



cando

CONNECT

SEPT / OCT 2018 | Vol. 5 No. 3

magazine

Moving Indigenous Economies Forward

**25th
Annual
Cando
National
Conference**

**Special
Pre-Conference
Issue**

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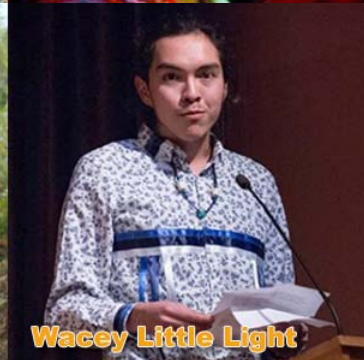
Shana Pasapa



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Taylor Behn-Tsakoza



Wacey Little Light

Cover image: Closeup of a vest on display by an artisan at the recent Saskatchewan Links to Learning event in Saskatoon from September 25-27. More photos are on pages 36-39. 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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CANDO for
nearly 25 years!**

BACK TO SCHOOL BACK TO WORK

Cando and its members are always working and always learning. Throughout the summer Cando continued the work of building capacity and forging positive relations in our communities. Cando worked hard to launch its inaugural Economic Development Youth Summit that was held July 22-26, 2018 at the River Cree Resort at Enoch, Alberta. This amazing learning event brought more than 52 youth (18-30 years) together from communities across Canada.

Another successful learning event was the Saskatchewan Links to Learning which was held September 25-27 at the Saskatoon Inn & Conference Centre in Saskatoon. More than 125 EDOs and Lands Managers from First Nations throughout Saskatchewan were gathered together for three days of training, learning and networking. Please see our coverage of this event on pages 30 - 34 of this issue.

Some more exciting news on our other learning/training events coming this fall. Cando has added more Links to Learning events to our schedule for 2018!

- **Alberta Links to Learning: will now be incorporated as part of the 25th Annual Cando Conference to be held from October 22-25.**
- **25th Annual Cando Conference and AGM to be held from October 22-25 at River Cree Resort in Enoch, Alberta (just west of Edmonton) on Treaty 6 Territory.**
- **Atlantic Links to Learning will be held from November 13-15 at Four Points by Sheraton in Moncton. This is a new event for 2018.**
- **BC Links to Learning will be held from November 19-21 at the Westin Bayshore in Vancouver.**
- **Cando is also working hard to finalize a few more exciting Links to Learning events for early 2019. We will make an announcement as soon as we can.**

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 all at the 25th national conference and/or one of the many regional events we have planned for the rest of 2018! See you soon!

25TH ANNUAL NATIONAL CONFERENCE & AGM

A National Platform Exclusively Focused on Excellence in Indigenous Economic Development

**Cando is pleased to announce its 25th Annual National Conference
“25 Years of Inspiring Success:
Empowering EDOs, Economies & Communities”
to be held on October 22-25, 2018
at the River Cree Resort, Enoch, AB.**

**This year’s conference will be co-hosted
by Enoch Cree Nation.**

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

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



What Can I Expect from the Cando Conference?

- Pre-Conference Professional Development Workshop
- Cando Accredited Training
- Conference Icebreaker Reception with Peace Hills Aboriginal Art Show and Sale
- Community Tour of Enoch Cree Nation
- Community Cultural Event
- Economic Developer of the Year Awards
- Trade Show & Artisan Show & Sale
- National Youth Panel
- Women in Business Panel
- Interactive workshops, keynote presentations & informative plenary sessions
- President’s Reception, Dinner & Dance

Who attends the Cando Conference?

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

Specifically:

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

What are the Benefits of Attending?

Bolster Your Professional Network!

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

Build Your Knowledge Base!

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

Catch Up With Trends!

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

Expand Your Resources!

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

Get Inspired!

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

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

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

www.edo.ca/conference/2018

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

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

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

ANCIENT SPIRIT, MODERN MIND

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.

To be eligible to enter this prize draw - all paid conference delegates will need to visit the Cando Trade Show and have their Trade Show Passports signed/stamped by each exhibitor. Once the Passport is completed - delegates will then drop off their Passports in order to be entered into the draw. Only paid conference delegates are eligible to win (Cando staff and board, stakeholders, sponsors and presenters are not eligible). The grand prize will be selected from all completed Passports received and will be awarded at the Presidents Dinner on Thursday, Oct. 25th. Winner must be present to claim prize!



huu ay aht

ANCIENT SPIRIT. MODERN MIND



KIIXIN

JOURNEY WITH OUR ANCESTORS

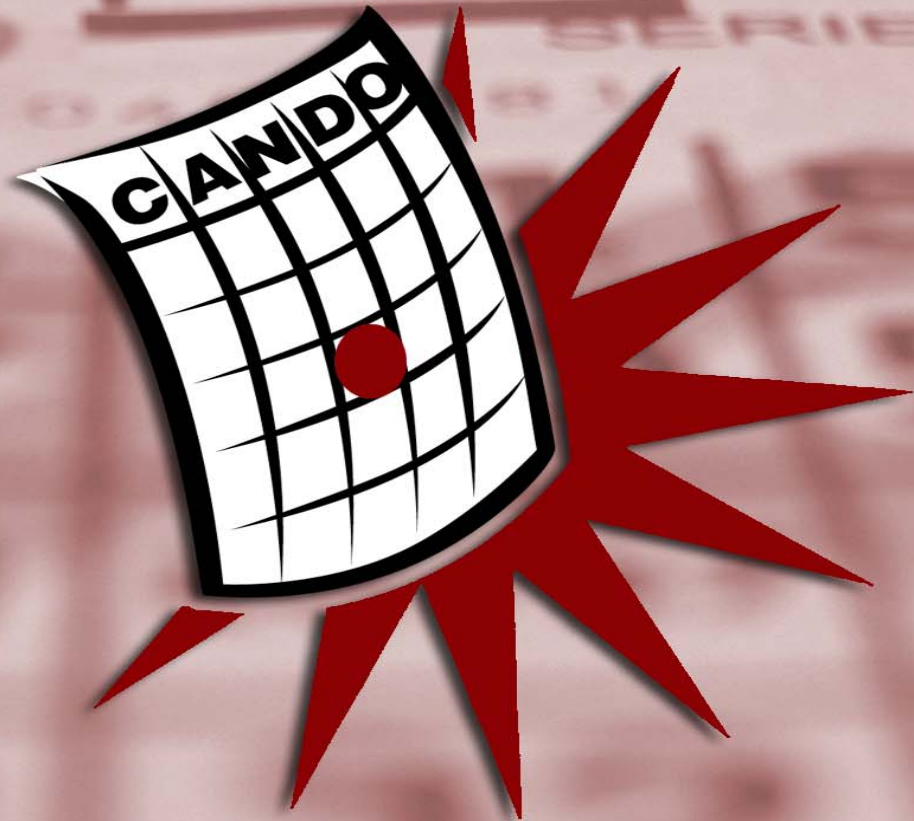


We fly there!



SKWACHAYS LODGE
ABORIGINAL HOTEL & GALLERY

Grey Eagle Resort and Casino & Tsut'ina Nation Prize Giveaway



To be eligible to enter this prize draw - all conference delegates and stakeholders will need to completely fill in their Cando Conference Bingo Card (found in your delegate package). The Bingo Card will require a signature, a keyword or code number for each square on the card (each square on the Bingo Card will advise you what is required). Once the Bingo Card is completed – delegates/stakeholders/sponsors will then drop off their Bingo Cards in order to be entered into this draw. Only paid conference delegates and registered stakeholders/sponsors are eligible to win (Cando staff and board are not eligible). The prize winner will be selected from all correct and completed Bingo Cards received and will be awarded at the Presidents Dinner on Thursday, Oct. 25th. The winner must be present to claim the prize!

Grey Eagle Resort and Casino and the Tsuut'ina Nation are proud to welcome the winners of the Grey Eagle Resort and Casino Vacation Package as VIP guests.

You and a guest will enjoy the following:

- 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 minutes from Calgary's downtown. Our beautiful, modern 4 Star Resort Hotel offers first-class services and amenities. We are located 30 minutes from Kananaskis Country, and only one hour from the Banff Park Gates making us an ideal destination for business and pleasure.

You and a guest will enjoy three Nights' Accommodation in the comfort of a 1 Bedroom King Suite at our hotel. You will also enjoy a complimentary daily breakfast buffet at Little Chief Restaurant.

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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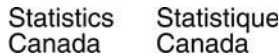
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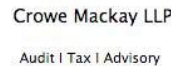
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Thank you to all of the stakeholders for Cando's 25th Annual Conference!

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

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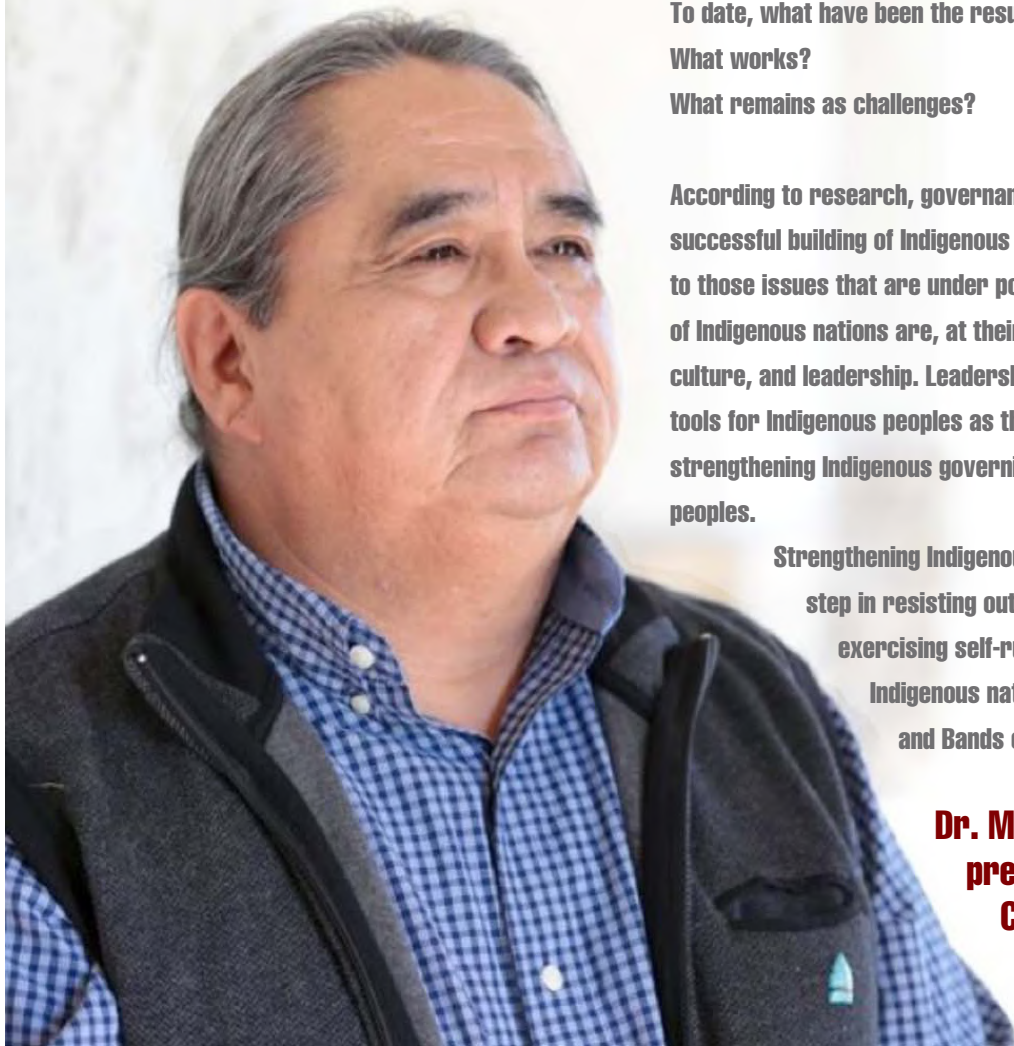
Elder support is also available for spiritual and cultural guidance at both our Edmonton and Wetaskiwin campuses.

And, our new Indigenous Student Centre offers a space for students to gather, study, and engage.

To learn more visit norquest.ca/Indigenous



Cando Conference Keynote Speaker Dr. Manley A. Begay Jr., Northern Arizona University



Hopes for the Future in the Age of Indigenous Nation-Building: Leadership, Governance, Culture, and Resiliency, Dr. Manley A. Begay Jr., Northern Arizona University - Harvard Project on American Indian Economic Development

The Royal Commission Aboriginal Peoples was established in 1991 and its work culminated in a report in October of 1996. It has been nearly 25 years since the RCAP investigated and proposed solutions to the challenges facing Aboriginal peoples.

To date, what have been the results?

What works?

What remains as challenges?

According to research, governance and leadership are keys to successful building of Indigenous nations, therefore, at least with respect to those issues that are under potential Indigenous control, the problems of Indigenous nations are, at their core, problems of self-governance, culture, and leadership. Leadership, governance, and culture are critical tools for Indigenous peoples as they rebuild nations, and for this reason, strengthening Indigenous governing systems strengthens Indigenous peoples.

Strengthening Indigenous governing systems is an important step in resisting outside control, asserting jurisdiction, and exercising self-rule. What are the key lessons from Indigenous nations in the United States, First Nations and Bands of Canada, and elsewhere?

Dr. Manley A. Begay Jr. will present his keynote at the Cando Conference during lunch on Tuesday, October 23rd.



On the way to a stronger future

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See how Indigenous communities are making a difference with the help of RBC® in this year's A Chosen Journey visit: rbc.com/achosenjourney



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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To learn more, please contact:

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Miranda Bear, Human Resource Officer
O'Chiese Business Centre



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CANDO – Congratulation on
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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 Enoch, Alberta from October 22–25, 2018. 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 Edmonton, AB - 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)

2017 National Youth Panel - Fredericton, NB



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

Deadline for nominations is June 30, 2018

Co-operatives First Continues to Offer Online Governance Course

By Sam Laskaris
Cando Contributor



Photo: Supplied

Kyle White, the Education and Engagement Lead for Co-operatives First

About 500 people from around the world have taken a free online governance course since it was launched this past October.

The course, titled Governance In Co-operatives, is offered by Co-operatives First, a Saskatoon-based organization whose mandate includes to help Indigenous and rural communities not only to grow but also thrive.

Those who sign up for the course will have the opportunity to learn about vital concepts in the governance of organizations. Case studies of co-operatives and corporations will be offered throughout the course.

The course was developed in partnership with the Centre for the Study of Co-operatives at the University of Saskatchewan.

Kyle White, the Education and Engagement Lead for Co-operatives

First, said the centre at the Saskatchewan university has a solid reputation globally.

“When it was offered it made sense folks around the world heard about it,” White said. “We had people from Europe, Asia, Africa and all across Canada take the course.”

Co-operatives First has a mission focused on increasing awareness of its ventures in Canada’s four westernmost provinces.

But since it is an online course, Governance In Co-operatives is offered to anyone, regardless of what country they are in.

Those who are interested in enrolling and taking the course can do so at any time. There are three ways to be a participant with the course.

Individuals can sign up whenever they wish and audit the course at their leisure. Or those who are keen to review the materials and also take tests on what they have learned can earn a virtual badge.

Continued on page 26.



Photo: Supplied

Paul Thompson, a research officer at the Centre for the Study of Co-operatives at the University of Saskatchewan

GOOD GOVERNANCE

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REWARD
YOURSELF WITH A BADGE OR CERTIFICATE OF COMPLETION

REGISTER NOW

GAIN THE TOOLS YOU NEED TO MAKE AN IMPACT. LEARN MORE AT CooperativesFirst.com/Governance

 **co-operatives first**

Continued from page 24.

Those who want to earn a certificate, however, must wait until this coming October when the course will be offered once again with a teacher-monitored segment.

The course instructor is Paul Thompson, a research officer at the Centre for the Study of Co-operatives at the University of Saskatchewan.

To earn a certificate individuals will not only have to complete various tests in the course but they must also take part in various discussion forums.

Those who work towards a certificate in the course will have modules made available weekly. White said about three hours of work is required (which includes listening to the modules) per week during the six-week program.

“The feedback we’ve received so far has been extremely positive,” White said of the course. “The content for this course is fairly directed to the specific topic of governance.”

White believes anyone interested in governance – or those looking to boost their leadership skills or knowledge – should consider taking the course.

That includes community leaders, elected officials, board members or those on steering committees.

Three key concepts will be looked at during the course. They are:

- 1) ensuring people work well together
- 2) creating a successful view of the future
- 3) building legitimacy

By providing actual case studies, the course aims to teach individuals how they can utilize similar circumstances when it comes time for decision-making processes in their own lives.

For more information on the Governance In Co-operatives course or to sign up for it follow the link here www.cooperativesfirst.com/governance/

ECONOMIC DEVELOPER OF THE YEAR AWARD



2017 Economic Developer of the Year Award recipients - Fredericton, NB



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, 2018

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



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Sharing Borders CEDI Partnership Highlight: Enoch Cree Nation and City of Edmonton

On April 7 a celebration of the relationship between Enoch Cree Nation and the City of Edmonton was held at Ford Hall in Rogers Place. Chief Billy Morin, Mayor Don Iveson, Enoch Cree Nation Council, Edmonton City Council, and the Youth Councils of the Enoch Cree Nation and City of Edmonton plus members of the public were in attendance.

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 2016, Enoch Cree Nation and City of Edmonton were selected to participate in the First Nation – Municipal Community Economic Development Initiative (CEDI). Enoch Cree Nation and the City of Edmonton have shared borders, and have been neighbours for over one-hundred years. Over the course of two years, three workshops, two public events and several working group meetings, Enoch Cree Nation and the City of Edmonton have established a strong partnership grounded by a Memorandum of Understanding (MOU), signed in 2017.

Relationship building and community engagement are key components of this CEDI partnerships. Through two elections, the Collaborative Working Group, made up of elected and staff representatives, has shown resiliency and commitment. Earlier

this year, on the one-year anniversary of the MOU, both communities celebrated the milestone with their councils, youth councils, members and citizens.

Not only has this partnership made significant progress in their government-to-government relationship, they have also addressed and increased their collective knowledge in order to collaborate on several joint initiatives. For one, they have established the Boundary Interface Protocols and Strategies (BIPS) which sets out protocols and facilitates the development of the borders of Enoch, Edmonton and Parkland County. BIPS will assist to facilitate services to Enoch, including bringing piped water to unserved areas of the reserve.

The Collaborative Working Group has pursued the potential to co-manage and explore a joint cultural tourism initiative through the Big Island-Woodbend Park; these parklands are within the City of Edmonton limits, and are meaningful traditional lands for the Enoch Cree Nation. In collaboration, Mayor Iveson, Chief Morin and other regional stakeholders have expressed their shared interest and support to the Ministry of Environment and Parks, Government of Alberta, and currently await further communication.



Mayor Don Iveson (left) with Chief Billy Morin (right) celebrating the one-year anniversary of the signing of the Memorandum of Understanding between the City of Edmonton and Enoch Cree Nation in March 2018.

Given the close proximity of Enoch Cree Nation and the City of Edmonton neighbourhood, Lewis Farms, and the fact that a sports facility is proposed for each community, the two communities met to share plans, information and timelines. In part, because of this transparency, the communities are able to ensure knowledgeable regional planning and create opportunity to maximize services to citizens on reserve and in city that are in proximity of each other's facilities.

By way of open and honest communication, it became increasingly clear that there is a great need for transit connection between the City of Edmonton and Enoch Cree Nation. In April, Councillor Scott McKeen, City of Edmonton, put forward a motion to City Council to explore transit connection to Enoch Cree Nation. Since then, Councillor McKeen and Councillor Wilsdon were invited to speak on CBC Radio Active to discuss the importance of this transit connection and how it fits in ongoing relationship building.

As well, the Collaborative Working Group continues to work together to further explore the potential for a joint housing initiative to meet the regional housing needs. Currently, both communities are working respectively to gather the necessary information and data to move this project forward; including, but not limited to: funding opportunities, land availability, and Enoch Cree Nation membership needs.

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

Our people are Maskekosak first, Enoch Cree Nation members first, but we also still feel that we are Edmontonians. The MOU and the partnership give us more ownership to work in a beneficial way. Our teams do work together, and I like the exposure they get at the municipal level at those tables of economic development. This gives those investors a lot of certainty and comfort in knowing that we can build relationships with other jurisdictions.

- Chief Billy Morin, Enoch Cree Nation

We've been neighbors with Enoch Cree Nation for more than a century, and yet it's only in the last few years that we've started to act like neighbors. I think the most important thing about the work we did is that we built relationships, built friendships, and we built trust.

- Mayor Don Iveson, City of Edmonton

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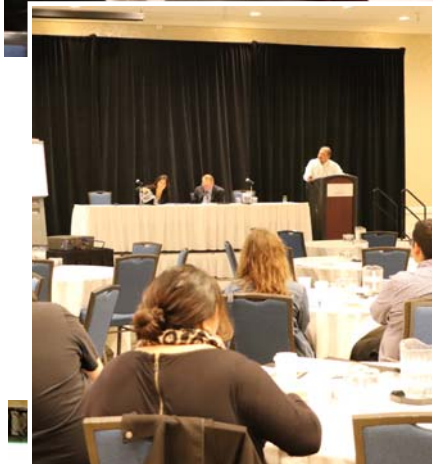
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Saskatchewan Links to Learning





All Photos: Paul Macedo



The third annual Saskatchewan Links to Learning took place at the Saskatoon Inn Conference Centre from September 25 to 27. This year's theme was 'Building on Resources'. More than 85 Land Management Officers and Economic Development Officers took part in the three-day event.

Links to Learning was supported by Indigenous Services Canada and was organized by Cando in partnership with Saskatchewan Aboriginal Lands Technicians and the Saskatchewan First Nations Economic Development Network.

Thank you to the many speakers that shared their experiences on issues that impacts economic development on Saskatchewan First Nations. The cultural showcase included drumming by Eyabay Singers and the dancers were lead by Lacey Albert and Donnie Spiedel. Musical entertainment was provided by New Horizon.

Special thanks to this year's event coordinator, Carmelle Nepoose and the event MC, Shaun Soonias. Hope to see you all again in 2019!

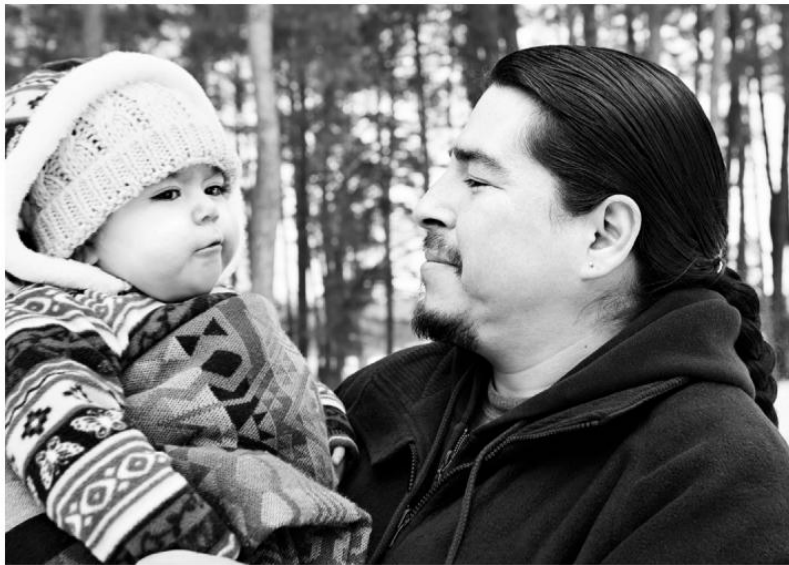
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Deanna Burgart

Veteran engineer now operates Indigenous-themed company



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



By Sam Laskaris
Cando Contributor

Ruth Chambers-Gee

Leduc woman has instrumental roles in racing company



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

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

Stantec Women in Business Panel

September/October 2018

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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 Ō. 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.



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

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Taylor Behn Tsakoza



**(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.



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

Shana Pasapa



**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 marital 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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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.

2018 National Youth Panelist

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.



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**

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Saige Arcand Boyce Campbell

**By Shari Narine
Cando Contributor**

“My ambitious spirit gets me into all types of roles, but I take every opportunity as a learning experience to attain new tools to add to my tool belt,” said Saige Arcand.

A quick glance at her present positions – community coordinator, youth empowerment facilitator, and makeup artist and beauty consultant – show exactly what Arcand means. She earned her Arts and Culture Management Diploma from MacEwan University, has an Advanced Esthetic and Makeup Artistry Diploma from Eveline Charles Academy, and took Creative Facilitation Training through Partners for Youth Empowerment, in Toronto. To top it all off, Arcand had a one-episode role in the TV series “Blackstone.” That she excels at everything she does is evidenced by her latest accomplishment: named by the Alberta Council for Global Cooperation to their annual Top 30 Under 30 list in 2018. The list recognizes young Albertans who are working to achieve sustainable development goals.

Right now, the 28-year-old mother of one and member of the Alexander First Nation, who grew up and resides in Edmonton, is working to launch an empowerment coaching business.

“My biggest career goal (is) to be able to provide support, encouragement and new skills for individuals struggling with reaching their full potential,” said Arcand.

Delilah Mah, who nominated Arcand for a position on Cando’s National Youth Panel, believes Arcand can do just that.

“Ms. Arcand exhibits exceptional leadership skills and is very proactive within the community. She is full of compassion and plays an active role – she is so sincere about helping others achieve their goals and bringing relationships with youth and women,” wrote Mah. “It is her story, her truth, her ambition, her passion, her humbleness and her optimistic attitude that makes her an exceptional role model.”

Arcand says she was “very humbled and grateful” to be nominated to the panel by Mah, who is one of her role models and mentors, which makes this nomination “so much sweeter.”

Arcand believes she has much to offer the panel, including her “very unique approach to business and I am really just pursuing the career path that sets my soul on fire.”

Arcand wants to be able to provide the support, inspiration and encouragement youth need to tap into their individual skills and gifts to reach their goals.

“To encourage all youth to dream big and use their past experiences which may be good or bad as fuel and drive towards their dreams,” she said.

**By Shari Narine
Cando Contributor**

Boyce Campbell is seeing success in his long term goal of creating a better relationship between financial institutions and Indigenous peoples.

“I’ve already started to bring together Indigenous businesses and the Bank of Canada so that Indigenous businesses can get their voices heard and for them to be included in discussions as how the bank can better serve them and their clients’ needs. I would like to expand on this as to be that bridge between organizations and Indigenous stakeholders,” said Campbell, who this September will begin his fourth and final year toward his Bachelor of Commerce degree from St. Mary’s University, in Halifax.

Campbell, 29, an Inuk from rural Labrador, worked as a research assistant this past summer for the Bank of Canada, in Halifax.

Campbell’s path to his commerce degree wasn’t a straightforward one. He is a decorated veteran of the Canadian Armed Forces. His service has taken him all over the world during his nine year career, including two seven-month tours overseas (one in Afghanistan with the Canadian Army and one in the Indian Ocean with the Royal Canadian Navy), and a two-month humanitarian mission in Haiti after Hurricane Ike.

He has also earned many scholarships and awards during his post-secondary career.

Campbell plans to take his mentorship program for banks and Indigenous stakeholders further.

“It will be open to all Indigenous peoples at first, and then my plan is to shift focus towards youth, and let their concerns and needs be the guiding voices towards how, and who, we serve,” he said.

Campbell says it “feels great” to be nominated for Cando’s National Youth Panel. He’s confident his unique path – coming from a rural community of 350 people, joining the army, travelling the world, and then pursuing post-secondary education – will serve him well on the panel.

“I feel I can share with others those life skills, and help other Indigenous youth that may be overwhelmed with the culture shock, change in scenery, and all the other feelings that accompany large life decisions, to see their potential, and see that there are people who’ve been in their shoes and have accomplished or are accomplishing the goals that they also aspire to attain,” he said.

As priorities, Campbell sets youth receiving guidance in order to accomplish their goals and discovering ways in which they can help their communities.

“I want Indigenous youth to be able to see their potential and to never question their worth,” he said.

2018 National Youth Panel Nominee

Sophia Elliott Skylar Gee

By Shari Narine
Cando Contributor

Sophia Elliott attributes her success to strong community, family and cultural values.

“During trying times in my life I made positive changes by finding strength from these three groups as well as within myself,” she said.

The 22-year-old from the Cowichan Tribes First Nations will be graduating from Vancouver Island University in the fall of 2019 with her Bachelor of Arts in Indigenous Studies. She then wants to apply for the Master’s in Community Planning program.

“I want to make a positive contribution as a community development officer or coordinator of sorts within my community,” said Elliott of her future career plans. She has already begun doing that volunteering in the VIU community in the Cousins Mentorship program, making herself available for incoming students and events held on campus.

“A prominent theme within my life in recent years has been self-determination at an individual level as well as a collective level. My experience demonstrates the positive outcomes that derive from the inclusion of traditional culture and language into a western academic setting,” she said.

Elliott’s strength in her culture is one reason why Natasha Brooks, student director with Cando, nominated Elliott to be a member of Cando’s National Youth Panel.

“Sophia has given me the gift of becoming more connected to my culture, something that has been hard for me to do. She has invited me to community gatherings, events, and to take part in canoe pulling. She has a natural ability to make people feel welcome and bring people together,” wrote Brooks.

Elliott says it was “an exciting feeling” to get the nomination. She believes she can contribute to the panel by sharing her experience of the path that her education has taken which intertwines cultural and community values with other Indigenous methodologies and ideologies.

Elliott says she wants youth to understand that they can persevere – as history has shown – and that they can maintain their language and culture, which keeps them grounded.

“I also hope to emphasize the importance of pursuing higher education not only to create a better future for themselves, but also to impact the people around them in a positive way,” she said. But in so doing, she adds, heritage must not be forgotten. “Our language and our culture connect us to our people and the land. Where we come from is part of who we are and embracing our roots gives us the strength we need to move forward together.”

By Shari Narine
Cando Contributor

It’s all about the racetrack for Skylar Gee. And is there any wonder? Both his father and his grandfather were race car drivers.

The member of the Champagne and Aishihik First Nation, Gee celebrated his 19th birthday this past March at the racetrack in Mesquite, Texas. He put in one of his most impressive runs during the Lucas Oil ASCS Sprint Car Dirt Series on opening night. To cap it off, he took the Hard Charger of the Night award as he moved up 14 positions.

And the successes continued when in July he became the second Canadian driver to win with the Lucas Oil ASCS finding success at the NAPA Grizzly Nationals at Gallatin Speedway, in Montana.

It’s no surprise, then, that Gee’s future career goal is to establish a professional team to employ himself and others to race with the World of Outlaws Sprint Car Series.

Gee splits his time calling Leduc and Dallas, Texas, home. In Leduc, his parents, Tim Gee and Ruth Chambers-Gee, operate Gee & Gee Racing Inc.

Gee was nominated to Cando’s National Youth Panel by his aunt, Elaine Chambers.

“It feels pretty cool. It’s something I wasn’t sure I would be nominated for,” said Gee.

But Chambers, who has followed Gee’s racing career as a fan at the track, thinks her nephew is a perfect fit.

“He is a young entrepreneur who wanted to follow his dream,” said Chambers. “He can offer other youth to follow your dreams and you can become what you want to do.”

Gee’s plan was to pursue racing as soon as he graduated from school. He even tried to quit school, recalled Chambers, but he wasn’t allowed to. Instead, he applied himself and finished high school early.

His goal-oriented and entrepreneur spirit showed through right away as in January 2017, he started getting his car and equipment ready and looking for sponsorship. Two months later, just before his 17th birthday, he and a co-worker hit the road in a Toader and 40-foot long trailer traveling throughout the United States racing in the ASCS National Tour. He put on over 50,000 miles the first year and won Rookie of the Year, finishing eighth. He was the youngest racer.

“Pretty amazing to go by himself out into the racing world,” said Chambers.

Gee wants to bring this experience to his position on the youth panel.

“I’m sure I can bring a few things to the table with places I’ve been,” he said.

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Davonna Kasook Tawnya Plain Eagle

By Shari Narine
Cando Contributor

The world is still full of possibilities for Davonna Kasook.

The 22-year-old Inuvialuit woman from Inuvik recently completed a two-year environment and natural resources technology (ENRT) diploma program and while she works as a remote sensing assistant for Natural Resources Canada, that's only the beginning. Her career aspirations include nursing or teaching or developing mental health initiatives for youth.

Kasook credits her wider outlook to having worked and volunteered after graduating from high school and while undertaking her post-secondary education.

She has also served as a member of the Inuvik branch of the Canadian Coast Guard Auxiliary and the Inuvik Ground Search and Rescue Team. This work, along with the ENRT program, has provided her with both traditional and scientific knowledge.

An opportunity to participate in a youth-led national mental health summit not only helped her personally – as she had struggled with her own mental health – but gave her the tools to return to her community and work against the stigma surrounding mental health.

It's what she has accomplished in both her post-secondary life and volunteer life that encouraged Jordan Norman-Goose to nominate Kasook to Cando's National Youth Panel.

"Her intellect exhibits a lot of potential for her as an individual and community member/leader. She is a very enthusiastic hard worker and has displayed a growing passion towards her education and helping the community and its residents," wrote Norman-Goose in his nomination letter.

Kasook says she was "extremely honoured" to be nominated.

"After I looked into it and learned what the purpose of this youth panel is, I felt very proud to know that my hard work and dedication to my fellow youth and to my own personal education was being noticed. It's a rewarding feeling to know that someone else wants you to be acknowledged for your efforts besides yourself," she said.

Insight from a northern perspective; traditional and scientific knowledge; passion; respect; confidence; positivity; and a desire to learn; are all things Kasook says she can contribute to the panel.

She believes strongly that youth need to be provided with learning opportunities for cultural reclamation and revitalization, along with opportunities for communication among Indigenous youth.

Education is also a priority, something Kasook credits her single mother for instilling in her. But education goes beyond formal training. It is about mental health and self-care, "sharing and instilling the importance based on personal experiences"; traditional knowledge; and making tutoring available at both elementary and secondary levels so youth can experience success.

By Shari Narine
Cando Contributor

"It is important that our own stories as Indigenous people are being told, especially by Indigenous people," said Tawnya Plain Eagle, who plans to start her own business where she can do just that.

The 24-year-old Piikani Nation member, who resides in Calgary, is in her fourth and final year of university at Mount Royal in Calgary where she is earning her Bachelor of Communications majoring in journalism. She already holds a diploma in digital communications and media from Lethbridge College.

"I find our own stories have always been watered down. I want to take my experiences and create a media outlet that focuses mainly on the nations that reside within Treaty 7 territory," said Plain Eagle.

That she feels confident she can attain her goal speaks strongly of the girl, who grew up in the city, was a minority in the classroom, had few friends, and struggled with racism. While she is still a minority in the university classroom, her confidence is "way higher." Now, she is a young woman who has interviewed politicians, speaks on panels, and talks in crowds.

"Tawnya focuses her journalistic efforts on telling positive stories about Indigenous people and trying to break away from negative stereotypes that are seen in mainstream media. Now that she is at a place where she can make a difference in her community, she uses that platform to tell positive stories of Indigenous people while confronting issues," wrote Katrina Shade, with Piikani Resource Development Ltd., who nominated Plain Eagle for Cando's National Youth Panel.

Plain Eagle says to be nominated is a "pretty amazing experience" and appreciates being seen as someone who is making a difference within her own community.

She holds that the journey she has taken – from shy girl to confident speaker – is an experience she can share with other members on the panel. Spending time with her grandparents on Piikani Nation, although she lived in Calgary, allowed her to maintain a strong connection with her culture and traditions.

Plain Eagle says it is important that youth have access to quality education and opportunities so they can find careers they can be passionate about.

"I want Indigenous youth to walk into the world with as much confidence as they can," she said. "There are a lot of talented youth in Indigenous communities. It would be nice for them to be given equal opportunity to live out their dreams and ambitions."

2018 National Youth Panel Nominee

Courtney Running Rabbit

By Shari Narine
Cando Contributor

Courtney Running Rabbit had no way of knowing that something as small as fingernails could give her such a big boost of confidence.

“My vision for IndigaNails was to create Native-custom designed nails that would aid women to feel proud, beautiful, and confident. I started this business earlier this year and it has opened many doors and opportunities,” said the 25-year-old member of the Blood Tribe, who lives in Calgary. She is recently married and the mother of a three-year-old boy.

Running Rabbit was invited to enrol in the Women’s Aboriginal BEST program hosted by Aboriginal Futures. Not only did she make valuable connections with other business women, but she formed a circle of support. With that newfound confidence, she has set the long term business goal of opening a nail bar or an Indigenous salon where she can work alongside other Indigenous women who are skilled aestheticians.

“I feel as though we do not have enough Indigenous women in this industry, especially the nail-tech artistry,” she said. “We have many youth who have artistic skills yet aren’t sure how to use them. In the future, I see myself teaching and training other young women and/or men who are interested in the art of nails.”

But Running Rabbit wants to go beyond training nail aestheticians. She wants to host self-esteem workshops, working with make-up and hair artists, to make youth feel “beautiful and confident about themselves and indeed help them believe in who they are so they, in turn, may attain their future endeavours.”

Running Rabbit says it “feels amazing” to be nominated 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.

“This nomination helps me believe in myself all the more, and to know that maybe I can inspire other youth entrepreneurs to have faith in themselves in whatever endeavours they want to accomplish,” said Running Rabbit.

She holds that her awareness of the struggles a young entrepreneur, especially an Indigenous woman, encounters in starting a business and the need to persevere make her a valuable asset to the panel.

For youth, Running Rabbit wants them to embrace what she refers to as the three “foundational elements”: self-worth, self-love, and self-respect.

“Knowing that we can achieve whatever we set our mind to and that we are always enough and realize how amazing we are as Indigenous people,” she said.

Ariel Waterchief

By Shari Narine
Cando Contributor

“Assisting individuals with their goals is a passion that I have always held. I would like to develop my skills and my network to continue being a part of many different projects that help develop Indigenous peoples’ skills and qualifications,” said Ariel Waterchief.

Waterchief, 26, is a member of the Siksika Nation and presently resides in Calgary. She is in her third year of study for the Bachelor of Technology degree online with Thompson Rivers University. She hopes to earn her Masters in Business Administration in the future.

When she finishes her schooling, Waterchief plans on working in the field of Indigenous economic development and employment program creation. She also wants to operate her own business, which focuses on one of her other passions: avionics. In 2017, Waterchief earned her Avionics Engineering Technology diploma and she wants to couple that with her entrepreneur spirit and open an approved facility for avionics equipment.

Along with completing university classes, Waterchief operates Bake-Ari, a small business on the Siksika Nation, where she designs, bakes and delivers cakes. In Calgary, she works with Community Futures Treaty Seven, serving as coordinator for both the business symposium and Alberta Indigenous Green Employment Program.

It’s this driven, hard-working attitude that had Norma Wolfchild, from Blood Tribe Economic Development, nominate Waterchief to Cando’s National Youth Panel.

Waterchief is “excited to be considered for this great opportunity” on a panel that she thinks is essential in supporting the continued development of Indigenous youth. She also feels she can play an important role on that panel, with her experiences providing insight and helping youth find their path.

“I have had many, many hardships and struggles throughout my life but I have always remained focused on gaining anything that I can from each experience,” she said. “I work each day to be a role model to my community and to my peers alike but also work alongside them to help them succeed.”

Waterchief sets education, responsibility and happiness as her top three priorities for youth. Education, she says, comes both formally and informally and comes through listening. Responsibility means taking ownership of decisions and understanding that responsibility is commitment.

“Happiness is the key to moving forward in life, especially for myself. Being dedicated to your aspirations can hold tough when you are not taking your happiness into consideration. Dream the ‘impossible’ dream if it makes you feel like that is where you were meant to be,” said Waterchief.

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Rasevych earning praise for various First Nations economic and business projects

Jason Rasevych Individual EDO Award Finalist



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.

His efforts have also led him to be one of four nominees 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 will be announced at the Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

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.

2018 Economic Developer of the Year Awards

**By Sam Laskaris
Cando Contributor**

Many Heads spearheading various projects on the Siksika Nation

**Tom Many Heads
Individual EDO
Award Finalist**



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

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First Nation booming in New Brunswick thanks to multi-faceted centre

Madawaska Maliseet First Nation Community Economic Developer Award Finalist



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.

As a result, it comes as little surprise the Madawaska Maliseet First Nation has been nominated for Cando's community of the year.

"It's actually an honour to be nominated for this award," said Patricia Bernard, who has served as the Chief of the First Nation since 2013. "We're a small community but we're quite proud of our accomplishments so far."

Cando, the organization which promotes Indigenous economic development across Canada, also annually recognizes recipients in the economic development officer of the year and Aboriginal Private Sector Business categories.

All of the 2018 winners will be announced at the Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

The most notable venture undertaken in recent years on the Madawaska Maliseet First Nation was the building of the Grey Rock Power Centre, which opened in 2003.

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, is expected to be completed by late this year or early next year. 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."

Other businesses are also being sought for the property.

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.

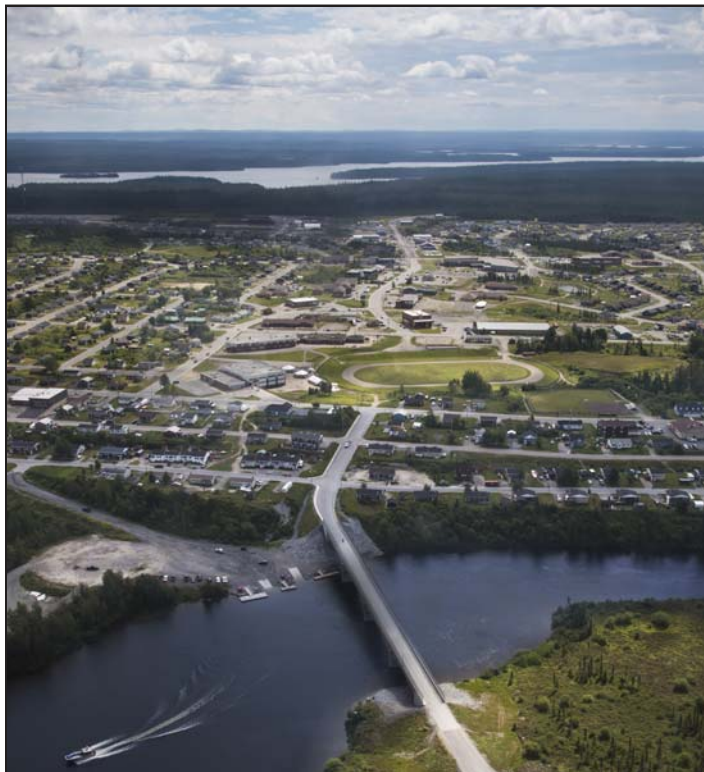
"It's been a long sort of vision for the community," Bernard said. "Previous administrations have had this vision all the way back to the 1970s."

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.

2018 Economic Developer of the Year Awards

Mistissini looking to become premier tourist destination

**Cree Nation of Mistissini
Community Economic Developer
Award Finalist**



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

**By Sam Laskaris
Cando Contributor**

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 will be announced at the Cando Conference, scheduled for Oct. 22-25 in Enoch, Alta.

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.

Shecapio 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.

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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**



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.

2018 Economic Developer of the Year Awards

Yukon Motel and Restaurant is key employer in community

Yukon Motel and Restaurant Aboriginal Private Sector Business Award Finalist



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.

**By Sam Laskaris
Cando Contributor**

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 previous owner also 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."

As it turns out the Kremers have done a fantastic job operating the Yukon Motel and Restaurant.

In fact, their venture has been nominated in Cando's Aboriginal Private Sector Business award.

Cando, a Canada-wide organization that promotes Indigenous economic development, also has categories for economic development officer of the year and community of the year.

The 2018 winners for all categories will be announced at the Cando Conference, which is scheduled for Oct. 22-25 in Enoch, Alta.

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 11-18, work at the business.

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."

2018 Economic Developer of the Year Awards

Joanna Bernard: EDO also serving as CEO of economic development cor- poration for First Nation in New Brunswick



While continuing to serve as the EDO of her First Nation, Joanna Bernard is also the CEO of the Madawaska Maliseet Economic Development Corporation.

**By Sam Laskaris
Cando Contributor**

A good chunk of the credit for the fact New Brunswick's Madawaska Maliseet First Nation is thriving can be directed Joanna Bernard's way.

That's because the 55-year-old has held a number of key positions that have contributed to moving her First Nation forward.

Since 1995 Bernard has held been the economic development officer for her First Nation. Then in 2001 she served a two-year term as a Madawaska Maliseet councillor followed by a 10-year run as its Chief.

Bernard was not able to continue being Chief since she became the CEO of the Madawaska Maliseet Economic Development Corporation (MMEDC) in 2013, a position she still holds.

"The corporation is separate from the First Nation and no political affiliation is allowed," Bernard said.

Bernard's accomplishments are being recognized by the fact she has been nominated as Cando's economic development officer of the year.

She is one of four nominees for this accolade from Cando, the national organization that promotes Indigenous economic development.

Nominees have also been named in two other categories – community of the year and Aboriginal Private Sector Business.

Continued on page 66.

Greg Finnegan: CEO quickly turns around for- tunes of First Nations corpo- ration in Yukon village



The economic corporation in Mayo, Yukon is thriving thanks to the efforts of its CEO Greg Finnegan.

**By Sam Laskaris
Cando Contributor**

Greg Finnegan's decision to respond to a newspaper ad has paid off handsomely for a First Nation based in Yukon.

Finnegan was a semi-retired data scientist who was also battling cancer a couple of years ago when he saw an advertisement that the Na-Cho Nyak Dun Development Corporation (NNDDC) was seeking board of directors. The corporation is the business arm of the Na-Cha Nyak Dun First Nation located in the Yukon village of Mayo.

"By the end of the first meeting, they had me running the company," said Finnegan, who was hired as the corporation's interim managing director and then quickly promoted to acting CEO.

Finnegan was then officially appointed as NNDDC's CEO this past April.

In his two years with the corporation, Finnegan has managed to drastically turn around its fortunes. Prior to his arrival NNDDC was suffering financial losses. Within a year the corporation was making money. And thanks to Finnegan's leadership there are now about 50 companies that have revenue sharing agreements or partnerships with NNDDC, a significant increase from the nine businesses when he was brought on board.

For his efforts, Finnegan has been nominated as Cando's economic development officer of the year. Cando is the national organization which promotes Indigenous economic development.

Continued on page 66.

2018 Economic Developer of the Year Awards

By Sam Laskaris
Cando Contributor

Siksika Nation finds business partners outside its own borders

It often pays to think outside of the box.

Or in the case of officials from Alberta's Siksika Nation, outside their own borders.

Those in charge of the Siksika Resource Development Ltd. (SRDL), which promotes all economic development and investment for the First Nation, are earning praise these days for some of their business ventures outside of the community.

Tom Many Heads, who has served as the CEO of the SRDL since 2010, said his organization wants to continue to assist existing and new business ventures on the Siksika Nation. But it has broadened its horizons to partner with others outside of the community.

"We believe that's where we going to make our biggest returns," Many Heads said of investment projects located outside of the Siksika Nation boundaries.

Earlier this year it was announced that the SRDL had bought minority interest (42.5 per cent) in three British Columbia-based hotels owned by the Pomeroy Lodging LP.

The SRDL bought into existing hotels located in Kelowna and Fort St. John and another one which is expected to open its doors this October in Prince George.

The SRDL also has a 50 per cent equity partnership with a pair of Alberta facilities, which are scheduled to open in September. They are the Calgary Airport Westin Hotel and Conference Centre and the West Edmonton Four Points and Element Hotel and Conference Centre.

In part for the progressive thinking from those who run SRDL affairs, the Siksika Nation is one of this year's Cando nominees for community of the year.

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

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

Many Heads believes it's rather logical for the SRDL to be investing in projects that are not necessarily on the Siksika Nation.

"On the whole we believe we are making good progress," he said. "And the community is behind it."

Many Heads added the thought of the SRDL buying interest into various hotels, not only in Alberta but in other provinces as well, first surfaced a couple of years ago.

"We wanted to look at potential hospitality partners to see who was willing to partner with us," he said.



The Siksika Resource Development Ltd. now has a number of investment partnership deals with hotels including this one located in Kelowna, B.C.

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Joanna Bernard

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All winners will be announced at the 2018 Cando Conference. This event, which will be staged in Enoch, Alta., is scheduled for Oct. 22-25.

Bernard didn't mind relinquishing her Chief duties in order to become the CEO of the MMEDC.

"After 10 years my (younger) sister Patricia was ready to go," she said.

Patricia Bernard, a former councillor, has served as Chief for the Madawaska Maliseet First Nation since 2013.

One of the reasons the First Nation, located adjacent to the city of Edmundston, is booming these days is because of the Grey Rock Power Centre, which opened in 2013.

The massive facility is located beside the Trans-Canada Highway and includes one of Atlantic Canada's largest truck stops.

The facility also features the Grey Rock Entertainment Center, which includes a casino, bingo hall, café and a sit-down restaurant.

Earlier this year the First Nation announced it would also construct a hotel and conference centre next to the casino.

Meanwhile, other existing businesses at the centre include a Ford dealership, The Brick furniture store, Tim Hortons, a seafood restaurant and a food court with a Burger King, Subway and St-Hubert.

Besides building the hotel and conference centre, Joanna Bernard said her First Nation has no plans to slow down its economic growth.

"We have 70 acres to lease," she said.

Greg Finnegan

Continued from page 64.

The group also annually hands out awards in community of the year and Aboriginal Private Sector Business categories.

The 2018 winners will be announced during the Cando Conference, which will run Oct. 22-25 in Enoch, Alta.

Finnegan is not surprised to see NNDDC enjoying its share of successes these days with various ventures.

"We've done very well," he said. "But did I mention that we have a gold mine and a silver mine here?"

True. But that does not explain why the corporation was not flourishing prior to his arrival.

"I don't want to discredit anybody that was here before," he said. "Maybe they just didn't have the right personalities for the job."

Making the right contacts and working extremely hard has helped Finnegan achieve plenty of success.

"We just kept mining those opportunities to use a local joke," he said.

Though mining does drive the Yukon economy, Finnegan realizes it's also rather important to diversify and explore other economic ways of moving the NNDDC in a positive direction.

"We keep moving forward week after week and month after month with small progress," he said.

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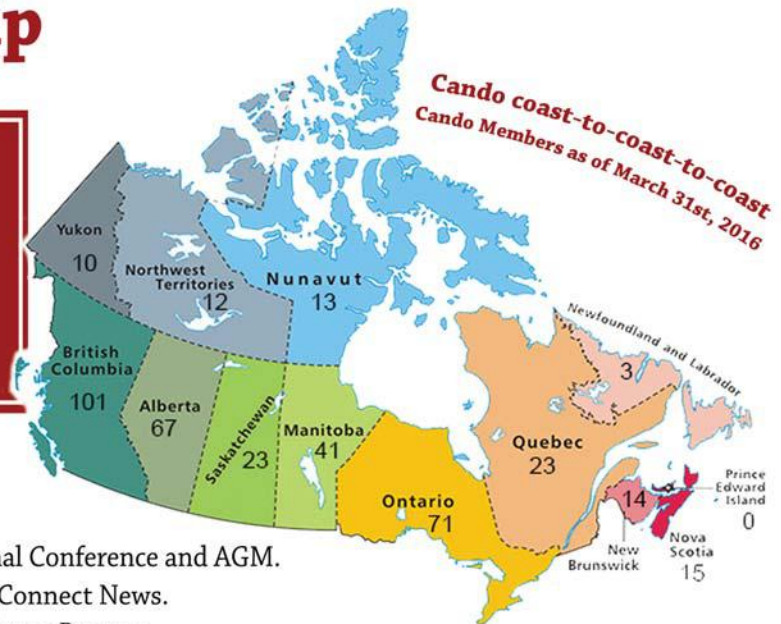
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UPCOMING WEBINARS

TechDev101: Building Your Innovation Community

Tuesday, September 18, 2018 • 10:00-11:00am PDT

Presenters: Steve Thomson and Cindy Pearson (Capasiti Consulting), and Beth Gallup (Under the Sun Consulting Corp).

Before you start spending effort to attract innovative companies to your community, start with bringing together companies and leaders who already exist in your community. In many B.C. communities there are already a surprising number of sole entrepreneurs and remote workers. Join our TechDev101 team to explore how you can uncover and unleash the power of community to boost your innovation ecosystem.

To register: bit.ly/Sept18-5

Community Readiness for Rural Connectivity

Thursday, September 27, 2018 • 10:00-11:00am PDT

Presenters: Colleen McCormick and Ivan Rincon, NetworkBC

What does it mean to be "ready" for connectivity? How can a community demonstrate there is a strong case for support from government or industry to invest in expanding or improving Internet services? In this webinar, we'll discover a model for showing how connectivity relates to the broader subject of community sustainability. We'll also look at how infrastructure intersects with community needs to create positive value and return on investment. Finally, we'll explore tools and supports to help communities advance their connectivity goals.

To register: bit.ly/Sept27-5

TechDev101: Benchmarking Your Innovation Ecosystem

Wednesday, October 3, 2018 • 10:00-11:00am PDT

Presenters: Steve Thomson and Cindy Pearson (Capasiti Consulting), and Beth Gallup (Under the Sun Consulting Corp).

How do you know if your community is on the right track to developing a healthy innovation ecosystem? During this webinar, we'll explore different methods to evaluate the current and potential strengths, weaknesses, and opportunities of innovation in your local economy. This information can help your community develop a vision, strategy, and plans to turn innovation into an engine of job creation and prosperity.

To register: bit.ly/WebinarOct3-5



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UPCOMING WEBINARS

Social Enterprises

Tuesday, October 16, 2018 • 10:00-11:00am PDT

Presenter: Kristi Fairholm Mader, Scale Collaborative

Social enterprises: what are they, and how do they benefit local economic development in B.C. communities? Learn about the “trifecta” of social enterprises, social procurement, and social finance, and hear about the unique challenges and opportunities for social enterprises as part of a community’s economy. After this webinar, you’ll be able to identify how a local government or economic development agency can help to create a supportive environment for social enterprises that serve the economic needs of the community.

To register: bit.ly/Oct16-5

Supporting Business Succession in Your Community

Tuesday, November 6, 2018 • 10:00-11:00am PST

Presenters: Darrell Goertzen, Venture Connect

Small business numbers are declining in all regional areas of the province except for the lower mainland. There is a coming wave of “Boomer” retirements that will call for communities to rally creatively to maintain services and vibrant business districts through the transition. It takes a village to support the successful transfer of a business to a new owner. Is your community ready to provide that support? In this webinar, we’ll discuss how local economic development practitioners can facilitate business succession by ensuring the right supports and resources are in place.

To register: bit.ly/Nov6-5

BC Ideas Exchange Story Showcase: Targeted Industry Strategies

Thursday, November 22, 2018 • 10:00-11:00am PST

Presenters: Joan Miller (INFilm), Cheryl O’Connell (North Island College), Stephen Wu (Invest Surrey)

Targeted industry initiatives are a common ingredient in many communities’ economic development strategies. There are many creative options to encourage growing industries to do business in your community, such as growing the skilled workforces that companies need. In this webinar, we’ll delve into the stories of two targeted industry strategies: the BC Film and TV Crew Training Program at North Island College and Invest Surrey’s Advanced Manufacturing and Innovation Economy Labour Market Development Strategy.

The BC Ideas Exchange Story Showcase brings real-life examples of successful initiatives to your desktop, giving you a chance to ask questions and talk peer-to-peer about economic development topics.

To register: bit.ly/Nov22-5

Economic Development Strategic Planning

Tuesday, December 4, 2018 • 10:00-11:00am PST

Presenters: Marc von der Gonna and Kathy Lachman, Regional Economic Operations (Ministry of Forests, Lands, Natural Resource Operations and Rural Development)

Using the [Strategic Planning Toolkit](#) as a foundation, we’ll explore, in-depth, a handful of stages in the strategic planning process. Participants will be encouraged to think about their own economic development strategy process and share their experiences of what has worked (and what hasn’t).

To register: bit.ly/Dec4-5



Donny Spiedel
at Saskatchewan Links to Learning



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