



Waubetek Business Development Corporation
"A Community Futures Development Corporation"

WAUBETEK NEWS

Special Edition

Fall 2013



Celebrating the
**Aboriginal
Business Spirit**

BEYOND THE FOREST

BUSINESS ACHIEVEMENT AWARD 2013

Young Forestry Services, owned by 45-year old, Brian Young of Nipissing First Nation, has been awarded Waubetek's 2013 Business Achievement Award.

Young Forestry Services is in the business of forestry maintenance; which involves--to a great extent--keeping brush under control. Have you ever observed that near the hydro lines, there is a lack of vegetation? That is the type of work that Brian and his crew carries out in taking care to ensure that the work sites are safe for the utility workmen who work around the poles and hydro/gas easement lines.

Brian enjoys the work that he does because he is an avid outdoorsman. He fondly recalls his childhood when he spent a lot of time in the bush with his grandfather, who was a logger. "When I was just a small kid I used to go to the bush with him a lot." With the outdoors as his learning environment, Brian admits he did not like being in a classroom environment. "For us, for Native people, we need to be trained hands on. We learn better when we are out there."

Brian's road to entrepreneurship began when he worked as a Forklift Operator for Rainbow Concrete. "One day a brushing contract came up, so that is how I came up with Nipissing Forest. I started there. I said, 'I want to do this. I want to work for myself.' I just went out and got myself a job and through the assistance from Waubetek, I received funding for my project.

Early on, when his business first formed, he secured only one contract with the federal government in public works. Brian was hired to clear-cut around the Sault Ste. Marie airport. "I was really young then and I didn't know how to do it, but I learned the hard way. Everything I do, I have learned from my mistakes, and I try to make it better every time. No one taught me that, and it cost me a lot."

Which is a good thing that John Bonin of Union Gas was a mentor for Brian. Bonin gave Brian his first break by giving him his first brushing contract when the business name was 'Young Forestry Services'.

It was not an easy road for Young's business to evolve, especially when he was at the contemplation stage. Brian remembers how tough it was for him to get started due to discouragement from others. "When I started my business, a lot of white people told me I will never succeed because I am Native, and that really bothered me for a really long time and I always remember that. It gave me the drive to get where I am today."

Brian's professionalism did not go unnoticed and he has gained numerous contracts with Union Gas and TransCanada Pipelines.

As the business grew, and Brian raised his family, Young Forestry Services evolved into a family run operation. "I have two sons working

for me and my wife Lorie Young. I taught them [his sons] everything about running this business."

In addition to the family, there are another 16 people employed in various capacities. At the moment, there are three crews working throughout the province. The crews have worked in places such as Pickle Lake, Windsor and Timmins. The number of persons on each crew will vary depending on the scope of the work to be done.

"I have three crews. We've got a mechanical crew which are people to run the machines." The machines the company have are two excavators with mulcher heads on them, a couple of skid steers, two bulldozers with mulcher heads on them and brush saws.

Brian said, "We have to be ready and willing to do anything." Being ready and willing to do anything includes: maintaining the brush around hydro lines, chemical spraying and station spraying all over Ontario. Brian ensures that he provides his employees with all the required safety training.

Recently, Brian has been awarded contracts to install road signage for Union Gas.

To strengthen the Anishinaabe workforce, young people are given a fair chance to develop skills and work ethic. "I love training younger guys, just coming out of high school, cause they are really easy to train. I get them right from scratch. That is how I taught my kids. My kids know how to run everything in my business, and I am teaching younger guys coming up.

"I really take pride in what I do. If I do it, I do it right. I don't cut corners, and we have been getting feedback from a lot of people, like Trans Canada Pipeline from Calgary, AB.

"I also went after Gold Corp Mine in Pickle Lake. I brush cut their 200 kilometer power line. I hired local people out of there, and they brushed with us. We did the hiring and we did the training. It worked out good like that."

His advice to other would-be entrepreneurs who may be in his or her own contemplation stage is, "If you are really serious about it - GO FOR IT!" However, he cautions, "When you are an entrepreneur, it seems as though you work every day, all day."

Brian has set a goal of ten years to continue running the business, and then to hand over the reins of the business to his sons. He, in turn, would take on more of a consultant role to keep on securing contracts.

Winning the business achievement award has given Brian the recognition of his many years of hard work and perseverance, and dedication to hiring Anishinaabe people. Mr. Young was also recently recognized as a recipient of a Northern Ontario business award.

"I really appreciate this. I am so proud to win this. It shows that we struggled for years and now all of our hard work is paying off."

Waubetek has been a big help to



Brian Young • Young Forestry Services • Nipissing First Nation

getting Young Forestry Services off the ground. "It is hard to go to a bank to get money. Waubetek was really helpful that way. It's good they do that for companies.

"I am really just happy I was able to get this award. I am just proud!" To contact Young Forestry Service, call 705-472-7400.



Ontario

Ministry of Aboriginal Affairs

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**BUSINESS ACHIEVEMENT
AWARD**

presented to
**BRIAN YOUNG
YOUNG FORESTRY SERVICES**

Congratulations on your accomplishments!

A WORLD CLASS DESTINATION — CASINO RAMA

BUSINESS MERIT AWARD 2013

What does it take for an organization to win Waubetek's Business Merit Award?

The Business Merit Award is given to a company in recognition of regional job creation, business spin-offs and a positive reflection of our culture.

Waubetek proudly announces that Casino Rama, based out of Mnjikaning First Nation, is the 2013 Award Recipient.

Let us take a look back in history to see how Casino Rama came into existence. According to Kevin Wassegijig, Director - Continuous Improvement, "Back in the early '90s the Ontario government was just getting into the business of gaming and a decision was made to ensure that one site was operated on First Nation's land. This First Nation hosted site was to have a unique revenue sharing agreement and provide employment opportunities for all Ontario First Nations bands."

Over a dozen different communities submitted a proposal to win the bid to be the host site. The close proximity to Greater Toronto Area gave the community of Mnjikaning First Nation an advantage. The Chippewa community with a population of 870 on-reserve Anishinaabek was ideally situated within one and one half hours of the world-class metropolis of Toronto.

"We opened the doors in July of 1996 and they have never closed a day since, not once in 17 years."

"We market it as an entertainment destination in the heart of Lake Country. Being about 90 minutes north of Toronto, we tend to focus on the central Ontario and GTA markets most heavily, but have tourists visit us from all over the world."

A public relations spokesperson for Casino Rama provided the following description: "Casino Rama™ creates the perfect entertainment experience, blending hot casino action, luxury accommodation, fine dining and big-name concerts. As one of the province's premier entertainment destinations, the casino features over 2,500 of the latest slot machines and more than 110 gaming tables including an 11-table Poker Room, a 300 suite luxury hotel, 8 unique dining outlets and a world-class 5,000 seat entertainment centre."

"In addition we are a major tourism attraction; over 3 million pass through our doors annually."

That being said, it takes hundreds of workers to keep a facility like Casino Rama running smoothly. It is approximated that there are 2,700 employees working around the clock in various shifts. "We call ourselves CREW (Casino Rama Employee Workforce)." Furthermore, an impressive 15% of CREW have self-identified themselves as Aboriginal.

From day one, all employees are given First Nation awareness training to hopefully improve understanding between the various people from around the world who come to work at the casino.

As one of the largest employers in Simcoe County and one of the largest single-site employers of First Nations people in Canada, the economic impacts are tremendous as the employees and their families live, work & play in the area. They buy cars, build homes, go to restaurants, pay taxes, and support local retailers.

Chippewa heritage is also reflected within the intricate beauty of the exterior and the interior of the facility, showcasing the superb talents of artists of the Eastern Woodland Ojibwe style. "When you first approach, there is an art wall that forms the building. We tried, by working with the host community, to incorporate cultural representation throughout the whole building."

"We endeavour to work with First Nation businesses. It is something that the company continues to do when opportunities have presented themselves." A First Nation vendor must be able to provide a competitive bid or competitive pricing.

There are also niche areas where Casino Rama solicits work from First Nations artisans, particularly in regard to cultural objects and things like that.

For the community of Rama, there has been a growth in public works services and infrastructure, as well as retail opportunities. The roads have to be maintained and snowplowed, and a new water treatment plant had to be built to handle the volume from the casino. The community manages the four retail shops located in the casino, as well.

Another additional economic impact for the community of Rama is through providing warehouse space and from leasehold payments that the casino pays for the land upon which the casino sits, as no one else can own property on reserve.

One business doing exceptionally well within the community is the one locally owned gas station that is across the street from the casino. The gas station has expanded immensely over the years.

Providing economic growth, employment and keeping cultural integrity is why Casino Rama earned the distinction of Business Merit Award.

"We are very, very honoured and proud that Casino Rama is being recognized, first of all, by Waubetek. Waubetek has a great reputation in terms of success in developing and assisting First Nation businesses. To be recognized for Business Merit is a tremendous honour, certainly for Casino Rama, and for all the people involved in our business – the CREW at Casino Rama," remarks Mr.



Casino Rama • Rama First Nation

Wassegijig.

"On a final note, I want to recognize Waubetek for the great work that they do. They are a recognized leader in terms of economic development support and growth. It speaks volumes to the people involved in Waubetek-- the Board of Directors, and the staff."

One person I particularly want to acknowledge is Dawn [Madahbee] who has been leading the organization for quite some time."

To contact Casino Rama, call 705-329-3325.



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AWARD

presented to

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GIVING AWARD WINNING SMILES TO PEOPLE

NEW ENTREPRENEUR AWARD 2013

A young Anishinaabe Kwe from Batchewana First Nation brings a lot of beautiful smiles to happy people.

Angela Hewson is the owner of Sault Algoma Denture Clinic, established in 2012, that already has over 1,000 clients. In recognition of her successful business, Angela was awarded the 2013 New Entrepreneur of the Year Award.

Although only a mere 26 years old and already running her own business; like many young people, Angela was unsure as to what kind of career she would focus on. In her teenage years, Angela did not gravitate towards science subjects. Back in those days, she was more of an artistic individual. "I didn't know what I wanted to do, I just tried dental."

Angela originally began her budding career as a dental assistant. Realizing that she wanted to pursue this field of work, she gained additional skills through a dental technology course.

With a smile beaming from ear to ear, she made up her mind—it was time to experience the big city life of Toronto. She enrolled in a three-year course in denturism offered at George Brown College. "I wanted to experience living out of town and doing the college experience." She candidly admits that her parents were afraid that she might be a student for life, but she found a career that fueled her with passion.

Now, Angela typically sees nine to twelve patients per day. "I got busy fast," she said.

Angela has noticed that the biggest challenge with her patients is that they are quite self-conscious. Thus, she will take the necessary time to tell them the steps involved in her dental procedures, the options and help address their expectations.

The whole procedure of obtaining dentures takes about one month. There are four visits, including fitting and fabrication. Denture wearers can expect that it will take about three months to get used to the change.

Working alongside Angela are two other staff members who keep the business running smoothly. Office assistant, Renee, takes care of booking appointments, billing, ordering supplies and marketing. Andy, her dental technician, helps out with plastering and waxwork. Based on the amount of clients coming to her clinic, Angela said, "We could use a third person, such as another lab technician."

"I like being able to deal with people on a day to day basis and I like the patient interaction." Perhaps because of her Aboriginal background, she takes particular care in working with the elders. In fact, she often visits nursing homes to provide denture services to the

elders there. It is a special service she is happy to offer.

Everyday brings about new learning for Angela. "There are easy cases, and there are some challenges. I prefer the challenges. I really do enjoy my job. There are hardly any disadvantages to the work I do."

"What I do makes people happy, for the most part, by giving people nice smiles."

As many experienced entrepreneurs know, there will inevitably be extra hours required to get the job done. Angela works daily from 7:30 a.m. to 5:00 p.m. to ensure the success of her business.

When asked what are some of the downfalls of running her business, Angela said, "People are unsure of my capabilities because of my age. It would have helped to have someone whom I could shadow. To do this, I did not have any guidance—it just ended up happening."

Angela has received a lot of encouragement and support from family and friends, and she could not last a day without her staff members. They are a huge help.

Angela has used some pretty clever marketing techniques to promote Sault Algoma Denture Clinic. She has advertised in the phone book, in the newspaper, and partnered up with a car dealership that offers a frequent member advantage card. She has also advertised down south of the border in the Upper Michigan Peninsula. There is also word of mouth and referrals by dentists and patients.

When asked about the five-year projection for her business, Angela happily admits, "I don't really want to be a whole lot bigger. I just want a different facility with handicap access. I am comfortable with the clinic as it is now."

Angela credits Waubetek with the initial financial help as far as getting funding and supporting her business. "They help you find employees or encourage you to look in your community for other staff." Waubetek staff has assisted her with knowing who to talk to and where to find the right resources; which included finding the right resources to renovate the space she now occupies.

As to how she felt about winning the New Entrepreneur of the Year Award, Angela summarizes, "I honestly had no idea such a thing existed. I was honoured. I was not expecting it. It was nice to be considered."

"All this hard work, you don't know what you are doing until time goes by so fast and you don't realize you are impacting people on how far they have come. I am just humbled."

To contact Sault-Algoma Denture Clinic, call 705-575-3442 or by email at sadcsmls@gmail.com



Angela Hewson • Sault Algoma Denture Clinic • Batchewana First Nation



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the 2013
ENTREPRENEUR OF
THE YEAR AWARD
presented to
ANGELA HEWSON
SAULT ALGOMA DENTURE CLINIC

Congratulations to Sault Algoma Denture Clinic, winner of the Waubetek Entrepreneur of the Year Award.

AARON & CURTIS CORBIERE- DIGGING UP BUSINESS

YOUTH ENTREPRENEUR AWARD 2013

This year, two brothers from M'Chigeeng First Nation on Manitoulin Island have been chosen as Waubetek's Youth Entrepreneur Award Recipients. Aaron and Curtis Corbiere were born to be entrepreneurs with the duo having been guided by their late parents, Eric and Vicki Corbiere, towards a path of independence.

Aaron and Curtis both credit their father as being their mentor. They were essentially born into construction. The former business name was E. Corbiere and Sons. It was a joint venture that Eric shared with his 3 sons for 8 to 10 years before he journeyed to the spirit world. Curtis said, 'my father, he was in construction all his life; and me and my brothers were born into work. I do a lot of work with my brother, (Aaron).'

There are now two separate divisions of the company, but Aaron and Curtis work together as a team to help each other's business, including sharing the work force, the trucks and the machinery.

Curtis is the younger brother. The 23-year old man has been running his construction contracting business - CC Construction - for the past 4 years.

Aaron is the older brother of the two. He is 28 years old. His business - ACT Landscaping- is more focused on landscaping and has been in operation for ten years.

Waubetek was instrumental in providing assistance to CC Construction when Curtis required funding to purchase his first excavator. "They really helped me to get the ball rolling as it is hard for a Native person on reserve to get a business started." The empowering organization also provided assistance with funding proposals, securing financing and networking.

For the first 3 years of running his business, Curtis was at work every day at the break of dawn until the sunset.

With the recent birth of his daughter, Curtis is grateful to have a supportive partner who understands the dedication of hours that is required to run the business. "I try to make time whenever I can to spend as much time at home, but my partner is very understanding."

Running a business is pretty tough and demanding, not only on his family, but also in terms of problem solving. "There were a lot of good people who helped me get things together. It was pretty hard," Curtis



Curtis Corbiere • CC Construction • M'Chigeeng First Nation

said.

One of Curtis' greatest headaches is the continuous need to service the machinery. The assets of both his and his brother's companies include several excavators, a crusher, a couple of float trucks, seven dump trucks, a trailer dump, a belly dump, a mobile pressure, a couple of loaders, bulldozers and a roller packs. Anything that is needed to run the business, they have on hand.

A majority of his contracts are secured through word of mouth referrals, and casual walk-ins from neighbours who notice the work crew at the job site. Contracts have been

secured from Parry Sound to the east, and White River to the west.

As a young hardworking man, Curtis strives to inspire youth. Curtis notes, 'everyone has got to start somewhere. I try to give as many people a chance as we can to get them started.' In the past, he has hired a couple of summer students or just from youth walking in the door looking for work. He found it was a good way to get them started in the work force.

Longer-term goals for Curtis are to get into water and sewer installation and to work for the

continued on page 10...



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YOUTH ENTREPRENEUR OF
THE YEAR AWARD

presented to
CURTIS CORBIERE
CC CONSTRUCTION

Congratulations on your successful start-up!
Young entrepreneurs like you help build the foundation for future prosperity, and make important contributions to your community and the economy. Your success inspires others to turn their ideas into reality.
Wishing CC Construction continued success as you grow and expand your business



Casino Rama
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YOUTH ENTREPRENEUR OF
THE YEAR

presented to
Aaron Corbiere
ACT CONTRACTING AND
LANDSCAPING

Congratulations on your accomplishments.
We are honoured to be a part of this special occasion.



Chi-Miigwetch

To all of our
Major Sponsors
For the
2013

Waubetek
Business
Awards Gala



REGISTRATIONS OPEN FOR THE ABORIGINAL YOUTH ENTREPRENEURSHIP CHALLENGE

The Waubetek Business Development Corporation is pleased to announce the 2013-2014 Aboriginal Youth Entrepreneurship Challenge, a business plan competition open to all Aboriginal Youth ages 15-29. The initiative aims to engage youth in entrepreneurship and introduce them to careers in business. Funded by the Ministry of Economic Development, Trade and Employment, the Youth Entrepreneurship Partners Program enables Waubetek to educate youth about being an entrepreneur.

This unique project allows Waubetek to offer a series of business specific workshops designed to assist youth in developing a business plan. Youth are provided with tools, mentors and resources. Workshops will be offered in November, December and January. The workshops are available to all Aboriginal youth and they do not need to be in the competition to attend the workshops.

It is recognized that youth who are connected with mentors have a stronger chance to succeed. As such, Waubetek is seeking business mentors who are interested in providing guidance and support to a youth business team.

Youth who enter the business plan competition present at a youth business conference held in March 2014, where they pitch their business ideas to a panel of judges. A variety of workshop topics and inspirational guest speakers will highlight this event, providing an excellent opportunity for youth to gain knowledge.

This learning opportunity is available to Aboriginal youth throughout northeast Ontario, including the 27 First Nations in the areas of North Bay, Manitoulin, Sudbury, Barrie and Sault St. Marie. Youth who are interested in participating are invited to call for more information and register before Friday, October 25, 2013. Please visit our website at www.waubetek.com or call (705) 285-4275 for details.

NATURALLIA 2013 — SAULT STE. MARIE

We have entered the age of a global, interdependent economy in which specialization and outsourcing has become the norm. This means that even small businesses can find opportunities well beyond their usual market and operating areas, but they are also faced with the challenge of locating suitable business partners with whom they could work as suppliers, customers, or joint venture partners. On October 28th, 29th and 30th 2013, the Waubetek Business Development Corporation sponsored a delegation to attend the Naturallia business alliance forum in Sault Ste. Marie, Ontario. This session was an opportunity for large and small businesses, business support organizations, and investors at all levels to meet and discuss possibilities for joint prospects or growth strategies.

The focus for this year's session was on natural resource development, with particular attention paid to: Advanced Manufacturing, Mining Supply and Services, Value-Added Forest Products, and Smart Energy. Four businesses from the Waubetek service area plus the Sagamok Economic Development Corporation and a Waubetek representative attended the session. Larry Beaucage of Kanuck Rock Drill Services in Sudbury, Steven Nolan of Earth Energy Concepts in Garden River, Robert York of MetalWorks CNC in Orillia, Derek Laronde of Aboriginal Building Construction and 1st Foam Inc. and Arnela Bennett, Economic Development Officer for the Sagamok First Nation attended. Each has demonstrated significant expertise or supply capacity in one or more of the focus areas. Waubetek's presence was to ensure the broadest possible coverage on behalf of the Aboriginal businesses attending and to provide backup and assurances that our businesses had access to development assistance if needed.

This session was quite different from the usual trade show format in that the purpose of participating was to create partnerships for sustainability, rather than simply to sell a product or service. In the weeks prior to the session, each of the Waubetek participants created a roster of firms with whom they wanted to meet and were in turn also selected by firms for half-hour "speed-dating" meetings. In the selection process, the various parties made known the nature and scale of their businesses, their purposes for attending, and the outcomes they were seeking. Those in mining supply were primarily interested in subcontracting for their current specialized work and also to find opportunities for diversification. Energy-related firms were seeking technology or to develop supply/distributor networks. Raw or finished materials suppliers were open to new markets. The potential for making suitable contacts was therefore greatly enhanced since all participants attended for essentially the same purposes.

Waubetek encourages all Aboriginal businesses to consider such opportunities in their marketing activities. Waubetek does have programming to provide assistance to clients for specific undertakings. Our Business Development Officers can be contacted at 705-285-4275.



Larry Beaucage, of Kanuck Rock Drill Services, talking up business at Naturallia 2013.



SHARING THEIR MUSICAL GIFTS AT THE WAUBETEK BUSINESS AWARDS GALA

HIGH EAGLE

IN MEMORY OF THE LATE SHAWN KABONI



This drum group started in the early 90's and had been in hiatus since the late 90s, and now over a decade later, the group has come back rocking the powwow circuit once again!

They made their comeback this year at the Wikwemikong powwow. The drum group includes Harvey Bell, Jesse Kaboni, Adam Kaboni, Theo McGregor, Zack Williams, Matt Conroy, Stephen Pelletier, Gerry Kaboni, Wyatt Bell, and Falcon Migwans.

As they all like to say "SING LIKE NO ONE IS WATCHING!!" Their performance at the Waubetek Business Awards Gala is dedicated to the memory of the late Shawn Kaboni.

JASON MANITOWABI AND BAND



Like an easterly wind blowing into Manitoulin, we are pleased to present the band Aanch Miinwaa (Anishnaabemowin for "one more time "). Hailing from Wikwemikong on the east end of Manitoulin Island, these young talents, with a combined total of 75 years experience amongst them, create a fresh new sound. From Country to Rock to Blues to Pop, these gentlemen

can sooth your sweet music tooth with most any genre. This band will have you chanting "aanch miinwaa!...aanch miinwaa!". The founding members are Jason Manitowabi, Rodney Trudeau, and Mitchell Manitowabi.

NATHALIE RESTOULE



Nathalie is 17 years old and is from Dokis First Nation. She is a newly signed recording artist on Crystal Shawanda's Record Label "New Sun Records".

Nathalie has been singing since she was a young child and began learning the guitar at the age of 14. She takes every opportunity to perform for people and is willing to travel from community to community. She has sung at many events, telethons, and competitions.

Nathalie feels lucky to have had the opportunity to open up for such Aboriginal artists as Crystal Shawanda and Derek Miller! This young lady also feels fortunate to have taken opportunities and risks as they have helped her build up confidence as well as develop a good soul, and a strong heart for music. She has also faced a lot of challenges to get where she is today with her music career, but that never slowed her down when reaching for her goals and dreams. She advises that "When you believe in yourself, unbelievable things happen".

BROCK STONEFISH



Brock Stonefish is a member of the Moravian Delaware Nation, who has been touring the United States and Canada as a performing singer/songwriter since 2001. Although he hasn't released any official albums, he is known from Coast to Coast for his enormous singing voice, down to earth songwriting and unmistakable acoustic and electric guitar styles. Since his performances on APTNs REZ BLUEZ seasons one and two, he has been able to share stages with such musicians as B.B King, Our Lady Peace, Kiss and most recently Steven Page of Barenaked Ladies. Brock has had many teachers and mentors who have shown him the ropes along the way, and he is very excited to show music fans what he has learned.



WAUBETEK NEWS BRIEFS

Business Investments To-Date

To date, Waubetek has proudly invested \$55 million in our clients throughout North-East Ontario. These are investments made into just over 2,000 business projects throughout this region. These investments leverage at least \$1 to \$2 for every dollar invested by Waubetek which demonstrates that Aboriginal people contribute significantly to the regional economy of North-East Ontario. Aboriginal contributions to the economy also include the jobs created for both Aboriginal and Non-Aboriginal. In addition to job creation, there is the increased expendable income from employed individuals as well as from the expenditures on goods and services purchased by having more new businesses established.

Aboriginal Fisheries Strategy

Last year, an Aboriginal Fisheries Strategy was completed for the Waubetek services area with the input and help of 60 Aboriginal fishers/businesses/resource people involved in this industry. The strategy outlines business opportunities in commercial fisheries, recreational fisheries and aquaculture. A steering committee to oversee the implementation of the strategy has been established comprised of **Ross Herbert, Peter Kanasawe, Bob Chiblow, John "Jr." Brosseau, Clint Couchie, Andrew "Stitch" Manitowabi, Bruce McGregor, and Peter Meisenheimer.** Waubetek is acting as the secretariat support to the committee until such time as an alternative structure is established.

Central Canada Aquaculture Initiative

As a result of the development of the Waubetek Aboriginal Fisheries Strategy for North-East Ontario and because this region has established Aboriginal-owned aquaculture businesses, the Federal Government's Department of Fisheries and Oceans, along with Aboriginal Affairs and Northern Development Canada, have contracted Waubetek to be involved in a National Aboriginal Aquaculture Initiative. Through this initiative, a technician with background in the aquaculture field will be available beginning in November 2013 to assist First Nations and individual Aboriginal entrepreneurs with the development of aquaculture-related businesses located in Ontario, Manitoba and Saskatchewan. We are very pleased to welcome **Todd Gordon** in this new technician position. Please contact the Waubetek office if you are interested in developing a business in aquaculture or a related business.

Services to Southern Ontario

Waubetek was invited by our fellow Aboriginal Financial Institutions in Southern Ontario and Aboriginal Affairs and Northern Development Canada to deliver the Aboriginal Business Equity Program to Aboriginal people and First Nations in Southern Ontario. This service, which we began delivering this past April 1st, is an extension of the business equity program (formerly known as the Aboriginal Business Canada Program) that Waubetek has been providing to our clients throughout North-East Ontario for the past thirteen (13) years. Waubetek has been contracted to deliver this service until March 31st, 2014, with the possibility of another year's extension. To assist us with service delivery in Southern Ontario, we are pleased to have **Ed Smoke** of Akwesasne and **Jonathon Araujo** who has roots in Wikwemikong as our Business Development Officers for the region.

Community Economic Scorecards

For First Nations interested in determining and tracking their own economic progress, a template for a Community Economic Scorecard is available through the Waubetek. To complete the scorecard, First Nations staff would compile the necessary data on the template and Waubetek can provide a follow-up report in the form of graphs and pie charts for Band Council and community reports. Please contact **Irene Altman** at the Waubetek office if you are interested in developing your Community Economic Scorecard.

Jobs For Youth

For the fifth year in a row, Waubetek trained, hired and placed 60 Aboriginal Youth in work placements throughout the Manitoulin Island area. Through funding provided from the Ontario Ministry of Children and Youth Services, Waubetek was able to train and cover the associated costs and salaries for the youth. Before being placed to work with businesses and organizations over the summer months, the youth receive training and certification in workplace safety, food handling, first aid and customer service. In addition, they receive training on workplace etiquette and cultural teachings. With this current group of recruits, 300 youth have now participated in this program since Waubetek first hosted on this program. Waubetek is also very thankful to the employers who have been willing to provide the work experience and guidance needed to start the youth off in their work careers. We were very pleased to have university students **Tahshiina Brisard** and **Laurie Manitowabi** this year as our Youth Leaders to provide support to the youth for this initiative.

Business Support Services

With many years of experience and knowledge in his background, Waubetek is extremely pleased to have **Mark Manitowabi** on board as our Business Support Officer to provide advice and guidance to Aboriginal entrepreneurs. Having an individual at the other end of the phone or to meet to discuss ideas or issues related to their business can be a major help to business people. Mark can be reached at the Waubetek office for business advice or just to discuss your business expansion ideas.

Manitoulin Hotel and Conference Centre

Much pride amongst Aboriginal people has been expressed with the recent opening of the Manitoulin Hotel and Conference Centre in Little Current. This business, owned by a consortium of First Nation communities and the Great Spirit Circle Trail - a First Nation owned marketing corporation- is a real accomplishment and will be a significant driver of economic growth for the Manitoulin region. Waubetek is pleased and honoured to have had a role in the project's development and start-up.

Waubetek Economic Forum

In May 2013, Waubetek held its first-ever economic forum for First Nation leaders and Economic Development Officers to learn about ideas and best practices regarding revenue generation for First Nation communities. Many First Nations are seeking ways to generate funds to support the growing needs of their communities, particularly in this current fiscal reality when external governments are cutting back on program dollars. We were fortunate to have such guest speakers as **Chief Terry Paul** of Membertou First Nation in Nova Scotia whose own model of economic development has proven

to generate hundreds of millions in self-generated funds and to create jobs for Aboriginal and non-Aboriginal people alike in the city of Sydney and region surrounding their small community. **Tony Shirt** from Peace Hills Trust talked about the best practices of other indigenous groups in managing their financial resources to meet community needs and to spur more business. **Terry Goodtrack**, the head of the Aboriginal Financial Officers Association of Canada, also shared other examples of Aboriginal businesses across Canada and how Aboriginal people can build their capacity in field of finance and accounting. Waubetek's Chairperson, **Martin Bayer**, also spoke about the many business opportunities currently available to First Nations in northern Ontario, particularly in relation to the priorities identified in the Northern Ontario Growth Plan. This topic of revenue generation and creating jobs must be a focus of communities as the primary means available to Aboriginal people to address the social challenges, education needs and the infrastructure deficiencies that many communities are currently facing.

Mining Strategy Development

In a strategic planning session with the First Nation leaders, a priority was identified to develop an Aboriginal mining strategy for the region to better involve and engage Aboriginal people as employees and Aboriginal businesses as suppliers in this industry. The need to establish the capacity for First Nations to become involved in the industry was also identified. With the financial support of FedNor, Waubetek has selected Stone Circle Consulting to help develop the mining strategy. We are also very pleased that representatives from Sudbury Integrated Nickel Operations (formerly known as Xstrata Nickel) have agreed to act as advisory support in the development of this strategy.

Waubetek Intern

Fresh from graduating from the Business Administration Program at Cambrian College in Sudbury, **Dallas Bondy** has recently joined the Waubetek team. Dallas, a member of Wikwemikong, is working on disbursing client payments and he will also be assisting with the Aboriginal Youth Entrepreneurship Challenge. He aspires to become a Business Development Officer. He definitely has the chops and educational background to meet this goal.

Charity Golf Classic 2013

Once again Waubetek hosted our Annual Charity Golf Classic which raises funds for the Waubetek student bursary fund. The event took place at the Rainbow Ridge Golf Course on August 17, 2013 with 129 people in attendance. This year was a huge success. Waubetek raised \$4,600 towards the 2014 Student Bursary Fund which supports Aboriginal students participating in a business course. A special thanks to all of our sponsors and teams for being a part of this special event.

Congratulations to the 2013 Golf Champions:

Ladies Team: Anita McGregor, Pat Migwanabe, Kathleen Migwanabe, and Robina Kitchemokman

Mens Team: Brandan Ominika, Tim Ominika, Bruce Recollet, and Jonas Bondy

Mixed Team: Todd Fox, Ashley Migwans, Derek Debassige, and Joanna Resenbaum



**WAUBETEK BUSINESS
DEVELOPMENT CORPORATION
BUSINESS DEVELOPMENT OFFICER (BDO)
SERVICE AREA**

KEVIN ROSE krose@waubetek.com	JASON PELTIER jpelcier@waubetek.com	ED SMOKE esmoke@waubetek.com	JONATHON ARAUJO jaraujo@waubetek.com
North Shore, Sudbury, Temagami, North Bay	Manitoulin and Hwy 69 Corridor	South Ontario West	South Ontario East
Sagamok Anishnawbek	Aundeck Omni Kaning	Alderville	Six Nations
Serpent River	M'Chigeeng	Hiawatha	New Credit
Mississauga	Sheshegwaning	Peterborough	Munsee Delaware
Thessalon	ZhibaaHaasing	Curve Lake	Oneida
Batchewana	Wikwemikong	Scugog Island	Chippewas of the Thames
Garden River	Sheguiandah	Georgina Island	Moravian of the Thames
Sault Ste. Marie	Whitefish River	Tyendinaga	Caldwell
Atikameksheng Anishnawbek	Henvey Inlet	Kingston	Walpole Island
Sudbury	Magnetawan	Golden Lake	Aamjiwnaang
Wahnapitae	Killarney	Ottawa	Kettle & Stony Point
North Bay	Shawanaga		Chippewas of Nawash
Mattawa	Wasauksing		Saugeen
Temagami	Wahta		
	Orillia/Barrie		
	Midland		
	Beausoleil		

BUSINESS DEVELOPMENT OFFICERS

SCHEDULE FOR OUTREACH SERVICES

(Subject to change - please call to confirm correct date and time)

JASON PELTIER

HWY 69/SOUTH

November 2013 and January 2014

Nov 25 and Jan 27 – Henvey Inlet FN Band Office 9 a.m. – 10 a.m.
 Nov 25 and Jan 27 – Magnetawan FN Band Office 10:30 a.m. – 12:00 p.m.
 Nov 25 and Jan 27 - Shawanaga Band Office 12:30 p.m.-2 p.m.
 Nov 25 and Jan 27 - Wasauksing Band Office 2:30 p.m.-4 p.m.
 Nov 26 and Jan 28 - Beausoleil FN - 10 a.m. -1 p.m.
 Nov 26 and Jan 28 - Midland Friendship Centre - 2 p.m. - 4 p.m.
 Nov 27 and Jan 29 - Chippewa's of Rama FN 9 a.m. – 11:30 a.m.
 Nov 27 and Jan 29- Orillia & Surrounding Area - 1:00 p.m. – 4:30 p.m.
 Nov 28 and Jan 30- Barrie Friendship Centre - 9 a.m. - 4 p.m.
 Nov 29 and Jan 31- Wahta FN - 9 a.m. – 10:30 a.m.
 Nov 29 and Jan 31 - Killarney - 1:30 p.m. - 3:30 p.m.

AUNDECK OMNI KANING / SHEGUIANDAH / WHITEFISH RIVER

December 2013 and February 2014

December 2 and February 3 - Sheguiandah FN Office - 9:00 a.m. - 10:00 a.m.
 December 2 and February 3- Aundeck Omni Kaning FN Office - 10:30 a.m. - 12:00 p.m.
 December 2 and February 3 - Whitefish River FN (by appointment only - otherwise at Waubetek office)

M'CHIGEENG / SHESHEGWANING / ZHIIBAAHAASING

December 2013 and February 2014

December 3 and February 4 - Sheshegwaning FN Office - 10:00 a.m. - 11:00 a.m.
 December 3 and February 4 - Zhiibaahaasing FN Office - 11:15 a.m. - 12:00 p.m.
 December 3 and February 4 - M'Chigeeng FN Office - 2:00 - 4:00 p.m.

WIKWEMIKONG

December 4 and February 5 - Wikwemikong - 9:00 a.m. to 4:30 p.m.

KEVIN ROSE

NORTH SHORE

December 2013 and February 2014

December 2 and February 24-Serpent River Band Office 10 a.m. - 12 p.m.
 December 2 and February 24-Sagamok Development Corporation 1:00 – 3:30 p.m.
 December 3 and February 25- Mississauga Band Office 10:30 a.m. - 12 p.m.
 December 3 and February 25- Thessalon Band Office 1:30 – 3:30 p.m.
 December 4 and February 26- Garden River Band Office 9 a.m. – 12 p.m.
 December 4 and February 26– Batchewana Band Office- 1:00 – 4:00 p.m.
 December 5 and February 27-Sault Ste Marie Indian Friendship Centre-9:00-1:00 p.m.

NORTHEAST/SUDBURY

November 2013 and January 2014

November 25 and January 27 - Whitefish Lake FN Office 10 a.m. – 12 p.m.
 November 25 and January 27 - Sudbury Gezhtoojig Office 1:00 – 3:00 p.m.
 November 26 and January 28 - Wahnapitae FN Office 10:30 – 12:00 p.m.
 November 26 and January 28 - Dokis FN Office 2:30 - 4 p.m.
 November 27 and January 29 - Nipissing FN Garden Village 10 a.m. - 12 p.m.
 November 27 and January 29 - North Bay Indian Friendship Centre 2 - 4 p.m.
 November 28 and January 30- Temagami FN Office 10 a.m. - 12 p.m.
 November 28 and January 30 – Temagami Municipality 2:00 – 3:30 p.m.
 November 29 and January 31- North Bay 9:00 – 12:00 p.m.
 November 29 and January 31 - Highway 17 (Verner, Hagar, Sturgeon Falls) 2 – 3:30 p.m. by appointment

ED SMOKE

SOUTH ONTARIO WEST

November 2013 / January 2014

November 25 and January 27 – Alderville FN 12:30 p.m. - 2:00 p.m.
 November 25 and January 27- Hiawatha FN 3:00 p.m. - 4:00 p.m.
 November 25 and January 27- Peterborough Friendship Centre 4:30 p.m. - 5 p.m.
 November 26 and January 28- Curve Lake FN 9:00 a.m. – 10:30 a.m.
 November 26 and January 28- Scugog Island FN 1:00 p.m. – 3:30p.m.
 November 27 and January 29- Georgina Island 2:00 pm – 4:00 p.m.

SOUTH ONTARIO EAST

December 2013/February 2014

December 2 and February 3- Tyendinaga FN 9:00 a.m. – 11:00 a.m.
 December 2 and February 3- Kingston Friendship Centre 1:00 p.m. – 3:00 p.m.
 December 3 and February 4- Golden Lake FN 11:00 a.m. – 12:00 p.m.
 December 3 and February 4- Odawa (Ottawa) Friendship Centre 3:00 p.m. – 5:00 p.m.

JONATHON ARAUJO

SOUTH WEST ONTARIO

November 2013 / January 2014

November 25 and January 27 – Two Rivers Development Centre (Six Nations)-10:00 a.m.-4:00 p.m.
 November 26 and January 28-New Credit First Nation- 9:00 a.m. - 11:00 a.m.
 November 26 and January 28-Indian Agricultural Program of Ontario-1:00-3:00 p.m.
 November 27 and January 29-Munsee Delaware F.N.-Tecumseh Development Corporation- 9:00 a.m.-11:00 a.m.
 November 27 and January 29-Oneida Nation of the Thames-12:30 p.m. – 2:00 p.m.
 November 27 and January 29-Chippewas of Thames First Nation.-2:30 p.m. -4:00 p.m.
 November 28 and January 30-Moravian of the Thames- 9:00 a.m.-11:00 a.m.
 November 28 and January 30-Caldwell First Nation-12:30 p.m-1:00 p.m.
 November 28 and January 30-Walpole Island-2:00 p.m.-3:30 p.m.
 November 29 and January 31-Aamjiwnaang First Nation-9:00 a.m.-11:00 a.m.
 November 29 and January 31-Chippewas of Kettle and Stony Point-12:30 p.m.-2:00 pm

SOUTH ONTARIO NORTH

August/October 2013

December 2 and February 3- Chippewas of Nawash Unceded First Nation- 10:30 a.m. – 12:00 p.m.
 December 2 and February 3- Saugeen First Nation- 1:30 p.m. – 3:00 p.m.



WAUBETEK
Business Development Corporation



INVESTING IN THE ABORIGINAL BUSINESS SPIRIT

MISSION

Our mission is to improve the economies of the Aboriginal people through the pro-active, professional and meaningful provision of business and economic services.

COMMERCIAL LOANS

Term Loans

- Investment Fund - maximum \$500,000
- Equity requirement 10%.

Aboriginal Student Business Loans

- For summer businesses - maximum \$1,500.
- Equity requirement 5%.

Bridge Financing

- Short-term loan to carry bridge project until receipt of confirmed funds - maximum \$150,000.
- Equity requirement 10%.

CONDITIONAL CONTRIBUTIONS

Waubetek Business Equity Fund

- Contributions to individual (Status, Non-status, Metis or Inuit) up to \$99,999; or communities up to \$250,000. Equity requirement is 10%. Support is based on viable business plans in the strategic priority areas of general business.
- This program is delivered in North Eastern and Southern Ontario to First Nations, Metis and Inuit people.

BUSINESS AND ECONOMIC SERVICES

Aboriginal Business Information & Support Services

- Business resource and research centre with a public workstation available to clients

Business Counseling Services

- Experienced staff available to provide guidance and review your proposals.
- A Business Support Officer is available to provide assistance to business clients

General Advisory Assistance

- Regarding community projects (i.e. Sources of funding, developing terms of reference, project review, etc.)

Local Initiative Fund

- Funds to support the local/regional community economic development initiatives. A maximum of \$5,000 is available for each eligible project in the Manitoulin and Sagamok region

Regional Initiatives

- Offers business workshops to assist Aboriginal entrepreneurs. Works on regional economic development strategies to assist First Nations and Aboriginal entrepreneurs to develop business opportunities in various sectors such as fisheries, mining, and tourism. Partnering with the Department of Fisheries and Oceans to implement the Aboriginal Aquaculture in Canada Initiative, Waubetek will have an Aquaculture Technical Business Expert on staff to assist First Nations and Aboriginal entrepreneurs who are interested in developing business opportunities in the aquaculture sector.

For more information, please contact our office:
 Waubetek Business Development Corporation,
 6 Rainbow Valley Road, Birch Island, Ontario POP 1A0
 Telephone: (705) 285-4275 Fax: (705) 285-4584

...DIGGING UP BUSINESS

YOUTH ENTREPRENEUR AWARD 2013

...continued from page 5

reserve instead of seeing big companies coming in, and do the community's local infrastructure. Curtis said, "I want to keep on expanding. I hope some day it pays off."

It was through a phone call that Curtis learned he won the Youth Entrepreneur Award. "I felt shocked winning. It is cool. I didn't know anything about it."

Curtis is grateful to Waubetek for their continued assistance, "Miigwetch. I appreciate you helping me get my business started, and I hope to do further business. I did it before and it didn't look feasible. You definitely played a big role in getting me started."

The other recipient of the Youth Entrepreneur Award is older brother, Aaron, who runs ACT Landscaping and Construction.

Aaron and his crews work on building rock retaining walls, fixing driveways, draining and ditching; as well as planting trees and garden beds. With winter quickly approaching, there is also a need to supply firewood to local residents.

As was noted earlier, Aaron was born into construction. He remembers with fondness watching his father work on the excavators. From the young age of 11, Aaron was eager to get behind the gears of the machines and help the family business thrive. "I just always loved it since I was a little kid. I just wanted to run the machines. I loved it and still love it, especially running an excavator."

Although he loves running the machinery, there is a downside to running his own business; and Aaron's biggest challenge is the financial aspects. "Financially, the work is hard with many people to pay. You have to have a lot of work."

Aaron must continuously seek out new contracts in order to keep his workforce going. There are heavy equipment operators, mechanics, labourers, foremen, administrative assistants, and truck drivers who have families to feed. This is the biggest challenge posed to the hardworking men of M'Chigeeng First Nation.

ACT Landscaping and Construction has been awarded contracts as far as Magnetawan to the east, and out west in Sault Ste. Marie. In fact, Aaron spent time away from home last winter helping to fix railroad tracks.

As for the best aspect of his work, Aaron said, "It is the feeling that guys depend on me for work everyday. It is nice having responsibility."

What words of advice does Aaron give to young people considering starting up his or her own business— Aaron encourages young people to finish school and to look forward to nice things. "Don't give up hope in getting a job."

In the future, Aaron hopes to see his business expand so that he can create jobs on reserve in working on the land, and that he continues doing well with his business.

Waubetek has been a great help in getting ACT Landscaping and Construction off the ground. "They helped me get going and helped me get a good machine. It could not have been possible to start up or to get the ball rolling. My dad went to them and he was helped out with putting together a business plan. I would like to thank them for all their help and making things possible like getting my equipment."

When he was informed that he won the Youth Entrepreneur Award from Waubetek, Aaron shared the same sentiment as Curtis, "I was pretty shocked and surprised. It was cool. I was not expecting it. I never knew there was this award."

At the end of the day or at the end of the season, both Curtis and Aaron find different ways to acknowledgement the hard work that they do. When it comes to hanging up his hardhat and boots at the end of the day, the best joy that Curtis feels, as an entrepreneur is pride at the end of the day. As for Aaron, after working long days during the warm weather, he looks forward to hunting and snowmobiling in the winter months.

To contact Curtis Corbiere of CC Construction, call 705-348-0228.

To contact Aaron Corbiere of ACT Landscaping and Construction, call 705-282-4030.



Aaron Corbiere • Landscaping & Construction • M'Chigeeng First Nation





2014 Student Bursary Educational Award

The Waubetek Business Development Corporation Post-Secondary Bursary was launched in 2003 to assist Aboriginal post-secondary students.



2013 Youth Bursary Recipients:
Santanna Francis, Danielle Toulouse & Jamie-Lynn Trudeau

To be eligible, applications and supporting documents are to be received by Waubetek Business Development Corporation by **4:30 p.m. EST on January 31, 2014.**

Completed application package **MUST** contain:

- FULLY completed application form
- COPY of your most recent transcripts
- LETTER of support from a teacher, instructor, or from an Aboriginal owned business.

APPLICATION REQUEST

Please send to me by:

Fax: () _____

Email: _____

Name: _____

City: _____ Province: _____ PC: _____

** Please fill out and fax to 1-705-285-4584*

TWO (2) WAYS TO SUBMIT YOUR APPLICATION AND SUPPORTING DOCUMENTS

1. MAIL Waubetek Business Development Corp.
c/o Youth Bursary Committee
PO Box 209, 6 Rainbow Valley Road
Birch Island, ON P0P 1A0

2. COURIER

For more information and application, please contact our office at 705-285-4275 or email waubetek@waubetek.com

INVESTING IN THE ABORIGINAL BUSINESS SPIRIT
"A Community Futures Development Corporation"



Aboriginal Youth Entrepreneurship Challenge



Business Workshop Series

<p>Include description of each workshop and point value</p> <p>Series 1 Ideas for business, Marketing Research and Skill Building</p> <p>Series 2 Identifying costs, business requirements, analysis and marketing</p> <p>Series 3 Putting the plan together and preparing for presentations</p>	<p>Available on the following dates</p> <p>Manitoulin Region: Whitefish River Community Centre Series 1 Tuesday November 19 Series 2 Tuesday December 10 Series 3 Tuesday January 14</p> <p>Sudbury: Gezhtoojig Employment & Training Centre Series 1 Wednesday November 20 Series 2 Wednesday December 11 Series 3 Wednesday January 15</p> <p>North Bay Region: Union of Ontario Indians Elder Hall Series 1 Thursday November 21 Series 2 Thursday December 12 Series 3 Thursday January 21</p> <p>Barrie/Midland Region: TBD Series 1 Friday November 22 Series 2 Monday December 10 Series 3 Friday January 20</p> <p>Sault St. Marie: Urban Aboriginal High School Series 1 Monday November 18 Series 2 Monday December 2 Series 3 Friday January 10</p>
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For more information, please contact:
705-285-4275
info@waubetek.com



Visit us at www.waubetek.com
Or find us on FACEBOOK!



TOUCHED BY THAT ENTREPRENEURIAL SPIRIT...

Point Grondine Trading Post

Marilyn Roy-Shawanda is pleased to announce the opening of her small business, Point Grondine Trading Post, located on the Point Grondine Indian Reserve off Highway 637 to Killarney, Ontario. Marilyn successfully obtained financing through various sources for the business start-up and is pleased to be able to offer a variety of items including, camping items, snacks, native crafts/arts, firewood and gas. The hours of operation are Monday to Saturday 8 a.m. to 7 p.m., and Sundays 12 p.m. to 6 p.m. This is the first native gas bar and convenience store to be established in the Killarney area. The next time you are in and around the Killarney area, stop in at Trading Post, have a coffee, and wish Marilyn the best of luck in her business endeavour.

Gamiing Gas & Convenience Store

Marie McLeod, owner and operator of Gamiing Gas & Convenience Store, located on the Sheshegwaning First Nation, is very pleased to have received assistance to upgrade the gas facilities (new pumps and tanks) and to have a back-up power supply for the store. This is the only business offering gas, convenience items, movie rentals and grocery items past Gore Bay on the west end of Manitoulin Island. The business is located at 11 Beach Rd, Sheshegwaning, Ontario. The hours of operation for the business are 8:00am to 8:00pm Monday to Friday, Saturdays from 9:00am to 6:00pm and 10:00am to 6:00pm on Sundays. Be sure to stop by and see Marie and her husband John who will greet you with a smile and help get you on your way with snacks, gas and grocery items.

Aboriginal Building Construction Services Corporation

Derek Laronde, a member of the Nipissing First Nation, has operated Aboriginal Building Construction Services Corporation (ABCSC), since 2009 with the help of Waubetek. The business provides technical consultation for community infrastructure, construction management and site supervision for housing developments on First Nation communities. Derek brings an extensive construction background combined with practical knowledge and experience to future developments of First Nation communities. At this time, Derek is establishing a new business entity, First (1st) Foam, a polyurethane spray foam insulation company focusing on residential and commercial insulation on First Nations in Ontario. Currently there are no First Nation owned spray foam applicators in Ontario. All applications are out sourced to non-First Nation suppliers as there are currently no options to deal with a First Nation based business that specialize in providing spray foam insulation services, until now.....If you would like to learn more or would like to obtain an estimate, give Derek a call at (705) 733-7889, he will be happy to hear from you.

Waboose's Custom Cabinetry

Eric Hare, is very pleased to announce the opening of his business, Waboose's Custom Cabinetry, located on the M'Chigeeng First Nation. Mr. Hare has been creating and selling custom cabinets for ten years, as well as, creating and selling custom furniture with native designs for three years to interested buyers on Manitoulin Island. The business is now formalized and focuses on making and selling 1) High-end custom cabinets, 2) Decks, 3) Medium-range custom screen/storm doors, 4) High end custom bed frames & furniture with stylish native designs, and 5) Low-end custom garbage bins. Eric has a 24 x 30 workshop where he manufactures the products from start to finish. The business is located at 200 Hill Street, in M'Chigeeng. The hours of operation are from 8:30 am to 6:30 pm Monday to Friday. If you would like to contact Eric you can do so by calling (705) 377-5047.

Nimkii Flower & Gift Shop

Dianne and Jackie Bob, both members of Sagamok Anishinawbek, are excited to announce the opening of their business, Nimkii Flower & Gift Shop, located on the Sagamok First Nation. The business can cater to all functions both on and off reserve including weddings and funerals as well as have the ability to cater to special occasions like birthdays, anniversaries and other celebrations. Dianne and Jackie provide fresh cut and silk flowers, floral arrangements which can be customized, gift baskets, cards, and incorporate crafts from local artisans. Nimkii's Flower & Gift Shop is open from Monday to Saturday from 9 am to 6 pm & Sunday 12 pm to 5 pm. To contact them for a quote please call (705) 865-1950.

Northern Fireplace Pools Ltd

David G. White, a member of the Thessalon First Nation, is the proud owner and operator of his business, Northern Fireplace Pools Ltd., located at 7C Oxford Street, adjacent to Great Northern Road, in Sault Ste. Marie, Ontario. The store hours of operation are from Monday to Friday 9:00 am to 5:30 pm and Saturday from 9:00 am to 2:00 pm. The business currently sells a line of hot tubs, pools, cook stoves, fireplace mantels, saunas, pool tables and all parts, accessories and chemicals needed for maintenance purposes. Northern Fireplace and Pools Limited has been awarded the Best Dealership in Northern Ontario by the Regency Corporation. To call for a product catalogue please call David or a representative at (705) 541-9111.

The Bait Shop

The grand opening of The Bait Shop took place last spring. Located 3 km north of Sudbury in Levack, off Highway 144, it is in an excellent location offering great fishing and hunting opportunities. The business will provide bait, wood milling services and minor repairs to engines and outboard motors. The proud business owner Lucien Lacroix has more than 8 years of experience providing guide services and small engine repairs locally. The hours of operation are seven days a week Monday to Sunday from 6 a.m. to 10 p.m. So on your next fishing trip make The Bait Shop your first choice for bait and tackle. Contact Lucien Lacroix at 705-822-1368.

Nolan MX Academy

Ryan Nolan, is the owner and operator of Nolan MX Academy and with the assistance of Waubetek and dedication from Ryan, Nolan MX Academy has continued to succeed. The academy is located at 2101 Airport Road in Sault Ste. Marie and provides new and experienced motor cross and off-road motorcycle riders the ability to improve their riding techniques, ride safer, and achieve their personal riding goals through personalized and group instruction. Nolan MX Academy has been in operation since 2011 and Mr Nolan has been teaching and coaching riders of all ages for the past eight years, with all his riders showing remarkable improvements. The business is open six days a week with a minimum of 14 annual race day competitions per year. Riding lessons and instructions will be provided onsite at the Nolan Motorcross Academy Race Track. Please contact Ryan Nolan at 705-206-7322.

Rocky's Restaurant

Rocky's Restaurant, owned by the Wahnapiatae First Nation, has been operational for the last 15 years and is now a fully licensed facility. It includes a restaurant, confectionery store, gas bar and a seasonal camp ground. The business is situated on the Wahnapiatae First Nation land based on beautiful Lake Wahnapiatae at 2 Loonway Road, Wahnapiatae First Nation and is open from 9:00 a.m. – 7:00 p.m Monday to Sunday. Rocky's Waterfront Restaurant and Sports Bar are sure to satisfy your every need, Rocky's is an experience like no other. Rocky's plays host to many special events throughout the year. Call to book your next event at 705-858-0500 or visit them on their website at rocksonthelake.com



Investing in Aboriginal Business for 24 Years

TOUCHED BY THAT ENTREPRENEURIAL SPIRIT...



BURKE STONEWORK & EXCAVATING

CARL BURKE, a member of the Henvey Inlet First Nation, is the proud owner and operator of his newly established business, Burke Stonework & Excavating, located in Parry Sound, Ontario. Carl has lived and worked in the Parry Sound area for the last 16 years working for larger contractors and has gained valuable experience in stonework and excavating. The business offers a variety of services including driveways, septic installations, excavation, backfilling, drainage systems, retaining walls, flagstone patios, walkways, rock steps, pathways and lot clearing. You can visit his website at www.burke-stonework.ca to view pictures of the projects he has worked on in the Parry Sound area. Should you want to obtain an estimate give Carl a call at (705) 389-9879.

FIRSTTEL COMMUNICATIONS CORP

FIRSTTEL COMMUNICATIONS CORP., owned by the Wikwemikong Unceded Indian Reserve, operating under the Wikwemikong Development Commission, has been in operation since September 2003 providing local and long distance services, toll free numbers and pre-paid calling cards. As a value-added reseller providing telephone and other communication services, some of these services are only available in specific areas throughout Ontario. Why choose FirstTel? There are many reasons to switch to FirstTel, You can choose from any combination of local, long distance or toll free services, you won't have to change numbers, and it won't cost you a cent to switch your telephone services. Make FirstTel your first choice for local and long distance. To contact FirstTel, call their sales department at (705) 859-2620 or toll free at 1-866-434-7788. Aapji gwa nishin maanda nikaazyin FirstTel!



METALWORKS CNC

METALWORKS CNC is a precision manufacturing company that specializes in custom fabrication and metal working. Owned and operated by Journeyman Tool and Die Maker, Robert York, a member of the Chippewas of Rama First Nation, Metalworks CNC is located in the city of Orillia, Ontario.

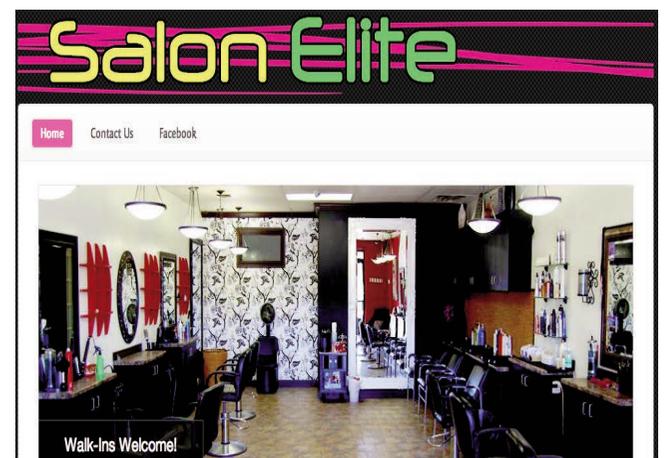
Metalworks CNC has engineered a wide range of machining solutions for varying types of manufacturing industries including:

- *Automotive* • *Aerospace* • *Medical* • *Food* • *Military*

Metalworks CNC will work with your company every step of the way to ensure your applications are completed on time and to exact specifications. Contact Rob today to find out more about our fabrication and metal working services at (705) 323-2862 or visit the website at www.metalworkscnc.com

SALON ELITE

MATTHEW NAVEAU, a member of the Mattagami First Nation, is the proud owner of Salon Elite, located at 1212 Lasalle Blvd in New Sudbury, Ontario. Mr. Naveau acquired the business, formerly known as Lather Spa, in 2011 with the help of Waubetek. Since the acquisition, Mr. Naveau has built a substantial client base founded on impeccable service, quality products and consistent hours of operations. He is a personal hairstylist to RCA Recording Artist Crystal Shawanda and seven time consecutive female vocalist and Grammy Nominee Rhonda Vincent. Hours of operation are from Tuesdays 9:00am to 8:00pm, Wednesdays 9:00 am to 5:00 pm, Thursdays 9:00 am to 8:00 pm, Friday 9:00 am to 5:00 pm and Saturdays from 9:00 am to 2:00 pm. You can view his website at www.salon-elite.ca or visit his page on facebook "Salon Elite". To make an appointment please call (705) 560-8257



Investing in Aboriginal Business for 24 Years