

# TAWICH DEVELOPMENT CORPORATION

## 10 YEAR VISION FOR THE CNW

1. Build a Stronger Local Economy
2. Foster Healthier Lifestyles
3. Expand Educational Opportunities
4. Maintain the Culture
5. Encourage Personal Responsibility

## TDC VISION

A successful TDC will:

- Have a stake in outside industries
- Be financially autonomous and contribute to the long-term economic development and quality of life in Wemindji
- Create careers for our community members and foster a spirit of entrepreneurship and self-sufficiency
- Protect the long-term interests of the community while offering excellent support and quality products and services

## TDC MISSION

TDC contributes to the long-term success of our community by:

- Developing a strong local economy;
- Proactively pursuing profitable and sustainable business opportunities as owner/operator and as investors; and
- Supporting entrepreneurs

## TDC VALUES

- Commitment—committed to our shareholders
- Integrity—honest and show respect
- Accountability & Transparency—responsible to our shareholders
- Innovation—open minded and visionary

LIKE OUR  
TAWICH DEVELOPMENT CORPORATION  
FACEBOOK PAGE!



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ISSUE 5  
VOLUME 1  
JUNE 2018

# Tawich Times

Quarterly Newsletter of Tawich Development Corporation

## PRESIDENT'S MESSAGE

Waachiyaahkw!!!

I would like to take this time in wishing you all a great upcoming summer.

We are pleased to announce that our new Microtel Inn and Suites has now open its doors in Val-d'Or as of May 16, 2018, with a soft opening. The Official Grand opening is set for June 26, 2018.

Our highlights in the upcoming months involves planning further with our various entities in developing plans that will align with our Mission.

Discussions on further governance processes will be developed within our organizations.

Meetings will take place with key stakeholders to look at where we want to take our corporation, and more specifically with our Youth.

Also, we are looking at having our Tawich Expo Conference for the community in the coming months.

It, will be another busy time for our Tawich organization.

On behalf of the Board of Directors, we wish you all the best for this upcoming summer.

Regards,

**Tony Gull**  
President

## TDC-CHIEF EXECUTIVE OFFICER'S MESSAGE

It is with great pleasure, I provide you with my Newsletter submission for period from January to June 2018. We had missed an issue back in April due to Judy falling ill. She is now back at work and we are grateful to have her back.

It has been a whirlwind few months as we continue with operations and administration at Tawich and our subsidiaries. We have grown so much, so fast, in the past few years. We have been feeling the pressure in our operations and managing some our subsidiaries under Finance, more specifically in accounts payable, receivables and in Human Resources.

Therefore, it was inevitable that we needed to hire more staff in our Finance and Human Resources Departments, to keep up with the demand. I would like to take this opportunity to welcome our new staff to the Tawich family.

One of the projects I had been working on since January was with Activar, the Project Manager of the construction of our hotel in Val-d'Or and with the design team, Johanne Aubin Designs. We joined forces to incorporate an authentic Cree look in the new Microtel Inn and Suites, the designs included signage for the major rooms that provide the look of Stakuuns and the top of a teepee with translations in Cree Syllabics. In addition, an image of a loon that a local artist sketched for our designers to incorporate into the bed scarves, the project was a unique one and we hope to integrate more Cree look into our hotel in the future.

In the training aspect, executive staff of TDC and some of our subsidiaries were engaged in some training for a couple of days in February that provided us with some tools to manage our work, life and how to balance ourselves on an day to day basis, the host facilitator was Austin Awareness Resources Co. This type of training is very helpful for us to manage stress levels, as well as, to understand how to take care of ourselves in the corporate world. Other sessions with the various management teams under TDC included a review of our overall Strategic Plan, in which we reviewed our goals and objectives and our key success measures- 'how can we measure our success at Tawich?' This was the key question during this three-day session. Next steps is that we will be focusing on developing our evaluation process for the Strategic plan to help us measure our successes.

Finally yet importantly, I participated in the CHBSSJB Annual General Assembly in April as a representative of TDC to provide support to the development of health and well-being in our communities. It was an engaging session, in which I had the opportunity to work with the Wemindji delegation to identify our needs, as a community, a great collaborative effort that I am sure we will see more of in the future for Wemindji.

Miikwehch,

**Ms. Holly Danyluk, B.Soc.Sc**  
CEO-TDC



# TDC-Human Resources News

## RESTRUCTURING

A brainstorming session on the Human Resources structure was done in February, and it was identified that there was a need for more support to other entities due to the growth of the Tawich. So, a new Human Resources Department was developed, which created three new positions: Director of Human Resources, and two HR Assistants. In addition, after a discussion with the management team on the current structure and the services needed, it was decided there was a need for two other new positions: Material Resources & Procure Manager, and IT Technician.

## PERSONNEL CHANGES

From January to May, the following changes occurred:

### *Hiring's*

Marc-Andre Daoust – Controller (contract)  
Doris Mistacheesick, Janitor  
Dana Morrison – Accounts Payable Clerk  
Carla Kakabat – Accounts Receivable Clerk  
Clarence Miniquaken, Director of Human Resources  
Shayna Wesley, Human Resources Assistant  
Tassa Danyluk, IT Technician  
Brandon Gull, Material Resources & Procurement Manager  
Marissa Georgekish, Receptionist

### *Promotions*

Miranda Georgekish - Accountant  
Kerri-Ann Hughboy – Executive Assistant  
Margaret Danyluk, Secretary

## CULTURE DAY STAFF LUNCHEON

In April, we had our quarterly cultural activity, which was a luncheon for the administration employees of TDC, TCI & TDI along with the Chief & Council. Our meal consist of goose with the works, moose stew and boudin. We also had a snowshoe walk and the employees that wanted to participate in this were given the chance to by using the snowshoes that were on hand. We ended the day with an office trivia, which was coordinated by Ms. Kerri-Ann Hughboy. The trivia consisted of riddles, questions about employees, companies of Tawich, etc. The staff enjoyed themselves and we had prizes for the top three.

The following were the winners for the trivia contest:

- 1<sup>st</sup> – Christina Gilpin
- 2<sup>nd</sup> – Arden Visitor
- 3<sup>rd</sup> – Earle Danyluk

I would like to welcome our new employees to the team and wish everyone a safe & happy summer!

**Roslyn Tomatuk**  
**Human Resources Manager—TDC**

## DIRECTOR OF HUMAN RESOURCES' MESSAGE

Good day, my name is Clarence Miniquaken and I recently been hired as the Director of Human Resources for the Tawich Development Corporation. I started working on May 14, 2018 and this job is really interesting, it's always busy in the field of Human Resources.

I am currently finishing off the 2<sup>nd</sup> part of my course at the Université du Québec en Abitibi-Temiscamingue in Val-d'Or in the Undergraduate Short Program in Employability and Career Development in Aboriginal Context. This training consists of 4 parts, so I'll be halfway to completing this training. This training started back in the fall of 2017 and I was really glad Tawich Development Corporation allowed me to continue my training in this field of Human Resources Development.

Tawich Development Corporation has really expanded over the years. I'm really excited I was given the opportunity to be part of the team. Just looking at the amount of employees that TDC has and what used to be, and how it really has grown over the last couple of years and I'm looking forward to be part of that growth. Thank you for reading my introduction for this issue and have a great day.

**Clarence Miniquaken**  
**Director of Human Resources —TDC**

## TAWICH ADMINISTRATION OFFICE—SUMMER HOURS

<b>Mondays to Thursdays</b>	8:30 a.m. to 12:00 p.m.	1:00 p.m. to 4:30 p.m.
<b>Fridays</b>	8:30 a.m. to 12:30 p.m.	

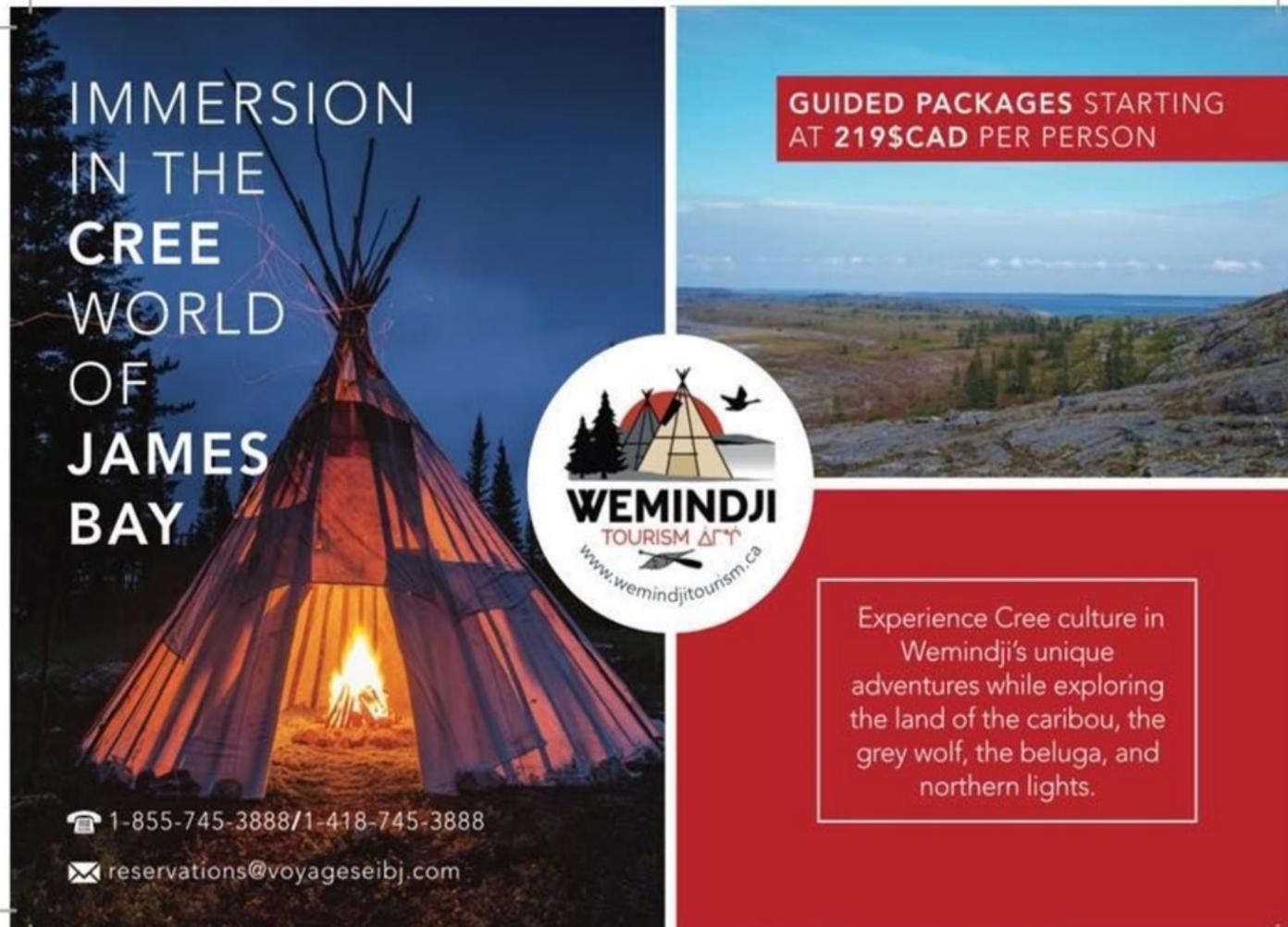
**\*\*Commencing from Monday, June 18 to Friday, August 31, 2018\*\***  
Regular office hours will resume on Tuesday, September 4, 2018.

## TAWICH ADMINISTRATION OFFICE—STATUTORY HOLIDAYS

Please take note that the Tawich Administration Office will be closed on the following statutory holidays:

- June 21<sup>st</sup> (National Aboriginal Day)
- June 25<sup>th</sup> (St. John the Baptiste Day—June 24<sup>th</sup>)
- July 2<sup>nd</sup> (Canada Day—July 1<sup>st</sup>)

# WEMINDJI TOURISM



IMMERSION  
IN THE  
CREE  
WORLD  
OF  
JAMES  
BAY

GUIDED PACKAGES STARTING  
AT 219\$CAD PER PERSON

WEMINDJI  
TOURISM ΔΓΥ  
www.wemindjiturismo.ca

Experience Cree culture in  
Wemindji's unique  
adventures while exploring  
the land of the caribou, the  
grey wolf, the beluga, and  
northern lights.

1-855-745-3888/1-418-745-3888  
reservations@voyageseibj.com

For more information, please contact your Local Tourism Officer:

**Charlene Wawatie**  
Tourism Officer  
Tawich Development Corporation  
819-978-3737  
tourism@tawich.ca  
<http://www.wemindjiturismo.ca>



## TRAINING OPPORTUNITY

### CANOE COURSE

Level I & II – WHITE WATER +  
Level II – SWIFT WATER RESCUE

**What:** Canoe course WHITEWATER **Wemindji** I & II + SWIFTWATER rescue II  
**When:** **August 23<sup>rd</sup> to August 28<sup>th</sup>, 2018** inclusively

**Where:** Wemindji

**Trainer:** François Chevrier

**Training time:** 6 days - 7 hours theory + 41 hours practical

This course aims to develop the student's safety habits, understanding the dynamics of the living as well as techniques specific to the field of emergency whitewater water. This course will also place on teamwork and leadership. All participants will play the roles of a rescue scene in a safe environment. This course also aims to give you the basic knowledge for a safe descent on an easy river. Understanding of the dynamics of water, reading fast, efficient maneuvers and river safety are all issues that you find fun.

The equipment required is provided by the trainer, such as canoe & wetsuit. This training will provide you a certification from Aventure Ecotourisme Québec (AEQ) and be part of the requirements to be a guide recognized by AEQ, to work in contact with tourists. In addition, this training is part of the requirements to become a trainer.

**Please be informed the seats are limited and the tourist businesses and guides will be prioritized for this training.**

For information, please contact Audrey Perreault by email [aperreault@cretourism.ca](mailto:aperreault@cretourism.ca) or by phone at 1-866-268-2682, ext. 4231 or 438 828-9247.

To register, please fill out the attached form and return it Audrey Perreault by email at [aperreault@cretourism.ca](mailto:aperreault@cretourism.ca) or by fax at 418 745-2240.

See Charlene Wawatie for registration forms.

# TAWICH BUSINESS DEVELOPMENT CORPORATION

## TBDC-CHIEF EXECUTIVE OFFICER'S MESSAGE

Waachiyaah,

It is with great pleasure to say hi to you all. All TBDC operations are going well! ☺

In addition, summer is right on the doorstep; we will be welcoming it with open arms because this past winter seemed like it was not going to end ;) I blame the 'Toronto maple leafs' for that, lol, joke.

The past years, business has been very good. All the TBDC businesses and the professional team of managers, supervisors and support staff should be very proud of our accomplishments!

In addition, I encourage you all to keep up the good work. Do not get hung up on negative attitudes and keep positive. We are leaders of our industry. Our operations are always in motion, moving forward in providing a service to our community and taking care of business and getting the job done. Take pride in the work you do!

I hope you all enjoy the coming summer with friends and family in fishing, boating, hiking, etc.

I look forward to working with the TBDC team and very proud to be a part of the team, we are going to do some great business this summer 2018 and beyond. ☺

Best regards,

**David Bull**  
CEO TBDC



**Helen Hughboy**  
Bakery Supervisor  
20 years -April 12, 1998

*-Helen & Priscilla-,  
I would like to congratulate & thank you both for your hard work and dedication for the years of services!*

*-David Bull-*



**Priscilla Matoush**  
Chambermaid  
10 years -May 22, 2008

# VCC GENERAL CONTRACTOR INC.

2017 marked the nomination of a new president, Frank Atsynia from Wemindji was appointed president of the company. With his professional experience in the construction industry and his leadership, the shareholders and employees welcomed Mr. Atsynia with enthusiasm.

VCC was awarded the construction contract of the new Microtel hotel in Val-d'Or. Once completed, the hotel will include 84 rooms, a pool and spa, a water slide, a meeting room and complementary breakfast. It should be operational in the beginning of May 2018 and Maquatua Lodging Inc. will be the owner and operator.

VCC ranked 46th over 100 top leaders in the construction industry by Portail Construct in 2017 and strives higher for 2018. VCC also received a prestigious prize presented by the Chamber of Commerce of Val-d'Or for investments over \$2,000,000.00 in Val-d'Or with the construction of its new administrative office in Val-d'Or.

**Frank Atsynia**  
President



**ENTREPRENEUR GÉNÉRAL**  
**GENERAL CONTRACTOR**

RBQ : 8307-1688-29



# TAWICH CONSTRUCTION INC.

## LOCAL OPERATIONS MANAGER'S MESSAGE

Waachiyaahkw Misiwaa,

On behalf of the *Tawich Construction Inc.* Local Operations Team, I would like to send warm greetings to the Iiyiyiu of Wemindj and extended greeting to all of Iiyiyiu Istchee.

As always I would first and foremost like to express my appreciation to the *Tawich Development Corporation* for the opportunity to inform all our stakeholders, once again of TCI's current status. Also, I would like to acknowledge our hard working men and women that keep TCI operable.

The responsibility of the TCI local operations is to perform and manage all activities bestowed in the TCI mandate on or near category 1 lands. Our goal is to obtain jobs that will not only allow us to put our local team to work, but also to generate a healthy revenue for TCI's overall growth. Tawich Construction is a business created in the spirit of community development by the Cree Nation of Wemindji to be viable and profitable company. We are grateful for the opportunities we consistently receive from our community and other entities in our community. We are most grateful to be part of the collective efforts to be a self-sufficient nation. Our Ultimate goal is to hold true to that Mission and Vision and with our experienced team, we will always strive to maintain that.

Currently, Tawich Construction is preparing for the upcoming 2018 construction season by submitting proposals for tender request for summer projects to help the further development of important community needs. Also, we have made significant changes internally in the past few months and would like to welcome Mr. Frank Atsynia to the TCI team. Frank will be serving as the Interim President for our company and assisting in developing a global construction arm within TDC that would service client needs. Focusing mainly on achieving our optimum potential. TCI is proud and excited to be a part of the Tawich family contributing our services to furthering our community's prosperity.

Again, I would like to wish everyone all the best, have a safe and happy summer.

For info, contact us at 819-978-3030 or come and see us at our offices located at 12 Tawich Road.

Miikwehch,

**EARLE DANYLUK**  
**TCI, OPERATIONS MANAGER**



# TAWICH CONSTRUCTION INC.

## OPERATIONS MINE MANAGER'S MESSAGE

One of objectives signing of Collaboration Agreement with Goldcorp to ensure that a maximum number of skilled and qualified Crees have access to training and employment opportunities.

Tawich Construction continues to work towards goals that will provide improvements to the administration and the services that we provide to the client Goldcorp. We need to focus more on training and employment in the mining sector and work closely with the client (Goldcorp). There are, and will be, many job opportunities in Eleonore on surface, underground and maintenance. The mining sector represents one of largest growing potential employment areas in the Eeyou Istchee. These projects hold promise of long-term employment and career development for Cree workers.

Over the past few years, there have been increasing challenges we face, TCI/Goldcorp, together such as recruitment for underground Cree workforce, we will face demand for skill workers due to the increasing number of retired miners and many non-native transferring closer to home in the Abitibi-Temiscamingue region.

In addition, we need to identify the urgent need in various trades at mine (Eleonore), as well as, continue to encourage women to enter the underground mining sector in order to maximize Cree capacity building as well as opportunities for Tawich Construction.

We want to wish everyone a great summer!

**Operation Mine Manager**  
**Gilbert Georgekish**



# 2018 New Year's Luncheon!



Wolf Camp Corporation provided supper for Board of Directors with executive staff...



# Employees' Birthdays!



January

March

April

May

Executive Training from Austin Awareness Organization ...

