

Bear Fax

Mee kisi Peesim
Eagle Moon
March 2020



www.missanabiecreefn.com

Missanabie Cree First Nation

Paperless Bear Fax?

This month the Bear Fax newsletter has gone paperless. To request a paper copy to be delivered to you, please email info@missanabiecree.com

[Look for additional events & job postings on our website!](#)

www.missanabiecreefn.com

No More Mailing Issues Save Water Reduce Transport Reduce Pollution

Events/Gatherings:

- Land Survey Presentations & C&C Open Dialogue**
March 6, 2020, London, ON
- Daylight Savings Time**
March 8, 2020 (Spring Forward)
- Youth Sweat Lodge Ceremony** - Batchewana First Nation
March 10, 2020, Rankin, Sault Ste. Marie, ON
- March Break Camp** - Sault Ste. Marie, ON
March 16-20, Holiday Inn
- Roots Calling Documentary** - Sault Ste. Marie, ON
March 19, 2020
Eddie Gough-Neshkawa
Doc Brown Lounge Algoma University @ 1:00
- Little Native Hockey League -LNHL** - Mississauga, ON
March 15th - 19th, 2020
<http://www.lnhl.ca/>
- World Water Day**
March 22, 2020
<http://worldwaterday.org/>
- Elders Conference** - Sault Ste. Marie, On
March 22-25, 2020

Inside this Issue:

- P. 2 Message from Chief
- P. 2-8 From the Desk of:
- P. 3 Governance Project Update
- P. 4-7 CCP Update
- P. 8 Elders Speak
- P. 9-10 Elders Conference
- P. 11 Youth Sweat
- P. 12 Shingwauk Gathering
- P. 13 MCFN Family Services Announcement
- P. 14-16 MCFN March Break Camp
- P. 17 Community News and Notes
- P. 18 Governance Coordinating Committee Invitation
- P. 19-20 March & April Birthday Greetings
- P. 21 Events Calendar
- P. 22-23 Employment Opportunities
- P. 24-28 Aboriginal Lateral Violence
- P. 30 MCFN Membership
- P. 31 Contact Information
- P. 32 MCFN Vision Statement

Reduce Waste Save Trees Save Money

Reduce Waste Save Trees Save Money

Messages from Chief and Council

Watchay,

We are happy to say that we have completed the majority of our community consultation sessions regarding our surveying efforts with Tulloch Engineering and our reserve creation. Surveying our land will give us the means to better understand where it is safe or economically feasible to build in certain areas of our land. This will be an ongoing effort and we will be engaging with our community members in the development of our reserve.

Many of our community members have asked, when will the actual major deposit of settlement dollars from the government happen. To answer this, we are hoping to see some movement on this within the next 4 months. This process takes time and we have been keeping very active with ensuring that this is completed.

Also I have been asked when we can start our court/negotiations with the provincial government. We will not be seeing that until we have our federal settlement completed.

I am pleased to see that the majority of our community members have used their per Capita distribution to pay down their past debt and invest in equity. This is a positive step for many community members.

Our MCBC corporation is now debt free, and we are working towards some small investments that will bring some capital returns. Those funds will help us provide our First Nation Members with annual gathering costs, programs, events, elder and youth initiatives, and education.

**In the Spirit of Community,
Chief Jason Gauthier**



Hello Missanabie Cree Members!

My name is Amber LaCrosse and I work with Chief and Council. I'm a member of Pic Moberg First Nation, and it has been a wonderful learning experience working these past months with Missanabie Cree First Nation. Presently I have been travelling to the hubs for the Land Survey Presentations + Open Dialogues with Chief and Council, and I have to say I am humbled to be a small part of this exciting time.

As you may have heard in our recent meetings, Chief and Council would like to take the opportunity to recognize the efforts that brought us where we are today. At this time we would like to welcome photo submissions from previous Chief and Council members to honour their work. Please mail or e-mail any submissions and the signed photo release form (**page 28**) to my attention. These will be uploaded to the website for viewing.

Thank-you/Meegwetch,

Amber LaCrosse

alacrosse@missanabiecree.com



Governance Project Status Update February 2020

Recently, Jackie Fletcher submitted her resignation to the Governance Coordinating Committee (GCC). I would like to take the time to acknowledge Elder Jackie Fletcher for her years of dedicated work on and to the Committee. Mikwec Auntie Jackie, you are truly appreciated by staff and all of us who have worked in and with the committee past and present.

On another note, our next Governance Coordinating Committee meeting will be held in Toronto, March 7-8, 2020. During this meeting, the GCC and C&C will be having a face-to-face meeting. We as a group, will hopefully come to an agreement concerning policies that need to be approved and also codes that need approval to be ratified by our membership. The Administration Code in particular is waiting for its final approval from C&C and you will see this code undergo the ratification process. After ratification, codes will be posted under the Members Only Section.

Part of good governance is a healthy community, with that being said, I wanted to address the lateral violence within our First Nations. Many of our First Nation organizations and our people have experienced this type of bullying. At some point we all have taken part in it, some more than others. As a part of healing, we sometimes need some guidance and understanding as to why we do the things we do so we can break the cycle. I have included an article on page 24 for anyone who is ready to understand lateral violence from an Aboriginal approach. I understand that this seems redundant however, it took decades for colonialism to instill this type of practice onto our people and it will take time to undo the damage it has caused. All my relations,

Natalie Gauthier, Governance Coordinator

7 sacred Teachings

The Eagle represents love because of its unique relationship with the Creator; Only the Eagle has the ability and strength to fly higher than any other animal, therefore placing it closer to the Creator than all others. Eagles are loving parents and teachers to their offspring, protecting and guiding them.



LOVE

From the Desk of: Jutta Horn

Greetings MCFN Family and Friends

As it has been some time since my last report to membership, I thought it would be good to provide a bit of an update on the CCP front.

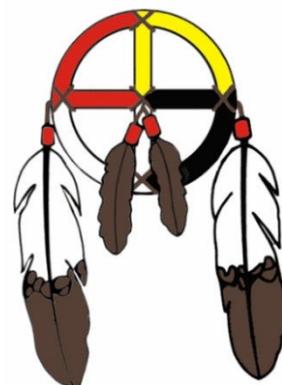
To date the community hub groups are up and running and coordinators are doing a great job. These community hub centres include Sault Ste. Marie, Sudbury, Thunder Bay, Wawa, and Toronto with the recent addition of the London community hub which was added to the mix. These hub centres are where there is a greater concentration of our members living in one area with the purpose and intent of bringing members together in these locations.

The Family Services Team has done exceptionally well at not only supporting these groups with services and activities but have been very resourceful in finding program dollars to support the hub coordinators and to provide an array of activities, workshops and community events that serve to inform and encourage our members to come together in these areas on a regular basis.

On the workforce assessment piece, I am happy to report that the final regional statistics (which include our community members) have been collected and documented in both The North Superior Forestry Workforce Development Strategy Overview and the Regional Forestry Workforces Needs and Human Resources Strategy (NSFWDS) that was completed earlier this year. You will find these documents in the CCP drop box on the Missanabie Cree First Nation website. The purpose of collecting this data is two-fold, first, to identify specific challenges and barriers to securing meaningful employment in our home communities; and secondly, to develop measures and mechanisms that address these various challenges and barriers. As a result of study findings, the NSFWDS has examined the opportunities and developed a framework with recommended key strategies to invest in this potential and create pathways for success that will strengthen the forestry sector and benefit our communities and our region.

I have spent many months reviewing CCP documentation, past plans and studies, reports, all past strategic plans and best practice materials and literature from around the country. I had joined the Nishnawbe Aski Development Fund CCP Advisory Committee in May, 2019 and have been working with experts and community planning practitioners from every community within the NAN territory (covers 89 First Nation communities) in the development of an Implementation Toolkit that serves to assist planners in the implementation of their community plans.

Over the last few years, Comprehensive Community Planning has been a relatively new concept that First Nations struggle with. To date, there is no one best method or prescribed approach that works best in all communities because we are all different. Nevertheless, Government agencies are increasingly demanding that all First Nations



construct a CCP for their own assurances. The problem is that once a CCP is completed (as in the case of MCFN), the funding stops and this is where the concept falls short. Implementation requires capacity, resources, and committed action that can take many years to complete. And, it requires direction, support and community buy in from all (leadership, staff and community members) otherwise it will never work.

There are many key variables to consider in actioning the goals and strategies laid out in our CCP, although keeping in mind that baby steps, no matter how small will eventually get us to where we want to be.

When I look back on all the years invested into our nation building, I realize just how far we've come as a First Nation and it is because of the baby steps we have taken along the way that has brought us to where we are today.

What has become evident over the last 10+ years is that our nation is growing in leaps and bounds. Our children have grown into young adults, new babes have been born into our family and there are many new members that have re-joined the nation due to legislated changes within the Indian Act that have removed restrictions that formerly denied or failed to recognize our people as Status Indians. As our membership continues to grow and age, many members are starting to ask some very important questions.

Who Are We? What does being a Missanabie Cree member mean? Where did we come from? What treaty area is MCFN located in? Where are all our people? What does the band do for its members? What was our TLE compensation claim about? What are we doing?

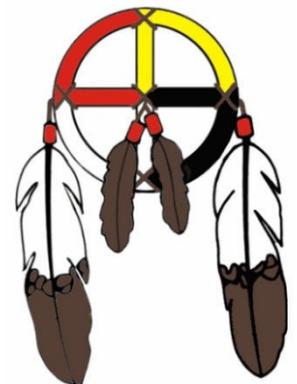
I was prompted to begin developing an up to date Community Profile that would serve to answer some of these questions. Although most of this information is contained in our CCP, which is on our MCFN website, I wanted to develop an illustrated and more user-friendly version that members would be able to read with ease. This is a work in progress which I anticipate will be completed by the end of March.

For those interested in reviewing our Comprehensive Community Plan in its entirety I would invite you to join the MCFN website and go to the CCP drop box section of the site that contains the document.

A point to keep in mind is that the CCP is a living document that doesn't necessarily flow the way it has been laid out in the plan. It is a general framework designed to guide the direction and work of our leadership, staff and members towards meeting the over arching desires, goals and objectives identified by our community members in our nation building efforts.

This work is ongoing and will always be dependent on available resources, capacity, and the continued support of leadership, staff and community members.

As the CCP plan is periodically reviewed and strategic plans are being developed in support of meeting our community goals, it is important to always refocus our strategies to reflect the needs, ideas and priorities of MCFN members. This work is extensive and multi dimensional and involves working with a variety of programs, community initiatives, helping to weave linkages between these things both within



and external to the First Nation that will support the achievement of the goals of the CCP.

Our CCP is our roadmap as a community, setting a mandate for Chief and Council, staff and members. Our senior management and Chief and Council will be primarily responsible for ensuring that the CCP is the guiding document for all MCFN operations and activities.

Our CCP will need to change and grow as MCFN changes and grows as a community. We will need to check in regularly, reporting back on our progress, updating the plan and adapting our efforts as needed. This will help us continue to move forward together, confidently, as a community.

1. Strategic Planning Actions

Secure Funding commitment to support CCP Process/Implementation

ISC does not provide funding beyond the completion of the community CCP. In other words, once the plan is produced funding stops. This is very problematic for the 89 First Nations who are either in the process of developing their CCP's or those have completed theirs.

However, with the ongoing advocacy efforts being made by Nishnawbe Aski Development Fund and rationale that speaks to the need for implementation support from CCP coordinators, MCFN has been approved for another year of funding.

2. Resettlement

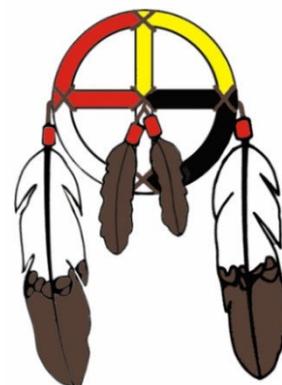
In our efforts to gather current stats and baseline data on membership, I had launched three surveys; Resettlement Survey; Family Wellness Survey and the Regional Forestry Employment Study/ HR Strategy Project. A fourth survey (Post Settlement Survey) is currently under development and is intended to provide new information pertinent to resettlement efforts. Example: How many members now own RV's, Travel Trailers or intending on purchasing one this year? How many members are interested in utilizing an RV site? Etcetera.....

Many members have asked about the CCP committees and whether they will continue to be involved in the CCP activities.

Initially, when we started the planning process it was necessary to have planning groups (community members) to define the goals, strategies and objectives of our community development aspirations.

Funding support from ISC sponsored this work for more than 3 years but as mentioned earlier we have completed our draft and have now entered the implementation phase. At this stage, Leadership and the staff of MCFN are responsible for directing, coordinating and actioning these initiatives, keeping in mind, *every action is dependent on our current capacity, available resources and surrounding circumstances* that may impact implementation.

In the past week, Chief and Council and Tulloch Engineering have been visiting community hub centres to present the results of the land survey that was recently



completed on our reserve land. This is only a preliminary step in our resettlement puzzle (pre-planning phase) that is necessary to lead us to into other phases of development.

Although we have disbanded the original CCP committees, we will be establishing a working group and advisory committee to guide and oversee the resettlement process.

Community members will have the opportunity to review and evaluate our progress on an annual basis and provide feedback during our AGM in August 2020.

3. Creating opportunities for Land Based Learning

This past August, MCFN held its 1st Pow wow on our land. This event was a huge success. In our continued efforts to build additional opportunities for members, I have looked to resource development programs (CORDA) that could potentially provide funding to host a cultural harvest week and wilderness survival training. Unfortunately, we were not approved for this year due to the overwhelming influx of applicants who had more revenue generating aspirations than we did in our application. Efforts to create these opportunities for members will continue.

Another important development that has recently become enacted into law, is a cultural leave provision for Indigenous people to be adopted within employment legislation. The Governance committee is now working on incorporating these changes into MCFN policies and the workplace manual. As a harvester and hunter, I truly appreciate this newly adopted legislation and the acknowledgement by government recognizing the importance of maintaining traditional practices in our nation.

4. Culture, Language and Education

During our strategic planning session, a number of goals were identified in this area that focus on encouraging the practice of traditions, promoting community healing and bringing back the language. Our cultural coordinator (Gloria Harris) has taken on the language learning piece while I have been busy sifting through all the old bear fax newsletters collecting stories, bios, nature's pharmacy information and traditional teachings/practices shared by members over the past 25 years. Any audio, video and drone photography will also be added to this collection and housed in an information/lending library that will be accessible by MCFN members.

In closing, I would like to invite members who have any questions regarding this report to contact me. I would also encourage members who have not viewed the Comprehensive Community Plan to join the MCFN website (CCP Dropbox) and get informed.

Miigwetch!

In the Spirit of Community,

Jutta Horn - CCP Coordinator

Addictions Worker

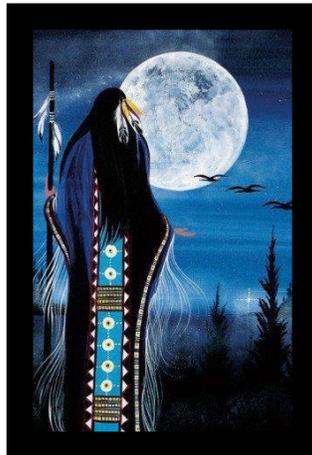
Wachay!

As you may already know, my contract ends on March 31, 2020. I would like to take this opportunity to thank you, the Missanabie Cree First Nation Members, for your support and participation during my time here. I have learned a lot and gained valuable knowledge that was otherwise not possible. I am proud of the things I have achieved in a relatively short time. This was truly a unique and fulfilling job experience. I hope that we can work together again in the future; until then I wish the people of Missanabie Cree First Nation the best of luck and success.

*Best Regards,
Danielle Moore*

Elders Speak

Watcheay Family and Friends Just touching base, letting you know we are working on a few things. Since the gathering, the Elders Council has met a handful of times. There will be an Elders Conference this March held here in Sault Ste. Marie, which we are so looking forward to. This will be the first of what I hope to be many more Elders Conferences. During this gathering, we will be having a meeting, a circle, sharing our gifts, and holding a few cultural activities. Can't wait to have that hot cup of wild tea from the woods of Missanabie. We had a potluck last week at one of our elder's home. The chicken and dumplings were awesome Carol Nolan! On another note, our Elders Terms of Reference will be completed soon. We have a wonderful Elders Declaration that we will be sharing at each meeting. Miigwetch for pouring your heart and soul into this Jackie Fletcher.



Shirley Horn made a healthy, tasty meal for a workshop where she collaborated with Family Well-being Worker, Sally White. We as elders look forward to more healthy options for food at events and meetings. We see these as opportunities to share knowledge, recipes, and ideas for good eats. As we age, our needs change. We see food in a whole different way like never before, as food is life. Trying to stay healthy can sometimes be a challenge, but with the right supports, we can work our way through to better health. If anyone has a super healthy recipe, I would like to encourage you to share. Eating well is a way of life that we learn about from day to day, then one day it becomes a part of who we are. Happy healthful eating everyone.

*Miigwetch
Glad Fletcher-Hawkins,
Elder Liaison*

ELDERS CONFERENCE

"A world without Elders is like a tree with no roots"

Date: March 22nd to March 25th

Location: Quattro Inn Hotel, Sault Ste Marie, Ontario

All MCFN Elders are invited to attend an Elders Conference.

Travel and accommodations will be provided.

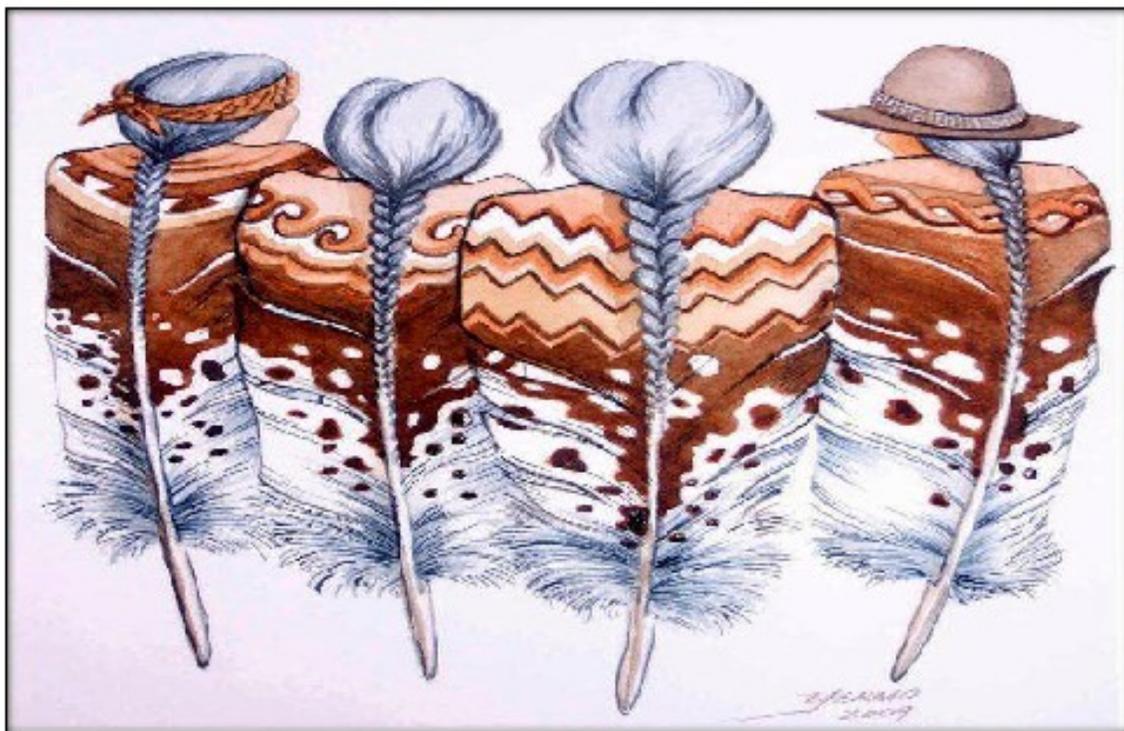
There will be workshops, sharing circles, and more.

Breakfast and Lunch will be provided.

Please register before: March 12th, 2020

Early bird door prize tickets for those who register before March 6th

Vendors are welcome with an item donation for future fund-raising events.



Elders Conference Registration Form

Quattro Inn Hotel, Sault Ste Marie, Ontario

March 22-25

Elders Information:

Name: First: _____ Last: _____

Address: _____ Apt: _____

Province/State: _____ Postal Code/ZIP: _____

Home Phone # (_____) _____ - _____ Cell # (_____) _____ - _____

Email: _____

Please List who you would like to share a room with:

Travel:

Travelling From: _____ To: _____

Bus: _____

Flight From: _____ To: _____

Own Vehicle: From: _____ To: _____

Mileage: (will be at fixed rates TBD)

Travel Day to Sault Ste. Marie: _____

Dietary Needs: _____

Allergies: _____

Please note if you need a wheelchair accessible room: _____

No shows will be responsible for all costs of travel and flights. (invoices will be mailed or removed from annual gathering travel without a medical note)

Bring warm clothing for any outdoors activities

Signature: _____ Date: _____



Come share and learn

In a traditional Sweat lodge ceremony

Tues. March 10th 6-9pm

23 Nebenaigoching St. in Rankin

Conductor: Mike Hodgson

**Protocols: women wear skirts, bring drums, towels,
and men, shorts, drums and towels**

Transportation provided and a feast to follow!

Call April to register awesley@missanabiecree.com

SAVE THE DATE

SHINGWAWK GATHERING

July 1 - July 3, 2020



SHINGWAWK
RESIDENTIAL
SCHOOLS
CENTRE



Algoma
UNIVERSITY

ShingwaukDG@algomau.ca P. 705-949-2301 x 4136

MCFN Family Services Announcement

Good Day Folks! The month of March will be very exciting.

March 4th Healthy Snacks

Swing by our office at 477 Queen St, suite 200 and pick up a bag of healthy snacks for your children's lunches.

March 11th Elders Tea

This month we will continue with our healthy choices theme. If any Elders have an idea for food, please call the Family Well Being Program worker, Sally at 705-253-3506.

March 16th to the 20th March Break

Each day we will be hosting a new event, check out our poster on Facebook and pre-register.

March 22nd to the 25th Elders Conference

This is the most exciting event of the year so far, we are hosting an Elders Conference at the Quattro Inn. Hotels, rides, breakfast, and lunches will be provided. There will be workshops, sharing circles and a few other things, not all the details have been finalized. Please pre-register for this event. All registrations need to be in by March 6th.

Just a friendly reminder, we are still doing the YMCA gym passes until the end of March.

Sally is available to provide rides to Elders for **shopping every Tuesday morning**. Please book this ahead.

We also have a food bank open all month long.



MCFN March Break Camp

March 16—21, 2020

Sault Ste Marie at Holiday Inn

[320 Bay St, Sault Ste Marie ON P6A 1X1](#) ·

Call Leslie for Registration

Registration deadline is March 11, 2020

(705) 254-2702 Ext 226

lgagnon@missanabiecree.com

Please check with Hubs for potential March Break events going on in each Hub

**** Please bring ski pants, swim suits, and Drums****

- Mileage Provided
- Accommodations Provided





Missanabie Cree March Break Registration Form

Email: lgagnon@missanabiecree.com

Camp ~March 16-21, 2020

~ *Registration Deadline March 11* ~

Travel Day: Sunday; First Camp Day: Monday; Travel Day: Saturday

PARENTS NAME: _____	DATE OF BIRTH: _____	HEALTH CARD NO: _____	PHONE NO: _____
ADDRESS: Travel from:		EMAIL:	
CHILD:	DATE OF BIRTH:	HEALTH CARD NO:	AGE
CHILD:	DATE OF BIRTH:	HEALTH CARD NO:	AGE:
CHILD:	DATE OF BIRTH:	HEALTH CARD NO:	AGE:
CHILD:	DATE OF BIRTH:	HEALTH CARD NO:	AGE:
ALLERGIES:	DIETARY RESTRICTIONS: <input type="checkbox"/> VEGAN <input type="checkbox"/> Other <input type="checkbox"/> VEGETARIAN <input type="checkbox"/> Diabetic <input type="checkbox"/> GLUTEN FREE		
EMERGENCY CONTACT INFORMATION: _____	PHONE NUMBER: 1) _____ 2) _____		
<input type="checkbox"/> BUS TICKETS REQUIRED		<input type="checkbox"/> MILEAGE REQUIRED	
Smoking will not be permitted in the cabins. When smoking please be aware and discreet as children constantly observe what we do as parents. Please inform Leslie or Bonnie if respite care is required in advance.			
***** All arrangements will be made by Missanabie Cree First Nation*****			
**March Break eligibility requires Parents to participate and supervise their children during their stay; this includes activities and events through the Weekend.		FOR MORE INFORMATION: CONTACT: Leslie Gagnon (705)254-2702 / Fax: (705)254-3292	



MCFN Family Services

MARCH BREAK FAMILY CAMP

Date	Time	Location	Activity
Monday Mar. 16	All Morning	Holiday Inn	Registration Day (Pickup times for bus will be available @ registration)
	10:00- 12:00	Holiday Inn	Drumming & Pow-Wow fit
	12:00 - 1:00	Holiday Inn	Lunch
	1:00	Holiday Inn	Swimming
Tuesday Mar. 17	10:00 - 11:45	Bush Plane Museum	Bush Plane Museum
	12:00 - 1:00	Holiday Inn	Lunch
	1:00 - 2:45	Holiday Inn	Crafts - Dreamcatchers, chokers, make your own playdough
	3:00 - 5:00	Galaxy Theatre	Movie
Wednesday Mar. 18	9:00	Holiday Inn—Main lobby	Chapleau Cree Partnership Day! Bus pick up for Hiawatha
	10:00 - 12:00	Hiawatha Highlands	Snowshoeing with Chapleau Cree
	12:00 - 1:00	Hiawatha Centre	Lunch - Soup & chili
Thursday Mar. 19	10:00-12:00	Holiday Inn	Drumming & Pow-Wow fit
	12:00 - 1:00	Holiday Inn	Lunch
	1:00	Holiday Inn—Main lobby	Bus pick up for Farmer Bob's
	2:00 - 5:00	Farmer Bob's	Sleigh Rides
Friday Mar. 20	10:00- 12:00	Holiday Inn	Seed Planting- Stages of germination
	11:30 - 12:30	Holiday Inn	Lunch - Salad and wraps
	1:00-?	North Crest Lanes	Bowling

Contact Leslie for registration (705)254- 2702 or lgagnon@missanabiecree.com

All programs are geared to family engagements: Parent/child participation is required for all programs.

Lunch and Snacks provided each day to attendees.

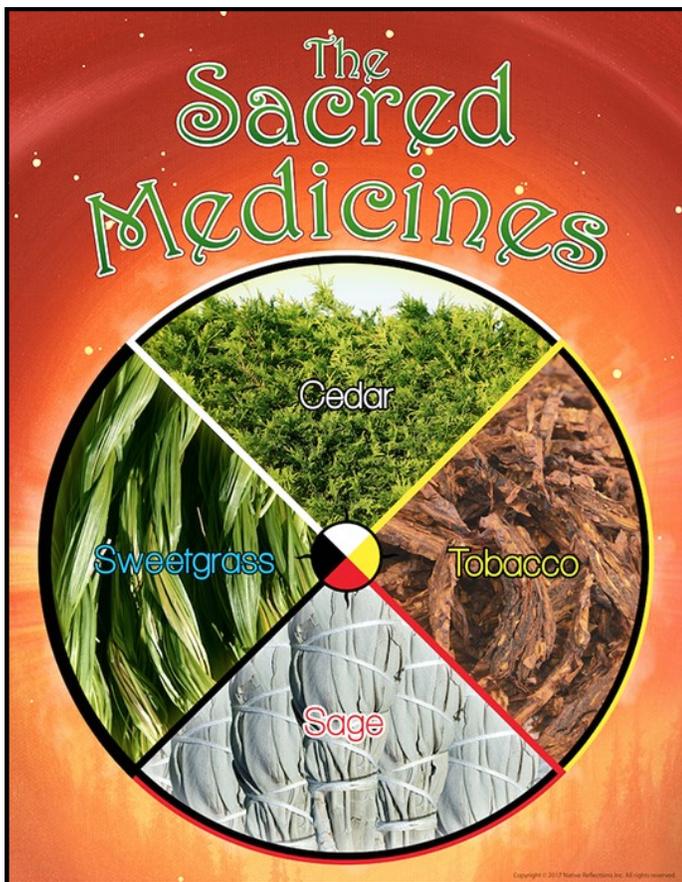
Miigwetch

Community News and Notes

ATTENTION: Birthday Greetings

Birthday greeting dates and last names for each month will not be posted as per the Privacy Act of Canada.

If you would like to include a birthday greeting in the newsletter or would like to have your birthday acknowledged in the newsletter, please email bearfax@missanabiecree.com or send your request to Bear Fax c/o Missanabie Cree First Nation, 559 Queen St. E., Sault Ste. Marie, Ontario.



Happy Birthday MOM

I hope the Creator has a big party planned for you.

I can see you and Dad dancing.

Have a great time.

Your always on my mind.

Love you MOM



I would like to wish my grandson a Happy 23rd Birthday.

Grandson I can't believe how fast the years went by.

One day I was holding you in my arms and now you're a Man.

Love you Babe

NAN



2020 Annual Gathering

Please be advised that this year, the MCFN Annual Gathering date has been set for August 8 - 15

Emergency Food Support

For more information, please call

MCFN Family Services @

705-253-3506

Bonnie, Family Support Worker



MCFN Chief and Council Invite You to:

JOIN THE GOVERNANCE COORDINATING COMMITTEE (GCC)

The Governance Coordinating Committee oversees the review and development of codes and policies of the Missanabie First Cree Nation, as outlined in the Governance Strategic Plan. The Governance Coordinating Committee encourages the participation of those who have skills to bring to the discussion, and of those, (especially the youth), who wish to gain experience and increase their understanding of committee work and governance in a First Nation perspective. Committee members must be a member of MCFN.

Committee Member Responsibilities:

To commit to attending 3-4 face to face weekend meetings a year, and monthly teleconferences on a weekday during the evening.

To work with the Governance Coordinator to develop an understanding of Indigenous governance.

To review and develop codes and policies for MCFN

Please send your resume and letter of application to:

June Markie

Missanabie Cree First Nation

174B Hwy 17B East

Garden River, ON P6A 6Z1

By Email: jmarkie@missanabiecree.com

By Fax: 705-254-3292

*****Youth are encouraged to participate and sit in on meetings*****



March Birthday Greetings

Happy Birthday!

Carol N
Nicole R

Happy Birthday

Michael T

Happy Birthday!

Dawn N
Nathan S

 **Happy Birthday!**

Edward J-R
Magdalen J R

 *Happy Birthday!*

Jon C B
John Everett F
Kenneth N
Robert G

Happy Birthday!

Cindy H



Happy Birthday!



Robert H. N
Dean W

Happy Birthday!

Katelyn F
Lisa S J
Robert C P

Happy Birthday!



Tazz K M

Happy Birthday



Christine L
Marie N

Happy Birthday!



James D
William Y

Happy Birthday!



Neil V N

Happy Birthday!



Warren M

 **Happy Birthday!**

Shawna L M

Happy Birthday!



Jennifer D
Neal G

Happy Birthday!



Karynanne J
Ernie L

Happy Birthday!



Hazel F

Happy Birthday!



Ashleigh L
Sharon S

Happy Birthday!



James R F

Happy Birthday!



John K

Happy Birthday!



Gloria H
Glenn N
Janice S
Lois W



April Birthday Greetings



Happy Birthday!

Neil E



Happy Birthday

Lauren H



HAPPY BIRTHDAY!

Murray D
Cory M



Happy Birthday!

Dorothy B
Amanda C

Happy Birthday!



Amanda L
Kenneth G B



Happy Birthday!

Mark J G

Happy Birthday!



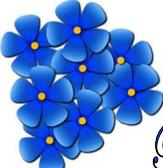
Lorraine O-W
Kassandra R

Happy Birthday!

Colin D H

Patrick B
Kaleb J
Brooke P
Luka S

Happy Birthday!

Happy Birthday!

Cheryle K
Trica-Lynn L
Isla S



Happy Birthday!

Joan T



Happy Birthday

David-John F
Bonnie G
Dominick M
Dakota N

Happy Birthday!



Stephen F

Happy Birthday!



Jo Ann Pezzo

Lori J



Happy Birthday!

Judy S



Happy Birthday!

Jackson F-D
April W

Happy Birthday!



Natasha J

Happy Birthday!

Kathie G



Missanabie Cree Business Corporation
 559 Queen Street East
 Sault Ste. Marie, Ontario
 P6A 2A3
 (705) 254-2702

Company Name: Missanabie Cree Business Corporation
Job Type: Full time 35 hours weekly
Location: Queen Street/Downtown Sault Ste. Marie
Terms of employment: One-year contract
Hourly rate: \$17.50
Job title: Bear Train Project Manager

Bear Train Project Manager

Mask-wa Oo|ta-ban, the Bear Train, is an initiative of the Missanabie Cree First Nation and Missanabie Cree Business Corporation, with the support of the Bear Train Working Group (BTWG), to re-establish the Algoma passenger train service. This service will support the social, economic, employment and remote access needs of the First Nations, communities, residents, businesses and socio-economic stakeholders of the Algoma Passenger Train corridor.

RESPONSIBILITIES

- participate in the Bear Train Working Group
- call meetings of the Working Group
- set agendas and take minutes for those meetings
- prepare and review grant applications (e.g. to INAC, FedNor & NOHFC) for the funding required to staff the project, to purchase train cars and equipment etc
- do research that is needed to further develop the Bear Train business and marketing plans
- communicate regularly with stakeholder representative
- other duties as assigned

QUALIFICATIONS

- Knowledge of indigenous cultures
- Excellent communication skills, especially writing
- Recent post-secondary graduate (within the last 3 years)
- Must be first time employment in this field
- Must not have previously participated in an NOHFC internship program
- University graduate with a degree preferably in Community Economic and Social Development (CESD) or Business Administration.

Application deadline: March, 30th, 2020

Only candidates considered to be qualified for the position will be contacted for an interview.

Letters of application and resumes can be mailed or emailed to Brittany MacLean, Missanabie Cree Business Corporation, 726 Queen St. E. Sault Ste. Marie, ON P6A 2A9

E-mail: bmaclean@missanabiecree.com



Missanabie Cree Business Corporation

559 Queen Street East
Sault Ste. Marie, Ontario
P6A 2A3
(705) 254-2702

Company Name: Missanabie Cree Business Corporation
Job Type: Full time 35 hours weekly
Location: Queen Street/Downtown Sault Ste. Marie
Terms of employment: One-year contract
Hourly rate: \$17.50
Job title: Bear Train Program and Marketing/Communications Developer

Bear Train Program and Marketing/Communications Developer

Mask-wa Oo-ta-ban, the Bear Train, is an initiative of the Missanabie Cree First Nation and Missanabie Cree Business Corporation, with the support of the Bear Train Working Group (BTWG), to re-establish the Algoma passenger train service. This service will support the social, economic, employment and remote access needs of the First Nations, communities, residents, businesses and socio-economic stakeholders of the Algoma Passenger Train corridor.

RESPONSIBILITIES

- research and develop a plan for culturally appropriate local Indigenous foods to serve on the train,
- research and plan Indigenous train events,
- develop a plan for Indigenous artists to paint Bear Train exterior and interior,
- draft proposals for Indigenous destination products along the rail corridor
- research and develop detailed marketing and communications plans
- develop relationships with organizations and individuals with expertise in these areas
- other duties as assigned

QUALIFICATIONS

- Knowledge of indigenous cultures
- Excellent communication skills, especially writing
- Recent post-secondary graduate (within the last 3 years)
- Must be first time employment in this field
- Must not have previously participated in an NOHFC internship program
- Knowledge in marketing
- University graduate with a degree preferably in Community Economic and Social Development (CESD) or Business Administration.

Application deadline: March 30th 2020

Only candidates considered to be qualified for the position will be contacted for an interview.

Letters of application and resumes can be mailed or emailed to Brittany MacLean, Missanabie Cree Business Corporation, 726 Queen St. E. Sault Ste. Marie, ON P6A 2A9

E-mail: bmaclean@missanabiecree.com

Aboriginal Lateral Violence

What is it?

Although a worldwide occurrence, this fact sheet is about how lateral violence impacts Aboriginal people. Unlike workplace bullying, lateral violence differs in that Aboriginal people are now abusing their own people in similar ways that they have been abused. It is a cycle of abuse and its roots lie in factors such as: colonisation, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination.

Through these factors Aboriginal people now become the oppressor and within the workplace or community they now direct abuse to people of their own gender, culture, sexuality, and profession. In other words, instead of directing their anger at the oppressor, these workplace or community aggressors now direct their anger at their own peers or community members.

Other terms for lateral violence also include:

- work place bullying
- horizontal hostilities/ violence
- internalized colonialism
- relational aggression

How does this affect Aboriginal people?

Lateral violence is a learned behaviour as a result of colonialism and patriarchal methods of governing and developing a society. For Aboriginal people, this has meant that due to residential schools, discrimination and racism; Aboriginal people were forced to stop practicing their traditional teachings of oneness.

As a result of this trauma, some Aboriginal people have developed social skills and work practices which do not necessarily create healthy workplaces or communities. Since many Aboriginal people work in environments which maybe predominately Aboriginal, these practices mean that Aboriginal people are now causing pain and suffering on their own people.

“Lateral violence has impacted indigenous peoples throughout the world to the point of where we harm each other in our communities and workplaces on a daily basis.”

– Rod Jeffries

“When a powerful oppressor has directed oppression against a group for a period of time, members of the oppressed group feel powerless to fight back and they eventually turn their anger against each other.”

– Jane Middleton-Moz



behavioural signs of lateral violence

Who does Lateral Violence?

- Boss
- Supervisor
- Co-workers
- Friends
- Family Members
- Peers
- Authority Figures
- Community Members

What are the behaviours linked with lateral violence?

Lateral violence takes on a number of different toxic behaviours, and it is any action that is meant to discourage or make a person feel bad in the workplace. If you are the target of lateral violence the constant barrage of negative behaviours can be likened to harassment and bullying.

In its extreme form, lateral violence can be conscious, deliberate act of meanness with the overall intention to harm, hurt and induce fear in a co-worker. In other forms of lateral violence, the individual perpetrating the negative behaviour may not be aware of the meanness they are exhibiting and they may not be doing these actions intentionally.

The following are some of behavioural indicators that lateral violence may be happening by you, to you or to someone else in your workplace.

- nonverbal intimation (raising eyebrows, making faces, eye rolling)
- obvious name calling
- sarcasm
- bickering
- whining
- blaming
- belittling a person's opinions
- yelling or using profanity
- making up and/or exaggerating scenarios
- making snide comments and remarks
- making jokes that are offensive by spoken word or email
- using put downs
- gossiping
- rumour mongering
- ignoring, excluding or freezing out people
- handing over work assignments with unreasonable deadlines or duties that will ensure the person will fail
- being purposely unavailable to meet with staff
- undermining activities
- withholding information or giving the wrong information purposely
- constantly changing work guidelines
- blocking requests for a promotion, leave or training
- not giving enough work so the individual will feel useless
- refusing to work with someone
- backstabbing
- complaining to peers and not confronting the individual
- failing to respect privacy
- breaking the confidences of others
- mobbing or ganging up on others



Where does it happen?

Although the most common place for lateral violence is in the workplace, it does cross the line into the community and home. The primary workplaces in which lateral violence are more prevalent are those with poor organizational systems or those workplaces that are undergoing change such as downsizing or merging, or when power is shifting and people feel uncertain.

Why does it happen?

Lateral violence happens when individuals who have endured oppression suppress feelings such as: anger, shame, and rage. Eventually these feelings manifest in behaviours such as: jealousy, resentment, blame, and bitterness; and they are directed toward their Aboriginal co-workers.

As many of these people have been victims of abuse these behaviours are usually used to manipulate, dominate, control and diminish others. Regardless of their issues, the behaviour is not appropriate and no one should be the target of someone's unresolved issues.

Anyone can be a target of lateral violence...

It can really be really disheartening if you are the target of lateral violence in the workplace. Most people enter into an Aboriginal organization expecting that in working with their own people they will be supported and encouraged. Instead you find yourself now working with the very people who are bringing you down and making things hard for you. What did you do wrong? In most cases, you did absolutely nothing. Lateral violence is more about what is wrong with the aggressors than the receiver of their aggression.



Sheila was employed at an Aboriginal organization as a financial administrator and she felt the sting of lateral violence incrementally. Having just graduated from university she was keen to make a good impression. Sheila worked extra hours. Then one day a few of the senior managers had talked about promoting her at one of the meetings.

After that meeting, Sheila started to notice that there were subtle changes in how her manager and some of her co-workers treated her. When she walked into the lunch room conversations would stop. She was no longer asked out for lunch. Then the key to her filing cabinet would go missing, as would her office chair. Soon the financial administrator noticed she wasn't being invited to team meetings.

Instead of speaking directly to her, her Manager now began using emails to communicate as a way to avoid her. After that her requests for training were turned down and she was given assignments with unrealistic deadlines. Rumours started to circulate throughout the organization that she did not actually have a degree and she was not really First Nations.

Soon Sheila began to doubt her abilities and wonder if there was something wrong with her. "It takes away your self-esteem," she said. "You don't want to get out of bed in the morning; you have nightmares, migraines, aches and pains. At work you never knew what to expect. I would go into work thinking, what are they going to do to me today?"

After talking about it with a good friend, Sheila's friend suggested that these behaviours were connected with lateral violence.



Anyone can be a target of lateral violence... (continued)

Certain situations and events predispose one to experiencing lateral violence in the workplace. Usually individuals who are the target of lateral violence are:

- New employees that may be coming into an organization during times of change and become a target because other workers who may feel vulnerable see this individual as a threat to their jobs.
- Employees who have received a promotion or advancement and are seen as undeserving by other co-workers.
- Younger employees who have more education and training than older workers and are seen as a threat.
- Members of families or friends of leaders who are no longer in power positions.
- Employees who are good at their job and popular with people.

The Effects of Lateral Violence

On a personal level, depending on the severity of the lateral violence there are a lot of health problems that can manifest for the individual being targeted. They could experience:

- Sleep disorders either not being able to sleep or not wanting to get out of bed in the morning;
- Changes in eating habits – either eating more or less or differently;
- Weight loss or gain;
- Moodiness – lack of sleep will usually mean that you won't be all that happy;
- Self-doubt –you question all your decisions and abilities;
- Decreased self confidence;
- Feelings of worthlessness;
- Forgetfulness;
- Chronic anxiety;

“When individuals feel inferior, inadequate and afraid, they take on the qualities of the oppressor as a way of acquiring strength and an illusion of power.”

– Jane Middleton-Moz

- Depression;
- Emotional and teary eyed;
- Higher absenteeism-not wanting to be at work; and
- Weakening immune system – resulting in greater susceptibility to colds, flu and other illness.

Because the individual may have no other employment options, as the lateral violence continues or gets worse the individual may experience more intense physical and emotional health deterioration. Some individuals end up on sick leave and long-term disability. In the extreme, it can end in suicide or violent death.

The costs to the organization

Lateral violence not only affects the individual who is experiencing it. It also impacts other people in the organization and community. Spending time rumour-mongering and gossiping costs the organization money in terms of lack of productivity. Additionally, a toxic organization also creates an atmosphere in which there is:

- High staff turnover
- Loss of corporate history
- Low morale
- Decreased customer service
- Increased financial costs
- Increased absenteeism
- Lack of teamwork
- Unhealthy competition

what you can do if you are experiencing lateral violence?

For the individual:

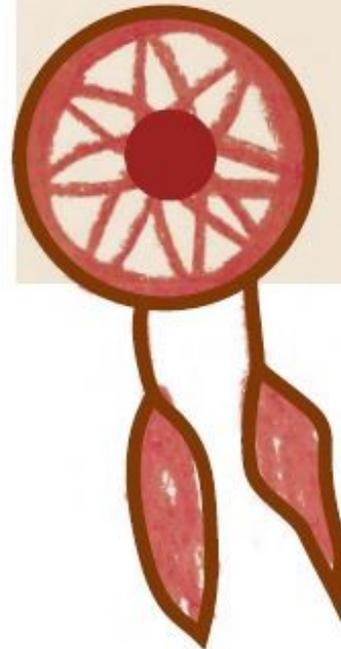
Sometimes it is difficult to do anything about the behaviour of others. If you feel that you are being the target of inappropriate behaviour you could:

- Report the behaviour to the appropriate manager in your workplace.
- Keep a record of the negative behaviours. Make notes about the time, date, location and any witnesses who may have seen the incidents.
- Address your concerns with the aggressor and ask them if they can stop.
- Seek help and advice at work or in the community. In the workplace, you may have a human resources manager, or manager who can assist you in resolving the situation.
- Speak to an Elder.
- Seek external advice.
- Seek the support of friends and family.

For the Organization:

Before you can create a healthier workplace you have to first admit that lateral violence exists. To address the issues associated with lateral violence management could:

- Admit that lateral violence exists.
- Establish policy and procedures for lateral violence.
- Have workshop sessions on lateral violence.
- Establish rules for civil meetings... no one can cut the other off.



“Those most at risk of lateral violence in its raw physical form are family members and, in the main, the vulnerable members of the family: old people, women and children. Especially the children.”

– Narcua Langton

MISSANABIE CREE FIRST NATION**PHOTO RELEASE FORM**

I hereby grant the Missanabie Cree First Nation permission to use my likeness in a photograph, video, or other digital media ("photo") in any and all of its publications, including web-based publications, without payment or other consideration.

I understand and agree that all photos will become the property of the Missanabie Cree First Nation and will not be returned.

I hereby irrevocably authorize the Missanabie Cree First Nation to edit, alter, copy, exhibit, publish, or distribute these photos for any lawful purpose. In addition, I waive any right to inspect or approve the finished product wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the photo.

I hereby hold harmless, release, and forever discharge the Missanabie Cree First Nation from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.

I HAVE READ AND UNDERSTAND THE ABOVE PHOTO RELEASE. I AFFIRM THAT I AM AT LEAST 18 YEARS OF AGE, OR, IF I AM UNDER 18 YEARS OF AGE, I HAVE OBTAINED THE REQUIRED CONSENT OF MY PARENTS/GUARDIANS AS EVIDENCED BY THEIR SIGNATURES BELOW. I ACCEPT:

Printed Name of individual in photo

Signature of individual/guardian/heir/executor

Date

MCFN Membership

Card Renewals. The MCFN office can only handle in-person appointments. If you are unable to come in person to the Band Office, you can get your card renewed at a local First Nation or consider obtaining a Secure Certificate of Indian Status (SCIS). You can request the Band Office to mail you the required forms. Shereena Campbell and Louise Campbell will be handling card renewals on a temporary basis.

Appointments for Card Renewals. Please call to make an appointment. There are 3 time slots from 1:30 to 3:30 pm on Fridays only. Please ensure you have all the required information before you come to your appointment.

Until further notice, Indian Status Card renewals will not be accepted from non-band members.

Updating Addresses. Members, please keep your address up-to-date so you don't miss out on pertinent information regarding band business. Please use the form below and mail or fax it to Missanabie Cree First Nation. You may also call the Band Office or email June Markie at jmarkie@missanabiecree.com.

PLEASE NOTE: A Change of address Can Only BE processed with information provided by the individual involved, not from anyone else.

Names of deceased members are not removed from the band voter's list unless the information is provided to Aboriginal Affairs. Anyone with funeral information (i.e. name of funeral home/location), date of death, a death certificate, or anyone who can be contacted for this information, please call or leave a message with Shereena or Louise at the MCFN Band Office.



MISSANABIE CREE FIRST NATION

CHANGE OF ADDRESS FORM -- For Band Members

SURNAME	
First Name and 2 nd Name	
ALIAS/BAND #	
DATE RECEIVED	
NEW ADDRESS	
CITY/PROVINCE	
POSTAL CODE	
E-MAIL ADDRESS	
TELEPHONE #	
SIGNATURE	

CONTACTS AND OTHER INFORMATION

SATELLITE OFFICE:

www.missanabiecreefn.com

559 Queen St. E	174B HWY 17B	Phone:	705-254-2702
Sault Ste. Marie, ON	Garden River, ON	Toll Free:	1-800-319-3001
P6A 2A3	P6A 6Z1	Fax:	705-254-3292

Missanabie Cree First Nation Chief & Council

Chief	Jason Gauthier	Ext. 231	jgauthier@missanabiecree.com
Deputy Chief	Les Nolan		lnolan@missanabiecree.com
Councillor	Cory McLeod		cmcleod@missanabiecree.com
Councillor	Joanne Pezzo		jpezzo@missanabiecree.com
Councillor	Bobbi Fletcher-Decorte		bfletcher-decorte@missanabiecree.com
Councillor	Shawn Pine		spine@missanabiecree.com
Elder Liaison	Glad Hawkins		gletcher-hawkins@missanabiecree.com
Youth Representative	Alexandra Langford-Pezzo		apezzo@missanabiecree.com

Missanabie Cree First Nation Staff

Band Administrator	Doreen Boissoneau	Ext. 222	dboissoneau@missanabiecree.com
Bookkeeper	Louise Campbell	Ext. 224	lcampbell@missanabiecree.com
Reception	June Markie	Ext. 221	jmarkie@missanabiecree.com
Executive Assistant	Shereena Campbell	Ext. 235	scampbell@missanabiecree.com
Program Development	Lesley Gagnon	Ext. 226	lgagnon@missanabiecree.com
Band Administrative Assistant	Amber Lacrosse	Ext. 231	alacrosse@missanabiecree.com
Post-Secondary Education Officer	Judy Syrette	Ext. 227	education@missanabiecree.com
Governance Coordinator	Natalie Gauthier	Ext. 230	ngauthier@missanabiecree.com
Comprehensive Community Planning Coordinator	Jutta Horn	Ext. 245	jhorn@missanabiecree.com

Missanabie Cree Family Services

705-253-3506

Location: 477 Queen Street East, Suite 200, (2nd floor), The Queens Center, Sault Ste. Marie, ON, P6A 1Z5

Family Services Supervisor	Eva Dabutch	Ext. 203	edabutch@missanabiecree.com
Reception	Jana Harris	Ext. 0	jharris@missanabiecree.com
Family Well-being Worker	Sally White	Ext. 200	swhite@missanabiecree.com
Choose Life Coordinator	April Wesley	Ext. 201	awesley@missanabiecree.com
Addictions Counsellor	Danielle Moore	Ext. 202	dmoore@missanabiecree.com
Family Support Worker	Bonnie Wiebe	Ext. 204	bwiebe@missanabiecree.com

Missanabie Cree Business Corporation

705-949-6818

Location: 477 Queen Street East, Suite 200, (2nd floor), The Queens Center, Sault Ste. Marie, ON, P6A 1Z5

CBA Implementation Coordinator	Stephen Hawkins	shawkins@missanabiecree.com
Cultural Facilitator	Gloria Harris	gharris@missanabiecree.com
Executive Assistant	Brittany MacLean	bmaclean@missanabiecree.com

Elders Council

Audrey Bateson	Bill Yerex	Bonnie Weibe	Elders Liaison:	Glad Fletcher-Hawkins
Cheryl Macumber	D'Arcy Fletcher	Debbie Ewing	Carol Nolan	Cathy Clement
Jackie Fletcher	Kathy Beaudry	Kim Young	Diane Astle	Gloria Harris
Marion Nolan	Shirley Bain	Shelly Fletcher	Laura-Lee Rawlyk	Lori Rainville
Pamela Rew			Shirley Horn	Terri Lou Fletcher

Governance Coordinating Committee (GCC)

Kyle Bateson	Deb Ewing	Victoria Pezzo
--------------	-----------	----------------

VISION STATEMENT OF THE MISSANABIE CREE

We are the Anishnabe of the Missanabie Cree First Nation whose vision is to have a united and self-governing body that will determine our destiny guided by the seven laws.

We have a vision of a leadership that is open, honest, trustworthy; a leadership with conviction, accessible to the people; a leadership that is progressive yet respectful of our traditions, values and beliefs; a leadership with confidence, always watchful and assertive in protecting and preserving the treaty and aboriginal rights of our people; a leadership that is directed by our people and with exclusive accountability to our people and our people alone.

We have a vision of our community re-established on the traditional lands that were once the homeland of our ancestors where institutions of our government, economy and education can once again thrive.

We have a vision of a people where individuals and families can stand strong and find healing through tradition and spirituality; individuals and families who are loving and compassionate.

We have a vision of a people who are bi-cultural and bi-lingual; a people who can walk in both worlds contributing to our well-being, the well-being of our brother and sister First Nations; contributing and competing globally.

We have a vision of a Nation of people who respect the dignity of all; a people who find balance through equality of all ages, male and female alike.

We have a vision of people who respect the environment, harvesting and reaping the resources of the land in a sustainable manner as responsible stewards for the use of future generations.

We are the Anishnabe of the Missanabie Cree First Nation whose vision it is to regain and restore our rightful place and through the strength of our people, never again be denied our place in society.

September 20, 1998