


cando 

# CONNECT

JUL/AUG 2021 | Vol. 8 No. 2

magazine

*Moving Indigenous Economies Forward*



**CEDI's Newest  
and Final  
Phase II  
Graduates**

**4th Annual  
Economic  
Development  
Youth Summit**

# ECONOMIC DEVELOPER OF THE YEAR AWARD

\$10,000 - Winner  
\$5,000 - Second  
\$2,500 - Third  
\$1,000 - Fourth  
\$500 - Fifth  
\$500 - Sixth  
\$500 - Seventh

Know an outstanding  
Economic Development Officer  
creating impact in their community?

Nominate an outstanding  
Cando Certified EDO today!

2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!



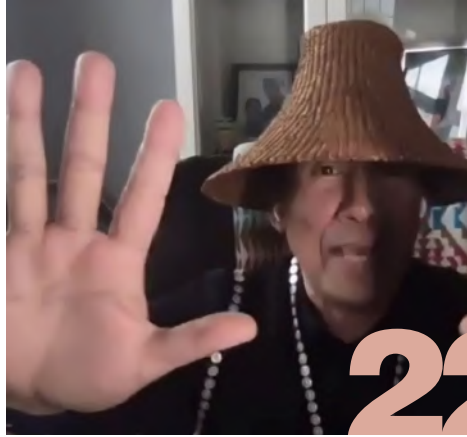
## Recognize! Celebrate! Honour!

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.

**The 2021 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!**

**The nomination deadline is July 31st, 2021.**

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



## Inside Connect:

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**Cover image:**

Bobby Hunter, Powwow dancer at 2021 Economic Development Youth Summit  
photo still from video shot by Trevor Boller

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

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

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

## 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 October 2021. 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

### 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)

2019 National Youth Panel - Gatineau, QC



*Be sure to visit our website to learn more and nominate today!*  
**Deadline for nominations is July 31, 2021**

# Where has summer gone?

As COVID restrictions are being relaxed, staff, management and board at Cando hope that everyone reading this, along with their loved ones, continues to stay safe and healthy and exercise precautions. All of Cando staff and management are now fully vaccinated and we encourage everyone, who is able, to also get vaccinated. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

The **4th Annual Economic Development Youth Summit** was held virtually August 9 thru 13, 2021. Youth delegates as well as speakers and presenters from across Canada participated in the 5-day event from the comfort and safety of their homes/offices. We hope to return to in-person events for 2022. For full coverage of the event plus a showcase of the winning groups, check out pages **10-17**.

The **28th annual Cando National Conference and AGM** will be an in-person event to be hosted by the Whitecap Dakota First Nation at their new Dakota Dunes Hotel (south of Saskatoon, Sask.) but has been postponed until May 2022.

The **8th Annual BC Links to Learning Virtual Event** was held virtually May 3 & 4, 2021. Cando partnered with the National Aboriginal Lands Managers Association, the First Nations Lands Management Resource Centre, and Indigenous Services Canada to develop and deliver this online training event. For full coverage of the event, check out pages **22-30**. For event session recordings and presentation materials, please visit: [www.links-to-learning.ca](http://www.links-to-learning.ca)

The **Links to Learning Webinar Series** will continue through the fall and winter. Cando will continue to deliver skills development opportunities for its members via this weekly series. The Links to Learning Series delivers content every Tuesday. In addition, a weekly Innovate BC Wednesday Webinar series will be delivered for the balance of 2021. These webinars continue to be free to Cando members, thanks to a generous support from CIBC & Innovate BC.

Please visit the [www.edo.ca/links-to-learning](http://www.edo.ca/links-to-learning) for a full schedule of upcoming webinars.

After five-years (2016 – 2021), the **First Nation – Municipal Community Economic Development Initiative (CEDI)** Phase II has come to a close. Shuswap Indian Band – District of Invermere, Dene Tha' First Nation – Town of High Level, and Yellowknives Dene First Nation – City of Yellowknife are the final three partnerships to complete the CEDI program in Phase II. Each one of these partnerships has strengthened their relationship and advanced at least one joint community economic development initiative. Read more on pages **34-39**.

Fortunately, CEDI has received confirmation of funding support from Indigenous Services Canada to continue with a CEDI Phase III (2021 – 2025) and will open the application process to interested First Nation – Municipal partnerships in September. Application information will be announced very soon! Check out: [www.edo.ca/cedi](http://www.edo.ca/cedi) for the latest information on the CEDI Phase III intake.

Looking forward to seeing you in person soon!

# 5 things Indigenous entrepreneurs should know about exporting

Indigenous small- and medium-sized enterprises (SMEs) are one of the fastest-growing business segments in Canada. They create jobs and increase wealth in their communities while contributing to the broader Canadian economy. Indigenous nations were traders long before the arrival of the first European settlers, and this natural, entrepreneurial trading spirit is just as strong today.

Exporting is a proven means to sustained growth, but it can be daunting. Indigenous entrepreneurs often face significant barriers in securing financing and accessing working capital, and navigating government policy, trade rules and logistics.

Export Development Canada (EDC) is committed to helping Indigenous businesses overcome these barriers. As international risk experts, we equip you with the tools—trade knowledge, financial solutions, equity, insurance, and connections—to grow your business with confidence.

To get you started, here are five things you should know about exporting and how EDC helps.

## 1. Exporting isn't just for large companies.

You may associate exporting with large, multinational companies. But even micro businesses can be exporters if they sell goods and services to customers outside Canada. All it takes is one sale to the United States.

Before you dip your toe into international waters, you should research your business's global potential and learn more about exporting. Sign up for a free **MyEDC** account at [edc.ca](http://edc.ca) to get access to expert-led webinars, articles, and other helpful information about growing your business internationally.

## 2. Companies that export outperform those that don't.

Exporting can be an effective strategy to build a sustainable business. As



**Todd Evans, National Lead - Indigenous Exporters, Export Development Canada**

Canada represents less than 2% of the global market, it makes sense that exporting companies have higher potential than domestic-only businesses. By expanding beyond Canadian borders, you can increase your customer base and generate higher revenues—an average of 121% more than non-exporting companies.

## 3. You can insure your sales to reduce risk.

Every time you send a shipment or provide a service, you take the risk that you won't get paid. With **EDC Select Credit Insurance**, we can mitigate that risk: If your customer doesn't pay, we will. We work with businesses of all sizes to insure a single contract as low as \$5,000 or multiple contracts worth up to \$500,000 each. Until the end of 2021, EDC Select Credit Insurance is available to all Canadian businesses, whether your customer is in Canada or abroad. Most financial institutions will also extend

credit against your insured receivables, providing you an additional source of business funding.

## 4. International trade agreements provide tremendous benefits for exporters.

The Canada-United States-Mexico Agreement (CUSMA) encourages the three countries to increase commercial opportunities for SMEs owned by under-represented groups, including Indigenous Peoples. For smaller companies, the CUSMA includes a provision that makes handcrafted Indigenous textiles and apparel duty-free. The Canada-European Union Comprehensive Economic and Trade Agreement (CETA) gives Canadian exporters preferential access to one of the world's largest economies.

Want to learn more about putting these agreements to work for your business? EDC's trade advisors can provide free customized answers to your trade-related questions.

## 5. EDC is here to support you.

If you're interested in exporting, you don't have to go it alone. We'll partner with you to help your business grow through global trade.

We work closely with the Canadian Council for Aboriginal Business (CCAB), the Business Development Bank of Canada (BDC), Global Affairs Trade Commissioner Service (TCS) and other partners to deliver programs and solutions to help you manage the risks of selling outside Canada.

**For more information on how we can support your exporting journey, call a trade advisor at 1-800-229-0575, or visit [edc.ca/indigenous-business](http://edc.ca/indigenous-business).**

Export  
Development  
Canada





## EDC WEBINARS

### **New! Building a global brand: Strategies for Indigenous-owned businesses**

Learn how to build a global Indigenous brand identity to help your company thrive internationally.

**Watch it on demand.**

[edc.ca/indigenous-business](https://edc.ca/indigenous-business)



4C Farms  
Cowessess First Nation  
Saskatchewan



# You're invested in your business So are we

As Canada's leading agriculture and food lender, FCC is proud to lend money and provide resources to Indigenous entrepreneurs, economic development corporations and First Nations communities.

Learn more at [fcc.ca/Indigenous](https://fcc.ca/Indigenous)

DREAM. GROW. THRIVE.





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“

**After my CESO mentorship, I put together funding proposals, which came back with successful results.**

Marissa Mercurio, CESO Client

**CESO works with Indigenous communities in Canada to build capacity and foster economic growth.**

Grow your business or organization with CESO's virtual mentorship and advisory services. At no cost to eligible clients, services cover areas such as funding applications, innovation and business development.

Learn more at [ceso-saco.com/canada](https://ceso-saco.com/canada)



CESO gratefully acknowledges financial support from Indigenous Services Canada.

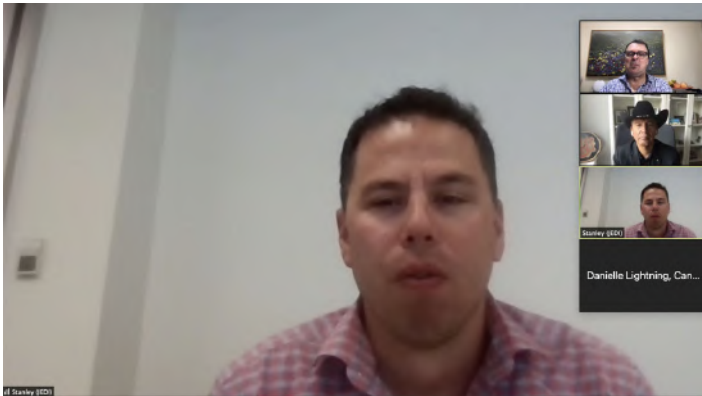
# 2021 Virtual Youth Summit



**The 2021 Youth Summit is always a hi-energy event – particularly when it's hosted by Stan Wesley.**



**Elder Rick Lightning was on-hand to welcome delegates and speakers and start the event in a good way.**



**Cando President and Board member for New Brunswick and PEI, Stanley Barnaby welcomed youth delegates.**



**Cando Executive Director, Ray Wanuch delivered opening remarks on the importance of the event on the future of Indigenous communities.**



**Cando Student Director, Aubrey-Anne Laliberte-Pewapisconias shared her experience as a previous youth summit delegate in 2019.**

The 2021 Economic Development Youth Summit was held from August 9 – 13. The event was virtual utilizing the Whova app as well as zoom due to the continuing safety risks of the COVID19 pandemic. All youth delegates, speakers/presenters, mentors and judges participated without having to leave their communities.

To be eligible to participate, youth must have been between 18 and 30 years of age and completed the application form plus submit an essay demonstrating the skills and unique perspective they would bring to the event. They were also to include their expected potential take-aways from the experience.

There were also several cultural and musical performances - all made possible through the generous event partnership with RBC and Western Economic Development plus several additional sponsors!

# 2021 Virtual Youth Summit



Above: A screenshot of Day 1 of the 2021 youth summit delegates, speakers and presenters.

Defining Economic Development and Community Economic Development

Trevor Cootes  
Southern British Columbia Director  
CANDO Economic Development Youth Summit  
August 9-13, 2021

cando  
economic development



Above: Trevor Cootes, Cando Board member for Southern B.C. and one of the Youth Summit judges, explains the role of Economic Development Offices and the impact of economic development on the health and well-being of Indigenous communities. Trevor also explained what the judging panel was looking for in the group presentations. The judges had the difficult task of determining which group of delegates was most effective at developing and communicating their 5-year Strategic Plan to develop the economy of a fictional First Nation community given the community strengths, weaknesses, opportunities and challenges. The judges were very impressed by the quality of the presentations which made the final decisions that much more difficult. Thank you to the 2021 Youth Summit judges!



# The best way to support a community is to be a part of it.

At the heart of every community, you'll find organizations fueled by committed people who are passionate about building a better future for us all. We are inspired by our friends at **Cando** and their continuous efforts to strengthen Indigenous economies by providing programs and services to aspiring Economic Development Officers.

[www.rbc.com/futurelaunch](http://www.rbc.com/futurelaunch)



# Thank you to the 2021 Youth Summit Partners and Sponsors:

In Partnership with:



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



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## Gold



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## Silver



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## Bronze




# 2021 Virtual Youth Summit Presentations

## Vision Statement

To provide a roadmap for the future of the Sockeye River Cultural Development Centre site that benefits the members of Sockeye River First Nation and the broader community through economic development, cultural experiences, wellness services, and outdoor recreational centres. Sockeye River Cultural Development Centre will create a vibrant community that unites the people with the land.



Respect - Collaboration - Authenticity - Healing



## Site Overview

- Rezone a set number of acres to support camping
- Easy access to and from highways and existing roads
- Small river runs through the most right section
- There is already adequate residential and commercial zones being met


Respect - Collaboration - Authenticity - Healing


## SWOC Analysis

Strengths	Opportunities
Slope accommodates hiking	1 in 4 visitors to BC seeks a cultural experience
River to support hydro	1 in 3 visitors to Canada seeks a cultural experience
BC area sees less harsh winter conditions	Location
First Nation Community has its own unique culture & traditions	Indigenous tourism is a booming sector
Weakness	Constraints
Small community	Budget
Winter activities pose issues for Elders or those who do not enjoy outdoors in the colder months	Seasonality

Respect - Collaboration - Authenticity - Healing




## Proposal - Artisan/Business Plaza





- Office space for rent and lease
  - Developed office space along main entry road
  - Option for a restaurant(s)
  - Parking lot
  - Office space open for primarily indigenous owned businesses but will accept others

Respect - Collaboration - Authenticity - Healing



## Phase 3

### Community Core: Social Housing, Community Centre/Daycare/Gym, Gas Bar

## ision for the Business Hub?

Will be designed to support the growth, expansion and scale-up of Indigenous businesses. Serve as a culturally and technologically rich hub for Indigenous entrepreneurs. Indigenous Entrepreneurs will have access to business skills training, centralized resources, collaborative workspaces, rental desks and a traditional lodge for hosting meetings and events. The Hub's dedicated programming will address gaps in economic opportunities for Indigenous peoples and promote inclusive economic development, while creating a portal for Indigenous companies and communities across the region.






## Community Guidance

Elements from each Plan and Agreement are encompassed in the following projects

- 1 Comprehensive Community Plan
- 2 Land Use Plan / Comprehensive Land Claim Agreement
- 3 Chief and Council Strategic Plan
- 4 Bylaws and BCR's

9:36am 08:15

## COMMUNITY ENGAGEMENT

DISCOVER DEFINE DEVELOP DISCUSS DELIVER

Review Research, Sharing Circles, Interview Meetings  
 Goals, Themes, Priorities  
 Culturely Appropriate, Sustainable Business Plan, Resilient Operating Model  
 Conceptual Design, Partnership Opportunities, Program offerings  
 Leverage partnerships and funding

Good Food Box, BC Food Systems Network

COMMUNITY ENGAGEMENT, SWOT ANALYSIS, TIMELINE, BUDGET

## Vision Statement

"Vision of FLORA LODGE is to embrace community connection while developing our nation for future generations to prosper and flourish"

## Site Layout

Waterway, Slopes, Roads + Parking lot, Trails, Buildings, Longhouse (Education Centre), Large art piece, Festival area, Camping ground, Corn maze

## Cannabis is a Medicine

The main focus of our lodge is Cannabis because it is a natural medicine. We are honouring cannabis as a medicine, and asking people to join in celebration by enjoying the plant and learning about it in a traditional indigenous perspective.

By creating a Cannabis centered lodge it provides us with opportunity to help heal trauma and addiction in a safe environment with trusted elders, knowledge keepers and community members.

## Phased Development

**Pre Phase (6 months)**

- Environmental assessment
- Roads/Parking
- Power, Sewage, Energy
- Running water

**Phase 1 (Year 1-2)**

- Park 2 hiking trails (easy/hard)
- Office
- Park
- Trailer lots (10)
- 2 Bathrooms
- Parking lot
- Noise barrier; hedge line

**Phase 2 (Year 3-4)**

- Restaurant (moved into the main office space)
- New office space
- 2 shops (rental) indigenous entrepreneurs
- Pool
- Moved 5 trailer lots to other side

**Phase 3 (Year 5)**

- Green house (served in restaurant)
- 6 cabins (removed 5 trailer)

## Conclusion


This will provide our community with a wide array of employment opportunities such as labourers, carpenters, hospitality, customer service, and tourism etc.

Not only will we provide our community members with training and job opportunities but also promotes awareness about our culture to other surrounding municipalities. Moving away from the silos (working behind closed doors) and working in partnership with surrounding area.


# 2021 Virtual Youth Summit Results

## First Place : 7 Generations Corp.


### Development Team




**Tristen Schneider**  
Economic Development Officer




**Samuel Mcleod**  
Elder/Youth



**Kassidy Yockey**  
Project Champion




**Niquita Thomas**  
Environmental Officer




**Adrienne Crow Shoe**  
Lands Manager/Councilor


Respect - Collaboration - Authenticity - Healing




## Second : Mayshkootaatan




### Meet our Team







**Lori Nash**




**Kyra De La Ronde**



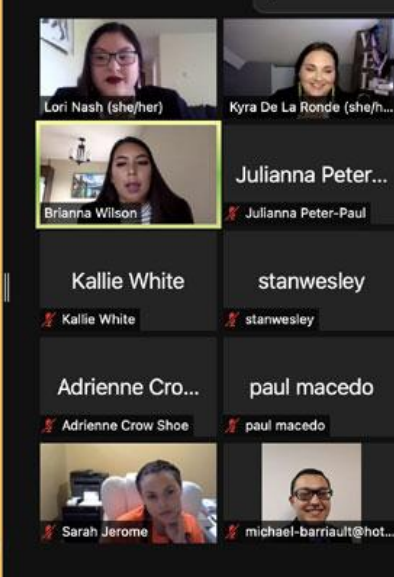
**Brianna Wilson**



**Joshua Whiskeyjack**



**Sara Fontaine**





# Third : 4 The People



**Alyse** Elder/Youth  
**Chelsey** Lands Planner  
**Robyn** Community Champion  
**Michael** Economic and Environmental Officer



# Fourth : REZpactful Aunties



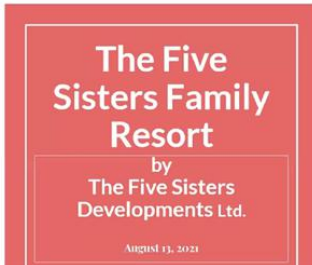
**Our Team**

- Ruby Bruce – Economic Development Officer
- Kallie White – Lands Manager
- Julianna Peter-Paul – Environmental Officer
- Kiara Genereux – Councilor
- Ashley Douglas – Elder
- The REZpactful Aunties – Project Champions

REZpactful Aunties



# Fifth : 5 Sisters





# Top 5 Benefits of An Accelerator Program



Did you know that startups graduating from accelerator programs have a 23% higher survival rate than their counterparts? Mentoring and coaching are foundational to accelerator programs. Entrepreneurs benefit from 'been there-done that' expertise which translates into success.

It doesn't matter what stage your startup is at, whether you're searching for product-market-fit, launching your product or landing your first customer, we're willing to bet you'd love to reach your goals as soon as possible. And that's exactly what an accelerator program helps you do: fast-track progress.

In this article, we'll cover the top 5 benefits of accelerator programs:

1. Speed up your progress
2. Grow your network
3. Gain clout and investor attention
4. Decreased costs and exclusive perks
5. Avoid costly mistakes

## Accelerator Types

Accelerator programs can be fixed-term, cohort-based programs that support early-stage, growth-driven companies through education, mentorship, and financing. But not all accelerator programs are the same. There are three main types of accelerator programs:

- **Open Innovation Programs** invite startups to set up shop at a large corporation. Through this partnership, startups receive financial resources and guidance.

- **External Corporate Accelerator Programs** partner companies with third-party accelerators for the purpose of getting funding. Integration opportunities and collaboration are generally provided in return.

- **Innovation Outposts** are a dedicated physical office staffed by innovation professionals. Their primary job is to do market analysis and identify new trends, and based on this research, they create innovation programs.

At Innovate BC, our accelerator program falls into the external corporate accelerator programs.

And good news – you can access the program from anywhere in BC. Our program—the Venture Acceleration Program—is delivered throughout the province of BC by delivery partners in different regions. If this sounds like something you might be interested in, keep reading to uncover the top 5 ways joining an accelerator program will benefit your startup.

Learn more about the Venture Accelerator Program:  
<https://www.innovatebc.ca/programs/mentorship/>

Continued on page 20.

# **Get Funding. Connect with Experts. Launch Your Idea.**

Innovate BC is a one stop service centre to connect innovators and businesses with B.C. government funding, tools, resources and support.

We are proud sponsors of CANDO and their initiatives.

Visit [innovatebc.ca](http://innovatebc.ca) to learn more.

**innovate BC**

# Benefits of An Accelerator Program

Continued from page 18.

## **Benefit #1: Speed up your progress**

You'll have an expert work with you on your business plan, prototyping, marketing, etc. to set you up for success.

Since you've got a coach guiding you through the process of starting and growing your business, you're cutting out the time it would take to learn these things on your own. Not to mention the cost associated with countless phases of trial and error. You'll learn where and how to best allocate resources and have your business turning a profit much sooner than if you were to go it alone.

## **Benefit #2: Grow your network**

Accelerator programs are hot spots for up-and-coming tech companies. By being a part of one you'll also be part of a community of entrepreneurs and founders. Entrepreneurs need to find partners, customers, employees and other players to help them build their businesses. Getting the chance to talk to peers who have faced similar challenges and learn how they overcame them is crucial to success. According to Co-Founder and CEO of Techstars, David Brown, companies emerge from accelerator programs and do truly amazing things when their founders have been able to leverage the value of the associated network.

## **Benefit #3: Gain clout and investor attention**

Investors are drawn to accelerators in the hopes of discovering the next, big innovation. And many attend the demo days. This is where you showcase your company for an audience. From the investor's point of view, they're more

likely to see a return on their investment when a startup has benefited from the expertise of someone who has successfully launched their own company. A recent article from the Harvard Business Review cited a comparison between graduates of top accelerators with similar startups who instead raised angel funding. What they found was that the accelerator graduates were more likely to receive their next round of financing significantly sooner.

## **Benefit #4: Decreased costs and exclusive perks**

Did you know that a lot of accelerators include office space as part of their program? If you need a workspace but don't have the funds to rent an office, this is an excellent benefit of accelerator programs. This will often look like a coworking space with boardrooms available for booking. But there are also private offices and labs available at some of these tech and innovation hubs. This is one example of how you can decrease overhead costs. You can also access services the accelerator offers at volume rates and access equipment or hardware by sharing instead of buying.

Also, many large service providers partner with accelerators to help them offer programs that are tailored for small businesses. We're talking about programs like Microsoft for Business and HubSpot for Entrepreneurs. Program participants are given access to their suite of software, business and marketing tools at a significantly discounted rate.

## **Benefit #5: Avoid costly mistakes**

We've come full circle, and it bears repeating, the foundational component

of accelerators is 'been there – done that' experience. There's a reason why startups who graduate from accelerator programs have a 23% higher survival rate than their counterparts.

The ability to lean on resources that have been through it before to gives you:

1. Line of sight
2. A safe space to talk about what keeps you up at night
3. An outlet to clear up mental space and reduce anxieties
4. Time and energy saved by not having to grind through problems on your own

But most of all, working with an expert helps you avoid costly mistakes. Imagine reducing the amount of trial and error while starting your business or launching your new product. That's a significant cost savings. Instead, you'll get advice from someone who can tell you how to do it right from the get-go. Don't forget about the revenue you'll gain by being able to get to market sooner.

## **What's Next?**

Did you know that there's a network of tech accelerators in BC? The BC Acceleration Network offers all of the above benefits to your tech startup and can be accessed from almost anywhere in the province.

Innovate BC oversees the BC Acceleration Network and the delivery of the accelerator program. We want to ensure all entrepreneurs and innovators across the province have access to this resource so together we can continue to grow strong businesses and a prominent BC innovation economy.

Learn more about the BC Acceleration Network and apply today: <https://www.innovatebc.ca/programs/mentorship/>



# RELEVANT CERTIFIED

PROFESSIONAL AFFORDABLE  
INDIGENOUS  
INNOVATIVE ACCESSIBLE  
TECHNICIAN FLEXIBLE

## Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

## How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – [carmelle.nepoose@edo.ca](mailto:carmelle.nepoose@edo.ca)

If you are living in or east of Ontario, please contact Anita Boyle – [anita.boyle@edo.ca](mailto:anita.boyle@edo.ca)

## What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

## What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

**More information: [www.edo.ca/certification](http://www.edo.ca/certification)**



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

Presented by Cando, National Aboriginal Lands Managers Association, First Nations Land Management Resource Centre and Indigenous Services Canada.



# LINKS TO LEARNING 2021

Links to Learning is a technical training forum which provides a range of skills development and other learning opportunities for First Nations Lands Management Officers and Economic Development Officers from across British Columbia.

**When: May 3-4, 2021**

**Where: Virtually online**

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### **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.

**The 2021 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!**

**The nomination deadline is July 31st, 2021.**

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





# BC Links to Learning Agenda

## MONDAY - MAY 3, 2021

8:30 - 9:00 am	OPENING REMARKS- Master of Ceremonies - Stan Wesley
9:00 am - 10:15 am	Workshops 4X
10:15 am - 10:45 am	HEALTH/NETWORKING BREAK
10:45 am - 12:00 pm	Workshops 4X
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:45 pm	KEYNOTE SPEAKER - Tewanee Joseph
1:45 pm - 2:45 pm	Workshops 3X
2:45 pm - 3:15 pm	HEALTH/NETWORKING BREAK
3:15 pm - 4:15 pm	Workshops 3X

## TUESDAY - MAY 4, 2021

8:30 - 9:00 am	OPENING REMARKS - Master of Ceremonies - Stan Wesley
9:00 am - 10:15 am	Workshops 4X
10:15 am - 10:45 am	HEALTH/NETWORKING BREAK
10:45 am - 12:00 pm	Workshops 4X
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:30 pm	Cultural Showcase
1:45 pm - 2:45 pm	Workshops 3X
2:45 pm - 3:15 pm	HEALTH/NETWORKING BREAK
3:15 pm - 4:15 pm	Workshops 3X
3:15 pm - 4:15 pm	CLOSING



# 2021 BC Links to Learning - Welcome



Opening Welcome: Stan Wesley, BC Links to Learning - Host and MC



Opening Welcome: Elder Bob Baker, Squamish Nation



Opening Remarks: Leona Irons, Executive Director - National Aboriginal Lands Managers Association



Opening Remarks: David Russell, Director for Lands and Economic Development - Indigenous Services Canada (BC Region)



Opening Remarks: Meko Nicholas, Executive Director -



Opening Remarks: Raymond Wanuch, Executive Director - Cando

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**TOLL FREE:** 1.877.682.3300



# 2021 Partners



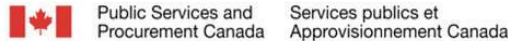
# 2021 Collaborators



# 2021 Gold Sponsors



# 2021 Silver Sponsors



# Welcome Delegates



Indigenous Services  
Canada

Services aux  
Autochtones Canada



Day 2 Welcome: Stan Wesley, BC Links to Learning - Host and MC

Workshop: James Roach NALMA

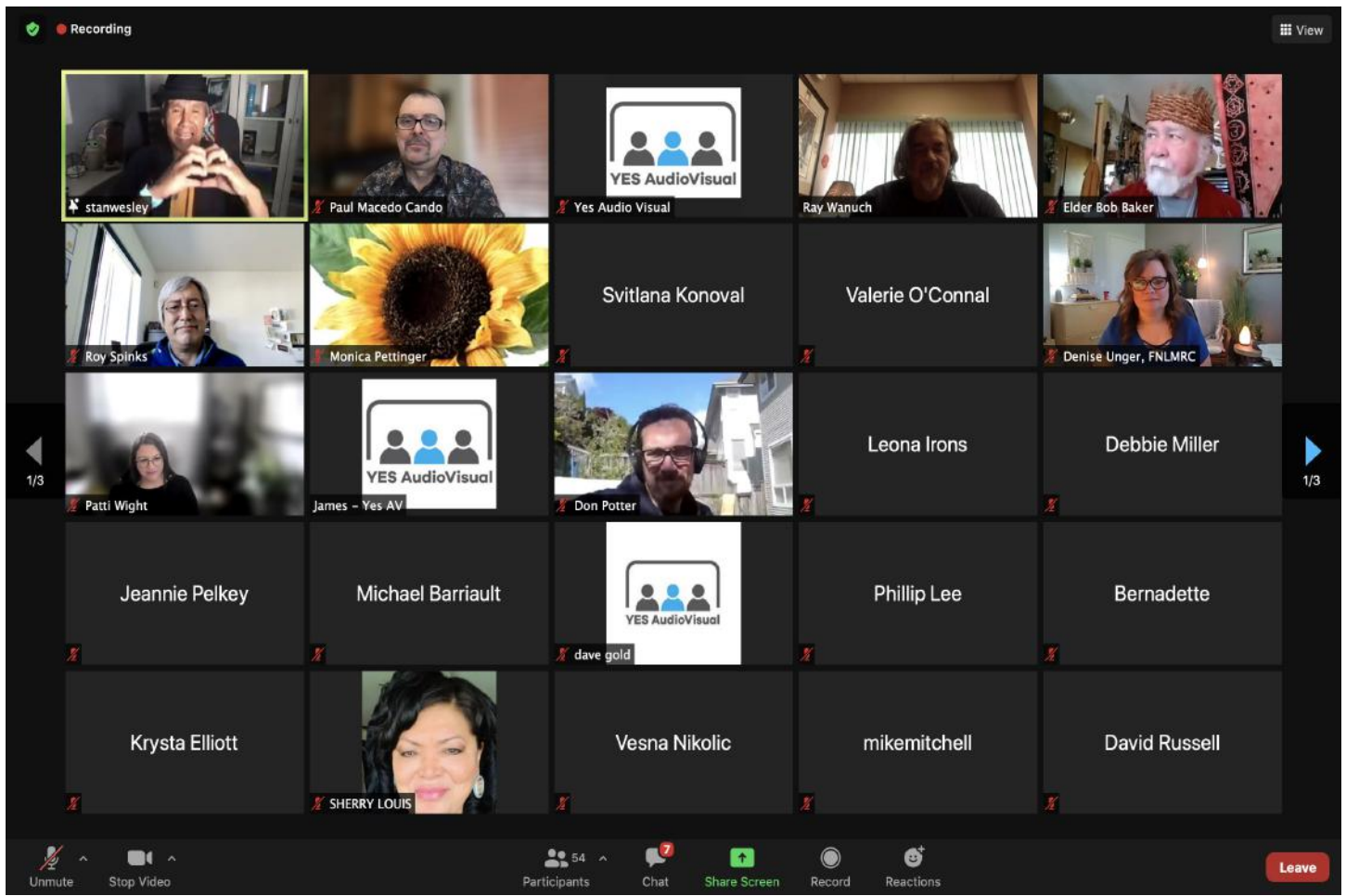
Workshop: Dr. André LeDressay, Tulo Centre of Indigenous Economics

Workshop Connectivity: Sandra Wear, Innovate BC - Moderator

Workshop: Ken Tourand, NVIT - Board Governance



Luncheon Keynote: Tewanee Joseph, Indigenous Tourism BC



The 8th Annual BC Links to Learning event saw more than 150 delegates and speakers participate over the two days. Many came together to share a moment at the end of Day 2 to reflect on what they learned and to express their hope to attend the next event in-person in the not-too-distant future.



Closing comments: Raymond Wanuch, Executive Director - Cando



Closing comments: Stan Wesley, BC Links to Learning - Host and MC



**Closing Remarks: Elder Bob Baker, Squamish Nation thanks all delegates and speakers for their contributions to a successful training event.**

**NIEEF** | National Indigenous Economic  
Education Fund

**YOUTH OPPORTUNITIES**

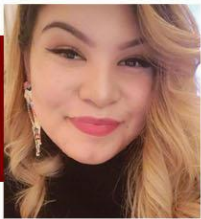
## National Indigenous Economic Education Fund (NIEEF) Scholarships

NIEEF is Cando's charitable organization which grants annual scholarships to Indigenous students studying in a field related to economic development. To be eligible, students must be attending or currently enrolled in a program at a post-secondary institution, and must be a Cando student member.

Preference will be given to students enrolled in one of Cando's Accredited Institutions.

**In 2021 NIEEF will be awarding four scholarships each worth \$2,000.**

**This includes the new 'Plains Midstream Canada - NIEEF Scholarship' to be awarded to one successful applicant based in Alberta.**



**Jana Sasakamoose**

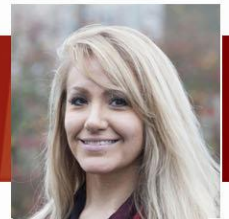


**Chase Soosay**

**2020  
NIEEF  
SCHOLARSHIP  
RECIPIENTS**



**Michelle Francis-Denny**



**Tasha Brooks**

**The deadline to apply for a NIEEF Scholarship is July 31, 2021.**

**More information: [www.edo.ca/youth/nieef-scholarships](http://www.edo.ca/youth/nieef-scholarships)**

# building brighter futures

Bursaries, Scholarships, and Awards



## CIBC NIEEF Scholarships

This award will be distributed annually to a first-year Indigenous student who is studying in a four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development.

## CIBC NIEEF Scholarships

This award will be distributed annually to Indigenous students who are studying in a two-year diploma program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED.

## CIBC NIEEF Scholarships

This award will be distributed annually to an Indigenous student who is studying in any year of a two-year diploma or four-year degree program studying in the fields of: Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED. This student will receive the CANDO funds and the matched funds and the successful candidate will only be eligible for this specific award once.



**Program of Study:** Business Administration/Economics, Business Finance, Business Management, Natural Resources or Community Economic Development  
**Level of Study:** Entering first year of a four-year degree program

**Two Awards: \$10,000 per year for up to 4 years per student**

**Program of Study:** Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

**Level of Study:** Two-year or four-year program.

**Four Awards: \$5,000 per year for up to 2 years per student**

**Program of Study:** Business Administration/Economics, Business Finance, Business Management, Natural Resources or CED

**Level of Study:** Any year of a two-year or four-year program.

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

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

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

# building brighter futures

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August 1  
November 1

# NOVEMBER 1

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





# RELEVANT CERTIFIED

PROFESSIONAL AFFORDABLE  
INDIGENOUS  
INNOVATIVE ACCESSIBLE  
TECHNICIAN FLEXIBLE

## Who are certified Indigenous Economic Development Officers?

Cando's Certified Indigenous EDOs are key agents of change in their communities, they are working professionals who are committed to demonstrating best practices in Indigenous economic development that result in wealth creation, employment and other beneficial opportunities for their communities.

## How do I start?

At Cando, we recognize and value education in its forms, the best way to begin is to contact a Certification Coordinator.

If you are living in or west of Manitoba, please contact Carmelle Nepoose – [carmelle.nepoose@edo.ca](mailto:carmelle.nepoose@edo.ca)

If you are living in or east of Ontario, please contact Anita Boyle – [anita.boyle@edo.ca](mailto:anita.boyle@edo.ca)

## What is the cost?

It depends on an applicant's education background, however there is no cost to apply, and Cando will not charge any fees until your application is approved for certification.

## What if I don't have any prior education?

We recommend you apply to one of our accredited programs, provided by institutions across the country, where you could graduate with a TAED certification and a university/college degree/diploma.

If you're unsure how to apply to an accredited program, a Certification Coordinator can help you with that process as well.

**More information: [www.edo.ca/certification](http://www.edo.ca/certification)**

# **CEDI's Newest and Final Phase II Graduates:**

**Shuswap Indian Band – District of Invermere,  
Dene Tha' First Nation – Town of High Level, and  
Yellowknives Dene First Nation – City of Yellowknife.**

**After five-years (2016 – 2021), the First Nation – Municipal Community Economic Development Initiative (CEDI) Phase II has come to a close. Fortunately, CEDI has received approved funding from Indigenous Services Canada to continue with a Phase III (2021 – 2025) and will open the application process to interested First Nation – Municipal partnerships early this fall. Stay tuned for more information!**

**Shuswap Indian Band – District of Invermere, Dene Tha' First Nation – Town of High Level, and Yellowknives Dene First Nation – City of Yellowknife are the final three partnerships to complete the CEDI program in Phase II. Each one of these partnerships has strengthened their relationship and advanced at least one joint community economic development initiative. Following is a brief overview of each partnership's shared journey and stories of success while participating in the CEDI program.**

**[www.edo.ca/cedi](http://www.edo.ca/cedi)**



**SIB and DOI elected officials and staff at the socially-distanced signing of the Friendship Agreement.**

### **Shuswap Indian Band – District of Invermere, BC**

Since beginning with CEDI in 2018, Shuswap Indian Band (SIB) and the District of Invermere (DOI) have shown incredible enthusiasm to work together. Elected officials and senior staff from Shuswap Indian Band and District of Invermere, and the Columbia Valley Community Economic Development Officer create a small yet dedicated Working Group. Upon completion of the CEDI program, the partnership identified the need for ongoing third-party support, and together jointly hired a Partnership Coordinator to support with their ongoing meetings, workshops and community events.

Over the past three years, SIB and DOI have prioritized learning about one another's history and culture, specifically making Indigenous cultural learning a core element of their emerging relationship. Following a thorough project selection process, this partnership chose to explore community connectivity to symbolically and physically connect their communities with a safe and accessible pedestrian crossing over the Columbia River. Leveraging the CEDI Capacity Building grant, SIB and DOI jointly applied for and were successful applicants of the *BC Active Transportation Network Plan Grant*. In March 2020, they hired a consultant to complete a Joint Active Transportation Network Plan (JATNP).

While the JATNP includes options for regional trail system connection, the SIB – DOI partnership will prioritize their shared vision to connect their two communities and economic centres with a safe active transportation crossing over the Columbia River. In early January 2021, both Shuswap Indian Band and District of Invermere councils endorsed the JATNP and in February, they welcomed (over Zoom) twenty-two local and regional stakeholders interested in regional active transportation and trail development to learn about the JATNP and to identify potential benefits, collaboration opportunities and to share lessons learned. In the coming year, SIB and DOI will complete additional community engagement, environmental, geo-technical, archeological studies, detailed design concepts, and will work to identify funding sources.

Through fifteen months of COVID-19 restrictions, this Working Group, along with their full Councils met over Zoom to meet many goals and program milestones, including the design their Friendship Agreement. In order to engage their communities in this process, the Working Group made a call for artists to submit their interest and artwork to accompany the written aspect of this Friendship Agreement. A winning art submission was selected and integrated into the Friendship Agreement, which both Councils passed in resolution.

**Continued on page 38.**



**DTFN – ToHL elected officials and staff at a CEDI Workshop.**

**Dene Tha’ First Nation – Town of High Level, AB**

Since beginning with CEDI in 2018, Dene Tha’ First Nation (DTFN) and Town of High Level (ToHL) have shown a strong commitment to their partnership and the CEDI process in spite of progress delays due to challenges of geographic distance (Dene Tha’ has three communities: Bushe River, Meander River and Chateh), wildfire and pandemic emergencies. This partnership has a dedicated Working Group, including both Chief and Mayor, other elected officials, and senior staff from both communities. Together, in response to the regional challenges and needs, they have prioritized the following joint community economic development initiatives: waterline and wastewater infrastructure, a joint regional emergency plan and multi-use facility (recreation and emergency evacuation).

Over the past three years, DTFN and ToHL elected officials and staff have participated in five joint workshops, two of which happened online due to COVID-19 restrictions. These communities persevered and continued to meet online in order to advance their partnership goals and take advantage of the CEDI program support. While elected leaders and staff worked to adapt and meet online, COVID-19 limited the partnership’s opportunities to meaningfully engage and share the partnership progress with community members. This is a key priority for the partnership in the coming 6 months.

Three sub-committees were established in October 2019, one for each of the joint initiatives listed above, inclusive of subject-matter experts from each community and other regional stakeholders. Each sub-committee has made impressive progress on their respective joint initiative(s).

**Waterline + Wastewater Infrastructure Sub-Committee:** With clear and practical goals, this sub-committee has:

- Completed the water service agreement between DTFN and the Town of High Level and expanded from the original discussions to ensure that the newest residential development at Bushe River is serviced.
- Completed construction the east end of the waterline connection project, connecting the waterline between the Town and a centralized area in Bushe River.
- Completed a wastewater infrastructure feasibility study, funded by ISC – Alberta Region; feasibility study is now complete and in process of being presented to councils.
- Agreed to run a force main for wastewater back to High Level from Bushe River in order to address a potential issue with excess wastewater on Bushe River reserve. This benefits the Town as well as the outlying industrial developments will now have this service.

**Continued on page 38.**



**YKDFN and CoYK elected officials and staff participate in a drum dance at the CEDI Graduation Workshop.**

### **Yellowknives Dene First Nation – City of Yellowknife, NWT**

Beginning with CEDI in April 2019, Yellowknives Dene First Nation (YKDFN) and the City of Yellowknife CoYK) were chosen to participate in a two-year accelerated model of the CEDI program based on their capacity to develop a sustainable partnership and a shared interest to develop a Joint Economic Development Strategy.

YKDFN and CoYK elected officials and staff have several reasons to be proud, over the course of the past two years (15 months of which was during the pandemic), they have made progress on strengthening their relationship and advancing a joint economic development strategy. Together, elected officials and staff participated in four joint workshops, maintained a successful collaborative Working Group, revised their outdated Memorandum of Understanding, and created a shared vision statement and partnership tagline:

**Shared Vision:** Three communities working in harmony towards a sustainable, healthy and prosperous future with mutual respect in the spirit of reconciliation, honouring connection to land and creator, stronger together.

**Tagline:** With the beat of the drum, three communities, one heart. Eyets'ehxà t'à godzeè etĕ, Kòta tai, Godzeè ɓĕ

Together, they became successful co-applicants of CanNor funding, created RFP process and Terms of Reference to hire a consultant, and co-managed a consultant to create a Joint Economic Development Strategy (JEDS). Over the course of several months, including community and business engagement in all three communities of Ndilo, Dettah and Yellowknife, the JEDS was developed. The JEDS includes the following three strategic directions: Local Business and Entrepreneurship Support; Workforce Development; and Tourism. The JEDS was presented to YKDFN and CoYK councils in February; both tentatively approved the JEDS and requested that a Joint Economic Development Strategy Committee, including senior administrative and economic development staff (and Council from YKDFN) from both communities be established and, the JEDS Committee should create an implementation plan.

Supported by the CEDI team, the JEDS Committee was established in March and have since developed Terms of Reference for the committee, identified an implementation plan template, and undertaken a detailed review and prioritization exercise of the JEDS proposed action.

**Continued on page 38.**

## CEDI: Shuswap/Invermere

Continued from page 35.

On October 13<sup>th</sup>, 2020, the Shuswap Indian Band Chief and Council and District of Invermere Mayor and Council and their senior staff, gathered on the banks of the Columbia River to sign this agreement. Since they could not bring their two communities together to celebrate due to COVID-19 health and safety concerns, the signing was livestreamed and recorded so that community members and regional partners could witness this milestone.

Since the JATNP is only one of many possible joint initiatives, with three years of experience working together, the partnership created a Joint Strategic Plan for their partnership for the next five years. This plan includes four strategic objectives and detailed action and is in the process of council review and resolution. With their enthusiasm, strong Working Group with ongoing third-party support, guidance from their Friendship Agreement and Joint Strategic Plan, these two communities are on track for a long-term partnership with tangible community economic and social development outcomes.

## CEDI: YKDFN/CoYK

Continued from page 37.

Using a CEDI scoring matrix template, the JEDS Committee co-created scoring criteria, critically reviewed and revised the JEDS actions as proposed in the Joint Economic Development Strategy, and then scored those ten actions.

Over the coming months, with support from Dillon Consulting, the JEDS Committee will work to populate the implementation plan, before presenting it to YKDFN and CoYK councils.

In summary, after two-years of support from the CEDI program, this partnership is well-positioned with a Joint Economic Development Strategy and draft implementation plan, a solid JEDS Committee with Terms of Reference and third-party support from the Partnership Coordinator, and a revised MOU including commitments to continued council to council collaboration. This partnership is well-quipped to collaborate for many years to come and we look forward to seeing which JEDS action this partnership will prioritize first!

## CEDI: Dene Tha' /High Level

Continued from page 36.

**Joint Regional Emergency Plan Sub-Committee:** Utilizing the CEDI Capacity Building grant, Sandhurst Consulting was hired to complete the following in the development of a Joint Regional Emergency Management Plan (joint REMP):

- Phase I (educational workshop as part of CEDI Workshop #3)
- Phase II (hazard identification and risk assessment (HIRA)). Sandhurst Consulting visited all four communities to complete HIRA, including a review of pre-existing plans, emergency management systems and fire/community services.
- Phase III (interviews, ICS 100 and 200 training and plan design)

The sub-committee is working to identify additional funding in order to complete the development of the joint REMP (Phase IV).

**Multi-use Facility:** This large-scale, multi-year and multi-million dollar project will create a culturally inclusive facility that provides educational and recreational opportunities and transforms into a functional and modern emergency management space for the region when required. The detailed design has been completed and now the sub-committee and elected leadership must identify the funding required for the tender documents and construction. The sub-committee has created a collaborative *Sponsorship Taskforce* to identify corporate sponsors and philanthropic donors and secure funding and naming rights for the facility, and will create a *Cultural Design Taskforce* to engage neighbouring First Nation communities and Metis settlements, including but not limited to Dene Tha' First Nation, to seek insight and direction on cultural representation in the facility.

In addition to these three joint initiatives, DTFN and ToHL have put several wise practices in place to help secure their partnership for the long term, including: A Friendship Agreement with shared partnership logo, updated their Working Group Terms of Reference, completed a Joint Strategic Plan for the next five years and drafted a 2021 Work Plan. This partnership has consistently faced challenges, however, increasingly as their trust for one another grows, so too has their capacity for long-term joint planning and initiatives.

# Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

Disasters have increased in frequency and intensity in recent years. Across borders and jurisdictions, natural disasters and economic impacts of COVID-19 have thrust emergency preparedness and economic recovery onto government radars. First Nation and municipal governments have unique jurisdictions and different relationships and responsibilities to their membership or citizens; although, similarly they often lack the fiscal and human capacity for effective preparedness, response, and recovery.

The First Nation – Municipal Community Economic Development Initiative (CEDI) has created this guide with the intention to support First Nations and municipalities to collaborate

on preparing for, responding to, and recovering from disasters of any kind. It establishes a framework, bolstered by best practices, for communities who want to begin or strengthen emergency management partnerships.

Our sincere gratitude to the peer reviewers, case study communities and subject-matter experts (please find these individuals listed on p. 15 of the Guide) who generously shared their knowledge and experiences with us. A special thank you to our contract writer, Josh Regnier.

Find this Guide here: <http://www.edo.ca/downloads/cedi-guide-economic-recovery.pdf>

An aerial photograph of a winding road through a forest. The trees are in various stages of autumn, with some showing vibrant orange and red leaves, while others are still green. The road is a light grey color and curves through the center of the image. A dark red triangle is visible in the top left corner of the image area.

## Economic Recovery and Resilience: A Guide for First Nation-Municipal Collaboration

**This guide is a framework for elected officials and staff of First Nations and municipalities who want to enhance their emergency preparedness and economic resilience. Use it alongside *Stronger Together: A Toolkit for First Nations-Municipal Community Economic Development Partnerships* and other resources listed at the end of this guide.**

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# Co-operatives First launches *'Your Way, Together'* campaign

By Sam Laskaris  
Cando Writer

Officials with Co-operatives First launched a major campaign in early March.

Co-operatives First, an organization which promotes and supports business development in rural and Indigenous communities throughout provinces in western Canada, launched its campaign titled *'Your Way, Together'* in early March.

"Through this campaign, we hope to inspire Indigenous peoples and communities to explore the cooperative model and how it might benefit them," said Audra Krueger, who is Co-operatives First executive director. "Our goal is to spark a conversation - a conversation with us, perhaps, but more importantly, one by and for Indigenous people."

The goal of the campaign is to boost awareness and further promote the use within Indigenous communities in western Canada of the co-op model.

But as the name of the campaign suggests, it won't be the Co-operatives First officials simply dictating how things should be done.

"Co-operation is nothing new to Indigenous peoples, and we see a natural fit between the co-operative model and development opportunities for Indigenous people and communities," Krueger said.

Opportunities vary throughout different provinces.

*'Your Way, Together'* aims to inspire Indigenous people to explore the model in whatever way makes sense for their communities," Krueger said.

The campaign includes the release of a guidebook, which includes detailed information on the various opportunities and challenges that will in all likelihood be met while starting a business in Indigenous communities.

*'The Your Way, Together'* guidebook provides a pathway around common barriers, and for the questions it doesn't answer, we offer suggestions and point to supports along the way," said Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.



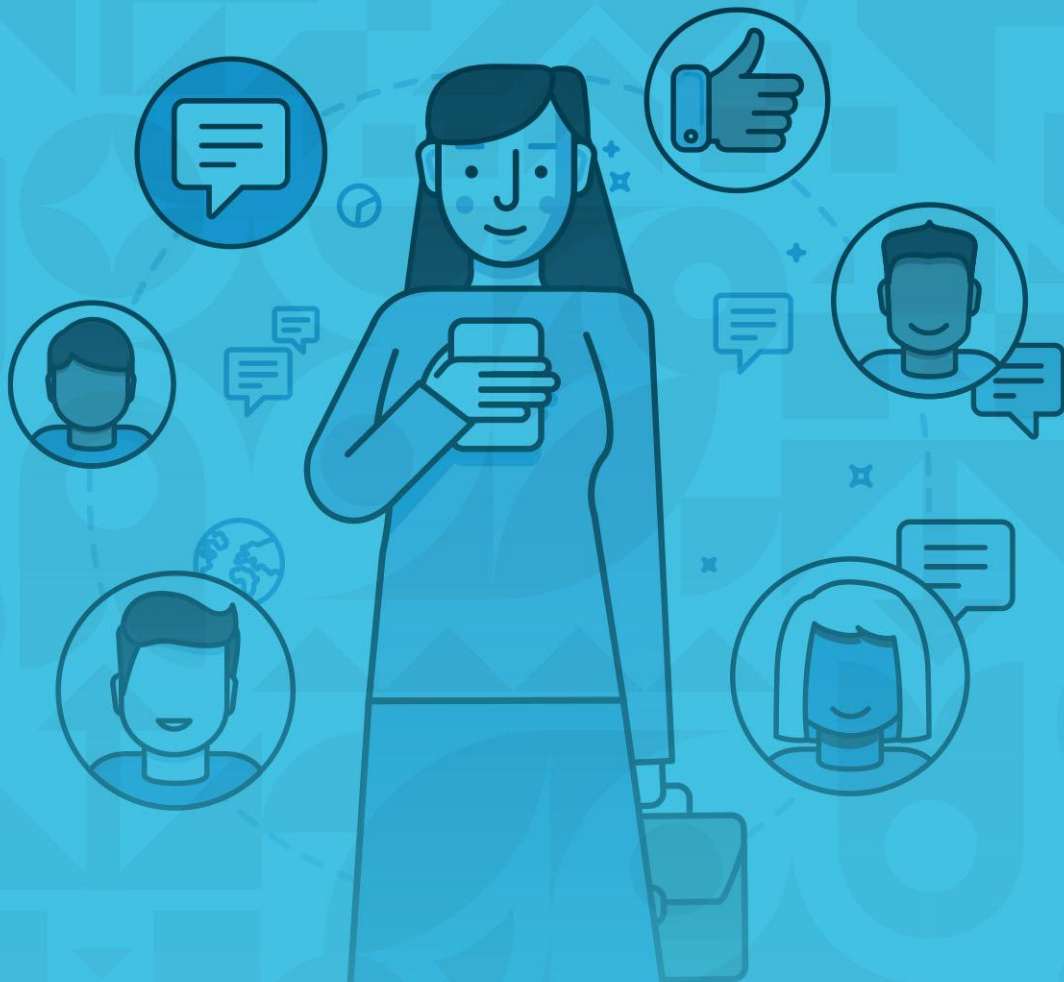
Trista Pewapisconias, the Indigenous Engagement Lead for Co-operatives First.

Continues on page 42.



# Business idea?

With a co-op, you can create it.



## Your way, Together

Find out more at  
[www.yourwaytogether.ca](http://www.yourwaytogether.ca)

 co-operatives first

# Your Way, Together

## A Guide to Indigenous Co-operative Development

**Continued from page 40.**

The guidebook attempts to answer questions to many different situations. That alone is a challenging task since First Nations tend to have their own set of rules, bylaws and policies.

For Pewapisconias, who was hired three years ago, preparing information that will be in the guidebook has been one of her main tasks.

“I’ve always kept the information that I gathered and the inquiries I had,” said Pewapisconias, a member of Little Pine First Nation in Saskatchewan. “This (guidebook) is a combination of three years’ worth of work.”

Pewapisconias said she has some mixed emotions about the fact one of her major projects has been completed and is about to be released to the public.

“I’m excited and nervous at the same time,” she said. “And I’m relieved too. The more people that are aware of this information, hopefully they’ll be inspired to create their co-op.”

The Your Way, Together guidebook will be available in a digital format and in a print form.

Pewapisconias anticipates early on in the campaign that the majority of guidebooks will be downloaded digitally.

She added she is not sure how many printed copies will eventually become available.

“We will have physical copies,” she said. “But due to the pandemic, it will be an ongoing thing. Hopefully when things get back to normal we’ll be able to mail them out to communities.”

Pewapisconias is hoping the guidebook will be well received.

“I hope it will be useful as a resource guide,” she said.

Though she prepared the majority of the information that will be in the guidebook, Pewapisconias said she can’t take credit for its title, one she loves but a moniker she did not think up herself.

“Your Way, Together came from the idea of being inclusive,” she said. “We help and assist people to create their co-operative. We are not dictating how the new entity should be run.”

# ECONOMIC DEVELOPER OF THE YEAR AWARD

Know an outstanding  
Economic Development Officer  
creating impact in their community?

Nominate an outstanding  
Cando Certified EDO today!

\$10,000 - Winner  
\$5,000 - Second  
\$2,500 - Third  
\$1,000 - Fourth  
\$500 - Fifth  
\$500 - Sixth  
\$500 - Seventh

2021 Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!



## 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.

**The 2021 ED of the Year Award will showcase the outstanding work and achievements of Cando's Certified EDOs - with \$20,000 in total prizes!**

**The nomination deadline is July 31st, 2021.**

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