nama'ki Institute of Natural Resources

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Eskasoni • Membertou • Potlotek • Wagmatcook • We'koqma'q

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THIS ISSUE
is a special edition
dedicated to
Charlie Joe Dennis
and his work
at UINR.

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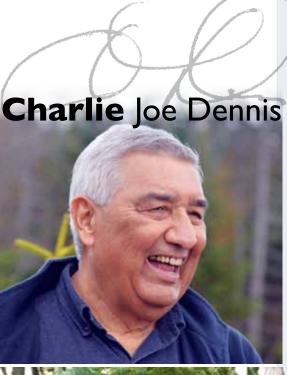
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Where do you begin to talk about a man like Charlie Dennis?

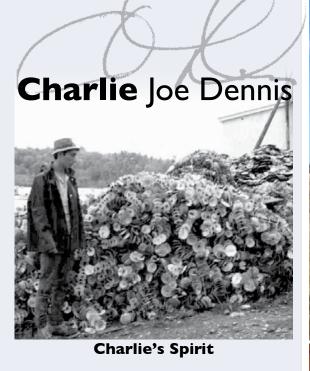
I first met Charlie after graduating from University in 1998. Without even meeting me, he offered me a job at Eskasoni Fish and Wildlife Commission. The fact that I was a Mi'kmaq from Unama'ki and had a degree in Biology was all Charlie needed to know. My first day at the office his instructions were simply this...make yourself useful. Charlie wasn't a big believer in administrative policy or procedures, or formalities for that matter. He believed that everyone should come to the table and help in any way they could to get the job done. He approached most matters in this way, reaching out to anyone who shared the same passion he had for the Bras d'Or Lakes, regardless of what community, department, or organization you were from.

Charlie was a natural leader with his kind, easy going way. It was easy to get swept up in his dreams for the future. And his dreams were big. Charlie loved to tell stories. On many drives to meetings together he would ask me, "Did I ever tell you the time..." and even though I may have heard the story before I'd say, "No Charlie, tell me." One story that stuck with me was the one of him as a young man oyster fishing on the Bras d'Or Lakes, dreaming of the day when young Mi'kmaw people would be working on the Lakes studying oysters and other species and simply taking care of the Bras d'Or. Not too many people in this life can say their dreams came true, but I'm so grateful his did.

This special issue of UINR Marten is dedicated to Charlie and to all his friends that helped to make his dreams come true.

Lisa Young, UINR Executive Director





Way too early, my best Native friend, Charlie, left. He will be remembered as a man who accomplished more during his shortened life than most people would in two lifetimes.

Charlie's spirit was humble, joyous, generous, true to his friends, and caring for his people. He could teach without lecturing; he could inspire an offer instead of asking. He could defuse potential conflicts, and make adversaries see each other's point of view. He could foresee good things for the future and make them happen. His presence could truly generate understanding, respect, trust, and cooperation.

I had the privilege to know him for more than forty years. We had fun working together on several of the many loves of his life, the oyster, the Bras d'Or Lakes, the well-being of the Mi'kmaq people.

Before important meetings, Charlie would often look at the sky intently. Sometimes, a large smile would illuminate his face as he was saying, "This will be a good meeting; the eagles are flying." When we emerged from the church after his funeral, a majestic eagle came from the Lake, circled over the crowd and flew away, as if taking Charlie's noble soul over to meet the Spirit of the Lake. Safe journey, my friend; your Spirit will always remain with us.

René E. **Lavoie**, May 29, 2015













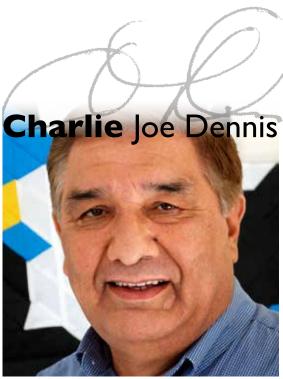








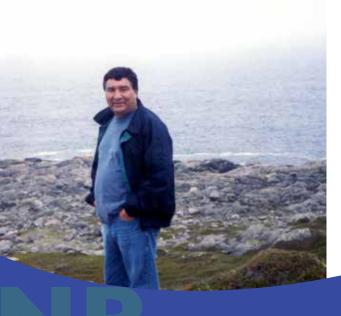




With his gentle and kind nature, he served our community as Chief proudly with great integrity and honesty. Charlie was a passionate defender of Mi'kmaw rights and responsibilities, especially the need for working together in Unama'ki to protect and preserve our natural resources. He was a founder of Unama'ki Institute of Natural Resources and continued to be passionate about the work he was doing up until his last days. My prayers are with him and his family, but I would also like to share my appreciation for Helen and family for sharing Charlie's precious time on this earth with us. Through his leadership and vision we have all benefited as Mi'kmaq.

Welaliek Charlie aq Wikmaq aqq Meskey.

Chief Leroy **Denny** and Eskasoni Band Council





John Frank Toney, Lindsay Paul, Anthansius Sylliboy(JunieKid), Charles Blaise Young, Eldon Gould, Derek Johnson, Charlie Dennis, Mary Lou Gould, Bertram Bernard (Muin), Leroy Denny, Virick Francis, Chris Stevens

4

We are saddened at the loss of our treasured friend, Charlie Joe Dennis. At the same time, it is impossible to think of Charlie and not feel warmth, compassion, and camaraderie. Despite the profound sense of loss, our sadness is lifted up by memories of Charlie which are filled with his generosity and his grace.

I have had the honour of knowing Charlie for nearly 25 years. This is not nearly as long as have his family and his community in Eskasoni, but fortunately long enough to have had the benefit of his wisdom and his kindness. He was a determined and gentle man. When you were with Charlie at a meeting or with a group of people, it was clear that he listened very carefully. When he spoke, it was always thoughtful; he was able to make a strong point in a quiet way. Charlie was passionate about his community and his work, but I never heard him speak with anger or speak unkindly of another person. When Charlie smiled, he smiled with his eyes—the depth of his character shone through his eyes. And when he hugged you, you knew you had been hugged. Few people could make you feel as welcome as Charlie did.

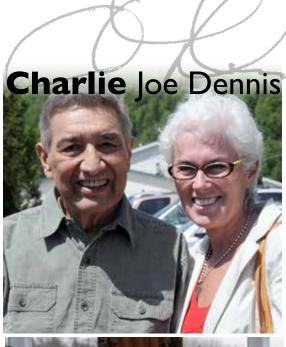
Charlie had a deep commitment to his community and to the protection of the beauty and the bounty of the Bras d'Or Lakes. Charlie leaves a large legacy in the work he led; from oyster research, salmon research, development of fisheries for his community to his tremendous vision, inspiration, and quiet persistence in bringing First Nations, municipal, provincial and federal governments, and community organizations together to better understand and maintain the health of the Bras d'Or Lakes.

But perhaps Charlie's greater legacy is the influence that he has had on so many people. As others have said and written since his passing, Charlie had a tremendous impact on young people in his community. He guided and nurtured a generation of biologists, technicians, and fishery and wildlife managers. Charlie also deeply affected a great number of young (and not so young) employees in the federal and provincial science and natural resource agencies with whom he worked. At DFO, for over 40 years, a large cadre of scientists, biologists, and resource managers have been guided by his wisdom and many became lifelong friends.

It is hard to think about continuing work on the things that Charlie felt so passionately about without him there to guide and motivate us. Charlie inspired us all to do our best, to treat each other with respect, and to care for nature. We honour Charlie by ensuring that legacy endures.

Faith **Scattolon**, Former Regional Director-General, Maritimes Region and CEPI Senior Council Member, Department of Fisheries and Oceans

Flo Young, P.J. Prosper, Lisa Young, Lillian Marshall, Murdena Marshall, Dianna Denny







The joy and sense of personal achievement we experience as we live our lives is nearly always a function of our relationship with each other as human beings. As we grow and age we develop our values and aspirations and seek others who either share our view of the world or who complement us by the virtues, talents, and strengths we frequently lack. We meet these special people when we least expect it. Such was the case for me when becoming acquainted with Charlie Joe Dennis.

It would be easy to simply provide a long list of qualities Charlie possessed, but that would only tell part of the story. There was always an enriching context to Charlie's observations. Always a teacher, Charlie was not unlike a person driving a car with eyes constantly fixed on the road ahead while, at the same time, attentive to the rear view mirror. Charlie's advice on any future course of action was always steeped in experiences from time past. His judgement, always sound and shared with those who sought it, flowed from wisdom not gained in high-level academic institutions, but from his endowment at time of birth.

Charlie Joe was respected as a conscientious administrator as Chief of Eskasoni—he exemplified empathy and concern for his community and the welfare of his people. Not all people can respect the laws and ethics of governance in community or in chairing committees, and, at the same time, exhibit effective leadership. Charlie possessed those skills and more.

In recent years, Charlie suffered serious and taxing health issues. From time to time, I would visit him during his periods of dialysis treatment and he would enlighten me about his deep spirituality. He held a deep respect for the protection of Nature in all her forms, and was acutely aware of the significance of the changing of the seasons. A profoundly spiritual man with a special loyalty to Sainte-Anne-de-Beaupré, Charlie was also a fine humanist. We are the poorer without him but the richer for having known him.

Rest in peace, Charlie, our true friend and mentor.

Pat Bates





I think all of us are given certain gifts from our Creator. But I think Charlie was given a very special one. Since the Creator made the Lakes with his very own strength and sense of beauty, I think that when He saw that the Lakes were suffering, He gave Charlie the task of taking care of the Lakes. He gave Charlie the knowledge and the skill to do what was necessary but more than anything, I think, the Creator also gave Charlie his very own love for the Lakes.

Over the years, I was often struck by his passion and his concern for the Lakes and everything that lived in and around it. It was a very special gift that, I believe, must have come from the Creator Himself.

Dan Christmas





"Got it!" Charlie would say with a smile and then provide his and UINR's support to a new research project. For over two decades, Charlie did this for my Integrative Science team research at CBU in conjunction with Mi'kmaw Elders. Our projects always included Elder Albert Marshall's guiding principle of Two-Eyed Seeing bringing together traditional knowledge and mainstream science. And so, when I think of Charlie, my heart smiles as wonderful projects pop to mind: butterfly gardens, puppetry and legends, moon and ecosystem calendars, plant names and medicinal uses, sunflowers, frog biodiversity, black ash, walking trails, fish parasites, and more. Yet most of all, I remember Charlie's encouragement to include youth in all these projects. As a result, I see Charlie's smile today in the smiles of the many Mi'kmaw university science graduates and the younger ones coming along behind them, bringing joyful life to the dream of Mi'kmaw communities having their own science practitioners...from research and education through health care to fisheries and forestry and on into policy and governance.

We are all smiling! Thank you, Charlie! Msit No'kmaq.

Cheryl Bartlett

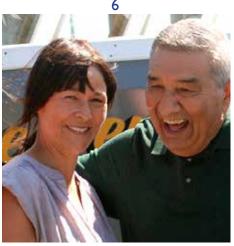


I was a university summer student assigned to Eskasoni Fish & Wildlife with no real task to undertake and Peter Marshall told me, "Why don't you go up the hill, Charlie Joe needs some help at UINR."

I didn't even know what UINR was then, or who this Charlie Joe was but I soon found out. I met a man who, I found out very quickly, was very well respected and incredibly busy but always had time to share a story, especially if it would make you laugh or feel more comfortable. I did end up helping Charlie that summer; he had two staff out on maternity leave, and in an incredible stroke of luck I was able to spend the next ten years working with him, learning from him, laughing alongside him and always I felt a great level of comfort, almost like he was a father figure.

The last ten years were an inspiration and has forever shaped not only who I am as a person now, but also my future career and the way I'll forever view the natural world. Working at UINR instilled in me a tremendous respect for the environment and, working alongside Charlie all these years has given me a standard I will strive towards for the rest of my life. This may not be an official saying (yet) or anything, but I think, "To do what Charlie would've done" will keep my hands full for the rest of my working career and, knowing Charlie, beyond!

Annie E. **Johnson**UINR Director of Administration



Charlie was a true leader. He made you believe in yourself and that anything was possible. He relied on motivation to get the job done. He made you want to work for him. There are so many lessons I learned from working with Charlie that I apply not only to my professional life, but my personal life as well.

Charlie spoke of experience as the best teacher. He taught me not to be concerned with the details of how exactly things will get done but to expect and embrace the bumps along the way, and that I may not be able to get everything I need to know from a book. Lessons are best remembered when they are based on what to do, and especially what not to do! Charlie never disciplined me for my mistakes and seemed to find many of them amusing, accompanied by an exclamation of "Well, now you know!"

Charlie was never intimidated or threatened by others knowing what he knew and took pride in the accomplishments of those he worked with. I think my greatest Charlie lesson is that doing a great job isn't only measured by the number of reports or proposals written, projects managed, or deadlines met. A great job is achieved when the student becomes the teacher.

Shelley **Denny** UINR Director of Aquatic Research and Stewardship

Charlie would always listen to what was happening in the commercial fishery and often asked is there something we, Unama'ki Mi'kmaq, should be asking for. We had many conversations with some who did not treat us right and others who were not in authority to help. He never quit and even tried to teach me how to learn the language. Me'talein. His knowledge and example will guide my path. His simple view and wholesome nature lets you miss how complex he was.

John **Couture**Commercial Fisheries Liaison Coordinator

My fondest story of Charlie was one he would tell. I heard it probably five or six times over 13 years of knowing him and it was funny every time.

One day he and Andrew Johnson, "Andrew Boy," were hunting and they walked past an old, abandoned house. They decided to go in and started rummaging around a little bit looking in cupboards and checking out drawers. Charlie would say they were just "nosing around," not trying to steal anything, just looking.

Charlie found some firecrackers in an end table drawer in the hallway and thought to himself, this is going to be a good prank. He lit a fire cracker and threw it into the kitchen where Andrew Boy was.

By this part Charlie was almost in tears telling the story. Andrew Boy screamed and grabbed his chest.

Charlie then ran in laughing and poor Andrew Boy almost dropped dead with fright thinking he had been shot.

Charlie said that Andrew Boy was pretty mad at him for a while but he got over it.

He always said he kind of regretted throwing that firecracker because it gave Andrew Boy such a fright, but at the same time it was pretty funny.

Mark **MacPhail**UINR Former Director of Forestry







I became interested in Charlie's work while a student of CBU's MSIT Togwa'tu'kl Kjijitaqnn Integrated Science Program. In the summer of 2000, I started to work for Charlie as a lab technician at Eskasoni Fish and Wildlife Commission. Little did I know then he was in the midst of building his dream of having Mi'kmaw scientists, technicians, guardians, managers, and administrators taking care of natural resource management issues in Unama'ki.

After my second summer, Charlie really took notice of the science students' quality of work. In essence, a strong partnership developed between CBU and EFWC. The students became valuable stewards of Charlie's vision and dreams of the future. I was on Charlie's recruitment list and he always asked: "When are you going to start working with me, Clifford?" But I continued on my education path until a position for a Moose Management Coordinator became available at UINR. I applied and, sure enough I got the job.

This is my 10th year working with Charlie in that capacity along with two years as a summer student. I truly believe that I wouldn't have gotten into this type of career if it weren't for Charlie's encouragement and ability to build my confidence and that of my fellow classmates. Charlie certainly helped guide my course in life for the past 15 years. He helped me with a very challenging role and made my work fun. For that, I am forever grateful. His guiding principles, and the great legacy he left us with, will always be there. His dreams are now our dreams and we forge ahead with love in our hearts. Welalin nitap.

Clifford Paul

UINR Moose Management Coordinator



I am going to miss being taught by this man in and outside the office. He was my mentor, my teacher, and my friend. Welalin jit msit kowey.

Serena **Paul UINR Administrative Assistant**



Losing Charlie was such an unexpected passing. We never really think that the last time you see someone will be the last time ever. Charlie Joe will be remembered as a mentor, a good friend, and for his wisdom and funny stories. I'm very thankful that I got to know him and for the knowledge he passed down to all of us here at UINR.

Angela **Denny UINR** Research Assistant

Listening is better than talking.

II things I learned from Charlie

- 2. Laughing is better than talking.
- 3. Things work out in the end.
- If you call a meeting, feed people.
- Feed people well.
- Small things in the environment are big.
- 7. Don't rush. Unless it's time for lunch.
- 8. If you feed the birds they will come to your feeder.
- We all want the same things.
- 10. Smile when someone takes your picture.
- 11. Never wear a tie.
- 12. Numbers don't matter.

Weldon Bona **UINR Director of Communication**



Charlie Joe, you have touched the hearts of many people, mine included. I really miss our early morning chats over a cup of tea. I am truly a better person for having known you. Rest in peace my friend.

Billy Taylor UINR Finance Officer

I got to know Charlie almost 25 years ago at the beginning of the Guardian program. Charlie was a true visionary for many initiatives that became a reality in his lifetime in Unama'ki. It was his thoughts and actions that brought about the Guardian program in Unama'ki. As a Guardian, I learned a lot about natural resources and the concerns in Unama'ki. Very much of this comes directly from my experiences with Charlie.

Charlie was always there to make me smile and laugh, listen, provide guidance, and lend a helping hand. I will forever miss my good friend and will never forget the champion of the Bras d'or Lakes.

Keith Christmas

Guardian Program Liaison Coordinator

I knew and worked with Charlie for nearly a decade. I started working as the Bras d'Or Lakes CEPI Coordinator in 2006, and I wasn't there a week before I realized our Executive Director was not of the usual mould: on Friday afternoons he would often come by your desk and ask you to lift your feet while he vacuumed the carpets! There was no artifice or pretension about Charlie whatsoever.

Charlie truly loved nature and had an irrepressible curiosity and sense of wonder about it. He was always eager to hear stories of found owls, unusual fish sightings, or anything notable about the Bras d'Or Lakes. He had great respect for the Elders in his community and made a concerted effort to include them in his work, always modestly denying that he could ever take a place among them. He cared about young people, and nurtured the careers of many young scientists and technicians.

Charlie had a great sense of humour and mischief. I came in to work one Monday morning to find an elaborate apology from Charlie written on a Post-it note, because he had eaten an apple I had left on my desk. The note ended with, "It was delicious." Chief Leroy Denny certainly had it right when he said Charlie would be remembered for his smile, which was quick and often accompanied by a self-effacing anecdote.

I attended hundreds of meeting with Charlie over the years, many as minute-taker when he acted as Chair. Some of these meetings were difficult, yet Charlie never lost his patience and worked for consensus, as is the custom in Mi'kmaq culture. We usually think of great leaders as forceful, loud, and larger than life. Charlie was gentle, quiet, and exactly life-sized. It was a great privilege to sit at his right hand. I will miss him immensely and I will always be grateful for his patient and generous example.

Shelley **Porter**Former CEPI Coordinator

Shelley Porter, Annie Johnson, Dan Christmas, René Lavoie, Lisa Young, Anthony Morris, Charlie Dennis



I have worked with Charlie on fisheries (mostly salmon) related projects since 1987. He was such a pleasure to work with as he truly cared about the fish and about Cape Breton Island. His ability to bring people from diverse backgrounds and views on fisheries together to work for the betterment of the salmon resource on Cape Breton was truly an inspiration to me and to others. And while he did not do it as much as he wanted, (who does?) he really enjoyed fly fishing. On more than one occasion when fishing, he caught more than me and never let me forget it! I personally will miss his guidance, his passion for Cape Breton, and his never-ending optimism.

Lewis Hinks

Director of Programs for Nova Scotia and Prince Edward Island, Atlantic Salmon Federation





The first time I met Charlie Dennis, it was in the early, tentative, hopeful days of collaboration and the promise of moving forward on shared concerns about the Bras d'Or Lakes. At that time, there was still a strong divide between Mi'kmaw and non-Mi'kmaw interests, even between various levels of government, and government and community. CEPI, Pitu'paq, UINR and all of its collaborative initiatives did not yet exist. What I remember most about that first meeting is Charlie's dignity. Charlie had a vision which he pursued with quiet grace. He opened the door to anyone who shared his vision; a conscious choice to walk the path of diplomacy rather than adversity, and it was often not an easy choice. Without a doubt-although many people worked hard to bring to fruition the successful collaborations in Bras d'Or Lakes-none of these initiatives would have existed without Charlie Dennis. He knew the power of listening, of letting people put the best part of themselves forward.

Charlie was one of those people that you believed would always be there. Still today, I will come across a piece of research or an innovative approach and I will think, "I must share this with Charlie," and then realize with great sadness that is no longer possible. Charlie included many people in his dream, which not only focused on the health of species within the Bras d'Or Lakes, but also was inspired by a very specific vision of the Mi'kmaw people as decision makers and primary keepers of the environment. He was patient, focused, far-sighted, and committed to the lands and waters which were inextricably wound into the history and identity of the people. He took us closer to the end goal in a shorter period of time than anyone could have thought. The future will challenge us with environmental crises unlike any we have seen before. It is my hope that his example will continue to inspire the decisions ahead.

Laurie **Suitor**Pitu'paq Senior Advisor







Charlie Joe Dennis



My favourite memories of Charlie are our drives to Mala. He told stories the entire time, never repeating a tale (unless I requested it!). He had endless stories, each one tied to the Bras d'Or Lakes, each one with a lesson, most with a good laugh too.

Charlie had a way of making me feel like I'd earned the stories, like I was in on something by knowing them. And, with each story about oyster, osprey, sweet grass, fishermen, or a Mi'kmaq lesson, it became more and more important for me to commit to the Bras d'Or Lakes and its stories (past, present, and future). That was his impact on me. I love Unama'ki more because of him.

His love for the Bras d'Or Lakes was inspiring and contagious. The waters, land, and stories continue to remind me of him, and will forever keep his spirit alive. I miss you, Charlie!

Nadine **Lefort**Former MELC Coordinator

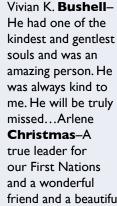




Annette E. Bernard-God I miss him so much. I haven't even taken my fishing rod out and that's sad!...John Mombourquette-Nova Scotia has lost a great man. So many words come to

Charlie with Ton

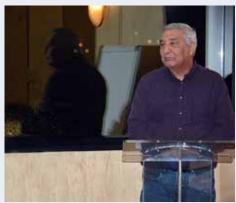
mind when I think of Charlie: humble, kind, thoughtful, intelligent, courageous, respectful, and the list could go on forever. A true gentleman. My sincere condolences to his family...



friend and a beautiful person. He loved his lake, and all life that is there. Rest in peace Charlie...Madeline Harvey-Condolences to Charlie's family. He was a true gentleman...John Hart-Like Lewis,

I am proud to have known him and worked with him. A friend to all, he'll be greatly missed... Nadine Lefort-Charlie had the biggest heart...he had deep, gentle respect for every person, species, and landscape he

encountered.xo...Diana Lee Denny-Charlie was a very humble man. You did not hear him tooting his horn, but he had every right, for the knowledge he had



of the fishery was unequalled. I called him my encyclopedia when it came to knowledge of the Bras d'Or Lakes. He knew about every species in the Lakes. We will not have another person like Charlie for a long, long time. We will miss you Charlie!...John MacDonald-I met Charlie in 1972 while working on a watershed project on the Bras d'Or and continued while at DEVCO Marine



with him but also to be related to him as my first cousin He was also the favourite



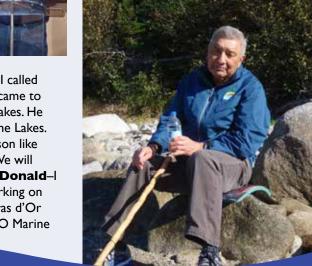


grandson of our late grandmother, Flora Francis Iol...Judy **Dixon**–Charlie was a sweet man...I met him when he was a patient in hospital and feel honoured to have known him!! A lovely person!...





Gordon Kennedy-Charlie made me feel good when I was around him.





Darrell **Bernard**—Charlie was a good man. Very honest very humble. He will be welcomed by Creator... Elena White **Robertson**—Charlie was one of the kindest, most gentle people I have ever had the privilege of meeting and working with. He had an unbelievable amount respect for everyone and every living thing, a born teacher and mentor. I will miss him. I offer my sincerest condolences and express my deepest sympathy to Charlie's family, community, and many

No'kmaq...Lorraine Elizabeth **Simon**— Charlie was an awesome father to me and an awesome grandfather to my kids and made sure every time we visited the house he educated us in either the fishing, nature, or Elders. He mostly talked about his birds outside his

friends. Msit

house.We will sure miss this humble man we called Joe! RIP...Lewis **Hinks**—I've known and worked with Charlie on projects since 1987. I am proud to have worked with him and even more proud to have been able to call him a friend. I will truly miss him...



Tracy **Googoo**-I'm not sure how long I've known Charlie, but I do know he was a great man who carried a lot of passion



for his work with marine life. He was truly an inspiration to all of us. The work

he was doing will continue. I'm very sorry to hear of his passing. He was a joy to work with and always happy to see you. Charlie, you are gonna be dearly missed. Nmultes ap nitap...Peter Austin-Smith-Oh no. I'm so sorry to hear of Charlie's passing. He was a great representative on our marten and

lynx recovery team and just such a nice and decent man...



Charlie with Chief Terry Paul



Dana-Paula **Francis**–I personally never met Charlie, however, his name and reputation was well known in Indian country. I remember a mutual friend, Cecil Cameron, raised his name as a go to



expert in most scientific issues associated with fisheries. I always intended to meet this gentleman but didn't get the chance.



Charlie Joe Dennis



Terry Paul, Trevor Bernard, Charlie Dennis, Morley Googoo, Wilbert Marshall

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