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CONNECT SEPT./OCT. 2017 | Vol. 4 No. 3 magazine

→ *Moving Indigenous Economies Forward*

**Youth
Panelist
Profiles**

**Get
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**Economic
Developer
Award
Finalists**

**Inter-tribal
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Opportunities**



Planning to attend the 24th Annual Cando Conference?

Please book your Fredericton hotel room as soon as possible.
(Remember you may always cancel your booking up to a week before the scheduled first night's stay.)

Special Conference hotel rates are available
with the following hotels:

Crowne Plaza Fredericton and Delta Hotel Fredericton

Special rates will only apply to rooms booked by
September 29th!

CANDO 24TH ANNUAL NATIONAL CONFERENCE & AGM

A National Platform Exclusively Focused on Excellence in Indigenous Economic Development

A New Dawn In Indigenous Economies

October 22 – 25, 2017

Fredericton Convention Centre • Fredericton, NB

Co hosted by: St. Mary's First Nation
and Joint Economic Development Initiative (JEDI)

- Professional Development Workshops
- Economic Developer of the Year Awards
- Trade Show & Artisan Show & Sale
- 13th Annual National Youth Panel
- Women in Business Panel
- Community Cultural Tours
- Keynote Presentations
- President's Reception, Dinner & Dance

Please visit the Cando website to register and for more information



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Cover image:
What used to be the end of the Union Pacific rail line is now the beginning of International trade opportunities at Iron Horse Industrial Park in Oklahoma. See page 18 for full story. Photo: Paul Macedo

Cando Connect Magazine is produced by Cando under the direction of Paul Macedo, Communications Officer. If you have any story ideas and/or suggestions for improving *Cando Connect* please contact Paul directly at:
e: paul.macedo@edo.ca
tf: 1-800-463-9300 ext 236
p: 780-990-0303 ext 236
f: 780-429-7487

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24TH ANNUAL NATIONAL CONFERENCE & AGM

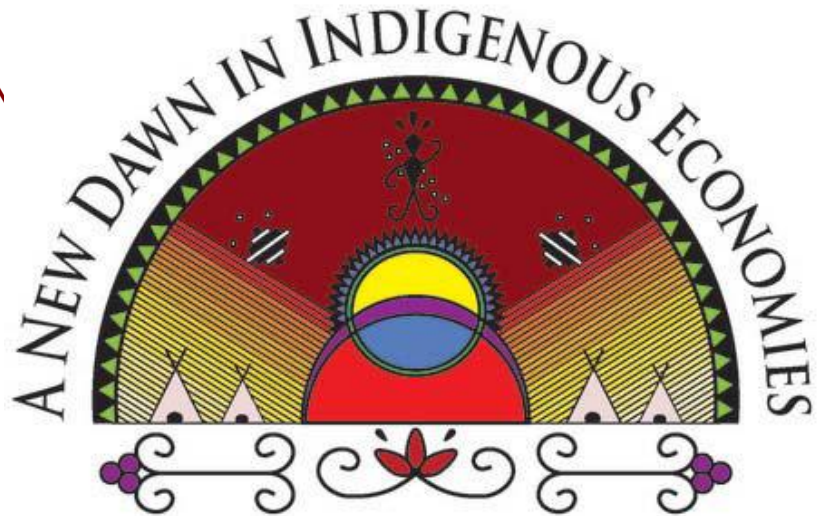
A National Platform Exclusively Focused on Excellence in Aboriginal Economic Development

Cando is pleased to announce its 24th Annual National Conference “A New Dawn in Indigenous Economies” to be held on October 22-25, 2017 in Fredericton, N

This year’s conference will be co-hosted by St. Mary’s First Nation & the Joint Economic Development Initiative (JEDI).

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

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



What Can I Expect from the Cando Conference?

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

Who attends the Cando Conference?

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

Specifically:

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

What are the Benefits of Attending?

Bolster Your Professional Network!

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

Build Your Knowledge Base!

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

Catch Up With Trends!

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

Expand Your Resources!

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

Get Inspired!

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

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

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

www.edo.ca/conference/2017

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

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

Shake On It! presented by CANDO & the Aboriginal Business Match (ABM)



What

Two economic development powerhouses, one hyper-productive business event: **Shake On It!** is a powerful resource to build economic development capacity and get real deals done all in one action-packed week during the annual Cando Conference.

Shake On It! attendees have the opportunity to take their business development to the next level from that first handshake at CANDO's networking and capacity building opportunities to that last handshake when closing a business deal on the ABM tradeshow floor.

Prior to attending, delegates create up to 31 pre-schedule appointments to identify potential joint-venture or partnership opportunities. Delegates can then use breakthrough workshops, engaging plenaries and panel discussions to hone skills and advance their career goals, before bringing that expertise for focused and business-ready conversations at their appointments.

Based on the belief that building effective business relationships between Aboriginal communities, their non-Aboriginal neighbours and the private sector is imperative to the future of Canada's economy, and to society as a whole. **Shake On It!** and its attendees become catalysts to create a new dawn in Indigenous economies.

"Cando has been instrumental in facilitating partnerships in the Aboriginal market," says Cando's Executive Director, Ray Wanuch. "Expanding the Cando conference to produce Shake On It! in partnership with ABM means increasing the potential, not just for professional development, but for real deals that translate to community growth. New and exciting partnerships, just like Cando and ABM, are just the beginning of a new dawn in Indigenous economies."

When

Shake On It!

October 22 – 27, 2017

Wolastoqey Territory,

Fredericton, NB

Fredericton Convention Centre

CANDO AGM

October 22 – 25, 2016

Wolastoqey Territory,

Fredericton, NB

Fredericton Convention Centre

ABM Atlantic

October 25 – 27, 2017

Wolastoqey Territory,

Fredericton, NB

Fredericton Convention Centre

Keynote Speaker - Hone Mihaka

Monday, October 23

9:30am – 10:30am

Hapu affiliations: Te Uri Taniwha, Ngati Hineira, Ngati Korohue, Te Whanau Whero, Ngati Rangi, Ngati Torehina and Ngati Korohue.

Tribal group: Ngapuhi

“He herenga waka, he whitiwhiti whakaaro, he whiti whiti korero, e u ko te maramatanga”

Wherever canoes are tied up, thoughts are exchanged, dialogue is exchanged and enlightenment comes forth

Hone Mihaka [Nga Puh] is the Principal Director of Taiamai Tours Heritage Journeys, an award winning Maori tourism company based in the Bay of Islands.

In 2001 he set out to do something different. To offer travellers to New Zealand indigenous experiences that are far from the normal Maori cultural performance and hangi dinner type cultural tourism experience. The company offers water themed activities utilizing traditional customs on board 50ft Maori canoes, reliving stories that have been passed from fathers to sons, mothers to daughters since time began, in the Northland or rather North Auckland, (Te Hiku o te Ika) region in New Zealand.



Inspiring Success: St. Mary's First Nation



St. Mary's has the largest entertainment complex in Atlantic Canada.

Photo: supplied

St. Mary's First Nation employs 450 people through its various businesses in the community, making it one of Fredericton's largest employers.

By Sam Laskaris Cando Writer

A major announcement is expected to be made at the Cando Conference which will be held this fall in Fredericton.

Officials from the St. Mary's First Nation, which is located within the city limits of the New Brunswick capital, are hoping to reveal their plans for a massive project in their community at the conference, held in conjunction with the organization's annual general meeting.

The conference and AGM, which run Oct. 23-26, will be co-hosted by the St. Mary's First Nation and the Fredericton-based Joint Economic Development Initiative.

Allan Polchies Jr., who has worked as a community planner for St. Mary's for the

past eight years, said the project, which in all likelihood will be revealed in October, is expected to employ about 100 people.

"I can't say too much more right now," said Polchies Jr., who has also been a member of the St. Mary's band council for the past decade. "We're working on finding a partner because it's a multi-million dollar venture."

The St. Mary's First Nation already has its share of successful business stories.

The First Nation operates the St. Mary's Entertainment Centre, which is the largest bingo facility in Atlantic Canada. The 1,300-seat venue was built 21 years ago.

Poker tables and video lottery terminals were added 15 years ago. And now the

Cando Conference Co-host Profile

centre, which is open daily, attracts huge crowds, including bus groups from across New Brunswick, Nova Scotia, Prince Edward Island and even the state of Maine.

The First Nation also owns a complex featuring a retail sales operation. Businesses at this facility include a supermarket, gas bar, smoke shop and the Wolastoq Wharf, a fine dining seafood establishment, which has been selected as the top restaurant in Fredericton by TripAdvisor for the past three years.

“The key thing about our operations is everything is band owned and operated,” said Polchies Jr.

In total, the St. Mary’s First Nation currently employs 450 people through its various businesses in the community, making it one of Fredericton’s largest employers.

“We like to think of Fredericton as a suburb of St. Mary’s,” said Polchies Jr., adding St. Mary’s is one of two First Nations in Atlantic Canada that is located in an urban location, entirely within a city limits.

Polchies added being in an urban environment, however, has also provided some challenges for the First Nation.

“We have to compete with the big box stores that are developing around ourselves,” he said.

Yet St. Mary’s, which has about 1,850 members, continues to grow and prosper.

“We’re also a big supporter for individual entrepreneurs in the community,” said Polchies Jr.

For example, in the past five years 60 houses have been built on the First Nation. Only local workers have been hired to complete these projects.

“We reinvest everything into our people because at the end of the day we want people to recycle (their money) back into the community,” he said.



St. Mary’s First Nation old reserve grounds.

Photo: supplied

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Inspiring Success: Joint Economic Development Initiative

The Joint Economic Development Initiative (JEDI) is an organization that supports Indigenous participation in New Brunswick's economy.

JEDI began in 1995 as a forum that brought together leaders of First Nations communities and organizations in New Brunswick with leaders from the Government of Canada, the Government of New Brunswick and New Brunswick's private sector. Since 1995, JEDI has been active on its mandate and now operates as a successful not-for-profit organization that boasts many successes in Indigenous economic and workforce development.

JEDI is funded by the Atlantic Canada Opportunities Agency (ACOA), Indigenous and Northern Affairs Canada (INAC), the New Brunswick Aboriginal Affairs Secretariat (AAS), Employment, Workforce Development and Labour (EWDL), and the New Brunswick Department of Post-Secondary Education, Training and Labour (DPETL). In addition to government funding, JEDI also receives support from the private sector, as well as, Indigenous communities and organizations. JEDI is governed by a JEDI Inc. Board of Directors consisting of Indigenous, private sector and funding partners.

Programs under the management of JEDI include: the JEDI Aboriginal Development Fund (JADF), the Provincial Aboriginal Employment Coordinator Partnership, the Aboriginal Adult Learning and Apprenticeship Coordinator



Joint Economic Development Initiative



Partnership, the Labour Market Initiative Program, the Indigenous Digital Literacy Program, as well as, youth initiatives such as the Indigenous Internship Program (IIP) and the JEDI/Brun-Way Bursary Program.

Cando Conference Co-host Profile



Projects include the New Brunswick Aboriginal Shipbuilding Engagement Strategy, the New Brunswick Aboriginal Information Communications Technology Project and the New Brunswick Aboriginal Mining, Energy, and Trades Project.

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- President's Reception, Dinner & Dance

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ANIB - www.anib.ca

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-Chief Dennis Meeches

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JOURNEY WITH OUR ANCESTORS

Friend Level



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

Former U.S. Sergeant Credits Certification For Current Successes

By Sam Laskaris
Cando Writer



Nick Paul

Photo: Supplied

Nick Paul has made some major life-altering decisions in the past.

But the 39-year-old Maliseet, from New Brunswick's Tobique First Nation, is rather content with his current job, thanks in large part to the Cando certification he earned.

For the past decade Paul has been working for Peace Hills Trust, the First Nation banking institute. He's the assistant manager of credit at Saskatchewan's Fort Qu'Appelle regional office.

"I don't know what the future holds but I know Peace Hills Trust is a top-notch employer," Paul said.

Though he was already working for the company at the time, Paul decided to complete the requirements and earn his Technician Aboriginal Economic Developer (TAED) certificate through Cando, the national Indigenous organization that promotes economic development. He was awarded his certificate in May of 2010.

"Any time you can educate yourself and further yourself, that's a good thing," Paul said.

Plus he believes his Cando certification greatly assists him in his current job.

"When I deal with First Nation bands I realize what their economic development goals are and I have a better understanding of how to deal with that," he said.

Those who knew Paul in his younger days might be surprised to find out what he's doing now.

He left his First Nation at the age of 19 and joined the U.S. Army, enlisting as a medic.

"I joined the military to get off of the reserve," said Paul, who headed to Missouri to do his 12-week basic training program. "I felt trapped at the time."

Paul eventually rose to the rank of Sergeant. But after six years, including a three-year stint where he was stationed in Germany and a three-year stay at Maryland's Fort Detrick, Paul opted to leave military life behind.

He returned to his home province and decided to go back to school. He enrolled at the University of New Brunswick, where he obtained his First Nations Business Administration Certificate.

Before he was hired by Peace Hills Trust he served as the branch manager with the First Nations Bank of Canada in Chisasibi, Que.

As for others considering whether to get their Cando certification, Paul would strongly encourage they do so.

"I would tell them to apply for the Cando certification," he said. "It gives you a deeper and better understanding of economic development within the First Nation communities."

I would tell them to apply for the Cando certification. It gives you a deeper and better understanding of economic development within First Nations.

www.edo.ca/certification

Certification Assists JEDI Manager With Employment Career

By Sam Laskaris
Cando Writer



Stanley Barnaby

Photo: Supplied

Taking some specialty courses during his post-secondary education has paid off handsomely for Stanley Barnaby.

The 28-year-old, who is from Quebec's Listuguj Mi'gmaq First Nation, attended the University of New Brunswick, earning his Bachelor of Business Administration degree.

While at UNB, Barnaby also took the necessary courses to obtain his First Nations Business Administration Certificate. By fulfilling the requirements for this certificate Barnaby met the criteria to obtain his Technician Aboriginal Economic Developer (TAED) certificate through Cando, the national Indigenous organization which promotes economic development.

Barnaby credits his Cando certification with helping him land some of the jobs he has held.

"It certainly helped me with some of the employment I've had in my career," he said. "It being on my resume really helped."

Barnaby is currently the Finance and Operations Manager for the Joint Economic Development Initiative (JEDI), based in Fredericton, N.B.

JEDI promotes Indigenous economic and workplace development to 15 First Nation communities throughout New Brunswick.

Barnaby started off as the finance intern at JEDI two years ago before he was promoted to his present job, one in which he oversees numerous ventures.

"I play a strategic role on a lot of the projects at JEDI," he said.

Besides community economic development, JEDI provides services including entrepreneurship, apprenticeship and employment counselling to Indigenous individuals.

Before joining JEDI, Barnaby held a pair of jobs in his home community. He was a financial analyst in commercial fisheries, working for the Listuguj Mi'gmaq Gouvernement for one summer. And he gained finance experience working for the Mi'gmawei Mawimi Secretariat, also in Listuguj.

Barnaby continues to speak highly of Cando.

"From my experience there's a lot of benefits to getting the certificate," he said. "And there's a lot of benefits you can achieve through the networking of Cando programs."

Barnaby's involvement with Cando continues to expand. For starters, he's the chair of Cando's National Youth Summit Conference. And he's also a member of Cando's national conference committee. JEDI will be co-hosting the Cando Conference this fall along with the St. Mary's First Nation.

That conference is scheduled for Oct. 23-26 in Fredericton.

Barnaby is also a strong believer in giving back. He recently completed a mentorship through the Cape Breton University in-business program. Through this venture he assisted Indigenous youth from across Atlantic Canada to complete assignments covering topics such as finance, accounting and marketing.

From my experience there's a lot of benefits to getting the certificate. And there's a lot of benefits you can achieve through the networking...

www.edo.ca/certification



Photo: supplied

The International Inter-tribal Trade and Investment Organization held its trade mission and conference at the University of Oklahoma in June 2017.

Cando to be “honest broker” in developing inter-tribal trade

**By Shari Narine
Cando Writer**

The potential for inter-tribal trade between First Nations in Canada and Tribes in the United States “is absolutely huge,” says business consultant Keith Matthew, who also serves as president of Cando.

But realizing that potential will not be easy as First Nations need to overcome the trade barriers that are in place between Canada and the U.S.

“We’re unfortunately at the whim of both of those governments,” said Matthew.

With the Canadian dollar still weaker than U.S. currency, exporting product to the U.S. is a golden opportunity that First

Nations need to take advantage of. But, Matthew admits, First Nations need to get “export ready,” which means obtaining export licenses, figuring out the logistics of getting product to U.S. markets, and understanding how foreign-trade zones, in places like the Citizen Potawatomi Nation in Oklahoma, work.

“We need to understand the mechanics of taking our goods and services south of the border or even into Alaska if there’s opportunities there,” said Matthew.

Cando is in the early stages of examining inter-tribal trading between the Indigenous groups in Canada and Tribes in the U.S.

Inter-Tribal Trade Opportunities for First Nations

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“We’re trying to facilitate those discussions and help our communities access new markets,” said Matthew.

He suggests that the best practises of First Nations, Metis and Inuit businesses, who are already undertaking inter-tribal trade, need to be adopted by other Indigenous communities. These successful businesses should be viewed as leaders.

It is unclear how many First Nations are in the position of taking advantage of inter-tribal trade. Matthew says it’s a statistical analysis he will suggest his organization look at, especially in light of the “budding relationships” Cando has with the Assembly of First Nations, Métis National Council and Inuit Tapiriit Kanatami.

“That’s an issue not only ourselves as Cando need to look at, but all those other economic development organizations that want to help our communities, whether you’re First Nations, Métis and Inuit, understand the current situation. We need a good snapshot of where we’re at and we don’t have that,” he said.

Matthew says he would also like a “snapshot” of how Indigenous communities are operating businesses within Canada. There is no comprehensive list of who is conducting business, what they are doing, or who their markets are.

Matthew would also like to see more cooperation and less barriers between Indigenous businesses.

“(Cooperation) would be a welcome development in First Nation businesses, Métis businesses and Inuit businesses for sure. I would tend to say we’re almost, in a lot of incidences, competing directly with each other for much of the same market,” he said.



Photo: supplied

Keith Matthew, President of Cando speaking at the International Inter-tribal Trade and Investment Organization held its trade mission and conference at the University of Oklahoma in June 2017.

The establishment of something like an economic commission within each Indigenous community would offer the opportunity to find out how to take advantage of Indigenous businesses, economic development arms, and mutual beneficial agreements that are being signed within Canada.

“And then looking further abroad how do we take advantage of the tribes in the U.S. who want to do business with us? How do we facilitate this and make it real?” he said.

Matthew sees Cando as playing a substantial role in this development, serving as an “honest broker,” writing technical papers and examining the mechanics of making inter-tribal trade work for Canada’s Indigenous groups.

And then looking further abroad how do we take advantage of the tribes in the U.S. who want to do business with us? How do we facilitate this and make it real?



Photo: Paul Macedo

Jim Collard, director of planning and economic development with the Citizen Potawatomi Nation, in Oklahoma conducts a tour of the Iron Horse industrial park that runs along the Union Pacific rail line. The park is seeking a designation as a 'free-trade zone'.

Strong economic development plans required to move forward with FTZs

**By Shari Narine
Cando Writer**

Ray Wanuch, executive director of Cando, doesn't mince words when he talks about inter-tribal trade.

"The end goal is huge," he said. "Free-trade zones create jobs, gets us into the economy. I think it's part and parcel of Indigenous people producing their share of the gross domestic product."

FTZs would be custom free with no duties and allow the exchange of goods between Canada and the United States.

But as good an opportunity as that presents, there are challenges - even just within Canada.

Chief and council need to set economic development as a priority, says Wanuch, and then certified economic

development officers need to produce strong economic development strategies for their communities.

That's where Cando comes in, he notes. To date, Cando has certified about 400 EDOs, which have placements in about two-thirds of the country's 633 First Nations.

Access to capital is another issue and can prove to be complicated, says Wanuch. Often times, chief and council are the only ones with money for investment in the community and that means economic development gets tangled up in politics.

"Instead of having the band be the owner of the business, they should set up a model, whether it's a cooperative or development corporation," he said, adding that bands are beginning to understand this distinction is necessary.

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Ray Wanuch, executive director of Cando



Photos: Paul Macedo

Jim Collard, director of planning and economic development with the Citizen Potawatomi Nation.

Capacity is another challenge.

“There needs to be more business training for individuals in the community who want to pursue business,” said Wanuch.

Trading among First Nations isn’t an established pattern, partially because there isn’t a data base that outlines the products and services First Nations can offer each other. And also because of a “mindset.”

“Once people get that mindset that they have something to trade and that the other person at the other end is willing to buy it, then I think they’ll be there,” he said.

Inter-tribal trade will be a main focus at Cando’s national conference this fall in New Brunswick.

Wanuch is in the process of setting up a panel which will look at how First Nations in Canada and Tribes in the United States can move forward with inter-tribal trade. Among the panelists he hopes to include will be those with legal expertise, who can speak on both the Jay Treaty and the North America Free Trade Agreement and how they may impact inter-tribal trade; practitioners that already have free-trade zones (or foreign-trade zones as they are called in the U.S.); and someone from the International Economic Development Council, which represents economic development practitioners around the world.

More: www.edo.ca/news



What used to be the end of the Union Pacific rail line is now the beginning of International trade opportunities at Iron Horse Industrial Park in Oklahoma

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Special skills will play valuable role for community service

Being put forward to potentially serve a similar role in the community is a responsibility I understand, and is one I am always honoured to do my best to uphold

Jacquelyn Cardinal

By Shari Narine
Cando Writer

At 26 years of age, Jacquelyn Cardinal received an opportunity very few ever will: she was invited to present to the Standing Senate Committee on Aboriginal Peoples.

“The experience (was) fortifying. Not only because it was a moment that I was able to look up from the day-to-day of running my business and take some time to appreciate that I’m using the talents my ancestors have given me on the path that I’ve chosen, but also in that I was able to see firsthand that there are other Indigenous youth quietly working away in their corner of Canada towards achieving goals similar to mine. The strength that comes from seeing that I’m not *actually* alone, though I might feel like I am sometimes, is something that no words can describe,” said Cardinal, who is Sakwithiniwak from the Sucker Creek Cree First Nation.

Cardinal’s presentation focused on the work her Edmonton-based company Naheyawin does in imagining contemporary treaty relations, the role of new technologies in building those relationships, and the important role youth entrepreneurs will play in the unfolding of the promise of Canada.

It is this experience that Cardinal feels she can bring to Cando’s National Youth Panel.

“I think what is unique about the perspective I’ve gained from following my passion for technology is that I’ve found that these new tools have the potential to be truly uniquely valuable for Indigenous peoples if they are used as a means to achieve goals rooted in Indigenous thought, goals, and worldviews. They are not the goal, nor do they actually hold any truths in themselves, just as a hammer or arrowhead does not have inherent truth. This understanding has imbued my actions and perception of myself as a person with a set of skills that are a means to be of service to my community, and I take that role very seriously,” she said.

Cardinal adds that she has been inspired by the “truly great things” past panel members have done.

“Being put forward to potentially serve a similar role in the community is a responsibility I understand, and is one I am always honoured to do my best to uphold,” she said.

Each year Cando selects six Indigenous youth to form the National Youth Panel, a signature event at the Cando Annual National Conference which will be held in Fredericton, New Brunswick, from Oct. 22-25.

Selections for the panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities.

2017 National Youth Panelist

Teagyn Vallevand

By Shari Narine
Cando Writer

Teagyn Vallevand, 21, is driven to make a difference when it comes to lateral violence and youth.

“I think it’s important for youth to understand what lateral violence is, so that we can change our behaviours in the moment and just be kinder, and take back our power in a positive way, rather than continuing the current cycle of fighting and trying to take power from each other - by hurting those closest to us like our peers, family, and community members. If we can understand that lateral violence is a learned behaviour that can be unlearned, we can start taking the first steps towards changing and reclaiming our love and sense of oneness for our communities, and relearn to love ourselves,” she said.

Vallevand and business partner Aurora Hardy operate *Youth For Lateral Kindness*, which encourages healing and healthy behaviours among Native youth and reconciliation among Yukoners.

Vallevand, a member of the Kwanlin Dun First Nation, says they hope to one day expand their services to reach Indigenous youth across Canada.

Vallevand, who works in MP Larry Bagnell’s constituency office and is also working towards a degree in First Nations self-governance and administration at Yukon College, was nominated by Gina Nagano, acting director of justice, for a position on

Cando’s National Youth Panel. Wrote Nagano, “Teagyn is a determined individual, passionate about serving her community in any way she can and empowering her peers.”

Said Vallevand of the nomination, “It means that I am doing a good job at what I love to do, and that is to serve my people.”

She feels she can bring a unique perspective to the panel.

“We are now at a point in time where there are many more Indigenous youth throughout Canada who want to know who they are, and reclaim their identities, and resurface our traditions. Coming from a background where growing up I did not have a strong connection to my Indigenous identity because of how inter-generational trauma affected my family, and from my personal experiences of lateral violence, I think I can really relate to many youth out there that are now in the same boat I was in during my high school years,” said Vallevand.

She adds she wants Indigenous youth to feel empowered.

Addressing lateral violence important for youth

We are now at a point in time where there are many more Indigenous youth throughout Canada who want to know who they are, and reclaim their identities, and resurface our traditions.

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Leading the change for economic growth

My experience that I will bring to the panel is to focus on getting things done. To show that the impossible can be done and will be done,” he said, adding that it is a “great honour” to be nominated.

**By Shari Narine
Cando Writer**

Jacob Crane, 28, has ambition and vision.

After he obtains his Bachelor of Science degree from the Utah Valley University, he plans to return to his home on the Tsuut’ina Nation and run for council “so that I may lead the charge towards international business for my community.”

Initially nominated to council in 2016, Crane withdrew from the election in order to focus on his education, something he is passionate about.

But Crane is no stranger to the workings of his band council. Not only did he successfully lobby Chief and council for a youth program on Tsuut’ina Nation, which he managed, but he also served as the Chief’s assistant for 16 months, attending business meetings for future economic development on the reserve.

Crane’s ambition and vision carry through to what he wants to achieve if he is successful in attaining a position on the Cando National Youth Panel.

“My experience that I will bring to the panel is to focus on getting things done. To show that the impossible can be done and will be done,” he said, adding that it is a “great honour” to be nominated.

Jacob Crane

Along with running for council, Crane also plans to start more businesses on the southern Alberta First Nation and further his career in the economic development sector. He has a passion for teaching and speaking about entrepreneurship and would like to open his own entrepreneur consulting firm.

Crane says business is a good model for living life and he wants to share that with other Indigenous youth.

“In business things never go according to plan and it can be very disheartening when things just don’t pan out for your business so to me finding ways to cope or rebound so that you don’t become stuck in a rut is the true key to success,” he said.

Keeping grounded in his culture has also been important to Crane, who has participated in and learned from the Sundance and sweatlodges. He has been a singer, dancer and drummer at pow wows throughout Canada and the United States.

Each year Cando selects six Indigenous youth to form the National Youth Panel, a signature event at the Cando Annual National Conference which will be held in Fredericton, New Brunswick, from Oct. 22-25.

Selections for the panel are based on their strengths, initiatives, accomplishments, entrepreneurial spirit, and participation within their communities.

2017 National Youth Panelist

Dustin Fiddler

By Shari Narine
Cando Writer

At 25 years of age Dustin Fiddler became the youngest person elected to the Waterhen Lake First Nation Band Council last year.

“It was an uphill battle as my community in the past has never supported or has been hesitant to support an off-reserve candidate - let alone a younger one. I knew what I wanted to achieve back home and I had three main goals for the community,” he said.

Those goals are found in the portfolios Fiddler holds: education, post-secondary education, youth and recreation, and communications. Fiddler also holds the justice and policing, and economic development portfolios. In addition, he’s working hard on the Band Custom Election Act, Membership Act, and Business Economic Development Corporation.

It’s this future focus in such a young person that prompted Devon Fiddler to nominate Dustin to National Youth Panel for Cando.

“Dustin will likely achieve more in his lifetime, and help bring up the community and youth with his positive

energy, and commitment to enhancing communication, accountability, and transparency,” wrote Devon Fiddler, social entrepreneur, and the founder and chief change maker of SheNative Goods Inc.

Being selected to the Cando panel would be a tremendous opportunity to do more for youth, says Dustin Fiddler.

“Throughout my life I have never shied away from sharing my thoughts on topics ranging from Indigenous issues to issues that affect all society. Cando also exemplifies everything that I want to bring to my community in regards to economic development,” he said.

Fiddler says he would call on his experience of studying economically successful First Nations and speaking with stand-out Indigenous business leaders to guide him in his position on the panel.

“There is a new generation of Indigenous youth that have hit the job market and the educational institutions over the last decade. In that decade we have seen a lot of changes across the country. That wave is only getting bigger and we need to better prepare our youth to take the reins and be the best advocates, leaders, and people that they can be,” said Fiddler.

Youngest band councillor wants to help guide “new generation”

Throughout my life I have never shied away from sharing my thoughts on topics ranging from Indigenous issues to issues that affect all society.

Using skills to help the next seven generations

This is how I want to give back to my people, I want to use the education and skills gained from my current work experience to be a catalyst for sustainability for the next seven generations.

Keshia Moffat

By Shari Narine
Cando Writer

Keshia Moffat, 26, has high aspirations. The member of the Eel River Bar First Nation, in New Brunswick, wants to help First Nations develop renewable energy projects.

That's how she would like to combine her Master of Science degree in environmental sustainability with the skills she is learning from her present position with the Aboriginal Youth Internship program delivered by Eel River Bar First Nation. Through the internship program, Moffat has been connecting current entrepreneurs and future entrepreneurs with the resources needed to start or be successful in their own business.

"I believe there needs to be meaningful renewable energy projects coming to our communities but these projects need to bridge together our culture, social, economic, and environmental values. I believe by doing this, sustainability could transpire and bring about enhanced employment opportunities for future generations," said Moffat.

"This is how I want to give back to my people, I want to use the education and skills gained from my current work experience to be a catalyst for

sustainability for the next seven generations."

She believes environment and sustainability should also include economic development, capacity building socio-economic needs, traditional values and culture values. She adds that it is important that Indigenous youth be provided with resources to seek higher education.

These are the unique outlooks that she would bring to Cando's National Youth Panel.

Moffat says she is both honoured and humbled to be considered for the panel. "To be nominated instills that reassurance that the direction I am taking in my education and career path is a direction in which I can help bring meaningful knowledge and change to Indigenous people."

Moffat sets her top three priorities for Indigenous youth as education; providing strategies and programs to help with mental health and substance abuse; and environment. She sees culture playing a strong role in reaching each goal.

"It is important for Indigenous youth to have the knowledge and to continue to practice their culture when it comes to the environment as they are the next generation of leaders and change makers," she said.

2017 National Youth Panelist

Melissa Lunney

**By Shari Narine
Cando Writer**

For Melissa Lunney, it's all about the words spoken by her late grandmother: "Make the best with what you've got."

For Lunney, 30 from the Elispegtoq First Nation, it's her skills in technology and entrepreneurship that allow her to pursue social justice, environmental sustainability, gender issues, and cultural expression.

A graduate of the Joint Economic Development Initiative Mobile Application Development Course, Lunney founded Appdigenous Development Inc. in 2016, in Fredericton. Appdigenous partnered with RPC Science & Engineering to develop Doorable - a mobile app that wirelessly opens accessible doors as people approach them.

"With the data that I collect through the app, I hope to develop more assistive mobile applications. As the company grows, I plan to hire people from Indigenous communities. I believe that everyone, no matter where you live, should have the opportunity to find meaningful employment without having to move away from home communities," said Lunney.

Along with furthering her own business, Lunney also serves as market access officer with JEDI, where she works

directly with Indigenous entrepreneurs.

It's this dedication that prompted JEDI manager Stanley Barnaby to nominate her for the Cando National Youth Panel.

"While working with Melissa at JEDI, I have been able to see that she is very passionate about her own business and her roles at JEDI. She is a very diligent with her work and is a great asset to JEDI. Between her experience with her business and work experience I think she would be a great role model for Indigenous Youth," said Barnaby.

Lunney is thrilled to be in the running.

"I am very grateful to have the opportunity to share my experiences with others. It's important to see the person behind the business and see who they are, what challenges they faced and how they overcame them to accomplish their goals," she said.

Lunney says youth need to invest in themselves, particularly in their education, self-confidence and well-being.

"My story demonstrates that it's not about what you know, but rather what you learn. Every experience is a learning opportunity," she said, adding, "Know that some things are out of your hands. You can however control how you handle situations and what you do to prevent future mistakes."

Late grandmother's wisdom guides woman in her endeavours

**My story
demonstrates that
it's not about what
you know, but
rather what you
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learning
opportunity.**

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Youth seen as “strong advocate” for her community

By Shari Narine
Cando Writer

Lorralene Whiteye

Last year Lorralene Whiteye, only 19 years old, was part of a delegation formed by the Ontario Regional Chief to meet with Prime Minister Justin Trudeau in Vancouver at the Assembly of First Nations First Ministers' meeting to talk about climate change.

“It was a great experience,” said Whiteye,

who is Ojibwe from of Onigaming First Nation and Pawnee and Southern Arapaho from Oklahoma.

Now studying at Humber College in Toronto and working toward her paralegal diploma, Whiteye's career aspirations go much further than that.

“I hope to practice Aboriginal law and open my own firm once I become a lawyer,” she said, adding that she wants to help the 23 per cent of Aboriginal people who face criminal charges.

It's partially this goal that influenced her Chief and council to nominate her for Cando's National Youth Council.

“She will be a strong advocate for the Anishinaabe community in the justice system,” wrote Chief Kathy Kishiqueb in Whiteye's nomination letter.

Kishiqueb called Whiteye “a resilient, motivated and inspiring young Anishinaabekwe,” connected to her culture, working hard with youth to keep them moving forward in healthy ways, and being a “strong and positive role model.”

“I'm humbled to be viewed as a leader in my community,” said Whiteye. “I love being culturally rooted to my land and my people.”

Whiteye says she is excited to have the opportunity to be considered for the National Youth Panel.

Whiteye believes she can bring diversity to the panel. Having grown up in a First Nation community and now living in Toronto, she feels she can offer that insight. As well, she has travelled throughout North America to First Nation communities talking about her story and resiliency and connecting with youth and others.

It is the concept of resiliency that Whiteye holds as her top priority for Indigenous youth, which she wishes for them to express and experience through understanding the importance of education, being confident in themselves as Indigenous people, and being understanding.

“There's so much that comes with being Indigenous that you have to be able to understand the other person's perspective. Maybe they don't know, and want to learn,” said Whiteye.

Focus on youth today will lead to stronger tomorrow

By Shari Narine
Cando Writer

Lainey Blood

Lainey Blood, 26, wants to be a strong role model for youth.

“I have a very strong voice and many youth that I have worked with look up to me. I strive to be a good role model and hope I am making differences in peoples' lives,” said the member of the Kainai First Nation, who lives in Lethbridge.

Since her nomination for a position on Cando's National Youth Panel comes from her little sister Cara-Lee, it's clear Blood is accomplishing her goal. Said Cara-Lee in her letter, “Lainey aims at working with youth, for the betterment of her people as a whole. She looks at ways she can give back, while participating in community activities that bring everyone together.”

Blood, who has a General Management degree from the University of Lethbridge, works with youth from Grades 7 to 12 guiding them along their career paths. Her future career plans are to start her own business and continue to work with youth in their post-secondary journeys.

“The youth are our future and as Aboriginals we need to focus more on youth today to have a stronger tomorrow,” she said.

Culture is also important to Blood, who travelled in Southeast Asia and shared her Blackfoot traditions as she learned about different cultures and religions such as Hinduism, Muslim, and Buddhism.

At home, Blood is working in partnership with the Kainai High School on an agriculture project that aims to promote agriculture as a career option for youth. One of the main goals of the project is to tie together the Blackfoot culture and traditions, while educating youth on on-reserve about agricultural opportunities.

“I feel like I have worked so hard to get to where I am and to be finally rewarded with an opportunity like this... feels amazing,” said Blood of her nomination to the National Youth Panel. “I would love to meet other youth panelists, as well as other individuals from all over Canada to share each other's hopes and goals in life. It will be quite interesting to know what other Aboriginals are doing with their careers in life and hope to motivate each other.”

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Pride in self is important to success of youth

By Shari Narine
Cando Writer

Melissa Gilpin

“Never let hardships define your future,” said Melissa Gilpin. That is more than a motto for Gilpin; it is a philosophy she wants to impart on Indigenous youth.

“I’m 26 years and honestly I can say I’ve been through a lot in my life. Been through a lot of rough patches in my life. I feel like I gained a lot of knowledge and experience and it could be beneficial for me to help other Aboriginal youth,” said the member of The Crees of Waskaganish First Nations, who has been nominated for Cando’s National Youth Panel.

In her nomination letter, Karen Morrison-Gilpin, with the Cree School Board, called Gilpin a “treasure” who has an incredible story of resilience, determination, strength and courage. She has experienced extraordinary losses, challenges and successes.”

“I feel very humbled and thankful that someone has nominated me for this,” said Gilpin.

Gilpin believes that education equals opportunity. She left her home and family at 13 years of age to attend Stanstead College, a high school in southern Quebec. Today, she is enrolled at the University of Ottawa in the faculty of health and in the second year of a four-year honours bachelor degree in Human Kinect.

In 2016, she was recognized as one of the recipients of the Canada Post Aboriginal Incentive Award for writing an essay outlining the obstacles and challenges she had to overcome in pursuit of a higher education.

Gilpin also prioritizes community development, raising money to provide nutrition, education, and healthy living programming for youth in northern communities as well as traveling to Fiji and Costa Rica to work with villagers to promote sustainable community development.

“My future goals are to complete my degree and I desire to be an inspiration and a motivational speaker,” she said.

As far as Morrison-Gilpin is concerned, Gilpin has already achieved that goal. “Melissa’s energy, vigour for life and strength is an inspiration to us all. She encourages us to strive for greatness, live to our fullest potential and see the best in ourselves.”

Young entrepreneur creates videos that inspire youth

By Shari Narine
Cando Writer

Michael Stemm

Michael Stemm, 25, a young entrepreneur from Eel Ground First Nation, sees life through the lens of a video camera.

As founder and operator of Down to Earth Productions, Stemm has turned his high school hobby into a business that allows him to not only capture the culture of his own people, but to travel and record the lives of others and then share what he has learned with those back home.

Stemm began making PSA videos in an after school program, touching on such topics as mould prevention, West Nile Virus and fetal alcohol syndrome. Today, he has documented trips to Southeast Asia and Peru, and the total solar eclipse in South Carolina. He plans a month-long tour across Canada, recording visits to national parks, and wants to return to Southeast Asia.

Stemm wants to continue to grow his business with local contracts and working with bigger companies, using his resources to upgrade his equipment and his ability to travel.

“As the company grows we plan on hiring some skilled and talented employees to increase our production quality. Keeping busy by being productive is key for my business, always put out good quality content to show what we are up to and how the business is growing,” said Stemm, who earned a Bachelor of Business Administration degree from the University of New Brunswick.

His hard work has earned him a nomination to the Cando National Youth Panel.

“I feel honoured to have been nominated. Being an active role model in my community has given me a sense of responsibility to set a good example not only to the youth but to the community as a whole. Seeing the kids being inspired and motivated by the videos that I produce gives me a sense of accomplishment that keeps me driven towards my goals,” he said.

Stemm believes that it’s important for youth to have an active and healthy lifestyle. He also holds that the bond with family and friends is important for young people.

And about work, he said, “Discover what you love to do and find a way to monetize it.”

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“Empowering each other as Indigenous people is important

By Shari Narine
Cando Writer

Patricia Barlow-Arcaro

For Patricia Barlow-Arcaro, 26, pride in self, culture and history is important.

“Growing up, I really wished that I shared my culture much more often, that I wasn’t shy about myself as a person, that I was more proud and that I never questioned or self-doubted myself when it came to new opportunities,” she said

Barlow is showing that pride in the career she has chosen. She is presently enrolled at the New Brunswick College of Craft and Design for a fashion design diploma. A Mi’kmaq from Indian Island First Nation, Barlow plans to begin a clothing brand of contemporary Aboriginal apparel with the intention of representing the Mi’kmaq art and culture and to instill pride in her people. Also a visual artist, her work is currently held at the Fredericton Delta, University of New Brunswick, and Government of New Brunswick.

“Although I cannot change my past, I would love to provide pride to someone else who is currently in that position where I once was and change his or her life for the better,” Barlow said.

She sees her nomination to the Cando National Youth Panel as an opportunity to do just that. Barlow sets two other priorities: bringing awareness and teaching about self-worth, and encouraging Indigenous youth to work together and support each other.

“As Indigenous peoples, we would be so much better if we all empowered each other, to the point where the rest of Canada is proud and amazed that we are the original Canadians, as they should be. By empowering and being aware of each other’s accomplishments, I truly believe we can fix many of our problems as well as be one of the most contributing members to society,” she said.

Barlow is “honoured” to be nominated to the panel, noting that previous youth panelists have all been “great Indigenous people that did amazing things and contributed so much to their own communities” and she is eager to follow in their footsteps. She feels that she can also bring the unique perspective of being her own boss as an entrepreneur and artisan.

“By helping each other, we can all become greater and continue to be the resilient people that our ancestors were known for,” she said.

Using arts, culture to tap healthy lifestyle for young people

Edmond Collins

By Shari Narine
Cando Writer

Edmond Collins is confident that he can draw upon his “love and passion for the arts” to help other young people tap into their culture and build healthy lifestyles.

The 25-year-old, who resides in Fort Williams First Nations, has been nominated to Cando’s National Youth Panel.

“Throughout my 25 years on this earth, I have experienced a lot and I’ve given everything. I’ve done the best I can. I’m still learning and I’m still growing. This thought is something I’ve always kept close to me. I don’t know what tomorrow will bring but am sure it’s for the best,” he said. This is an outlook he can bring to the panel.

Writing and acting gave Collins much-needed confidence in his youth, as he struggled through his formal education, barely getting passing grades.

It wasn’t until he acted in a play about racism, a play that told the stories of others as well as the youth who were part of it, that Collins came to realize the importance of his own writing – works that he had thrown away.

“This gave me more confidence in myself as I had been an introvert through most of my life,” he said.

Then, at 18 years of age, Collins acted in an educational film for the Union of Ontario Chiefs that spoke about youth, sexuality, suicide and the struggles that many First Nation youth undergo as they grow. This led to the opportunity for him to tell his own stories.

“I was approached by a youth worker who was at Wapikoni. They were stationed in Fort William First Nation and knew about the stories I had in my mind. They asked if I would come and sit down with the directors to talk about a few of these stories. I would fight the thought of going but eventually I caved. I would walk in and find myself writing and acting, something I thought was gone from my path,” he said.

While Collins hopes this work will lead to a feature film in the upcoming years, he pays his bills as a labourer for GridLink, an electrical company working north of Nippon, Ontario, on the Trans Canada pipeline. He plans to receive training to further his career within the company.

2017 National Youth Panel Nominee

Cando Connect

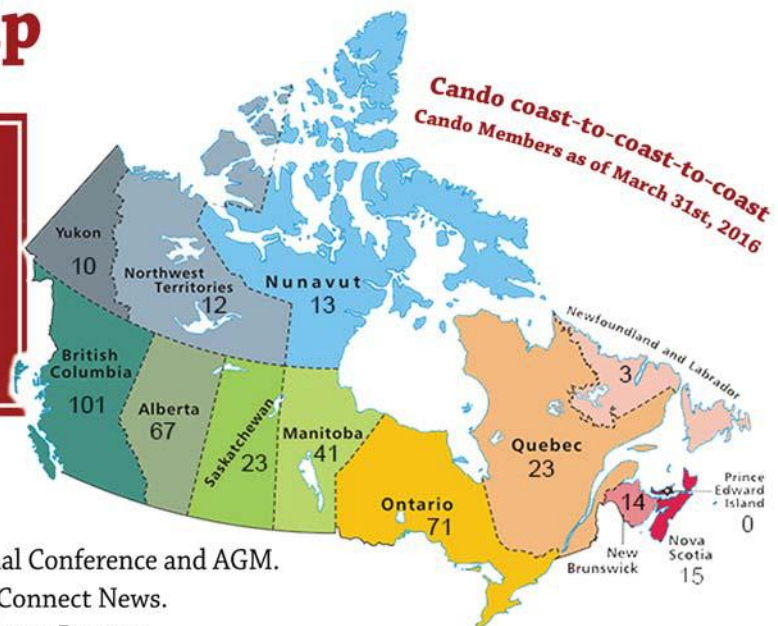
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Inspiring Success

First Nation in Nova Scotia to receive long-sought-after highway interchange

**Rose Paul
Individual EDO
Award Finalist**

**By Sam Laskaris
Cando Writer**

Members of Nova Scotia's Paqtnkek Mi'qmaq Nation have plenty of reasons to smile these days.

And they can thank Rose Paul, the director of lands and economic development of their First Nation, for that.

Shortly after joining the First Nation's administration department in 2006, Paul focussed her thoughts on the community's need to have a highway interchange.

That's because since the 1960s when Highway 104 (part of the Trans-Canada Highway) was built, the Paqtnkek First Nation was basically divided into half. The southern portions of the First Nation were not easily accessible and thus, not developed.

That is about to change though. In July of this year members of the community voted overwhelmingly to surrender parts of their land in order to have a highway interchange and connector roads built. This will allow both residential and retail properties to be built.

"It was a very long process, very difficult and a lot of barriers we had to go through," Paul said.

In part for her continued efforts in making this deal become a reality, Paul has been nominated for Cando's economic developer officer of the year award.

Winners in this category, as well as those from community and Aboriginal Private Sector Business categories, will be honored in late October. A ceremony will be held at the Cando Conference, which will be held in Fredericton, N.B.

The vast majority of those from the community were looking to develop the southern portions of the First Nation. A total of 277 ballots were cast in the land-surrendering deal and 265 of those were in favour.

The highway project is expected to cost \$15.3 million. The First Nation will also receive more than \$2 million in compensation for the use of its land and to move some families and reconstruct homes that will be affected by the project.

Paul believes eventually adding businesses and homes to the First Nation will be a win-win for all.

"It's good to see my community feel better and to know we can improve the life of all of our members," she said.



Rose Paul, the economic development officer for Paqtnkek Mi'qmaq Nation, poses by new highway interchange sign in her community.

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Elsipogtog First Nations EDO spearheads business centre in community

**Lynn Francis
Individual EDO
Award Finalist**



Lynn Francis, the Director of Economic Development for the Elsipogtog First Nation, led a management team which successfully brought a pharmacy and grocery store to the community.

**By Sam Laskaris
Cando Writer**

A never-give-up attitude paid off handsomely for Lynn Francis.

For the past 20 years Francis has been employed by the Elsipogtog First Nation in New Brunswick. She's spent the last nine of those years working as the First Nation's Director of Economic Development.

In her current role Francis spent countless hours spearheading a project that had been talked about for almost 15 years. After years of talking about the Elsipogtog Commercial Development Centre, a facility with three tenant spaces, became a reality this past October as a pair of businesses opened their doors.

One of the stores is a Pharmasave, the first location of this nationwide pharmacy chain which is owned and operated by a First Nation.

River of Fire Market, a 10,000-square foot grocery store, is also located in the centre.

Details of what business will be occupying the third rental space have yet to be officially announced. But a tenant is expected to be in the venue by early next year.

Francis was in charge of a management team which kept the project alive all these years, despite numerous obstacles.

"I'm very proud of the work we did, along with the support of the Chief and council," she said.

For her dedicated efforts, primarily with the \$10 million centre which opened last fall, Francis is one of the four nominees for Cando's individual economic development officer of the year.

Winners in this category, as well as in the community and Aboriginal Private Sector Business categories, will be honoured at the Cando Conference this fall. This event will be held in late October in Fredericton, N.B.

Francis and her management team maintained its quest for the business venture despite numerous changes within not only their only council but provincial officials as well.

"Each government pushed it forward step by step," she said.

The new businesses are employing about 50 Elsipogtog residents.

"To see our community members working, and for them to have meaning and purpose, you can't really explain that," Francis said.

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Tourists flocking to Yukon-based Carcross Commons

Carcross/Tagish First Nation Community Economic Developer Award Finalist

By Sam Laskaris
Cando Writer

Members of the Carcross/Tagish Management Corporation have not been resting on their laurels.

Officials with the corporation, the economic arm of the Yukon-based Carcross/Tagish First Nation, continue to seek ways to improve their recent successes while exploring other opportunities as well.

One of the economic development initiatives in the community is the Carcross Commons, a retail village featuring various shops and restaurants. Following a recent expansion, the Commons, which began with eight units now features 21 units.

There's also a waiting list of others looking to become part of the venue.

"We're looking to potentially expand on that site," said Nelson Lepine, the President and CEO of the Carcross/Tagish Management Corporation. "But we need approval from our territorial government. We can't grow any more unless they evolve with us. We want to manage the growth. And we want to bring as many citizens as we can here. We're trying to be as diverse as we can be."

Besides earning praise for its various ventures, the Carcross/Tagish First Nation is also one of the five nominees this year for Cando's community of the year award. Winners in this category, as well as for the individual economic development officer and Aboriginal Private Sector Business award, will be honoured at the Cando Conference, which will be held in late October in Fredericton, NB.

Besides the fact the Carcross Commons is becoming an increasingly popular tourist attraction, another reason why travellers are venturing to the First Nation is because of its breathtaking trails built on Montana Mountain.

The mountain lies on Carcross/Tagish First Nation territory. About 40 kilometres of trails have been built or restored on the First Nation to be enjoyed by hikers, mountain bikers, skiers or snowshoers.

"We do market that quite heavily," Lepine said. "I've had calls from as far away as Europe. And I get a lot of calls from people in B.C. because we're fairly close."



Following a recent expansion, the Carcross Commons, which is becoming a popular tourist attraction, now features 21 units.

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First Nation created in the mid 80's in running for national community of the year

Glooscap First Nation Community Economic Developer Award Finalist



Nova Scotia's Glooscap First Nation has grown economically in recent years under the leadership of Chief Sidney Peters.

By Sam Laskaris
Cando Writer

Nova Scotia's Glooscap First Nation has made some giant strides in recent years.

"For such a young community, we have come a long way," said Chief Sidney Peters, who has held his position since 2012.

The Glooscap First Nation, which was only established in 1986, has undergone tremendous growth under Peters' leadership.

In fact, various successful ventures have resulted in the First Nation earning a nomination for Cando's community of the year.

Cando, the national Indigenous organization that promotes economic development, will also be recognizing recipients in Aboriginal Private Sector Business and individual economic development officer categories.

Winners will be honoured at the Cando Conference, set for late October in Fredericton, N.B.

Peters believes having a progressive council and a qualified and dedicated staff has resulted in recent growth on his First Nation, which has 375 members.

"We are also lucky that we have very positive relationships with all levels of government, municipal, provincial and federal," he said. "While we don't always agree on government policies and how they operate, we work to develop positive, honest and long-term relationships with government and their staff."

A boost to the First Nation came in 2014 with the creation of Glooscap Ventures, the First Nation's economic arm which oversees all of the community's businesses.

Recent expansion on the First Nation includes a highway commercial development named Glooscap Landing. The first phase of this project, which is now open, features a gas bar and coffee shop.

The project will also eventually include a bistro offering First Nation themed food, a bakery and a liquor store.

Peters said creating Glooscap Ventures has also resulted in growth with existing businesses.

"They have also worked to expand our commercial fisheries through increased access to the lobster fishery along with a new state of the art vessel," he said.

And the Glooscap First Nation is not resting on its laurels. Shortly after Glooscap Ventures was created, officials from the First Nation established a five-year action plan and a 10-year strategic plan in the hopes of growing further.

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Mi'kmaq creator of software system earning national recognition

Brickyard Lucid Systems Aboriginal Private Sector Business Award Finalist

By Sam Laskaris
Cando Writer

A band management software system that he created is earning an Indigenous man some cross-country praise.

Donald Hanson, who is Mi'kmaq and a member of the Membertou First Nation on Cape Breton Island, is the creator of Lucid.

The software system was designed to support First Nation communities and organizations across the country. Its aim is to increase their transparency and accountability, thus enhancing their over-all effectiveness.

"It's transparent and easy to follow," Hanson said of the software system, adding that is why the name of the product is aptly called Lucid. "That's the whole idea of the system."

Partly because he created Lucid, Hanson is one of the four nominees this year for Cando's Aboriginal Private Sector Business award.

Cando, the national organization that promotes Indigenous economic development, has also announced its nominees in its individual economic development officer and community categories. Winners will be honoured at the Cando Conference, scheduled for late October in Fredericton, N.B.

The Lucid system provides four key features that will assist users. They are budgeting, human resources, document management and community reporting.

Since launching Lucid in April of this year, Hanson has convinced communities or groups from Nova Scotia, New Brunswick, Ontario, Saskatchewan and British Columbia to sign up for his pilot project. He will offer the software for free for a three-month period in the hopes users will purchase the service afterwards.

"There is a lot of people looking to get this type of service," he said. "There is a need and I want to fill it."

Hanson had previously worked for more than a decade in federal civil service. His desire to create a system such as Lucid stemmed from the fact he often witnessed the impact created from a lack of a proper management framework.

"Communities I worked with in the past had the best intentions," he said. "But I've seen the need for something like (Lucid) and I understand it."



Donald Hanson is hoping First Nation communities across Canada start utilizing Lucid, the band management software system he created

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Green Leaf has grown into thriving Annapolis Valley business

Green Leaf Enterprises Aboriginal Private Sector Business Award Finalist

By Sam Laskaris
Cando Writer

Tammy Belanger admits she was not quite sure which direction her life would take when purchasing some property back in the summer of 2000.

The plan was to turn the property, located in the tiny Nova Scotia community of Wilmot, into a business named Green Leaf, which would include a flower shop, Christmas shop and a greenhouse.

Belanger, a member of the Glooscap First Nation, had some obvious concerns of whether the business would take off.

“The building was originally to be used as a shop but converted into a house if need be,” she said.

“Originally we thought let’s see how we make out the first three years and we’ll go from there. After that, there was no looking back.”

Well, the business has been a huge hit. And the shop has been expanded twice and is now four times the size it was originally.

Green Leaf’s success has also earned Belanger a nomination this year for Cando’s Aboriginal Private Sector Business award.

Winners will be honoured – also in the individual economic development officer and community categories – at the Cando Conference, set for late October in Fredericton, N.B.

Belanger is pleased the business has flourished despite the fact she has not poured money into advertising or marketing campaigns. A Facebook page for Green Leaf is maintained.

“Our best advertising though is word of mouth,” she said. “They’re singing our praises which brings new people into the store.”

One of the Green Leaf’s attractions is that it has the only Christmas shop in the Annapolis Valley. Various Christmas ornaments and decorated trees are available for purchase year-round.

Staff at the business host classes covering topics such as floral design, wreath making and centrepiece making. It also provides training courses for First Nation communities across the province on how to grow their own vegetables.

“I’m really pleased with what we’ve done for the community and what we give back to the community,” Belanger said.



Green Leaf, located in the community of Wilmot in Nova Scotia, is a thriving business, which includes a greenhouse, flower shop and Christmas shop.

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Nelson Lepine: Carcross/Tagish CEO boasts of new community facility

**By Sam Laskaris
Cando Writer**

Though he was born in Saskatchewan and is a member of a First Nation in Alberta, Yukon is now home for Nelson Lepine.

Back in 2006 Lepine started working as the senior manager of infrastructure for the Carcross/Tagish First Nation. Three years later he became the director of infrastructure and special projects for the First Nation.

And since last year Lepine has been the president and CEO of the First Nation's economic arm, the Carcross/Tagish Management Corporation.

Carcross/Tagish, one of 11 self-governing First Nations in Yukon, has a number of ongoing ventures that are earning praise.

"You need more than one initiative," said Lepine, one of the four individuals who have been nominated for Cando's economic development officer of the year.

Lepine, a member of Alberta's Mikisew Cree First Nation, is especially proud of a pair of projects in his Yukon community.

Earlier this year a learning centre and cultural building, which can seat 500 people, opened.

"It's the old cliché if you build it they will come," Lepine said of the facility, expected to host its share of community events.

The idea to construct that facility grew from the local venture a couple of years ago which saw area youth learn numerous life skills when they helped to build three tiny homes in the community.

Now that he's spearheading the Carcross/Tagish Management Corporation, Lepine oversees all of the First Nation's businesses, investments, products and programs.

One of the First Nation's biggest success stories now is the Carcross Commons, which has become a popular tourist attraction as well.

The area started off with eight retail units. Thanks to a recent expansion, however, there are now 21 units, including shops and restaurants, at the venue.

Future growth at the site is also possible as there is a waiting list of those wishing to join in on the venture.

Sacha LaBillois Kennedy: Former intern becomes nominee for EDO of the Year

**By Sam Laskaris
Cando Writer**

New Brunswick's Eel River Bar First Nation continues to undergo some changes.

And Sacha LaBillois Kennedy can take her share of credit for that. That's because she has served as the economic development officer of the First Nation since February of 2008.

For her efforts in bringing various business opportunities to her community, LaBillois Kennedy has been nominated as Cando's economic development officer (EDO) of the year.

Cando, the national organization that promotes Indigenous economic development, has also announced its nominations for community of the year and for those in the Aboriginal Private Sector Business award.

The Eel River Bar First Nation does have some noteworthy upcoming developments in the works.

LaBillois Kennedy has also been kept rather busy with smaller projects.

"It's mostly getting individual entrepreneurs set up," she said.

Since 2003 the First Nation has also operated the Osprey Truck Stop.

"Aside from our fisheries, that is the biggest business in the community," said LaBillois Kennedy.

The truck stop includes a full service fuel centre, some gaming (video lottery terminals), a convenience store as well as a fully-licensed restaurant.

Though she was not the Eel River Bar EDO at the time, LaBillois Kennedy was working for the First Nation as a student when plans for the truck stop on the First Nation were being developed. Back then the First Nation employed her through an Aboriginal youth internship program operated by the Joint Economic Development Initiative.

LaBillois Kennedy also played an instrumental role in having her community's Aboriginal Heritage Garden reopened earlier this decade. The facility, which had been closed for a number of years, is a tourism site because of its garden and also hosts various workshops and the First Nation's annual pow wow.

LaBillois Kennedy and other First Nation officials are also busy with future growth. They are currently working on getting 70 acres of land, adjacent to the truck stop, designated for economic development.

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Business Centre becomes reality in Elsipogtog First Nation

By Sam Laskaris
Cando Writer

There had been talks. And then more talks. And even more talks.

But Chief Aaron Sock of New Brunswick's Elsipogtog First Nation admits he had become skeptical whether a business centre would ever come to fruition in his community.

Sock, who is in his sixth year of serving as chief in his community, admits he was overwhelmed when the Elsipogtog Commercial Development Centre opened last October. The facility includes space for three businesses.

Two of the tenants who opened their doors last fall were River of Fire Market, a 10,000-square foot grocery store and Pharmasave. The latter is the first pharmacy in the nationwide chain owned and operated by a First Nation.

The third, yet-to-be-announced tenant, is expected to occupy its space in early 2018.

"It's been a long process, 14-15 years in the making," Sock said. "It had gone through four of my predecessors."

For keeping its dream alive and persevering despite various obstacles in its pursuit of a multi-store centre, the Elsipogtog First Nation has been recognized. It is one of five nominees for this year's Cando community of the year.

Sock said he couldn't believe the community dream finally became a reality.

"It's kind of surreal actually," he said. "To be quite honest, I didn't think I'd see this day. My reaction was almost neutral – I didn't think it was actually happening."

Sock is thrilled that the majority of those from his First Nation do not have to venture out of town to buy many of their essentials now.

"It means that our dollars are being spent in the community now as opposed to outside," he said.

Sock is hoping the business centre will spawn further growth.

"Going forward, we're looking to continue the trend of establishing more businesses in the community," he said.

Partnerships help Pic Mobert First Nation become thriving community

By Sam Laskaris
Cando Writer

As it turned out, Pic Mobert First Nation just needed some help to become a thriving community.

"For many years we were this island of prosperity but we struggled to get any benefits from the resources around us," said Norm Jaehrling, the CEO of the northern Ontario-based First Nation. "We didn't have the capital or the know-how or the ability to take risks."

Well Pic Mobert First Nation is earning its share of praise now. In fact, it's one of the nominees for this year's Cando community of the year.

Jaehrling credits Pic Mobert's leaders for recent successes.

"We've had visionary leadership from a successful line of chiefs and councils," he said. "Even as some of the people changed, we were able to focus on our longer-term initiatives."

Forming partnerships with others has been one of the key reasons for Pic Mobert's various ventures.

One of the First Nation's greatest achievements is the Gitchi Animki Hydroelectric Project which opened last year. Pic Mobert owns 50 per cent of the project, which includes two generating stations. Regional Power Inc., a Manulife Financial subsidiary, is the other partner.

Jaehrling said Pic Mobert officials knew they had some valuable assets but needed partnerships to bring them to fruition.

"We had to get more creative and tell others what we had to bring to the table," he said.

Jaehrling added the hydroelectric project spawned other ventures.

"We learned business and our leaders learned business," he said. "We were involved in every aspect of all the steps."

Another successful business which resulted from a partnership is White River Forest Products, a major sawmill operating in nearby White River.

"We've certainly come a long way," Jaehrling said. "We've gone from nothing in the forestry industry to being an equity owner and supplier of a big business."

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Siksika Nation attracting new business ventures

By Sam Laskaris
Cando Writer

Tom Many Heads has spent his entire adult life working for his Alberta-based Siksika Nation.

Many Heads started working as a produce manager when he was 19 at a grocery store operated by his First Nation.

Now 41, Many Heads has considerable more responsibilities. He's the president and CEO of the Siksika Resource Development Ltd. (SRDL), which promotes all economic development and investment for the First Nation.

"This is the 20th year of the SRDL so we've reached a milestone," Many Heads said.

Not only are SRDL officials celebrating an anniversary, they are also reaping praise for some of their recent efforts in attracting new business ventures on their First Nation.

In part because of its recent economic successes, the Siksika Nation has been nominated for Cando's community of the year.

Though Siksika officials had difficulties attracting well known business chains to their community in the past, this appears to be changing now.

Earlier this year both a Petro Canada gas station and a Subway store opened on the First Nation.

"We're making some headway," Many Heads said of various partnerships being forged to benefit his community.

Another highlight for the community will be the fact an 8,000-square foot grocery store will be opening on the First Nation this fall. This venture is expected to employ at least 20 people from the community.

Another phase created following the opening of the Petro Canada and Subway will be a new business plaza on the First Nation.

"There will be five retail spaces," Many Heads said. "They will be 1,500 square feet per side. We're looking at applicants to see who will fill that space."

Yukon Motel and Restaurant has become multi-faceted business

By Sam Laskaris
Cando Writer

It was quite the leap of faith.

More than a decade ago Juanita Kremer decided to leave her job as a conservation officer while at the same time her husband Steve abandoned his carpentry career.

The Kremers opted for simultaneous career changes as they were offered the opportunity to purchase the Yukon Motel and Restaurant.

In retrospect, Juanita Kremer, a member of the Teslin Tlingit Council, need not have worried whether her husband and her would regret leaving their previous jobs and making dramatic career shifts. That's because her 24-7 business has become a rather successful venture in the Yukon community of Teslin.

In fact, the Yukon Motel and Restaurant is one of the four nominees this year for Cando's Aboriginal Private Sector Business award.

Juanita Kremer said a lot of hard work and perseverance has gone into her business.

"We took over on May 2 in 2006," she said. "We just worked our buns off on it. And it hasn't stopped."

The Yukon Motel and Restaurant is a multi-faceted business.

Besides 10 motel rooms and two logs homes which are rented out, the facility also includes a restaurant, laundromat, gift shop, gas station and an RV park with 63 hookup sites.

Also, Canada Post rents out some space at the facility.

"It keeps me busy," Kremer said. "I'm never bored. I'm never twiddling my thumbs."

The Yukon Motel and Restaurant has also become one of Teslin's largest employers.

About a dozen people work for the business during the winter months. And then, once the busiest summer months arrive, there are as many as 25 employees.

"It keeps a lot of families afloat around here," Kremer said.

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Dickson Designs becomes Canadian North success story

By Sam Laskaris
Cando Writer

A lifelong passion for beading has turned into a profitable venture for Heather Dickson.

The 26-year-old Whitehorse resident had graduated from the Fashion Design program at the Art Institute of Vancouver in 2010.

In the spring of 2015 Dickson, a Tlingit and member of the Carcross/Tagish First Nation, combined her traditional and arts skills to launch her business Dickson Designs.

The company, which has become a huge success story, is one of the four nominees for this year's Cando Aboriginal Private Sector Business award.

"It was a hobby that turned out to be a business," Dickson said of her time-consuming venture these days.

The Dickson Designs product line includes the popular Granny Hanky Headbands. These headbands sold out rather quickly at a recent Whitehorse festival Dickson participated in.

In fact, the demand for her headbands has grown to the point where Dickson now employs as many as 10 First Nation women across the Canadian north to help her produce beaded designs.

Dickson sells her products online to customers across Canada and the United States. Her clients often send her photographs of her apparel being worn throughout the world.

"Our work gets to travel to places we know we'll never get to," she said. "We've got selfies from all over the world."

Dickson is also passing on her sewing and beading passions to others. She has taught sewing classes to children and has also shared her skills with others during various festival workshops.

Dickson said she had her share of doubters when launching her business.

"Most think starting a business in the north, where we often feel so isolated and small, would be a barrier," she said. "But it's actually been the backbone of my business. It's where I have received the most support and it's the people from the north that I fully credit for helping my business grow as fast as it did."

NIEEF | National Indigenous Economic
Education Fund

YOUTH OPPORTUNITIES

National Indigenous Economic Education Fund (NIEEF) Scholarships

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

This year, NIEEF will be granting three scholarships each worth \$2,000. **The deadline to apply for a NIEEF scholarship is on June 30, 2018!**

Aboriginal Economic Developer Certification Process

Cando has certified over 300 professionals across Canada at both the Technician Aboriginal Economic Developer (TAED) and Professional Aboriginal Economic Developer (PAED) Levels. Being certified assures employers that you are highly qualified to practice in the field of Aboriginal Economic Development.

If you're looking to enhance your skills, further your career and be recognized as an expert in Aboriginal economic development, then Cando's Certified Aboriginal Economic Developer Process is for you.

National Youth Panel

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

Do you know someone who should be on the Youth Panel?

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9635-45 Avenue
Edmonton, AB
T8E 5Z8