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SEP/OCT 2019 | Vol. 6 No. 3

Moving Indigenous Economies Forward

**Preview:
26th
Annual
Cando
National
Conference**

**Atlantic
Links to
Learning**

**Mining
Certification
Program**



CANDO 26TH ANNUAL NATIONAL CONFERENCE & AGM
October 27–30, 2019 | Hilton Lac-Leamy, Gatineau, Québec

Save the Date!

A National Platform Exclusively Focused on Excellence in Indigenous Economic Development

October 27–30, 2019

**Hilton Lac-Leamy
Gatineau, Québec**

- Professional Development Workshop
- Economic Developer of the Year Awards
- Trade Show & Artisan Show & Sale
- Annual National Youth Panel
- Women in Business Panel
- Community Cultural Tour
- Keynote Presentations
- President's Reception, Dinner & Dance

Please visit the Cando website to register and for more information





2019 Women In Business Panel – pages 48-51

2019 National Youth Panel – pages 52-57

2019 Economic Developer of the Year Awards – pages 58-63

Cando was invited to tour the NORCAT Underground Facility - a working mine - northwest of Sudbury, Ontario. Have a look on pages 20-22 in this issue for more photos of the tour and facility.

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
 t: 1-800-463-9300 ext 236
 p: 780-990-0303 ext 236
 f: 780-429-7487

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26th Annual Cando Conference

The 26th Annual Cando Conference is only a few weeks away - that can only mean that summer is over. Wait. Did we get summer this year? Maybe next year.

In preparation for the Cando Conference there's lots of exciting profiles in this issue:

- Women in Business Panel profiles are on pages [48-51](#)
- National Youth Panel profiles are on pages [52-57](#)
- Economic Developer of the Year Awards finalists are on pages [58-63](#)

Cando was pleased to tour the NORCAT Underground Facility just northwest of Sudbury, ON. Cando is exploring the possibility of developing specialized certified training for EDOs in Indigenous communities that are considering mineral development as part of their economic development portfolio. Increasing mining related literacy would result in more informed decision-making for communities. Please turn to pages [20-22](#) for photos from our facility tour.

At the 2018 Cando Conference a fantastic trip to Vancouver and Vancouver Island was provided courtesy of the Huu-ay-aht First Nation. The lucky winners went on their trip in September and shared their experiences and photos with our writer. Please turn to pages [26-27](#) for photos from the exciting trip!

Cando was proud to partner with Indigenous Works to combine Inclusion Works '19 with Atlantic Links to Learning in Fredericton, NB. The training and learning event was held September 24-26 at the Delta Fredericton. Please turn to pages [30-41](#) for photos and complete event coverage.

Check out these confirmed events for 2019!

- **The 26th Annual Cando Conference and AGM to be held from October 27-30 at Hilton Lac-Leamy in Gatineau, Québec (just across the river from Ottawa).**
- **The 7th annual BC Links to Learning will be held December 3&4 at the Westin Bayshore in Vancouver.**

Your Cando membership enables Cando to continue to provide accredited training, workshops, certification and network opportunities to assist EDOs advance in their careers and advance economic development in their communities.

We hope to see you at one of the remaining regional & national events we have planned for 2019!

26TH ANNUAL NATIONAL CONFERENCE & AGM

A National Platform Exclusively Focused on Excellence in Indigenous Economic Development

Cando is pleased to announce its 26th Annual National Conference to be held on October 27-30, 2019 at the Hilton Lac-Leamy, Gatineau, Québec.

Theme: Bridging the Gap: Unlocking Opportunities

This year's conference will be co-hosted by Kitigan Zibi Anishnabeg First Nation.

The Cando national conference is the only platform that focuses exclusively on topics and trends related to the advancement of Indigenous Economic Development in Canada. It is an important venue for economic developers and related stakeholders to come together, create new business contacts, share best practices, address obstacles and reveal existing trends in our dynamic economy.

Topics and training opportunities, conference attendees will not only see the region's innovative energy, but leave with fresh strategies and tools to take their organizations and communities to the next level.



What Can I Expect from the Cando Conference?

- Pre-Conference Professional Development Workshop
- Cando Accredited Training
- Conference Icebreaker Reception
- Community Cultural Event
- Economic Developer of the Year Awards
- National Youth Panel
- Women in Business Panel
- Interactive workshops, keynote presentations & informative plenary sessions
- Trade Show & Artisan Show & Sale
- President's Reception, Dinner & Dance

Who attends the Cando Conference?

The Cando conference attracts hundreds of delegates from across the country from a broad cross section of the corporate sector, government institutions, Indigenous communities & development corporations, academics and young people interested in pursuing a career in the field of Indigenous Economic Development.

Specifically:

- Economic Development
- Program Managers, Band Administrators & Finance
- Indigenous business owners and consultants working with Indigenous communities
- Elected leaders and senior executives
- Academic leaders and students presenting and pursuing the latest research
- Senior Executives from Financial Institutions, the Mining and Energy Sector, Trust & Investment Firms, Law Firms, and many other corporate sector representatives

What are the Benefits of Attending?

Bolster Your Professional Network!

This is your chance to mingle with the best and brightest in your field. Check out the latest progress from industry innovators and engage with like-minded people and exchange ideas, and develop friendships with people from all over Canada.

Build Your Knowledge Base!

The conference is a hotbed of interesting seminars and workshops - attending some great presentations during the conference will allow you to learn about all of the new things that are developing in other regions of the country while expanding your current knowledge within a specific area of expertise.

Catch Up With Trends!

Attending the Cando conference is a great way to stay on the cutting edge. Learn about the most recent trends in Indigenous Economic Development and bring the leading best practices back home for the benefit of your community or organization.

Expand Your Resources!

The conference is full of people promoting new ideas, vendors selling new products and consultants teaching new methodologies. Take advantage of this opportunity to fill your toolbox with new techniques for greater success.

Get Inspired!

The Cando conference offers Canada's most most inspirational showcase of Indigenous youth role models, and economic developers. With so many successful members of your industry present, chances are good that you could bump into your next mentor or role model at the Cando conference.

Don't miss this excellent opportunity to learn more about Indigenous community economic development & speak with the people directly involved in improving the economic viability of Canada's Indigenous communities!

To learn more about the upcoming conference or to register, please visit our web site at:

www.edo.ca/conference/2019

e-mail Svitlana Konoval at: skonoval@edo.ca,

or call the Cando Office: 1-800-463-9300 or 780-990-0303

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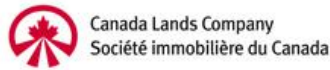
Thank you to all of the stakeholders for Cando's 26th Annual Conference!

To learn more about the upcoming Cando conference or to register, please visit our web site at:
www.edo.ca/conference/2019

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

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Cando Conference Bingo Card Prize Giveaway



The Cando Conference Bingo Card is back by popular demand! To be eligible to enter this prize draw - all conference delegates and stakeholders will need to completely fill in their Cando Conference Bingo Card (found in your delegate package!) The Bingo Card will require a signature, a keyword or number for each square on the card (each square on the Bingo Card will advise you what is required). Once the Bingo Card is completed – delegates/stakeholders/sponsors can then drop off their Bingo Cards in order to be entered into the prize draw. Only paid conference delegates and registered stakeholders/sponsors are eligible to win (Cando staff and board are not eligible - sorry!) The prize winner will be selected from all completed - and verified correct - Bingo Cards received and will be awarded at the Presidents Dinner on Wednesday, Oct. 30th. The winner must be present to claim their prize!

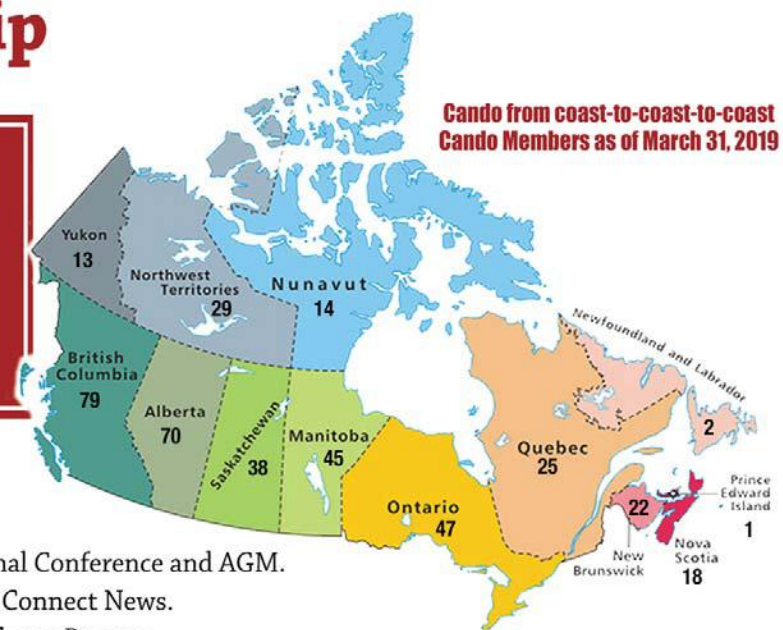
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- Be a paid Cando Member by Oct. 1, 2019 to win \$1,000.

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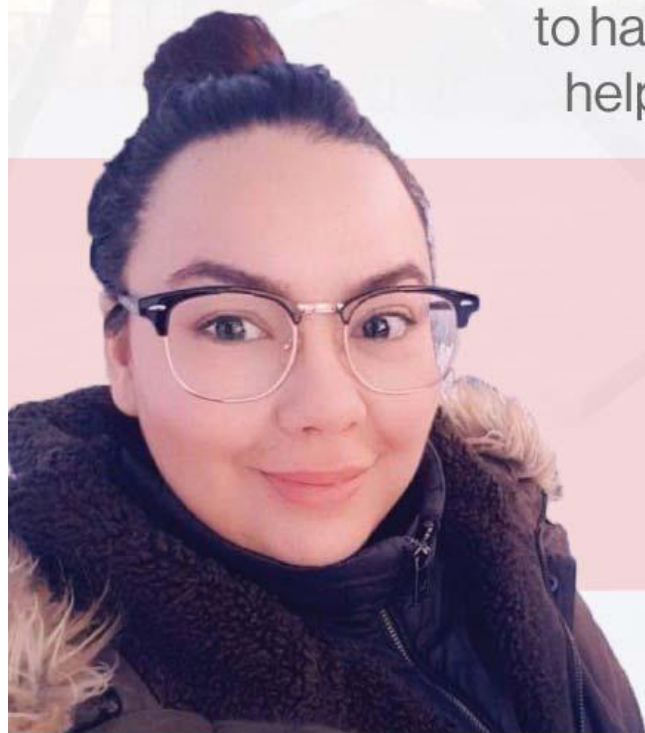
- Discount registration at the Cando Annual National Conference and AGM.
- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its 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).
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To learn more about becoming a member OR to join visit:
www.edo.ca/about-cando/membership


Inspiring Success

This draw will be made in October 2019 and the winner will be announced at the Cando 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
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A MESSAGE FROM THE MAYOR

Gatineau is pleased to welcome the participants in the 26th 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



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BDO

Resource site provides A to Z details of starting and running a co-op

By Sam Laskaris
Contributing Writer

Starting up a co-op can be a rather onerous challenge.

But a resource site titled Co-op Creator, which was launched earlier this year, is helping make that task a little bit easier.

The site, which can be accessed for free at www.coopcreator.ca, is managed and maintained by officials from Co-operatives First, a Saskatoon-based organization whose mandate includes to help Indigenous and rural communities prosper.

“In the co-op sector there’s nothing out there like it,” Dan Matthews, the manager of strategy and communications for Co-operatives First said of the Co-op Creator site. “It’s definitely unique.”

The site includes information on whether the co-op model is the best route to take, incorporating, business planning and financing.

“We wanted to have from A to Z how to start and get a co-op up and running,” Matthews said. “That was the driving force behind this.”

Thus far there have been glowing reviews about the site.

“There’s been really a very positive response from the co-op sector and those that have been using it,” Matthews said.

Co-operatives First officials are also pleased with the number of individuals who are accessing their site.

“We probably have 20 users a day,” Matthews said. “It’s a pretty niche thing. Having 20 (visitors) a day is pretty good for now.”

Though there is tons of information available on the site covering various topics, Matthews himself finds a particular resource extremely useful.

“The part I really like is the tool which can be useful to any entrepreneur – it’s the part of the site where you can log in and register an account,” he said. “Then you can build your own business plan.”

Matthews added starting a co-op from scratch can indeed be a complicated process. For examples, by-laws need to be established on how it will operate. Shareholders (also known as members) need to be sought to provide funding. And the governance of the co-op, through a board of directors, has to be identified and selected.

The Co-op Creator site provides detailed information on all these topics as well as others in an easy-to-read format.

The site also includes videos on the reasoning why incorporation is necessary, articles and by-laws and how to choose a suitable name for the co-op.

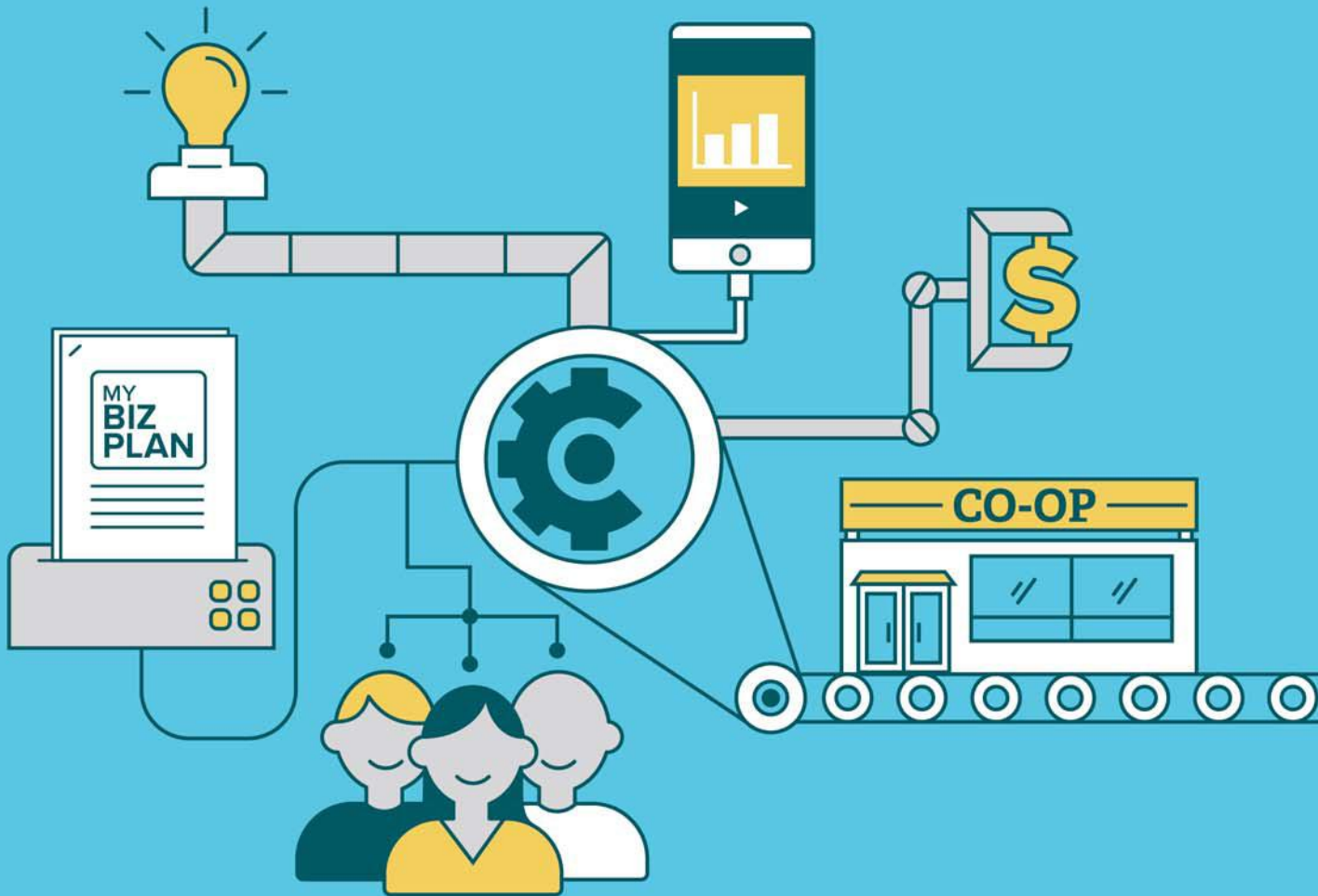
Though some entrepreneurs might believe in getting things done on their own, Co-Operatives First officials believe there is nothing wrong with getting some free guidance from their site.

For example, the Co-Op Creator offers advice on what to do and what to expect once encountering regulatory barriers, which might occur when filling out paperwork to get incorporated.



Dan Matthews – Manager of Strategy and Communications for Co-operatives First

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 to get started.



NORCAT Underground Centre

September 10, 2019



Photo: Paul Macedo

The NORCAT Underground Centre is a training facility located northwest of Sudbury, Ontario and includes a working mine site. The facility is used for training workers, upgrading safety training and certification, and as a controlled facility to test the latest mine technology, ideas and procedures. Cando was invited to tour NORCAT in September. Cando wants to address concerns that Indigenous communities may lack the necessary mining literacy essential to make informed decisions regarding potential mineral development projects and partnerships.



Photos: Paul Macedo





Carole Charron, Mine Site Coordinator, NORCAT presented the safety briefings and lead the tour through the NORCAT mine site.

Photos: Paul Macedo



(Left) Jason Bubba, Director - Training and Development, NORCAT; (Right) Keith Matthew, President & Director - Southern British Columbia, CANDO



(Left) Carmelle Nepoose, Certification Coordinator (Western Region), CANDO; (Right) Anita Boyle, Certification Coordinator (Eastern Region), CANDO



Inside the mine classroom blasted out of the rock - Carole Charron, Mine Site Coordinator- NORCAT discusses some of the on-site training programs and product testing.



Ray Wanuch, Executive Director, CANDO examines some of the mining equipment used to teach/certify students interested in starting or further developing their career in mining.



After the tour - everyone present and accounted for. The tour of the NORCAT Underground Centre was very informative but everyone was also glad to see daylight again.



MOT DU MAIRE

Gatineau est heureuse d'accueillir les participantes et participants à la 26^e 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



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Grand prize exceeds expectations for Cando Conference draw winner



Top: A seaplane flew grand prize winners, Rhonda and Rob Crow, from Vancouver to Bamfield, the Huu-ay-aht First Nations community. Above Inset: The Crows were welcomed dockside by members of the Huu-ay-aht community who would provide them with a guided tour of the community.

By Sam Laskaris
Cando Contributor

Rhonda Crow had attended the annual Cando Conference a number of times in the past.

But Crow certainly got more than she bargained for from the 2018 conference, held last October in Enoch, Alta.

Crow, the Indigenous Learning and Program Co-ordinator at the University of Lethbridge's Dhillon School of Business, was selected as the grand prize winner of a draw held at the conference.

Crow's prize, valued at more than \$5,000, included a trip for two, featuring various excursions, not only to Vancouver but also Vancouver Island, courtesy of the Huu-ay-aht First Nation.

Crow and her husband Rob went on the five-day journey in mid-September.

"We were impressed with the hospitality," Crow said. "It far exceeded our expectations."

Crow, who was attending her fifth Cando Conference in 2018, said entering the draw did not require a huge amount of effort on her part. To be eligible for the grand prize, individuals had to simply visit the various booths at the

2018 Conference Grand Prize Winners



Huu-ay-aht community sign.

conference's trade fair and have their 'passport' stamped at each one. Completed passports were then entered into a random draw.

"I really didn't think about winning," Crow said. "I figured I'm going to talk to everybody at the trade show anyway so I might as well enter the draw."

Trevor Cootes, a Huu-ay-aht councillor who also holds his First Nation's economic development portfolio, said his community has been a gold sponsor of the Cando Conference for several years now.

"They are doing things we support," Cootes said of Cando, the national organization that promotes economic development in Indigenous communities across Canada. "It was our way of supporting them by putting this package together for them. It was a win-win situation."

The Crows began their trip by flying from Calgary to Vancouver, where they stayed at the Skwachays Lodge, Canada's first Indigenous arts hotel.

The couple then flew by seaplane to Bamfield, the traditional territory of the Huu-ay-aht First Nation. They stayed at the Kingfisher Lodge and Marina, where they were pampered with various gifts as well as private meals from a local chef. The Crows also received a private fishing tour and boat tour, where they got to see whales up close.

"Their hospitality was excellent," Crow said of Huu-ay-aht First Nation representatives who were involved with the grand prize trip package. "They were great hosts."

Crow also raved about a visit to Kiixin Village, a national historic site.

"That was really amazing," she said of the tour of the village, which was abandoned late in the 19th century.

Cootes was pleased that the Crows thoroughly enjoyed their trip.

"From what I see they had an amazing time," he said. "It was an honor to show them what the Huu-ay-aht First Nation is doing with tourism."



The Crows and their tour guides gather in front of House of Huuayaht.



The Crows began their journey with a stay at Vancouver's Skwachays Lodge.



Rhonda and Rob Crow at Kingfisher Lodge with Kiixin photo behind them and some Kiixin gifts.



Rob and Rhonda Crow inside Chims kitchen.

2018 Conference Grand Prize Winners



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ATLANTIC LINKS TO LEARNING

September 24-26, 2019 • Fredericton, New Brunswick



Photos: Paul Macedo

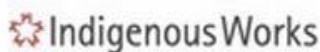


Above: Stan Barnaby, Cando Director for New Brunswick & Prince Edward Island welcomed delegates from both events.

Elder Maggie Paul, St. Mary's First Nation, began the joint event with a prayer and blessing for all delegates. Elder Maggie sang a song of hope and inspiration for everyone to lift one another up!

Above: Elder Maggie Paul is thanked by Kelly Lendsay, President and CEO, Indigenous Works.

Facing page: The Inclusion Festival was held on the opening evening of the combined Atlantic Links to Learning and Inclusion Works '19 events. It was an opportunity for delegates from both events to network, socialize and to enjoy some east coast entertainment and food.



Accredited Training



Morgan Bamford was the instructor for the Accredited Training course offered through Nicola Valley Institute of Technology. The course on Negotiations & Contract Management was full-subscribed with more than 30 delegates in attendance throughout the day-long classroom session.

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Information Session



Kathy McCue with the National Aboriginal Lands Managers Association was instructor for an information session: Managing On-Reserve Estates and the Impact of the Family Homes on Reserves and Matrimonial Interests or Rights Act. More than 20 delegates attended the day-long session.

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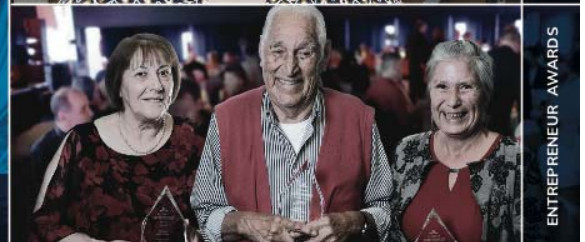
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ENTREPRENEUR AWARDS

Plenary



The Opening Plenary: The Transformation Equation - Connecting Research & Industry, Indigenous Business and Communities was presented by Dr. Manley Begay Jr., Professor, Department of Applied Indigenous Studies and Department of Politics and International Affairs, Northern Arizona University.



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Plenary



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Panels & Workshops



1: Jeannette Bear, Tobique First Nation presented on then the Lands Panel;

2: The Lands Panel included (left) Frank Flanagan, Indian Island First Nation; (centre) Peter Levi, Indian Island First Nation and (right) Jeanette Bear, Tobique First Nation; (podium) Anita Boyle, Cando.

3: Heather Yule, Tourism Nova Scotia presented on Experience Innovation;

4: Anita Boyle, Certification Coordinator (East) - Cando introduces the Lands Panel;

5: Mike Ricci; Program Officer - Indigenous Services Canada presented on the Indigenous Procurement Program.



Panels & Workshops



(Above) Anita Boyle, Certification Coordinator (East) - Cando introduces the Community Economic Development Initiative (CEDI) Panel comprised of (left) Tammy Feltmate, Municipality of the County of Antigonish and (right) Rose Paul, CEO Bayside Development Corporation, Paqtnkek Mi'kmaw Nation. Together they presented on their shared experience in developing a partnership between the County of Antogonish and Paqtnkek Mi'kmaw Nation. This was flourishing relationship was made possible through the CEDI program jointly administered by Cando and the Federation of Canadian Municipalities.

(Below) Prize draws were held for delegates who shared their workshop session evaluations - prizes included some amazing artwork from local artisans who were present during the event to showcase their creations to event delegates and speakers.



Safe Journey Home



Elder Maggie Paul closed the joint event by having all delegates gather in a circle and join hands and she thanked everyone for their good work and wished everyone a safe journey back home.



(Left to Right) Sean Soonias, Farm Credit Canada; Kelly Lendsay, Indigenous Works; Ray Wanuch, Cando.



Elder Maggie Paul and Kelly Lendsay embrace after the closing prayer and blessings for safe travel home for all delegates.

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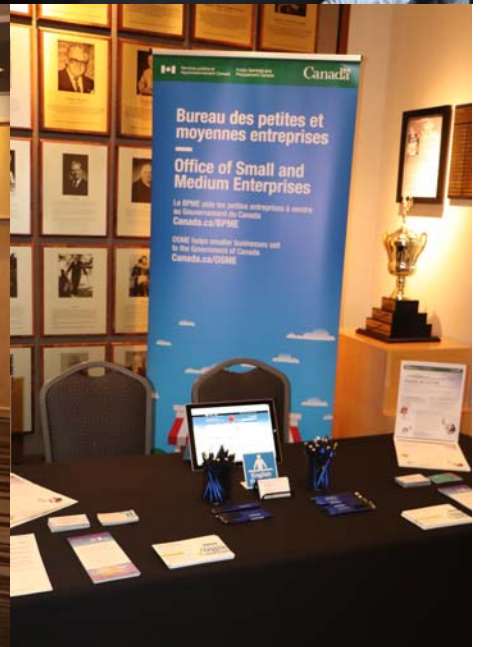
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Terms of Reference to Advance First Nation – Municipal Collaboration

The First Nation – Municipal Community Economic Development Initiative (CEDI) aims to provide unique programming to participating First Nation – municipal partnerships that assist the communities in transitioning from co-existing with no significant relationship - to collaborating on joint community economic development as a partnership with a shared vision for the future. Since 2013, there have been 15 CEDI partnerships that have included First Nations, municipalities, tribal councils and community economic development corporations. By sharing tools, resources, best practices and lessons learned from the participating partnerships, CEDI aspires to influence all First Nations and their neighbouring municipalities to co-create mutually beneficial prosperity through relationship building and collaboration on joint community economic development.

Under CEDI's evidence-based strategy, the Stronger Together (<http://www.edo.ca/downloads/cedi-toolkit-3.pdf>) approach, partnerships establish a joint working group consisting of staff and elected community champions. Joint working groups are encouraged to meet monthly, which helps to create a stable foundation for relationship building and discussions on potential collaboration on joint community economic development to build from. As the partnership develops a shared vision for joint community economic development and identifies and prioritizes opportunities for collaboration, a co-designed Terms of Reference (TOR) for the joint working group is recommended to advance and manage the partnership and implement joint community economic development initiatives.

Terms of Reference (TOR) can assist in formalizing the joint working group's governance structure, meeting standards and frequency, decision making process, and could also include communication principles. CEDI partnerships often adopt the Dialogue Principles (Tool #5 in Stronger Together Toolkit) at the first joint CEDI workshop as ground rules for communication, and as the communities strengthen their relationship they will often include these within the TOR. TORs

can be customized based on the communities' needs, cultures, and traditions. Recently, CEDI's newest partnership, Yellowknives Dene First Nation and the City of Yellowknife, decided that along with adopting the Dialogue Principles, that they would also include the Dene Laws (<https://ykdene.com/business-development/dene-laws/>) as a standard for their new partnership. The Yellowknives Dene have always lived according to the Dene Laws and they are an important part of the Dene History and Traditions; the joint working group champions agreed that they were integral to the relationship building of the partnership.

The development of a TOR for a joint working group can also assist the communities in building a long-term collaborative partnership by providing:

- guidance when there is turn over in staff and/or leadership;
- governance and reporting structure for additional joint sub-committees or working groups;
- structure that can be applied to other opportunities for collaboration; and
- stability and accountability, particularly when being reviewed and updated bi-annually.

The Stronger Together Toolkit provides a great starting point for developing a TOR with Tool #17: Joint Governance TOR template.

Thank you for taking the time to learn about one of CEDI's recommended best practice agreements between collaborating communities. The CEDI team would like to encourage those interested in interacting with others about First Nation – municipal collaboration to join our First Nation – Municipal Collaboration Network Facebook group! As a growing community of practice, the CEDI team and CEDI partners, along with those interested in joint community economic development share tools, resources, and information with members of the group. Join the group to stay on top of what's happening across Canada in First Nation – municipal collaboration! (<https://www.facebook.com/groups/239893396675695/>)

**Written by CEDI team members:
Marissa Lawrence and Tanya Tourangeau**

www.edo.ca/cedi



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- 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.

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Ottawa, ON K1K-3B1

Tel: 613 747-6022
Web: abo-peoples.org
Email: info@abo-peoples.org
Toll Free: 1-888-9927



What Can I Expect at the Conference?

- Pre-Conference Professional Development Workshop
- Cando Accredited Training
- Conference Icebreaker Reception
- Community Cultural Event
- Economic Developer of the Year Awards
- National Youth Panel
- Women in Business Panel
- Interactive workshops, keynote presentations & informative plenary sessions
- Trade Show & Artisan Show & Sale
- President's Reception, Dinner & Dance

Who attends the Conference?

The Cando conference attracts hundreds of delegates from across the country from a broad cross section of the corporate sector, government institutions, Indigenous communities & development corporations, academics and young people interested in pursuing a career in the field of Indigenous Economic Development.

Specifically:

- Economic Development
- Program Managers, Band Administrators & Finance
- Indigenous business owners and consultants working with Indigenous communities
- Elected leaders and senior executives
- Academic leaders and students presenting and pursuing the latest research
- Senior Executives from Financial Institutions, the Mineral Development and Energy Sector, Trust & Investment Firms, Law Firms, and many other corporate sector representatives.

www.edo.ca/conference/2019

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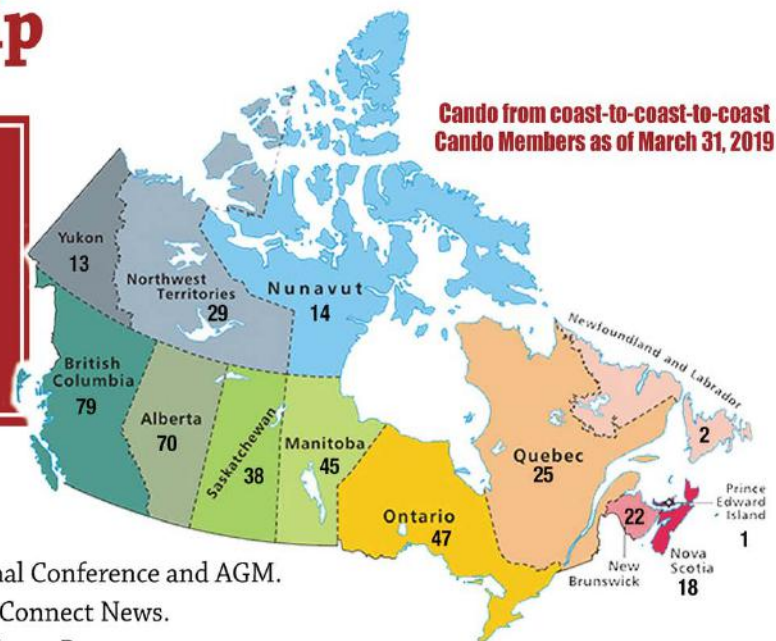
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To learn more about becoming a member OR to join visit:

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This draw will be made in October 2019 and the winner will be announced at the Cando conference.


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

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.



By Shari Narine
Cando Contributor

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

Cando Connect

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September/October 2019

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

September/October 2019

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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 22nd 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

September/October 2019

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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

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Promise to help First Nation pays off with national Cando nomination

Byron Gourley Individual EDO Award Finalist

By Sam Laskaris
Cando Contributor



Byron Gourley kept good on his promise. And now the economic development officer for New Brunswick's Metepenagiag Mi'kmaq Nation is being recognized for his efforts.

Byron Gourley kept good on his promise.

And now the economic development officer for New Brunswick's Metepenagiag Mi'kmaq Nation is being recognized for his efforts.

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, a 45-year-old, whose previous jobs included providing online banking support for the Royal Bank of Canada and technical software support for AOL Canada.

Gourley's efforts with his First Nation are being recognized as he's one of two finalists for Cando's EDO of the Year. Cando is the organization which promotes economic development in Indigenous communities across Canada.

The winner and runner-up for the EDO award will be announced at the annual Cando Conference. This year's event is scheduled for Oct. 27-30 in Gatineau, Que.

Awards in two other categories will also be presented at the conference. They are for community of the year and Indigenous private sector business.

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.

Gourley has also had numerous other conversations with others on behalf of the Metepenagiag Mi'kmaq Nation and is looking to form partnerships that will lead to other business deals.

"We have a treaty where we can purchase quite a bit of land in New Brunswick," he said. "We might be able to do partnerships with others. That's something that excites me."

2019 Economic Developer of the Year Awards

Cando Connect

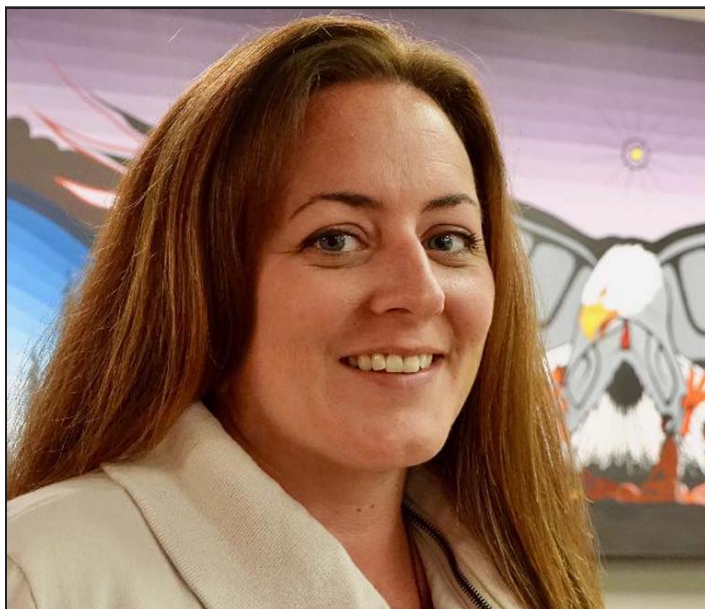
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Professionalism pays off with national nomination for Curve Lake EDO

Katie Young-Haddlesey Individual EDO Award Finalist

By Sam Laskaris
Cando Contributor



Katie Young-Haddlesey got a bit more than she bargained for when her private consulting business was doing work with Ontario's Curve Lake First Nation.

Katie Young-Haddlesey got a bit more than she bargained for when her private consulting business was doing work with Ontario's Curve Lake First Nation.

Impressed with her efforts and professionalism, officials from the First Nation offered her a job as its Economic Development Officer.

Less than three years after accepting that position, Young-Haddlesey is now in the running for a prestigious national award.

She's one of two finalists for Cando's EDO of the year. The winner and runner-up will be announced at the annual Cando Conference, scheduled for Oct. 27-30 in Gatineau, Que.

"I was pretty surprised," Young-Haddlesey said of her EDO award nomination from Cando, the organization which promotes Indigenous economic development across Canada. "But it's quite humbling to know all the hard work to put our First Nation forward is being recognized."

Besides running her own consulting business, Affinity Strategic Communications, Young-Haddlesey also had a lengthy work career near the Curve Lake First Nation.

She served 13 years as the communications officer for the corporation which has been renamed the Peterborough & the Kawarthas Economic Development. She also spent a couple of years working for a group responsible for business development at the Peterborough Municipal Airport.

Young-Haddlesey, who is not Indigenous, has three children along with her husband Brian, a member of the Curve Lake First Nation. The family lives in Warsaw, located about a 30-minute drive southeast of the First Nation.

Young-Haddlesey had earned an advertising diploma from Belleville's Loyalist College back in 2000. Six years later she was presented with an economic development certificate from the University of Waterloo.

As of October she'll be back in school, working towards a Governance and Public Policy degree from Toronto's Ryerson University. She anticipates it will take five years to complete the requirements for the degree, being offered through distance education via the First Nations Technical Institute.

While working for the Curve Lake First Nation, Young-Haddlesey helped with the development of its first strategic tourism plan.

"Tourism is something I'm really passionate about," she said.

Young-Haddlesey's projects with the First Nation have also included helping facilitate the development of a new commercial centre, which is expected to be completed in the fall of 2020.

Young-Haddlesey though credits her co-workers for her successes.

"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."

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Launching business arm proves successful for Simpcw First Nation

Simpcw First Nation Community Economic Developer Award Finalist

By Sam Laskaris
Cando Contributor



Simpcw Resource Group staff training for pipeline coating applications.

The Simpcw Resources Group (SRG) has certainly come a long way since its inception.

The community-run business is owned by British Columbia's Simpcw First Nation.

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.

As of this past spring, SRG was employing 65 Indigenous and 35 non-Indigenous people.

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.

SRG's successes are also the reason why the Simpcw First Nation is one of the two finalists for this year's Cando community of the year award.

The winner and runner-up for this category will be announced at the Cando Conference, which will be held Oct. 27-30 in Gatineau, Que.

Cando, the organization that promotes Indigenous economic development across Canada, also annually recognizes award winners in two other categories. They are economic development officer of the year and Indigenous Private Sector Business.

The territorial land for the Simpcw First Nation is rather vast, stretching from Barriere, B.C. to the Alberta municipality of Jasper, almost 400 kilometres away.

In part because of the size of this territorial land, the Simpcw First Nation was not able previously to reap any economic development benefits. But that has changed with the creation of the SRG, which is hoping to become a major employer in the area known as the North Thompson Valley.

Dorey said SRG's future goals include diversification.

"I'm a firm believer if we can diversify our services, we can attract more people back to the community here," he said.

The Simpcw First Nation currently has about 700 members. But only about one-third of those members live on the First Nation, in the community of Chu Chua.

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Kingsclear First Nation in running for national community of the year award

Kingsclear First Nation Community Economic Developer Award Finalist

By Sam Laskaris
Cando Contributor



Kingsclear convenience store/gas bar.

Some progressive projects have put New Brunswick's Kingsclear First Nation into the spotlight.

Kingsclear is one of two finalists for this year's Cando community of the year award. The winner and runner-up will be chosen at this year's Cando Conference in the fall.

The conference, organized by Cando, which promotes economic development in Indigenous communities across Canada, will be staged Oct. 27-30 in Gatineau, Que.

"It's nice to be recognized on a national level," said Sydney Paul, who is in her third year working as the economic development officer for the Kingsclear First Nation. "Our leadership takes a lot of pride in the projects we move forward."

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

While the fact her First Nation has been nominated for a national award is exciting, Paul said what makes her community stand out 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," said Paul, who is in her third year of working as the Kingsclear First Nation's EDO. "We all learn from each other by exchanging best practices."

Paul, who is now 30, 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.

"It's still at the negotiating table," Paul said. "They're waiting for a lot of the approvals."

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.

Kingsclear officials are also working towards adding more businesses to the site.

"We're trying to make it more visible," Paul said.

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Quebec auto parts store in running for national business award

Buck's Auto Parts Indigenous Private Sector Business Award Finalist

By Sam Laskaris
Cando Contributor



Frank Buckshot has owned Buck's Auto Parts since 2015 on Quebec's Kitigan Ziti.

Frank Buckshot believes there's a rather simple reason why he has managed to become a successful businessman.

"I think it's the service we give," said Buckshot, who has owned Buck's Auto Parts since 2015 on Quebec's Kitigan Ziti. "People keep coming back."

Buckshot, a 62-year-old who has owned a handful of different successful businesses, is being recognized for his auto parts and body shop, located on his First Nation of Kitigan Zibi Anishinabeg.

He's one of two finalists for Cando's Indigenous Private Sector Business award this year. The winner and runner-up will be selected at the Cando Conference, which will be held Oct. 27-30 in Gatineau, Que.

Cando is an organization which promotes Indigenous economic development across Canada. Besides the private sector business award, the annual conference also recognizes recipients in the economic development officer of the year as well as community of the year categories.

Buckshot is not a relative newcomer to the auto parts industry. He previously owned Mani Pieces Plus, from 1997 through 2015, in Maniwaki, about one kilometre from his current business.

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 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, a self-made successful businessman who has just a Grade 9 education, believes the fact he is fluent in three languages – English, French and Algonquin – is a huge benefit when talking to his customers.

Buckshot is also looking forward to attending the Cando Conference. Besides giving a presentation on his business, he's also keen to network while at the four-day event.

"I'm hoping to meet people and make contacts," he said.

2019 Economic Developer of the Year Awards

Teamwork results in national recognition for Ontario-based First Nations

Supercom Industries Indigenous Private Sector Business Award Finalist

By Sam Laskaris
Cando Contributor



Power line technician students in Supercom's training and employment program

Working alongside their peers towards common goals has paid off for six First Nations in northern Ontario.

In 2016 a half dozen First Nations, located along the shores of Lake Superior in northwestern Ontario, joined forces to establish a business partnership called Supercom Industries.

This partnership, which is frequently simply called Supercom, includes the Red Rock Indian Band, Fort William First Nation, Pays Plat First Nation, Michipicoten First Nation, Pic Mobert First Nation and Biigtigong Nishnaabeg.

In its short existence, Supercom has already established itself as a business which can inspire others.

And it's also why Supercom is one of the two finalists for Cando's Indigenous Private Sector Business award this year.

The winner and runner-up for this award will be announced at the Cando Conference, scheduled for Oct. 27-30 in Gatineau, Que.

Cando, the organization which promotes economic development in Indigenous communities across the country, stages its conference annually, in different locations throughout the country.

"It's obviously good to be recognized," said Matt Dupuis, the Red Rock Indian Band chief who is also Supercom's chairman of the board. "It's nice to see that Supercom has grown."

Dupuis is also hoping other First Nations decide to work with neighbouring Indigenous communities and form their own business partnerships.

"Sometimes First Nations end up setting things up on their own," he

said. "We're hoping it promotes the idea of working together with others."

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

Supercom officials are hoping as many Indigenous people as possible from its six First Nations find some employment on this project, which is expected to commence in late October and continue for the next two and a half years.

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 them will be working on the East-West Tie in various capacities.

Dupuis would like to see Supercom line up additional initiatives in the future. He's confident other economic development opportunities will present themselves after the transmission project is complete.

"That's what we're hoping for – to get any big infrastructure projects," he said.

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CANDO ECONOMIC DEVELOPMENT YOUTH SUMMIT

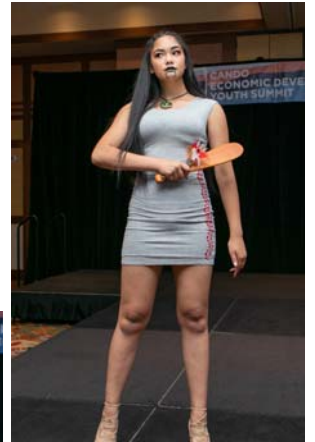
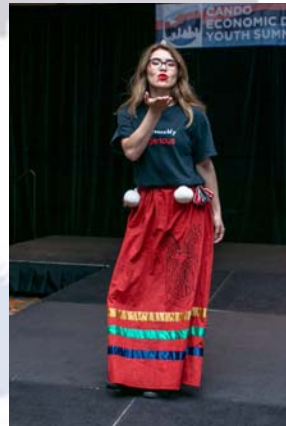


Youth Summit MC and endless source of positive energy, Stan Wesley introduces DJ Kookum.



Shawna Morning Bull - Cando Alberta Director - welcomes youth delegates to the 2019 Youth Summit.

The 2019 Economic Development Youth Summit began with a Sunday evening icebreaker. More than 65 youth were on hand the first evening to split into their assigned groups and get to know one another while watching an Indigenous fashion show and listening to great tunes by DJ Kookum. Featured fashions were from: Luxx Ready to Wear; Acahkos Designs; Mixed Blood Apparel; and Hinauri and Kateo. Some youth delegates even bravely volunteered to model the fashions.





Day 1 - Welcome



Elder Beatrice Morin from Enoch Cree Nation was on hand to provide morning prayer and blessings for gathered youth delegates and speakers and presenters. She welcomed everyone to Treaty 6 Territory.



Keith Matthew - Cando Board President and Southern British Columbia Director welcomes everyone to the Youth Summit and thanked the sponsors for believing in Cando's vision of hosting the Youth Summit annually.



Ray Wanuch - Cando Executive Director welcomes everyone to the Youth Summit. Ray shared his hopes that Indigenous communities with some guidance were becoming significant contributors to the Canadian economy.



Day 1 - EDO Panels



Ray Wanuch introduces the Cando Board to delegates. Board members would serve as mentors to the groups and help guide them in developing their presentations.



EDO Panel included Stan Barnaby (left), Corina Hollingworth (center) and Eve O'leary (podium) - each spoke about their role as an EDO and impact on their community economic development. Eve was a delegate from the 2018 Youth Summit.



Stan Barnaby, Finance and Operations Manager, JEDI from Fredericton, NB.

Michael Pealow, Facilitator and Social Innovation Consultant based in Whitehorse, YT.



(Above) Corina Hollingworth, Executive Director of the Planning & Development Services Department, Enoch Cree Nation.
(Below) Kyle White, Education and Engagement Lead with Cooperative First speaks about the importance of establishing good governance.



Keynote speaker: Patrick Mitsuing, owner of Powwow Times. Patrick is a Cree from Makwa Sahgaiehcan First Nations. He is an entrepreneur, Track & Field athlete and World Champion Men's Fancy dancer.





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Desiree Running Bear-Paul, Lead Project Accounting with Stantec (Colorado) introduces the Lands Panel.



(Left to right) Albert Marshall Jr., Lands Manager, Eskasoni First Nation; Gordon Bluesky, Director of Land and Natural Resources, Fox Lake Cree Nation; Tim Daniels, Chief Operating Officer - Treaty One Development Corp.



Ali Zaidi, Not-for-Profit Specialist, Commercial Financial Services with RBC was leading a workshop on developing a personal brand.



Anita Boyle, Certification Coordinator - East with Cando speaks about some of Cando's educational initiatives including EDO Certification and scholarships.



Carmelle Nepoose, Certification Coordinator - West with Cando lets delegates know they can get credit for the work they complete during the Youth Summit from Nicola Valley Institute of Technology at no charge. They just need to apply.



(Left) Scholarship Panel - consisted of (seated) Anita Boyle, Certification Coordinator - East with Cando speaks about some of Cando's scholarships; (center) Crystal White, NIEEF Scholarship recipient speaks about what the impact of the scholarship on her education; (at podium) Stan Barnaby, TAED Certificate Graduate, speaking about how Cando Certification helped advance his career.



Day 2 - Land Use Planning



Day 2 focused on Land Use Planning. Groups were tasked with developing a Land Use Plan for their fictional First Nation. This was their first chance to develop ideas as a team and then present those ideas to the rest of the delegates.

Day 2 also brought in industry mentors to meet with the teams and discuss elements of their presentations that may need attention. This was an opportunity for teams to test-drive some ideas with professionals who could provide insight and valuable advice.



Tanya Tourangeau, CEDI Program Coordinator, presents an overview of the CEDI Program and its initiative to match First Nations with municipalities for joint economic development projects.



Alvis Aksidan, CEDI Summer Research and Communications Intern.



Marissa Lawrence, CEDI Senior Program Officer



Day 3 - Newspaper Headlines



Nominate your Role Model for the National Youth Panel!

Each year Cando selects six Indigenous youth participants to form the National Youth Panel, a signature event at the annual national conference that will be held this year in Gatineau, Québec from October 27–30, 2019. The selections for the National Youth Panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities. Do you know of a role model deserving of special recognition? Nominate them today!

Award recipients will enjoy:

- Recognition for their achievements
- Networking with Indigenous leaders and peers
- Free trip to Gatineau, QC - plus complimentary conference registration and accommodations
- The opportunity to have one year of intensive mentorship by CESO's experienced and highly skilled Volunteer Advisors

Eligibility:

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



Be sure to visit our website to learn more and nominate today!

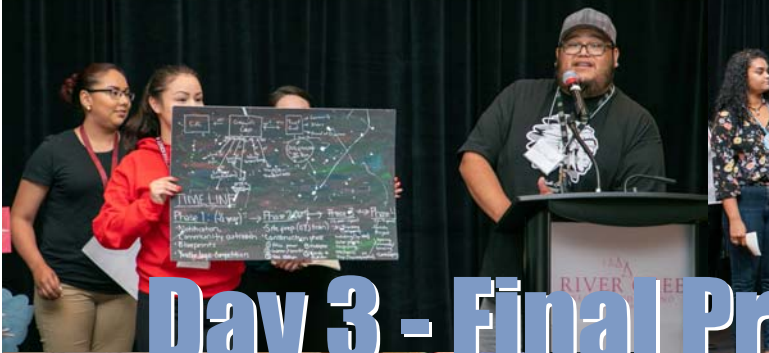
Deadline for nominations is June 30, 2019

CANDO ECONOMIC DEVELOPMENT YOUTH SUMMIT

4Front Consulting



Bear Crossing



Day 3 - Final Presentations

CANDO ECONOMIC DEVELOPMENT YOUTH SUMMIT

CANDO ECONOMIC DEVELOPMENT YOUTH SUMMIT

Dynamic Developers



Kissin' Cousins





Evergood



We can Do This!

Day 3 - Final Presentations



Skoden



Stoodis



We can Do This!



Day 3 - Awards Gala



MC Stan Wesley



Elder Beatrice Morin



Keynote speaker: Patricia MacQuarrie



Keith Matthew, Cando Board President



Western Economic Diversification: Mover and Shaker Award - Male: Delvin Moosewah



Western Economic Diversification: Mover and Shaker Award - Female: Kim Testawich



Western Economic Diversification: Outstanding Delegate - Female: Kayla Tanner



Western Economic Diversification: Outstanding Delegate - Male: Nipawi Kakioosit

Day 3 - Awards Gala



First Place: Team We Cand Do This!



First Place: Team Dynamic Developers



First Place: Team Bear Crossing



First Place: Team 4Front Developers





2019 Economic Development Youth Summit Delegates gather for a group photo after completing all their group presentations.

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

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2019 Economic Development Youth Summit Delegates along with Cando board members and industry mentors.

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

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