

# Bear Fax

Pasko Peesim  
Growth of wing feathers Moon  
August 2017



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

Missanabie Cree First Nation

## It's Annual Gathering Time!



This is the scene at last year's Gathering, during the Family Ties Ceremony. Each new member of MCFN is formally welcomed by the community. It is a very moving ceremony, full of feeling, and it was a very happy occasion. Little ones, youths, and adults were presented by a family member, and a new tie was added to the ever-growing string of leather ties that represents each member of Missanabie Cree First Nation.

This year's Gathering will be exciting, as we move forward in our vision of re-establishing a community on our traditional lands, strengthening our relationships with each other, and building confidence and capability to make decisions as a strong indigenous community.

### Events/Gatherings: Follow MCFN on Twitter.

**XXXVI Keewaywin Conference**  
August 8-10, 2017 Kingfisher Lake First Nation  
[www.nan.on.ca/article/xxxvi-keewaywin-conference-2467.asp](http://www.nan.on.ca/article/xxxvi-keewaywin-conference-2467.asp)

**National Treaty 1-11 Gathering**  
August 28-31, 2017 Cochrane, ON  
[www.mushkegowuk.com/documents/realtiesgathering2017.pdf](http://www.mushkegowuk.com/documents/realtiesgathering2017.pdf)

**8th NAN Food Symposium - "Back to our Roots"**  
August 22-24, 2017 Quetico Park, Atikokan  
[www.nan.on.ca/article/8th-nan-food-symposium-22450.asp](http://www.nan.on.ca/article/8th-nan-food-symposium-22450.asp)

**Michipicoten 13th Annual Pow-wow - Protecting our Water**  
August 12-13, 2107 Michipicoten First Nation

**MCFN ANNUAL GATHERING - AUGUST 12-19, 2017**

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## Message from the Chief

I would like to start by saying I am looking forward to a positive, productive and successful 2017 Gathering. We hope that with all of our new initiatives and new capacity within our First Nation that we can see the forward movement and we can celebrate our new position.

Our intentions were to have a reserve by the next Gathering and even hoping to have it by next fiscal year (MARCH 31ST). While we will be looking at reserve creation within the next year, we are in the process of planning. We are hoping that our community members will

engage in this process.

We have created more Joint Venture agreements in order to create a revenue stream for our First Nation. I will be detailing the partners in an upcoming yearly report that will be distributed at the Gathering. I will also be posting my report on the website.

We have a lot of new projects on the go and we are looking forward to new horizons.

## From the Desk of:

### **BAND ADMINISTRATOR**

Aaniin,

We have a few new hires to complement our Missanabie Cree First Nation office team: Community Development Coordinator, Economic Development Officer, Part-time Custodian and an additional Project Assistant Summer Student. With the additional staff capacity, we continue to move forward in achieving our First Nation's goals.

The month of July there were events that were open to

and well attended by members such as the trip to Canada's Wonderland and the Mushkegowuk Science Camp "Camp Chikepak".

Staff are currently busy planning events and fine tuning the logistics for the 2017 Annual Gathering, I must say there should be something for everyone! I am looking forward to meeting more of our First Nation members, so until then safe travels to all!

Miigwetch, Doreen

### **COMMUNITY DEVELOPMENT COORDINATOR**

Aanii to all my relatives of Missanabie Cree! This is Gloria Harris and I am honored to be working here in Sault Ste. Marie band office in this newly created position. It was not an easy decision to apply because it entailed the possibility of packing up and moving from a great city and location as well as leaving my teaching position at George Brown College in Toronto. The decision was based on a desire to be a part of our community movement, and wanting to contribute the best of my abilities and skills.

We are moving forward as a nation to building our own community, my focus will be exactly that; creation of Missanabie Cree First Nation community. How will I do that

you ask? Here are a *few* of my duties;

- Facilitate community planning initiatives, provide support and actively participate in community development committees.
- Research community development opportunities and funding.
- Actively participate in the Comprehensive Community Planning meetings – keep the spark going for the Community Hubs.
- Consult with the staff Program Leads, Chief and Council, Band Administrator and consultants to develop proposal initiatives.
- Create a database of all funding sources.

Since July 4<sup>th</sup> start date, I have:

1. worked with staff on submitting a proposal for "Clean Water-Waste Water". As a team, it was finalized and submitted.
2. met with the Elder/Youth Coordinator to review her work plan.
3. provided some assistance to the Historical Researcher with filling in some gaps on her Memorial project; it was a heart touching experience.
4. started a corkboard wall to create a visual of our community building. I will keep adding to this wall so that I can track of where we are at any given time and who we are working with. Summer students assisted by making me a sign to put above the cork wall. I plan to put up a timeline to track how our plans and projects progress.

I am also:

5. currently working on a proposal for Aboriginal Community Energy Plan as part of the electrification for our community.
6. in the process of building a power point for the Gathering titled "Missanabie Cree 101", which is something that came out of the CCP meetings. We know that we have members who know this history as they have been involved for a long time but there are many new members or members becoming more involved now that don't know the background and history and they are asking for it, so our history, starting at a 101 level has been revived and put into a power point. This one is focused on history only and there will be more with focus on culture, teachings, ceremonies and stories.

A key point in my position is to have "community involvement", when possible and feasible. As I progress in this

## ELDER/YOUTH COORDINATOR

Elder Youth Coordinator - Jackie Fletcher

[jfletcher@missanabiecree.com](mailto:jfletcher@missanabiecree.com) 705 254-2701 ext. 237

For the month of July, and not quite over yet, it has been very busy here at the office planning for the Gathering as well as collecting information required for my job. Last month I put a list of job directives in the newsletter and asked for input. This is what has happened in the list to date:

job you will see how this position works in conjunction with the Economic Development Officer and Community Benefit Agreement Implementation Coordinator. My first day here it was exciting to see the buzz of activity. Every nook and cranny is filled with a staff person. I sensed a good vibe and I see the detail, energy, strength and thought that go into planning the Annual Gathering.

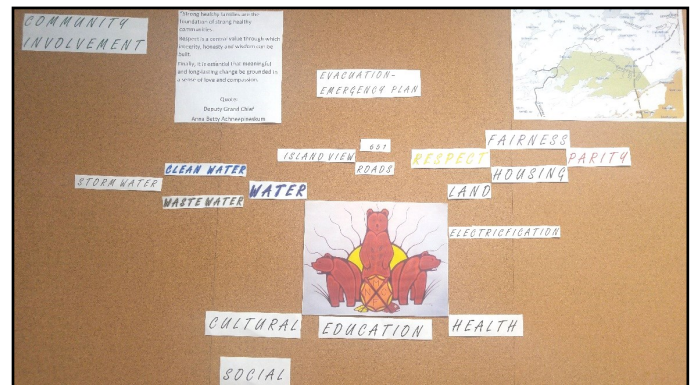
Plans are to contact the **"Hub Coordinators"** (for lack of another name right now).

Thunder Bay	Deb Ewing
Toronto and GTA	JoAnn Pezzo
Sault Ste. Marie	Deb Rogoschensky and Glad Hawkins
Missanabie	Shirley Horn

Each Hub has great ideas on building community and as a community we will work together to keep this momentum moving and alive. I have a quote on my desk that reads:

**"Coming together is a beginning.  
Keeping together is progress.  
Working together is success."**

Stay well everyone, hope to see you at the Gathering!  
Gloria Harris, Community Development Coordinator



*CREATION OF MISSANABIE CREE COMMUNITY visual*

- **create a forum for Youth and Elders to communicate and share knowledge**
  - Developed the “Bridging the Gap” tool requesting your input (Please see page 5.)
  - I have had some people respond to teach as well as to learn
  - Elder/Youth discussion will be held at the Gathering
- **engage the community in cultural mentoring between Youth and Elders**
  - Did a water ceremony at Richmond that involved Youth and Elders
  - Working with the Well Being team in the office to plan events/activities together
  - Matching up workshop facilitators that meet the needs of cultural mentoring that is taking place at the Gathering. i.e. rock painting on what family means to them, medicines walks, medicine wheel teachings, cultural scavenger hunt, self esteem building
  - Assisting youth with two workshops for this year’s Gathering
  - Attended a Circle at the band office with youth and elders
- **incorporate activities that members are interested in**
  - I have received some names of people interested in teaching and learning.
  - Some things will be done at the Gathering and other things will be done throughout the year
- **participate in cultural training programs**
  - Inquired at the Indian Friendship Centre as to what is up and coming
  - Attended a circle at the band office lead by Ivan Fox
- **participate and assist the Family Wellness Team on activities**
  - Continue to hold Wellness meetings
  - Terri Lee has set up two presentations. One on Power of Attorney/Wills and one with Arthur Funeral Home. I am hoping to develop a tool for our members on both topics and also do a workshop at the Gathering
  - Make myself available to help wherever I can
- **encourage Youth and Elders to participate where they can**
  - Invite either group to any event that is being planned
  - Met with Elder Liaison and Youth Rep for one hour
- **plan, develop and implement cross generational knowledge transfer sessions**
  - Put out a call in the newsletter for people interested in providing information to this topic
  - Will be part of the discussion at the Elder’s meeting at the Gathering
- **pull together Youth and Elder gatherings working with Judy and Michael Bopp**
  - I am working with Gloria Harris, Community Development Coordinator and Doreen Boissoneau, Band Administrator to make Y/E gatherings happen

Any questions about my position please feel free to call me but I may not be in the office. Email is best because I can respond anytime from anywhere. -Jackie Fletcher

**Note:** There are two consent forms (Youth and Elder) in this newsletter on pages 15 and 16. They will also be available in the Gathering packages. Please take time to fill these out and return them to June Markie.

These forms are important for my program as the Elder/Youth Coordinator and to the Elder and Youth reps, so we can communicate with you when we need to about programs, events, call outs, etc., otherwise, you may be left out if we don’t have your consent or can’t reach you. -JF

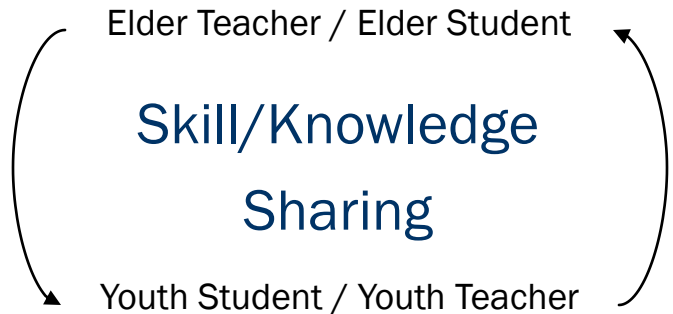


# Bridging the Gap between Elders and Youth

To start the processing of bridging the gap between youth and elders, we can begin with simply sharing our skills and knowledge with each other.

Below is a list of activities, which can be done at the Band Office, at the Gathering, or anywhere that people feel comfortable. Some of these activities might be better done out in the bush. Some of these activities could involve learning about technology and social media.

Some activities can be done throughout the year and at any time. These activities may include cultural teachings, land-based activities, language camps, and ceremonies or any ideas you can bring forward so that our traditions, values, and way of life are not lost. We must start to think in terms of seven generations ahead.



ACTIVITY	TEACHER	WHERE DO YOU LIVE	LEARNER	WHERE DO YOU LIVE
How to make a fire outside	<i>June, e.g.</i>	SSM		
How to look for a rabbit trail/make a snare				
How to get in a canoe/paddle a canoe				
How to track an animal/set a trap/call a moose				
Trapping/Hunting/Fishing				
Shelter building				
How to make bannock				
How to make tea outside	<i>Ivan, e.g.</i>	SSM		
Bear & moose watching				
Butchering a moose				
Gardening				
Chainsaw certification				
Facebook/Twitter/Instagram	<i>Robert, e.g.</i>	SSM		
Power Point /Word/Excel/Outlook/Publisher 2016				
Email				
Cell phone features/ texting	<i>Robert, e.g.</i>	SSM		

This is only a partial list of possible activities. If you are interested in learning or sharing (teaching) any of the skills listed, or if you have a skill or knowledge that you would like to share (teach), please call or email, and let me know. We can work together and come up with a plan of how to make this happen.

Jackie Fletcher, Youth/Elder Coordinator.

Phone: 705-254-2702, ext. 237 or Email: [jfletcher@missananbiecree.com](mailto:jfletcher@missananbiecree.com).

## CBA IMPLEMENTATION COORDINATOR



Whachay,

4<sup>th</sup> – 6<sup>th</sup> July visit. I underwent Richmont's induction class so

that I could be given clearance to move around the mining site without supervision. The attendees included new employees, contractors and myself.

There are specific areas of interest that employed MCFN members at Island Gold mine should be aware of. Notably, employees have a right to refuse any task that they feel is unsafe or beyond their capacity to fulfill. Under the terms of the workplace and human rights policy, this is fully acceptable. For even if the task meets all safety standards, and another employee agrees to perform such a task, that is not allowed to reflect unfavorably on the individual who refused to perform that task. They are simply assigned to another task.

Richmont exercises a “zero toleration” policy for drug abuse and violence of any kind including psychological harassment. As in native culture, “Respect” is a key word at the site, and to date, I can report that everyone I have encountered on-site has been professional and courteous. However, I will be engaging with Richmont's HR department to ensure that as per Article 6.5.1 of the CBA, a cultural awareness and competency training program is developed and implemented as part of Richmont's employee induction process.

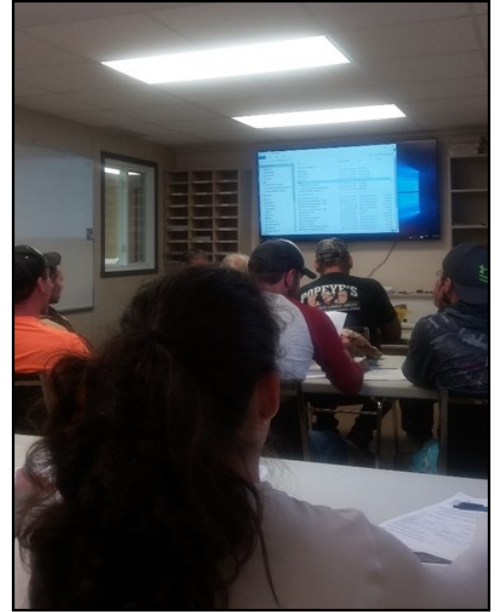
My induction enabled me to update my WHMIS (Workplace Hazardous Materials Information System) certification which is mandatory for any new employee or contractor working in potentially hazardous environments.

As per Article 5 of the CBA, my task of building the MCFN Business Registry is progressing well. Along with the existing joint venture agreements, a growing number of companies are in the process of negotiating terms with MCFN to partner in future initiatives. Along with the potential for additional revenue sharing benefits, this will serve to create new job and training opportunities for MCFN members.

Article 6 of the CBA brings me to the MCFN Employment

*Richmont Induction Class, 5th July, 17 @ Island Gold*

Skill Inventory. This has been developed, but needs to be further updated. Members interested in employment opportunities that become available throughout the year should provide information concerning their education, skills,



and experience, and any business they own, e.g. construction, carpentry, plumbing, electrical, welding, etc. They could potentially fill a vacancy. Within the terms of the agreement, Richmont is committed to providing guidance and resources for training that can lead to employment. Members should not be discouraged by a job's pre-qualification criteria. Richmont can - at its discretion - provide training for members whose credentials do not meet all the job requirements.

At the Gathering I will be handing out copies of the Skills Inventory Form. (See image on page 7.) If you return yours to me by the end of **Thursday, 17<sup>th</sup>**

**August**, you will be entered into a draw for an iPad.

Note: you can also download the Skills Inventory Form at <https://www.missanabiecreefn.com/job-postings>

Please see the Richmont job postings in this Bear Fax edition. They are also posted on the MCFN website, and on the official MCFN Facebook page. If you choose to apply for any of the job postings, remember to state on your resume that you are an MCFN member. This does give you an advantage as Human Resources at Richmont will view your resume before any others.

Whachay!

On to the Gathering!

Steve Hawkins, CBA Implementation Coordinator



**SKILLS INVENTORY**

Name:	
Phone Number:	
Address:	
High School:	Completed: Yes <input type="checkbox"/> No <input type="checkbox"/> Year completed _____
Post-Secondary:	Completed: Yes <input type="checkbox"/> No <input type="checkbox"/> Year completed _____ Program: _____
Post-Secondary:	Completed: Yes <input type="checkbox"/> No <input type="checkbox"/> Year completed _____ Program: _____
Work Experience:	Company: _____ Field: _____ Start Date : _____ End Date: _____
Work Experience:	Company: _____ Field: _____ Start Date : _____ End Date: _____
Work Experience:	Company: _____ Field: _____ Start Date : _____ End Date: _____
Work Experience:	Company: _____ Field: _____ Start Date : _____ End Date: _____
Certifications/tickets	
Workshops/Short courses	

## FAMILY WELL-BEING WORKER

Another month has passed already! We've weeded and planted onions in our community garden. Cross your fingers that everything will grow this season. This is the first time I've taken care of a garden and can't figure out what's a vegetable sprout and what's a weed. It may be an interesting garden this year. We're trying to go to the garden once a week, so please feel free to come out. Just call the band office for the location and times we're going there. You can also check our MCFN official website or Facebook.

The Canada's Wonderland trip was a huge success. The bus was full, all tickets gone and people got to meet others from different communities such as Marathon, Toronto, etc. People had a great time!

Beading and traditional skirt making is postponed until the fall, but there is a sewing circle held on Tuesday nights at the local Indian Friendship Centre. We are asked to bring our machines if we have one, and materials if we have a project on the go. If not there are materials available to make skirts, medicine bags and ribbon shirts, etc.

There is a sweat lodge ceremony every second Sunday night. The next one is Sunday, August 14. A shuttle leaves at 6 pm from the Friendship Centre or you can drive with me. Please call Terri at 705-254-2702 if you

want to go.

There is a Shake Tent Ceremony August 1 and 2 that we can also attend. Call Terri for directions or a ride. 705-254-2702.

We will continue to have Lunch in the Park at Bellevue Park a couple of times this summer. We'll pack a lunch and meet at the park at noon at the red-topped pavilion to eat. Then we'll go to the play area with the kids until 2 pm. The city bus goes to the park, and I'm available to give a ride if needed. Just call the office 705-254-2702.

We have some kids and family activities planned for the Gathering, and we're looking forward to seeing you.

Terri Montgomery

## Need to Talk?

For those experiencing family violence or just need someone to talk to, it's important to know some options for you. Here in Sault Ste. Marie, you can come into the office to our quiet room to chat with Terri and then you can get an idea of what you want to do. You may decide to leave an unhealthy or unsafe situation and we have two local women's shelters that accept women and their children. We can help you access these. In other areas there are usually shelters available. If you need help finding these resources, we can help you find them. Call Terri at the office at 1-705-254-2702.

## Youth Speak

Hello Missanabie youth! And all other members!

I hope everyone is excited for the Annual Gathering which is fast approaching! This year does have the theme of creating and building peace and I hope everyone will take that to heart at both the Gathering and afterwards in their own community.

Before I get to the fun stuff I would like to recap some of the things that have happened up until recently. Regretfully I did not make it to the Richmond signing ceremony, but would like to congratulate everyone who recently graduated and received employment from Richmond.

I participated in the Canada's Wonderland trip and with our large group, it was a success! I give Kudos to all those who made it through the long bus ride! It gave the chance for families and friends, separated by distance to reconnect in a family friendly and fun day. I hope that there can be more events like this in the future.

With the creation of the CCP Hubs I hope to see more youth attending and giving their thoughts and opinions towards our whole community's goal of a successful and prosperous reserve. The voice of the youth are a much anticipated and sought after resource to help build our sense of community.



Also, I have been collaborating with the new Youth and Elder Coordinator, Jackie Fletcher, who has many great ideas about bridging the gap between generations and I wholly encourage the youth to work with us to help share knowledge between our elders and ourselves as we have untapped knowledge that is waiting to be shared.

Finally, there are many events planned for this year's Gathering, some activities are geared to the younger

generation and some that can be enjoyed by everyone. But one thing that is needed is volunteers! So if you're able to help us volunteer to make this gathering an eventful one, please volunteer. As always if there is anything that you need to know or want to see, let me know!

Alexandra Langford-Pezzo  
MCFN Youth Representative

## Community News and Notes

Happy Birthday, Jeff

Love, Mom



Happy Birthday,

Jordan

Love,  
Nanny



Happy Birthday, Greg

Love, Mom



### Baby Girl!

Josée Colette Génier

Born June 28, 2017



at 11:01 pm

9 lbs 1 oz

20 inches long

Born to Roger and Vanessa Génier  
Grandparents Charles and Cheryl (Chicken) Macumber

## Elders Speak

### DO I HEAR BINGO BALLS and MACHINE?

With the determined efforts to secure a Bingo table and balls for this year's Annual Gathering, Chief Gauthier succeeded in doing just that! With persistence in scouring the internet and searching for the best possible "Lets Make A Deal" attitude, he managed to acquire the electric Bingo machine and Balls for a phenomenal price of \$450.00. Chief and Council approached Elders Council to pay half of the Bingo Balls and Machine. After polling the Elders Council, it was decided that the Elders Council would pay half of the amount of 225.00 out of the Elders Council Fund-raiser Account.

The idea of having an Elders Council Fund-raiser Bingo and Auction Evening, was just that, a thought! But with the ambitious efforts of the Elders Council, this proved to be worth while as our first Bingo/Auction was a huge success. This year will be our "Second Annual Event". We are still looking for donation, homemade items, paintings, sculptures, woodwork, etc. You can

bring it to the band office or bring it to the Gathering.

Of course this would not be successful without the same few Elders that volunteer consistently, year after year! It is our MISSANABIE CREE FIRST NATION'S PEOPLE and their UNITED efforts and continuous participation in making this annual fun filled event most enjoyable. With this electric Bingo machine and balls it will prove to be its weight in gold and will be useful for our future Fund-raising events.

On behalf of the Elders Council, and all the volunteers, we wish to send out many M E E G W E T C H E S to Chief Gauthier and Council and all our Elders.

Chi-Meegwetch,  
Laura-Lee Rawlyk (Aush Kii Ish Kwayo)  
Elders Liaison

P.S. Keep those donations coming EVERYONE! Chief and Council included!

## FAMILY WELL-BEING WORKER



# Amber's

**FIRE SAFETY CAMPAIGN**

Amber's Fire Safety Campaign is committed to providing smoke alarms in every home within NAN territory.

House fires can start and spread quickly.

- Homes today burn up to 8x faster than 50 years ago.
- You have less than 60 seconds to escape fire in your home.
- There was no smoke alarm warning in 1 out of 3 fatal home fires.

### Be safe.

Smoke alarms give you and your family early warning to safely escape a fire and increases your chances of surviving by up to 50%.

## THINK ABOUT **FIRE** BEFORE IT STARTS.

## SMOKE ALARMS SAVE LIVES.

### Protect your family:

- Install smoke alarms on every storey of your home and outside all sleeping areas.
- For best protection, install smoke alarms in every bedroom.
- Test smoke alarms monthly and change batteries at least once a year.
- Develop and practice a home fire escape plan.
- Children should know how to respond to the alarm. Teach them to get out of the house when they hear it. Have a family meeting place.

For more information:

**Michael McKay**

Infrastructure & Housing Director,  
Nishnawbe Aski Nation

T: (807) 623-8228

E: [mmckay@nan.on.ca](mailto:mmckay@nan.on.ca)

[www.nan.on.ca](http://www.nan.on.ca)

*Statistics for Ontario between 2010-2014.*

*All information provided by the  
Office of the Fire Marshal and Emergency Management.*

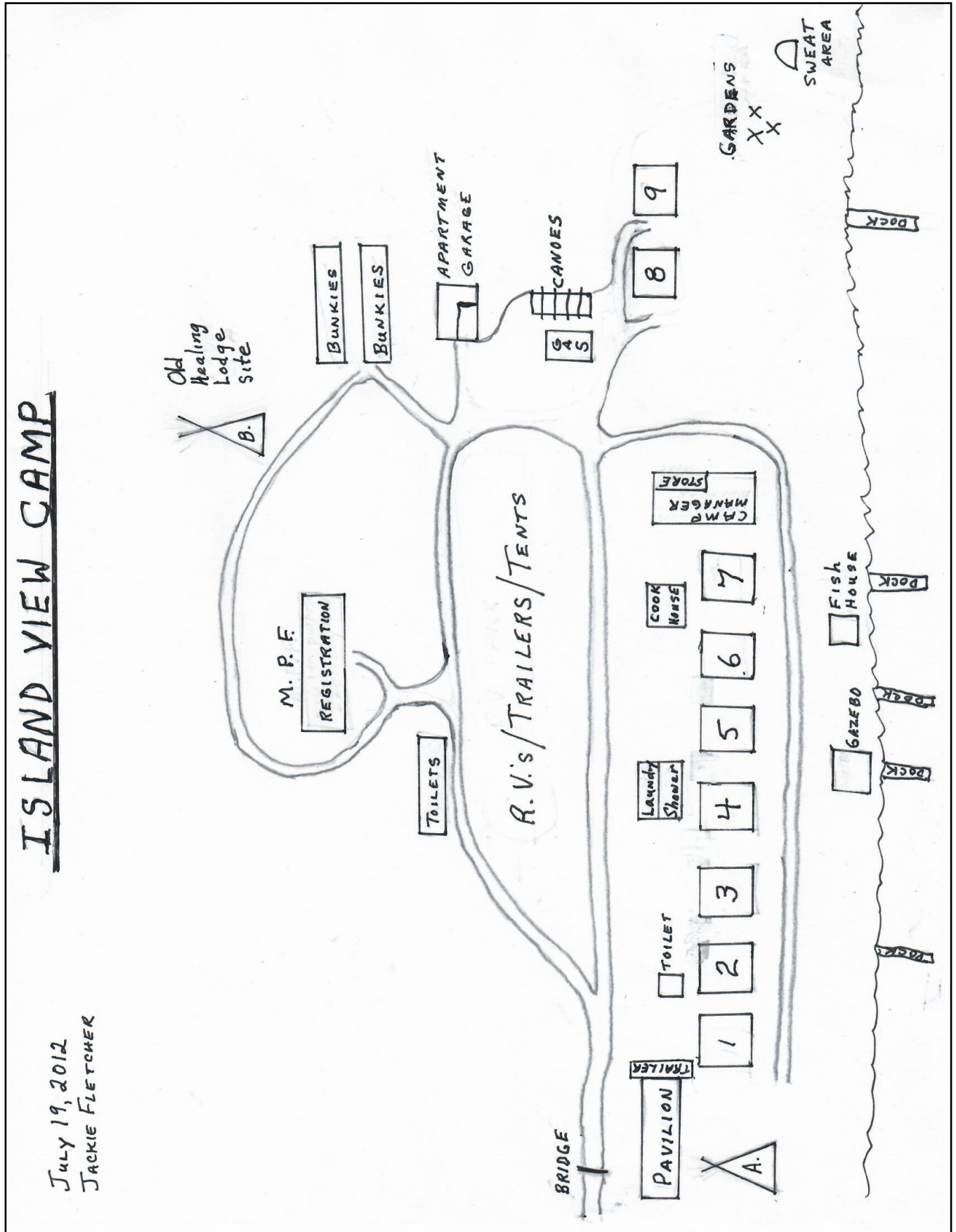


Nishnawbe Aski Nation

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# Concerning the Gathering



# Concerning the Gathering

## Calling all Artists and would-be Artists



of all ages and genders  
to create and bring a piece of art,  
any style to the Gathering.

Show us your talents!

### The theme is 'Peace and Community'.

Some examples: Painting, drawing, sculpture, carving, crafts, poetry, music and song, stories, dance, skits, etc.

You are only limited by the size of your imagination. Your art piece must be transportable.

We will arrange the displays during the Gathering at Missanabie. We are asking that you consider donating your piece(s) to the Elders Council for auction to raise funds for the Elders. Miigwech, MCFN Elders Council

## Bannock Making Contest

This year the Gathering Committee is holding a "bannock making contest". Please register your name with June Markie at the band office.

- Make your own bannock wherever you are staying or bring it with you.
- Three judges (includes 1 youth) will be available to judge your cooking.
- Peanut butter, butter and jam will be available as accents.
- Three categories:



Best tasting  
Most creative  
Best consistency

### Call out to Missanabie Cree members

**What Happens Next** is going to be an interactive workshop with four of our own people facilitating. We need to sit and have discussions at the Gathering about what happens when one of our family members passes on to the spirit world expectedly or unexpectedly. Expectedly we have time to plan, but unexpectedly we are thrown into a whirlwind of decision making and emotional turmoil because we don't take time to talk about it beforehand. This workshop will also help you understand the stages of grief.

Come and take part in this workshop and give us your experiences, concerns and suggestions. We will have handouts but the discussion is the most important part. Hope to see you there at the Gathering on **Wednesday, August 16, 10:00 a.m.**

### GIVE AWAY - IT'S ON AGAIN FOR THIS YEAR



When you take part in a "give away", the idea is to give something away that means something to you. Remember how you felt when you were given something or bought something – that is the feeling that can be passed on in a "give away". Pass it on to another person and you are passing on a gift of good energy.

Bring something special to put on the "give away" table and then you take a gift before you leave. It can be wrapped or unwrapped.

Jackie Fletcher will be managing this event.

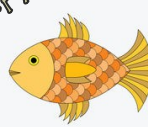




# September Birthday Greetings

SEPTEMBER 1


Happy Birthday!



Hunter McLeod  
Adam Nolan  
Jennifer Nolan  
Jesse St. Pierre

SEPTEMBER 3

Happy Birthday



Lorrie Anne Clark

SEPTEMBER 4


Happy Birthday!



Glad Hawkins  
Maggie Jeffries  
Darlene Sullivan

SEPTEMBER 5


Happy Birthday!



George Bergeron  
Faye Wesley

SEPTEMBER 6

Happy Birthday



Richard Nolan  
Rayna Fletcher

SEPTEMBER 7


Happy Birthday



Natasha Trozzo

SEPTEMBER 10

Happy Birthday!



Wallace Génier

SEPTEMBER 11

Happy Birthday!



Kyle Ouellet

SEPTEMBER 12


Happy Birthday



Tetyron Hourtovenko  
Verna Lacosse

SEPTEMBER 14

Happy Birthday!



Chandler Myers  
Chyla Nolan

SEPTEMBER 17


Happy Birthday!



Dakota Souliere

SEPTEMBER 15

Happy Birthday!



Edward Fletcher  
Sam Hughes  
Cody Rogoschensky

SEPTEMBER 18

Happy Birthday




Logan Fletcher  
Jason Scwenneker

SEPTEMBER 19


Happy Birthday

Adam Fletcher  
Jordon Krobath  
Jeremy MacDonald  
Cynthia Nemeth



SEPTEMBER 21


Happy Birthday!



Wilfrid Sheshequin  
Vanessa Smith  
Drake Masotti-Stevenson

SEPTEMBER 20


Happy Birthday!



Neil Ross

SEPTEMBER 22


Happy Birthday!



Roy Gideon

SEPTEMBER 23


Happy Birthday!



David Nolan

SEPTEMBER 24


Happy Birthday!



Wendy Delyzer

SEPTEMBER 25


Happy Birthday!



Julianne Macumber  
Brandon Paradis  
Barbara Pelletier

SEPTEMBER 28

Happy Birthday!



Maynard Jeffries

SEPTEMBER 29


Happy Birthday!



William Nolan

SEPTEMBER 30

Happy Birthday!



Harley McLeod

# MCFN Events Calendar

AUGUST 2017

SUN	MON	TUE	WED	THU	FRI	SAT	
For updates, please check our website and FB page, or call the Band Office.		1 Sewing Circle 6-9 pm IFC Shake Tent Garden River Pow-wow Grounds	2 Pack Lunch—go to Bellevue Park 12-2 pm Shake Tent	3	4 Community Gardening 10-12 pm	5	
6	7 Civic Holiday	8 Sewing Circle 6-9 pm IFC	9 Elders Tea 12-1 pm Band Office	10 Community Gardening 10-12 pm	11	12	
13	14	MCFN Annual Gathering 2017 August 12 – 19, 2017 Missanabie, ON				18	19
20	21	22	23	24	25	26	
27	28	29 Sewing Circle 6-9 pm IFC	30	31 Lunch and Play Bellevue Park 12-2 pm	Pasko Peesim  Growth of Wing Feathers Moon		

SEPTEMBER 2017

SUN	MON	TUE	WED	THU	FRI	SAT
 <b>A o paoo Peesim</b> Birds start to fly Moon			For planning purposes, please <b>register</b> for all classes/ workshops by calling Terri at Ext. 238.		1 Community Garden 10-12 pm	2
3	4 Labour Day	5 Sewing Circle 6-9 pm IFC	6	7	8 Community Garden 10-12 pm	9
10 Sweat Lodge 8:00 pm	11	12 Sewing Circle 6-9 pm IFC	13 Elders Tea 12-1 pm Band Office Beading 6-9 pm	14	15 Community Garden 10-12 pm	16
17	18	19 Sewing Circle 6-9 pm IFC	20 Beading 6-9 pm	21	22 Community Garden 10-12 pm	23
24 Sweat Lodge 8:00 pm	25	26 Sewing Circle 6-9 pm IFC	27 Beading 6-9 pm	28	29 Community Garden 10-12 pm	30







# Employment Opportunities



Richmont Mine Inc. has produced over 1.5 million ounces of gold from its operations in Quebec, Ontario and Newfoundland since beginning production over 23 years ago.

Island Gold Mine is located near Dubreuilville in Northwestern Ontario and is an underground gold mine operation. With the company's focus on this flagship operation, there are transformational development plans at Island Gold to position the mine for future growth by unlocking the value of the Resource extension at depth. This is a very exciting time in the mine life of Island Gold and with that we are searching for highly motivated and committed people to join our team!

If you are willing to be part of a team that is dedicated to growth, high performance and a culture of safety and accountability, we would like to hear from you!

## HEALTH & SAFETY GENERALIST

Reporting to the Superintendent, Health and Safety, the Health & Safety Generalist will be responsible to promote safety in the work environment while developing and auditing systems, performing workplace inspections and being a resource for anyone who needs information. This is a key role for the mine and the successful candidate must be an exemplary employee towards safety with a positive and energetic personality.

### Key Responsibilities:

- Perform site visits and compliance inspections.
- Develop and audit systems to improve safety in the workforce.
- Support and implement corporate behavioral based safety initiatives.
- Develop and maintain procedures through the job safety analysis process.
- Actively participate in occupational health monitoring programs
- Deliver various on-site training programs and inductions.

### Qualifications:

- Grade 12 and H&S training would be preferred
- Experience in various areas of the mine including drilling, blasting, long hole drilling, backfilling services preferred.
- The ability to be a team player and to work within a rapidly changing environment
- The incumbent will demonstrate excellent oral and written communication skills in English, a strong commitment to working in a safe, socially responsible manner. Bilingual in French/English will be considered an asset.
- Proficiency in Microsoft Office programs is required.

Position is based in operations working on a defined rotation schedule. Island Gold Mine has regular flights from Rouyn-Noranda, QC and Sudbury, ON to Wawa, ON. A travel allowance is provided based on distance to the operation. Interested candidates are invited to submit their resume via the Richmont Careers page at <http://richmont-mines.com/careers>

*Island Gold Mine welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. We thank all candidates for their interest however, only those selected for an interview will be contacted. Richmont Mine is an equal opportunity employer.*



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## AUTOMATION TECHNICIAN

Reporting to the Electrical Supervisor, the Automation Technician is responsible to ensure all electrical equipment and systems are operated and maintained in a safe and effective manner. The employee uses considerable independent judgment in making decisions and is able to perform advanced trouble shooting on equipment. Repair and maintain mine equipment in compliance with workplace safety rules and regulations.

### Key Responsibilities:

- Read, Understand and Interpret Prints
- Able to work with soft starts and variable frequency drives
- Strong troubleshooting skills with electrical, instrumentation, automation and milling process
- Maintain site instrumentation
- Sound knowledge of instrumentation with ability to identify proper Instrumentation for different applications
- Occasionally work in an underground setting as required
- Able to modify PLC logic, SCADA programs and configure HMI
- Sound understanding of networking including fiber, copper and Modbus TCP
- Understand and properly apply proper control principles
- Strong computer skills in Microsoft Office Suite and Autocad
- Expected to actively participate in continuous improvement opportunities
- Maintain a Strong Safety Record

### Qualifications:

- Red Seal Construction and maintenance Electrician (309A) or Red Seal Industrial Electrician (442A) an asset
- Red Seal Instrumentation and Control Technician (447A) an asset
- 2-3 years' experience in a similar role

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- Knowledge of Schneider Unity Pro XL PLC software an asset
- Knowledge of CITECT SCADA software an asset
- Familiar with Varis Leaky Feeder and DOCSIS network a big asset
- Good Physical Abilities
- Strong Interpersonal Skills
- Able to Work Independently or as part of a team
- Available to work fluctuating schedules

The incumbent will demonstrate excellent English oral and written communication skills. Ability to speak French will be considered an asset. We are looking for a strong commitment to working in a safe, socially responsible manner.

Interested candidates are invited to submit their resume to:

Human Resources  
Richmont Mines Inc., Island Gold Mine  
E-mail: [careers@richmont-mines.com](mailto:careers@richmont-mines.com)

## News Items

### STATEMENT ON APPOINTMENT OF MURRAY SINCLAIR TO INVESTIGATE THUNDER BAY POLICE

OTTAWA, ON (July 24, 2017 ): Nishnawbe Aski Nation (NAN) Grand Chief Alvin Fiddler, on behalf of the Executive Council, welcomes the appointment by the Ontario Civilian Police Commission (OCPC) of the Hon. Murray Sinclair to lead its investigation of the Thunder Bay Police Services Board:

“We have raised serious issues over the actions of the Thunder Bay Police Service and the role of its civilian oversight body. We welcome the appointment of the Hon. Murray Sinclair to lead this investigation and will assist in any way possible. We are dismayed by the dysfunctionality of the Police Services Board, and are pleased that the provincial authority over police boards – the Ontario Civilian Police Commission – has taken swift and meaningful action to address this crisis of confidence in policing.”

NAN and other First Nation leaders called for a review of the Police Services Board at a May 31, 2017 press conference at Queen’s Park. They expressed their lack of

confidence to the OCPC, requesting that the Commission exercise its powers to investigate and inquire into the administrative failures of the Board.

The OCPC is the statutory governing body for police boards in Ontario. It has the power to impose sanctions as severe as disbanding a police service, a police services board, or both. When faced with a dysfunctional board, the OCPC has the power to appoint an administrator to oversee the operations of the board.

The Thunder Bay Police Service is currently under investigation by the Office of the Independent Police Review Directorate (OIPRD) for its handling of investigations into the disappearances and deaths of Indigenous Peoples in the city.

For more information please contact: Michael Heintzman, Director of Communications – Nishnawbe Aski Nation (807) 625-4965 or cell (807) 621-2790 or by email [mheintzman@nan.on.ca](mailto:mheintzman@nan.on.ca)



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## LICENSED CARPENTER

Reporting to the Surface Supervisor, the Carpenter is responsible to perform a full range of maintenance, repair and service activities. The employee uses considerable independent judgment in making decisions and is able to perform all tasks in accordance with Richmont's workplace safety rules and regulations.

### Responsibilities

Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements;  
Prepare layouts in conformance to building codes, using measuring tools; Measure, cut, shape, assemble and join materials made of wood, wood substitutes and other materials;  
Build foundations, install floor beams, lay sub-flooring and erect walls and roof systems;  
Fit and install trim items, such as doors, stairs, molding and hardware;  
Supervise apprentices and other construction workers;  
Any other duties required by the Supervisor.

### Qualifications

A minimum experience of five (5) years in carpentry;  
Completion of a four-year apprenticeship program or a combination of several years of work experience in the trade and some high school, college or industry courses in carpentry is usually required;  
An analytical approach to problem solving;  
Strong ability to effectively communicate in English (Oral and written).  
Able to work independently and as part of a team  
Available to work fluctuating schedules

The incumbent will demonstrate excellent English oral and written communication skills. Ability to speak French will be considered an asset. We are looking for a strong commitment to working in a safe, socially responsible manner.

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## SENIOR ENGINEER – PRODUCTION

Under the supervision of the Chief Engineer, the Senior Engineer will be responsible for coordinating all aspect of production through coaching of the short term production engineer, creation of 3 months production forecasts and long range mine plans. Applying his leadership abilities, the Senior Engineer will be responsible to identify production needs and liaise with other departments to find cost effective and safe solutions. In addition to this, he will be responsible in supervising and mentoring younger staff in long-hole planning. The Senior Engineer will also be called to play an active role in the design and scheduling of underground construction projects.

### Key Responsibilities:

- Prepare short term production schedule including development and/or supervise short-term production engineer depending on rotation;
- Prepare mid to long range mining plan (excavation design and scheduling);
- Identify production bottlenecks and resolve them through multidisciplinary work teams (geology, electrical, mechanical & UG);
- Determine desired production/development performances needed to achieve plan and communicate them effectively;
- Mentor and coach other production junior engineers;
- Participate in the monthly production reconciliation process;
- Participate in the calculation of monthly production KPI's and bonus calculations;
- Oversee underground project team through design approval and project scheduling;
- Participate in budgeting process;
- Support Chief Engineer by having an active role in various projects around the mine;

### Qualifications:

- BSc in Mining Engineering with minimum 6-8 year of underground mining experience.
- Excellent knowledge in underground narrow vein mining (long-hole preferred)
- Experience in underground construction project management
- The individual should have demonstrated a high level of energy, self motivation and strong organizational skills.
- Exceptional attention to detail, able to manage competing priorities in a fast-paced work environment.
- Genuine sense of urgency in production matters and being proactive in solution finding.
- The incumbent will demonstrate excellent oral and written communication skills.
- Proficiency in Microsoft Office programs, Autocad and Promine is required.

Position is based in operations working on a defined rotation schedule. Interested candidates are invited to submit their resume via the Richmont Careers page at <http://richmont-mines.com/careers>

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## HEALTH & SAFETY SUPERINTENDENT

Reporting to the Mine Manager, the Health & Safety Superintendent will be responsible to promote a safe mine by ensuring safety regulations are clear, well understood and unambiguous and by developing systems, policies and strategies to enforce compliance and eliminate preventable injuries. To collect and analyze data relating to the implementation of preventative strategies, critical incidents and injury frequency rates.

### Key Responsibilities:

Develop, maintain and audit safety management systems that are consistent with company practices, and reflective of company standards and legislation

Audit, maintain and update safety systems with the goal of improving safety records and ongoing compliance to industry regulations.

Act as an internal safety consultant to department leaders and employees when on or off site and resolve any complex or high risk safety issues

Develop and promote strategies for enforcing safety standards and regulations at a mine site

Forecast safety related expenditures and manage the budget and allocation of funds.

Ensure standards and systems for handling safety infractions are consistently applied to all incidences.

Provide leadership to the Safety, Training and Occupational Nursing Teams

Build an appropriate team through recruitment and development.

Provide clear work objectives and expectations of the performance levels required to achieve business plans and production targets.

Manage performance by setting expectations, conducting performance reviews, providing feedback and coaching to direct reports.

Promote and maintain a high performance culture

### Qualifications:

University degree in resource management or a related field of study

8-10 years experience in of safety and training management experience in a mining environment.

Minimum 5 years experience in a supervisory role.

Good understanding of Occupational Health and Safety Act and all applicable codes and laws pertaining to the Ontario mining industry.

Able to be flexible, decisive and use superb judgment in decision making.

Effective ability to convey messages in an organized, clear and succinct way.

The individual should have demonstrated a high level of energy, self motivation and strong organizational skills.

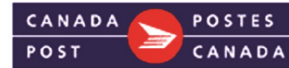
Excellent inter-personal skills together with an ability to facilitate commitment to a cooperative team effort.

Good communication skills, both orally and written with both internal and external contacts and the ability to work with all levels of the organization.

Position is based in operations working on a defined rotation schedule. Island Gold Mine has regular flights from Rouyn-Noranda, QC and Sudbury, ON to Wawa, ON. A travel allowance is provided based on distance to the operation. Interested candidates are invited to submit their resume via the Richmond Careers page at <http://richmont-mines.com/careers>

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## Opportunities for Students



### 2017 Canada Post Aboriginal Education Incentive Awards

**Apply by August 31, 2017**

#### ARE YOU ELIGIBLE?

#### What are the Canada Post Aboriginal Education Incentive Awards?

The Canada Post Aboriginal Education Incentive Awards celebrate the hard work and determination of individuals of Aboriginal heritage who have embraced a *renewed* pursuit of learning. The awards are open to all Aboriginal Canadians who have been out of school for at least one year, who have since decided to return to an educational system, and who have been back at school for at least one full year.

The Canada Post Aboriginal Education Incentive Awards are granted annually to select applicants from across the country, and recipients are awarded \$1,000 in recognition for their efforts. These awards are just one way Canada Post celebrates diversity and proudly shows its commitment to making a difference in our communities.

#### ARE YOU ELIGIBLE?

You meet the eligibility criteria if...

1. You are an Aboriginal Canadian (member of a First Nation, Métis, or Inuit).
2. You have been out of school for at least one year.
3. You returned to school and completed one full year of studies (between January 2016 and August 2017).
4. You have never received this award in the past (previous award recipients are not eligible).

#### HOW TO APPLY

1. Write an essay which details your efforts to get an education.
2. Complete an application form and return it by August 31, 2017.

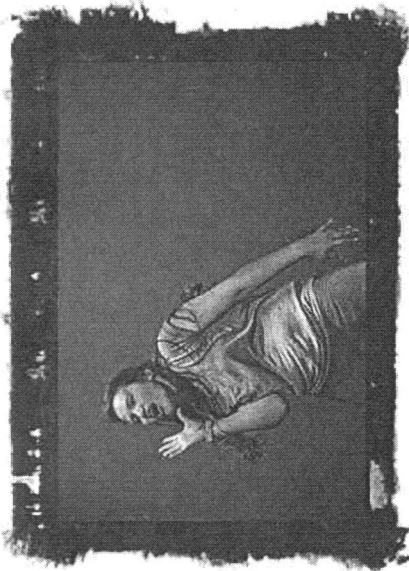
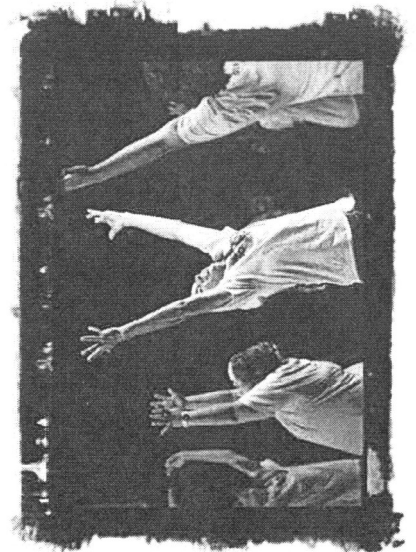
For more information about the scholarship including rules and faq's, please visit:

<https://www.canadapost.ca/web/en/pages/aboutus/details.page?article=aboriginaleducation>



# Opportunities for Youth

Outside Looking In gives the opportunity to youth and their communities to engage in a long-term intensive program through DANCE! Should youth fulfill the academic, attendance, choreography and behaviour requirements, youth get the chance to join other Indigenous youth from across Canada for two weeks in Toronto, preparing for an ultimate performance on stage to show off their talents and abilities before thousands, at the Sony Centre for the Performing Arts!



Come one, come ALL!

**The OLI Program is open to:**

**First Nations, Metis and Inuit communities,**

**Friendship Centres and Indigenous organizations**

A national high-school credit

dance program for

Indigenous youth in

grades 7 through 12!

To learn more about Outside Looking

In, please contact us:

Website: [www.olishow.com](http://www.olishow.com)

Email: [info@olishow.com](mailto:info@olishow.com)





## MISSION STATEMENT

**Through the transformative art of dance, Indigenous youth are inspired to pursue education, engage in self-expression, and celebrate empowerment!**

### Outside Looking In is:

Canada-wide. A national-based organization, offering our program anywhere in Canada

Indigenous. We work solely with Indigenous youth in communities, organizations and friendship centres

Education. We offer a high school credit dance program for youth in Grades 7 through 12

Dance. We recruit the most talented dance instructors across the country to teach youth the latest dance moves

Health. We engage youth in regular physical activity and promote healthy eating habits

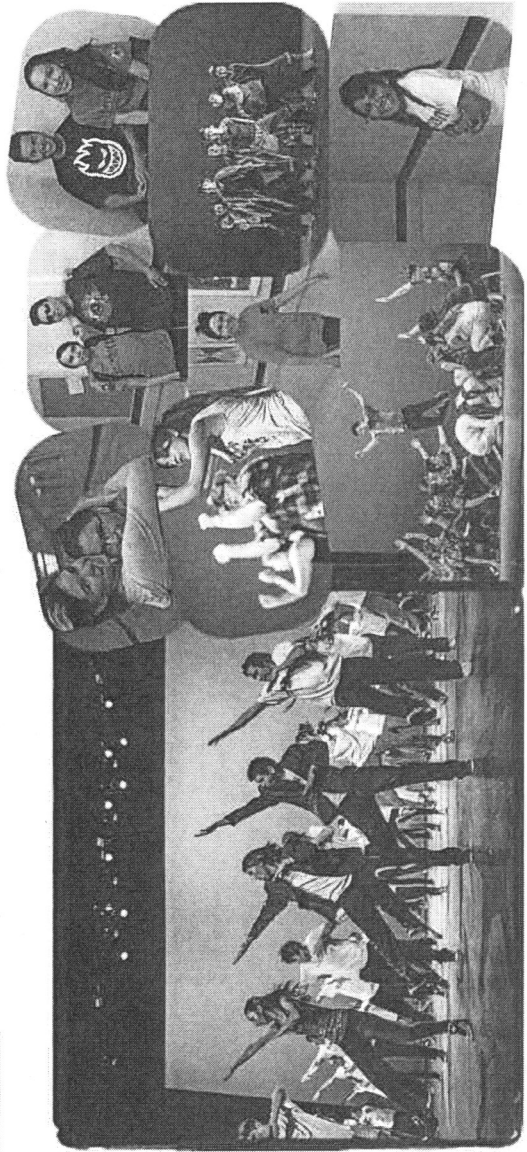
Life Skills. We teach youth about commitment, perseverance, and hard work

Empowerment. We guide youth on a journey to academic achievement, well-being and prosperous futures

Performance. We invite audiences to celebrate the success of the youth at our culminating annual event in Toronto

### How OLI works:

1. Communities, organizations and friendship centres apply through a written or video application process. If approved, OLI staff begin weekly conference calls with each community partner to plan for program implementation.
2. OLI launches program and youth begin dancing; youth learn about program requirements (academic, attendance, choreography, behaviour) and about the goal to travel to Toronto to perform with youth from across Canada; OLI staff conduct an orientation for all volunteers involved in the program.
3. Each community has a designated dance instructor who travels to your community to work with the youth 2-3 hours per day for 5 days per week, on a bi-weekly basis, over 6 months.
4. Over the course of the 6 month program implementation, program managers run weekly scheduled conference calls with volunteers. During monthly visits by the program manager, youth are assessed on academic progress, attendance, choreography, and behaviour.
5. If youth have met all requirements, they travel to Toronto for 2 weeks where they engage in daily rehearsals to prepare for the annual performances. OLI youth perform at two performances where they are the stars of the show for over 6000 audience members cheering them on!



## MCFN Membership

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

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

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

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

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

Names of deceased members are not removed from the band voter's list unless the information is provided to Aboriginal Affairs. Anyone with funeral information (i.e. name of funeral home/location), date of death, a death certificate, or anyone who can be contacted for this information, please call or leave a message with Ted Ouellet at the MCFN Band Office.

Miigwech., Ted Ouellet



### MISSANABIE CREE FIRST NATION

### CHANGE OF ADDRESS FORM -- For Band Members

SURNAME	
First Name and 2 <sup>nd</sup> Name	
ALIAS/BAND #	
DATE RECEIVED	
NEW ADDRESS	
CITY/PROVINCE	
POSTAL CODE	
E-MAIL ADDRESS	
TELEPHONE #	
SIGNATURE	

## CONTACT AND OTHER INFORMATION

### MISSANABIE CREE FIRST NATION

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

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

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

### MCFN Chief & Council

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

**Councillor Michael Nolan**  
mnolan@missanabiecree.com

**Laura Lee Rawlyk**, Elder Liaison  
lrawlyk@missanabiecree.com

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

**Councillor Chelsie Parayko**  
cparayko@missanabiecree.com

**Alexandra Langford-Pezzo**, Youth  
Representative  
apezzo@missanabiecree.com

**Councillor Les Nolan**  
lnolan@missanabiecree.com

**Councillor Shawn Pine**  
spine@missanabiecree.com

### MCFN Staff

**Band Administrator** Doreen Boissoneau **ex. 222**

dboissoneau@missanabiecree.com

**Bookkeeper** Louise Campbell **ex. 224**

lcampbell@missanabiecree.com

**Reception** June Markie **ex. 221**

jmarkie@missanabiecree.com

**Program Development** Lesley Gagnon **ex. 226**

lgagnon@missanabiecree.com

**Executive Assistant** Shereena Campbell **ex. 235**

scampbell@missanabiecree.com

**Registration Administrator** Ted Ouellet **ex. 228**

touellet@missanabiecree.com

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

dclement@missanabiecree.com

**Governance Coordinator** Elizabeth Angecone **ex. 230**

eangecone@missanabiecree.com

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

plesage@missanabiecree.com

**Assistant Manager, IVC Intern** Ivan Fox **ex. 236**

ifox@missanabiecree.com

**Algoma Passenger Train Assistant** Natasha Trozzo

Natasha@AlgomaPassengerTrain.com

**Family Well-being Worker** Terri Montgomery **ex. 238**

tmontgomery@missanabiecree.com

**Elder/Youth Coordinator** Jackie Fletcher **ex. 237**

jfletcher@missanabiecree.com

**Community Development Coordinator** Gloria Harris **ex. 245**

gharris@missanabiecree.com

**CBA Implementation Coordinator** Stephen Hawkins **ex. 241**

shawkins@missanabiecree.com

**Historical Researcher/Administrative Assistant** Deb Rogoschensky **ex. 243** drogoschensky@missanabiecree.com

**Economic Development Officer** Dalton MacFarlane **ex. 242**

### ELDERS COUNCIL

Diane Astle

Gloria Harris

Audrey Bateson

Shirley Horn

Kathy Beaudry

Fran Luther

Cathy Clement

Cheryl Macumber

Deborah Ewing

Marion Nolan

Broderick Fletcher

Jo Ann Pezzo

D'Arcy Fletcher

Kim Rainville

Jackie Fletcher

Laura-Lee Rawlyk

Glad Fletcher-Hawkins

Pamela Rew

### GOVERNANCE COORDINATING COMMITTEE (GCC)

Kyle Bateson Jackie Fletcher Debbie Ewing Victoria Pezzo

### COMPREHENSIVE COMMUNITY PLANNING

#### STEERING COMMITTEE (CCPSC)

Neil Ewing (Youth Representative) Broderick (BG) Fletcher

Glad Fletcher-Hawkins

Shirley Horn

Jackie Fletcher

JoAnn Pezzo

Terri Lou Fletcher

### MCDC BOARD

Cathy Clement

Gloria Harris

Marion Nolan

Dave Easton

Shirley Horn

JoAnn Pezzo

BG Fletcher

Cheryl Macumber



## VISION STATEMENT OF THE MISSANABIE CREE

We are the Anishnabe of the Missanabie Cree First Nation whose vision is to have a united and self-governing body that will determine our destiny guided by the seven laws.

We have a vision of a leadership that is open, honest, trustworthy; a leadership with conviction, accessible to the people; a leadership that is progressive yet respectful of our traditions, values and beliefs; a leadership with confidence, always watchful and assertive in protecting and preserving the treaty and aboriginal rights of our people; a leadership that is directed by our people and with exclusive accountability to our people and our people alone.

We have a vision of our community re-established on the traditional lands that were once the homeland of our ancestors where institutions of our government, economy and education can once again thrive.

We have a vision of a people where individuals and families can stand strong and find healing through tradition and spirituality; individuals and families who are loving and compassionate.

We have a vision of a people who are bi-cultural and bi-lingual; a people who can walk in both worlds contributing to our well-being, the well-being of our brother and sister First Nations; contributing and competing globally.

We have a vision of a Nation of people who respect the dignity of all; a people who find balance through equality of all ages, male and female alike.

We have a vision of people who respect the environment, harvesting and reaping the resources of the land in a sustainable manner as responsible stewards for the use of future generations.

We are the Anishnabe of the Missanabie Cree First Nation whose vision it is to regain and restore our rightful place and through the strength of our people, never again be denied our place in society.

September 20, 1998