

cando 

CONNECT

MAY/JUN 2021 | Vol. 8 No. 1

magazine

Moving Indigenous Economies Forward

**CEDI's Newest
and Final
Phase II
Graduates**

**BC
Links to Learning
Virtual Event**

**CIBC NIEEF
Scholarship
Recipients**

ECONOMIC DEVELOPER OF THE YEAR AWARD

2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!

Know an outstanding Economic Development Officer creating impact in their community?

Nominate an outstanding Cando Certified EDO today!

\$10,000 - Winner
\$5,000 - Second
\$2,500 - Third
\$1,000 - Fourth
\$500 - Fifth
\$500 - Sixth
\$500 - Seventh

2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!



Recognize! Celebrate! Honour!

Sharing our stories and celebrating our successes will ensure that economic development initiatives continue to grow. In 1995, the Cando Economic Developer of the Year was created to recognize and promote recent or long-standing Indigenous economic development initiatives throughout Canada.

The 2021 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!

The nomination deadline is July 31st, 2021.

Please visit the Cando website to nominate, and for more information.



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Cover image:

'Summer' Dreamcatcher
photo illustration by Paul Macedo

Cando Connect Magazine is produced by Cando under the direction of Paul Macedo, Communications Officer.

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Co-operatives Launches 'Your Way, Together' pages 34 - 36

Nominate your Role Model for the National Youth Panel!

Each year Cando selects six Indigenous youth participants to form the National Youth Panel, a signature event at the annual national conference that will be held this year in October 2021. The selections for the National Youth Panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities. Do you know of a role model deserving of special recognition? Nominate them today!

Award recipients will enjoy:

- Recognition for their achievements
- Networking with Indigenous leaders and peers

Eligibility:

- Must not have been part of the youth panel previously
- Must be between 18-30 years of age
- Must be of Indigenous descent (First Nation, Métis, Inuit)

2019 National Youth Panel - Gatineau, QC



Be sure to visit our website to learn more and nominate today!
Deadline for nominations is July 31, 2021

Summer is almost upon us...

Staff, management and board at Cando hope that everyone reading this, along with their loved ones, continues to be safe and healthy. As progress is being made with vaccine distribution, we are optimistic that a post-COVID future is near. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

The 8th Annual BC Links to Learning Webinar Event was held virtually May 3 & 4, 2021. Cando partnered with the National Aboriginal Lands Managers Association, the First Nations Lands Management Resource Centre, and Indigenous Services Canada to develop and deliver this online training event. For full coverage of the event, check out pages **8-18**. For event session recordings and presentation materials, please visit: www.links-to-learning.ca

The Links to Learning Webinar Series will also continue through the spring and summer. Cando will develop and deliver continuous skills development opportunities for its member EDOs via this weekly series. The Links to Learning Series delivers to Alberta and British Columbia every Tuesday and to Manitoba and Saskatchewan every Thursday. In addition, a national Wednesday Webinar Series is being continued. All of these webinars continue to be free to Cando members, thanks to a generous sponsorship from CIBC & Innovate BC.

Please visit the www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

Cando is pleased to showcase the eight recipients of the **2021 NIEEF CIBC Scholarships**. Cando is delighted to award \$44,000 to Indigenous students studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development. Please read the profiles of the eight most recent **NIEEF CIBC Scholarship** recipients on pages **18-25**.

After five-years (2016 – 2021), the First Nation – Municipal Community Economic Development Initiative (CEDI) Phase II has come to a close. Fortunately, CEDI has received approved funding from Indigenous Services Canada to continue with a Phase III (2021 – 2025) and will open the application process to interested First Nation – Municipal partnerships early this fall. Stay tuned for more information!

Shuswap Indian Band – District of Invermere, Dene Tha' First Nation – Town of High Level, and Yellowknives Dene First Nation – City of Yellowknife are the final three partnerships to complete the CEDI program in Phase II. Each one of these partnerships has strengthened their relationship and advanced at least one joint community economic development initiative. Following is a brief overview of each partnership's shared journey and stories of success while participating in the CEDI program. Read more on pages **28-33**.

Looking forward to seeing you soon!

5 things Indigenous entrepreneurs should know about exporting

Indigenous small- and medium-sized enterprises (SMEs) are one of the fastest-growing business segments in Canada. They create jobs and increase wealth in their communities while contributing to the broader Canadian economy. Indigenous nations were traders long before the arrival of the first European settlers, and this natural, entrepreneurial trading spirit is just as strong today.

Exporting is a proven means to sustained growth, but it can be daunting. Indigenous entrepreneurs often face significant barriers in securing financing and accessing working capital, and navigating government policy, trade rules and logistics.

Export Development Canada (EDC) is committed to helping Indigenous businesses overcome these barriers. As international risk experts, we equip you with the tools—trade knowledge, financial solutions, equity, insurance, and connections—to grow your business with confidence.

To get you started, here are five things you should know about exporting and how EDC helps.

1. Exporting isn't just for large companies.

You may associate exporting with large, multinational companies. But even micro businesses can be exporters if they sell goods and services to customers outside Canada. All it takes is one sale to the United States.

Before you dip your toe into international waters, you should research your business's global potential and learn more about exporting. Sign up for a free **MyEDC** account at edc.ca to get access to expert-led webinars, articles, and other helpful information about growing your business internationally.

2. Companies that export outperform those that don't.

Exporting can be an effective strategy to build a sustainable business. As



Todd Evans, National Lead - Indigenous Exporters, Export Development Canada

Canada represents less than 2% of the global market, it makes sense that exporting companies have higher potential than domestic-only businesses. By expanding beyond Canadian borders, you can increase your customer base and generate higher revenues—an average of 121% more than non-exporting companies.

3. You can insure your sales to reduce risk.

Every time you send a shipment or provide a service, you take the risk that you won't get paid. With **EDC Select Credit Insurance**, we can mitigate that risk: If your customer doesn't pay, we will. We work with businesses of all sizes to insure a single contract as low as \$5,000 or multiple contracts worth up to \$500,000 each. Until the end of 2021, EDC Select Credit Insurance is available to all Canadian businesses, whether your customer is in Canada or abroad. Most financial institutions will also extend

credit against your insured receivables, providing you an additional source of business funding.

4. International trade agreements provide tremendous benefits for exporters.

The Canada-United States-Mexico Agreement (CUSMA) encourages the three countries to increase commercial opportunities for SMEs owned by under-represented groups, including Indigenous Peoples. For smaller companies, the CUSMA includes a provision that makes handcrafted Indigenous textiles and apparel duty-free. The Canada-European Union Comprehensive Economic and Trade Agreement (CETA) gives Canadian exporters preferential access to one of the world's largest economies.

Want to learn more about putting these agreements to work for your business? EDC's trade advisors can provide free customized answers to your trade-related questions.

5. EDC is here to support you.

If you're interested in exporting, you don't have to go it alone. We'll partner with you to help your business grow through global trade.

We work closely with the Canadian Council for Aboriginal Business (CCAB), the Business Development Bank of Canada (BDC), Global Affairs Trade Commissioner Service (TCS) and other partners to deliver programs and solutions to help you manage the risks of selling outside Canada.

For more information on how we can support your exporting journey, call a trade advisor at 1-800-229-0575, or visit edc.ca/indigenous-business.

Export
Development
Canada





Exploring Farmland Values and Rental Rates



Join Craig Klemmer, FCC Principal Agricultural Economist, for a webinar as he shares the latest farmland values and how to negotiate a fair price when renting out your land.

Wednesday, June 23

11 a.m. Mountain

1 p.m. Eastern

Register at EDO.CA/Links-to-Learning



SUPPORTING FIRST NATIONS ECONOMIC DEVELOPMENT AND LANDS MANAGEMENT

Presented by Cando, National Aboriginal Lands Managers Association, First Nations Land Management Resource Centre and Indigenous Services Canada.



LINKS TO LEARNING 2021

Links to Learning is a technical training forum which provides a range of skills development and other learning opportunities for First Nations Lands Management Officers and Economic Development Officers from across British Columbia.

When: May 3-4, 2021

Where: Virtually online

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BC Links to Learning Agenda

MONDAY - MAY 3, 2021

8:30 - 9:00 am	OPENING REMARKS- Master of Ceremonies - Stan Wesley
9:00 am - 10:15 am	Workshops 4X
10:15 am - 10:45 am	HEALTH/NETWORKING BREAK
10:45 am - 12:00 pm	Workshops 4X
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:45 pm	KEYNOTE SPEAKER - Tewanee Joseph
1:45 pm - 2:45 pm	Workshops 3X
2:45 pm - 3:15 pm	HEALTH/NETWORKING BREAK
3:15 pm - 4:15 pm	Workshops 3X

TUESDAY - MAY 4, 2021

8:30 - 9:00 am	OPENING REMARKS - Master of Ceremonies - Stan Wesley
9:00 am - 10:15 am	Workshops 4X
10:15 am - 10:45 am	HEALTH/NETWORKING BREAK
10:45 am - 12:00 pm	Workshops 4X
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:30 pm	Cultural Showcase
1:45 pm - 2:45 pm	Workshops 3X
2:45 pm - 3:15 pm	HEALTH/NETWORKING BREAK
3:15 pm - 4:15 pm	Workshops 3X
3:15 pm - 4:15 pm	CLOSING

2021 BC Links to Learning - Welcome



Opening Welcome: Stan Wesley, BC Links to Learning - Host and MC



Opening Welcome: Elder Bob Baker, Squamish Nation



Opening Remarks: Leona Irons, Executive Director - National Aboriginal Lands Managers Association



Opening Remarks: David Russell, Director for Lands and Economic Development - Indigenous Services Canada (BC Region)



Opening Remarks: Meko Nicholas, Executive Director -



Opening Remarks: Raymond Wanuch, Executive Director - Cando

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PREPARING LEADERS

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2021 Partners



2021 Collaborators



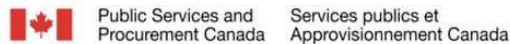
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2021 Silver Sponsors



Welcome Delegates



Day 2 Welcome: Stan Wesley, BC Links to Learning - Host and MC



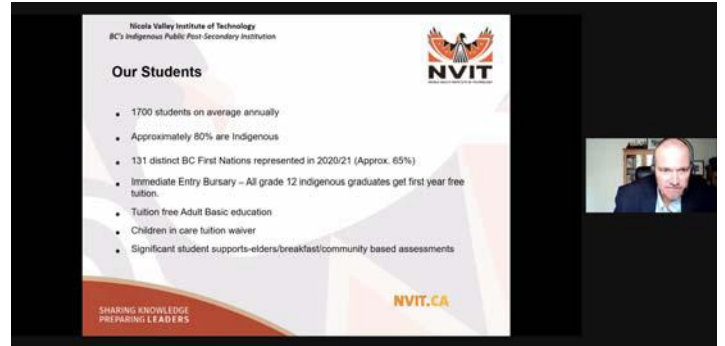
Workshop: James Roach NALMA



Workshop: Dr. André LeDressay, Tulo Centre of Indigenous Economics



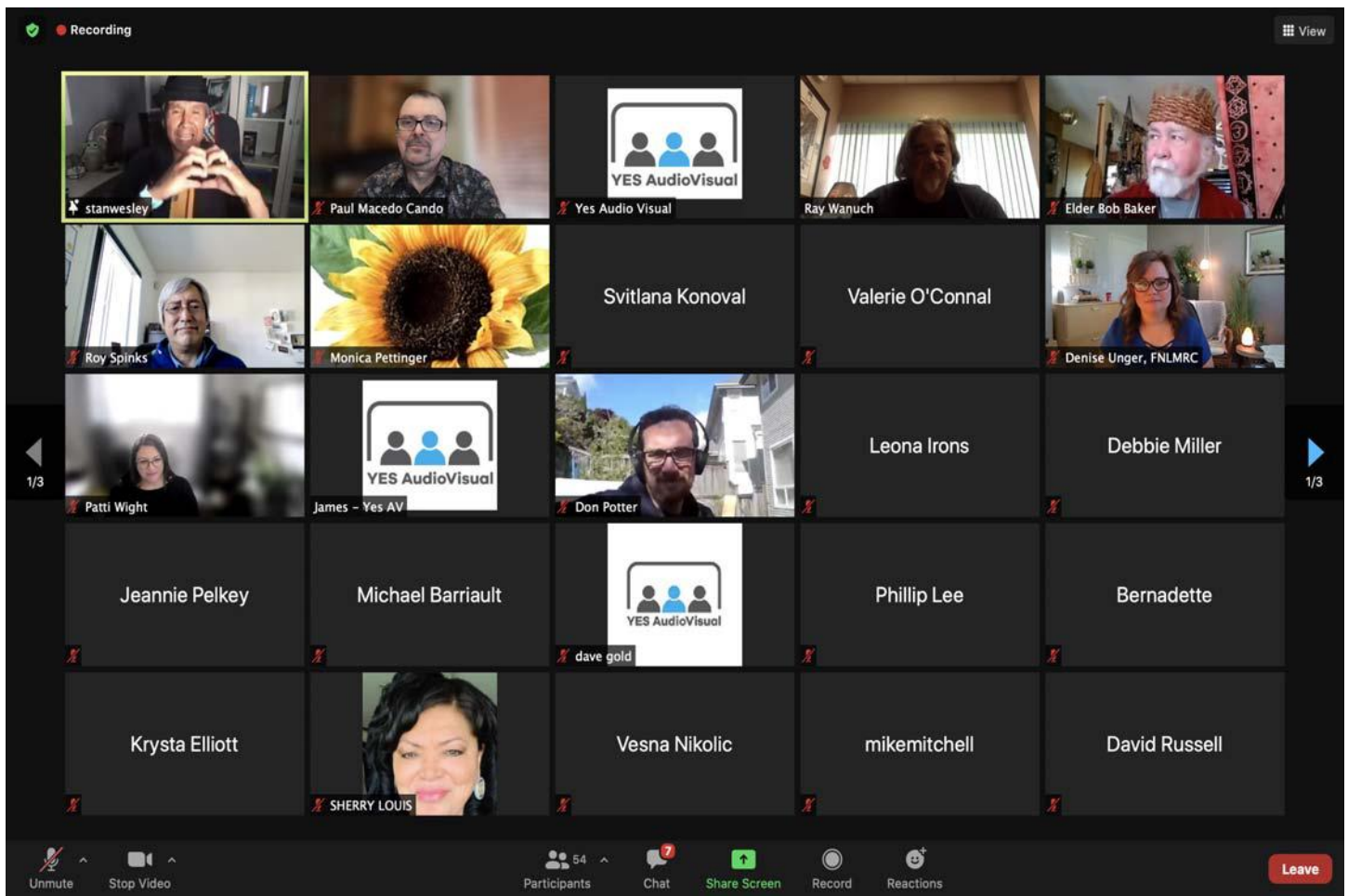
Workshop Connectivity: Sandra Wear, Innovate BC - Moderator



Workshop: Ken Tourand, NVIT - Board Governance



Luncheon Keynote: Tewanee Joseph, Indigenous Tourism BC



The 8th Annual BC Links to Learning event saw more than 150 delegates and speakers participate over the two days. Many came together to share a moment at the end of Day 2 to reflect on what they learned and to express their hope to attend the next event in-person in the not-too-distant future.



Closing comments: Raymond Wanuch, Executive Director - Cando



Closing comments: Stan Wesley, BC Links to Learning - Host and MC



Closing Remarks: Elder Bob Baker, Squamish Nation thanks all delegates and speakers for their contributions to a successful training event.

NIEEF | National Indigenous Economic
Education Fund

YOUTH OPPORTUNITIES

National Indigenous Economic Education Fund (NIEEF) Scholarships

NIEEF is Cando's charitable organization which grants annual scholarships to Indigenous students studying in a field related to economic development. To be eligible, students must be attending or currently enrolled in a program at a post-secondary institution, and must be a Cando student member.

Preference will be given to students enrolled in one of Cando's Accredited Institutions.

In 2021 NIEEF will be awarding four scholarships each worth \$2,000.

This includes the new 'Plains Midstream Canada - NIEEF Scholarship' to be awarded to one successful applicant based in Alberta.



Jana Sasakamoose

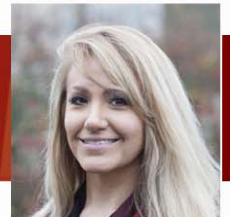


Chase Soosay

**2020
NIEEF
SCHOLARSHIP
RECIPIENTS**



Michelle Francis-Denny



Tasha Brooks

The deadline to apply for a NIEEF Scholarship is July 31, 2021.

More information: www.edo.ca/youth/nieef-scholarships



RELEVANT CERTIFIED

PROFESSIONAL AFFORDABLE
INDIGENOUS
INNOVATIVE ACCESSIBLE
TECHNICIAN FLEXIBLE

Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

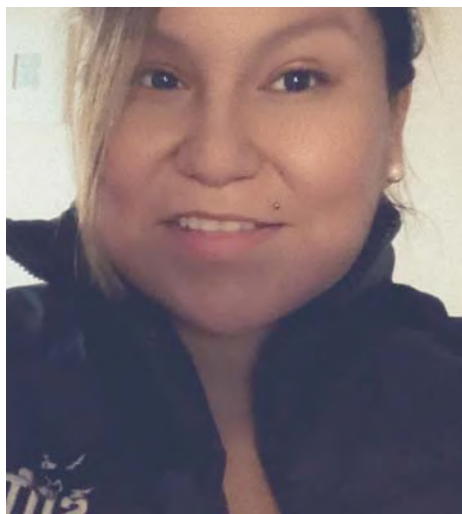
What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

More information: www.edo.ca/certification

Student hopes of earning university degree after getting diploma



Alexis Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies

I'd rather be taking classes in person. It helps me focus better. At home I have a four-year-old that continually wants my attention.

By Sam Laskaris
Cando Contributor

Alexis Duke is facing numerous challenges.

But Duke, a 26-year-old member of Little Pine First Nation in Saskatchewan, continues to move forward with her education.

Duke is in her second and final year of the business administration program at the Saskatchewan Indian Institute of Technologies, located in Regina.

Besides being in the home stretch of earning her diploma, Duke also received some welcome news recently.

It was announced that she is one of the eight recipients this year of the Indigenous Scholarship Program, offered through Indspire.

A total of \$44,000 was available through the Indigenous Scholarship Program this year. Funding for the scholarship program was made available through a partnership between the CIBC and Cando's charitable organization, the National Indigenous Economic Education Fund.

Duke was awarded \$2,000.

"It helps a lot because I'm a single mom," she said.

Duke was pleased to hear she was a scholarship recipient, adding any financial assistance is welcome.

"I have car payments and I have other payments," she said. "And I don't have a lot of support."

Duke is forging ahead with her post-secondary career during the COVID-19 pandemic, which has created additional obstacles.

Unlike the majority of other post-secondary schools which have only offered virtual classes during the 2020-

21 year, the Saskatchewan Indian Institute of Technologies remained open and offered in-person classes during September and portions of October.

After that, however, Duke and other students at the school have been forced to continue their courses online.

"I'd rather be taking classes in person," Duke said. "It helps me focus better. At home I have a four-year-old that continually wants my attention."

Duke added she has to manage her time effectively, such as doing parts of her schoolwork when her son is napping.

Duke said she was waiting to hear the news from an announcement that was expected in late January on whether her school would be reopening for the rest of the semester.

Her preference would be to sit in a classroom while learning as opposed to doing so at home.

"I'm hoping I do get to go back," she said.

Duke is also planning to return to school in the fall. She would continue to live in her hometown though as she is hoping to attend the University of Regina to continue her business administration studies.

If she does get accepted into the university program, Duke would require two more years of education in order to earn a business administration degree.

Duke is not quite sure what type of job her schooling will lead to.

But she is especially enjoying her accounting and human resources courses as well as her marketing class.

Duke added if she does enroll at the University of Regina, she could potentially decide to major in accounting.

CIBC NIEEF SCHOLARSHIPS

Student to become first family member to earn university degree

Janine Chowace is well on her way to a major accomplishment.

Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

Chowace is in her third year of studies of the four-year business management program at the Northern Alberta Institute of Technology (NAIT).

“It’s a pretty big deal,” Chowace said. “I’ll be the first one in my family to get a university degree.”

Chowace’s mother had seven children.

What is also a big deal is the fact Chowace is one of eight recipients of this year’s Indigenous Scholarship Program.

The program is delivered through Indspire with funds provided through a partnership between the CIBC and Cando’s charitable organization, the National Indigenous Economic Education Fund.

Chowace’s scholarship was worth \$5,000.

“It’s a big relief for sure,” she said. “I feel pretty thankful.”

Chowace wasn’t quite sure how exactly her scholarship money would be spent but it would in all likelihood help pay off some of her debts.

Chowace added being awarded a sizable amount of money to help continue her education proved to her she is on the right path.

“It is really comforting,” she said. “I work really hard. And this shows me this hard work has paid off.”

Chowace had dropped out of high school while she was 16 and in Grade 10.

“That was a goal to go back and finish high school,” she said.

Before she did decide to return to school, Chowace worked at various jobs, including providing childcare, doing manual labour and being employed in the food industry.

After earning her high school equivalency diploma, Chowace enrolled in NAIT’s business administration program.

Chowace, who lives in the municipality of Spathnow, did not have to move to Edmonton to attend NAIT. That’s because thanks to a collaboration her program is also offered through Portage College in Cold Lake, about an hour’s drive from her home.

Because of the COVID-19 pandemic, however, Chowace is now taking her classes remotely.

She admitted she does like the fact she doesn’t have to drive to school every day now.

“I think being at home presents different challenges though,” she said. “The (school) environment is missing. And it’s a lot more distracting being at home with the family.”

Chowace, a single parent, has an 11-year-old son and a 10-year-old daughter. Both of them are also taking virtual classes now at home.

Though she has about a year and a half remaining before she completes her degree, Chowace is not sure how she will put her education to use.

“I haven’t really figured that out yet,” she said. “Business management is a broad thing. I’m not sure yet what I want to do.”



Janine Chowace, a 31-year-old member of Sturgeon Lake Cree Nation in Alberta, is more than halfway done the requirements necessary to earn her university degree.

**It’s a pretty big deal.
I’ll be the first one in
my family to get a
university degree.**

**By Sam Laskaris
Cando Contributor**

Karen MacDonald proving it's never too late to further one's education



Karen MacDonald is fulfilling a long-standing desire - she is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

What I want to do is assist other Indigenous students achieve their business goals.

**By Sam Laskaris
Cando Contributor**

Karen MacDonald is fulfilling a long-standing desire.

The 56-year-old is in her second and final year of studies working towards her Master's degree in business administration from the University of Calgary.

MacDonald believes it's better late than never to return to school in order to further one's education.

"I missed the opportunity to do it earlier in my career," said MacDonald, a member of Thunderchild First Nation in Saskatchewan. "A lot of people encouraged me but I had this self-doubt."

MacDonald, who is married and has two children of her own who are also attending the University of Calgary now, decided there was no point in waiting any longer and returned to school herself.

"What I want to do is assist other Indigenous students achieve their business goals," she said.

Besides being a student again, MacDonald is also a member of the university's staff. She's the manager of the Writing Symbols Lodge, the school's Indigenous student centre.

MacDonald was also recently announced as one of eight recipients of the Indigenous Scholarship Program, delivered by Indspire.

Funding for the Indigenous Scholarship Program was made available thanks to a partnership between Cando's charitable organization, the National Indigenous Economic Education Fund, and CIBC.

Applicants for the Indigenous Scholarship Program were applying for a total of \$44,000 in funding this year.

MacDonald was one of four scholarship winners that received \$5,000.

She was understandably pleased with this news as it helped cover some of her university expenses.

"The tuition is just sky high," she said. "Every dollar helps."

"Any scholarship helps," MacDonald added. "A scholarship always helps you towards your educational goals."

MacDonald had earned her Bachelor of Commerce degree from the University of Saskatchewan in the late 1980s.

But now she said juggling her work and family life as well as her academics is rather challenging.

"It's very tough," she said.

MacDonald puts in a full work day for her job. Because of the COVID-19 pandemic, however, she has been working remotely from home.

Though her workday is done on weekdays during the afternoon, MacDonald is not able to simply relax.

That's because she estimates that she's doing her own schoolwork from about 7 p.m. until midnight, six nights each week.

"The workload is heavy," she said.

MacDonald began working towards her Master's degree in January of 2020. She is expected to complete the program requirements this December and then have her graduation ceremony in April of 2022.

MacDonald is hoping to put her Master's degree to good use after she earns it.

"Maybe I will teach some classes," she said.

And also provide some inspiration for others.

"I want to be a role model for Indigenous students," she said.

CIBC NIEEF SCHOLARSHIPS

Scholarship enables student to pay bills and save for her future

Perfect timing.

That would undoubtedly be the best way Kineisha Eagle Bear would describe the recent news that she won a \$10,000 scholarship.

Eagle Bear, a member of Kainai Nation in Alberta, is in her final year of finance studies at the University of Lethbridge.

But things were not looking too rosy this past fall for Eagle Bear, a 25-year-old single mother, who has a five-year-old daughter named Nova.

She already had some bills which needed some attention. And her expenses increased as it was necessary to get some vehicle repair work done since she was involved in a car accident this past November.

Plus, her computer which she required for her school work, seemed to be on its last legs and needed to be replaced soon.

Eagle Bear's fortunes then improved considerably in late November when she heard she was a recipient of the Indigenous Scholarship Program.

Funding for the Indigenous Scholarship Program, which featured a total of \$44,000 this year, was split among eight recipients.

Eagle Bear was one of two winners who received the largest amount of scholarship money, \$10,000 each.

Funding was available via a partnership between Cando's charitable organization, called the National Indigenous Economic Education Fund, and the CIBC.

"Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact," Eagle Bear said. "With the scholarship I was also able to pay off all my bills, and I saved 50% for future investment plans."

Eagle Bear was also able to lend a helping hand with a portion of her scholarship money.

"Sharing was also important to me," she said. "Being in the position to give, I donated five per cent of my scholarship towards those in need over the holiday season."

Upon finishing high school, Eagle Bear had enrolled in a First Nations transition program offered through the University of Lethbridge.

She needed to upgrade some courses in order to be accepted into the university's accounting program.

A challenging pregnancy, however, forced Eagle Bear to withdraw from that program after one year.

Once she decided to continue her education, Eagle Bear enrolled in Lethbridge College's two-year business program where she earned a diploma.

She then moved on to two additional years of studies at Lethbridge University, where she will earn a degree.

Eagle Bear admits she has had her share of challenges during her post-secondary schooling.

"Being a full-time student can be financially difficult, especially being a single parent where time and money is tight," she said. "Over the years we had made sacrifices to make things work out for us. It's all trial and error. I have taught myself how to manage my time and how to manage my finances efficiently."

Because of the COVID-19 pandemic, all of Eagle Bear's classes right now are conducted virtually.

"I find it difficult because our teachers are also just getting used to online teaching," she said. "It's a challenge for everybody, not only students but the professors as well."



Kineisha Eagle Bear is a member of Kainai Nation in Alberta and is in her final year of finance studies at the University of Lethbridge.

Receiving the scholarship has allowed me to cover these extra costs, without having to worry about the financial impact.

**By Sam Laskaris
Cando Contributor**

CIBC NIEEF SCHOLARSHIPS

May/June 2021

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edo.ca

Scholarship allows student to focus solely on his academics



Nikia Pratt is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Having the scholarship my stress levels are completely down. And I can focus on my studies and academics.

**By Sam Laskaris
Cando Contributor**

Nikia Pratt had to perform quite the juggling act when he returned to school.

After a 16-year career managing various McDonald's and Kentucky Fried Chicken (KFC) outlets in Regina, Pratt decided to become a student once again.

The 34-year-old is now in his second and final year of business administration studies at the Regina campus of the Saskatchewan Indian Institute of Technologies.

Pratt, a member of George Gordon First Nation in Saskatchewan, is also thrilled that he was a recent recipient of \$10,000, part of the Indigenous Scholarship Program, delivered by Inspire.

Funding for the scholarship program was available via a partnership between the CIBC and the National Indigenous Economic Education Fund, Cando's charitable organization.

A total of \$44,000 in funding was available this year. Money was split among eight recipients.

Pratt was one of two individuals that received \$10,000 each.

"It's a huge stress reliever," Pratt said of his scholarship. "When I first started school last year, I was still working 40-50 hours a week."

Pratt maintained his full-time job at KFC in his first year back to school. But his scholarship money has allowed him to concentrate on his schooling now and not having to worry about working as well in order to pay his bills.

"Having the scholarship my stress levels are completely down," he said.

"And I can focus on my studies and academics."

Should he choose to do so, Pratt said he can return to work while continuing his education.

"I'm still on KFC's roster," he said. "I can go back in any position and work some hours if I wanted to. But I'm just focusing on school now."

Pratt said he was keen to explore other career options and that is why he opted to go back to school.

"I don't want to go back into restaurant management," he said, adding he is hoping to land with some sort of job in accounting or human resources.

Pratt added it has not been that difficult of a transition to be a student once again. He had not previously pursued any post-secondary schooling after graduating from high school in his late teens.

But Pratt did have plenty of learning opportunities in the years he worked for McDonald's.

"I had gone to a lot of HR programs and leadership programs and accounting programs," he said. "They invest a lot in your development."

Though he is expected to graduate with a diploma this May from his current school, Pratt is also planning to continue his education.

He has applied to the First Nations University of Canada where he is hoping to further his business administration studies this coming September. He would need two additional years of studies at this school, also located in Regina, to earn a Bachelor's degree.

CIBC NIEEF SCHOLARSHIPS

Cando Connect

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May/June 2021

Student thrilled with scholarship but disappointed about online learning

Quintin Helm is having some mixed reactions about his first year of university life.

The 18-year-old, who lives in the Alberta town of Okotoks, is studying finance at the University of Calgary.

But because of the COVID-19 pandemic, Helm, a member of the Metis Nation of Alberta, is forced to take all of his classes virtually for now.

“You hear about how different and fun university can be and I’m just not experiencing that with online classes,” he said.

Though he is not getting the full experience of university life by studying remotely, Helm does like his post-secondary program.

“I am enjoying the classes that I am taking and I somewhat take joy from getting one year closer to starting the rest of my life,” he said.

Helm is also pleased that he is one of the eight recipients this year of the Indigenous Scholarship Program.

A total of \$44,000 was offered through the Indigenous Scholarship Program this year. Helm’s share was \$2,000.

Funding for the scholarship is via a partnership between Cando’s charitable organization, the National Indigenous Economic Education Fund, and the CIBC.

“This scholarship really meant a lot because it would take more than two months working my minimum wage, part-time job at a carwash to make that much to put towards my education,” Helm said.

He added he did indeed put his scholarship funds towards his schooling.

“I used this money to help pay tuition for my second semester,” he said.

Though he would prefer to be taking classes in person, Helm said there is a small blessing in learning remotely.

“I was planning on staying at home for this first year and that hasn’t changed with online,” he said. “If anything online has saved me a lot of money on transportation to and from the university every day.”

Okotoks is about 50 kilometres south of Calgary.

Helm said it was only natural for him to enroll in the university’s finance program.

“I am taking finance because all my life I have been very good with numbers,” he said. “Math and science have always been my strong suits but I also like the social aspect and reliability of money.”

Helm also believes earning a degree in his program will prove to be beneficial in his adult life.

“I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance,” he said.

Helm has an inkling of what direction he wants his life to take.

“I am looking for a career as a financial analyst but I haven’t decided if I want to do personal finance or corporate,” he said.

He’s also hoping to land an internship, or possibly even a full-time position in the industry, as early as this summer.

Until then, he’ll continue to seek other opportunities of garnering some financial support.

“I am always hoping for more scholarships and I want my grades to depict that so I am working hard on my studies,” he said.



Quintin Helm lives in the Alberta town of Okotoks and is studying finance at the University of Calgary.

I don’t think that I will have a problem finding a job after school and that is a major part of why I chose finance.

By Sam Laskaris
Cando Contributor

CIBC NIEEF SCHOLARSHIPS

May/June 2021

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Scholarship was perfect timing for student



Remy Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Now I'm able to do schooling at home [First Nation community of Lillooet]. It's making things a whole new world for me.

**By Sam Laskaris
Cando Contributor**

For Remy Dillon the fact she won a scholarship couldn't have come at a better time.

Dillon, 21, is a second-year student in the environmental resources program at the Nicola Valley Institute of Technology, located in Merritt, B.C.

Like the majority of other post-secondary students across the country, Dillon, a member of the Cayoose Creek First Nation in B.C., has been forced to take her classes online because of the COVID-19 pandemic.

Dillon, however, was having her share of frustrations this past fall, primarily because she had an older computer.

"Word wasn't updating," she said. "And (Microsoft) Excel wasn't updating. And it kept crashing on me. It was coming to a boiling point. I couldn't do many of my assignments."

In late November, however, Dillon was notified she would be receiving \$5,000 through the Indigenous Scholarship Program. This program is delivered by Indspire.

Funding for the Indigenous Scholarship Program, which totaled \$44,000 this year, was available through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

Dillon was one of eight scholarship recipients through the program.

With the money she received Dillon was able to purchase a new computer as well as a new printer, which includes a scanner.

"Now I'm able to do schooling at home," said Dillon, who lives in her First Nation community of Lillooet. "It's making things a whole new world for me."

Dillon, however, would prefer if she was taking her post-secondary classes in person. That's because she's not a big fan of virtual learning.

"It's been a lot harder," she said. "It's hard to stay focused."

Dillon is expected to graduate this April with a diploma from her program. But she's already making plans to continue her education.

She has applied to Thompson River University (TRU), where she is keen to continue her environmental resources studies.

If she is accepted into TRU, she would study at its campus located in Williams Lake, B.C.

After graduating from her current program, Dillon would still need two years of university education in order to earn a degree.

If Dillon is indeed accepted by TRU, it wouldn't be the first time she has attended the school.

Before beginning her studies at the Nicola Valley Institute of Technology, she had completed one year of the human resources program at TRU.

But she was not interested in continuing in that field of study.

"I want to work outside, with nature and animals," she said. "That's what I realized."

At this point, Dillon added she is not entirely sure the exact career path she wishes to pursue.

But she's excited by the fact her current program is providing her with some flexibility to make her decision down the line.

"I want to keep things open right now," she said, adding she would be interested in a job working in fisheries or plants or possibly biology or wildlife biology fields.

CIBC NIEEF SCHOLARSHIPS

Former surveyor much happier with his return to school

Almost a year after taking the plunge and opting for a career change, Wyatt Draycott still finds his decision to be a nerve-wracking one.

Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

But in February of 2020, Draycott, a 46-year-old member of the Metis Nation of Alberta, called it quits in order to go back to school.

He's now a first-year student in the Natural Resources Technology Program at Portage College in Lac La Biche, located about a 90-minute drive from his home.

Though he was making a six-figure salary, Draycott was not happy with his previous career.

"I wasn't enjoying it anymore," he said. "Things were getting too monotonous."

Fortunately for Draycott, he is receiving some financial assistance now that he's a student again.

It was recently announced he is one of eight winners of the Indigenous Scholarship Program delivered by Indspire.

The scholarship program offered a total of \$44,000 this year. Draycott's share was \$5,000.

The program was funded through a partnership between the CIBC and Cando's charitable organization called the National Indigenous Economic Education Fund.

"Every bit helps," Draycott said of his scholarship.

Draycott said he has used the money he received to help cover his tuition and books, which amounts to almost \$2,200 per semester.

His expenses also include living in a dorm when he is at school and also his gas bills, travelling to school and back home. He also paid a portion of his mortgage with the funds.

Because of the COVID-19 pandemic, Draycott alternates between taking two weeks of remote classes and then one week of in-person labs at the college.

"Personally, I love it," he said of his virtual sessions. "I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for."

Though he's much happier now than in later years of his previous job, Draycott finds he continues questioning his decision to return to school.

"I still have a lot of butterflies," he said. "I know I will take a big financial hit for the rest of my career."

Draycott doubts he'll have a six-figure salary again, estimating at best he'll earn \$70,000-\$80,000 annually once he finds another job.

He's hoping he'll utilize his environmental studies and perhaps secure a job in land management or the fisheries industry.

"There's a lot of avenues I can go into," he said. "It will open up a lot of doors."

Before quitting his job, Draycott had been thinking of doing so for a couple of years. In order to apply for college, it took him two years to earn his high school equivalency diploma as he had dropped out of school at age 14, while in Grade 10.

Draycott said he never envisioned being a scholarship recipient.

"Of course not," he said. "I never win anything. Everything is always hard work for me."



Wyatt Draycott, who lives in Cold Lake, Alta., had spent 20 years working as an industrial surveyor, including the last five years owning his own company.

Personally, I love [virtual sessions]. I'd love to do it all online. But there's a lot of stuff we learn onsite that you need to be there for.

**By Sam Laskaris
Cando Contributor**

CIBC NIEEF SCHOLARSHIPS

May/June 2021

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Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

AUGUST 1

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Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – carmelle.nepoose@edo.ca

If you are living in or east of Ontario, please contact Anita Boyle – anita.boyle@edo.ca

What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

More information: www.edo.ca/certification

CEDI's Newest and Final Phase II Graduates:

**Shuswap Indian Band – District of Invermere,
Dene Tha' First Nation – Town of High Level, and
Yellowknives Dene First Nation – City of Yellowknife.**

After five-years (2016 – 2021), the First Nation – Municipal Community Economic Development Initiative (CEDI) Phase II has come to a close. Fortunately, CEDI has received approved funding from Indigenous Services Canada to continue with a Phase III (2021 – 2025) and will open the application process to interested First Nation – Municipal partnerships early this fall. Stay tuned for more information!

Shuswap Indian Band – District of Invermere, Dene Tha' First Nation – Town of High Level, and Yellowknives Dene First Nation – City of Yellowknife are the final three partnerships to complete the CEDI program in Phase II. Each one of these partnerships has strengthened their relationship and advanced at least one joint community economic development initiative. Following is a brief overview of each partnership's shared journey and stories of success while participating in the CEDI program.

www.edo.ca/cedi



SIB and DOI elected officials and staff at the socially-distanced signing of the Friendship Agreement.

Shuswap Indian Band – District of Invermere, BC

Since beginning with CEDI in 2018, Shuswap Indian Band (SIB) and the District of Invermere (DOI) have shown incredible enthusiasm to work together. Elected officials and senior staff from Shuswap Indian Band and District of Invermere, and the Columbia Valley Community Economic Development Officer create a small yet dedicated Working Group. Upon completion of the CEDI program, the partnership identified the need for ongoing third-party support, and together jointly hired a Partnership Coordinator to support with their ongoing meetings, workshops and community events.

Over the past three years, SIB and DOI have prioritized learning about one another's history and culture, specifically making Indigenous cultural learning a core element of their emerging relationship. Following a thorough project selection process, this partnership chose to explore community connectivity to symbolically and physically connect their communities with a safe and accessible pedestrian crossing over the Columbia River. Leveraging the CEDI Capacity Building grant, SIB and DOI jointly applied for and were successful applicants of the *BC Active Transportation Network Plan Grant*. In March 2020, they hired a consultant to complete a Joint Active Transportation Network Plan (JATNP).

While the JATNP includes options for regional trail system connection, the SIB – DOI partnership will prioritize their shared vision to connect their two communities and economic centres with a safe active transportation crossing over the Columbia River. In early January 2021, both Shuswap Indian Band and District of Invermere councils endorsed the JATNP and in February, they welcomed (over Zoom) twenty-two local and regional stakeholders interested in regional active transportation and trail development to learn about the JATNP and to identify potential benefits, collaboration opportunities and to share lessons learned. In the coming year, SIB and DOI will complete additional community engagement, environmental, geo-technical, archeological studies, detailed design concepts, and will work to identify funding sources.

Through fifteen months of COVID-19 restrictions, this Working Group, along with their full Councils met over Zoom to meet many goals and program milestones, including the design their Friendship Agreement. In order to engage their communities in this process, the Working Group made a call for artists to submit their interest and artwork to accompany the written aspect of this Friendship Agreement. A winning art submission was selected and integrated into the Friendship Agreement, which both Councils passed in resolution.

Continued on page 32.



DTFN – ToHL elected officials and staff at a CEDI Workshop.

Dene Tha’ First Nation – Town of High Level, AB

Since beginning with CEDI in 2018, Dene Tha’ First Nation (DTFN) and Town of High Level (ToHL) have shown a strong commitment to their partnership and the CEDI process in spite of progress delays due to challenges of geographic distance (Dene Tha’ has three communities: Bushe River, Meander River and Chateh), wildfire and pandemic emergencies. This partnership has a dedicated Working Group, including both Chief and Mayor, other elected officials, and senior staff from both communities. Together, in response to the regional challenges and needs, they have prioritized the following joint community economic development initiatives: waterline and wastewater infrastructure, a joint regional emergency plan and multi-use facility (recreation and emergency evacuation).

Over the past three years, DTFN and ToHL elected officials and staff have participated in five joint workshops, two of which happened online due to COVID-19 restrictions. These communities persevered and continued to meet online in order to advance their partnership goals and take advantage of the CEDI program support. While elected leaders and staff worked to adapt and meet online, COVID-19 limited the partnership’s opportunities to meaningfully engage and share the partnership progress with community members. This is a key priority for the partnership in the coming 6 months.

Three sub-committees were established in October 2019, one for each of the joint initiatives listed above, inclusive of subject-matter experts from each community and other regional stakeholders. Each sub-committee has made impressive progress on their respective joint initiative(s).

Waterline + Wastewater Infrastructure Sub-Committee: With clear and practical goals, this sub-committee has:

- Completed the water service agreement between DTFN and the Town of High Level and expanded from the original discussions to ensure that the newest residential development at Bushe River is serviced.
- Completed construction the east end of the waterline connection project, connecting the waterline between the Town and a centralized area in Bushe River.
- Completed a wastewater infrastructure feasibility study, funded by ISC – Alberta Region; feasibility study is now complete and in process of being presented to councils.
- Agreed to run a force main for wastewater back to High Level from Bushe River in order to address a potential issue with excess wastewater on Bushe River reserve. This benefits the Town as well as the outlying industrial developments will now have this service.

Continued on page 32.



YKDFN and CoYK elected officials and staff participate in a drum dance at the CEDI Graduation Workshop.

Yellowknives Dene First Nation – City of Yellowknife, NWT

Beginning with CEDI in April 2019, Yellowknives Dene First Nation (YKDFN) and the City of Yellowknife CoYK) were chosen to participate in a two-year accelerated model of the CEDI program based on their capacity to develop a sustainable partnership and a shared interest to develop a Joint Economic Development Strategy.

YKDFN and CoYK elected officials and staff have several reasons to be proud, over the course of the past two years (15 months of which was during the pandemic), they have made progress on strengthening their relationship and advancing a joint economic development strategy. Together, elected officials and staff participated in four joint workshops, maintained a successful collaborative Working Group, revised their outdated Memorandum of Understanding, and created a shared vision statement and partnership tagline:

Shared Vision: Three communities working in harmony towards a sustainable, healthy and prosperous future with mutual respect in the spirit of reconciliation, honouring connection to land and creator, stronger together.

Tagline: With the beat of the drum, three communities, one heart. Eyets'ehxà t'à godzeè etle, Kòta tai, Godzeè jìè

Together, they became successful co-applicants of CanNor funding, created RFP process and Terms of Reference to hire a consultant, and co-managed a consultant to create a Joint Economic Development Strategy (JEDS). Over the course of several months, including community and business engagement in all three communities of Ndilo, Dettah and Yellowknife, the JEDS was developed. The JEDS includes the following three strategic directions: Local Business and Entrepreneurship Support; Workforce Development; and Tourism. The JEDS was presented to YKDFN and CoYK councils in February; both tentatively approved the JEDS and requested that a Joint Economic Development Strategy Committee, including senior administrative and economic development staff (and Council from YKDFN) from both communities be established and, the JEDS Committee should create an implementation plan.

Supported by the CEDI team, the JEDS Committee was established in March and have since developed Terms of Reference for the committee, identified an implementation plan template, and undertaken a detailed review and prioritization exercise of the JEDS proposed action.

Continued on page 32.

CEDI: Shuswap/Invermere

Continued from page 23.

On October 13th, 2020, the Shuswap Indian Band Chief and Council and District of Invermere Mayor and Council and their senior staff, gathered on the banks of the Columbia River to sign this agreement. Since they could not bring their two communities together to celebrate due to COVID-19 health and safety concerns, the signing was livestreamed and recorded so that community members and regional partners could witness this milestone.

Since the JATNP is only one of many possible joint initiatives, with three years of experience working together, the partnership created a Joint Strategic Plan for their partnership for the next five years. This plan includes four strategic objectives and detailed action and is in the process of council review and resolution. With their enthusiasm, strong Working Group with ongoing third-party support, guidance from their Friendship Agreement and Joint Strategic Plan, these two communities are on track for a long-term partnership with tangible community economic and social development outcomes.

CEDI: YKDFN/CoYK

Continued from page 24.

Using a CEDI scoring matrix template, the JEDS Committee co-created scoring criteria, critically reviewed and revised the JEDS actions as proposed in the Joint Economic Development Strategy, and then scored those ten actions.

Over the coming months, with support from Dillon Consulting, the JEDS Committee will work to populate the implementation plan, before presenting it to YKDFN and CoYK councils.

In summary, after two-years of support from the CEDI program, this partnership is well-positioned with a Joint Economic Development Strategy and draft implementation plan, a solid JEDS Committee with Terms of Reference and third-party support from the Partnership Coordinator, and a revised MOU including commitments to continued council to council collaboration. This partnership is well-quipped to collaborate for many years to come and we look forward to seeing which JEDS action this partnership will prioritize first!

CEDI: Dene Tha' /High Level

Continued from page 25.

Joint Regional Emergency Plan Sub-Committee: Utilizing the CEDI Capacity Building grant, Sandhurst Consulting was hired to complete the following in the development of a Joint Regional Emergency Management Plan (joint REMP):

- Phase I (educational workshop as part of CEDI Workshop #3)
- Phase II (hazard identification and risk assessment (HIRA)). Sandhurst Consulting visited all four communities to complete HIRA, including a review of pre-existing plans, emergency management systems and fire/community services.
- Phase III (interviews, ICS 100 and 200 training and plan design)

The sub-committee is working to identify additional funding in order to complete the development of the joint REMP (Phase IV).

Multi-use Facility: This large-scale, multi-year and multi-million dollar project will create a culturally inclusive facility that provides educational and recreational opportunities and transforms into a functional and modern emergency management space for the region when required. The detailed design has been completed and now the sub-committee and elected leadership must identify the funding required for the tender documents and construction. The sub-committee has created a collaborative *Sponsorship Taskforce* to identify corporate sponsors and philanthropic donors and secure funding and naming rights for the facility, and will create a *Cultural Design Taskforce* to engage neighbouring First Nation communities and Metis settlements, including but not limited to Dene Tha' First Nation, to seek insight and direction on cultural representation in the facility.

In addition to these three joint initiatives, DTFN and ToHL have put several wise practices in place to help secure their partnership for the long term, including: A Friendship Agreement with shared partnership logo, updated their Working Group Terms of Reference, completed a Joint Strategic Plan for the next five years and drafted a 2021 Work Plan. This partnership has consistently faced challenges, however, increasingly as their trust for one another grows, so too has their capacity for long-term joint planning and initiatives.

Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

Disasters have increased in frequency and intensity in recent years. Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. First Nation and municipal governments have unique jurisdictions and different relationships and responsibilities to their membership or citizens; although, similarly they often lack the fiscal and human capacity for effective preparedness, response, and recovery.

The First Nation – Municipal Community Economic Development Initiative (CEDI) has created this guide with the intention to support First Nations and municipalities to collaborate

on preparing for, responding to, and recovering from disasters of any kind. It establishes a framework, bolstered by best practices, for communities who want to begin or strengthen emergency management partnerships.

Our sincere gratitude to the peer reviewers, case study communities and subject-matter experts (please find these individuals listed on p. 15 of the Guide) who generously shared their knowledge and experiences with us. A special thank you to our contract writer, Josh Regnier.

Find this Guide here: <http://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>



Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

This guide is a framework for elected officials and staff of First Nations and municipalities who want to enhance their emergency preparedness and economic resilience. Use it alongside *Stronger Together: A Toolkit for First Nations-Municipal Community Economic Development Partnerships* and other resources listed at the end of this guide.

Co-operatives First launches *'Your Way, Together'* campaign

By Sam Laskaris
Cando Writer

Officials with Co-operatives First launched a major campaign in early March.

Co-operatives First, an organization which promotes and supports business development in rural and Indigenous communities throughout provinces in western Canada, launched its campaign titled *'Your Way, Together'* in early March.

"Through this campaign, we hope to inspire Indigenous peoples and communities to explore the cooperative model and how it might benefit them," said Audra Krueger, who is Co-operatives First executive director. "Our goal is to spark a conversation - a conversation with us, perhaps, but more importantly, one by and for Indigenous people."

The goal of the campaign is to boost awareness and further promote the use within Indigenous communities in western Canada of the co-op model.

But as the name of the campaign suggests, it won't be the Co-operatives First officials simply dictating how things should be done.

"Co-operation is nothing new to Indigenous peoples, and we see a natural fit between the co-operative model and development opportunities for Indigenous people and communities," Krueger said.

Opportunities vary throughout different provinces.

'Your Way, Together' aims to inspire Indigenous people to explore the model in whatever way makes sense for their communities," Krueger said.

The campaign includes the release of a guidebook, which includes detailed information on the various opportunities and challenges that will in all likelihood be met while starting a business in Indigenous communities.

'The Your Way, Together' guidebook provides a pathway around common barriers, and for the questions it doesn't answer, we offer suggestions and point to supports along the way," said Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.



Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.

Continues on page 36.

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UREGINA ▼ USASK

Your Way, Together

A Guide to Indigenous Co-operative Development

Continued from page 14.

The guidebook attempts to answer questions to many different situations. That alone is a challenging task since First Nations tend to have their own set of rules, bylaws and policies.

For Pewapisconias, who was hired three years ago, preparing information that will be in the guidebook has been one of her main tasks.

“I’ve always kept the information that I gathered and the inquiries I had,” said Pewapisconias, a member of Little Pine First Nation in Saskatchewan. “This (guidebook) is a combination of three years’ worth of work.”

Pewapisconias said she has some mixed emotions about the fact one of her major projects has been completed and is about to be released to the public.

“I’m excited and nervous at the same time,” she said. “And I’m relieved too. The more people that are aware of this information, hopefully they’ll be inspired to create their co-op.”

The Your Way, Together guidebook will be available in a digital format and in a print form.

Pewapisconias anticipates early on in the campaign that the majority of guidebooks will be downloaded digitally.

She added she is not sure how many printed copies will eventually become available.

“We will have physical copies,” she said. “But due to the pandemic, it will be an ongoing thing. Hopefully when things get back to normal we’ll be able to mail them out to communities.”

Pewapisconias is hoping the guidebook will be well received.

“I hope it will be useful as a resource guide,” she said.

Though she prepared the majority of the information that will be in the guidebook, Pewapisconias said she can’t take credit for its title, one she loves but a moniker she did not think up herself.

“Your Way, Together came from the idea of being inclusive,” she said. “We help and assist people to create their co-operative. We are not dictating how the new entity should be run.”



building brighter futures

Bursaries, Scholarships, and Awards



CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business

Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development
Level of Study: Entering first year of a four-year degree program

Two Awards: \$10,000 per year for up to 4 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Two-year or four-year program.

Four Awards: \$5,000 per year for up to 2 years per student

Program of Study: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

Level of Study: Any year of a two-year or four-year program.

One Award: \$4,000 for one year

Application Deadlines: February 1
August 1
November 1

AUGUST 1

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ECONOMIC DEVELOPER OF THE YEAR AWARD

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2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!



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Sharing our stories and celebrating our successes will ensure that economic development initiatives continue to grow. In 1995, the Cando Economic Developer of the Year was created to recognize and promote recent or long-standing Indigenous economic development initiatives throughout Canada.

The 2021 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!

The nomination deadline is July 31st, 2021.

Please visit the Cando website to nominate, and for more information.