Kitigan Zibi Anishinabeg

Request for Proposal (RFP)

RFP Project: Feasibility Study for the best type of Economic Development Entity for the community of the Kitigan Zibi Anishinabeg

OVERVIEW

The Kitigan Zibi Anishinabeg is seeking a Consultant to carry out a Feasibility Study on the viability of developing a new Economic Development business structure within KZA traditional Algonquin territory.

COMMUNITY BACKGROUND

Kitigan Zibi Anishinabeg is a First Nation community situated beside the Municipality of Maniwaki Quebec and approximately 130 kilometers north of Ottawa/Gatineau. Kitigan Zibi Anishinabeg community was established in 1853 and is the largest of the eleven Algonquin communities in Canada. Kitigan Zibi Anishinabeg covers 21,019.69 hectares of land with 3,217 registered community members. The community continues to utilize the original Algonquin Anishinabe language along with English and French.

The Kitigan Zibi Anishinabeg governance system consists of one Chief and six Councilors. The Band Council is responsible for the overall implementation of programs/services as well as being responsible to protect the rights of its membership within the traditional Algonquin territory. Kitigan Zibi Anishinabeg means, “Garden River People” in the Algonquin language.

An important point that needs to be considered is the fact that we have never ceded our aboriginal title or rights to any of our lands which basically comprise both sides of the Ottawa River watershed.

As an Indian community we face certain political, legal and economic challenges not confronted by other non-native communities and these factors must be considered, understood and overcome in any economic activities or development.
PROJECT DESCRIPTION

The Kitigan Zibi Anishinabeg (KZA) wishes to carry out a Feasibility Study to determine what type of Economic Development structure would best meet the needs of our community. The viability of developing an Economic Development business structure within Kitigan Zibi’s traditional Algonquin territory is to develop opportunities for our people which is crucial for future growth. Selecting and developing the best type of Economic Development sector will be key for a sustainable way for our community to build our economy while preserving our traditional culture at the same time.

Reasons for Undertaking a Feasibility Study

This feasibility study will assist the KZA leadership in deciding what is the best type of Economic Development structure and that would provide the greatest expected return on investment. The feasibility study will also help the KZA to identify the challenges such as taxation and other risks that could potentially endanger the sustainability of the different types of business entities. The study will also enable our community to estimate the human and technical resources that will be needed to ensure its successful launching. Lastly, the study will help the KZA determine the total amount of capital that will be required to invest in an Economic Development structure. Maintaining an Economic Development business sector in place will not only benefit the community, it will also benefit its members.

Design Requirements

1. Governance Structure:

The plan shall research and present examples of best types of economic development models to assist Kitigan Zibi in selecting what best would serve our community.

Provide examples in at least the three categories of organizational approach:

a) An independent Economic Development Corporation that operates separately and distinctly apart from the political and administrative responsibility of KZA;
b) An economic development department that is inherently separate from the day to day administration of KZA yet continues to be under the responsibility of KZA;
c) An Economic Development Officer (current structure) operating under the KZA Band administration.

The plan shall address the overall structure required for the establishment of each of the above categories. The plan must identify key positions, duties/roles of the board as required, the structure and the reporting process. How will each model benefit the community of Kitigan Zibi Anishinabeg.
2. Taxation Review

The plan must research and address the legal taxation arrangement for each Economic Development model.

3. Assessment of Corporate Resources:

Research, evaluate and assess what Kitigan Zibi Anishinabeg would be required to contribute in both financial and human resources towards each of the three Economic Development models. Also demonstrate the strengths that would attract potential corporate and private partners, weaknesses that may detract from the ability to attract potential corporate or private partners and how these strengths and weaknesses should be leveraged and/or managed in each model.

4. Action Plan:

Steps required to implement the business plan to meet the goals and objectives. Steps to take the business plan to opening for each model.

RFP Mandatory Requirement

Bidders shall provide the following information to submit their application:

- A profile of their firm, outlining their company history or a profile of the consultant(s) biography.

- Contact information, including mailing and email address.

- A complete listing of all key personnel relating to this RFP, including subcontractors, who will be assigned to this project. This will include their relevant experience, qualifications of their roles and responsibilities in this project.

- Project leader must have previous professional experience in carrying out feasibility studies/business plans for clients.

- A project work plan for the feasibility study.

- Price quote and schedule for the work.

- Proposals shall include a list of two references including names, position, telephone numbers and E-mail addresses for which the Bidder has performed similar work. These references might be contacted during the proposal evaluation phase to determine their satisfaction with the work carried out.
Preference will be given to a Kitigan Zibi business/consultant who can demonstrate that they have met all the mandatory requirements and have the professional experience to carry out the work.

**Functional Requirements**

The candidate should demonstrate within the bid proposal that they have met all of the Mandatory Requirements or their proposal will be screened out of the evaluation process.

The candidate should have a thorough knowledge of financial accounting and business management practices to be able to provide the financial projections.

**Demonstrated Expertise**

Outline your experience with comparable projects to this one.

**Confidentiality**

The successful firm and its employees may have access to information confidential to Kitigan Zibi Anishinabeg. This information may include, but is not limited to, terms of the agreement, business methods and systems, contractual terms, pricing, personal information etc. subject to disclosure by law, the successful firm agrees that it and its employees who have access to this information will not either during the term of the agreement or at any time thereafter reveal to any third party confidential information or use in anyway, whether on the successful vendor’s behalf or on behalf of any third party, any such information.

**Project Duration**

The work for this project shall commence in July 2017 and be completed by no later than February 2018.

**Timeframe of Study**

- Contract awarded to the consultant/company (July, 2017).
- Finalized project work plan required within five business days of the awarded contract.
- Mid-point draft report due during the 15th week of the project.
- The contractor will provide 1 electronic copy (PDF and word document) and 10 printed bound copies of the final report by early February.
- Present these findings to Chief and Council in Kitigan Zibi Anshinabeg in February 2018.
Closing date for submissions

All project submissions for this RFP must be received no later than 4:00 p.m (eastern time) on Friday, July 7th, 2017. *Late proposals will not be accepted*

The Kitigan Zibi Anishinabeg Band council shall review all RFP submissions to ensure that all required information is provided. In that we will seek out someone with significant experience to assist us. The Band Council does not commit to necessarily accepting the lowest bid for this project. Preference will be given to a Kitigan Zibi business/consultant who can demonstrate that they have met all the mandatory requirements and have the professional experience to carry out the work.

All candidates may send their RFP submissions via Canada Post to P.O. Box 309 Maniwaki, Quebec, J9E 3C9. In person or by shipping company to 1 Paganakomin Mikan, Maniwaki, Quebec J9E 3B1 or by email to Dylan Whiteduck at dylan.whiteduck@kza.qc.ca and Sandra Commanda at scommanda@kza.qc.ca

All questions concerning this RFP proposal shall be directed to either Dylan Whiteduck or Sandra Commanda.

Dylan Whiteduck
KZA Economic Development Agent
Tel: 819-449-5170 Ext: 2224
Email: dylan.whiteduck@kza.qc.ca

Sandra Commanda, KZA Community Services Director/Comptroller
Tel: 819-449-5170
Email: scommanda@kza.qc.ca
JOB OPPORTUNITY—1st posting

POSITION: Seasonal Bookkeeper

LOCATION: Band Office

WORK SCHEDULE: Monday to Friday. 35 hours a week. The incumbent may be expected to work outside of normal work hours during reporting periods.

TERM: Seasonal 26-30 weeks per year. (6 month probation period)

SALARY: Level 4. Range to be determined as per the KZA Salary Scale

Summary

Under the supervision of the Finance Manager, the Bookkeeper is responsible for providing financial, administrative and clerical services. This includes processing invoices, payments, taxes, wood advances, wood dues, travel advances and claims, payroll, remittances etc. Providing these services in an effective and efficient manner will ensure that Community finances are accurate and up to date and that vendors, suppliers and employees are paid within established time limits. Excellent knowledge of the Finance and Human Resource policies, a general knowledge of the Federal/Provincial payroll regulations and related information for disbursements.

PREAMBLE:

If you are interested in applying for this position and are able to demonstrate that you meet the mandatory basic requirements, please present your: updated resume, proof of education/training/transcripts/copies of diplomas and work attendance record to the attention of Christina Commonda at the Band Office. 1 Paganakomin Mikan, Maniwaki, Quebec J9E 3C9 by June 29, 2017, at 4:00 p.m. (EST)

Contact information:

e-mail: christina.commonda@kza.qc.ca or kzahumanresources@gmail.com

phone: 819-449-5170

fax: 819-449-5673

Preference will be given to Kitigan Zibi Anishinabeg Band members in accordance with the Kitigan Zibi Anishinabeg's Preferential Hiring Policy. The posting is intended to recruit qualified Kitigan Zibi Members.
The Indigenous Learning Centre (ILC)  
2017 Bursary Program

1. ILC BURSARY PROGRAM

The ILC is pleased to be offering nine (9) $1,000 Bursary Scholarships. Bursaries are open to AFOA member & non-member post-secondary students enrolled in the following Academic Programs: Business Administration; Business Management; Accounting; Commerce and/or other Finance related programs.

Deadline for Applications: Friday, July 7, 2017

For more information and to download the application, please visit the Indigenous Learning Centre at www.afoa.ca - ILC Charity.

Thank you to Worth Allaye-Chan Investment Council - Raymond James for generously supporting the Indigenous Learning Centre Bursary Program.

WORTH ALLAYE-CHAN
INVESTMENT COUNSEL

RAYMOND JAMES®

Application packages can be emailed to pr@afoa.ca or faxed to 613-722-3467, mailed, couriered or submitted in person at the address below:

Indigenous Learning Centre  
c/o AFOA Canada  
1066 Somerset Street West-Suite 301,  
Ottawa, ON K1Y 4T3
ASP CONSTRUCTION SAFETY COURSE

June 14, 2017

TO: All KZA Band members:

The Kitigan Zibi Anishinabeg is organizing an ASP Construction Safety Course to be given in the community over a period of two weekends (Saturday and Sunday), starting the weekend of July 8 & 9 2017. There are 15 seats available for this course.

The course duration is approximately 30 hours long and is geared to all personnel entering a construction site in Quebec: truck drivers, carpenters, labourers, plumbers, masonry workers, plasterers, painters, etc.

The course can accommodate a maximum of 15 participants. The seats will be offered on a first come-first served basis. Please note that if you have already taken the course in the past, your card is good for a lifetime.

Those interested in taking this course are asked to call and leave your name and phone number with Robin Cayer at the KZA Band Office at 449-5170 ext 2241.

Don't miss the boat—register now....  AND OBTAIN YOUR ASP CONSTRUCTION SAFETY CARD !!!!!
INDIGENOUS PITCH COMPETITION

60 seconds to showcase your latest business idea for a chance to win cash prizes

Win $5000, $2500, or $1000

Judges

Kathryn McDade
(Senior Assistant Deputy Minister, Employment and Social Development Canada)

Catherine Scott
(Director General, Employment and Social Development Canada)

Diana Jedig
(Executive Director of Ontario Association of Community Futures Development Corporations Inc.)

Nancy Neamtan
(Strategic Advisor, Chantier de l'économie sociale)

For more information email Sunshine Tenasco at powwowpitch@gmail.com
KZA Band Office
Summer Hours

Please be advised that summer hours for Kitigan Zibi Anishinabeg Band Office begin as of Friday, June 9, 2017 until Friday, September 8 2017.

Office hours are from:
Monday - Thursday 8am until 4pm
Friday – 8am until 12pm
Pindigen Park Opening

On Tuesday June 20, 2017 at 10:00am the National Capital Commission will be holding an opening ceremony for a new Anishinabe focused park called "Pindigen Park". We will arrive at the park by 9:30am.

The Cultural Centre is asking if Elders or community members who would like to attend need a ride to this event. We will be taking a small bus down to the city so to secure your place please call the Cultural Centre at (819) 441 - 1655 and leave your name with Angel Odjick or Vanessa Cake.

Migwech

Deadline to put your name down to secure a spot is June 19, 2017 by noon.
SHAPE YOUR FUTURE

The context of Indigenous policy and administration continues to evolve: major Supreme Court decisions; challenges to self-government and nation-building; foundational shifts in federal, provincial and territorial policies and laws; and a young, educated and growing Indigenous population.

Such developments increase the need for innovators who can work in this complex environment with a level of cultural competency and an understanding of Indigenous history, law, economics and politics that go beyond a simple awareness of Aboriginal issues.

And they increase the need for leaders in policy and administration who can bridge traditional Indigenous worldviews with others, including those embedded in the governance practices found in general Canadian and international settings.

Carleton’s School of Public Policy and Administration seeks to prepare such innovators and leaders by offering the Graduate Diploma in Indigenous Policy and Administration (IPA), as well as IPA electives for students in the Master of Public Policy and Administration (MPPA).

THE GRADUATE DIPLOMA IN INDIGENOUS POLICY AND ADMINISTRATION

The Graduate Diploma in IPA comprises six courses that are delivered through an intensive on-campus Summer Institute and online, making it available to a wide range of students. These students might include people who are now working in or with Indigenous organizations and governments, or preparing to do so. Or they might include Carleton students already enrolled in other graduate programs, and who want to develop a background in Indigenous policy and administration.

Students who complete the Graduate Diploma and who are later admitted to the MPPA can subsequently apply most of their IPA courses toward the MA degree.

CAPITAL ADVANTAGE

The National Capital Region is the natural place for the Graduate Diploma in IPA. Ottawa has a significant and growing First Nations, Métis and Inuit population. Many national and regional Indigenous organizations are located here. Carleton University offers a variety of services for Indigenous students. And the School of Public Policy and Administration has an increasing number of active research collaborations with Indigenous communities, governments and organizations located in the Ottawa-Gatineau area and elsewhere in Canada.
ADMISSION REQUIREMENTS

Applicants to the Graduate Diploma in IPA must have a four-year bachelor's degree (or equivalent) with an average of B+ or better. The School also considers mid-career applicants who do not satisfy this degree requirement but who have demonstrated relevant professional excellence over five years or more. More information can be found in the Graduate Calendar at: calendar.carleton.ca/grad.

REQUIRED DOCUMENTS

You need to provide the following documents to apply to the Graduate Diploma in IPA:

- Two letters of reference
- A CV/résumé
- A Statement of Intent explaining how the Diploma in IPA will build on your academic and professional experience and enable you to realize your goals and interests in the future
- A writing sample
- A copy of transcripts from all post-secondary institutions you have attended
- If applicable, a copy of your English-language test score

Official documents (transcripts, test scores) will be required if you are accepted into our program.

Prepare for working in or with First Nation, Métis and Inuit governments and organizations.

- Develop and use the knowledge needed for meeting major challenges of nation-building and governance in select Indigenous settings.
- Acquire and apply new skills in financial management, organizational design, applied research and program evaluation, leadership and community development.
- Analyze the existing empirically-grounded understandings — and refine your own understanding — of the colonial, neo-colonial and democratic aspects of historical and contemporary policy and administration, as well as the constructive potentials that exist in present-day circumstances.
- Explore and explain the challenges posed by the epistemological and cosmological differences that exist across the varied traditions of Indigenous nations and peoples and modern globalized industrial societies.
- Become more aware of and able to assess your own worldviews and attitudes towards different cultures, and learn of and apply various approaches to defining and analyzing sources of bias in Canadian academia, law, policy, politics and society.
- Assess the potential benefits, costs, and ethical considerations of various approaches to community and economic development in Indigenous territories, and in both urban and rural settings.

APPLICATION

Please visit the School's IPA website for course descriptions and more details about the design and development of the Graduate Diploma in Indigenous Policy and Administration: carleton.ca/sppa/ipa

Details about how to apply are available at: graduate.carleton.ca/apply-online

You can access an online application at: graduate.carleton.ca/applynow

All applicants must submit their completed application by the program deadline (check carleton.ca/sppa/ipa for deadline information).

LANGUAGE REQUIREMENTS

For admission into Carleton's graduate programs, you will need to demonstrate that your knowledge and use of English are strong enough for graduate studies at an English-language university.

For a listing of our minimum English-language requirements, please visit: calendar.carleton.ca/grad/gradprograms/publicadministration

FINANCIAL ASSISTANCE

Bursaries may be available for Diploma students. Please contact the IPA Supervisor for details.

@CUGradStudies
@CarletonSPPA
youtube.com/CarletonSPPA
youtube.com/GradsAtCarleton
Like us on facebook.com/ipa.carleton

This document is available in a variety of accessible formats upon request. A request can be made on the Carleton University website at: carleton.ca/accessibility/request.
**Summer hours have started**

As of June 9th, 2017 our summer hours have begun and the office/clinic hours will be closed at noon on Fridays.

**Work hours will be:**

Monday, Tuesday, Wednesday and Thursday 8a.m to 4p.m

*Friday 8a.m to 12p.m (noon)*

The summer hours will be in effect up to

*September 8th, 2017*

We hope you have a fun and safe summer!

-KZHSS Staff
4 KZHSS MEDICAL VEHICLES
UP FOR BIDS

*ONLY REGISTERED KITIGAN ZIBI MEMBERS CAN SUBMIT A BID*

Bids will be accepted for the following 4 vehicles

<table>
<thead>
<tr>
<th>Type of Vehicle</th>
<th>Year</th>
<th>Mileage</th>
<th>Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dodge Caravan</td>
<td>2010</td>
<td>460,588</td>
<td>White</td>
</tr>
<tr>
<td>Dodge Caravan</td>
<td>2010</td>
<td>414,435</td>
<td>Grey</td>
</tr>
<tr>
<td>Hyundai Sonata</td>
<td>2009</td>
<td>527,503</td>
<td>White</td>
</tr>
<tr>
<td>Ford Transit</td>
<td>2012</td>
<td>224,902</td>
<td>White</td>
</tr>
</tbody>
</table>

MINIMUM BID FOR EACH VEHICLE IS $500.00
ALL VEHICLES WILL BE SOLD "AS IS"

Deadline for bids is **Tuesday, June 20th, 2017 at 11:00am**. The bids will be opened and viewed at 1:30 pm of the same day at the KZHSS in the conference room. All bids are to be delivered to the front desk at the Health Center in a closed envelope marked Bid(s).

All vehicles will be available to ‘check out’ at the KZHSS as of Tuesday June 13, 2017.

All vehicles will be paid in one installment, cash only. The winning bid has up to 10 working days to pay and pick up the vehicle, otherwise the next winning bid will have the opportunity to purchase that particular vehicle.

Should you require any additional information do not hesitate to contact

Candice Mitchell at (819) 449-5593.
Help Your Child Grow Up Healthy and Strong

Healthy Lifestyles: A Family Affair!

Give your children building blocks for a healthy lifestyle by teaching them the importance of good nutrition and regular physical activity. Eating well and being physically active every day are keys to your child’s health and well-being. Eating too many high calorie foods and getting too little physical activity can lead to excessive weight gain and physical health problems, such as type 2 diabetes and high blood pressure, now being diagnosed in children. Obesity also is associated with an increased risk of other health problems such as depression.

You play an important role in helping your child, and the entire family, learn about healthy eating and regular physical activity. Parents have the power to set examples. Make healthy eating and daily physical activity fun, to help children learn good habits to last a lifetime.

Healthy Choices Start With You!

• Help your children develop healthy eating habits at an early age. Nutritious food is something to enjoy. It helps children grow strong and gives them energy.

• Set an example for active living by moving with your kids. Your kids pay attention to you, they really do!

• Teach your children that good health depends on the right balance between what they eat and how much they move.

It's never too late! Small steps make a big difference.

Body Mass Index: A Useful Tool

Body Mass Index, or BMI, is used to assess overweight and risk for overweight. Children's body fatness changes over the years as they grow, and boys and girls differ as they mature, so it is important to use a BMI measure specifically designed for children. Many schools have begun routine BMI measurement for students as one tool to help identify those at risk of obesity. If you are concerned about your child's weight, ask your pediatrician or school clinic about the BMI for children. For more information on BMI for children, see www.cdc.gov/nccDPHP/dnpa/bmi.
Keys to a Healthy Diet

The keys to healthy eating are variety, balance and moderation. Be sure your family eats a variety of foods, including plenty of vegetables, fruits and whole grain products. Also include low-fat and non-fat dairy products, lean meats, poultry, fish and legumes (lentils and beans). Drink water to quench your thirst, and go easy on the salt, sugar and saturated fat.

Good nutrition should be part of an overall healthy lifestyle that also includes regular physical activity. To maintain weight, both kids and adults must balance the calories they eat with the calories they burn through physical activity. If you eat more calories than you use up in physical activity, you gain weight. If you eat fewer calories than you use up, you lose weight. Make a commitment to helping your family eat sensibly and move more often.

Here are some tips for healthy eating to help you get started.

• Try to keep track of your children's meal/snack and physical activity patterns so you can help them balance the amount and types of food they eat with the amount of physical activity they perform.

• Encourage your family to eat at least 5 servings of brightly colored vegetables and fruits a day. You can start the day with 100% fruit or vegetable juice. Slice fruit on top of cereal. Serve salad with lunch and an apple as an afternoon snack. Include vegetables with dinner.

• Leave the candy, soft drinks, chips and cookies at the store. Substitute them with fruits, vegetables, nuts, and low-fat or non-fat milk products. Your child will soon learn to make smart food choices outside your home as well.

• Serve children child-sized portions, and let your child ask for more if still hungry. Don't force children to clean their plates. Try measuring food items to learn to estimate the amount of food on a plate.

• Choose a variety of foods. No single food or food group supplies all the nutrients in the amounts that you need for good health. If you plan for pizza one night, balance your meal with salad, low-fat or non-fat milk and fruit.
Get Moving!

Physical activity is good for children and adults. It strengthens muscles, bones and joints, and it gives children the opportunity to gain confidence while having fun. Children need at least 60 minutes of physical activity every day. Playing hopscotch, tossing a ball back and forth, and dancing are some good ways for your child to be active. Some children are good athletes, but all need many opportunities to be active, including but not limited to sports.

• Be a physically active role model and have fun with your kids. Adults need at least 30 minutes of daily physical activity.

• Walk with your child at every available opportunity — if possible to school or to the store on errands. Take a family walk after dinner instead of watching TV or playing computer games.

• Plan active weekends. Include biking, hiking, skating, walking or playing ball. Take a trip to the park, skating rink, zoo, or swimming pool.

• Offer to join your child in his/her favorite physical activity, or enroll your child in a group exercise program.

• Include children in active chores such as dog walking, house cleaning, car washing, and yard work.

• Limit inactive behavior such as television watching and computer time. Do physical activity with your kids during commercials, such as marching in place or stretching. This helps reinforce the importance of movement in your child's life.

• Avoid using TV as a child sitter or pacifier. Offer active alternatives to screen time — jumping rope, playing hide-and-seek or running an errand. Children love when you are active with them and involve them in what you do.

• Keep TV's out of children's rooms.

• Give your children gifts that encourage physical activity — active games, sporting equipment, or a Frisbee.

• Take the President's Challenge as a family. You can track your individual physical activities together and earn awards for active lifestyles at www.presidentschallenge.org.

• Talk with your schools about ways to incorporate non-competitive physical activity during the day.

http://www.webmd.com/parenting/child-healthy-strong#6
Here are nine child-rearing tips that can help you feel more fulfilled as a parent.

Step 1 Boosting Your Child’s Self-Esteem

Kids start developing their sense of self as babies when they see themselves through their parents’ eyes. Your tone of voice, your body language, and your every expression are absorbed by your kids. Your words and actions as a parent affect their developing self-esteem more than anything else.

- Praising accomplishments, however small, will make them feel proud; letting kids do things independently will make them feel capable and strong. By contrast, belittling comments or comparing a child unfavorably with another will make kids feel worthless.
- Avoid making loaded statements or using words as weapons. Comments like "What a stupid thing to do!" or "You act more like a baby than your little brother!" cause damage just as physical blows do.
- Choose your words carefully and be compassionate. Let your kids know that everyone makes mistakes and that you still love them, even when you don’t love their behavior.

Step 2 Catch Kids Being Good

Have you ever stopped to think about how many times you react negatively to your kids in a given day? You may find yourself criticizing far more often than complimenting. How would you feel about a boss who treated you with that much negative guidance, even if it was well intentioned?

The more effective approach is to catch kids doing something right: "You made your bed without being asked — that’s terrific!" or "I was watching you play with your sister and you were very patient." These statements will do more to encourage good behavior over the long run than repeated scoldings.

Make a point of finding something to praise every day. Be generous with rewards — your love, hugs, and compliments can work wonders and are often reward enough. Soon you will find you are "growing" more of the behavior you would like to see.

Step 3 Set Limits and Be Consistent With Your Discipline

Discipline is necessary in every household. The goal of discipline is to help kids choose acceptable behaviors and learn self-control. They may test the limits you establish for them, but they need those limits to grow into responsible adults.

Establishing house rules helps kids understand your expectations and develop self-control. Some rules might include: no TV until homework is done, and no hitting, name-calling, or hurtful teasing allowed. You might want to have a system in place: one warning, followed by consequences such as a "time out" or loss of privileges. A common mistake parents make is failure to follow through with the consequences. You can’t discipline kids for talking back one day and ignore it the next. Being consistent teaches what you expect.
Step 4 Make Time for Your Kids

It's often difficult for parents and kids to get together for a family meal, let alone spend quality time together. But there is probably nothing kids would like more. Get up 10 minutes earlier in the morning so you can eat breakfast with your child or leave the dishes in the sink and take a walk after dinner. Kids who aren't getting the attention they want from their parents often act out or misbehave because they're sure to be noticed that way.

Many parents find it rewarding to schedule together time with their kids. Create a "special night" each week to be together and let your kids help decide how to spend the time. Look for other ways to connect — put a note or something special in your kid's lunchbox.

Don't feel guilty if you're a working parent. It is the many little things you do — making popcorn, playing cards, window shopping — that kids will remember.
Step 5 Be a Good Role Model

Young kids learn a lot about how to act by watching their parents. The younger they are, the more cues they take from you. Before you lash out or blow your top in front of your child, think about this: Is that how you want your child to behave when angry? Be aware that you're constantly being watched by your kids. Studies have shown that children who hit usually have a role model for aggression at home.

Model the traits you wish to see in your kids: respect, friendliness, honesty, kindness, tolerance. Exhibit unselfish behavior. Do things for other people without expecting a reward. Express thanks and offer compliments. Above all, treat your kids the way you expect other people to treat you.

Step 6 Make Communication a Priority

You can't expect kids to do everything simply because you, as a parent, "say so." They want and deserve explanations as much as adults do. If we don't take time to explain, kids will begin to wonder about our values and motives and whether they have any basis. Parents who reason with their kids allow them to understand and learn in a nonjudgmental way.

Make your expectations clear. If there is a problem, describe it, express your feelings, and invite your child to work on a solution with you. Be sure to include consequences. Make suggestions and offer choices. Be open to your child's suggestions as well. Negotiate. Kids who participate in decisions are more motivated to carry them out.
Step 7 Be Flexible and Willing to Adjust Your Parenting Style

If you often feel "let down" by your child's behavior, perhaps you have unrealistic expectations. Parents who think in "shoulds" (for example, "My kid should be potty-trained by now") might find it helpful to read up on the matter or to talk to other parents or child development specialists.

Kids' environments have an effect on their behavior, so you might be able to change that behavior by changing the environment. If you find yourself constantly saying "no" to your 2-year-old, look for ways to alter your surroundings so that fewer things are off-limits. This will cause less frustration for both of you.

As your child changes, you'll gradually have to change your parenting style. Chances are, what works with your child now won't work as well in a year or two.

Step 8 Show That Your Love Is Unconditional

As a parent, you're responsible for correcting and guiding your kids. But how you express your corrective guidance makes all the difference in how a child receives it.

When you have to confront your child, avoid blaming, criticizing, or fault-finding, which undermine self-esteem and can lead to resentment. Instead, strive to nurture and encourage, even when disciplining your kids. Make sure they know that although you want and expect better next time, your love is there no matter what.

Step 9 Know Your Own Needs and Limitations as a Parent

Face it — you are an imperfect parent. You have strengths and weaknesses as a family leader. Recognize your abilities — "I am loving and dedicated." Vow to work on your weaknesses — "I need to be more consistent with discipline." Try to have realistic expectations for yourself, your spouse, and your kids. You don't have to have all the answers — be forgiving of yourself.

And try to make parenting a manageable job. Focus on the areas that need the most attention rather than trying to address everything all at once. Admit it when you're burned out. Take time out from parenting to do things that will make you happy as a person (or as a couple).

Focusing on your needs does not make you selfish. It simply means you care about your own well-being, which is another important value to model for your children.

http://kidshealth.org/en/parents/nine-steps.html#
Kwey my fellow community members,

I would like to introduce myself, my name is Cyrianne Twenish but most of you may know me as “CiCi”. I am the daughter of Wendy Jerome and John Twenish. I have recently been hired as the new KZHSS Receptionist (summer) position. I am happy to be able to serve our community for the next 6 months and look forward to meeting and greeting each and every one of you.

Kichi Miigwech,
Cyrianne Twenish
June 13, 2017

KZA is looking at training a group of people/volunteers (18 yrs+) to conduct initial searches when needed. If you are interested in being part of our team and wondering what might be involved in being a Search and Rescue Volunteer. Then come find out, we invite you to an information session offered jointly by the Kitigan Zibi Emergency Preparedness Program and Sauvetage Benevole Outaouais – Ottawa Volunteer Search and Rescue (SBO-OVSAR). We will talk about all aspects of search and rescue (operations, training requirements and equipment); answer your questions; and give you a tour of the SBO-OVSAR command post. Formal training (date to be determined) will be offered following this info session.

If you should require further information please, do not hesitate to contact me at 819-449-5593 ext.222 or by e.mail at celine.brazeau@kza.qc.ca

Celine Brazeau Ottawa - EPP Coordinator

When: June 28, 2017

Time: 7:00 p.m.

Where: Health Centre
KZ’s Sports and Leisure activities

All of the Kitigan Zibi community sports and Leisure activities will be posted on a weekly basis. If you are interested in participating in any of these activities, please come to the set time and location. All the proper sports equipment will be provided!

Monday, June 19th 2017
- Walking Group from 4PM to 5 PM at the Walking Path
- Volleyball from 6PM to 8 PM in back of the Youth Center

Wednesday, June 21st 2017
- National Aboriginal Day
- Community Walk from 1PM to 4PM. Starting from the Youth Center to the Walking path and back to the Youth Center. Barbeque will be served after the walk.

Thursday, June 22nd 2017
- Adult Softball from 6PM to 8PM at the Ball field.

*Please note that Kid’s Tee-Ball, Teen’s Softball and KZ’s Walking Group will resume the following Wednesday (June 28th 2017)

If you have any questions or concern, please contact Josh Dumont at the Health Center. (819)449-5593

This is a drug an alcohol free activity.
Ode Widokazowin PRESENTS

FATHER'S DAY

SOFTBALL GAME

Door Prizes

EQUIPMENT WILL BE PROVIDED

Friday

June 16, 2017

-B.B.Q 12-1 PM   -Game 1-3PM

* ALL AGES, COME WITH YOUR DAD OR YOUR FATHER FIGURE

Youth Centre Baseball Field

PHONE 819-449-2323 Dan, Kane OR 819-449-5593 Josh
THE ALGONQUIN GROUP

Invites you to the

ANNUAL ROUNDUP

At Wanaki Beach, Kitigan Zibi (Maniwaki, Quebec)

June 30, July 1 and 2, 2017

Friday June 30, 2017 – Set up camp all day. Canteen opens at 4:00pm. Opening meeting is at 8:00pm.

Saturday July 1, 2017 – Canteen opens 8:00am. Traditional Feast at 5:00pm followed by a meeting and cake. Then spend the evening dancing under the stars to the sounds of local entertainment.

Sunday July 2, 2017 – Canteen opens 8:00am enjoy the beach or join in a jam session. Relax and enjoy.

All meeting times will be posted at the bandstand.

For more information contact Billy at 819-441-3286, Kate at 819-449-2393 or Pat at 819-306-1506 or you can email us at aaalgonquingroup@hotmail.com

Free Camping

No Drugs or Alcohol Permitted on Grounds
Summer Student Employment Opportunity
Youth Camp Workers – (2) positions available

Main Duties:

The Youth Camp Workers’ goals will be to create engaging programs in a day camp setting. They will be responsible to supervise and ensure safety of the camp participants. We are looking for individuals who are energetic, enthusiastic, motivated and ENJOY working with children and teens. The Youth Camp workers will prepare and deliver activities for young people which aid in their personal and social development. They will also encourage healthy lifestyle choices and motivate the youth with self-esteem building. The youth workers will engage with young people ages 6 to 17 in a variety of settings, through activities that are enjoyable and fulfilling. The Youth Camp Workers will empower young people and will act as positive role models.

Job Type: Summer Student Employment – 6 weeks

Salary: $11.25 /hour

Job Location:

Maniwaki Woodland School, Maniwaki Native Friendship Center and various locations.

Job Requirements:

- Must be registered as a full-time student in Post Secondary or Adult Ed in the current academic year and intend to return to school on a full-time basis in the next academic year. Please submit proof along with your application.
- Must be willing to work flexible hours including nights
- Must be a team player
- Must be able to adapt under short notice and work well under pressure

We encourage interested summer student applicants to submit their resume to Jamie Comonda at the Maniwaki Native Friendship Centre by Thursday June 22, 2017 at 3:00 p.m. Applications can be submitted by email at jamiec@videotron.ca by fax to 819-892-0894 or in person at the Maniwaki Native Friendship Centre, 19A Principale Nord, Maniwaki, Quebec. For more information please contact Jamie Comonda at 819-892-0892. Preference will be given to Urban Aboriginal Full Time Students.
MANIWAKI
NATIONAL ABORIGINAL DAY
JOURNÉE NATIONALE DES AUTOCHTONES
JUNE 21 JUIN

ACTIVITIES
ACTIVITÉS

• Algonquin Village
  – Parc Draveur.
  12:00 – 4:00

• Opening Ceremony
  Cérémonie d'ouverture
  12:00

• Solidarity Walk
  Marche de la Solidarité
  1:00

• Atelier de
  sensibilisation culturelle
  (Français)
  Chateau Logue
  6:00 – 9:00

MINO PIJAN
EVERYONE WELCOME
BIENVENUE À TOUS
NOTICE OF MEETING

The Maniwaki native Friendship Centre would like to inform its members that we will be hosting our first annual General Assembly that will be held:

Date: Thursday, June 29th, 2017.
Time: 6:00 p.m.
Place: 19 A Principal Nord
       Maniwaki, Quebec
       J9E 2B1

To become a member, you may complete an application form upon registration at the meeting.

Refreshments will be available.

Please accept this as a reminder that the center belongs to you and your participation is important. Your presence would be greatly appreciated.

Migwetch
Charlotte Commonda
Executive Director

AVIS DE CONVOCATION

Le centre d’amitié autochtone de Maniwaki desire aviser ses membres de la tenue de sa première Assemblée Générale Annuelle:

Date: Jeudi 29 juin 2017
Heure: 6:00 p.m.
Endroit: 19 A Principal Nord
         Maniwaki, Quebec
         J9E 2B1

Pour devenir membre, vous pouvez remplir un formulaire de demande lors de l’inscription à la réunion.

Des rafraîchissements seront disponibles.

S’il vous plaît accepter cela comme un rappel que le centre appartient à vous votre participation est importante. Votre présence serait grandement appréciée.

Migwetch
Charlotte Commonda
Executive Director
1st ANNUAL GENERAL ASSEMBLY

MANIWAKI NATIVE FRIENDSHIP CENTER
19A Principal Nord (upstairs)

Thursday, June 29th, 2017

PROPOSED AGENDA

6:00 OPENING OF GENERAL ASSEMBLY
1: Opening remarks
2: Opening prayer
3: Drum opening
4: Introduction of participants
5: Reading and adoption of the agenda

6:45 FINANCIAL STATEMENTS:

7:00 ANNUAL REPORTS:
8: Board of Directors report 206-2017

7:30 THE MANIWAKI NATIVE FRIENDSHIP CENTER INC.
10: Review of General BY-Laws
11: Role and Responsibilities as a Board Member.

8:00 THE BOARD OF DIRECTORS ELECTIONS
12: Nominate of the election committee.
13: Nomination for the Board of Directors.
14: Elections

8:30 VARIA
A)
B)
C)

8:45 CLOSING OF THE ANNUAL GENERAL ASSEMBLY.
Players Wanted

MANIWAKI MUSTANGS
2017-2018 Ncphl Junior League Details

40 Games + Play-offs: 12 Home games/12 Away games, 24 Showcase Games

5 Showcases: Saturdays & Sundays, Division cross-over play will happen during showcases

October 21-22
Syracuse, New York

November
Ottawa/Almonte

December 2-3
Lockport, New York

January
Ottawa/Almonte

February 10-11
Rochester, New York

Ncp Canada Division
Almonte Jr Sharpshooters
Adirondack Thunder
Maniwaki Mustangs
Toronto Stealth
Eoha
Last Team TBA

Ncp U.S.A. Division
NBH Fighting Spirit
Belmont Bruins
Lockport Lightning
Pittsburgh Kings
Rochester
Erie Eagles

The team is looking for host families to keep the First Nation players for the hockey season.

For more info Please contact Éric Gauthier at 819-449-8862, or at eric.gauthier@laturquoise.ca