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CONNECT

JAN/FEB 2019 | Vol. 5 No. 5

magazine

→ Moving Indigenous Economies Forward



**Atlantic Links
to Learning**

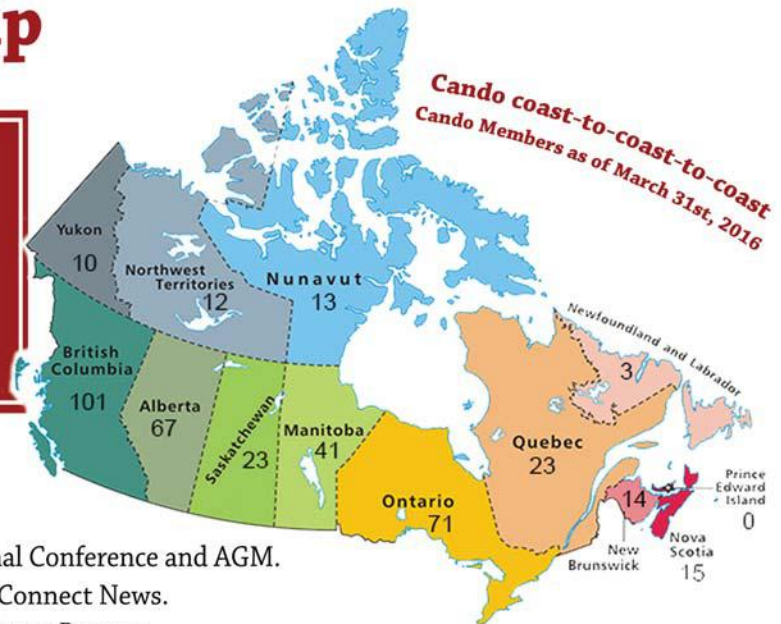
**BC Links
to Learning**

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- 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


cando
Inspiring Success



Inside Connect:

Cover image: Two young dancers with Coastal Wolf Pack - a family group from several Indigenous communities located along the west coast - performing at BC Links to Learning held in Vancouver Nov. 19-21, 2018.

Photo: Paul Macedo

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

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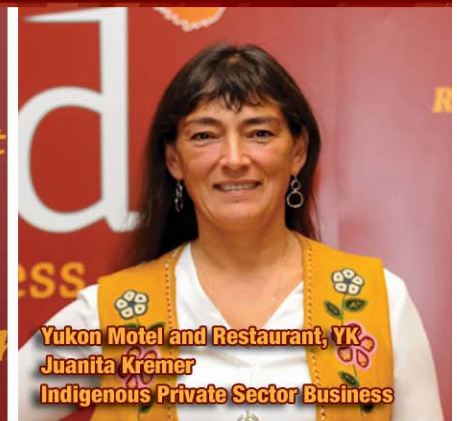
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ECONOMIC DEVELOPER OF THE YEAR AWARD



2018 Economic Developer of the Year Award Winners - Enoch, AB



Recognize! Celebrate! Honour!

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

Each year, Cando awards three categories:

- Individual EDO
- Community
- Indigenous Private Sector Business

The nomination deadline is June 30th, 2019

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

2019 – A YEAR OF OPPORTUNITY

We hope everyone had a nice holiday break, but, sadly, it was too short and now it's time to look forward to 2019 with much optimism. Looking back at tremendous success of 2018 - it's hard to imagine that there may be even more opportunity in 2019 for Cando members and for Cando.

The sixth annual BC Links to Learning event was held from Nov. 19-21 at the Westin Bayshore in Vancouver. More than 200 delegates and more than 250 participants turned out for yet another Cando event focused on learning, training and networking for EDOs and LMOs. Please see our coverage of BC Links to Learning on pages [8-19](#) of this issue.

Cando's first ever Pitch & Match session was held on Nov. 21. Pitch & Match is intended to provide a platform in which community leaders/representatives may 'pitch' their economic development and business opportunities directly in front of companies and organizations that are looking for investment and/or partnership opportunities. Please see our coverage of BC Pitch & Match on pages [20-21](#) of this issue.

In addition, Cando was invited by Indigenous Works to participate in a Succession Planning Forum on Jan. 16-17. Indigenous Works aims to boost the inclusion and participating of Indigenous people in the Canadian economy. More than 50 invitees from across the country attended the forum, which was in Vancouver. Please see our coverage of the Succession Planning Forum on pages [24-25](#) of this issue.

In this issue you will also find a return of the Get Certified! Cando member profiles. These profiles feature members that have received their TAED or PAED certification and focus on how the certification has helped them with their careers and allowed them to better serve their communities/employers. We have two new profiles in this issue on pages [46-47](#).

Cando Connect also includes a new First Nation-Municipal Community Economic Development Initiative (CEDI) Partnership profile: Okanagan Indian Band and the City of Vernon. Over the course of the past year and a half, three workshops, a public event and several working group meetings, Okanagan Indian Band and the City of Vernon have established a strong partnership grounded by a Relationship Accord, signed on Oct. 13, 2018. Please turn to pages [50-51](#) to learn more about this exciting partnership.

We've also included repeat coverage of Cando's first Atlantic Links to Learning event held in Moncton, New Brunswick on Nov. 13-15. See pages [26-29](#) of this issue.

Plus there's also some selected hi-lights of the 25th Annual Cando Conference from October, in case you missed it. See coverage of the Cando Conference beginning on page [30](#) of this issue.

Cando and its members are always working and always learning. All of these additional learning/training opportunities and initiatives are designed to meet the growing needs of Cando members in the thirteen regions we serve. 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 soon!

Why Grieg Seafood BC is growing its Indigenous workforce



Tim Johnson, Aquaculture Technician, carries nets along one of Grieg Seafood BC's Nootka Sound farms in traditional Mowachaht Muchalaht territory off the west coast of Vancouver Island.

Strengthening coastal communities on northern Vancouver Island is a priority for Grieg Seafood BC. As a growing salmon farming company, increasing their Indigenous workforce is one of the most sustainable ways of supporting nearby Nations while filling vital positions in the region.

Grieg BC has a hatchery, head office, and 22 salmon farms which employ roughly 150 people. Of that number ten per cent are Indigenous persons, a percentage Grieg hopes to grow.

“Employing more Indigenous persons benefits everyone,” says Marilyn Hutchinson, Grieg BC’s Director of Indigenous and Community Relations. “It supports families and communities in often remote regions and

supplies Grieg with hard-working people who truly care about the impact our industry has on the environment.”

“Our Indigenous employees often request to work on sites within their traditional territories, which is important to them in so many ways, so it’s important we honour this wherever possible.”

Chief John Smith of the Tlowitsis Nation, whose traditional territory is located off the northeast coast of Vancouver Island, has seen his people directly benefit from Grieg BC’s operations through employment and an economic partnership.

“Like many First Nations in British Columbia, the Tlowitsis are eager to grow our community and develop a lasting economy from our traditional territory,” Chief John



(Left) Larry Visda, (left, Aquaculture Technician) and Marvin Antoniuk (Robotic Net-Washing Technician) shown docking a boat at Grieg Seafood BC's Noo-la salmon farm located in the Tlowitsis Nation's traditional territory off the east coast of Vancouver Island.

(All photos supplied)

Smith said. "Developing salmon farms in Clio Channel is a cornerstone for our Nation, and I wish this partnership happened earlier."

Smith says salmon farming has become an important economic driver for his members, creating jobs and economic activity. This has allowed them to purchase land for their new community Nenagwas ("a place to come home to") near Campbell River and to establish a post-secondary education scholarship fund for their youth.

Grieg BC is also actively strengthening Indigenous communities through corporate giving. Since 2012, Grieg has donated over \$200,000 to support Indigenous organizations and activities on and around northern Vancouver Island, mainly in youth sports and education.

Grieg Seafood BC is committed to the participation and advancement of Indigenous peoples.

For more information, visit:
www.griegseafoodcanada.com

or email:
community.relations@griegseafood.com.

(Right) Rudy Dick, an Aquaculture Technician for Grieg Seafood BC, seen working on a salmon farm in the traditional Mowachaht Muchalaht territory in Nootka Sound.



BC Links to Learning Nov. 19-21, 2018 – Vancouver, BC



Syexwaliya Ann Whonnock, Squamish Knowledge Keeper and Elder shared her words of welcome and blessings each day of the event.



Paul Donald, BC Links to Learning MC, welcomes delegates and outlines the agenda and schedule for the first day.



Day 1 - BC Links to Learning began - unofficially - with a morning session of accredited training - ENRT 110 - Introduction to Natural Resources - with instructor, Darrell Eustache, from NVIT. Participants then had the option to continue with their course in the afternoon and then complete the final course requirements online to receive credits towards Cando's Technician in Aboriginal Economic Development certification program.



www.links-to-learning.ca

Cando Connect

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Afternoon welcome to delegates from Catherine Lappe, Regional Director General - Indigenous Services Canada BC Region.



The 2018 BC Links to Learning event had more than 200 registered delegates and more than 250 participants. This was the 6th year for BC Links to Learning and was the best attended event thus far. This event is organized and delivered in partnership between Indigenous Services Canada (BC Region), the National Aboriginal Land Managers Association (NALMA) and Cando.

www.links-to-learning.ca

January/February 2019

Syexwaliya Ann Whonnock



Syexwaliya Ann Whonnock, Squamish Knowledge Keeper and Elder, was present to welcome delegates and provide blessings each day of the event. Syexwaliya thanked delegates for the valuable work they do for their communities. Keith Matthew, President of Cando (above) thanked Syexwaliya for her blessings, for sharing her songs and for encouraging everyone to continue to strive to do good work.

www.links-to-learning.ca

Cando Connect

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Cultural Evening

A networking and cultural event was held for Links to Learning delegates and presenters on Tuesday evening. The cultural event was graciously sponsored by Vancity.

(Above) The evening featured cultural performances by the Coastal Wolf Pack - a family group comprised of members from several Indigenous communities located along the west coast.

(Right) Stewart Anderson, Manager Indigenous Partnerships with Vancity is acknowledge and thanked by Keith Matthew, President of Cando.





Above left - Paul Donald, CEO - All Nations Trust and Links to Learning MC; Ken Tourand, President - NVIT; and Ray Wanuch, Executive Director - Cando.



Ken Tourand (left), President of Nicola Valley Institute Technology with Ray Wanuch (right), Executive Director of Cando.



www.links-to-learning.ca

Artisan Market



www.links-to-learning.ca

January/February 2019

Panels



www.links-to-learning.ca

Workshops



www.links-to-learning.ca



The National Aboriginal Lands Managers Association and Indigenous Services Canada were BC Links to Learning organizing partners along with Cando and had very active information displays/booths.

ECONOMIC DEVELOPER OF THE YEAR AWARD



2018 Economic Developer of the Year Award Winners - Enoch, AB



Recognize! Celebrate! Honour!

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- Community
- Indigenous Private Sector Business

The nomination deadline is June 30th, 2019

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

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atco.com



www.antco.bc.ca



bcibic.ca



www.links-to-learning.ca

January/February 2019

Closing Remarks



(Above) Elder delivered her welcome and morning blessings each day of the conference. She also inspired delegates and presenters with her enthusiasm and support for the work that EDOs and LMOs



David Russell, Indigenous Services Canada, thanks BC Links to Learning partner organizations, delegates and presenters for making the event so successful and so well-attended.

James Roach, NALMA, thanks EDOs and LMOs for participating at this year's event.



Paul Donald, Links to Learning MC, thanks delegates and wishes everyone a safe journey back to their home communities.

Keith Matthew, President of Cando, says the growth of Links to Learning is due to the demand for knowledge from EDOs and LMOs throughout BC.

www.links-to-learning.ca



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Questions? email us at community.relations@griegseafood.com



PITCH & MATCH

BC Opportunities Mixer 2018



www.edo.ca/pitchandmatch



Thank you to all who participated in Cando's first Pitch & Match held on Nov. 21 at the Westin Harbourfront, Vancouver.

The goal of the Opportunities Mixer is to provide a platform in which community leaders/representatives may 'pitch' their economic development and business opportunities directly in front of companies and organizations that are looking for investment and/or partnership opportunities.

Each community/business venture and company participating in the mixer will be permitted up to 3 minutes to pitch their organization's capabilities or describe their

operations to everyone in attendance. It is hoped that these pitches will enable to fast-track possible 'matches' between communities and organizations.

Companies will also be allocated space around the perimeter of the room to set up a banner or sign so that delegates may better seek them out after the pitches are completed.

We will advise you of future Pitch and Match sessions as they are scheduled.

More info.: www.edo.ca/pitchandmatch



www.edo.ca/pitchandmatch

January/February 2019

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Save the Date

Economic Development

YOUTH SUMMIT

Registration Open Soon

Open to youth ages 18-30

Event Sponsorship available for selected delegates

July 21-24, 2019

River Cree Resort - Enoch, AB

www.edo.ca/youth

presented by

cando 

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

Indigenous Works stages successful succession planning forum in Vancouver



Kelly Lendsay, the president and CEO of Indigenous Works, welcomes delegates and presenters to the Succession Planning Forum in Vancouver.

By Sam Laskaris
Cando Contributor

Organizers are rather pleased of how well things ran at a succession planning forum held in Vancouver in mid-January.

“The event was very well received,” said Kelly Lendsay, the president and CEO of Indigenous Works, the Saskatoon-based organization that staged the forum.

Indigenous Works aims to boost the inclusion and participating of Indigenous people in the Canadian economy.

More than 50 invitees from across the country attended the forum, which was held at the Sheraton Vancouver Wall Centre on Jan. 16-17.

Most of those who took part were from western Canada.

“There was strong representation from British Columbia, Alberta and Saskatchewan and some from Manitoba,” said Lendsay, adding one of the forum participants was from New Brunswick.

Representatives from Indigenous economic development corporations as well as reps from small and medium enterprises attended the forum.

The plan was to get everybody together to discuss strategies for succession planning for business owners thinking ahead to their retired days.

“It was really a nice cross section,” Lendsay said. “Even some students took it in.”

Lendsay said almost 80 per cent of Canadian businesses do not have a succession plan. The forum was staged in part to provide information to those Indigenous representatives looking to create jobs and provide enterprises and investments in their communities.

Lendsay said the forum was spawned from a research study Indigenous Works undertook in 2017. That study looked into the current state of affairs of corporate and Indigenous partnerships across the country.

More than 500 Canadian companies took part in that survey. That research determined there is a significant gap in Indigenous and corporate Canadian partnerships.

“We didn’t want to do more research,” Lendsay said of Indigenous Works’ reasoning to stage its succession planning forum. “We framed it as an engagement challenge.”

www.indigenousworks.ca



Elder Larry Grant, Musqueam, (left) is thanked by Kelly Lendsay after welcoming attendees to the Succession Planning Forum.

Indigenous Works' 2017 study was titled *Researching Indigenous Partnerships: An Assessment of Corporate/Indigenous Relations*.

One of calls to action from the Truth and Reconciliation Commission on Residential Schools was for corporate Canada to make opportunities available to Indigenous people in part by addressing the disconnection gaps between their communities and economic opportunities.

The forum included a case study of how a succession plan successfully resulted in a transition to Indigenous ownership.

Discussions followed on how this succession example could be duplicated in other business ventures across the country.

"It was looking at how much of an opportunity there is and what would be some of the barriers and issues," Lendsay said.

Indigenous Works will be producing a post-forum report, which will be distributed nationally.

"It will form our next steps," Lendsay said.

He added this report is expected to be completed by and released at some point in February.

Indigenous Works might also be staging other succession planning forums.

"You have to submit proposals and get funding," Lendsay said. "So it's one step at a time."



Craig Hall, COO Indigenous Works, outlines the process for the Succession Planning Forum.



Kelly Lendsay (podium) presents panelists Jim Nowakowski (centre) and Dr. Peter Moroz (right).



Forum delegates work in teams to formulate strategies for succession planning for business owners.



ATLANTIC LINKS TO LEARNING

November 13-15, 2018 • Moncton, New Brunswick

"Gathering for Success to Collaborate & Grow"

Presented by:



Indigenous and
Northern Affairs Canada

Affaires autochtones
et du Nord Canada



All Photos: Stan Wesley





Christopher McDonnell - Regional Director General (Atlantic Region), Indigenous Services Canada.



Penny Polchies - Joint Economic Development Initiative (JEDI).



Ray Wanuch - Executive Director, Cando



Albert Marshall - National Aboriginal Lands Managers Association (NALMA).

The first Atlantic Links to Learning took place at the Four Points by Sheraton in Moncton, NB from Nov. 13 to 15. The theme was 'Gathering for Success to Collaborate and Grow'. More than 55 Land Management Officers and Economic Development Officers took part in the three-day event.

Atlantic Links to Learning was supported by Indigenous Services Canada and was organized by Cando in partnership with National Aboriginal Lands Managers Association and the Joint Economic Development Initiative.

Thank you to the many speakers that shared their knowledge and experience. Special thanks to this year's event coordinator, Carmelle Nepoose and the event MC, Stan Wesley.

Hope to see you all again in 2019!

All Photos: Stan Wesley



www.atlanticlinkstolearning.com



All Photos: Stan Wesley



All Photos: Stan Wesley

Gold Level:

Silver Level:

**Thank you to the sponsors of
Atlantic Links to Learning**



Joint Economic
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Services gouvernementaux
Canada

Bronze Level:

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ESSISOQNI WUTANIMINU



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January/February 2019

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25th Annual Cando National Conference Enoch, Alberta



(Top) Enoch Cree Nation drummers provide traditional welcome to Enoch Cree Nation and Treaty 6 Territory.

(Above) Chief Billy Morin, Enoch Cree Nation welcomes delegates to Cando Conference at River Cree Resort.

(Right) Elder Beatrice Morin, Enoch Cree Nation provides a blessing to all delegates and speakers.

(Below Left) Honourable Deron Bilous, Minister of Economic Development & Trade, Government of Alberta.

(Below Centre) Honourable Richard Feehan, Minister of Indigenous Relations, Government of Alberta.

All Photos: Trevor Boller





Jim Saunderson, Assistant Deputy Minister,
Western Economic Diversification



Dayna Jongejan, Indigenous Services Canada

All Photos: Trevor Boller



(Left) Keith Matthew, Cando President and Director
for southern British Columbia welcomes delegates.

(Below) Grand Chief Arthur Noskey, Treaty 8 First
Nations of Alberta.





Dr. Manley A. Begay Jr., Northern Arizona University was the luncheon keynote speaker for Day 1 of the Cando Conference. He spoke on the Hopes for the Future in the Age of Indigenous Nation-Building : Leadership, Governance, Culture and Resiliency. While Dr. Begay said that much had been accomplished in the last 25 years, there was still a lot of work that still needs to be done.

All Photos: Trevor Boller

Connecting with our **COMMUNITIES**

Proud to support Cando and their initiatives to promote Indigenous community economic development.

Photo: 2018 Field Law Community Fund Program Winner - School Gardening in the NWT by the Food First Foundation

"Field Law" is a trademark and trade name of Field LLP.



FIELD LAW



The Cando Annual General Meeting was held on Day 1 of the Cando Conference. Cando management and board presented the 2017-2018 Annual Report - featuring the artwork of former Cando staff Quintine Kootenay. Cando members approved the Annual Report and Financial Statements as presented.

All Photos: Trevor Boller



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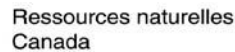


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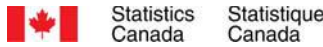


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ANCIENT SPIRIT, MODERN MIND



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Friends

Thank you to all of our sponsors and stakeholders
for helping to make
Cando's 25th Annual Conference & AGM
a huge success!



Icebreaker Reception in conjunction with Peace Hills Trust Aboriginal Art Show

All Photos: Paul Macedo



Icebreaker Reception in conjunction with Peace Hills Trust Aboriginal Art Show

Cando is proud of its continuing partnership with Peace Hills Trust - a relationship that spans more than 27 years. As part of Cando's 25th Annual National Conference, Peace Hills Trust once again partnered with Cando to hold their 36th Annual Aboriginal Art Contest in conjunction with the Icebreaker Reception. All Cando Conference delegates were invited to the showcase event hosted by Peace Hills Trust at The Venue at River Cree Resort. Entertainment was provided by singers and dancers from Samson Cree Nation.

(Right) Ray Wanuch, Executive Director of Cando, greets delegates and speaks to the positive partnership between Cando and Peace Hills Trust.

(Below) Some examples of the fabulous artwork submitted for this year's Art Contest. Many pieces were for sale with all proceeds going directly to the artist.

All Photos: Paul Macedo





All Photos: Paul Macedo

Cultural Night Presented by Enoch Cree Nation



Cando Conference delegates were treated to a cultural night presented by the Conference host community: Enoch Cree Nation. The event included a powwow demonstration with individual and group performances as well as a traditional meal of stew and bannock. The evening ended with everyone being invited to participate in a round dance.

All Photos: Paul Macedo



First Nations Success in Agriculture: A Key to Economic Development & Food Security



(Above) Chief Lee Crowchild, Tsut'ina Nation speaks to Cando Conference delegates during Thursday's Luncheon Panel - First Nations Success in Agriculture: A Key to Economic Development and Food Security. Panelists also included (seated above left to right) Lance Tailfeathers, Blood Tribe Agricultural Project; Leonard Sawatsky, Green Certification Trainer & Consultant; and, Paul Biglin, White Buffalo Group of Companies.



First Nations Success in Agriculture: A Key to Economic Development and Food Security Panel:
 (Left to right) Paul Biglin, White Buffalo Group of Companies; Chief Lee Crowchild, Tsuut'ina Nation; Leonard Sawatsky, Green Certification Trainer & Consultant; and, Lance Tailfeathers, Blood Tribe Agricultural Project.


 PARTENARIAT
 CANADIEN pour
 l'AGRICULTURE

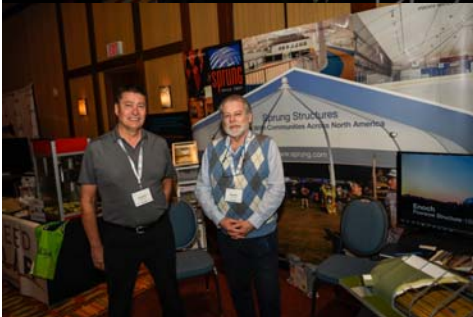
**CANADIAN
 AGRICULTURAL
 PARTNERSHIP**





All Photos: Trevor Boller





All Photos: Trevor Boller



All Photos: Trevor Boller
 There were 10 graduates on the Cando Certified Aboriginal Economic Developer Program present at the Cando Conference for the Recognition Ceremony held on Thursday, October 25, 2018. In total there were 29 Technician Aboriginal Economic Developer (TAED) graduates and 4 people renewed their Professional Aboriginal Economic Developer (PAED).



(Left) Cando's Certification Coordinators were on-hand for the Recognition Ceremony (left) Anita Boyle, Certification Coordinator (East) and Megan Arcand, Certification Coordinator (West).

www.edo.ca/certification

Cando Certified Aboriginal Economic Developer Process Recognition Ceremony On Thursday, October 25, 2018, Cando will hold a recognition ceremony for 29 Technician Aboriginal Economic Developer (TAED).

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



Professional Aboriginal Economic Developer Level Renewals

- **Borys Kruk, MB**
- **Milton Tootosis, SK**
- **Michael Pealow, YK**
- **Derek Rice, ON**



Technician in Aboriginal Economic Developer:

- **Aliraza Alidina, MB**
- **Esther Awotwe, MB**
- **Jeanette Bear, NB**
- **Kali Burnell, ON**
- **Andrew Coon, QC**
- **Ghislaine Cottle, ON**
- **Dayna Cox, NU**
- **Frankie Dick, QC**
- **Alison Everitt, MB**
- **Winifred Frias, MB**
- **Hsar Kae, ON**
- **Loren Kaludjak, NU**
- **Andrews Kwaw, ON**
- **Beth Lafay, ON**
- **Hollie Larocque, QC**
- **Zachary Low, ON**
- **Gerald Marcoux, SK**
- **Kara Martin, NB**
- **Nathan McCorrister, MB**
- **Delphine Metallic, QC**
- **Kim Nash-McKinley, NB**
- **Oluwabusola Olaniyan, MB**
- **Stephan Penner, MB**
- **Charina Sappier, NB**
- **Titus Shecapio, NU**
- **Alejandro Suberie, Mexico**
- **Sandi Vincent, NU**
- **Jennifer Wabano, ON**
- **Jordan Wettlauffer, ON**



Photo: Trevor Boller

(Above) Shawna Morning Bull (left), Cando's Director for Alberta and Keith Matthew (right), Cando's President and Director for southern British Columbia were on-hand to congratulate the graduates and provide them with their certificates.

Delion has successful career thanks to on-the-job training

By Sam Laskaris
Cando Contributor



Carole Delion

Photo: Supplied

Carole Delion is obviously a bit biased. But she has plenty of positive things to say about the Aamjiwnaang First Nation in southwestern Ontario.

"I think they're a very progressive community," Delion said of the First Nation, located mere minutes south of Sarnia.

One of the main reasons Delion speaks so highly of the community also situated mere minutes from the Michigan border is because she was born and raised on the Aamjiwnaang First Nation. And she has also worked for the First Nation for the past 29 years.

Delion started off working in child warfare. She then moved into a substance abuse care program. And for the past 15 years she's been a business development officer for the First Nation.

"I had a lot of transferable skills," Delion said. "I was accepted into the position. And I was mentored into the position. I didn't have the training for it. It was all on-the-job training."

Delion added it wasn't the first time her skills were suitable enough to land her a job.

"I'm always using life experiences and work experiences," she said. "It was always growth into the next thing."

The work being done on the Aamjiwnaang First Nation has also not gone unnoticed. Back in 2010, the First Nation was chosen as Cando's community of the year thanks to the efforts of the Chippewa Industrial Development Ltd., Aamjiwnaang's development corporation.

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

After her community was recognized, Delion found out about Cando's individual certifications.

In 2011 she obtained her Professional Aboriginal Economic Developer (PAED) certification through Cando. She was recertified again this past year.

"It allows you to give yourself that personal growth," Delion said of Cando's certification.

A number of requirements must be achieved in order to receive Cando certification.

In 2016 Delion completed her Economic Development training at the University of Waterloo.

"What I like about Cando is that they acknowledge your work and your years of service," said Delion, whose official titles with her First Nation these days are economic development co-ordinator/project manager.

The goals of Aamjiwnaang's development department include to improve the First Nation's sustainable economic growth and to seek economic diversification.

With her current job Delion said she is most proud of being involved in a pair of energy deals involving wind turbines the First Nation was able to bring to fruition.

"They were a long time coming," she said. "From start to finish it was probably 6-7 years."

A pair of other First Nations, the Walpole Island First Nation and the Chippewas of Kettle & Stony Point First Nation, were also involved in the two projects at various times.

"We found it challenging but good," Delion said.

**What I like about Cando
is that they acknowledge
your work and your years of service**

www.edo.ca/certification

Pealow runs consulting business from his Whitehorse base

By Sam Laskaris
Cando Contributor



Michael Pealow

Photo: Supplied

Though he grew up on the prairies, Michael Pealow has spent most of his professional life in northern Canada.

Pealow graduated with a Bachelor of Arts degree in commerce from Ottawa's Carleton University in 2001.

The following year he landed himself a job working as the economic development officer for three communities in the Northwest Territories, doing his best to help them become self-sufficient.

The communities he worked for were the hamlet of Ford Liard as well as the settlements of Trout Lake and Nahanni Butte.

After this job, which lasted just over three-and-a-half years, Pealow worked 11 months as a senior business development officer in renewable resources with the Government of Yukon in Whitehorse.

Pealow left this government job but remained in Whitehorse. He started his own consulting business and immediately began picking up clients. He's been running this business for the past 13 years now.

During this time he's worked with more than 30 First Nations and about 50 organizations.

Though he's not Indigenous himself, Pealow thoroughly enjoys the work he does with Indigenous people.

"This is maybe my small way of reconciliation," he said.

Besides working with various clients on economic development and community development, Pealow's consulting services have seen him advise on other issues such as decolonization, cultural revitalization,

social and market housing and youth empowerment.

Clients have included First Nations, governments, small businesses and not-for-profit organizations.

Pealow has also been a supporter of Cando, the national organization that promotes Indigenous economic development. He first obtained his Professional Aboriginal Economic Developer (PAED) certification through Cando in 2009.

The 41-year-old has also attended the Cando Conference a number of times over the years. Cando stages its conference annually, rotating its location to various parts around the country.

"It's always great," he said of the conference. "It's pretty inspiring to see what some people are doing."

Cando also provides a number of other events and training opportunities throughout the year to its members.

"I think it's extremely important," Pealow said of Cando's services. "It provides an opportunity for people to learn from each other."

Plus it enables those working in similar fields to meet each other and network.

"It can be pretty lonely," Pealow said of his industry. "In some case there may not be that many people in your own community who know what you do."

One thing that is for sure though is that Pealow plans to continue doing what he's doing for a rather long time.

"I'm enjoying what I do," he said. "There's still a long road to travel on. But I love working with communities and doing what I love."

**I think it's extremely important.
(Cando conference) provides an
opportunity for people to learn from
each other."**

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First Nation - Municipal Community Economic Development Initiative Panel



The CEDI panel presentation at the Cando Conference was held on Thursday, October 25th. The panel included (left to right) Councillor Scott McKeen, City of Edmonton; Councillor Michelle Wilsdon, Enoch Cree Nation; Morgan Bamford, City of Edmonton; Corina Hollingworth, Enoch Cree Nation; John Mason, City of Thunder Bay; Michael Pelletier Sr., Fort William First Nation; Marissa Lawrence, CEDI-Cando

All Photos: Trevor Boller



www.edo.ca/cedi



(Above): Back row: John Mason, Thunder Bay Community Economic Development Commission; Corina Hollingworth, Enoch Cree Nation; Tanya Tourangeau, CEDI-Cando; Marissa Lawrence, CEDI-Cando; Morgan Bamford, City of Edmonton; Michael Pelletier Sr., Fort William First Nation Front Row: Helen Patterson, CEDI - FCM; Councillor Michelle Wilsdon, Enoch Cree Nation; Councillor Scott McKeen, City of Edmonton.



All Photos: Trevor Boller



Chief Byron Louis (left), Okanagan Indian Band and Mayor Akbal Mund, City of Vernon signing the Relationship Accord on October 13th, 2018.

The First Nation – Municipal Community Economic Development Initiative (CEDI) is a national program delivered jointly by Cando and the Federation of Canadian Municipalities (FCM). The CEDI program delivers up to six facilitated workshops over three years, and provides technical and financial supports for each of the nine CEDI community partnerships. The program uses the ‘Stronger Together’ approach, a four-stage planning strategy, which incorporates relationship building and capacity building throughout the process.

In 2017, the Okanagan Indian Band and City of Vernon were selected to participate in CEDI. Over the course of the past year and a half, three workshops, a public event and several working group meetings, Okanagan Indian Band and the City of Vernon have established a strong partnership grounded by a Relationship Accord, signed on October 13th, 2018.

On a sunny Saturday morning in October, Chief Byron Louis, Okanagan Indian Band (OKIB) and then Mayor Akbal

Mund, City of Vernon, gathered with their elected councils, Elders, regional dignitaries, and community members to sign a historic Relationship Accord, on the shores of Okanagan Lake. The event included words of guidance and encouragement from Grand Chief Stewart Philip, the signing of the Relationship Accord, planting of a red oak tree, gifting between Chief and Mayor, OKIB dancers, and a round dance to close the event. The Relationship Accord recognizes the social, cultural and economic ties that exist between the communities, while celebrating the communities’ unique jurisdiction, knowledge and strengths.

For this CEDI partnership, who plan to work jointly on land-use planning and tourism initiatives in the months and years to come, this was an important step on their journey towards an improved community-to-community relationship, and ultimately equitable economic growth for both communities.

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

www.edo.ca/cedi



I am pleased to participate in this important initiative with Mayor Akbal Mund and his council. We recognize by working together on economic development initiatives in our traditional territory, we will have the opportunity to identify some challenges and create strategies to overcome them. The result of these efforts will strengthen our relationship and the regional economy.

- Chief Byron Louis, OKIB

I am confident that our common goals for local economic development will foster benefits that will extend to many other aspects of community building. The CEDI program is giving us the framework to work together to achieve strong local results.

- Mayor (past) Akbal Mund, City of Vernon



Stantec is a proud sponsor of the CANDO Indigenous Women in Business Panel

Meaningful engagement with Indigenous Peoples and businesses, and commitment to the prosperity of Indigenous communities, is essential to our business objectives and our promise to design with community in mind.

Progressive
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Canadian Council for
Aboriginal Business 



Stantec Women In Business Panel

Photo: Trevor Boller

The 2018 Stantec Women in Business Panel included (left to right) Ruth Chambers-Gee, Jacquelyn Cardinal; Denise Pothier, Stantec (moderator); Janice Larocque; and Deanna Burgart.



**Women in Business
Panel Moderator
Denise Pothier,
Stantec**

All Photos: Trevor Boller





**Stan Wesley (MC)
fields questions for
the Women in
Business Panel**

2018 National

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Derek Bruno, AB (alumni)

Shana Pasapa, SK

Dylan Whiteduck, QC

Youth Panel



Taylor Behn Tsakoza , BC

Wacey Little Light, AB

Kluane Adamek, YT (alumni)



All Photos: Trevor Boller



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



Tom Many Heads



Tom Many Heads



Jason Rasevych



Juanita Kremer



Juanita Kremer



Melrene Savoy-Eaglespeaker

2018 CANDO EC DEV AWARDS



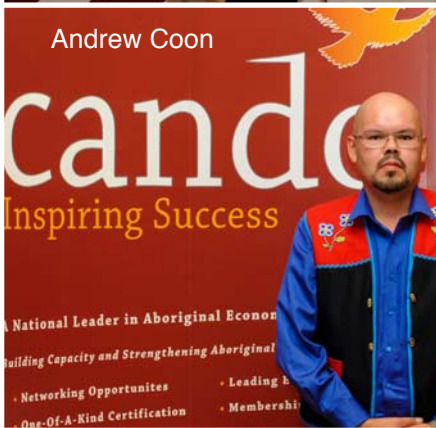
Melrene Savoy-Eaglespeaker



Chief Patricia Bernard



Jason Rasevych



Andrew Coon



Andrew Coon



Chief Patricia Bernard



(Above) Tom Many Heads, CEO of the Siksika Resource Development Ltd. (SRDL) receives the Cando Award for Individual Economic Developer of the Year - sponsored by TD Bank.



(Above) Melrene Savoy-Eaglespeaker owner of Native Diva Creations accepts her Cando Award as finalist in the Aboriginal Private Sector Business of the Year - sponsored by SNC - Lavalin



(Right) Patricia Bernard, Chief of Madawaska Maliseet First Nation accepts the Cando Award for Community Economic Developer of the Year - sponsored by ESS Support Services Worldwide

(Below) Juanita Kremer, owner operator of Yukon Motel & restaurant accepts the Cando Award for Aboriginal Private Sector Business of the Year - sponsored by SNC - Lavalin



(Below) Cree Nation of Mistissini accepts their Cando Award as finalist for the Community Economic Developer of the Year - sponsored by ESS Support Services Worldwide



Economic Development YOUTH SUMMIT

Registration Open Soon
Open to youth ages 18-30
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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.

This year, NIEEF will be granting three scholarships each worth \$2,000. **The deadline to apply for a NIEEF scholarship is on June 30, 2019.**



Rosemarie Hill

**2018
NIEEF
SCHOLARSHIP
RECIPIENTS**



Courtney Bear

**2018
NIEEF
SCHOLARSHIP
RECIPIENTS**



Taylor Wilson

National Youth Panel

The National Youth Panel is an inspiring showcase of the achievements of six highly motivated Indigenous youth from across Canada who have been nominated by their peers and recognized as national role models. All selected panelists are invited to the Annual National Cando Conference & AGM where they will share their inspiring stories to a National audience.

Do you know someone who should be on the Youth Panel? Cando is now accepting nominations until June 30, 2019.

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!

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Eligibility:

- Must not have been part of the youth panel previously
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Be sure to visit our website to learn more and nominate today!
Deadline for nominations is June 30, 2019



Rosemarie Hill is currently pursuing her Bachelor of Business Administration degree at the Nicola Valley Institute of Technology.

I would love to help my community... we're looking to have some capacity building in our community.

**By Sam Laskaris
Cando Contributor**

Rosemarie Hill

Time management is key for mother who also juggles work and schooling

Rosemarie Hill has become an expert in time management.

For starters, the 39-year-old member of Cook's Ferry Indian Band in British Columbia is a single mother of four. Her oldest child is 13 while her youngest is just one.

Hill is also working part-time as a receptionist in Merritt, B.C. for the Nicola Tribal Association, which represents seven First Nations, including her own.

Plus she's also a full-time student now at the Nicola Valley Institute of Technology. The Merritt-based school is British Columbia's Aboriginal post-secondary institute.

"I cannot waste any time," Hill said of how she has been able to successfully juggle her family life with her work and schooling. "I use in-between time of classes for studying. And my office has been extremely accommodating if I need to do an assignment. I can do it there."

On top of her full academic workload, Hill is also working an average of about 3.5 hours per days for the tribal association.

Having already completed her Office Administration Certificate and Executive Assistant Diploma through her school, Hill is now pursuing her Bachelor of Business Administration.

Some of her expenses this year are being covered by a scholarship she was awarded through Cando, the national organization that promotes Indigenous economic development.

Hill is one of the three recipients this year of a scholarship offered through Cando's

National Indigenous Economic Education Fund (NIEEF).

Each scholarship winner received \$2,000 towards their education this academic year.

Hill lives in Spences Bridge, B.C. and has a 45-minute one-way commute to Merritt for work and school.

She's hoping her dedication is rewarded down the line with a job close to home.

"I would love to help my community," she said. "I want to work somewhere for my First Nation. They're struggling with stuff. And we're looking to have some capacity building in our community."

The Cook's Ferry Indian Band currently has about 300 members. But roughly 85 per cent of those individuals do not live on the First Nation.

Hill has already helped out her First Nation. She was asked to be part of its comprehensive community planning committee. This group came up with goals for the next 5-10 years.

The First Nation's chief and council will utilize these goals as a guide for planning and allocating funds for upcoming ventures.

Hill explained her desire to return to school now, in her late 30s.

"I just put things off for so long," she said.

Hill had previously received her natural resource technician certification from Nicola Valley Institute of Technology.

And she had also earned her horticulture technician certification from the College of the Rockies. This community college has various campuses throughout British Columbia. Hill attended the campus located in the town of Creston.

2018 NIEEF Scholarship Recipient

Courtney Bear

Indigenous scholarship winner pursuing Master's degree

Courtney Bear is keen to make a difference.

The 33-year-old, a member of Manitoba's Peguis First Nation, is currently pursuing her Master's degree via the Development Practice program from the University of Winnipeg.

"I know the importance of education," she said. "It will help me be successful."

Bear, a mother of six children ranging in age from eight months to 17 years old, eventually wants to work with Indigenous people who have experienced hardship.

Bear certainly knows what that is all about.

"I've overcome many barriers and hardships in my life being an Indigenous person," she said.

For starters, Bear's father was murdered when she was just one. Her mother was then forced to singlehandedly raise not only her but her 10 other siblings as well.

Bear grew up in the Manitoba city of Selkirk.

"That was one of my barriers as I faced racism living in a predominantly white community," she said. "And growing up my mother didn't have a lot of income."

Although Bear was keen to pursue higher education, a lack of funds prevented her from doing so upon her high school graduation.

After working for a few years Bear did return to the classroom, earning a family support worker certificate, following a one-year program, at Manitoba's Red River College.

Bear's educational pursuits also saw her graduate last year with a Bachelor of

Arts in Criminal Justice and Conflict Resolution from the University of Winnipeg.

Since she was juggling her family life and work at the same time, it took Bear six years to complete the four-year undergrad program.

She is now in the first year of her Master's program. And she's getting some assistance in this pursuit from Cando, the national organization that promotes Indigenous economic development.

Bear is one of three recipients this year of a Cando scholarship through the National Indigenous Economic Education Fund. Each scholarship is worth \$2,000.

"I felt privileged and honoured that I was one of the chosen applicants," Bear said.

Helping others is already something that Bear does naturally. For example, she said an elder approached her recently as she needed help in acquiring a transit pass.

"I helped her with the application," Bear said. "It just felt right when I helped her. It was on my own personal time and had nothing to do with my education or work."

Bear eventually wants to be employed by an organization where she can put her post-secondary education to work. She feels a holistic approach with a focus on culture, oral teachings, ceremonies and finding balance is the best method.

"I have a strong believe in my cultural aspects," she added.

And she also believes she can be an influential role model and assist many others.

"I just want to work with people," she said. "I know in my heart I can pass on plenty of experience."



Courtney Bear, a member of Manitoba's Peguis First Nation, is currently pursuing her Master's degree at the University of Winnipeg.

I just want to work with people. I know in my heart I can pass on plenty of experience.

**By Sam Laskaris
Cando Contributor**

2018 NIEEF Scholarship Recipient

January/February 2019

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Taylor Wilson

PhD and law school might be in future for Cree student

Taylor Wilson has some rather lofty ambitions.

But the 24-year-old, a member of Manitoba's Fisher River Cree Nation, is not quite sure where life will be taking her in the coming years.

"I'm passionate about human rights law," Wilson said. "I'd love to potentially go to law school."

Wilson graduated from the University of Winnipeg with a Bachelor of Arts in Anthropology in 2016. She also met all of the requirements to earn a Bachelor of Arts in Conflict Resolution but the university does not offer a double major option.

Wilson has returned to the University of Winnipeg this academic year as she was accepted into the Master's in Development Practice program.

Wilson's first-year tuition fees of \$22,000 were covered in full by a scholarship.

"It was a big deal because they covered all of my fees for the first year," Wilson said, adding the scholarship can be renewed the following year if she maintains a high standard of grades. "It was based on my marks and my goals and what I want to do and what I was already doing."

To help cover some of her other university expenses, Wilson also applied for a scholarship offered by Cando through its National Indigenous Economic Education Fund (NIEEF).

She was one of the three recipients of this scholarship. These scholarships are worth \$2,000 each.

Wilson was thrilled to receive the NIEEF scholarship.

"The big thing is knowing I have support from Indigenous organizations," she said.

Though she is now working her way towards a Master's degree, Wilson has not given up hope of law school.

"I knew I wanted to get my Master's first," she said.

At this point, Wilson is not sure whether she would apply for law school upon graduating from her current program.

"Things are popping up so quickly," she said. "The idea of getting a PhD is becoming more alluring. We'll see where I am at the end of this program."

Wilson is keen to be a part of her current program. Besides having classes from September through April for two years, she must also take part in a pair of three-month placements between May and August each year.

While one of those placements will be in Canada, the other one must be deemed an international one. Though the United States would count as an international placement, Wilson is hoping hers will be overseas.

"It gives you a real world view of other Indigenous communities outside of North America," said Wilson, whose grandfather David Crate is the chief of the Fisher River Cree Nation.

Wilson added her grandfather was one of those who strongly recommended the current University of Winnipeg course she is in.

"He knows what a great program it is," said Wilson, adding she had also applied to do her Master's in Australia as well at British Columbia's Simon Fraser University.



Though she's in her first year Master's course, Taylor Wilson is already considering future options, including a PhD and law school.

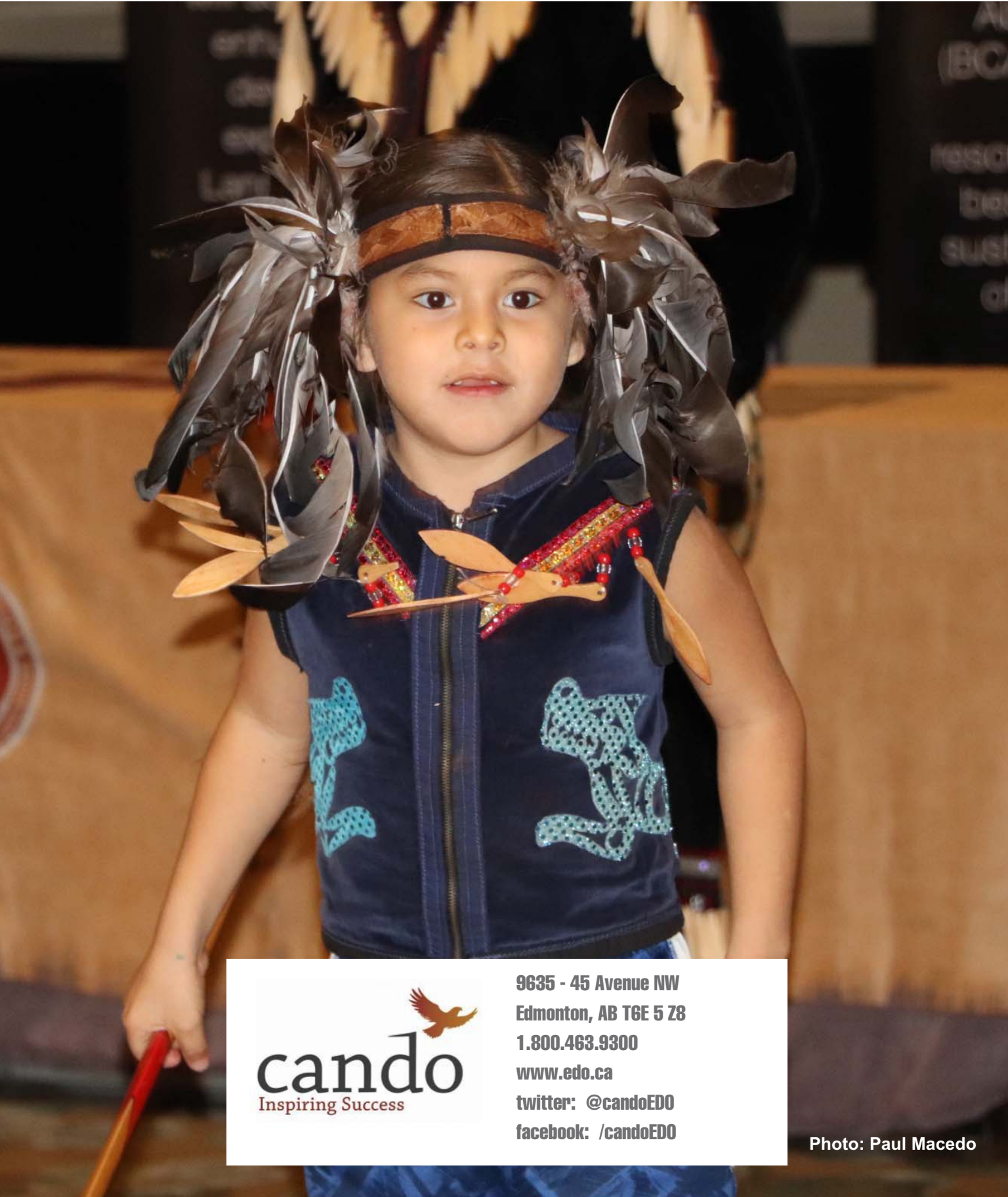
I knew I wanted to get my Master's first...The idea of getting a PhD is becoming more alluring. We'll see where I am at the end of this program.

**By Sam Laskaris
Cando Contributor**

2018 NIEEF Scholarship Recipient

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Photo: Paul Macedo