



## Mentor a Student Intern Program

*Employers & students growing opportunities in career development*

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*Hayley Morris & Karlie Onerahtókha Marquis.*



*By Angie Marquis  
Youth Programs Coordinator/  
Associate Director of Employment  
& Training*

Tewatohnhi'saktha's Mentor a Student Intern Program, formerly called the "Kahnawà:ke Part-Time Post-Secondary Employment Program" was given new life this past fall by changing not only

the title, but also the program's objective. It exists to provide students with a meaningful career-related work experience, build networks for their future, and gain practical experience. In addition to having an extra hand, employers will have an opportunity to mentor and cultivate students' new techniques and knowledge into the workplace.

The Mentor a Student Intern Program gives students the practical work experience needed to be successful in obtaining employment after their post-secondary schooling. Students get the opportunity to develop relationships with employers and demonstrate their abilities.

Together, employers and students benefit from growing opportunities

in workforce development.

Karlie Onerahtókha Marquis is a former student participant and now the Financial Manager at the Mohawk Council of Kahnawà:ke (MCK). She has come full circle with the program and is now the mentor for Hayley Morris, who is majoring in Accounting at Concordia University's John Molson School of Business (JMSB). "Tewatohnhi'saktha's Mentorship program gives the students an opportunity to gain paid, real-work experience in fields that they are pursuing academically. Once I transitioned from an analytical to a managerial position in the MCK Finance department, Hayley was able to fill the position I had left behind. As a previous scholar who

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# Heads Up Summer Program: A summer camp for 12-to-17 year-olds that pays!



*Group 1's car wash.*

***By Daryl Leclaire,  
Heads Up Program Coordinator/  
Business Services Officer***

There were two sessions of the Heads Up Program this year, with a total of 32 participants ranging in age from 12 to 17 years old. The objective of the Heads Up Program runs parallel to those of Tewaohnni'saktha, whose mission is to stimulate and enhance Kahnawà:ke's economic growth by investing in people and businesses. This is one of the many ways Tewaohnni'saktha is investing in people. The program provides our community's youth with knowledge and experience they need to become successful adults whether they decide to continue their studies, take up a vocational trade, or enter the workforce.

In-class lessons gave an introduction to some technical and soft skills such as professionalism in the workplace, marketing, human

relations, résumé-writing, and interview skills. Guest speakers from various local businesses and organizations gave real-life advice and shared some of their on-the-job experiences.

The employee for two days program was introduced a few years ago and has become a staple of the

Heads Up Program, so much so that it was expanded to three days this year. The participants were able to learn on-the-job skills by being placed at local businesses and organizations in an area of interest. They immediately put all their newfound knowledge to the test by running their own business – a barbecue and car wash - where the participants split the profits evenly. The first group earned \$170 each for their efforts, and the second group brought home \$205 each.

Of course the program is not all work and no play; the participants went on outings to Super Aqua Club, La Ronde, and the movies - and enjoyed breakfast at the Rail and a pizza party to close out the summer. The cost for the program is \$30 per participant per four-week session and includes all field trip admissions. We look forward to working with the kids again next year! 🍕🍷



*Group 2's team building activities.*

# Kahnawà:ke Summer Student Employment Program: More funding for KSSEP makes summer employment great again!

By *Branden Morris*,  
Youth Programs Assistant

At the end of their summer employment, each student who worked through the KSSEP is asked to complete a survey or exit interview to give us feedback and ideas for improving the program. This year, common themes as to what students learned over the summer were communication skills, professionalism, and customer service; all key “soft skills” needed in today’s workplace. Moreover, they enjoyed working with the people in the community, from early childhood ages to youth and adults, and developed relationships with their co-workers that they valued. They also recognized the importance of being responsible and being positive role models. We wish all students a great school year and thank all the employers for their participation! 🌸

## What is the KSSEP?

The Kahnawà:ke Summer Student Employment Program (KSSEP) was an initiative started by Tewatohnni'saktha in 2001 to give students the opportunity to gain work experience over the summer months. The KSSEP incentivizes employers to hire Kahnawà:ke students by subsidizing 80% of the wages.

## Why use the KSSEP?

The program provides further intangible benefits to the employers and to the students, Tewatohnni'saktha, and the community of Kahnawà:ke in some form. Employers always appreciate lower labour costs as well as working with students, and students gain some work experience in credible businesses and organizations, improving their work skills and increasing their marketability for future employment. Tewatohnni'saktha and the community gain from the positive economic impact that is di-

rectly related to having more jobs. The more employees and money that stay in Kahnawà:ke means greater opportunities for the service and retail industries to thrive.

## Some statistics about the KSSEP

147 students registered for the program  
46% Male  
54% Female

## Level of education:

46% High School Applicants  
27% CEGEP Applicants  
26% University Applicants

## 77 students were employed through the program (56 in 2016)

## Funding sources

Kahnawake Education Center	\$103,554.75
Tewatohnni'saktha	\$143,600.00

## Mentor a Student Intern Program

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took part in Tewatohnni'saktha's student-employment programs, my ability to relate to Hayley's current

situation has fostered a comfortable and strong working relationship. Needless to say, this only adds to the clan culture that we strive to build at the MCK," said Marquis.

New students and employees are chosen every semester to benefit from the program. The deadline for the winter semester is Wednesday January 24, 2018. 🌸

# Tewatohnni'saktha Business Scholarship Fund: Morris/Moses duo win big!



*The Scholarship Selection Committee presents the cheque to Graysen Moses and Branden Morris (via Skype).*

**By Marissa Leblanc,**  
*Executive Assistant/Office  
Manager*

On September 15, 2017, Tewatohnni'saktha held a press conference to award two ambitious students the Tewatohnni'saktha Business Scholarship, in the amount of \$3,000 each. The scholarship was created in 2011 to support, acknowledge, and honor Kahnawà:ke students' academic ambitions, and those who pursue post-secondary studies in the fields of Business, Business Administration, Economic Development, and Information Technology are eligible to apply. This year when the application review committee met, they found that both applicants not only met the eligibility criteria but both applicants far surpassed the grade average requirements set forth in the policy.

Graysen Moses is currently entering her third semester at Marianopolis College in the Commerce program. She is known for staying up late and studying herself to

sleep almost every night. She is currently taking full-time courses while putting in part-time hours with Tewatohnni'saktha through the "Mentor a Student Intern Program," where she assists the accounting department and with writing client contracts for the Employment & Training division. Graysen's future goals are to become either an accountant manager or an auditor.

Branden Morris is entering his final year in the Bachelors of Economics program at St. Francis Xavier University in Nova Scotia. He has just begun writing his final year thesis on the factors affecting individual wages, and if the wages of First Nations employees are equitable. He will also be acting in the capacity of Teacher's Assistant, a paying job that will help alleviate the costs associated with higher learning. Branden is ultimately interested in becoming a professor, and though he may have many more years of school ahead of him we have no doubts that he will succeed.

Both applicants were student employees at Tewatohnni'saktha this

past summer and both did an excellent job in their respective positions. This led to Graysen's position at Tewatohnni'saktha through the mentorship program and Branden has been offered the summer position of Junior Economic Development Officer at Tewatohnni'saktha for 2018, where he will be shadowing the CEO.

We are very happy to add these two deserving candidates to the list of scholarship recipients. On behalf of the Tewatohnni'saktha and the Board of Directors, congratulations!

**Since its inception,  
11 scholarships have been  
awarded, making Graysen  
and Branden numbers  
12 and 13:**

- 2011 Dawn Marquis,** Bachelor of Commerce
- 2012 Karlie Marquis,** Bachelor of Commerce
- 2013 Bronson Cross,** Bachelor of Administration
- 2014 Joseph Jocks,** Bachelor of Commerce
- 2015 (Spring): Jasmine Dearhouse,** IT vocational
- 2015 (Fall): Brooke Deer,** Bachelor of Administration
- 2016 (Spring): Lauren McComber,** E-Business
- 2016 (Spring): Keisha Goodleaf,** Bachelor of Commerce
- 2016 (Fall): Ikey Beauvais,** IT Vocational
- 2016 (Fall): Tewateroniakwa Lahache,** Bachelor in Economics
- 2017 (Spring): Hayley Morris,** Bachelor of Commerce specializing in Accounting

# Collective Impact reaches out to KSSEP students at Youth Gathering



*Participants working on art projects that depict their ideal future for the community.*

**By Allison Jacobs**  
**Collective Impact**  
**Communications Officer**

The Kahnawà:ke Summer Student Employment Program (KSSEP) students participated in the Kahnawà:ke Collective Impact Youth Gathering on Friday August 4, 2017. Patricia Deer, Collective Impact Project Manager, gave an overview of the Collective Impact initiative. She explained that it is an opportunity for community members to come together to create a stronger economic and social future.

Kyle Delisle, CEO of Tewatohnni'saktha, was a guest speaker and shared valuable insight into the current social and economic realities of our community. He highlighted what areas require attention, and what the labour market will look like in the future. People may no longer be able to rely on jobs that

require a high school diploma; most people now, and even more so in the future, will need higher education to be qualified for the jobs that are out there. At present there is a deficit of people with degrees in the Science, Technology, Engineering, and Math (STEM) fields, and the number of students in these fields of study are not projected to be able to fill that void. This trend will continue in the future because currently only 15% of students are enrolled in STEM programs. In closing, Kyle encouraged the youth to think about our economy, think about their future educational endeavours, and think about ways to work together to create a happy, healthy, and thriving community for the next 100 years.

The students then participated in group work to determine their personal priorities for the future and for the future success of the community. They were asked to describe the ideal future of education, language,

culture, tradition, jobs, and the economy, and were then required to prioritize these topics in the order that they considered most important to them. The list, in order of importance as prioritized by the students, is as follows:

- Education
- Language and Culture
- Healthcare/Wellness Services
- Employment Opportunities
- Environment
- Childcare Services

The participants were also invited to visualize the ideal future for Kahnawà:ke and create it with various art supplies. The activity sparked active discussion and camaraderie, and resulted in powerful images.

Chief Kahsennenhawe Sky-Deer was invited to be a guest speaker and talked about her life experiences. She shared that as a leader in the community she lives a sober and drug free lifestyle, promotes our culture, and uses the Kanien'ké:ha language that she learned as a child with others. She also compounded on the importance of having a supportive family environment. Chief Sky-Deer challenged the youth to consider coming together to found a youth council, in order to create a supportive environment outside of the home that provides a forum for the youth to share their views on various topics.

Overall the day generated thoughtful discussion, suggestions, and wishes for the future of our community. 🌟

# Kahnawà:ke Tourism: A summer of festivals and events!



*Smoke dancers demonstrating traditional social songs and dances at the Corn festival.*

**By Kimberly Cross**  
**Tourism Development Agent**

The fourth summer flew by for the Kahnawà:ke Tourism staff and it was, without a doubt, a success! We promoted Kahnawà:ke at over nine events, and coordinated three events ourselves with the help of our three summer students and one short-term employee, who has now moved on to permanent employment.

You may have seen our staff at the “Walking With Our Sisters” art installation from July 5 to July 12. The Tourism office was responsible for communications and tour/group planning. Or, perhaps you saw us at the 27th annual “Echoes Of A Proud Nation” pow wow on July 8 and 9, where we gave away our hot lime green bags.

Summer student Wakenhniiohstha Montour planned and coordinated two craft fairs that were held alongside the “Heads Up Car Wash & BBQ” on July 13 and August 10. With her hard work we attracted seven artisans to set up booths to sell their items in front of

the Kahnawà:ke Business Complex, and we welcomed over 50 visitors/shoppers. We look forward to providing more of these pop-up fairs!

In addition to the many goings-on within Kahnawà:ke, we participated in and attended numerous events in the greater Montreal and Quebec City regions:

- Longueuil’s archaeology event, where 12 booths were set up representing crafts, culture, and archaeology, and showcasing various talents.
- Summer student Tiawentí:non Canadian represented Kahnawà:ke at the National Associations of Friendship Centers conference at the Sheraton Hotel in Montreal on July 26.
- Tourism Development Agent Kimberly Cross attended the McGill PowWow on September 15.
- “KWE! Meet with Indigenous Peoples! KWE! À la rencontre des peuples autochtones!” event from September 1 to September 3, 2017: Over 2,000 people stopped by our kiosk to learn about who we are as Kanien’kehá:ka of Kahnawà:ke.

Our third summer student was mainly behind the scenes, although you may have seen him around with his camera or drone. Rahnienhawe McComber was the Junior Communications Officer for Tewatohnhi’saktha and Tourism, where he worked on a multitude of videos and promotional material for our organization. Most of his creations can be found on our Facebook pages (Tewatohnhi’saktha, Shop Kahnawà:ke, and Kahnawà:ke Tourism) or our YouTube channel. The three summer students completed their employment with Tewatohnhi’saktha by August 18, and we wish them a great academic year!

The Tourism office was fortunate to have a new employee for three weeks in September. Dillon Rice, Tourism Clerk, assisted in the coordination of the “Corn Festival! Fête du Maïs! Tetewanonhwerá:tons ne ó:nenhste!” that took place on Saturday, September 16. Over 250 visitors attended the event and more than 16 artisans, crafters, and food vendors set up their booths. There were two live performances by the Deer Family Mohawk Singers and Dancers troupe, along with other local talented smoke dancers who demonstrated traditional social songs and dances. Local Dave McComber exhibited fire making skills, and Sose tanon Leo discussed traditional Indian corns. Our own Tiawentí:non Canadian was on site as well guiding a corn husk doll-making workshop. Walking tours of Kahnawà:ke and the Saint Kateri Tekakwitha Shine were offered

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# KSM mid-year review

(April 1 - September 30, 2017)

Revenues Generated <sup>1</sup>			
KSM	Mid-Year Target	Mid-Year Results	Annual Target
Billboards and other leases	\$63,836	\$63,836	\$127,672
Cellphone Towers	\$43,274	\$43,274	\$86,547
Room Rental	\$11,000	\$11,444	\$22,000
TBLF Client Loan Interest	\$17,500	\$18,911	\$45,834
Business Complex	\$44,106	\$82,973	\$88,389
Office Complex	\$163,724	\$224,035	\$366,004
Business Creation/Expansion			
KSM	Mid-Year Target	Mid-Year Results	Annual Target
# of new businesses started or expanded <sup>2</sup>	6 4 Micro 2 Small	9 1 Micro 4 Small 4 Expansions	14 7 Micro 3 Small 1 Medium 1 Large 2 Expansions
# of jobs created by new businesses/expansions	12	10 4 Part-Time 6 Full-Time	26
New loans under TBLF	\$125,000	\$200,332	\$225,000
Dollar value by year – products for business services <sup>3</sup>	\$55,000	\$129,268	\$241,000
Job Creation & Capacity Building			
KSM	Mid-Year Target	Mid-Year Results	Annual Target
Jobs created <sup>4</sup>	17	23.1	17
Jobs maintained after subsidy ends <sup>4</sup>	2	5.2	2
Clients attain employment <sup>4</sup>	35	34.4	35
Clients attain employment <sup>4</sup>	25	104.5	25
Total E&T clients served	385	499	780
New clients	55	73	110
Dollar value by year – products <sup>5</sup>	\$705,842	\$988,981	\$2,823,367
<sup>1</sup> Reported in Net Income Excluding Depreciation <sup>2</sup> Micro Business=1 Employee    Small Business=2-5 Employees    Medium Business=6-10 Employees    Large Business=10+ Employees <sup>3</sup> Total amount spent on financial grant programs <sup>4</sup> Measured in Full Time Equivalents(FTE's): 468.75 hours worked in 1 quarter, or <sup>5</sup> The total amount spent on financial grant programs. Includes tuition and allowances			

## A summer of festivals and events!

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that day on top of all the activities. Niawenhkó:wa to all who came out for the fun filled day. Dillon is now

off to work at McGill University. Congratulations, Dillon!

Overall the Kahnawà:ke Welcome Center staff have worked hard to provide diverse, interesting, and

culturally relevant activities and experiences for our visitors and community. We hope they were enjoyed and appreciated by all. 🌟

# Tewatohnhi'saktha Business Golf Challenge: Tee times and story time



Board Treasurer Greg Horn, CEO Kyle Delisle, and Tournament Coordinator Lisa Morris present the business golf proceeds to the Library.

By Lisa Morris,  
Event Coordinator

The Tewatohnhi'saktha Business Golf Tournament was held at L'Amour Golf Club on Friday August 11, 2017, and raised a total of \$70,000 for the Tsi Iewennahnotákhwa Kahnawà:ke Library. It was a beautiful day despite the weather predictions, and the 152 players enjoyed

sunny skies and warm temperatures.

The tournament is a fundraiser, therefore sponsorships are critical to its success, both financially and to provide the fun, quality "extras" that make the event so popular. This year's sponsorships totaled \$43,890 thanks to Lois Williams, who is the Purchasing Agent for the Executive Directors Committee and was instrumental in securing a large part of

the sponsorships. Other fundraising events found on site were a 50/50 raffle, the gem prize raffle, putting game, and skins game. These side events raised \$7,715, including prize money that some of the winners generously donated back to the tournament.

After the players returned to the clubhouse they enjoyed a prime rib meal and the tournament auction, which generated \$26,356. Auctioneer Jill Skye and Master of Ceremonies Davis Rice kept the auction fun and exciting, and kept the majority of the players there until the end of the auction.

Congratulations to the Tsi Iewennahnotákhwa Kahnawà:ke Library on the success of the event, and thank you to the volunteers from both Tewatohnhi'saktha and the Library. Your services were exceptional and helped keep things running smoothly. Also a huge thank you to all our sponsors and players, I hope you all enjoyed your day of fun in the sun! 🌻

## Tournament Winners:

### 1st place team donated their winnings to the tournament (\$1,500)

Keith McComber  
Trent Thomas  
Myles Jacobs  
Marco Labo

### 2nd place team (by retrogression) donated half of their winnings to the tournament (\$400)

Rahente Diabo  
Darren "Orr" Diabo  
Trevor Lazare  
Mark Gerard

### 3rd place team - donated their winnings to the tournament (\$500)

Brad Jacobs  
Kyle Martin  
Josh Mayo  
OJ Hemlock

### Special Holes:

Men's Longest Drive:  
Mack Kirby donated prize to the tournament (\$250)

Women's Longest Drive:  
Carrie-Layne Diabo donated prize to the tournament (\$250)

Men's Closest to the Pin:  
Kurtis Diabo donated prize to the tournament (\$250)

Women's Closest to Pin:  
Kahsennenhawe Sky-Deer won \$250