



**FREE
Take One**

Waubetek Business Development Corporation
"A Community Futures Development Corporation"

WAUBETEK NEWS

Spring

2017



Waubetek receives the First Nations Business Award of Excellence!

By: Debbie Mishibinjima, Special to Waubetek

Each year, Waubetek nominates Aboriginal businesses for consideration for a Northern Ontario Business Award. As such, it was a real surprise when Waubetek found out that the organization itself was selected to receive an award on the occasion of the 30th Anniversary of the Northern Ontario Business Awards.

Every year, the Northern Ontario Business publication presents its awards to notable entrepreneurs, organizations and individuals in recognition of their contribution to Northern Ontario economic growth, diversity, and opportunity. Recipients have typically demonstrated business tenacity, innovation, as well as social and environmental responsibility.

The Waubetek Business Development Corporation was presented with the 'First Nations Business Award of Excellence'. The award was accepted by Waubetek Chairperson, Martin Bayer, and General Manager Dawn Madahbee Leach on October 6th, 2016 at the awards gala held at the Caruso Club in Sudbury, Ontario.

In accepting the award, Dawn acknowledged the hardworking Aboriginal businesses throughout North-East Ontario who make tremendous differences in their respective communities and who provide jobs for Aboriginal and Non-Aboriginal people alike in delivering their products and services. Martin recognized Waubetek's founders, as well as the Board Members and staff who have followed, for lending their business expertise and extending financing to Aboriginal businesses for the past twenty-eight (28) years.

When notified of the award, Dawn reflected back to the time when Waubetek was first created in 1988 by a group of visionaries from First Nations located on Manitoulin and in Sagamok. They foresaw an organization that would assist Aboriginal people to achieve their dreams of business ownership, help people to provide an income for their families and create jobs within the communities. The group saw an organization that could play a vital role in building First Nation economies. Their determination and resolve formed this organization and set the groundwork for Waubetek to deliver specialized business

programming, not only throughout North-East Ontario, but also in Southern Ontario, Manitoba and Saskatchewan.

According to Waubetek's Chair, Martin Bayer, "With the guidance of the Board of Directors, Waubetek has made significant progress in achieving the original vision of the founders through the investment of nearly \$72 million in 3,500 businesses initiatives in Northern Ontario. With that investment, nearly 6,000 jobs have been created. That is a very significant impact when compared to any other major business or industry in Northern Ontario."

Added Dawn, "One of the things we are most proud of is the success of the businesses in which we invest. We have a 90% plus success rate for the businesses that we invest in, which is better than the Canadian average. This demonstrates the commitment of our clients and is definite proof that it is the people we serve who make Waubetek a success."

It is fair to say that Waubetek has come full circle in that they regularly nominate their clients for the First Nations Excellence Award, many of whom have received this prestigious award over the past 30 years since the inception of the award. A visit to the Northern Ontario Business Award site lists 25 recipients of this particular award to date. From Wikwemikong to North Bay and Thunder Bay to Sioux Lookout...there are many successful business owners throughout Anishinaabe and Mushkegowuk country, contributing greatly to the Northern Ontario economy.

"We are very humbled by receiving this award. It is just going to motivate our business team to work even harder to serve our clients and communities," added Dawn.



Pictured are Chair Martin Bayer, Secretary/Treasurer Gerald McGregor, Directors Kevin Mossip and Wilma Bissialon, Former Director Kathy Bebamash, and Director Leonard Genereux



K'TIGAANING MIDWIVES HELPING BABIES TO GROW

By: Debbie Mishibinjima

Bringing life into the world is what the mother and daughter team of K'tigaaning Midwives do together. Carol Couchie and her daughter, Rachel Dennis, run a midwifery business that offers wholistic health care to mothers and babies.

The duo agreed on the name 'K'tigaaning Midwives' due to the spirit of what the meaning of the word "K'tigaaning" represents to them. K'tigaaning is an Ojibwe word for 'garden'. Rachel said, "K'tigaaning is a strong name. We are growing, along with the babies we care for."

Their midwifery clinic is presently located in Powassan, just south of North Bay. The clinic has been in operation since June 2013. "We took over this office because the midwife was retiring," said Rachel. It was also a means to get privileges at the North Bay Regional Health Centre.

With no shortage of women and babies to care for, Carol and Rachel expanded their practice. Their new clinic is being constructed at their home community, Nipissing First Nation. "Our goal was always to be on-reserve," said Rachel.

"We are located in a new facility at the Couchie Industrial Park." The date for the opening was October, 2016.

Their main office for delivery of services is on the Nipissing First Nation with the Powassan location serving as a satellite location.

Just how did they become midwives? Carol and Rachel share similar educational paths.....

Carol said, "Katsi Cook told me about midwives. She believed I could do that work."

Midwifery came as a natural vocation for Carol Couchie, her

grandmother had been a midwife in Nipissing.

When midwives first became regulated by the government, Carol Couchie entered into a midwifery program and became a certified midwife in 1998. "It made me feel like it was a very special thing to do. It has been so natural for me," said Carol.

Couchie's daughter, Rachel Dennis, is now a third generation midwife in their family.

Prior to becoming a midwife, Rachel assisted a new mother to have her baby latch on for breastfeeding. The new mother was so grateful for Rachel's help "I decided then if I can have that effect, imagine what I can do with providing women with good care before their babies are born" Dennis said.

Like her mother before her, Dennis then enrolled in the Transitional Year Program at University of Toronto and became certified as a midwife four years ago.

Rachel sums it up by sharing "I think we have a lot of dreams and hopes having this vital service readily available for mothers-to-be. It is a blessing for the community. We have always had full support and we want to give back to the community. It has been a long road and I am just so thankful that we can make it happen"

On behalf of mothers and babies....we are thankful too.

The new Nipissing office will be at 40 Couchie Industrial Road, Nipissing First Nation (Duschenay Village).

To contact Carol Couchie or Rachel Dennis, email them at: kitigaaning.midwives@gmail.com



Photo courtesy of K'Tigaaning Midwives. Pictured: Rachel Dennis and Carol Couchie.

SOMETHING TO SMILE ABOUT

By: Debbie Mishibinjima

There is a saying that goes, “better teeth, better health”. These words reflect the beliefs that inspire Leslie Moreau in her profession as a Dental Hygienist.

Moreau, a member of the Metis Nation of Ontario, is proud of her dental clinic. Her serene, nature themed clinic is located in Goulais River, about thirty minutes northwest of Sault Ste. Marie. She has given her clients a reason to smile.

Moreau said, “I educate people in terms of their overall health, as oral health is directly related to that.” She informs her clients on pro-active best practices to improve their health. In that regard, Moreau must constantly keep up to date on health research as part of her ongoing care.

The care of her clients has positive, ripple effects in the community.

Moreau has a steadily growing client base. At present, she has fifty-five people on her roster. Her clients enjoy being treated in a calm, rustic environment where barn boards are part of the naturalscape. “Everyone I have seen has booked another follow up appointment,” said Moreau.

The stars were lined up for Moreau to pursue her dream in health care. Moreau knew as a young adult what she was destined to do.

As a child, she had seen her mother working as a dental assistant and saw the impact that having a good teeth cleaning could have on a person.

Moreau initially worked as a dental assistant in Sault Ste. Marie and soon she realized that she really wanted to be a Dental Hygienist.

She packed up her belongings and made her way to George Brown College in downtown Toronto. She graduated from a two year program. These days, the Dental Hygienist program requires a three year commitment.

Obtaining work was no problem after graduating. Moreau has been steadily working full-time in Sault Ste. Marie at a dental clinic from Monday through Thursday.

She now operates the Goulais River Smile Clinic on Thursday evenings and Fridays. Eventually, she will book appointments for Thursday during daytime hours.

Moreau said, “Business is going great! I find it really gratifying. I love checking with people, getting to know them, and to educate them.”

Moreau takes great pride in helping her clients to improve their oral and overall health. In fact, some clients have not been to a hygienist for many years, but now regularly follow up on appointments.

Moreau is out and about in the community to market her dental clinic. She recently entered a parade float in a community event where she earned a second place badge of honour. Word of mouth.....no pun intended....is also a means of spreading the word about her business.

As a busy healthcare provider, Moreau realizes the importance of finding balance. When not tending to her clients, she spends time with her husband and two children enjoying activities like camping, fishing and biking.

Moreau is one caring Kwe who proudly confesses, “I am blazing my own trail.”

At the end of the day, Moreau gives many people a reason to smile.

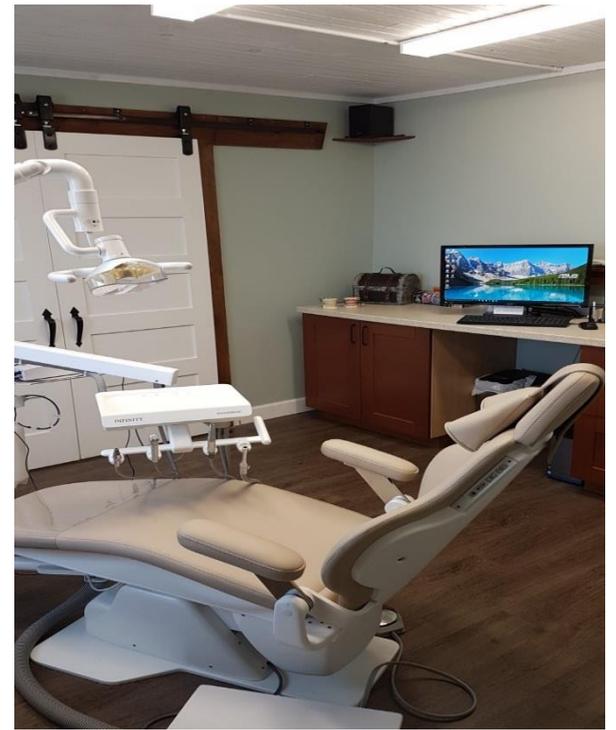


Photo courtesy of Goulais River Smile Clinic



To contact Goulais River Smile Clinic, call 705-649-4772 or visit the website at: www.grsmileclinic.wix.com/goulais

send us
your
info...

Want your event
included?

Free listing for Economic:

- workshops/sessions
- conferences
- events

within the 27 First Nations communities Waubetek serves. Email info@waubetek.com must have *Waubetek Community Listings* in subject line. Please submit your listing in mid-March and mid-August.

NEW!

WAUBETEK EVENT LISTINGS

WAUBETEK ECONOMIC CONFERENCE – MAY 3-4, 2017

Waubetek Economic conference – Radisson Hotel, Sudbury, Fee \$100, email: info@waubetek.com

WAUBETEK CHARITY GOLF CLASSIC – AUGUST 18, 2017

Rainbow Ridge Golf Course, please contact Ryan Corbiere, email: info@waubetek.com

WAUBETEK BUSINESS AWARDS GALA– NOVEMBER 2, 2017

Waubetek Business Awards Gala, Rama First Nation, Fee: \$70 before Oct. 31, 2017 and \$80 after Oct. 31, 2017 email: info@waubetek.com



REGIONAL INITIATIVES

Through the Regional Initiatives Coordinator (RIC) Program, we assist First Nations with identifying and exploring economic development opportunities. Over the past few years, we have been implementing the Fisheries and Mining Strategies for the benefit of the communities we serve.

MINING

Most recently, Waubetek completed the business plan for the “Centre of Excellence for Indigenous Resource Development.” The Mission of the Centre of Excellence is collaboration to help build capacity in the Aboriginal Community to become better informed and engaged in the Mining Industry, where they so choose, and to provide Industry, Government and First Nation Communities in Northern Ontario with the information, tools and guidance necessary to support First Nations interests in the Mining Industry. Waubetek would like to thank Aboriginal Affairs and Northern Development Canada for funding the business plan and MNP for undertaking the development of the business plan. Waubetek would also like to acknowledge the Mining Steering Committee who helped to oversee this project and continue its development. Special thanks to Derrick Moggy of Moggy Environmental, Ross Assinewai of Sagamok Anishnawbek, Alesia Boyer of Mississauga First Nation, Joe Wabegijig, Octavious Frawley of Mechanical Resources Inc., Polly Bobiwash from the Union of Ontario Indians, Marilyn Stevens of Mnidoo Mnising Employment and Training, Brian Jones from the Centre of Excellence in Mining Innovation and to both Peter Recollet and Hans Matthews from the Canadian Aboriginal Minerals Association. Their guidance and input was instrumental in helping to complete the business plan.

Efforts moving forward include marketing the business plan to funders, engaging partners, establishing the board of directors, developing a resource and education plan, and beginning data collection.

FISHERIES

With regards to fisheries, Waubetek delivers the Aboriginal Aquaculture in Canada Initiative for the past four years. Most recently there was a national call for proposals through this initiative for aquaculture related projects. We are pleased to report that we received approval for six proposals for Central Canada totaling approximately \$220,000 of the available \$750,000 nationally. Projects include: upgrading of a commercial building to accommodate a fish hatchery; an aquaculture awareness project; aquaculture site assessments for a community; pilot project for a whitefish net cage operation; an aquaponics operation; and a hatchery and cage culture investment readiness project. Waubetek looks forward to working with the project proponents and helping them to create employment opportunities for their members in the fisheries sector.

BUSINESS WORKSHOPS

Waubetek was involved in the planning of the “Bridges to Better Business Conference” hosted by the Sudbury Regional Business Centre that took place in Sudbury on October 17 – 18, 2016 at the Holiday Inn. Each year, this event brings together hundreds of businesses in various stages of development for an open exchange of ideas, advice and feedback lead by dynamic facilitators and mentors. The conference is a valuable two-day event that allows entrepreneurs to connect with business leaders and gain first-hand knowledge from renowned experts. Participants leave the conference feeling inspired and armed with the tools to help them overcome challenges and succeed in business. Please visit <http://www.regionalbusiness.ca/en/bridges2016> for more information in future conferences.

Another annual event we host is a session with the Economic Development Officers from the 27 First Nations. It is held each year in December and rotates locations throughout the region. Last year it took place in Sudbury to best accommodate our member EDO's and it focused on professional development skills.

YOUTH INITIATIVES

Waubetek received funding from the Ministry of Training, Colleges and Universities to offer the Youth Job Connect Summer program to 20 Aboriginal youth in the Manitoulin Island region. Similar to the previous Jobs for Youth program, we provided pre-employment training which included certifications in Service Excellence, Safe Food Handlers, WHMIS, First Aid, and CPR. This training also included financial literacy, budgeting, career exploration and a favourite for the youth, traditional teachings. One of the highlights for this year was the last day where the youth were asked to come dressed as their career aspiration. They had to tell us their chosen career, what education and training they needed to get there and what they liked best about their career. We heard from a public works employee, a hockey coach, a security guard, a marine, a gym teacher, and a couple of CMHC representatives, just to name a few.

Through the RIC program, Waubetek looks for ways to assist First Nations in identifying and investigating Economic Development initiatives. We support work in fisheries, mining, tourism, and youth initiatives. For more information on the RIC program, please contact the Regional Initiatives Coordinator, Irene Altman by calling her at our office or by emailing her at ialtman@waubetek.com.



ANDY'S (ONE STOP SHOPPING SERVING WIKWEMIKONG FOR OVER FIFTY YEARS)

By: Debbie S. Mishibinjima

ANDREW B. MANITOWABI-

Long ago, a young family man who was also a war veteran - had a vision to create a gas bar, laundromat and convenience store for his fellow Wikwemikong community members. This new business was established in an unused portion of his residence in the former Joseph P. Jacko general store building and became known as "Andy's".

When Andy's first opened in 1966, there was one gas pump and a few convenience store items such as soft drinks, bread, chips and some canned goods. All of this fit on just a few handmade shelves. In 1969, a half-dozen washers and two dryers and a small tractor-backhoe and 5-ton dump truck were added for small earthmoving and excavations.

Andrew saw a need for more than a gas pump and convenience store because people had to leave the community to shop out-of-town and off-island for many of their needs. This is what motivated him to bring essential goods and services into Wikwemikong. It was a matter of necessity so people wouldn't have to add the expense of travel for food and other goods plus it created much-needed employment.

So, in 1980, a new building was constructed on the main road at what was then the edge of the village. This store continued the earlier model with a self-serve laundry, two gas pumps, tire service, and now a few rows of canned grocery items and household supplies. A two-bay garage was added later on and then a separate purpose-built grocery building was erected. Altogether, Andy's retail services now is comprised of four gas and one diesel fuel pumps, propane refills, several rows of washers and dryers, a full hardware department, shoes and clothing, large appliances, gifts, bed and bath goods, as well as a full scale grocery store with meat, produce, and deli departments. It doesn't stop there. As needs and demands became known, a lunch bar with video rentals, Source electronics and RBC banking services were added. For a time, heavy equipment and oil delivery were offered. Andy's has been and still is truly your place for one-stop shopping.

Andrew retired in 1994, and passed the ownership and control of the store over to his seven children.

In 2010, Farrell Manitowabi, who ran F. Manitowabi Heavy Equipment Contracting went on his spirit journey. Four years later, Lester, who managed the grocery store also passed away. The loss of both men was

difficult and challenging as they were great businessmen.

The five remaining partners manage the business affairs - James (Deuce), Sharon, Judy, Jennifer and Walter - meet regularly to oversee corporate and business matters. They depend on feedback from the customers on what the community needs and wants.

Andrew's granddaughter, Shannon Manitowabi is a post-secondary business graduate and started working as the General Manager in April 2015. She is responsible for overseeing the day to day operations of the

they will take care of our customers," said Shannon.

"Our dedication is to our community. We can't imagine what Andy's would be without our customers. We are just grateful that the community supports Andy's."

From his humble beginnings in 1966, Andrew still keeps tabs on the family business from the sidelines. Andrew received Waubetek's first ever "Business Achievement Award" in 1991 and is still considered a role model to many Aboriginal and Non-Aboriginal businesses.



business and has inherited her grandfather's business savvy.

Shannon explained how her grandfather was able to keep his business sustainable and make it grow. "Andy's became successful because any revenue he received would go right back into the business."

Shannon acknowledges the dedication of their employees. Shannon said, "We employ about 50 people in eight different departments within Andy's."

"We are planning to celebrate years of service awards with our employees. Some have been with Andy's for nearly 30 years. We offer reward trips with our long-term employees that our vendors give us."

"We take care of our employees, and in turn,

"My grandfather is going to be 95 on his next birthday in April. He is happy that it is still a family business," said Shannon.

Andy's is open from 8 am to 8 pm from Monday to Friday. Saturday 8 am to 6 pm. Sunday 12:00 noon to 6 pm.

Andy's phone number: (705) 859-3788, Address: 2174 Wikwemikong Way, Wikwemikong, ON. Facebook: Andy's (One Stop Shopping).



BUSINESS DEVELOPMENT OFFICER OUTREACH SCHEDULE

<p>HWY 69/SOUTH – JASON PELTIER May 8-12, 2017</p> <p>May 8 – Henvey Inlet FN Band Office 9:00 a.m. - 10:00 a.m. May 8 – Magnetawan FN Band Office 10:30 a.m. - 12:00 p.m. May 8 - Shawanaga Band Office 12:30 p.m. - 2:00 p.m. May 8 - Wasauksing Band Office 2:30 p.m. - 4:00 p.m. May 9 - Beausoleil FN 10:30 a.m. - 1:00 p.m. May 9 - Midland Friendship Centre 2:00 p.m. - 4:30 p.m. May 10 - Georgina Island FN 10:00 a.m. - 12:00 p.m. May 10 - Orillia Area 1:30 p.m. - 4:30 p.m. May 11 - Barrie Friendship Centre 9:00 a.m. - 4:30 p.m. May 12 - Wahta Mohawks 9:00 a.m. - 10:00 a.m. May 12 – Moose Deer Point FN 10:30 a.m. - 11:30 p.m. May 12 - Killarney 2:30 p.m. - 4:00 p.m.</p>	<p>MANITOULIN REGION – JASON PELTIER July 5 - 7, 2017</p> <p>AUNDECK OMNI KANING / SHEGUIANDAH / WHITEFISH RIVER July 5 - Sheguiandah FN Office 9:00 - 10:00 a.m. July 5 - Aundeck Omni Kaning FN Office 10:30 a.m. - 12:00 p.m. July 5 - Whitefish River FN (by appointment) 1:30 p.m. - 4:00 p.m.</p> <p>M'CHIGEENG / SHESHEGWANING / ZHIIBAHAASING July 6 - Sheshegwaning FN 10:00 a.m. - 11:00 a.m. July 6 – Zhiibaahaasing FN 11:15 a.m. - 12:00 p.m. July 6 - M'Chigeeng FN 1:30 p.m. - 4:00 p.m.</p> <p>WIKWEMIKONG July 7 - Wikwemikong 9:00 a.m. - 4:30 p.m.</p>
<p>MANITOULIN REGION – JASON PELTIER May 24 – 26, 2017</p> <p>AUNDECK OMNI KANING / SHEGUIANDAH / WHITEFISH RIVER May 24 - Sheguiandah FN Office 9:00 a.m. - 10:00 a.m. May 24 - Aundeck Omni Kaning FN Office 10:30 a.m. - 12:00 p.m. May 24 - Whitefish River FN (by appointment) 1:30 p.m. - 4:00 p.m.</p> <p>M'CHIGEENG / SHESHEGWANING / ZHIIBAHAASING May 25 - Sheshegwaning FN 10:00 a.m. - 11:00 a.m. May 25 – Zhiibaahaasing FN 11:15 a.m. - 12:00 p.m. May 25 - M'Chigeeng FN 1:30 p.m. - 4:00 p.m.</p> <p>WIKWEMIKONG May 26 - Wikwemikong 9:00 a.m. - 4:30 p.m.</p>	<p>HWY 69/SOUTH – JASON PELTIER July 24-28, 2017</p> <p>July 24 – Henvey Inlet FN Band Office 9:00 a.m. - 10:00 a.m. July 24 – Magnetawan FN Band Office 10:30 a.m. - 12:00 p.m. July 24 - Shawanaga Band Office 12:30 p.m. - 2:00 p.m. July 24 - Wasauksing Band Office 2:30 p.m. - 4:00 p.m. July 25 - Beausoleil FN 10:30 a.m. - 1:00 p.m. July 25 - Midland Friendship Centre 2:00 p.m. - 4:30 p.m. July 26 - Georgina Island FN 10:00 a.m. - 12:00 p.m. July 26 - Orillia Area 1:30 p.m. - 4:30 p.m. July 27 - Barrie Friendship Centre 9:00 a.m. - 4:30 p.m. July 28 - Wahta Mohawks 9:00 a.m. - 10:00 a.m. July 28 – Moose Deer Point FN 10:30 a.m. - 11:30 p.m. July 28 - Killarney 2:30 p.m. - 4:00 p.m.</p>



WAUBETEK
BUSINESS DEVELOPMENT CORPORATION

SAVE the DATE

**Waubetek Business Development Corporation
 16th Annual Charity Golf Classic**

**Rainbow Ridge Golf Course • Manitowaning, Ontario
 26B Clover Valley Rd • Manitowaning, ON P0P 2J0**

**Friday, August 18, 2017
 8:30 AM Registration • 10:00 AM Shotgun start
 More information to follow**

Waubetek Business Development Corporation • 6 Rainbow Valley Road, Box 209, Birch Island, Ontario P0P 1A0
 Telephone: 705-285-4275 • Facsimile: 705-285-4584
 Ryan Corbiere (Golf Coordinator) • E-mail: rcorbiere@waubetek.com



Application Process

Enquiry

The enquiry stage is the first step in Waubetek Business Development Corporation's Business Process. The program criteria, eligibility and processes are discussed with a potential client. If the proposed project and applicant appear eligible an information package is sent. If the client is clearly not eligible for Waubetek programs, other programs and services are suggested.

Application and Submission

Initial information required to undertake an initial review:

- * Application;
- * Resume;
- * Summary of Project;
- * Documentation of Aboriginal Ancestry, driver's license and birth certificate;
- * Applicant's Cash Equity Confirmation & Documentation.

Waubetek financial support is reviewed for completeness and is then screened first for client eligibility, then project eligibility.

Eligibility

All applications are screened for initial eligibility for support from Waubetek as follows:

1. APPLICATION COMPLETENESS: The Applicant has submitted a complete application form that is also signed and dated. If from a Community or Corporation, ensure authorized signatories.

2. APPLICANT(S) IDENTITY: Identity of Applicant(s) confirmed through government ID (Driver's license, Health Card,) etc, or, if corporation, copies of their incorporation documents, by-laws, and confirmation of signing authorities.



3. ABORIGINAL ANCESTRY CONFIRMATION: Evidence must be provided through one of the following:

- Certificate of Indian Status issued by First Nation/Government of Canada (may follow-up with First Nation to confirm)
- Metis Nation of Ontario membership card or equivalent card from other provinces (may follow-up with MNO or applicable Metis organization)
- Inuk/Inuit membership card (may follow-up with applicable Inuk/Inuit organization issuing card (ITK))
- For Non-Status Indians, the long-form birth certificate of the Applicant and the Status Cards of either the Applicant's parent or grandparent

4. APPLICANT(S) RESUME: Applicant(s) must have the relevant industry background, licences and certifications pertaining to the business activity (directly related to the revenue generating activities of the business). This includes demonstrated education and/or experience, licenses in the area proposed; including management capacity

5. BUSINESS LOCATION IN SERVICE AREA: Please visit Our Service Area section of our website (www.waubetek.com)

6. APPROPRIATENESS OF BUSINESS: Project Summary or Business Plan (if already completed) confirms that the business is not primarily a smoke shop, a liquor establishment, involved in sexual exploitation, games of chance, payday loans or a passive investment (self-storage units, laundromat, investor only).

7. APPLICANT EQUITY CONTRIBUTION: The Applicant has provided evidence that they have available the minimum unencumbered cash equity (10%) to implement the business project as shown in the Financing Application.

8. ACTIVE ENTREPRENEUR: It must be demonstrated that the applicant will be involved on a full-time basis. Holding employment and operating a business is not regarded as being in the best interests of the business venture.

Once client eligibility is established, a full consulting proposal/marketing plan/business valuation is requested. If ineligible, the Business Development Officer will suggest options for alternate financing.

WAUBETEK BUSINESS DEVELOPMENT OFFICERS (BDO) SERVICE AREA

CALL WAUBETEK OFFICE	JASON PELTIER jpeltier@waubetek.com	MARK MANITOWABI mmanitowabi@waubetek.com	ALEX WEEKS aweeks@waubetek.com	CALL WAUBETEK OFFICE
North Shore and Manitoulin	Manitoulin and Hwy 69 Corridor	Sudbury, Temagami and North Bay	South West Ontario	South East Ontario
Sagamok Anishnawbek	Wikwemikong	Atikameksheng Anishnawbek	Six Nations	Alderville
Serpent River	Henvey Inlet	Sudbury	New Credit	Hiawatha
Mississauga	Magnetawan	Wahnapiatae	Munsee Delaware	Peterborough
Thessalon	Killarney	Dokis	Oneida	Curve Lake
Batchewana	Shawanaga	Nipissing	Chippewas of the Thames	Scugog Island
Garden River	Wasauksing	North Bay	Moravian of the Thames	Tyendinaga
Sault Ste. Marie	Wahta	Mattawa	Caldwell	Kingston
Aundeck Omni Kaning	Moose Deer Point	Temagami	Walpole Island	Golden Lake
M'Chigeeng	Orillia/Barrie		Aamjiwnaang	Ottawa
Sheguiandah	Midland		Kettle & Stony Point	
Sheshegwaning	Beausoleil		Chippewas of Nawash	
Whitefish River	Georgina Island		Saugeen	
Zhiibaahaasing			Greater Toronto Area	
			London	

GREEN, GREEN GRASS OF HOME

By: Debbie Mishibinjima

Summer or winter, grass or snow, Jay Decaire is the man to call for your property maintenance and snow removal needs.

Decaire, originally of the Wahta Mohawks First Nation, is the muscle and brains behind Dependable Property Maintenance & Snow Plowing - a very successful business within the Orillia area.

When he moved from his home community to Orillia, Jay found employment with a grounds keeping business. Eventually, his boss reached the point where he wanted to retire and was looking for someone to take over the business. Jay seized the opportunity and combed the internet to find an Aboriginal source for business financing to help him out.

Jay was relieved to find Waubetek Business Development Corporation. "I am so grateful for their help. Jason Peltier, Business Development Officer, has always been so helpful and he is supercool!" said Jay.

He forged ahead to become an independent business owner and, when he was thirty years old, signed his Waubetek business financing agreement on April 1st, 2014.

When Jay acquired the business, he inherited forty-one dedicated customers. He now has a client base of fifty-one regulars and can accommodate casual customers. "I made it what it is today," said Jay.

The peak period for his business is during the summer months when you can find the hard worker beautifying the grounds of private property owners as well as commercial businesses, including Honda, Concorde Company, and Mac Lang Dodge.

Dependable Property Maintenance and Construction Inc. handles all aspects of ground maintenance. Jay said, "Besides lawn care, I also do small landscaping jobs, including retaining walls and fire pits." He finds that fire pits are quite popular among families looking for a setting in which to share a good laugh, sing cheerful songs and create memories.

Work drops off during the winter months and the snowplowing business tends to be irregular and very competitive. Heavy snow days will see Jay, his worker, and his equipment working as long as needed in order to take care of their customers. With many other operators doing the same thing, this team works hard to provide quality, timely service.

When asked how he sees his business growing over the next five years, Jay says that he hopes to expand his business. That means having two trucks, two commercial-grade grass-handling-systems, and another set of all the tools he currently uses. Each truck and crew would be capable of handling forty clients. Jay feels that having eighty clients would keep him busy enough.

Jay understands that effective marketing is the key to achieving his planned growth. He currently relies on the yellow pages and word of mouth for people to reach him. This winter, Jay will work on a new marketing strategy to grow his business. He will start by engaging a First Nations artist to design a business logo for him. Once he obtains that logo, new marketing materials will be created and distributed.

Jay Decaire is a role model to young entrepreneurs by having demonstrated what focus and effort can achieve. "I inspire myself! I did it on my own," Jay proudly proclaims.

To contact Jay Decaire at Dependable Property Maintenance & Snow Plowing, call (705) 327-LAWN (5296).

YOUTH JOB CONNECT FALL PROGRAM 2016

"This experience was truly inspiring and life-changing", says Kayla Thibeault of Wikwemikong. Will Trudeau of Aundeck Omni Kaning shared that he learned about leadership, teamwork and to have fun working together. Fifteen youth from Manitoulin travelled to the Youth



December 2. The Manitoulin delegates are participants in the Youth Job Connect Program funded by the Ministry of Training, Colleges and Universities and delivered by Waubetek. The group was divided into teams with other Indigenous youth from across Canada where they participated in a variety of business challenges such as creating and developing a commercial for Scotiabank and developing a social enterprise to promote life. Manitoulin delegates (pictured, including Waubetek representatives Dawn Madahbee-Leach and Irene Altman) attended the closing gala where two of the youth placed first and third with their respective teams. Congratulations to William Trudeau and Orry Corbiere for your work on the winning teams and also to all the youth who worked alongside other Indigenous youth from across the country. Andrew Debassige of M'Chigeeng sums up the pre-employment training and trip by stating,

"There was a group of Anishnaabe's who became friends, faced challenges, made memories together, and that's the type of bonding that lasts a life time."



TOUCHED BY THAT ENTREPRENEURIAL SPIRIT...

RF Kiln Tech Ltd.

Mark Hamelin, a member of the Garden River First Nation is the owner and operator of **RF Kiln Tech Ltd.**, located in Midland, Ontario. The business manufactures Radio Frequency (RF) Drying Kilns that range in size from 1,200 to 8,000 board feet. The business was formed in February of 2015 as a direct result of the advanced drying technology pioneered by Aqua Timber, a separately owned company by the same principle. The technology incorporates a process whereby radio waves are used to create an electromagnetic field around the wood in the drying kiln while the kiln is under vacuum. The 1200 model, which retails for nearly \$170,000, is the smallest of six kilns made by RF Kiln Tech at its manufacturing facility near the Georgian Bay port town of Midland, a 2-hour drive north of Toronto.



RF Kiln Tech's drying technology is the new tried-and-tested way of drying wood. The drying process heats from the inside out which causes the core of the wood to dry first. This gradual drying from the inside out allows the external surface of the wood to remain wet until the end of the drying cycle. Maintaining a wet outer surface for as long as possible significantly reduces checking and the overall defect of the finished product.

The kilns are self-contained and come complete with vacuum chamber, RF generator, control panel and water cooling system. Specific voltage configurations are available upon request. The units are easily installed and can be relocated if necessary. Equipment footprints are provided with all kiln specification sheets. To learn more, visit their website at www.rfkilntech.com

Union Star Consulting and Life Teachings

Dr. Debby Wilson Danard PhD, Med, is an Anishinaabe-kwe, from the Rainy River First Nations in Northwestern Ontario. She is a traditional knowledge practitioner, teacher, artist, water ambassador and academic and Life promotion activist. She recently established **Union Star Consulting and Life Teaching Lodge** located out of her home in Barrie, Ontario. Union Star Consulting Life Teachings Lodge was envisioned in response to the high number of completed and attempted suicides in Aboriginal communities and the need for long-term strategic planning based on traditional knowledge approaches that respect and include local community culture and values. The business supports building community capacity in First Nations by providing on-line training and resource materials in relation to suicide prevention. In addition, she provides consulting services to communities to design, develop and mobilize community-based initiatives that promote strengthening life as an early-stage suicide prevention approach.

Dr. Debby Wilson Danard based out of Barrie, ON has developed a series of training modules including videos and other multimedia that are available on her website, www.unionstar.org. The training modules are geared to front line workers working primarily on First Nations. It is also open to the general public.



To learn more about the business and the services provided please visit the website or give Debby a call at (705) 896-5135.

J.C.A.R.L. Construction

Lois Lambert, a member of the Dokis First Nation, acquired Restoule Construction in April 2016. The business has operated successfully since 1920. The owner wanted to retire for quite some time. It was difficult for him to retire knowing that if he did, the business would have to cease operations and would leave seven full time seasonal workers unemployed in a very remote location. In April 2016, Ms. Lambert acquired the business, renaming it J.C.A.R.L. Construction, still offering the same services while incorporating new services. For more information please contact Lois at (705) 763-2259 or restouleconstruction@gmail.com.

Jacob & Samuel Drilling Ltd.

Jacob & Samuel Drilling Limited is a company with a majority Indigenous ownership owned by Shannon Bennett who is a member of the Metis Nation of Ontario. The company offers both exploration drilling and diamond drilling throughout Canada with a home base in Sudbury, Ontario. For more information please contact (705) 675-7905 or visit www.jsdrilling.ca



River View Variety

Vincent Eshkakogan, a member of the Sagamok Anishnawbek has operated his retail outlet in a temporary building since opening its doors in December 2013. In September 2016, the business owner built a larger permanent structure for River View Variety. The business is open 7 days a week on Reserve Road just as you enter into the community. Vincent can be contacted at (705)-865-3030 for your convenience and fast food needs.

WAUBETEK NEWS BRIEFS

Waubetek Investments

Waubetek ended its last fiscal year on August 31st with more than \$3.6 million in investments in 73 business projects (not including investments in business plans that are currently underway). Waubetek plans to hire a new Business Development Officer to help with the volume of applications.

Community Economic Grants

To assist First Nations and First-Nation owned organizations to build economic capacity, Waubetek has funds from Ontario's Aboriginal Economic Fund to provide up to \$10,000 per project. The initiative must be located within North-East Ontario. There are limited funds available between now and March 31st 2018, so please speak to one of our Business Development Officers for more information or check our website for program criteria and an application form.

Youth Job Connects

For the first time ever, Waubetek will be a partner in the Youth Job Connects Program which allows us to provide job supports for up to 30 Aboriginal Youth ages 19 to 29. Please watch for announcements on this service soon which will be posted on our website and Facebook page.

Aquaculture

As part of our involvement in the Aboriginal Aquaculture Initiative in Canada, Waubetek was able to assist with accessing funds for six Aboriginal Aquaculture projects to assist First Nations and Aboriginal entrepreneurs in pursuing aquaculture as a business. We are very excited about the creativity of these projects, some of which involve new technologies in aquaponics and raising whitefish.

Waubetek Charity Golf Classic

On August 12th, Waubetek hosted its 15th Annual Charity Golf Classic to raise funds for Aboriginal post-secondary students registered in business and economic programs. We had 33 teams attending this tournament where, with the overcast sky as well as light morning rain, all the golfers welcomed the reprieve from the hot summer heat resulting in positive vibes and fun for all. Special thanks to all the Waubetek staff for their contributed efforts towards making this event a success. Some staff helped with the planning and some volunteered at the event, but all contributed in some way. In addition, we had volunteers from outside our office who lent us their time which we very much needed and appreciated. We also had 19 tee sponsors along with hole-in-one sponsors and many business donations. Miigwetch to everyone who helped, donated and participated to raise \$5,575.49 for Aboriginal post-secondary student bursaries!

SAVE THE DATE

Thursday, November 2, 2017
Casino Rama Resort
Rama, ON

Waubetek
Business
Development
Corporation

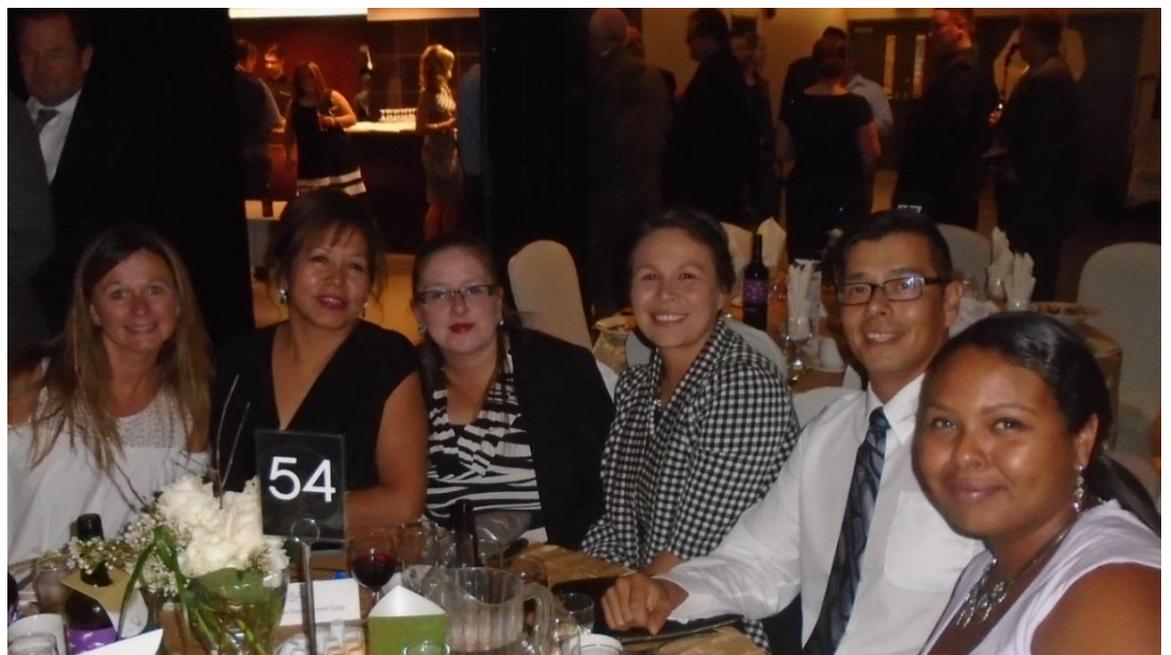
**WAUBETEK
BUSINESS
AWARDS GALA**

CELEBRATING 28 YEARS OF

For more information
visit waubetek.com
or call 705-285-4275.

Advance tickets are \$70/person
After October 1, 2017, tickets are \$80/person
(Sorry, no refunds)

 **WAUBETEK**
Business Development Corporation

Waubetek staff: Maggie Harding, Cathy Mishibinijima, Norma-Jean Sagassige, Natalie Waboose, Jason Peltier, and Arianna Pitawanakwat at the Northern Ontario Business Awards, October 6, 2016



YOU CAN'T RUN YOUR BUSINESS ALONE

When planning or operating a business, many entrepreneurs work diligently on the pieces of their businesses that are universally regarded as important. Maintenance of the supply chain, monitoring the market, executing the marketing strategy, tracking finances, and so forth. These are all operational matters that entrepreneurs calculate on a spreadsheet, plan on a flowchart and which help the business move forward. This is called “good management” and rightly so. However, all of this becomes undoable and meaningless if a business owner fails to retain the hands that are needed to do the work of the business or tries to do everything alone.

The aspect either left out or avoided is the need to create a team around yourself. This is not the easiest of exercises for any business owner, but if done properly, it is an exercise that means much towards the success of a business. A team atmosphere promotes productivity and continuity by enabling workers to commit more to the business because they have the opportunity to contribute to their own job security. It also enables owners to weed out those who don't care. Workers worth keeping will appreciate this. It also makes good business sense. For many businesses, labour costs comprise sixty to eighty percent of business costs and as much of the owner's time.

The first thing is to communicate with workers fully and frequently about current and planned projects, products, and services. This is because workers need to know if a company is growing and what they need to do to make it grow. They like to know how they fit into an organization. They like to know what their tasks are expected to achieve. The more your workers understand, the better they can anticipate needs and can independently plan their work to improve overall efficiency. This reduces uncertainty and builds their confidence in you that you know what you are doing, that you are taking good care of the business and them so that they can commit themselves to working for you. Quick example: if materials are incoming on a construction site, the crew won't unload and pile it where a hole is to be dug.

The second is to enable workers to build identification with their jobs and your company. That means seeking input from them on how a task or project can best be carried out or asking them to assess their satisfaction with an undertaking that was just completed. Bring a senior worker with you when you go to seal a deal or close a sale, or make a final inspection. Make workers aware that their actions directly affect the future of the company. When they do things right and the company benefits, ensure that they receive recognition and rewards. If things are not going well for the company, get the staff involved in turnaround strategies.

The third is to cultivate a mutually beneficial relationship with those involved in your supply and services chain. This enables them to understand your needs so they can offer the proper products and services. They will also understand that you will not tolerate over or under supply or profiteering. As well, their knowledge of their products can be used to train your workers in the proper use of equipment and supplies. Reputable suppliers don't want stories about failures of their products floating around. They will help ensure proper use and application thus protecting their brands. Your business should then see downtime due to replacement, repair, or resupply minimized.

The fourth is to build a culture of respect and sharing between yourself and your employees. Remember that you are working with human beings who cannot help but react in some way to whatever you say or do. Treat them as valued parts of your business, not as walking problems. A confident and encouraging demeanor keeps the work atmosphere positive and promotes good attendance. When workers feel welcome, they show up for work.

Finally, protect your credibility and connectivity with the workers. You have to appear to work at least as hard as they do and in most cases, harder. Keep your own rewards commensurate with how you claim the business is performing. If you claim that times are getting hard, long foreign vacations and expensive toys in your driveway won't do much to persuade workers to stay with you or work harder. Be reliably on the worksite or in the shop. When offsite, ensure workers know where you are and why. Unexplained absences contribute to anxiety and doubt about your commitment to your business and about what they are supposed to be doing on a daily basis. Don't expect top productivity if this is happening. Your credibility rests on your understanding that the occasional barbeque or Christmas turkey won't cut it. A good owner will understand that building and maintaining a team is something done on a daily basis and will understand that workers are more than mere tools. If you make it clear at all times that the well-being of your workers is included in your efforts to grow your business, you won't be chronically stuck in HR repair mode. All businesses are constantly on the lookout for good workers. Don't make it easy to supply your competition with yours.

Note: Accountants, bookkeepers, and lawyers are also part of the business team. These relationships will be treated in a separate article.

WAUBETEK CHARITY GOLF CLASSIC 2016



MIXED TEAM

Pictured: Dan Jalbert, Kiya Jalbert, Val Jalbert, Roland Jalbert, Waubetek General Manager Dawn Madahbee Leach



WOMENS TEAM

Pictured: Anita McGregor, Katt Migwanebi, Pat Andrews, Sydney Migwanebi



MENS TEAM

Pictured: Duke Peltier, Tim Ominika, Jonas Bondy, CJ Cheechoo



INVESTING IN THE ABORIGINAL BUSINESS SPIRIT

Waubetek offers a variety of business loans for Aboriginal people or First Nations to establish, expand or purchase a business on or off reserve. A viable business plan, along with the applicant demonstrating their relevant credentials and experience, is required to access the ABFP funds.

COMMERCIAL LOANS

Waubetek's commercial loans are only available to Aboriginal entrepreneurs and First Nation owned businesses located in, and operating in, North-East Ontario.

➤ **Term Loans**

- Maximum up to \$500,000 for businesses located in the Parry Sound District and North. Maximum of up to \$250,000 for the region of Barrie North to the Parry Sound District (including Georgina Island).
- Equity Requirement is 10%

➤ **Aboriginal Student Business Loans**

- For summer businesses-maximum \$1,500.
- Equity Requirement 10%

➤ **Bridge Financing**

- A temporary loan to carry/bridge projects until receipt of confirmed funds from third party lenders or government agencies - maximum \$250,000
- Equity Requirement 10%

CONDITIONAL CONTRIBUTIONS

➤ **Aboriginal Business Financing Program (ABFP)** Waubetek can assist Aboriginal businesses with capital to establish, expand or acquire businesses on or off reserve. In summary, this funding is available as follows:

- Available to First Nation, Metis, Inuit and non-status applicants located in North-East or Southern Ontario. Proof of Aboriginal heritage is required (Indian status card, Metis Nation of Ontario membership card {or other Metis provincial organization affiliated with the Metis National Council}, and the Inuit must be confirmed through the Inuit Tapiriit Kanatami).
- ABFP Conditional Contributions to individuals may be available up to \$99,999 (or \$50,000 through the Aboriginal Economic Development Fund) and the applicant must provide a minimum of 10% equity and leverage commercial financing with the contribution for capital projects.
- ABFP Conditional Contributions to First Nation communities/First Nation owned businesses is available up to \$250,000 and the applicant must provide 10% equity and leverage commercial financing for capital projects.
- Financial support may also be available for the following areas: Business Planning, Marketing and Business Support. For these costs, the applicant must provide 25% equity and ABFP may provide up to 75% of the costs within the above stated limits.

➤ **Community Economic Grants (CEG)** – through the Aboriginal Economic Development Fund, Waubetek supports economic capacity-building projects for Aboriginal communities and First Nation owned organizations (maximum \$10,000 per project).

➤ **Social Enterprise Demonstration Fund (SEDF)** - The Social Enterprise Development Fund (SEDF) provides an interest free loan, with deferred payment for up to 6 months, in an amount that covers 45% of the total business start-up costs up to a maximum of \$70,000. This amount may also be augmented by, or combined with, Waubetek's regular business financing (commercial loans and conditional contributions) based on eligibility and the viability of the business plan.

Eligible costs through the SEDF include such costs as business start-up and capital costs. It should be noted that Waubetek's regular business programming, outside of the SEDF, can be assessed to develop a business plan, provide business mentorship support; and market the business (signage, website development, promotional ads).

BUSINESS AND ECONOMIC SERVICES

➤ **Business and Economic Counselling Services**

- Experienced staff available to provide guidance and review your proposals
- Business Support Officer is available to provide assistance to existing businesses
- General advisory assistance regarding community projects (e.g. sources of funding, developing terms of reference, project review, etc.)

➤ **Regional Initiatives**

- Offers quarterly business workshops on a variety of topics to assist Aboriginal entrepreneurs.
- Works on regional economic development strategies to assist First Nations and Aboriginal entrepreneurs to develop business opportunities in sectors such as **Fisheries and Mining**
- Offers youth development initiatives that help Aboriginal youth seek business ownership as a career.
- Partnered with the Department of Fisheries and Oceans to implement Aboriginal Aquaculture Canada Initiative. Waubetek has an Aquaculture Technician Business Expert on staff to assist applicants with their Aquaculture-related businesses.
- Has a First Nation Economic Development Officer Tool-kit of resources, templates and leading practices.

For more information, please contact our office at:

PO Box 209, 6 Rainbow Valley Rd., Birch Island, Ontario POP 1A0
Telephone: (705) 285-4275 Fax: (705) 285-4584 - Email: waubetek@waubetek.com