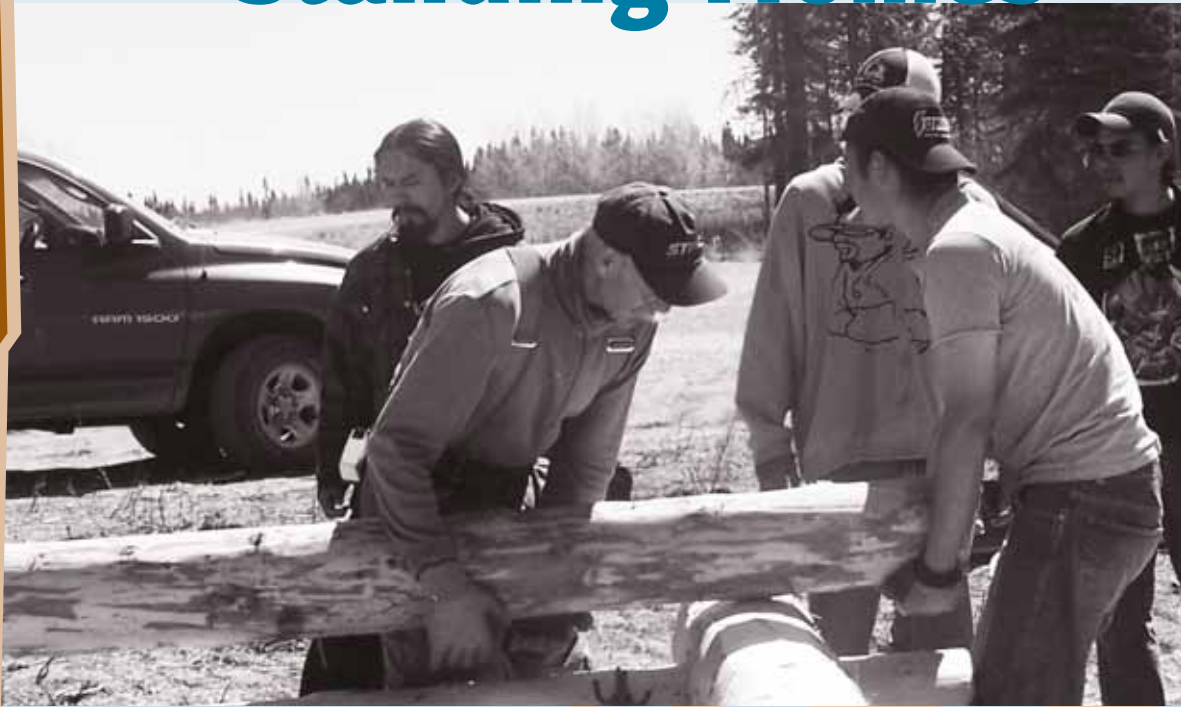


Community Contact

Manitoba Aboriginal and Northern Affairs



Standing Trees to Standing Homes



Frontiers Foundation programs teach northern residents how to harvest local wood, produce timber locally and use it to build homes in their communities. Participants are exposed to a variety of trades and skills they might not have opportunities to learn about otherwise. New knowledge and experience can help create sustainable employment in northern communities.

**Northern Links
Recreation
Edition
INSIDE**

May/June
2008

*For and
About Local
Government
Development*

Frontiers Foundation
2

Manitoba E-waste
Collection Program
4

Scrap Tire Recycling
Program
5

Sustainable Community
Development Projects
6

Aboriginal Consultation
Unit Established
8

Golden Carrot Awards
8

A Community Building
for a Better Tomorrow
9

2008 Constable Training
Update
9

Congratulations Graduates /
Municipal Calendar
10

WSH Bulletin Board
11

Profile
11, 12

Manitoba 

This Issue

Welcome to the May/June 2008
Community Contact Newsletter.

The theme for this issue of Community Contact is environment and we feature a variety of articles on this topic along with several other interesting articles with a northern focus. Information is provided on how communities can apply for funding support from the Sustainable Development Innovations Fund. This grant funding program is sponsored by Manitoba Conservation and provides support for three different kinds of sustainable community development projects. We also provide information on the new Manitoba scrap tire program and the return of the Manitoba E-waste Collection Program.

Our feature article looks at the return of Frontiers Foundation to Manitoba. This organization began in Manitoba over 40 years ago and has returned to help provide affordable housing to northern Manitoba communities. While helping to build homes, Frontiers Foundation provides valuable training for homebuilders and demonstrates the use of locally harvested wood for building new homes or renovating existing ones.

Along with these articles, we provide information on the creation of the Aboriginal Consultation Unit within Manitoba Aboriginal and Northern Affairs (ANA). We look back on the constable training that took place this past March and we also say goodbye to a recent retiree and say hello to three new staff members at ANA.

Enclosed with this Community Contact issue is the Northern Links recreation newsletter. Enjoy both of these publications and please feel free to contact us with your comments, pictures and article suggestions or to request additional copies.

FRONTIER

Returns

This past winter, an organization called Frontiers Foundation visited O-Pipon-Na-Piwin Cree Nation (South Indian Lake), and showed people there how to make standing trees into standing houses. They provided training in chainsaw operation, harvesting, sawmilling, log building and timber frame construction. This included helping residents complete a log cabin, now occupied, and roughing in a timber-frame home. Frontiers Foundation is planning two more timber-frame homes there in the near future.

Some will find it surprising to learn that Frontiers Foundation actually began in Manitoba over 40 years ago. In fact, they built the Split Lake Church in 1964. Since they began, they have built or renovated more than 2,350 houses and public buildings. Most of those projects have been in Canada's northern territories and in off reserve communities of northern Ontario, using an annual grant from that province's northern housing program. Because Frontiers Foundation is a non-profit charity, they also make use of volunteer labour, free or reduced cost materials and corporate support that would not normally be available to housing projects.

Last year, a group of Manitobans interested in bringing the Frontiers Foundation back to the province contacted Charles Catto, the 80 year old, hard working dynamo who started the foundation. The connection paid off. Last year Manitoba Aboriginal and Northern Affairs, Canada Mortgage and Housing Corporation (CMHC) and Manitoba Housing and Renewal Corporation each contributed start-up funding to bring Frontiers Foundation back to Manitoba.

The new Frontiers Foundation goal for northern Manitoba is to build capacity and improve housing by mobilizing volunteers, donors and communities. Their vision is for every family to have an opportunity to own a home that is healthy, well constructed, well maintained and energy efficient. They promote a community housing development strategy that co-operates in developing local capacity to build homes at the lowest possible cost by using sustainable local materials.

The Manitoba group includes part-time co-ordinator Laurel Gardiner and full time project manager Brian Monkman. A Manitoba advisory committee with a mix of government, industry,

FRONTIERS FOUNDATION to Manitoba

First Nations and Northern Affairs Community Council representatives guides and advises their progress.

Cross Lake invited the foundation to offer training in chainsaw operation, harvesting and sawmill operation last winter. This May, Frontiers Foundation offered a log-building course for people from five northern communities. The course generated plenty of interest and plenty of lumber. Lumber cut locally on portable bandsaw mills can be graded and stamped by qualified inspectors for use in CMHC housing. Plans include building one log house and one timber frame house in Cross Lake this summer. Projects with three other communities are also planned.

In a first year of renewed operation in northern Manitoba, Frontiers Foundation has seen real progress. Best of all, they are showing that local people can rely less on waiting for delivery of expensive building materials by winter road each year. They can learn to harvest and mill local standing trees to use in building sustainable, sturdy, standing houses. They can even create local jobs in the process. For many communities, it's a better way.

(Community Contact thanks Laurel Gardiner, Frontiers Foundation's Manitoba Co-ordinator for information used in preparing this article.)



Frontiers Foundation encourages harvesting local trees and making timber for housing construction using a portable sawmill that can be towed where it is needed.

Looking for Volunteers and Donors

The Frontiers Foundation Incorporated needs your help and support to bring quality housing to northern Manitoba communities. Frontiers Foundation volunteers (known as Beavers) have come from over 85 countries and Canadian First Nations. They have one thing in common, they want to work with communities to help build new or renovate existing housing stock. If you have time on your hands and skills to offer and would like to spend time working with people in northern communities, Frontiers Foundation is looking for you. They are especially looking for retirees with electrical, plumbing and carpentry trade qualifications.

Frontiers Foundation supports volunteers by covering travel costs, meals and accommodations and occasionally a small stipend, depending on community and volunteer preferences. The foundation also offers a log-building course that volunteers who offer at least 10 weeks of service can attend at no cost. It's something few people learn about any more.

Besides volunteers, Frontiers Foundation also welcomes both financial and material contributions. The financial contributions help to support office overhead, wages, volunteer stipends, travel, freight costs and materials and supplies purchases. Frontiers Foundation Incorporated is a registered

Canadian charity and provides receipts for financial donations. The foundation offers charitable receipts for donated materials and various combinations of purchases and donations from suppliers.

If you are interested in volunteering or providing financial or material support, please contact the following Frontiers Foundation representatives:

Brian Monkman, projects manager:
204-367-9591
Laurel Gardiner, co-ordinator: 204-778-7126
Nora Ross, provincial chairperson:
204-223-9136
Martin Strauss, finance: 204-489-4537

Get Involved and Go Green

The Environmental Youth Corps (EYC) funding program encourages Manitoba youth to voluntarily participate in projects that will help improve and protect our environment. Previous EYC projects have included community clean-ups, creating green space, and habitat conservation. Project sponsors may apply for grant funding of up to \$5,000 to carry out environment-related EYC projects within their community. Get involved and encourage youth to take part in a project that will help green your community!

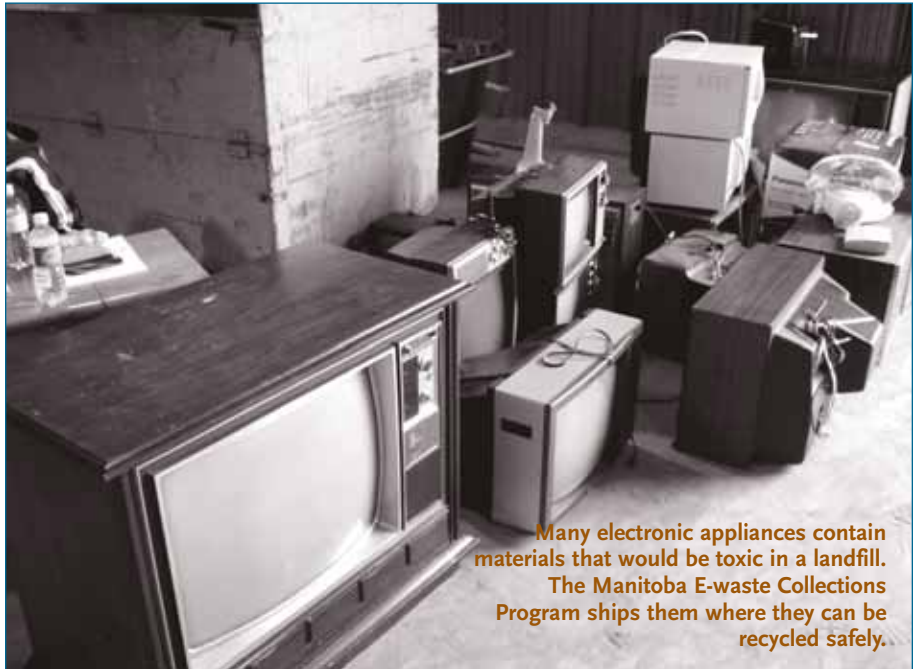
It's a great way for youth to learn about environmental issues, to have some new adventures, and gain hands-on experience.

To get the Green Light for your 2008 project, submit an application by one of these dates: May 2, June 6, July 4, or September 26.

For more information, visit www.susdev.gov.mb.ca or contact Manitoba Conservation, Pollution Prevention Branch 204-945-8980, toll free at 1-800-282-8069, ext. 8980, or e-mail sdif@gov.mb.ca



Manitoba E-waste Collection Program



Many electronic appliances contain materials that would be toxic in a landfill. The Manitoba E-waste Collections Program ships them where they can be recycled safely.

Manitoba has announced the return of electronic waste collection sites for 2008. As part of the province's e-waste recycling program, temporary collection points have been established throughout the province to accept a variety of residential electronic items **free of charge**. This program builds on last year's success with collecting more than 305,000 kilograms (30 semi-trailer loads) of e-waste at temporary depots set up in partnership with local communities, businesses and non-profit recycling centres.

E-waste depots for 2008 will accept the following materials from residential sources only:

- TVs, VCRs and stereos
- telephones, fax machines and cell phones
- computer equipment, laptops, printers and scanners
- microwaves, copiers and rechargeable batteries

Some of the more than 20 locations set up for 2008 include:

- Thompson Recycling Council, 16 Severn Crescent, Thompson
- Dauphin Parkland Regional Recycling Centre, 871 Whitmore Avenue East, Dauphin
- Swan River Landfill, southeast of Swan River Hydro station
- Selkirk Responsible Electronic Recycling, 511 Robinson Avenue, Selkirk
- The Pas and Area Recycling Centre, Highway 10 north on Meadows Road

Collection began May 1 at confirmed locations. The latest information about these and other centres in Manitoba is available at greenmanitoba.ca or you can call 1-866-460-3118. All e-waste collected will be sent for proper end-of-life recycling to Sims Recycling in Brampton, Ontario.

Scrap Tire Recycling Program Begins in Manitoba

Effective April 1, 2008, Tire Stewardship Manitoba (TSM) a not-for-profit agency created by the tire industry, replaced Manitoba's scrap tire program with a new program required by regulation under *The Waste Reduction and Prevention Act*. Developed with input from industry, environmental groups, municipalities and other stakeholders, the TSM business plan to address concerns for proper scrap tire management in a fiscally responsible manner is government approved.

"The program changing hands from government to industry is a necessary and welcome development for Manitoba's scrap tire recycling industry to remain competitive with other provinces," said Brett Eckstein, executive director of TSM.

The new program has members from four industry organizations selling tires in Manitoba, including The Rubber Association of Canada, the Retail Council of Canada, the Western Canada Tire Dealers Association and the Manitoba Motor Dealers Association. The TSM goal is to offer Manitobans a sustainable, effective, efficient and comprehensive scrap tire management program.

The program provides a financial incentive to collect and recycle Manitoba generated scrap tires. The program is financed through an eco-fee collected by retailers and sent to Tire Stewardship Manitoba, replacing the current government levy.

"A significant change under this program is the ability of TSM to raise the money necessary to support tire recycling through eco-fees charged on a broader range of new tires that more accurately reflect province wide collection and processing costs," said Eckstein.

Scrap tires can be a health and environmental hazard. Without proper management, they can be a fire hazard and a breeding habitat for mosquitoes. For every new tire sold, there is a scrap tire

generated. Rather than taking up space in our landfills and posing a risk to human health and the environment, scrap tires can be processed and used in environmentally responsible ways. Manitoba scrap tire products are sold locally and internationally. Properly managed scrap tires reduce environmental risk and create jobs and economic development in Manitoba. Since 1992, over \$23 million has been paid to Manitoba processors resulting in the equivalent of 11.3 million tires recycled. Scrap tires can be used to make various products for agricultural, recreational and industrial use. Alternatively, much of the energy they contain can be recovered.

Collecting and processing old tires can create jobs while reducing the risks they pose to human health and the environment.

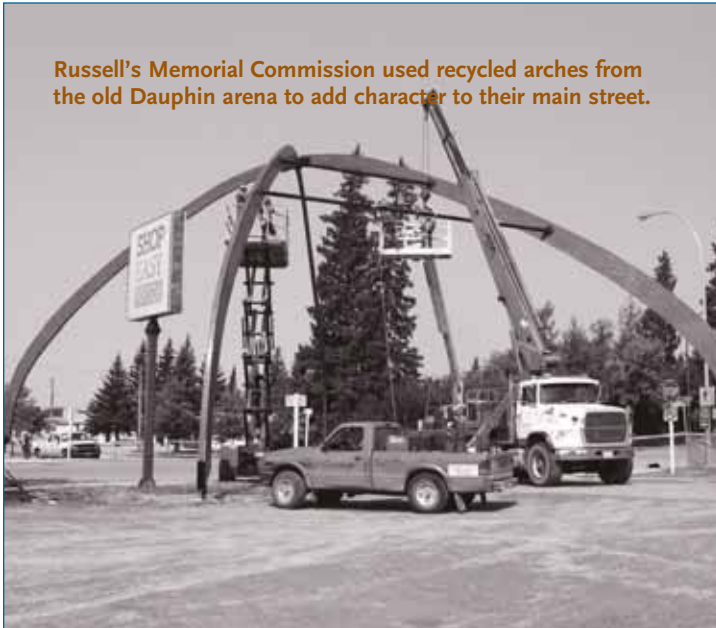


An immediate effect of the new program will be a June launch of the permanent collection of off-road tires from landfills and dealer yards. The management of these larger tires was conducted previously by the government program on a pilot basis only.

To learn more about scrap tire recycling in Manitoba visit the TSM website at tirestewardshipmb.ca, e-mail info@tsmb.ca, call toll free in Manitoba 1-866-724-5002 or write Tire Stewardship Manitoba, 202-1100 Concordia Avenue, Winnipeg MB R2K 4B8.

Getting Support for Sustainable Community Development

Russell's Memorial Commission used recycled arches from the old Dauphin arena to add character to their main street.



- SDIF Open Category
- Waste Reduction and Pollution Prevention Fund (WRAPP)
- Environmental Youth Corps (EYC)

The SDIF Open Category

The SDIF Open Category provides support to projects such as research studies, demonstration of new technology, community enhancement and educational projects that help protect Manitoba's environment and add sustainability to Manitoba's economy, human health and social well-being.

Who can apply?

Municipal corporations, Northern Affairs and First Nation communities, private and non-profit organizations and businesses, educational institutions, youth and community groups are eligible to submit project proposals.

The fund's priority areas include:

- environmental technology innovation and demonstration

Information in this article was originally featured in the May 2006 Community Contact newsletter. We repeat it here to encourage communities in north central and northern Manitoba to look at using these programs to help support projects that protect, enhance, conserve and rehabilitate the local environment and improve the quality of life.

The Sustainable Development Innovations Fund (SDIF) supports projects ranging from research studies and demonstration of new technology to community enhancement and environmental awareness. SDIF helps communities meet their needs by providing grant funding to projects that demonstrate:

- partnerships between groups and individuals
- pride in the community
- concern for the environment
- long-term sustainability

Three grant funding programs sponsored by Manitoba Conservation through the SDIF are:



An interpretive project at Hollow Water First Nation used a sweat lodge ceremony to teach people about Aboriginal cultural history.

Environment Projects

- northern community development and environmental issues
- sustainable community development
- sustainable agricultural practices
- ecosystem conservation
- understanding our environment
- eco-tourism

What projects can be supported?

Grant funds are available to projects that are ecologically sound, promote a sustainable approach, demonstrate clear environmental benefits and benefit the community and the economy. Projects must address one or more of the fund's priority areas and should incorporate youth involvement, community partnerships, education and knowledge sharing.

The maximum funding available is \$50,000. Applications deadlines are five times each year on the 15th of April, June, August, October and December.

The Waste Reduction and Pollution Prevention Fund (WRAPP)

WRAPP supports projects that involve waste reduction, pollution prevention and innovative integrated waste management practices. The fund's purpose is to help organizations, businesses and local governments move toward more sustainable waste management and prevention.

Who can apply?

Municipal corporations, Northern Affairs and First Nation communities, private and

non-profit organizations, businesses, educational institutions and community groups are eligible to submit project proposals.

What projects can be supported?

Grant funds are available for Manitoba based projects that will:

- demonstrate and promote the environmental and economic benefits of reducing and preventing waste
- showcase community efforts to minimize waste
- provide measurable sustainable waste diversion or reduction
- demonstrate innovative approaches to reducing waste, preventing pollution and conserving resources.

Priority areas include:

- organic waste management and composting
- construction and demolition waste management
- pollution prevention
- model integrated waste management system development and planning

The maximum funding available is \$50,000. Application deadlines are five times per year on the 15th of April, June, August, October and December.



An interpretive trail sponsored through the Sustainable Development Innovations Fund encourages people to learn more about the environment where they live.

For complete details, contact Manitoba Conservation, Pollution Prevention Branch at 204-945-8443, or toll free at 1-800-282-8069 extension 8443. You may also visit susdev.gov.mb.ca or e-mail sdif@gov.mb.ca with your questions.

Grant funds are available to projects that are ecologically sound, promote a sustainable approach, demonstrate clear environmental benefits and benefit the community and the economy.

Aboriginal Consultation Unit Established

On April 15, 2008, Minister of Manitoba Aboriginal and Northern Affairs, Oscar Lathlin, announced the creation of the Aboriginal Consultation Unit.

“As part of the government of Manitoba’s constitutional duty to consult with Aboriginal peoples in Manitoba, I am honoured to officially announce the creation and establishment of our new Crown-Aboriginal Consultation Unit,” said Minister Lathlin. “The unit is a critical component in Manitoba’s relationship with First Nations and Metis communities. We believe this unit will further the process of reconciliation and understanding between the Crown, as represented by Manitoba, and Aboriginal communities.”

The unit is contained within Manitoba Aboriginal and Northern Affairs and works with other departments on Crown consultation matters with Aboriginal communities.

Manitoba created and established the unit to help meet its constitutional duty to consult with First Nations, Metis and other Aboriginal communities when proposed

provincial laws, regulations, decisions or actions might affect the Aboriginal and treaty rights of the communities.

The mandate and role of the unit is to:

- help in Crown-Aboriginal consultations for the Manitoba government on proposed large-scale projects
- develop an overall government strategy on Crown-Aboriginal consultations, including an internal process for addressing daily activities that require Crown-Aboriginal consultations
- educate government departments about Manitoba’s constitutional duty to consult
- educate Aboriginal communities about Manitoba’s Crown-Aboriginal consultation process

The unit is currently working with Organization and Staff Development (OSD) of the Manitoba Civil Service Commission to develop a two-day workshop on Crown-Aboriginal consultations for all government departments. The objective of this workshop is to provide provincial employees, whose

work may involve treaty or Aboriginal rights, with a working knowledge of the following:

- Manitoba’s *Draft Policy and Guidelines for Crown Consultations with Aboriginal Peoples*
- treaty and Aboriginal rights
- the Crown consultation process

The two-day OSD workshop is expected to be available in the fall of 2008.

In addition, an engagement strategy on the *Draft Policy and Guidelines for Crown Consultations with Aboriginal Peoples* is underway that includes presentations to government departments, First Nations and other Aboriginal organizations.

For more information on the Aboriginal Consultation Unit and its activities, please contact:

Ms. Loretta Bayer
Director – Aboriginal Consultation Unit
Aboriginal Affairs Secretariat
Manitoba Aboriginal and Northern Affairs
Phone 204-945-7331 or toll free
1-800-282-8069 (ext. 7331) in Manitoba.

Golden Carrot Awards

In 2007, Manitoba Food Charter Golden Carrot Awards recognized three northern community food champions for their outstanding contributions towards food production in Manitoba. The Golden Carrot Awards were created to honour community food champions in urban, rural, northern, business, education and media categories. Community members nominated 30 individuals and groups from across Manitoba last year for their role in contributing to a just and sustainable food system.

On World Food Day, October 16, 2007, over 100 nominees, ministers, deputy ministers, MLAs, community members and supporters attended an awards breakfast at the Manitoba Legislature. On the same day, an awards dinner honouring the three northern food champions took place in Thompson as part of the Northern Harvest Forum, sponsored by Manitoba Aboriginal and Northern Affairs.

The northern Golden Carrot Award winners included:

- Gerald Kemp, a gardener in Berens River who has spent the past five growing seasons working on his 108 square metre (1,200 square feet) garden, not an easy job in heavy clay soil. Gerald has grown northern grapes and corn. He preserves his garden surplus.
- Michele Trudeau was nominated as a co-ordinator of a public community garden in Leaf Rapids where she provides her gardening knowledge to school aged children and fresh vegetables to elders and families in the community.
- The Sherridon community council was nominated for engaging community families and schoolchildren in northern gardening and preservation. For the past two years, council has been participating in the Northern Healthy Food Initiative (NHFI) and, as a result, most Sherridon

families now have their own household gardens.

The Manitoba Food Charter would like to learn about more northern community food champions. Nominations are being accepted for all six categories: Urban, Rural, Northern, Business, Education and Media.

If someone you know deserves recognition for their food production abilities, nominate them. Tell the Manitoba Food Charter about them, how to get in touch with them and send a picture of their gardening activities. All nominees will be invited to attend an awards ceremony on World Food Day and receive a certificate for their participation. Nominees will also receive recognition through the Manitoba Food Charter newsletter and website. Nomination forms can be found on the Internet at manitobafoodsecurity.ca or call 1-800-731-2638 for more information. The deadline for nominations is June 30, 2008.

A Community Building for a Better Tomorrow

On April 17, 2008, Manitoba Aboriginal and Northern Affairs Minister Oscar Lathlin presented a \$1-million cheque to Cross Lake community council for construction of a new administration building in the community. A \$20,000 cheque was also presented to support the Cross Lake Army Cadet Corps program and help with their mandatory winter and summer training exercises. The mayor of Cross Lake, council members and several community residents attended the presentation at Manitoba's Legislative Building.

The new administration building will serve the community for many years to come. The community will continue to provide the current services to its residents and they are looking at other opportunities for educational workshops, skills training and recreational programs.

Plans for the building include housing council chambers, creating 14 offices for full and part time operational staff and leasing office space to other service providers such as Driver and Motor Vehicle Licensing, and Family Services and Housing.

This much needed new building will help enhance continued positive accomplishments by Cross Lake community council on behalf of all residents.



ANA Minister Oscar Lathlin presents Cross Lake Mayor Clarence Smith with a \$1 million cheque to support construction of a new administration building in the community.

2008 Constable Training Update

A second round of band/community constable training for the 2007-2008 fiscal year took place from March 3 to 20, 2008 in Portage La Prairie. The training, offered through a partnership between ANA, the RCMP and the Aboriginal Policing Directorate of Public Safety and Emergency Preparedness Canada, was conducted at the Portage la Prairie Day's Inn.

To help finish the training before the Good Friday holiday on March 21, many evenings and at least one day of each weekend was used for additional sessions. Having all training take place where the constables stayed encouraged a high level of interactive support among the constables. Of the 29 band and community constables who started the program, 27 graduated and three were from ANA communities.

The ANA community constable graduates are:

- Tina Munroe of Barrows and area
- Regis St. Laurent of Pelican Rapids
- Greg Sanderson of Waterhen

Instructors recognized the ANA constables for providing strong leadership and helping their fellow constables during the three weeks. For Constable St. Laurent, this was a second training experience and for Constable Sanderson, it was a third. The ANA 2005 Constable Program Review recommended community constables should attend training every three years to help maintain skills.

Manitoba Aboriginal and Northern Affairs congratulates all constables for their hard work and determination. They are an asset to their communities and the residents they serve.

Congratulations to all 2008 Graduates!



Now is a time to reflect on your achievements and celebrate them with your families and friends. It is also a time to set new goals and plan your route for the future.

For some, this will mean finding employment that will teach you new skills and support you throughout life. For others, it will mean deciding to begin a post-secondary education that will take you closer to careers and lifestyles you dream about. I encourage you to aim high and set the best example you can. The trails you break will become paths to take for more graduates in future years.

I am pleased to join with all my government colleagues in wishing you success in times to come. You make us all proud.

Oscar Lathlin, Minister

Manitoba Aboriginal and Northern Affairs

Municipal Calendar Monthly Reminder for: June/July

June 2008

1

- Deadline for receipt of any property tax payments to dept to avoid penalties
- Install Simply Accounting payroll tax updates
- Forward requests for MCA revisions

2

- Capital project applications sent back to council requesting missing information
- Council start to act on capital project applications for missing information

3

MMS

- Wet wells cleaned

4

MMS

- Dumping of lagoons

15

- Deadline for receipt of payment to Receiver General to avoid penalty

- Capital project application adjustments - council should continue to act on recommendations for final project submission to the dept
- Submit MEBP form and payment no later than seven working days after the last pay period of this month
- If applicable, submit to regional office the bi-weekly payrolls for the Building Independence Initiative

WPSH Reminders:

- Council to ensure fire extinguishers inspected monthly and action items highlighted as corrective action from inspections
- Does your bulletin board include: Workplace Safety & Health policy, Harassment policy, Working Alone Plan, names of first aiders and WPSH representatives (employee and management)?
- Are first aid kits available in every building? Is your Community Prevention Plan updated

July 2008

1

Canada Day

- Deadline for receipt of any property tax payments to dept to avoid penalties

2

MMS

- Water treatment plant storage tanks cleaned

14

- Submit quarterly GST refund

15

- Deadline for receipt of payment to Receiver General to avoid penalty

- Submit MEBP form and payment no later than seven working days after the last pay period of this month
- If applicable, submit to regional office the bi-weekly payrolls for the Building Independence Initiative

WPSH Reminders:

- Council to ensure fire extinguishers inspected monthly and action items highlighted as corrective action from inspections

Departmental:

- Regional office to forward request for MCA revisions to Program Planning & Development by July 1

30

- Follow-up with auditor re: audit to meet Aug. 31 deadline

31

- Deadline for applications for grant-in-aid streets that are not yet approved for the program
- Complete revisions for WCB estimates

Submit:

- Revised capital project applications
- 1st quarter financial statements (April to June)

Workplace Safety and Health Bulletin Board

As part of their workplace safety and health (WSH) program, Manitoba Aboriginal and Northern Affairs (ANA) communities are required to have a WSH bulletin board posted in a common area for all staff and visitors to view. The bulletin board should be at least three by four feet in size, allowing room to place necessary postings.

Items required on the WSH bulletin board include:

- policy PW5 in your WSH manual (page 1 directly after the introduction)
- WSH representative's name and contact number
- names and contact numbers for employees with first aid training

- community's harassment policy
- community's violence prevention policy
- community's working alone policy
- workplace safety rules
- relevant work safe bulletins from ANA and other sources
- emergency contact numbers

All items placed on the bulletin board must be dated and replaced when newer information is available. Community harassment, violence prevention or working alone policies may be created using guides and templates in the community WSH manual. It is a good idea to include the community emergency response plan on the bulletin board so all employees know about it.

Other information that communities should consider posting includes:

Emergency Contact Numbers

fire department
RCMP/constable
hydro/telephone
conservation (forest fires)
local hospital/health unit
ambulance

General Information

workers compensation
mayor and council members
community employees
ANA staff
local media (radio, news)
local trades people (plumber, electrician)

Profile



Linda Lowe

Linda Lowe Retires

After 22 years and 11 months of service Linda Lowe retired from her job at the Thompson offices of Manitoba Aboriginal and Northern Affairs (ANA) in April, 2008.

Born and raised in Birch River, Manitoba Linda moved to Thompson with her husband Gordon in 1969. She raised two children, Sean and Shannon, and she is now the proud grandmother of four grandchildren, three girls and a boy.

Linda began her career working with the Royal Bank in Thompson before moving to ANA in the position of administrative assistant in the financial and administrative services branch. After seven years, Linda moved to the ANA Local Government Development Division where she served as administrative assistant to a succession of three executive directors from 1992 to 2008.

During her years of service, Linda was the person you went to if you wanted to know anything about everything in the department. Known in the office for her knitting and puzzle solving abilities, Linda also enjoyed exercising and traveling. Linda's plans include moving to Brandon and spending plenty of time with her family and her grandchildren. Best wishes to Linda from everyone at ANA.

Profile continued on page 12...

Profile *continued*



Charlene Waterman

Charlene Waterman

Based in the Thompson ANA office, Charlene Waterman is the new recreation and wellness consultant for the Local Government Development Northern Region.

New to Thompson but not new to the north, Charlene is originally from Grand Rapids. She attended the University of Manitoba and earned a bachelor's degree in recreation studies with a minor in native studies. While living in Winnipeg, she taught for the University of Manitoba as a co-instructor for Aboriginal and Cultural Games, a seasonal course offered through the Faculty of Kinesiology and Recreation Management. Charlene worked as a Heritage Interpreter at Fort Whyte Alive in Winnipeg and, more recently, worked for the City of Thompson as Cultural Recreation Co-ordinator.

Charlene brings with her considerable experience and versatility in recreation and wellness and understands the value of good spiritual and physical health. Charlene promotes holistic recreation with a something-for-everybody approach and emphasizes the importance of arts and culture.

Cynthia McLeod

Cynthia McLeod replaces the recently retired Linda Lowe as the new administrative assistant to the Local Government Development Executive Director.

Originally from Norway House, Cynthia brings several years of experience in the administrative field. Her expertise in working with both government and First Nation organizations will be a valuable asset to the department. Cynthia earned her certificate in Computerized Business Applications at

Keewatin Community College. Some of her past administrative experience has been with Manitoba Lotteries Corporation, University of Manitoba, University of Winnipeg and the Manitoba First Nations Education Resource Centre.

Cynthia looks forward to the new challenges the position has to offer.

Clarence Bayer

Based in the Thompson office, new technical and public works consultant Clarence Bayer takes over for Brian Lundmark who has moved on to work as environmental services consultant in the Northern Region.

Clarence grew up in the community of Wabowden where he served as the public works foreman and fire chief from June 1996 to March 2008. He also served as a First Aid/CPR instructor and an emergency responder in Wabowden.

Clarence is married with seven children and he looks forward to the challenges his new position will bring.



Cynthia McLeod



Clarence Bayer

Community *Contact*

Paul Doolan, Editor

1680 Ellice Avenue, Bay 8
Winnipeg, MB R3H 0Z2

Ph: 204-945-2161

Toll free: 1-800-282-8069

Fax: 204-948-2389

E-mail: paul.doolan@gov.mb.ca

Web: gov.mb.ca/ana

Community council members, community residents and departmental staff are strongly encouraged to submit feedback, comments, questions, suggestions and ideas to the editor.