



cando

CONNECT

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magazine

→ Moving Indigenous Economies Forward

25th Annual Cando National Conference

Special
Conference
Issue

We're here for the dreamers, doers, and believers.

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We're here to help.™

Working together for the economic self-sufficiency
of Indigenous communities across Canada.

We are in your communities. A business partnership
with us creates better options and outcomes.



Cover image: Closeup of the Cando Economic Developer of the Year Award - a highlight event of the 25th Annual Cando Conference held in Enoch, Alberta October 22-25, 2018.

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:

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Congratulations on
25 years of success
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nearly 25 years!**

THANK YOU DELEGATES AND SPONSORS

The last few weeks have been amazing and exhilarating. Hosting three major learning and training events in just five weeks is a hectic schedule, but the Cando team is more than capable and the results are so rewarding.

First, the energy and excitement at the 25th Annual Cando Conference was contagious. A record-setting 475 delegates took time from their busy lives to join us for three days of learning and networking from October 22-25. Our host community, Enoch Cree Nation, was so gracious and supportive and provided us with a world-class hotel and conference facility. Peace Hills Trust was a fantastic partner, as always, and invited Cando Conference delegates and stakeholders to participate in their 36th Annual Aboriginal Art Contest as part of the Icebreaker Reception. Please see our coverage of the Cando Conference throughout the 90 pages of this issue.

Two weeks after the Cando Conference the team went to Moncton, New Brunswick for Cando's first Atlantic Links to Learning event with 55 delegates from the Atlantic region joining us for three days of technical training, sharing and networking on November 13-15. This event was a result of the tremendous success of the 2017 Cando National Conference being held in Fredericton, New Brunswick. Please see our coverage of Atlantic Links to Learning on pages [48-51](#) of this issue.

Just one week later the sixth annual BC Links to Learning event held from November 19-21 at the Westin Bayshore in Vancouver. More than 199 delegates and more than 327 participants turned out for yet another Cando event focused on learning, training and networking for EDOs and LMOs. Coverage of BC Links to Learning will be included in the January issue of Cando Magazine.

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.

Some additional learning/training events are being developed for spring 2019. We will advise you when dates and locations are confirmed.

We hope to see you all soon in 2019!

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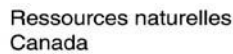
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Thank you to all of our sponsors and stakeholders
for helping to make
Cando's 25th Annual Conference & AGM
a huge success!



(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





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





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





The Cando Conference wouldn't be the energizing and motivational event it has become without the amazing skills and talents of our Master of Ceremonies, Stan Wesley. Every day Stan greeted delegates with an infectious and positive energy and brought smiles to everyone. Below Stan plays his drum to get people moving and energized on the morning of Day 2. Thank you, Stan!

All Photos: Trevor Boller







All Photos: Trevor Boller





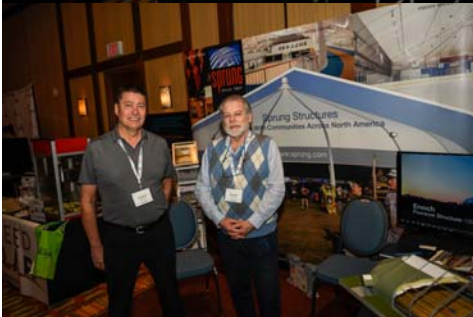
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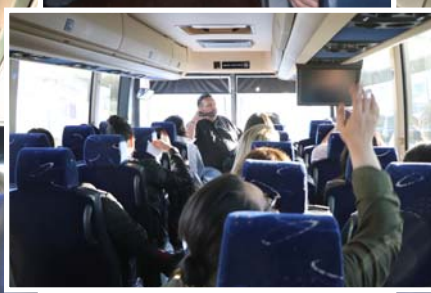
All Photos: Trevor Boller





All Photos: Trevor Boller

Community Tour Enoch Cree Nation



Cando Conference delegates were invited to take a bus tour of the Enoch Cree Nation Community. The tour began and ended at the River Cree Resort (facing page, top) and showed the various multi-unit residential developments, the administration building in the centre of the town site, the recently completed powwow arbor and rodeo grounds as well as the new school currently under construction (facing page, bottom).

All Photos: Paul Macedo

Community Tour Enoch Cree Nation



All Photos: Paul Macedo





The President's Dinner included entertainment from the Edmonton Metis Dancers who demonstrated several of the dances showcasing their skills.

All Photos: Trevor Boller



Elder Irene Morin, Enoch Cree Nation welcomed delegates and offered a blessing.



The Honourable Lois E. Mitchell, Lieutenant Governor of Alberta shared inspiring words.



Stan Wesley, MC, looked ever the dapper gentleman in his brand new hat.



Keith Matthew, Cando President, welcomes delegates and special guests to the President's Dinner as part the 25th annual Cando Conference.



Anita Boyle, Cando Certification Coordinator (East) introduces the 2018 Graduates of the Cando Certified Economic Developers Program



(Left) Chief Billy Morin, Enoch Cree Nation presents a pair of hand-made mukluks to be raffled off at the President's Dinner to raise funds for Cando's NIEEF Scholarship Program. This year NIEEF provided scholarships to three deserving students at \$2,000 each.

All Photos: Trevor Boller



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2018 TAED & PAED Certification Presentation

to Cando's 25th Annual National Conference & AGM
 October 22-25, 2018 | Enoch, AB
 We thank Enoch, Alberta for hosting this year's event.



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).

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 Wettlaufer, 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.

KIIXIN TOURS



Journey to Kiixin, the ancient traditional village site of the Huu-ay-aht people. Explore the west coast of Vancouver Island's pristine rainforest and spectacular beaches as you share in the Huu-ay-aht's knowledge, history, and culture.

WALK. LEARN. EXPERIENCE.

Inhabited by Huu-ay-aht ancestors for over 5,000 years, Kiixin is the only known remaining complete traditional First Nations village on the southern BC Coast and is commemorated as a National Historic Site.



KIIXIN

JOURNEY WITH OUR ANCESTORS



huu ay aht

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Tours for the next season will be available from May – Sept, 2019 For more information please contact:

kiixintours@huuayaht.org or call: 1 (250) 735-3432

BAMFIELD, BC

The Spirit of the West Coast Grande Prize Giveaway

The Huu-ay-aht First Nation, Pacific Sea Planes, and Skwachays Lodge have joined together to provide you and a guest with a once in a lifetime Indigenous Travel Experience.

You and a guest will enjoy two nights stay at Skwachays lodge located in downtown Vancouver. Explore the *Urban Aboriginal Fair-Trade Gallery* (located on the main floor) to admire and purchase Indigenous artistic and cultural work. Other distinguishing features of the building include a rooftop sweat lodge and smudge room. Skwachays lodge is in close proximity to Gastown, Chinatown, bus and skytrain routes.

Pacific Sea Planes will provide round trip transportation from Vancouver to Bamfield, the Traditional Territory of the Huu-ay-aht First Nation. You will be VIP guests of the Huu-ay-aht First Nation and will enjoy four days and three nights of Huu-ay-aht hospitality at it's best. There are few places on earth that compare to the natural beauty of the Ha'houlthee (the traditional territories of the Huu-ay-aht). The region features lush rain forests, coastal mountains, sandy beaches, and direct access to the Pacific Ocean.

While in Bamfield you will stay at the beautiful Kingfisher Lodge and Marina where you will be greeted by a complimentary basket of St. Jeans Fish Products and more. You will wake up to waterfront views, and experience west coast cuisine prepared by a private chef. You will be treated to a private boat tour of the harbour and surrounding area, a tour of the west side boardwalk as well as a chartered fishing tour.

The Huu-ay-aht Ha'houlthee boasts beautiful landscapes and some of the best fishing of the world, with rich culture and history. Huu-ay-aht tour guides will accompany you as they trace the footsteps of their ancestors utilizing the hiking trail from Bamfield to Kiixin Village. Remains of traditional villages on the Northwest Coast are not common, but Kiixin Village provides the modern world with evidence of the traditional lifestyle practiced by the Huu-ay-aht dating as far back as 3000 years ago. Today Kiixin Village is recognized as a National Historic Site. The village still features significant architecture including the remains of ten long houses and a defensive fortress. Guides will interpret the architectural remains of the village and describe the complex political, social and economic systems that guided the everyday lives of the Huu-ay-aht People. Seeing the site first hand while simultaneously absorbing oral tradition will transport you into the past.

You will also have the opportunity to participate in the creation of traditional Huu-ay-aht art: a cedar headband and roses using traditional cedar weaving practices.

That's a lot to do. Will you have time to relax? Of course, you and your guest will enjoy complimentary massages from a massage therapist.

- **Travel from Vancouver by Pacific Seaplane to Bamfield**
- **3 nights stay at Kingfisher Lodge and Marina**
- **Private Chef (for all meals), Guide and Driver**
- **Private boat tour of harbor and surrounding area**
- **West side board walk tour**
- **Kiixin Tour (5,000-year-old Fortress National Historic site)**
- **Private lessons for making Cedar headband and roses**
- **Chartered fishing tour**
- **Massage for two**
- **Complimentary basket of St. Jeans Fish Products and more**

The total value of this prize package is over \$5000.00.

It must be booked in advance. Some exclusions do apply.

Prize Winner: Rhonda Crow Congratulations!



huu ay aht

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KIIXIN

JOURNEY WITH OUR ANCESTORS



We fly there!



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- Three Night's Accommodation in a 1 Bedroom King Suite
- Complimentary daily breakfast buffet in the Little Chief Restaurant
- Two complimentary tickets to a show in our Grey Eagle Event Centre
 - Dinner for two in our Grey Eagle Resort and Casino Buffet
- Round of Golf for two at Redwood Meadows Golf & Country Club (includes cart)
 - Admission for two to the Tsuut'ina Culture Museum

Grey Eagle Resort & Casino is located on Tsuut'ina Nation at the doorstep of the Canadian Rocky Mountains and just minutes from Calgary downtown. Our beautiful, modern 4 Star Resort Hotel offers first class services and amenities. We are just minutes from the Tsuut'ina Nation's Tsuut'ina Culture Museum, the Grey Eagle Golf Park making us an ideal destination for business and pleasure.

Prize Winner: Norma Wolfchild Congratulations!

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We pride ourselves on our state of the art slots floor in the Casino and we offer a wide variety of slot machines, from one cent to five-dollar denominations. You can also try your hand at Black Jack, enter a Poker tournament, visit our bingo hall or roll the dice.

Our Event Centre hosts world class entertainment. You can visit our website and schedule your trip to coincide with headliners. Once you've made your selection we will provide you with complimentary tickets to the show and will treat you to one dinner buffet in the casino.

We are proud to own and operate Redwood Meadows Golf and Country Club. In 1972, the Tsuut'ina Nation constructed an 18-hole championship golf course and took advantage of the spectacular natural terrain. Redwood Meadows meets the criteria of a truly memorable course having 18 individual and distinctive holes, yet retaining a collective continuity from the first tee to the last green. For golfers, this is paradise. It is a genuine challenge of championship caliber where wildlife of all descriptions may well be your companions during your round. We are pleased to treat you and your guest to a round of golf which includes a cart.

The Tsuut'ina Nation is rich in culture, history and tradition. In order to preserve and celebrate our history and culture we opened the Tsuut'ina Culture Museum in 2017. The museum celebrates our past and our present. It contains artifacts and the stories of the people who used them. Its archives contain the history of our People, the region, and Canada. We pleased to provide you with two admissions to the Tsuut'ina Culture Museum.

Your stay at Grey Eagle Resort and Casino must be booked in advance and subject to availability

Some exclusions do apply

Winner can contact Samantha Pelletier – Marketing Assistant to make all arrangements at either samantha.pelletier@greyeaglecasino.ca or 403-385-3754. Must present this letter to pick up prize pack





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New Fiscal Relationship 10-Year Grants



What is 10-Year Grant

- Indigenous Services Canada (“ISC”) and the Assembly of First Nations (“AFN”) co-developed the 10-Year Grant
- The aim is to support First Nations to better manage finances over a longer period to meet changing community needs
- It is a funding mechanism that aims to provide more flexibility and predictability in how a First Nation uses its funding and reduces the amount of reporting
- It is based on existing funding levels but allows First Nations to keep unspent funds (no claw-backs)

Rationale for FMB's Involvement

- ISC and the AFN invited the FMB to provide eligibility criteria built on FMB's existing Standards
- The FMB has established Standards for finance and governance best practices
- FMB's Standards are based on internationally recognized internal control frameworks
- FMB's Standards have been vetted by rating agencies and determine First Nations eligibility to borrow from capital markets via the First Nations Finance Authority

10-Year Grant Eligibility

- Must have a Financial Administration Law (“FAL”) under the *First Nations Fiscal Management Act* or a Financial Administration By-Law (“FAB”) under the *Indian Act*
- The FAL or FAB must meet FMB's Standards
- Submit 5 years of audited financial statements for FMB's review against financial ratios
- ISC (not FMB) makes the final decisions on 10-Year Grant eligibility

FMB's Role in the 10-Year Grant

- Support First Nations in the development of FAL or FAB
- Confirm that First Nation's FAL or FAB meets the FMB's standards
- Provide tools and templates (at no cost) to assist First Nations in bringing their FAL or FAB to life
- Analyze the Financial Performance of First Nations
- FMB will evaluate First Nations against eligibility criteria and provide assessment reports

Call **1-877-925-6665** or Email **10years@fnfmb.com**
Visit **www.FNFMB.com/10-year-grant** for more info



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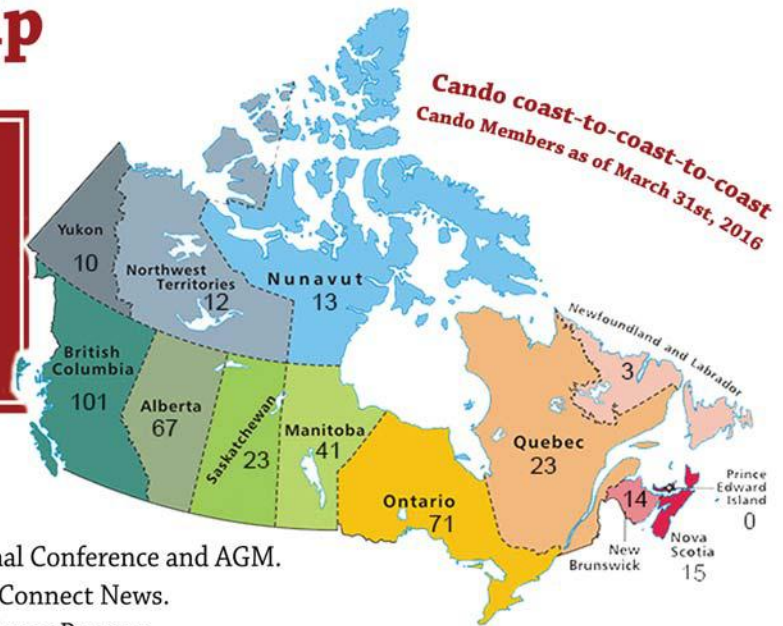
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- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- 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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Indigenous Green Energy Company makes a HUGE Environmental impact!

With more than 19 installations on 9 Indigenous communities in the last year alone, Solaré has grown in leaps and bounds to become one of Alberta's largest Solar PV installers by volume.

Solaré is a leader in Indigenous Renewables and works with Settlement and Urban Métis, First Nations, and Indigenous Economic Development partners.

"We are in a great position as Indigenous peoples to share in the new Renewable Energy market, and the future of Energy in Alberta. We *will* be at the table!"

– Rik Kaminsky, Solaré CEO

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Happy 25th Anniversary CANDO

AECOM extends a warm congratulations to CANDO for 25 years of hard work and passion; inspiring and encouraging success with EDO's, economies and communities. We share in your unbounded optimism and excitement for the future.

~ Marcel Pelletier & Alita Murowchuk – Indigenous Community Engagement Team

AECOM's integrated Engagement services support a full range of environmental engineering, and construction services including:

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- Capacity building
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- Governance advice and support
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- Environmental assessment training and process advice
- Federal, provincial and territorial environmental assessments
- Risk assessment and due diligence
- Human health and ecological risk assessment
- Strategic planning
- Project management
- Environmental performance monitoring
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- Surface water and groundwater resources management
- Cumulative effects assessment
- Alternatives assessment
- Maintenance and turn arounds
- Social responsibility and alignment with ISO 2600

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





(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





CEDI Partnership celebrates 200th anniversary of treaty 20 with youth

In celebration of the 200th anniversary of the signing of Treaty 20, Ontario CEDI partners: Curve Lake and Hiawatha First Nations, Selwyn and Otonabee-South Monaghan townships, Peterborough County, Peterborough and the Kawarthas Economic Development, invited First Nation Youth from the Kawartha Pine Ridge District School Board to join the elected leadership, staff, and invited guests to share knowledge of Treaty 20 and collaborate together to develop a draft Friendship Accord.

Engaging youth and the community and providing education about treaty have been priorities of the partnership. The CEDI program is all about relationship building, said retiring Selwyn Township Mayor Mary Smith, who was joined by mayor-elect Andy Mitchell.

“It’s a progressive process where you build on the past and continue to find new opportunities,” she said, adding how involving youth is key. “We want to make a stronger economy that will benefit present and future generations.”

Commitment to the Friendship Accord was demonstrated by representatives from each community and organization placing a tobacco pipe and one item of their choosing into a container; commemorative pins, badges, an Indigenous drum, a local history book and a copy of Treaty 20 were among the choices. The items formed a ‘commitment bundle’ which will be at all future meetings between of the partnership.

Official signing of the Friendship Accord is being planned for National Indigenous People’s day June 21st, 2019.


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



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"Gathering for Success to Collaborate & Grow"

Presented by:



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



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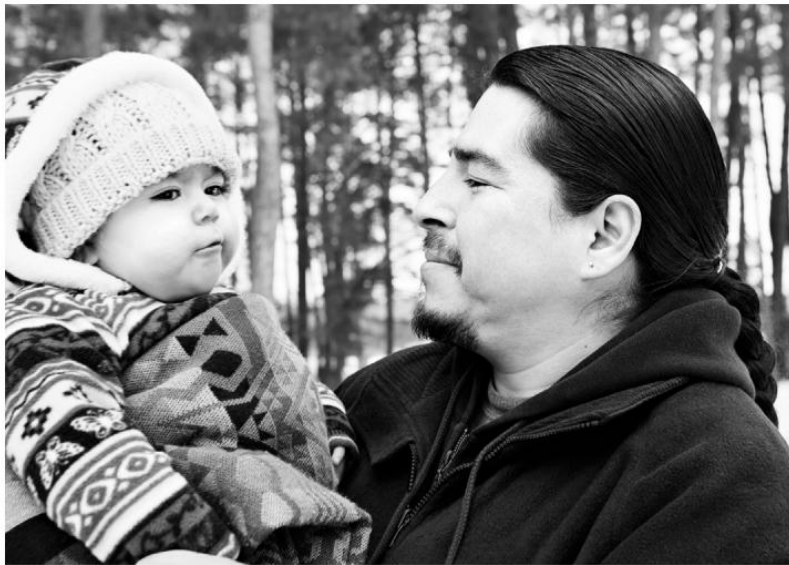
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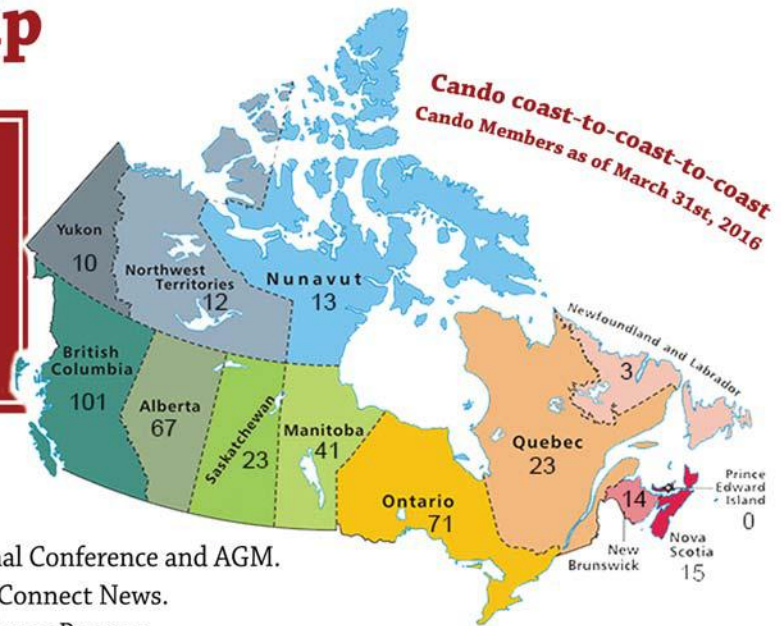
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Stantec Women In Business Panel

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**

Deanna Burgart

Veteran engineer now operates Indigenous-themed company



Photo: Trevor Boller

**By Sam Laskaris
Cando Contributor**

Deanna Burgart already had a rather lengthy and impressive resume working as an engineer for about two decades on various oil, gas and pipeline projects with numerous household name companies in western Canada.

For the past two years though Burgart, a member of Saskatchewan's Fond Du Lac Denesuline First Nation, has been the one calling the shots.

Burgart is the president and chief operating officer of Indigenous Engineering Inclusion Inc., the company she founded in August of 2016. The business promotes an interdependent approach, combining engineering principles and Indigenous views on sustainability.

"It's more meaningful to me because I feel I'm working in my area of passion," said Burgart, a 43-year-old who now calls Calgary home.

Thanks to her acumen in the corporate world, Burgart has been selected as one of the four individuals to comprise the Stantec Women in Business panel this year. Panelists will discuss their business exploits at the Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

This marks the fifth year of the panel organized by Cando, the national organization that promotes Indigenous economic development.

With her own company now Burgart focusses her efforts on helping Science, Technology, Engineering and Math (STEM) organizations and educators, ensuring they have Indigenous inclusion in their work.

Though personally rewarding, Burgart said running Indigenous Engineering Inclusion Inc. has also proven to be somewhat challenging.

"There is a steep learning curve in being a business owner," she said.

Burgart received her education at Ontario's Lakehead University, earning a Bachelor of Engineering in Chemical Engineering. She also obtained a Chemical Engineering Technology Diploma from the Southern Alberta Institute of Technology.

Her work experience includes holding a number of positions for companies such as Husky Oil Operations, Direct Energy Resources and Shell Canada.

Also, from December of 2013 through March of 2014 she worked in Kazakhstan, teaching students about production field operations and also mentoring instructional assistants.

Burgart is also a co-founder of indigeSTEAM, an Indigenous youth outreach non-profit program. The goal of the program is to get youth excited about science and related subjects, perhaps leading to careers in the industry.

This program started eight years ago as a summer camp opportunity offered at the University of Calgary.

Since last year, however, indigeSTEAM now provides year-round programming to students, from those in Kindergarten through to Grade 12.

Stantec Women in Business Panel

Cando Connect

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Jacquelyn Cardinal believes there is a fairly simple way to succeed in the business world.

“If you can be a person who can show up and solve a problem, people will pay you for that,” said Cardinal, a member of Alberta’s Sucker Creek Cree First Nation.

Since the spring of 2016 Cardinal has served as the managing director of Naheyawin, the Edmonton-based consulting firm which she founded. Naheyawin, which specializes in Indigenous knowledge and design, has already worked with more than 75 clients, including the Senate of Canada and the University of Alberta, Cardinal’s alma mater.

She’s also rather pleased she was able to team up with a current client, Fire & Flower, the national cannabis retailer.

“It’s really cool to be involved with the formation of a new industry,” she said.

Cardinal will be discussing her efforts in the business world at this year’s Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

She’s one of four individuals that have been selected to be on the Stantec Women in Business panel at the conference organized by Cando, the national organization which promotes Indigenous economic development.

This marks the fifth year the Women in Business panel will be staged at the annual Cando Conference.

Besides working with various Indigenous companies to advance their business, Cardinal also assists various non-Indigenous organizations and firms to better engage their First Nations, Inuit and MĒtis audiences.

When she started Naheyawin, Cardinal envisioned doing the vast majority of her marketing, web development and graphic design work with Indigenous businesses.

But surprisingly, she estimates between 80-90 per cent of her work, is with non-Indigenous clients.

“It’s been the non-Indigenous community who wants to be more inclusive and more diverse,” she said.

Cardinal, 27, was confident Naheyawin could become a rather successful company. That’s because she had previously operated her own business, which proved to be somewhat lucrative, while juggling her post-secondary school studies.

Cardinal started Cave Design Inc. in 2010, during her first year at the University of Alberta. This company, which she operated until March of 2016, was a web development agency.

Cardinal not only managed to fund her university studies via this company but she also managed to travel extensively upon her graduation, paying for those ventures by working remotely on various projects.

Jacquelyn Cardinal

Edmonton consulting firm attracts numerous clients



Photo: Trevor Boller

By Sam Laskaris
Cando Contributor

Stantec Women in Business Panel

November/December 2018

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Ruth Chambers-Gee

Leduc woman has instrumental roles in racing company



Photo: Trevor Boller

By Sam Laskaris
Cando Contributor

Ruth Chambers-Gee caught the racing bug a long time ago.

“It’s kind of like a drug when it gets in your blood,” she said.

Chambers-Gee, a member of Yukon’s Champagne and Aishihik First Nations, is rather content her love of auto racing has led to a successful family business.

For the majority of the 1980s Gee was living south of the border, in Indiana, with her husband Tim, who was racing sprint cars professionally.

When Tim Gee retired from racing the couple returned to Canada and settled in Leduc, Alta.

In 1991 they proceeded to set up their own business, Gee & Gee Racing Inc., a company which provides parts and servicing to race cars.

The business is still going strong today, thanks in large part to Chambers-Gee, who is involved in all facets of the company.

Chambers-Gee said it was a matter of necessity that led her to learn all the nuances of keeping a business afloat.

“We couldn’t afford to pay anyone to do all the books for us,” she said. “So I self-taught myself. And I was doing all the parts ordering and shipping parts.”

Chambers-Gee, who has been an instrumental figure in the family business for close to three decades now, has been selected for the Stantec Women in Business panel. She’s one of four panelists that will discuss their business experiences at this year’s Cando Conference, set for Oct. 22-25 in Enoch, Alta.

Cando, the national organization that promotes Indigenous economic development, stages an annual conference, rotating locations across the country.

Gee and Gee Racing Inc. has been blessed by the fact it can conduct a good chunk of its business close to home. That’s because the Castrol Raceway is located minutes away, on land leased by the Edmonton International Airport.

The company is a mainstay at local races with its 28-foot trailer, offering parts, tires and fuel to race participants.

Chambers-Gee and her husband also make frequent weekend treks to the U.S., working at racetracks at a pair of Montana cities, Billings and Great Falls.

Chambers-Gee said she’s thrilled the couple have been able to run their own business all these years.

The best part?

“I think it’s the freedom,” she said. “When you own the business, you can do what you want.”

Plus some of the perks are a benefit as well.

“I love all the travel you can do,” Chambers-Gee added.

Stantec Women in Business Panel

Cando Connect

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Janice Larocque just loves to see other Indigenous people working.

But it's not as if the Métis woman, who lives in Calgary, is just sitting around watching others. Back in 1998 Larocque started Spirit Staffing & Consulting Inc., an equal opportunity employment agency that assists Indigenous people with finding work.

"It's very satisfying," Larocque said of the work she does in helping other secure jobs. "At the end of the day when you see them smile and they have an income, it's all worth it."

Larocque estimates she's helped about 2,000 Indigenous people find work in the past two decades in the company's Calgary branch alone.

For the past 15 years Spirit Staffing & Consulting Inc. has also had an Edmonton office, run by Larocque's sister Beatrice.

The Edmonton business is booming so much that a second office is opening in September. The company's original location will continue to be for those seeking administrative and professional services jobs. And the new branch will be for industrial and safety training positions.

Due to her own successes in the business world Larocque has been named to this year's Stantec Women in Business panel. The four panelists will discuss their business exploits at the Cando Conference, which will be held Oct. 22-25 in Enoch, Alta.

This marks the fifth year of the women's panel at the conference run by Cando, the national organization that promotes Indigenous economic development.

Spirit Staffing & Consulting Inc. helps Indigenous people find different types of work, either with temporary, permanent or contract jobs.

One of the company's busiest moments came in 2016, when it found several hundred Indigenous workers to help rebuild Fort McMurray, following a devastating wildfire in the Alberta municipality.

"It went very well," Larocque said of that employment-seeking venture. "We had a career fair in Edmonton and we had 3,000 people show up for that."

About 600 of those individuals were hired and given contracts, ranging from 2-6 months. Their jobs included helping with the cleanup of the town, various demolition duties and working with numerous insurance companies.

Though even more work can be done, Larocque is happy she's been able to do her part to help erase some of the myths about Indigenous employees. And she's thrilled her company has been able to bridge the gap with many non-Indigenous businesses.

"We have a lot of people in the community that believe in us," she said.

Janice Larocque

Successful Indigenous staffing agency opening another location



By Sam Laskaris
Cando Contributor

Photo: Trevor Boller

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Derek Bruno, AB (alumni)

Shana Pasapa , SK

Dylan Whiteduck, QC

Youth Panel



Taylor Behn Tsakoza , BC

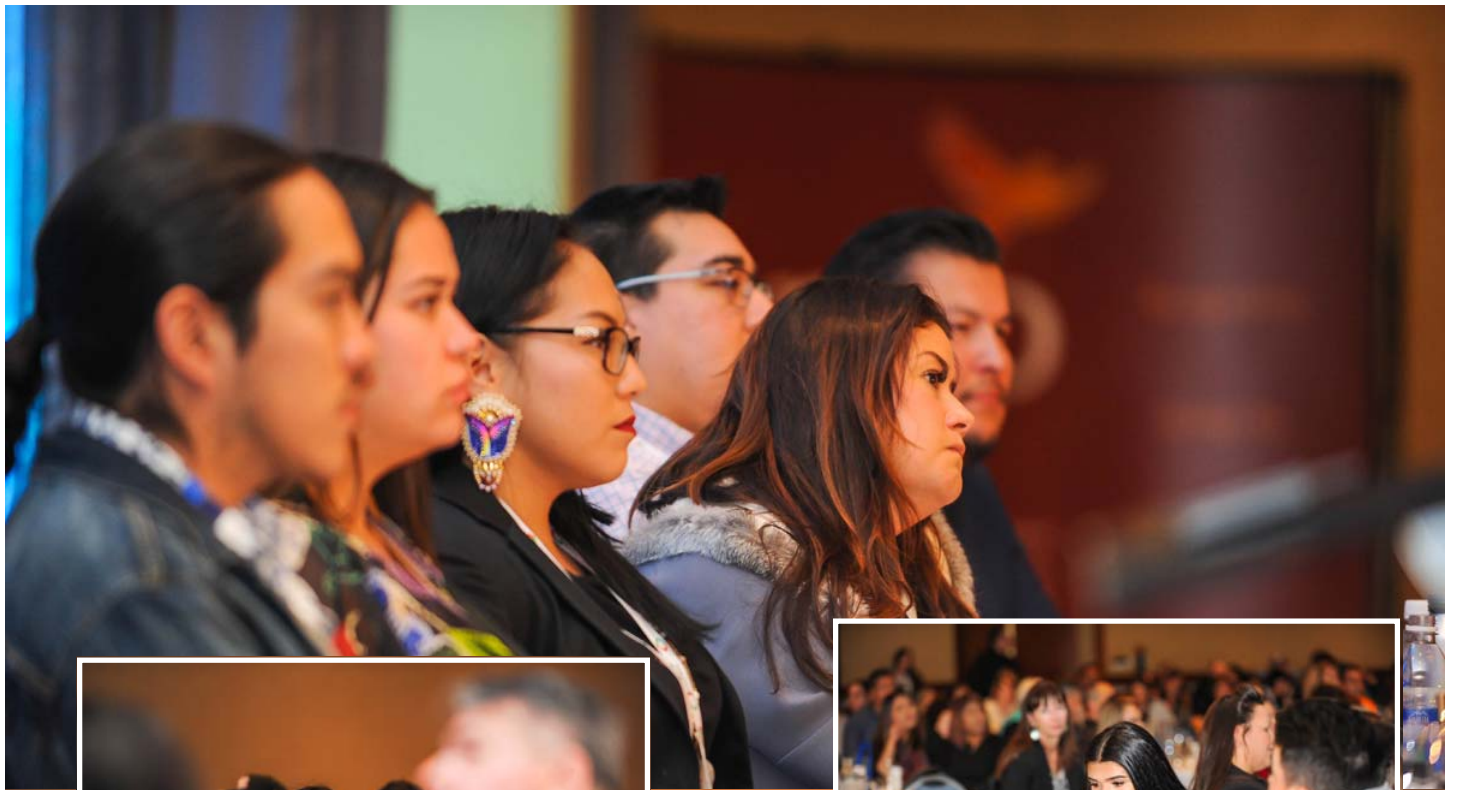
Wacey Little Light, AB

Kluane Adamek, YT (alumni)



All Photos: Trevor Boller





All Photos: Trevor Boller

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Dylan Whiteduck

Dylan Whiteduck has his eyes set on becoming chief of Kitigan Zibi Anishinabeg, the largest Algonquin community in Canada.

And the 28-year-old Algonquin member has a plan. Whiteduck presently serves as economic development officer on Kitigan Zibi Anishinabeg, where he lives. His goal is to develop an Economic Development Corporation for his First Nation community, which will lead to it becoming self-sufficient and start generating its own source revenues. Then he wants to become chief.

“When projects are developed within our traditional unceded territory, the Kitigan Zibi Anishinabeg community is going to be key players in economic development the next three to 20 years. The time has come for us to lead our people and build a sustainable First Nation community,” he said.

Whiteduck completed the business management and entrepreneurship program from Algonquin College, in Ontario. He is currently enrolled in the National Aboriginal Trust Officers Association program offered by Lethbridge College, in Alberta.

“There is nothing more rewarding than to come back home and serve my First Nation community,” he said. He has worked as an economic development officer for two years where he guides, promotes and aids the development of businesses for KZA members. He also conducts research for band-related business ventures.

Whiteduck sees himself playing an integral role as

KZA moves forward on clean energy projects, off-reserve developments and tourism ventures.

He was nominated to serve on Cando’s National Youth Panel by Kitigan Zibi Anishinabeg Chief Jean-Guy Whiteduck. Wrote Chief Whiteduck, “(Dylan) has been an integral part of this community and team ... I believe (he) has gone beyond the benchmarks that were set for this position. He has taken on many new projects and brought forth many new ideas and ventures.”

Chief Whiteduck also acknowledged Dylan’s “many traits and skills” along with his desire to contribute in every way possible.

Dylan says he is honoured to be nominated to the panel and feels that his business development knowledge can be an asset as a panel member.

“I will cherish this experience and I am looking forward to connecting and working with like-minded First Nation people across Turtle Island,” he said.

Whiteduck’s priorities centre on his First Nation community: developing a youth council, which will provide a voice and feedback to chief and council; developing a business arm that will provide economics and job opportunities for future generations; and, bringing back Algonquin values and traditions, such as culture, hunting and language.



Photo: Trevor Boller

I will cherish this experience and I am looking forward to connecting and working with like-minded First Nation people across Turtle Island

**By Shari Narine
Cando Contributor**

2018 National Youth Panelist

November/December 2018

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Taylor Behn Tsakoza



Photo: Trevor Boller

(I want) to use my voice in a respectful but impactful manner.

**By Shari Narine
Cando Contributor**

“Experiential education,” as Taylor Behn-Tsakoza calls it, is as important as her formal education.

Behn-Tsakoza, Eh Cho Dene and Dene Tsaa, a member of Fort Nelson First Nation, is enrolled in her fourth year at Mount Royal University in Calgary. She is working toward her Bachelor of Arts in Health and Physical Education with her goal to work with an Indigenous sport organization when she graduates.

Behn-Tsakoza is ensuring her education isn’t all about book-learning. She spent 10 days at the Stoney Nakoda Nation on the land where she learned from members about their history, land governance, culture revitalization and resilience, and took part in cultural ceremonies. In Hawaii, she spent 21 days on the traditional lands of the Kanaka Maoli learning from them their pre-and post-colonization history, activism, land management and protection, and language revitalization.

Behn-Tsakoza’s post-secondary education has also taken her to Australia’s Gold Coast campus of Griffith University.

Perhaps the most exciting adventure Behn-Tsakoza embarked on was the 2017 Rendez-Vous Tall Ship Regatta. She was chosen as one of 45 Indigenous youth Canada-wide to sail across the North Atlantic Ocean from Halifax to Le Havre, France, as part of

the “Msit No’Kmaq: All My Relations Warriors of the Red Road at Sea.”

Behn-Tsakoza undertook the role of Ambassador for Hope in order to show “youth in our communities by demonstrating that there is more to life than the reserve and you must leave your comfort zone in order to grow.”

She has also worked hands-on with youth through the Native Ambassador Post-Secondary Initiative in Calgary. The community-based outreach program is designed to motivate and empower Aboriginal youth to become future leaders and to seek the leader within.

It is this belief that Behn-Tsakoza would take with her if she is selected for Cando’s National Youth Panel.

“(I want) to use my voice in a respectful but impactful manner,” she said.

“Taylor is an exemplary student, athlete and role model with significant leadership skills in and out of the community,” wrote Renee Lomen, in her nomination letter for Behn-Tsakoza.

Lomen credits Behn-Tsakoza’s “solid foundation” as coming from her traditional ways in the Dene culture.

“I do not know of another youth so eager to learn the ways of Indigenous people and protect the land. Taylor always makes a point to highlight her teachings and cultural pride in all that she does and wherever she travels,” wrote Lomen.

2018 National Youth Panelist

Wacey Little Light

“I aspire to inspire,” said Wacey Little Light. It’s a lofty goal for the 19-year-old Siksika First Nation member.

“I don’t know if I quite inspire anyone yet,” he added. “Yet shooting for the moon is something I’ve always done and I simply hope that more youth following me will continue to do the same.”

It’s hard not to be inspired by Little Light, who is in his third year at Mount Royal University in Calgary and in his second year working towards his Ecotourism and Outdoor Leadership Bachelor’s degree.

This past year, Little Light won the Deanna Cardinal Memorial Award, which recognizes positive role models in the Aboriginal student community at MRU. He was also the recipient of the Aboriginal Youth Achievement Award from the Calgary Aboriginal Urban Affairs Committee, which is given to youth who demonstrate leadership in the community, display a strong desire and commitment to achieve educational goals, support and encourage others to continue in their academic endeavours and encourage and participate in cross-cultural activities.

Little Light’s enthusiasm for the outdoors is obvious not only in his schooling, but in his employment. He has worked as a backpacking field instructor for Outward Bound Canada,

taking youth on multi-day backpacking trips in Kananaskis Country. He would like to expand the experience to include kayaking and dogsledding expeditions. Outward Bound Canada is an outdoor youth program that gives youth the experience of outdoor adventures across Canada.

Little Light’s career goal is a mix of his love for the outdoors and his love for his culture. He wants to open his own Blackfoot Outdoor Cultural Learning Camp.

“I also live in a camper on the reserve so I spend most of my time outdoors. I just enjoy being out and active and creating a close connection to Mother Nature. I enjoy the calmness and clarity with being involved with the environment and hope to maintain a good relationship through the duration of my life,” he said.

Little Light is “honoured and grateful” for his nomination by Shawna Morning Bull, who is business manager for the Community Futures Treaty 7 group and Alberta director for Cando, to Cando’s National Youth Panel.

What he wants for youth is something he is willing to work hard to help them achieve.

“All I want is for the people younger than me to have more and more resources and opportunities for themselves to take,” said Little Light.

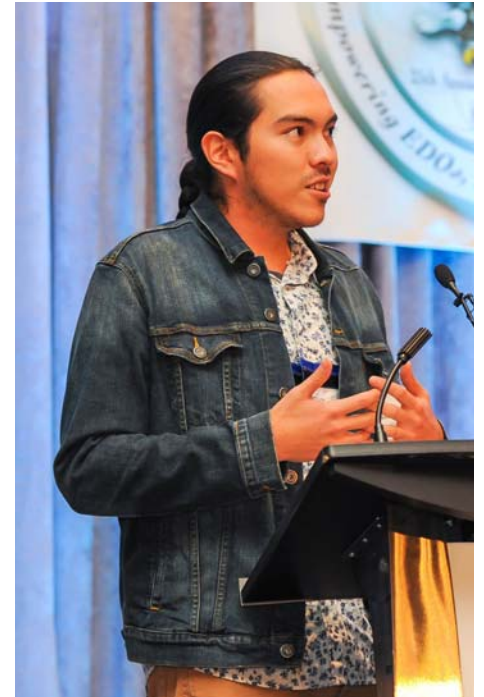


Photo: Trevor Boller

All I want is for the people younger than me to have more and more resources and opportunities for themselves to take.

**By Shari Narine
Cando Contributor**

2018 National Youth Panelist

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Shana Pasapa



Photo: Trevor Boller

**A strong mind
and spirit will
keep you ahead
and prepared for
opportunity**

**By Shari Narine
Cando Contributor**

Shana Pasapa, a mixed martial arts fighter, who creates and sells bead work and powwow regalia, embraces the holistic approach of body, mind and spirit.

The 31-year-old Nakota woman from the Whitebear First Nations lives in Regina. She is the founder and head instructor of Power Our Women (POW) Self Defence. She started POW because she believed women needed encouragement to maintain a healthy self-protection plan. Her self-defence classes not only include basic striking and blocking skills, but also situational awareness and risk reduction.

“The journey with POW in the different communities has taught me a lot about life management, business, current issues and balance. I also feel my own struggles and triumphs have made me a much stronger person today while acknowledging the struggles and triumphs of my own ancestors,” said Pasapa, mother to two boys.

Seven years ago, she found her passion in martial arts, training in jiu jitsu and muay thai. She began competing professionally in 2017 and has bouts planned for 2018 and 2019.

Pasapa’s success also includes receiving the CBC Future 40 Award in 2015, The Strength of Our Women Award for Sports in 2015, and being sponsored by clothing companies as an athlete.

“A strong mind and spirit will keep you ahead and prepared for opportunity,” said Pasapa.

Consultant Delilah Mah nominated Pasapa for Cando’s National Youth Panel, writing that Pasapa “serves her community by sharing her gifts, passion, and skills. Shana exhibits great resiliency, initiative, strength and commitment to the community on municipal, provincial and national levels - while ensuring the protect(ion) and inclusion of her culture. She is the type of leader that will truly leave you feeling empowered.”

Pasapa says being nominated to the panel is “humbling.”

“Receiving acknowledgment for the work POW does fuels my fire and keeps me going strong,” she said.

She believes her story of “resilience and transformation” can empower the panel.

“I also know that even in loss (losing a loved one), life doesn’t stop for you. You have to keep going but be present. The emotions are temporary and it will pass,” she said.

Pasapa expresses her priorities for youth in what she does: body awareness, personal protection and having a dream.

“Hope is a great tool when you don’t have a lot to work with, it can take us a long ways. Sometimes, in order to really appreciate opportunity and get the most out of it, we need to maintain a state of well-being,” she said.

2018 National Youth Panelist

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Photo: Trevor Boller

Kluane Adamek, who is currently the Yukon Regional Chief for the Assembly of First Nations, is a former Cando youth panelist.

It allowed me to recognize my abilities and that has led to the next opportunity and the next one.

**By Sam Laskaris
Cando Contributor**

Kluane Adamek

Former youth panelist becomes Yukon Regional Chief

Kluane Adamek recalls being rather nervous about the prospect of speaking in front of several hundred people almost a decade ago when she was a member of the Cando youth panel.

Being a youth panelist, Adamek, a member of Yukon's Kluane First Nation, was required to speak at the 2009 Cando Conference held in Enoch, Alta.

When she showed up for the Enoch event that year Adamek unexpectedly bumped into a lawyer from her First Nation, who also happened to be attending the conference. He provided some words of encouragement which eased her fear of standing up and make a presentation.

"It was a special moment to connect with him," Adamek said. "It was just a moment of feeling supported by another northerner."

When Adamek was on the youth panel for Cando, the national organization that promotes Indigenous economic development, she had just completed her Bachelor of Arts in Canadian Studies from Ottawa's Carleton University.

And she had returned to her home territory to work with First Nations in the Yukon and local communities in the areas of education, governance and economic development.

She has gone on much greater things since then. This past June she

was acclaimed as the Yukon Regional Chief for the Assembly of First Nations (AFN). She had been serving in the same position on an interim basis since this past January when the previous regional chief died.

Adamek, who is turning 32 on Sept. 24, is also pursuing her Master of Business Administration through British Columbia's Simon Fraser University.

During her career Adamek has also served on various boards and committees. This list includes the Yukon College Board of Governors, Aboriginal Sport Circle, Aboriginal Healing Foundation and the Kluane Dana Shaw Development Corporation.

Adamek has also worked with AFN national chief Perry Bellegrade and had served as an advisor for former national chief Shawn Atleo.

Upon reflection, Adamek said she believes the fact she was able to have a successful presentation as a Cando youth panelist almost a decade ago was instrumental to her current status.

"It allowed me to recognize my abilities," she said. "And that has led to the next opportunity and the next one."

Yukon First Nation residents and communities are also benefitting as Adamek is focussed on bringing their interests and priorities forward at the national level.

Derek Bruno

Former youth panelist now operates six companies

From a rather young age Derek Bruno believed in diversification.

By his early 20s, Bruno, a member of Alberta's Samson Cree Nation, already owned a pair of businesses. With the help of his then teenage brother he was running a bottled water company as well as a convenience store.

So it wasn't a big surprise that Bruno was asked to be on the inaugural Cando youth panel. As a panelist he made a presentation on the first Cando youth panel, which was held in 2005 in Sault Ste. Marie, Ont.

Cando is the national organization that promotes Indigenous economic development.

"At the time there wasn't a lot of Indigenous entrepreneurs in Canada," Bruno said of his gig as a Cando youth panelist.

Bruno's career has taken a couple of twists since then. For example, he moved to Winnipeg and got into banking for a bit. And he also served two terms (2005-08 and 2011-14) as a councillor for the Samson Cree Nation.

Plus he also pursued his MBA in Community Economic Development from Cape Breton University.

Bruno said Cando has provided him with inspiration throughout his career,

including his decision to pursue his MBA.

"It's been quite a huge influence on my own journey," he said of Cando.

Now at age 40 Bruno once again finds himself as a multi-dimensional entrepreneur. He currently owns six different businesses.

"You can still get some very hairy days but you get used to it," Bruno said of the fact he's in charge of a half dozen different ventures.

Bruno's companies include a management consulting business, a publishing firm and a general construction company, which specializes in steel fabrication, thermal insulation services and trucking.

Bruno also purchased a Jani-King cleaning franchise along with his parents, primarily so the couple, now in their 70s, can have some residual income. Bruno's mother Sophie handles quality control for the business while his father Victor drives staff to various clients.

Other current passions for Bruno are renewable energy and permaculture. To this end he has launched a pair of companies – SevGen Renewables Ltd. and WIN EcoSciences Inc. – that provide innovative programs aiming to help Indigenous communities.



Photo: Trevor Boller

Derek Bruno, a member of Alberta's Samson Cree Nation, is a diversified entrepreneur currently running a half dozen companies.

At the time there wasn't a lot of Indigenous entrepreneurs in Canada... It's been quite a huge influence on my own journey.

**By Sam Laskaris
Cando Contributor**



Tom Many Heads



Tom Many Heads



Jason Rasevych



Juanita Kremer



Juanita Kremer



Melrene Savoy-Eaglespeaker

2018 CANDO EC DEV AWARDS



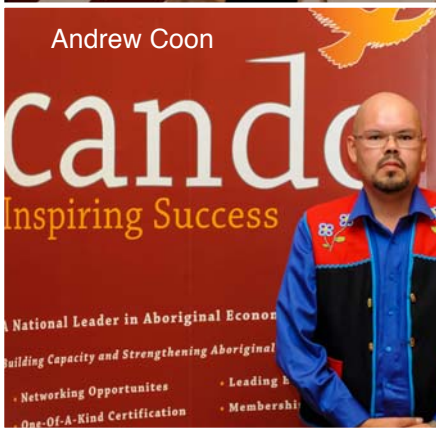
Melrene Savoy-Eaglespeaker



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



Many Heads spearheading various projects on the Siksika Nation

Tom Many Heads Individual EDO Award Recipient

By Sam Laskaris
Cando Contributor



Photo: Trevor Bolter

Tom Many Heads, the CEO of the Siksika Resource Development Ltd., is one of this year's nominees for the Cando economic development officer of the year.

Since becoming the CEO of the Siksika Resource Development Ltd. (SRDL) in 2010, Tom Many Heads has played an instrumental role with various business ventures on his First Nation.

The SRDL promotes all investments and economic developments for Alberta's Siksika Nation.

The SRDL has been a part in a number of success stories in recent years with various businesses that have popped up on its First Nation.

And there are no plans to slow down.

In fact, officials with the SDRL are going full steam ahead with their plans to have the Siksika Nation become the first First Nation in Canada to have a medical marijuana production facility on its own land.

Many Heads said the SDRL has already secured what he calls a "pre-licensing authorization letter" from Health Canada.

The plan is to have a 25,000-square foot facility fully operational on the Siksika Nation by some point in 2019 or at the latest the following year. Construction is expected to begin soon.

"I'd love to see it start this fall," Many Heads said. "But we're probably looking at some point in the winter."

The production facility would undoubtedly employ a number of Siksika Nation members. Plus Many Heads believes producing medical marijuana on his First Nation would help somewhat with the massive opioid crisis occurring throughout the country.

"There is a lot of potential for economic and health benefits for our own involvement in terms of what cannabis can do in positive ways," he said.

For his various ventures with the SDRL, Many Heads is one of the four nominees for Cando's economic development officer of the year.

The winner will be announced at this year's Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

Cando, the national organization that promotes Indigenous economic development, also annually recognizes those in Aboriginal Private Sector Business and community of the year categories.

Under Many Heads' leadership, some brand name businesses have recently opened on the Siksika Nation. These include a Petro Canada, which opened in December of 2016 and has exceeded expectations with more than \$6 million in sales, as well as a Subway, which has been open since June of 2017.

The SRDL has also entered the hospitality business as it has formed partnerships with various hotels. Earlier this year it announced it was buying into three British Columbia-based hotels.

The SRDL will also have a 50 per cent equity partnership with hotels expected to open this September in Calgary and Edmonton.

2018 Economic Developer of the Year Awards

Business advisor garners national praise for work on various First Nations projects

Jason Rasevych Individual EDO Award Finalist

By Sam Laskaris
Cando Contributor



Photo: Trevor Boller

Jason Rasevych has earned his share of praise for spearheading a number of projects in various First Nations in northern Ontario.

A number of post-secondary institutions offer programs on economic and business development.

None of these programs, however, focus on the specific needs of Indigenous communities.

Jason Rasevych, who recently launched his own company and works as a business advisor, has a proven track record working with Indigenous communities. For more than 15 years now Rasevych, a member of the Ginoogaming First Nation in northern Ontario, has worked with various First Nations, government departments and community economic development corporations.

“Not everybody can work with First Nation communities,” he said of graduates from economic development programs. “You need to have the book smarts and you need to have the street smarts.”

Rasevych, a 35-year-old who lives in Thunder Bay, Ont., obviously has those traits as he has received plenty of praise for a number of projects he’s been involved with.

During his professional career Rasevych has spearheaded a number of programs with various First Nations.

His efforts also led him to being one of the finalists for this year’s Cando economic development officer of the year.

Cando, the national organization which promotes Indigenous economic development, also annually hands out awards to the community of the year and in the Aboriginal Private Sector Business category.

The 2018 winners were revealed at the Cando Conference, which concluded on Oct. 25 in Enoch, Alta.

The two finalists in each of the three categories were invited to make presentations at the conference to those in attendance. Conference delegates then had a say in the voting process, choosing who they felt was the most deserving recipient for each award.

The economic development officer of the year award ended up being won by Tom Many Heads from Alberta’s Siksika Nation.

“I was humbled to be on a national stage to talk about my journey,” Rasevych said.

Rasevych added he is thrilled that Cando takes the time to recognize economic development officers.

“I don’t think EDOs in Ontario and across Canada get the recognition they deserve like they do from Cando,” he said.

Continued on page 84.

First Nation from New Brunswick wins national community economic developer of the year award

Madawaska Maliseet First Nation Community Economic Developer Award Recipient

By Sam Laskaris
Cando Contributor



The Grey Rock Entertainment Center is just one of the many ventures which make up the Grey Rock Power Centre on the Madawaska Maliseet First Nation in New Brunswick.

The Madawaska Maliseet First Nation is not resting on its laurels.

The First Nation, located a few kilometres from the New Brunswick city of Edmundston, has had numerous recent successful economic stories which have greatly assisted toward its goal of becoming self-sustaining.

And the First Nation has now received some national recognition for its local efforts. It was selected as the community of the year at the Cando Conference, which wrapped up on Oct. 25. The four-day conference was staged in Enoch, Alta.

"It's clearly a great honour," said Patricia Bernard, who has served as the Chief of the Madawaska Maliseet First Nation since 2013. "More importantly it's exciting to see a small community like us succeed."

The community of the year award was one of three that was up for grabs at the annual conference put on by Cando, the organization which promotes Indigenous economic development across Canada. Recipients in the economic development officer of the year and Aboriginal Private Sector Business categories were also honoured.

Two finalists in each category made presentations at the conference. And then conference delegates voted on those they thought were most deserving of winning.

The other finalist in the community of the year category was Quebec's Cree Nation of Mistissini.

Bernard said her First Nation's victory was a bit unexpected. "It was a surprise given the competition we were up against," she said. "They were quite awesome. It was a surprise we were able to beat them."

The Cree Nation of Mistissini has been earning rave reviews for its efforts in becoming a year-round popular tourist destination.

As for the Madawaska Maliseet First Nation the most notable venture undertaken in recent years in the community was the building of the Grey Rock Power Centre, which opened in 2013.



Photo: Trevor Boller
Chief Patricia Bernard, Madawaska Maliseet First Nation.

Continued on page 84.

2018 Economic Developer of the Year Awards

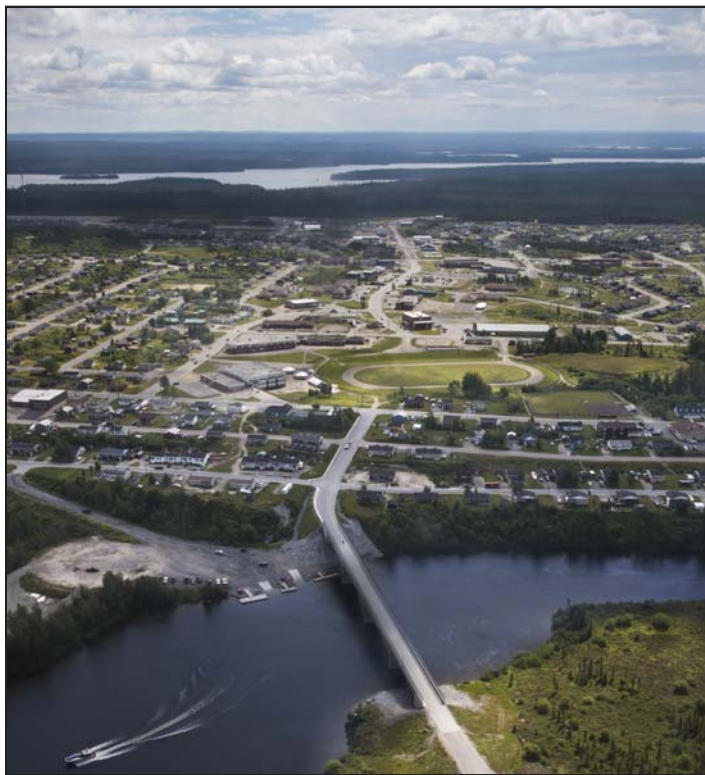
Cando Connect

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Mistissini looking to become premier tourist destination

Cree Nation of Mistissini Community Economic Developer Award Finalist

By Sam Laskaris
Cando Contributor



An aerial view of the Cree Nation of Mistissini in Quebec which is hoping to become a premier tourist destination.

The Cree Nation of Mistissini is laying out the welcome mats.

During the past couple of decades the Quebec-based First Nation has seen economic development in its community on the upswing.

And now officials from the northern Quebec community are adopting several components of their My Mistissini 2034 plan. The goal of the 20-year plan is to have the First Nation become a premier tourism destination by the year 2034.

“We’re next to the biggest fresh water lake in the province,” Titus Shecapio, Mistissini’s director of community development, said of Lake Mistassini, which has a surface area of more than 2,300 kilometres.

Shecapio said people from across Quebec frequently travel to Mistissini to fish. And others are beginning to follow suit.

“We’re starting to pick up on the American market,” he said.

While the First Nation is already considered a great fishing spot, Shecapio said the My Mistissini 2034 plan includes adding a number of winter excursions in the community to make it an appealing year-round destination.

“We want to get some snowshoeing projects going,” Shecapio said. “And some off-trail excursions with snowmobiles. That’s probably the direction will be heading to.”

In part because of its visionary projects, Mistissini has been nominated in Cando’s community of the year category.

Cando is the national organization that promotes Indigenous economic development. The group also annually recognizes those in economic development officer of the year and Aboriginal Private Sector Business categories.

All 2018 winners were announced at the Cando Conference, scheduled for Oct. 25 in Enoch, Alta.



Photo: Trevor Boller

Andrew Coon EDO with Cree Nation of Mistissini

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Multi-faceted business in Yukon wins national Cando award

Yukon Motel and Restaurant Aboriginal Private Sector Business Award Recipient

By Sam Laskaris
Cando Contributor



Photo: Trevor Boller

Juanita Kremer is owner operator of the Yukon Motel and Restaurant, a multi-faceted business, has been run the past dozen years in the community of Teslin by the Kremer family.

A dozen years ago Juanita Kremer was working as a conservation officer while trying to raise three children young children in addition to being pregnant again.

An opportunity then arose which would not only drastically change her work career but that of her husband's as well.

Steve Kremer, a carpenter, had done his share of work at the Yukon Motel and Restaurant, located in the community of Teslin.

An elderly German man who owned the business approached the Kremers as he was looking to sell.

"He handpicked us to take it over," said Juanita Kremer, a member of the Teslin Tlingit Council. "And then he stuck around for a bit to help us manage it."

The Kremers have now received some national recognition for the work they have done with their business.

The Yukon Motel and Restaurant was selected as the winner in the Aboriginal Private Sector Business award category at the recent Cando Conference.

The four-day conference, which was held in Enoch, Alta., was organized by Cando, the organization which promotes Indigenous economic development across Canada.

Juanita Kremer made a presentation at the conference, which concluded on Oct. 25, about her family's business. Conference delegates then voted on the most deserving winner in three categories.

Community of the year and economic development officer of the year categories were also contested.

"It's slightly overwhelming," Kremer said. "I didn't recognize the scope of this nomination."

To be recognized nationally is mindblowing.

"I'm just a small business person in the Yukon running a small business," she added.

Despite some initial concerns, the Kremers have made their business a successful one.

The previous owner had allowed the Kremers to pay him directly in installments for the property. It took more than nine years but they are now debt free having paid off their \$1.4 million loan for the business.

Juanita Kremer admits she had some concerns whether she was making the right decision to switch careers.

"Fish and wildlife is a difficult job," she said. "And you work a lot of evenings and weekends. This was completely different for me but it was a good fit."

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Cando Connect

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Career change proves to be wise decision for Native Diva Creations owner

Native Diva Creations Aboriginal Private Sector Business Award Finalist

By Sam Laskaris
Cando Contributor



Photo: Trevor Boller

Melrene Savoy-Eaglespeaker left behind her retail management job to start up her own Indigenous-themed business, Native Diva Creations.

Attending a First Nations Youth Entrepreneur Symposium convinced Melrene Savoy-Eaglespeaker to make a life-altering decision.

Five years ago the Calgary resident, who is a member of Alberta's Blood Tribe, decided to abandon her retail management career in order to start up her own business.

Savoy-Eaglespeaker was inspired to work for herself after participating in the entrepreneur symposium in Morley, a First Nations settlement within the Stoney Nakoda Nation.

"After that symposium a week later I went to work and gave them my keys," said Savoy-Eaglespeaker, who had worked either in retail or retail management for 13 years.

She started up her business called Native Diva Creations. Products she makes in her thriving home-based business include Indigenous earrings, necklaces, body jewellery, hats and jackets.

Savoy-Eaglespeaker, 33, admits she wasn't quite sure how her business – she takes influences from traditional beadwork and mixes it with an urban style to create unique products – would be received.

"When I first started the business I had no idea what to expect," she said.

Well, Native Diva Creations has been a huge success. Besides being a big hit at the many events she attends to showcase her products, Savoy-Eaglespeaker is also kept busy selling her wares online to customers throughout North America, Europe and even Australia.

Native Diva Creations has also been nominated for a national Cando award in the Aboriginal Private Sector Business category.

Cando, which promotes Indigenous economic development across Canada, also has award categories for economic development officer of the year and community of the year.

The 2018 winners will be announced at the Cando Conference, set for Oct. 22-25 in Enoch, Alta.

Savoy-Eaglespeaker is thrilled she can make a living while also making a contribution to preserve her Indigenous background.

"I enjoy sharing my culture," she said. "And people can see how passionate I am about it."

Savoy-Eaglespeaker has also been pleasantly surprised with the backgrounds of her clients. She estimates 80 per cent of the people who purchase her products are non-Indigenous.

"It blew me away," she said. "It still does, every time."

Savoy-Eaglespeaker tries to attend about three events - such as pow wows or trade shows - to sell her products every month.

"I try to stay as local as possible," she said, adding she has gone to some out-of-province trade shows as well.

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Jason Rasevych

While he believes EDOs handle the brunt of the behind-the-scenes work on various projects, Rasevych said it is often others, such as community leaders who enjoy the spotlight during photo opportunities when ventures come to fruition.

Rasevych also challenged Cando representatives to change the name of the award for future years as he believes the role of an EDO has greatly evolved.

“It’s more than job creation and more than identifying revenue stream,” Rasevych said, adding he’d like to see the EDO accolade renamed the Chiefs Warriors award.

That’s because he feels one truly has to be a warrior to overcome political and bureaucratic barriers one faces while attempting to best represent the community one is working for.

One of the ventures Rasevych was instrumental in was a \$69 million project, officially announced this past October, which will bring Internet access to five remote First Nation communities in northern Ontario.

“It’s going to be life transformational,” Rasevych said.

Those communities will be connected online to the rest of the world and Rasevych believes one of the greatest components of this project will be the telehealth and telemedicine services which will become available to those on the various First Nations.

“It will help them stay at home and save costs instead of having them fly out to urban communities,” he said.

Another project Rasevych spearheaded and is rather proud of is the historic agreement reached earlier this year between three First Nations in northwestern Ontario and the Ontario Ministry of Natural Resources and Forestry. The deal gives the First Nations forest management and harvesting rights to the Ogoki Forest.

Rasevych’s other accomplishments include leading a 20-year Aboriginal tourism plan, which could potentially bring 20,000 visitors per year to nine First Nations in northern Ontario and developing renewable energy concepts, potentially to be used by not only First Nation communities in his province but across the country as well.

Madawaska Maliseet First Nation

The facility, mere minutes from the Quebec border and the border of the American state of Maine, has become the pride and joy of the First Nation.

The property, located next to the Trans-Canada Highway, includes a multi-purpose entertainment centre which features a casino and bingo hall as well as one of Atlantic Canada’s largest truck stops.

Several other businesses, including a food court and a Ford car dealership, are located in the centre.

A hotel and conference centre, located next to the casino, was expected to possibly be completed by the end of this year. But some delays have pushed back that expected opening until this coming spring. That facility will include 80 hotel rooms.

“People will be able to come and stay now,” Bernard said. “That will help out quite a bit.”

A Yamaha dealership, currently under construction, is also expected to be completed and open for business in the spring of 2019.

Though the Grey Rock Power Centre opened its doors five years ago, it was quite a bit before that that officials from the Madawaska Maliseet First Nation, which has about 550 members, started thinking about such a venture in their community.

“It’s been a long sort of vision for the community,” Bernard said. “Previous administrations have had this vision all the way back to the 1970s.”

The Grey Rock Power Centre is managed by the Madawaska Maliseet Economic Development Corporation. The CEO of the corporation is Bernard’s older sister Joanna, who had served as the First Nation’s chief for a decade up until 2013.

Joanna Bernard had been nominated for Cando’s economic development officer of the year. But she was not one of the two finalists who made presentations at the Cando Conference.

Patricia Bernard, however, said her sister deserves plenty of praise.

“She’s been instrumental in getting our community where we are today,” she said. “Without what she’s done we wouldn’t be where we are today.”

This year marked the first time Patricia Bernard attended a Cando Conference.

“It was a beautiful conference,” she said. “It was nice to be on the Cree territory as well and to be so well received. I thought it was fantastic. I’m not an economic development officer myself but it was really exciting for me.”

Yukon Motel & Restaurant

One of the Kremers' accomplishments is turning their business into a 24-7 operation. The business, which was previously open 15 hours a day, includes a licensed restaurant with 63 seats, 10 motel rooms and two log homes which are rented out.

There's also a station offering both gas and diesel and an RV park with 65 hookup sites.

The business also includes a wildlife gallery and gift shop and a Canada Post depot.

The Yukon Motel and Restaurant is one of Teslin's largest employers. During the busy summer months the business employs 22 people. And during the winter months there are 10-12 employees.

All four of the Kremer children, whose ages range from 12-18, have worked at the business. The eldest is now away as she is a first-year student at Toronto's Ryerson University.

The facility, about 60 years old, will soon need some renovations.

"It's a beautiful business," Juanita Kremer said. "I don't want to change it so much that it changes the feel of the business."

Besides winning a national award, another positive for Kremer from attending the Cando Conference was the networking she was able to do.

She met various Indigenous people from across Canada who are involved in banking and expressed interest in working together should the Kremers require funds to expand or renovate. And she also met another individual who would be able to assist with Indigenous staffing requirements if need be.

Before deciding whether to renovate or to expand operations at the Yukon Motel and Restaurant, Kremer is waiting to see what the government will do with a nearby bridge, which requires updating.

"What they do will have a direct effect on our business," she said.

Kremer had nothing but praise for the Cando Conference.

"It was a great opportunity," she said. "It was very beneficial for First Nations people. And I'm very thankful for all those who put their time in to further First Nations people across Canada."

Cree Nation of Mistissini

Besides developing plans to bring more tourists to their community, Mistissini economic officials are also doing their fair share to help its members learn some of the nuances of the business world.

For the past three years a number of workforce development initiatives have been offered in Mistissini.

Shepacio said a number of community members know what type of business they'd like to launch but perhaps they don't have the necessary requirements to do so.

"We try to assist them to get proper certifications," he said.

Mistissini initiatives include helping its members with academic upgrading, life skills and work/training readiness programs and on-site work experience.

"They like the initiatives we take," Shepacio said of those who have benefitted from the various programs offered. "It shows our department wants to work with the community members."

Mistissini's economic development department also offers a number of loans and grants to those local entrepreneurs undertaking new projects.

shows our department wants to work with the community members."

Mistissini's economic development department also offers a number of loans and grants to those local entrepreneurs undertaking new projects.



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

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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

Cando Connect

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