

Gespe'gew'ag Mi'gmaq Resource Council



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Newsletter



Volume 1, Issue 1



Welcome to Agnutmajig

Pjila'si...Welcome...Bienvenue!

The Gespe'gew'ag Mi'gmaq Resource Council will soon be offering a cyber-space for Aboriginal people in Canada to have open and direct communication with each other.

With your support, this media can be a dynamic and respectful meeting place for First Nations and diverse non-Aboriginal peoples from across the region. A media which we can look back and move ahead, in a spirit of mutual respect and cooperation. A sort of; Agnutmajig which when translated in English means (talk to each other, or discuss). You will be invited to share your ideas and information here, challenge and support each other, reflect and act, listen and express yourself: be "hard on problems, but soft on people."

We're looking forward to hearing from you!...on any topic or issue related to Aboriginal/non-Aboriginal relations as it pertains to resource stewardship, environmental issues, etc. You can contribute either by submitting an article or by participating in the discussion forums which can be eventually accessed via our website. To prevent abuse of this new type

of communication system, all submissions should be respectful and considerate of others. We will review both the content and tone of all submissions for relevance and respect to our people and our communities. Please remember that our proposed communication format wishes to remain non-political and neither in-dorses nor opposes communities or their respective causes or issues.

We've provided the basic framework, but it will be your input that will make this newsletter and future website useful and inspiring. We welcome suggestions for improvements and for other features we could add to the site. Pictures and articles from our district and others as well are strongly encouraged and would be greatly appreciated. Being the first issue we know that there is a lot of work that still needs to be done, but we are nevertheless doing the best to inform and educate people on the merits of environmental stewardship and resource and oceans management.

Until our website is developed you can send your information via our temporary email address or by traditional mail.

Announcement on creation of GMRC

Listuguj, PQ, November 23, 2006 — It all started with a simple goal: design an innovative way to encourage more participation in the area of environment and resource management within our traditional district. The Gespe'gew'ag Mi'gmaq Resource Council (GMRC), is a newly created non-profit organization designed to assist First Nation communities to do just that.

With federal funding through the Aboriginal Aquatic Resource Oceans Management (AAROM) program, the Mi'gmaq communi-

ties involved with GMRC can take a more progressive role in addressing resource and ocean management and environmental issues in our unique part of the world.

Mark J. Sark, Chief Executive Officer (CEO) for newly formed organization hit upon a plan back in 2004 that would address some of the serious issues regarding environmental and oceans resource management in the Bay of Chaleur. By working with DFO and other First Nation leaders in the region, Mr. Sark was able to access federal funding for the organization.

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Special points of interest:

- ◆ Importance of healthy ecosystems
- ◆ A message from GMRC's CEO
- ◆ Job opening for Executive Assistant



Often called the lungs of the earth, forests help clean our air and regulate the climate. Forests filter our water, provide raw materials, recreation and inspiration. However, poor logging practices and planning threaten the future of our forests and wild lands.

"We the trees are like stitching in fabric, we hold the parts that clothe the Earth together. If you take too many of us away, the fabric will unravel and become undone"

A Vision by Small Buffalo, Tatanka Hunkesi



Creation of GMRC cont.....page1

Funding under capacity development will be used towards building a premier organization which will be used to address employment and resource management objectives. Additional funding for the agencies operational stage is scheduled to begin in the spring of 2007.

Although the organization is just being formed, there are some significant projects slated for next spring. Some of these projects will have a direct impact on our communities and the resources in our region. Aside from aquatic based projects like resource enhancement for lobster and salmon, work is also beginning on harmonization of fishing rules for both sides of the Bay of Chaleur.

In many cases, federal rules regulating size and quotas of certain species have been viewed as inequitable to the communities and the fishermen even though we fish in the same body of water. We plan on making the harmonization of fishing rules and regulations a priority for the upcoming months. What this will eventually mean for First Nations on both sides of the boarder is one set of fishing rules for lobster and rock crab fishing, as opposed to the complicated and unfair system now in place. Its about taking control and managing our resources better.

GMRC will also be working in the area of science and educational projects which will go a long way to building an understanding and awareness on issues regarding the environment and the natural resources. Projects which are culturally and socially important to us as First Nations. Of course this will take time. But as Mr. Sark pointed out, problems facing our environment and the depilation of natural resources didn't happen overnight, and only by working together we can address some of the issues which have a direct impact on all of us.

GMRC is also working with various government and non-government stakeholders in developing a better method of transferring knowledge and communicating with each other as it pertains to the environment. It is important to remind people that as First Nations we pay a heavy toll in terms of our health and well being as a result of environmental damage. As such the declining state of the environment and natural resources is exposing us to greater

health risks and a diminished quality of life. While the environmental and resources problems which is affecting us are the direct result of the actions of others, we have a responsibility to ourselves and our children to make a difference. As First Nations we can no longer expect the government either at the federal or provincial level to pick up the slack and do what is right. GMRC will take a more pro-active role as opposed to a reactive role in making matters such as resource and environmental management a key priority of the organization.

Hopi Elders Speak

You have been telling the people that this is the Eleventh Hour. Now you must go back and tell the people that this is the hour. There are things to be considered:

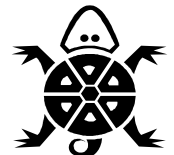
Where are you living?
What are you doing?
What are your relationships?
Are you in right relation?
Where is your water?

Know your garden. It is time to speak your Truth. Create your community. Be good to each other and do not look outside yourself for the leader. This could be a good time!

There is a river flowing now very fast. It is so great and swift that there are those who will be afraid. They will try to hold on to the shore. They will feel they are being torn apart, and they will suffer greatly. Know the river has its destination. The elders say we must let go of the shore, push off into the middle of the river, keep our eyes open, and our heads above the water.

See who is in there with you and celebrate. At this time in history, we are to take nothing personally least of all, ourselves. For the moment that we do, our spiritual growth and journey comes to a halt. The time of the lone wolf is over. Gather yourselves! Banish the word struggle from your attitude and vocabulary. All that we do now must be done in a sacred manner and in celebration. We are the ones we've been waiting for.

The Elders
Oraibi, Arizona
Hopi Nation





About AAROM

The AAROM program was developed, in part, from the response to a 2002-2003 Aboriginal Fisheries Strategy (AFS) Renewal process where Fisheries and Oceans Canada (DFO) met with a number of First Nations and DFO staff across Canada. These meetings were meant to discuss what improvements could be made to DFO's overall programming for Aboriginal groups.

AAROM provides funding to qualifying Aboriginal groups to form aquatic resource and oceans management organizations capable of hiring or contracting skilled personnel to allow them to effectively participate in decision-making and advisory processes. The program has a relatively stable operating mandate of approximately \$6 million annually in Pacific Region.

The main objectives of the AAROM program are to:

- assist Aboriginal groups in acquiring the administrative capacity and scientific/technical expertise to facilitate their participation in aquatic resource and oceans management;
- encourage the establishment of collaborative management structures that contribute to integrated ecosystem/watershed management and planning processes;
- enhance existing collaborative management structures, where appropriate;
- facilitate representation of member

communities in interactions with DFO at the multi-stakeholder level and potentially with other government departments;

- strengthen relationships through improved information-sharing between Aboriginal communities, DFO and other stakeholders and among Aboriginal communities;
- contribute to the federal government's broader objective of improving the quality of life of Aboriginal people; and,
- facilitate sound decision-making in advisory and other processes related to a number of areas of DFO responsibility.

To qualify for support, Aboriginal groups within a common watershed or ecosystem will be required to work together and adhere to certain requirements related to management practices. The AAROM program employs a community-driven approach that recognizes that different groups are at different stages of capacity development and that not all groups have the same priorities and goals.

"We must protect the forests for our children, grandchildren and children yet to be born. We must protect the forests for those who can't speak for themselves such as the birds, animals, fish and trees."

Qwatsinas
(Hereditary Chief
Edward Moody),
Nuxalk Nation

To assist groups in the development required to become eligible for the Collaborative Management component of AAROM, qualifying Aboriginal groups may apply for support under the Capacity Building component of the program.

For eligible groups, funding may also be available to obtain commercial licences, vessels and gear and to build capacity to take advantage of aquaculture opportunities. In addition, qualifying groups may be eligible for funding for the development of Aboriginal Community Fisheries Officers.

The program is only available to groups that are located where DFO manages the fishery, and that have not signed a comprehensive land claims agreement that addresses eligible activities under AAROM.

KIDS CORNER



Here are ten ways you can get involved and be part of the solution to reduce global warming!

Turn things off! TV's, computers, stereos and video game units all draw power, even when turned off. By attaching your electronic devices to power bars & turning them off when not in use, you'll help reduce your impact on the environment.

Play outside! By exploring the great outdoors you'll learn about nature and save electricity at the same time.

Be an energy detective! Is valuable heat escaping from your home? Find ways to stop wasting energy and tell your family what you've discovered. Saving energy saves money!

Choose at least one day a week to eat meat-free meals. Raising animals such as cows, pigs and chickens, uses a lot more water and energy than growing grains and vegetables.

Where did your lunch come from? Your lunch probably traveled a long way! The next time you go grocery shopping with your family, choose foods grown on local farms. You'll help reduce pollution from food transportation. Make it a litter-free lunch too!

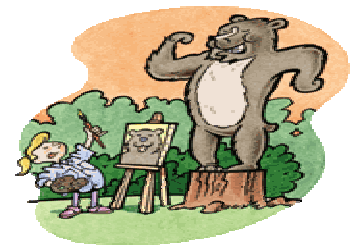
Is bigger really better? Generally, larger cars use more gas and create more pollution than smaller ones. Learn which types of cars and trucks use less gas and share what you've learned with your family before they buy a vehicle.

How do you get around? Use kid power! Walk, bike, skateboard, scooter, carpool or take the bus to get around. You'll have fun and get some exercise too!

Explore your neighbourhood! Make a map showing all of your regular stops such as schools, grocery stores, libraries and community centres. Find ways to avoid having someone drive you to these places.

Express yourself! Write, paint, draw or make a video – use your imagination to express how you feel about nature.

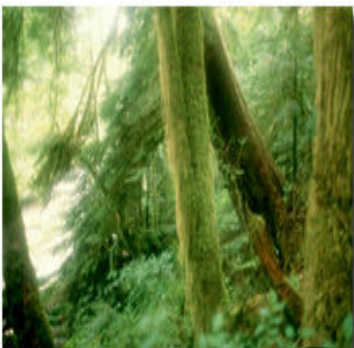
Share info! Write a letter to a newspaper or make a poster for your school about what you've learned. Encourage your friends and family to take the Nature Challenge too!





"When the Earth is sick, the animals will begin to disappear, when that happens, The Warriors of the Rainbow will come to save them."

Chief Seattle



There are three main types of forests in the world: temperate, boreal, and tropical.

Sustainable Fisheries

Historically, fisheries management equated sustainable fisheries to "sustainable yield," where the target fish or shellfish is replaced at a rate equal to what is removed.

As our understanding of how we impact marine ecosystems improves, there is a need to adjust the scope of what is required to be sustainable. For example, 10 years ago few people may have worried about the amount of fossil fuel used to capture seafood. Today however, growing concerns surrounding climate change have made this an important component in determining sustainable fisheries.

As you can imagine, the complexities of both the ecological system (i.e. the oceans) and the human system (i.e. government, communities) make isolating the priorities associated with unsustainable fishing extremely difficult. The David Suzuki Foundation's Seas of Change report outlines ten principles to guide our efforts in promoting sustainable fisheries:

Principles of Sustainable Fishing

1. Manage the entire marine ecosystem, rather than individual stocks;

2. Adopt a precautionary approach to fisheries management;
3. Ensure that all relevant stakeholders have a meaningful say in fisheries management;
4. Decrease fishing fleet capacity and plan for stock fluctuations;
5. Protect ecological and species diversity;
6. Protect critical ocean habitat;
7. Create marine reserves to protect representative marine habitats;
8. Manage for and minimizing by-catch and discards in commercial fisheries;
9. Ensure that aquaculture operates under sustainable standards; and,
10. Invest in monitoring, enforcement and data acquisition.

With several marine species at risk of disappearing, it's important we manage our fisheries carefully, choose our seafood wisely, and fish sustainably.

Forests 101

No matter where on the planet we live, forests are essential to our quality of life. The forests of the world temper our climate and filter air and water, acting much like a global air conditioning unit. Forests are often called 'carbon sinks' because they convert carbon dioxide to life-sustaining oxygen. Carbon is a greenhouse gas, and when highly concentrated in the atmosphere, contributes to climate change.

There are three main types of forests in the world: temperate, boreal, and tropical.

Forests are much more than their often-majestic trees, and provide habitat for an incredible diversity of life, including flowering plants, shrubs, mosses, lichens and fungi. This biodiversity supports a wide range of animals from large mammals like bear and elk, to migratory birds, rodents, and insects. Forests help prevent erosion and retain vital topsoil that's essential to

the entire forest ecosystem. Forests regulate stream flows to prevent flooding, and shade these streams, cooling the water and providing stable habitat for fish.

This amazing web of life provides us with untold natural wealth, including clean air and water, essential ingredients for medicines, food, wood products and building materials like rubber. We have only identified about 10 per cent of what lives in the world's forests, yet we are cutting them down faster than we can discover and name flora and fauna, and determine their possible uses. Therefore, we may be losing vital natural wealth before it's even found.

The value that humans derive from forests is incalculable, and is often undervalued and ignored. On a purely economic level forests provide us with trillions of dollars in essential natural services.

For most of us, however, forests are simply wonderful places to spend time and ponder the natural world.



The Bald Eagle *Haliaeetus leucocephalus* is an enormous bird. *Haliaeetus* denotes "sea eagle," and *leucocephalus* refers to its white head. The wings, wide and long for soaring, span more than 2 m. When perched, the bird measures about 76 cm tall. Weights of over 7 kg are not uncommon. On average, females are larger than males, and juveniles are larger but lighter in weight than adults of the same sex.

Facts and Figures

- 63,000 square miles of Rainforests are being destroyed each year.
- Already over half of the world's tropical forests have been lost.
- Every day 50 to 100 species of plants and animals become extinct as their habitat and human influences destroy them.
- The uncontrolled fishing that is allowed has reduced the amount of commercial species. Some species, up to one-tenth of their original population. tripled by the year 2100.
- Every ton of recycled office paper saves 380 gallons of oil. Despite all of the damage we have caused the environment most of it is reversible. We can restore habitats and return species to them; clean rivers; renovate buildings; replenish the topsoil, replant forests. However, these activities do not relieve the worst symptoms of the damage. We still have to fix the source of these problems, us and our vision that we must progress.
- One ton of carbon dioxide that is released in the air can be prevented by replacing every 75 watt light bulbs with energy efficient bulbs.
- Every day 40,000 children die from preventable diseases.
- The human population of the world is expected to be nearly

The importance of healthy aquatic Ecosystems

Why is aquatic ecosystem health important to humans? Because everything is connected, where an ecosystem is out of balance eventually humans will begin to suffer as well. Our health and many of our activities are dependent on the health of aquatic ecosystems.

Most of the water that we drink is taken from lakes or rivers. If the lake or river system is unhealthy, the water may be unsafe to drink or unsuitable for industry, agriculture, or recreation – even after treatment. Uses of aquatic ecosystems are impaired when these systems are unhealthy. Following are some examples.

- Inland and coastal commercial fisheries have been shut down due to fish or shellfish contamination or the loss of an important species from the system.
- The frequency of urban beach clo-

sure has escalated as a result of contamination by animal feces and medical waste.

- Navigation problems for pleasure craft, caused by the rapid expansion of bottom-rooted aquatic plants, have increased.

The proliferation of non-native species has created problems. One recent example is the rapidly expanding zebra mussel population, introduced from the ballast waters of a European freighter into the Great Lakes. Zebra mussels have few natural predators, and because the female can produce 30 000 eggs yearly, they are expected to spread throughout most of the freshwater systems of North America. This mussel species is already clogging industrial and municipal water treatment intake pipes, coating boats and piers, and causing beach closures.



"The phrase "conquest of nature" is certainly one of the most objectionable and misleading expressions of Western languages. It reflects the illusion that all natural forces can be entirely controlled, and it expresses the criminal conceit that nature is to be considered primarily as a source of raw materials and energy for human purposes."



In this issue we are pleased to showcase one of Mr. Alan Syliboy's pieces of art. Mi'gmaq artist from Millbrook, NS. To see more of his work visit his website at www.redcrane.ca



Common Name:

Rainbow trout / steelhead

Scientific Name:

Onchorhynchus mykiss

Sub-Category:

Freshwater fish, salmonid

Taxonomy:

Pisces
Osteichthyes
Actinopterygii
Clupeiformes
Salmonidae

Native Range:

N. America; west coast

Invasive Range:

Atlantic Canada, especially Newfoundland

Time of Invasion:

1876

Invasion Pathway:

Aquaculture, intentional release for sport fishing with continued stocking

Status:

Uncertain

Impacts:

Hybridization with native trout fish and competition with other species, particularly Atlantic salmon

Control Measures:

None, continues to be stocked for sport fishing

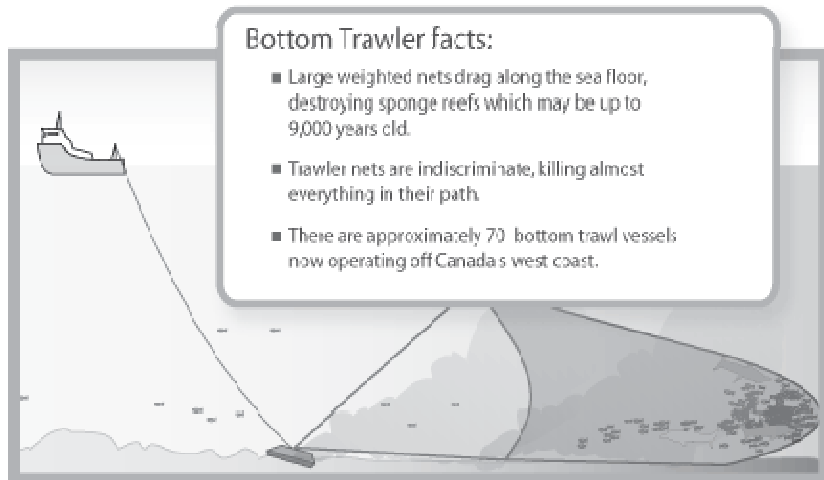
Trawling

A large percentage of fish captured in global fisheries and in Canadian waters is caught using a bottom trawl or dragger. Bottom trawling involves pulling large nets along the ocean floor. All gear types that contact the ocean bottom have the potential to disrupt seafloor habitat. Bottom trawling however, has been acknowledged as the most destructive form of fishing commercially practiced.

The impacts from bottom trawling on seafloor habitats and species have been globally and scientifically recognized, and can be broadly categorized into habitat and species impacts

Of immediate concern is the practice of deep sea bottom trawling on the high seas. The deep sea trawl fishery is relatively new and has emerged thanks to both gear modifications and technological advances (GPS and imaging, for example). Nets can now be dropped into areas where substrate conditions, or uncertainty of those conditions used to bring too high a risk of net damage. Areas of the ocean that used to be safe from direct physical impacts of human activities are now exposed to new, destructive threats. Species living in deep sea habitats have several unique characteristics: they tend to be long-lived, slow-moving, slow to mature and reproduce, and unaccustomed to disturbance. Trawling over their habitat causes immense damage to both the habitat and the species assemblages.

Canada must take a leadership role in reforming the practices of bottom trawling in both international and national waters. Until very recently, the Canadian Government has largely ignored the impacts of trawling on the seabed.



PROPOSED GMRC VISION

The Gespe'gew'ag Mi'gmaq Resource Council is an organization comprised of Mi'gmaq communities and people committed to protecting, defending, and restoring the balance of all life by honouring traditional values and the path of our ancestors. We encourage the work of conserving, protecting, and if needed defending Mother Earth.

We desire and need to link with all indigenous people nationally and internationally to support each other on environmental issues and struggles. We are obligated to leave footprints for our children to follow by striving to learn and teach them about the importance of traditional values during a time of great global significance.

A Message for GMRC's CEO



Mark J. Sark, Chief Executive Officer for Gespe'gew'ag Mi'gmaq Resource Council in Quebec City during fisheries forum meeting

Fiscal year 2006 has been a very busy time for GMRC. A period in creating an organization which our leaders and our communities can be proud about. With funding now secured until fiscal year 2009, we have the potential of becoming a powerful tool in addressing many of the issues regarding environmental and oceans resource management within the region.

In order to address some of the questions that you might be having about the organization and its

function, I thought that it would be a good idea to first introduce both myself and my role with GMRC. Future newsletter issues will follow as the organization continues to grow. In the not to distant future, we are looking forward to getting our website up and running. This is just one way to keep information moving in our communities and getting our message out to various stakeholders. Of course this method of communication will allow programs and projects that we are involved with to be accessed by anyone who is interested in virtual time.

As some of you know, for the past 12 years, I have worked with several First Nation organizations, bands, tribal councils and the federal government in Atlantic region under various capacities. My last official role before going into business for myself as a consultant was to hold the position of Director of Operations for the Waycobah First Nation in Whycocomagh, NS. For the past number of years, I have called Nova Scotia home after completing service with the United States Armed Forces first with the US Army and then with the United States Marine Corps. I am the proud father of two children both whom reside in Nova Scotia.

Simply stated, my function as GMRC's Chief Executive Officer will be to build and grow the organization while generating revenue for continued operations. This will not be an easy task but I am up to the challenge. Presently there are three communities who have officially signed on in support of the organization. The communities in support so far are: Listuguj, Eel River Bar and Pabineau First Nations.

While GMRC has a federal charter as a "non-profit" organization, one of its main objectives outside of meeting its core values will be to attract federal, provincial and cooperate funding which will in turn go to support the organization and provide meaningful employment for our people. This is something that I feel very passionately about. Of course building an organization will take hard work, a great amount of networking and yes even some marketing. Structuring an agency that can compete for limited funding takes skill which is why recognition for GMRC will be so important for its future. Government and non-government funding sources want to ensure that the money provided will be put to good use. It is therefore extremely important to deliver on what GMRC says it can do. Aside from working with various stakeholders in the region, I see GMRC as being an agency that can attract one of our most precious of resources, our people. This will take time. Many of the positions the agency is looking at hiring for are in the areas of science, resource and environmental

management. For that reason, GMRC must be able and willing to invest, encourage and attract people who want to get into the fields which are emerging rapidly. During my work with First Nations, I have learned that good organizations don't just happen. They are the result of hard work and the people who go to work for them each and everyday. It's the people who make a company or organization great.

My focus for next several months will be to identify short-medium and long-term objectives. However, GMRC is not going to set on the sidelines while all of this is being developed. In fact, we are already in the process of working on several projects for the winter of 2007. One of the most notable projects right now will be the harmonization of fishing rules and regulations within the Bay of Chaleur. Many of the items that will be outlined in our strategic plan will come from the feedback we received from community leaders and technical people during the formation of GMRC back in 2005-06. As the organization grows in capacity so to will its ability to focus on matters and issues not yet realized. Consequently, I believe that it is essential to anticipate changes that might crop up in order to prepare for them. Its always better to be ahead of the curve then behind.

GMRC's message of a premium service delivery agency is resonating well with government and non-government stakeholders even though our doors are not officially open. Work will begin in attracting cooperate sponsors which I hope to build on during the next several months. Most recently, I have attended several meetings that I think are of interest to the organization and these will be shared with our Board of Directors at our next meeting in January. While I am not totally excited about the pace which federal funding has flowed to the organization, I am nevertheless pleased that movement is taking place. I think we will begin to see some real results once we move into our new office space and can hire some support staff. While GMRC is not firing on all cylinders as of yet, I see this happening by mid-summer.

New opportunities are abound for 2006-07. The fast expansion of environmental and resource management awareness is fuelling a number of interesting prospects which will prove to be very valuable to the organizations longevity and purpose. As more awareness takes place on the importance of environmental stewardship and on integrated resource management, GMRC can expect to stay very active.

As First Nations we have a responsibility to protect the environment and to ensure that we have resources left for our children and future generations. Therefore I consider it a great honour and privilege to be of service to my community and my people particularly during this time in our history.

I am really excited about the prospects for GMRC for our communities, our future employees and just as importantly the environment and natural resources within our region. As ever, we are committed to our core values of professional growth, and establishing long-term value for our communities.

Wela'lieg

Mark J. Sark
Chief Executive Officer
Gespe'gew'ag Mi'gmaq Resource Council



Our New Business Address

Gespe'gew'ag Mi'gmaq Resource
Council P.O. Box 202, 94 B
Riverside East, Listuguj, Quebec •
GoC 2R0

Canada

www.migmaqresourcecouncil.org



GMRC's

Mission Statement

On behalf of the member communities, the Gespe'gew'ag Mi'gmaq Resource Council will coordinate, initiate, and build capacity for activities to support the conservation and sustainable development of the resources of the Gespe'gew'agi region, for the benefit of fish, the environment, and the Mi'gmaq people.

By working together in the bay, managing our resources, getting greater access to, and having a greater say in those resources, we are rebuilding our Nation.



Aquaculture

Fish farming, or "aquaculture," has been practiced by humans for centuries. In Canada, fish farms have been operational on both coasts since the 1970's.

If practiced sustainably, aquaculture can be a viable alternative to harvesting wild stocks. However, as it is currently being practiced on the B.C. coast, it is polluting the environment and seriously threatening the integrity of wild stocks.

History

The culture of plants and animals has a long tradition in human history.

The main historical incentives for cultured food production are:

- to increase the amount of available food
- to reduce the energy costs involved in searching for, gathering and transporting food
- to improve the stability and predictability of food production
- to improve the reliability of food supply, by cultivating and storing excess production
- to improve and stabilize food quality

The earliest records of fish farming date back thousands of years to China where carp, a freshwater species, was raised in ponds. In time, the practice spread to Europe where farmed species like tilapia, turbot, cod, sole, catfish, and sturgeon, are raised in ponds and land-based tank systems.

Most of these traditional aquaculture methods have proven to be sustainable because they are ecologically integrated into the agricultural, industrial, and community fabric, meaning, for example, that wastes become fertilizers rather than pollutants. Additionally these species are herbivores so other fish species are not used in their production unlike in salmon farming.

In fact, the move to marine aquaculture has been fraught with problems starting with the need to engineer floating mesh and later metal net cages, and in the case of salmon, transferring large quantities of live juvenile fish - which are produced in freshwater - to the cages in the oceans.

The other most-common farmed seafood



are shellfish like oysters, clams, mussels, scallops, and shrimp which are mainly produced in tropical nations where coastal mangrove forests have been cut down and replaced with shrimp farms that supply markets in Europe, Japan and the US.

These mangroves once sheltered wild fish and shrimp, which local people caught to feed their families. After a few years, waste from shrimp farms builds up in the ponds, making further cultivation impossible and farmers must move on.

Then, local people are left without shrimp farms or mangrove forests. Shellfish farming can be beneficial because shellfish can improve water quality as they clear the water of excess plankton. Shellfish need clean water so cultivation can keep coastal waters clean. The size of the commercial operation, however, can have serious impacts because shellfish farming significantly alters the habitats of beaches and intertidal areas.

Clams and some types of oysters are farmed on beaches where habitat can be damaged from bad farming practices like driving large vehicles on the beach and changing entire ecosystems to accommodate the farmed species, which is often not native to the area.

Increasingly, people around the world are eating more seafood than ever before, which is driving production of farmed species. The ecological impact of fish farming ranges from benign to catastrophic, and depends on which species are raised, how they are raised and where the farm is located. Before buying farmed fish, a visit to web sites like the Monterey Bay Aquarium's Seafood Watch program or the Audubon Society's seafood guide is a good idea.

EMPLOYMENT OPPORTUNITY



ORGANIZATION: GMRC
LOCATION: LISTUGUJ, QUEBEC
POSITION-TITLE: CHIEF EXECUTIVE ASSISTANT
DEADLINE: UNTIL POSTION IS FILLED
TYPE: FULL-TIME

DESCRIPTION:

The Gespe'gew'ag Mi'gmaq Resource Council (GMRC) is seeking to fill the position of executive assistant. He/she reports to the Chief Executive Officer and is responsible for:

DUTIES AND KEY RESPONSIBILITIES:

The candidate will report directly to GMRC's Chief Executive Officer. Must be able to provide high level staff support for the CEO and GMRC's home office; perform complex administrative duties. Manage CEO's calendar; schedule appointments, consult and direct other staff members; prepare list of daily commitments and appointments; interacts with wide range of resource stakeholders both on government and corporate level. Anticipate need for and organize briefing materials for meetings and engagements. Manage CEO's visitors, telephone calls and mail. Draft routine responses to inquiries and provide routine edits of material before being released. Serve as liaison with GMRC member communities and community members during the CEO's absence. Manage assigned special projects as may be required from time to time. Work collaboratively with GMRC office staff and provide leadership and direction. Use MS Office systems software; contribute to improvement of office processes. Share in general office support including reception, document preparation and special events organization.

REQUIREMENTS:

Candidate should possess a minimum of a BA or have at least 5 + years of progressively responsible, administrative support experience to include serving as right-hand to a high profile professional. Experience in First Nation governance setting strongly preferred. Must have: confident, self-assured and flexible work style, excellent verbal and written communication skills; ability to work effectively in teams and independently; superior service orientation with ability to relate to wide range of constituencies with diplomacy; strong organizational/priority setting skills; ability to manage pressure and deadlines; discretion for handling confidential material; detail orientation; proficiency across MS Office; proven ability to quickly learn new technologies. Writing samples may be requested as this will be a large part of the position. Salary to compensate with experience and education. Only those meeting minimal requirements will be called for an interview.

APPLICATION INFORMATION

To apply for this opportunity, please submit your resume and cover letter to email migmaqresource@fastmail.fm or by postal mail to:

Executive Assistant
Gespe'gew'ag Mi'gmaq Resource Council
P.O. Box 202
94 B Riverside East
Listuguj, Quebec Canada
G0C 2R0

The Gespe'gew'ag Mi'gmaq Resource Council is a "non-profit" First Nation organization dedicated to promoting public understanding and awareness of resource and oceans management issues within the district of Gespe'gew'agi. GMRC is an equal opportunity employer.