



candō

CONNECT

NOV/DEC 2021 | Vol. 8 No. 4

magazine

Moving Indigenous Economies Forward

**2021 NIEEF
Scholarship
Recipients**

**CEDI
Phase 3
Intake**

INDIGENOUS COACHING

presented by



KENDAL
NETMAKER



OPEN TO INDIGENOUS YOUTH (FIRST NATIONS, MÉTIS & INUIT) AGED 17-35
LIMITED NUMBER OF SPOTS AVAILABLE

COMPLETION
CERTIFICATE

RESOURCES
& PRIZES

TOPICS WILL CHANGE EACH MEETING AND INCLUDE:
THE POWER OF A PERSONAL BRAND, INDIGENOUS LEADERSHIP, INDIGENOUS
ENTREPRENEURSHIP, INDIGENOUS EC DEV & PROSPERITY AND MORE...

HAVE FUN
& LEARN

NETWORK

WE WILL MEET VIA ZOOM EVERY
2ND TUESDAY AT **6PM (MST)**
STARTING ON JANUARY 11, 2022

DEADLINE

DECEMBER 17, 2021

*INTERESTED?
EVEN MORE GREAT NEWS!
THERE IS NO REGISTRATION FEE!
THAT'S RIGHT!*

*JUST TELL US WHY YOU SHOULD BE
INCLUDED PLUS A COMMITMENT OF
YOUR TIME AND ENERGY!*

**YOUR COACH
KENDAL NETMAKER**

**YOUR HOST
MICHELLE NIEVIADOMY**

FOR FULL DETAILS VISIT: [EDO.CA/YOUTH/YOUTH-COACHING](https://edo.ca/youth/youth-coaching)



Cover image:
 Holidays lights a glow in downtown Vancouver
 Photo by: Paul Macedo

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

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CANDO 28TH ANNUAL NATIONAL CONFERENCE & AGM

May 16–19, 2022 | Whitecap Dakota First Nation, Saskatchewan



Save the Date!

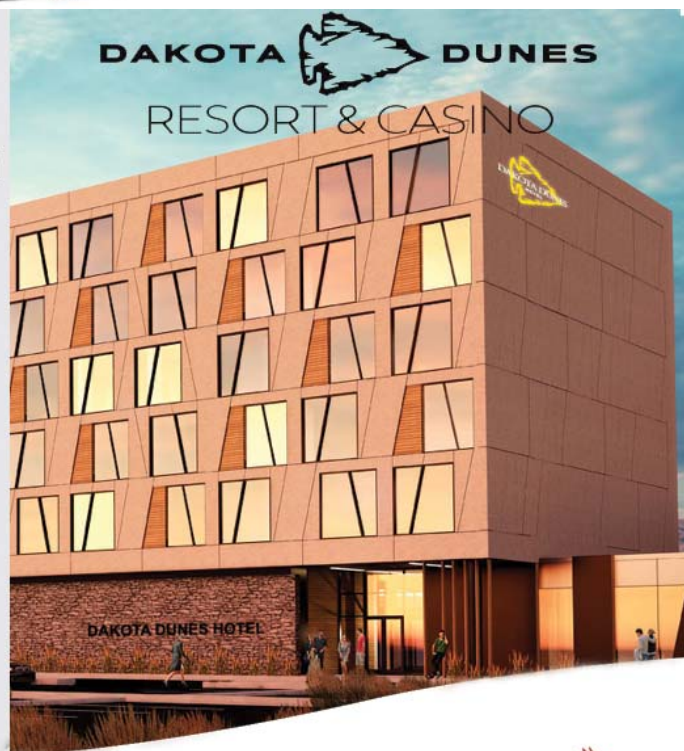
May 16–19, 2022

**Dakota Dunes Resort
Whitecap Dakota First Nation, Saskatchewan
(Near Saskatoon, Saskatchewan)**

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

Please visit the Cando website to register and for more information

www.edo.ca/conference



Our thoughts are with our brothers and sisters in British Columbia.

The latest news of devastating rains and flooding in the interior of British Columbia is yet more hardship faced by so many of our people and our communities. Many communities are now isolated until repairs to vital infrastructure can be completed, which may take weeks and months. All this is in addition to the devastation caused by wildfires earlier this summer. Our thoughts are with our brothers and sisters and it is our sincere hope that they can recover fully and quickly.

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. Let us be hopeful, but let us remain vigilant and continue to look after one another - especially the most vulnerable in our communities.

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 rescheduled for May 2022.

Please visit the www.edo.ca/conference for up-to-date conference information.

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 www.edo.ca/links-to-learning for a full schedule of upcoming webinars.

CEDI Phase III is now evaluating all partnership applications received and will welcome a new cohort of eight (8) First Nation-municipal partnerships from across Canada to participate in the program. For full coverage of CEDI Phase III intake process as well as some exciting changes to the CEDI staff, please turn to pages **10-11**.

Please visit www.edo.ca/cedi for updates.

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 **16-23**.

Looking forward to seeing you in person soon!

Kelly Fiddler considering teaching option after obtaining Master's degree



Kelly Fiddler has gathered plenty of work experience during the past couple of decades.

I wanted to push myself to learn new things. I always had an interest in going back (to school). But I also always wanted to have some work experience, too.

**By Sam Laskaris
Cando Contributor**

Kelly Fiddler has gathered plenty of work experience during the past couple of decades.

Yet Fiddler, a member of Waterhen Lake First Nation in Saskatchewan, continues to improve himself.

The 45-year-old is currently working part-time as the executive director for the Muskoday Economic Development Authority, the business arm of the Muskoday First Nation.

Fiddler is also enrolled in the Masters in Business Administration program offered through Cape Breton University. He's able to take his classes, however, through the Warman campus of Great Plains College in Warman, Sask.

"I wanted to push myself to learn new things," Fiddler said, explaining his desire to pursue his Master's degree in his 40s. "I always had an interest in going back (to school). But I also always wanted to have some work experience, too."

He had previously earned an Arts & Science degree as well as his Bachelor of Commerce degree through the University of Saskatchewan.

Fiddler recently found out he'd be getting some financial assistance in pursuit of his Master's degree.

That's because he's one of four recipients this year of National Indigenous Economic Education Fund (NIEEF) scholarships.

These awards are made possible through a charitable foundation via Cando.

The NIEEF scholarship winners receive \$2,000 each.

"It means a lot to me because I feel obviously education is pretty expensive," he said. "So, I'm thankful for that support."

Fiddler said he will accumulate about \$32,000 in expenses while he pursues his

Master's degree. He's expected to graduate from his two-year program in the fall of 2022.

Because of the COVID-19 pandemic, the majority of Fiddler's classes have been online.

"It's a lot easier for me (learning from home) because I have a disability," said Fiddler, who has mobility issues and uses a scooter.

Fiddler began experiencing muscle degeneration in his 30s and has been diagnosed with Kennedy's disease, a rare neuromuscular disorder.

Fiddler is hoping his higher education will lead to something else.

"I'll be looking to get full-time employment," he said. "I've been doing some consulting part-time. But that's feast or famine."

Fiddler had various jobs during the past couple of decades. About half of those were working with the provincial government while the other half were with various Indigenous organizations.

One of his positions was serving as the band manager for his own First Nation for two years.

Teaching is another option he might explore in the future.

"I realize I have a lot to share in terms of Indigenous economic development," he said adding he possibly might look at becoming a professor. "We have so many opportunities and we need to mentor our youth to get into economic development."

Fiddler is no stranger to Cando. He's worked with the organization over the years and has helped run numerous events.

Recently he received his Cando certification, becoming a Professional Aboriginal Economic Developer.

2021 NIEEF SCHOLARSHIPS

Delilah Mah felt timing was finally ideal to pursue Master's degree

Now that she's well established in her work career, Delilah Mah figured the timing was right for her to pursue another educational goal.

Mah, a 45-year-old member of Keeseekoose First Nation in Saskatchewan, is expecting to earn her Master of Business Administration in Community Economic Development in August of 2022.

Mah's program is offered through Cape Breton University. But because of the COVID-19 pandemic, she's taking her classes online through the Northern Alberta Institute of Technology in Edmonton.

Mah is also one of four recipients this year of National Indigenous Economic Education Fund (NIEEF) scholarships.

Funding for the scholarships is made available through a foundation, which is the charitable organization of Cando.

All of the NIEEF scholarships winners received \$2,000 each.

"I find it kind of funny," Mah said. "I feel like it's a full circle moment of life."

That's because Mah used to work for Cando, from 2003 to 2013. She held various positions over the years after starting off as a summer student receptionist. Her duties later on included serving as a conference assistant and being Cando's education and research manager.

Mah, who lives in Edmonton, had earned her Bachelor of Education degree from the University of Alberta in 2008.

But at the time, and for several years afterwards, she was not considering continuing on with her education.

"Taking a Master's program wasn't on my mind," she said. "Now I felt I had the pieces in place to do it."

Besides being a student again, Mah is also operating a pair of businesses.

She launched Mah Art & Photography in 2016. And then the following year she started an agency called BravHer Consulting.

For the art component of her first business, Mah creates authentic Indigenous art products. She launched the photography side of the company in part because of her desire to capture the beauty of Indigenous women through photography.

In addition to her photography, she's now also working with professional makeup artists and also doing customized backdrops for various events.

Meanwhile, services offered through BravHer Consulting include program development, event planning, business plans as well as branding services and board development services.

Mah has praise for those who provide financial assistance through various scholarships to those who are studying at post-secondary levels.

"It just gives that incentive for students to apply for that kind of help and to be recognized for the work that goes into being a student," she said.

Mah added she's pleased her former employer is among those that do provide financial help via scholarships.

"It's reassuring Cando is out there on a national level being mindful and supportive," she said.

Mah has also been involved in her share of volunteer efforts over the years.

In 2019 she founded the Indigenous Women's Business Panel. The purpose of this group was to have meetings where Indigenous women entrepreneurs could meet in a space to bring themselves closer together, by sharing stories and practices.



Delilah Mah, a 45-year-old member of Keeseekoose First Nation in Saskatchewan, is expecting to earn her Master of Business Administration.

It's reassuring Cando is out there on a national level being mindful and supportive.

**By Sam Laskaris
Cando Contributor**

2021 NIEEF SCHOLARSHIPS

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Katherine Rempel aspires to teach Indigenous Studies at university level



Katherine Rempel is hoping to eventually become a professor.

I want to teach in the field of Indigenous studies at the university level. I think I would enjoy spending my time sharing my knowledge with other students.

**By Sam Laskaris
Cando Contributor**

Katherine Rempel is hoping to eventually become a professor.

“I want to teach in the field of Indigenous studies at the university level,” said Rempel, a 34-year-old Metis woman who lives in Winnipeg. “I think I would enjoy spending my time sharing my knowledge with other students.”

For now, Rempel is content with being a first-year student in the Masters of Development Practice (MDP) in Indigenous Development at the University of Winnipeg.

Rempel is also one of the four recipients this year of the National Indigenous Economic Education Fund (NIEEF) scholarships. The winners received \$2,000 each.

The scholarships are made available through Cando.

Rempel was thrilled to be one of this year’s scholarship winners.

“It actually meant being able to concentrate on my studies and being able to put groceries on the table,” said Rempel, who is also a single mother of a six-year-old daughter.

Rempel, who began her current program in August, said she was seeking various odd jobs she could do at the university to help pay some of her bills when she received word of her scholarship.

Rempel’s young child is one of the main reasons she decided to further her education. The highest level of education she had previously completed was high school.

“I realized I needed to get more education to provide for her,” she said.

For starters, Rempel enrolled at Winnipeg’s Red River College. She graduated with a diploma in Community

Economic Development from the college’s School of Indigenous Education in 2020.

Rempel not only graduated with honours but she also captured the gold medal for academic excellence and the Lieutenant Governor’s award.

Though an undergrad degree is usually required to pursue a Master’s degree, Rempel was accepted into her current MDP by completing a qualifying year of graduate courses through the University of Winnipeg.

Rempel was keen to enroll in her current program in order to boost her understanding of sustainable development as well as gender and human rights, not only from an international but also Indigenous approach.

Rempel admits it is challenging being a single mother while also pursuing her university education.

“It’s tough but I’ve built a support network for myself,” she said, adding she receives help when needed from family members and friends.

Rempel added university officials have also been extremely supportive. As proof she mentions the fact when she was unable to secure babysitting at the start of the school year, she was allowed to bring her daughter to the university and have her sit with her during her classes.

Rempel is also involved as a volunteer in various community initiatives.

For example, she is the chair of the River Heights/Fort Rouge Parent-Child Coalition, a group she has been involved with since 2016.

The coalition consists of community members dedicated to seeking funding for organizations and groups that assist those in their early years of development.

2021 NIEEF SCHOLARSHIPS

Nathan Crow hoping for career as Indigenous relations manager in O&G

Though he was making a decent living, Nathan Crow decided it was time for a change.

The 29-year-old Blackfoot, a member of Kainai Nation in Alberta, now finds himself back in school furthering his education.

Crow is a second-year student in the Indigenous Governance and Business Management program at the University of Lethbridge.

He's also one of the four National Indigenous Economic Education Fund (NIEEF) scholarship winners this year.

NIEEF funding is provided through a charitable foundation set up by Cando, the national organization that promotes economic development in Indigenous communities throughout Canada.

The four NIEEF scholarship winners received \$2,000 each.

"It helps with lightening my financial load," Crow said of the money he received through the scholarship. "I'm going to be using it for living expenses for this semester and next semester."

While Crow was officially one of the four NIEEF scholarship recipients this year, he was presented with the Plains Midstream Canada award as he was the winning Alberta-based applicant.

Crow had been in the workforce for almost a decade before he decided to continue his education.

From 2012-18 he worked for a powerline company, which took him away from his Lethbridge home to various remote communities in the province.

"It was really good money because I was a foreman for the company," he said. "But it was a feast or famine lifestyle."

Crow said there would be periods when he would be laid off work for 3-4 months at a time.

That convinced him to try to eventually find an alternate career with steadier, year-round employment.

While he did enjoy his work with the powerline company, Crow also felt he should seek a job that he'll be able to do for a long time.

"I know my mind will take me a lot further than my body will," he said.

Since he had graduated high school in 2011, Crow decided he need to ease back into the lifestyle of a student.

That's why in September of 2019 he enrolled in the First Nations transition program offered through the University of Lethbridge. He completed a pair of semesters in this program before starting his current course work.

This past summer Crow worked as an intern in the Indigenous field sector for a Calgary-based oil and gas company.

He now aspires to do similar work on a full-time basis.

"Currently my plan is to be an Indigenous relations manager for the oil and gas industry," he said.

Crow is excelling in his current school program. He's been on the Dean's Honours list each semester.

He's been able to maintain his high marks even though he is currently working three part-time jobs at the school.

Crow is a student assistant at the university library and also a student mentor with enrolment services.

He was also recently elected to the paid position of being the Indigenous student representative with the university's student union council.



Nathan Crow, is a 29-year-old Blackfoot, and a member of Kainai Nation in Alberta.

I know my mind will take me a lot further than my body will.

**By Sam Laskaris
Cando Contributor**

2021 NIEEF SCHOLARSHIPS

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CEDI Phase III Update: Fond Farewell, Warm Welcome and New Opportunities



CEDI Phase III (2021 – 2025) presents a new chapter in the program; Cando and FCM will welcome eight new First Nation-municipal partnerships and new and improved program materials and resources; CEDI will say farewell to our program manager at FCM who has been with us for the eight years; and, welcome a new program management team at Cando, staff, and contractors to support in the delivery of Phase III.

CEDI Phase III Partnership Selection

The CEDI Phase III call for applications produced twenty-eight high-quality joint First Nation-municipal applications. Many applicants took a regional approach, including multiple First Nation and municipal applicant communities. We also received several expressions of interest from communities and partnerships who are interested in applying to the program at a future intake. The CEDI team is currently in the process of interviewing twenty-one long-list applicants before selecting the final eight partnerships for this phase of the program. The demand for the program remains overwhelming and we thank each and every applicant community for their time and effort to jointly apply to the program. We encourage you to continue to actively work towards a strengthened and equitable government-to-government relationship and

collaborative community economic development. In the coming year, CEDI will create a new and improved interactive website with additional tools and resources for those partnerships who aren't formally participating in the program. Stay tuned!

Warm Welcome to SevGen Consulting and new CEDI Staff

SevGen Consulting is honoured and excited to join CEDI as the Program Management team, bringing an Indigenous-led approach to the program. Derek M. Bruno is a member of the Samson Cree Nation in Alberta and is recognized Canada-wide as a community development professional, entrepreneur, instructor, speaker, author, mentor, and facilitator. Jill Yanch brings decades of experience in the municipal world specializing in communications, planning and partnerships. Together with the CEDI team, SevGen will draw on this background to lead CEDI in evolving the vision for the program, to nurture partnerships between Indigenous communities and municipalities, and build on untapped opportunities for collaborative community economic development. The team believes that true reconciliation occurs between neighbours at the local level, and that the CEDI program is instrumental at the forefront of change.

www.edo.ca/cedi

Marshall Gallardo Castaneda joins the CEDI team as a Senior Program Officer based at FCM. Originally from El Salvador, he and his family moved to Canada in the late 1980s. Marshall has extensive experience in leading facilitation and capacity building processes. He also brings over 15 years of experience in community and local economic development, both in Canada and internationally. A passionate and committed professional, Marshall strives to develop strong, sustainable, and innovative organizations and programs that meet societal needs.

Employment Opportunities with CEDI

There are currently two exciting employment opportunities with the CEDI program. The first is for experienced contract facilitators (individuals or organizations) to support the delivery of CEDI Phase III (2022 – 2025), and the second is a full-time position (CEDI Program Officer) based at Cando.

Contract Regional Facilitators: A key feature of CEDI Phase III is piloting regional facilitation, with an emphasis in British Columbia and Quebec, however we welcome expressions of interest from all parts of Canada as we expand and grow CEDI. This opportunity is open to organizations and individuals, and preference will be given to Indigenous and bilingual facilitators. The full call for expressions of interest is available here: www.edo.ca/edo-tools/employment-opportunities.

Please note that the deadline for submitting an expression of interest will be **Monday, January 3rd** at 4pmMT.

CEDI Program Officer: The Program Officer (PO) is a full-time staff position that will contribute to the overall implementation of the First Nation-municipal CEDI program, including providing technical, administrative and facilitation assistance (both face-to-face and virtual) to First Nation-municipal partnerships, supporting with program monitoring and evaluation and reporting, and promoting the program through various communications channels and platforms. The term of this position is January 2022 – March 31, 2025. The job description is available here: www.edo.ca/edo-tools/employment-opportunities

Please note that the deadline for applications is **Friday, December 17th**.

We have a lot to look forward to in CEDI Phase III and we look forward to sharing it with you.



Helen Patterson, Tanya Tourangeau and Marissa Lawrence at the Enoch Cree Nation & City of Edmonton MOU anniversary.

Fond Farewell to Helen Patterson

Helen Patterson, our long-time CEDI Program Manager based at FCM will be leaving the program after eight years of dedication and hard work. Helen provided vision and guidance to the program as it evolved from a pilot to the program that it is today; at times in the program, when staff was lean, Helen was the only staff member or one of only two delivering the program ensuring that CEDI First Nation-municipal partnerships received the full benefits of the CEDI program. Helen's warm smile and friendly demeanor will be missed. As she has always said, "once a part of the CEDI family, always a part of the CEDI family", so with that, Cando, FCM and CEDI offer our gratitude and well wishes to Helen and remind her that she will always be a foundational member of this growing CEDI family.

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>



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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Learn more at fcc.ca/Indigenous

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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

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.

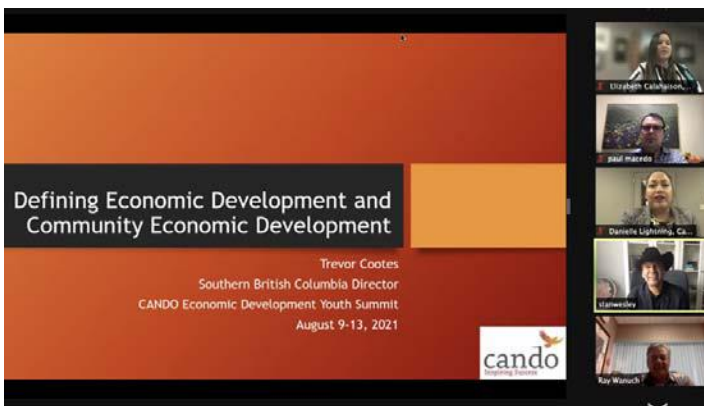
To be eligible to participate, youth must have been between 18 and 30 years of age and completed the application form plus submit an essay demonstrating the skills and unique perspective they would bring to the event. They were also to include their expected potential take-aways from the experience.

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.



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!



RBC Future Launch

The best ideas lead to the brightest futures

For nearly 30 years, RBC has been committed to helping Indigenous students achieve their academic goals. Are you an Indigenous youth in Canada looking to pursue post-secondary education? The **RBC Future Launch Scholarship for Indigenous Youth** could be for you. Apply today!

Learn more at rbc.com/indigenousscholarship



The RBC Future Launch Scholarship for Indigenous Youth will award 20 scholarships annually valued at up to \$10,000 each per year (for up to four years) to students who self-identify as Status Indian (as defined in Section 2(1) of the Indian Act), Non-Status Indian, Inuit or Métis, and who demonstrate strong academic performance and community involvement. Students must be a permanent resident or citizen of Canada and have applied or are currently attending an accredited post-secondary institution in Canada with recognized provincial degree/diploma-granting powers, or their affiliates (e.g. vocational schools, colleges, universities). There are no restrictions on the discipline or field of study. The program must be a minimum of one year in duration. RBC employees or dependants of an RBC employee are not eligible. © / ™ Trademark(s) of Royal Bank of Canada. vps109259 127303 (11/2021)

Thank you to the 2021 Youth Summit Partners and Sponsors:

In Partnership with:



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Gold



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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

Respect - Collaboration - Authenticity - Healing



Proposal 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.

Respect - Collaboration - Authenticity - Healing



4 THE PEOPLE PRESENTS:

Wichi Michosowahk Commons

CANDÓ ECONOMIC DEVELOPMENT YOUTH SUMMIT
AUGUST 13, 2021

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

Scale Themes Priorities

Culturally Appropriate Sustainable Business Plan Restaurant Operating Model

Conceptual Design Partnership Opportunities Program offerings

Leverage partnerships and funding

GoodFoodBox

BC Food Systems Network

UBA

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
- Lenghouse (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

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.

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

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



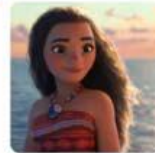
Kyra De La Ronde



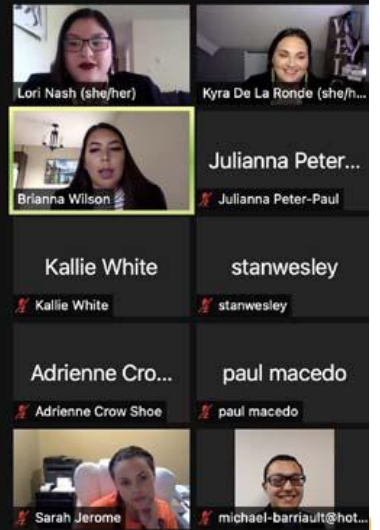
Brianna Wilson



Joshua
Whiskeyjack



Sara Fontaine



Third : 4 The People



Alyse
Elder/Youth

Chelsey
Lands Planner

Robyn
Community Champion

Michael
Economic and
Environment Officer



Fourth : REZpactful Aunties



Our Team

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


REZpactful Aunties



Fifth : 5 Sisters



The Five Sisters Family Resort
by
The Five Sisters Developments Ltd.
August 11, 2021



CANDO
ECONOMIC DEVELOPMENT
YOUTH SUMMIT



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 22.

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 to learn more.

innovate BC

Benefits of An Accelerator Program

Continued from page 20.

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

If you are living in or east of Ontario, please contact Anita Boyle – 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

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 32.

Business idea?

With a co-op, you can create it.



Your way, Together

Find out more at
www.yourwaytogether.ca

 co-operatives first

Your Way, Together

A Guide to Indigenous Co-operative Development

Continued from page 30.

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.”

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 **FEBRUARY 1**
August 1
November 1

indspirefunding.ca/cando

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 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.

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.

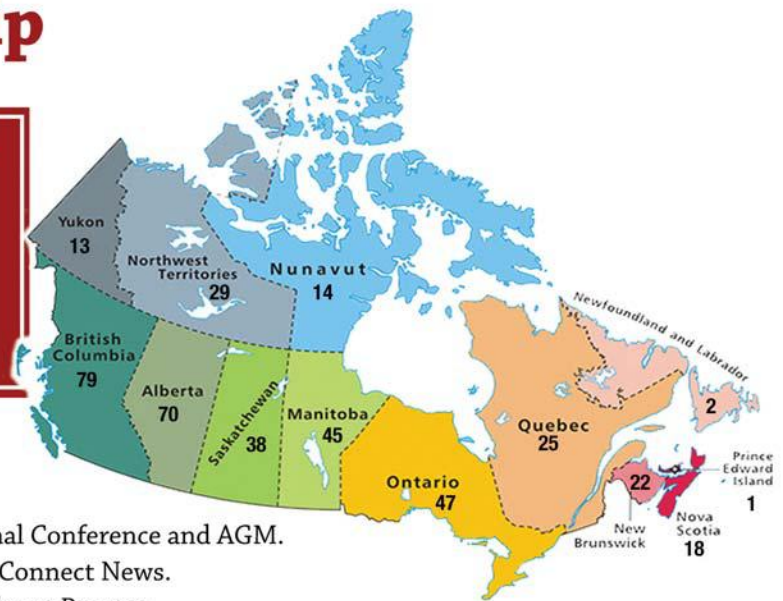
edc.ca/indigenous-business



RENEW YOUR MEMBERSHIP

Cando Membership

Full Individual Membership - \$105
Associate Membership - \$89.25
Student Membership - \$26.25
Organization Membership - \$315



Cando Membership Benefits:

- Discount registration at the Cando Annual National Conference and AGM.
- Subscription to Cando Connect Magazine and (e) Connect News.
- Access to the Certified Aboriginal Economic Developer Process.
- Discount subscription to Cando's Journal of Aboriginal Economic Development, the only journal of its kind in Canada.
- Opportunity to advertise events and services through Cando's nation-wide network.
- Voting privileges at Cando's national and regional meetings (Full Members only).
- Access to Cando's bookstore and resources.

To learn more about becoming a member OR to join visit:
www.edo.ca/about-cando/membership

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