December 8, 2010

Att: All KZA Community Members

The KZA Band Council wishes to remind all community members that the cutting of trees, brush etc... on a privately held CP lot is not permitted without the owner’s permission. Please note that this includes cutting of access roads or trails as well as any other type of intervention.

Please respect the right of the lot owners by checking with and getting their approval before undertaking any type of cutting or intervention.

The Band Council wishes to thank all community members for respecting the right of lot owners.

Kitigan Zibi Anishinabeg Band Council
NOTICE

December 8, 2010

Dear Band Members,

Please be advised that when shopping at Canadian Tires you must bring your own bags and they advised us that they have no more store bags for sale they sold out.

Christmas shopping can be quite overwhelming alone so avoid additional stress and bring your own bags. Happy shopping!

Yours truly,

Jean Guy Whiteduck
Community Services Director

JGW/jd
COMMUNITY UPDATE
Water & Sewer Project 2010

TO: ALL COMMUNITY MEMBERS

December 8, 2010

The following is to provide all community members with an update of the situation in regards to the progress of the Water & Sewer Construction Project 2010.

The following is the list of work that has been completed to-date:

- Water tower
- Road work, ditching, culverts and pavement on Paganakomin Mikan and Kikinamage Mikan
- Water & Sewer piping underneath the roads and into the homes
- Access road to the wells

The following is the list of work that remains to be completed this Winter:

- The completion of the (3) service buildings (water tower site, wells site and lagoons site)
- Installation of Pressure Reducing Valves in the homes and community buildings
- Completion of the Sewage Treatment lagoons
- Installation of all the mechanical/electrical equipment in the service buildings, sewage pumping stations & lagoons
- Filling up and disinfecting the aqueduct system
- Hookup of the homes to the aqueduct system (water system) January & February 2011

The following is the list of work that has been postponed or is scheduled for next Spring or early Summer 2011:

- Repair of deficiencies in the homeowner’s driveways and lawns
- Final landscaping for private homes, community buildings and service sites
- Startup of the sewage treatment lagoons and hookup of the homes to the sewer system
- Decommissioning of wells and septic tanks once the homes are connected to the sewer system

I would like to take this opportunity to thank everyone for their patience and comprehension over the last 6 months in regards to this project.

Should you require any additional information regarding this notice, feel free to contact either myself or Mr. Jean Guy Whiteduck, Community Services Director at the number indicated above.

In peace and friendship,

[signature]

Marcel Brascoupe
Acting/Assistant Community Services Director
FROM THE 2010 KZ CRAFT FAIR

MEGWECH—THANK YOU—MERCI BEAUCOUP!

A CHI MEGWECH TO THE FOLLOWING BUSINESS/SERVICE SECTORS THAT DONATED GIFTS TO THE CHINESE AUCTION:

- KITIGAN ZIBI EDUCATION SECTOR
- WANAKI CENTER
- KZ FRESHMART
- KZ HEALTH & SOCIAL SERVICES SECTOR
- THE KZ ARTISANS & VENDORS

Special Thanks to All the Volunteers & the Elves: Clint Commando, Richard Meness, Duran Tolley, Jamie Carle, Theresa Mitchell, and to all of you who participated and/or attended the 2010 KZ Craft Fair.

THE FOLLOWING WERE LUCKY WINNERS AT CHINESE AUCTION:

Lise Jacko  Dan Whiteduck  Kate Webster  Preston Tolley  Ruth Jacko  Jacinthe Lariviere
Shirley Budge  Melody Meness  RaeAnna White  Cassidy Twenish  Bridget Tolley  Rainy Meness
Brianna Decontie  Helen Fournier  June Tolley  Paul Beaudoin  Pauline Pelletier  Sandra Hart
Patricia Brazeau  Rita Cheezo  Therese L’Heroux  Zack Cayer  Norma Decontie  Autumn Odjick
Joanne Meness  Theresa Mitchell  Alyssa Cote  Shelley Diabo  Deloris Meness  Louise Buckshot
Katrina Whiteduck  Peter Cooko  Dean Ottawa  Amanda Decontie  Misty Whiteduck
FINAL NOTICE

Training Opportunity – CHAINSAW COURSE

Natural Resource and Wildlife Department in association with REXFORET is offering a 12 week course for chainsaw training. The course will consist a theory portion and in-field practical.

Training is anticipated to start January 5, 2011 for duration of 12 weeks.

Salary: Foreman - $ 701/week and Chainsaw Trainees - $ 11.68/hour plus equipment

There will only be 1 Foreman and 8 trainees hired for this course.
Interviews will be done December 13-14, 2010.

Training will be occurring in both the field and classroom.

Topics that will be covered in the course mechanics of chainsaw, sharpening, tools, discussing work plans, notches, precision felling, delimbing, bucking and placement of logs. Trainees will be assessed each week, by quality and quantity.

Following are some basic rules and regulations:

- Participants are to be on time and in good physical shape every day
- Participants must bring all necessary safety equipment and tools to the site everyday
- Participants must be willing to listen and learn

Participants must comply with the rules and regulations at all times and show a real interest in this course, it is not to be taken lightly as this is a preliminary for future possible employment opportunities and training. Those who do not meet the minimum requirements will not be kept in the team.

If you are interested in this training opportunity, please provide the completed application which is attached and forward it to Linda Dwyer-Commando at the Natural Resource Building (next to CKWE) or drop off at the Band Office before December 10, 2010.

If you have any questions please call (819) 441-2323 ext. 21.
CHAINSAW COURSE 2011
APPLICATION FORM

Deadline to apply: December 10, 2010 @ 12:00 p.m.

Name: ____________________________________________

Date of Birth: ________ / ________ / ________
   Dd          Mm          Yy

Telephone number/s: (h): _________________ (cell): _________________

1. Please indicate which position you are applying for:
   ________ Foreman (salary)
   ________ Chainsaw Trainee (hourly)

2. Do you have a valid driver’s license    Yes ________ No ________

3. If you are applying for foremen, please describe previous experience. If
   you are applying for chainsaw trainee, please explain why you would like
   to take this course.
FINAL NOTICE

Training Opportunity – Technical Training in Forestry

Natural Resource and Wildlife Department in association with REXFORET is offering a 5 week course for technical training in forestry. This training will allow participants to acquire basic technical knowledge in the forestry field in order to fulfill potential future needs of our community. This course would be interesting to those community members who are interested in the technical side of forestry such as forest inventory, tree marking, or to determine if Forest Technician or Forest Engineer is a possible career for you.

Training is anticipated to start January 10, 2011 for duration of 5 weeks.

Salary: $15/hr @ 32 hour week

There will only be 6 trainees for this course. Interviews will be done December 13-14, 2010.

Training will be occurring in both the field and classroom.

Topics that will be covered in the course are botany, mapping, aerial photos, technical instruments, GPS, forestry work, inventory, occupational health and safety, RNI, wildlife survey techniques and data compilation and analysis.

Following are some basic rules and regulations:
- Participants are to be on time and in good physical shape every day
- Participants must bring all necessary safety equipment and tools to the site everyday
- Participants must be willing to listen and learn

Participants must comply with the rules and regulations at all times and show a real interest in this course, it is not to be taken lightly as this is a preliminary for future possible employment opportunities and training. Those who do not meet the minimum requirements will not be kept in the team.

If you are interested in this training opportunity, please provide the completed application which is attached and forward it to Linda Dwyer-Commando at the Natural Resource Building (next to CKWE) or drop off at the Band Office before December 10, 2010.

If you have any questions please call (819) 441-2323 ext. 21.
Technical Training in Forestry 2011

APPLICATION FORM

Deadline to apply: December 10, 2010 @ 12:00 p.m.

Name: ________________________________

Date of Birth: _______ / _______ / _______
Dd      Mm      Yy

Telephone number/s: (h): _______________ (cell): _______________

1. Do you have a valid driver's license    Yes ______  No ______

Please tell us why you are interested in taking this course.
PICTURE WITH SANTA

WHEN:  Saturday, December 11th
WHERE:  At the KZ School Cafeteria
TIME:  12:00-2:00 p.m.

Santa will be giving each child a small gift! As well as, if a child wants he/she can take their picture with Santa.

There will be a Turkey Lunch for the first 125 parents/children who will attend.

SANTA HOPES TO SEE LOTS OF YOUNG CHILDREN THERE!

*THIS ACTIVITY IS SPONSORED BY ODEKAN HEADSTART PROGRAM FOR CHILDREN SIX YEARS OLD AND UNDER & FOR KITIGAN ZIBI MEMBERS.
Need a reason to explore a career with one of the most innovative transportation companies in North America? We’ll give you 10 ...

1. **Endless Opportunity** - Learn, grow, and explore different career paths
2. **Recognition** - You will be recognized for your hard work and dedication through our awards program
3. **Awards** - We are among Canada’s Top 100 Employers and Alberta’s Top 40 Employers
4. **Safety** - The safety of ourselves, our coworkers, communities, and the environment is our first priority
5. **Education & Training** - We reimburse you for the full cost of approved courses and fees in subjects related to your present job or career objectives
6. **Health & Wellness** - We take your health to heart
7. **Flexibility** - Where possible, we work with you to ensure your schedule works for you through part-time hours, contract work, telecommuting, and more
8. **Forward Thinking** - Our employees are helping us develop tomorrow’s transportation solutions
9. **Benefits** - We take care of our employees beyond your standard benefits
10. **Diversity** - You can be yourself in our diverse and open work environment

For details about a career with Canadian Pacific, or to forward your cover letter and resume:

Toll Free: 1-877-796-0527
Fax: 1-866-780-2188
Email: CanadianPacific@GoToCareers.ca
Web: www.GoToCareers.ca/CanadianPacific
This is an inventory advertisement. Please note that you are registering into an inventory, not applying for a specific position. An inventory is a group of applicants that could be assessed to be considered to staff similar positions. If found qualified following the assessment against the merit criteria, these individuals can be appointed to positions. We will periodically do a random selection to identify which applicants will be assessed in this inventory process. Random selection may be used throughout the inventory process for volume management purposes. Applicants who are found qualified will be considered for positions as they become available.

CANDIDATES MAY APPLY TO BOTH POSITIONS CR-03 AND CR-04.

CENSUS 2011

Processing Clerk

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Vacancies</th>
<th>Classification for more information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Processing Clerk</td>
<td>1100</td>
<td>CR - 03</td>
</tr>
<tr>
<td>Processing Supervisor</td>
<td>100</td>
<td>CR - 04</td>
</tr>
</tbody>
</table>

Department Name: Statistics Canada
Location: Gatineau
Salary: $38,717 to $41,762 (CR-04 Salary Rate 42,897$ to 46,304$)
Closing Date: March 1, 2011 - 23:59, Pacific Time Useful Information
Reference Number: STC10J-011123-000002
Selection Process Number: 10-STC-EA-NCR-843-104

Who Can Apply:

Useful Information

- Persons residing or employed in Ottawa (ON) and within a 135 kilometer radius of Ottawa (ON), within Canadian territory, extending to, amongst others, Kingston (ON), Pembroke (ON), Maniwaki (QC), Rigaud (QC).

The distance between your residence or your employment location and the position location will be determined using data provided by the Natural Resources Canada's Geographical Names of Canada website. For information on how to use this website visit http://www.jobs-emplois.gc.ca/centres/rd-ry-eng.htm.

Citizenship

Useful Information

Preference will be given to Canadian citizens. Please indicate in your application the reason for which you are entitled to work in Canada: Canadian citizenship, permanent resident status or work permit.

Language Proficiency
Useful Information

CR-03:
(1) English essential
(2) French essential
(3) English or French essential
(4) Bilingual Imperative BB_/BB_
(5) Bilingual Imperative BBB/BBB

CR-04:
Bilingual imperative BBB/BBB

Education

Useful Information

- Applicants must demonstrate in their application that they meet the following merit criteria to be retained for further consideration.
  - 2 years of Secondary School.

Experience

CR-03:
Experience in using at least two (2) of Microsoft Office applications within Word, Excel and Outlook.

CR-04:
Experience in using at least two (2) of Microsoft Office applications within Word, Excel and Outlook.

Experience in supervision* of at least one employee.
*Supervision is defined as having the authority to assign work, to assess performance and to take appropriate corrective measures when necessary.

Statement of Merit Criteria

Applicants who meet the above criteria will also be assessed against the Statement of Merit Criteria for this position.

Language Self-assessment Test

An optional self-screening test is provided to assess your writing skills in your second official language. Once you have completed the test, you will be given general feedback on your performance on the second language writing skills test. If you can obtain a moderate or high score on the second language writing skills self-assessment test, then you may be able to obtain a sufficiently high mark on the formal second language writing skills test, which you may have to take as a requirement of the position. If you are unsure of your second language writing skills, you may wish to try this optional self-assessment first before completing the application.

Work Environment

Appointments of successful candidates will be made under the proposed Statistics Canada Census and National Household Survey-Related Term Employment Exclusion Approval Order and

https://psjobs-emploisfp.psc-cfp.gc.ca/psrs-srfs/applicant/page1800?toggleLanguage=en...

29/11/2010
Regulations. As such, you will be subject to the majority of the provisions of the Public Service Employment Act. Your employment will be subject to the following:
• You will not be entitled to participate in internal appointment processes or deployments.
• You will not be eligible for indeterminate status as a result of your employment in the Census program.
• You will be entitled to seven days' notice if you are rejected on probation.
• You will be entitled to seven days' notice when your employment ends, should your services no longer be required by reason of lack of work, the end of the census cycle or the transfer of work to other staff.

Challenge

CR-03:
Under the direction of the Processing Supervisor, works on different activities of the operations and operates different types of equipment for manual or automated operations (e.g., Call Centre Telephone System, cutters, computer terminals, imaging systems); follows stringent sets of procedures and guidelines as Census Help Line operator and also for the handling, preparation or automated processing of questionnaires; inputs, edits and/or checks census data manually or using interactive systems; assures the protection and security of census paper and electronic forms and information collected in confidence over the Census Help Line; performs quality control on a work sample; performs other duties such as completing administrative forms, keeping records and arranging schedules to meet the requirements of special assignments.

CR-04:
Under the supervision of either the Production Lead, Production Manager or Production Assistant, trains and supervises 10 to 20 processing clerks or Census Help Line agents in one of the processing operations to ensure that work flow is effective and efficient and output is accurate and timely; identifies problematic areas within the particular processing operations with respect to procedures, forms, personnel and the overall processing environment, and takes or recommends corrective action; ensures the accurate and timely completion of all activities by monitoring and assigning workloads; provides assistance to production staff on a day-to-day basis, assesses performance and performs quality control checks to produce reports on progress and status of activities; and performs other duties as required.

Additional Requirements / Comments

• Interviews will be conducted between November 2010 and February 2011.

You will be invited by e-mail at least 48 hours prior to the interview.

At the assessment session, please bring a photo identification AND proof of Canadian citizenship such as valid Canadian passport, birth certificate or Citizenship Card.

Candidates who apply for the CR-04 MUST provide two reference letters at the time of the INTERVIEW. These letters must demonstrate how you meet the two personal suitability criteria, which are effective interpersonal relationships and reliability. These references must be verifiable and must come from a current or past employer, a coach or a teacher.

Definition of verifiable: phone number allowing us to contact the reference in order to assess your effective interpersonal relationships and reliability.
Definition of effective interpersonal relationships: gets along well with her/his peers; listens actively to and respects, considers and incorporates the views of others.
Definition of reliability: regular attendance at work; satisfactory job performance; the capacity to perform all tasks and meet standards of performance consistently.
Information to be provided:

Applicants must clearly demonstrate that they meet the essential education and experience qualifications

You must provide the following information when submitting your application:

- Your résumé.
- You must ensure that you select at least one employment type when submitting your application: Employment Tenure

Important Messages

NOTE: The positions are located at 200 Technologie Boulevard, Gatineau, Quebec. This location can be reached by public transportation. Please note that parking is available and it will be allocated on a priority basis.

You will be required to work one of the following schedule:
1: Saturday-Wednesday 6:30-14:30
2: Monday-Friday 6:30-14:30
3: Thursday-Monday 6:30-14:30
4: Monday-Friday 7:15-15:15
5: Saturday-Wednesday 7:30-15:30
6: Monday-Friday 7:30-15:30
7: Thursday-Monday 7:30-15:30
8: Monday-Friday 14:30-22:30
9: Monday-Friday 15:15-23:15
10: Saturday-Wednesday 15:30-23:30
11: Monday-Friday 15:30-23:30
12: Thursday-Monday 15:30-23:30
13: Monday to Friday 7:00 -3:00

Work schedules are subject to change.

The majority of the positions will be staffed Mid-April 2011.

IF YOU HAVE IN HAND VALID PUBLIC SERVICE COMMISSION LANGUAGE RESULTS, PLEASE BRING THEM AT THE TIME OF THE INTERVIEW. IF YOU NEED TO ORDER A COPY OF YOUR RESULTS, PLEASE SUBMIT YOUR REQUEST THROUGH THE LINK PROVIDED BELOW. EXPECT A 5 DAY TURNAROUND TIME.

http://www.psc-cfp.gc.ca/ppc-cpp/tests-reslt-tests/result-eng.htm

YOU MUST PROVIDE A VALID E-MAIL ADDRESS. Candidates will only be contacted by e-mail.

Your résumé must clearly demonstrate how you meet the requirements.

We thank all those who apply. Only those selected for further consideration will be contacted.

Questions regarding travel and relocation.

The Public Service of Canada is committed to building a skilled, diverse workforce reflective of
Canadian society. As a result, it promotes employment equity and encourages candidates to indicate voluntarily on their application if they are a woman, an Aboriginal person, a person with a disability or a member of a visible minority group.

The Public Service of Canada is also committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to a job opportunity or testing, you should advise the Public Service Commission or the departmental official in a timely fashion of the accommodation measures which must be taken to enable you to be assessed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

Apply Online

Date Modified: 2010-11-29
Education for First Nations: A Bill to put an end to Underfunding and Discrimination

Ottawa, December 1, 2010 — It was with renewed hope and great interest that representatives of the Assembly of the First Nations of Quebec and Labrador (AFNQL) and the First Nations Education Council (FNEC) learned of the bill tabled by the Bloc Québécois regarding First Nations education funding. “After years of chronic underfunding of our education systems, despite repeated calls to action to the government, the Canadian Parliament now has an opportunity to stem a significant source of discrimination against First Nations. We welcome the initiative made by the Bloc Québécois and we hope that the other parties will support this bill,” stated AFNQL Chief Ghislain Picard.

The bill introduced by MP Marc Lemay aims to force the federal government into modifying the formula currently used to fund First Nations education. This formula was enacted in 1988 and has not been indexed to the cost of living since 1996. As a result, First Nations schools have not been able to offer teaching and learning conditions that are comparable to those in the provincial education systems. Moreover, this formula has not been revised to take into account new developments and costs in education, such as managing libraries, offering vocational training, providing sports and recreational activities and staying current with technological advances.

Faced with this situation, the Department of Indian and Northern Affairs Canada expressed its commitment on several occasions over the last six years to revise this outdated funding formula, which has yet to be seen. For more than two years, the AFNQL and the FNEC have intensified their political activities and pressure tactics in order to publicly denounce the situation. It is no longer a question of proving that First Nations education is underfunded. The First Nations have participated in several studies and consultations, which all confirmed the lack of funding and the importance of investing in education. Yet the federal government, who exercises the jurisdiction over First Nations education, has always refused to increase the funding based on these studies and consultations that were meant to pave the way for a new funding formula.

“It is extremely unfortunate that people may believe that First Nations schools are asking for more funding than the amount that provincial schools are receiving. In fact, we challenge all provincial schools and ministries of education to accept to be funded by the federal government’s archaic funding formula,” added Raymond Sioui, Assistant Director at FNEC.

“The government has recently announced its signing of the United Nations Declaration on the Rights of Indigenous Peoples. I think that this announcement is meaningful. The government will have the opportunity to immediately demonstrate its endorsement of the Declaration by proceeding with the bill, the objective of which is to simply put an end to the chronic underfunding of First Nations schools and to support students who want to pursue postsecondary studies. To all the political parties, members of the House of Commons and Senators, I say this: education is not a partisan issue, it is a social issue,” concluded Chief Picard.

For more information regarding the underfunding of First Nations education, please visit theFNCE Website at www.cepn-f nec.com.

-30-

Contact:
Éric Cardinal
Communications Consultant
450-635-5159 / Cell: 514-258-2315
eric@cardinalcommunication.com
Christmas Parade

Come and line the street of Makwa Mikan
this SUNDAY, December 12th
at 1:00pm to 3:00pm to watch the Santa Parade!!

Santa’s Route

Santa will begin across the road from the daycare and continue to the Cultural Center where Santa will be set up to hand out gifts to children 10 and under who called in and registered at Kitigan Zibi Health & Social Services.
DIABETES SUPPORT
GROUP BINGO

Diabetics and Seniors 55+

Date: Monday December 13th, 2010

Time: 1:00pm to 4:00pm

Place: Community Hall (downstairs)

Note: Prizes will consist of baskets of vegetables, fruits, and other household items. For K-Z band members only.

For people that need help or a ride to the Community Hall please contact the Health Center at 819-449-5593 and leave your name.

In Health and Friendship
Jane McGregor  C.H.N
HOOP DANCING PRACTICE

The Hall will be open on Monday, December 13 from 6-8 p.m. to any of the Hoop Dancers who wish to come in and practice their moves.

(Parents need to be present with their children who are 12 & under)

Once the gym is available, practice will be held there on a weekly basis. A flyer will be sent out when this is arranged.

**This is not a class, or a drop off activity. I have created this activity for practicing because of lack of space in homes, and the cold weather.**

Natalie Dubé
Date: Friday December 17th, 2010

Time: 7:00a.m.

Place: St. Laurent Centre

*Wild About Walking* is an extremely successful walking program. Walkers wearing their t-shirts are highly visible while the self-paced one-kilometer route is safe, comfortable, and accessible. The individuals must be in good health and mobile enough to walk.

A lunch will be provided for the ones that are interested in attending, but we need to know as soon as possible if you will attend the lunch.

In order to ensure that we have adequate transportation please call to confirm by December 15th if you plan on going on this trip or leave a message on our voice mail at the Health Center.

****We will be leaving the Community Hall at 7a.m.***

In Health & Friendship

Jane McGregor
TEEN

CHRISTMAS DANCE

FRIDAY, DECEMBER 17

7:00 P.M. - 11:00

COMMUNITY HALL

GREAT MUSIC AND PRIZES TO BE WON

$5.00
The Assembly of First Nations issues regular updates on the National Chief’s activities and work underway at the national office. More information can be found on the AFN’s website at www.afn.ca.

The Assembly of First Nations is embarking on a strategic and forward looking agenda. I believe this is our time, a time for Indigenous peoples to come together in recognition and respect to lead the change that is required for our people. I am pleased to provide the following update on recent activities.

**United Nations Declaration on the Rights of Indigenous People**

Canada’s endorsement of the United Nations Declaration on the Rights of Indigenous Peoples on November 12 continues to be a major focus for First Nations in Canada. This will be an important topic of discussion at our upcoming Special Chiefs Assembly to be held December 14-16 (there is more information on the SCA in this Bulletin).

I am pleased to say that the AFN is making a great deal of information and public education tools available on our website. We have a special webpage on the Declaration itself where you can find a series of posters with the actual articles of the Declaration and explanations, as well as a Fact Sheet that you can use when talking about the Declaration to your people and the general public. These can be downloaded right off our website. I encourage you to visit our website and use these materials.

One question that has come up in discussions with First Nations is the issue of whether or not Canada has “signed” the Declaration. To clarify this issue, I want to point out that there are no formal signings of United Nations declarations. UN protocols and conventions require governments to “sign on”, but declarations do not and this may be where the confusion comes from.

In effect, what Canada did on November 12 was to change its original “no” vote to a “yes”. The Canadian Ambassador to the United Nations met with the President of the UN General Assembly to inform the President that Canada was changing its vote. This places Canada in the group of countries voting “yes” to the UN Declaration.

More importantly, what does this mean for First Nations in Canada? Among many other things, it means that Canada is now guided by the articles, principles and intent of the UN Declaration in its day-to-day dealings with First Nations. We fully expect Canada to work with First Nations and other Indigenous peoples to achieve the standards set out in the Declaration, and we will hold Canada to these standards at every opportunity.

I encourage you to visit our website to get more information about the UN Declaration on the Rights of Indigenous Peoples and I look forward to an engaging and informative discussion on this matter at our Special Chiefs Assembly.
National Planning and Dialogue Forum

Several hundred First Nations leaders and technicians from across Canada gathered in Montreal on November 8 – 9 to participate in the Fall 2010 AFN Planning and Dialogue Forum. I would like to thank the Assembly of First Nations of Quebec and Labrador for their strong leadership and effort in making this event a success.

The Forum focused on Nation Building and Re-building: Supporting First Nations Governments' Capacity, and provided an excellent opportunity to advance and support dialogue among our Nations. There were presentations and constructive discussions on key topics like citizenship, treaty implementation, land tenure, developing a strong First Nations public service, fiscal relations, water rights and resource management, advancing economic development and effective public administration and accountability at the community level.

As well, the inaugural fundraising reception for the First Nations Rights Fund, profiling both well-known and up-and-coming local Indigenous performers Florent Volant, Elisapie Isaac, Shuit and Katia Rock, raised more than $10,000 in pledges. In addition, we kicked off an auction of donated items to raise additional funds, including boxing gloves signed by Muhammad Ali and a Willie Nelson guitar! You can check our website for more information and to place a bid. The auction will wrap-up at the Special Chiefs Assembly.

I am very encouraged by the ideas and approaches that were discussed at the Forum and I believe First Nations are leading the way to build stronger governments and healthy communities. We have the solutions and we will work together to achieve success. There are more than 200 First Nations working to advance self-government with fully established government and accountability mechanisms. We need to continue sharing our experiences and ideas in order to build a better future for our youth. AFN will continue this dialogue over the coming months. We are issuing an engagement and input paper that focuses on practical measures to support capacity, and will be speaking directly with First Nations leadership and citizens on specific issues. We hope to have a focused consideration of a framework to support First Nations governments for the 2011 Annual General Assembly in Moncton, New Brunswick.

AFN Special Chiefs Assembly December 14-16, 2010
Building on Our Successes: Moving from Endorsement to Action

The Assembly of First Nations will be holding its annual Special Chiefs Assembly at the Hilton Lac Leamy in Gatineau, Quebec from December 14-16, 2010. There is a detailed agenda and more information on our website at www.afn.ca.

On the day before the Assembly, December 13, there will be mandated Chiefs committee meetings and special dialogue sessions on a variety of topics including health, education, Indian residential schools, housing, Indigenous languages and comprehensive claims.

This is an important time for our people with the endorsement of the UN Declaration by Canada and our work to move out from under the Indian Act. We are pressing to transform our relationship with the Canadian government as we advance our own solutions and build and strengthen First Nation governments. This is a time of change and opportunity and I hope you will join us for this gathering of ideas as we plan our strategy for the coming year.

Getting Informed, Staying Informed about the AFN

I want to close by reminding you that there are a number of ways to get information about important issues and the AFN's activities. In addition to Bulletins like this one and our website, the AFN convenes
bi-weekly conference calls for First Nations PTO representatives. To get more information about how you can participate, contact AFN Senior Policy Analyst Julie-Ann Tomiak at jtomjak@afn.ca. As well, I have started a blog to comment on various issues and topics. You can read it at: http://nationalchief.blogspot.com

I look forward to seeing you in Gatineau!

Assembly of First Nations, 473 Albert Street, Suite 810, Ottawa, Ontario K1R 5B4
Toll-free: 1-866-869-6789 Fax: (613) 241-5308 www.afn.ca
EMPLOYMENT OPPORTUNITY
Assembly of First Nations

Research and Policy Analyst, Health
Refer to Competition Number 10-12-007
External Competition

Description: The Assembly of First Nations is looking to expand its human resource capacity with the recruitment of Research and Policy Analysts at various levels in the field of Health. We are seeking professional, skilled and motivated individuals to conduct research, analyze, develop, coordinate and deliver policy, reports and other written material related to a variety of complex First Nation issues in the areas of disabilities, home and community care, injury prevention, mental health and addictions and chronic disease, and public health. Communications and advocacy are also a significant component of the work we do.

Who Can Apply: Persons with Aboriginal ancestry only may apply (24(1) (a) of OHRC).

Candidates must have at least a Post Secondary degree in a field related to the work conducted at the Assembly of First Nations. Highly experienced candidates who do not possess a degree may be considered.

Candidates must have a minimum of 3-5 years experience in conducting research, analyzing information and producing position papers on their findings. Ideally, candidates will have experience in writing proposals, lobbying, securing funding, leading discussion groups, and synthesizing information into policy positions and documents.

Salary Range: Commensurate with experience and education (within the salary grid).

Abilities & Skills: Must have an understanding of First Nations health and social information issues; excellent written and oral communications skills, strong presentation skills and familiar with technical writing and the ability to interpret technical material for general and First Nation audiences. The incumbent must possess excellent team building, listening, coaching, group facilitation skills, and must have creative problem resolution skills.

Personal Characteristics: Very good judgment and ability to work well with others in a team environment and have a strong work ethic.

Location: Ottawa, Ontario with some travel.

Duration: Term position with possibility of extension. Interchange opportunities with government and/or research organizations will be entertained.

Closing Date: January 10, 2011 at 1:00 p.m. EST

Individuals who feel they are qualified are invited to submit a covering letter (quoting the above reference number) along with a current resume, and three (3) work related references to:

Assembly of First Nations, Human Resources
473 Albert, 8th Floor
Ottawa, Ontario K1R 5B4
FAX: (613) 241-6870
Email: humanresources1@afn.ca
EMPLOYMENT OPPORTUNITY
Assembly of First Nations

Finance Officer

Refer to competition number 10-12-008
Internal/External

Description: The Assembly of First Nations is seeking a professional and highly skilled individual who will be responsible to coordinate budget reviews, ensure compliance with contracts and agreements, prepare detailed reports for funders, provide advice on financial policies and procedures and reconcile monthly statements. The incumbent also prepares or assists with a wide variety of financial reporting and financial analysis.

Who Can Apply: Persons of Aboriginal ancestry only may apply (24 (1)(a)OHRC). Candidates must possess a post-secondary degree or diploma in Accounting, Business Administration, Commerce, or equivalent combination of education and experience. Preference will be given to those candidates who possess their professional designation [CA, CGA or CMA].

Candidates must have a minimum of 3 years experience working in a non-profit Aboriginal organization with government finances and funding; experience dealing with multimillion-dollar budgets; and experience in audit.

Salary Range: Commensurate with experience and education (within limits of the salary grid).

Abilities & Skills: Applicants must possess excellent financial acumen, written and verbal communication skills; demonstrated negotiation skills and the ability to express ideas clearly. Applicants should also have the ability to build and maintain effective networks and relationships, and work as an integral member of the Health/Social and Finance team. Knowledge of AccPac is required. English is the working language; however the ability to work in both official languages (English/French) is an asset.

Personal Characteristics: Strong organizational skills, demonstrated initiative, very good judgement, tact, superior interpersonal skills and willingness to be a team player.

Location: Ottawa, Ontario

Duration: Term position with possibility of extension. Interchange opportunities with government and /or research organizations will be entertained.

Closing Date: January 10, 2011 at 1:00 p.m. EST

Individuals who feel they are qualified are invited to submit a covering letter (quoting the above reference number) along with a current resume, and three (3) work related references to:

Assembly of First Nations, Human Resources
473 Albert, 8th Floor
Ottawa, Ontario K1R 5B4
FAX: (613) 241-6870
Email: humanresources1@afn.ca

No applications will be accepted beyond the closing deadline. Interviews will be held in Ottawa.

Only those applications selected for an interview will be contacted.
EMPLOYMENT OPPORTUNITY
Assembly of First Nations

Coordinator, Health
Refer to Competition Number 10-12-006
External Competition

Description: The Assembly of First Nations (AFN) is seeking dynamic and team oriented individuals able to lead theme specific projects. Emphasis will be in the ability to direct and control research, analysis, develop, coordinate, deliver policies and strategies for the AFN Health Unit in the areas of strategic policy coordination, children & youth, mental wellness, and primary care health benefits.

Who Can Apply: Applicants should possess a university degree in Mental Health, Political Science, Health Administration, or in a related field. Equivalent combination of education, training and experience will be considered.

Candidates must have a minimum of 5 years experience in conducting research, analyzing information and producing position papers on their findings. Ideally, candidates will have experience in writing proposals, lobbying, securing funding, leading discussion groups, and synthesizing information into policy positions and documents.

The successful candidates will have superior verbal and written communication skills, be strategi thinkers, familiar with technical writing and the ability to interpret technical material for general and First Nation audiences, and in tune with First Nation health and social issues. He/She must have demonstrated initiative and a willingness to be a team player, be extremely reliable, and able to work independently and under pressure. He/she must possess excellent interpersonal skills and be able to maintain a high degree of tact and discretion.

English is the working language although the ability to communicate effectively in French would also be an asset.

Salary Range: Commensurate with experience and education (within the salary grid).

Location: Ottawa, Ontario with some travel.

Duration: Term position with possibility of extension. Interchange opportunities with government and/or research organizations will be entertained.

Closing Date: January 10, 2011 at 1:00 p.m. EST

Individuals who feel they are qualified are invited to submit a covering letter (quoting the above reference number) along with a current resume, and three (3) work related references to:

Assembly of First Nations, Human Resources
473 Albert, 9th Floor
Ottawa, Ontario K1R 5B4
FAX: (613) 241-6870
Email: humanresources1@afn.ca

No applications will be accepted beyond the closing deadline. Interviews will be held in Ottawa.
Only those applications selected for an interview will be contacted.
The FNQLHSSC acts as a technical advisor and consultant on health and social services issues for the First Nations communities and the Assembly of First Nations of Quebec and Labrador.

JOB OFFER
2nd notice

Main Responsibilities
In compliance with the mission, directions and policy of the FNQLHSSC and under the authority of the Research Sector Coordinator, the Incumbent will contribute to the operationalization, promotion and updating of the health and wellbeing monitoring plan for First Nations not covered by agreement in Quebec. Likewise, the incumbent will ensure that monitoring activities will serve to follow the progress made by the FNQLHSSC, First Nations of Quebec commissions and regional organizations (CRO) and the communities in relation to goals identified in the First Nations of Quebec Health and Social Services Blueprint for 2007-2017.

More Specifically
- Planning and completing promotional and networking activities to mobilize communities not covered by agreement around the monitoring project.
- Developing fact sheets for each indicator already identified and cooperating in the continuous enhancement of these indicators.
- Identifying and inventorying existing sources of information on First Nations on record outside the communities and assisting senior management in the definition of strategies required to obtain access to said information.
- Participating in the development of memoranda of understanding with different departments and levels of government to gain access to information.
- Contributing to the development of the confidentiality framework to be applied to accessing and managing the information.
- Validating and structuring information obtained, making appropriate statistical calculations and producing requisite documents for dissemination among users.
- Supporting the work of the First Nations Heath and Social Services Monitoring Committee, particularly in the development of a dashboard, advising the committees on available sources of pertinent data, their validity, ethical principles guiding research in First Nations, etc.
- Ensuring links with other initiatives and programs that might influence the content of the monitoring plan, i.e., information management infrastructure, regional public health plans for FN, e-health, Implementation of electronic databases, Information management systems, etc.
- Participating, where necessary, in meetings at the national, regional and local level and providing all information required for governance committee work on Information management.
- Informing, where necessary, senior management of progress made, problems encountered in the pursuit of blueprint and strategic plan objectives, as well as searching for and proposing solutions.
- Contributing to the proper operation of organizational activities and maintaining a working climate based on mutual help, joint action and collaboration.

Prerequisites and Hiring Conditions
- Master's degree in demography, epidemiology, social sciences, community health or a related field.
- Three (3) years of pertinent job-related experience in the field of public health monitoring or research (quantitative analysis and data interpretation).
- Knowledge of social-medical data banks and other sources of information used in the production of the monitoring plan.
- Knowledge of statistical techniques used in the production of health indicators and ability to conduct statistical analyses.
• Knowledge of health status indicators and their determinants.
• Ability to work with specialists in specific fields for the comprehension and analysis of indicators produced (e.g., infectious diseases, environmental and health promotion specialists, etc.).
• Ability to interpret indicators produced in terms of statistics and methodology.
• Knowledge of the challenges and realities faced by First Nations communities.
• Knowledge of the First Nations of Quebec and Labrador Health Research Protocol and the principles of property, control, access and possession (PCAP) would be an asset.
• Oral and written bilingualism (French and English).
• Knowledge of Microsoft Office Suite, the Internet and email, and data-oriented software.
• Strong interest in working with First Nations.
• Knowledge and experience in a First Nations environment would be an asset.
• Knowledge of the health and social services programs offered to First Nations would be an asset.
• Available for travel.

Desired Skills and Attitudes

• Autonomy
• Ability to establish priorities
• Ability to meet deadlines
• Ability to mobilize people
• Ability for teamwork
• Ability to popularize
• Ability to adapt
• Ability to analyze and summarize

• Discretion and respect for confidentiality
• Oral and written communications skills
• Relational skills (openness and ease at establishing contacts)
• Proactive
• Rigour and method
• Sense of planning and organization
• Ethical sensitivity

Date of assumption of duties
January 2010.

Salary conditions
As per the salary scale and the Compensation Policy in effect within the organization.

People who are interested must send in their curriculum vitae and a motivation letter before December 14, 2010, at 5 pm, care of:

Ms. Isabelle Nolette, Human Resources Management and Internal Logistics Advisor
First Nations of Quebec and Labrador Health and Social Services Commission
250, Place Cholet Michel Laveau, Suite 102, Wendake (Quebec) G0A 4V0
Fax: 418-842-7046
Email: isabelle.nolette@cseqndl.com

Only the candidates who are retained for the pre-selection process will be contacted.

The FNQLHSSC prioritizes the First Nations and Inuit of Quebec.
TO PURCHASE TICKETS:
- Pauline Decontie 449-1838
- K.Z.Freshmart: Dec.11-12 & Dec.18-19
- Sue Tenasco

LIMITED NUMBER OF TICKETS
... so buy soon!

Thank you for support! Migwech!
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FABULOUS
for The Holidays
HEATHER TOLLEY
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Renew
A MOBILE SPA
THE SPA COMES TO YOU...
IN THE COMFORT OF YOUR OWN HOME

Saturday, December 11 & Sunday, December 12
Refreshments Will Be Served 9 a.m. to 9 p.m.
15 Pitobig Mikan

RELAX, REJUVENATE AND Renew
To Book Appointments, call 819-449-6550
Walk-Ins Welcome

Manicures  |  Massage  |  Tinting
Pedicures  |  Waxing   |  Make-Up Artistry
Facials    |  Body Wraps |