



Waubetek Business Development Corporation

“A Community Futures Development Corporation”

WAUBETEK NEWS

Special Edition

Spring Summer 2014



MANITOULIN HOTEL AND CONFERENCE CENTRE

A UNIQUE, CLASSY FIRST NATION-OWNED HOTEL

By: Debbie S. Mishibinijima

After a night of being nestled in the comfort of crisp sheets, imagine waking to the peaceful quietness and breathtaking beauty of gentle rolling hills.

Manitoulin Hotel and Conference Centre is a unique, classy First Nation inspired hotel. The doors to the hotel opened on May 18, 2013. The brand new 58-room, four-level hotel is located in the picturesque small community of Little Current, Ontario. The local Ojibwe, Pottawatomi and Odawa people have called this special place ‘We-web-jiiw-aang’, meaning ‘the place where the water is never still’ since their ancestors first settled on the island in the early 18th century.

In historical times, access to Manitoulin Island was done through birch bark canoes. Today, there is easier access by way of a single-lane swing bridge that operates 365 days a year. During the summer months, southerners have the option of boarding the Chi-Cheemaun Ferry. Once you drive onto the island, you will notice the hotel and conference centre immediately.

Cassandra Larrazino manages the hotel and conference centre. The young lady has held her position for two months, and has been employed at the hotel since the doors first opened.

Ms. Larrazino said that the vision to have a First Nations owned hotel began with Kevin Eshkawkogan, General Manager of the Great Spirit Circle Trail. Looking for financiers, Eshkawkogan began negotiations to take the vision from concept to reality.

After years of negotiations, the following six First Nation communities signed on to be co-owners: Sheshegwaning, Birch Island, Aundeck Omni Kaning, Wikwemikong, M’Chigeeng, and Sagamok. The organization, Great Spirit Circle Trail, is also a partner. Great Spirit Circle Trail has a lead role in the marketing of the hotel and conference centre. The Board of Directors is comprised with representatives

from these seven entities.

Perry and Perry Architects are the skillful team that developed the blueprints for the hotel and conference centre. Most notably, there is a tipi-shaped lobby as you enter into the lobby. Input into the building’s design was provided from representatives from each partner community.

Other spinoffs for the First Nation

The artwork and handicrafts of local First Nation community members are also prevalent throughout the hotel. There are Ojibwe woodland style paintings gracing the wall, as well as beautiful greeting cards and hand crafted quilt runners on the foot of the beds.

Larrazino said that the people of the partner First Nation communities are currently the top customers of the hotel. Other regular patrons are long-term workers of a newly constructed windmill farm.

The hotel and conference centre boasts 47 rooms with double/queen-size beds, and 7 rooms with king size beds. Some rooms are equipped with mini fridges for the benefit of guests that stay for longer terms. Rates are \$159 for the double/queen-size beds or a room with a single king-size bed. The interior of all the rooms is sleek and modern.

For those with a larger budget or families, there are four king suites featuring a king-size bed and a pull out sofa bed. The rate for this room is \$229 per night. The modern bathrooms are equipped with double sinks, and glass shower doors. Bathrooms are large enough to be handicap accessible.

A new feature for guests this summer is an outdoor wading pool to cool off during the hot summer days. This pool is one meter in depth and overlooks the pristine beauty of the ancient LaCloche Mountains.

Hotel guests can enjoy a delicious meal in the Wampum Restaurant. The restaurant is able to accommodate 70 patrons. For the time being, the restaurant is more busy during the week more so than the weekends. Lately, it is reported by Larrazino that business is picking up, and there has been waiting lists at times.

During the warm summer months, visitors can enjoy the serenity of outdoor dining on the patio. Viewers can watch the sailboats and yachts parade by. The patio will be open in late May.

Continued on page 2



communities beside economic development are employment opportunities for community members. “We have 30 employees, and we are looking to expand for the summer months as we will be busier. Over 50% of the staff is First Nation.” Staff positions that keep the hotel running smoothly include: front desk, housekeeping, restaurant and kitchen, conference and maintenance staff.

ABORIGINAL YOUTH BUSINESS CONFERENCE

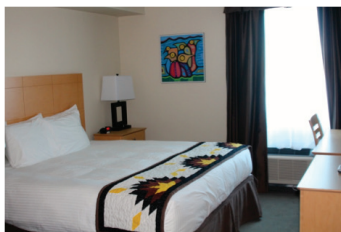


MANITOULIN HOTEL AND CONFERENCE CENTRE

Continued from page 1

The Great Spirit Circle Trail team has actively promoted the hotel and conference centre to overseas clientele, particularly in Germany. The goal is to bring in tour groups and business from overseas. Larrazino said, "It is anticipated it will be another busy summer with overseas clients."

In terms of booking a conference room or rooms for a conference, meeting or even a wedding party, the maximum space is 5,600 square feet without the use of any of the three dividing panels that are available. There is a 200-person capacity.



For smaller events, the conference room can be split up into three smaller conference rooms. If you are looking for a

place to host a wedding banquet, Manitoulin Hotel and Conference Centre is the place for your day of enchantment. To date, there are quite a few weddings booked throughout the summer and fall. The cost for the large single conference room is \$1,200. The smaller divided sections are available for \$400.

Larrazino and the First Nations' partners look forward to a busier summer this year.

The obstacles that hindered the hotel and conference centre last year are now a thing of the past. "When we first opened, we didn't have the restaurant open yet and were not a full operation. It should be a busier summer. We are looking forward to the bus tours that are going to be coming," Larrazino said.

Special rates are available to Anishinabek from the six participating partner First Nations at \$ \$119 for the double/queen size or single king size rooms. The price is reduced to \$189 for a king size suites.



Future initiatives being pursued by Larrazino include a spa by the pool area and a gift shop in the lobby.

Visitors are welcome to come to the Grand Opening scheduled in the summer. To book a room or the conference centre at Manitoulin Hotel and Conference Centre, call (705) 377-9966 or send an email to: frontdesk@manitoulinhotel.com To reach the General Manager: clazzarino@manitoulinhotel.com Website: www.manitoulinhotel.com

POWER TO THE PEOPLE

By: Debbie S. Mishibinjima

Glen Peter Sutherland has the power to light up the lives of people. Sutherland operates his family-oriented electrical contracting business – GPS Electrical – with his wife, Jennifer. In business for one year now, Sutherland has set up his business at Nipissing First Nation.

Now 37 years old, Sutherland knew from a young age what his career choice would be. In 1997, the Mushkeego (Cree) took a ten-week Basic Electricians and Plumbers course in his community of Peetabeck (Fort Albany) First Nation, meaning ‘the Island’.

“I had a vision back then because I seen these Native tradesman up north. There was a contractor working for my community. There was a Native Plumber and a Native Electrician. I thought it was pretty cool. They were very professional when they worked in the field,” said Sutherland.

During the course of the life changing ten-week program, Sutherland had to assist the contractors. He accidentally got a shock while he was working, and was amazed he could feel that but not see what caused it. Sutherland said, ‘I asked the Electrician, ‘What do I need to do to become a licensed electrician?’ The answer was that he needed his grade 12, and to find an electrical contractor who would ‘apprentice’ him; which is on the job training that a person gets paid for.

Now that he knew the path he had to take, Sutherland told himself ‘I am going back to school, get my grade 12, get my apprenticeship....and then I will become my own boss’.

Sutherland said, “I love electricity... and I wanted to learn more!”

To act on his career goals, Sutherland had to leave his remote fly-in community along the James Bay Coast. His choice city was Ottawa. This is where he earned his Grade 12 equivalency. Next, he spent a year at college enrolled in an Electrical Engineering Program.

Eager to move ahead with his love of electricity, Sutherland moved to North Bay to find an electrical contractor who would take him on as an Apprentice. He diligently thumbed through the yellow pages. “As I called up the contractor, I would say, ‘I am willing to help you make money if you are willing to help me get my license!’” Sure enough, there were electrical contractors who wanted to make money. He became registered with the Ministry of Colleges and Universities to acquire 9,000 hours.

Sutherland had to overcome shyness

to move ahead in life. “I was quiet at the beginning; coming from a remote area. I did my work.” His fellow colleagues encouraged him to get talking...to get his opinions. They would have discussions at lunch hour. Sutherland credits them for treating him well and helping him to come out of his shell.

However, there were other workers who did not treat him well, and Sutherland called them out on it. Sutherland bravely asked those peers why they treated him differently. He was given the honest answer that they thought he would be a ‘lazy, drunken, unreliable Indian’. This is a common stereotype projected in mainstream media. “I never got angry,” Sutherland said. Instead, he set out to prove that he works hard, is reliable, and



Glen & Jennifer Sutherland

is very professional.

It was to his benefit that Sutherland bridged the gap with his peers. Within the circle of construction, the workers will often see each other at various jobs. “There is a relationship in construction—we joke, are happy to see each other, and have become friends.” As such, a lot of tradesmen were impressed with his good work ethic, which included working overtime when requested.

Sutherland’s ethic secured him a job with Bernard Rochfort Ltd. —which is a big outfit. They helped Sutherland to complete his apprenticeship in 2005.

Sutherland reached his goal. He was now a licensed Electrician bearing an interprovincial license. He had his red seal!

Sutherland was not quite finished with his educational journey. To work as an Electrical Contractor, it was mandatory that Sutherland needed to get his Master Electrician License. Sutherland went back to school in 2006. Seven years after he started his apprenticeship, Sutherland was a Master Electrician!

Armed with credentials, Sutherland

worked up the ladder to become an Electrical Foreman. He learned the ropes of how to manage jobs in renovations, new construction, and the commercial sector.

Sutherland still yearned to branch out on his own. He still wanted to be his own boss. Sutherland decided it was time to complete his last contract working for someone else. He helped to complete the electrical work within 101 suites at Canadore College. “That was my last job working for another contractor,” Sutherland said.

This is the chapter in life where Waubetek Business Development Corporation was instrumental to get GPS Electrical off the ground. “They helped me get the funding, the grant money. At the beginning, I needed tools when I first started my company full-time. They helped me with marketing as well,” said Sutherland.

Twenty years after his electrifying journey began, Sutherland has come full circle from his young humble beginnings in the remote north. “I have been doing work up in the James Bay coast - Attawapiskat, Kashechewan and Fort Albany.” He has been recruited to correct the defective work of previous contractors. “The hospital asked me to fix the defects after the inspector went through. I had to fix and make sure everything is electrical code compliant. My job is to prevent fire and shock.

The hospital was very pleased, and the bands.” Of added value is that Sutherland is able to speak Cree to his clients and he informs the housing managers of any new electrical code changes.

“I am proud I am able to do my work right the first time. I give top quality, professional workmanship. I care about the community and customer. I am giving my good services to my own First Nations people,” Sutherland said.

Sutherland is very satisfied with life. “I am happy to be where I am at today!! I am happy to be my own boss. I can give a lot to people, especially in First Nation communities.”

His future goals for GPS Electrical is to bring on another Electrician, as well as to hire an Electrical Apprentice. Sutherland’s love of electricity reigns on....

Hours of operation: 8 to 5 pm Monday to Friday.

To contact GPS Electrical, call (705) 472-1888, Fax (705) 472-1885, Cellular (705) 471-2077, Email: sutherlandg@bell.net

THE JOURNEY OF A TOOL AND DIE MAKER JOURNEYMAN



By Debbie S. Mishibinijima

For Mnjikaning band member, Robert York, he has journeyed between two countries – Canada and the United States – to acquire his journeyman red seal license as a Tool and Die Maker. With years of migration followed to gain his experience and certification, York has now settled down in a 3,000 square foot tool and die shop in Orillia. Metalworks CNC is his pride and joy.

York's journey and inspiration began in 1994 when he worked as a machine operator making air bags for vehicles. "I wanted to become a Tool and Die Maker just from the exposure I received at work," York said. Thus, knowing it would take commitment on his part, he enrolled in a skills centre in Erie, Pennsylvania to take a one year pre-apprentice Tool and Die program. He then gained hands-on skills working in a machine shop to gain his four years of apprenticeship.

As an apprentice, he also had to attend night school for those four years. "I started work at 6:00 a.m. till 4:30; and then attended night school from 6:00 to 9:00 p.m." York said. He had to complete 876 hours of night school, sometimes twice a week or four times per week.

Skills he learned for the Tool and Die trade included: AutoCAD, drafting, numerology, blueprint reading, and technical mathematics.

There was a tough time in 2001 when he experienced a lay off. Given the free time, York enrolled in the Mechanical Engineering Program at Georgian College in Barrie. Following graduation, he secured a coop placement in Kansas City working for Ford, where he made his home until the 2008 recession hit.

York managed to launch his business 'Metalworks' off the ground in the States. York had established the right contacts to purchase his first machine. At that time, a mentor--Mike Jacobs of Crane Management, guided him towards Waubetek Business Development Corporation. "He was the guy who got the business plan got together, and

worked with Waubetek to get me the loan. I was in the process of working with Waubetek trying to get the machines home," York said. Without any equipment and business, things did not move along too quickly in the business realm. "I got the machines home, and started getting some customers. I really appreciate all the support that I have gotten from Waubetek. Waubetek has been a big help to my business where I am today."

The initial investment York contributed to his start-up was \$30,000 worth of

the quoting, and do the maintenance on the machines."

Advice for young entrepreneurs...."If you want a life, don't do it." All kidding aside, York said, "It is a very demanding trade. You have to have a lot of support from family to understand what you are trying to do to be a successful company. I have not yet hit the gravy train, and am still trying to find my niche."

In the beginning, York drove around and knocked on every door he could find.

These days, York relies on his website www.metalworkscnc.com as his main marketing tool.

With York, you can also expect personal service. "I offer a service that no other machine shops do. After I finish a job, I will go and deliver the components that I completed. It gives me an opportunity to interact with my customers, and to see if there is anything else I can help them with."

Netting those new contracts and finding his niche will help York to attain his future goal of being in a bigger 10,000 square foot building with more full time employees from First Nations. "I love to train First Nation's people a skill and offer them an opportunity in

this career. I definitely recommend young people get into this trade because it is a dying trade. I think the country will be in trouble without new CNC machinists. They are off shoring so much work. We need to keep more of the work here in Canada," York said.

On his time off from working 70 hours per week to keep his business afloat, York looks forward to pursuing his favourite passion – bike riding. On weekends, he makes the time to hop on his bicycle. He goes for lengthy 60-mile bike rides to enjoy his time away from tools of the trade. This journeyman sits on his two-wheeler taking a greatly needed break to unwind with the gentle winds embracing him.

Metalworks CNC hours of operation are Monday to Friday from 7 a.m. to 7 p.m.

Contact information: Metalworks CNC, 3-3 Royce Ave., Orillia, Ontario L3V 5H8 Phone: 705-242-3771, Mobile: 705-323-2862, Email: rob@metalworkscnc.com, website: www.metalworkscnc.com



Robert York

equipment. His first loan was for \$96,000 to purchase additional equipment and a complex AutoCAD computer. With a growing customer base, he was able to hire two employees. York was such a positive mentor, that a family member pursued the same career.

Success was almost instant for York. He had a customer ready to go whom he made some automotive components for. This, in turn, led into securing a contract with an aerospace manufacturer. "Satisfaction is watching my company get bigger every year, especially since I started off with one machine, and now there are five machines," York said.

Racing oil pans, valve covers, and custom Jeep components for off-roading are some products that York creates.

York wears many hats within MetalWorks CNC. Keeping a steady workflow is his biggest challenge. He must focus on bringing in new business. York said, "I am not just the Owner/Operator; I am the also set up person. I run the machines, do

NEW EXPANSION FOR SERPENT RIVER TRADING POST AND GAS BAR

By: Debbie S. Mishibinijima

In the world of real estate, 'location, location, location' is at the heart of real estate transactions. This same principle applies within First Nations territory. Serpent River Trading Post and Gas Bar is situated at a prime location—right along the busy Highway 17 TransCanada corridor. Halfway between two large northern cities – Sault Ste. Marie and Sudbury – Serpent River Economic Development Corporation realized the potential of economic prosperity.

So, Travellers...flick on your signal switch, gently ease on the brakes and let your admiration of beautiful arts and crafts lead you through the doors of the spectacular log building of Serpent River Trading Post. You will enter a room of beautiful Ojibwe inspired splendor.

Now that you have made the decision to stop in, Miranda Pelletier, Project Manager of the gas bar and trading post, can assist you during your visit. "We try to appeal to our customer... which is highway traffic, and the local and surrounding communities," Pelletier said.

Now going into its 27th year of business, the staff take great pride in the cultural influence of the Woodland Ojibwe in the inventory available at the trading post. Pelletier said, "We have both hand crafted and manufactured jewellery. We have native crafts from barrettes, to earrings, to moccasins, to dreamcatchers. We have a lot of art, which includes: art prints, art cards, paintings, lithographs, and matted prints. We also carry clothing -- jackets, children's and adult t-shirts, as well as sweaters."

Of course, there are the standard local souvenirs bearing the Serpent River band logo, as well as unique one of a kind pieces made by local community members. Pelletier said that the trading post offers consignments for hand-made pieces of furniture, pottery, and glassware.

Giving you the best customer service is what the staff of the trading post strive for. "We cater to a lot of different organizations that come in looking for gifts. We can put gift packages together," Pelletier said.

Another added value that they provide is offering to ship out purchases to customer's homes or other forwarding addresses. Sometimes travellers just don't have the room to take his or her purchase

with them on the road.

Although they do not yet offer internet purchases, future aspirations to boost their sales will be accomplished by uploading their inventory on the website and offer pictures or a virtual tour for people that are not able to drop by in person.

The trading post currently operates on a seasonal basis. Three staff members work from May long weekend until Christmas time in December. A summer student is also employed to help run the business.

Now that you have allowed yourself the time to take in the beautiful artwork of the Ojibwe people, you



will need some gas to get you to your destination. Before you head back on the highway, you can conveniently fill up your vehicle's gas tank at the newly expanded eight-pump gas bar.

In 2008, Serpent River Economic Development Corporation decided to have two gas pumps installed next to the trading post. However, those gas pumps were off to one side and travellers were often not aware gas was available for sale. With an expanded gas bar that features eight pumps, highway drivers are sure to notice the presence of the gas bar.

Diesel is also available for purchase. With the addition of a diesel pump, the gas bar expansion includes plenty of room to cater to the 'Kings of the Road', the transport truck drivers. There is ample room to cater to larger scale vehicles, including recreational vehicles.

With the recent expansion, there has been an increase in employees. The gas bar currently has five employees, and takes on an additional 1 or 2 summer students.

Pelletier said, "We are hoping the gas bar will complement the trading post now

with the increase in customers."

Pelletier is now in full swing making arrangements to have a grand opening in the coming weeks. The target date of the celebration will be after May long weekend.

The busy Project Manager is also focusing on marketing and bringing in tourists.

The new task at hand for Pelletier is to target consumers that cannot conveniently drop in. Advertisements have been placed in northern Ontario tourist magazines within the Algoma district. It is hoped

that the reach of the tourist magazine and pamphlets will be extensive throughout Ontario and northern Michigan.

Other marketing initiatives are: roadside billboards going up, and of course, word of mouth advertising.

Pelletier feels that with all the highway traffic passing through on a regular basis, the presence of the expanded gas bar is being noticed, which will be a great economic boon for the trading post.

Throughout the whole process of starting up, expanding services and marketing suggestions, Waubetek Business Development Corporation has been helpful in providing whatever assistance is needed. "I am hoping they (Waubetek) will be coming to the grand opening, which we are shooting for after the May long weekend," Pelletier said.

Future plans are for the trading post to become a year round operations with an in house coffee shop, and for the gas bar to provide 24 hour service.

Opening day for the trading post is May 16th. You are invited to drop in to browse around.

Hours of operation – Monday through Sunday -- Gas Bar: 8 a.m. till 8 p.m.

Trading post: 9 a.m. to 5 p.m.

Contact information for Serpent River Trading Post and Gas Bar is: (705) 844-2119, Fax (705)-844-1219

Email: mpelletier@srfnedc.com

website: serpentriverfn.ca/economic-development-corporation.



WAUBETEK NEWS BRIEFS

WAUBETEK INVESTEMENTS OVER THE PAST 25 YEARS!

With all of the programs and services that Waubetek has delivered since it was first established in 1989, the organization has invested \$56,026,110 in businesses throughout North-East Ontario along with approximately \$1.2 million in Southern Ontario during the past year. Waubetek has also provided nearly \$1 million in community economic development funding. Through our investments in businesses, there has been an impact on employment creation in the region of nearly 3,000 jobs. We have also hired, trained and placed 300 Aboriginal Youth through the Jobs-for-Youth Program. We have raised and distributed approximately \$22,000 in Aboriginal Youth post-secondary school bursaries through our fundraising efforts. During the past 25 years, we have also helped build human capacity in the field of finance through 98 individuals associated with Waubetek through our Board of Directors and as members of our staff (including tourism staff when tourism was administered through Waubetek). Waubetek looks forward to the next 25 years and our continued work with Aboriginal entrepreneurs!

WAUBETEK SERVICES TO SOUTHERN ONTARIO

For the second year in a row, Waubetek is being contracted to deliver the Aboriginal Business Equity Fund to all Aboriginal people in Southern Ontario. This agreement is in place while Aboriginal Affairs and Northern Development Canada work in conjunction with the National Aboriginal Capital Corporation Association to determine the re-design, delivery of, and resources available for, this program beyond March 31st, 2015. In Southern Ontario, Waubetek has two Business Development Officers

delivering the program – Jonathon Araujo who is based out of Toronto for the GTA and South-west Ontario region and Ed Smoke who is based out of Akwesasne for the South-East region. For Aboriginal (First Nation, Inuit and Metis) businesses located in Southern Ontario wishing to access the program, they can contact Waubetek directly via our website at www.waubetek.com and a Business Development Officer will be assigned to work with them. Please note that Waubetek has provided, and continues to provide, this program throughout North-East Ontario since 1994. Our Business Development Officers for the North-East Ontario region are Kevin Rose and Jason Peltier.

Through this program, Waubetek is able to provide conditional contributions of up to \$250,000 for Aboriginal community-owned businesses and up to \$99,999 for Aboriginal individual-owned businesses, partnerships, and acquisitions. Please check our website for program details.

ABORIGINAL AQUACULTURE INITIATIVE OF CANADA

As part of a national initiative with the Department of Fisheries and Oceans along with Aboriginal Affairs and Northern Development Canada, Waubetek has been contracted to provide advisory services to Aboriginal people interested in becoming involved in the aquaculture industry or to those Aboriginal businesses interested in providing goods and services to this industry. Funding has been provided to Waubetek to hire a technician to assist businesses interested in this industry in central Canada (Saskatchewan, Manitoba and Ontario). In February and March of 2014, Waubetek hosted information sessions in all three provinces to advise of the service and provide an overview of the industry. As a result, there are several

potential communities and individuals looking to start-up aquaculture businesses. Anyone interested in further information in this regard may contact Todd Gordon, Aquaculture Development Officer, at the Waubetek office.

LOCAL INITIATIVE FUND SUN-SETTING

As at August 31st of this year, Waubetek will no longer have the Local Initiative Fund available to support community economic development projects in Waubetek's Community Futures region. This program, which was funded through FedNor, actually ended in 2012, but because Waubetek had a three-year agreement with FedNor that included this Fund, FedNor honoured the remainder of the agreement to the end of August 2014. This fund provides up to \$5,000 toward community economic initiatives and not-for-profit organization projects that benefit the regional economy. Funding is still available to the end of August.

ABORIGINAL MINING STRATEGY DEVELOPMENT

With funding support from FedNor, Waubetek is embarking on the development of an Aboriginal Mining Strategy for North-East Ontario, which is an initiative requested by the community leaders in the Waubetek's strategic planning session four years ago. The consulting firm for this initiative is Stone Circle based out of Ottawa and they are currently co-hosting regional information sessions with Waubetek in May 2014 to inform the communities and Aboriginal businesses of this initiative, provide an overview of the industry in this region and to seek input into the process. For more information on this project, please contact Irene Altman, Waubetek's Regional Initiatives Coordinator.



Waubetek's 13th Annual Charity Golf Classic

All proceeds go towards the Waubetek Post-Secondary Youth Bursary

@ Rainbow Ridge Golf Course
26B Clover Valley Rd.,
Manitowaning, ON

Entry fees:

- \$400/Team of 4 or \$100/person

INCLUDES

18 Holes • Dinner • Prize



~ Silent Auction ~ Complimentary Gift ~

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Business Development
Corporation
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P.O. Box 209
Birch Island, ON



Become a Custom Tee Sponsor for \$100 your business will be acknowledged on all advertising materials

All donations gratefully appreciated.

Waubetek: 705-285-4275

WAUBETEK

Business Development Corporation

INVESTING IN THE ABORIGINAL BUSINESS SPIRIT

COMMERCIAL LOANS

Term Loans

- Investment Fund/Enhanced Access to Capital-maximum \$250,000
- Equity Requirement is 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 \$250,000
- Equity Requirement 10%

CONDITIONAL CONTRIBUTIONS

Waubetek Business Equity Fund

- This program is delivered in North Eastern and Southern Ontario to First Nations, Metis and Inuit
- Contributions to individual (Status, Non-Status, Metis or Inuit) up to \$99,999
- Contributions to communities up to \$250,000
- Equity requirement is 10% and support is based on viable business plan
- Contribution available in the following areas: business planning, capital for a new business or expand and existing, marketing and business support

Local Initiatives Fund

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

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 business clients
- General advisory assistance regarding community projects (e.g. sources of funding, developing terms of reference, project review, etc.)

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 sectors such as Fisheries, Mining & Tourism
- Partnered with Department of Fisheries and Oceans to implement Aboriginal Aquaculture Canada Initiative-have an Aquaculture Technician Business Expert on staff

For more information, please contact our office at:

6 Rainbow Valley Road, Birch Island, Ontario P0P 1A0

Telephone: (705) 285-4275 Fax: (705) 285-4584 Email: waubetek@waubetek.com

REGIONAL INITIATIVES PROGRAM

The mandate of the regional initiatives program is to create economic development and business opportunities by providing guidance and strategies on a regional level. To that end there are several initiatives currently underway.

Waubetek has a Fisheries Strategy that identifies potential business opportunities in the fisheries sector from recreational to commercial to traditional and aquaculture including secondary industries. The strategy has been shared with each First Nation. To assist with implementing the strategy a fisheries committee has been established with a cross-section of Aboriginal fishers from our service region. The committee has identified three priorities, taken from the strategy, to work on over the next year, which are: 1. Establish a Waubetek Fisheries Development Committee (WFDC) to coordinate efforts amongst fish harvesters, producers, suppliers, First Nations and government agencies and to manage the implementation of the Waubetek Strategic Plan for Aboriginal Fisheries. 2. Coordinate planning and implementation of an asset mapping exercise within the Waubetek service area to enhance fisheries and aquaculture development and aquatic resource management, and 3. Prepare a comprehensive plan to empower the Anishinabek Nation to deliver fisheries management, enhancement and enforcement within the Waubetek service area. The Regional Initiatives Coordinator will work closely with the committee to begin work in the three areas. Meetings with the committee are held on a bi-monthly basis or as necessary.

Because Waubetek has a fisheries strategy we have partnered with the Department of Fisheries and Oceans to be the lead organization for an aquaculture initiative responsible for Central Canada covering Ontario, Manitoba and Saskatchewan. The

purpose of this program is to assist First Nations or individuals wishing to start aquaculture projects. For the next two years, Waubetek has an Aquaculture Technician on staff, to assist First Nations communities and Aboriginal entrepreneurs who are interested in developing or expanding aquaculture operations including secondary industry.

Similar to the fisheries strategy, Waubetek is currently developing a Mining Strategy that will identify business opportunities in the mining sector. Stonecircle Consulting has been contracted to develop the strategy. A first round of meetings with interested stakeholders was held the first week in May in four regions. Watch for strategy which is slated to be completed by the end of August.

Through the RIC program Waubetek also holds business workshops for clients that are designed to assist them to either improve business operations or to increase and maximize their business opportunities. In February, Waubetek hosted an Aboriginal Business Day in partnership with the Sudbury Regional Business Centre. Despite the icy weather conditions, we had a decent turnout. Participants heard from Dr. Denis Cauvier, a world-renowned guest speaker who specializes in finding, retaining and engaging great people. Other topics included, the Art of Managing Money presented by Kevin Rose of Waubetek and Managing Human Resources presented by Bonnie Reid, a certified HR specialist.

Watch for our next business workshop which will be on How to Write a Business Plan. For more information about the Regional Initiatives Program at Waubetek please contact Irene Altman at ialtman@waubetek.com.



BUSINESS DEVELOPMENT OFFICERS SCHEDULE FOR OUTREACH SERVICES

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

ED SMOKE

SOUTH ONTARIO EAST

May 2014, June 2014 and July 2014

May 26, July 21 - Alderville First Nation, 11:00 a.m. – 12:30 p.m.
 May 26, July 21 - Hiawatha, 2:00 p.m. – 3:00 p.m.
 May 26, July 21 - Peterborough Friendship Ctr., 3:30 p.m. – 5:00 p.m.
 May 27, July 22 - Curve Lake First Nation 9:00 a.m. – 11:00 a.m.
 May 27, July 22 - Scugog Island First Nation, 1:00 p.m. – 3:00 p.m.
 May 28, July 23 - Georgina Island, 11:00 a.m. – 2:30 p.m.
 June 2, July 28 - Tyendinaga First Nation, 9:30 a.m. – 11:30 a.m.
 June 2, July 28 - Kingston, 1:00 p.m. – 3:00 p.m.
 June 3, July 29 - Golden Lake First Nation, 1:00 a.m. - 1:00 p.m.
 June 3, July 29 - Odawa (Ottawa) Friendship Ctr., 2:00 p.m. – 4:00 p.m.

JASON PELTIER

HWY 69/SOUTH

May 2014 and July 2014

May 26 and July 21 - Henvey Inlet FN Band Office, 9 a.m. – 10 a.m.
 May 26 and July 21 - Magnetawan FN Band Office, 10:30 a.m. – 12:00 p.m.
 May 26 and July 21 - Shawanaga Band Office, 12:30 p.m.-2 p.m.
 May 26 and July 21 - Wasauksing Band Office, 2:30 p.m.-4 p.m.
 May 27 and July 22 - Beausoleil FN, 10 a.m. -1:00 p.m.
 May 27 and July 22 - Midland Friendship Centre, 2 p.m. - 4:00 p.m.
 May 28 and July 23 - Chippewas of Rama FN, 9 a.m. -12:00 p.m.
 May 28 and July 23 - Orillia & Surrounding area, 1 p.m. – 4:30 p.m.
 May 29 and July 24 - Barrie Friendship Centre, 9 a.m. - 4 p.m.
 May 30 and July 25 - Wahta FN, 9 a.m. - 10 a.m.
 May 30 and July 25 - Moose Deer Point FN, 10:30 a.m. – 12:00 p.m.
 May 30 and July 25 - Killarney, 2:30 p.m. - 4:00 p.m.

MANITOULIN REGION

AUNDECK OMNI KANING / SHEGUIANDAH / WHITEFISH RIVER

June 2014 and August 2014

June 2 and Aug 6 - Sheguiandah FN Office, 9:00 a.m. - 10:00 a.m.
 June 2 and Aug 6 - Aundeck Omni Kaning FN Office, 10:30 a.m. - 12:00 p.m.
 June 2 and Aug 6 - Whitefish River FN Office, 1:30 p.m. - 3:00 p.m.

M'CHIGEENG / SHESHEGWANING / ZHIIBAHAASING

June 3 and Aug 7 - Zhiibaahaasing FN Office, 9:00 a.m. - 10:00 a.m.
 June 3 and Aug 7 - Sheshegwaning FN Office, 10:15 a.m. - 12:00 p.m.
 June 3 and Aug 7 - M'Chigeeng FN Office, 2:00 - 4:00 p.m.

WIKWEMIKONG

June 4 and Aug 8 - Wikwemikong, 9:00 a.m. to 4:30 p.m.

JONATHON ARAUJO

SOUTH ONTARIO WEST

July 2014

July 28 - Chippewas of Kettle and Stoney Point, 12:00 p.m. - 2:15 p.m.
 July 28 - Aamjiwaang First Nation, 2:30 p.m. - 4:30 p.m.
 July 29 - Walpole Island, 9:00 a.m. - 11:30 a.m.
 July 29 - Caldwell First Nation, 1:00 p.m. – 2:00 p.m.
 July 29 - CanAm Indian Friendship Centre, 3:00 p.m. - 5:00 p.m.
 July 30 - Moravian of the Thames, 9:00 a.m. - 11:00 a.m.
 July 30 - Muncey Delaware First Nation-Tecumseh Dev., 11:30 a.m. – 2:00 p.m.
 July 30 - Chippewas of the Thames First Nation, 2:30 p.m. - 4:30 p.m.
 July 31 - Indian Agricultural Program of Ontario, 9:00 a.m. - 11:00 a.m.
 July 31 - Oneida Nation of the Thames, 12:00 p.m. - 3:30 p.m.
 July 31 - Two Rivers Development Centre (Six Nations), 11:00 a.m. - 2:00 p.m.
 Aug 1 - New Credit First Nation, 2:30 p.m. - 4:00 p.m.

SOUTH ONTARIO NORTH

August 2014

Aug 4 - Chippewas of Nawash Unceded First Nation, 12:15 p.m. - 2:00 p.m.
 Aug 4 - Saugeen First Nation, 3:15 p.m. - 5:00 p.m.

KEVIN ROSE

NORTH SHORE

June 2014

June 24 - Serpent River Band Office, 10 a.m. - 12 p.m.
 June 24 - Sagamok Development Corporation, 1:00 p.m. - 3:30 p.m.
 June 25 - Mississauga Band Office, 10:30 a.m. - 12 p.m.
 June 25 - Thessalon Band Office, 1:30 p.m. – 3:30 p.m.
 June 26 - Garden River Band Office, 9 a.m. – 12 p.m.
 June 26 - Batchewana Band Office, 1:00 p.m. - 4:00 p.m.
 June 27 - Sault Ste. Marie, 9:00 a.m. - 1:00 p.m.

NORTHEAST/SUDBURY

June 2014

June 2 - Whitefish Lake FN Office, 10:00 a.m. – 12:00 p.m.
 June 2 - Sudbury Gezhtoojig Office, 1:00 p.m. - 3:00 p.m.
 June 3 - Wahnapiatae FN Office, 10:30 a.m. – 12:00 p.m.
 June 3 - Dokis FN Office, 2:30 pm. - 4 p.m.
 June 4 - Nipissing FN Garden Village, 10 a.m. - 12:00 p.m.
 June 4 - North Bay Indian Friendship Centre, 2:00 p.m. - 4:00 p.m.
 June 5 - Temagami FN Office, 10 a.m. - 12:00 p.m.
 June 5 - Temagami Municipality, 2:00 p.m. - 3:30 p.m.
 June 6 - North Bay, 9:00 a.m. - 12:00 p.m.
 June 6 - Highway 17 (Verner, Hagar, Sturgeon Falls), 2:00 p.m. - 3:30 p.m. by appointment



WAUBETEK
Business Development Corporation

**THE WAUBETEK BUSINESS DEVELOPMENT
CORPORATION OFFICE**

**NOW REMAINS OPEN UNTIL 5:30 PM ON
WEDNESDAYS
FROM JUNE 4TH TO AUGUST 27, 2014.**



**WAUBETEK BUSINESS DEVELOPMENT CORPOARATION
WAUBETEK BUSINESS DEVELOPMENT OFFICERS (BDO)
SERVICE AREA**

KEVIN ROSE krose@waubetek.com	JASON PELTIER jpeltier@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	Zhibaaahaasing	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
Wahnapiatae	Killarney	Ottawa	Kettle & Stony Point
North Bay	Shawanaga		Chippewas of Nawash
Mattawa	Wasauksing		Saugeen
Temagami	Wahta		
	Moose Deer Point		
	Orillia/Barrie		
	Midland		
	Beausoleil		

SPRING/SUMMER WAUBETEK NEWSLETTER: CENTRAL CANADA AQUACULTURE INITIATIVE

The Aboriginal Aquaculture in Canada Initiative (AACI), Central Canada, hosted by Waubetek, held a series of regional meetings in Saskatchewan, Manitoba and Ontario to promote the Initiative (AACI) and gather information on existing and potential Aboriginal aquaculture projects across the 3 provinces. Interest in development was expressed in all 3 provinces, with the greatest potential for projects currently in Ontario. Aquaculture Economic Opportunity analysis research was also commissioned by Waubetek, in cooperation with the Aboriginal Aquaculture Association (AAA) who are delivering

the initiative in Western Canada. This research, in conjunction with the regional meetings, has helped clarify the situation in Central Canada with respect to existing Aboriginal involvement in aquaculture and interest and opportunity for further development. In Ontario the initiative has assisted 2 existing aquaculture businesses implement site expansions.

If you are interested in aboriginal aquaculture development please contact Todd Gordon, the Aquaculture Technical Business Advisor, at the Waubetek office.

WAUBETEK BUSINESS AWARDS GALA



STARTING A BUSINESS? KEEP IT REAL

Once you've completed all the financing steps, you will see yourself differently than before: You are now a business owner, an entrepreneur, your own boss. And responsible for your own future. You will also find that the easy part is over.

You will find now that you have two jobs: Growing your business and hanging on to what you have. You will find out about

competition, you will find out about staff, money, supply and material management. You will find no shortage of things to do.

So the key to keeping your time and energy focused on your business is to make sure that you don't dig any holes that will need filling later. Here are a few things to keep in mind so that your path to your dream is kept as short and smooth as possible.

1 YOUR BUSINESS NEEDS TIME TO SHOW A SUSTAINABLE RETURN

Don't get the idea that you are actually earning an income too soon. You are new in the market and your customer traffic might actually be good. In reality, many are just checking you out to see how you compare to the competition. Pay your suppliers and hired help first. Any money left over, keep it for tweaking the business as you get feedback from customers.

2 CUT SPENDING AND INCREASE EFFICIENCY INSTEAD OF BORROWING

You might find that you are running short of money during your startup. The immediate thought is to borrow a bit more money "until things straighten out." Well, when things finally do straighten out, you will find that you are still servicing debt when you should be seeing profit. We read of major companies cutting expenses in order to maintain competitiveness and profitability. It works for small business as well. Find out where your expense or revenue problems are and deal with them. Incur new debt only to exploit an opportunity. Not fix a shortage of money.

3 BE FINANCIALLY LITERATE

When working with your bookkeeper, make a effort to understand that all the numbers on your statements are related to each other. You might show a large incoming cash flow, but you have to see what you spent to earn that cash flow.

4 GET AN OUTSIDE BOOKKEEPER

As a startup entrepreneur, you will not have time to sort through all the paper that even a small enterprise will generate. It doesn't matter if you are a trained accountant. Any time you haven't got a job on the go, you need to be out looking for business, not sorting through paper. If you try doing the bookwork during the evenings, you will exhaust yourself shortly and will do a poor job of bookkeeping as well as marketing. A hired bookkeeper has no other priorities other than to do a good job for you and keep your business. A good bookkeeper will insist that you review your statements and will point out opportunities and not just problems.

5 BE PREPARED FOR CHANGES IN THE MARKET & HOW YOU DO THINGS

There is a saying, "As soon as something is perfected, it becomes obsolete." Technology, communications, consumer needs and preferences, work and production methodology all change on a dime. What is in fashion one day is out the next. So lose the attitude that you know all there is to know about your business. Your customers will indicate with their wallets if what you have is what they want. You have to be ahead of them to see what styles and products are headed into your business sector. Be open to trade shows, trade magazines, trade contacts, and sales people. All will have something new for you to look at. People might like "good, old-fashioned", but they will pay for "new and improved."

6 FOLLOW YOUR BUSINESS PLAN

You don't have time to waste thinking about what you have to next. You already did your thinking when you wrote your business plan. Didn't write it? Got a consultant? Fair enough. Now spend time reading it. Then do it.

7 KEEP STAFF PRODUCTIVE, KEEP PRODUCTIVE STAFF

You can't run a business by remote control. You have to be on the worksite to give direction, solve problems, maintain quality of products or services. If you have staff who are not productive, either make them productive or let them go. If you have productive staff, be on hand to encourage them, hear their ideas, and tend to their needs so they will stay. Investing in good staff is the same as investing in a good location and good equipment. As well, customers look for you at the worksite. They want to see how you work. Being on the job is good marketing.

8 YOUR BUSINESS IS YOUR LIVELIHOOD

At least it will be once you are established. You are in business in order to make a living. You can do whatever it takes to keep your business going and still be ethical. Collect on fair debts. You can't be paying anyone else's bills. Spend business money only on things that will make a return. Paying yourself too well so you can buy toys puts the business at risk because it is really the business that is paying for the toys. When you start a job someplace as an employee, you understand that you start low and that hard work will move you up the ladder. Your business is the same. The rewards will come to you if you work as hard for yourself.



Scott McCabe



Rachel Corbiere

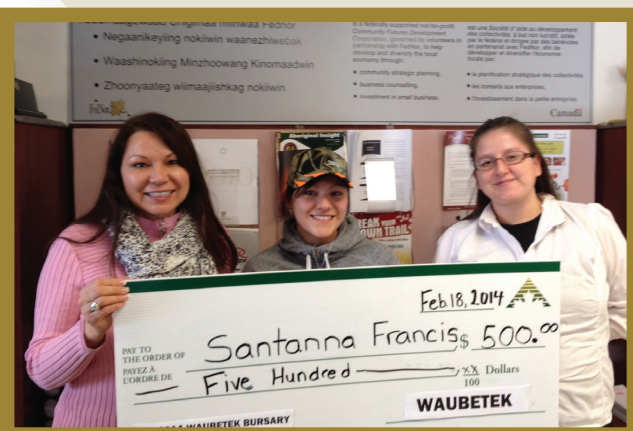
CONGRATULATIONS TO THE 2014 WAUBETEK STUDENT BURSARY RECIPIENTS



Janet Esquimaux



Meryca Shawongonabe



Santanna Francis



Jason Oshkabewisens

Missing Photo
Amanda Eshkibok

TOUCHED BY THE ENTREPRENEURIAL SPIRIT...

Anong Beam, a member of the M'Chigeeng First Nation, is pleased to announce that her small business, "Art Supply World", will be opening soon at 169 Main Street in Kagawong, Ontario on Manitoulin Island. The business is an arts and crafts supply store providing professional, high quality, best priced top-brand names and locally crafted art supplies to Manitoulin Island residents with Canada wide shipping available! To contact Anong, she can be reached via email at anongbeam@rocketmail.com or you can visit the businesses facebook page at www.facebook.com/artsupplyworld or online at www.artsupplyworld.com (this site will be fully operational by mid June 2014)



Neil & Diane Debassige, owners of Island Sunrise Cottages, Fishing & Hunting Outfitters, located on the M'Chigeeng First Nation, is very pleased to have received assistance to further market the business. Island Sunrise, Fish, Hunt, Stay on Manitoulin Island. Established in 2007 as a vacation destination for cottagers, they have been hosting families looking for privacy, amenities, and affordability. As an additional attraction, they have been taking our guests out on fishing charters for all of the Island's fish species from bass to walleye and every species of salmon and trout in between. Lastly, to extend their operating season and really share what they love to do, as often as they can, host hunters for whitetail deer hunting on their 200 acre farm.

Recently, Neil has been working on made-on-Manitoulin outdoors show called 'Fuel the Fire TV'. The show will be coming to a television near you as hosts Neil Debassige and long-time friend Rob Siefried have signed a deal with the Wild Television Network (WILDTV). The idea of a fishing and hunting show was inspired by the duo's love of the

outdoors. The philosophy behind the show, and its name, is how the outdoors fuel an individual's "inner fire," giving people strength to overcome difficulties in their everyday lives. Anyone looking for more information on Fuel the Fire TV, or to view a promotional video for the show, or for sponsor inquiries you can visit the show's website at www.fuelthefiretv.ca

Brigitte Baril-McLean

Need to relax, indulge and rejuvenate. Brigitte has the solution for you!

Tranquillity Spa is a professional spa located in North Bay, ON. Her services include massage, body exfoliation, facials, electrolysis, sculptured gel nails, manicures and pedicures. In addition, Brigitte is the only certified podologist in North Bay and she has diversified her services to work alongside local physicians to implement paramedical foot care treatment and referral system.

Brigitte will open her new location in downtown North Bay on June 1, 2014. Not only can you enjoy the wide range of professionally pampered services, you can also enjoy a new look with the addition of her new hair stylist to compliment all your well-deserved needs.

Feel free to contact Brigitte at (705) 478-8SPA (8772)

Calvin Toulouse

Mining exploration and mining supply are critical components of the Sudbury and surrounding regional economic geography. Calvin has capitalized on the opportunity to compete and be awarded a tendered hauling contract of aggregate for the Vale Ore Haul project. This contract was achieved through a major community economic joint venture partnership.

We wish you all the success in your business endeavours!

Canada's largest chain of franchised dollar stores is pleased to announce the opening of a new store, known as "**Your Dollar Store with More**" located at 15 Edward Street in Wikwemikong, ON. After several months of discussions and planning, Wikwemikong now has a dollar store that will serve the entire community and Manitoulin Island. Customers are able to shop over 20 different departments featuring categories such as Health & Beauty, Stationery, Craft Supplies, Party Supplies, Scrapbooking Supplies, Pet Supplies, Kitchen Gadgets, Electronics, Hardware, Frames, Candles, Greeting Cards and MORE. Each department is stocked with the top selling everyday items to ensure that customers are able to find what they're looking for. Store Hours are Tuesday to Friday 9:00 am to 8:00 pm, Saturday 9:00 am to 6:00 pm, Sunday 12:00 to 4:00 pm, Monday Closed. It offers MORE selection, MORE value and a lot MORE fun!

