

Bear Fax

Kacha papi watakinum Peesim
Tree exploding (by frost) Moon
January 2017



www.missanabiecreefn.com

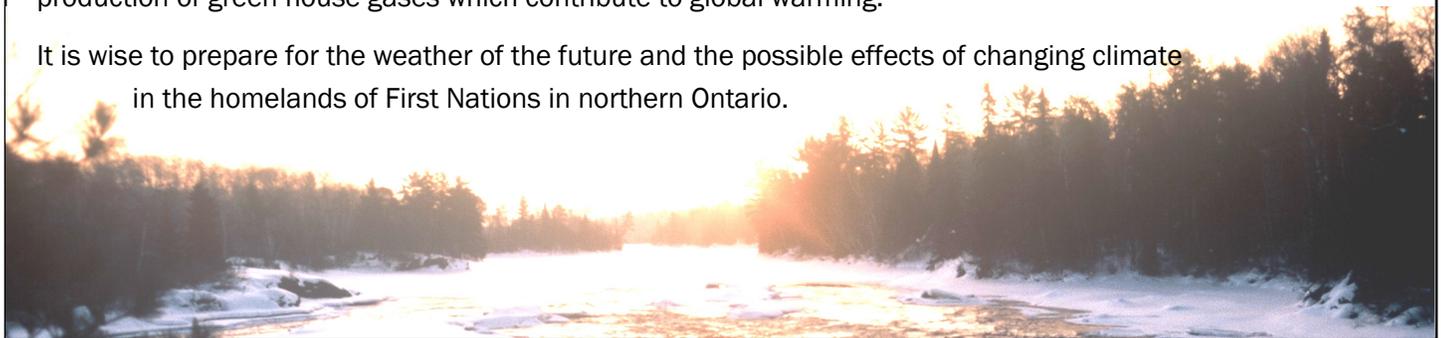
Missanabie Cree First Nation

Climate Change Action

It is generally acknowledged that climate change is upon us. The Mushkegowuk Council has embarked on a project to raise awareness of climate change in communities, and to research what some of those effects might be on the land and water. Mushkegowuk Environmental Stewards will be working with community members to research the impacts of climate change in the Hudson Bay/James Bay lowlands.

Isabell Souliere, MCFN's Environmental Steward, will be providing information to the membership on a regular basis. Her reports will detail scientific perspectives, provincial strategies, and indigenous knowledge. There will be opportunities to share our insights and our concerns as well as ways that we, as individuals, can reduce the production of green house gases which contribute to global warming.

It is wise to prepare for the weather of the future and the possible effects of changing climate in the homelands of First Nations in northern Ontario.



Events/Gatherings: Follow MCFN on Twitter.

The Great Waters Challenge for Youth

Beginning January 26, 2017 Online
<http://waterlution.org/GWC/>

NAN Winter Chiefs' Assembly

January 31 - February 2, 2017 Fort William First Nation
<http://www.nan.on.ca/article/-20371.asp>

AFOA National Conference - Aboriginal Economy - Building a Stronger Future.

February 7-9, 2017 Calgary, Alberta
www.afoa.ca

26th Annual Great Moon Gathering - Learning from the Land

February 16-17, 2017 Timmins, ON
http://www.mushkegowuk.com/?page_id=2985

Inside this Issue:

- P. 2-6 **Update from Chief and Council**
- P. 7 From the Desk of
- P. 7-10 Mushkegowuk Environmental Steward
- P. 10 Call for Youth Representative
- P. 11 Elders Speak
- P. 11-12 Community News and Notes
- P. 13 **CCP Quarterly Gathering**
- P. 14 **Logo Contest!**
- P. 15 February Birthday Greetings
- P. 16 Community Events Calendar
- P. 17 Becoming a Website Member
- P. 18-21 Employment Opportunities
- P. 22 MCFN Membership
- P. 23 Contact Information
- P. 24 MCFN Vision Statement

Update from Chief and Council

Missanabie Cree Chief and Council Update January 2017

Introduction

During consultations related to the implementation of our Comprehensive Community Plan (CCP), community members have made it clear that they need much more frequent and detailed information updates from Chief and Council about the state of our nation and ongoing progress being made on various issues and challenges.

This update will cover the following important areas of activity and concern.

1. Community benefit agreements
2. Joint business ventures
3. Governance challenges
4. Land claim negotiations

1. Community Benefit Agreements

Missanabie Cree has been negotiating with two mining companies (Prodigy Gold and Richmond Mines) that are developing mining operations in our traditional territories. The purpose of these negotiations has been for the community to exercise our legal right to be consulted and accommodated by anyone wishing to conduct business of any kind in our traditional territory. The result of these consultations has been the development of a draft Community Benefit Agreement with each of these companies.

These agreements, once ratified by the community, will bring many benefits to Missanabie Cree. In the draft agreements we have negotiated, four types of benefits are spelled out;

- 1) funding for education and training;
- 2) funding to support business development as well as specific business opportunities arising out of the mining operations;
- 3) support for the implementation process (of the community benefits agreement) including money to hire a

coordinator to oversee the process and coordinate activities as well as money to form and operate an oversight committee; and

- 4) Financial Participation, i.e. a financial contribution of a specific amount of money that comes to Missanabie Cree to be used for our own purposes with no strings attached.

The agreements also provide for the full participation of MCFN in any and all environmental assessments and ongoing monitoring processes, promise the full cooperation of the company to rectify any environmental problems identified by the First Nation, and provide for the financial support of the First Nation to carry out its stewardship responsibilities related to environmental protection.

Both of these agreements have been completed in principle, and both contained a confidentiality clause that prevents us from publicly disclosing the details of the agreements such as the proposed amount of the financial settlement. However, that information is available to Missanabie Cree members on the members only section of our website, along with the full text of the draft agreement(s) to be considered for ratification.

The ratification process for the Prodigy Gold agreement is underway, and mail outs to all community members have been made. The ratification process for the Richmond agreement will take place beginning in January 2017.

The full text of both the proposed Prodigy Gold and Richmond Mines Community Benefit Agreements are posted on the members only section of the Missanabie Cree website.

2. Joint Business Ventures

Anyone at all familiar with the financial challenges faced by Missanabie Cree as a landless First Nation that does not receive any significant funding from the federal government will understand that developing revenue streams for the First Nation coming from our busi-

Update from Chief and Council

ness activities is a critical and necessary challenge we need to meet if we are to be successful in any of our long-term dreams and goals. We need money to reestablish our community in our traditional territory, to develop training programs for people, to create employment and support our people in developing businesses, to bring our people together for cultural renewal, healing and community building, and much more. One of the main strategies we are following to get money to do those things is the development of joint venture businesses.

A joint venture is basically a partnership between our First Nation and one or more business partners who have agreed to work together on a specific business venture. Each of the partners brings value to the business relationship, and there are always specific agreements spelling out what each partner will contribute and how each partner will benefit from the joint venture. Usually a new company is formed to carry out the venture, and in the arrangements we have been negotiating, Missanabie Cree owns at least 51% of the shares in those companies. These new companies then bid on contracts related to the business area of the joint venture.

One such arrangement is a sole-source contract already awarded to us to provide services to the camp where workers will live on the Prodigy Gold mine site. This venture covers services for catering, lodging, cleaning, snowplowing and camp maintenance. Not only will this be a profitable business for us, but it will also provide employment opportunities. One joint venture (the Prodigy Gold camp service agreement mentioned above) has already been secured. Following is a list of our joint venture partners with whom we already have agreements, and the areas of work these joint ventures are seeking.

In addition to these partnerships, three other very promising joint ventures are being pursued.

1. Developing and providing permanent housing for mine workers - this joint venture is part of our agreement with Richmond Mines and involves

building housing units in the town of Dubreville, which is very close to the proposed mine site. Missanabie Cree would be a 33% owner of this venture. To get into the deal, we need to put up \$300,000. \$100,000 would come as a contribution from Richmond to the First Nation, and \$200,000 more would be loaned to the First Nation by Richmond at 0% interest. This opportunity is tied to the ratification of the Richmond Community Benefit Agreement.

2. Another potential joint venture is focused on the creation of a solar power generation farm in partnership with Sky Solar. This project would generate 12 MW of electricity through a ground mounted solar operation. Our investment cost would be \$3 million, which would have to be borrowed from the bank. Currently, we are in the feasibility study stage. If the project can generate guaranteed revenues that would enable us to pay back the bank loan in a short period of time, it would then provide us with a steady income stream for many years. Similar projects have been undertaken by other First Nations with great success.
3. A third proposed venture would see Missanabie Cree close a deal with CN rail to be the owner and operator of an independent rail line that would carry regular passengers, tourists and freight from Sault Ste. Marie to Hearst Ontario. Many businesses and communities in North are suffering for lack of the service, and we have already received letters of support from all northern municipalities near or along the line, as well as from the Chiefs of Ontario, Nishnawbe Aski and Mushkegowuk Tribal Councils as we seek support from Indian and Northern Affairs Canada. This proposed venture is also still in the feasibility assessment stage.

Additionally, Missanabie Cree has made joint venture partnership agreements with nine companies

Update from Chief and Council

that either already work in our traditional territory, or are seeking to do so. Partnership with these companies could put our First Nation in a very advantageous position in the coming years. These companies are listed and briefly described below.

Advance Security - provision of security and investigative services to industry, mining companies, remote camps, colleges, airports, municipalities and other government sites and operations.

Austin Powder Ltd. - manufactures a full line of industrial explosives and accessories and provides manpower and technical expertise to provide blasting services to medium and large commercial industrial projects occurring in our traditional territory.

ESS Support Services - leads the market in providing food and support services to major companies operating in the oil and gas, mining, construction and defense sectors. Provides workplace support for daily community life in large-scale accommodation centers, or villages, which are "home" to thousands of workers, providing hot nutritious meals, a clean bed, freshly laundered work wear, quality recreation and essential comforts, 365 days a year, 24 hours a day.

Norhec Construction Inc. - a construction company based in Timmins and specializes in projects involving heavy civil earthworks and mining projects. Recent projects include sewer and water main replacement for the city of North Bay, flow control dams on Lake Nipissing for Canada public works. Earth works projects for Detour Gold Corporation, etc. The company has a heavy equipment shop, a welding shop, a warehouse and offices in Timmins.

Quatro Industries - based in Sudbury, this company provides services and products to the mining industry, often that are tailor-made to meet specific solution requirements. Quatro also supplies bulk and fluid material handling systems, concrete, vacuuming and

high power washing.

Morris Group (Workforce) - a multifaceted company in Sudbury with a series of holding companies involved in trailer, leasing and logistics, workforce housing, camps and site services, modular construction, manufacturing, building and housing, labor supply management and safety solutions, training and development. The company provides modular space and labor solutions for the construction and resource sector.

Tulloch Engineering - provides a wide range of engineering services, including surveying, infrastructure design for the mining industry, municipalities and all levels of government while handling both geomatic services and civil engineering requirements. Based in Thessalon, with offices in 10 locations across Ontario.

Vital Drilling - based in Sudbury, the company provides drilling services to small and large mining companies, and has a well-earned reputation for excellence because of its highly experienced and well qualified staff.

In general, these partnerships offer tremendous potential to put Missanabie Cree in the forefront as an economic actor in the economy of our region and beyond. While all of these potential joint ventures may not bear fruit, we are very optimistic that at least some, if not all of them, will. Had we not made these agreements, we would be standing by in a likely future that would see other people generating considerable wealth in our traditional territory without in any way benefiting us.

3. Governance Challenges

The election for Chief and Council that took place at the summer gathering held at Island View Camp last August had the biggest voter turnout Missanabie Cree has ever had at an election. That election took place at a summer gathering that despite huge numbers of people attending stayed within budget while facilitat-

Update from Chief and Council

ing everyone who came, in terms of providing financial support for travel to providing meals during the gathering.

Unfortunately, the new Council was split in its views of how to handle our land settlement negotiations with the province of Ontario and the government of Canada. After much discussion and debate, the Council voted to stay the course on its negotiation strategy, concluding that to do what some councilors were proposing would actually weaken our First Nations negotiating position and result in a smaller settlement outcome both in land and in money for our people.

This decision and the heated discussions that led up to it resulted in the resignation of two Councilors (Tracee Smith and Terri Lou Fletcher), who stated in an email and a Facebook post that they did not want to be held personally liable for decisions that they did not agree with that had been made by a quorum (i.e. majority) of Council which they were not part of.

Our election code states that in the event of a resignation such as this, the person or persons with the next highest votes in the last election are to automatically be invited to fill the vacant positions as Councilors. Accordingly, Chelsie Parayko and Isabell Souliere were invited to take positions as Councilors. However, a week later, Isabell was offered a job with Mushkegowuk Tribal Council that did not permit her to, at the same time, hold a position as the elected official for any First Nation that is a member of the Tribal Council, as this would be considered a conflict of interest. So, Isabel resigned from her position as a Councilor.

Our legal counsel then advised that our election code had not really anticipated the circumstance of having so many resignations in one term, and that in the interest of good governance which requires a clear mandate, Chief and Council could decide to simply not fill the last position. However, after much discussion, it was decided to follow the code as written, and Michael Nolan

was invited to assume a position on Council.

4. Land claim negotiations

On December 13, 2016 the Ontario Superior Court Justice Thomas Lederer rendered a decision against Missanabie Cree in our application to use 2016 membership numbers to calculate how much land and money our settlement would contain rather than numbers from 1906 records. This loss is only a small and temporary setback in our land settlement process. When Missanabie Cree informed the Ontario Crown that we would be appealing the decision, the government representative stated unequivocally that their position is to settle our land claim as quickly and as amicably as possible in the interests of reconciliation. The questions that have yet to be resolved are how much land and money will be included in the settlement offer and who has the majority of the responsibility to pay, the Provincial or Federal government.

We already have a tentative agreement with the federal government that gives us 53 mi.² of land and an offer, which we rejected for \$2 million cash settlement. We've tentatively accepted the 53 mi.² but rejected the cash offer because it simply is not enough money to build even the basic infrastructure needed to reestablish our community in our traditional territory. This position was taken on the advice of our legal counsel because we should be demanding compensation for the losses our people have incurred from not having a reserve from 1906 to the present day.

We know full well that our people are very anxious for settlement, but the Council decided that we would be doing an injustice to ourselves and future generations to take a bad deal. We will continue to negotiate and to fight for a fair settlement, and it is our view, shared by our legal counsel, that the political climate in Canada is such that we are much more likely to get a fair deal now than we might've gotten 5 or 10 years ago.

Update from Chief and Council

Councilor Les Nolan

To all my family, extended family, friends and acquaintances of Missanabie Cree First Nation, Whachay, Anine,

I hope everyone had a great Christmas and a Happy Year New. I would like to this opportunity to wish all my family, friends, and membership all the best in upcoming New Year. I would like to welcome Michael Nolan and Chelsie Parayko again, to the Council; their insight will be welcomed, looking forward to working with them in future endeavors.

In the first part of January we worked on orientation for the new C & C. I believe we got a lot accomplished and feel positive we will work together in moving forward. With saying that, we have to hold another orientation, on Strategic Planning with the office staff and C & C to work as a team for the betterment of our First Nation.

It's been a long 3 years, to finally sit in on Magino's and Richmond's Community Benefit Agreement sessions in Thunder Bay, Sault Ste. Marie and Toronto with interested members that participated in the sessions. I felt these sessions were positive presentations along with

Deputy Chief Cory McLeod

Wachey!

This post-holiday has been a busy one, with the Community Benefit Agreements being circulated throughout our nation and our members making the decision is positive. I was involved with these Community Benefit Agreements with Richmond Gold and Prodigy Gold and can answer any questions to the best of my knowledge or look for answers if I can't provide, please contact me if you have questions.

Chief and Council Orientation was a success and would like to give a thanks to the previous council members

Chief Jason going over the agreement and answering the membership's questions.

I am also sitting on Kunuwanimano Regional Elders Board along with Elder Jackie Fletcher. As Elders we don't have voting rights, we bring our concerns and thoughts to these meetings. We have a Missanabie Cree member Vanessa Genier as our representative. I would also like to welcome Cheryl Macumber to the Kunuwanimano Child and Family Services as their cultural coordinator.

I attended a teleconference call for an update on Missanabie Cree's Land Transfer. This call seemed positive; we let the government know this is taking much too long. The government told us they are working on other First Nation's Land Transfers but assured us that Missanabie was a priority.

To date I have attended all C & C meetings where much has been discussed. I believe we are working diligently to work together as team for the benefit of our First Nation.

In spirit of Community and Transparency
Councilor Les (Gee) Nolan aka Red Bear.

who took part in our orientation and our current Chief and Council and staff. Some changes in administration were made and administration is moving along with the change, we are looking for a Band Administrator (see posting in newsletter). A warm welcome to our newest employees in office that will be working with our joint venture businesses and another worker to compile and update our work skills inventory list of Missanabie Cree members for future endeavors. There is an underground common core mining training at Richmond Mine coming in March and spots still available, please contact office.

Cory McLeod
Deputy Chief

From the Desk of:

POST SECONDARY EDUCATION OFFICER

Update on Post-Secondary Student Support Program

The 2016-2017 academic year is in its last semester: please remember that **transcripts from last semester are due**. Past practice has been to delay payments for the ongoing students who have not submitted required documents. For those that have submitted their Fall semester transcripts, thank you. Extra book money is dependent upon funds being available and all receipts submitted to the post-secondary officer.

Applications are coming in for the 2017-2018 academic year. **Deadline** for applications to be received in the office is **May 15, 2017 for both ongoing and new students**.

Reminder: priority criteria will be used in the approval process. The 2017-2018 application packages have been on the website since December. You may also call the front desk and get a copy from our receptionist: copies were made for front desk in December.

All continuing students please plan on getting a summer job! INAC defines the academic year as 8 months: usual academic year is September through April.

Please call me if you have questions.

Regards,

Deb Clement

Post-Secondary Education Officer

Climate Change Action

MUSHKEGOWUK COUNCIL ENVIRONMENTAL STEWARD



*Trunk Road,
Sault Ste. Marie,
January 6, 2017*

Happy New Year Everyone,

Today is a little chilly here in Sault Ste. Marie, -21 on this day, **January 6th, 2017**. We had at least 4 stormy days, December 14th the office closed in the afternoon due to stormy weather and December 15th everything was closed and if you attempted to drive you were caught in a whiteout not even being able to see where the road was. We had another storm again on January 4th. So in total we must have had at least over 4 feet of snow during holidays. In between those stormy days we had high temperatures and the snow began melting and making it difficult to get around with the soft mushy snow. The plows didn't go by for two days in some places so people were snowed in.

The good side to this is everyone is keeping in good shape shoveling all the snow. Just thought I would give people an update on how Sault Ste. Marie is doing. By the time this newsletter reaches the members I am sure we will have already reached 5 to 6 feet of snow.

Environmental Stewards

From **December 5-8th**, I attended a Climate Summit in Timmins with the other Environmental Stewards from the Mushkegowuk Communities of **Peawanuck, Attawapiskat, Kashechewan, Fort Albany, Moose Cree, Taykwa Taamou and Chapleau**. The stewards will be providing information to Mushkegowuk to contribute to the study of the impacts of Climate Change on the Hudson Bay/James Bay Lowlands where climate change is impacting the environment the most.

As a part of the scope of the project that the stewards will be involved in, we will be building the knowledge and capacity within our own First Nations and sharing relevant environmental information and developments with each other through our weekly community relations conference call.

The focus will be gathering the changes that members have noticed in our areas and understanding the effects of climate change.

Human Activity & Burning of Fossil Fuels

Human Activity such as burning of fossil fuels by industry, such as deforestation(logging), agriculture all produce carbon dioxide and other Green House Gases (GHG), which in turn causes the climate to change making it warmer and will continue to increase unless industry begin lowering their emissions. One way that we burn fossil fuels is by driving and through using energy we need to provide heat and electricity for our homes and buildings.

Climate change is believed to be caused by global warming, which is causing our earth's temperature to increase which is causing our climate to change.

GHG's (Green House Gases): What are they?

Carbon dioxide(Co2), Methane(Ch4), Nitrous Oxide (N2O), Fluorinated Gases (F-gases),

The government has made commitments to develop

strategies in addressing environmental issues emerging from climate change and its impacts. In November 2015 Ontario released its Climate Strategy to reduce greenhouse gases emissions. Then in June of 2016 Ontario released their Climate Change Action Plan to work towards a low carbon economy to lower emissions and to collaborate with Indigenous communities.

Hudson Bay/James Bay Lowlands

Currently the lowlands of the far north are one of the most carbon stored parts of the earth. The peatlands are the 2nd largest carbon sink in the world and the 3rd largest wetlands internationally and take up 3% of the land globally. These lowlands are made up of peatlands (mires, muskeg, bogs & fens). The muskeg takes up carbon dioxide and because the soils are wet they emit methane. Methane and carbon dioxide are greenhouse gases. As the sun radiates to the atmosphere the GHG's trap the heat and then warms up the earth.

Recently the Federal and Provincial Government introduced a new policy by putting a cap on the amount of emissions that industry can emit. This cap does not completely stop the industry from emitting but forces them to be responsible for the amount they emit. If they wish to continue emitting more than what is legally allowable then they must purchase carbon credits. Carbon credits are available to industry by creating carbon offset projects that help take up carbon. Projects such as planting trees or creating habitat for species at risk claim to help offset the amount of carbon released into the environment. They can also purchase carbon credits from companies that have lowered their emissions and gained credits. Companies who produce clean energy such as windmills to produce energy may sell credits. Solar panels that use the sun to produce clean energy may also sell credit.

Ontario's Climate Change Strategy

Ontario has released their Climate Change strategy plan, 5 year Action Plan to reduce Green House Gases and have committed to working with First Nations. I have provided a few examples of what the government understands is happening from their point of view from information they gathered from information sessions with the public within the province.

The Ontario Strategy Experts predict Ontario will be a very different place over the coming decades. For example, the average temperature is likely to rise substantially. By 2050, it is estimated that some locations in southern Ontario could experience a 3.5 °C rise in mean summer temperature, but it's in winter that temperature increases would be the greatest: parts of southern Ontario could see a 4 °C rise and in the province's most northern reaches, winter temperatures could rise by up to 9 °C.

Here's are just a few examples of what these climate projections could mean for Ontario coming from the Province's perspective.

- more days above 30 °C in southern Ontario, affecting sensitive populations including seniors
- extreme heat, worsening air quality, new and migrating disease vectors, as well as water and food contamination issues impacting human health
- significantly more variability in weather, including severe wind, ice and rain with potential effects that include flooding, soil erosion, infrastructure damage and power system outages
- **winter ice road seasons may shorten, reducing access for remote First Nations communities, and further affecting the cost and availability of foods and other goods**
- **permafrost in the Hudson Bay Lowlands may melt, altering the unique ecosystems and habitat in the area, and resulting in the release of carbon stored in Far North peatlands**
- changed growing seasons and species migration

patterns, affecting rural and northern communities and First Nations and Métis communities' livelihoods

- disruption of food production, access and price stability
- changed recreational and tourism opportunities, including a shortened ski season etc.
- To achieve this, Ontario has set a long-term goal: reduce greenhouse gas emissions by 80 per cent below 1990 levels by 2050. To help mark progress and keep on track, we have set two mid-term targets: 15 per cent below 1990 levels by 2020 and 37 per cent below 1990 levels by 2030.

First Nations Perspective & Scientific Records

During the Climate Summit we met with David Pearson from Laurentian University, School of the Environment, Living with Lakes. He was providing the training for the stewards about what is happening in the Northern First Nation Communities. He also provided a checklist during one of his presentation to prepare for weather of the future of the possible effects of changing climate in the homelands of far north, Ontario First Nations. The possible effects of changing weather patterns should be considered in planning for the future.

According to Dr. David Person, scientific records and Elders knowledge have indicated that weather has been changing since 1980.

Preparing for the weather of the future: A checklist (providing only a few examples here, see full report on MCFN website)

- flooding of ditches, roads and buildings during late winter and early spring because of heavy rain falling on hard frozen ground – may be accompanied by rapid snow melt
- sudden flooding in summer because of very severe rain storms in places with poor drainage
- flooding of stretches of coastal winter roads by more frequent storm surges from James Bay

- dangers in winter travel because of thinner ice on traditional travel routes on rivers, creeks and lakes and by poor near-shore ice conditions in James Bay and Hudson Bay
- shorter and more dangerous winter road season, especially for loaded trailers
- changes in goose and caribou migrations and hunting in traditional locations
- loss of some berry and plant harvesting areas and the appearance of new areas as wetlands dry up and shallow ponds become wetlands

Just being aware of the changes can help us adapt and be prepared and to change some of our habits. Climate change awareness can help us begin to be more aware of our environment and how it is impacting the earth. We have a responsibility to provide a healthy environ-

ment for our children and grandchildren and next generations to come. I will be conducting some interviews during the gathering to gather information about any changes our members may have noticed over the years in our territory for Missanabie Cree's contribution.

For More Information

I will be displaying graphic design posters that visually show the impacts on what is happening. Please refer to the website for these posters for further explanations visually and to a glossary of terms provided by Thomas Eechum of Moose Cree. I can also share the questionnaire before this year's gathering. Ontario Climate Change Strategy link will also be made available on our website.

Meegwetch

Isabell Souliere



Youth Representative Needed

Missanabie Cree Chief and Council are seeking a Missanabie youth representative.

- Attend Chief and Council Meeting
- Reports submitted to Chief and Council when representing MCFN youth
- Newsletter article submitted to membership/youth monthly
- Work on communication development of youth involvement in MCFN
- Keep up to date of youth events of Missanabie and notify MCFN youth
- Travel will be involved

The term will commence immediately, and will be for 1 year.
A CPIC will be required of the youth who is selected to carry out these duties.
Must be between 18-29 years of age.

Apply with letter of interest or resume to:

Attention: Chief Jason Gauthier
Mail: 559 Queen St. E
Sault Ste. Marie, ON P6A 2A3
Fax: 705-254-3292
Email: jgauthier@missanabiecree.com

Miigwech, Missanabie Cree Chief and Council

Elders Speak

Hail to Proper Procedures:

I have continually noticed again that, consistency and continuity must be practiced to have proper communications between all parties involved. This however has to be practiced and reinforced and to make everyone in our community understand that changes are inevitable. The Elder's Council has been working very hard to set procedures and protocols in place.

The proper procedure is that anything that concerns the Elders is to be forwarded to the Elders' Liaison (Laura-Lee Rawlyk).

Any conferences, workshops, lectures, etc., will go through the Band Manager (Cathy Clement) and she will forward it to the Elders' Liaison. Cathy Clement can be reached at the MCFN Band Office. 705-254-2702 or toll free 1-800-319-3001.

Miigwech,
Elders' Liaison
Laura-Lee Rawlyk (Aush Kii Ish Kwayo)
Email: lrawlyk@missanabiecree.com

Reprinted by request from January 2016 Bear Fax.

Community News and Notes



**HAPPY BIRTHDAY
TO REBECCA
Jan 30th.
From your favourite
father-in-law**

Happy 22nd Birthday
to my Grandson Aaron Pine
Love you, Nan

HBD@Aaron

**Happy
Birthday**
to my Nephew,
Ted Ouellet
Love, Auntie June

Happy Birthday
to my Niece and Nephew
Judy Wilson and
Donald Wilson
Love, Auntie June



Share Your Stories

Have some news you'd like to share, or a greeting to someone special? If you do, you may send your submission to be posted to Community News and Notes. **Deadline for submissions is the 25th day of each month.**

Please send to eangecone @missanabiecree.com or by fax to the Band Office at 705-254-2702 Miigwech.

Community News and Notes

Make some New Year's Goals

*"New Year stands before us, like a chapter in a book waiting to be written.
We can help write that story by setting goals." -Warren McLaren*



Attention:

All interested MCFN members, youth, adults.
You are cordially invited
to attend a session of
**Goal Setting and
Vision Building for Self- Care Workshop.**

This workshop is fun, interactive and enjoyable to be able to sit and set goals, achievements and priorities for ourselves for the year and our future.

One step at a time we can make positive changes and
One Anishinabe at a time will advance our entire Nation.

Where: Missanabie Cree First Nation – Band Office

Date: Thursday, February 9th 2017

Time: 5:30pm – 7:30pm

Door Prizes, fun and interactive. Come out and enjoy!

Please register because there is limited space. Dinner will be served.
To register please contact MCFN office at 705 254 2702 ext 223 FSW worker
(Patricia Lesage) or email plesage@missanabiecree.com.

I look forward to hearing from you!



Gathering Around the Sacred Fire

2nd Missanabie Cree CCP Quarterly Gathering

When? February 24 (starting at noon) through February 27 (ending in afternoon)

Where? Sault Ste. Marie

Who should come: Members of all Missanabie Cree CCP Committees (Steering Committee, and members of the Resettlement, Prosperity Development, Social and Cultural Development and Governance and Public Sector Management sub-committees), staff, Council members

What's going to happen at the meeting?

This is the second CCP quarterly gathering and workshop. The first was held November 4 - 7. In each of these four gatherings, the following critical areas of work are being focused on:

- 1. Community building** – reinforcing a common identity and vision
- 2. Evaluating progress** in the four critical areas of work in the CCP
- 3. Training**, focused on strengthening our capacity to carry out the work we have planned
- 4. Action planning** for the next 3 months of activities to take place between quarterly gatherings

At the last gathering, our training session focused on personal growth and healing. **This workshop will build on our previous work together, and will focus on healing our relationships in family and community life.** Anyone the least bit familiar with life within the Missanabie Cree community will know that some of our people are almost constantly hurting each other, blaming each other and creating walls of separation between us.

It's a simple fact that the degree of our unity will determine the degree of our success as a Nation.

This workshop will focus on creating dynamic foundations for unity and cooperation, so that we are able to work together to build the future that we want for ourselves and our children.

For a more detailed recap of where we've been, where we are and where we are going, please see the attached summary entitled "Recap: Missanabie Cree Comprehensive Community Planning (CCP). Where we've been, where we are and where we're going"

WIN
 an
IPad Mini
 Create
 a Logo
 for
**Mask-wa
 Oo-ta-ban
 (Bear Train)**



All Missanabie Cree are invited to design a logo for Mask-wa Oo-ta-ban (Bear Train), Algoma's Passenger Train. You do not have to be an artist, all drawings and concepts will be considered. Logo designs will be accepted until March 3, 2017. The winning design will be professionally reproduced as the crest and logo of Mask-wa Oo-ta-ban, the Bear Train.

Logo Design needs to symbolize MCFN ownership and expectations of Mask-wa Oo-ta-ban, the Bear Train. Mask-wa Oo-ta-ban is an economic development initiative of the Missanabie Cree First Nation to support economic & employment opportunities for the MCFN people. Logo Designs can be dropped off or mailed to the Missanabie Cree office, or emailed to AI@AlgomaPassengerTrain.com. Selection of the winning logo design will be by MCFN Chief and Council

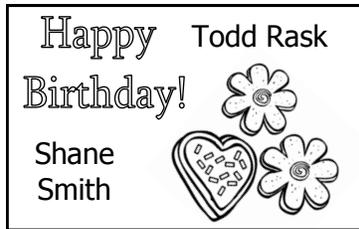


February Birthday Greetings

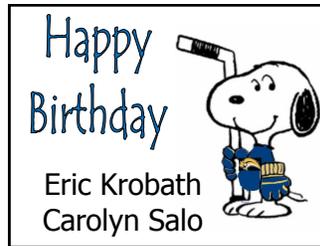
FEBRUARY 1



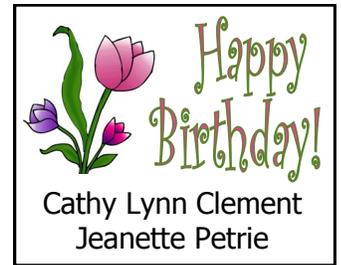
FEBRUARY 2



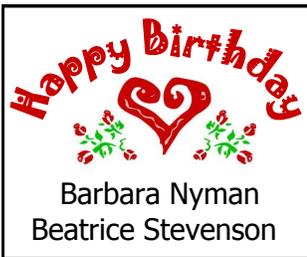
FEBRUARY 3



FEBRUARY 4



FEBRUARY 5



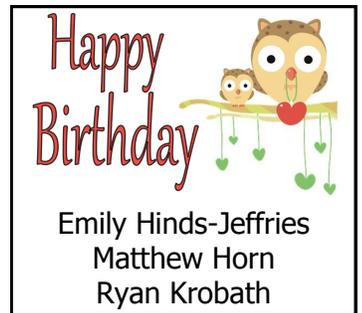
FEBRUARY 6



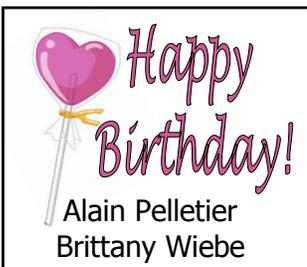
FEBRUARY 8



FEBRUARY 9



FEBRUARY 12



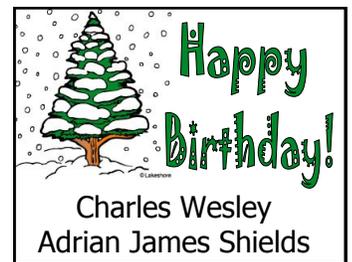
FEBRUARY 13



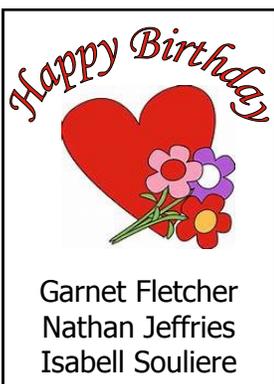
FEBRUARY 14



FEBRUARY 15



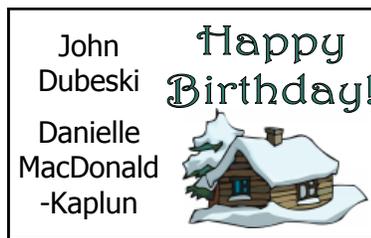
FEBRUARY 16



FEBRUARY 18



FEBRUARY 20



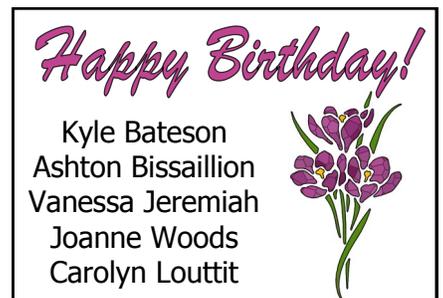
FEBRUARY 22



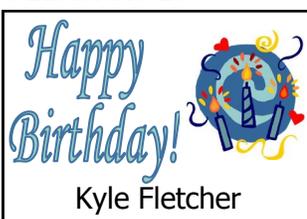
FEBRUARY 21



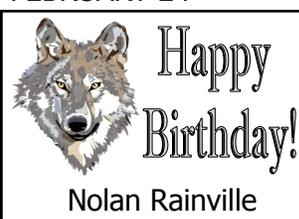
FEBRUARY 27



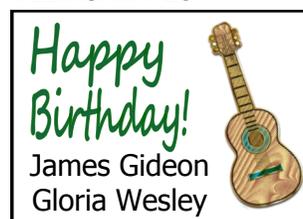
FEBRUARY 23



FEBRUARY 24



FEBRUARY 25



MCFN Events Calendar

J
A
N
U
A
R
Y

2
0
1
7

SUN	MON	TUE	WED	THU	FRI	SAT
1 	2	3	4	5	6	7
8	9	10 Office opens at 8:00 am.	11	12	13	14
15	16	17	18 Elders Tea At Noon	19 Snacks after 1 pm	20	21
22	23	24	25 Crock Pot Kitchen Meal Preparation @ 5 pm CANCELLED	26	27	28
29	30	31	For updates, please check our website and FB page, or call the Band Office.			



Kacha papi watakinum Peesim
Tree exploding (by frost) Moon

F
E
B
R
U
A
R
Y

2
0
1
7

SUN	MON	TUE	WED	THU	FRI	SAT
For planning purposes, please register for all classes/ workshops by calling Lesley at Ext. 226. Transportation is available.			1	2	3	4
5	6	7	8	9 Visioning Workshop (For details, see page 12)	10	11
12	13	14 Valentine's Day 	15 Elders Tea At Noon	16 Snacks after 1 pm	17	18
19	20 Family Day	21	22	23	24 ←	25 ←
26 → CCP Quarterly Gathering SSM (See page 12)		27 →	28	 <p><i>Ki sha Peesim</i> Great Moon (Hope of Spring)</p>		

INSTRUCTIONS ON HOW TO BECOME AN MCFN WEBSITE MEMBER

In order to become a member on the MCFN website you must be a member of Missanabie Cree First Nation. The site administrator will need to verify that the email address you use to sign up does belong

STEP 1

To sign up, on your computer, go to the MCFN website (www.missanabiecreefn.com) and **click here** on the home (front) page of the MCFN website.



STEP 2

This pop up will appear on your screen. Once you are a member, then you may click the login button.

If you are signing up, enter your **email address** and a **password** in the appropriate box.

You must **retype the password** you have chosen in the next box.

Finally, click the blue **Go Button**.

STEP 3

Your information will be sent to the site administrator. **If your email address cannot be verified** by office administration, then the following email will be sent back in reply.

Please check your email within a few days of your sign up. Also, please check your Junk/Spam folder as the email does contain key words and phrases that some filters will assume is spam, keywords such as "membership" and "sign up".

Good Afternoon

Thank you for signing up to become a member of the <http://www.missanabiecreefn.com> website.

Due to the fact that sign up requests only provide us with an email address we are unable to verify that you are in fact a member of Missanabie Cree First Nation.

To help us verify that you are a member of Missanabie Cree First Nation please respond with the following information.

Name:
Address:
Phone Number:
(Band) Registration Number:
This can be found on your Secure Certificate of Indian Status card.

Once this information has been provided it will be verified by our Registration Administrator and your website access will be granted.

Thank You.

Missanabie Cree First Nation

Once you respond to this email and your information has been verified, your request to become a member will be approved and you will have access to the MEMBERS ONLY page.

If you continue to have problems please email info@missanabiecree.com.

Employment Opportunities



Missanabie Cree First Nation

Job Posting *Band Administrator*

Application Deadline: **Feb 28, 2017**

Missanabie Cree First Nation has a vision to be a united and self-governing body that will determine its destiny guided by the Seven Laws. We have a vision to have our community re-established on our Traditional Lands and where our families can stand strong and find healing through tradition, spirituality, and are the responsible stewards for the future generations.

We are seeking a motivated individual to serve as the Band Administrator. To be successful in this position, the candidate must have the following skills and qualifications:

Description:

- Administrate and oversee Missanabie Cree First Nation affairs in education, social development, health, recreation, community planning, economic development, contracts, and financial management.
- Ensure programs are implemented, decisions and regulations are implemented.
- Develop proposals to the appropriate programs.
- Report to Chief and Council on a weekly basis, monthly newsletter report to membership
- Provide research on wage scale, raise formulas and benefit info.
- Manage budgets and administer finances of Missanabie Cree.
- Develop and implement policy, decisions and regulations.

Qualifications:

- A degree/diploma and or work experience in Band Administration.
- Experience preferred.
- Demonstrates abilities of proposal writing, reports and policy writing.
- Ability to translate financial statements and develop budgets.
- Knowledge of supervisory skills and training procedures.
- Computer skills i.e. Word, Excel, Power Point
- Highly organized with the ability to effectively coordinate and organize community programs, services and activities.
- Excellent interpersonal and communication skills.
- Ability to exercise good judgement, show initiative and be proactive
- High standards of ethics and confidentiality to handle sensitive information.
- Must have valid G driver license.

Please send resume & cover letter - two work related references - one personal reference to:

Missanabie Cree First Nation
559 Queen St. E
Sault Ste. Marie, ON, P6A 2A3
Fax: 705-254-3292 :
Attention: June Markie, Receptionist

Employment Opportunities

Island View Camp Manager

Summary:

Missanabie Cree First Nation (MCFN) wishes to hire a Camp Manager who will be responsible for the planning, organizing, directing and controlling of activities related to the management of the Island View Camp. The seasonal camp currently operates from April to October.

Location: Island View Camp, Missanabie Cree, ON

Duties & Responsibilities:

Key responsibilities and activities will include but not limited to:

- Ensuring the camp grounds are clean and properly maintained
- Ensuring that the cabins apartments, Multi-purpose building and adjacent buildings and mechanical systems are clean and properly maintained
- Ensuring that the camp vehicle, machinery and equipment are kept in good working condition
- Supervising any employees assigned to the property maintenance or camp rentals
- Supervising any Staff, volunteers or groups that are assigned to maintain the premises
- Making recommendations to the Band Manager for regular or capital repairs and maintenance.
- Monitoring the operation and safety of camp vehicles, equipment, appliances, boats and motors
- Purchasing camp supplies and/or pick-up or delivery of operational supplies and equipment
- Enforcing and adherence to health and safety rules to protect the camp guests from harm or injury
- Accepting and making reservations and responding to enquiries
- Collecting deposits and fees from rental groups and individuals and completing the rental agreement; and deposit receipts on a regular basis
- Welcome individuals and groups and conduct preliminary facility walk through as well as pre-departure walk through inspection to ensure that there is no damage
- Evicting individuals or groups if there is failure to pay, disruptive to other IVC guests, destruction of property or breaking of camp rules

- Providing written reports and newsletter articles to the Band Manager as required for Chief and Councils information and for the Missanabie Cree Development Board (MCDC) for their meetings
- Attending MCDC meetings as required
- Distributing incoming faxes, telephone messages and mail to staff and guests
- Hiring casual employees to cut wood, clean cabins and grounds or other miscellaneous tasks
- Answering the telephone and emails, responding to messages and inquiries in a timely manner
- Winterizing cabins and all other buildings and facilities owned by Missanabie Cree First Nation
- Performing other related duties as required

Qualifications

- Must have a background in Resort Management; post-secondary education and/or training.
- Minimum of 3 years' Management experience is preferred
- Must be computer literate (Microsoft Word, Outlook, Excel)
- Must Have excellent written and verbal skills
- Knowledge of First Nations culture and traditions
- Excellent organization and time management skills
- Ability to coordinate and train staff on duties
- Ability to communicate effectively with a diversity of people
- Physically able to lift (50lbs)
- Valid G license

PLEASE SEND COVER LETTER, RESUME AND REFERENCES TO:

June Markie
Missanabie Cree First Nation
559 Queen St. E
Sault Ste. Marie ON P6A 2A3
Fax: (705)254-3292

DEADLINE FOR APPLICATIONS: March 6, 2017



Missanabie Cree First Nation

Job Posting

Title: Family Well-being Community-Based Worker

Location: Missanabie Cree First Nation, Sault Ste Marie, ON

Application Deadline: **February 20, 2017**

We are seeking a motivated individual to serve as the Family Well-Being Community – based Worker. To be successful in this position, the candidate must be oriented and have the demonstrated ability to effectively coordinate community based programming and activities that promote healthy communities by supporting children, youth and families, with prevention-focused programs, and interventions that will support, strong and healthy families.

Description:

- Work with community members, the health team, to conduct program development and program design. Further, to provide community-based programming for children and youth and families that have experiences with violence or trauma.
- Connect families and individuals to community based services. Conduct coordination of support services at the community level.
- Assist families in working with violence against women programs.
- Assist in developing safe places program
- Organize community events/activities/workshops, that are culturally-based: prevention focused and that promote family, child youth well-being, family connectedness and family safety, including organizing land based and traditional healing and support programs.
- Coordinate community-level training for community based service providers and participate in our networking and coordination of community based service providers
- Maintain program data collection and reporting requirements.

Qualifications:

- A degree/diploma/. certificate/ work experience in health, education or social services would be an asset.
- Previous experience in dealing with family wellbeing and providing support and healing programs
- Computer skills i.e. Word, Excel, Power Point
- Highly Organized with the ability to effectively coordinate and organize community programs and services and activities.
- Excellent interpersonal, written and oral skills.
- Ability to exercise good judgement, show initiative and be proactive
- High standards of ethics and confidentiality to handle sensitive information.

Please send resume & cover letter to:

Missanabie Cree First Nation
174B Hwy 17B
Garden River, ON, P6A 6Z1
Fax: 705-254-3292

Attention: June Markie, Receptionist

MCFN Membership

Our mailing list for the Bear Fax newsletter is being revised so that only one newsletter is sent to one address, and is part of an effort to reduce costs. However, if you wish to receive your own personal copy of Bear Fax, and you are part of another household, please send me a request and I will add your name to the mailing list.

Office Hours: Tuesdays/Wednesdays, 9 am to 5 pm.

Indian Status Card renewals will now be accepted from non-band members. A fee will be charged up-front for this service. Notices will be forwarded to local native organizations.

Members, please keep your address up-to-date, by filling out the change of address form below so you don't miss out on pertinent information regarding band business.

PLEASE NOTE: I CANNOT RECEIVE ANY CHANGE OF ADDRESS FROM ANYONE ELSE; ONLY FROM THE PERSON INVOLVED, the reason being, anyone can call in and report an address change without their knowledge. Please use the change of address form below and mail or fax it to Missanabie Cree First Nation or call or email Ted Ouellet.

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 Ted Ouellet at the MCFN Band Office.

Miigwech., Ted Ouellet



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	

CONTACT AND OTHER INFORMATION

MISSANABIE CREE FIRST NATION

174B HWY 17B
Garden River, ON
P6A 6Z1

SATELLITE OFFICE:
559 Queen St. E
Sault Ste. Marie, ON P6A 2A3

Phone: 705-254-2702
Toll Free: 1-800-319-3001
Fax: 705-254-3292
www.missanabiecreefn.com

MCFN Chief & Council

Jason Gauthier, Chief, ex. 231
jgauthier@missanabiecree.com

Councilor Michael Nolan
mnolan@missanabiecree.com

Laura Lee Rawlyk, Elder Liaison
lrawlyk@missanabiecree.com

Cory McLeod, Deputy Chief, ex.504
cmcleod@missanabiecree.com

Councilor Chelsie Parayko
cparayko@missanabiecree.com

Councilor Les Nolan
lnolan@missanabiecree.com

Councilor Shawn Pine
spine@missanabiecree.com

MCFN Staff

Bookkeeper Louise Campbell **ex. 224**

lcampbell@missanabiecree.com

Reception June Markie **ex. 221**

jmarkie@missanabiecree.com

Program Development Lesley Gagnon **ex. 226**

lgagnon@missanabiecree.com

Administrative Assistant Shereena Campbell **ex. 235**

scompbell@missanabiecree.com

Registration Administrator Ted Ouellet **ex. 228**

touellet@missanabiecree.com

Post-Secondary Officer Deb Clement **ex. 227**

dclément@missanabiecree.com

Governance Coordinator Elizabeth Angecone **ex. 230**

eangecone@missanabiecree.com

Family Support Worker Patricia Lesage **ex. 223**

plesage@missanabiecree.com

Economic Development Officer/Island View Camp Assistant Ivan Fox **ex. 236**

ifox@missanabiecree.com

ELDERS COUNCIL

Diane Astle

Gladys Hawkins

Audrey Bateson

Shirley Horn

Margaret Bergeron

Fran Luther

Kathy Beaudry

Cheryl Macumber

Cathy Clement

Archie Nolan

Deborah Ewing

Carol Nolan

Broderick Fletcher

Marion Nolan

Darcy Fletcher

Jo Ann Pezzo

Jackie Fletcher

Laura-Lee Rawlyk (Chair)

Gloria Harris

Faye Wesley

GOVERNANCE COORDINATING COMMITTEE (GCC)

Kyle Bateson

Jackie Fletcher

Debbie Ewing

Victoria Pezzo

COMPREHENSIVE COMMUNITY PLANNING STEERING COMMITTEE (CCPSC)

Neil Ewing (Youth Representative) Broderick (BG) Fletcher

Glad Fletcher-Hawkins

Shirley Horn

Jackie Fletcher

JoAnn Pezzo

Terri Lou Fletcher

MCDC BOARD

Cathy Clement

Gloria Harris

Marion Nolan

Dave Easton

Shirley Horn

JoAnn Pezzo

BG Fletcher

Cheryl Macumber

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