



cando

# CONNECT

NOV/DEC 2019 | Vol. 6 No. 4

magazine

→ *Moving Indigenous Economies Forward*

**Full Coverage:  
26th  
Annual  
Cando  
National  
Conference**

**7th Annual  
BC Links  
to Learning**



# 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 diploma 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 diploma or four-year degree program

**One Award: \$4,000 for one year**

**Application Deadlines:** February 1  
August 1  
November 1

[indspirefunding.ca/cando](http://indspirefunding.ca/cando)





20

50

64

2019 Women in Business Panel – pages 18-19

2019 National Youth Panel – pages 20-21

2019 Economic Developer of the Year Awards – pages 22-23

2019 TAED & PAED Graduation Ceremony – pages 24-25

Cover image: The 26th Cando Conference was held in Gatineau, Quebec from Oct. 27-30. A cultural event for delegates was held at the Canadian Museum of History that showcases "Spirit of Haida Gwaii" a work by Haida artist Bill Reid.

Photo: Paul Macedo

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

If you have any story ideas and/or suggestions for improving Cando Connect please contact Paul directly at:

e: paul.macedo@edo.ca  
 tf: 1-800-463-9300 ext 236  
 p: 780-990-0303 ext 236  
 f: 780-429-7487

## Inside Connect:

<b>Cando Conference Information and Sponsorship</b> .....	pages 06 - 47
<b>BC Links to Learning</b> .....	pages 48 - 63
<b>CEDI Signing Ceremony for CHOPs</b> .....	pages 64 - 65
<b>ITAC and Cando sign MOU</b> .....	page 66
<b>Cannabis and Hemp Conference</b> .....	page 67
<b>Women in Business Panel Profiles</b> .....	pages 72 - 75
<b>National Youth Panel Profiles</b> .....	pages 76 - 81
<b>Economic Developer of the Year Award Finalists</b> .....	pages 82 - 89
<b>NIEEF Scholarship Recipients for 2019</b> .....	pages 90 - 94

**SHARING KNOWLEDGE  
PREPARING LEADERS**

*Start your business  
career with NVIT's  
Administrative  
Studies program  
Apply today!*



**NVIT**

NICOLA VALLEY  
INSTITUTE OF  
TECHNOLOGY

**WEBSITE:** [nvit.ca](http://nvit.ca)

**TOLL FREE:** 1.877.682.3300





# Cando Conference + More!

It's almost 2020? Can you believe it? That means that another year of delivering amazing events and training opportunities is almost at an end. What an incredible year for Cando and its members and partners 2019 has been!

The 26th Annual Cando Conference was an amazing event with more than 250 delegates plus speakers and guests. The event was held in Gatineau, Quebec on ancestral unceded lands of the Algonquin Anishnabeg. The event took place at the Hilton Lac-Leamy Hotel and Conference Centre (psst...there's a casino there also).

If you missed it or what to be reminded of all that took place there's full coverage of the Cando Conference in this issue. Plus all the amazing stories of the Women in Business Panelists; the National Youth Panelist; and the winners of the Economic Developer of the Year Awards.

- Women in Business Panel photos on pages 18-19 with profiles on pages 72 - 75
- National Youth Panel photos on pages 20-21 profiles are on pages 76 - 81
- Economic Developer of the Year Awards photos on pages 22-23 with profiles on all finalists on pages 82 - 89

But that's not all!

After the Conference, Cando was invited to participate in special signing ceremony. The chiefs of the Hiawatha First Nation and the Curve Lake First Nation were two of signatories of the accord called Ezhi-Wijikiwendiyang (Anishanaabemowin term roughly translates into 'How we are friends.') Also signing the agreement were representatives from Selwyn Township, Township of Otonabee-South Monaghan, the County of Peterborough and the Board of Peterborough and Kawartha Economic Development.

The signing of the accord was held on Nov. 2 at the Lang Pioneer Village in Keene, Ont., located near Peterborough. Please turn to pages 64 - 65 for photos and complete coverage.

Also in November Cando was invited to participate in the International Indigenous Tourism Conference held in Kelowna from November 12-14th. At that event an MOU was signed by Cando and the Indigenous Tourism Association of Canada for the two organizations to coordinate their efforts to develop a Tourism specialization as part of Cando's Technician in Aboriginal Economic Development Certification Program. Please turn to page 66.

But wait, there's more!

Cando was also proud to partner with the National Aboriginal Lands Managers Association (NALMA) and Indigenous Services Canada to deliver the 7th Annual BC Links to Learning event in Vancouver, B.C. The training and learning event was held December 3&4 at the Westin Bayshore. Please turn to pages 48 - 63 for photos and complete event coverage.

We are working hard to develop opportunities for learning/training for 2020. We will keep you informed as events/opportunities are confirmed!

Looking forward to seeing you in 2020!

# Welcome delegates and speakers





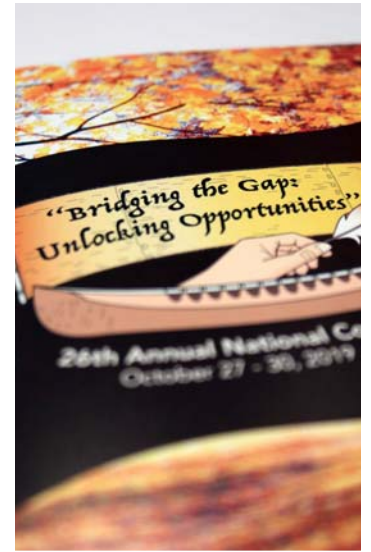
(Facing Page) The 26th Annual Cando Conference formally began on Monday, Oct. 28 with an opening prayer and blessing from Kitigan Zibi Anishnabeg Elder Joseé Whiteduck.

This was followed by a traditional welcome by the Eagle River Singers also from Kitigan Zibi Anishnabeg.

(This page, top) The Cando Conference Master of Ceremonies was the one-and-only, Stan Wesley.

(This page, middle) Mohan Denetto, Director General, Economic & Business Opportunities Directorate, Indigenous Services Canada greets delegates.

(This page, bottom) Dylan Whiteduck welcomes delegates and speakers to the ancestral unceded lands of the Algonquin Anishnabeg on behalf of conference co-host Kitigan Zibi Anishnabeg First Nation.





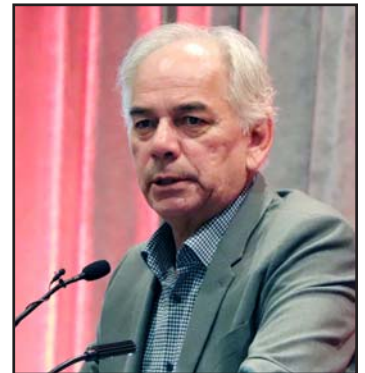
# Welcome delegates and speakers



Opening prayer and blessing from Kitigan Zibi Anishnabeg Elder Joseé Whiteduck.



Welcome to delegates from Chief Ghislain Picard, AFN Regional Chief - Quebec/Labrador.



Mohan Denetto, Director General, Economic & Business Opportunities Directorate, Indigenous Services Canada greets delegates.







Dylan Whiteduck welcomes delegates to the ancestral unceded lands of the Algonquin Anishnabeg on behalf of conference co-host Kitigan Zibi Anishnabeg First Nation.



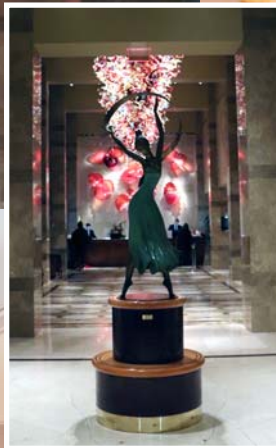
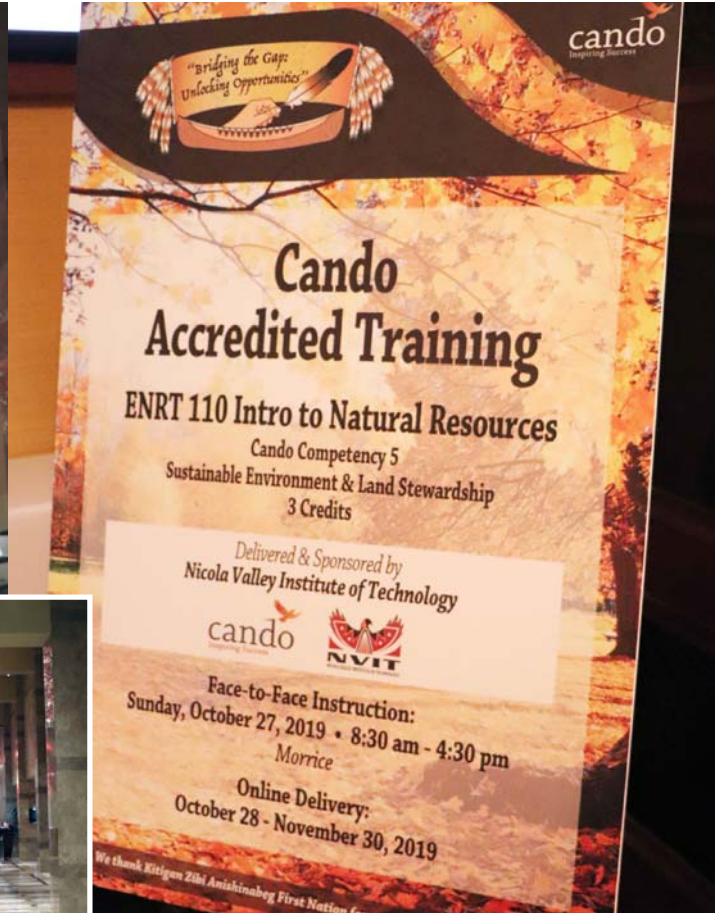
Keith Matthew, Cando President and Director for Southern BC welcomes delegates and speakers to the 26th Annual Cando Conference.



(Left to right) Ray Wanuch, Executive Director, Cando; Keith Matthew, President and Director for Southern BC, Cando; Pierre Lanthier, Acting Mayor, City of Gatineau; and Mohan Denetto, Director General, Economic & Business Opportunities Directorate, Indigenous Services Canada.



# NVIT Accredited Training



The 2019 Cando Conference was held at the Hilton Lac-Leamy Hotel and Conference Centre in Gatineau, Quebec on the ancestral unceded lands of the Algonquin Anishnabeg. The Conference began on Sunday, Oct. 27 with pre-conference Accredited Training provided through NIVIT (ENRT 110 Intro to Natural Resources).



# NRCan Information Session



A Professional Development Workshop on Indigenous Communities and Natural Resources was delivered by Natural Resources Canada. Communities with successful Natural Resource operations were on hand to speak about their experiences and provide guidance to communities considering economic development through resource development.



# Cando Annual General Meeting



The Cando Annual General Meeting was held on Monday, Oct. 28 with 11 of the 13 Directors on the Cando Board present - missing were the Director for Nunavut and National Student Director. Both these positions are vacant with elections scheduled for November. Many Cando members were on hand to take part in the proceedings. Several members proposed suggestions for future initiatives to help Cando continue to serve its diverse membership and assist them to be more effective in their community economic development.



# Keynote Speakers



Glenn Mason, Assistant Deputy Minister, Lands & Minerals Sector, Natural Resources Canada was the Luncheon Keynote for Monday and presented the Canadian Minerals and Metals Plan.



Dawn Madahbee Leach, Waubetek Business Development Corporation presented on Tuesday afternoon on Unlocking Opportunities for Indigenous Economies.



Anil Arora, Chief Statistician of Canada with Statistics Canada was the Luncheon Keynote for Tuesday and presented the First Nations, Métis and Inuit Statistics: The Way Forward.



Tourism Panel: (left to right) John Ritchie, Keith Henry, Dave Leveau, Ronald Desjarlais.



Very Presidential!  
(left to right)  
Keith Matthew, Cando President and Director for Southern BC;  
Alfred Loon, Past President, Cando;  
Paul Donald, Past President, Cando;  
Ray Wanuch, Executive Director, Cando.





# Cultural Event and Icebreaker

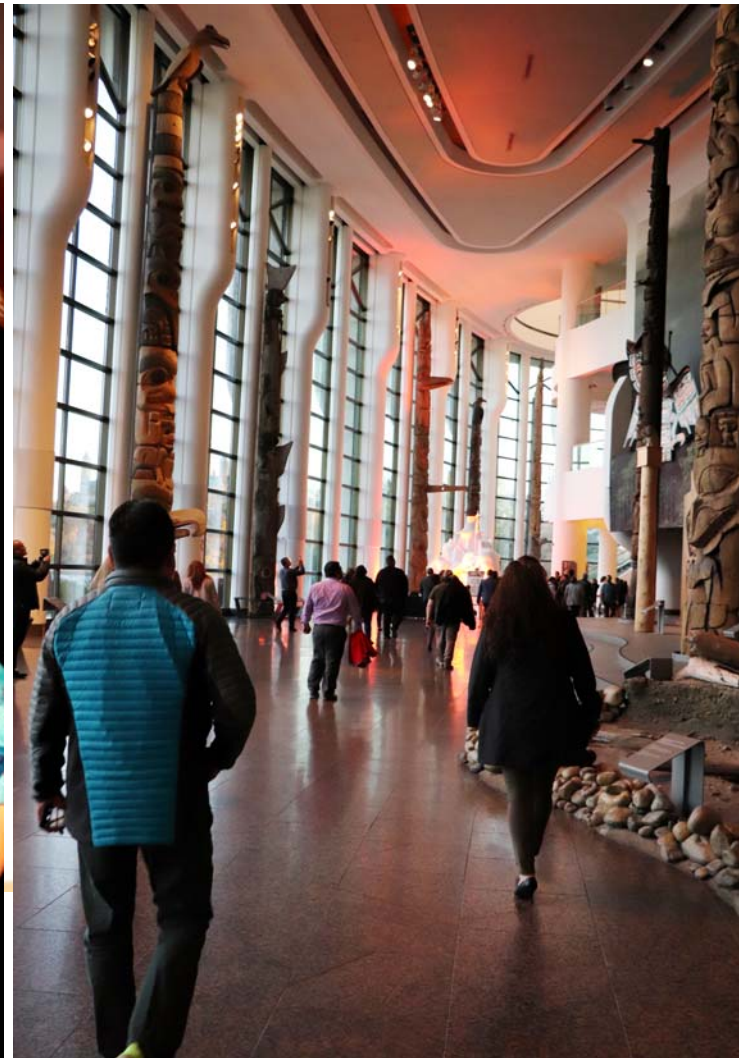
Photo: Paul Macedo





The Cando Conference Icebreaker Reception and Community Cultural Event was held on Monday evening at the Canadian Museum of History in Gatineau. Conference delegates were treated to an experience inside the building designed by architect Douglas Cardinal that showcased historical and contemporary works of art by Indigenous artists. Also on display was drumming and dancing by members of the host community: Kitigan Zibi Anishnabeg.

Photos: Paul Macedo





# Workshops





# Workshops





# 2019 Women in Business Panel

to Cando's 26th Annual National Conference & AGM • October 27-30

"Bridging the Gap:  
Unlocking Opportunities"

We th

Ashinaber

co-hosting thi



The 2019 Women in Business Panel: (left to right) Marie St-Gelais, Ashini Consultants; Jolene Johnson, Wabanaki Maple; Mallory Graham, Tribal Trade Co.; Victoria LaBillois, Wejipeg Excavation Inc.



# 2019 Women in Business Panel



(Above) Jennifer Pereira Ashawasegai, First Nations Community Liaison Officer with AECOM, moderates the 2019 Women in Business Panel. The panelists were (left to right) Marie St-Gelais, Ashini Consultants; Jolene Johnson, Wabanaki Maple; Mallory Graham, Tribal Trade Co.; Victoria LaBillois, Wejipeg Excavation Inc.





# 2019 National Youth Panel



The 2019 National Youth Panel are (left to right) Ryan Oliverius, BC; Chanelle Smoke, ON; Destinee Peter, SK; Alexandra Jarrett, SK; Aubrey-Anne Laliberte Pewapisconias, SK; and Nipawi Kakinoosit, AB.



(Above) Marcel Peltier with AECOM introduces the six youth panelists for the 2019 National Youth Panel.



(Above) A bit of relief on the faces of the Youth Panelists as they are thanked for sharing their stories and being inspirational role models.



# 2019 National Youth Panel



Many local youth, some from Kitigan Zibi Anishnabeg, were in attendance to listen to the Youth Panel and be inspired by their journeys and experiences of failure and success.



Marcel Peltier (Left) with AECOM was the moderator of the 2019 National Youth Panel. Panelists are (left to right) Chanelle Smoke, ON; Destinee Peter, SK; Aubrey-Anne Laliberte Pewapiscionias, SK; Alexandra Jarrett, SK; Ryan Oliverius, BC; and Nipawi Kakinoosit, AB.



# 2019 TAED & PAED Recognition Ceremony



Photo: Paul Macedo

Most of the 2019 graduates of the Cando Certified Aboriginal Economic Developer Program were present at the Cando Conference for the Recognition Ceremony held on Wednesday, October 30, 2019.



(Left) Anita Boyle, Certification Coordinator (East) announced the names of all the 2019 TAED and PAED graduates at the Recognition Ceremony.



Cando Certified Aboriginal Economic Developer Process Recognition Ceremony On Wednesday, October 30, 2019, Cando will hold a recognition ceremony for 23 Technician Aboriginal Economic Developer (TAED) and 2 Professional Aboriginal Economic Developer (PAED) graduates.

Congratulations to this year's group of Economic Developers who worked hard to earn their designation!



### Technician in Aboriginal Economic Developer:

- Megan Arcand, AB
- Jonathan Cada-Doiron, ON
- Michelle Francis-Denny, NS
- Shannon Goulet, MB
- Sylvia Harris, MB
- Amber Jones, ON
- Marissa Lawrence, BC
- Amy Lizotte, NT
- Katherine Milley, NB
- Keshia Moffat, NB
- Carmelle Nepoose, AB
- Eve O'Leary, SK
- Étienne Pilon-Choquette, QC
- Shannon Polches, NB
- Paul Pospisil, SK
- Cynthia Rayner, BC
- Justin Roy, QC
- Jessica Sanderson-Barry, AB
- Jessica Saunders, AB
- James Stevens, NS
- Matthew Tapper, NS
- Dianne Thomas, ON
- Dylan Whiteduck, QC



### Professional Aboriginal Economic Developer Level Renewals:

- Stanley Barnaby, NB
- Tanya Tourangeau, AB



Photo: Paul Macedo

(Above) Dr. Verna Billy-Minnaberriert (left), and Dr. John Chenowyth from Cando's Education Committee presented all the 2019 graduates with their TAED and OPAED certificates.





2019

# Economic Developer of the Year Awards

(Above) All the award plaques for Cando's 2019 Economic Developer of the Year are ready for presentation. Six Award finalists were invited to attend the Cando Conference and present their case to be declared the winner. Conference delegates confirmed to be Cando members in-good-standing were provided ballots to vote for their choice in the three categories: Individual Economic Developer; Community Economic Developer; and Indigenous Private Sector Business.

(Below) Katie Young-Headlesey was recognized as Cando's Individual Economic Developer of the Year for her outstanding work with Ontario's Curve Lake First Nation. Congratulations Katie!







Frank Buckshot who has owned Buck's Auto Parts since 2015 had daughter Amanda and son Andrew deliver the presentation.



Andrew Buckshot (left) with his father Frank Buckshot with their Cando Award for Indigenous Private Sector Business of the Year.



Paul Donald (left) presents on behalf of Simpcw Resource Group for consideration as Community Economic Developer of the Year.



Paul Donald (left) holding the Cando Award for Community Economic Developer of the Year on behalf of Simpcw Resource Group. Keith Matthew (right) is Cando President and a member of Simpcw First Nation.



(Above) Peter Collins (left), Chief of Fort William First Nation, and Robert Starr (right), business project manager, were on hand to make their presentation for consideration for Supercom as Indigenous Private Sector Business of the Year.

(Left) Byron Gourley presents his outstanding work for New Brunswick's Metepenagiag Mi'kmaq Nation for Individual Economic Developer of the Year.

(Far Left) Sydney Paul presents on behalf of Kingsclear First Nation for Community Economic Developer of the Year.

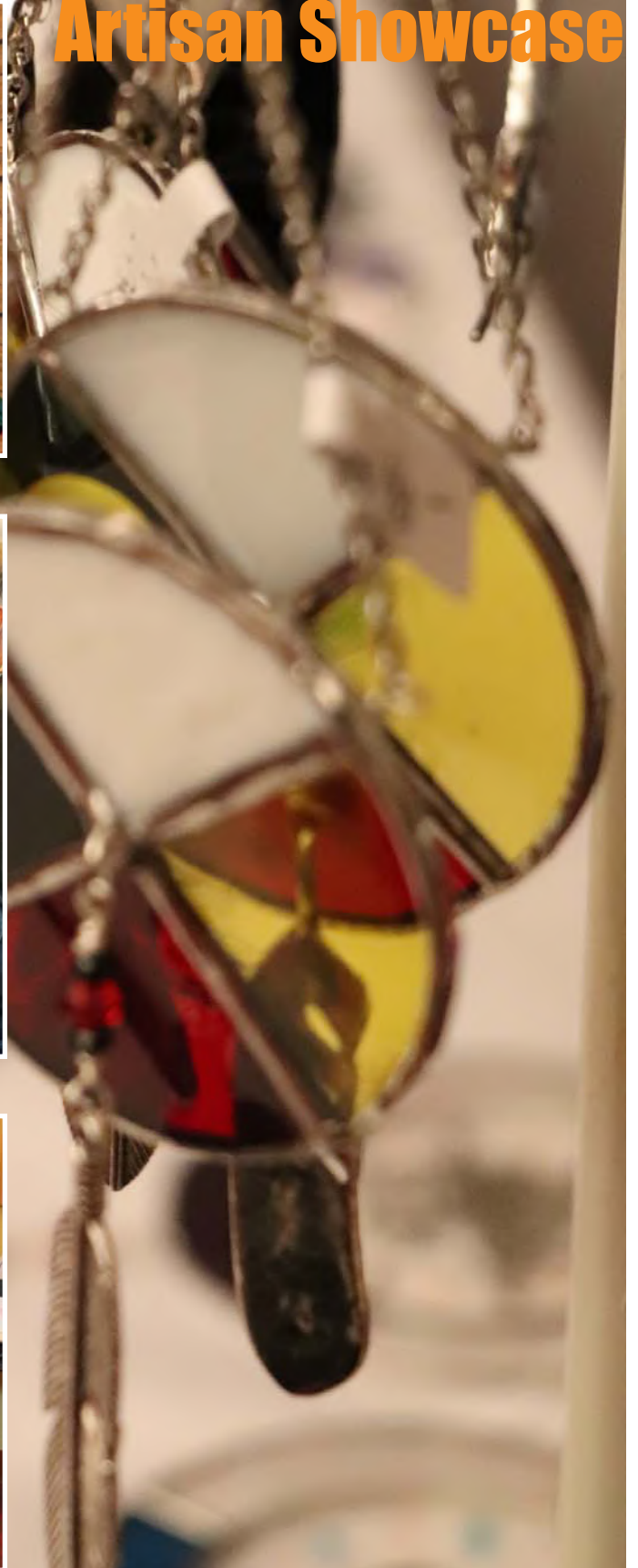


# Artisan Showcase





# Artisan Showcase







(Above) Darrell Balkwill, the chief executive officer of the Whitecap Development Corporation, is thrilled his First Nation was able to secure next year's (2020) Cando Conference.

(Above) Tim Daniels, the CEO of the Treaty One Development Corp., said both the Long Plain First Nation and the Peguis First Nation, are planning to construct hotels, which would hopefully be suitable to host the 2022 Cando Conference.





# Future hosts announced for Cando Conference

**2020 – Dakota Dunes/Saskatoon, SK**

**2021 – Membertou/Sydney, NS**

**2022 – Treaty 1/Winnipeg, MB**

**By Sam Laskaris  
Cando Contributor**

Even before the 2019 Cando Conference had concluded in Gatineau, Que., people could already start making plans to attend future events for the next three years.

That's because hosts for the annual event organized by Cando, the organization that promotes economic development in Indigenous communities across Canada, were announced for the 2020, '21 and '22 conferences.

For starters, the Whitecap Dakota First Nation, located in Saskatchewan, will host the 2020 Cando Conference.

The Membertou First Nation, which is in Nova Scotia, will then host the 2021 event. And then the Treaty One Development Corporation, whose office is based in Winnipeg, will lay out the welcome mats for the 2022 conference.

Darrell Balkwill, the chief executive officer of the Whitecap Development Corporation, is thrilled his First Nation was able to secure next year's event.

"The reason we were interested in hosting is because it has been awhile since the conference was in our province," he said. "We felt it was time to bring that event back to Saskatchewan."

Ideally, Balkwill is hoping the 2020 conference will be staged at a resort development his First Nation is currently building adjacent to its casino and golf course.

That hotel is expected to be finished by next summer, thus in ample time to prepare for October's conference.

Balkwill estimates he's been to 20 of the 26 Cando conference that have been held thus far.

"It's a great conference," he said. "And it's a must event for communities to participate in, especially for economic development officers."

Kelsea MacNeil, Membertou's director of communications and stakeholder relations, also realizes the significance of hosting the Cando Conference. Membertou previously hosted the event in 2012 and officials from the First Nation have been

keen to have it return to its community.

"We really wanted to secure the conference again," MacNeil said. "Cando is consistently one of the conferences we look to host in Membertou."

MacNeil said delegates can expect plenty of friendly east coast hospitality when they attend the 2021 conference.

"In Membertou our motto is 'Welcoming The World,'" she said.

The conference will be held at the Membertou Trade and Convention Centre, a multi-use facility that is attached to a Hampton Inn, where many of the delegates would in all likelihood stay.

"It's a pretty good setup," MacNeil said.

Meanwhile, it is not known yet where exactly the 2022 Cando Conference will be held. The Treaty One Development Corporation, which was registered as a corporation in 2018, includes seven First Nations.

They are Long Plain First Nation, Peguis First Nation, Brokenhead Ojibway First Nation, Roseau River Anishinabe First Nation, Sagkeeng First Nation, Sandy Bay First Nation and Swan Lake First Nation.

Tim Daniels, the CEO of the Treaty One Development Corporation, said both the Long Plain First Nation and the Peguis First Nation, are planning to construct hotels, which would hopefully be suitable to host the 2022 Cando Conference.

"I'm hopeful one of those First Nations will build a hotel by then," Daniels said. "If not, there are plenty of other options available in Treaty One."

Daniels said logistically it makes sense to have a future conference in or near Manitoba's capital.

"Winnipeg is centrally located," he said. "It's best for delegates from across the country to travel here."

And though he'll have to wait a few years for his group to host the conference, Daniels is still rather excited.

"I'm very happy," he said. "It's good news for us and for Treaty One to host a national conference."



# Trade Show

Thank you to all of the stakeholders for Cando's 26th Annual Conference!





# Trade Show

Thank you to all of the stakeholders for Cando's 26th Annual Conference!





# Platinum Level Sponsors



Indigenous Services  
Canada

Services aux  
Autochtones Canada



# Gold Level Sponsors



Public Services and  
Procurement Canada

Services publics et  
Approvisionnement Canada



Natural Resources  
Canada

Ressources naturelles  
Canada



huu ay aht

ANCIENT SPIRIT, MODERN MIND



LE CONSEIL  
DE GESTION  
FINANCIÈRE des  
Premières Nations



## DETOUR GOLD

co-operatives first



Statistics  
Canada Statistique  
Canada



CESOSACO  
STRONGER ECONOMIES. BETTER LIVES.



Support Services Worldwide



AECOM Imagine it.  
Delivered.

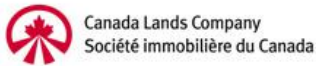
Thank you to all of the stakeholders for Cando's 26th Annual Conference!



# Silver Level Sponsors



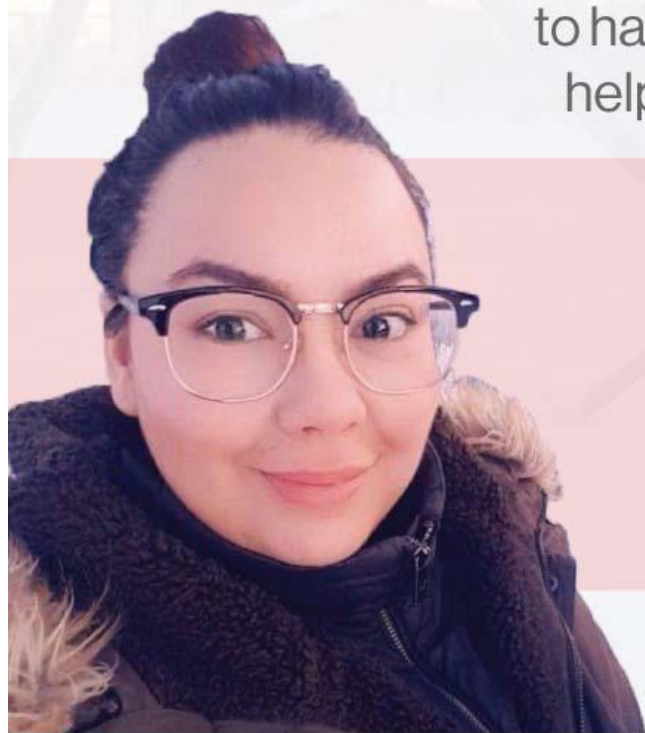
# Bronze Level Sponsors



Thank you to all of the stakeholders for Cando's 26th Annual Conference!



“ There was a lot we wanted to do and I knew we needed help. So, it was great to have business experts guide and help me throughout the process.



My CESO mentors were instrumental to getting our plan off the ground. Since working with them, we opened our tourism centre and we're ready to showcase Wrigley as a global destination!

”

**Jocelyn Skeard**  
Assistant Band Manager and Tourism Officer  
Pedzeh Ki First Nation



**CESOSACO**  
STRONGER ECONOMIES. BETTER LIVES.

At CESO, we are dedicated to seeing our clients succeed. We provide Indigenous communities and businesses with flexible and affordable full-service solutions to support their economic development.

Work with us! Visit [www.ceso-saco.com/canada](http://www.ceso-saco.com/canada) for more information





futurpreneur  
canada™

## READY TO START YOUR BUSINESS?

We help young entrepreneurs launch or buy their own business. Take the first step in turning your dream into reality today.

[futurpreneur.ca](http://futurpreneur.ca)  
1.800.464.2923

RESOURCES. FINANCING. MENTORING.





## HOW FMB CAN SUPPORT YOUR FIRST NATION

- **283** First Nations have opted into the *First Nations Fiscal Management Act* (“FMA”)
- **181** have a Financial Administration Law
- **149** have a Financial Performance Certificate
- **25** have received a Financial Management System Certificate
- **102** First Nations are eligible for the 10-Year Grant (2019/2020)
- **\$800M** have been borrowed through the First Nations Finance Authority (“FNFA”)
- **6,786** total jobs created



### FINANCED PROJECTS INCLUDE:

#### Infrastructure:

Roads, Community Buildings, Housing, Water & Sewer Systems and Land Purchase

#### Economic and Industrial:

Business Park, Independent Power Plant, FIT Solar System, Hotel Renovation, Biomass, Paper & Tissue Plant, Gas Bars and Fish Processing Plants

#### Community:

Schools, Sports & Recreational Facilities and Health & Wellness Centres

Call 1-877-925-6665 or email us at [mail@fnfmb.com](mailto:mail@fnfmb.com)

Visit one of our offices: Vancouver. Winnipeg. Ottawa. Montreal.



LE CONSEIL  
DE GESTION  
FINANCIÈRE des  
Premières Nations





## A MESSAGE FROM THE MAYOR

Gatineau is pleased to welcome the participants in the 26<sup>th</sup> Annual National Conference and AGM of the Council for the Advancement of Native Development Officers (CANDO).

We are proud to be able to highlight the First Nations' past, current and future contributions. And we are delighted to see organizations like CANDO provide tools for Indigenous economic development agents and foster even more collaboration between our communities.

I hope that you will make the most of your visit and enjoy Gatineau's hospitality and our city's many sites of interest.

I wish you a terrific conference.

Maxime Pedneaud-Jobin,  
Mayor of Gatineau

# DAKOTA DUNES RESORT & CASINO

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

OPENING LATE SUMMER 2020



LOCATED ON THE WHITECAP DAKOTA FIRST NATION

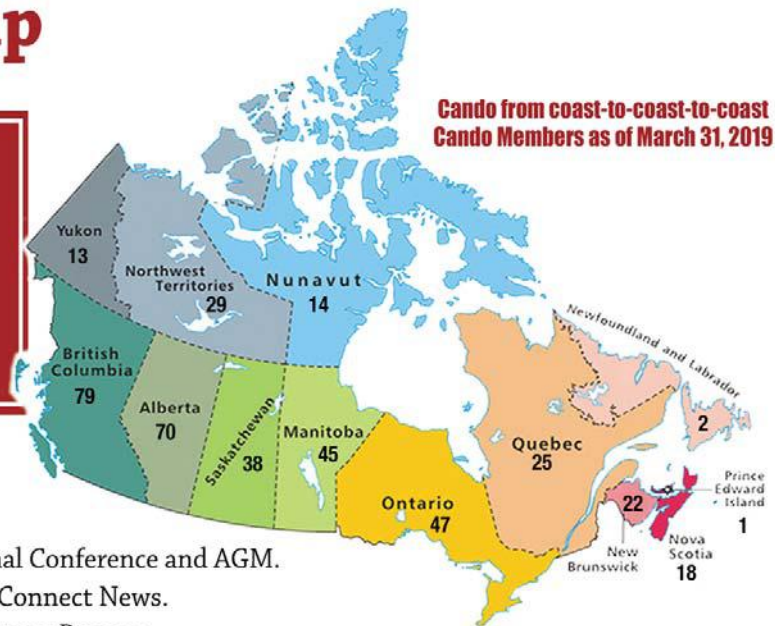
– PROUD SPONSOR OF CANDO –



# RENEW YOUR MEMBERSHIP

## Cando Membership

Full Individual Membership - \$105  
Associate Membership - \$89.25  
Student Membership - \$26.25  
Organization Membership - \$315



### Cando Membership Benefits:

- Discount registration at the Cando Annual National Conference and AGM.
- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- Opportunity to advertise events and services through Cando's nation-wide network.
- Voting privileges at Cando's national and regional meetings (Full Members only).
- Access to Cando's bookstore and resources.

To learn more about becoming a member OR to join visit:  
[www.edo.ca/about-cando/membership](http://www.edo.ca/about-cando/membership)

  
cando  
Inspiring Success



# People and guidance you can trust



**Economic development strategies:** thrive in a rapidly changing environment



**Business retention strategies:** creating custom solutions to meet community needs



**Business plans:** develop new commercial potential



**Innovation strategies:** become fully integrated in a changing economy



**Economic impact assessments:** research and analysis for data-driven decisions



**Sustainable development strategies:** accelerate the achievement of short and long-term socio-economic goals

ASSURANCE | ACCOUNTING | TAX | ADVISORY  
[www.bdo.ca](http://www.bdo.ca)

**BDO**



# Co-operatives First organization supports business development

**By Sam Laskaris  
Cando Contributor**

As its name suggests, Co-operatives First continues to be a rather co-operative organization.

The Saskatoon-based organization, now in its third year of existence, provides information for all those who are considering the co-op model.

“A large part of our mandate is education and support,” said Dan Matthews, who is Co-operatives First’s manager of strategy and communications.

The organization’s priority is to increase economic development through promoting and supporting co-op business development in Indigenous communities and rural areas across the country’s four western provinces; British Columbia, Alberta, Saskatchewan and Manitoba.

But Co-operatives First’s online resources and services are available to those in other parts of the country.

Co-operatives First is funded by the Co-operative Retailing System and Federated Co-operatives Limited.

Co-operatives First works in partnership with various businesses and organizations that are starting up. While officials from these businesses and groups generally have a good grasp of how things work, Co-operatives First representatives are available to provide guidance and various resource tools to assist with any start-up decisions.

Co-operatives First can also provide a relationship manager to focus solely on a group or business that explores the co-op model. After all, starting up a co-op can be an arduous challenge with some confusing processes, which can obviously be made easier with the assistance of those in the know.

Co-operatives First employees are also available to assist with feasibility studies and business plans.

“We are really hoping to help leverage economic developers and business consultants,” Matthews said.

Co-operatives First has also offered a number of courses and workshops available to all in the past.

This includes a Good Governance Matters course.

Workshops offered include the Exploring Opportunity one, which allows community leaders and builders a chance to establish goals and set some clarity on prospective projects. Half-day and full-day workshops on Board Governance area also available

In the fall Co-operatives First will also be offering a free Co-ops 101 course in partnership with the University of Saskatchewan’s Centre for the Study of Co-operatives.

“It’s an online course you can work on at your own pace,” Matthews said. “The goal is to help raise awareness of co-ops and how they work.”

In the past people from around the world have enrolled in Co-operatives First courses.

The upcoming course will especially appeal to those involved in a co-op, including volunteers, staff and board members. That’s because it’s important to understand how the co-op model varies from other business models.

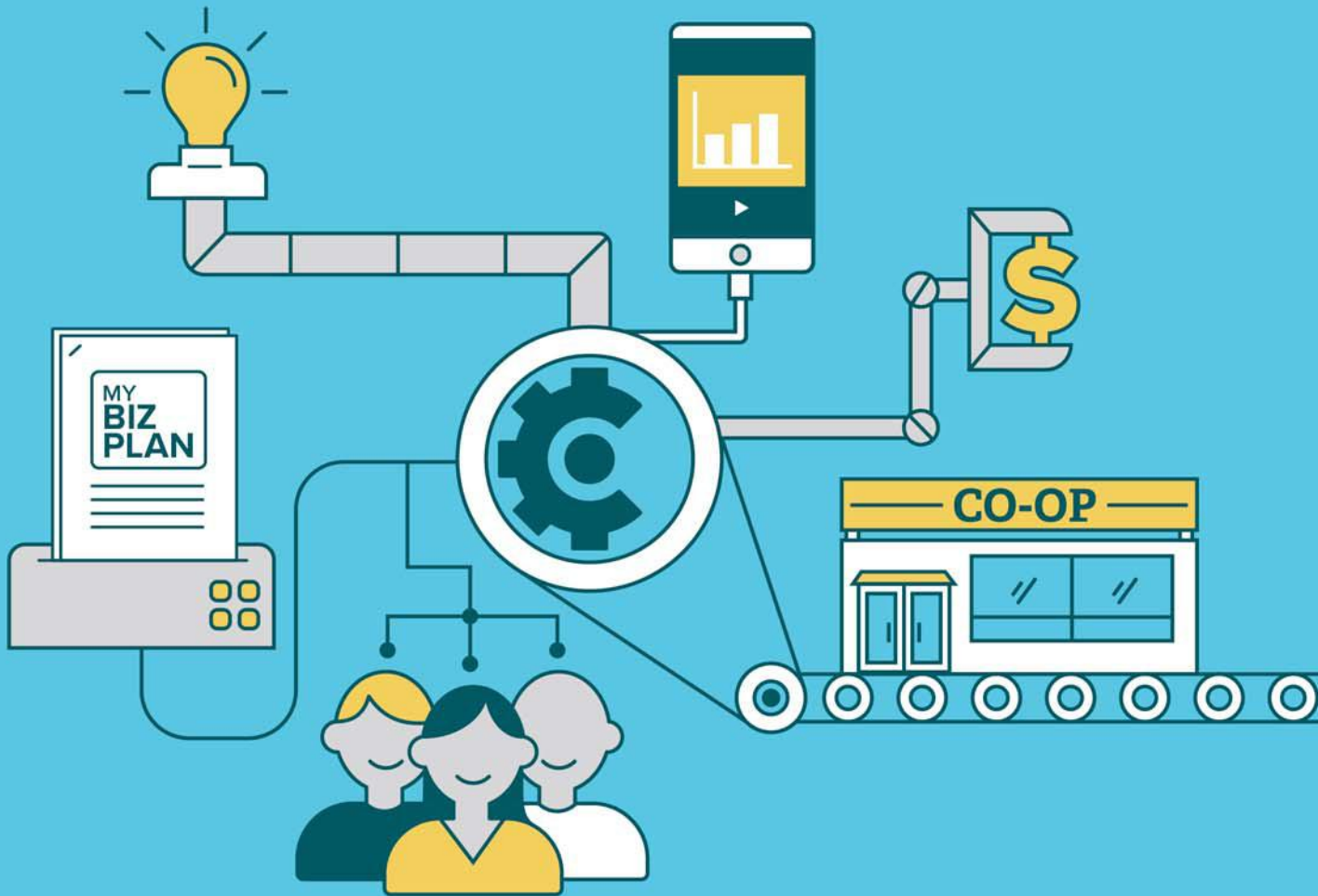
Co-ops 101 will provide information on topics such as how decisions are made within a co-op and its connections to shareholders (members).



Co-operatives First representatives are available to meet with those considering the co-op model such as this community engagement event in Pelican Narrows, Saskatchewan.



# CREATING A CO-OP IS NOW EASIER



Thinking about starting a co-op? There's a lot to consider. Bylaws, business plans and incorporation. Not to mention governance and cashflow. Co-op Creator is the most straightforward resource to get your idea up and running. And it's free. From our unique business plan generator to an online governance course, everything is covered.

Visit [coopcreator.ca](https://coopcreator.ca) to get started.







“I work with a high-performing team where I use my strengths to make a difference in people’s lives.”

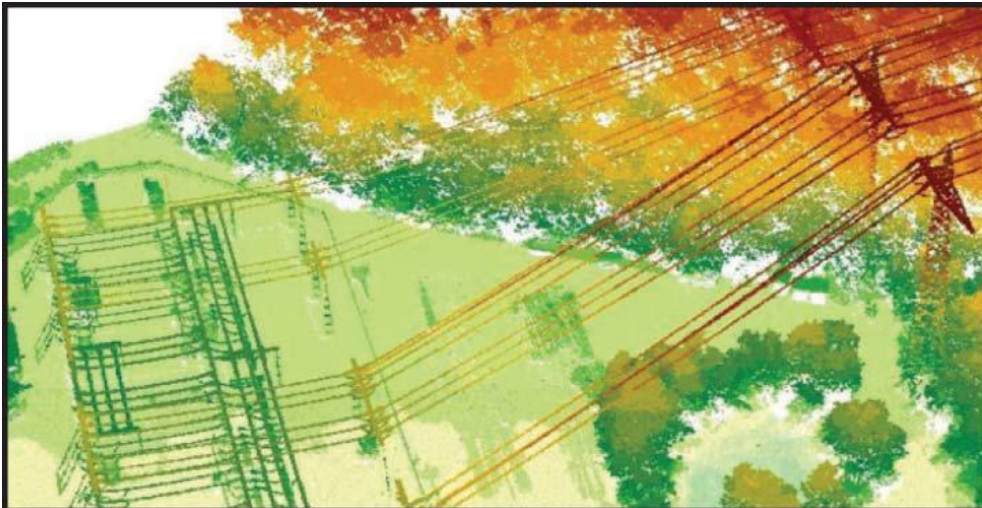
Jesse

Quality Assurance Technician, Marketing

FIND YOUR

**PLACE** TO GROW

[fcc.ca/Careers](http://fcc.ca/Careers)



Airborne LiDAR and Digital Photography • First Nation Services  
Digital Terrain and Spatial Modeling • Technical and Field Services  
Government Permitting • Natural Resource Consulting  
Data Integration, Mapping and Analysis  
Chartered Flight Services



349 Mooney Ave, Thunder Bay, Ontario P7B 5L5

T: 807-345-5445

F: 807-345-5858

[www.kbm.ca](http://www.kbm.ca)







## MOT DU MAIRE

Gatineau est heureuse d'accueillir les participantes et participants à la 26<sup>e</sup> conférence annuelle nationale et assemblée générale annuelle du Conseil pour l'avancement des agents de développement autochtones (CAADA).

Nous sommes fiers de pouvoir mettre en valeur la contribution passée, présente et future des Premières Nations. Et nous nous réjouissons de voir des organismes comme le CAADA outiller les agents de développement économique autochtones afin qu'encre plus de collaborations puissent être mises de l'avant entre nos communautés.

Je vous invite à profiter de votre séjour pour découvrir l'hospitalité gatinoise et les nombreux sites d'intérêt que notre ville a à offrir.

Bonne conférence!

Le maire,

Maxime Pedneaud-Jobin



## First Nations Market Housing Fund

SUPPORTING STRONG FINANCIAL MANAGEMENT, GOOD GOVERNANCE, COMMUNITY COMMITMENT

*"Together we are creating local conditions to support a market housing system, strengthening expertise and financial literacy for communities and individuals, and instilling confidence that the dream of home ownership is possible."*

— John Beaucage, Fund Chair

Contact us to find out how the Fund can partner with your community to:

- Develop or expand market-based housing options on reserve, settlement lands or lands set aside
- Attract private financing for easier access to home ownership, rental or renovation loans and support economic development
- Access capacity development supports for a variety of services, including training, focused on creating and sustaining market-based housing

info@fnmhf.ca 1-866-582-2808 www.fnmhf.ca



PRICE WISE  
CONSULTING



**Renee Price**  
President and CEO

**PRICE WISE  
CONSULTING**  
587.432.3017  
reeneprice@shaw.ca

- ✓ Sponsorships
- ✓ Direct Marketing
- ✓ Grant Writing
- ✓ Event Planning
- ✓ Project Plan  
Development



**RCC**  
RICHMOND CONFERENCE CENTRE

**Bigger and  
Better**

3 World-Class Brands, 863 guest rooms and suites, 42 meeting rooms and over 50,000 square feet of versatile meeting space to make your next event brilliant.

Visit [RichmondConferenceCentre.com](http://RichmondConferenceCentre.com) or call 1-866-663-3881







## Bridging Finance Indigenous Impact Fund

Bridging Finance Inc., Canada's premier private debt provider has supported Indigenous community growth, economic reconciliation and maintained a **strong Indigenous portfolio of over \$360 million** successful fundings for projects in Indigenous communities.

The **Bridging Indigenous Impact Fund** is a socially responsible fund providing loans for community-owned business development in Indigenous communities. The Fund offers support for infrastructure, housing, education and long term economic sustainability while rewarding investors with a unique opportunity and return on their investment.

(416) 362-6283  
 inquiries@bridgingfinance.ca  
 77 King Street West Suite 2925, P.O. Box 322 Toronto, ON M5K 1K7




# PROUDLY WORKING ON OPPORTUNITIES FOR GROWTH TOGETHER

Progressive  
Aboriginal  
RELATIONS

**COMMITTED**

Canadian Council for  
Aboriginal Business



**WORK. BUILD. TRANSFORM. GROW. EACOM TOGETHER**





Canada Lands Company  
Société immobilière  
du Canada

www.clc.ca

INNOVATION. VALUE. LEGACY. | INNOVATION. VALEUR. PATRIMOINE.

CANADA LANDS COMPANY IS  
**PROUD TO SPONSOR**  
THE 2019 CANDO NATIONAL CONFERENCE

and support the organization's efforts to strengthen Indigenous economies and Indigenous community development.



Hilton

LET'S TRAVEL  
*Together*

Going places with friends and family? Of course you are. Wherever you choose to travel, we have 14 distinctive brands to suit everyone's taste and budget, all while giving you an exceptional guest experience.

**BOOK NOW AT HILTON.COM**

Waldorf Astoria Park City, Utah, USA



CONRAD  
HOTELS & RESORTS



CURIO  
A COLLECTION BY HILTON



TAPESTRY  
COLLECTION  
BY HILTON



© 2018 Hilton.







# Certification Programs

*For Indigenous People by Indigenous People*

Certified Aboriginal Financial Manager

Certified Aboriginal Professional Administrator

Certified Indigenous Leadership

[www.afoa.ca](http://www.afoa.ca)  
(866) 722-2362



PEACE HILLS TRUST

[peacehills.com](http://peacehills.com)

Supporting the  
financial development  
of Indigenous Communities  
across Canada.

Proud business  
partner of CANDO  
for over two decades.







Links to Learning

# LINKS TO LEARNING 2019

**SUPPORTING FIRST NATIONS ECONOMIC DEVELOPMENT AND LANDS MANAGEMENT**







Elder Syexwaliya (Ann Whonnoc) - Squamish Knowledge Keeper/Elder Advisor welcomes delegates to the 7th annual Links to Learning. Elder Syexwaliya wished all delegates and speakers a productive event. The event was held at the Westin Bayshore on the traditional lands of the Coast Salish people - including the Squamish, Tsleil-Waututh, and Musqueam Peoples.



Bill Guerin, Associate Regional Director General of Indigenous Services Canada welcomes delegates to the 7th annual BC Links to Learning.



Leona Irons with the National Aboriginal Lands Managers Association welcome delegates and speakers.



Ray Wanuch, Cando Executive Director wishes all delegates a successful event.

**Links to Learning 2019 is a partnership between Cando, the National Aboriginal Lands Managers Association and Indigenous Services Canada**



Indigenous Services  
Canada

Services aux  
Autochtones Canada

Canada



# Welcome



(Above) Bill Guerin, Associate Regional Director General of Indigenous Services Canada welcomes delegates to the 7th annual BC Links to Learning at the Westin Bayshore.

(Below) The registration Desk was busy Tuesday morning with delegates and speakers picking up their packages. Cando staff and Indigenous Services Canada volunteers made sure everyone was quickly assisted and off to their workshops.





# Welcome

Stan Wesley will not let delegates keep still. There were games, dances and prize draws. These all worked to keep everyone's energy high for better learning and knowledge transfer. Stan shared his optimism and boundless energy with more than 230 delegates and speakers that attended the 2019 BC Links to Learning.





# Cultural & Networking Event



Photo: Paul Macedo



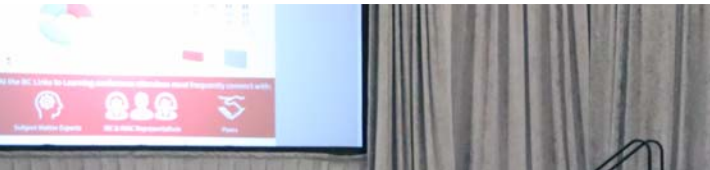
# Cultural & Networking Event

Alex Wells - from the Lil'wat Nation, Mount Currie, B.C. - was the featured dancer/performer at BC Links to Learning's Cultural and Networking event held on Tuesday evening. Alex is a talented musician as well as dancer. He showcased his incredible hoopdancing skills that has made him a repeat World Champion Hoopdancer. After Alex's performance, delegates were given the opportunity to network while having some tasty appetizers and snacks.





# Workshops







**Grieg**  
Seafood®

ROOTED IN NATURE



A part of  
coastal  
communities

[griegseafoodcanada.com](http://griegseafoodcanada.com)

Questions? email us at [community.relations@griegseafood.com](mailto:community.relations@griegseafood.com)



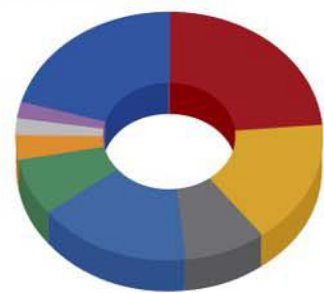


# BC Links to Learning Conference



An annual technical training forum launched in 2013 which provides a range of skills development & learning opportunities for Indigenous Lands Management Officers & Economic Development Officers from British Columbia.

The BC Links to Learning conference draws a broad range of attendees from British Columbia.

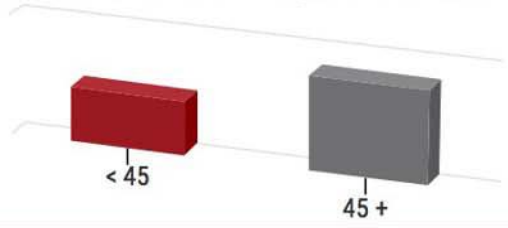


- Lands Manager
- Band Executive
- Consultant
- EDO
- Lands Employee
- Government Personnel
- Both EDO & Lands Manager
- Housing Personnel
- Other

66% of attendees identify as female.



64% of attendees are 45 years or older.



At the BC Links to Learning conference attendees most frequently connect with:



Subject Matter Experts



ISC & INAC Representatives



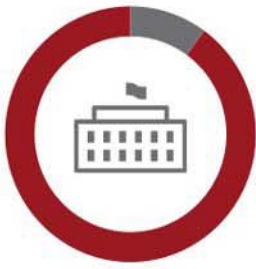
Peers

Impact Assessment by:



Analysis based on survey responses from 176 conference attendees for a response rate of 34%.





90%

of attendees improved their knowledge of government programs & services



87%

of attendees improved their knowledge of the Indigenous context in Canada



87%

of attendees improved their knowledge of economic development practices



78%

of attendees improved their ability to engage with their community



74%

of attendees improved their ability to influence the advancement of their community's development



65%

of attendees improved their ability to assist their community with the generation of revenues

1:15

for every \$1 invested in the conference, \$15 in annual revenues for communities were generated

86%

of attendees are satisfied with the BC Links to Learning Conference

Impact Assessment by:



The Evidence Network

Analysis based on survey responses from 176 conference attendees for a response rate of 34%.



# Vendors





# Closing



Leona Irons with the National Aboriginal Land Managers Association thanks delegates for attending BC Links to Learning.



Tanya Duncan Manager, Economic Development with Indigenous Services Canada thanks delegates for taking time to attend BC Links to Learning and wishes everyone a safe journey home.



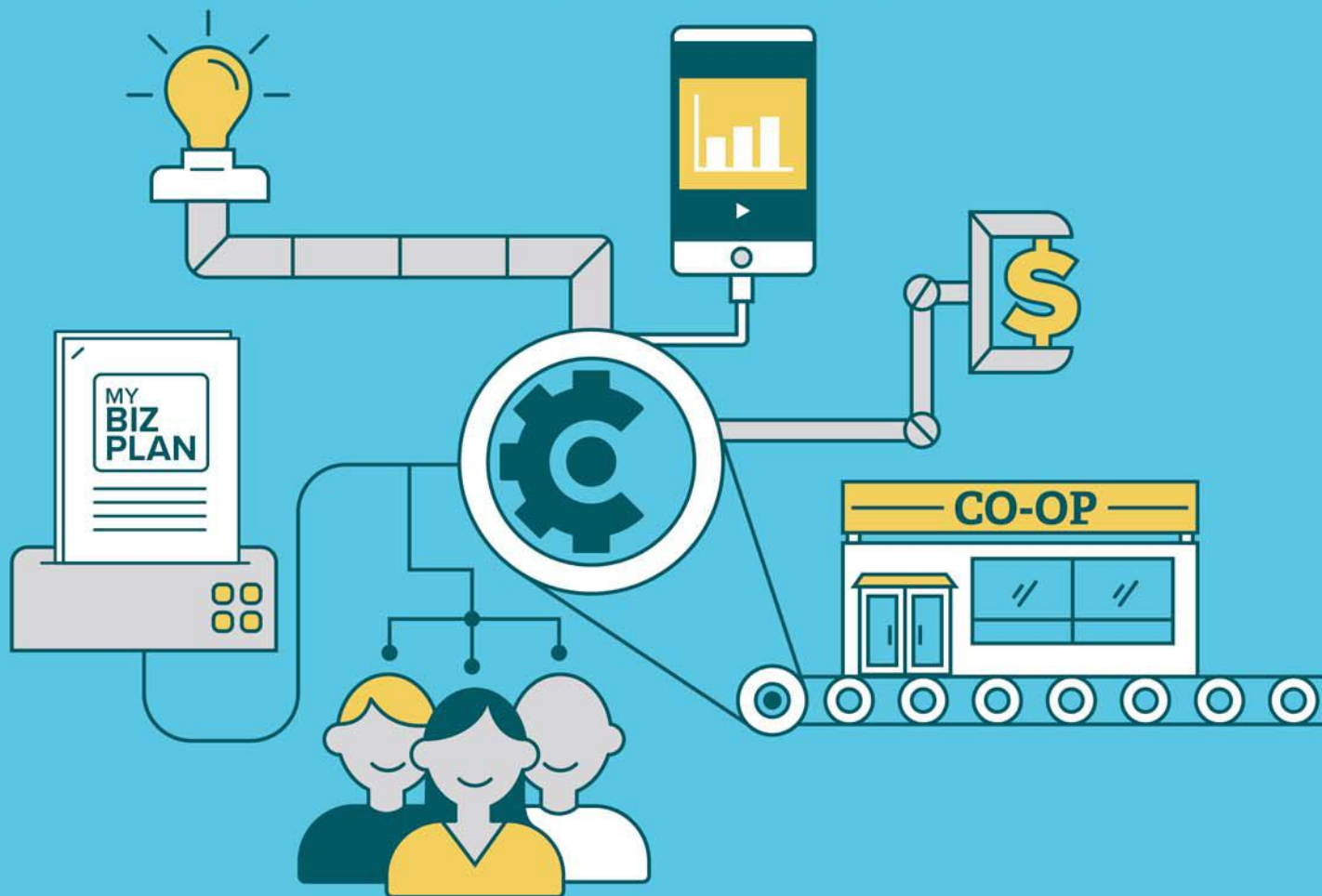
Ray Wanuch, Cando Executive Director thanks delegates and presents information on the impact of BC Links to Learning over the years: For every dollar invested into the event the result was \$15 in community revenues.



Elder Syexwaliya thanks delegates and speakers for their efforts in making Links to Learning such a productive gathering. She wished everyone a safe journey home before closing the event.



# CREATING A CO-OP IS NOW EASIER



Thinking about starting a co-op? There's a lot to consider. Bylaws, business plans and incorporation. Not to mention governance and cashflow. Co-op Creator is the most straightforward resource to get your idea up and running. And it's free. From our unique business plan generator to an online governance course, everything is covered.

Visit [coopcreator.ca](http://coopcreator.ca) to get started.





# Tradeshow



Indigenous Services Canada



National Aboriginal Lands Managers Association



Rogers Communications



ICLD



# Tradeshow

Photos: Paul Macedo



Office of Small and Medium Enterprise



Nicola Valley Institute of Technology



Small Business BC



Co-operatives First



The Firelight Group



First Nations Public Service Secretariat



Trout Creek Homes



Gwaii Engineering



## 2019 Platinum Sponsors



## 2019 Gold Sponsors



## 2019 Silver Sponsors



## 2019 Bronze Sponsors



**Many thanks to our partners and sponsors for making the seventh annual BC Links to Learning possible!  
Thank you for sharing Cando's vision to increase capacity in Indigenous community economic development.**



# Six partners sign historic Friendship Accord in Ontario



**By Sam Laskaris**  
**Cando Contributor**

A pair of First Nations from central Ontario were among a half dozen partners who joined forces to sign a Friendship Accord.

Laurie Carr and Emily Whetung, the chiefs of the Hiawatha First Nation and the Curve Lake First Nation, respectively, were two of the individuals who signed the accord called Ezhi-Wiijikiwendiyang.

In Anishanaabemowin this term roughly translates into ‘How we are friends.’

The signing of the accord was held on Nov. 2 at the Lang Pioneer Village in Keene, Ont., located near Peterborough.

Also signing the agreement were representatives from Selwyn Township, Township of Otonabee-South Monaghan, the County of Peterborough and the Board of Peterborough and Kawarthas Economic Development.

“This is not a treaty but a new establishment of our working relationships with all levels of government,” Carr said. “We value building relationships with all levels of government.”

By signing the accord, the partners agreed to work collaboratively on various fronts, including economic development ventures.

“We can come up with some projects that we might not have come up on our own,” Carr said.

Whetung echoed this sentiment.

“It’s about our communities working together, politically and administratively, for the betterment of our communities,” she said.

Though the Friendship Accord was officially signed in early November 2019, the six partners have been meeting frequently since 2016 to build stronger relationships and discuss projects that would benefit all.

Keith Knott, the former chief of the Curve Lake First Nation and a recent appointee to the Order of Canada, was among those who also attended the Friendship Accord signing.

“This accord is a modern-day accord,” he said. “It’s not like a treaty. This is a step forward for us.”

Knott is a firm believer all partners need to focus on what lies ahead and not worry about what has happened in their pasts.

“We must start looking forward – seeing where the horizon is and seeing what is beyond the horizon,” he said.

“If this type of thinking is properly applied, it can translate into various ventures coming to fruition.”

“If there’s a project out there, how can we work together to make it a reality?,” Knott asked.



The signing of the Friendship Accord was held in partnership with Cando (Council for the Advancement of Native Development Officers) and the Federation of Canadian Municipalities (FCM) as part of the First Nation-Municipal Community Economic Development Initiative (CEDI). CEDI is a program that promotes economic development collaboration between Indigenous communities and municipalities across Canada. The program is funded by Indigenous Services Canada.

CEDI Program Officer Josh Regnier, of FCM, believes having six partners collaborating, at a regional level, has increased potential for outcomes for the communities involved.

“It shows a regional approach has just that much more oomph,” he said.

CEDI Program Co-ordinator Tanya Tourangeau, of Cando, is among those who believe the Friendship Accord could be precedent setting.

“This partnership definitely demonstrates how to be good friends,” Tourangeau said. “And they wanted to set an example for everybody else.”

The Lieutenant Governor of Ontario, Elizabeth Dowdeswell, who attended the Friendship Accord signing, believes many similar agreements can also be forged across Ontario and the rest of Canada.

“There’s no question it can be built elsewhere all across this province,” she said.

Philip Lawrence, the recently elected Member of Parliament for Northumberland-Peterborough South, also praised the agreement.

Lawrence felt the agreement was signed at a timely moment, shortly after the recent federal election, which resulted in a Liberal minority government and plenty of talk of a fractured country.

“It sets an example for our entire country how we can come together for the betterment of our country,” Lawrence said.





# Cando and ITAC sign MOU



Above: Keith Matthew, Cando President announces the reasons for the MOU along with Keith Henry, Executive Director of ITAC.

In November Cando was invited to participate in the International Indigenous Tourism Conference held in Kelowna from November 12-14th.

During the event – the largest International tourism event in the world – a Memorandum of Understanding (MOU) was formally signed by Cando and the Indigenous Tourism Association of Canada (ITAC).

Recognizing the tremendous impact of tourism on Indigenous community economic development, the two organizations will coordinate their efforts to develop a Tourism Specialization as part of Cando's Technician in Aboriginal Economic Development Certification Program.

Keith Matthew, Cando President and Director for Southern B.C. was on hand to sign the MOU on behalf of Cando. Signing on behalf of ITAC was Brenda Holder, Chair of the Board of ITAC.

This MOU represents Cando's continuing commitment to ensure that its Certification Program remains relevant and provides the skills and competencies to enable Indigenous EDO's to create impact on Indigenous community economic development; create employment opportunities; help communities create sustainable own-source revenues; and move Indigenous communities towards self-reliance and independence.



Below: Brenda Holder, Chair of the Board of ITAC and Keith Matthew, Cando President sign the MOU between Cando and ITAC.





# Hemp and Cannabis Conference

The 3rd annual National Indigenous Cannabis & Hemp Conference was held in Kelowna from November 26 to 28. Cando was invited to participate and learn from some leading

Indigenous communities who are utilizing cannabis and/or hemp growing, processing, distribution, and retail to help diversity their economic development.



Elder Wilfred (Grouse) Barnes, Westbank First Nations welcomes participants to the event while Isadore Day, CEO of Bimaadzwin listens.



Ray Wanuch, Executive Director of Cando.



Panelist: Chief Clarence Louie, Osoyoos Indian Band



Panelist: Chief Christian Sinclair, Opaskwayak Cree Nation



Panelist: Wes Sam, Founder, NATIONS and former Chief Burns Lake Band



Panelist: Sean Willy, North Slave Denesuline, Métis - CEO Des Nedhe Development Corp.



Ray Wanuch (at the podium) moderated the panel "Building Success & Community Value: Economic Development at Work". The panelists included (left to right): Wes Sam, Founder, NATIONS and former Chief Burns Lake Band; Chief Christian Sinclair, Opaskwayak Cree Nation; Chief Clarence Louie, Osoyoos Indian Band; Sean Willy, North Slave Denesuline, Métis - CEO Des Nedhe Development Corp.





ANTCO/ANDEVCO - [www.antco.bc.ca](http://www.antco.bc.ca)  
 ANIB - [www.anib.ca](http://www.anib.ca)

**ALL NATIONS TRUST COMPANY (ANTCO)**

- Loans and Grant contributions for start-up, expansion, modernization and acquisition

**ALL NATIONS DEVELOPMENT CORP. (ANDEVCO)**

- Business planning
- Credit and financing advice
- Workshops for entrepreneurs

**ALL NATIONS INSURANCE BROKERS (ANIB)**

- Specialized employee Pension and Benefit Packages
- Home and Content Insurance
- Community Building and Equipment Coverage
- Insuring Projects: Ranching, Forestry, Construction, etc.



# YOU'VE GOT A FRIEND IN TORONTO

**Benefits for Indigenous Guests**

- Smudge-friendly meeting rooms with customized set-ups (advanced notice required)
- Over 24,000 ft<sup>2</sup> of event space, most featuring natural light
- Free Wi-Fi in all guestrooms, meeting spaces and public areas
- Separate adult and family recreation areas
- Earn additional benefits when you sign up for our 1865 Guest Recognition Program

**INDIGENOUS MEETING PACKAGES FROM \$115\* PER PERSON**

Contact Gavin Byrne | (416) 585-4351 | [gavin.byrne@chelseatoronto.com](mailto:gavin.byrne@chelseatoronto.com)

\* Minimum 15 people per booking. Additional conditions may apply.

**CHELSEA Hotel**  
TORONTO



## Board of Compensation & Cree Regional Economic Enterprises Company Inc.

**Derrick Neeposh**  
Chairman/President

Creeco is the holding company for:

Transportation

Real Estate

Mining

Catering, Janitorial & Facility Management

Lodging

Construction

Baggage Services, Cargo Handling



Gestion





# BIRD

INDIGENOUS RELATIONS

St. John's • Halifax  
Saint John • Wabush  
Montreal • Ottawa  
Toronto • Winnipeg  
Calgary • Edmonton  
Vancouver



## Building Communities where we build buildings.

Contact Bird for your heavy civil, industrial, and commercial project needs.

[indigenous@bird.ca](mailto:indigenous@bird.ca) | [www.bird.ca](http://www.bird.ca)

Progressive  
Aboriginal  
RELATIONS

BRONZE  
LEVEL

Canadian Council for  
Aboriginal Business



## Indigenous Skills and Employment Training (ISET) Program

### For Individuals

- Career Planning
- Skills Training
- Work Experience
- Self-Employment Assistance
- Finding a job

### For Employers

- Strategies to address labour shortages
- Shared financing to train new employees
- Matching employer needs with skilled staff
- Support industry recognized or customized employer skills training
- Increase workplace inclusion, diversity and retention
- Raise profile with urban Aboriginal communities

### Partnerships

The Congress is looking to establish skills training partnerships with businesses and employers. If you are interested please contact the Congress of Aboriginal Peoples ISET Program department.

### Contact

Congress of Aboriginal Peoples  
867 St. Laurent Blvd  
Ottawa, ON K1K-3B1

Tel: 613 747-6022  
Web: [abo-peoples.org](http://abo-peoples.org)  
Email: [info@abo-peoples.org](mailto:info@abo-peoples.org)  
Toll Free: 1-888-9927





## Cando Board of Directors

**Keith Matthew**  
**President**  
**Director - Southern B.C.**

**Trevor Acoose**  
**Vice President**  
**Director - Saskatchewan**

**Stanley Barnaby**  
**Secretary Treasurer**  
**Director - New Brunswick & PEI**

**Vacant**  
**Director - Nunavut**

**Elaine Chambers**  
**Director - Yukon**

**Ed Collins**  
**Director - Ontario**

**Tim Daniels**  
**Director - Manitoba**

**Amy Lizotte**  
**Director - Northwest Territories**

**Tracy Menge**  
**Director - Nova Scotia,  
Newfoundland & Labrador**

**Bertram Mercer**  
**Director - Northern BC**

**Shawna Morning Bull**  
**Director - Alberta**

**Mickel Robertson**  
**Director - Québec**

**Student Director**  
**Aubrey-Anne Laliberte**  
**Pewapisconias**

**More information on Cando's board: [www.edo.ca/about-cando/board](http://www.edo.ca/about-cando/board)**



## The Valard Group of Companies

**Over 35 Electric Power Infrastructure services, performed by 11 companies, all encompassed within the Valard Group of Companies.**

We work with expert partners to seamlessly produce turnkey solutions for our clients.

Through a single contract and point of contact, we can, collectively, put together a full service team to successfully deliver every aspect of a project.

[thevalardgroup.com](http://thevalardgroup.com)

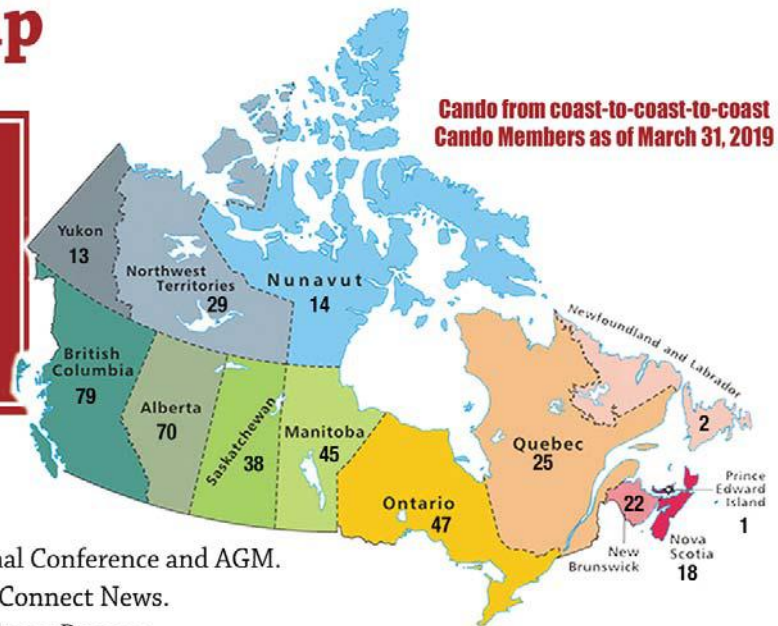




# RENEW YOUR MEMBERSHIP

## Cando Membership

Full Individual Membership - \$105  
Associate Membership - \$89.25  
Student Membership - \$26.25  
Organization Membership - \$315



### Cando Membership Benefits:

- Discount registration at the Cando Annual National Conference and AGM.
- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- Opportunity to advertise events and services through Cando's nation-wide network.
- Voting privileges at Cando's national and regional meetings (Full Members only).
- Access to Cando's bookstore and resources.

To learn more about becoming a member OR to join visit:  
[www.edo.ca/about-cando/membership](http://www.edo.ca/about-cando/membership)

  
cando  
Inspiring Success



# Malory Graham

## Business owner says seek guidance when needed



By Shari Narine  
Cando Contributor

“I am an extremely driven Indigenous woman who loves knowledge, innovation, and helping others reach their potential and their goals,” said Mallory Graham.

Graham, who was born and raised in Curve Lake First Nation, currently works with small businesses to develop and execute their digital marketing strategies, as she continues to foster the growth of her company Tribal Trade Co. An online retail store with a brick and mortar location in Curve Lake, Tribal Trade offers Indigenous products including lifestyle clothing, footwear, accessories, and giftware.

Graham, who holds an Honours Bachelor of Business Administration degree from Wilfrid Laurier University and competed in a New Venture Creation business pitch competition, winning the KPMG Award in Entrepreneurship, will be discussing her efforts in the business world at this year’s Cando Conference, scheduled for Oct. 27-30 in Gatineau, QC.

She believes such events with women-led panels on business are crucial.

“The world of business is still considered a man’s world and it’s important to share the female perspective of business and economic development,” said Graham.

“Women are still highly considered as inferior in the business community and face unique challenges such as overcoming traditional gender stereotypes that prevent them from being treated as equals among all business people.”

Graham’s skill set, honed over 20 years, is impressive: a successful entrepreneur; well-versed in social media and content marketing; and a past manager of 25 employees.

As a business owner, she encourages other women not to be afraid to admit when they don’t know something and to understand that everything is “figure-outable.”

“The more you fail the quicker you will learn so try to embrace the journey,” said Graham.

She also reminds entrepreneurs that with the amount of time needed to make a business successful it is important that they enjoy what they are doing.

“Design your business around your ideal customer and design your business around the life that will make you happy,” she said.

Graham is one of four individuals to be selected for the Women in Business panel, one of the signature events for the Cando Annual National Conference which promotes Indigenous economic development.

This marks the sixth year for the Women in Business panel, which highlights and recognizes the significant impact Indigenous women entrepreneurs have on the Canadian economy.

# Jolene Johnson

## Protecting natural resource leads to successful business



By Shari Narine  
Cando Contributor

Jolene Johnson wants to give back.

“I’ve had mainly a positive experience getting into business and had very little discriminatory challenges as people have been super supportive. I’d like to help support other women to find the same opportunities,” said Johnson, who is CEO and president of Wabanaki Maple.

Johnson, from the Tobique First Nation, started her business by selling her maple syrup products at conferences and farmers markets. Now along with traditional maple syrup, Wabanaki Maple has expanded its product to include bourbon syrup, whiskey syrup, and toasted oak syrup and can be found in retail stores in St. John and Fredericton, in New Brunswick, and Antigonish, NS.

Johnson has combined just over 18 years of experience in the culinary field with harvesting and producing maple syrup as a hobby, turning it all into a successful business.

Her work has been about creating and building strong economic growth for her community, she says, while helping to preserve the natural resources for the next generation.

Johnson feels she brings a new perspective and “positive light” as one of four entrepreneurs on the all-woman panel at this year’s Cando Conference. Such a panel is important, she says.

“Understanding that women can be under-represented at business/entrepreneurship events, it is important to capture all diverse perspectives from people of different genders, races, beliefs, etc.,” said Johnson.

She will also be offering strategies to Indigenous women in business to help them push through the barriers.

“In the beginning, some organizations and individuals may have underestimated me as an entrepreneur, which made it harder for me to prove myself and my business,” she said.

But perseverance is what it’s all about, she says, and offers the simple advice to never give up.

“Don’t take no for an answer,” she said.

This marks the sixth year for the Women in Business panel, which highlights and recognizes the significant impact Indigenous women entrepreneurs have on the Canadian economy. The panel is one of the signature events for the Cando Annual National Conference which promotes Indigenous economic development.

The Cando Annual National Conference is scheduled for Oct. 27-30 in Gatineau, QC.



# Victoria LaBillois

## Stand your ground, business owner advises other women



By Shari Narine  
Cando Contributor

Victoria LaBillois has an impressive combination of education, experience and volunteerism when it comes to the business world.

The Mi'gmaq entrepreneur from Listuguj, in the traditional territory of Gespe'gewa'gi, owns Wejipeg Excavation Inc., which she created in 2011 to participate in wind park development across the territory, and co-owns and sits as president of Wejuseg Construction Inc.

She serves on a number of professional boards, both Indigenous and non-Indigenous, and has had numerous national and international speaking engagements.

She also holds a Bachelor of Arts degree in political science and a master's degree in Business Administration, both from the University of New Brunswick in Fredericton.

While education is valuable, it's not everything, she says. "You don't necessarily need an MBA to get into business, it helps, but I rely more on resilience and courage," she said.

LaBillois will be discussing her success and her challenges in the business world at this year's Cando Conference, scheduled for Oct. 27-30 in Gatineau, QC.

She is one of four individuals who has been selected for the Women in Business panel, one of the signature events for the Cando Annual National Conference which promotes Indigenous economic development.

Having a panel with women entrepreneurs is important, says LaBillois.

"We need to raise our women up and continue to break the barriers. Our women need to see success stories in real people they can relate to. My message is a call to action - whatever you are thinking about doing, just start today, there is no better time," she said.

LaBillois has broken ground in professions that are dominated by men, both in the construction industry and the wind power industry.

Her advice for other women looking to make similar commitments is simple: "Stand your ground, know your stuff, and own the room when you walk in - you are not a doormat."

LaBillois sees her position on the panel as a role model with so much success as an entrepreneur and as a spokesperson for Indigenous women.

"I enjoy raising our women up and celebrating their successes," she said.

This marks the sixth year for the Women in Business panel, which highlights and recognizes the significant impact Indigenous women entrepreneurs have on the Canadian economy.

There aren't a lot of women in the engineering field, but Marie St. Gelais isn't about hiding who she is and what she knows.

"Be yourself," she said. "It is your authenticity that will lead you where you want to go. †Always be prepared, keep control and smile."

St. Gelais, an Innu civil engineer who resides in Chicoutimi, has owned and managed Ashini Consultants since 2016. She has 13 years of experience as a manager, project manager and design engineer having worked in the mining, construction, and building fields as well as in Aboriginal communities. She has expertise in the design and calculation of bridges, steel and wood building structures, civil engineering structures and environmental aspects.

She holds that education and business experience are equally important.

"I strongly believe in education and entrepreneurship to drive our communities' development," she said.

She also believes in entrepreneurship as a lifestyle.

"Entrepreneurship is freedom. You are free to dream and make all these dreams reality," she said.

Being a manager is an important position and one that sees a person always growing, says St. Gelais.

"Act as the manager you wanted to have. Do one thing at the time. Listen to your team, they will help you to become a better manager," she said.

St. Gelais encourages women not to shy away from the opportunity to become a manager.

"Management is a polyvalent role opening your career and your path to many opportunities," she said. "You should go for it."

It's this point of view and experience that St. Gelais will be discussing at this year's Cando Conference, scheduled for Oct. 27-30 in Gatineau, QC, where she is one of four individuals who has been selected for the Women in Business panel.

St. Gelais believes that such panels are vital.

"I think female entrepreneurs bring a different point of view of doing business," she said.

This marks the sixth year for the Women in Business panel, which highlights and recognizes the significant impact Indigenous women entrepreneurs have on the Canadian economy.

The Women in Business panel is one of the signature events for the Cando Annual National Conference which promotes Indigenous economic development.

# Marie St-Gelais

## Authenticity, preparation are keys to management success



By Shari Narine  
Cando Contributor



# Alexandra Jarrett



This time around Alexandra Jarrett will end up being one of the ones talking about her experiences at the Cando Conference.

Jarrett, a 29-year-old member of Saskatchewan's Canoe Lake Cree First Nation, has yearned to participate in the annual conference for some time.

Her desire will be fulfilled this fall as she has been selected as one of the six members of the national youth panel that will participate at the Cando Conference, which will be staged Oct. 27-30 in Gatineau, Que.

The conference is organized by Cando, the organization that promotes Indigenous economic development across Canada.

"I've always wanted to go and it's just lined up for me this year," said Jarrett, who owns and operates Axis Imagery, a photography and multi digital services company in Saskatoon. "I've seen other Indigenous people go and talk about their experiences at the conference."

The national youth panel annually consists of up to six individuals aged 18-30, who are partly being recognized for their entrepreneurial spirit.

For Jarrett, who turns 30 on Sept. 21, this is the last year she would have been eligible to take part on the panel.

"This is the first year I was nominated for this," said Jarrett, who is anxiously anticipating listening to the conference's guest speakers and also participating in various workshops. "I'm really excited I didn't max out on my age."

Jarrett added she believes the conference will be rather beneficial.

"It's always good to network and see what other community members are doing," she said.

Jarrett started Axis Imagery in the spring of 2014. Prior to launching her business, she completed three years of commerce classes at the University of Saskatchewan, from 2009-13.

She plans to return to the university this coming January and over the course of the next two years finish off courses required to earn a marketing degree.

Jarrett is also a single mom, raising three children, aged 2, 5 and 11.

Besides putting in 8 a.m. to 5 p.m. workdays with her own business, Jarrett also works as a banquet server, sometimes putting in as many as 30 hours per work.

No doubt her work and parenting responsibilities require quite the juggling act.

"I'm a co-parent and I have to have 50 million backup babysitters and backup plans," she said.

**I've always  
wanted to go and  
it's just lined up for  
me this year.**

**By Sam Laskaris  
Cando Contributor**

**2019 National Youth Panelist**

# Aubrey-Anne Laliberte-Pewapisconias

Aubrey-Anne Laliberte-Pewapisconias is proving it's not only those from major centres that can make a huge difference.

The 20-year-old member from Saskatchewan's Canoe Lake Cree First Nation has already achieved quite a bit in her young life.

And Laliberte-Pewapisconias has plenty of other lofty goals she'd like to achieve.

Thus, it shouldn't be a huge surprise to find out the highly-motivated Laliberte-Pewapisconias has also been named to the six-person national youth panel, which will participate in the 2019 Cando Conference.

The event, organized by Cando, the organization which promotes Indigenous economic development across Canada, is scheduled for Oct. 27-30 in Gatineau, Que.

Laliberte-Pewapisconias, who began her Business program studies at the University of Saskatchewan in 2017, believes it's significant she's been chosen for the national youth panel.

"I think it's meaningful, especially coming from a small Saskatchewan community where you hear about bigger places like Toronto and Vancouver," she said. "It's hard to imagine that you too can make a big difference."

Shortly after the Cando Conference, Laliberte-Pewapisconias will head to England to complete the third year of her university studies. She'll be on an exchange, studying at the University of Essex beginning in January.

She'll remain overseas to work in a London-based public relations firm next summer before returning home for her fourth year at the University of Saskatchewan.

Laliberte-Pewapisconias has already made vital contributions name at the Canadian school.

For example, she founded the Indigenous Business Students' Society (IBSS) last fall. This group, open to all Indigenous students at the school, is intended to make all feel welcome.

The IBSS, which had about 50 members in its inaugural year, also hosted a gala featuring Indigenous community leaders where students were encouraged to network for some possible future work positions.

As for Laliberte-Pewapisconias, after she completes her University of Saskatchewan degree she's hoping to attend the University of Victoria to earn her MBA.

Ideally, she'd like to return to her home province after that and get a job with the Saskatchewan Indian Gaming Authority (SIGA). She's worked as a SIGA summer student the past two years.

Laliberte-Pewapisconias said she'd welcome the chance to work for the non-profit organization on a full-time basis because of how it operates, investing its profits back into communities.

Half of these profits are distributed among the 74 First Nations in Saskatchewan.

"For me to work for what is unlike any other organization in Canada really means a lot to me," she said.



It's hard to imagine  
that you too can  
make a big  
difference.

By Sam Laskaris  
Cando Contributor

2019 National Youth Panelist

November/December 2019

77

edo.ca



# Destinee Peter



**It feels good to have somebody recognize me for my work. And I'm excited about the conference and just want to learn and take in as much as I can.**

By Sam Laskaris  
Cando Contributor

Early on in her work career Destinee Peter was presented with an interesting offer.

Peter was 21 when she was approached by the then owner to buy the Regina hair salon business she was working at.

"She was going to close the doors," Peter said of her former boss.

Peter, a member of Saskatchewan's Carry The Kettle Nakoda Nation, had some understandable hesitation with the proposition.

"The whole time I was thinking oh my gosh this is a big step," she said. "But I was there all the time and basically helping to run the business anyways. I sat down with my dad and talked about it. I used up all my savings and decided to do it."

It took a few months to finalize the paperwork for the deal in 2013. But shortly after her 22<sup>nd</sup> birthday Peter was running the show.

Now 28, Peter continues to be the owner and operator of the thriving Tangles Hair & Beauty Salon. Her business now employs seven other female hairstylists, including five Indigenous ones.

Peter's business success has also landed her a spot on the national youth panel, which will participate at the Cando

Conference, set for Oct. 27-30 in Gatineau, Que.

Peter is looking forward to the conference, organized by Cando, which promotes Indigenous economic development across Canada.

"It feels good to have somebody recognize me for my work," she said. "And I'm excited about the conference and just want to learn and take in as much as I can."

Since she owns her business, Peter also sets her work hours. That's come in handy of late as she has a one-year-old son, Theo.

To spend more time at home, Peter only works from 9 a.m. until noon from Monday through Thursday. And then she has 9 a.m. to 5 p.m. shifts on Friday and Saturday.

"I wasn't too sure if I was going to be able to do it," Peter said of her juggling act of parenthood and her lessened work schedule. "But it's worked out."

Peter's business continues to expand. Last fall she bought a laser hair removal machine. This procedure now accounts for about 20 per cent of her business.

Besides possibly opening a second store, Peter is also looking to purchase a Microneedling machine, which helps with skin conditions like scarring.

2019 National Youth Panelist

# Ryan Oliverius

Ryan Oliverius sat down and wrote a list of goals he wanted to achieve back in 2013 when he began his post-secondary studies.

But he quickly forgot about his wish list, which included to one day become a member of council for his First Nation, the Okanagan Indian Band, located in Vernon, B.C.

Oliverius, who graduated with a Business Administration degree from Thompson Rivers University in 2017, recently found his wish list from years ago and was surprised to see he had fulfilled a certain goal.

Oliverius, 28, was voted in as a councillor for his First Nation this past April. He's the youngest member on the council, which includes a chief and 10 councillors.

"When I found my vision board recently and saw that I had written I wanted to one day be on chief and council it was pretty surreal," he said.

Oliverius' political career began somewhat earlier than he had anticipated.

"To be honest, I didn't know if I was ready," he said of his councillor post. "But I was nominated for it. And a lot of people from the community were telling me I should do it."

Oliverius is also looking forward to representing the Okanagan Indian Band

this fall. He's one of six individuals named to the national youth panel, which will participate in the Cando Conference, scheduled for Oct. 27-30 in Gatineau, Que.

"I think it's an amazing opportunity for my community and my Nation," Oliverius said. "I'm excited I'll be learning and seeing some of the people that are in the economic development industry in their communities."

Besides attending weekly council meetings, Oliverius is also on three council-appointed committees.

Since this past April he's also been working as the communications coordinator for the Okanagan Nation Alliance, comprised of the Okanagan Indian Band and seven other nearby First Nations.

All his new responsibilities have forced Oliverius to put his own business on hold. He started Salish Steel Metal Art, a First Nations metal arts business, upon graduating from university.

"I was getting a lot of orders for different products I have on my page," he said.

But he hasn't much time since April to focus on his business.

"It's still there," he said. "But I haven't had that much time to make art. Next year though I want to get back into it."



**I'm excited I'll be learning and seeing some of the people that are in the economic development industry in their communities.**

**By Sam Laskaris  
Cando Contributor**

**2019 National Youth Panelist**

**November/December 2019**

**79**

**edo.ca**



# Nipawi Kakinoosit



**I gained a lot of insight into what economic development officers do and what they do in a First Nation.**

By Sam Laskaris  
Cando Contributor

Chances are that Nipawi Kakinoosit will consider 2019 to be quite a transformational year for himself.

At the start of the year Kakinoosit had heard of people talking about Cando, the organization that promotes Indigenous economic development across Canada. But he wasn't quite sure about everything that Cando represents.

Kakinoosit has a better understanding now. That's because this past July he attended Cando's economic development youth summit, held in Enoch, Alta.

The 28-year-old, a member of Alberta's Sucker Creek First Nation, ended up being named the most outstanding male youth delegate at the summit.

"I gained a lot of insight into what economic development officers do and what they do in a First Nation," he said.

Kakinoosit's legal name is Steven Gladue. But he has been utilizing his Indigenous names, gifted to him by his father in 2010, since 2015.

Kakinoosit is now preparing for his next Cando venture. He's been selected to be on the national youth panel, which will participate at the annual Cando Conference. The 2019 event will be held Oct. 27-30 in Gatineau, Que.

Kakinoosit welcomes the opportunity to meet and network with Indigenous industry and business leaders from across the country.

That's because his First Nation is in the process of developing about 1600 hectares of land that was designated a year ago. Kakinoosit said the land can be somewhat difficult to develop as it is swampy. But the First Nation has rich deposits of clay, which would be ideal for brick and kitty litter manufacturing.

Because of his Cando experiences, Kakinoosit is now keen to become an economic development officer himself.

He had originally planned to attend the University of Victoria this coming January to take classes in its Indigenous studies program. But he said he will now focus on taking the necessary courses in order to become an EDO.

He'd eventually like to return to his home province and if possible work for his First Nation as its economic development officer.

"I would be interested in working for my First Nation," said Kakinoosit, who worked as a youth program co-ordinator this summer for British Columbia's Esquimalt Nation. "If that's not possible and there are other opportunities, I would work for another First Nation.

At the end of the day, I'm all about helping Indigenous people."

2019 National Youth Panelist

# Chanelle Smoke

Chanelle Smoke is proof that teen voices can be heard and that young people can indeed make a difference.

Smoke, an 18-year-old member of Ontario's Alderville First Nation, has been an Indigenous student advocate throughout her high school career.

She completed her high school studies this past June at Cobourg Collegiate Institute.

Smoke started an Indigenous advisory circle in her school when she began Grade 9. Weekly sessions with the group determined actions they wanted to see taken not only at the school but also across the entire Kawartha Pine Ridge District School Board.

"Over the four years I did this I actually saw changes take place," Smoke said.

For starters, three years ago Smoke requested officials at her school start making daily land acknowledgement announcements.

"It happened right away at my school," Smoke said, adding other schools in the board also followed suit.

During her high school career Smoke was also part of the school board's Indigenous Student Advisory Group.

"I was always an advocate for Indigenous students," she said. "A lot of

times they put us down or didn't give us the recognition we deserve."

But Smoke was encouraged by changes she did witness.

"It's hard to get everybody on board," she said. "But the principal at our school started including us and letting us do things."

In September Smoke was scheduled to begin a paramedics course at St. Lawrence College in Cornwall, Ont.

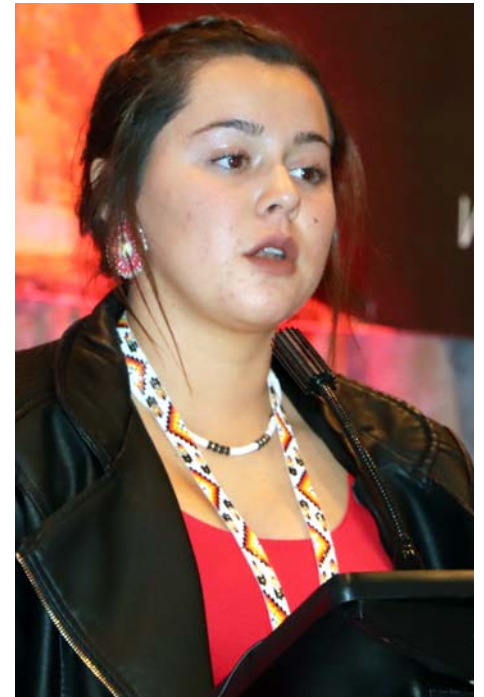
She's longed to take the college paramedics course for a decade now, after seeing how well first responders treated her father, who died when she was eight.

"It's been a lifelong goal of mine," she said of the paramedics program.

Smoke was planning to continue her Indigenous activism work in college.

And she also plans to further her education even more after her paramedics course. She's been speaking Ojibwe since she was four. And she would like to eventually earn the proper qualifications to become an Ojibwe language teacher.

Smoke has also worked for her First Nation. This summer she was employed as the assistant to the cultural coordinator. Her responsibilities included helping to plan for the pow wow the Alderville First Nation hosted in mid-July.



**I was always an advocate for Indigenous students. A lot of times they put us down or didn't give us the recognition we deserve.**

**By Sam Laskaris  
Cando Contributor**

**2019 National Youth Panelist**

**November/December 2019**

**81**

**edo.ca**



# Curve Lake First Nation's EDO captures national award

## Katie Young-Haddlesey Individual EDO Award Winner

By Sam Laskaris  
Cando Contributor



Katie Young-Haddlesey was recognized as Cando Individual Economic Developer of the Year for her outstanding work with Ontario's Curve Lake First Nation.

If you spend just a few moments chatting with Katie Young-Haddlesey chances are it won't be long before she starts praising co-workers or the importance of working well with other partners.

That's even when it is Young-Haddlesey herself who is being singled out for recognition.

Such was the case on Oct. 30 when Young-Haddlesey was announced as the winner of the Economic Development Officer of the Year Award at the Cando Conference, which was staged in Gatineau, Que.

Cando is an organization that promotes economic development in Indigenous communities across Canada.

For the past three years Young-Haddlesey has been working as the EDO of the Curve Lake First Nation in Ontario.

As expected, Young-Haddlesey was pleased to win the award. But she also quickly deflected praise towards her.

"It's a true sense of accomplishment," she said.

"Somebody told me that during my presentation I said 'We, we, we' too often. But I truly feel it is a team effort."

Young-Haddlesey came to the conference already knowing she was one of two finalists in her category vying for a national award.

Byron Gourley, who works for the Metepenagiag Mi'kmaq Nation in New Brunswick, was the other finalist in the EDO of the Year category.

There were also two finalists in both the Community of the Year and Indigenous Private Sector Business categories.

All finalists were allotted 20 minutes to make a presentation during the fourth and final day of the conference, staged at the Hilton Lac-Leamy.

Delegates who attended the 26<sup>th</sup> annual conference were then allowed to vote on those they felt made the best presentation.

Winners were announced at a conference-closing dinner ceremony.

Young-Haddlesey admitted being in the national spotlight did bring out some unexpected nerves.

"I'm not a person who gets nervous," she said. "But I was extremely nervous, especially in the morning (when I made my presentation)."

Young-Haddlesey did on a couple of occasions mention this was also the friendliest competition she had ever been in. That's because she quickly bonded with Gourley, an individual she had not met prior to the conference.

"It made it a fun experience," she said of her instant connection with Gourley.

Continued on page 88.

2019 Economic Developer of the Year Awards

Cando Connect

82

November/December 2019

# Gourley pleased with his national Cando nomination

## Byron Gourley Individual EDO Award Finalist

By Sam Laskaris  
Cando Contributor



Byron Gourley (center) recognized as a Cando Individual Economic Developer of the Year Award Finalist for his outstanding work for New Brunswick's Metepenagiag Mi'kmaq Nation.

Byron Gourley was able to make a bit of history. Gourley, who is the Economic Development Officer for the Metepenagiag Mi'kmaq Nation in New Brunswick, was in the running for a national award.

He was one of two finalists for the Cando EDO of the Year award this year.

Cando is the organization that promotes economic development in Indigenous communities across Canada.

But it was the other finalist, Katie Young-Haddlesey, from the Curve Lake First Nation in Ontario, who ended up winning the Cando EDO of the Year prize.

"It was an honour to have been nominated for this," Gourley said. "It was the first time our First Nation had been nominated for this."

The winner was announced at a dinner ceremony, which was held on the final night of this year's conference.

The four-day event, which ran Oct. 27-30, was staged at the Hilton Lac-Leamy in Gatineau, Que.

The awards ceremony also featured Community of the Year and Indigenous Private Sector Business categories.

The conference included presentations from each of the six finalists in the three award categories.

Each finalist was given a maximum of 20 minutes to make a presentation. The conference attracted 330 delegates.

Those who listened to the presentations were given a ballot to vote on those they felt were most deserving to win in each category.

"I only lost by four votes," Gourley said.

He also said he was encouraged by the fact five chiefs from across the country came up to him afterwards and told him they had enjoyed his presentation and that they had voted for him.

Though he did not know Young-Haddlesey prior to this year's conference, the two spent a considerable amount of time together.

"I got to really like what she's doing for her First Nation," he said.

Gourley also had the opportunity meet a handful of Young-Haddlesey's relatives who showed up for the awards ceremony.

"I got to meet her family members that were there," he said. "They're all great people."

For Gourley, this marked the third time he had attended the Cando Conference. He took in as many workshops and panels as he could.

"I say knowledge is power," he said.

**Continued on page88.**



# Simpcw First Nation's business arm brings national recognition

## Simpcw First Nation Community Economic Developer Award Winner

By Sam Laskaris  
Cando Contributor



Paul Donald (left) accepts the Cando Award for Community ED of the Year on behalf of Simpcw Resource Group. Keith Matthew (right) is Cando President and a member of Simpcw First Nation.

The Simpcw First Nation is proof that even a relatively small First Nation can achieve great things.

"We're just a little band that could," said Paul Donald, a director of the Simpcw Resources Group (SRG), the business arm of the First Nation based in British Columbia.

Primarily because of SRG efforts, the Simpcw First Nation was selected as the Community of the Year at this year's Cando Conference.

Cando is the organization that promotes economic development in Indigenous communities throughout Canada.

This marked the 26<sup>th</sup> year of the Cando Conference, which rotates to various cities across the country.

The most recent conference was staged Oct. 27-30 in Gatineau, Que.

Simpcw was one of two communities that had been previously named as a finalist for the Cando award.

The Kingsclear First Nation in New Brunswick was the other finalist.

Cando also handed out some hardware in the Economic Development Officer of the Year and Indigenous Private Sector Business categories at a ceremony, held on the final night of the conference.

All six finalists in the three award categories were allotted 20 minutes to make a presentation. Conference delegates then voted on those they felt deserved to win.

"This is a community award," Donald said, moments after it was announced Simpcw had won its category. "There are so many people that mark the success of our community."

And it's not just those leading the First Nation.

"This award is because of the chief and council, the (SRG) board of directors and also all of our crews that work," he said.

The SRG was established in 2011, originally operating out of a basement office on the First Nation. When it first began SRG had three employees, who focused on forestry management and logging opportunities.

Fast forward to the present and SRG has its own office space and about 100 employees working in a number of industries. Services SRG offers include those in environmental, archaeological, pipeline maintenance, site rehabilitation, road building and maintenance and security.

"We've outgrown that already and are looking to go elsewhere," Jason Dorey, SRG's senior operations manager, said of the business' current office space.

**Continued on page 89.**

2019 Economic Developer of the Year Awards

Cando Connect

84

November/December 2019

# EDO pleased with her First Nation's moment in national spotlight

## Kingsclear First Nation Community Economic Developer Award Finalist

By Sam Laskaris  
Cando Contributor



Sydney Paul accepts the Cando Award for Finalist in Community ED of the Year on behalf of Kingsclear First Nation from Ed Collins (Cando Vice President) and Keith Matthew (Cando President).

Sydney Paul once again found herself in the national spotlight.

Back in 2011 Paul had been one of the individuals named to the National Youth Panel for the Cando Conference held in Richmond, B.C.

That same year Paul was also recognized at the conference for being one of the recipients of a National Indigenous Economic Education Foundation scholarship.

As for this year Paul was once again on stage at the Cando Conference. This year's event, which was held in Gatineau, Que., ran from Oct. 27-30.

Cando is the organization that promotes economic development in Indigenous communities across Canada.

Paul is now in her third year as working as the Economic Development Officer for the Kingsclear First Nation in New Brunswick.

Paul attended the Gatineau conference as she made a presentation on behalf of Kingsclear, which was one of the finalists for Cando's Community of the Year award.

The other finalist, however, Simpcw First Nation, based in B.C., ended up winning the Cando award.

"The fact we were even acknowledged on a national scale is a tremendous accomplishment," Paul said, shortly after it was announced Simpcw First Nation was the category winner. "It feels great. It was an honour to be able to present here in front of Canada."

Categories were also contested in the Economic Development Officer of the Year and Indigenous Private Sector Business categories.

Two finalists in each of the categories made presentations during the last day of this year's conference, held at the Hilton Lac-Leamy.

Delegates attending the conference were then given a ballot and allowed to vote for those they felt were most deserving of winning in each category.

Paul vowed her community will continue to take positive steps forward.

"We're only going to keep growing as a community," she said.

Paul praised her First Nation's leaders for getting Kingsclear into the national spotlight.

"Our leadership takes a lot of pride in the projects we move forward," she said.

**Continued on page 89.**

2019 Economic Developer of the Year Awards

November/December 2019

85

edo.ca



# Quebec auto parts store captures national Indigenous business award

## Buck's Auto Parts Indigenous Private Sector Business Award Winner

By Sam Laskaris  
Cando Contributor



Andrew Buckshot (left) with his father Frank Buckshot who has owned Buck's Auto Parts since 2015 with their Cando Award for Indigenous Private Sector Business of the Year.

Frank Buckshot is proof a lot of hard work can take one a long way.

Though he has just a Grade 9 education, Buckshot, a member of the Kitigan Zibi Anishinabeg First Nation in Quebec, is a self-made successful businessman.

In fact, one of his businesses, Buck's Auto Parts, took top honors in the Indigenous Private Sector Business category at this year's Cando Conference.

Cando, the organization that promotes economic development in Indigenous communities across Canada, staged its 26<sup>th</sup> annual conference in Gatineau, Que.

The four-day event, which ran Oct. 27-30, included an awards ceremony to recognize winners in three categories.

Economic Development Officer of the Year and Community of the Year categories were also contested.

"It's something I didn't think I'd be able to achieve," Buckshot said of his national award.

Heading into the conference Buckshot knew his company was one of the two finalists in the running for the Indigenous Private Sector Business award.

The other finalist was Supercom Industries, a business partnership featuring six First Nations in northwestern Ontario.

All of the finalists were given a maximum of 20 minutes to make a presentation, touting their accomplishments. Conference delegates who listened to the presentations were then able to vote on those they thought were most deserving to win in each category.

Buckshot had his daughter Amanda and son Andrew make the presentation on behalf of Frank's Auto Parts.

"It meant the world to me," Buckshot, who is 62, said of the fact his children spoke on behalf of the business. "They're the ones that are going to take it over some day."

This marked the first time Buckshot had attended the Cando Conference. And he was rather appreciative to be included in the awards presentations.

"I'd like to thank everybody involved in this project," he said.

Buck's Auto Parts has been operating on the Kitigan Zibi Anishinabeg First Nation since 2015.

But Buckshot has been involved in the auto parts industry much longer.

He previously owned Mani Pieces Plus, from 1997 through 2015, in Maniwaki, about one kilometre from his current business.

**Continued on page 88.**

2019 Economic Developer of the Year Awards

# Teamwork amongst six First Nations leads to national recognition

## Supercom Industries Indigenous Private Sector Business Award Finalist

By Sam Laskaris  
Cando Contributor



Robert Starr, Supercom's business project manager, and Peter Collins, Chief of Fort William First Nation, were on hand to accept the Cando Award as Finalist for Indigenous Private Sector Business of the Year.

Working well with others can indeed pay off. Just ask officials from Supercom Industries.

Back in 2016 six First Nations, situated in northwestern Ontario along the shores of Lake Superior, hooked up to establish a business partnership dubbed Supercom Industries.

This partnership, often referred to as simply Supercom, includes the Fort William First Nation, Red Rock Indian Band, Pays Plat First Nation, Michipicoten First Nation, Pic Mobert First Nation and Biigtigong Nishnaabeg.

The work Supercom has been doing has not been going unnoticed. In fact, Supercom was one of the two finalists for this year's Indigenous Private Sector Business award, which was up for grabs at this year's Cando Conference.

Cando is the national organization that promotes economic development in Indigenous communities across Canada.

Buck's Auto Parts, located on the Kitigan Zibi Anishinabeg First Nation in Quebec, was the other finalist in the Indigenous Private Sector Business category.

Also being contested at this year's conference were awards in the Community of the Year and Economic Development Officer of the Year categories.

All six of the finalists were allowed to make a presentation, up to a maximum of 20 minutes, heralding their feats. Conference delegates who attended the presentations were then given a ballot and were able to vote on those they felt were most worthy of winning their categories.

Buck's Auto Parts ended up being declared the winner in the Indigenous Private Sector Business grouping.

Robert Starr, Supercom's business project manager, was still rather enthusiastic after voting results were announced.

"It was an awesome event," he said of this year's 26<sup>th</sup> annual Cando Conference. "It was great going across and talking to people about the things we've done and the things we're planning to do."

The six First Nations that comprise Supercom are situated along the route of the East-West Tie, a massive transmission project that will connect lines between Thunder Bay and Wawa.

The project began earlier this fall.

"We continue to ramp up the project," Starr said. "We're only at 30 per cent of capacity of where we want to be."

Peter Collins, the Chief of the Fort William First Nation, joined Starr at the Cando Conference and helped with the Supercom presentation.

Continued on page 89.

2019 Economic Developer of the Year Awards

November/December 2019

87

edo.ca



## Katie Young-Haddlesey

(Continued from page 82.)

Before becoming Curve Lake's EDO, Young-Haddlesey had done some work for the First Nation through her private consulting company, Affinity Strategic Communications.

Her resume also includes a 13-year stint working for the group now known as the Peterborough & the Kawartha Economic Development.

Young-Haddlesey had also worked a couple of years for the company responsible for business development at the Peterborough Municipal Airport.

As for her work with the Curve Lake First Nation, one of Young-Haddlesey's most notable projects has been overseeing the creation of a new 20,000-square foot commercial centre.

Construction on this facility is expected to begin next spring.

The current business centre on the First Nation will also be upgraded in order to attract new tenants.

"Our First Nation is recognizing the importance to move forward," Young-Haddlesey said. "Part of that is building relationships. The last three years I've been working towards that."

Young-Haddlesey's EDO of the Year award signified the first time in her work career that she was singled out.

"I've won marketing awards with a team," she said. "But I've never won an individual award before."

As is her nature, Young-Haddlesey also credited others.

"I'm very proud of my staff," she said. "We have a really good team. I don't pretend that I can do anything without those people at the table with me."

## Byron Gourley

(Continued from page 83.)

Gourley's First Nation is the one benefitting from his knowledge now. And that's because he kept good on one of his promises.

About a half dozen years ago Gourley had promised then chief Freeman Ward that he would one day return and work for his First Nation.

"I gave him my word I would help our First Nation work forward in economic development," Gourley said.

Though Ward died in 2016, Gourley, who was working as an executive assistant for Indigenous and Northern Affairs Canada, returned home to work for his First Nation the following year.

"My contract was up and my chief scooped me up right away," said Gourley, whose previous jobs included providing online banking support for the Royal Bank of Canada and technical software support for AOL Canada.

Though he's only been employed by his First Nation for a couple of years now, Gourley is thoroughly enjoying his work.

"It's very gratifying I get to do this," he said. "It's such an honour to get them to respond to your ideas. They take everything into consideration. Fortunately, I haven't had a bad review where they've said no thanks to any of my ideas."

Gourley's recent efforts have included working on land his First Nation recently purchased in Moncton. The plan is to convert that land and use it for economic development.

## Buck's Auto Shop

(Continued from page 86.)

He sold Mani Pieces Plus so he could open Buck's Auto Shop, right across the street from a successful sports store which he has been operating since 2006.

Buckshot also continues to run a seasonal brush cutting business, from May through October.

Buckshot believes the fact he provides quality service and that those customers spread the word is one of the reasons his auto parts and body shop is successful.

"It's who you know all the time," he said. "The best publicity is word of mouth."

Buckshot believes winning the national Cando award will further help his business.

"More recognition," he said, when he was asked what he thought the accolade might help achieve. "That's what we're hoping for."

Buckshot said some of his customers travel great distances.

"I have a lot of customers from James Bay," he said. "They have 10 Cree bands there. A lot of them come to Ottawa to shop and they have to pass through Minawaki. They don't have very much up there. They live 1,000-2,000 kilometres away. Some of them drive 15-20 hours to get here."

Buckshot believes there's a rather simple reason why Buck's Auto Parts has been a success.

"I think it's the service we give," he said. "People keep coming back."

Buckshot added he believes the fact he is fluent in three languages – English, French and Algonquin – is a huge benefit when talking to his customers.

(Continued from page 84.)

SRG has also turned into a business that can provide stable jobs for many of the Simpcw First Nation members.

“It’s gone from being seasonal work in construction to a year-round career for people,” Dorey said.

The Simpcw First Nation currently has about 700 members. Less than half live on the First Nation, in the community of Chu Chua.

Donald is hoping SRG’s efforts will help bring more of its members home to live on the First Nation.

“I think what we’re doing is ensuring long-term prosperity,” he said.

Recent financial figures indicate SRG is on track to achieve that.

During the 2018-19 fiscal year, it registered \$4.5 million in profits from the slightly more than \$18.6 million in revenue it brought in.

These figures were significantly higher than just one year earlier. During the 2017-18 year, SRG had about \$13.4 million in revenue and made a profit of \$2.35 million.

“We just want to keep building our business,” Donald said. “We’re not done. We’ve got big aspirations and we want to keep working on our strategic plan.”

For Donald this year marked the ninth time he has attended the Cando Conference.

“It’s always very informative,” he said. “I always learn a lot.”

He was especially impressed with a panel focusing on international trade.

“Maybe we’re not thinking big enough,” he said of his own First Nation’s plans.

But obviously big enough at this point to be recognized as Cando’s top community for 2019.

(Continued from page 85.)

The Kingsclear First Nation has about 1,100 members. About 800 of these members live on the First Nation.

Paul believes one of the reasons Kingsclear had been nominated for the Cando award is the fact its leaders are willing to listen, learn and share with others.

“What we do is we look at other communities – how they are doing and what they are doing to move things forward,” she said. “We all learn from each other by exchanging best practices.”

Paul began working for her First Nation as a youth prevention worker after earning her Business degree from the University of New Brunswick. Before becoming its EDO, Paul also worked as the Kingsclear band manager.

A project Paul as well other Kingsclear representatives have been keenly following is the announcement the province will be doing something significantly with the nearby Mactaquac Dam, which generates about one-fifth of New Brunswick’s power demands.

Options include building a new dam, refurbishing the old one or simply decommissioning the existing dam. All three choices would provide significant opportunities for Kingsclear First Nation.

Kingsclear has also been benefitting from the fact its convenience store, Wulastukw Convenience, relocated to its present location adjacent to New Brunswick’s Route 102 highway, in July of 2017. A new gas bar and a gaming centre at the location have added to the community’s revenues.

Paul added Kingsclear officials are more than willing to co-operate with others in the hopes the First Nation will be able to increase its economic development.

“We’re open to partnerships with other communities,” she said.

(Continued from page 87.)

“It’s unheard of in our territory to have something like this,” Collins said. “We’ve never had the six communities working together with something like this.”

The East-West Tie is expected to take two and a half years to complete. There is a mandate to complete the project by 2021.

A total of 175 people, all from one of the six First Nations that Supercom is comprised of, have already been hired to work on the project.

“You’re looking at creating generational change through this project,” Starr said, adding instead of just creating jobs Supercom officials are hoping they establish long-lasting careers for members of the various First Nations.

To this end, Supercom undertook a \$9.3 million employment and training plan in 2017, to assist those looking to improve their skills in order to eventually work on the East-West Tie project.

More than 300 individuals, the majority of them Indigenous, took part in the training and employment program. Many of those in the training program are now working on the East-West Tie in various capacities.

Supercom officials are hoping they will line up additional initiatives in the future, thus keeping its employees working after the East-West Tie is completed.

Besides hoping to drum up some additional work, Supercom officials are also hoping to inspire other First Nations to work with their Indigenous communities and perhaps even form their own business partnerships.



# NIEEF Scholarship helps offset travel costs to B.C. for Alberta student



Patrick Twinn, a member of Sawridge First Nation, is currently working on his Master of Business Administration in Indigenous Business and Leadership through Vancouver's Simon Fraser University .

**For me the journey of learning is never ending. I want to keep supporting Indigenous communities in any capacity I can.**

**By Sam Laskaris  
Cando Contributor**

Though he already has a post-secondary diploma, a degree and a decent job, Patrick Twinn is continuing to further his education.

Twinn, a member of Alberta's Sawridge First Nation, is currently working on his Master of Business Administration in Indigenous Business and Leadership through Vancouver's Simon Fraser University (SFU).

"For me the journey of learning is never ending," said Twinn, a 33-year-old who lives in Edmonton. "I want to keep supporting Indigenous communities in any capacity I can."

Twinn incurs some hefty costs to be part of the SFU program. While he is able to complete many of his necessary readings and assignments at home, the program requires him to attend 10 intakes in Vancouver, each one last between one to two weeks, during the course of the 26-month program.

"There are significant travel costs and expenses associated with that," he said.

For starters, round-trip flights from Edmonton to Vancouver cost about \$500 each time he is required to travel. And hotel prices range between \$150-\$200 per night, depending on whether it is a busy travel season.

That's why Twinn was rather pleased to hear he's one of three recipients this year of a National Indigenous Economic Education Foundation (NIEEF) scholarship. Each winner is awarded \$2,000 through Cando, the national organization that promotes economic development in Indigenous communities across Canada.

Recipients will be recognized at the Cando Conference, which is set for Oct. 27-30 in Gatineau, Que.

"For myself it's a huge support," Twinn said of his scholarship.

Twinn is halfway through his program, having completed five of his required 10 intakes. His program will continue until the fall of 2020.

Twinn became interested in hospitality management when he started working for Edmonton's River Cree Resort and Casino in 2006.

But he returned to school and earned a Hospitality Management diploma from the Northern Alberta Institute of Technology in Edmonton, graduating in 2011.

Two years later he earned his International Hotel Management degree from Victoria's Royal Roads University.

Twinn had spent the past three years working with a consulting company, with his responsibilities focusing on tourism and hospitality.

But he recently left that job to join the Indigenous relations team at Civeo, a company that specializes in workforce accommodation and assists those working and living away from home.

"I will probably stay here awhile," Twinn said. "It's a good organization."

Civeo recently received a Gold Level certification from the Canadian Council for Aboriginal Business through its Progressive Aboriginal Relations program.

"It's a good group and I'm happy to be here," Twinn said of his current job.

**2019 NIEEF Scholarship Recipients**

**Cando Connect**

**90**

**November/December 2019**

# Metis student has more confidence thanks to NIEEF scholarship

Though she's now working on her second post-secondary program Kiera Kowalski is still uncertain what career path to pursue.

"I'm not 100 per cent sure," Kowalski said when asked what career she'd like to have. "My mind changes quite frequently."

But Kowalski, a 22-year-old who is Metis, believes she would like a job that involves some type of Indigenous-based education or development.

Kowalski, who grew up in northwestern Ontario town of Fort Frances, graduated earlier this year from Ottawa's Carleton University. Her degree, with combined honours, was in Journalism and Communication Studies.

Heading into her fourth and final year of that program, however, Kowalski knew she was interested in pursuing additional education.

That's because in the summer of 2018 she spent a summer in Yukon. She was one of 20 students participating in the Stories North initiative.

This program allowed students to learn about truth and reconciliation, self-governance and Indigenous issues. Students met various chiefs, former leaders and residential school survivors

It also inspired Kowalski to apply for the Masters in Indigenous Development program offered through the University of Winnipeg. She's now a first-year student at the school located in Manitoba's capital.

Kowalski is also one of three recipients this year of a National Indigenous Economic Education Foundation (NIEEF) scholarship, offered by Cando.

Each winner receives \$2,000 via the scholarship from Cando, the organization that promotes economic development in Indigenous communities across Canada.

The three NIEEF scholarship winners will be recognized at the Cando Conference, set for Oct. 27-30 in Gatineau, Que.

"It means I can pursue my studies with more confidence," Kowalski said of her scholarship, adding it is not ideal for students to be worried about finances while they are pursuing further education.

During her studies at Carleton, Kowalski was taught how to cover a number of topics. But Indigenous issues were never a focus in any of her classes.

That's certainly changed now that she's in her two-year Masters in Indigenous Development program.

"We do a lot of experience-based learning," Kowalski said.

That was right from the get-go, when Kowalski began her Winnipeg classes in late August. Her program included a one-and-a-half week orientation session, featuring three days being spent in Manitoba's First River Cree Nation, located more than 200 kilometres north of the Winnipeg university.

Besides being a bonding experience, the venture to the Fisher River Cree Nation is also intended to serve as an introduction to the program's goals.

The program includes a pair of field placements, lasting 10-12 weeks. One placement is in Canada while the other is abroad, in an Indigenous community or with an organization working with an Indigenous community.



It means I can pursue my studies with more confidence.

By Sam Laskaris  
Cando Contributor



# Cree student wins national Cando scholarship for second consecutive year

Every little bit helps.

That's the attitude taken by Taylor Wilson, who's in her second and final year of the Master's in Development Practice program offered at the University of Winnipeg.

The program, which focuses on Indigenous development, is a costly one as tuition is \$22,000 per year.

It's also why Wilson, a member of Manitoba's Fisher River Cree Nation, sought out as much financial assistance as she could.

A year ago she was fortunate to be one of the three recipients of a National Indigenous Economic Education Foundation (NIEEF) scholarship. Each winner received \$2,000 via Cando, the organization that promotes economic development in Indigenous communities across Canada.

Despite winning the scholarship in 2018, a guidance counselor at the University of Winnipeg suggested to Taylor to send in another application this year.

As it turned out, the 25-year-old was once again selected as one of the three scholarship recipients for 2019.

"I was surprised to win it again," she said. "I was encouraged to apply again but I was told not to get my hopes up."

Taylor will be recognized at the Cando Conference, which will be held Oct. 27-30 in the Quebec city of Gatineau.

Taylor has a rather good inkling of where her NIEEF scholarship money will go.

"It's probably going towards my tuition," she said. "My program is one of

the most expensive grad programs in Manitoba."

Taylor added the money she'll receive does indeed come in rather handy.

"Scholarships help out a ton," she said. "Not only is tuition expensive but going to school takes up a lot of time. It basically is a full-time job."

Because of the time commitments required for their studies, Wilson added many post-secondary students simply do not have the availability to have even a part-time job during the school year.

Wilson had previously graduated from the University of Winnipeg in 2016, with a Bachelor of Arts in Cultural Anthropology and Conflict Resolution.

And she's also planning to continue her education after earning her Masters. She'd like to go on and get a PhD, potentially becoming a professor who mentors Indigenous students.

Taylor said she's considering applying to various universities in Canada for her PhD program. Plus she's also thinking of continuing her studies in either Australia or New Zealand, two countries she visited this past summer.

If she chooses not to head to a faraway country, Taylor said she might also look into programs offered at American schools.

"There's a lot of options on the table," she said.

But she's not certain if she would seriously consider heading south of the border.

"It's a little closer to home," she said. "But I'm still unsure if I would want to go to school in the U.S. right now given their current political climate."



**Scholarships help out a ton. Not only is tuition expensive but going to school takes up a lot of time. It basically is a full-time job.**

**By Sam Laskaris  
Cando Contributor**

**2019 NIEEF Scholarship Recipients**

**Cando Connect**

**92**

**November/December 2019**

# Scholarship lessens worries for national youth panelist heading overseas

Aubrey-Anne Laliberte-Pewapisconias was starting to worry.

But then the 20-year-old, who is in her third year of studying Business at the University of Saskatchewan, received some positive news that she had won a scholarship, somewhat relieving her financial worries.

Laliberte-Pewapisconias, a member of the Canoe Lake Cree Nation in Saskatchewan, is heading off to England in the new year. She'll complete her academic year on an exchange program, studying at the University of Essex.

She'll remain overseas to work in a London-based public relations firm next summer before returning home for her fourth year at the University of Saskatchewan.

Laliberte-Pewapisconias will be able to cover a portion of her costs while she's in England thanks to a \$2,500 scholarship she won through AECOM, following her participation at Cando's Economic Development Youth Summit this past July in Enoch, Alta.

Laliberte-Pewapisconias said the funds via the AECOM scholarship came at a timely moment as she prepares to head to England.

"The exchange rate is 1.5 times higher than what we have here," she said. "I was starting to worry how I was going to pay for everything. But this scholarship gave me a little help for that and made me realize things would be okay."

Those who attended Cando's youth summit were eligible for the scholarship.

"I was extremely surprised to win it," Laliberte-Pewapisconias said. "I met so many successful youth at the conference.



Aubrey-Anne Laliberte-Pewapisconias accepts the AECOM Economic Development Youth Summit Scholarship from AECOM's Manoj Mistry.

I thought I wasn't even close (in terms of accomplishments) to them. I was just happy to have been there and to have met them."

Following the four-day youth summit, those who wanted to vie for the AECOM scholarship were required to fill out an application. The process included writing a 500-word essay on their goals and the goals of their community.

"I wrote about honesty and how important it is to do something for your community," she said.

Laliberte-Pewapisconias was presented with her scholarship at this year's Cando Conference, held Oct. 27-30 in Gatineau, Que.

**Continued on page 94.**

**I was extremely surprised to win it. I met so many successful youth at the conference. I thought I wasn't even close (in terms of accomplishments) to them.**

**By Sam Laskaris  
Cando Contributor**

**AECOM - Youth Summit Scholarship Recipient**

**November/December 2019**

**93**

**edo.ca**



## Scholarship lessens worries

Continued from page 93.

Cando, the organization that promotes economic development in Indigenous communities across Canada, stages an annual conference, rotating sites throughout the country.

Besides showing up to receive her scholarship award, Laliberte-Pewapisconias had another reason to attend this year's Cando Conference.

She had been selected to be one of the six members on Cando's National Youth Panel. Each panelist delivered a presentation on their accomplishments.

Laliberte-Pewapisconias has been proving that it's not only those from major centres that can make a huge difference.

"I think it's meaningful, especially coming from a small Saskatchewan community where you hear about bigger places like Toronto and Vancouver," she said of her participation on the National Youth Panel. "It's hard to imagine that you too can make a big difference."

Laliberte-Pewapisconias has already made vital contributions at her Canadian university.

For example, she founded the Indigenous Business Students' Society (IBSS) last fall. This group, open to all Indigenous students at the school, is intended to make all feel welcome.

The IBSS, which had about 50 members in its inaugural year, also hosted a gala featuring Indigenous community leaders where students were encouraged to network for some possible future work positions.

As for Laliberte-Pewapisconias, after she completes her University of Saskatchewan degree she's hoping to attend the University of Victoria to earn her MBA.

Ideally, she'd like to return to her home province after that and get a job with the Saskatchewan Indian Gaming Authority (SIGA). She's worked as a SIGA summer student the past two years.

Laliberte-Pewapisconias said she'd welcome the chance to work for the non-profit organization on a full-time basis because of how it operates, investing its profits back into communities.

Half of these profits are distributed among the 74 First Nations in Saskatchewan.

"For me to work for what is unlike any other organization in Canada really means a lot to me," she said.

**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.

This year, NIEEF will be granting four scholarships each worth \$2,000.

The deadline to apply for a  
NIEEF Scholarship is July 31, 2020.  
Info.: [www.edo.ca/youth/nieef-scholarships](http://www.edo.ca/youth/nieef-scholarships)

Excellence in Indigenous Economic Development | [www.edo.ca](http://www.edo.ca)



# 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 diploma 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 diploma or four-year degree program

**One Award: \$4,000 for one year**

**Application Deadlines:** February 1  
August 1  
November 1

[indspirefunding.ca/cando](http://indspirefunding.ca/cando)





**Thank you for helping make 2019 such a success for Cando! See you in 2020!**

