

# Bear Fax

Mee Kisi Peesim  
Eagle Moon  
March 2017



[www.missanabiecreefn.com](http://www.missanabiecreefn.com)

Missanabie Cree First Nation

## MISSANBIE CREE SIGN COMMUNITY BENEFITS AGREEMENT WITH RICHMONT MINES



## Events/Gatherings: Follow MCFN on Twitter.

**National Circle of Ceremony and Healing for our Spirits**  
March 17, 2017  
[www.afn.ca/en/news-media/latest-news/1-3-17-afn-invites-all-canadians-to-participate-in-a-national-circle-o](http://www.afn.ca/en/news-media/latest-news/1-3-17-afn-invites-all-canadians-to-participate-in-a-national-circle-o)

**NAN Youth Gathering**  
March 19-21, 2017 Thunder Bay, ON  
<http://www.nan.on.ca/article/-20391.asp>

**AFN 2017 National Energy Forum**  
March 22-23, 2015 Ottawa, ON  
<http://www.afn.ca/en/2017-national-energy-forum>

**25th World Water Day - March 22, 2017**

**Water Docs Film Festival**  
March 29 - April 2, 2017 Toronto, ON  
[www.waterdocs.ca/](http://www.waterdocs.ca/)

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# Update from Chief and Council

**March 2, 2017**

## **Introduction**

This update is part of Chief and Council's ongoing efforts to improve communication and transparency. It covers activities and developments from January 1 to March 1, 2017.

## **Protocol for getting complaints, questions and concerns responded to**

Chief and Council encourage members to ask questions, express concerns about matters within our First Nation. However, if you want an answer from Chief and Council, we ask that members follow the procedure listed below.

1. Send us an email or a letter clearly explaining your question/concern.
2. When your communication is received, we will send you a notice that says we have received your communication, the communication will then be sent to all of Chief and Council for discussion.
3. Chief and Council will discuss the question/concern.
4. Some questions or concerns can be answered in a short time. Others may take as long as 30 days. Sometimes members of administrative staff may need to be involved or we will need an opportunity to research/clarify the information required. While every communication from members is important to us, Chief and Council do not meet or may not have an opportunity to converse everyday cohesively.

Please note that we cannot respond to questions, and concerns through social media. Social media is a great way to share information but in order for Council to respond as a unit, it may take some time to involve everyone needed in the discussion.

Chief and Council appreciate your patience and understanding on this matter as we are doing everything possible to work for the members equally.

## **Progress on Land Transfer**

Representatives of Chief and Council met again with Indigenous and Northern Affairs Canada (INAC) officials in the Minister's office regarding the transfer of our lands (15 mi.<sup>2</sup>) to reserve status. They told us that *their timeline for Missanabie Cree to complete the land transfer process is in the fall of 2017*. In their words "There are only a few steps left." They told us that they are now pushing for an Order in Council and the Minister's final approval.

## **Infrastructure Development on our Land**

Chief and Council representatives also met with INAC officials responsible for infrastructure development on reserves. They have already begun to anticipate work that will need to be done on Missanabie Cree. The first suggestion was that we need a CCP (i.e., a Comprehensive Community Plan). When we told them that we already have a CCP, and that we are already at the beginning stages of implementation they were surprised and very pleased.

They told us that the next immediate step for us to get infrastructure funding is that we need to make what they call a "municipal plan", which incorporates community goals and intentions from the CCP into a technical plan showing where everything needs to be built on our new reserve. (This is actually a primary goal of our own CCP related to "Resettlement".)

We anticipate another round of talks with this department to get specific dates and plans in place through which we can secure their support in helping us to develop our municipal plan - the prerequisite they require for providing reserve base infrastructure funding.

## **Treaty Land Entitlement Negotiations**

Chief and Council representatives also met with INAC Ministry officials responsible for Treaty Land Entitlement negotiations. They told us the department is

## Update from Chief and Council

about to mandate the next steps in negotiation leading to a TLE settlement with Missanabie Cree. We are anticipating meetings to begin in 6 to 8 weeks.

### **ACR (Algoma Central Railway) Development**

As we reported in a previous dispatch, Missanabie Cree is engaged in a business development process to take over and operationalize the Algoma Central Railway. Many of the agreements we need in order to accomplish this are already in place, and we are now seeking funding for various components of the project.

The Ontario government has agreed in principle to identify programs that could support different parts of the project such as equipment purchase, marketing and capitalization. The federal government transport ministry agreed to expedite the process of us getting a rail operation certificate, which we will require in order to commercialize the venture. INAC encouraged us to submit the proposal for the project as an economic development venture. The proposal has been developed and submitted.

### **Joint Ventures**

Missanabie Cree is now involved in operationalizing eight joint business venture initiatives, all aimed at providing employment for our members and revenue for our First Nation. A short summary of each of these initiatives is provided below.

1. **Northec Construction Inc.** Northec is a construction company based in Timmins Ontario. It specializes in projects involving heavy civil earthworks and mining projects. Missanabie Cree and Northec have formed a joint venture company. Northec will take the lead in joint projects related to mining construction, roads, and hydroelectric works on our traditional territory. An executive Council consisting of representatives from both partners will give overall direction to this joint venture.
2. **Advanced Security Protective Surfaces.** Advanced Security provides security and investigative services to major industry sectors, mining companies, remote exploratory workforce camps, colleges, airports, municipalities, and provincial and resource authorities. Missanabie Cree and Advanced Security have agreed to collaborate in securing contracts in regards to the Argonaut Gold Mine. A joint executive committee will be formed to manage this partnership.
3. **Vital Drilling.** Vital Drilling and MCFN have agreed in principle to create a joint venture or limited partnership to operate a diamond drilling business which will provide drilling equipment and related services to mining companies operating within the traditional territory of Missanabie Cree.
4. **Tulloch Engineering.** Tulloch Engineering, with offices in Thessalon, Ontario, provides integrated planning, surveying, engineering and environmental services throughout Canada. It has technical expertise in civil, structural, geomatics, municipal, geotechnical, environmental, and transportation engineering, as well as LIDAR (Light Detection and Ranging) and mapping services. Tulloch and MCFN are in the process of forming a joint venture focused on collaboration in the submission of proposals in the areas of work Tulloch currently provides to the mining sector. Discussions are ongoing.
5. **Quatro Industries Limited.** Quatro, based in Sudbury, provides a wide range of services and products to the mining industry. Quatro and MCFN have agreed in principle to form a joint venture for the purpose of collaborating together to submit proposals related to contracts for engineering, procurement, construction, project management and product supply services to the mining sector. Our joint goal is to become preferred contractors and service providers for targeted mining projects. This joint venture will be committed to employ as many members of MCFN as possible at all levels of the workforce, from labor to management. For the du-

## Update from Chief and Council

ration of this joint venture, a training program for MCFN is planned to transfer Quatro's knowledge and skills in the mining service industry to MCFN members. This joint venture will be run by an executive committee consisting of representatives from both partners.

6. **ESS Support Services.** ESS leads the market in providing food and support services to major companies operating in the oil and gas, mining, construction and defense sectors. ESS and MCFN have agreed to form a joint venture for the purpose of providing catering, housekeeping and ancillary remote campus services to resource, industrial and construction camps in connection with targeted projects. A joint venture company tentatively named "Missanabie Cree Support Services" will be formed, with 51% MCFN ownership. This agreement includes preference in hiring to our community members and an Aboriginal Manager in Training Program which will provide hands-on experience to eligible trainees through assignments in a diversity of locations across Canada.

7. **Workforce.** Workforce is Involved in Trailer Camp Leasing and Logistics, Housing, Camps and Site Services, modular construction and manufacturing of buildings and housing, labor supply management, safety solutions as well as training and development. MCFN and Workforce have agreed to begin negotiating a joint venture agreement, more talks are planned.

8. **Austin Powder.** Austin Powder is one of the only companies in the world capable of manufacturing a full line of industrial explosives and accessories, with the manpower and technical expertise to provide lasting services throughout the Americas and around the world. MCFN and Austin Powder have agreed to form a joint venture to pursue contracting work and training employment opportunities on behalf of members of MCFN in relation to targeted

projects. MCFN will hold a 51% share in the ownership of the company. Within the terms of this agreement, Austin Powder will perform all of the work, but the profits from this work will be shared with MCFN on a 51% - 49% formula. Austin Powder agrees to provide employment and training opportunities to members of the First Nation community, and also to provide subcontract opportunities to businesses owned by First Nation members, as long as the capacity of these companies meets industry standards and the cost is competitive.

As you can see, these agreements are at different stages of negotiation and implementation. As the agreements are actually implemented, and benefits begin to flow to our members, we will provide detailed updates that ensure that the opportunities created by these business initiatives are accessible to all Missanabie members, wherever they live.

There will be additional information on the Joint Ventures shared with the community during the Community Resource Workshop (listed below).

### **Community Resource Workshop, March 23 - 24**

A workshop focused on economic opportunities in the resource sector will be held in Sault Ste. Marie March 23 - 24th. This workshop will feature information on employment opportunities, education and training options, entrepreneurial opportunities and economic diversification all related to developing our economy and creating prosperity for ourselves in and around our traditional territory. All are welcome. For more information, contact Daniel Hould, Community Resource Workshop Coordinator, by email at [dhould@missanabiecree.com](mailto:dhould@missanabiecree.com) or by phone at 705-254-2702 Ext.240.

### **Community Benefit Agreements (CBAs)**

A community benefit agreement with **Prodigy Mining, Inc.** Magino project has now been ratified by our community on February 22, 2017 by a vote of 74 in

# Update from Chief and Council

favour, 35 against.

A ratification vote related to the **Richmont Mines, Inc.** Island Gold project was also ratified by the community in a separate vote on March 2, 2017 with 68 voting in favour, 36 against.

## Employment Opportunities and News

Competition for the **Band Manager** position is now closed and interviews are scheduled. To avoid any possible conflict of interest, the interview process has been outsourced to the Career Centre human resource professionals.

Competition for the **Family Well-being Worker** position is now closed and interviews have been scheduled.

Missanabie Cree will be seeking an opportunity for a new position.

**Communications Officer** - dedicated to significantly improving the flow of communications within our First Nation.

**Richmont Mines has offered 4 training seats to Missanabie Cree members**, and 4 Missanabie young people are now taking that training, at the end of which they will be qualified for a very well paying permanent job in the mining industry. Richmont is paying for the actual training (at the cost of \$17,500 per seat for six weeks of training) and Missanabie Cree is covering the costs of food and accommodations. The company is also providing each trainee with a small per-diem.

**Another round of this training will be offered in the near future, and there will be seats available for Missanabie Cree members. Watch for upcoming announcements.**

We invite our members who have been thinking about moving back to our land base to consider this employment opportunity, because it would provide a well-paying job within easy driving distance of our homeland.

## Comprehensive Community Plan (CCP) Implementation

A gathering of the CCP implementation committees, together with members of Chief and Council was held February 24 - 27. This was the second in a series of four gatherings that are planned to be held once a quarter in order to keep the momentum going on our Nation building process.

The four primary work areas of the CCP are 1) Resettlement - related to reestablishing ourselves on our homeland, and all the legal and practical work that it entails; 2) Prosperity Development - which refers to developing economic well-being for our people, our families and our Nation as a whole, no matter where our people may be living; 3) Social and Cultural Development - which focuses on rebuilding our cultural foundations and identity as well as on the social well-being of our people; and 4) Governance and Public Sector Management - which focuses on strengthening the governance and administrative processes of our First Nation.

This session focused on healing the relationships between us, so that we are not continually tearing each other down, and undermining the progress of our First Nation through self-sabotaging internal conflict.

A Traditional Sacred Fire was lit as the session began, and it was kept burning day and night throughout the four days of the workshop. Councilor Michael Nolan and Batchawana traditional fire keeper Clifford Waboose along with other helpers erected a teepee to provide shelter during the cold and snowy weather, and prayers were constantly offered for the unity and success of the gathering. Each morning, many participants went to the sacred fire and offered tobacco and prayers. On the morning of the second day, the Sacred Eagle Staff of the Missanabie Cree First Nation was carried in procession into the circle while honour and prayer songs were sung. A pipe ceremony, spiritual teachings and a healing circle were also part of

## Update from Chief and Council

the program.

The purpose and value of bringing these sacred things into the process of CCP implementation was to call all of the participants to the practice of humility, kindness, love and the rest of the Seven Grandfather Teachings. It became clear as the workshop progressed, that despite the fact there were many strong people in the circle who come from very different families, perspectives and political positions, the spirit was strong enough to help everyone to contain negativity and toxicity to safe spaces such as healing circles and specially focused consultations, thereby allowing everyone to work together on what we had come to do, which was to advance the implementation of our long-term nation building plans.

Following are only a few highlights of the decisions and plans that were made.

1. It's time to open up the circle and bring a lot more community members into the process of implementing our Comprehensive Community Plan. In each location where people are living, we will be reaching out and inviting members to participate.
2. The **Resettlement** committee plans to hold a retreat on the land at Missanabie for anyone considering moving back to the land. This retreat will focus on making practical plans that will contribute to the municipal plan for the new reserve, as well as developing practical steps that we can take to begin the building process for those who are ready to do so.
3. The **Social and Cultural** team plans to hold a series of gatherings in population centers such as Toronto, Sudbury, Sault Ste. Marie, Missanabie and Thunder Bay that will focus on community building, strengthening our connection to our cultural heritage and identity and creating healing opportunities for all.
4. In the long-term, the **Prosperity Development** team plans to focus on engaging community members in taking practical steps toward economic self-improvement, whether as individuals or small entrepreneurial groups, and in diversifying our community economic development activities (beyond mining). However, in the short term, two important lines of action will be undertaken. The first relates to food security, or what some refer to as "food sovereignty". The basic goal of this initiative is to grow, produce and harvest food that is healthy, sufficient for all, accessible and affordable. The second relates to the development of our human resources for economic prosperity, which includes building on the skills we already have, and making education and training more accessible and affordable to all of our people.
5. The **Governance and Public Sector Management** team decided to focus on improving the flow of effective communication in our First Nation. If *honest, open, timely and continuous communication* is kept flowing between Chief and Council and our membership, as well as between community members and administrative staff, and if practical measures are taken to ensure that everyone has a voice (including youth, women, members living in other localities across the country etc.), many other things will improve. This strategic observation was strongly expressed in our Community Story and again in our Comprehensive Community Plan. Practical steps will be sought to ensure that every Missanabie Cree member has the opportunity to access information, and has a practical channel through which they can communicate.

### CCP Steering Committee Contact Information

If you have questions or you would like to get involved in the CCP process, please contact JoAnn Pezzo, email: jo.pezzo@hotmail.com, Telephone: 647-889-0172

## Governance Project Update

The Governance Coordinating Committee has met in Sault Ste. Marie, on two different occasions since the New Year. Our first meeting was on January 27-28, and our second meeting was on March 4-5.

The focus of the Governance Project over that last little while has been the development of a Communications Policy and a review and update of the MCFN Employment Policy and Procedures. The review of our Financial Policy is close to completion.

These policies are agreed to in principle by the GCC and forwarded to Chief and Council for their review and approval. Sometimes Chief and Council may review and return a policy with their comments to the Committee. This signals to the Committee that more work needs to be done on that particular policy. As you can see, policy development is an ongoing process, and takes time, patience, and much discussion. Good policy is the foundation of good governance practices.

Although important, governance is not only about policies and codes. Governance is how we manage our own affairs. And because we are a First Nation, rooted in the traditional values and culture of the Cree people, our ways of governance must reflect those values. We are seeking to develop good governance that is reflective of our culture.

At our meeting on March 4, Andrew Reuben, the new Governance Liaison for the Mushkegowuk Council communities was in attendance. He spoke about importance of language, the need for youth involvement, and the use of our inherent rights to develop our own governance systems. He urged us to record the stories and the history of the Missanabie Cree. He said governance is about our people and figuring out how we can help each other, and take care of our elders and young. His presentation provided us with a broader perspective, and one that relates to the Comprehensive Community Planning process, specifically the work of the Governance Sub-committee. The GCC will also be meeting with the Governance Sub-Committee at a later date.

If you have any questions or comments, please contact Elizabeth Angecone, our Project Coordinator, or any member of the GCC. We are also planning to ensure that more information is posted to the Members Only section of the MCFN website. If you have not signed up yet, please do so. [Instructions are on page 15 of this newsletter.]

Miigwech,  
Governance Coordinating Committee 2016/18  
Kyle Bateson, Deb Ewing  
Jackie Fletcher, Victoria Pezzo

## From the Desk of:

### COMMUNITY WORKSHOP RESOURCE COORDINATOR

Hello my fellow warriors,

Recently, I have been tasked with coordinating a workshop on resources (i.e... energy, forests, minerals and metals etc.) for our community. The workshop is scheduled for March 23 and March 24. Please let me know if you want to participate. [See poster on p. 10.]

So far it has been lots of fun organizing the abundance of opportunities we have available to our community, but that's the significant part I'm missing... YOU! I need the feedback of the community to be able to get the results YOU want. Your participation, opinion and thoughts on

the matter will foster results on a ground-breaking level.

In an advancing economic province, we need to be on the right path to strengthen the safety and security of our community and the next seven generations. Call now to voice your interests in the matter, I can be reached at the band office Monday to Friday during regular hours. Or you can call/text directly at (705) 987-3640. I look forward in continuing our work as a community.

Respectfully yours,  
Daniel Hould

**ECONOMIC DEVELOPMENT OFFICER / ISLAND VIEW ASSISTANT**

Whatchey/Boozhoo

Greetings to all Missanabie Cree Members and friends:

I have been learning a lot about the history of the Missanabie Cree people and the area; I cannot get sick of ever hearing enough for it is really interesting. I was told once by an elder to know where you are headed you must first know where you came from. Everyday I am learning and hearing something new, I must say what a beautiful place to be from and the people are very caring and kind. The area of which some people were fortunate enough to grow up at is so rich in history and culture; it has lots to offer to everyone to this day.

Spring time is around the corner and the land will be full of life again. Northern Ontario communities are seeking

ways to gain control over their destiny rather anyone doing it for them. Culture development and the creation of healthy resilient communities are increasing. I am glad to see the new staff hired for the development of skills and networks for the increased understanding of the culture sector and the skills that the membership hold. It will assist the community at large working towards a resilient economy for the next seven generations.

I am continuing to work on projects which seem to be viable and with the new understanding of the land and people I am better able to do so.

In solidarity,  
Ivan Wagoosh

**FAMILY SUPPORT WORKER**

**I Choose**

To live by choice, not by chance  
To make changes, not excuses  
To be motivated, not manipulated  
To be useful, not to be used  
To excel, not to compete

I choose self-esteem, not pity  
I choose to listen to my inner voice, and  
Not to the random opinion of others.

[Taken from: Money Savvy, Michelle.com]

**Presenting Goal Setting and Vision Workshop Part 2 –**

**MARK YOUR CALENDARS !**

**VISION BOARDS**

This workshop is fun, interactive, and relaxing. Together we work on our boards share stories, talk and heal with laughter and creativity.



**Missanabie Cree First Nation Administration Building**

**April 27, 2015**

**Dinner Served @ 5:30pm. Workshop 6:00pm– 7:30pm**

**Please contact FSW Patricia Lesage for more information or to register.**

**705 254 2702 ext 223. Door PRIZES**

# Community News and Notes



Happy "6th" Birthday, Abigail  
 March 11  
 From Mooshum

I would like to wish  
 my grandson Robert Pine  
 Happy 20<sup>th</sup> Birthday on March 10/17.  
 Love you, Nan



Happy 88th Birthday to our Dad,  
 John Everett Fletcher (March 6) and  
 Happy Birthday also to our Mom,  
 Hazel Fletcher (March 25)

Love you both,  
 the Family

I would also like  
 to wish my brother  
 John Fletcher Sr.  
 Happy 88<sup>th</sup> Birthday

Love Sister June



Wishing Mom a happy birthday in the spirit world.

You are never forgotten.

-Jackie Fletcher

March 10<sup>th</sup> would've been  
 my mother's Birthday.  
 Happy Birthday Mom.  
 Always thinking of you.



Love from June & family, siblings, Grandchildren,  
 Great-Grandchildren and Great Great-Grandchildren



Missanabie Cree First Nation  
in partnership with  
Turtle Concepts



proudly presents:

# CELEBRATING YOU

A WORKSHOP FOR YOUNG WOMAN AND YOUNG MEN

AGES 16 – 24YRS OLD

*“Looking Good, Feeling Good, and Doing Good”*

FACILITATOR: DAVE JONES

OWNER/CONCEPT DEVELOPER

**This workshop will be held for 3 consecutive evenings.  
All interested youth are encouraged to please contact  
Patricia Lesage, Family Support Worker  
[plesage@missanabiecree.com](mailto:plesage@missanabiecree.com) or call the MCFN office  
to register by March 31, 2017.**

**Workshops will be held April 18 - 20, 2017.**

**Take the opportunity for this once in a lifetime  
healthy thrill seeking experience.**

# Community News and Notes

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**WANT TO WIN  
AN iPad?**  
*Of course you do.*



**CONTACT** Daniel Hould  
**TELEPHONE** 7052542702  
**CELL** 7059873640  
**EMAIL** [dould@missanabiecree.com](mailto:dould@missanabiecree.com)  
**WEBSITE** <https://www.missanabiecreefn.com/>

FOR IMMEDIATE RELEASE

## COMMUNITY RESOURCE WORKSHOP

Attn Missanabie Cree First Nation

Sault Ste. Marie, ON, - March 23-24, 2017 – Come to the community resource workshop to learn and discuss resource related projects and potential resource opportunities.

CHANCE TO WIN AN IPAD, there will be a door prize at the event for participants in the workshop.

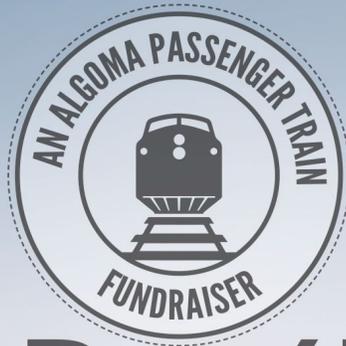
Snacks and refreshments will be provided as well as lunch and dinner.

Please let me know if you wish to attend so arrangements can be made.

###

If you would like more information about this topic, please contact Daniel Hould at 7052542702 or email at [dould@missanabiecree.com](mailto:dould@missanabiecree.com).

COMING TO SAULT STE. MARIE – APRIL 6, 2017



# IAN TAMBLYN

MUSICIAN | ADVENTURER | PLAYWRIGHT

THURSDAY, APRIL 6, 2017

## ALGOMA'S WATER TOWER INN & SUITES

- 6:30 pm Silent Auction Preview
- 7:00 pm Performance
- 9:30 pm Auction Winners Announced

Tickets: \$25 (\$20 for seniors and students) can be purchased at Water Tower Inn & Suites, Missanabie Cree First Nation & Shabby Motley or can be purchased online at [www.captrains.ca](http://www.captrains.ca)

Contact: Linda Savory Gordon | 705.943.0971 | [linda.savory-gordon@algomau.ca](mailto:linda.savory-gordon@algomau.ca)



MISSANABIE CREE FIRST NATION

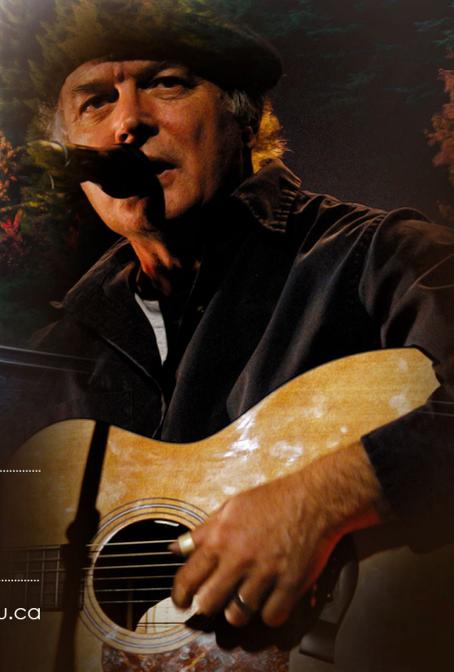


COALITION FOR ALGOMA PASSENGER TRAINS



Northern & Eastern Ontario Rail Network

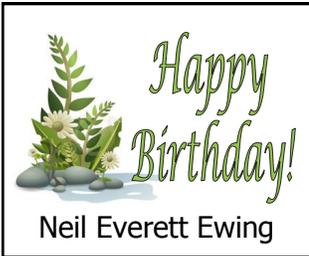
BLACK FLY JAM





# April Birthday Greetings

APRIL 2



Happy Birthday!

Neil Everett Ewing

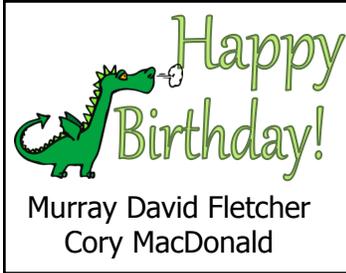
APRIL 3



Happy Birthday!

Lauren Harris

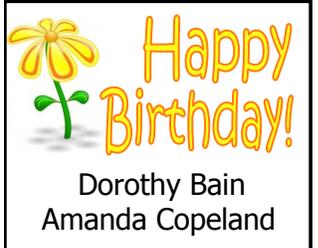
APRIL 4



Happy Birthday!

Murray David Fletcher  
Cory MacDonald

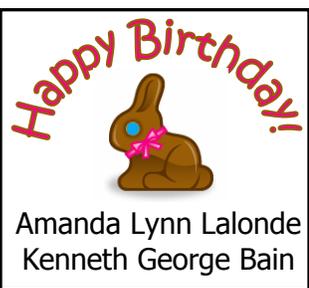
APRIL 6



Happy Birthday!

Dorothy Bain  
Amanda Copeland

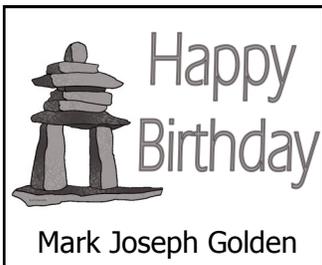
APRIL 9



Happy Birthday!

Amanda Lynn Lalonde  
Kenneth George Bain

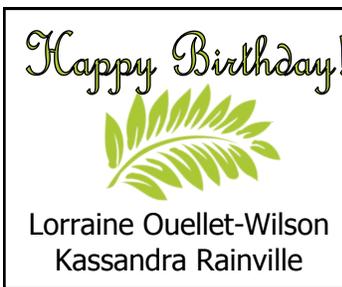
APRIL 11



Happy Birthday

Mark Joseph Golden

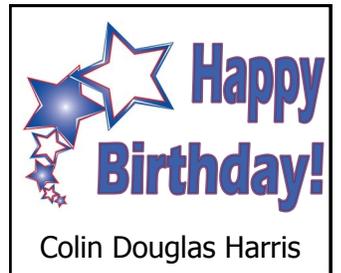
APRIL 13



Happy Birthday!

Lorraine Ouellet-Wilson  
Kassandra Rainville

APRIL 15



Happy Birthday!

Colin Douglas Harris

APRIL 16



Happy Birthday!

Patrick Bergeron  
Kaleb Jeffries  
Brooke Phillips  
Luka Starcevic

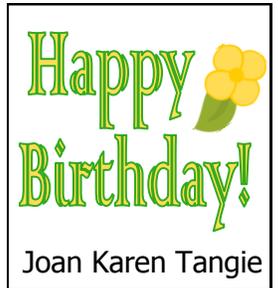
APRIL 17



Happy Birthday!

Cheryle Helen Kaplun  
Trica-Lynn Louttit  
Isla Jane Schweneker

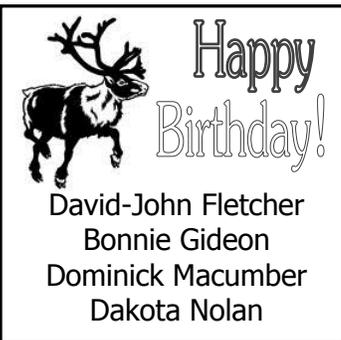
APRIL 21



Happy Birthday!

Joan Karen Tangie

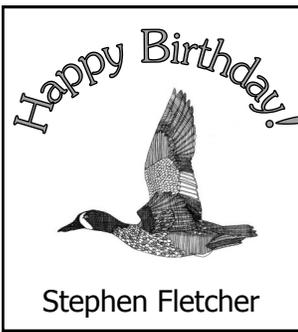
APRIL 22



Happy Birthday!

David-John Fletcher  
Bonnie Gideon  
Dominick Macumber  
Dakota Nolan

APRIL 24



Happy Birthday!

Stephen Fletcher

APRIL 25



Happy Birthday!

Jo Ann Pezzo

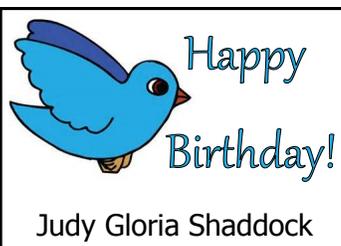
APRIL 26



Happy Birthday

Lori Lynne Jeffries  
Frances Luther

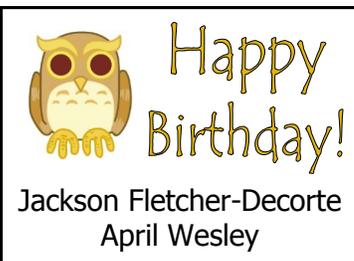
APRIL 27



Happy Birthday!

Judy Gloria Shaddock

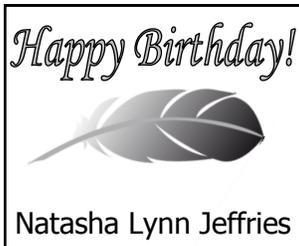
APRIL 28



Happy Birthday!

Jackson Fletcher-Decorte  
April Wesley

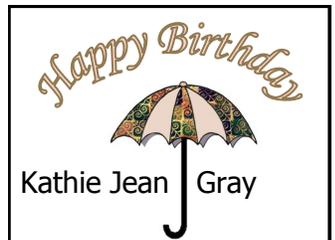
APRIL 29



Happy Birthday!

Natasha Lynn Jeffries

APRIL 30



Happy Birthday

Kathie Jean Gray

# MCFN Events Calendar

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SUN	MON	TUE	WED	THU	FRI	SAT
	<b>Mee Kisi Peesim Eagle Moon</b>		1	2 <b>Visioning Workshop 5:30-7:30 pm</b>	3	4
5	6	7	8	9 <b>Snacks after 1:30 Barrette-making Workshop 6:30-8:30 pm Band Office</b>	10	11
12	13	14	15 <b>Elders Tea At Noon</b>	16 <b>Barrette-making Workshop 6:30-8:30 pm Band Office</b>	17	18
19	20 <b>Spring Equinox</b>	21	22	23  <b>COMMUNITY RESOURCE WORKSHOP</b> See page 11 for details.	24	25
26	27	28	29	30 <b>Barrette-making Workshop 6:30-8:30 pm Band Office</b>	31 <b>For updates, please check our website and FB page, or call the Band Office.</b>	

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SUN	MON	TUE	WED	THU	FRI	SAT
	<b>Niska Peesim Goose Moon</b>		For planning purposes, please <b>register</b> for all classes/ workshops by calling Lesley at Ext. 226. Transportation is available.			1
2	3	4	5	6	7	8
9	10	11 <b>Full Moon Easter Baskets Available for pickup</b>	12 <b>Elders Tea At Noon</b>	13 <b>Snacks after 1:30</b>	14 <b>Good Friday</b>	15
16 <b>Easter</b> 	17	18  <b>Turtle Concepts "Celebrating You" workshops (See page 10 for details.)</b>	19	20	21	22 <b>Earth Day</b>
23/30	24	25	26	27 <b>Visioning Workshop 5:30-7:30 pm See page 8 for details.</b>	28	29

## 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](http://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](mailto:info@missanabiecree.com).

# Employment Opportunities

## Job Posting

Deadline April 14, 2017

Location: Missanabie Cree First Nation

Gathering/Events Coordinator Assistant

Start Date: May 2017- February 28, 2018

(Pending Funding) Must be Mushkegowuk area

Missanabie Cree First Nation is looking a Gathering/Events Coordinator. The ideal candidate will provide excellent communication and customer service, they must be willing to learn and be able to take direction.

### **Qualifications:**

Must be Mushkegowuk Area

Must be willing to learn to coordinate activities and events on a large scale.

Ability to lift heavy objects, carry, and plan for activities

Must be willing to train or provide certification in First Aid, CPR, Whimis,

Must have good communication skills and the ability to work with others as well as independently.

Must have computer skills, design skills

### **Duties/Requirements:**

Develop a data base for guests as well as events

Maintain community garden, coordinate events around this.

Plan family activities and events, coordinate and assist with activities at the annual gathering

Register all family members and make reservations.

Assist with family activity events.

Develop posters for events

Other duties as required.

To apply for this position, please drop off your cover letter, resume and references, in person at:

559 Queen St. East

Sault Ste Marie, ON, P6A 2A3

By email to [jmarkie@missanabiecree.com](mailto:jmarkie@missanabiecree.com) or by Fax 705-254-3292

Attention: June Markie

# Employment Opportunities

## Job Posting

Deadline April 14, 2017

Location: Missanabie Cree First Nation

Historical / Data/ Garden Assistant

Start Date: May 1, 2017- February 28, 2018

(Pending Funding) Must be Mushkegowuk area

Missanabie Cree First Nation is looking a Historical/Data/Garden Assistant. The ideal candidate will provide excellent communication and customer service, they must be willing to learn and be able to take direction.

### **Qualifications:**

Must be Mushkegowuk Area

Must be willing to learn to record activities and events.

Will learn how to archive data and develop a system for research.

Must have good communication skills and the ability to work with others as well as independently.

Must have computer skills, design skills, recording skills

### **Duties/Requirements:**

Develop a data base for archival information

Maintain community garden, record events around this activity

Develop a actual filing system for information held by Missanabie Cree First Nation

Record a profile of all of our Elders

Develop a slide show of their teachings.

Develop photo albums of pictures we have collected over the years

Develop posters for events

Other duties as required.

To apply for this position, please drop off your cover letter, resume and references, in person at:

559 Queen St. East

Sault Ste Marie, ON, P6A 2A3

By email to [Jmarkie@missanabiecree.com](mailto:Jmarkie@missanabiecree.com) or by Fax 705-254-3292

Attention: June Markie

# Employment Opportunities

Job Posting

Missanabie Ont

Camp Assistant

Start Date: May 1, 2016 - Feb 28, 2018

(Pending Funding)

Must be from Mushkegowuk Area

Application Deadline: April 14, 2017

Missanabie Cree First Nation is looking for a camp assistant for Island View Camp in Missanabie, Ontario. This individual will have knowledge of camp operations including opening and closing. The ideal candidate will provide excellent communication and customer service, they must be well organized and be able to take direction.

Island View Camp is located on the shores of Dog Lake within the boundaries of the Chapleau Game Preserve. Island View Camp offers fishing/hunting and vacation facilities. The camp consists of Cabins, RV sites and a tenting area, as well as fish shack, bait, fuel, pump, store, laundry, cook house and an event facility.

## **Qualifications:**

Ability to lift heavy objects.

Must be willing to train or provide certification in First Aid CPR, Whimis, boat safety, chainsaw certification.

Must have good communication skills and the ability to work with others.

Knowledge of the Missanabie Area

## **Duties/Requirements:**

Repair and maintain building and equipment, e.g. oil changes on boat motors, lawn equipment.

Clean and prepare boats and motors for renters.

Build ice fishing huts for winter season, place on the lake and rent them out for the winter season.

Cut, chop wood and maintain trails.

Operate the store, take reservations, sell fishing licenses to customers maintain stock, make trips to other lakes to trap minnows for sale according to our bait license.

Clean cabins, shower house, bathrooms.

Cut grass, pick up garbage and take it to the dump.

Maintaining and being onsite at the camp during the winter season, assist with marketing of the camps during the off season

Knowledge of Native Culture would be an asset.

To apply for this position, please drop off your cover letter, resume, references in person at:

559 Queen St. East

Sault Ste. Marie, ON, P6A 2A3

By email to [Jmarkie@missanabiecree.com](mailto:Jmarkie@missanabiecree.com) or by Fax 705-254-3292

Attention: June Markie



## KUNUWANIMANO CHILD AND FAMILY SERVICES

Kunuwanimano Child and Family Services is a not-for-profit child and family services agency offering services in a holistic manner to strengthen children and families in their own communities in the context of their unique cultural heritage.

### CAREER OPPORTUNITY

<b>POSITION:</b>	<b>LEGAL WORKER</b>
<b>COMPETITION:</b>	17-12
<b>LOCATION:</b>	Timmins, ON
<b>STATUS:</b>	6 Month Contract - 35 hours per week
<b>SALARY:</b>	\$56,843 - \$73,305 per annum
<b>CLOSING DATE:</b>	March 16, 2017 at 4:30pm

**JOB SUMMARY:** Reporting to the Program Manager or designate, the Legal Worker will provide paralegal services to the staff members and act as an intermediary between the Agency Lawyer and KCFS staff keeping them apprised and up-to-date on all legal matters

#### REQUIRED QUALIFICATIONS:

- BSW degree or relevant College Diploma with three years direct related experience. (combination of skills, education and experience may be considered);
- Extensive experience and understanding of legal procedures, terminology and documents;
- Expert knowledge of and proven ability to complete court documents accurately and within timelines;
- Demonstrated ability to plan and conduct training workshops;
- Demonstrate excellent interpersonal skills in order to liaise with a variety of internal and external contacts; oral and written communication skills
- Must possess a class "G" driver's license, be willing to travel, and work flexible hours, or on-call;
- Must produce clear Criminal Record Check with Vulnerable Sector Screening

#### KEY RESPONSIBILITIES:

- Provides relevant, competent legal support services to the Agency while also being fair, equitable, respectful, and culturally relevant to all First Nations children and families who are determined to require Agency services from point of referral to case closure, consistent with the vision, mission and values of Kunuwanimano;
- Ensures legal support services are delivered with excellence and conform to provincial legislation, regulations and standards and the Agency's philosophy, By-laws, policies, procedures and guidelines;
- Thorough knowledge of the Child and Family Services Act and Regulations, particularly in the application of provincial court procedures and Part X relating to Customary Care of the First Nations;
- Ensures Agency Lawyer is kept apprised and up-to-date on the status of all cases;
- Networks with First Nation communities in developing plans with all parties to implement plans of service for reunification of a children and families;
- Ensures Care and Supervision Agreements and Band Council Resolutions FN and Customary Care Declarations are received for all Customary Care arrangements;
- Maintains an organized legal file for each case before the court;
- Develops plans with First Nation communities to present to a referring Agency and/or court systems for the reunification process;
- Administrative duties and other duties as required or directed;
- Participate in in-service training and professional development;

We offer a competitive benefits and compensation package and opportunities for professional development.

Please refer to our website: [www.kunuwanimano.com/employment.htm](http://www.kunuwanimano.com/employment.htm), for posting details. A detailed job description is available upon request. Please quote the Competition No. in your cover letter and resume, and submit by email to [HR@kunuwanimano.com](mailto:HR@kunuwanimano.com), by fax to 705 268-9272 or by mail to:

Human Resources,  
Kunuwanimano Child & Family Services  
38 Pine Street North, Unit 120  
Timmins, Ontario, P4N 6K6

Please note that preference will be given to qualified First Nations and Aboriginal applicants. Please self-identify. We welcome and encourage applications from people with disabilities. Accommodation is available on request from candidates taking part in all aspects of the selection process.

*Only those considered for an interview will be contacted.*



## KUNUWANIMANO CHILD AND FAMILY SERVICES

### CAREER OPPORTUNITY

POSITION:	DIRECTOR OF SERVICES
COMPETITION:	17-11
LOCATION:	Timmins, ON
STATUS:	Full Time - 35 hours per week
CLOSING DATE:	Open until filled

**JOB SUMMARY:** Reporting to the Executive Director and as a member of the senior management team, the Director of Services is accountable for providing strategic and operational leadership on all aspects of Child and Family Services (protection and prevention services) at the Agency.

#### REQUIRED QUALIFICATIONS:

- MSW/BSW or a combination of work experience and education will be considered ; Five (5) years' experience at the senior management level within a social service context;
- Demonstrate excellent management and administrative skills;
- Demonstrate excellent analytical skills in order to evaluate program needs and results;
- Demonstrate the ability to organize and prioritize a variety of competing and urgent demands;
- Comprehensive knowledge of the *Child and Family Services Act* with an emphasis on Part X;
- Knowledge of and experience with word processors and/or database systems;
- Ability to work independently and a willingness to work flexible hours;
- Willingness to travel and have access to a reliable vehicle; Must possess a class "G" driver's license;
- Ability to speak a Native language will be considered a major asset.

#### KEY RESPONSIBILITIES:

- Oversees the delivery of Child Welfare and Prevention services, including Emergency After Hours Services, to all Aboriginal children and families within Kunuwanimano's jurisdictional territory
- Provides direction, support and supervision to a team of Managers and Supervisors and ensures achievement of service objectives and goals;
- Contributes to maintaining effective partnerships with First Nations Councils, elders, committees, and applicable agencies;
- Assists in the development and implementation of community surveys and needs assessments and reports to the Executive Director and the Board on the findings and recommendations;
- Attends all Board meetings, including Service Committee meetings, and has primary responsibility for regularly reporting on service issues, with support from Managers as required;
- Establishes effective partnerships with government, health, other social service agencies and schools in support of enhanced collaboration aimed at the development of new protocols, programs and services;
- Ensures adherence to the standards set out in Kunuwanimano policies, protocols and procedures as well as the Child and Family Services Act, Ministry policies, standards, directives and guidelines, the Child Protection Standards; Ontario Kinship Service Standards; and any other policies, standards, directives and guidelines as required;
- Provides leadership during all stages of internal and external auditing processes, including the Crown Ward Review, Foster Care Licensing, Child Death Review, Serious Occurrence Follow-up and Roll-Up processes, annual Service Complaint review, and any other service audit/review as directed by the Executive Director ;
- Collaborates with relevant communities to explore options and alternative strategies to address complex issues affecting First Nations children and families; Develops linkages within the broader Aboriginal context, including on and off-reserve communities, and their service representatives;
- Oversees the day-to-day management of all child protection and prevention services, and ensures compliance with all legislative requirements;
- Demonstrate the ability to develop and successfully implement new programs and or services and to negotiate protocols and service agreements;
- Responds to issues and complaints, in accordance with the procedures and protocols detailed in the Complaint Review Process, Serious Occurrences and Service Reviews;
- Participates in the ongoing evaluation and review of programs and services, to ensure, the provision of culturally appropriate and relevant services to First Nations children, families and caregivers;

We offer a competitive benefits and compensation package and opportunities for professional development.

Please refer to our website: [www.kunuwanimano.com](http://www.kunuwanimano.com) for posting details. A detailed job description is available upon request. Please quote the Competition No. in your cover letter and resume, and submit by email to [HR@kunuwanimano.com](mailto:HR@kunuwanimano.com)

Please note that preference will be given to qualified First Nations and Aboriginal applicants. Please self-identify. We welcome and encourage applications from people with disabilities. Accommodation is available on request from candidates taking part in all aspects of the selection process.

*Only those considered for an interview will be contacted.*

# Summer Student Employment

## Community Garden Family Assistant

Pending funding

Deadline: April 14, 2017

Start Date: May 1, 2017 – 8 weeks duration with possible extension

Summer Student Position

Missanabie Cree First Nation is looking for a Community Garden Family Assistant to continue and maintain the Community Gardens. Assist with summer students in supervisions and coordination of activities for youth. This position will also plan activities on a monthly basis, maintain gardens, weeding, picking vegetables. Plan activities for the annual gathering

### Qualifications:

Must be in school/returning to school. Documentation required.

Must be willing to train or provide certification in First Aid CPR, Whimis, Boat safety,

Must have good communication skills and the ability to work with others.

Able to work as a team or independently

Must have the willingness and initiative to learn.

Driver's license preferred.

### Duties/Requirements:

Assist with the community garden in the areas of planting, weeding.

Assist families with shopping for healthy food choices

Plan and advertise for the events.

Assist families with providing fresh vegetables from the community garden.

Assist with research and development on indoor/outdoor container gardens

Assist families planning and maintaining a container gardening

Assist with gathering activities and planning.

Assist with developing a plan for youth activities for the year.

Some travel required.

To apply for this position, please drop off your cover letter, resume in person at:

559 Queen St. East

Sault Ste Marie, ON, P6A 2A3

By email to [Jmarkie@missanabiecree.com](mailto:Jmarkie@missanabiecree.com) or by Fax 705-254-3292

Attention: June Markie

# Summer Student Employment

## **Summer Camp Assistant**

Pending funding

Deadline: April 14, 2017

Start Date: May 1, 2017 – 8 weeks duration with possible extension

Summer Student Position

Missanabie Cree First Nation is looking for a Summer Camp Assistant for Island View Camp In Missanabie Ontario. This individual will have knowledge of camp operations including opening and closing. The ideal candidate will provide excellent communication and customer service; they must be willing to learn and be able to take direction.

Island View Camp is located on the shores of Dog Lake within the boundaries of the Chapleau Game Preserve. Island View Camp offers fishing/hunting and vacation facilities. The camp consists of Cabins, RV sites and a tenting area, as well as fish shack, bait, fuel, pump, store, laundry, cook house and a event facility.

### **Qualifications:**

Must be in school and returning to school. Documentation required.

Ability to lift heavy objects.

Must be willing to train or provide certification in First Aid CPR, Whimis, Boat safety, chainsaw certification.

Must have good communication skills and the ability to work with others as well as independently.

Knowledge of the Missanabie Area

### **Duties/Requirements:**

Clean and prepare boats and motors for renters.

Pile and distribute wood

Assist with community garden

Operate the store, take reservations, sell fishing licenses to customers maintain stock, make trips to other lakes to trap minnows for sale according to our bait license.

Clean cabins, shower house, bathrooms.

Cut grass, pick up garbage and take it to the dump.

Knowledge of Native Culture would be an asset.

To apply for this position, please drop off your cover letter and resume in person at:

559 Queen St. East

Sault Ste Marie, ON, P6A 2A3

By email to [Jmarkie@missanabiecree.com](mailto:Jmarkie@missanabiecree.com) or by Fax 705-254-3292

Attention: June Markie

## 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 <sup>nd</sup> 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

<b>Bookkeeper / Interim Administrative Supervisor</b> Louise Campbell <b>ex. 224</b>	lcampbell@missanabiecree.com
<b>Reception</b> June Markie <b>ex. 221</b>	jmarkie@missanabiecree.com
<b>Program Development</b> Lesley Gagnon <b>ex. 226</b>	lgagnon@missanabiecree.com
<b>Executive Assistant</b> Shereena Campbell <b>ex. 235</b>	scampbell@missanabiecree.com
<b>Registration Administrator</b> Ted Ouellet <b>ex. 228</b>	touellet@missanabiecree.com
<b>Post-Secondary Officer</b> Deb Clement <b>ex. 227</b>	dclement@missanabiecree.com
<b>Governance Coordinator</b> Elizabeth Angecone <b>ex. 230</b>	eangecone@missanabiecree.com
<b>Family Support Worker</b> Patricia Lesage <b>ex. 223</b>	plesage@missanabiecree.com
<b>Economic Development Officer/Island View Camp Assistant</b> Ivan Fox <b>ex. 236</b>	ifox@missanabiecree.com
<b>Skills and Job Inventory Coordinator</b> Deb Rogoschensky <b>ex. 238</b>	drogoschensky@missanabiecree.com
<b>Joint Venture Coordinator</b> Michael Tremblay <b>ex. 232</b>	mtremblay@missanabiecree.com
<b>Community Resource Workshop Coordinator</b> Daniel Hould <b>ex. 240</b>	dould@missanabiecree.com
<b>Algoma Passenger Train Assistant</b> Natasha Trozzo	Natasha@AlgomaPassengerTrain.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	

### MDCD 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