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Many Nations Financial Services Ltd. • Many Nations Benefit Co-operative Ltd.



Congratulations Herb Strongeagle

Many Nations Board of Directors Member

Many Nations is proud to announce that board member **Herb Strongeagle** was the winner of the Saskatchewan First Nations Lifetime Achievement Award on November 9, 2006.

Herb, a member of Pasqua First Nation, has been a trailblazer for First Nations in many different areas. He obtained his Bachelor of Commerce degree in 1973 at the University of Ottawa and has spent the past 30-plus years assisting First Nations organizations, helping develop and maintain accountable financial records, completing audits and developing business plans for First Nations businesses and economic development initiatives. He takes great pride in working towards the betterment of First Nations people, which he continues to do to this day.

Herb was also an exceptionally gifted athlete in his youth, excelling in baseball and hockey. In 1952, Herb was awarded the Tom Longboat Medal as Best Indian Athlete in Saskatchewan, for his contributions to his junior baseball and midget and juvenile hockey teams. He spent 12 years as a scout for the WHL's Regina Pats, and three years scouting for the Vancouver Canucks of the NHL. During his scouting years, Herb was inducted into the Indian Head Sports Hall of Fame and the Saskatchewan First Nation Sports Hall of Fame. Today at age 72, he is involved with the Vancouver Corridor's plan to organize a relay race from one end of the island to the other, involving kayaking, biking, horseback riding, and hiking.

Currently, Herb serves as President of the Aboriginal Financial Services Corporation and Executive Director of Finance and Administration of the Institute of Indigenous Government in Vancouver, BC.

Herb attributes his many blessings and opportunities to having a good education, which allows him to serve as a role model and mentor to First Nations youth. He has often been heard telling young people, "Things can be accomplished if you get an education!"

Please join us in congratulating Herb Strongeagle for being recognized for his outstanding contributions to First Nations people and their communities.



"The strength of Many Nations protecting our future"

Our Mission:

"We will assist our customers and members in achieving the best culturally appropriate solutions for their needs in Pensions, Employee Benefits, Insurance, Retirement Planning and Risk Management."

INSPIRATIONAL

“Someone must speak for them. I do not see a delegation for the four footed. I see no seat for eagles. We forget and we consider ourselves superior, but we are after all a mere part of the Creation.”

Oren Lyons, Onondaga

Many Nations Statistics

- Nationwide representation
- 300 First Nation organizations
- \$150M in pension assets
- Over 7000 pension plan members
- Regular on-site service

Many Nations



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Spring/Summer 2007

Ten Tips for Dealing with Difficult Co-Workers

Part Three of a Series on Stress Management

We've all felt stressed at work at times, when our desks are overloaded, when we fall behind on assignments, and when we're forced to work overtime at the expense of spending time with our family and friends. But what happens when the cause of workplace stress isn't your workload, but the person sitting at the desk beside you?

Co-workers are like family – you don't pick them, but you have to exist with them, often for eight to ten hours per day, five days a week. That's a lot of time to spend with someone you aren't getting along with. If you're working because you need to put food on your family's table, or better yet, if you're dedicated to a job you love, quitting because of a co-worker just isn't an option. So what do you do?

1. Identify problem people. Recognize when a co-worker is “toxic”. A toxic co-worker can take the form of a cut-you-downer, a smiling, two-faced backstabber, a gossip, a meddler, an instigator, or a nasty competitor.
2. Beware bad bosses. Like it or not, your boss is the one in charge, and that's unlikely to change, unless you're in a very serious situation (i.e., sexual harassment). If your boss is arrogant or controlling, you will have to learn to get along with them, as confrontation is risky.
3. Assess your situation. It can be a real shock when someone is openly hostile to you in a work environment, or when you realize that you're the victim of a vicious gossip. Remember that you're not alone – the person involved likely treats others in a similar fashion.
4. Take concrete action. Be direct – let your co-worker know that you're going to a higher-up if their behaviour doesn't change.
5. Don't let the problem fester. Don't let your anger get the better of you! You want to remain rational, so address the situation sooner rather than later.
6. Safeguard your reputation. The last thing you want is to earn the title of the office whiner, which is why it's so important to take quick action. You don't want to be known as the person who's always in the centre of the drama.
7. Don't sink to their level. That means no gossiping, no slanderous emails, no bad-mouthing to others.
8. Keep it private. Don't air your grievances in public – this is between you, your co-worker, and your boss. And never, ever lose your temper with your co-worker, particularly in front of the other employees or worse yet, in front of your boss.
9. Make the first move. Be the bigger person! Approach the co-worker by saying “I'm sorry if I hurt you” or “I could be wrong”. This can defuse defensiveness and help you and your co-worker find some common ground.
10. Agree to disagree. Everyone is not going to be your best friend, so learn to co-exist by dealing professionally with each other. Express appreciation for the other person's strengths and contributions towards the organization, and you'll find they are likely to respond in kind.

Don't let a co-worker control you! Toxic co-workers can affect not only the hours you spend at work but the time that you have with your family and friends. Use one or more of these tips to take your power back – you may find that even if the situation isn't resolved exactly as you may have envisioned it, you've taken a positive step to managing your own emotions and stress level.

Source – www.allbusiness.com, “Ten Tips for Dealing with Difficult Co-Workers”

In our next newsletter...

Are you a “Type A” personality? Take the test!

Many Nations at the AFOA



From left to right: Herb Strongeagle, Board Member; Stacey White, Sr. Group Marketing Associate; Joe Carter, Board Chairman.
Absent: Judy Liland, President and Todd Robertson, CFO

The AFOA (Aboriginal Financial Officers Association) Conference was held in Vancouver, B.C. on February 20th to 22nd, 2007. Many Nations was a major sponsor for the conference. All attendees at the conference received our new lanyards with our website: www.mannations.com on them, as well as our brochure and a pen.

We were pleased to award draw prizes to the following attendees:

Native Print winner: Vivian Simon, Skeetchestn First Nation, Savona, B.C.

Necklace winner: Sheryl Cote, YTC Child & Family Services, Yorkton, SK

NEWS AND NOTES

Please be sure to visit us at the following National Conferences:

AFN
(Assembly of First Nations)

July 10th to 12th, 2007
Halifax, Nova Scotia

CANDO

October 22nd to 25th, 2007
Kamloops, British Columbia

Dragonboat Festival

Many Nations has entered a team in the Dragonboat Festival that will be happening in the beautiful city of Saskatoon, SK. It will be held at Rotary Park on July 27th and 28th, 2007.

There will be various categories of competition and many participating teams. Our team will consist of 25 members, with 20 being in the boat. The team includes a steerer, a drummer, and 18 paddlers.

A major part of this event is the recipient of the pledges that will be donated to the charity of choice. This year the recipient is the Heart and Stroke Foundation. This is an excellent opportunity for participants to do their part in raising awareness and money to fund research and programs that will make a difference.

If you are interested in finding out more about this event, please visit the event website at www.facilitymarketing.com, or if you would like information about pledging, please contact Anita Brass, Team Manager, at anita@mannations.com.

Dragonboat Team for Saskatchewan Indian Institute of Technologies (SIIT)



AT YOUR SERVICE!

Many Nations Regional Representatives

British Columbia:

Denis Aubrey
Dan Conway
Graham Cope
Brian Michnik
Randy Potskin

Alberta:

Larry Hackel
James Malec
Nick Westman
Dwayne Fedoriuk

Saskatchewan:

Dwayne Fedoriuk
Larry Hackel
James Malec
Eric Shearer

Manitoba:

Jean Gaudry

Ontario:

Dean Botchar
Watson Parojic Benefit
Consultants Inc.

Atlantic Provinces:

Owen Dickie
Darrel Spencer

Meet James Malec

Regional Representative, Alberta



James has been a financial advisor since 1992. He works with about 200 families and business clients located in Calgary as well as rural Alberta. James grew up in Prince Albert and worked in Northern Saskatchewan First Nations communities as a young adult. This

experience with First Nations people is an asset in understanding their needs. James became involved with Many Nations in the summer of 2003 and looks forward to providing solutions to First Nations people. James has been married since 1982 and has two boys. He enjoys sports, outdoor activities, and plays guitar and harmonica with a Calgary rock and blues band.

Email: james@manynations.com

Meet the Staff at Many Nations

We are pleased to introduce another new staff member to our head office team:
Anita Brass, Administrative Assistant

Some of Our Products & Services

Employee Pension Plans

Many Nations offers you a choice. You can choose to become a member of the largest First Nations Multi-Employer Pension Plan in Canada, or you may choose to manage your own pension plan. Membership in our Multi-Employer Pension Plan is presently over 4,200 members. Due to the size of the Pension Plan, we negotiate lower management fees and we pass the savings along to you, our members.

Employee Benefit Plans

- Life Insurance
- Accidental Death and Dismemberment Insurance
- Health and Medical Insurance
- Short and Long Term Disability Insurance
- Dental Insurance

- Vision Care
- Employee and Family Assistance Programs

Additional Services

- Individual Life and Disability Insurance
- Investment Services and Products
- Critical Illness – Individual/Group
- Coverage for Chief and Council
- Personal Financial Planning

Superior Customer Service

We have qualified, licensed agents serving aboriginal communities, organizations and individuals all across Canada. Call Many Nations toll-free at 1-800-667-7830 to speak with a Service Representative in your area.

Many Nations ensures that its members are prepared and protected for their future.

We want to hear from you!

Send us your comments, suggestions, an article, announcement or picture for possible publication in our Fall / Winter issue.

Let us know – your ideas matter!

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