



Waubetek Business Development Corporation
"A Community Futures Development Corporation"

WAUBETEK NEWS

Special Edition

Fall 2015



Celebrating the
Aboriginal
Business Spirit

Fulfilling the Dream of Being a Business Owner

Business Merit Award 2015



By: Debbie Mishibinjima

One proud, hardworking businessman is living his dream of owning his own business. Nipissing First Nation member, Octavius (Oggy) Frawley, has been in business since October 2011.

Frawley owns and operates Mechanical Resources Inc., based out of Greater Sudbury. He is by trade a Millwright Journeyman, with many more areas of expertise including: plant equipment maintenance, new construction, and project management for the mining, sewer plant and paper mill industries.

Frawley said, "I always wanted to have my own business. I have always enjoyed meeting crews and being a foreman. I admire business owners and business people." In fact, he reads business books to get mentoring tips.

Out of the blue one lovely day, Frawley answered his phone to find Waubetek Business Manager, Dawn Madahbee, on the other end. Madahbee called to announce that he had won the 2015 Business Merit Award. "I was very surprised to be nominated," Frawley said. "I am very honoured to be given this award."

Prior to owning his business, Frawley had worked over 20 years paying his dues to work up the ladder. Indeed, he has worked hard to deserve recognition from the Anishinabe community. His millwright business is by no means big in size, but he has a big spirit to run it.

When Mechanical Resources first opened up, the nickel industry in Greater Sudbury was thriving.

Frawley had anywhere from eight to ten employees at any given time. "When I started my business, in 2011, it was a year after that economic boom. It started off really well, and then year after year, it got worse. Nickel prices just kept dropping," said Frawley.

With that being said, Frawley has been able to do what is called 'shut down work'. Gorf Contracting based out of Timmins recently closed their plant down for a maintenance overhaul. For two to three weeks, maintenance work is completed on the machinery. During that time, there are two 12-hour shifts working around the clock. Frawley had 2 or 3 guys working on that contract.

Working to acquire the next contract is very much a part of the business.

"I am hoping and trying to make this work out. The big companies – Xstrata and Vale -- do not know who I am until I grow. Right now, they don't know what Mechanical Resources can do. I don't have a big shop, garage, or facilities. A sales pitch is hard to make as is getting an interview." He remains hopeful that he will get bigger contracts, but for now the subcontracts he obtains keeps him and his crew busy. However, he is hopeful that the proposed Aboriginal Mine Supply and Service Network through Waubetek will help strengthen his prospects.

Through an established working relationship with the City of Greater Sudbury, Frawley was contracted to work at the newly constructed bio-solids plant doing maintenance jobs. From time to time, he is also called

upon to do emergency repairs for handrails, grading, ladders and wet wells.

He has a crew of two or three regular employees, but will call upon casual millwrights when he picks up bigger jobs. Frawley said, "The City of Sudbury is keeping me going right now."

Frawley still hopes that his business serving First Nations throughout the North will also pick up. He relies a lot on word of mouth referrals to acquire new contracts. "I did spend a lot on advertising, but I don't get very many hits, other than people looking for work or hiring agencies," said Frawley. For the most part, his territory covers Sault Ste. Marie, to Timmins, to Barrie and Sudbury.

For a business so small and young, the Business Merit Award is an

honour for Frawley. "The staff at Waubetek Business Development Corporation mean so much to me," Frawley said. "I feel obligated to succeed for the people who nominated my company -- Mechanical Resources Inc., and for First Nation businesses to succeed. It's incredible what Waubetek has to offer entrepreneurs."

Likewise it is incredible for Frawley to celebrate his success with his wife, and son; and other family members at the Grand Celebration. To be in business, Frawley said, "It is very rewarding. Overall, I enjoy it."

Octavius (Oggy) Frawley can be reached at (705) 969-3364, and by email at: oggy@eastlink.ca. His website is:

www.mechanicalresources.com



Waubetek Business Development Corporation

is proud to sponsor the 2015

BUSINESS MERIT AWARD

presented to

Octavius Frawley

Training, Teaching, and Travelling

Youth Entrepreneur Award 2015

By: Debbie Mishibinjima

Ryan Nolan of Batchewana First Nation is in the business of teaching safety, agility and correct maneuvering for Motocross and Supercross riders at his facility in Sault Ste. Marie, Ontario.

In business for five years now, 36-year old Nolan is the owner and instructor of Nolan MX Academy. Nolan teaches, builds custom dirt tracks and hosts racing events.

Nolan has been awarded the 2015 Young Entrepreneur Award by Waubetek Business Development Corporation. "I think it's awesome to win this award. I was not expecting it at all," Nolan said.

Nolan had a dream....and worked passionately to achieve it. Right from the beginning, Nolan enjoyed dirt bike riding. "There wasn't a whole lot of opportunity in Northern Ontario. When I was 21, I packed up my truck and moved to San Diego to chase the dream."

From there, he ended up in Atlanta, Georgia working at maintaining a motocross track. It didn't take long before people took notice about his techniques as he practiced on his bike. And that is how he became a motocross instructor in 2003. He has taught riders all over the U.S., as well as Bermuda.

After being South for numerous years, Nolan returned to his community. He sought to build a track there, but faced challenges. Throughout his career, his ever supportive wife kept him motivated and optimistic.

Nolan wanted to continue being a riding instructor. He negotiated with the City of Sault Ste. Marie for leased land. Thus, his business -- Nolan MX Academy-- was created in 2011. "Not only do I teach motocross racing from beginning to pro riders, but I have a training and racing facility, which is Runway Park," Nolan said.

From snow thaw until the snow flies, Nolan teaches his students SX or MX riding skills. The differences between the two are: 'SX' is supercross and 'MX' is Motocross. With supercross, the riders tend to be fine-tuned, precise and focused. The tracks are built in stadiums and arenas. Motocross riders, however, are geared for outdoor riding with faster, longer tracks. Their ridership skills are more aggressive and faster.

Students of Nolan MX Academy are made up of four year olds just learning to ride, to fifty year olds. He has both female and male students. Nolan stresses proper body position and proper techniques to help his students with injury prevention. Safety gear includes a helmet, boots and protective pads.

Some of Nolan's top students are following in his footsteps and are turning pro. Nolan said, "I bring my top team in. I race with them every week. The students are not just fast on the dirt bike, but I teach them to be respectful. When they are respectful, they are respected and then they are role models to the younger kids." These avid riders will practice from ten to fifteen hours per week.

In addition to teaching, Nolan hosts 17 racing events per year. During a race weekend, he will hire 12 to 15 people to help. As for normal day to day instruction, he works solely with his students. There is lots of action at the Academy for anyone and everyone with motorized toys. Other racing events are catered to mud boggers driving ATV's, side by sides, and sand dunes.

How about having your own custom racetrack built? Well, Nolan is able to offer this service for public and private places. To date, Nolan has built custom tracks in Ontario, Michigan, Quebec and Bermuda; just to name a few places. He has been building racetracks since 2005.

Once he finishes hosting snow machine races, Nolan will head down south to train riders in Georgia, Alabama or Florida.

When he becomes a snowbird, Nolan will have a Waubetek Business Award added to his credentials. "I am very happy that I am able to get that award. I must be doing something right," said Nolan.

For the staff of Waubetek, Nolan concludes, "I would like to thank each and every one of them that has dealt with me and helped me through the whole process. Right from first enquiring, all the way through, it was a really good experience."

To contact Ryan Nolan at Nolan MX Academy, call: (705) 206-7322, send an email to nolan133@hotmail.com or visit the websites at: nolanmxacademy.com or runwaypark.net



Ryan Nolan • Nolan MX Academy • Ojibways of Garden River First Nation

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presented to

Ryan Nolan

World Famous Fish & Chips

Business Achievement Award 2015

By: Debbie Mishibinijima

For many years now, tourists alike flock to Killarney by boat and car in quest of the signature red school bus looking for Herbert Fisheries' tasty fish and chips.

Times have changed however, and gone is the school bus. There is now a comfortable eat-in restaurant that can seat up to 30 customers plus an outdoor deck for additional diners.

Ross Herbert and family of Henvey Inlet First Nation have been in the fisheries business for more than four generations. "When I was five, my Dad and I would be on the fishing boat together. Our family started all of us in fisheries very young. Whoever was interested, stayed with it." Herbert's own children are now fifth generation fishermen and just as business savvy as their ancestors.

His long standing business reputation has gained him the Waubetek Business Development Corporation's prestigious Business of the Year Award.

The scrumptious fish and chips he sells are so well known that he still has customers from when he first opened 30 years ago. "You see the same faces that were here from the first day that we

opened. That, I think proves that we are doing something right," said Herbert.

So popular are their fish and chips, Herbert Fisheries now has two locations. The one he has at Killarney, and his newer year-round location at the four corners in Sudbury, which has been operating for two years now.

The amount of fish and chips he sells from both locations fluctuates, just like sales do in any business. He sells anywhere from 50 pounds of cooked fish up to 1,500 pounds. On super busy days, he has sold up to 2,000 pounds of fish--at least twice per season he can reach that amount. That sure is a lot of filleting.

In regard to the expansion at Killarney, having the luxury of an indoor restaurant has lengthened his season over there as well. He can operate from Easter to early November. "We will run until November as long as the weather is good and people are still coming around." With that in mind, Herbert is striving to keep his team employed as long as he possibly can. As part of the restaurant project, Ross also developed a new fish processing plant where people can purchase fresh catches for their own dinner tables.

"I have received a lot of good comments on the new facility." Herbert said. "The season went really well with the fish and chips sales, especially with the beautiful summer we had in terms of weather. That made a huge difference compared to last year, which was windy and wet."

Spring, Summer, Winter, Fall...Waubetek staff have been on the wavy journey with Herbert in expanding his business. Herbert kindly describes the Waubetek staff with being easy to deal with and helpful. He felt so comfortable dealing with them. He feels "honoured to work with people that are so kind, professional and good."

"I am appreciative and very thankful to

Waubetek, along with others, who contributed to expanding our business and facilities here," Herbert said.

"For this award they gave me, I would like to thank Waubetek and all their amazing staff, especially Jason Peltier who helped me realize what this program is all about. Right from being greeted by Annabelle at the door to meeting with Dawn - everyone was just so easy to get along with. Their professionalism made it much easier to express my ideas going into the program."



**Ross Herbert • Herbert Fisheries •
Henvey Inlet First Nation**

With 3 decades of business development under his belt, Herbert has some inspiring words for our future generations of youth, "For the younger Natives, don't be afraid to go to them because they are there for help. I really hope more young people get into business," Herbert said. "Don't be afraid to venture or expand your dreams." The secret to getting nominated is yet unknown to Herbert. "I am not sure how I got nominated for this award, but I am really honoured and thankful."

Herbert humbly said, "I am sure there are many more people who could have received this award along with me, or done just as well as I have. I am very grateful." Indeed, there are many satisfied customers simply grateful for those delicious fish dinners too!

Contact Herbert Fisheries at the thirty seat, eat-in Killarney location at (705) 287-2701.

For the Sudbury restaurant, which is open year round at Four Corners, call (705) 222-1942.



Ontario

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presented to

Ross Herbert

HERBERT FISHERIES
"WORLD FAMOUS" Fish & Chips

Retail Therapy for a Buck or More

New Entrepreneur Award 2015

By: Debbie Mishibinjima

Nestled in the heart of one of Ontario's largest Anishinabek communities at the newly constructed six-unit, 'Chi Noodin Business Centre' is an impressive 3,000 square foot location of goods. The franchise "Your Dollar Store With More" opened in April 2014 on the Wikwemikong Unceded Indian Reserve.

With a population of over 3,500 people, a leakage study showed that there was a lot of cash flow leaving the community. It was learned that a dollar type store would do well in the community, as well as generate some much needed employment.

Now, just over a year later, Mary Lynn Odjig, Business Development Manager for the Wikwemikong Development Commission will be accepting the "New Business of the Year Award" from the Waubetek Business Development Corporation on behalf of the new company and the community.

There was tremendous support from local leadership. "The Wikwemikong Chief and Council is very supportive of economic development. We would not have a new mall without all this support," Odjig said.

The Wikwemikong Development Commission had a fundamental role in the start-up phase. "I think that is key.... to make sure you have all your studies done, have your whole plan in place. It makes it easier and the process faster. Waubetek is easy to go to for funding if the business proves to be viable," Odjig said.

Odjig also worked with Nikki Manitowabi in creating the business plan. "It was all a team effort. We all worked together. You have to be willing to work and support each other. It doesn't take just one person," Odjig said.

Odjig also credits funding support from FedNor – Industry Canada, Northern Ontario Heritage Fund, and Aboriginal and Northern Affairs Development Canada.

Odjig enlisted Ann Marie Sanford to do research to determine which dollar store franchise would be a good fit for the community. There was a concern that shipping costs would be a great expense. That is not the case with Your Dollar Store With More, who gets free shipping from its suppliers. The franchise is also able to leverage great discounts with suppliers in Ontario and Quebec.

"It's a really good franchise from beginning to end. Jeff Simla, Marketing and Sales with the franchise, waited patiently for two years as construction was completed," Odjig said. "Right from the business idea, they helped us with the business plan."

Wii-ni n'guch-tood L.D.M. assisted with training the new staff. Jobs were created for a Business Manager, three full time staff, two part time staff, and on-call staff. Summer students were also hired. Staff of the store just recently won Wikwemikong's New Business Award, under the direction of former Manager, Shannon Manitowabi. Odjig said, "It was good to be acknowledged by the community. It showed the study results were accurate."

There is great dedication to the store from the new Manager, Leslie Manitowabi-Recollet, who came on board in April 2015. Manitowabi-Recollet is very innovative in terms of marketing the store, including having draws to win a TV or laptop when you spend a minimum of \$20.00.

A handy 'point of sales' system alerts Manitowabi-Recollet as to what is in high demand.

Knowing what the customers want to buy is crucial to the success of the store. There is a suggestion box to hear feedback from customers on what the store ought to carry.

"Our top selling departments are health and beauty, confectionary, electronics, party supplies, and crafts," said Manitowabi-Recollet.

Manitowabi-Recollet is admired by her staff for her people skills, and for building a strong team. "I do brainstorming with my staff to come up with creative ideas." She also displays positive affirmations to remind them of the great work they do.

Promoting Your Dollar Store With More at the Manitoulin Trade Fair has increased the number of customers from Manitoulin Island. Over 90% of the customers are from First Nation communities. The other 10% of customers come from off-reserve.

In closing, Odjig said, "It's really good to be acknowledged by Waubetek, their board, and their staff. Their staff really helped us and supported us. Now, being acknowledged by Waubetek, which is a regional organization...that is a really positive outcome."

It is with the strong attributes of both the former and present Manager; and their solid team of staff, that the "Your Dollar Store With More" has earned the New Business of the Year Award.

To contact Your Dollar Store with More, Phone: 705-859-2554. Go to Facebook: "Your Dollar Store with More-Wikwemikong". Send an Email: 546@dollarstore.ca



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Operating Reserves, Every Business Needs One

An operating reserve is a self-financed fund that is set aside by a business to deal with inevitable business disruptions. Operating reserves are rarely mentioned in business plans but it's a safe bet that 100% of businesses find themselves in situations where some uncommitted cash is needed.

Disruptions can come from just about any direction. Changes to a customer base can mean reductions in sales because traditional customers have decided to spend elsewhere or no longer need a business's particular goods or service. Or, the supply chain can break when the product or service that forms a large part of a business's earnings suddenly become either unavailable or unaffordable. Other causes can come from equipment breakdowns, property issues, emergence of new competition, loss of critical staff. The list goes on.

The astute business operator will accept that these situations will occur and will have strategies in place to deal with them. Common to all situations is the reduction of money coming into the business during tough times. The appropriate strategy then would be to set money aside in an operating reserve during good times.

An operating reserve is different from retained earnings (profits) because retained earnings are recorded as part of the owner's equity and are not committed to any particular purpose. Retained earnings are spent only when the owner reinvests this money into the business when opportunities arise in order to increase earnings. Operating reserves are taken from profits and saved separately. These savings are spent only when something goes wrong in a business and unscheduled repairs and replacements must be carried out, cash is needed for unbudgeted operating expenses, or other business issues as mentioned above must be resolved.

When difficulties arise, the last thing an operator will want to do is incur further debt. Most lenders are not anxious to lend money to businesses that are losing money. Those that do will target your business assets. And there will be a lot of time spent searching for financing and filling out paperwork when the operator could be working at the business.

Most businesses will survive the occasional hard spell, but having an operating reserve will greatly affect the outlook of a business after recovery. When recovery begins, the business that borrowed to survive will find itself paying off debt instead of making money again. Credit and business credibility will have to be rebuilt with reduced resources. And any assets pledged will have to be recovered. The crisis might have passed, but the effects will linger.

The businesses most likely to survive and thrive after difficulty will be those where the business operators work closely with their external accountants and are always aware of their financial situations. These operators will use this independent advice to determine an appropriate reserve target and will pay themselves last and least in order to set aside either a percentage or fixed amount of monthly earnings as an operating reserve. Recovery for them will be an event that they can put behind them and from which they can move forward saying truthfully that they are "back in business."




Waubetek Economic Forum

One of Waubetek's best practices over the past 27 years has been the annual forum it hosts. On May 6th and 7th, 2015, the annual Waubetek Economic Forum was held at the Garden River First Nation Recreation Centre. The forum is an interactive event which brings together First Nations leadership and their respective Economic Development staff to share information on Waubetek's regional economic development initiatives as well as provides an opportunity to network and provide a progress report.

This year the Waubetek staff conducted sessions on: the Aboriginal Mining Strategy for North-east Ontario; the Aboriginal Aquaculture in Canada Initiative; the Fisheries Asset Mapping project. As well, the new Social Enterprise Demonstration Fund (SEDF) was announced. The Mining


Strategy is intended to assist with capacity-building and engagement of Aboriginal people in mining activities. The purpose of the Aquaculture and Asset Mapping initiatives is to support the development of Aboriginal fisheries enterprises. Sessions on community consultation processes and the management of partnerships were also presented. Janice Maloney, Executive Director for the Mi'kmaq Rights Initiative in Nova Scotia described how communities were engaged as several developments in their area were moved forward. Robert Ottereyes, a consultant on mining joint ventures and Impact Benefit Agreements from the Cree Nation of Waswanipi, showed how business relationships were developed and managed within their territory. He also explained the mining life cycle and the opportunities for many types of businesses therein. The SEDF is a provincial program intended to provide financial support to innovative social enterprises operated by not-for-profit organizations. This program is being delivered by Waubetek with the program being funded by the Ministry of Economic Development, Employment and Infrastructure.

Participants provided valuable information through session evaluations and group discussions. This input is critical to Waubetek's planning and will be used to fine-tune current activities and begin research on new matters of interest raised by the leadership and staff in attendance.

2016 Student Bursary Business Educational Award

The Waubetek Business Development Corporation student bursary was launched in 2003 to assist Aboriginal post-secondary students. This bursary is intended to aid the Aboriginal student enrolled in a Business, Accounting or Economic related program.



2015 Student Bursary Recipients:
Rachel Corbiere, Katrina Owl, Jolene Recollet,
Adam Restoule, and Natalie Shawana-Waboose

To be eligible: the application and supporting documents are to be received by Waubetek Business Development Corporation by **4:30 p.m. EST on January 29, 2016.**

Completed application package **MUST** contain:

- FULLY completed application form
- COPY of your most recent transcripts
- LETTER of support from a Professor or Instructor, or from an Aboriginal owned business.
- 300 word Essay on Economic Development
 - Head and Shoulders photo
 - Certificate of Indian Status card

<p>APPLICATION REQUEST</p> <p>Please send to me by:</p> <p><input type="checkbox"/> Fax: () _____</p> <p><input type="checkbox"/> Email: _____</p> <p>Name: _____</p> <p>City: _____ Province: _____ PC: _____</p> <p>* Please fill out and fax to: 1-705-285-4584</p>	<p>THREE (3) WAYS TO SUBMIT YOUR APPLICATION AND SUPPORTING DOCUMENTS</p> <p>1. MAIL: Waubetek Business Development Corporation c/o Youth Committee PO Box 209, 6 Rainbow Valley Rd Birch Island, ON P0P 1A0</p> <p>2. COURIER</p> <p>3. EMAIL: info@waubetek.com Subject line: Waubetek Student Bursary</p>
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For more information and application, please contact our office at 705-285-4275 or email waubetek@waubetek.com

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CHIPPEWA TRAVELLERS



Chippewa Travellers is a northern Ojibway style-singing group that started singing in 1998 and are based out of several communities in Central/Southern Ontario. Their accomplishments include:

- 2010 Pow-wow Idol
- 2010 Aboriginal People's Choice Award nomination for "All My Relations" as the "Best CD cover and Best Traditional Pow-wow CD"
- 2010 Canadian Aboriginal Music Awards winners for Best Album Cover Design and Best Pow Wow Album Traditional
- 2015 Indigenous Music Awards winners for Best Pow Wow CD Traditional

DAVID LARONDE

David Laronde is an Aboriginal singer-songwriter and a self-taught multi-instrumentalist from the land of the Teme-Augama Anishnabai or Deep Water people of northern Ontario. Inspiration for his song-writing is drawn from his homeland and places he had travelled across this vast country with his guitar from coast to coast including the high arctic.



David has decades of musical experience spanning genres of folk, blues and rock. His debut CD "RIGHT CITY WRONG TOWN" was nominated for Best Blues CD by Aboriginal People's Choice Music Awards. This national recognition of his writing skills spawned a second album "UNDER THE RAVEN'S WING" due to be released later this fall.

Music available on iTunes and www.davidlarondemusic.com

MARY NAHWEGAHBOW



Mary Nahwegahbow, a 13 year old, is an aspiring First Nations singer, songwriter, and musician. She plays the drums and guitar and has been singing / performing since she was 5 years old. Mary is a member of Whitefish River First Nation who resides in Ottawa. She recently appeared in APTN's new documentary series Dream Big that features Aboriginal youth and follows them as they experience a "day in the life" of their dream career.

MIMI O'BONSAWIN

There is beautiful land and water that embrace you in Northern Ontario, add that with the family warmth of a French Canadian and Aboriginal heritage and you will find the core of Mimi and the songs that are inspired by her love of Mother Earth and mankind.



She is rare and one of a kind in a time where we often feel that it's all been done before. With her red dreadlocks and a sense of style that could echo any decade from the 30's to the present day, you want to know what she is all about. Hearing her sultry, soulful voice gives you a sense that the spirits of the artistic giants have all been drawn into to all of her 21 years. Bob Marley, Al Green, Janis Joplin, Buffy St. Marie are a few of those influential giants that come to mind. Mimi has absorbed their lessons through endless hours spent with hundreds of vinyl LPs, but she never crosses the line into imitation.

Her own songs are rich with her love of the northern Ontario landscapes that she grew up with and alive with her Aboriginal (Abenaki) roots as well as the music and traditions of her French Canadian heritage.

New Music from an Old Soul. There is no other way to say it - Mimi is Mimi.

www.mimi.ca

ROBBIE ANTONE

Winner of the 2012 Jack Richardson Music Award for Best Blues/R&B, the Toronto Blues Society Talent Search 2012 Finalist, the 2012 Memphis International Blues Challenge Semi-Finalist, and the 2011 London Free Press Local Album of the Year winner, the "Robbie Antone Band" gets its sound from the many influences of lead singer and harmonica ace Robbie Antone. Robbie Antone hails from the Oneida Nation of the Thames First Nation, near London, Ontario. Robbie Antone's music is best described as Blues/Rock with influences of Soul and R&B.



Waubetek News Briefs

Congratulation to the 2015 Golf Champions:



Ladies Team: Cathy Fox, Shelly Trudeau, Marty Murray



Mixed Team: Jeremiah Corbiere, Jody Manchester, Stephanie Corbiere, Andy Recollet



Mens Team: Bryan Corbiere, Mike Abotosaway, Marvin Assinewai, Ryan Corbiere

Aboriginal Aquaculture Initiative (AACI)

The Aboriginal Aquaculture in Canada Initiative (AACI) entered its third and final year (at least in its current form) this past April. AACI National Aboriginal Aquaculture Fund (NAAF) projects wrapped up at the end of March, but final reports are still coming into Waubetek. NAAF supported Central Region (ON, MB, SK) projects with a total of \$107,000 in funding. These projects had a combined total project value of more than \$180,000. This relatively small amount of funding generated much early development research for Aboriginal aquaculture in central Canada. Activities researched include hatchery development, cage culture aquaculture, recirculating aquaculture systems (RAS), and alternative approaches to aquaculture.

For the current fiscal year, Waubetek is administering two national level studies for the AACI. One study will look at the socio-economic characteristics of Aboriginal aquaculture in Canada, and the other will study the current funding climate for Aboriginal aquaculture, including identification of funding gaps and potential solutions for addressing gaps. The AACI aquaculture development team intends to provide support to potential developments in Saskatchewan and Manitoba, were Aboriginal aquaculture lags that of Ontario.

The future of the AACI program is unclear. It was established as a short-term (3 year) program and is now well into the final fiscal year, ending March 31, 2016. All those who have worked under the initiative have seen remarkable results from a short duration program of relatively low cost. There is strong consensus within the initiative that there continues to be a need to continue supporting Aboriginal aquaculture. There is also potential for the regional teams to continue making a real contribution to economic development in Aboriginal communities across the country. The three regional teams under AACI are optimistic that this development program will continue in some form beyond March 31, 2016.

Regional Initiatives Program 2015

Through our Regional Initiatives Program, Waubetek has been busy with regional initiatives including the implementation of an Aboriginal Mining Strategy and an Aboriginal Fisheries Strategy. We have struck two steering committees with external expertise primarily from the First Nations to guide both initiatives and they have been instrumental in helping to work on the priorities established in both strategies.

One of the priorities from the fisheries strategy was to develop a First Nation Fisheries Asset Map for the North East Ontario region. It not only identifies existing resources but sites for potential business prospects as well as opportunities for partnerships and cooperatives amongst First Nations and Aboriginal fishers. Copies of the asset map have already been shared with each First Nation. In the upcoming year we will be looking at implementing other action items from the fisheries strategy. The youth component of both strategies is particularly interesting as they focus on capacity development, skill building and potential opportunities for employment and business development.



Working with the mining steering committee, we are also focusing on building capacity and positioning First Nations and Aboriginal people to take advantage of the many business and training opportunities identified in the "Aboriginal Mining Strategy for North East Ontario". Some of the areas of focus include the development of a business plan for a Centre of Excellence in Aboriginal Mining, the development of a human resources database with a mining sector focus, and the establishment of an Aboriginal Mine Supply and Service Network. In that regard, Waubetek recently participated in the North American Mining Expo held in Sudbury in August. We shared booth space with eight Aboriginal entrepreneurs involved in supplying goods and services to the mining industry. There are many upcoming mining events and conferences in which to advance the interests of our First Nations and Aboriginal entrepreneurs such as the Mining Ready Summit, the Canadian Aboriginal Mining Association conference and the Prospectors and Developers Association of Canada expo. This latter trade show is the largest mining event in the world. In fact, Waubetek launched the mining strategy at this event earlier this year.

Quarterly, the regional initiatives program also hosts business workshops on various topics for existing and aspiring entrepreneurs. Check the calendar on our new website for upcoming workshops. If you have any questions about our regional economic development initiatives, please contact the coordinator for this program, Irene Altman at ialtman@waubetek.com or by calling her at our office.

Touched By That Entrepreneurial Spirit...

Charger Foods



Charles T. Catchpole, a member of the Couchiching First Nation, owns and operates Charger Foods, located in Barrie, Ontario. Mr. Catchpole registered Charger Foods in December 2014 as a catering company and gourmet food product company. He has been preparing and selling his unique sauces and dressings as an extension of his revenue stream. The product line presently consists of hot sauces such as Chocolate Chipotle, Maple Habenero, Basil Bomb and Green Tea & Tai Chilli. Salad dressings include types such as Sweetgrass, Rose Petal, Lavender, Honey Jalapeno and Caramelized Onion. The goal is to be selling these products as his primary source of revenue and catering to be a secondary source of revenue. He attends numerous festivals, events and pow-wows in Ontario. One of the latest events he attended was the Aboriginal Pavilion as part of the PanAm Games which was hosted by Toronto in July 2015. To learn more about the business or to view and order products, visit their facebook page at Charger Foods or call (647) 471-4546

K'Tigaaning Midwives & Birthing Centre



Rachel Dennis and Carol Couchie from Nipissing First Nation are currently establishing a second location on the Nipissing First Nation for their business "K'Tigaaning Midwives & Birthing Centre". The mother and daughter team provide prenatal care, care during birth and postpartum care with a focus on providing this care to Aboriginal women. For more information on this business please contact Rachel or Carol by email ktigaaning.midwives@gmail.com

Algoma Tree Services Incorporated



Nancy Solomon, from Garden River First Nation owns and operates Algoma Tree Services Incorporated located in Garden River. The business provides tree removal, trimming, property maintenance and inspections to residential and commercial tree services. For more information on this please call Nancy at (705) 255-3648

Winmar Property Restoration Specialists



Mike Saucier from Wikwemikong Unceded Indian Reserve recently expanded Winmar Sudbury Incorporated. The company provides residential and commercial construction, water damage restoration, odour control, fire and smoke restoration and other repair for damages covered by insurance companies. For more information on this company please call Mike at (705) 691-3847 or email sudbury@winmar.ca

Chief Excavation



Albert Grosleg from Sagamok Anishnawbek expanded "Chief Excavation" in Sault Ste. Marie, Ontario. The company is a full service excavation company providing a variety of services to clients including site planning, sewer/storm water, property drainage, landscaping and lot clearing. For more information on this business please contact Albert by phone (705) 256-5645 or by email chiefexcavation@hotmail.com

Three Fires Solutions

Walter Manitowabi, a member of the Wikwemikong Unceded Indian Reserve, is the sole proprietor of "Three Fires Solutions", a consulting company, located in Wikwemikong, Ontario. The business provides a range of services geared to First Nation clientele, such as business advisory services and strategic planning, capital project planning and development, renewable energy project development and federal and provincial government relations/negotiations. Mr. Manitowabi's background includes direct experience and expertise in such areas as business development and advisory services, financial management and First Nations administration. Walter is a Certified Management Accountant (CMA) registered with the Society of Management Accountants of Manitoba. He is currently in the early stages of creating a website for the business which is slated to be online in 2016. To obtain a quote for services, you can reach Mr. Manitowabi by calling (705) 303-8344 or visit his LinkedIn page by searching Walter Manitowabi.



GPS Electrical



Glen Sutherland from the Moose Factory First Nation owns and operates "GPS Electrical" on the Nipissing First Nation. The business provides professional electrical contracting services to residential and commercial clients in North Bay and remote Northern Ontario First Nation. For more information on this business please contact (705) 472-1888 or visit the website www.gpselectrical.ca

Ojibway Designs

Hugh McKenzie a member of the Temagami First Nation owns "Ojibway Designs" in the town of Temagami. The business retails art which has been designed and manufactured by the owner. In addition, the business also provides art lessons for large or small groups. For more information on the business please contact Hugh by phone (705)569-2548.





BUSINESS DEVELOPMENT OFFICER (BDO) SERVICE AREA

NORMA-JEAN SAGASSIGE nsagassige@waubetek.com	JASON PELTIER jpeltier@waubetek.com	WAUBETEK OFFICE	ALEX WEEKS aweeks@waubetek.com
North Shore, Sudbury, Temagami, North Bay	Manitoulin and Hwy 69 Corridor	South East Ontario	South West Ontario And the GTA
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
Wahnapiatae	Killarney	Ottawa	Kettle & Stony Point
North Bay	Shawanaga		Chippewas of Nawash
Mattawa	Wasauksing		Saugeen
Temagami	Wahta		Greater Toronto Area
	Moose Deer Point		London
	Orillia/Barrie		
	Midland		
	Beausoleil		

Please check our website for scheduled business outreach.

2015 Summer Jobs for Youth Program

This was Waubetek’s seventh summer of hosting the Jobs for Youth program and it may be our last due to the recent cancellation of the program by the Ontario Government. This year, we received over 70 applications from youth across the Manitoulin Island area. Of these applicants, we were able to accept 60 students into the program. Of those 60 students, 54 successfully completed the program.

There are three phases to the Jobs for Youth program: the first phase is a Pre-Employment training component, where students go through the “Waubetek Boot-Camp.” During the four days of training, students are exposed to workshops which include Service Excellence, Safe Food Handling, Workplace Hazardous Management Information System (WHMIS) and CPR/First Aid training. Students earn certificates for their resumes which enhance their employability in any workplace. Other workshops include Budgeting, Workplace Safety, Employee/Employer relations and Business Ethics where the students learn other skills to assist them in their placements. Over the four days, Isaac Murdoch attended as the facilitator for the weekend and provided Anishinaabe cultural teachings as well.

The second phase of the program is Placement. All of the students are placed in local businesses and organizations across Manitoulin Island. When selecting a placement for a student, consideration for the student’s geographical location and their personal interests were considered. Youth were placed in various industries such as Hospitality and Tourism, Retail, Social Services, Operations and Maintenance, Cultural, and Health Care.

The final phase is the Post-Employment Training. This year it was held over a two day period. On the first day, a career tour to Sudbury took place to explore possible occupations. The students visited the Northern Centre for Advanced Technology Inc. (NORCAT) Training Facility; Cambrian College; and Dynamic Earth; where they saw a presentation from the Centre for Excellence in Mining Innovation. On the second day of post-employment training, a session at the Roundhouse in Sheguiandah First Nation concluded the program. The youth were asked to reflect on their placements and discuss what they had learned this summer that they felt would help set them up for future successes. The remainder of the day consisted of a graduation BBQ as well as presentations on resume writing and interview techniques.



Future Events – Save the Dates!

Waubetek Economic Forum – Sudbury, May 3, 4 & 5, 2016

Waubetek Charity Golf Classic – August 12, 2016

Application Process

Enquiry

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

Application and Submission

Initial information required to undertake an initial review:

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

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

Eligibility

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

- 1. APPLICATION COMPLETENESS:** The Applicant has submitted a complete application form that is also signed and dated. If from a Community or Corporation, ensure authorized signatories.
- 2. APPLICANT(S) IDENTITY:** Identity of Applicant(s) confirmed through government ID (Driver’s license, Health Card.) etc, or, if corporation, copies of their incorporation documents, by-laws, and confirmation of signing authorities.



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

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

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

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

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

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

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

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

Waubetek Website Launch

We are delighted to announce the launch of our new website effective October 7th, 2015. Since the Waubetek website was first launched, web technology and user expectations have changed greatly. Accordingly, a lot of work was done by our team of staff and Sencia Canada Ltd. over the past few months to create a new website that would better serve the needs of current users and entrepreneurs.

Visitors to our previous site were interested in our business programs, services and means to communicate with us. Therefore, our goal was to make our new site more interactive, easier to navigate and informative for visitors. We will be continually adding information on new business opportunities, present our quarterly newsletter, and post updates on Waubetek’s progress and other community and business projects. First Nation communities and organizations can access our community development portal to learn of Waubetek’s initiatives to build their community capacity. As well, applicants can now download our financing applications and apply online.

We hope you find the new website has a fresh look, is easy to use and is informative. Please visit our new website at www.waubetek.com



Investing in Aboriginal Business for 26 Years