



THE GABRIEL DUMONT INSTITUTE COMMUNICATOR



The GDI Communicator is an internal newsletter intended to document the achievements of management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

IN THIS ISSUE

- ∞ GDI Welcomes New CEO Brett Vandale
- ∞ Christmas Recipes from DTI Admin Team
- ∞ NSITEP Student Success: Leah McCallum
- ∞ New Collective Bargaining Agreement Ratified
- ∞ Updated December Finance & Payroll Cutoff Calendar

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BRETT VANDALE NAMED NEW CEO OF GDI

By Bethani Groat, GDI Communications Coordinator

On November 14, 2024, the Gabriel Dumont Institute of Native Studies and Applied Research (GDI) announced Brett Vandale as the new Chief Executive Officer effective November 16, 2024. Former CEO, Lisa Bird-Wilson, resigned to pursue new opportunities in the arts sector, and the GDI Board of Governors appointed Vandale as the successor after he served as Acting CEO for the year 2023-2024 while Bird-Wilson was on leave.

Vandale is a familiar presence within GDI, as he has been with the Institute since 1999. He has a wealth of experience in Métis education and administration, including 19 years as the Director of the Dumont Technical Institute (DTI), several years as the Director of University Programs, and most recently as Acting CEO over the past year. Vandale has built strong relationships with the community,

academic partners, various levels of government, and within the Institute. The Board of Governors is confident it will be a seamless transition due to his long service, knowledge, and experience with the Institute.

“It is an exciting time for the Gabriel Dumont Institute as we continue to expand educational opportunities for the Métis in Saskatchewan,” Vandale said, “We are grateful to those who cleared the way for our present success through their vision, advocacy, and leadership, and we look to a bright future of Métis excellence. I am humbled to be part of the legacy of the Institute, and I will strive to lead from a place of collaboration and accountability.”

Story continues on Page 5...





CALL FOR BOARD MEMBER EXTENDED

GDI is seeking nominations to the Board of Governors from Northern Region I. All persons selected to the Board of Governors will be for a period of three years with the possibility of renewal.

The Board of Governors oversees the Gabriel Dumont Institute and is responsible for its operation and governance in all matters. All appointments to the Board must be of Métis ancestry with knowledge of the cultural, historical and social circumstances of Saskatchewan Métis. Ideally, the collective skills on the board will represent several different disciplines and perspectives.

Candidates can apply directly to the MN—S region or the Institute by **December 6, 2024.**

For more information please visit: [HTTPS://GDINS.ORG/CALL-FOR-GDI-BOARD-MEMBER-EXTENDED](https://gdins.org/call-for-gdi-board-member-extended)

MICHIF

WORDS OF THE MONTH

KIPWAAKOONAYHK
Snowbound

L'AARIYAANL
Moose

SHAYMAAK
Presto

BOON KEUR
Warm-Hearted

NSITEP SUCCESS STORY: LEAH MCCALLUM

By Bethani Groat, GDI Communications Coordinator

In 2024, Leah McCallum graduated from the Northern Saskatchewan Indigenous Teacher Education Program (NSITEP) with her Bachelor of Education degree, supported by her friends and family. Leah worked hard while in the program, and her passion for education is evident.

Before returning to school, Leah was living in Saskatoon with her two kids when she heard about an opportunity to take university-level courses in her hometown of La Ronge. She applied and was accepted to Gabriel Dumont College, where she earned two years of credits in arts and sciences. She found it easier to focus on the smaller classes, close to her family, who could support her. During that time, Dr. Morris Cook, the NSITEP Program Head, met Leah and encouraged her to apply for NSITEP and switch from Arts and Science to an education degree.

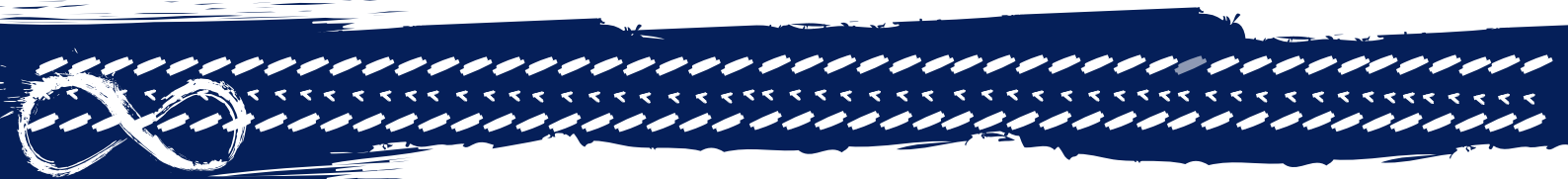
Leah said she started her first year of classes pregnant with her third child, but she remained dedicated to her studies. She said her instructors were understanding and supportive of her growing family, and she added, "They treat you like you're family; that's something different than any other program." Leah's two youngest children were born while completing her bachelor's degree, and she said that the instructors would help carry the babies around while lecturing so she could focus on her notes.

All her hard work paid off and, in her fourth year, Leah was invited to speak at a teaching conference in Calgary with Dr. Cook and instructor Gabe Andrews. She said the conference brought together Indigenous educators from all over, and she met several past NSITEP graduates who offered words of encouragement. Leah's presentation was about a grade



4/5 Treaty Education Unit, her third-year internship project. She shared her process for reflecting on how to make Treaties understandable to young children and how she landed on teaching what the Treaties symbolize. Her unit introduced students to the symbolism behind the Métis flag, animals, and ribbon skirts. She invited Elder Nancy Lafleur to speak to her class about her story skirts and how she chooses the symbols to represent the bigger message of that person's life. Then, the students could draw symbols for their own mini story skirts, which were displayed in the hallway of their school. Leah received the Order of Gabriel Dumont Bronze Award for her work helping students understand the symbolism behind the Treaties.

Leah has now secured a teaching position, and she hopes to get a Cree Language Learning Certification from USask and eventually pursue her PhD at Blue Quills. She said that she did not expect to be in school for six years, but she fell in love with everything about education. Her advice for anyone considering the NSITEP program is to not overthink it and just go for it because you don't know what the future might hold unless you take the leap! 🌍





UPCOMING APPLICATION DEADLINES



Saskatchewan Urban Native Teacher Education Program (SUNTEP)

Saskatoon, Regina, or Prince Albert

Feb 15



Northern Saskatchewan Indigenous Teacher Education Program (NSITEP)

La Ronge

Feb 15



Industrial Mechanic (Millwright) Program

La Loche

Nov 30



Adult Basic Education

Various

Ongoing



For a full listing of all current programs and to apply online visit

WWW.GDINS.ORG/PROGRAMS

CHRISTMAS RECIPES FROM THE DTI TEAM

By DTI Admin Team, and Lucas Ketterer, DTI Program Coordinator

People have different traditions during this time of year, which often include bringing family together to share a meal or treats. Many of these are homemade, with recipes that have been passed down from generation to generation. The DTI admin team has put together a list of some of their favourite recipes to share with you!

Hamburger Soup

Amanda Fisher-LaFramboise

Ingredients:

- 1lb ground beef
- 3 cans beef consommé
- 2 cups water
- 2 bay leaves
- 1 can mushroom pieces
- 4 diced potatoes
- 4 diced stalks celery
- 4 diced carrots
- 1 diced onion
- 2 cloves garlic
- 1 can diced tomatoes

Directions:

In a large frying pan, brown hamburger, garlic and onion then drain. Add can of tomatoes to pan. In a big soup pot pour consommé, water and bay leaves. Add diced potatoes, carrots, and celery into pot. Add can of mushrooms to frying pan. Boil until potatoes soften. Carefully add in frying pan ingredients, simmer for two hours over low heat.

Chocolate Clusters

Michael Jordan

Ingredients:

- 1 Crunchie Chocolate bar, Crunch bar, Heath bar, Twix or Snickers.
- 1 cup broken pretzels
- 1 cup roasted almonds
- 8 ounces milk chocolate (good quality)
- 2 ounces dark chocolate (for drizzling)

Directions:

Pre-heat oven to 350F (180C), and chop almonds and chocolate. In a bowl over a pot of water on low heat melt the milk chocolate, stir until smooth. Make sure the water doesn't touch the bottom of the bowl. Let cool slightly. In another large bowl, add the first three ingredients. Pour the melted chocolate until covered completely. Place heaping spoon fulls onto parchment lined baking sheet. Refrigerate to set. Melt the dark chocolate in the same way, and drizzle on top of the set clusters before serving. Enjoy!



Caramel Slice

Christie Starnes

Ingredients:

- 1 cup butter
- 3 tbsp icing sugar
- 2 cup flour
- 1 tsp baking powder

Directions:

Mix the first 4 ingredients. Pat in a 9x12 inch pan and bake at 325 F for 15 minutes.

- MELT - 1 cup butter
- ADD - 1 cup brown sugar, ¼ cup corn syrup, 1 can Eagle Brand Milk

Bring to a boil. Boil for 5 minutes. Pour over the crust and let set. You may use pecans, brazil nuts, or almonds for variation.

Story continues on Page 5...





SUNTEP P.A. SRC GIVING WEEK FOOD DRIVE A BIG SUCCESS!



NEW COLLECTIVE BARGAINING AGREEMENT RATIFIED

By Shantelle Dutchak, Human Resources Coordinator

A new collective bargaining agreement (CBA) between the Gabriel Dumont Institute (GDI) and the Saskatchewan Government and General Employees' Union (SGEU) was ratified in early September 2024, covering the period from April 1, 2022, to March 31, 2025. This new agreement marks the outcome of thorough negotiations, with both parties reaching a final memorandum of agreement (MOA) that was approved by the GDI Board in July 2024.

The process involved both extensive review and collaborative efforts between the Institute and Union representatives, culminating in the membership ratification that confirmed the agreement's implementation. Similar to previous agreements, the updated CBA includes a number of significant changes aimed at refining processes and enhancing employee benefits in alignment with GDI's mission and staff needs.

Outlined below are some of the substantial updates in the current CBA. This list is not exhaustive but highlights several key changes that will impact GDI staff:

The most substantive updates relate to monetary adjustments, including guaranteed wage increases that are retroactive to 2022. These increments consist of a 3% raise effective April 1, 2022, another 3% on April 1, 2023, followed by a 2% increase on April 1, 2024. In addition, a notable adjustment to northern allowance rates has been implemented to better align with our sector partners and public services rates.

To support career development, the CBA now includes an annual supplementary payment for employees who hold a master's degree while holding a position with a Bachelor's degree requirement. Documentation proving completion will determine eligibility for this benefit.

Classification updates within the CBA now include additional classification including reclassifying roles such as "Employment Counselors" to "Career Advisors." These changes aim to more accurately reflect job functions and create consistent categorization across the Institute.

Updates in the CBA include revisions to the discrimination clause to reflect current legislation. To further support workplace transparency, a newly established complaint procedure provides defined timelines, confidentiality protocols, and an option for mediation through Saskatchewan Labour Relations.

Leave of absence benefits have also been expanded in this agreement, adding provisions for various types of leave, including interpersonal violence leave, elected office leave, foster parent leave, and parental leave. In order to support and encourage internal advancement, employees seeking out-of-scope positions now have access to an in-scope leave option of up to 12 months, allowing them to retain their seniority while seeking advancement opportunities.

An increase in the maximum sick accrual banks from 125 days to 150 days and a new flexibility in pension contributions—allowing employees to set their rate at either 7.5% or 8% starting January 2025—further enhance benefits for GDI staff.

In closing, representatives from both the Institute and the Union worked collaboratively to develop an agreement that supports both the cultural priorities and financial objectives of the Institute and its employees. GDI anticipates continuing this valuable partnership through April 2025 and into future negotiations. 🌍





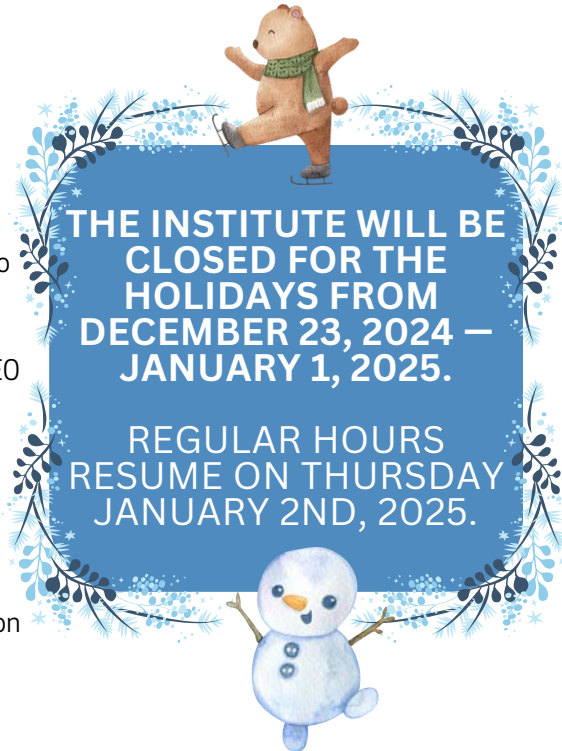
BRETT VANDALE NAMED NEW CEO OF GDI

Story Continued from Page 1

Past CEO Lisa Bird-Wilson has served the Institute for 27 years of her career during which time she has authored several books, including An Institute of Our Own: A History of the Gabriel Dumont Institute in 2011. "I strongly believe in the integrity and important work of the Institute, and my commitment to Métis-specific cultural and educational opportunities remains unwavering" Bird-Wilson said, "I will continue to support the Métis in my new endeavors, and I humbly carry forward all that I've learned."

Vandale and Bird-Wilson worked closely to manage the transition. The first action of Vandale as CEO was to represent GDI at the Louis Riel and Métis Veterans Honour Day at Batoche National Historic Site on Saturday November 16th, 2024.

GDI's Board of Governors has resolved to begin Vandale's contract as the CEO of GDI on November 16, 2024. "We are pleased to welcome Brett Vandale as CEO for the Gabriel Dumont Institute after working closely together over the past year," said Wendy Gervais, Chair of the GDI Board and Métis Nation—Saskatchewan Minister responsible for GDI. "We trust his knowledge of the Institute will ensure a seamless transition and the best outcome for all of our students, clients, and staff."



Gingersnaps

Christine LaPrise

Ingredients:

- 1 cup white sugar
- ¾ cup butter
- ¼ cup molasses
- 1 egg
- 2 cups flour
- 2 tsp baking soda
- 1 tsp cinnamon
- 1 tsp cloves
- 1 tsp ginger
- Pinch of salt



Directions:

Cream butter and sugar until creamy. Add egg and molasses and beat until well blended. Add dry ingredients and mix well. Form into balls and then dip in white sugar. Bake for 9 minutes at 375. Yields ~ 4 dozen

The DTI admin team would like to wish everyone a Merry Christmas and a Happy New Year.



CONGRATULATIONS



Kennedy Marley, USask JD '24 and Order of Gabriel Dumont Bronze Recipient, has received the prestigious Rhodes Scholarship and will begin a graduate program in Oxford in fall 2025.

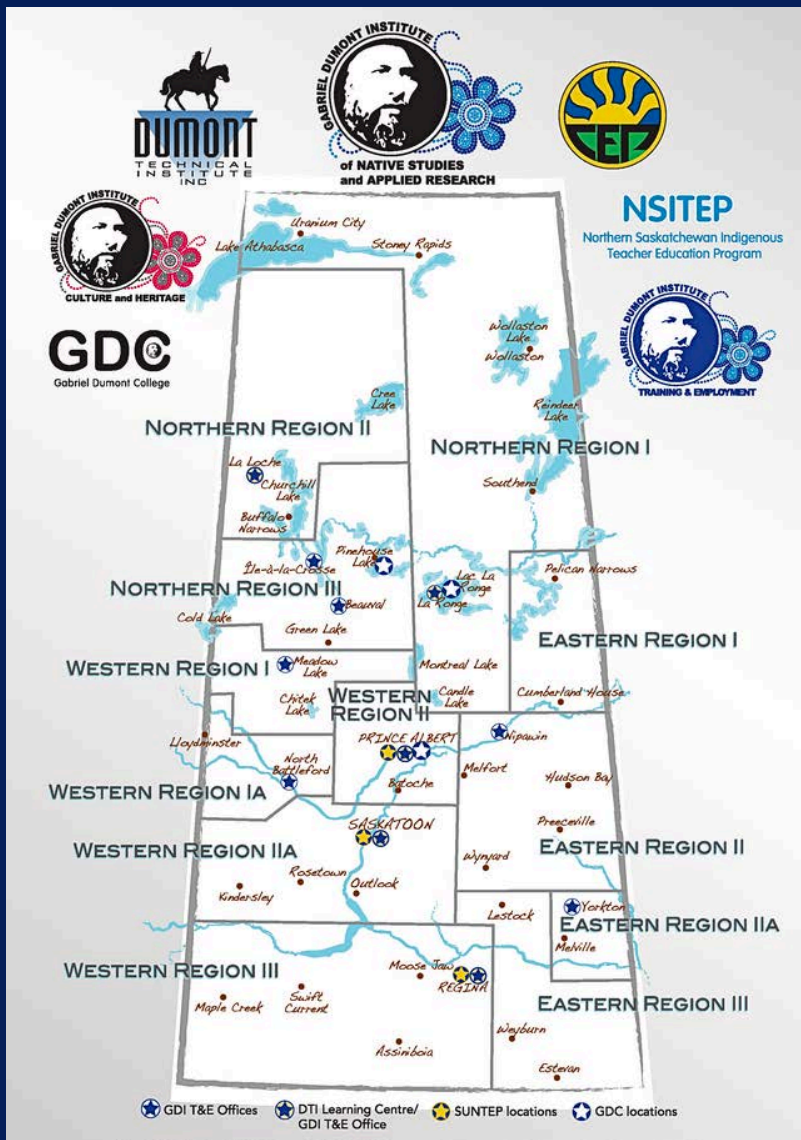
DECEMBER 2024 FINANCE & PAYROLL CUTOFF CALENDAR

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
		Cutoff @ 3 pm for Stop Payments on MNU Student Dec 8 Direct Deposits		Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invs - Timesheets & Payroll Revisions for Dec 13 Payday MNU Student Payday	
8	9	10	11	12	13	14
		Cutoff @ 3 pm for Stop Payments on ISETS Student Dec 13 Direct Deposits		Accounts Payable Cheque/EFT Run	Staff Payday Cutoff @ 4:30 for Accounts Payable Invoices ISETS Student Payday	
15	16	17	18	19	20	21
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Dec 31 Payday	Cutoff @ 3 pm for Stop Payments on MNU Dec 20 D.D. Accounts Payable Cheque/EFT Run		Stop Payments on Student Dec 27 & Jan 3 D.D. MNU Student Payday		
22	23	24	25	26	27	28
			Christmas Day Stat Holiday	Boxing Day Stat Holiday	ISETS Student Payday	
29	30	31				
		Staff Payday				

EMPLOYEE CONTRACTS DUE AT PAYROLL UPON JOB ACCEPTANCE. PAYROLL MUST RECEIVE CONTRACTS PRIOR TO PAYROLL CUTOFF DATE. IF RECEIVED AFTER THE CUTOFF DATE, THE EMPLOYEE WILL BE PAID ON THE FOLLOWING PAY PERIOD MRTS DUE BY THE 15TH OF EVERY MONTH



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Previous issues of the *Communicator* can be found online at www.metismuseum.ca

If you would like to submit an article for the *Communicator* please contact Bethani Groat bethani.groat@gdins.org

