNTEERS WHO FACILITATED THE LANGUAGE ACTIVITIES OR HELPED WITH SETTING UP.

Becky Printup
Cheryl Tenasco
Sandra McGregor
Kristen Tenascon
Raeanna Whiteduck

Barbara Tenascon
Jacko Ottawa
Jason McGregor
Shannon Tenascon
Arlo Price

Lucille Brennan
Stella Chabot
Fred McGregor
Shirley Odjick-Tolley
Laurie Decontie

VOLUNTEERS WHO STAYED BEHIND WHEN THE DAY WAS DONE TO HELP TAKE DOWN AND PACK AWAY EVERYTHING. A SPECIAL SHOUT OUT TO THESE INDIVIDUALS WHO SAW HOW EXHAUSTED MY TEAM WAS AND TOOK IT UPON THEMSELVES TO HELP.

Celine Whiteduck
Jake Tenascon
Jenissa Commonda

Jan Cote
Adam Dumont
George Jerome

JR. Tenascon
Adyson Dumont
Virginia Jerome

Lastly, George Jerome and Donna Commando for the awesome BBQ and Jimmy Odjick and Rob Webster for the great tunes!

If I have been remiss in mentioning anyone please forgive me.
A heartfelt thank you to all!

Cathy Tenascon



KITIGAN ZIBI EDUCATION SECTOR

41 Kikinamag Mikan
Maniwaki, QC
J9E 3B1

Tel: 819.449.1798
Fax: 819.449.5570
www.kzadmin.com

August 4, 2026

IMPORTANT EMPLOYMENT NOTICE

The Kitigan Education Services Sector is seeking term childcare workers for the Wazoson (Daycare). The term of employment may vary from being a day substitute to several weeks.

If you have an interest in working at the Wazoson (Daycare), we ask that you immediately drop off your curriculum vitae with Ms Sue Beaudon, Coordinator, at the Wazoson (Daycare). You can also give her a call for additional information about the work expectations and pay rate. She can be reached at 819-441-1515.

For additional information you can also call the Kitigan Zibi Education Services at 819-449-1798.

Migwech



CONTEXT

WHAT IS THE CLB?

- First, a RESP must be opened in the child's name¹ (in a bank or credit union or through a broker).
- The family's income must be lower than a certain threshold (based on the same grid as the Canada child benefit).
- Once the request is approved, the money is paid into the RESP each year of eligibility until the child reaches age 15.
- The maximum total amount per child is \$2,000: \$500 the first year, plus \$100 per year up to age 15.
- Youth aged 18 to 20 can still apply for the CLB if they have never received it. The application must be made before their 21st birthday (or before their 31st birthday starting in 2028).

¹ To learn more about opening a RESP: [Registered Education Savings Plan \(RESP\) – Canada.ca](#)



They are used to finance a student's full-time or part-time studies after secondary school (professional training, cegep and university). They can help to pay tuition, books, transportation and lodging for postsecondary studies.

Late claim

The CLB is retroactive, which means that when an application is made for a child, the government checks their eligibility for each year since birth and pays into the RESP the amounts corresponding to eligible years. The payments continue for each year of eligibility up to age 15. If the application is made after the child reaches age 15 (or for an adult applying on their own, currently between their 18th and 21st birthdays, or between their 18th and 31st birthdays starting in 2028), the total amount that the person is entitled to is paid in a single deposit.

Change coming in 2028

Starting in April 2028, the government will automatically open a RESP for children born in 2024 or after. For children born before 2024, an account must be opened with a bank, for example.

RECOMMENDATIONS

What your community can do:

1. Share this information:

Share this message with potential CLB beneficiaries and the people around them, namely:

- low-income families with young children;
- people who work in education, child and family services or with youth;
- people responsible for children under care;
- your partners in adult education.

2. Talk to young adults

Talk to the young adults in your community. Many are entitled to a CLB that they may have never received. This is the right time to talk to them about the CLB. Starting in 2028, they will have until the day before their 31st birthday to claim it (currently, they have until the day before their 21st birthday). An individual can apply on their own once they reach age 18.

3. Inform people responsible for children under care

Children under care are often entitled to the CLB, but very few of them have a RESP account open in their name. The people who are responsible for them in your community can apply for them:

- **Step 1:** Open an account (RESP) and claim the CLB for the child.
- **Step 2:** Later, when the young person starts their postsecondary studies, transfer the money to them.

50 BASTIEN BOULEVARD, WENDAKE, QC G0A 4V0

TELEPHONE: 418-842-7672 | FAX: 418-842-9988 | INFO@CEPN-FNEC.COM | WWW.CEPN-FNEC.COM



REGISTRATION FORM FOR SCHOOL SUPPLIES 2026-2027

TO: Kitigan Zibi Anishinabeg parents who have children attending Provincial schools that wish to apply for school supplies

The Kitigan Zibi Education Sector (KZES) *In-School Program* covers most school supplies for registered KZA students attending Provincial schools in elementary or high school. However, the KZES **does not cover** the following items: textbooks, computers, Macbooks /ipads/tablets, headphones, uniforms and gym items.

If you wish to make an application:

1. Complete the registration form and attach a copy of your child's school supplies list that has been provided by the school. All applications **must** include the child's 10 digit band number.
2. Submit your application by email to anita.stevens@kza.qc.ca
3. All school supply applications must be first authorized by the KZES.
Approved school supply orders will be submitted by KZES to Imprimerie Maniwaki.
4. You may pick up your order at Imprimerie Maniwaki during the week of **August 17, 2026**.

All Parents or Guardians will be required to pick up their child's school supplies at Imprimerie Maniwaki located at 412 rue des Oblats, Maniwaki. The contact person at Imprimerie Maniwaki will be Anne Richard at 819-449-1122.

Should you have any questions regarding your order please contact Anita Stevens at 819-449-1798 or by email at anita.stevens@kza.qc.ca .



REGISTRATION FORM FOR SCHOOL SUPPLIES 2026-2027
Kitigan Zibi Education Sector (KZES)

In-School Program
Student School Supplies Application Form

(For registered Kitigan Zibi Anishinabeg students attending Provincial Schools)

Student's Name: _____

D.O.B.: _____

(DD/MM/YYYY)

Male ☐

Female ☐

Student's BAND #: _____ (Enter Full 10 digit number)

Mother's Name: _____

Father's Name: _____

Home Address: _____

Telephone #: _____

Parent's Email: _____

Name of School: _____

Grade Level: _____

Is the School Supply list attached to this application: Yes ☐ / No ☐

Parent's Signature

Date

Please ensure that you submit the School Supplies Form to Anita Stevens at the KZES Administration Building (located at: 37 Kikinamage Mikan, Maniwaki QC)
OR by email to anita.stevens@kza.qc.ca **OR** by fax 819-449-5570



FORMULAIRE D'INSCRIPTION AUX FOURNITURES SCOLAIRES 2026-2027

À: Aux parents de Kitigan Zibi Anishinabeg dont les enfants fréquentent des écoles provinciales et qui souhaitent faire une demande de fournitures scolaires

Le programme scolaire du Secteur d'Education Kitigan Zibi (KZES) couvre les frais de la plupart des fournitures scolaires pour les élèves Kitigan Zibi Anishinabeg (KZA) inscrits qui fréquentent des écoles primaire ou secondaire provinciales. Cependant, le programme scolaire du Secteur d'Education Kitigan Zibi (KZES) *ne couvre pas* les articles scolaires suivants : manuels/livres, ordinateurs/portable/Macbooks, ipads, tablettes, écouteurs, uniformes et articles de gym.

Si vous souhaitez faire une demande :

1. Remplissez au complet le formulaire d'inscription. Toutes demandes **doivent** inclure le numéro de band à 10 chiffres de l'enfant et une copie de la liste des fournitures scolaires de votre enfant qui a été fournie par l'école.
2. Soumettez votre formulaire d'inscription à Anita Stevens au bâtiment du Secteur d'Education Kitigan Zibi (KZES) au 37 Kikinamag Mikan OU par courriel à anita.stevens@kza.qc.ca OU par télécopieur au 819-449-5570.
3. Toutes les demandes de fournitures scolaires doivent être préalablement autorisées par le Secteur d'Education Kitigan Zibi (KZES). Les commandes approuvées de fournitures scolaires seront soumises par le Secteur d'Education Kitigan Zibi (KZES) à l'Imprimerie Maniwaki.
4. Veuillez accorder à l'Imprimerie Maniwaki un délai minimum de deux (2) jours pour traiter votre demande avant de récupérer vos fournitures scolaires au magasin.
5. Vous pouvez récupérer votre commande durant la semaine du 17 août 2026.

Tous les parents ou tuteurs devront récupérer les fournitures scolaires de leur enfant à l'Imprimerie Maniwaki située au 412 rue des Oblats, Maniwaki, QC. La personne-ressource à l'Imprimerie Maniwaki sera Anne Richard au 819-449-1122.

Si vous avez des questions, n'hésitez pas à contacter Anita Stevens au 819-449-1798.



FORMULAIRE D'INSCRIPTION AUX FOURNITURES SCOLAIRES 2026-2027

Secteur de l'éducation de Kitigan Zibi Anishinabeg

Formulaire de demande de fournitures scolaires pour étudiants

(Pour les élèves inscrits de Kitigan Zibi Anishinabeg qui fréquentent les écoles
primaire ou secondaire provinciales)

Nom de l'étudiant (e) : _____

Date de naissance (JJ/MM/AAAA) : _____ Masculin ☐ Féminin ☐

Numéro de BAND de l'étudiant (e) : _____

(Entrez le numéro complet à 10 chiffres)

Le nom de la mère : _____

Le nom du père : _____

Adresse postale : _____

Numéro de téléphone (s) : _____

Courriel des parents ou des tuteurs : _____

Le nom de l'école primaire ou secondaire : _____

Niveau scolaire : _____

La liste des fournitures scolaires est-elle jointe à cette demande : Oui ☐ / Non ☐

La signature du parent ou du tuteur

JJ/MM/AAAA

Veuillez-vous assurer de soumettre le formulaire de fournitures scolaires à Anita Stevens au bâtiment du
Secteur d'Education Kitigan Zibi (KZES) au 37 Kikinamag Mikan OU par courriel à
anita.stevens@kza.qc.ca OU par télécopieur au 819-449-5570.

Letter to Kitigan Zibi Anishinabeg Community Members



Kwey Kakina | Hello Everyone,

My name is Faith Decontie, and I am the proud daughter of Robin Decontie from the Algonquin Nation of Kitigan Zibi Anishinabeg, and Eyah (Arnold Jr.) Saulteaux from the Nakoda Nation of Carry the Kettle (Treaty 4).

I was raised here on the Kitigan Zibi reserve with my mother and grandparents the late Pauline Cote (Pizendewatch)-Decontie and Edmund Decontie.

Through my Algonquin grandmother's bloodline, my great grandmother is Victoria Brascoupe and great grandfather is Victor Pizendewatch. Through my Algonquin grandfather's side, my great grandmother is Clara Commonda-Decontie and great grandfather is Camille Decontie.

Through my Nakoda side, my grandparents are Verna Ironstar and Arnold Sr. Saulteaux. Through my Nakoda grandmother's bloodline, my great grandmother is Julia Ironstar and great grandfather is Daryl O'Watch. Through my Nakoda grandfather's side, my great grandmother is Juliette Mabel Prettyshield and great grandfather is Alexander Saulteaux.

I grew up as a 'rez' kid who went to ancestral cultural events with both sides of my families. I went away to school for awhile, recently completing a doctorate in the United Kingdom to focus on colonial power and system development for First Nations and Inuit communities. I also worked in the Canadian Public Service working in health, education and governance. My mentors include both First Nations and Inuit leadership who taught me the value of learning the colonial system to ensure our people get the funding and services we deserve.



First, I want to extend my gratitude and deep appreciation for Norm Odjick and Charlotte Commonda for nominating me for Chief. I always admired how hard they work (beyond their paid working hours) and the supportive efforts they make for both our community and the Algonquin Nation. Their love, dedication and efforts throughout their careers have not gone unnoticed, including the lateral violence they receive in their management positions but continue to show up and help our people anyway.

Secondly, in expressing my interest to run for Chief, I will work with Council to **reach quorum decisions** to support the best outcomes for priority KZA files while also helping co-create new systematic pathways to address community concerns with KZA administration (CEO, Directors and Coordinators). I dedicated my life to learning the western systems while also maintaining

connected to our community and ancestral teachings. If given the chance, I intend to stand by the nominated Council to not only hear the concerns of our people but work to find systematic solutions and represent our community with an open mind and heart.

What does this mean?

As Chief, I would report in the community flyer and CKWE radio station each month with an honest update on the current KZA community files, meetings Chief and Council attend, and describe the tasks/work that I am doing. To give a clear understanding of what the Chief does, how the Chief role is supporting our community and the work that is done.

This includes addressing issues our community members face with realities such as, accessing Jordan's Principle, fixing the roads, post-secondary funding support, improving human resources and an overall evaluation of KZA administration concerns.

The intention of this would be to keep KZA community members informed so we – **together** - can make decisions for the wellness of our community.

Are we ready to be brave?

I call upon my KZA community members – the matriarchs, upcoming generations, game changers, grandparents, fathers, mothers, uncles, aunts, nephews, nieces, and cousins - to take a leap of faith (no pun intended) on taking a chance to elect a younger female Chief. As the next generation has arrived and is willing to take on the leadership roles while honouring the trail past leadership has blazed behind.

I want to give both a huge congratulations to all of the nominated candidates and an acknowledgement of the courage it takes to be vulnerable to put oneself out there that is often met with public scrutiny. While choosing to keep your names in the elections for the hope of achieving a better future for our community and upcoming generations to thrive.

A Call to Action

I call out to my fellow nominees both for Chief and Council to see if there is an interest to get together to give an information introduction to our community. To share who we are, listen to the important concerns and guidance our community has to offer.

Are my fellow nominees interested to co-host zoom meetings, or an in-person meet and greet both on and off reserve for next week?

From the depths of my heart, I thank each of you for taking the time to read this letter.

Migwetch | Thank you,

Dr. Faith Decontie, PhD.,

GORDEN MCGREGOR

For Chief

Working Together. Leading with Integrity. Building Our Future.

Kwey, Bonjour, Hello,

It is with humility, gratitude, and deep sense of responsibility that I announce my candidacy for Chief of Kitigan Zibi Anishinabeg.

I am truly honoured to have been nominated by Doreen and Linda. I sincerely thank them for their confidence and support. I am also grateful to everyone who has encouraged and supported me throughout this journey.

Kitigan Zibi is our home. It is where our families live, our children grow, and our Elders share their wisdom. The decision we make today will influence the futures of our community for generations to come. Together, we have an opportunity to build a stronger, healthier, and more prosperous Nation.

If I am entrusted with the responsibility of serving as your Chief, I will lead with honesty, integrity, respect, transparency, and compassion. I believe leadership begins by listening. Every community member deserves to be heard, respected, and fully included in the decisions that will shape our shared future.

MY COMMITMENTS

Investing in Our Youth

Our young people are our future. I will continue to support education, language revitalization, culture, sports, recreation, and leadership opportunities that allow our youth to reach their full potential while remaining proud of who they are.

Supporting Families

Strong families build strong communities. I will work to expand housing opportunities, encourage economic development, and promote employment initiatives that help families build stable and successful lives within Kitigan Zibi.

Honouring and Supporting Our Elders

Our Elders have guided and cared for our Nation throughout their lives. They deserve our respect, appreciation, and support. I will continue to strengthen services that allow our Elders to live with dignity, comfort, and the care they deserve while supporting the families who care for them.

Protecting Our Lands and Resources

Our lands, waters, forests, and natural resources are part of who we are. Any development must respect our rights, protect our environment, include meaningful consultation with our members before any decision is made, and deliver lasting benefits for Kitigan Zibi.

Financial Responsibility

A strong future requires a strong financial leadership. I am committed to responsible financial management, transparency, and accountability. We must know where we stand financially, complete our audits, respect our financial policies, and make responsible investment that create long-term benefits for our community.

Building Our Future

Kitigan Zibi has opportunities to strengthen its economy while respecting our values and protecting our territory. We should carefully pursue projects that create sustainable revenue, reduce dependence on outside funding, and provide lasting benefits for future generations. Every major decision should be made openly, responsibly, and with the support of our community.

TOGETHER

I believe the best decisions are made by listening to our people. Leadership is about service, respect, integrity, and bringing people together.

Real progress happens when Council, staff, elders, youth, and community members work together with mutual respect, open communication, and a shared vision for the future of Kitigan Zibi

Together, we can build a community where our youth are inspired, our families are supported, our Elders are honoured, and our traditions continue to thrive.

I have proudly lived and worked in Kitigan Zibi for many years. During that time, I have had the privilege of serving our community in many different roles. These experiences have strengthened my commitment to our people and prepared me to lead with dedication, integrity, compassion, and respect.

It would be an honour to earn your trust and your support as your Chief.

Together, we can build a future we are proud to leave to the next generation.

Migwetch, Merci, Thank you,

A handwritten signature in black ink, appearing to read 'GORDON MCGREGOR', with a long horizontal flourish extending to the right.

Gorden McGregor

GORDEN MCGREGOR

Candidat au poste de Chef

Travaillons ensemble. Dirigeons avec intégrité. Bâtissons notre avenir.

Kwey, Bonjour, Hello,

C'est avec humilité, gratitude et un profond sens des responsabilités que j'annonce ma candidature au poste de Chef de Kitigan Zibi Anishinabeg.

Je suis profondément honoré d'avoir été mis en candidature par Doreen et Linda. Je les remercie sincèrement de leur confiance et de leur appui. Je suis également reconnaissant envers toutes les personnes qui m'ont encouragé et soutenu tout au long de cette démarche.

Kitigan Zibi est notre foyer. C'est ici que vivent nos familles, que grandissent nos enfants et que nos Aînés nous transmettent leur sagesse. Les décisions que nous prenons aujourd'hui façonneront l'avenir de notre communauté pour les générations à venir. Ensemble, nous avons l'occasion de bâtir une Nation plus forte, plus saine et plus prospère.

Si vous m'accordez le privilège de vous servir à titre de Chef, je m'engage à exercer ce rôle avec honnêteté, intégrité, respect, transparence et compassion. Je suis convaincu qu'un leadership commence par l'écoute. Chaque membre de notre communauté mérite d'être entendu, respecté et pleinement inclus dans les décisions qui concernent notre avenir collectif.

MES ENGAGEMENTS

Investir dans notre jeunesse

Nos jeunes sont notre avenir. Je continuerai d'appuyer l'éducation, la revitalisation de notre langue, notre culture, les sports, les loisirs et les occasions de développer le leadership afin que nos jeunes puissent réaliser leur plein potentiel tout en demeurant fiers de leur identité et de leurs racines.

Soutenir les familles

Des familles fortes bâtissent une communauté forte. Je travaillerai à accroître les possibilités de logement, à favoriser le développement économique et à promouvoir des initiatives d'emploi qui permettront aux familles de bâtir un avenir stable et prospère au sein de Kitigan Zibi.

Honorer et soutenir nos Aînés

Nos Aînés ont guidé notre Nation et en ont pris soin tout au long de leur vie. Ils méritent notre respect, notre reconnaissance et notre soutien. Je poursuivrai le renforcement des services qui leur permettent de vivre dans la dignité, le confort et avec les soins qu'ils méritent, tout en appuyant les familles qui prennent soin d'eux.

Protéger notre territoire et nos ressources

Nos terres, nos eaux, nos forêts et nos ressources naturelles font partie intégrale de notre identité. Tout projet de développement doit respecter nos droits, protéger notre environnement, prévoir une consultation véritable et significative de nos membres avant qu'une décision ne soit prise, et générer des retombées durables pour Kitigan Zibi.

Responsabilité financière

Un avenir solide repose sur une gestion financière responsable. Je m'engage à faire preuve de transparence, de rigueur et de reddition de comptes. Nous devons connaître notre situation financière, respecter nos politiques de gestion et investir de façon responsable afin de créer des retombées durables pour notre communauté.

Bâtir notre avenir

Kitigan Zibi possède de nombreuses occasions de renforcer son économie tout en respectant nos valeurs et en protégeant notre territoire. Nous devons saisir avec prudence les projets qui permettent de générer des revenus durables, de réduire notre dépendance au financement externe et d'assurer des bénéfices à long terme pour les générations futures. Les décisions importantes doivent être prises de façon transparente, responsable et avec l'appui de notre communauté.

ENSEMBLE

Je crois que les meilleures décisions sont prises lorsque nous sommes à l'écoute de notre population. Le leadership repose sur le service, le respect, l'intégrité et la capacité de rassembler les gens.

Les véritables progrès se réalisent lorsque le Conseil, les employés, les Aînés, les jeunes et tous les membres de la communauté travaillent ensemble dans un esprit de respect mutuel, de communication ouverte et autour d'une vision commune de l'avenir de Kitigan Zibi.

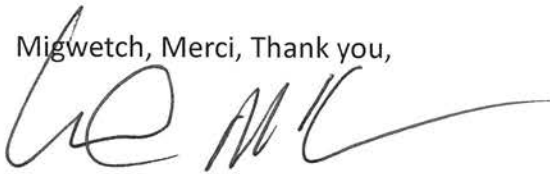
Ensemble, nous pouvons bâtir une communauté où nos jeunes sont inspirés, nos familles sont soutenues, nos Aînés sont honorés et nos traditions continuent de s'épanouir.

J'ai eu le privilège de vivre et de travailler à Kitigan Zibi pendant de nombreuses années. Au fil du temps, j'ai eu le privilège de servir notre communauté dans différents rôles. Ces expériences ont renforcé mon engagement envers notre communauté et m'ont préparé à servir avec dévouement, intégrité, compassion et respect.

Ce serait un immense honneur de gagner votre confiance et votre appui à titre de Chef.

Ensemble, bâtissons un avenir dont nous serons fiers de léguer aux prochaines générations.

Migwetch, Merci, Thank you,

A handwritten signature in black ink, appearing to read 'Gorden McGregor', with a long horizontal flourish extending to the right.

Gorden McGregor



Francine (Frances) Whiteduck nidiijnicaaz

Born and raised in Kitigan Zibi, I am the daughter of Josee Whiteduck and the late Ronald Whiteduck, and the granddaughter of Basil Dewache, Maryanne Decontie, and Bertha Whiteduck.

I have experience in research, program evaluation, organizational development, and change management. I have served as a CEO and on numerous boards and committees, hold the ICD.D governance designation with expertise in financial oversight, accountability, and risk management, and earned a Psychology degree from Carleton University.

Kwey/Hello/Bonjour

First, thank you to Kristy Odjick and Catherine Cayer for their trust and confidence in nominating me. After visiting and listening to people's concerns and ideas over the last few weeks, as your Chief, these are the priorities I will work to achieve.

PRIORITY- GIVE PEOPLE BACK THE POWER

Strong communities are built when people are involved in shaping their own future. Re-build the boards, committees, volunteerism, and community leadership that gives people a direct role in decision-making. Growing up, we saw parents, grandparents, and community members work together to build the school, health services, recreation, the Nicholas Stevens Centre, and the many supports and services our community relies on today. They set the vision, solved problems, met challenges, and built the values, cooperation, and sense of responsibility necessary for a community to thrive.

I will support new ideas for change. For example, KZA firefighters have spoken about the need to strengthen local emergency response as climate change brings more frequent and severe emergencies. They want a greater role in managing and shaping their profession to better prepare for future emergencies, especially given the lack of response to First Nations fire emergencies. This is exactly the kind of community-led initiatives we should be encouraging and supporting.

The role of chief and council is to create the conditions for that leadership to thrive by ensuring people have the resources, training, and support needed for community members to lead. This includes creating opportunities for young people to participate, learn, lead, and contribute their ideas to the future of our community. Youth are the leaders of tomorrow, and are leaders today.

PRIORITY- ECONOMIC DEVELOPMENT THAT BENEFITS EVERYONE

I believe it is time to establish an independent Economic Development Entity led by qualified Kitigan Zibi Anishinàbe professionals. This organization will provide the fulsome transparent planning, and trusted financial information that is needed to make smart, informed decisions when considering options for major investments.

Responsible economic development will create opportunity, build community wealth and generate the revenue needed to improve services for current and future generations.

PRIORITY- STRONG ACTION ON INTERNAL GOVERNANCE AND COMMUNITY

✓ People's Health and Well-being

- Find our own solution for an Elders' long-term care facility.
- Revitalize Anishinabemowin through incentives and establish the language building.
- Develop **new wrap-around supports** for addiction, mental health, and disability.
- Improve women's health services, including recruiting a female physician.

✓ Strengthening our Governance

To build trust and accountability, every new Chief and Councillor should sign an oath at the beginning of each election term that includes clear commitments to conflict-of-interest principles, confidentiality, and ethical leadership. These commitments should be supported by a by-law that establishes a transparent process for any future changes being made to governance policy guideline.

Each year, we will hold an Annual Kitigan Zibi Anishinabeg Gathering to report our activities, financial statements, and audit, while welcoming our family and friends from across our territory to reconnect, visit with one another, and participate in shaping our future.

Additionally, we need to:

- Prepare for future decisions on citizenship (membership).
- Protect our rights, including tax exemption.

✓ Managing Our Territory

I will establish a focused and effective approach and mandate to protect water, forests, medicines and food security while ensuring participation and decision-making in major projects affecting our lands.

Finally, we must take an honest look at our current programs, services, systems, and partnerships and assess what is delivering good value to our community, strengthen what is working and have the courage to replace what is no longer serving our community.

These priorities are ambitious for a two-year term. I believe our greatest strength has always been our ability to come together, support one another, and face challenges as a community. With respect for one another and a shared vision for the future, we can have a stronger Kitigan Zibi that honours those who came before us while creating new opportunities for the generations that follow.

Megwetch for your time, your trust, and your support.

 I ask for your vote

Francine Whiteduck

JEAN GUY WHITEDUCK FOR KZA CHIEF

Kwey KZA Band Members,

This is to inform you that I was nominated for the position of Chief at the nomination meeting of July 2026. I wish to thank Band Members Sandra Buckshot and Marilyn Buckshot for the nomination which I humbly accept.

I have served the Kitigan Zibi community as Chief, councilor, land claim negotiator and community service director over many years. Under my leadership, key infrastructures such as the school, health center, daycare, group home, roads, police services, forestry initiatives, lands acquisition as well as settling several specific land claims. Also, the construction of many homes, the establishment of a revolving loan fund for housing and business.

It is up to Chief and Council to work hard to protect the rights of all our Band members regardless of residence.

I understand that many new Band Members use French as a language. I am fluent in French and will address your enquiries at all times.

I will always have an open door for Band members to meet and discuss your concerns.

I understand that non-resident Band members are concerned about certain programs and services they are not eligible for because Government will only pay for on-Reserve services to Reserve residents.

I firmly believe that our People should benefit for all programs and services for both on and off Reserve. I will continue to advocate pushing Government funding agencies to obtain the objective for people to have equal services regardless of residence.

We have many urgent priorities that must be addressed, here are my suggested priorities:

- **Commit a high priority on our Aboriginal Title file with serious emphasis on the Hydro Quebec compensation for past damages on our traditional territory**
- Continue work to find 363 acres in the Ottawa/Gatineau area to replace the land subject to the Maniwaki Specific Claim and establish an urban reserve
- **Explore with Council the Trust Account Revenue for a potential annual per capita share to all Band members.**
- **The construction of the Algonquin Language Centre**
- Continue research to **access funding for long-term Elders Lodge** for KZA members
- Continue research to **access funding for a community centre/arena**
- Overall modernize the existing community hall
- **Work to improve services to families with children facing challenges.**

- **Develop a rent-to-own housing program to help low-income families to own their home.**
- Continue to work to expand our housing project and construct 5 to 10 housing units a year. Improve the revolving loan program to meet existing shortfalls.
- Continue expansion of the water and sewer project along Highway 105 and the new housing site on Wapus

To benefit from a 10-year program and services funding plan the last Council adopted a Financial Administration Law (FAL) to clearly separate the administration of programs and services from the political responsibilities of Chief and Council. The role of Council is to decide what should be achieved not to manage the day-to-day administration work.

The administration role is to deliver programs and services, supervise employees and manage allotted budgets and implement Council policies. Council makes decisions and administration implements these decisions.

Our Finance unit is fully staffed now, and we are in the process of getting caught up in our financial administration and our audits reports should be up-to-date and completed by March 31, 2027. These audit reports will be posted on-line along with Trust Account expenditure reports.

I congratulate all those who choose to run for position of Chief and Council and wish you all the best.

Once a new Council is elected it is up to Chief and all Council members to work together to improve our community and defend our aboriginal rights and title everywhere on our traditional territory.

If elected, I will bring my many years of experience and knowledge to our new Council and will ensure that Kitigan Zibi has open, fair and transparent governance for all Band members.

We all want a safe, secure and healthy community. We all need to work together to rid our community of people who choose to harm our children and community members.

I wish to thank all our employees, both seasonal and full-time, for your dedication and efforts to ensure services are delivered to our members. Again, thank you.

Thank you for consideration of your vote for Chief in the election on August 15, 2026. I commit to accountability and transparency at all levels of Council decisions and to hold regular monthly information sessions to keep you up to date on all that is taking place on our traditional Algonquin territory.

A handwritten signature in blue ink, appearing to read 'Jean Guy Whiteduck', with a stylized initial 'J'.

Jean Guy Whiteduck for Chief

Cell 819-360-5957

JEAN GUY WHITEDUCK POUR CHEF DE KZA

Kwey membres de la communauté KZA,

Ceci est pour vous informer qu'on a proposé ma nomination comme Chef lors de la réunion de nomination. Je veux remercier Sandra Buckshot et Marilyn Buckshot, membres de la communauté pour cette nomination que j'accepte humblement.

J'ai servi ma communauté de KZA à titre de Chef, conseiller, négociateur des revendications territoriales ainsi que directeur des services pendant plusieurs années. Sous ma direction, plusieurs infrastructures clés ont été bâties au sein de la communauté tels écoles, centre de santé, garderie, maison de groupes, routes, service de police, initiatives au niveau de la forêt, acquisition de terrains et également plusieurs revendications territoriales ont été résolues. Aussi, la construction de nombreuses maisons, l'établissement de fonds de réserve pour emprunt pour la construction de maison et de commerce.

Il revient au Chef et conseillers de travailler fort pour protéger les droits de tous les membres de la communauté peu importe leur lieu de résidence.

Je comprends que plusieurs nouveaux membres de notre communauté utilisent le Français comme langue de communication. Je parle couramment le Français et je peux répondre à vos demandes en tout temps. Ma porte est toujours ouverte pour accueillir les membres de la communauté pour discuter de vos préoccupations.

Je comprends que les membres de la Bande non-résidents s'inquiètent souvent d'être exclus de certains programmes et services, car le gouvernement paie seulement les services sur Reserve pour ceux qui habitent sur la Reserve.

Je crois fermement que nos membres de la Bande devrait bénéficier de tous les programmes et services, tant dans la Reserve qu'à l'extérieur. Je continuerais de plaider et de faire pression sur les organismes de financement gouvernementaux pour atteindre l'objectif selon lequel les membres bénéficient de services égaux, peu importe leur lieu de résidence.

Nous avons plusieurs priorités urgentes sur lesquelles nous devons prendre action, voici mes suggestions de priorités :

- **Accorder la priorité au dossier du Titre autochtone tout en mettant un effort sérieux sur le dossier d'Hydro Quebec pour obtenir compensation pour dommages passés sur notre territoire ancestral.**
- Poursuivre la recherche pour faire l'acquisition de 363 acres dans la région d'Ottawa/Gatineau en remplacement des terres mentionnées dans la Réclamation spécifique pour la ville de Maniwaki, ceci pour y établir une Reserve urbaine.
- **Examiner avec le Conseil la possibilité d'offrir à tous les membres de la communauté un montant annuellement provenant des revenus du Compte en fiducie.**
- La construction du Centre de formation de la langue algonquine.

- Continuer les recherches **pour accéder au financement pour un Centre de longue durée pour nos aînés membres de KZA.**
- Continuer les recherches **pour accéder au financement pour un centre communautaire/aréna.**
- La modernisation de la salle communautaire.
- **Travailler pour améliorer les services aux familles ayant des enfants qui font face à des défis.**
- **Développer un programme location-achat permettant aux familles à faible revenus à devenir propriétaire d'une maison.**
- Continuer le travail pour augmenter le nombre de maisons et bâtir 5 à 10 maisons annuellement. Améliorer le fond de prêt renouvelable afin de pallier l'insuffisance de ressources actuelle.
- Continuer à étendre notre système d'aqueduc et égouts sur la route 105 et au site du nouveau développement de maisons sur Wapus.

Pour bénéficier d'un plan de financement de programmes et de services sur 10 ans, le dernier Conseil a adopté la Loi sur l'administration financière (LAF) qui établit clairement la séparation de l'administration des programmes et services des responsabilités politiques du Chef et conseillers. Le rôle du Conseil est de décider ce que l'on veut accomplir pas de gérer au jour le jour le travail administratif.

Le rôle de l'administration est de livrer les programmes et les services, superviser les employés et gérer les budgets alloués et mettre en œuvre les politiques mise de l'avant par le

Conseil. Le Conseil prend les décisions et l'administration met en œuvre ces décisions.

Notre section des Finances est maintenant dotée de tout son personnel, et nous sommes en train de rattraper notre administration financière et nos rapports d'audit devraient être à jour et complétés d'ici le 31 mars 2027. Ces rapports audit seront disponibles en ligne ainsi que les rapports des dépenses du Compte en fiducie.

Lorsque le nouveau Conseil sera élu, il est du devoir du Chef et des conseillers de travailler ensemble afin d'améliorer la communauté et défendre nos droits et titres autochtone partout sur notre territoire ancestral.

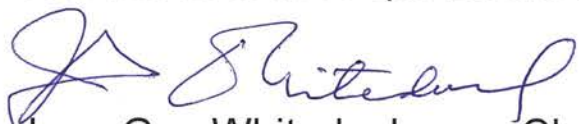
Je félicite tous ceux qui ont choisi de se présenter au poste de chef et de conseiller et je vous souhaite le meilleur.

Si je suis élu, je vais partager toute mon expérience et mes connaissances avec le nouveau Conseil et je veillerai à ce que Kitigan Zibi ait une gouvernance ouverte, équitable et transparente pour tous les membres de la communauté.

Nous voulons tous une communauté saine où nous sommes en sécurité. Nous devons tous travailler ensemble pour débarrasser notre communauté de toutes personnes qui choisissent de faire du mal à nos enfants et aux membres de notre communauté.

Je tiens à remercier tous nos employés, tant saisonniers que permanents, pour votre dévouement et vos efforts afin d'assurer la prestation de services à nos membres. Merci encore.

Je vous remercie de votre considération pour votre vote à titre de Chef lors des élections du 15 août, 2026. Je m'engage à la reddition de comptes et la transparence à tous les niveaux des décisions du Conseil, ainsi qu'à tenir des séances d'informations régulières, mensuelles, pour vous tenir au courant de tout ce qui touche notre Territoire ancestral.

A handwritten signature in blue ink, appearing to read 'Jean Guy Whiteduck', written in a cursive style.

Jean Guy Whiteduck pour Chef

Cell 819-360-5957

Kwey Kakina (Greetings everyone)

Anthony Brascoupé nin diz ni kaz (My name is Anthony Brascoupé)

Son of John Brascoupé & Theresa Tenasco both from K-Z.

I have one daughter from Tobic 1st nation.

I presently work as custodian at Wazoson daycare here in my community since it opened back in 1998 did forestry before that.

I was born and raised in poverty here in K-Z, much like my fellow community members of my time, worked since my early teens, I am present age 60 yrs.

So.... I have been nominated to run in this councillor position Election 2026 here at K-Z.

My name came about, and was entered without my knowledge or my attendance at nominations (I had a surprise there... LOL) by band members Charlene Tolley and Shirley Tolley who made this move and felt that I would make a decent band councillor.

The honour of being considered to possibly be a part of a team representing our interests, is an honour that dates back from our fore fathers.

In securing the integrity of your wishes and intent, I thank you both above mentioned Charlene and Shirley for your confidence; I accept to be your candidate.

In accepting this nomination, the following gives you an insight of how I would conduct and full fill councillor obligations if selected. I'm entering this race with no agenda hidden or otherwise from me or people who support me – to be straight with you. I don't like untruths or political rhetoric. If elected to council, I will sign anything that has maximum benefit for our community in collective agreement with our chief and fellow band councillors. - providing motion is fully satisfactory to my common sense. No favoritism involved, community needs above all.

As far as community issues are concerned, I think everyone knows what we are walking and suffering through here and out of K-Z. I'm good for the next six pages maybe more if listing what our community is short of and lacking most of it it's URGENT and needs attention now!

There is room for changes and adjustments within our band structure on many levels. We must find and execute strategy for our youth, our sick and disability along with our people with ADHD and various other health issues needs funding increases.

I'm not going to limit myself in council if elected to one set of issues. Obviously a 2yr election term is not a long time to introduce and complete new changes, I'm not going to kid you on that. Rather I will direct my energies to touch the various issues that are eroding our community, using all of your input and guidance. I will update our community of any changes, outcomes of decisions or issues we score as a team- I will not agree to just wait and pass on stuff to the next band council.

Our rights everything from A to Z is something that has to be maintained and fought for, meegwetch to everyone out there who has put the effort in to do so. If elected, I will work along side and support efforts to sustain and refrain rights that was taken from us.

I often feel for our brothers & sisters living off reserve be it working people or students, having to pay what they do. I will always be in search of ways to better assist our people out there. I'm not even going to try to pretend to know something that I don't.

- Rather I will do my best to find answers to the various questions and concerns you, the community, have. What I don't know, I will learn. Native leadership is a never ending learning type of thing, driven by quickly changing times.
- As mentioned, I am grassroots and love my community here in K-Z. This is my home, seen changes good and bad. Elders of my time had a big influence in the shaping of my being and historical knowledge. I'm hard working and live an alcohol/drug free lifestyle. Approachable, flexible, realistic type and will meet with any of you and will stand for fairness.

Conclusion

Again, there's a lot more that can be said and addressed, but if you are looking at me for band councillor, basically what you see here is what you get.

Lastly, it would be my pleasure to serve you all if elected, I'll give it everything I've got.

All you young educated candidates that are running in this election are as smart as whips, any one of you would be an asset to our new band council. I will be voting for you. Meegwetch (thank you) to our leadership past and present.

Good luck to our candidates for Chief and Council! Happy voting.

Anthony Brascoupé



FRANK MENESS – COUNCILLOR 2026-2028



Frank A. Meness, *M.A., J.D.*

Frank was called to the Bar in Ontario in September 2013. He practices in Ontario and regularly obtains approval from the Quebec Bar to appear in court on specific matters in that province. He practices in the areas of Indigenous Law, Wills, Estates and Trust Law, Taxation and Corporate Law, Elder Law.

He has an undergraduate degree with a concentration in Political Science (B.Sci.Soc.) from Ottawa University (1993) and a Master of Arts Degree (M.A.) from Carleton University (2006). Frank completed his Juris Doctor degree (J.D.) at Ottawa University (2012).

In 2019, he opened Penosway Kichi Atàsowogamig / Frank's Storage / Entrepôt Frank, a self-storage business in Kitigan Zibi. Being an entrepreneur provides a unique perspective on the challenges and opportunities that face us here in KZA.

During his spare time, Frank pursues traditional activities including hunting, trapping, fishing, and attending cultural events. He enjoys spending time with his wife, Debbie Assiniwe, and their three children (Dolcy, D'Arcy and Maxie). Frank is an active member in the community.

KZA Trust

I would like to encourage all KZA members to be active participants in the discussion of opportunities for the use of the Annual Income from our KZA Trust. The KZA Trust should be used to improve all aspects of the KZA (i.e., economic, social, political, legal, cultural etc.). The annual income is meant for spending not saving.

I also believe that off reserve members should be able to benefit from the KZA Trust, from wherever they live (i.e., housing/repair loans, business loans, social and cultural initiatives etc.).

Economic Development

This is key to our success. Not only for on reserve but accessing economic opportunities in our traditional territory. We are in active discussions with the Ottawa Senators, National Capital Commission (NCC) and our Algonquin Nation on both sides of the river to develop LeBreton Flats as partners.

FRANK MENESS – COUNCILLOR 2026-2028

There are other opportunities which we have a chance to become equity partners in hydro-electric, battery storage facilities, wind farms etc. These opportunities are at our doorstep, and we need to take advantage. These initiatives bring real dollars back to the community immediately and not at some future point. I would support a distribution of these profits back to community members both on and off reserve.

Indigenous Rights and Title

This is a big one. Litigation against Canada resumed in 2023 and is on-going. We don't expect to be in court before 2028. Both Canada and Quebec are actively opposing our title claim(s), however, the other Algonquin communities are either supporting us or at the very least not opposing our court action.

Infrastructure and Housing

There is room for improvement (i.e., fixing roads, improved street lighting, provide access to all our lakes, additional camping sites, new roads). All these areas need attention. Housing remains a priority. All demographics are equally in need, so I support housing initiatives that include spots for elders, singles, couples, and everything in between.

Human Resources and Employment

KZA sorely needs employees at all levels and in all sectors. Existing positions and staff need to have access to yearly training (paid) to improve their skills and to learn new ones as well. Salaries need to be commensurate with duties and responsibilities. KZA would benefit from a labour force strategy. What do we need? When do we need it? How do we get it? (i.e., tradespersons, professionals, educators, mechanics, contractors etc.). All these positions are relevant and required for KZA to succeed.

Language, Culture and Education

Another big one. Emphasize anishinabemowin in everyday situations. Learning means making mistakes but not repeating them. We are more than hunters, gatherers. Occupying our territory from living and working "on reserve" to living and working in our territory (remote work, living away from main community). Encourage our young ones to venture in the world learn skills and bring them back so KZA can benefit. Engage our Elders to provide continuity.

Membership / Citizenship

Our membership is growing. Canada adds people to our band list every month. We should encourage our new members to learn about KZA history, our shared culture, and values so that they can be proud to be an Anishinabe. It is more than just a card.

I could go on, but if what I have presented appeals to you and is something you can support; then vote for me and I will do my best to work with council to move these ideas along as we all work together for the benefit of all. Meegwetch.

fmeness@gmail.com

819-449-4959-H

819-930-3959-C

Kwey, Hello, Bonjour,

Mìgwech to Lionel Whiteduck and Amber Cote for nominating me for a seat within the Kitigan Zibi Band Council.

In 2024, I completed thirty years of work for the Kitigan Zibi Anishinabeg. My years of work comprised of working in our community's Head Start program, Kitigan Zibi School, Special Education, Community Services and, finally, the Education Sector's administration. From 2024 to date, I have been working at Algonquin College. Leadership is not easy – it comes with so many complexities.

If I am elected for another term on Council, I commit to the following:

- Focus on the concerns and questions of community members. Foster respectful dialogue.**
- Support the work of our sectors with an approach of making improvements.**
- Participate within the weekly Band Council meetings and actively participate within the monthly public Band meetings.**
- Share and promote the teaching of our Anishinàbemowin language and culture to community members of all ages.**
- Learn about and / or have conversations with the many organizations or companies that want to develop projects in our traditional, unceded territory and protect our inherent rights.**
- Promote and advance economic development initiatives so that our community can attain our own source of revenue.**
- Enhance the infrastructure or facilities within Kitigan Zibi.**
- Bring more opportunities for access to employment, education, training and entrepreneurship to all community members.**

If you have any questions about my views or work as a Band Council member, please call me at 613-796-7986 or email anitajeantenasco@gmail.com

Mìgwech,

Anita Tenasco

Kwey kakina Kitigan Zibi māmīwininiwag!

My name is Victoria Lynn Tenasco-Commanda. Kitchi mīgwetch to Marilyn and Sandra Buckshot for nominating me for a second term on Band Council. Many know me as Adjidamō or Jid, a nickname given to me as a child by my late grandmother Bertha Tenasco and the late Pat Decontie.

Two years ago, I shared that I understood Anishinabe leadership as something recognized by community and grounded in listening, learning, relationships, responsibility, respect and reciprocity. After two years at the Council table, I still believe this. Leadership is not only about who sits at the table. It is about the responsibilities we carry to one another.



Our governance did not begin with the Indian Act. Long before Chief and Council tables, Anishinabe people had ways of identifying leaders, making decisions, resolving differences and caring for community. Today, we govern within a colonial structure that was imposed upon us. It is the system we have, but it does not have to define how we understand or carry leadership. We can still remember who we are.

Our Anishinābe kikināmāgewin—our Anishinabe teachings—remind us that when community identifies you, asks you to step forward and places their confidence in you, you do your best to answer that call. That does not mean never making mistakes. It means having the humility to listen, the courage to make difficult decisions and the accountability to acknowledge when you get something wrong. I accepted my nomination because community members asked me to. Many of you encouraged me to allow community to decide whether I should continue carrying this responsibility. I listened.

Instead of listing meetings I attended or work I was part of over the last two years, I want to share how I govern. I think it is important to ask how someone listens, what and who informs their decisions, how they respond when responsibilities conflict, whether they can change their mind when they learn something new, and whether they can acknowledge when they are wrong. Carrying responsibility does not always mean doing what is easiest or most popular. Sometimes it means questioning, respectfully disagreeing or saying no. And sometimes making a difficult decision because, after listening, learning and considering the impacts, you believe it is in the best interests of community as a whole. That is accountability, too.

Respect, humility and reciprocity shape how I understand our responsibilities to one another. For me, respect means recognizing the worth of people even when we disagree and humility means remembering that none of us has all the answers and that influence does not make anyone more important than anyone else. Reciprocity is not *I do something for you so you owe me something*. It is understanding that what we contribute to one another strengthens all of us. We lose nothing by lifting someone up, sharing knowledge or helping someone succeed. When we strengthen one another, we strengthen the circle—and we all benefit from a stronger circle.

Equity also matters deeply to me. Equality asks us to give everyone the same thing; equity asks what is fair. Our people do not all have the same needs, circumstances or barriers. Fairness and sameness are not always the same thing.

These understandings did not begin for me at university, in my career or at Council. They began with family. My grandmothers Mary Tanis Commanda and Bertha Tenasco, shaped how I understand who I am and what it means to carry knowledge and responsibility. I learned through family and community that culture, language and identity are part of what makes us well, and that knowledge is not something we keep for ourselves—we have a responsibility to carry it forward.

Above all, I believe in community wellness. Wellness is physical, mental, emotional, spiritual and cultural. It is knowing who we are and where we belong. It is strong families, healthy relationships, children connected to their identity, Elders being cared for and honoured, people healing, and having places where we gather. When we work on ourselves, treat one another with respect, share what we know, lift someone instead of tearing them down, or acknowledge when we are wrong, we strengthen the circle.

That is the commUNITY I believe in. It is also why I do not measure Kitigan Zibi's strength only by how much money we have or what each of us receives individually. Our strength is also in one another. When I speak about seven generations, I do not only look forward; I also remember who carried us here. Our children, youth, families, adults and Elders all matter. Their needs are different, and how we support them will sometimes be different. Honouring one generation does not mean another matters less. I want our young people to inherit a strong community and our Elders to experience the care, dignity and respect they deserve while they are here. Those responsibilities belong together.

That is what we have to consider when making difficult decisions about money, resources, land, programs and Kitigan Zibi's future: What do our people need today, and what are we responsible for protecting for tomorrow? Knowing who we are, caring for one another, sharing knowledge, supporting families, healing, gathering, laughing, making sure people are not forgotten and leaving something good for those still to come—that is wealth, too.

Two years ago, I told you I would not ask you to vote for me or make campaign promises about what I thought Kitigan Zibi needed. That has not changed. I am not campaigning, and I will not ask you to vote for me. I do not believe my role is to decide what community should want. My role is to listen, bring your voices, concerns, needs and ideas forward, and do my best to represent them in good faith. My voice at the Council table should be informed by yours.

I accepted my nomination because community members asked me to. Now, the decision belongs to you. Learn about the people who have accepted nominations. Ask questions. Consider not only what someone has done or where they have been, but how they think, listen, make difficult decisions, remain accountable and understand their responsibilities to community.

Please remember, this is a democracy and your vote is your voice. Leadership is not something we give ourselves. It is recognized, acknowledged and chosen by the people.

Kitichi mīgwetch.

CELINE WHITEDUCK

Leading with Heart

Guided by Our Teachings * Listening to Our People
Building Our Future Together



Kwey,

I am **Celine Whiteduck**, an Anishinabekwe, mother, educator, coach, and proud member of Kitigan Zibi Anishinabeg (KZA).

Raised on Paganakomin Mikan, our community has shaped my values, my purpose, and who I am today. Following my studies at the University of Ottawa in Psychology, Recreation/Leisure Studies, Education, and Educational Counselling, I devoted more than 30 years to teaching (Kitigan Zibi School), coaching, recreation, youth leadership, and serving our community. It has also been my privilege to raise my family within the community, guided by one simple belief:

“Never miss an opportunity to help.”

That belief continues to guide me every day.

I believe **leadership is about service.**

It is about listening before speaking. It is about bringing people together.

It is about protecting what our parents, grand-parents and ancestors entrusted to us while creating opportunities for future generations.



Every voice matters. Every person deserves to be heard, valued, respected, and connected.

Serving Our Community

Since being elected as your Councillor, I have proudly served as Portfolio holder for:

- **Health & Social Services**
- **Youth**
- **Elders**
- **Recreation & Sports**
- **Also taking on numerous urban files in Gatineau/Ottawa**

*My Last 2 Years
on Council* 

I have also represented Kitigan Zibi at local, regional, provincial, and national tables to ensure our community has a respected voice wherever important decisions are being made.

Areas of Focus:

Build Strong Relationships

- I have strengthened partnerships/relationships with Algonquin communities and other First Nations while educating municipalities, governments, universities, hospitals, embassies, cultural institutions, environmental organizations, sports organizations, museums, and businesses.



Protect Our Lands & Waters

- I have supported water stewardship, Land Guardians, youth on the land, paddling, environmental initiatives, and followed important regional files affecting our territory.

Support Youth

- I have expanded opportunities in recreation, sports, leadership, education, cultural programming, scholarships, and mentorship.

Support Elders & Families

- I have advocated for long-term care, wellness, accessibility, community gatherings, and stronger supports for families.

Champion Inclusion

- I have advocated for community members living with disabilities and diverse abilities while promoting accessibility and dignity.

Advance Health & Wellness

- I have worked with health partners to strengthen mental health, community wellness, culturally safe care, and safer workplaces.

Protect Culture & Language

- I have supported Anishinàbemowin, ceremonies, cultural programming, and meaningful Host Nation recognition throughout our territory. I have created cultural land-based activities: water teachings & canoeing

Strengthen Economic Opportunities

- I have promoted entrepreneurial spirit through tourism, entrepreneurship, local and urban business development, and partnerships that created opportunities for our people.

Ensure Our Voice Is Heard

- I have represented Kitigan Zibi on projects involving Ottawa, Gatineau, tourism, transportation, environmental stewardship, culture, recreation, and many initiatives shaping our traditional territory.

Plan for the Future

- I have researched & shared best practices in governance, housing, recreation, consultation, health, safety, community development to help create stronger opportunities for future generations.

Leadership Is Measured By Service

- It is answering the phone, text or email when someone needs help.
- Participating in community events.
- Standing beside families during difficult times.
- Transparency - Accountability - Respect

- Celebrating our Youth.
- Learning from our Elders.
- Building Trust.
- Creating Opportunities.
- Serving with Heart.



Looking Forward - My Commitment

Listening & Communication

I believe the best decisions are made *with our people, not simply for our people*.

I am committed to listening, communicating openly, and ensuring our community remains informed, engaged, and involved as we work together to shape a shared vision, guided by our collective values, priorities, and a commitment to future generations.

Children, Elders & Families First

My Commitment 

Supporting children, families and Elders wellbeing, healthy aging, holistic education, quality health & social service programming, recreation/sports, and opportunities for every person to live Mino Pimadiziwin - a Good Life. Keeping the care of our children in our own hands.

Protecting Our Lands & Waters

Honouring our Algonquin-Anishinabeg responsibility to protect our lands and waters while upholding our rights, the rights of the land, UNDRIP, and Free, Prior and Informed Consent.

Healing, Health, Safety & Wellness

Supporting mental health, health care, cultural healing, healing lodge, and safe, respectful workplaces and community spaces. Revitalizing and caring for shared community spaces.

Culture, Language & Education

Protecting Anishinàbemowin, preserving our history, and ensuring that our teachings, stories & traditions continue guiding future generations. Learning from the wisdom of our Elders and knowledge keepers.

Building a Strong Future

Supporting housing, economic development, employment, infrastructure (including roads & water), education, post secondary education, skilled trades, entrepreneurship, and thoughtful planning.

Strong Relationships

Strengthening our relationships with our sister Algonquin communities while re-establishing new pathways forward with neighbouring municipalities, governments, organizations, educational institutions, and businesses.

Together, we can ensure Kitigan Zibi Anishinabeg has a respected voice wherever decisions affecting our lands, waters, rights, culture and future are being made.

Migwech
for your support. 

My Guiding Belief

Leadership begins with relationships.

When we listen with open hearts...

When we lead with respect...

When we choose kindness...

When we work together...

We build trust.

We strengthen our families, community and Nation.

Mino Pimàdiziwin

Living a Good Life

Together, we can continue building a healthy, compassionate, transparent, proud, and united Kitigan Zibi that honours our past while creating hope and opportunity for the generations to come.

Migwech for your trust and encouragement.

***It would be a tremendous honour to continue serving our community, Kitigan Zibi Anishinabeg - Celine**