



KITIGAN ZIBI ANISHINABEG

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

Notice

Please be advised that the Band Office will be closed on Monday, September 7, 2026 for Labour Day.



Have a safe long weekend.

KZA Community Services Administration Office



KITIGAN ZIBI ANISHINABEG

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NOTICE of EXTENSION WATER AND SEWER INSURANCE

Payments are now being accepted for the Water and Sewer Insurance years 2026-2027, **extension deadline, due on or before September 18, 2026.**

No exceptions beyond this date.

The coverage period is from September 1, 2026, to August 31, 2027.

This insurance covers well installations and aqueduct line and covers all plumbing components and piping from the well or main aqueduct line up to the main shut off valve located in the house. (Common items covered: frozen or busted water pipes, pumps, check valves, cold water pressure tank, wiring for pump and damaged casings).

The septic installations and community sewer systems insurance cover all plumbing components and pipes from the septic tank or main community sewer lines up to the foundation of the house. (Common items covered: frozen, busted or blocked sewer lines, emptying of septic tanks). Septic tanks are emptied every three (3) years. Only those who have paid their insurance annually over the past 3 years will have their tanks emptied in the summer of 2027.

Rates for this year are as follows:

<u>Regular Rates</u>		<u>Senior Rates (65 YEARS AND +)</u>	
Water	\$124.00	Water	\$111.00
Sewer	<u>\$124.00</u>	Sewer	<u>\$111.00</u>
Total	\$248.00	Total	\$222.00

Payment arrangements/methods can be found on the next page. Payments will only be accepted within the hours listed below.

Tuesday through Thursday	9:00 am to 3:30 pm
Friday	9:00 am to 12:00 pm



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Reminder to payment holders:

1. For employees, arrangements must be entirely paid no later than September 29, 2026, to ensure coverage.
2. For persons in receipt of Income Security or OAS, the maximum amount of 6 monthly installments, ending no later than January 29, 2027.

The following are various methods to make payment:

- EMT/Interac e-Transfer: payment@kza.qc.ca
***ensure to indicate the address to be insured in the message section
- Debit/Visa/Mastercard (in person only)
- Cheque
- Money Order
- Cash

Meegwech for your attention and cooperation.

KZA Community Services





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

September 2, 2026

The Land, Water and Animals Advisory Committee would like to share a note to KZ Community members.

Hunting season is quickly approaching and LWAAC would like to send a message for hunters.

In 2020, there was moose moratorium. The population of the moose was on a decline and during this time, studies were done, tracking the moose, reasons for the decline in population and so on.

Our message for hunters;

Preservation and sustainability: in efforts of preserving a traditional source of protein that is part our diets, we recommend harvesting 2- to 3-year-old males. Give the calves a chance to grow and the females for the reproduction and the sustainability of the population of the moose for future generations. To harvest just enough to feed your family. Make any donations of the harvest to elderly or those that can not hunt, also artisans such as Tammy Cote who works on hides. When harvesting moose, we encourage you to harvest in the Fall.

Protection of our Rights: our rights to hunt, fish and occupy our territory according to Article 35 of the Indian Act states we have rights to continue living our traditional ways of life on our territory. Abusing our rights may determine the future of occupying the territory and harvesting for our survival and sustainability. In recent years, some community members are seen bringing non-natives hunting and fishing. Harvesting to sell for profit is illegal but it has happened. And conversations overheard such as "summer calves are so delicious", along with conversations of poaching.

The Land, Water and Animals Advisory Committee would like to ask you all, if you see any illegal hunting or fishing within our territory, we ask to report to LWAAC or game warden. If you do not want to be named, this can be done anonymously. If possible, all we ask for is vehicle plates, photos and the possible illegal activity.



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

September 1, 2026

Dibàdjimowin-report

Mawinzonan mìnàn-Picking blueberries

At the request of some community members for blueberry picking, the Land, Water and Animals Advisory Committee put together a quick excursion out and about in our territory on Friday, August 21, 2026.

The designated meet-up place was at the KZ Cabin in La Verendrye Park for 10am.

LWAAC went out towards Bark Lake Road checking side roads for the blueberries.

A total of 5 participants were out picking blueberries; however, we did not make any jams as we were scattered.

It was a beautiful day to be out picking with friends/family. For myself, it was my 1st time experience and enjoyed every moment.

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.





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

September 1, 2026

Dibàdjimowin-report

Scavenger Hunt/Amazing Race Style

On Saturday, August 29, 2026, the Land, Water and Animals Advisory Committee held an activity.

The activity was a Scavenger Hunt, Amazing Race Style out on the land. The participants' checkpoint with a task were;

- Start-line was at the Cultural Centre starting at 8:00am. Mariette and Darhlene started the participants off with the rules and sent them out 5 minutes apart.
- KZ cabin, participants had to split some wood to take with them until it was needed at another checkpoint. James and Norman mended this checkpoint.
- MaiganAjik, the participants had to ask to take some water from the spring water stream to use at another checkpoint. I, Mariette, tended to this post.
- At Roland Lake Rapids, the participants sat with Cathy and Darhlene with a language task.
- The clue given to them from this point led the participants to Rapid Lake where they attempted to shoot horseshoes, however the members there had already started a tournament.
- The next clue had the participants head back south towards Tomasine Lake, along the way, the participants had to search for a photo of a moose then proceed to Tomasine Lake where they had to make a fire using the wood chopped at KZ cabin, boil the water collected from MaiganAjik's Spring water and make tea.
- The Finish line was at Chutes Quinn, just outside the South Gate of La Verendrye Park. Late lunch/early supper was served then prizes awarded.

The winners of the scavenger hunt were:

1st place winners: Tim Odjick and Alison Commando

2nd place winners: Patsy Meness and Mandie Clause

3rd place winners: Norman Thusky, Amber Cote and company

A total of 9 cars with 33 participants were registered.

1st and foremost, I apologize for changing the outcome of the winners. With last minute changes to my route and mixing up of clues, I could not calculate the best times.

I sincerely hope this will not discourage anyone from joining us again next year.

For next year, we will be doing "KZ Amazing Race".

Stay tuned in the coming months for date, rules and start line.

It was a beautiful day to be out riding with friends/family touring our territory and visiting neighboring communities while searching for next clues.

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

(I did not get many photos, my apologies)



Fall Pontoon Ride for KZ Seniors at Big Cedar Lake

Come and join the Land, Water and Animals Advisory Committee for Pontoon Rides and Fall Feast.

When: As soon as the leaves show their pretty colors

WHERE: BIG CEDAR LAKE

Time: 11:00 am at Landing

To sign up for a pontoon ride, leave your name with the Land, Water and Animals Advisory Committee Coordinator, Mariette Buckshot at 819-449-5170.

A sign-up sheet will be posted at Endong for those interested.

Stay Tuned for Date



For further information, feel free to contact LWAAC Coordinator at 819-449-5170 or LWAAC.Coordinator@kza.qc.ca





Community Hunt

Introducing a community hunt.

The Land, Water and Animals Advisory Committee are inviting community members of all ages to come and experience a hunting trip.

The goal is to supply Kiweda clients with fresh moose meat, to deliver meat to the seniors, and for a Community Feast.

It will also be a great experience for those that never hunted, to promote and revitalize one of many cultural activities and become familiar with KZ territory.

This hunting trip will include workshops during the day:

- The work with hide
- Hunting story-telling
- The uses of moose bones
- Tasting moose parts rarely eaten, tongue, nose, etc...
- Hunting guides will be on site to demonstrate good hunting skills and tips

This hunting trip will be near end of September or early October.

**For further information, feel free to contact Mariette Buckshot at
819-449-5170 or LWAAC.Coordinator@kza.qc.ca**



JOB OPPORTUNITY

(OPEN TO UNTIL FILLED)

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:	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: 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 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 : 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 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.

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

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 Infirmières 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 26, 2026

POSITION:	Crisis Response Support Worker (1)
LOCATION:	Kitigan Zibi Health and Social Services
WORK SCHEDULE:	35 hours a week
TERM:	26 weeks
SALARY:	\$24.97/hour
DUE DATE:	September 9, 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 **September 9, 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.

Family Wellness

Apple Picking

FOR PARENTS OF PRESCHOOL CHILDREN

FRIDAY - SEPTEMBER 4, 2026

1:30 pm - 3:30 pm

Meet at Ode at 1 pm

**VERGER MERLEAU
72, CH. PAUL, BOUCHETTE**

To register, please call Karen at

819-449-2323 ext. 2808

(15 spots available)

Need a ride? Call as soon as possible.



FAMILY WELLNESS

FISHING IN MESSINES



FOR PARENTS WITH YOUNG CHILDREN
(UNDER 12YRS)



FRIDAY – SEPTEMBER 11, 2026



**4:30 PM–6:30 PM
SUPPER INCLUDED**



PISCICULTURE MESSINES
107, ROUTE 105

- Fishing equipment provided
- 2 fish per family



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.





Kwey Community Members!

We understand that at times parents have concerns regarding their children and are looking for support. We, Kristy Odjick and Laurie Wawatie, are available to offer support to all children and parents from the Kitigan Zibi Anishinabeg community.

What can we do to help?

- First, we can listen!
- Then we can work with you to plan the support you would like for your child.

What supports can we help you with?

Speech Language Pathology, Occupational Therapy and Psychological Assessments, as well as other requests you might have.

We can contact the specialists you are looking for and help with the scheduling of appointments for assessments. We can ensure help with payment for referred assessments and therapy.

You can reach out for support any time through a personal visit, phone call or email.

Kristy Odjick
Inclusive Care Wellness Worker
Ode Widokàzowin
819-449-2323 ext. 2814
kristy.odjick@kza.qc.ca

Laurie Wawtie
Special Education Coordinator
Kitigan Zibi / Pakinawatik Kikinamadinan
819-449-1275 ext. 3119
laurie.wawatie@kza.qc.ca

New location for Bloodwork in Maniwaki



**Please be advised that as of August 31,
bloodwork will now be located at 177 Oblats
Street (Previously Foyer Père Guinard).**



**Please use the back door behind the
establishment.**





The Nicholas Stevens Centre would like to share some information and recognize that September is FASD Awareness Month

This year's FASD Awareness Month theme, "Everyone Plays a Part: It Takes a Community" highlights the power of collective support in creating a society where individuals with FASD and their families can thrive.

When we talk about community, we mean more than professionals. Community includes families, friends, neighbours, cultural communities, schools, workplaces, and communities of practice – the many people and networks that surround and support individuals every day.

Supporting people with FASD and promoting alcohol-free pregnancies is a shared responsibility. When we work together, we create environments where people feel supported, valued, and able to succeed.

This year's theme celebrates the strength, connection, and belonging that communities create. By learning, supporting one another, and sharing knowledge, communities can help individuals with FASD across their lifespan and promote healthy pregnancies.

What is FASD?

FASD stands for Fetal Alcohol Spectrum Disorder. It is a lifelong disability that affects the brain and body of people who were exposed to alcohol in the womb. Each person with FASD has both strengths and challenges and will need special support to help them succeed with many different parts of their daily lives.

FASD impacts approximately 4% of Canadians.

FASD impacts more people in Canada than Autism Spectrum Disorder, Cerebral Palsy, and Down syndrome combined.

Individuals with FASD are known for having a number of different strengths, including being friendly, likeable, affectionate, determined, hard-working, forgiving, non judgemental and caring.

Approximately 90% of individuals with FASD will experience at least one mental health issue in their lifetime.

The social and economic cost of FASD in Canada is estimated to be \$1.8 billion annually.

Individuals with FASD achieve positive outcomes if their needs and challenges are addressed early on in life and they have access to supports that carry into adulthood.

In everyday life, these challenges may look like:

- being impulsive
- not understanding consequences
- being unfocused and easily distracted
- difficulties keeping up with classroom learning
- challenges handling money
- challenges learning how to tell time
- forgetting how to do something they've done before
- having trouble staying organized and planning ahead

Each individual will experience different challenges, and their challenges may differ depending on where they are in their life. The signs and symptoms of FASD can overlap with a number of different developmental disorders, which can make diagnosing FASD very difficult.

The diagnostic process for individuals with FASD can start at any age, but FASD diagnosis is complicated. Signs and symptoms are difficult to recognize in newborns, infants and young children, so FASD is often not diagnosed until individuals are in school or have reached their teen years.

**Everyone brings something to the circle. Everyone belongs.
A strong community makes room for everyone.**



FAMILY DAY

ODE KIJIGĀD

"LET'S BRING BACK THE OLD WAYS"

**SUNDAY - SEPTEMBER 6, 2026 | STARTING AT 12:00PM
AT ÒDE WÌDÒKÀZOWIN**

WE INVITE ALL KZA FAMILIES TO ÒDE KIJIGĀD – FAMILY DAY! WE'RE BRINGING BACK THE OLD-SCHOOL FUN WITH A COMMUNITY BBQ, CLASSIC FAMILY DAY GAMES, FRIENDLY COMPETITION, AND A COMMUNITY SOFTBALL TOURNAMENT. PACK YOUR LAWN CHAIRS, BRING THE WHOLE FAMILY, SHARE A MEAL, AND JOIN US FOR A DAY OF LAUGHTER, CONNECTION, AND COMMUNITY SPIRIT.

HERE IS A LOOK AT THE GAMES AND ACTIVITIES FOR EVERYONE TO ENJOY:

**SOFTBALL TOURNAMENT
BINGO
PURSE GAME
PHOTO BOOTH
RADAR FAST BALL
BASE RACES**

**CLOSEST TO THE PIN
TEA BOILING RACE
JIGGING CONTEST
HORSE SHOES
BOUNCY CASTLES
ART INSTALLATION**

**FACE PAINTING
3 LEGGED RACE
EGG TOSS
POTATO SAC RACING
PEJŌSHKWENS MŌWISH BINGO
AND MUCH MORE...**



ODE KĪJIGĀD - FAMILY DAY

Pejōshkwens Mōwish BINGO

Choose your number,
sit back, and wait for
the magic to happen.

First square to
receive a direct hit
wins.

In the event of a split line,
the majority of the pile
takes the prize!



1

2

3

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5

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11

12



ŌDE KĪJIGĀD - FAMILY DAY

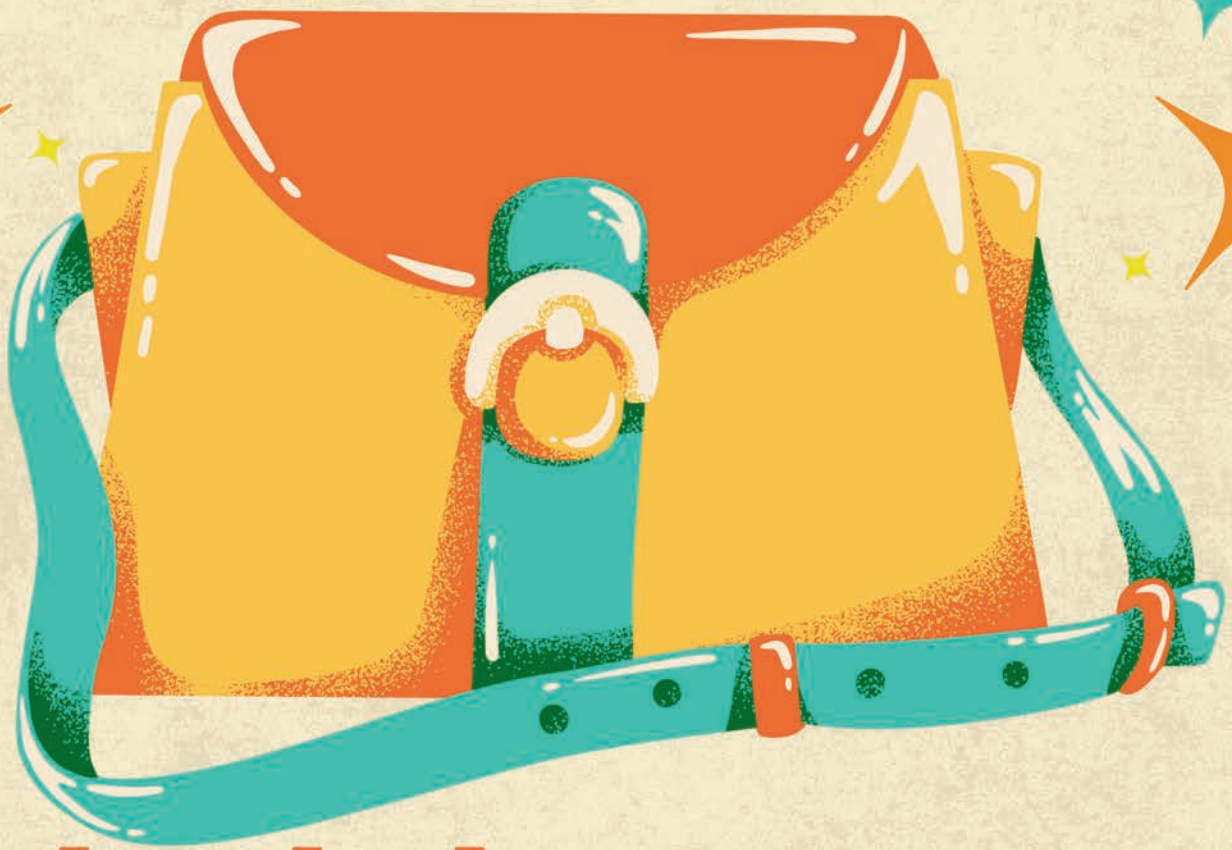
JIGGING CONTEST



Get ready to kick your heels up and show off your best moves at our Family Day Jigging Contest!

Whether you have lightning footwork or just want to show what you got, this is all about having fun, celebrating our rhythm, and cheering each other on.





ÕDE KĪJIGĀD - FAMILY DAY PURSE GAME

Bring your everyday purse and everything in it to Õde Kījigād!
The more odd items you carry, the higher you might score.

TEAM UP & PLAY: Seniors, bring a youth along as your official runner! You hunt through the purse, and they'll do the sprinting to show your items to the host.



ŌDE KĪJIGĀD - FAMILY DAY

RADAR FAST BALL WITH KZPS



**Think you've got the fastest
pitch in KZ? Come test your
speed!**

**Kitigan Zibi Police Service will be on site with
the speed radar to test your arm and see who
can throw the ultimate fastball.**



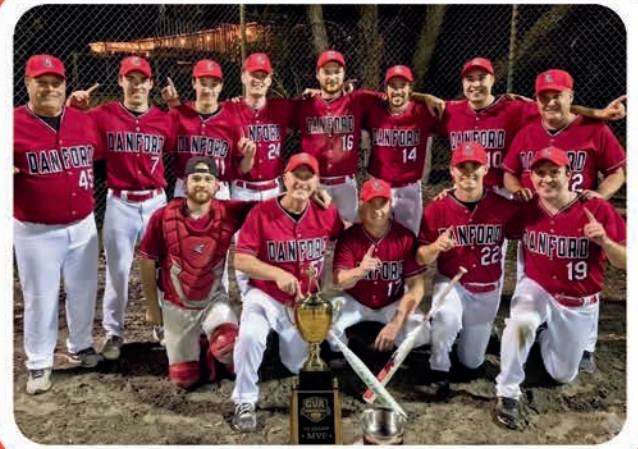
ÕDE KĪJIGĀD - FAMILY DAY

SOFTBALL MATCH



**KZ REZ
DAWGS**

VS



**DANFORD
LAKERS**

STARTING AT 7:00PM

We will be ending the softball tournament with an electric fast pitch match you won't want to miss! Come gather around the ball field, bring your own lawn chairs and your loudest cheers as the KZ Rez Dawgs take on the Danford Lakers.

**A special invite goes out to KZA's own
Fire Fox!**



ŌDE KĪJIGĀD - FAMILY DAY

Wood-Chopping + Tea-Boiling Race



GOT FAST HANDS AND SHARP INSTINCTS?

**STEP UP TO THE FIRE PIT AND SHOW WHAT YOU GOT!
THIS IS A RACE AGAINST THE CLOCK, AND EVERYONE
ELSE, TO SEE WHO CAN GO FROM WOOD TO HOT TEA
FIRST.**





ÔDE KĪJIGÂD – FAMILY DAY **SOFTBALL** *Tournament*

We are calling on community members of all ages and skill levels to step up to the plate. Games are casual, pick-up style, and teams are formed on the spot day of. Some mitts will be provided, but please bring your own if you have one. If you're interested, please give your name in advance so we have an idea of numbers. Whether you're aiming for the fences or just there to cheer, see you at the ball field!

Interested in playing?

Please contact Hunter:



819-449-5593 ext. 2015



Hunter.dewache@kza.qc.ca





2026

**An Elders Gathering
Ketedjik Nigockodadowin
Mino Madisowin**



Join us as all Anicinabe communities unite in one location for a special gathering. This event will bring together elders to share their teachings, knowledge, stories, and traditional ways. Reconnect with old friends and create new connections!

Meals

Breakfast & Lunch: Each community is responsible for providing meals for its members.

Supper: Served every evening.

SCAN HERE



REGISTER NOW

Daily Schedules/Agenda to follow

- Opening prayer
- Workshops
- Evening storytelling
- Activities

Date: September 28 October 9, 2026

Location: Baie Des Sables

La Verendrye 42, Terrain non-organist de Réservoir-Dotois, QC JDW

Contact Info:

Marlene Jerome @marlene.jerome@simon.ca
Nathalie Wabanonik @nathalie.wabanonik@lacsimon.ca
Tina Nottaway @nottawayratt@hotmail.com

**FREE Event!
No Drugs and Alcohol**



Ketedjik Nigockodadowin Registration

Please send your registrations to:
 Tina Nottaway @ Nottawayratt@hotmail.com
 f Tinalkwetcitc

Name of Person: _____

Age: _____

Responsible/ <i>Responsable of Community</i>	
Community/ <i>Communauté</i>	
Address/ <i>Adresse</i>	
Téléphone/ <i>Phone</i>	
Email/ <i>Courriel</i>	

Management of the arrivals and departures/ Gestion des arrivées et départs

To help us determine infrastructure needs, please estimate the number of helpers and elders in your delegations. / Pour nous aider à déterminer les

Helpers (Technical team) / Aidant (equipe technique)



Arrival/ <i>Arrivée</i>	Departure/ <i>Départ</i>
Date:	Date:
Hour/ <i>Heure estimé</i>	Hour/ <i>Heure</i>
Number of participants/ <i>Nombre de ressources</i>	Estimated number of tents for your entire delegations/ <i>nombre de tente estimé our toute</i>
What means of transportation/ <i>Moyen de transport</i> Vehicle type and quantity/ <i>Type et nombre de vehicule</i>	

Registration deadline: September 14,2026

Date limite d'inscription:

A second registration form with the names of each participant will be sent to you at a later date. / Un deuxième formulaire d'inscription avec les noms de chacun des participants vous seras acheminé ultérieurement.

Number of participants/ <i>Nombre de ressources</i>	Estimated number of tents for your entire delegations/ <i>nombre de tente estimé our toute votre délégation</i>
What means of transportation/ <i>Moyen de transport</i> Vehicle type and quantity/ <i>Type et nombre de vehicule</i> • <i>Trailer if yes, specify length: _____.</i> • <i>Remorque si oui, spécifier longueur: _____.</i>	

Elders / Aînés

Arrival / Arrivée	Departure / Départ
Date:	<i>Date:</i>
Hour / <i>Heure estimé:</i>	Hour / <i>Heure</i>
Estimated number of elders/ <i>Nombre d'ainés estimés:</i>	
What means of transportation/ <i>Moyen de transport</i> Vehicle type and quantity / <i>Type et nombre de vehicle</i>	

Political representative expected to attend the 2026 Elders Gathering. (if available) / Représentants politique qui seront présent au RDA 2026 (Si possible de le prévoir)

Opening Night / <i>Soirée d'ouverture</i>	Closing night / <i>Soirée de fermeture</i>

Additional Information / Information supplémentaire



Safety Rules

Consignes de sécurité



No consumption allowed on site.
Aucune consommation sur le site



No firearms
Aucun arme à feu.



Respect the safety zone- (controlled hunting area for non-indigenous hunters)
Respecter la zone de sécurité (Chasse controller des allochtone)



Plan to have a CB radio for vehicles that will frequently use the access road.
Prévoir une radio CB pour les véhicules qui circulera souvent dans le chemin d'accès.



One vehicle per community will be allowed on site for the transportation of elders.
Durant l'événement, un véhicule par communauté sera accepter sure le site pour le transport de aînés.



Keep the site and facilities clean.
Garde le site et les installations propre.



Please notify us of any clearance request prior to setting up.
Nous faire par de toute demande de dégagement pour installer de nouveau tentement.

ODEKAN - SEPTEMBER 2026 CALENDAR

Kakone Kizis - Month of the Harvest Moon

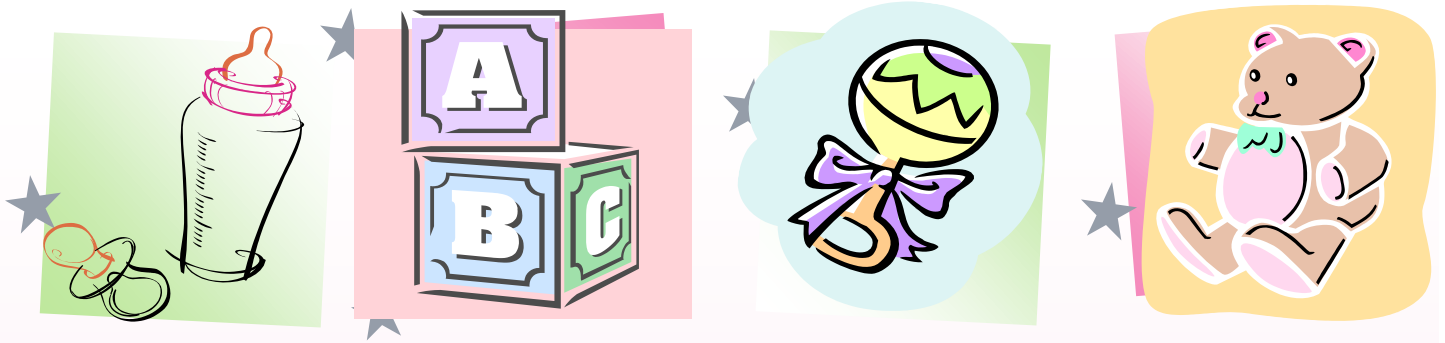


Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Caregiver's Afternoon Out, please call in the morning of by 11 am to register your child for the afternoon. 819-449-2702.		1 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Babies 6months-15months	2 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	3 Sagabigoni Program 8:30—11:30 am Curriculum Prep/Cleaning/Home visits	4 Sagabigoni Program 8:30—11:30 am CLOSED	5
6 Play, Learn and Grow... Together!	7 Labour Day Holiday	8 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00pm Babies 6months-15months	9 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	10 Sagabigoni Program 8:30—11:30 am Curriculum Prep/Cleaning/Home visits	11 Sagabigoni Program 8:30—11:30 am CLOSED	12
13	14 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	15 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00pm Babies 6months-15months	16 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	17 Sagabigoni Program 8:30—11:30 am Curriculum Prep/Cleaning/Home visits	18 Sagabigoni Program 8:30—11:30 am CLOSED	19
20	21 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	22 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00pm Babies 6months-15months	23 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	24 Sagabigoni Program 8:30—11:30 am Curriculum Prep/Cleaning/Home visits	25 Sagabigoni Program 8:30—11:30 am CLOSED	26
27	28 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00 pm Ages 15months-3yrs old	29 Sagabigoni Program 8:30—11:30 am Caregiver's Afternoon Out 1:00—3:00pm Babies 6months-15months	30 CLOSED NATIONAL DAY FOR TRUTH AND RECONCILIATION	Sagabigoni Program Monday-Friday 8:30-11:30am Ages: 3-4yrs old Caregiver's Aft Out Monday & Wednesday 1:00-3:00pm Ages: 15months-3yrs Tuesdays 1:00-3:00pm Ages: 6months-15months		

367 Paganakomin Mikan,
Maniwaki, Quebec J9E 3B1
Tel: (819) 449-2702 ext 3204
Fax: (819) 449-3361



Any questions contact:
Katrina Whiteduck
Odekan Headstart Coordinataor
Email: katrina.whiteduck@kza.qc.ca



ODEKAN BABY CONGRATULATIONS!

ATTENTION PARENTS!

If you would like to put
your baby's picture in
the flyer. And receive a
baby bag bundle please
call Katrina @Odekan
819-449-2702 ext 3204

Or email
katrina.whiteduck@kza.qc.ca



Migwech



ODEKAN BABY CONGRATULATIONS!



**Conrad Minawazi
Nottaway-Commando**

**Proud Parents
Brianna Nottaway
&
Jeremiah Commando**

**Born
August 4, 2026
9 lbs. 7 ounces
52 cm**

Kakone Kìzis Grammar Contest

Complete the crossword puzzle below and email it to odaminowin2021@gmail.com or drop it off at the Cultural Center before September 28.

In Anishinàbemowin you can transform a noun into a place or location by adding the locative ending. These are: ng, ing, eng, ong or ang,



Random Draw Prize

\$100 KZ GAS Gift Card

Across

- 2. in, at, to the bush
- 6. in, at, to Ottawa
- 7. in, at, to the water
- 9. in, at, to the school
- 10. in, at, to the store
- 11. in, at, to the hospital
- 12. in, at, to the back

Down

- 1. in, at, to the lake
- 3. in, at, to the grocery store
- 4. in, at, to the town
- 5. in, at, to the restaurant
- 8. in, at, to the outside

Add a locative ending to these nouns.

sagihigan

Ottawa

agwadjihì

nopimi

ishkweya

kikinàmàdinàn

mìdjim-gamig

nibì

akozi-gamig

odenaw

wìsini-gamig

akozi-gamig

HOLY ROSARY CHURCH

SEPTEMBER 6 /26

11: 00 AM



WELCOME

**MASS FOR: Michael & Jacqueline Dumont from
their daughter Claudette.**

**Gail & Francis Gagnon from family &
friends.**

Louise & Francois Lacroix from Rachel.



Presents

SUPER MONSTER BINGO

Back in the bingo grind!!!

THURSDAY Sept 3rd at 7:00 PM

\$7150 in prizes!

Cost: **\$30** for a 5 strip pad (15 Faces)

\$2 for extra Jackpot Cards (1 Strip 3 Faces)

Outlets to purchase cards:

KZ Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

Spearhead Store

Arthur's Smoke Shop

(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

Game 1 – Regular Bingo \$200

Game 2 – Regular Bingo \$200

Game 3 – Regular Bingo \$200

Game 4 – Regular Bingo \$200

Game 5 – Regular Bingo \$200

Game 6 – Regular Bingo \$200

Game 7 – Regular Bingo \$200

Jackpot Game – Letter X \$750

Continuing for

Full Card \$5000

Outlets to purchase cards:

KZ Freshmart

Wabano's Gas

KZ Gaz

Star Tobacco

Smileys

CKWE

Hawks Trading Post

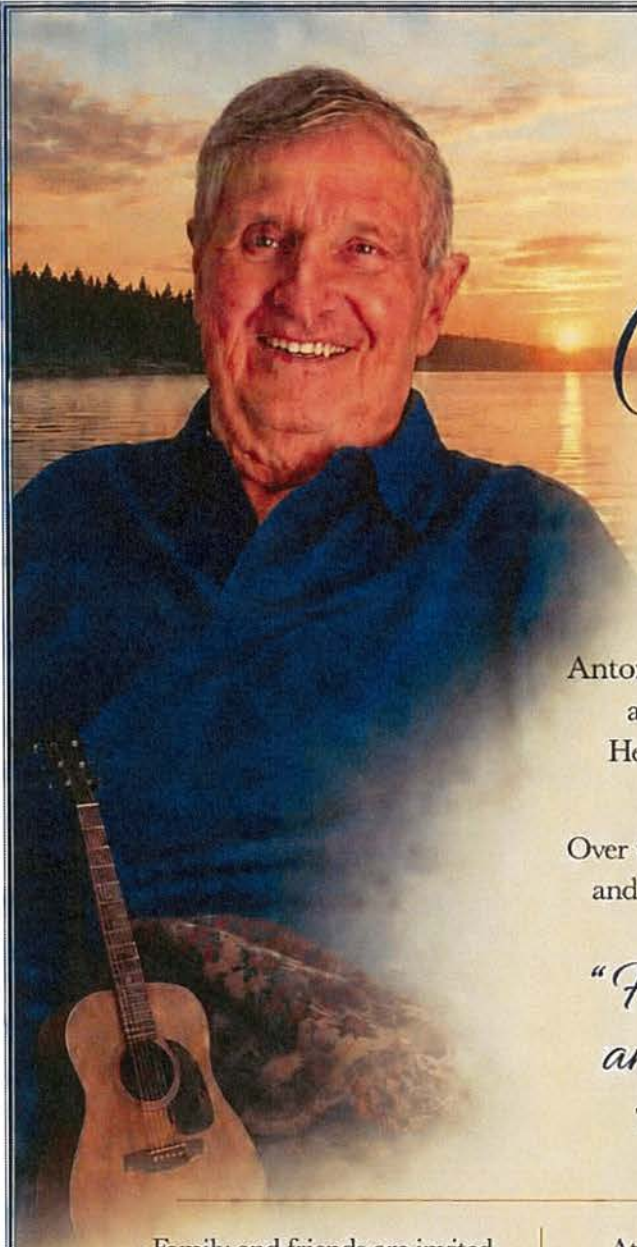
Spearhead Store

Arthur's Smoke Shop

(Cards are available for purchase
starting Friday evenings. KZ
Freshmart will only sell cards the
day of the Bingo)

The inside or outside corners **WILL COUNT** for a Regular Bingo

For more information, contact CKWE at 819-449-5097



IN LOVING MEMORY OF

Antony (Tony) Major



It is with profound sadness that we announce the passing of Antony Major, who passed away on August 26, 2026, at the age of 82.

Antony was a man with a truly generous heart—warm, caring, and someone who naturally brought people together. He loved people, life's simple moments, music, laughter, and above all, seeing those he loved happy.

Over the years, he often reflected on the meaning of happiness and eventually found his own definition, one he frequently shared with those around him:

"Happiness is enjoying good times and living in the present moment."

This was more than something he simply said—it was the way he lived his life.

Family and friends are invited to gather in Maniwaki on **September 9, 2026, from 11:00am to 2:00pm**, to offer their condolences and share memories of Tony.

At **2:00pm** a traditional Indigenous ceremony will be held in his honour, including personal tributes, traditional songs, and a sharing circle.

Burial at the cemetery will follow the ceremony, in keeping with tradition and in an atmosphere of intimacy and respect.

A meal will be served, allowing family and friends to continue the gathering and sharing **MEMORIES**.

Contact George and Donna if you would like to make donations towards the meal.

We will remember his smile, his music, his stories and his laughter, but most of all, the beautiful lesson he leaves behind: to appreciate the present moment and enjoy the good times with the people we love.

*Because, in the end, to him, that was what **happiness** was all about...*

ANTONY (TONY) LEAVES TO MOURN:

His daughter, **Nancy (Simon)**

His late son, **Mario**;

His grandson, **Mathew (Raphael)**;

His brothers and sisters:

The late **Romeo**, the late **Raymond**, **Patricia (Evey)**, **Lise Diane**, **Lyne (Marc)**, **Linda** (the late **Daniel**), and **Suzanne (Patrice)**;

As well as many nieces, nephews, great-nieces, great nephews, extended family members and friends.



WE'RE HIRING!

**HUNTING & FISHING PART TIME
POSITION
EVENINGS & WEEKENDS!**

Requirements:

- Knowledge of hunting & fishing**
- Secondary 4 or higher**
- Basic French required**

**Email your cv/resume to
amandabuckshot@hotmail.com**

