



Indigenous Women
of the Wabanaki
Territories

JANUARY-MARCH 2022 EDITION

IN THIS ISSUE WE WILL TALK ABOUT, WORKSHOPS, NEW HIRE, JOB OPPORTUNITIES, AND MUCH MORE!

Follow us on social media!



About IWWT:

The Indigenous Women of The Wabanaki Territories (IWWT) operates in unceded Wolastoqey/Mi'kmak'ki Territory of the Wolastoqey/Mi'kmaq peoples. Indigenous Women of the Wabanaki Territories (IWWT), is a not-for-profit organization.



MEDICINE WORKSHOP

WORKSHOP HOSTED BY WE MATTER AND IWWT

As part of a collaboration with We Matter and IWWT's Youth Representative Mariah Deleavey, the workshop was created to teach attendees how to create a medicine pouch without the use of a needle, while including four sacred medicine to put into the pouch. The four medicines were tobacco, sweet grass, cedar and sage.

Wolastoqey Elder Alma Brooks provided the opening prayer and explained what each medicine did and how to use them when offering to the Creator. Mariah continued the session with a detailed live demonstration of how to construct the pouch with the given materials. The following Monday participants who sent photos of their pouches were entered into a wellness draw. We had three winners. 1st place Celeste Ireland, 2nd place Aurora Ireland and 3rd place Amanda Martin-Ward.

IWWT would like to thank everyone who participated in creating pouches. It means a lot to us that we were able to provide this workshop and are working on creating more.

WE'VE MOVED!

150 CLIFFE STREET, FREDERICTON, NB

Come join us at our new location!

The office of the Indigenous Women of the Wabanaki Territories is now located in the beautiful community of Sitansisk, (St.Mary's First Nation).

We are excited for this opportunity to further help Indigenous people while being surrounded by other wonderful organizations. Kci-woliwon Sakom (Chief) Alan Polchies Jr!

Reminder that our office hours are still Monday-Friday 9 am - 4:30 pm.



Front photo of the new location of the building with 'Ever Child Matters' painted on the windows.

"WE HAVE WANTED THIS FOR SO LONG, IT IS LIKE A DREAM COME TRUE."
-BRANDY STANOVICH



Picture of Sakom Alan Polchies Jr. and President Brandy Stanovich in front of the new office door.

" IT'S GREAT TO BE BACK IN MY HOME COMMUNITY"
-MEGAN BIRCH

150 Cliffe Street Fredericton, NB E3A 0A1

"Helping Indigenous women to promote and recognize their leadership strengths"

(506) 206-8220

APPLY TODAY!

IWWT HAS MULTIPLE POSITIONS AVAILABLE

Matriarchal Governance Project Coordinator

This is a full time position with a regular work week of 37.5 hours from Monday-Friday 9 am - 5 pm. Some overnight travel throughout the province is required, with all expenses reimbursed at provincial per diem rates.

Salary is \$25/ hour (\$48, 750 annually) based on qualifications and experience.

There is a six month probation period, along with quarterly reviews. Office equipment and technology will be provided.

A Strategic Advocate

This is a contract position that is 12 months in length from the start date. 10-15 hours a week at the IWWT office in St. Mary's with a pay of \$60/hr. Office hours are Monday-Friday 9 am - 5 pm with the occasional weekend board meeting when requested. Informal assessments will determine a possibility of renewal.

HOW TO APPLY:

Please apply by submitting your resume, cover letter, and three employment references to katalin@iwwt.ca. Applications will be accepted until Monday, April 4th, 2022. Only those selected for an interview will be contacted. IWWT is committed to building a skilled and diverse workforce that reflects the Wabanaki peoples we serve. As an equal opportunity employer, we actively support workplace equity for all persons.



WE ARE HIRING!



**A Strategic Advocate
&
A Matriarchal Governance Project
Coordinator**

Click the link below for a complete job description and to apply.
Applications will be accepted until the positions are filled.
Only those invited for an interview will be contacted.

APPLY NOW <https://iwwt.ca/job-opportunities-1>

HEAD TO
WWW.IWWT.CA
TO LEARN MORE
ABOUT THESE
POSITIONS

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CLIMATE CHANGE

ZOOM SESSIONS HOSTED BY NWAC & IWWT

Partnered with Native Women's Association of Canada, IWWT hosted two zoom sessions in December that had Indigenous women give their insights about climate change and the affects they've been seeing in their communities. It was inspiring seeing women, some who have never met, come together and have this conversation while being comfortable enough to expand on each others comments.

The realization that that although there is a physical distance, there are people out there that understand what you are going through and offer the support needed.

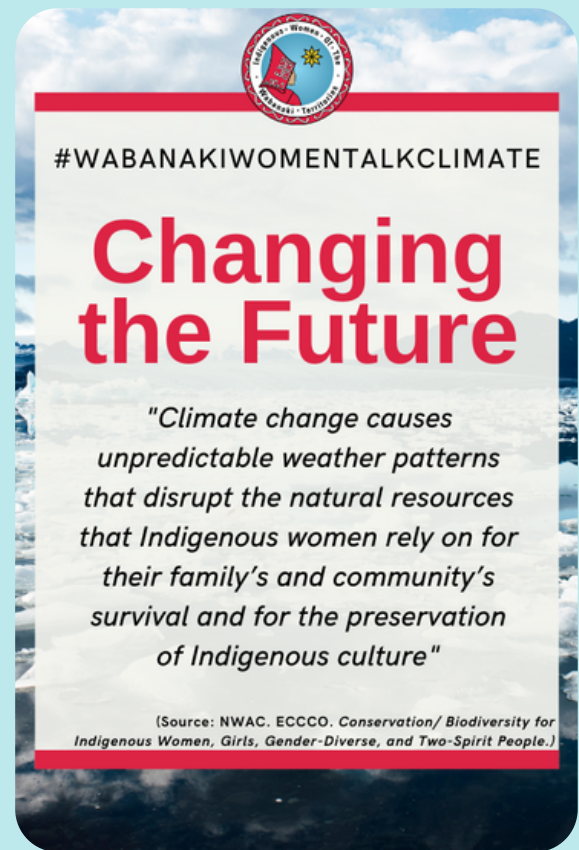


#WabanakiWomenTalkClimate



“
When the environment is not protected, it threatens the economic security, food security, health and culture of Indigenous women, girls and gender diverse people.”

NWAC (2019) BR C-69: Impact Assessment Legislation and the Rights of Indigenous Women in Canada. BRIF



CHECK OUT
WEBSITE AT
WWW.IWWT.CA
WHEN FURTHER
DETAILS ARE
UPDATED.

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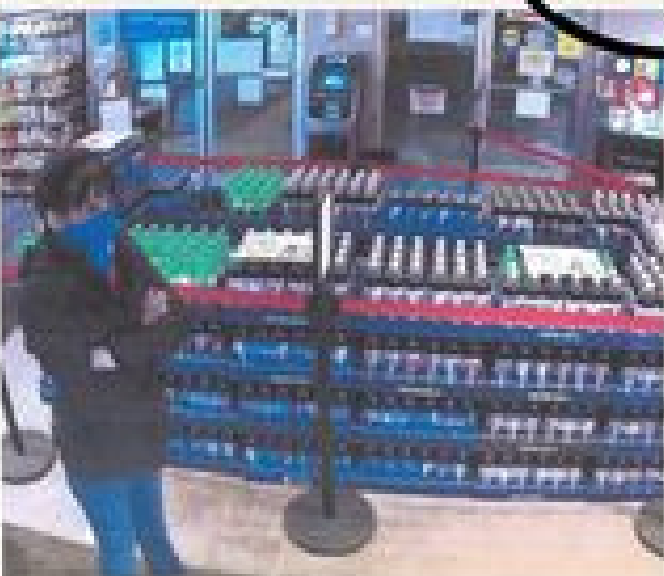
MISSING PERSON

Erin Brooks

**LAST SEEN:
ST MARYS SMOKE SHOP**

**DATE:
DECEMBER 27TH 2021**

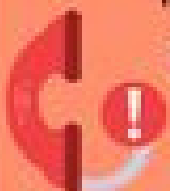
**DESCRIPTION:
5'2"
BLACK HAIR WITH BANGS
BROWN EYES
115 POUNDS
38 YEARS OLD
MULTIPLE TATTOOS**



ERIN HAS THE WORD "BOO" TATTOOED ON HER LEFT CHEST, BUTTERFLY ON HER LEFT ARM, A LARGE TURTLE ON RIGHT THIGH, MULTIPLE TURTLES ON THE BACK OF HER NECK AND A DOLPHIN ON HER LEFT FOOT/ANKLE.

If you have any information please contact the Fredericton Police at (506)460-2300 reference file number 21-26975.

Should you wish to remain anonymous, please contact Crime Stoppers at 1-800-222-8477.



SUPPORTING RAVEN AND HER FAMILY

HOSTED BY INDIGENOUS WOMEN OF THE WABANAKI TERRITORIES(IWWT) IN PARTNERSHIP WITH THE NATIVE WOMEN'S ASSOCIATION OF CANADA (NWAC)

Raven and her son Macaiah were in a terrible car accident January 12th. They were both transported to the nearest hospital, where Macaiah passed on to the spirit world. Raven was in critical condition, however she had woken up

A Go Fund Me was set up to help her and her family financially recover. If you would like to donate and/or share the fundraiser, the link is in the right bottom corner. And please take a few minutes out of your day to smudge and think of Raven's family in this time of need.



**RAVEN
AUGUSTINE
(RIGHT) AND
HER SON
MACAIAH**



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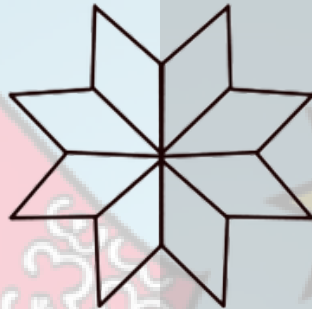
Indigenous Women
of the Wabanaki
Territories

BOARD OF DIRECTORS

MEET THE WOMEN WHO OPERATE IWWT



Brandy Stanovich
President



Alma Brooks
Wolastoqiyik Elder



Amy Sock
Vice-President/Treasurer



Mariah DeLeavey
Youth Representative



Marie Kryszko
Secretary

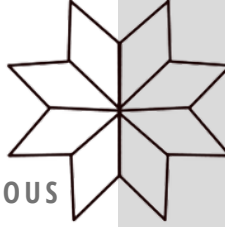
150 Cliffe Street Fredericton, NB E3A 0A1

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STAFF OF IWWT

MEET THE PEOPLE WHO OPERATE THE INDIGENOUS
WOMEN OF WABANAKI TERRITORIES



Megan Birch
Indigenous Skills &
Employment Coordinator



Katalin Koller
Strategic Funding
Coordinator



Pauline Chapman
Bookkeeper



Lisa Dutcher
Language Coordinator



New Hire

Position: Charolette Martin-Ward was hired for the Communications and Events Coordinator position here at IWWT. Typically she is the main contact when applying for memberships, designing social media posts, and any questions sent through the website.

E-mail:
communications@iwwt.ca

Introduction: Kwe' everyone! Teluisi Charolette and I am Mi'kmaq from Eel Ground, New Brunswick. I graduated from UNB with a Bachelor of Applies Arts degree, and NBCCD from their Fashion Design program. I have two cats, Kit&Kat, and love snuggling with them while playing farming games.

I'm excited about this position as it's a way to promote and encourage Indigenous people to inspire one another while working with different communities.

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Indigenous Women
of the Wabanaki
Territories



Hayes Farm



Native Women's
Association of Canada
L'Association des
femmes autochtones
du Canada

REGENERATIVE FARMING INTERNSHIP PROGRAM



**THREE SEATS FUNDING
AVAILABILITY THROUGH
ISETS PROGRAM**



**AN INFORMATION SESSION
WILL BE HELD VIRTUALLY ON
MARCH 17TH AT 2:00PM**

**For more information,
please visit:**

**www.HayesFarm.ca
or contact Megan@iwwt.ca**

**ONLY THOSE WHO QUALIFY WILL BE
CONSIDERED FOR FUNDING**



Full time programming,
1-time sessions,
mentorship

Nestled in a residential
neighbourhood

A farm has more to
offer than just the products
it produces, such as skills,
friendship, and fresh air!



Everyone welcome

Membership-based

Accessible
food; bulk buying club &
pay-what-you-can
models!

Community Supported
Agriculture (CSA) model

Helping Feed
150+ families
a season

Food

Veggies,
herbs,
and fruit

FRESH food;
very few food miles

Clean and
spray-free



Pollination
sanctuary
for bees &
other insects

Regenerative
farming sequesters
carbon and
cools the
planet!

Biodiversity

Advocate for
human-powered
or shared
transportation

Education

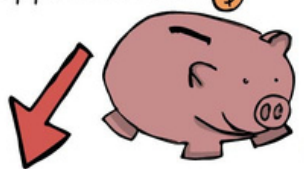
Land-based
learning

Teaching
self-sufficiency

Supporting
LOCAL

Income & Economy

Meaningful
employment
opportunities



Find your calling
and role in society



Connecting with the earth

MAGGIE GILMORE

Health

Green space



Mental, Physical,
and Spiritual



Hayes Farm

HAYES FARM INTERNSHIP PROGRAM



577 Hillcrest Drive
Fredericton, NB E3A 2X8
Wabanaki Territory
(506) 260 7932
www.hayesfarm.ca
hayesteachingfarm@gmail.com

REGENERATIVE FARMING INTERNSHIP (RFI)

2022-2023 APPLICATION FORM

At Hayes Farm, we are committed to providing a safe, inclusive, and equitable learning and working environment for all of our interns, staff, and volunteers. We believe in the power of diversity and seek to develop our organization with strong representation of women, people with varied abilities, and members of the 2SLGBTQ2+ and BIPOC communities.

APPLICATION PROCESS

1. Read the [complete program outline](#)
2. Read our [Frequently Asked Questions \(and answers!\)](#)
3. Complete this application form (sections 1 through 5)
4. Attach a current resume
5. Send your full application (form and attachments) by email to the Hayes Farm Administrative & Program Coordinator (hayesteachingfarm@gmail.com). You will be notified that your application has been received.

INTERVIEW PROCESS

If your application reflects a good match for our program, you will be contacted to arrange a phone or online interview. Program spaces are limited, and we aim to have all spaces filled by April 1, 2022. If an internship position is being offered to you following the interview, you will be contacted with an offer as soon as the decision has been made. Upon acceptance, a \$500 non-refundable deposit will be required within 2 weeks of the offer to hold your spot in the semester(s) of your choice.

PROGRAM MEMBERSHIP FEE SCHEDULE

Your 2022-23 program fees for each semester are to be paid up front in full as follows:

- \$500 non-refundable deposit within 2 weeks of acceptance into the RFI program
- Full semester fee (less deposit) is due as follows:
 - Spring semester - April 15, 2022
 - Summer semester - June 24, 2022
 - Fall semester - September 9, 2022
 - Winter semester - February 3, 2023

If the above fee schedule poses significant financial stress, alternative payment schedules may be arranged and/or financial assistance may be available.

CONTINUE TO PAGE 2

Please complete this form entirely and include it as an attachment when submitting your application by email. Include additional pages if more space is needed to provide complete responses.

Section 1: Personal Information

Full name: _____ Preferred pronouns: _____

Mailing address: _____

E-mail address: _____

Phone number(s): _____ Date of Birth _____

Which Regenerative Farming Internship program semester(s) are you currently applying for?

- RFI SPRING semester (April 19-June 24, 2022)
- RFI SUMMER semester (June 28-September 2, 2022)
- RFI FALL semester (September 13-November 18, 2022)
- RFI FALL semester (February 7-April 14, 2023)

Section 2: Acknowledgements – please initial that you have read and understood the following statements:

1	Accommodations are not included, and as such I am responsible for securing living arrangements for the duration of my chosen program.	
2	The Hayes Farm is within city limits and is easily accessible. I can reliably get myself to the farm/class on time every day as per the program schedule (self-propelled or public transit is encouraged!).	
3	I acknowledge that though the Hayes Farm team does their best to avoid extreme working conditions, field work will still be expected in variable conditions, such as on hot, cold, and/or wet days.	
4	Farm work can be physically and mentally demanding. I will pay close attention to my health (mental and physical) and take breaks as needed.	
5	Excluding reasonable exceptions, I expect to attend the semester full schedule(s) - 25 hours a week for 10 weeks.	
6	The RFI program has some detailed curriculum requirements, including reading, basic math, and basic computer skills. There will be in-class discussions, readings, and exercises. I feel I am ready to take on the curriculum requirements in addition to the in-field work.	
7	There is nothing that precludes me from working with or being around children.	

Thank you!

Now tell us, how did you first hear of the Hayes Farm Regenerative Farming Internship program?

Section 3: Interests, gifts, talents

We want to know more about you! Tell us what makes you a good candidate for the program and what your interests are in improving community and food security through farming.

Feel free to answer these questions in writing, or include any combination of poem, image, or piece of art to tell your story and address these questions.

1. Do you have any work, recreational experiences, skills, or hobbies that you would like to tell us about?

2. Have you taken any other agricultural, environmental, community relations, or Indigenous studies related courses (workshops, high school, or postsecondary)? If yes, please list.

3. Tell us about any gardening or farming experience that you may have.

4. Describe any experience that you have in each of the following:

- a. Volunteering or community engagement

- b. Entrepreneurial activities

- c. Sustained physical labour

- d. Small construction projects

- e. Operating tools and equipment

- f. Working as part of a team

- g. Initiating and/or leading projects

Section 4: Knowledge/Background

1. Why do you want to learn about human-scale regenerative farming?

2. What do you feel is the importance of community?

3. What excites you most about the program?

4. What might be your biggest challenge(s) in completing your chosen RFI semester(s)?

5. What future use do you hope to make of your farming and community skills?

6. What else should we know about you?

CONTINUE TO PAGE 5

Section 5: References

Please provide the names of two (2) references, their contact information (phone number, and email address) and their relationship to you. References should be from people such as employers, instructors, and others in a position to comment on your work style and character. References from family members and from people whose sole relationship with you is as a 'friend' are not recommended. Reference letters are not needed.

Reference 1

Name: _____
Phone number(s): _____
Email address: _____
Relationship to you: _____

Reference 2

Name: _____
Phone number(s): _____
Email address: _____
Relationship to you: _____

Please send this completed document as an email attachment to: hayesteachingfarm@gmail.com
General inquiries can also be emailed to this email address.

A complete application includes:

- ___ complete answers to all questions/statements in sections 1-4 of this application form
- ___ 2 references with complete contact information (name, address, phone and email)
- ___ your up-to-date resume (preferably in PDF format)

THANK YOU FOR YOUR APPLICATION AND WE LOOK FORWARD TO BEING IN TOUCH SOON!

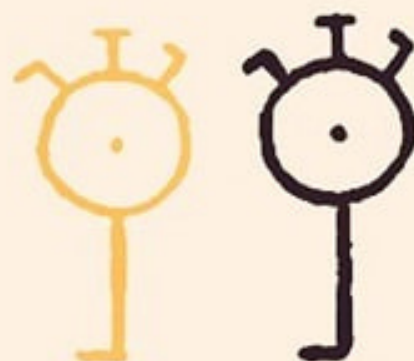
WE ARE HIRING!

Two-Spirit Education CONSULTANT

Are you an independent worker with experience working with
and for **Two Spirit / Indigenous LGBTQIA+** communities?

The Wabanaki Two-Spirit Alliance (W2SA) is hiring a dynamic and forward-thinking Indigenous / Two-Spirit Consultant to development and implement education curricula and strategies.

The Consultant will collaborate with the Executive Director and other staff to meet the goals of the W2SA in the region.



For more information
email John Sylliboy
johnrsylliboy@gmail.com

Position

- Position: Temporary full-time (1.0 FTE) 12-month term, with the possibility of renewal.
- Salary: \$55,000.
- Posting date: March 7, 2022
- Closing date: March 20, 2022

Qualifications

B.Ed or Master's Degree from a recognized University (or equivalent) with emphasis on Indigenous or Gender studies or curriculum development, or a degree with at least 3-5 years of experience working with education, knowledge-sharing and communication with Indigenous communities. See job ad for full details: w2sa.ca

How to apply

Please send your CV to the Executive Director, John R. Sylliboy at johnrsylliboy@gmail.com.

Please note that preference will be given to Two Spirit / Indigenous Queer / Indigenous LGBTQIA+ and Indigenous candidates.



W2SA.CA

EMPLOYMENT OPPORTUNITY

Position Title:	Water Hub Manager
Report To:	Director of Technical Services
Location:	38 MicMac Road, Eel Ground, New Brunswick, E1V 4B1
Application Deadline:	4:00 p.m. (Atlantic), Friday, April 8, 2022
Anticipated Start Date:	May 2, 2022

Program Locations:

The NSMDC Water Hub Manager will be based out of the Eel Ground, NB or Miramichi, NB office location. The successful candidate will be required to travel to all the participating First Nation communities. Travel outside of the province may also be required periodically to attend meetings, workshops, training, and conferences. The successful candidate must have a valid driver's license and access to reliable transportation.

Participating First Nation Communities:

Buctouche, Eel Ground, Eel River Bar, Fort Folly, Indian Island, Metepenagiag, and Pabineau

Scope of Position:

The NSMDC Water Hub Manager will oversee all operations of the NSMDC Water HUB including all management and administrative functions. The Water HUB Manager will work directly with the Overall Responsible Operator to provide support to member First Nation community water and wastewater operators in maintaining health and safety requirements for water and wastewater treatment, distribution and collection processes for NSMDC member communities.

In close collaboration with the Technical Services Team, the NSMDC Water HUB Manager will assist with the strategic development of the NSMDC Water HUB including development of policies and procedures – followed by implementation.

This position is responsible for enhancing water and wastewater infrastructure through partnerships between NSMDC communities, government departments, non-governmental agencies, and municipalities within the geographical area.

Duties and Responsibilities:

- Oversee all operations of the NSMDC Water Hub including management and administrative functions including staff management;
- Lead the development of policies and procedures as they relate to the NSMDC Water Hub including implementation;
- Lead the development of a strategic plan as it relates the development and advancement of the NSDMDC Water Hub;
- Engage and consult with all participating First Nation communities throughout all advancement stages / phases of the NSMDC Water Hub;

- Assist the Overall Responsible Operator in the creation of an NSMDC Operator Advisory Committee;
- Develop relationships and partnerships with other successful water agencies and water utilities on a national scale;
- Develop and oversee NSMDC member community multi-year strategic plans, budgets and resource plans as they related to water and wastewater;
- Be accountable for the NSMDC Water Hub's health and safety performance and regulatory compliance;
- Lead the development and management of key projects in areas such as water and wastewater treatment, distribution and collection;
- Research and implementation of new technologies to increase capacity, conserve energy and find operational efficiencies;
- Participate in commissioning of new water and wastewater facilities and systems;
- Provide advice and guidance regarding technical compliance to a variety of internal and external contacts in additions to facilitating in-house training to First Nation operations staff;
- Develop operator capacity by coordinating / delivering training and maintaining appropriate licensing requirements to meet the current federal and provincial water quality standards;
- Knowledge of the interpretation and application of relevant federal and provincial environmental protection, technical and health / safety legislation, regulations, codes, guidelines, best practices and standards;
- Continually inform and update First Nation communities administration of costs related to water and wastewater operations and maintenance; and
- Conduct other duties as may be assigned by NSMDC board and senior management.

Formal Education and Preferred Training:

- College Diploma in a Science or Engineering Program related to water and wastewater resource technology will be considered an asset.
- Certifications (e.g. Class 1 or higher) in water treatment, water distribution, wastewater treatment and wastewater collection will be considered an asset.
- Knowledgeable in applicable Environment Canada Wastewater System Effluent Regulations (WSER) and the Effluent Regulatory Reporting Information System (ERRIS).
- Knowledge of federal and provincial water and wastewater regulations and standards including Protocol for Centralized Drinking Water Systems in First Nations Communities and any other applicable water / wastewater standards and guidelines.
- Certifications in Health & Safety Management to include Confined Space Entry and Rescue, WHMIS and other utility related safety programs.

Experience and Skills:

- Minimum of five (5) years of related experience in working with a water utility and / or water agency.
- Minimum of ten (10) years of related experience and responsibility in operations, maintenance and management of water and wastewater facilities.
- Solid understanding of water and wastewater science, technology, theories, principals, laboratory practices and infrastructure.



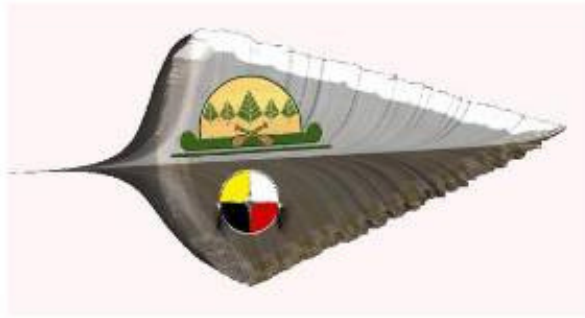
- Experience in project management, program budgeting and administration.
- Strong communication skills (report/proposal writing, social media engagement, networking).
- Strong analytical and decision-making capabilities.
- Strong organizational skills.
- Ability to work both independently and in team situations.
- Demonstrated understanding of First Nation communities, traditions and socio-economic conditions is essential.
- Spoken and written English is essential. Proficiency in Mi'kmaq is an asset.

Conditions of Employment:

- Proven ability to maintain confidentially.
- Valid driver's license and access to reliable transportation.
- Employment conditional on a successful criminal records check.

Please submit your resume and cover letter to Christel Walsh, Assistant Manager/Human Resources Coordinator, christelwalsh@nsmdc.com. This is a full-time permanent position, conditional on adequate funding. Salary will be commensurate with experience.

The deadline for submission is **4:00 p.m. (Atlantic), Friday, April 8, 2022**. NSMDC is an equal opportunity employer and welcomes applications from all interested parties. We thank you for your interest, however, only those candidates selected for an interview will be contacted.



Seeking to fill the following positions:

Supervisors Smoke Shop

Supervisors Front End Supermarket

Supervisors Gas Bar

Maintenance Crew (Overnights & Days)

Security

Pumpers

**If you are interested please forward your resume
ASAP to cassandracarr@smfn.ca and indicate
which positions you are interested in.**



CANADIAN ARMY RESERVES BLACK BEAR INDIGENOUS SUMMER PROGRAM **WE'RE HIRING!**

WHO: INDIGENOUS PEOPLES OF CANADA.

WHAT: BLACK BEAR IS THE PRIMARY RESERVE BASIC MILITARY QUALIFICATION COURSE (BMQ-C) WITH THE INTEGRATION OF INDIGENOUS TRADITIONAL ACTIVITIES AND SUPPORT FROM INDIGENOUS COUNSELLORS.

WHEN: JULY TO AUGUST.

WHERE: 5TH CANADIAN DIVISION TRAINING CENTRE, BASE GAGETOWN, NEW BRUNSWICK.

WHY: THIS PROGRAM COMBINES INDIGENOUS CULTURE AND TEACHINGS WITH MILITARY TRAINING, THAT WILL HELP YOU DEVELOP VALUABLE SKILLS SUCH AS:

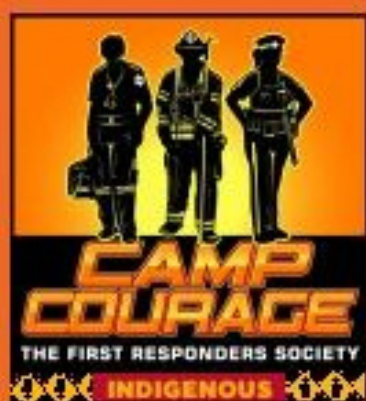
- SELF-CONFIDENCE
- SELF-DISCIPLINE
- TEAMWORK
- TIME MANAGEMENT
- RESPECT AND FITNESS.

✉ Matt.graham2@forces.gc.ca

☎ (506)-292-0124

🌐 forces.ca/en/apply-now/

Do you want to have an experience of a lifetime?



An empowering Police, Fire & Paramedic program for young women aged 15-18.

24 young Indigenous women will be selected to join Camp Courage

July 3 - 10, 2022

You can apply online at campcourage.ca or contact Mi'kmaw Native Friendship Centre at mymnfc.com

The submission deadline is April 13, 2022.

For more information, email campcourage1@gmail.com or call 902-701-1405.



If applying at the Friendship Centre, please contact Melanie Nasson | melanie.nasson@mymnfc.com | cell: 902-802-1199 | work: 902-420-1576 extension #219



EHS
Emergency Health Services