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Haskinitisew Peesim
Freeze Up Moon
November 2016



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Missanabie Cree First Nation



UNIVERSAL
CHILDREN'S DAY
- NOVEMBER 20

"Let us put our minds together to see what life we can make for our children." -Chief Sitting Bull

The United Nations has designated November 20 as Universal Children's Day. Children are to be loved and cherished. This precept can be found in cultures the world over. Yet for many indigenous communities, who have been impacted by residential school, those important bonds of family love have been broken by a system that did not recognize the value of family relations and community for indigenous people.

Our people, who are strong of spirit, have survived this and are working together to strengthen these bonds. Still, it is true that many of our families are suffering and children are being apprehended at an astonishing rate. The Truth and Reconciliation Commission's Calls for Ac-

tion include 96 recommendations. Child welfare is at the top of this list and it includes 5 recommendations. (See page 20). The Canadian Government has yet to respond to the decision of the Canadian Human Rights Tribunal regarding their discrimination against First Nations children. (See page 20)

In the cultures of many First Nations, there is an understanding that one must think in terms of seven generations when making important decisions in all areas of life. Therefore it is clear that one must always consider the possible impacts on children, and the children yet to be born. This is most especially true for those who have the responsibilities of leadership in our communities.

Events/Gatherings: Follow MCFN on Twitter.



Special Chiefs' Forum on Health

November 7-8, 2016 Toronto, ON
<http://www.chiefs-of-ontario.org/node/1458>

Special Chief's Forum on Pipelines

November 9-10, 2016 Toronto, ON
<http://www.chiefs-of-ontario.org/node/1463>

Winnipeg Aboriginal Film Festival

November 24-27, 2016 Winnipeg, MB
<http://www.waff.ca/waff>

AFN Special Chiefs Assembly

December 8-10, 2016 Gatineau, QC
<http://www.afn.ca/en/2016sca>

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Message from the Chief

Watchey

Sometimes we hear things that are misconstrued or based on misinformation; because of that, we make accusations. We knew when we came into our positions on Chief and Council, we were aware of different initiatives going on ie. Joint Ventures and Algoma Passenger Train.

I feel part of our job is to share the correct information with our councilors and members and I believe I have shared this information. It is disappointing to see rumors and allegations put forth in the newsletter, as they are unsubstantiated claims.

As to the appointment to the appeal board, it was a collective decision made by the members of the former council. Even though Laura Lee Rawlyk is the Elders Liaison that attends the chief and council meetings, I believe there was a clear distinction between her role as Elder's Liaison and the role of an elected Council member. I am happy to hear the results of the Appeal Board's decision and hope that this matter will be laid to rest.

In my heart, I think that every member of Missanabie Cree would be honored to sit as a councilor for Missanabie Cree First Nation. That role of a councilor comes with great responsibility and accountability. If we put forth our best efforts to lead this First Nation it will bring great things for our future.

We have been hearing lately of a Provincial Treaty Land Entitlement offer. Chief and Council are expected and mandated to perform our duties to the best of our abilities. I believe one of our duties is to properly assess, analyze and decide what is to be considered as a reasonable offer. Understand, that we reach out to the people and professionals that have the experience and capacity to advise Chief and Council when faced with difficult decisions such as this. Keeping in mind that there is always risk associated with negotiations, I am confident

that the best decision is to not take a "first offer" during negotiations.

A big thank you goes out to Ron Maurice for all the work that he has done to bring us to this point in our Treaty Land Entitlement, Candace Metallic for her legal expertise and Craig Gideon for all the work he has done on our Community Benefit Agreements. We are very close to the ratification with both Prodigy Gold for the Magino mine project and Richmond on the Island Gold project.

First I would like to thank everyone that attended and participated in the successful CCP meeting in November. I would like to thank Michael and Judy Bopp from Four Worlds. Your understanding and professional guidance was appreciated. I would also like to thank Susan Powell for the facilitation of the Healing Circle. I have made a commitment to encourage more community talking circles to bring unity back to our First Nation. I have also committed to seek out funding for additional meetings to continue with the CCP. This is one of the most significant things that we are doing right now.

We have recently received funding through INAC to assist with the Algoma passenger train service business plan and to negotiate the CN access agreement. Missanabie Cree has been part of this working group for approximately 3 years. In 2015 as Chief of Missanabie Cree, I was asked to become the chair of the working group after Tom Dodds of the SSMEDC resigned as the chair to pursue other initiatives that were higher on the City of Sault Ste. Marie's agenda. During this time I was able to provide the political support needed to move forward. The Algoma Passenger Train Working Group meets approximately every 2 months to discuss the reinstatement of the passenger train from Sault Ste. Marie to Hearst.

The relationship between Missanabie Cree First Nation and the Algoma Passenger Train working group has always been close as the train runs through our traditional territory. The Algoma Passenger Train Service is one way of moving forward towards providing access and opportunity to the community and economic development of

our region. This can also be viewed as relationship building between municipalities, cottages, and current residents neighboring our territory.

In the spirit of transparency,
Chief Jason Gauthier

Messages from Council

DEPUTY CHIEF CORY MCLEOD

Wachey,

Hope everyone's Thanksgiving and Halloween was eventful with good memories. This month's work included the mining meetings with Magino/Argonaut and Richmond mine. We have started a ratification process to bring the Community Benefit Agreement (CBA) to the membership for approval. Magino/Argonaut will be the first to inform and disclose agreement details with the help of Chief and Council. This will start in November, please sign up to the MCFN official website for additional information (important).

Richmont hosted most of Chief and Council and Band Manger to their mine site and gave a tour of the mine operations, above ground and 655 meters underground (awesome). We started the days (3) with the Richmond family at 5am till 7pm, just like most of our family members that had worked in the Renabie Mine years ago. I will be asking administration to add documents from our site visit to Richmond mine to the website in the member's only section of the webpage, informative and good information on mine operations. The visit to the mine has brought me to a better understanding of how an underground gold mine operates: with safety as the number one priority. The only disappointment was not seeing the gold, they were very sensitive about that. Lol

Chief and Council, along with some membership, attended a special meeting with Maurice Law and were informed of the strategies and our current standing with our court case. Missanabie has asked and was approved for more time to seek negotiations with Ontario and Canada before a judgement is handed down to all parties. I am confident in our legal representations of Maurice Law and confident in our court case if a judgement is handed down. There is some good information on these events in the newsletter and on our website.

I also attended a meeting in MNR Wawa to support as requested by one of our band members regarding their trap line which is set for forestry operations, a large cut will be a "total destruction" of the area. This member relies on this trap line for livelihood and will be impacted. This, I hope, will be not allowed to happen and Chief and Council are committed to further action if needed. We have to protect our people who live in our traditional area.

For those aware of "Standing Rock, North Dakota" keep sending those prayers and for those who do not know, please get informed. I think there will be our own fight here against the pipeline in Canada. We need to protect the water in all energy projects and resource extraction.

Cory McLeod
Deputy Chief Missanabie Cree First Nation.

COUNCILLOR TERRI FLETCHER

Whachyea/Greetings to all members and our families, Well to say the transition has been a challenge would be an enormous understatement! There has been a lot to grasp. We ought to have had the former Chief and Council helping us at orientation but some of them did not get invited, although in our C&C policy, that was just approved this summer before the election, it states that that is what is supposed to happen. I would have liked them there if they were so inclined, as some were.

There has been a lot of activity happening in many different fields, such as mining. Negotiations with Magino, Barrick and Richmond are continuing from the previous council and the 3 previous Councillors recommend ratification on the Magino CBA by our membership soon. I have been introduced to, and have had a meeting each with the three companies but I am not a part of the mining team or the negotiations.

My portfolio so far is with Education, Governance, and Culture, and we are all on the T.L.E. which stands for Treaty Land Entitlement. So, our TLE is interesting, the thing is; Is that we have been made an offer. One which some Councillors, including myself, feel the previous C&C ought to have brought to us members so we could
A.) Know about this legitimate offer, and
B.) have a say on whether we might want to consider the offer or not.

It is a complex and difficult matter to say the least. Although I feel as a member we should be trusted enough and given enough information so that we can all make informed decisions and recommendations. That way Chief and Council can take direction from us regardless of what our lawyer recommends. Last time we were at the table was many years ago. Something like 30 million dollars was offered back then. We turned it down but the Chief of the day brought it to the people and we helped them decide. The offer then did not include land. This time it does. Now, I think that the people should be writing and calling in to ask what this offer is. Because the

previous C&C didn't bring it to you. And a quorum of them do not want to bring it to you now. You all wanted transparency. Well, now you have it. Ron Maurice our lawyer thinks we would be settling for too little. I understand where he is coming from. We deserve more. But I don't want to be greedy. I try and think about our Great Grandfathers and Great Grandmothers, our Ancestors and the request to the Ministry for lands made by them.

I went to the court sessions and listen 8 hours a day for 5 days. Their requests were for enough land for a potato field, a vegetable garden. It's a very sad story what the government did to our people. Yes we deserve more, but when. Why do we have 15 square miles we can't even build on even though we got it back in 2011? That's 5 years ago. And still we have no reserve status. I am no lawyer, never claimed to be, and I am ignorant of some facts. Still I am a member just like you all are and I am entitled to my opinion and to voice it! My opinion is I feel we need to decide as a collective. Not be dictated to. Yes, we voted C&C in to look out for our best interests. They are no more experts then anyone of us. We are all equal, regular folks, and yes that's why we have our lawyer but what we do have is our intuition and ties to the land and our Ancestors' blood and we need to return to the land for our healing. Because we are a hurting people right now.

I want to take the offer and go home to live on the land. Even if we start to build and only live there a few months out of the year for now. I believe if we were at least given the choice to have some input into the decision we would probably listen to our lawyer. He's been with MCFN for along time. But it has taken a long time to get where we are today with this offer. We also have an issue with an insurance policy but it is very complex and extremely hard to explain. I suggest, again, if you're interested in learning more, then attend the C&C meetings and request the minutes please. Remember, we helped Ron Maurice as well as he helped us. He was a young

man when he started working with us. We kinda helped his career too. These are the difficult choices C&C have to make.

It is hard, the position of Councillor is difficult. At our "so called" orientation" a lot of things were said about the previous Chief and Council, and the hardships they had as a unit, I'm putting this mildly! Because of this, council made a decision to restrict access to Chief and Council meetings. To limit members ability to attend only quarterly open band meetings or if you requested to attend, or were invited to attend.

This decision was reversed; it was made in haste and because of bad information. This was a cover up. We apologize for this mistake. Now we are working hard at having call in numbers for all members to access the Chief and Council meetings not just the people in the Soo. The way it was before was you could only attend in person because it cost too much for all members to call in, and then no one could control who talked. We also talked about live streaming and all members will be able to access the meeting minutes if they request them.

I suggest all members request the meeting minutes all the time. We need to know what's happening in our own back yard. Otherwise, how will we ever be able to trust and rely upon the people that you elected into power. That they have your best interest at heart and not their own. We, as elected members of this council need to be held accountable and from what I've seen so far we are not. We are not getting along. I feel some stuff has been happening I don't like, and I am questioning it. And they don't like my questions and now they are mad at me. I don't care if they are mad. I am going to do what I think is right. I have been getting direction and advice from some elders, from my family, and some of our members that I trust. The three previous council members are trying to restrict my communication with our members. I am not letting them. They have also convinced another Councillor to vote with them on a number of issues. Now its one thing to vote on your own accord but its another if

your unsure and your being unfairly influenced or manipulated because you don't know the ropes. Louise C says there are stages C&C will go through. I guess we're in the "storming" stage right now!

There was an appeal of the election, it was lost. but I think a member of the Appeal board was in conflict of interest, Jason was keenly aware that some members were adverse to this person, why would Jason purposely appoint an associate to such a task knowing it could cause dissension? Also, another member was part of the old council as an elder and I told them so. All our members have a right to exercise their rights. We don't always know their reasons. Sometimes we are only given half truths. Regardless, we all must be treated with respect first and paid common courtesy, and treated decently, for our diversity and differences of opinions and values.

I realize this is a long letter but I'm trying to capture all of it for you's. I hope this finds you all well, happy, healthy and strong. We have a CCP meeting on November 4-7th. I hope to see some of you there. I'm sad and sorry that some of you were restricted from attending. That decision was not made by C&C but by administration without consultation or our input, unless only Cathy and Jason alone. That's how it seemed because I asked why and they said it was capped. Funny, NOT! That the CCP article on the website says everyone is welcome.

So these are a few of the insights of a day in the life of a Councillor, with Missanabie Cree. Anyone want to run in the next election? HA! We need a little bit of humor eh?

By the way, we had a beautiful day when last we visited Ty, Brad, and Dayna at Island View. Yes we did get to visit! The camp looked good! Great Job Everyone! Until next month.

Chi Miigwetch Creator for all our many blessings. Aho.

In the Spirit of transparency and accountability

Councillor Terri Fletcher

Missanabie Cree First Nation

FROM THE DESK OF TRACEE SMITH

Chief and Council continue to try and improve governance practices to how our meetings are being conducted in order to have efficient and timely meetings. This has proven to be an ongoing task due to a variety of reasons including breaking patterns of how the previous C and C regime conducted meetings, motions being passed but not implemented, and having to reference policies on an ongoing basis.

The definition of transparent by Websters Dictionary is:

able to be seen through

easy to notice or understand

honest and open : not secretive

This definition and what it means to C and C is subjective to each person. I believe that, and agree with our policy, that in-camera items should be limited to personnel discussion and decisions as well as lucrative business negotiations that we are currently in the midst of perusing. For example, recently the discussion around C and C honorariums was brought up, which then led to whether this should be in-camera or not. I believe that since the people (C and C) and the amount of money C and C get paid is already known, that this discussion should not be an in-camera item. It also should not be an in-camera item, because C and C are all in conflict with this topic. We should not be determining our own honorariums. This should be determined either by an outside committee or it should be linked to performance of the band operations, for example. I hope to have an answer to you on how this gets resolved next month.

There are a number of items that I feel the membership of MCFN should be aware of so that you understand the reason behind some decisions that you may have heard have been made.

The majority of MCFN C and C passed a motion to allow members to sit in on C and C meetings. I opposed this motion. Currently, MCFN does not have the capabilities to allow all of the MCFN membership access to these meetings. For one reason or another, the con-

ference toll free line that was once available is no longer. Therefore, members only have access to our meetings should they reside close to, or want to make a trip to, the band office when our scheduled meetings are. I opposed this motion ***until it is equitable to all members to access our meetings***, versus only the geographic few from our membership. When the C and C, in partnership with the staff of MCFN, has had the opportunity to seek out other technology to give access to everyone, I will be able to change my position on this matter.

I made a motion and it was passed that the Chief must have a Councillor present with him at all business negotiations, and must have all Councillors present in TLE negotiations. He must also tell us of all upcoming meetings and invite all of C and C to these. It will continue to be difficult to contribute and understand MCFN business, should C and C not know of these meetings moving forward, with a respectable amount of advance time, since some of us work full-time or are in school.

A motion was passed that C and C will no longer be administrators on any Missanabie Cree related Facebook pages, nor will we comment on any of these pages. Communication should be directed to us via email should anyone have concerns, these will be brought to our weekly meetings for discussion with an answer back to you thereafter. This motion is to avoid any misinterpretation/miscommunication that Facebook has a tendency to be good at.

An offer was made to Missanabie Cree from the Province of Ontario to settle our land claim. This offer was made to the previous C and C in April 2016. The previous C and C were advised not to bring this offer to the community by our legal counsel. As new C and C have taken office and have reviewed the documents, I welcome, but do not agree, with this advice. The offer

letter states that it is a **full and final settlement offer**. I appreciate the recommendation of our legal counsel, but I also have watched MCFN not enjoy any offers from the Province since 2008. Since some members have been on our C and C weekly meetings as well as word beginning to spread via the Moccasin Telegraph, these members have become privy to the details of this offer. Therefore, through the spirit of transparency, you should all know as to what was offered. To quote the offer letter dated April 27th 2016;

“In order to achieve a fair and honourable settlement Ontario is prepared to seek a mandate to provide your First Nation with the following;

A further 20 square miles in the Treaty 9 area;
The value of an additional 18 square miles of land, based on the per square mile rate of \$213,000 as you have proposed; and
\$2 million in the spirit of reconciliation and to support your community’s development goals

“To be clear, this proposal is in addition to the 15 square miles of land already transferred to your First Nation by Ontario with respect to your First Nations Treaty Land Entitlement Claim. Accordingly, the resulting proposed settlement offer with Ontario would result in the equivalent of 53 square miles of land and \$2 million.”

*It’s important to note that this is not the full extent of the letter. I recommend you read it in its entirety. Should you like to see the offer in writing, please email C and C or any one of us, and we can forward to you.

C and C agreed that we should proceed with negotiations of this offer. A ruling by the judge from the Province of Ontario was paused until the end of December to see if we could ‘do better’ with this current offer. In my experience with First Nations land claims, it is highly unusual that the Province will provide large sums of financial compensation, but they can and do provide land; financial compensation is usually the where the Federal government comes in and has the financial resources to do

so. The land offer, I believe is a good one. But we still have to find out where this land is located that they are offering to ensure it is valuable and fair. Yes, the financial compensation is not very good, but again, we can leave that to negotiations with the Feds. Should these negotiations with the Province not fair well, then we will proceed with providing direction to our legal counsel to seek a ruling from the court. It is unfortunate that this offer was not brought to the community at our gathering, as it would have been nice to get input from all of our members then. I have heard it said that if we tell the members, then it may jeopardize our negotiation strategy with the province or the Feds. Again, I disagree. What would be worse is negotiating **without** input from the community, because how can we possibly negotiate if we do not know your opinion on this offer? It is important to remember that our legal counsel is with us to advise us and provide recommendations. But it is our, MCFN’s, ultimate decision to direct our lawyer to what we ultimately feel is the right course of action now and looking forward. We cannot do that if we do not know how the community feels about this current offer, whether it is a first offer or a tenth counter offer. As C and C, we take our direction from you. Not on every item, because that’s why you elected us to make decisions on your behalf. But on something as important as providing us guidance and input on offers in these negotiations is critical. We are a different community than we were in 2008. We are all 8 years older; we’ve lost many Elders and other members since then, and we’ve welcomed new ones too. Financial compensation is not a priority to some members anymore, and the land is. And for some it’s the other way around. Let alone, we are under different leadership. I look forward to hearing the member’s thoughts on this offer, please get in touch with me on this item, so that we can direct our legal counsel accordingly on how to proceed with negotiations.

Budget: C and C and MCFN staff have started the initial stages on completing a proper budget. This is a big exercise to do, as some have not gone through

this exercise before. What's great is that we are building capacity within our community through doing this exercise, as well as, knowing how and where money flows or doesn't, and how we cannot continue to spend money we do not have. I will continue to comment on this item, so that you know where we are at with it. My discussion with the staff is that we could possibly have this completed and done to post for the new fiscal year, which is April 1st. We are also concurrently reviewing certain files and requesting a second look at various invoices, so that we can see how money was spent in the past, to see how we can plan better moving forward.

COUNCILLOR SHAWN PINE

Hello Everyone,

It's been a little over two months since the election and I am still learning the ropes. I am feeling positive about the direction our Nation is heading.

We had an onsite visit at the Island Gold mine. We were given a tour of the site as well as underground. Talk about dark! It was very interesting seeing the whole process from start to finish. Sadly, I wasn't able to keep or even see a gold bar. It just amazed me on how the whole process worked. You would think it was just a matter of digging out the gold and you would find big chunks of it but this is not the case. The gold is actually in very small quantities (See pictures).



I have not been attending all offsite meetings like visiting the Richmond mine site, or the AGM held in Chapleau, as my daughter is still just under 6 months old and I am still solely breastfeeding, so I've limited my travel not just with MCFN, but in all parts of my life unless absolutely necessary to keep her happy and not stressed. I am attending the CCP meetings in SSM in early November. As always, please feel free to contact me at my coordinates below. I'm happy to speak with anyone via phone or email.

Tracee Smith

tsmith@missanabiecree.com

647.299.7580

Anyways enough with that. I feel through the work that has been done from past and present Chief and Councils on our negotiations has put us on a great path. With that being said, I would like to thank everyone that has been a part of getting us where we are today. "Thank You" for all you have done.

Myself, the experiences I have had the last few months, good and bad, have been great.

On that note I would like to apologize to Deb Clement and Lesley Gagnon for them being removed from our meeting on Oct 6, 2016. This issue resulted from a conversation that was later misunderstood by myself. Again I'm sorry for the whole ordeal.

Thank You,

Learning is a journey and I'm packed and ready.

Councillor Shawn Pine



CBA Ratification Process

Ratification Process for the MCFN Community Benefits Agreement for the proposed Magino Mine Project

For the past few years, MCFN Council has been negotiating a Community Benefits Agreement (CBA) with Prodigy Gold for the proposed Magino Gold Mine. These negotiations are now complete and we have completed an Agreement which Council supports. Council would like to meet with MCFN citizens in Fall 2016 to discuss the proposed CBA and its ratification.

What is the proposed Magino Mine Project?

Prodigy Gold Inc. is proposing to re-open the Magino Mine, a past-producing underground gold mine approximately 40 kilometres northeast of Wawa and 14 kilometres southeast of Dubreuilville. At this time, Prodigy Gold is continuing to work through both the federal and provincial Environmental Assessment (EA) processes for the proposed Magino Mine.

A Ratification Process for the Community Benefits Agreement

Council has identified a ratification process for MCFN citizens to vote on the CBA that has been negotiated between MCFN and Prodigy Gold. The ratification process involves presentation and discussion of the proposed CBA at a series of community consultations to be held with MCFN citizens in November 2016. These will be followed by a voting process to be carried out as per the MCFN voting procedures; MCFN citizens will be able to vote in-person or through mail-in ballots.

When and Where will Community Consultations be Held?

Council has proposed five (5) community consultations to move forward with the CBA ratification process with MCFN citizens.

The proposed CBA ratification community consultation schedule is as follows:

Date	Location	Time
November 12, 2016	Missanabie, ON	6:00 p.m. – 8:30 p.m.
November 13, 2016	Sudbury, ON	6:00 p.m. – 8:30 p.m.
November 19, 2016	Sault Ste. Marie	6:00 p.m. – 8:30 p.m.
November 21, 2016	Toronto, ON	6:00 p.m. – 8:30 p.m.
November 26, 2016	Thunder Bay, ON	6:00 p.m. – 8:30 p.m.

Further details regarding these community consultations are being confirmed and this information will be provided to MCFN citizens through website postings.

For additional information, please contact Jason Gauthier at jgauthier@missanbaiecree.com.

From the desk of:

BAND MANAGER

Hello Everyone!

Let me share a little bit of what the Band Manager experiences. Not everyone is happy in the office as they seem to fear being open about expressing their feelings. I ask – no one shares or comes to me. One of my responsibilities as Band Manager is to monitor staff. One simple way is to have copies of their emails. Staff who submit regular reports or keep me updated on what they are doing have no issue with me receiving copies of their emails. It seems that some staff do have issues with that – that it is a Band Manager's job to monitor their work! Do these staff who have these concerns come to me first? Apparently not! Instead, when I recently had the flu and missed a few days, my access to my outlook and my password were changed and the forwarding of emails were stopped because staff complained. Even though I'm not in the office, I have good work ethics and tried to look at emails from home whilst off on sick leave to keep informed and answer emails.

Common area video surveillance was initiated a few months ago after bringing it to a staff meeting. True, not all staff liked the idea; however, it was a majority that do see its merits: staff safety and property safety. Staff complained to our new C & C and they reacted instantly without coming to the Band Manager and asking for clarification (this is about the video surveillance system) which got disconnected. This system is for safety as we work downtown with a methadone clinic close by; and for staff who work late in the evening by themselves. A side benefit is a reduction in our building insurance policy. A recommendation was made that the governance committee research and develop a policy. I was not informed about the decision (as it was made when I was off sick) and as I write this, I still have not been informed by C & C.

Staff not going first to Band Manager to discuss their concerns is against what MCFN's employment policy intended. In my understanding of professional conduct, such behaviours are the opposite of professional. Ac-

ording to the materials publicly available on lateral violence, I believe that the challenge we, MCFN, all need to do is to arise above such behaviours. I have ensured that this excerpt on Lateral Violence is in our newsletter again.

As Band Manager, I get to be viewed as the "bad guy" when I say no to a request for an expenditure. As per our annual audits these past few years, MCFN is in a deficit. It is my responsibility as your Band Manager to oversee those expenditures. If our C & C overrule me, then our deficit grows. As Band Manager, I try to encourage our C & C to travel by economy class or in the most fiscally responsible way.

In 2011, the Federal Government started the First Nations Transparency Act. Anyone can go to the AANDC/INAC website, find the First Nation's portal and then find out what their individual C & C receive for salary, honoraria and travel. If you do not have a computer, public libraries provide access to the internet.

Why do we need a budget? So, that our expenditures do not go higher than our income. As we are a landless First Nation, Core dollars have been the same since 2000 – approximately \$143,000. The programs we apply to all have budgets and rarely can we change the reason for an expenditure. We also budget 10% for administration so this extra is to pay for my skeleton staff, utilities, loans, insurance, office supplies, rent, internet, bell, all operating costs – trying to pull Core out of a deficit. Chief and Council seem to like to micro manage administration. Also, some council members wanted to ban members from attending C & C meetings, and had two members leave the meeting. Thank the Creator for the reverse in this decision, and now the meetings are being attended by members so they can see what our Council acts like, what their priorities are and what they are trying to accomplish.

I went with some of C & C to attend meetings in Dubreuilville with Richmond Mines. Richmond took us on a

surface tour, underground tour and mill tour and showed us all the nice ways they are mining. After the meetings were over, and on my own time, I went and looked at the devastation that they did not show us. The trees are dying; the tailings pond is built on a spring fed lake and this is seeping south onto our traditional land. Richmond is telling us what they are going to give us for financials. If this is to be ratified by the members, please get fully informed on what you are asked to ratify. It seems that Richmond is scared that we will picket, you only need a person and the media. Media is what we now need to get what we have been waiting for, for the past 100 years. Why are they rushing the benefit agreement? Do they have pressure from the government to negotiate with us and do they have to as a requirement on our recognized Traditional Land?

We just got notified of more cutting on Manitou Mountain – the last of the big trees. It is on our Traditional Ground, Manitou Mountain and in a member's trapping area. The Trapping Area is pristine, with a lot of beavers and is a moose run/home, blueberry areas, medicines, all what we as First Nation care about. This cut will ruin everything for the animals and for MCFN. All the stakeholders in the area were not notified and the members and everyone else (camp owners, local residents, members) involved are opposing this cut. I think everyone should have a chance to go look at our Traditional Land and see what these companies are doing to us.

I am trying to be honest with our members so you, the members, can really understand the politics and admin-

GATHERING COORDINATOR

Well, August is long gone, winter is looming in the future. So far our costs for last year's gathering are coming in on target of the budget. Many thanks to all who contributed to make the gathering happen.

That being said, plans for next year will begin soon. Funders are continually sought and not all of the promised funds actually arrive. That makes budgeting a chal-

lenging situation for MCFN as it presently stands.

Since new Council has been in office, our bookkeeper and I have been spending a lot of time researching, sending, corresponding on the TLE invoices that Council now wants to look at from the past 10 years.

We are in the process of trying to access more dollars from the Clean Water Wastewater Fund to upgrade Island View Camp. We'll see if we get funded by the government for this. Our new EDO Intern has done a good job on the application so hopefully, cross our fingers, we get approved.

Meetings for The Comprehensive Community Plan are scheduled for November 4, 5, 6 & 7, 2016 with about 35 members from out of town and about 20 members from SSM and area. This will take a big chunk out of our budget and we still have two more meetings to arrange as the first meeting for the CCP was the travelling show by the Chief and Dr. Michael Bopp.

Island View Camp is now closed for the season and we will be planning on what our next steps are. Funding is a big decision maker in accommodating Island Camp initiatives as we do not break even at present. We are trying to do more marketing and controlling costs. As we are presently working on our next fiscal year's budget, so C & C are more informed, we do not want to promise something that will not be economically feasible.

Cathy

lenging. Nevertheless the plan is to try to have one. If anyone has ideas for catering, please submit these early...as in soon. Survey says....most want a caterer. If you have ideas please forward them.

Enjoy November. Stay safe. Please remember our veterans.

Regards, Deb C

FAMILY SUPPORT WORKER

Wachay Missanabie Cree Members family and friends!

The Family Program has been extremely busy. Besides direct front line work I have also been working with the Child Welfare Committee on establishing Protocols with various Children's Aid Societies. We are presently working with the Children's Aid Society of Algoma and looking forward to working in conjunction with Kunuwanimano and building a strong working relationship.

The Sacred Bundle will be created by the Child Welfare committee and includes but is not limited to:

- Sacred Items
- Sacred Medicines
- Sharing Circles, Talking Circles, Healing Circles
- Elders , Family and Ancestors

Anishinabe Customary Care Model:

- Birth Family
- Support
- Community
- Culture

Rights to Anishinabe Children:

- Family
- Identity
- Language
- Cultural and Healing ways
- Good Life- Amino bimaadiziwin
- Land
- Education
- Spiritual Name/ Anishinabe Name
- Clan
- Protection

Any further questions or inquiries please contact the FSW at 705 254 2702 EXT 223.

Gichi Miigwetch,

Patricia Lesage- Family Support Worker MCFN

POST-SECONDARY EDUCATION OFFICER

Fall semester is well underway! Wishing all students well. We have 19 full-time students and one part-time student.

It is really good to hear from our students as they progress through their programs.

Have been busy going over all of last year's costs and

working on this year's post-secondary budget to ensure compliance with national guidelines. My final report is due soon.

The invoices are arriving from the institutions for tuitions and mandatory fees. Too soon to tell just yet but there may be some money left in the budget to **partially**

sponsor one or two students who could start in January. If we do not have the funds to sponsor you, you will be notified in writing and put on the waiting list as deferred. No promises that you will get funding, however, if you do not apply, for sure the answer is no.

Since semester start, I have attended an administration information session in Sudbury that was very informative. One of changes they are making is how we report each cost to them: so I have been busy working up the possible scenarios available to see if we can provide more funding. This year INAC is again emphasizing compliance to the national guidelines. This is why I keep asking students to submit their marks after each semester, submit receipts for all of their books, lists of supplies or books required, submit copies of their graduation certificates/diploma/degrees. Also ask them to notify me if they make any changes, or are struggling. And good news is especially appreciated!

All continuing into 2017-2018 academic year students are asked to get summer jobs. The INAC program limits an academic year to eight months of the fiscal year. Exception are areas such as medicine, law and some Level 3 and 4 programs. Official statements from each institution regarding length of program are required.

Each college and university in Ontario receive funds towards Indigenous students. Please apply for the institution's aboriginal/indigenous award dollars whether those be grants, bursaries or scholarships. Check in with their financial aid office.

If you have questions, please call or contact me through email system.

Regards,
Deb Clement
(Your) Post-secondary Officer

Community News and Notes

Band Office - Christmas Shutdown.

The Band Office will close on
Friday, December 23 at noon.

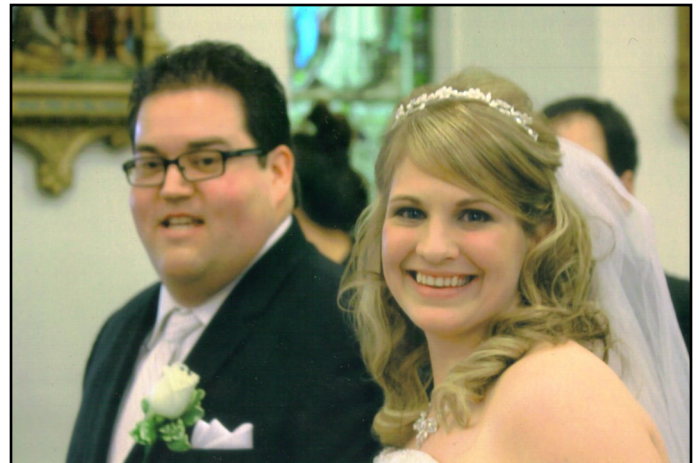
The Band Office will re-open
on Tuesday, January 10 at 8 am.



Happy Birthday
to my Daughter In-Law,
Jen Pine
Love You, Mom June



Happy Birthday
to my Daughter In-Law,
Lori Dearing
Love You, Mom June



Happy 4th Anniversary
to Kyle and Kasha Ouellet,
November 24.
Love, Dad

Community News and Notes



Happy Birthday
to my beautiful
granddaughter, Madison.
October 20th is
her special day.
Have a good day Maddie!

Jackie Fletcher

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.

Elders Speak

Wachay Chief and Council,

On behalf of our Elders and Elders Council, we wish to convey our many thanks for helping to reach our goal, in supplying a means of transportation for our Elders. This was a great benefit especially, to and from the Kee Kaw Naw, (M.P.F.) Multi Purpose Facility, for our meetings, our meals, or just to sit in the cool comfort of the air conditioning, socializing in the lobby.

We all appreciate the Chief and Council for securing the side by side for the week of the 2016 Annual Gathering.

Once again, miigwech and we look forward to working with you for the well being of our respected Elder community.

Elders Liaison

Laura-Lee Rawlyk Aush Kii Ish Kwayo

Wachay Cathy Clement,

On behalf of the Elders and Elders Council, we wish to convey our many thanks on purchasing the Golf Cart for the 2016 Annual Gathering. This will prove to be a handy asset to our Elders for many years to come.

Miigwech

Elders Liaison

Laura-Lee Rawlyk

Aush Kii Ish Kwayo

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:

Elders Speak

COMMUNITY NEEDS ASSESSMENT PAGE

SUSTAINABLE DEVELOPMENT: is meeting the needs of today without compromising the needs of tomorrow.

The Elders' Council is collecting data from our community in developing the "NEEDS" for sustainable life.

Examples:

1. An elder may need a walker or a cane to improve their walking ability.
2. Someone coming out of hospital and is not capable of doing some light housekeeping or making some meals.

These are just a few.

This is an Assessment to see if there is a great need in our community.

Please fill out the form below and send it back to the Band Office.

Attention : Elders' Liaison (Laura-Lee Rawlyk) or Email: lrawlyk@missanabiecree.com

Name: _____

Address: _____

Phone: _____


Email: _____

Your "needs": _____



December Birthday Greetings

DECEMBER 1



Happy Birthday!

Dale Krobath
Joan Pacione
Brandon Schofield
Jackie Correia


DECEMBER 3



Happy Birthday!

George Ruth


DECEMBER 4



Happy Birthday!

Daniel Hould

DECEMBER 6



Happy Birthday!

Edward Fletcher
Marlene Jeffries
BG Fletcher


DECEMBER 7



Happy Birthday!

Stephanie Guindon
Alyssia-Breanna McDonald


DECEMBER 8



Happy Birthday!

Marilyn Kerbrat
Kennith D. Nolan

DECEMBER 10



Happy Birthday!

Jesse James Lee
Carrie Nolan
Tracee Smith
Todd Campbell

DECEMBER 11



Happy Birthday!

Lara Marie Patrick


DECEMBER 12



Happy Birthday

Jackie Fletcher


DECEMBER 13



Happy Birthday

Jason Gauthier

DECEMBER 16



Happy Birthday

Ryan Astle


DECEMBER 18



Happy Birthday!

Leslie K. Nolan
Maurice Lafontaine

DECEMBER 19



Happy Birthday!

Holly Wesley


DECEMBER 21



Happy Birthday!

Carmella Laforte


DECEMBER 22



Happy Birthday

Phillip Cannon

DECEMBER 24



Happy Birthday!

Diane Nolan-Astle
Alethea Pezzo

DECEMBER 20



Happy Birthday!

Jordan Pezzo
Theresa Ruth


DECEMBER 26



Happy Birthday!

Codey Hardman


DECEMBER 29



Happy Birthday!

Karen Nolan
Natalie Pelletier
Charles Sheshequin


DECEMBER 31



Happy Birthday

Nolan Fletcher

DECEMBER 25



Happy Birthday!

Shawn D. Wilson

DECEMBER 28



Happy Birthday!

Sylvio Montgomery

MCFN Events Calendar

NOVEMBER 2016

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 ← CCP Quarterly Gathering Echo Bay	5
6 → CCP Quarterly Gathering Echo Bay	7	8	9	10	11 Remembrance Day 	12
13	14	15 Language Workshop - BG Fletcher Echo Bay Lunch at noon Followed by Workshop	16 Elders Tea Band Office At noon	17 Healthy Snack Day After 1:30 pm	18	19
20	21	22	23	24	25	26
27	28	29	30 Crock Pot Kitchen Supper @ 4:30 Meal Preparation @ 5 pm Echo Bay	Haskinitisew Peesim Freeze up Moon 		

DECEMBER 2016

SUN	MON	TUE	WED	THU	FRI	SAT
 Kakoekakee shi kak Peesim Festival Season Moon				1	2	3
4	5	6	7	8 Healthy Snack Day After 1:30 pm	9	10
11	12	13	14 Elders Tea Band Office At noon	15	16	17
18	19	20	21 Winter Solstice	22	23 Office closes at noon for the holiday break.	24 Christmas Eve 
25 Christmas Day 	26	27	28	29	30	31

For updates, please check our website and FB page, or call the Band Office.

Concerning our Students

Looking for work out in British Columbia? Check out this website for postings - <http://fnbc.info/jobs>

Federal Student Work Experience Program (FSWEP) Inventory - Campaign 2015-2016

When you apply to FSWEP, you are put into a recruitment inventory that selects candidates who meet the job requirements identified by the employer. Aboriginal Students (First Nation, Metis and Inuit) are encouraged to self-identify as Aboriginal under the Employment Equity section to increase the likelihood of referrals to opportunities within the Federal Public Service.

Requirements:

- Full time students at secondary school, college, and university, enrolled full-time for the terms preceding and following hiring
- Students who are of minimum working age in the province or territory

How to Apply

<http://emplois-jobs.gc.ca/fswep-pfete/index-eng.php?p=3>

Co-operative Education and Internship

The Federal Public Service offers many opportunities for Co-op and intern students; these positions vary in length based off requirements that your post-secondary institution recommends.

Requirements

- Full time students at secondary school, college, and university
- Co-op/Internship must be a requirement for graduation
- Be enrolled in a Co-op/Internship program that has been approved as one from which federal departments may recruit.

How to apply

<http://jobs-emplois.gc.ca/coop/index-eng.php?p=3>

Consult job boards on campus and register with your school's on-campus Co-op/internship program coordinator. Also view the list on job.gc.ca of current partnerships between post-secondary institutions and departments.

Post-secondary Recruitment Aboriginal Student Inventory

When you apply for Post-Secondary Recruitment, you are putting your application into an inventory. Hiring Managers will request referrals from the inventory based on the level of education completed and the field of study. Referrals will then be assessed by the Hiring Manager to see if candidates meet the requirements of the position being staffed.

Requirements

- Completion of a PhD, Masters degree, graduate diploma, degree or applied degree, or diploma from a recognized post-secondary institution.

How to Apply

<http://emplois-jobs.gc.ca/psr-rp/index-eng.php>

Concerning our Students

University of Toronto's Summer Mentorship Program for students with Indigenous or African ancestry that are interested in health sciences.

First deadline is January 13, 2017 online application - please share this with any student that you feel may be interested.

To be eligible, the student must be at least 16 years old with a grade 10 or 11 science, social science, or humanities credit. Students earn a credit (GLN40) once they complete the program and they do not have to be enrolled in academic (U or M) courses to be eligible for the program.

We provide accommodation in a U of T student residence for up to 12 students that live outside of the GTA. I am happy to answer any questions or concerns that you may have so please let me know how I may help.

Regards,

La Toya Dennie

Outreach Coordinator
Office of Health Professions
Student Affairs,
Faculty of Medicine,
University of Toronto

416.978.8528 (office)

416.971.3056 (fax)

ohpsa.outreach@utoronto.ca

Let's do what can't be done.

md.utoronto/ohpsa.ca



SMP / HEALTH SCIENCES

SUMMER MENTORSHIP PROGRAM

The Summer Mentorship Program (SMP) gives high school students of **Indigenous or African** ancestry a chance to explore health sciences at the University of Toronto over four-weeks in July.

You will:

- Get hands-on experience through experiments, lectures, and special projects
- Discover university education and professional careers in the health sciences
- Enjoy valuable mentoring experiences from a variety of professionals
- Earn a credit towards your high school diploma

APPLICATIONS OPEN IN FALL
For more information:
uoft.me/smp

 UNIVERSITY OF TORONTO

Calls to Action from the Truth and Reconciliation Commission

Child Welfare

1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:
 - i. Monitoring and assessing neglect investigations.
 - ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
 - iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
 - iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
 - v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.
2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.
3. We call upon all levels of government to fully implement Jordan's Principle.
4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:
 - i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.
 - ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.
 - iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.
5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

News Items

ONE YEAR LATER OTTAWA STILL DISCRIMINATES AGAINST FIRST NATIONS CHILDREN BY CINDY BLACKSTOCK

In January 2016, the Canadian Human Rights Tribunal found that the federal government's inequitable provision of child welfare services and failure to properly implement Jordan's Principle was racially discriminatory against 163,000 First Nations children.

When the tribunal released its decision, the new government welcomed the ruling, then failed to implement it. It did nothing until March, when it released Budget 2016 announcing \$71 million this year for child welfare, and sent legal submissions to the tribunal saying this was sufficient. The problem is that \$71 million falls far short of the \$108.1 million the former Conservative government pegged as the shortfall in 2012, and significantly

short of our estimate of 216 million this year alone. The Liberal government defended its position by pointing to the \$684 million over five years it had set aside for child welfare without drawing attention to the fact that over half of that money would not come until the year of the next federal election or the year after. That is a long time for children in crisis to wait. Unsatisfied, the Canadian Human Rights Tribunal issued two compliance orders against the government. Then, in a stunning revelation, Ottawa finally admitted to the tribunal that Budget 2016 really wasn't a response to the tribunal decisions at all: it was prepared in the fall of 2015, months before the tribunal even ruled.

Instead of doing the right and moral thing by ending this discrimination, the government tries to shift the attention of caring Canadians to its “first steps, historic investments” and excuse its non-compliance with “we can’t change things overnight.” I slump when I hear these excuses. Canada routinely does complex things quickly – such as the positive step of bringing in 30,000 Syrian refugees – and citizens know that when there are

three legal orders to stop discriminating immediately, that does not mean five years later.

Canadians are better than this and our governments should be too. Let’s give Canada a 150th birthday present that really matters by making sure this government lives up to its promise to end racial discrimination as fiscal policy toward First Nations children – while the kids still have a childhood.

Cindy Blackstock is Executive Director of the First Nations Child and Family Caring Society of Canada.

Excerpt from an op-ed by Cindy Blackstone in the Ottawa Citizen, October 17, 2016. Retrieved on Nov. 2, 2016 at <http://ottawacitizen.com/opinion/columnists/blackstock-one-year-later-liberals-still-discriminate-against-first-nations-children>

Monday October 31, 2016 FOR IMMEDIATE RELEASE

NAN SUPPORTS NDP MOTION FOR FEDERAL GOVERNMENT TO END DISCRIMINATION AGAINST FIRST NATIONS CHILDREN

OTTAWA, ON: Nishnawbe Aski Nation (NAN) Deputy Grand Chief Anna Betty Achneepineskum is calling on all members of parliament to support a motion that will be introduced by the New Democratic Party (NDP) this week calling on the Government of Canada to comply with the historic ruling of the Canadian Human Rights Tribunal to end discrimination against First Nations children.

“This is not an issue about throwing money at a problem, but recognizing the urgent need to address the long-standing and shameful discrimination perpetuated by the Government of Canada against our children,” said Deputy Grand Chief Anna Betty Achneepineskum, who attended a press conference in Ottawa this morning. “We are calling on this government to comply with the Canadian Human Rights Tribunal order to end discrimination against First Nations children. We look to all members of parliament to do what is right for First Nations children and vote in favour of this motion.”

In its landmark ruling in January 2016, the Canadian Human Rights Tribunal ruled that the government discriminates against First Nations children in its delivery of child welfare services on-reserve. The Tribunal has issued two compliance orders, but the federal government has failed to act.

The precedent-setting First Nations child welfare case *First Nations Child and Family Caring Society of Canada et al. v. Attorney General of Canada* was launched by the Assembly of First Nations and the First Nations Child and Family Caring

Society of Canada in 2007. The case was brought on behalf of 163,000 children after the federal government failed to implement child welfare reforms recommended by several reports documenting inequalities in funding and access to services.

The Tribunal’s landmark decision found that the Government of Canada’s failure to provide equitable child welfare funding for vulnerable First Nations children is discriminatory. The Tribunal confirmed that the federal government is accountable for failing to provide First Nations the same level of child welfare services as the rest of Canada, which is discriminatory and contrary to the Canadian Human Rights Act.

NAN was granted intervenor status in the Tribunal proceedings in May 2016, allowing NAN to make submissions and important contributions to remedies that will have a direct impact on the delivery of child welfare in NAN First Nations.

In September, the Tribunal recognized the importance of factoring in remoteness in the delivery of child and family services in First Nation communities within NAN territory and across Canada. It accepted NAN’s vision of a “remoteness quotient” and the application of a northern remoteness factor in the immediate term - not only in Ontario, but throughout Canada.

For more information please contact: *Tamara Piché, Communications Officer - (807) 625-4906 or cell (807) 621-5549 or by email tpiche@nan.on.ca*

Mushkegowuk Council News

FYI and please forward to community members in your network. The more the merrier....

Meegwetch,

John Okonmah (M.Sc; MBA; Ec.D, CEcD)
Regional Economic Development



Mushkegowuk Council
36 Birch Street South
Timmins, ON P4N 2A5
(705) 268-3594 (ext 232)
Fax (705) 268-3282
www.mushkegowuk.ca

From: Ursula Rodrique
Sent: Tuesday, November 01, 2016 11:55 AM
To: All Users <allusers@mushkegowuk.ca>
Subject: Mushkegowuk Economic Development Survey

Hello and good day,

The Mushkegowuk Economic Development department is conducting an online survey to determine a structure for economic development priorities in the region and get a sense of issues or concerns that you may have and what needs to be focused on.

As community members (especially on reserve) we encourage you to please take a moment to complete the survey (through the SurveyMonkey link below) between November 1 to December 16 and take a chance at our draw prizes (\$100 and \$50 Best Buy gift cards) for participating members. The survey is confidential and if you have any questions or concerns contact either myself or John Okonmah. Please forward this survey to your contacts it would be greatly appreciated Thank you!

Click on the link below to start the survey.

<https://www.surveymonkey.com/r/MushkegowukEconomicDevelopment>

Meegwetch!

Ursula Rodrique

ursularodrique@mushkegowuk.ca
johnokonmah@mushkegowuk.ca

Opportunities



To MCFN Community Members of Sault Ste. Marie Volunteers Needed!



To organize the MCFN Community Christmas Potluck Dinner.

Here is your opportunity to let your skill and creativity shine. In previous years, our communities in Toronto, Thunder Bay and Sudbury have set a fine example of community Christmas spirit.

We invite our Sault Ste. Marie members the same opportunity. A small budget is available.

We hope that members will step up and be part of a committee of volunteers that will (among many other things...)

- Organize up our members to cook for the potluck,
- To decorate and clean the venue, and
- To shop for gifts for our children.

Please send your name and contact information to Lesley Gagnon at the Band Office:
705-253-2702, Ext. 226.

**LET'S GET TOGETHER AND
SHARE THAT CHRISTMAS SPIRIT!**



What do you want to do with the rest of your life?

Find out November 19 at our Open House!
Talk to professors, learn about our world-
renowned programs, see our aviation
simulator, visit our natural environment labs,
explore our campus, tour our residence, learn
about financial assistance, and so much more!



SAULT
COLLEGE

Find the real you.





Ontario Federation of Indigenous Friendship Centres

JOB POSTING

Research Associate

The OFIFC is an award winning leader in culture-based management providing innovative research, policy, training and community development to 28 Friendship Centres and other urban Aboriginal service providers across Ontario. Located in downtown Toronto, the OFIFC engages all levels of government and mainstream agencies.

OFIFC is a purpose-driven organisation which offers unique and challenging work. A rewarding and enriching career awaits if you are skilled at critical thinking, building relationships, take personal accountability for getting things done and enjoy working as part of a team to collaboratively solve problems.

Responsibilities:

Working as part of a team in a fast paced environment where the main responsibilities are to plan for, design and conduct OFIFC's research projects in accordance with the USAI

(Utility, Self-Voicing, Access, Inter-relationality) Research Framework and the OFIFC's directed priority areas. A job description is attached.

Qualifications:

- Awareness of Aboriginal culture;
- PhD degree in social sciences or humanities with the emphasis on action research;
- Minimum 5 years' experience working with Indigenous populations and/or agencies in a research capacity;
- Highly developed political and social awareness of issues related to Indigenous peoples of Turtle Island and Indigenous research;
- Strong and demonstrated research skills, including demonstrated ability to formulate research plan and strategic directions;
- Superior analytical skills related to research, with excellent written and oral communication skills;
- Strong interpersonal, leadership, and team building skills;
- Excellent public presentation skills; and
- Criminal Reference Clearance (CPI) and Vulnerable Sector Clearance are requirements of the employment offer.

Contact Information:

If you are interested in qualifying in this role that offers an exceptional compensation package, please send your resume and cover letter to:

Tracy Syrette, HR Manager

Ontario Federation of Indigenous Friendship Centres
219 Front Street East, Toronto, ON M5A 1E8

Fax: 416.956.7577

Website: www.ofifc.org

Email: hr@ofifc.org

Date Posted: 10/24/2016

Posting Deadline: Until Filled

Only those selected for an interview will be contacted



Ontario Federation of Indigenous Friendship Centres

JOB POSTING

Research Assistant

The OFIFC is an award winning leader in culture-based management providing innovative research, policy, training and community development to 28 Friendship Centres and other urban Indigenous service providers across Ontario. Located in downtown Toronto, the OFIFC engages all levels of government and mainstream agencies.

OFIFC is a purpose-driven organisation which offers unique and challenging work. A rewarding and enriching career awaits if you are skilled at critical thinking, building relationships, take personal accountability for getting things done and enjoy working as part of a team to collaboratively solve problems.

Responsibilities:

To provide technical, administrative, and clerical support to Research workgroup and Research Director.

Qualifications:

- Awareness of Indigenous culture;
- Post-secondary education;
- 1 – 3 years' of research-related experience through education or practice;
- 1 – 3 years' of administrative experience;
- Working knowledge of research practices, techniques, and methods, including data entry and data sorting;
- Excellent writing and communication skills (including listening, oral, written and telephone/email);
- Outstanding proven organisational skills (includes time, space and task management);
- High proficiency in Microsoft Office Suite (Word, Excel, Access, Outlook, etc.);
- Familiarity with research software such as NVivo;
- Must display the following competencies: Team Player; Planning and Organising; Proactive/Takes Initiative; Flexibility; Dependability; and Attention to Detail; and
- Criminal Reference Clearance (CPIC) and Vulnerable Sector Clearance are requirements of the employment offer.

Contact Information:

If you are interested in qualifying in this role that offers an exceptional compensation package, please send your resume and cover letter to:

Tracy Syrette, HR Manager

Ontario Federation of Indigenous Friendship Centres
219 Front Street East, Toronto, ON M5A 1E8

Fax: 416.956.7577

Website: www.ofifc.org

Email: hr@ofifc.org

Date Posted: 10/24/2016

Posting Deadline: Until Filled

Only those selected for an interview will be contacted

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 Indigenous 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
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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

Terri Lou Fletcher

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