

SMOKE SIGNAL



Mississauga First Nation

April 2003

What's Inside

⊙ Contact & Extension List	2
⊙ Chief and Council News	3
⊙ Mississagi Trust Updates	8
⊙ Nominations for Election	9
⊙ Notice of Polls	10
⊙ Education Department Updates	11
⊙ Youth Environment Leadership Forum	12
⊙ Adult Education Updates	13
⊙ Misswezahging Dev. Corp	13
⊙ Checklist for Education Awards	14
⊙ Boys and Reading	15
⊙ MFN Housing Committee	18
⊙ Dr. Phil's Psyche Profile Test	19
⊙ Men's Wellness Conf. Cont.	21
⊙ MFN Website Day	24
⊙ Customizing a Job Search	25
⊙ Kid's For Life Grand Opening	27
⊙ Easter Colouring Page	28
⊙ Easter Egg Hunt	29
⊙ More Birthday Wishes	30
⊙ Blind River Minor Ball	30
⊙ Birthday Calendar	31
⊙ Announcements	32

MEN'S WELLNESS CONFERENCE

In February, nine of our community men attended the men's wellness conference in Arizona, New Mexico.

Following is a report from one member.

Trip To Phoenix, Arizona Men's Wellness Conference February 11, 12, 13, 2003

On behalf of the men's group, I'll try to summarize our travels to Phoenix as best as I can. Here's a list of people who made the trip:

Larry Boyer a.k.a. Chief
Perry Chiblow a.k.a. Co-pilot
Julius Stevens a.k.a. Smiley
Conrad Bobiwash a.k.a. Mexican
Gerry Boyer a.k.a. Pinhead
Barry Boyer a.k.a. Shwartzenegger
Matthew Armstrong a.k.a. Matty
Matthew Chiblow a.k.a. Max,
and me, Perry Boyer.

The group would like to mention those who, for various reasons, were unable to make the trip. They are: Bill Boyer Sr., Roger Daybutch, Glen Morningstar, Brian Boyer Sr., Cletus Boyer, Wayne Petahtegoose. The trip would have been all the more enjoyable had these men been able to attend as well.

Together all 15 men worked very hard in fund raising 4 months prior to going on this trip.

Departure to Phoenix was on a snowy Saturday, February 9th and Julius had the privilege of picking everyone up between 6:30 a.m.- 6:45 a.m. Conrad, being the new kid on the block, paid for coffee for everyone, and we hit the road. Little did we know that was the last Timmy's stop until we got back to Canada.

Crossing the border was quite an experience. As you all know, the borders were and still are on high alert. "Pull ahead to garage and they'll open the doors." We did just that and by looking at few facial expressions it was like "here we go." We were held there for 1.5 hrs and asked a dozen questions

(Continued on page 21)

COMMUNITY BUILDINGS

ADULT EDUCATION	356-3590
CHIBLOW LAKE LODGE	843-0402
DAY CARE CENTRE	356-1545
DREAM CATCHER COMPLEX	356-1621
EDUCATION CENTRE	356-3590
ELDER'S CENTRE	356-3713
ENJIKENDAASANG LEARNING CENTRE	356-3197
FIRE HALL	356-3913
AFTER HOURS – RAY	356-1714
– FRANK	356-4920
IN-MOTION FITNESS CENTRE	356-4656
MFN LIBRARY	356-5335
MISSISSAGI TRUST	356-2728
	356-1621
	Ext. 2206
	Ext. 2221
MISSWEZAHGING DEV. CORP.	356-1621
	Ext. 2215
	Ext. 2216
VARIETY CLUB	356-0160
	356-3844
WATER TREATMENT PLANT	356-2660
FAMILY RESOURCE	356-7800
CENTRE	356-7142
YOUTH RESOURCE ROOM	356-0481

BUSINESSES & OTHER

BOYER'S CONFECTIONERY	356-0423
WILLIE'S GAS BAR	356-1380
NORTH SHORE TRIBAL COUNCIL	356-1691
TREATMENT CENTRE	356-1681
NAADMAADWIIUK AMB	356-1691

FAX: 356-1090

DREAMCATCHER COMPLEX - Band Staff

TELEPHONE (705) 356-1621

NAME	TITLE	EXT.
ADMINISTRATION STAFF		
LAURENCE BOYER	CHIEF	2204
JIM JR. CADA	BAND ADMINISTRATOR	2202
LINDA CHIBLOW	EXECUTIVE ASSISTANT	2208
MATTHEW ARMSTRONG	MEMBERSHIP CLERK	2209
MELANIE DAYBUTCH	RECEPTIONIST/SECRETARY	2238
JOANN CADA	FINANCE CLERK	2211
ALLISON MORNINGSTAR	PAYROLL CLERK	2210
MISSISSAUGA TRUST		
CLAUDETTE BOYER	TRUST OFFICE	2221
HEALTH STAFF		
GLORIA DAYBUTCH	HEALTH & SOCIAL SERVICES DIR.	2203
KATHLEEN CHIBLOW	ASST. HSS. DIRECTOR	2222
MARY ELLEN MORNINGSTAR	MED. TRANS. CLERK	2201
ELVA MORNINGSTAR	COMMUNITY HEALTH REP	2231
JANET BOYER	TEAM SECRETARY	2353
KELLY MORNINGSTAR	HSSD SUPPORT STAFF	2224
LYNN NIGANOBE	TEAM SECRETARY	2228
DEBBY ROACH	NURSE PRACTITIONERS	2218
JOEY PROVENCHER	NURSING SUPERVISOR	2350
SHARON LOVE	COMMUNITY HEALTH NURSE	2230
DIANNE BOWEN	HOMECARE NURSE MAN.	2226
CHRISTINE TRIVERS	DIETICIAN	2225
DR. SICOLI	CHIROPRACTOR	2225
PERRY JOE BOYER	HEALTH PROMOTION WORKER	2229
GREG DAYBUTCH		2352
JULIUS STEVENS	TRAD. HEALTH WORKER	2227
BRENDA LAFRAMBOISE	HEALTHY BABIES/CHILDREN PROJ. COORD.	2351
PROGRAMS AND SERVICES		
LINDY CHIBLOW	WELFARE ADMINISTRATOR	2237
KEITH SAYERS	NATURAL RESOURCES MANAGER	2217
BEV GAUTHIER	RESOURCE SECURITY OFFICER	2220
GLEN MORNINGSTAR	PUBLIC WORKS	2219
HELEN ARNOTT	CASE ASSESSMENT DEV. WORKER	2215
BOB MATTHIAS	FIRST NATIONS CONSTABLE	2220
MISSWEZAHGING DEVELOPMENT CORPORATION		
WILMA BISSIALLON	GENERAL MANAGER	2223
BERNADETTE BOYER	PROPERTY MANAGER TRAINEE	2215
SOCIAL SERVICES STAFF		
CHRISTINE OWL	YOUTH COORDINATOR	2242
SALLY JACKPINE	RESTORATIVE JUSTICE CIRCLE COORDINATOR	2240
EVELYN NIGANOBE	NOG FAMILY SUPPORT SERV.	2236
LINDA DAYBUTCH	COMMUNITY SUPPORT SERVICES	2232
ROGER DAYBUTCH	NOG FAMILY SUPPORT SERV.	2236
MARY CHIBLOW	ACTIVE LIFESTYLES	2241
CONRAD BOBIWASH		2241
REG PARIZEAU	MEDICAL VAN DRIVER	254-9394
JOHN GAUTHIER	MEDICAL VAN DRIVER	848-3737
BONNIE LAFRENIERE/NANETTE BOYER	HEALTHY BABIES	356-0481

Chief and Council News

BAND COUNCIL RESOLUTIONS

- BCR #079-02-03** That the Mississauga First Nation Council supports the appointment of Andre St. Pierre to the six month contract position of Health Records Clerk Trainee effective February 11th, 2003 through to August 8th, 2003.
- BCR #080-02-03** That the Mississauga First Nation Council supports the Town of Blind River for an allocation from the Patten Post Regional Fund in the amount of \$60,000 for “the purchase and installation of an outdoor Electronic L.E.D. Sign on Highway 17 in Blind River”.
- BCR #081-02-03** That the Mississauga First Nation Council supports the Town of Blind River for an allocation from the Patten Post Regional Fund in the amount of \$65,000 to “develop a Horse & Log display” in conjunction with their Northern Ontario Logging Memorial.
- BCR #082-02-03** That the Mississauga First Nation Council supports the Corporation of the Town of Thessalon for an allocation from the Patten Post Regional Fund in the amount of \$200,000. for their “Sewage Lagoon Expansion Project”.
- BCR #083-02-03** Whereas the Mississauga First Nation has signed a Memorandum of Understanding with the Town of Blind River for the “Heritage Centre” project; and,
- Furthermore, a Request for Proposals was sent out to interested parties for the Phase I activities and the Heritage Centre Steering Committee carried out all the necessary work for choosing a consulting firm;
- Therefore the Mississauga First Nation Band Council supports the following recommendations:
- 1) That the firm of D.J. Cardinal & Associates be awarded the contract conditional upon funding confirmation;
 - 2) That confirmation of selection be provided to FedNor for finalization of funding submission;
 - 3) That the community allocate funding of Phase I at \$19,760 remain unchanged at present; and,
 - 4) That the Heritage Centre Steering Committee proceed with the project start up on receipt of funding confirmation.
- BCR #084-02-03** Whereas the Mississauga Band entered into a Settlement Agreement with her Majesty the Queen in Right of Canada and Her Majesty the Queen in Right of Ontario dated for reference the 27th day of April 1994,

(Continued on page 4)

(Continued from page 3)

And Whereas per Settlement Agreement Article 16.7 “The Implementation Committee shall function only as long as necessary for the implementation of this Settlement Agreement, and in any event the Implementation Committee shall terminate on March 31, 2003.”

And Further as per Article 17.1 “The Parties shall, in good faith, do such things, execute such further documents and take all necessary measures to implement this Settlement Agreement.”

Therefore the Mississauga First Nation Council hereby agree that the Mississauga Implementation Committee activities be extended until the implementation of the Settlement Agreement is finalized.

And Further that Chief Laurence A. Boyer be appointed as representative for the Mississauga First Nation and James Cada Jr. as Alternate.

BCR #085-02-03

Whereas, a joint legal claim for damages from the Crown for failing to properly administer the annuities provision of the Robinson Huron Treaty of 1850 is being planned; and,

Whereas, some First Nations who are not currently signatories to that Treaty wish to participate in this claim, and claim that they are properly beneficiaries of that Treaty;

Now Therefore, Mississauga First Nation agrees:

- 1) Both signatory and non-signatory First Nations will proceed to make their claim in a single, joint legal action;**
- 2) The First Nations agree to share the common costs of the litigation equally;**
- 3) Notwithstanding, if there are substantial additional costs related to non-signatory First Nations making a claim that they are beneficiaries of the Treaty, then the issue of who bears these costs will be determined at that time.**

BCR #086-02-03

That the Mississauga First Nation Council hereby permits Bell Canada to place anchors and poles along Hwy 17, Order #623161, Location #324304 as per attached diagram.

BCR #087-02-03

That the Mississauga First Nation Council approve the recommendation that the Social Services Case Assessment & development Worker receive the following salary increment:

- a 2% increase in pay retro-active to April 1, 2002 to reflect the first year of performance**
- an additional increase in pay effective April 1st, 2003, to bring her up to a Level 6 on the salary grid as middle manager.**

(Continued on page 5)

(Continued from page 4)

BCR #088-02-03 That the Mississauga First Nation Band Council do hereby approve the 4% salary increase for the Social Services Administrator I, retro-active to April 1st, 2002.

BCR #089-02-03 That the Mississauga First Nation Council hereby request from the Ministry of Community, Family and Children Services, the amount of two hundred and fifty-nine thousand, two hundred and twenty-three dollars (\$259,223.) For the VAW Program at the Mississauga Women's Shelter:

Further, the following is a breakdown of the requested amount:

Ministry Project Code:	90	-	\$198,139
	95	-	5,738
	237	-	32,013
	671	-	23,333

BCR #090-02-03 WHEREAS the North Shore Tribal Council (NSTC), on behalf of the member First Nations, is engaged in the development of an active measures or developmental social assistance program that is suitable in the cultural and socio-economic circumstances of the member First Nations;

AND WHEREAS a Social Assistance Working Group (SAWG) consisting of representatives of the member First Nations has been constituted to conduct the development planning process;

AND WHEREAS the NSTC has entered into a developmental process funding agreement with Canada that specifies three planning phases and requires submission of a report setting out specific results of the first phase (Development of a Detailed Delivery Model) as a condition for transfer of the funding required to complete the second phase;

AND WHEREAS the SAWG has completed the work that is covered by the funding obtained for Phase 'A' and has submitted a report setting out a proposed framework policy for an active measures program, a proposed program organization and accountability structure, a proposed service delivery model and an estimate of resources required to operate the service delivery model effectively;

THEREFORE BE IT RESOLVED THAT the Mississauga First Nation:
1) accepts the SAWG Report entitled "Phase 'A'; Program Model Development" in principle and solely for purposes of initiating further discussions and the negotiation of phase 'B' funding with Canada;

2) establishes a negotiating committee consisting of the Chief holding the Social Services portfolio and one representative of each First Nation, and

(Continued on page 6)

(Continued from page 5)

3) directs the negotiating committee (with appropriate technical assistance) to:
i) convene a meeting with representatives of Canada (e.g. the INAC Regional Director General for Ontario and relevant support staff) in order to present the Phase 'A' Report as soon as possible; and to
ii) undertake such negotiations as are necessary to secure funder acceptance of the service delivery model and the conclusions respecting operational funding requirements that are set out in the Report; and the funding required to initiate and complete Phase 'B' of the project.

BE IT FURTHER RESOLVED THAT the negotiating committee report back to the NSTC on the progress of the negotiations after each negotiating session with recommendations respecting the resolution of any issues that may arise in the course of these negotiations.

BCR #091-02-03 That the Mississauga First Nation Council agree to accept Two Dollars (\$2.00) in full payment and satisfaction of all claims or demands for damages of whatsoever kind, nature or extent which may have been done to date by Hydro One, during the construction, completion, operation or maintenance of the Transmission Line and added customers of Hydro One as constructed on the Mississauga First Nation.

Whereas the Mississauga First Nation Council agree to th erection and maintenance of one pole occupation with all the guys, braces, wires, cables and associated material and equipment and right to cut. The Mississauga First Nation Council agree not to erect a building or other structure within a right-of-way 5 meters in width as measured 5.0 meters from and at right angles to the center of said Transmission Line.

BCR #091-02-03 WHEREAS the Chief and Council of Mississauga First Nation is the elected body to represent the membership of the Mississauga First Nation as per Custom Election Code;

WHEREAS it is in the best interest of the First Nation that it temporarily borrow funds from RBC Royal Bank to assist with operating costs;

WHEREAS a quorum of the Mississauga First Nation Chief and Council, consisting of five (5) attended a duly convened meeting as of today's date for the purpose of requesting the RBC Royal Bank provide Mississauga First Nation with a temporary operating line of credit in the maximum amount of \$200,000 for the purpose of temporary accommodation for operating costs; and,

WHEREAS monthly interest only payments are to be made at a rate of Royal Bank Prime plus 1% with the balance of the operating line paid in full;

WHEREAS the Chief and Council hereby irrevocably guarantees full repayment of the loan made by RBC Royal Bank to Mississauga First Nation;

(Continued on page 7)

(Continued from page 6)

NOW THEREFORE BE IT RESOLVED:

That this resolution acknowledges the confirmation and endorsements of terms and conditions contained in the Operating Line Agreement for the amount not to exceed \$200,000; and,

That a quorum of Chief and Councillors are hereby authorized and directed to sign the Operating Line Agreement referred to above; and,

That this Band Council Resolution shall remain in effect until such time as the operating line from RBC Royal Bank has been paid to the full satisfaction of the Bank and this Band Council Resolution shall remain in effect until such time as both parties so desire to amend or terminate the financial agreement; and,

That the Band Council Resolution is irrevocable and shall be binding upon the First Nation, notwithstanding change in the constitution of the Council of the First Nation.

FURTHERMORE BE IT RESOLVED that the Band Council Resolution as indicated above will bind all future First Nation Councils and can only be cancelled by full agreement of the Chief and Council of Mississauga First Nation and RBC Royal Bank.

Moving?

...or know of anyone who has? Let us know!

We'll make sure you/they continue to get the latest Mississauga News.

Old Address:

New Address:



Return to Smoke Signal – Change of Address:

c/o Mississauga First Nation

PO Box 1299

Blind River, ON P0R 1B0.

Mississagi Trust Updates

March 24, 2003

To the Membership:

As you are aware, the Trust will be holding an election for Trustees; attached is a list of the nominees. The regular poll will be held Saturday, May 24, 2003 from the hours of 9:00 a.m. - 6:00 p.m. in the Council Chambers of the Dreamcatcher Complex. An advance poll will be held Friday, May 16, 2003 from the hours of 9:00 a.m. - 6:00 p.m. in the Council Chambers of the Dreamcatcher Complex.

Once again the Trust will be having mail-in ballots for our off-reserve membership. In order to help our off-reserve members become acquainted with the nominees, we have asked each nominee if they would include a short biography.

The mail-in ballots will be sent to our off-reserve members the week of April 14. Included in this package will be instructions for voting, declaration form, a ballot and any biographies of the nominees that we have received.

If you know of someone not receiving the Smoke Signal, please have that person give me a call so that we can get them on our mailing list and send them out a mail-in ballot package. They can call me collect at 1-705-356-2728.

Thank you.

Claudette Boyer
Electoral Officer
Mississagi Trust



NOMINATION FOR ELECTION OF TRUSTEES

Nominations were held to elect four (4) Trustees for the Mississagi Trust.

Nominations were held Monday, March 17, 2003 between the hours of 4:00 to 6:00 p.m.

The following people were nominated and have accepted their nomination:

- 1) **Willard Pine** - Nominated by: Donna Morningstar
Second by: Joanne Niganobe
- 2) **Debbie Mayer** - Nominated by: Rachel Payette
Second by: Travis Jacques
- 3) **Shelly Boyer Daybutch** - Nominated by: Julius Stevens
Second by: Roger Daybutch
- 4) **Dianne Bowen** - Nominated by: Jerry Boyer
Second by: Kathleen Chiblow
- 5) **Conrad Bobiwash** - Nominated by: Jerry Boyer
Second by: Julius Stevens
- 6) **Patti-Sue Daybutch** - Nominated by: Dianne Bowen
Second by: Jerry Boyer
- 7) **Perry Joe Boyer** - Nominated by: Gloria Daybutch
Second by: Julia Morningstar
- 8) **Glen Chiblow** - Nominated by: Kathleen Chiblow
Second by: Dianne Bowen
- 9) **Fidele Jokinen** - Nominated by: Bernadette Boyer
Second by: Linda Daybutch
- 10) **David Armstrong** - Nominated by: Joan Daybutch
Second by: Roberta Boyer
- 11) **Blanche Jackpine-Bob** - Nominated by: Roberta Boyer
Second by: Joan Daybutch
- 12) **Linda Chiblow** - Nominated by: Peter Corbiere
Second by: Bernadette Boyer

Nominations closed at 6:00 p.m.

EDUCATION DEPARTMENT UPDATES

ATTENTION COMMUNITY MEMBERS

The Mississauga First Nation Education Department is looking for new Education Committee members.

NEXT MEETING APRIL 7, 2003 @ 6:00 p.m. Education Center Boardroom.

Agenda:

Elect new Education Committee Executive - Chairman, Vice Chairman, & Secretary

MISSISSAUGA FIRST NATION EDUCATION DEPARTMENT MISSION STATEMENT

The Mississauga First Nation Education Department is to:

- ◆ ● Provide traditional cultural teachings and activities to help build self confidence, self esteem and how to make healthy decisions. The target group will be the students, day care children, elders, and to the First Nation Community membership.
- ◆ Provide Education support and guidance to promote fairness and to assist the students to be successful, self sufficient and independent individuals to pursue their educational goals.
- ◆ Help students achieve their Educational goals, careers and to balance their needs with the available resources in cooperation with other programs and services.
- ◆ Provide cultural programs, native studies, language, art, including land claims, treaties, and self-government.

TERMS OF REFERENCE

The Mississauga First Nation Education Committee was developed to identify the educational needs and concerns of the First Nation Membership. The Education Committee will ensure that community concerns and needs are being addressed and provide guidance and support to the Education Coordinator. The Education Committee will be accountable to Chief and Council, and the Mississauga First Nation Membership.

TERM:

All committee members will be on-off reserve community volunteers. The Education Committee members will serve a minimum two-year term. The Education Committee will consist of the following: on-off reserve parents, Elders, Youth, Council, Health and Social Services, Day Care and Economic Development. In addition to the Education committee community resources will be recognized and made available.

Note:

The Education Coordinator, Principals and Education Staff will only act as resource person, and not a voting member.

If you are interested please contact James Morningstar or Bev Daybutch at (705) 356-3590.

*Mamaweswin,
North Shore Tribal Council,
Youth Environment
Leadership Forum
May 11th to May 17th, 2003*

The purpose for this conference is to bring together our Youth with elders and teachers/professionals in the Environment field to discuss key environmental issues affecting First Nations communities today.

*Attention:
Grade 10's & 11's & 12's students*

DATE:

May 11 – 17, 2003

LOCATION:

**The Canadian Ecology
Center – Mattawa, Ontario**

**For more information please contact
Education Center or Sue Chiblow @
356-1621 ext. 2239**


MFN ED DEPT

ADULT EDUCATION UPDATES**What:**

Adult Education

When:

Monday – Friday 9:00 am – 3:30 pm

Monday Evening 5:00 pm – 8:00 pm

Where:

Adult Education Centre (Old Band Office)

Why:

Work towards your Grade 12 OSSD

★ The last year to obtain maturity credits

★ Have 2003 2004 school year to complete

Course:

Entrepreneurship Grade 11

Beginning Monday, March 31, 2003

Theory with practical in silk screening

Contact:

Vaughn Johnston

MISSWEZAHGING DEVELOPMENT CORPORATION

March 24th, 2003.

Available Immediately

House for rent

91 Chiblow Lake Road

\$500.00 per Month/Plus Utilities

Use of Barn \$600.00 per Month

Deposit Required

89 Chiblow Lake Road

\$400.00 per Month/Plus Utilities

Deposit Required

Cottage for Rent on Darrel Lake

\$171.50 per Month

Deposit Required

Ideal for Summer Getaways

Call Bernadette for More Details

705-

1621

2212

356-

EXT



Smoke Signal Submission Calendars for 2003-2004
are available at the library.

Plan Ahead! Never Miss a Deadline Again!!!

REMINDER TO ALL STUDENTS

CHECKLIST FOR EDUCATION AWARDS

ELLA BOYER MEMORIAL AWARD: One (1) elementary student (grade 8)

You will need to submit a covering letter, you must be graduating from grade 8 to grade 9; must have proof of grades 75% or higher (report card); must provide attendance record; must have recommendation letter from principal and teacher(s).

EDWARD MORNINGSTAR MEMORIAL AWARD: One elementary and one secondary

You will need to submit a covering letter: proof of grades 75% or higher (report card); attendance record; proof of participation in extracurricular and intramural sports activities, public speaking, science fairs, choir, etc. and recommendation letters from principal, teachers, coaches etc.

HAP HOMER MEMORIAL AWARD: One (1) secondary (youth or adult)

You will need to submit a covering letter; you must be a graduate of secondary school and be accepted and entering a two (2) or three (3) year degree (full time) diploma program. Must provide proof of 75% average or higher (transcript); a recommendation letter from principal and teachers.

ELI NIGANOBE MEMORIAL AWARD: One (1) secondary student youth or adult

You will need to submit a covering letter; be graduating from secondary school and be accepted and entering a three (3) year degree (full time) program at a university; present proof of 75% average or higher (transcript). Must have recommendation letters from principal and teachers.

Deadline for submission for the elementary/secondary awards is July 31, 2003

POST SECONDARY STUDENT INCENTIVES AWARDS

- Proof of successful completion of a post secondary degree or diploma program from a recognized post secondary institution:
- Verification of grade point average through submitting official transcripts;
- A covering letter addressed to the Education Awards Committee highlighting what makes you a worthy candidate of the incentive;
- Application for graduation form and incentives awards must be completed

Deadline for the post secondary awards submission is June 30, 2003.

Please submit your completed information package to:

Mississauga Education Awards Selection Committee
 PO Box 1299
 Blind River, ON
 P0R 1B0

For further information, please contact: Bev Daybutch or Jim Morningstar @ 356-3590.

Boys and reading

Have you noticed that a lot of young boy do not read as much as girl of the same age? My thoughts exactly. There are many theory and medical information that explains why boys are the way they are. I have found some interesting facts and would like to share them with the rest of you. -

Kathleen Odean "Great Books for Boys"

"In our culture, boys are raised to achieve, to hide feelings of uncertainty and fear, to compete rather than cooperate. Boys also trail girls in reading and a love of books. What parents, grandparents, teachers, and librarians need is a tool that will guide them to the books that will inspire boys of all different personalities and keep them coming back for more."

Marla Abramson "Why Boys Don't Read" - Bookmagazine.com

BEFORE HE COULD leave for the Friday night football game, the homecoming match up of Ashland, Oregon's Grizzlies against the Crater Lake Comets, Connor Sexton had to finish reading Lord of the Flies for his freshman English class. Clad in a black sweatshirt and cargo pants, he was sprawled in the rocking chair in the living room. His father, John, was checking his Email in another room when he heard a whump. He peered into the living room. The book lay on the floor, the pages ruffled after sailing clear across the room into the wood paneled wall. "I hate Jack," Connor said. "Good," his father thought.

"My son has been a reluctant reader," explains John Sexton, a librarian specializing in teen reading in Ashland, a town in the southern end of the state, halfway between Portland and San Francisco. He is the past chair of the Young Adult Library Services Association's Reluctant Reader Committee. "He's never had too many emotional responses to fiction, but he had one to this book. It's a classic book. It's a hard book. And he liked it, it made him angry."

Sexton defines reluctant readers as readers who can read, but do not. When they do read, it's because

they have to, not because they find it enjoyable. They read to fulfill an assignment or to answer the questions in the back of the book. More often than not, reluctant readers are male. According to a 1999 survey of more than 3,000 teens ages eleven through eighteen, 50 % of girls said they read most often "just for the fun of it," as compared with only 32 % of boys. 81 % of girls said they would read more if they had the time, as compared with only 60 % of boys. 12 % of girls said they only read for school, as compared with 22 % of boys, almost double.

"ON AVERAGE, boys will never read as much as girls. We can't set that as our standard," says Michael Gurian, author of What Stories Does My Son Need?, and the upcoming Boys and Girls Learn Differently! Gurian is credited with starting the "boys movement," which focuses on young male development. "Neurologically, they're not set up for that. The male brain is not set up the same as the female brain. When you take the basic brain differences to heart, you know boys are never going to read as much as girls."

According to Gurian, the brain grows right to left, but the female brain grows faster, resulting in a more developed left hemisphere. The left hemisphere is where language is processed, giving females an advantage in that area. Plus, Gurian says, schools don't teach reading properly for boys. "Most of the learning disabled are boys. Most of the children with reading problems are boys. Reading is taught by rote. Here's the letter, sound it out. You're teaching for the left side of the brain, so it will work better for females.

"That's the neurology part. Take the psychology," he says. "Males develop identity differently from females. They develop it from action. The heroic model is very key for boys. Harry Potter is a very heroic male, developing identity with action, with magic, and that's how boys are. The more we write

(Continued on page 16)

(Continued from page 15)

books like that, that develop male identity the way males do, the more males will read."

Joel Shoemaker, past president of YALSA, attributes the difference between boys and girls to cultural pressure. "It's how you promote reading in our society. Evidence says there's a biological root to this, but the main thing is social. You just don't hear parents yelling out the door to their son, 'Put that football away and read this book.' You don't hear parents telling their daughter, 'Put that book down, go ride a bike.' We need to show them it's okay to read." Shoemaker says that society doesn't offer enough examples of fathers reading to sons or any other type of male role models for reading. "They're not seeing it on television, they're not hearing it at home. There's just a social expectation that boys will be playing sports instead of reading, and we need to fix that."

Whether the causes are sociological or biological, if boys aren't reading, it's certainly not due to a lack of material. According to Bowker Annual's Books In Print, the number of young adult books published in the United States jumped from 2,023 in 1989 to 4,535 in 1999. Jana Fine, another past president of YALSA, says, "Publishers noted that if they build the market with male protagonists, boys will read them. There are more male oriented books these days than ever before."

Amy Benfer "Lost Boys" Salon.com

A study released in June by the U.S. Department of Education indicated that the average 16 year old boy has the reading skills of an average 14 year old girl. Equally dramatic gaps have show up in local studies in Boston, Chicago and New York. On the last Regents exam in New York City, 70 percent more girls than boys had exemplary scores in reading and writing; 45 percent more boys than girls scored well below grade level. There were no gender gaps reported on the math or science sections of the exam. (Of the dozen or so articles that appeared in the New York Post lamenting the dismal performance of New York City students, the question of gender was never raised, outside of

reporting the raw data.)

Additional studies show that girls, on average, also have better grades in high school and college and are more likely to be enrolled in accelerated or advanced placement classes. Boys are much more likely to be held back, diagnosed with a learning disability or put in a remedial or special education class. College admission and graduate rates for girls have soared since 1950. They now constitute the majority of college students and college graduates. And girls earned 57.2 percent of the bachelor's degrees awarded in 2000; boys earned 42.8 percent.

All in all, this adds up to a rather bleak picture for boys, unless one considers college entrance scores and studies that look at the success of adult men and women. Those who wish to address the issue of educational inequity for boys are caught between the empirical data, which shows very real gender gaps for young boys and college age men, and the perception that boys can't be doing so terribly, if adult men are still doing relatively well, or at least outperforming women.

Boys continue to outperform girls on the SAT, which is a requirement for admission to the majority of American universities. In 2000, girls scored, on average, 38 fewer points than boys overall (35 points on the math portion; 3 on the verbal). Similar gaps also show up on the PSAT, the SAT II, the ACT and the Graduate Entrance Exam, and though girls are more likely to take advanced placement classes, boys are more likely to achieve the higher scores needed to attain college credit for these classes.

Marla Abramson "Why Boys Don't Read" bookmagazine.com

Getting teen boys interested in picking up a book in the first place is another matter altogether. "It's always a challenge to encourage them to read," Fine says. "When people tell you to do something, adolescent, you don't want to do it." Sexton is more optimistic: "If the book is good enough, he will read it regardless of where it came from."

Librarians recommend the graphic novel format.

(Continued on page 17)

(Continued from page 16)

Boys will start with *The Far Side* and *Calvin and Hobbes*, then progress to *Tom Strong* by Alan Moore of DC Comics or series like *Superman* or *Elfquest*. "An outsider may call them a glorified comic book, but there's a lot of text," Sexton says.

Nonfiction books are just as popular. Cuyahoga County, Ohio, librarian Melanie Rapp Weiss says, "I'm excited that they've come out with nonfiction in [graphic] form like *Pedro and Me*, about the MTV *Real World San Francisco* cast member. I haven't been able to get my hands on it." Super skateboarder Tony Hawk's autobiography, *Hawk*, mixes photography with text, showcases skateboards and different tricks, and seems to skate right off the shelves. The late Tupac Shakur's *The Rose that Grew From Concrete*, an intense book of poetry that the larger than life rapper wrote when he was fifteen about his life on the streets, has done just as well. Again, graphics play a heavy part: Shakur's original writing lies alongside the typed version, and his doodling covers the pages.

Sports novels such as Rich Wallace's *Playing Without the Ball: A Novel in Four Quarters* continue to be popular, but last year's Newbery Award winner, Louis Sachar's *Holes*, an action adventure story, indicates that books for boys don't have to be about sports. Edward Bloor's *Tangerine* and Ben Bo's *Skull Crack* are filled with similar twists and turns that grab a boy's attention. And masters such as Chris Crutcher and survival minded Gary Paulsen seem to understand boys, the pressures they're up against and the stories they're looking for.

While experts may not agree why boys read less, they believe that finding the right book is the critical first step. As young adult author Paul Jennings once noted, "A reluctant reader is a child for whom we haven't found a good enough book."

There are plenty more cases I could add to this composition, but I think we all get the point. With all this information, it does not mean bad things for young boys, it just means that boys have different learning needs than girls. Boys tend to learn by a

HOW TO ENCOURAGE YOUR SON TO READ

by Kathleen Odean

- Let your son see you reading books, newspapers, or magazines. Make reading part of your household. Read aloud to him and encourage him to read to you.
- Leave books lying around the house. Buy some books that are likely to appeal to your son, or get a stack for free at your public library.
- For those boys who fear being teased, reading may be essentially private. Respect that he may not want to talk about everything he reads or be praised for reading (depending, of course, on the child).
- Subscribe to a magazine that might interest him.
- Encourage relatives and family friends whom your son loves and admires to give books as presents. When giving him presents you might combine a book with another interest, such as a soccer ball and a soccer book.
- Let your child make choices at the library or bookstore, and don't criticize his interests. Let him pick books that are too easy but may be comforting, or books that are too hard but have interesting pictures or photographs. It's also important to let him explore various topics, even if they don't fit stereotypical male interests, without being teased.
- Recognize that reading about information is as legitimate as reading novels. Acknowledge this fact to your son when he follows written instructions for a hobby or reads the sports pages.
- Some children love acquiring facts or trivia, and especially enjoy the *Guinness Book of World Records*, the *World Almanac*, or sports almanacs, just for the fun of browsing through them.
- If he is interested in a particular sport, seek out fiction or informational books about that sport, or a biography of a famous athlete.
- Try reading nonfiction aloud, especially on a topic your child cannot yet read about alone but about which he wants to know more.
- Choose a book together to give in his name to his school or your public library

Mississauga First Nation Housing Committee

**NOTICE
TO ALL SENIOR CITIZENS
ARE YOU 55 OR OVER?**

The Housing Committee is now taking Letters of Interest for the Available Units at the Seniors Citizens Complex

Please Submit your Letter of Interest to the Housing Committee:

Housing Committee
Mississauga First Nation
P.O Box 1299
Blind River, Ontario
POR 1B0
Fax: 705-356-1740

Deadline Date:
April 25th, 2003. at 4:00 p.m.

TO: ALL BAND MEMBERS

From: Housing Committee

The Housing Committee is taking Letters of Interest for the House Located at 143 Village road

Deadline Date:
April 25th, 2003. at 4:00 PM

Housing Committee
Mississauga First Nation
P.O Box 1299
Blind River, Ontario
POR 1B0
Fax: 705-356-1740

If you have already submitted your letter, please re-submit as per the above

**MAY 2003 SMOKE SIGNAL
Submission Deadline is April 14, 2003**

send your submissions to:

Smoke Signal
c/o PO Box 1299,
Blind River, ON, PoR 1Bo
Fax: (705) 356-1740
email: mfnlibrary@onlink.net

*All Submissions must be received by the deadline to be included in the new issue.
Use Your Submission Planner...get your message to all community members.*

DR. PHIL'S PSYCHE PROFILE TEST

Phil gave this test on Oprah. Some folks pay a lot of money to find this stuff out. Read on, this is very interesting! Take the Dr. Phil psyche profile test and see how you do.

DON'T cheat by checking the answer key. Don't be overly sensitive! The following is pretty accurate, and it only takes a few minutes. Take this test for yourself and tell your friends.

Answer for who you are now...not who you were in the past.

Have pen or pencil and paper ready. This is a real test given by the Human Relations Dept. at many of the major corporations today. It helps them get better insight concerning their employees and prospective employees. It's only 10 simple questions, so... grab a pencil and paper, keeping track of your letter answers. Ready?...Begin!

1. When do you feel your best?

- a) in the morning
- b) during the afternoon & and early evening
- c) late at night

2. You usually walk

- a) fairly fast, with long steps
- b) fairly fast, with little steps
- c) less fast head up, looking the world in the face
- d) less fast, head down
- e) very slowly

3. When talking to people you

- a) stand with your arms folded
- b) have your hands clasped
- c) have one or both your hands on your hips
- d) touch or push the person to whom you are talking
- e) play with your ear, touch your chin, or smooth your hair

4. When relaxing, you sit with

- a) your knees bent with your legs neatly side by side
- b) your legs crossed
- c) your legs stretched out or straight
- d) one leg curled under you

5. When something really amuses you, you react with

- a) a big, appreciative laugh
- b) a laugh, but not a loud one
- c) a quiet chuckle
- d) a sheepish smile

6. When you go to a party or social gathering

- a) Make a loud entrance so everyone notices you
- b) make a quiet entrance, looking around for someone you know
- c) make the quietest entrance, trying to stay unnoticed

7. You're working very hard, concentrating hard, and you're interrupted; do you:

- a) welcome the break
- b) feel extremely irritated
- c) vary between these two extremes

8. Which of the following colours do you like most?

- a) Red or orange
- b) black
- c) yellow or light blue
- d) green
- e) dark blue or purple
- f) white
- g) brown or gray

(Continued on page 20)

(Continued from page 19)

9. When you are in bed at night, in those last few moments before going to sleep, you lie

- a) stretched out on your back
- b) stretched out face down on your stomach
- c) on your side, slightly curled
- d) with your head on one arm
- e) with your head under the covers

10. You often dream that you are

- a) falling
- b) fighting or struggling
- c) searching for something or somebody
- d) flying or floating
- e) you usually have dreamless sleep
- f) your dreams are always pleasant

CIRCLE THE LETTER AND FOLLOWING NUMBER YOU PICKED

- 1. (a) 2 (b) 4 (c) 6
- 2. (a) 6 (b) 4 (c) 7 (d) 2 (e) 1
- 3. (a) 4 (b) 2 (c) 5 (d) 7 (e) 6
- 4. (a) 4 (b) 6 (c) 2 (d) 1
- 5. (a) 6 (b) 4 (c) 3 (d) 5 (e) 2
- 6. (a) 6 (b) 4 (c) 2
- 7. (a) 6 (b) 2 (c) 4
- 8. (a) 6 (b) 7 (c) 5 (d) 4 (e) 3 (f) 2 (g) 1
- 9. (a) 7 (b) 6 (c) 4 (d) 2 (e) 1
- 10. (a) 4 (b) 2 (c) 3 (d) 5 (e) 6 (f) 1

Now add up the total number of points.
Your Score is _____.

OVER 60 POINTS: Others see you as someone they should "handle with care". You're seen as vain, self-centered, and who is extremely dominant. Others may admire you, wishing they could be more like you, but don't always trust you, hesitating to become too deeply involved with you.

51 TO 60 POINTS: Others see you as an exciting, highly volatile, rather impulsive personality; a natural leader, who's quick to make decisions,

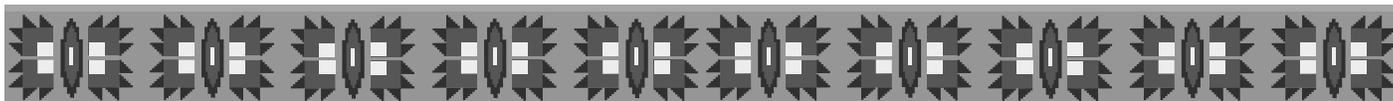
though not always the right ones. They see you as bold and adventuresome, someone who will try anything once; someone who takes chances and enjoys an adventure. They enjoy being in your company because of the excitement you radiate.

41 TO 50 POINTS: Others see you as fresh, lively, charming, amusing, practical, and always interesting; someone who's constantly in the center of attention, but sufficiently well-balanced not to let it go to their head. They also see you as kind, considerate, and understanding; someone who'll always cheer them up and help them out.

31 TO 40 POINTS: Others see you as sensible, cautious, careful & practical. They see you as clever, gifted, or talented, but modest. Not a person who makes friends too quickly or easily, but someone who's extremely loyal to friends you do make and who expect the same loyalty in return. Those who really get to know you realize it takes a lot to shake your trust in your friends, but equally that it takes you a long time to get over it if that trust is ever broken.

21 TO 30 POINTS: Your friends see you as painstaking and fussy. They see you as very cautious, extremely careful, a slow and steady plodder. It'd really surprise them if you ever did something impulsively or on the spur of the moment, expecting you to examine everything carefully from every angle and then, usually decide against it. They think this reaction is caused partly by your careful nature.

UNDER 21 POINTS: People think you are shy, nervous, and indecisive, someone who needs looking after, who always wants someone else to make the decisions & who doesn't want to get involved with anyone or anything. They see you as a worrier who always sees problems that don't exist. Some people think you're boring. Only those who know you well know that you aren't.





Men's group outside of Arizona. "It's awesome here, and all are enjoying the conference very much"

From left to right: (front) Max Chiblow, Conrad Bobiwash, Barry Boyer, Larry Boyer, Matthew Armstrong (back) Perry Chiblow, Julius Stevens, Perry Boyer, Jerry Boyer.

(Continued from page 1)

or so. Then we heard "Everyone in the van", and we complied. Little did we know that we would be sitting a little longer. As we turned to our right there was another van load of Elder's trying to cross.

We finally got the go ahead to pull out, and as we were I wondered to myself if the van full of men with First Nations marked on the side raised some sort of suspicion. Well, our border crossing was very interesting if not time consuming to say the least. It made us all wonder what it was going to be like crossing back.

Cruising down the I-75 saw everyone sharing border crossing stories. It snowed right through Michigan. Every 50-60 miles you would notice a

car off to side, or deep down the embankment. But having the load we did Julius did not fear. He was able to safely pass all slow moving vehicles. As we entered Indiana we hit an ice storm, but kept on rolling. You could tell by looking around that everyone was anxious but still feeling good about this trip.

By the next morning I awoke after having a little shut eye and was eager to see where we were. I noticed an Oklahoma sign to my right at 8:30 a.m. I had no idea how long I was sleeping but as took a quick glance I noticed that I wasn't the only one that was just waking up.

Our next stop to shop was in Amarillo, Texas as Conrad blurted out "I wanna buy Chiefy a cowboy hat." After being on the road for 24 hours, it was

(Continued on page 22)

(Continued from page 21)

our first chance to look for souvenirs. We all went in and were greeted by a cowboy, "Where you all from." Some of us looked around as others found items of interest. I found a belt that had a little bit of Texas and a little Navaho.

Back on the road again, and the next state was New Mexico. It was dark as we kept on rolling. We had been two days on the road, we decided to stop and get a good night sleep, and of course, a long hot shower wouldn't hurt.

In the morning we all went out for breakfast, and it seemed like where ever we went we were surrounded by laughter. At one point I tried not to laugh but couldn't, even the waitress was laughing. Our group seemed to carry a positive energy that was like a magnet for humor, finding laughter where others couldn't. After a little laughing and with our bellies full, it was time to hit the road again. "We are not far from Arizona now", our Co-pilot said with enthusiasm in his voice. Soon after we could see the mountains of Arizona, "Wow, this is beautiful". Staring into the mountains we climbed higher and higher, and you could feel it in your ears as the elevation rose to well over 2000 feet above sea level. The sun beating down on Arizona sand with all the open space was quite a sight to see. One couldn't help wonder what it was like a few hundred years ago. The only thing missing was water from this beautiful part of the country. We then stopped a scenic lookout and took some group pictures as we needed one last break before heading into the downtown area of Mesa, Arizona. Finally, after 51 hours and nine tanks of fuel we had arrived.

The group checked into the hotel and settled into their rooms. After a brief rest, everyone went about their own way. After being together for 51 hours, it didn't seem like a bad idea. I enjoyed the outdoor pool and hot tub as did some of the others.

On Tuesday morning, after a good rest it was time to register. We joined the lines and the conference began. My first workshop was on HIV/AIDS 101,

and I was more interested to see if this American Red Cross was different than the HIV/AIDS 101 that I was taught. It was presented clearly, very precise and accurate. Then after going through the manual that we got to keep there was a test with about 55 questions. Well I didn't come this far to walk away, but I knew it was going to take a ½ hr or so to complete. I stayed for the results and was anxious to hear my name called out to get the results and receive a certificate. It felt like high school again waiting and waiting and saying to myself "what if". Then the wait was over. I walked down the hallway feeling relieved and saying "Yes" out loud to myself.

Later that evening after a few more workshops, some of the group decided to do some sight seeing and go for a walk about. After walking a few blocks we started getting some stares and some finger pointing, perhaps it was from wearing shorts when everyone else was in sweaters and jackets? We took full advantage of the warm weather since we don't get to wear shorts this time of the year back home on the Rez. After working up an appetite we noticed a Chinese all-you-can-eat buffet.

The following morning it was workshop time again and this time round was started a little earlier. Billy Rogers introduced Delmar Boni who did the opening prayer and some very fun circle exercises that seemed to liven and refresh everyone. Next up was Howard Rainer who had some very inspirational words of wisdom and shared some personal stories. "The Time Has Come Now You Thrive,"

Howard went on to talk about our ancestors and the challenges that they faced each and every day. He said our great, great grandfathers and grandmothers were very powerful people. They raised very big families and provided for each and everyone of their children without any assistance or help there is today. "Just think how strong and how much heart and will power they must of had to move forward, to carry on and never give up."

(Continued on page 23)

(Continued from page 22)

I thought to myself that I never really looked at it from that perspective until that very moment, that very second.

“Remember one thing: Will Power is in the heart”, he said.

Howard had many more positive messages and stories, and I’d be happy to share those with anybody who is curious. Please feel free to ask me. I’d like to add that Howard sure had an impact on most people present that morning. After lunch I attended a workshop on “Positive Parenting” and this session gave me a “heads up” on dealing with teenagers and coping skills for both parents and children. I’ll just share a few idea’s that could be used in almost any household.

Keep an open mind to have open communication ,encourage your child to take “healthy risks”, encourage them to grow with set boundaries, and enforce house rules.

One thing that I noticed that is very unhealthy is comparing children to their other siblings. This is one area that I promised myself to give an honest effort to avoid because there are long term, negative effects on a child I wasn’t aware of.

Another workshop I’d like to share was “Live A Good Story” that was about the importance of living an honest true life, and leaving out the negativity in our lives. Another message out of this workshop is to “have realistic expectations of ourselves and approach Wellness with a holistic approach; to live in a healthy circle.

Overall, if I could summarize this conference in a sentence or two, I’d have to say “very motivating and inspirational”. It challenged me to set some personal goals in my own life after returning home. There is no better feeling then achieving those goals big or small.

One goal we set as a group is, to attend this type of workshop every year. We did it with a lot of support, and that is why I wrote this long report. To thank each and every person who supported us in our fund raising efforts.

On behalf of the Men’s group, thank you, and thanks to the Variety Bingo Club, Health & Social Services staff, Band Administration, Casino Rama, and most of all, our families to allow us the time to go on this conference.

We will keep this group going as there are many more short and long term goals the Men in our community want to accomplish. I realize this is a long report, but it was difficult to summarize six months of work and a conference into one page.

I hope you enjoyed our report and in closing, here are some “quotes” from a few good men.

Written by:
Perry Joe Boyer

“I was very impressed with the location the Men’s & Women’s conference, the workshops were well organized. The speakers all had wonderful topics that were easy to understand. They were also ready to answer any questions that were presented to them. The biggest thing for me was that I was comfortable and relaxed throughout the entire trip. Oh ya, the scenery was amazing.

MiiGwech
Julius Stevens

Native Men’s Wellness Gathering was “a wealth of knowledge gained mentally, spiritually, emotionally, physically through laughter, sharing, listening.

Matthew Armstrong

My trip to Phoenix was one of the greatest trips in my life. The scenery was beautiful, as were the people were very pleasant and friendly. The

(Continued on page 24)



(Continued from page 23)

conference ultimately made me appreciate life more, as I'm building more confidence and self esteem. I find to be more relaxed and to live life one day at a time and to be great ful of what I have today. Howard Rainer was one of the most inspirational and motivating speaker I had ever heard. I really enjoyed his topics of discussion and his presentation was very motivating.

Barry Boyer

Our trip to Phoenix Arizona for the Men's Wellness Conference was thoroughly enjoyable and a great feeling of comfort for myself and family. I enjoyed the five workshops I attended which were: safety precautions in everyday living, Anger Management which I personally gained from this workshop, Traditional Values & Teachings where I learned that "people should tell their children, spouse, and parents that they love them very much and need their support in our everyday lives." Also tell an Elder that you love them very much also. Also try to be a role model

for our children along with this brings courage, change, hope, and a vision to be able to learn our language. Another workshop I attended was "how to live a good story" and there was a Health Fair where you got a chance to see all sorts of healthy alternatives and many booths and displays.

This Conference was attended by Men & Women that was overall well attended. I personally would recommend these kinds of workshops for anyone who has not yet experienced this sort of Wellness Conference. Also if we should go again which I hope we're planning on flying instead of driving 40hrs straight. But to sum it all up I really enjoyed this conference and plan on going again. I will never forget the experience and the people I met, I would like to thank Perry Joe Boyer, Gloria Daybutch, Chief & Council, and all band staff for their support, community members who supported us, and a big meegwetch to Casino Rama for their financial support, Jim Cada for the use of the van.

Meegwetch

Larry A Boyer

MFN WEB SITE DAY – April 2, 2003

Mississauga First Nation has a new home on the Web.

www.mississaugafirstnation.com



- ★ New Address.
- ★ Updated web pages.
- ★ New Format
- ★ New Message System

Help Wanted: Customizing a Job Search



In this age of electronic résumés and digital job postings, knowing how to take full advantage of the Internet can speed a job search. But career coaches say that making effective use of online resources requires sophisticated strategies and an awareness of potential pitfalls, and they caution against neglecting traditional job-search techniques like personal networking, talking with people in a specific field, and making cold calls to recruiters and employers.

Ideally, hunting for a job online will involve the selective use of Web sites in several categories, including general job boards like www.monster.com, hotjobs.yahoo.com and careerbuilder.com, specialized employment sites and the sites of potential employers.

Knowing how employers use technology to sort through the flood of digitized résumés that job postings at such sources routinely attract can help you stand out in the crowd. Corporate recruiters frequently use keywords to search such databases. So making sure your résumé contains the right keywords - programming languages, for example, in the case of a software engineer - can increase the chances that it will be noticed.

Still, John Kendzior, recruitment manager at Harvard University, which has more than 15,000 employees and sometimes uses keyword searches of its pool of résumés, cautions against overloading a résumé with keywords and technical references. An effective résumé reflects not only the specific skills relevant to the job description, but also a sense of the employer's

organization and culture. "Get a sense of some of the nuances of that organization," he said. "Tailor your résumé to that specific organization."

The ability to sniff out such nuances quickly is another important advantage of the Internet for job hunters. Mark Mehler, co-author of *CareerXroads*, an annual guide to Internet job sites, said that acquiring crucial information about employers can be an effective networking tool. Company Web sites, annual reports and press releases can reveal the names of important decision makers. The goal is to find people you may know or have some connection with and can contact in the hope of learning about job openings before they are posted, Mr. Mehler said.

The big job boards, however, are still among the best online job-search tools. Not only do they publish hundreds of thousands of searchable job postings, but you can also register to be notified by e-mail when new postings that meet your criteria appear. You can also post your résumé to the job sites' databases, which are routinely searched by employers (usually using keywords).

Career coaches advise job seekers to post several résumés tailored to different sorts of opportunities to at least two of the major boards. It may be more efficient for employers to conduct a narrowly defined search of the board than to post a listing and then sift through incoming résumés. Regularly editing or reposting your résumé can help get it noticed in such searches, the advisers say, because many job boards (and many corporate systems) rank newer résumés closer to the top.

Moreover, just as job seekers can create search agents to learn of new postings, employers can use automated résumé agents to be notified of newly posted résumés. Reposting a résumé could bring it to the attention of such an employer. Some résumé agents, including the one at Monster, automatically resend résumés to employers whenever they are edited.

(Continued on page 26)

(Continued from page 25)

Before posting a résumé at job sites, though, job seekers need to make sure they will maintain control over who will have access to it, career advisers say. One person you don't want to come across your résumé at an online job board is your current employer. This means that understanding the confidentiality controls and reading the privacy policies are essential.

"Even before the Internet, employers did not like job-hunting employees," said Susan Joyce, president of the Web site development company NETability, which owns www.job-hunt.org, a large index of career resources.

Ms. Joyce advises job seekers to protect their identities when posting résumés at job sites, by suppressing contact information or creating a "cybersafe" résumé with contact information limited to a legitimate and anonymous e-mail address like those available at Hotmail or Yahoo. Such steps can also help guard against identity theft or unscrupulous headhunters who might bring your résumé to an employer to earn a contingency fee, perhaps reducing your chances if you approached the employer on your own, she said.

Reputable search firms, however, can be an excellent source of leads. One site that provides a way to locate and contact search firms based on industry, profession and geography is www.executiveagent.com, which is run by Kennedy Information, a publishing and research company covering business markets.

While the big job boards provide lots of leads, many more are to be found at the Web sites of employers. The site flipdog.com regularly scans the Web for job

postings at employer Web sites, gathers its findings and publishes them in its own searchable database.

Of course, a standard Internet search engine will normally lead you to an employer's Web site, and you can usually link to it from the posting on a job board. Another handy resource is www.job-hunt.org/employers.shtml.

Specialty job sites can also be good sources of leads. These niche sites publish postings for specific professions, industries or salary levels and are increasingly used by employers. Some notable examples include 6figurejobs.com; www.sciencejobs.com; higheredjobs.com, for higher education; www.jobsinthemoney.com, for finance and accounting; and mediabistro.com, for jobs in the media. A list of specialty sites can be found at www.job-hunt.org.

Another growing source of leads are the Web sites of industry associations, which often allow members to post openings. Examples include ieee.org for electrical engineers and www.shrm.org for human resources.

Some of these sites offer discussion groups, a networking resource for job hunters seeking to make contact with peers. Some other lesser-known but effective job sites include www.americasjobbank.com, www.directemployers.com and truecareers.com. A comprehensive list of such sites can be found at www.rileyguide.com/jobs.html.

Many employers prefer to seek employees locally through classified ads in area newspapers. A good way to search for such ads online is at www.newspaperlinks.com.

Finally, career advisers say that while the Internet has become an essential job search tool, it is best not

Family Funnies

A couple drove down a country road for several miles not saying a word. An earlier discussion had led them to an argument and neither of them wanted to concede their position. As they passed a barnyard full of mules, jackasses and pigs the asked, "Relatives of your's?"

"Yep," the wife replied, "in-laws!"

KIDS FOR LIFE – GRAND OPENING

Our Official Grand Opening for the Kids for Life Centre took place on March 20, 2003 after many months of preparation.

Thank you to the many people who helped:

- ◆ Public Works
- ◆ Our Janitor
- ◆ Health & Social Services Director and Staff
- ◆ Roger Daybutch – Emcee & Council Member
- ◆ Council Members
- ◆ Day Care Children and Staff
- ◆ Community Members
- ◆ Our Dedicated Volunteers
- ◆ Support from local children support services in Blind River

Without your support and time would not have a success.

We also had draws for some door prizes. Here are the lucky winners:

- ◆ Rose Morningstar – Pop-up book
- ◆ Karissa Ferrigan – Scented candle
- ◆ Mandy Jackpine – Scented candle
- ◆ Barry Boyer – Infant Grooming Set
- ◆ Max Chiblow – Toy & Washcloth set
- ◆ Kaleb Chiblow – Crayola Markers
- ◆ Victoria Morningstar – Baby bib
- ◆ Yvette Moffat – Bath Sponge set
- ◆ Marissa Niganobe – Nursery Rhyme book
- ◆ Kara Owl – Bubble Bath set
- ◆ Gloria Niganobe – Travel Blanket

Chi-Miigwetch
Bonnie Lafreniere



***Congratulations
to
Our
Little NHL Players!!!***

Mississauga First Nation

- ★ PeeWees won "B" finals
- ★ Midgets won "C" finals
- ★ Atoms got to the "D" finals

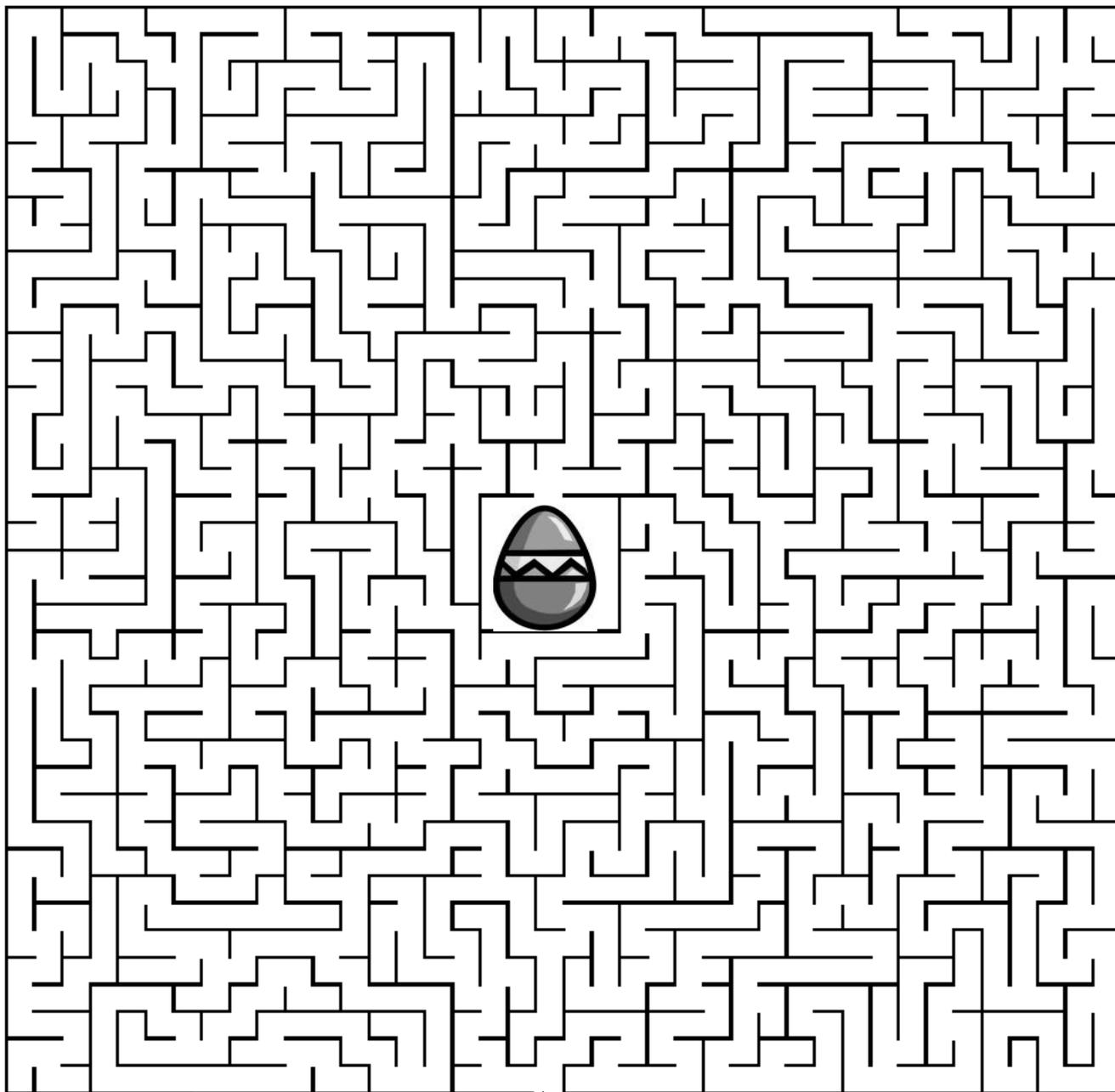
Way to Go!!!

Colouring Page



Happy Easter

Easter Egg Hunt



***Find Your Way to the
Easter Egg!!***



MORE BIRTHDAY WISHES

Happy Birthday

Connor

April 28th

Love Gramma

Happy Birthday

"Penny"

April 27th

From the Mother-in-law

Happy 4th Birthday

Master Hart Cada

April 10

Love Mommy & Daddy

Auntie Kriss, Janey and Nan

Happy 4th Birthday

Tyler Morningstar

April 10

Love Auntie Missy, Krissy, Janey, Hart and Nan

Happy Birthday

Sally Morningstar

April 8

Love her Girls -

Melissa, Kristen and Janey

Happy Birthday to

Nan

Love Hart, Tyler & Courtney

Happy Birthday

Melissa

Love Master Hart

Happy 10th Birthday

Emily

April 27

With lots of Love from each of us

who think you're pretty special:

Your Nan, Your Auntie and Uncle, Ashley & Alexis,
Damian & Nick, Kaylen & Landon, and your Mom!

Happy 28th Birthday

Dan

Love Mom & Dad, Denelda, Nick and Dakota

Happy Birthday

Tyler Morningstar

Blind River Minor Ball Association Inc.

Registration April 8-9, 2003

7:00-8:00 pm.

Blind River Community Center - Arena Lobby

- Junior Coach Pitch (mixed 5-6 year olds)
- Senior Coach Pitch (mixed 7-9 year olds)
- Junior Boys Fastball (10-13 year olds)
- Junior Girls Softball (10-13 year olds)
- Senior Softball (mixed 14-16 year olds)

Note: Age is as of May 1, 2003

Cost: \$30.00 for first child and \$20.00 for each additional child

Tentative Season: April 28 - June 18, 2003 **Wrap-up Tournament:** June 21, 2003

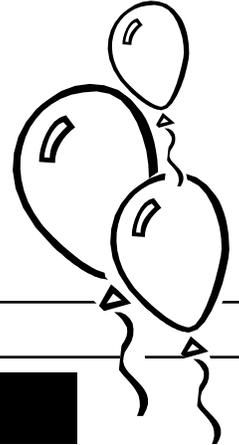
Happy Birthday April 2003



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Natalie Martin Larry Daybutch	2 Patricia Jones David Martin Mary Rose Walker	3 Tina Armstrong Jacob Chiblow	4 Christopher Buckno Joseph Catches The Enemy-Stone Marsh	5 John Cada Christina Corbiere Rosann Cuthbertson Rodney Jackpine
6 Gary Boyer Sharon Boyer	7 Karen Boyer Natalie Dunlop Curtis Griffin Sheila Jacobs Keith Miley Michael Niganabe Patrick Niganabe	8 Sally Morningstar Rhonda Niganobe Gail Kelly	9 Robert Bissiallion Matthew Cada	10 Brian Boyer Hart Cada Paul Cada Wayne Jackpine Casey Jacques Tyler Morningstar	11 Frank Gionette Randi Sinclair	12 Jonathan Cada- Doiron Shawna Boyer Robert Dunn
13 Cindy Boyer Michael RJ Chiblow Perry Chiblow	14 Brandon Armstrong Paul Boyer Sarah Brown Melanie Daybutch	15 Fred Morningstar Patricia Morningstar Ashney Bluebird Dwayne Boyer Hunter Boyer Richard Caibaiosai- Waschuk	16	17 Adam Chiblow Robert Degagne Pauline Vincent	18 Bev Gauthier Raul Chiblow Kathleen Lofstrom	19
20 Mary Brylka Dylan Marcellus Michael Monet Robert Vincent Jr.	21 Heather Morningstar Shayne Vincent	22 Evan Martin Wilda Niganabe Erica Niganobe Raven Petgrave	23 Garry Boyer Richard Degagne Dorothy Fortin Lena Neganabe	24 Gerald Bobiwash Alice Landry Kevin Morningstar Oscar Nelson Daniel Spilker Victoria Morningstar	25 Ruthie Belair Ashley Boyer Kyle Chiblow Shirley Hansenberger	26 Sharon Olsen
27 Shane Laderoute- Chiblow David Lowes Gina Smith	28 Connor Penny Mary Stevens Janet Tessier Bruce Boyer Ralph Chiblow	29 Gail Labbe-Pine	30 Derrick Lofstrom Cassandra McIntomney Dan Morningstar			

Smoke Signal - Mississauga's Own Paper

Mississauga First Nation
PO Box 1299
Blind River, ON
P0R 1B0
(705) 356-1621- Admin. Office
E-mail: mfnlibrary@onlink.net
URL: www.mississaugafirstnation.com



In This Issue... Nominees for Trustee,

ANNOUNCEMENTS

Happy Birthday
Richard Caibaosai
Love from Mom, Will, Vincent and Duke.

Happy Birthday
Larry
Love Mom, Tevin, Carrissa

Happy Birthday
Auntie Carrie
Love from Will, Vincent and

Birth Announcement
Halli Rane Morningstar
- born on January 16, 2003 at the Sault General Hospital at 7:56 p.m., weighing 7 pounds 11 ounces. Proud parents are Tanya DeBassige and Dominic Morningstar, and a sister for brother Jeremy. A special granddaughter for Adam/Lorraine Debassige, Connie Morningstar, and Doug/Gloria Daybutch.

Happy 20th Birthday
Mommy - Erica Daybutch
Love, your son
Laurence Chief Niganobe

Happy Birthday **Erica**
You're 20 years old already!
Love Gramm, Dad, Amber, Shaun & your best friend

Happy 35th Birthday
Dwayne (Charlie) Boyer
April 15th
Love Dad and Leona

Happy Birthday
Natalie Dunlop Boyer
April 7th
She will be 14!

Happy Belated 7th Birthday
Daanis

Love Mom, Grandma, Uncle Larry, Auntie Jube, Auntie Sam, Cousins: Carissa and Tevin.

Happy Birthday
Adam Chiblow
Love from Mom, Crystal, Dave, Adrianna and Sydney

Happy 6th Birthday
Tori Morningstar
April 24th
Love Mom, Devin and Brett

Happy 3rd Birthday
Connor
April 28th
Love Devin, Brett & Tori
PS: Miss you, see you at Easter!

Happy Birthday
♥ **Cada**
April 10th
Love: Ty, C.C.
Auntie & Uncle