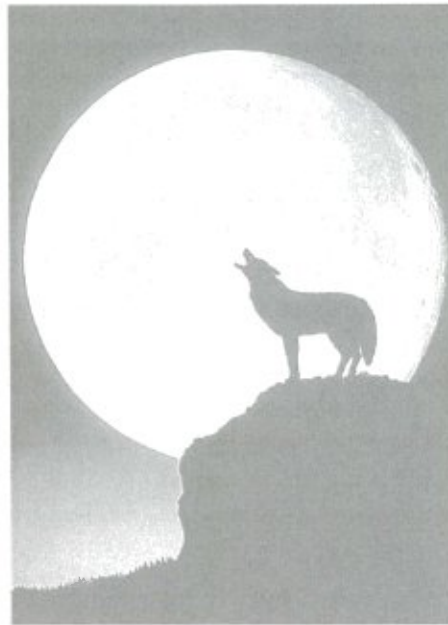


Baashkaakodin Giizis

(Freezing Moon)



November 2019

Saugeen News



The Saugeen News is published under the direction of Saugeen Band Council,

6493 Hwy 21, Southampton, Ontario N0H 2L0

For free distribution to members of the Saugeen Band.

Saugeen Band Council Minutes In Brief



Saugeen Band Council
Tuesday, September 3, 2019
Council Chambers 9:30 a.m.

Present: Chief Anoquot, Letitia Thompson,
Conrad Ritchie, Lorne Mandawoub, Randal Roote,
Mark Mandawoub, Sonya Roote

Absent:
Gayle Mason Stark, Mike Henry

MOTION No.01

Moved by: Letitia Thompson
Seconded by: Lorne Mandawoub
To accept the agenda as presented for today's
meeting, Monday, September 3, 2019.
6 in favor Carried

MOTION No.02

Moved by: Conrad Ritchie
Seconded by: Mark Mandawoub
To agree to the following changes for the
Operations and Infrastructure Committee as
follows:
Chairperson – Sonya Roote
Co-Chair – Letitia Thompson
4 in favor 2 Declined to vote
Sonya Roote "Conflict of Interest"
Letitia Thompson "Conflict of Interest"
Carried

MOTION No.03

Moved by: Sonya Roote
Seconded by: Lorne Mandawoub
To agree to sign the Amending Agreement No.
1920-ON-000003 Amendment No.003.

MOTION No.04

Moved by: Randal Roote
Seconded by: Sonya Roote
To approve the Targeted Wage Subsidy Budget
for 2019-2020. 6 in favor Carried

MOTION No.05

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To agree to sign the Renewal Contract between
the SFN#29 and Owen Sound Police Service
Dispatch Agreement. 6 in favor Carried

MOTION No.06

Moved by: Sonya Roote
Seconded by: Mark Mandawoub
To adjourn for today's meeting, time being
11:58am. 7 in favor Carried



Saugeen Band Council
Monday, September 9, 2019
Council Chambers 9:30 a.m.

Present: Chief Anoquot, Gayle Mason Stark,
Sonya Roote, Randal Roote, Letitia Thompson,
Conrad Ritchie, Mike Henry, Mark Mandawoub,
Lorne Mandawoub

MOTION No.01

Moved by: Mark Mandawoub
Seconded by: Letitia Thompson
To accept the agenda as presented for today's
meeting. 7 in favor Carried

MOTION No.02

Moved by: Letitia Thompson
Seconded by: Lorne Mandawoub
To approve the Saugeen Band Council minutes of
August 26 & September 3, 2019 as presented.
7 in favor 1 Opposed – Sonya Roote
“Verbatim” Carried

MOTION No.03

Moved by: Sonya Roote
Seconded by: Letitia Thompson
To approve the Operations and Infrastructure
Recommendation#1 dated September 3, 2019.
5 in favor (Chief tie breaker) 4 Opposed
Gayle Mason Stark “Number of subsidies used,
for tiny homes”
Lorne Mandawoub “Separate from subsidy
homes, didn’t go very well when my mother was
in one”
Randal Roote “Location, subsidy’s being used,
Band owning homes, outright ownership instead
of us owning it. Just not in the area”
Mike Henry Carried

MOTION No. 04 “DEFEATED”

Moved by: Sonya Roote
Seconded by:
To approve the Operations and Infrastructure
committee Recommendation#2 dated September
3, 2019.

MOTION No.05

Moved by: Gayle Mason Stark
Seconded by: Lorne Mandawoub
In concurrence with the Chippewas of Nawash
Unceded First Nation approve and authorize
funds to be allocated for the Natural and Cultural
Heritage Forum on November 20, 21, and 22,
2019.
Furthermore, we acknowledge the budget and
costs to be shared 50/50 on costs.
5 in favor 1 Decline – Randal Roote “My son is
involved in this project” Carried

MOTION No.06

Moved by: Lorne Mandawoub
Seconded by: Mike Henry
To authorize payment to Eplett Worobec Raikes
Surveying Ltd for the August 2019 invoice.
5 in favor Carried

MOTION No.07

Moved by: Mike Henry
Seconded by: Conrad Ritchie
To RESCIND Motion#07 dated August 6, 2019.
Further to approve the Operations and
Infrastructure Committee recommendation #11
dated July 30, 2019 with changes. 6 in favor
Carried

MOTION No.08

Moved by: Mike Henry
Seconded by: Letitia Thompson
To authorize payment to Hensel Barristers
Professional Corporation for the August 2019
invoice. 6 in favor Carried

MOTION No.09

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To authorize funds to the Duluth Declaration
Golf Tournament on October 2, 2019.
7 in favor Carried

MOTION No.10

Moved by: Letitia Thompson
Seconded by: Gayle Mason Stark
To approve the Operations and Infrastructure
Committee Recommendation#4 dated September
3, 2019. 6 in favor Carried

MOTION No.11

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To adjourn for today's meeting, time being
12:49pm. 7 in favor Carried



Saugeen Band Council
Monday, September 16, 2019
Council Chambers
9:30am

Present: Randal Roote, Gayle Mason Stark,
Letitia Thompson, Lorne Mandawoub,
Conrad Ritchie, Sonya Roote, Mike Henry

Absent: Chief Anoquot, Mark Mandawoub

MOTION No.01

Moved by: Sonya Roote
Seconded by: Mike Henry
To appoint Conrad Ritchie as chairperson for
today's meeting. 5 in favor Carried

MOTION No.02

Moved by: Letitia Thompson
Seconded by: Mike Henry
To accept the agenda as presented for today's
meeting. 5 in favor Carried

MOTION No.03

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To accept the Saugeen Band Council minutes of
September 9, 2019 as presented. 4 in favor
1 Opposed Sonya Roote "Verbatim" Carried

MOTION No.04

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To approve the Operations and Infrastructure
Committee recommendation#1 dated September
11, 2019. 6 in favor Carried

MOTION No.05

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To approve the Operations and Infrastructure
Committee recommendation#2 dated September
11, 2019. 6 in favor Carried

MOTION No.06

Moved by: Gayle Mason Stark
Seconded by: Mike Henry
To approve the Operations and Infrastructure
Committee recommendation#3 dated September
11, 2019. 6 in favor Carried

MOTION No.07

Moved by: Sonya Roote
Seconded by: Letitia Thompson
To approve the request for a student to be added
to the Saugeen First Nation#29 Nominal Role.
6 in favor Carried

MOTION No.08

Moved by: Sonya Roote
Seconded by: Gayle Mason Stark
To authorize to pose and hire for the position a
Professional Grant Writer for the Ontario

Investing in Canada Infrastructure Program
(Community, Culture and Recreation Stream).
6 in favor Carried

MOTION No.09

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To authorize the New Governance Building
Revised Contract Completion date.
5 in favor 1 Opposed – Gayle Mason Stark
“Don’t know enough about this project, spending
and reports needed” Carried

MOTION No.10

Moved by: Mike Henry
Seconded by: Letitia Thompson
To adjourn for today’s meeting, time being
12:49pm. 6 in favor Carried



Saugeen Band Council
Monday, September 23, 2019
Council Chambers
9:30am

Present: Chief Anoquot, Randal Roote,
Lorne Mandawoub, Mike Henry,
Conrad Ritchie, Sonya Roote, Gayle Mason
Stark, Mark Mandawoub

Absent: Lorne Mandawoub,

MOTION No.01

Moved by: Conrad Ritchie
Seconded by: Mark Mandawoub
To accept the agenda as presented for today’s
meeting. 7 in favor Carried

MOTION No.02

Moved by: Letitia Thompson
Seconded by: Conrad Ritchie
To approve the Saugeen Band Council
minutes of September 6, 2019 as
presented. 6 in favor 1 Opposed Sonya Roote
“Verbatim Minutes” Carried

MOTION No.03

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To Rescind Motion No.06 dated May 6,
2019. 6 in favor Carried

MOTION No.05

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To authorize payment to Town of Saugeen
Shores for the September 2019 invoice.
7 in favor Carried

MOTION No.06

Moved by: Sonya Roote
Seconded by: Gayle Mason Stark
To allot a band member a temporary
allotment for Lot 208 Un-Surveyed portion
to build a new home, if no construction
within a one-year time frame land will revert
back to the Saugeen First Nation#29.
6 in favor Carried

MOTION No.07

Moved by: Sonya Roote
Seconded by: Conrad Ritchie
To allot a band member a temporary
allotment for Lot 48-2-4 Village Subdivision
to build a new home, if no construction with
a one-year time frame land will revert back
to the Saugeen First Nation#29.
6 in favor Carried

MOTION No.08

Moved by: Conrad Ritchie
Seconded by: Gayle Mason Stark
To adjourn for today’s meeting, time being
11:59am. 5 in favor Carried



Saugeen Band Council
Monday, September 30, 2019
Council Chambers
9:30am

Present: Chief Anoquot, Lorne Mandawoub,
Mike Henry, Conrad Ritchie, Sonya Roote,
Mark Mandawoub, Gayle Mason Stark,
Sonya Roote, Randal Roote

MOTION No.01

Moved by: Lorne Mandawoub
Seconded by: Letitia Thompson
To accept the agenda as presented for today's
meeting. 7 in favor Carried

MOTION No.02

Moved by: Gayle Mason Stark
Seconded by: Lorne Mandawoub
To authorize the New Treasury Rates
effective October 1, 2019.
8 in favor Carried

MOTION No.03

Moved by: Lorne Mandawoub
Seconded by: Mark Mandawoub
To authorize payment to Timber Systems
Limited for the May 2019 invoice.
7 in favor Carried

MOTION No.04

Moved by: Lorne Mandawoub
Seconded by: Gayle Mason Stark
To accept and approve the Annual
Distribution for 2019 as December 4, 2019,
Cut-off date for Registration November 8,
2019. 8 in favor Carried

MOTION No.05

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To approve the Saugeen Band Staff
Christmas Holidays from December 23, 2019
and return to work on January 6, 2020.
8 in favor Carried

MOTION No.06

Moved by: Sonya Roote
Seconded by: Conrad Ritchie
To authorize payment to Martin Simmons
Architects for consulting fees.
8 in favor
Carried

MOTION No.07

Moved by: Gayle Mason Stark
Seconded by: Letitia Thompson
To authorize payment to Prestige General
Contractors for the May 2019 invoice for the
payment schedule. 8 in favor Carried

MOTION No.08

Moved by: Mark Mandawoub
Seconded by: Lorne Mandawoub
To authorize payment to Sierra General
Contracting Inc. for the September 2019 invoice.
8 in favor Carried

MOTION No.09

Moved by: Sonya Roote
Seconded by: Conrad Ritchie
To accept and authorize quote from R.A.B
Contracting for construction of a Stud Frame
Building for the Saugeen Fisheries Department.
8 in favor Carried

MOTION No.10

Moved by: Sonya Roote
Seconded by: Mark Mandawoub
To authorize that Rod Kewageshig – Saugeen
Fire Department Fire Chief is to be the only
signing authority for the Saugeen Fire
Department. Further, that Curtis Roote be

removed as a signing authority from the Saugeen Fire Department effective September 30, 2019.
7 in favor 1 Declined to vote –
Lorne Mandawoub “Conflict of Interest” Carried

MOTION No.11

Moved by: Mike Henry
Seconded by: Mark Mandawoub
To authorize expenditures for Funeral Grant for late band member. 8 in favor Carried

MOTION No.12

Moved by: Mike Henry
Seconded by: Mark Mandawoub
To authorize expenditures for Funeral Grant for late band member. 8 in favor Carried

MOTION No.13

Moved by: Letitia Thompson
Seconded by: Gayle Mason Stark
To adjourn for today’s meeting, time being 12:07pm. 8 in favor Carried

MOTION No.14

Moved by: Letitia Thompson
Seconded by: Gayle Mason Stark
To reconvene the meeting at 12:09pm due to unfinished council presentation. 5 in favor Carried

MOTION No.15

Moved by: Gayle Mason Stark
Seconded by: Conrad Ritchie
To agree to transfer funds for the construction of the Food Hub from the OPG Account to the Saugeen Food Hub account. 6 in favor Carried

MOTION No.16

Moved by: Sonya Roote
Seconded by: Gayle Mason Stark
To approve the remainder of the design fees for the Saugeen Food Hub. 6 in favor Carried

MOTION No.17

Moved by: Letitia Thompson
Seconded by: Gayle Mason Stark
To adjourn for today’s meeting, time being 12:30pm. 6 in favor Carried



Get your Saugeen News via e-mail
contact: reception@saugeen.org

October 11, 2019

Chief Lester Anoquot
Saugeen First Nation
RR #1
Southampton, ON
N0H 2L0

Chief Greg Nadjiwon
Chippewas of Nawash Unceded First Nation
RR #5
Wiarton, ON
N0H 2T0



450-1st Street SW
Calgary, Alberta
T2P 5H1

Francois Poirier
T-403.920.2003 / F-403.920.2413
Email-francois.poirier@tceenergy.com

Dear Chief Anoquot and Chief Nadjiwon:

We write in the spirit of cooperation and collaboration. We have appreciated the opportunities to date to discuss the proposed 1000 megawatt pumped storage hydro storage facility on the Department of National Defense 4th Canadian Division Training Centre and a high voltage transmission connection from the pumped hydro storage facility to the Hydro One Essa transformer substation, including the presentation to Joint Council on May 24, 2019. We wish to reaffirm our desire to establish a relationship to pursue the development and advancement of the project with Saugeen Ojibway Nation.

We are committed to working with the Saugeen Ojibway Nation in a spirit of cooperation, respect for SON values, culture and traditional territory to establish a long term mutually beneficial partnership based on trust, respect and understanding.

We value the developing relationship with the Saugeen Ojibway Nation and respect the desire of the SON people to have accountability for how energy infrastructure is managed in your territory today and in future generations. We also understand the longstanding importance of the Lake Huron fishery to your communities.

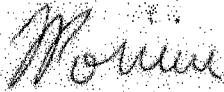
We are committed to pursuing a commercial partnership with Saugeen Ojibway Nation for the project and look forward to discussing this project and our plans to advance its development with the community in the near future.

Further we look forward to discussing a mutual communications plan to allow discussions with communities and stakeholders (including other potentially affected Indigenous Nations and non-indigenous groups or individuals) and to discuss other steps required to advance this opportunity.

As further demonstration of these values, I wish to assure you that TC Energy will not commence with the construction of the project unless the Saugeen Ojibway Nation is supportive of the project.

I look forward to meeting you in the fullness of time. Please do not hesitate to contact me should you have questions regarding this letter or commitments herein.

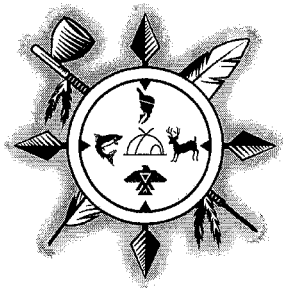
Sincerely,

A handwritten signature in cursive script, appearing to read "Francois Poirier".

Francois Poirier,

Executive Vice President,

TC Energy



CHIEFS AND COUNCILS SAUGEEN OJIBWAY NATION

Chippewas of Saugeen, RR 1, Southampton ON N0H 2L0 519-797-2781

Chippewas of Nawash, 135 Lakeshore Blvd, Neyaashiinigiing ON N0H 2T0 519-534-1689

Members of the Saugeen Ojibway Nation,

You may recently have heard news reports about a new project being planned by TC Energy (formerly TransCanada) in the SON Territory at the military base in Meaford. We are writing now to share with our Community members what we know about this project.

TC Energy recently approached the SON Joint Chiefs and Councils to tell us about a concept for a project they are considering. The project is a “pump storage” facility located within the military base in Meaford. It would involve digging a large water reservoir on the military base at the top of the bluff. Water would be pumped from Georgian Bay into the reservoir when there is extra electricity in the grid, and let back out from the reservoir to Georgian Bay through a turbine when power is needed. There would also be a pump station built on the shore to allow water from Georgian Bay to be pumped up and released back into the lake.

TC Energy has told us that the project has many potential benefits. It would reduce Ontario’s need to burn fossil fuels and therefore would help with climate change. It would also make the electricity system more efficient so that fewer new projects would be needed in the future and electricity bills would go down. Lastly, the project could provide a very good and safe investment that could generate significant revenue for the SON Communities.

These are very early days and so far, this project is only a concept. TC Energy has approached SON Joint Chiefs and Councils at the earliest stages and they have made clear that they only want to move their project ahead with SON. They have asked whether SON would like to become partners in the project—to share in the financial benefits and to participate in the project planning and development. We have told TC Energy that this is not a decision that SON leadership will make alone. It is a decision that should come from our Nation as a whole. Our Communities must be involved every step of the way.

We have attached a letter we received from TC Energy on October 11 2019. In this letter, TC Energy affirmed the commitment to only move their project ahead with SON’s support and stated, “I wish to assure you that TC Energy will not commence with the construction of the project unless the Saugeen Ojibway Nation is supportive of the project”. This gives us comfort that our Aboriginal and Treaty Rights and our voice as a People will be respected in our Territory.

We are aware that this project has the potential for archaeological, environmental, and fisheries impacts, and we take this very seriously. Any impacts to the Aboriginal and Treaty Rights of our People, or the environment (lands, waters, wildlife) of our Territory are our first priority and of the highest importance. We know that these potential impacts would need to be fully understood and addressed prior to considering the financial benefits of our involvement in the project. We know that with a project of this magnitude the financial benefits would be big and that those benefits could have real positive impacts on the lives of our People. Together, as a Nation, we have to understand both the risks and the benefits and then make a decision about whether SON should become a partner in the project.

This is a significant victory for SON. Not long ago, this project would have been proposed and developed without any regard for our Rights. Now, our role in the SON Territory is being recognized and respected. TC Energy has come to us at the earliest stages, and this gives us the opportunity to consider the project and the proposal and decide if it is in line with our vision for the Territory. If it is, we have the opportunity to be involved from the outset.

The SON Environment Office will be organizing community meetings so that we can share with you all that we know so far, as well as hear your concerns, questions, and feedback. We can then chart the path forward together.

In the meantime, as leadership, we will take all necessary steps to preserve our rights and Territory.

Miigwech – All Our Relations,



Chief Greg Nadjiwon
Chippewas of Nawash Unceded First Nation



Chief Lester Anoquot
Chippewas of Saugeen First Nation

An Eye on Council, with Sonya Roote

Happy Halloween to everyone! Hope you're all enjoying the cooler weather and the change of seasons.

I would like to start off by apologizing for my behavior at last weeks Council meeting. I felt attacked, being yelled at with lies and unfounded allegations by another member of Council, once again. After trying to respond in a calm and professional manner, I finally did lose my temper, when the yelling and lies wouldn't stop. I'm telling you this only because I want to explain the situation, not to excuse my own behavior. I lost control of my emotions, raised my own voice and used inappropriate language. There is no excuse for my actions and I actually feel quite embarrassed that I allowed myself to get caught up in that kind of exchange. I have apologized to Chief and Council and I just wanted to apologize to everyone else in our Membership. I'm usually able to stand up to lateral violence without losing control of my temper and I'm sorry that I failed to do so, in this particular instance.

1. **Tiny Home Update** – As reported earlier, our Infrastructure Committee has been working hard on plans to build 6 tiny homes in Saugeen. The original plan was to get these homes completed before the snow flies. Unfortunately, reality kicked in and we now realize that, although we will get these homes completed during the winter, we probably won't have time to set them up with the proper infrastructure, until spring. Mind you, we are striving to have these tiny homes completed for their new tenants, as soon as we possibly can.
2. **Transitional Housing** – Our Infrastructure Committee has developed a new plan for the cottage that the Band is having moved to Saugeen. The original idea was to move it to Eagle Street and mortgage it out to a Band Member. Last week, our committee discussed the issue of 'homeless people' on the Rez and came up with a plan to utilize this 3-bedroom cottage, in a more effective way. We are developing a plan to move it to the village area and use it for transitional housing. This way, we can accommodate at least 6 Band Members with temporary housing, when needed. We will keep you posted as this plan evolves.
3. **Abandoned/damaged homes** - Chief and Council directed the Infrastructure Committee to look into cleanup of all abandoned/damaged homes in our community. There are a few homes in the community that fit this description and that pose a safety risk to our Members. Our hope is that, we fix these homes up (where possible) and remove the ones that are beyond repair. If anyone owns one of these homes, please contact our Housing Department so that we can work together to alleviate any public safety issues.
4. **Unpaid/Delinquent Mortgages** – Infrastructure Committee was informed that, there is approximately 4 million dollars owed for mortgages and renovations. Of that,

approximately 1.3 million represents the delinquent accounts. This means that we have people, living in Band owned houses, that are not paying their mortgages. Committee is working on recommendations to forward to Leadership, regarding how to address this issue, once and for all. Just imagine how many more people we could house with 1.3 million dollars...

5. **Our CAS Working Group Committee** ready to roll! Congratulations to our new committee members; Darlene Roote, Diane John, Marissa McKenzie and Rachel Mason. This committee will be working closely with Nacole and Sheena from ACYPS, over the next few months, to ensure that our new process, for working with our children and families, will be respectful and safe for everyone. This is a very important step in the process of implementing our own child protective services in Saugeen. Welcome, new committee members, now let's do this!! 😊
6. **Our Social Committee** is working with Gerry Glover, Chief Executive Officer at Kincardine Health Team to help address some of the issues involving drug addiction in Saugeen. Gerry actually approached me and offered his and his teams assistance with anything we might need. At this point, we are looking into the possibility of setting up our own RAAM type clinic and having the ability to facilitate our own suboxone clinic, for our people. Thankfully, there are a couple of other doctors, along with Mr. Glover, who are eager and willing to assist us, in any way they can. Again, we will keep you updated on any progress.
7. Interest Distribution will be disbursed on December 6, 2019 in the amount of \$500/per Member. Additionally, each Member will receive an additional \$10.00 to help toward a Christmas dinner. In the past, turkeys were given to each home in Saugeen, which left off-reserve Membership, with no Christmas dinner assistance. Chief and Council decided to keep it fair this year for all Members. The distribution cheques will include this amount, so everyone will receive \$510.00 in total.
8. The DGR vote, for the storage of low and intermediate level waste, was expected to take place in December 2019. However, the new proposed date for the vote is now January 31, 2020.
9. New Administration Building is now in the building process. As there is local content built into the contract, please feel free to contact the contractor to apply for a job on this project.
10. New ball diamonds are now in the early stages of construction. These diamonds are a long time coming and it's very exciting to finally see progress. As you may be aware, these ball diamonds were approved to be built quite a few years ago, with the Chief and Council of the day. It's nice to see it finally see it become a reality! 😊

11. Chief and Council directed Finance Committee to address the issue of 'double dipping' by Leadership. Finance Committee confirmed that, according to our Finance Law as well as our Governance Code, double dipping is very clearly addressed. Our Chief and Council members receive an honorarium (equates to salary) and are not allowed to receive any other payment for attendance at meetings. The example that brought this issue to light was the Huronia Board Member per diems. C&C assigns Board Members every term and these Council Members then sit on the board for the next 2 years. The Board Members are paid a per diem for every board meeting attended and for each time they might have to travel to Owen Sound to sign client cheques. This per diem is approximately \$200 each time. For years now, our Board Members have been receiving both, Honorarium from the Band as well as the per diem from Huronia. This issue has been discussed a number of times over the years but has never really been resolved. In keeping with accountability and transparency, C&C are now dealing with this issue, head on. Hopefully, in the future, this will not be an issue as the policy and codes clearly spell out how our Leadership must avoid any type of double dipping.
12. Social Committee will be hosting another community social/dinner event on November 27th. Please watch for posting.
13. Elders Christmas Gala is scheduled to take place on Thursday, December 12, 2019
14. Saugeen Christmas Dinner/Concert is scheduled to take place on December 23, 2019
15. Saugeen Band Christmas holidays are scheduled for December 23rd to January 3, 2020, to coincide with the school holidays.

I hope these updates find everyone in good health! Until next month, stay warm and stay safe. Let's do this Saugeen!!

Miigwetch



Saugeen First Nation Strategic Plan Survey

We are in process of developing a strategic plan for Saugeen First Nation for 2020-2024 and want to hear what you have to say. The following draft goals and strategies were developed based on initial feedback gained from a community meeting and two staff strategic planning workshops. The purpose of this survey is to receive as much community input as possible into the development of the goals and strategies for our strategic plan. Please read through the questions and provide your feedback.

Feel free to drop off your completed survey to the Band Office. For members off-reserve or for any member who prefers to complete the survey electronically please look for the on-line version coming soon. This survey should only be completed by Saugeen First Nation members.

Please indicate what age group you fall within:

- ☐ Age 15-17
- ☐ Age 18-59
- ☐ Age 60 or older

VISION

Please place a check mark beside the vision statement that you feel better represents SFN:

- ☐ A vibrant and healthy nation, united in its vision to build prosperity for all its peoples.
- ☐ A First Nation community driven through self-government to provide for the good of its people and others. To promote good health, body and mind and endeavour to take care of every Community member by assisting them to take care of each other. Providing education as the means to provide opportunities. Staying connected to the land and nature and living proud of our way of life and successes.
- ☐ Neither statement reflects the vision of SFN.

MISSION

Please place a check mark beside the mission statement that you feel better represents SFN:

- ☐ Our Elders, Council, and Administrative Leadership will work together to improve the long-term health, happiness and prosperity of our community by:
- Balancing long-term and short-term decisions, risks, rewards and socio-economic goals
 - Separating economic and social program development, while balancing the efforts in both areas
 - Developing strategic plans which transcend council terms, and tracking our progress using Key Performance Indicators (KPIs)
 - Building long-term economic prosperity by integrating our traditional knowledge and skills, increasing youth employment, and enhancing the value of our lands and infrastructure
 - Leveraging the community's access to capital, and investing in sustainable, long-term, socio-economic development programs
- ☐ Working together and engaging the community of Saugeen to support the enhancing of culture, community, relationship, programming and opportunities by moving forward together in positive harmony and creating opportunities for growth and development for a safe and healthy community.
- ☐ Neither statement reflects the mission of SFN.

CORE VALUES

Please place a check mark besides the core values you believe represent SFN (you can check as many as you want):

- ☐ Community – we work together for the highest good of all
- ☐ Pride, perseverance and resilience – we overcome our challenges
- ☐ Cultural awareness – we value our language, knowledge, and the teachings of traditional first nations spirituality
- ☐ Health – we are “walking the good life”
- ☐ Respect, unity, and equality for all
- ☐ Seven Grandfather Teachings (Wisdom, Truth, Respect, Honesty, Bravery, Love, Humility);

GOALS / STRATEGIES

Following pages include a list of the draft goals and strategies. Please read through carefully and add your comments either directly in the goal/strategies section or in the comments at the end of each section.

*Note, the numbering of goals does not indicate priority.

Saugeen First Nation Strategic Plan Survey

We are in process of developing a strategic plan for Saugeen First Nation for 2020-2024 and want to hear what you have to say. The following draft goals and strategies were developed based on initial feedback gained from a community meeting and two staff strategic planning workshops. The purpose of this survey is to receive as much community input as possible into the development of the goals and strategies for our strategic plan. Please read through the questions and provide your feedback.

Feel free to drop off your completed survey to the Band Office. For members off-reserve or for any member who prefers to complete the survey electronically please look for the on-line version coming soon. This survey should only be completed by Saugeen First Nation members.

Please indicate what age group you fall within:

- ☐ Age 15-17
- ☐ Age 18-59
- ☐ Age 60 or older

VISION

Please place a check mark beside the vision statement that you feel better represents SFN:

- ☐ A vibrant and healthy nation, united in its vision to build prosperity for all its peoples.
- ☐ A First Nation community driven through self-government to provide for the good of its people and others. To promote good health, body and mind and endeavour to take care of every Community member by assisting them to take care of each other. Providing education as the means to provide opportunities. Staying connected to the land and nature and living proud of our way of life and successes.
- ☐ Neither statement reflects the vision of SFN.

Goal 1 ➡ Health & Wellness: All Saugeen members are healthy and active and have access to holistic healing and wellness services, inclusive of western approaches, that empower them to achieve their personal wellness goals.

Strategies:

1. Complete an environmental scan of existing health programs and services within Saugeen and the surrounding area.
2. Conduct a needs assessment / survey of SFN members, leadership, program staff and health committee to identify health needs.
3. Develop a plan to create or enhance programs/services based on the needs assessment to support an integrated delivery of traditional holistic healing & wellness programs and services, inclusive of western approaches, including the plan to:
 - a. Enhance capacity and resources;
 - b. Hire more staff;
 - c. Enhance facilities & building, including space to support program and service delivery;
 - d. Acquire equipment and materials;
 - e. Create and support partnerships, collaborative working relationships and networking among internal and external departments;
4. Facilitate planning, policy and development of programs and services. Develop a health model.
5. Develop a health strategic plan.
6. Maximize access to external funding.
7. Support new technologies, approaches, research & evaluation, education and development for ongoing best practice and delivery. Support education and development, training, mentoring to enhance knowledge transfer and skill development for services.
8. Ongoing review of programs/services.

Do you agree with the Health & Wellness goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 2 ➡ Education: Saugeen First Nation's education system is culturally relevant, community based, encourages strong graduation rates, post-secondary enrollment and a skilled labour force and develops role models within the community to encourage and inspire our youth.

Strategies:

1. Conduct a review of all Education Department policies and procedures.
2. Create / update policies and procedures as identified.
3. Strengthen relationships with schools.
4. Enhance programs/services offered in schools:
 - a. Counsellors
 - b. Language & culture (more native language teachers)
 - c. Others to be identified
5. Enhance educational awareness to inform students of options (school fairs, programs, trades, etc).
6. Create a list of knowledge keepers to be shared with culture camps, schools, employment and training, etc.
7. Conduct a community survey to identify areas of interest/needs assessment (upgrading requirements, etc) regarding skilled trades.
8. Identify skilled trades programs that meets identified community needs.
9. Identify additional sources of funding to support students in the skilled trades (eg. bursaries).
10. Identify training program for entrepreneurs.
11. Begin initial steps to work towards getting a school on reserve:
 - a. Feasibility study
 - b. Community consultation
 - c. Discussions with other schools
 - d. Identify potential location - land survey, environmental assessment, etc.

Do you agree with the Education goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 1 ➡ Health & Wellness: All Saugeen members are healthy and active and have access to holistic healing and wellness services, inclusive of western approaches, that empower them to achieve their personal wellness goals.

Strategies:

1. Complete an environmental scan of existing health programs and services within Saugeen and the surrounding area.
2. Conduct a needs assessment / survey of SFN members, leadership, program staff and health committee to identify health needs.
3. Develop a plan to create or enhance programs/services based on the needs assessment to support an integrated delivery of traditional holistic healing & wellness programs and services, inclusive of western approaches, including the plan to:
 - a. Enhance capacity and resources;
 - b. Hire more staff;
 - c. Enhance facilities & building, including space to support program and service delivery;
 - d. Acquire equipment and materials;
 - e. Create and support partnerships, collaborative working relationships and networking among internal and external departments;
4. Facilitate planning, policy and development of programs and services. Develop a health model.
5. Develop a health strategic plan.
6. Maximize access to external funding.
7. Support new technologies, approaches, research & evaluation, education and development for ongoing best practice and delivery. Support education and development, training, mentoring to enhance knowledge transfer and skill development for services.
8. Ongoing review of programs/services.

Do you agree with the Health & Wellness goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 3 ➡ Jurisdiction / Land / Community Safety: Develop a plan based on community input in all areas where we want to move away from the Indian Act.

Strategies:

1. Traditional Governance System
 - a. Recognition of Clan System
 - b. Development of a Knowledge Keepers policy
2. Development of a Land Use Plan that includes a cultural assessment of land (cultural map that identifies areas of cultural significance such as medicine, burial sites, revitalization of ancestral spaces)
3. Potential implementation of a Land Management Act based on results of referendum
 - a. Community consultation
 - b. Development of law
 - c. Acquisition of additional land
 - d. Identify sources of funding
4. Policing – establish our own policing
 - a. Review of existing policies, by laws and codes to identify which ones need to be revised or what new ones are needed
 - b. Community consultation/needs assessment
 - c. Develop plan to implement (Jurisdiction, hiring of officers, funding, etc).
5. Establish our own court system
 - a. Research available funding, other court systems, etc.
 - b. Review of current situation (transportation, court support, research space, etc.)
 - c. Development of diversion programs
 - d. Restorative Justice training

Do you agree with the Jurisdiction / Land / Community Safety goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 4 ➡ Infrastructure: The development of a plan and timeline for infrastructure development based on community needs that is not impacted by change in leadership.

Strategies:

1. Community consultation
 - a. Determine future infrastructure development needs;
 - b. Cross community collaboration;
 - c. To determine priorities.
2. Development of a procedure for all projects including funding, environmental, cultural to be able to implement all actions.

Do you agree with the Infrastructure goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 3 → Jurisdiction / Land / Community Safety: Develop a plan based on community input in all areas where we want to move away from the Indian Act.

Strategies:

1. Traditional Governance System
 - a. Recognition of Clan System
 - b. Development of a Knowledge Keepers policy
2. Development of a Land Use Plan that includes a cultural assessment of land (cultural map that identifies areas of cultural significance such as medicine, burial sites, revitalization of ancestral spaces)
3. Potential implementation of a Land Management Act based on results of referendum
 - a. Community consultation
 - b. Development of law
 - c. Acquisition of additional land
 - d. Identify sources of funding
4. Policing – establish our own policing
 - a. Review of existing policies, by laws and codes to identify which ones need to be revised or what new ones are needed
 - b. Community consultation/needs assessment
 - c. Develop plan to implement (Jurisdiction, hiring of officers, funding, etc).
5. Establish our own court system
 - a. Research available funding, other court systems, etc.
 - b. Review of current situation (transportation, court support, research space, etc.)
 - c. Development of diversion programs
 - d. Restorative Justice training

Do you agree with the Jurisdiction / Land / Community Safety goal and strategies?

☐

Yes

☐

No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 5 ➡ Language and Culture: Pride and empowerment through knowledge of culture (identity, history, language, spirituality).

Strategies:

1. Implement cultural safety and cultural sensitivity for all staff and outside organizations that work with members.
 - a. Add to employee orientation (training), existing staff reviews, new staff orientation.
2. Cultural inclusion in all community developments and projects. Advisement and guidance with knowledge keepers and elders.
3. Review and include language / culture in all program mandates and scopes of work, including committees.
4. Establish a working group (volunteers) to identify priorities, timeframe, budget, grants. Community consultation for ratification. Include in community plan.
5. Review existing cultural plan from 2010 and develop an updated cultural plan.
6. Implement actions to work towards full immersion in the community (eg. introduce language in Managers meetings, etc).
7. Assess feasibility for the construction of a cultural school.
8. Environmental – introduce more practices of looking after Mother Earth – recycling, blue bins, green bin composts, reduction of garbage. Increase education around this.
9. Ban products (eg. single use products). Learn from the old ways when holding community feasts/programs, etc.

Do you agree with the Language and Culture goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 6 ➡ Leadership (Council & Managers): Saugeen First Nation has a strong, united leadership who are committed, qualified and have knowledge of our history. There is open communication between staff and community. Leaders are respectable who Mino Bimaadsawin (live the good life).

Strategies:

1. Develop and implement a Council Orientation Program:
 - a. SFN history;
 - b. All band programs / services;
 - c. Conduct expectations, review of Leadership Code (once developed);
 - d. Other to be identified.
2. Start having bi-annual meetings between Council and Program Managers.
3. All committees to hold monthly committee meetings (or more if implementing a strategic plan).
4. Quarterly community meetings with Council to be recorded and posted on the members only website.
5. Council to provide monthly updates.
6. Implementation of Election Code (eg. regarding qualifications – CPIC).
7. Develop a Leadership Code (including duties of Council and ensuring those duties are met).
8. All Council and managing staff to know and follow all policies.
 - a. Policy training, review of responsibilities, etc.
9. Implementation of strategic plan by all.
10. Orientation for new staff by supervisor (development of a Management Guide Booklet).
11. Acknowledgement of staff who excel (and repercussions for those who don't).
12. Development of Terms of Reference for all committees.

Do you agree with the Leadership goal and strategies?

☐ Yes

☐ No (If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Goal 5 ➡ Language and Culture: Pride and empowerment through knowledge of culture (identity, history, language, spirituality).

Strategies:

1. Implement cultural safety and cultural sensitivity for all staff and outside organizations that work with members.
 - a. Add to employee orientation (training), existing staff reviews, new staff orientation.
2. Cultural inclusion in all community developments and projects. Advisement and guidance with knowledge keepers and elders.
3. Review and include language / culture in all program mandates and scopes of work, including committees.
4. Establish a working group (volunteers) to identify priorities, timeframe, budget, grants. Community consultation for ratification. Include in community plan.
5. Review existing cultural plan from 2010 and develop an updated cultural plan.
6. Implement actions to work towards full immersion in the community (eg. introduce language in Managers meetings, etc).
7. Assess feasibility for the construction of a cultural school.
8. Environmental – introduce more practices of looking after Mother Earth – recycling, blue bins, green bin composts, reduction of garbage. Increase education around this.
9. Ban products (eg. single use products). Learn from the old ways when holding community feasts/programs, etc.

Do you agree with the Language and Culture goal and strategies?

☐

Yes

☐

No

(If not, please fill in the comment section below and/or write comments in the goal/strategies section above)

Comments:

Do you feel we need to go through the process of developing a Comprehensive Community Plan (20 year plan) for SFN?

Yes

No

Are there any other plans that you feel we need to develop:

Any final thoughts or comments:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Your input is important, thank you!

Please watch for upcoming meetings for more opportunity for your voice to be part of the Strategic Plan for our community, building forward together!

INTEREST DISTRIBUTION - 2019

Wednesday, December 4th, 2019,
members are welcome to pick up their
Interest Distribution cheques at the
Recreation Centre.

* You may be asked to show your ID (Status Card) for verification, so please have it ready.
If you are unable to attend and wish for someone else to pick up your cheque, please notify the Membership Department before November 22nd, 2019 to make the necessary arrangements.

Members interested in direct deposit please email banking info to distribution@saugeen.org.

* Cut off date for direct deposit info will be November 15th, 2019.

Doors will be open from 9:00am - 4:30pm

Phone: 519.797.2781

Fax: 519.797.5980

Mail: 6493 HWY, Southampton, ON, N0H 2L0



*If you are currently an employee or student your information will be transferred to interest distribution.



JOB POSTING

Title:	Band Representative
Reports to:	Band Administrator
Terms:	Full-Time Permanent
Hours:	35 hours per week
Salary:	\$42,000 - \$46,000 per annum dependent on qualifications
Location:	Health Centre

Job Summary:

The Band Representative reports to the Band Administrator and Chief & Council; will represent all Saugeen First Nation band membership children, regardless of location, before the courts; will ensure the heritage, cultural traditions, identity and rights of Saugeen First Nation children are protected and preserved by all parties involved in child welfare matters, and working in conjunction with the current Band Representative.

Duties:

- Provides support, advocates to maintain family units, advocates for satisfactory solutions to family problems, liaises with related service agencies and explains the child and family service system
- Ensures effective delivery and monitors practices guided by relevant strategies to safeguard the children who are members of Saugeen First Nation and who are involved with Welfare Agencies have their rights to their own culture and community, protected and upheld
- Maintains a strong knowledge of the Child & Family Services Act, the policies and procedures of the Ministry of Children & Youth Services, Customary Care Provision and Kinship Care as CAS options rather than apprehension; including: completing and filing court forms, attending court appearances on behalf of Saugeen First Nation, communicating with Chief & Council, representing the interests of Saugeen First Nation
- Meet all timelines as needed to meet legislation that governs families
- Liaise with other First Nation Band Representatives, Agencies and Legal Counsel
- Accompany Children's Aid Service workers during investigations
- Ensure that Saugeen First Nation band members are fully aware of their rights
- Represent the First Nation at Court as a Party to Child Welfare proceedings
- Prepare Plans of Care, including recommendations for placement of children
- Prepare, respond to, and process legal documents as required by the new Ontario Court of Rules
- Compilation of all relevant case-related information and documentation
- Liaison with community services, including but not limited to, ACYPS, Family Well-Being Program, NAADAP, Mental Health Programs and visiting professionals to assess client(s) progress and suggest alternative plans if appropriate
- Coordinate Case Management Conferences with all community services involved to monitor Client's Plan of Care and progress
- Prepare, serve, and file additions or amendments to the Client's Plan of Care
- Gather evidence, prepare arguments, produce and prepare witnesses, and prepare draft orders
- Prepare for and attend settlement conferences as set out by the new Court Rules
- Oral and written presentations in court, as required
- Ensure client files are maintained and update on a regular basis
- Report to the Health Director and/or Chief and Council as directed
- Data collection, and submission of reports
- Must confirm that the child is a member of the First Nation and research history of child and family in relation to the First Nation
- Make contact to other parties to the proceeding and gather information (agency, lawyer for child, applicants, parent)
- Make a case evaluation and in conjunction with Band Council/Child Welfare Committee
- Liaise with community resources (Child Welfare Committee, Prevention Worker, Family Support and Community Workers, NNADAP, Community Health Workers, etc)
- Must initiate gathering of information or compilation of information gathered previously
- Must do case review meetings with representatives of the parties
- Must review files and applicant's plan
- Monitor status of the case and discuss settlement
- Coordinate preparation of the plan
- Consider the needs of the child(ren) and resources available
- Seek Band Council/Child Welfare Committee approval of plan
- Monitor status of the case and implementation of the plan for the child(ren)
- Report to and liaise with Band Council/Child Welfare Committee
- Compile data collection, completion and submission of data report form
- Must attend court hearings on child cases
- Deals with local Child Care and Protection
- Deals with children in custody, Crown Wards, Adoptions, Court Hearings, meeting with parents and custodians, meeting with native and non-native agencies, legal services
- Represents Chief and Council and the community or individuals
- Promote, support, and maintain effective working relations with First Nation communities
- Other related duties as assigned

Qualifications:

- Degree or Diploma in Social Work, Social Science or related field required
- Minimum three (3) years' experience working in social services or related field in a First Nation
- Experience working with Indigenous people, organizations, and communities
- Knowledge and understanding of cultural sensitivity and traditional teachings
- Proven ability of accurate and comprehensive recordkeeping including keeping an up-to-date case log
- Analytical and problem-solving skills
- Able to interpret legislation and legal documentation
- Knowledge of Case Management techniques
- Strong demonstration of negotiation skills, techniques and advocacy
- Willing to work flexible hours and travel with minimal notice
- Ability to exercise discretion in handling confidential subject matter
- Excellent time management and strong organization skills; a multi-tasker
- Proven ability to maintain confidentiality
- Excellent computer skills for reporting and presentation purposes, and general office equipment knowledge
- Must have a valid Class 'G' driver's license with \$2M liability insurance with reliable method of transportation (organization fleet to be used; however may not always be available)
- Current Criminal Reference Check with Vulnerable Sector Search required (if offered position)
- Extensive knowledge of the Child and Family Services Act (CFSA) including Part IV; the Ministry of Child and Youth Services; and local Children's Aid Societies and local models and protocols
- Ability to establish and develop an active working relationship with all Child and Family Services
- Ability to work collaboratively with staff, community members, Chief & Council, and government agencies
- Confident working with justice system and other community service providers
- Demonstrates strong negotiation skills and techniques
- Ability to work effectively under pressure and in stressful situations
- Exhibits strong written, verbal, and evaluation skills
- Current First Aid/CPR with AED certification and updated as required
- Native Child & Family Service Worker Diploma
- Full understanding of Customary Care an asset
- Experience with ADR (Alternative Dispute Resolution)
- Experience within multi-disciplinary team approach
- Experience and proficiency in program administration with a solid knowledge base and proficiency in program and service development, delivery and evaluation
- Experience working with children, youth, and families

Applications MUST include:

- Current covering letter
- Current resume
- Three names (not letters) of references with telephone numbers and/or email addresses (one must be current or most recent employer)

DEADLINE DATE: Friday November 8, 2019 @ 4:00 p.m.
(*No Late Applications Accepted*)

Only qualified applicants will be contacted for an interview

Qualified Saugeen First Nation members will be given priority

Successful candidate will be asked to provide a current Criminal Record Check including Vulnerable Sector Screening as a condition of employment

Office: Employment and Training Centre (519) 797-1224
By Fax: (519) 797-3458
By E-Mail: employment@saugeen.org
By Mail: Saugeen First Nation Hiring Committee RR#1, Southampton, ON N0H 2L0

If you are interested in this posting, but do not meet the qualifications criteria, consider visiting SEZ to find out how to obtain the education and training required. Your contributions to our community are important to all of us.



RELIEF STAFF REQUIRED

Title:	Women's Shelter Relief Staff
Reports to:	Kabaeshiwim Supervisor
Terms:	RELIEF WORK From time to time we require Relief Staff to fill in for sick days, development and training days and staff holidays.
Hours:	8.5 hours per day
Salary:	\$14.00/hour
Location:	Kabaeshiwim Women's Shelter

Provide support to Native and Non-Native women and children who have been or are at risk of being abused. Under the direct supervision of the Kabaeshiwim Manager, the Relief Worker is responsible for the provision of crisis support, advocacy, information, and referral services for residents of the shelter and clients from the crisis line and walk-in services, within the philosophy and guidelines of the Saugeen First Nation #29.

Duties:

- Supportive nature which includes: assessment, individual or group support, crisis intervention, education and information of the dynamics of abuse, information and facilitating problem solving to include development of options and alternatives
- Provide support to Anishinaabe women who have been, are being, or are at risk of being abused using Kabaeshiwim endorsed women-centered methodology
- Demonstrate expertise in the dynamics of abuse and how the dominant culture influences these
- Participate in Case Conferences as appropriate and only with client permission
- Recommend policies and procedures related to operation of Kabaeshiwim iii consultation with Manager and Chief and Council
- Identify and communicate to Manager areas of difficulty in service delivery
- Develop and maintain files, records and statistics in relation to job duties as directed
- Establishment of processes to support operation of Kabaeshiwim
- Other duties as assigned by the Manager
- Must make an effort to attend all bi-weekly staff meeting or any emergency meetings
- Other:
 - Police and CAS Clearance
 - Maintain a healthy lifestyle and be a positive role model
 - First Aid/CPR

Qualifications:

- Grade 12 Diploma or G.E.D Equivalency
- Willingness to actively pursue a College Diploma in a field of Social Work, ie. Community Addictions
- Training, Native Community Care Counselling & Development Training Program, Basic Training in Child Care work and facilitation, Diploma, Certificate or Equivalent
- Willingness to undertake training to enhance performance and personal development
- Knowledge and experience in providing crisis intervention
- Effective oral and written communication skills

- Interpersonal relationship skills to promote trust and confidence, to advise, to consult and to resolve conflicts
- Experience in crisis intervention
- Experience in program development
- Experience in children's group activities; provide parental skills to clients, reporting child abuse.
- Ensure client confidentiality

Relief staff will be hired on an on-call/as required basis.

As a relief staff member you will get hands on experience in a field that you may be interested in obtaining certification for. We welcome you to find out more on how you can obtain studies to further your education and be a vital part of the well-being of community members and clients.

Please submit your name, contact information and education/experience to either:

Cheryl George, Kabaeshiwim Supervisor
(519)797-2521
Cheryl.George@saugeen.org

OR fill out a Relief Worker application at the Training Centre



JOB POSTING

Title: Traditional Ecological Knowledge Retreat Co-ordinator
Reports to: Fisheries Assessment Biologist
Terms: 42 weeks (HAAMB Funding; with possible extension)
Hours: 35 hours per week with flexibility for some weekend and evening work
Salary: \$20/hour
Location: SFN Fisheries Building with some travel

Job Summary:

The Joint Saugeen Ojibway Nation Councils have invited the Great Lakes Fisheries Committee to come to our Territory to learn about our Traditional Ecological Knowledge. This position will be responsible for co-ordinating a two day retreat with the right people and environment for this to happen. The position requires a keen appreciation for SON Traditional Ecological Knowledge. The position will require knowledge of the appropriate protocol for approaching elders and knowledge holders for their guidance and participation.

Responsibilities

- Follow the appropriate protocol for approaching elders and knowledge holders for their guidance and participation.
- Must be willing to assist in the coordination and implementation of all aspects of event planning and implementation of a SON Traditional Ecological Knowledge retreat to take place in summer 2020.
- Must be responsible for liaising with Supervisor, Great Lakes Fisheries Committee and Joint Council on a regular basis
- Must communicate effectively with other staff
- Must provide the supervisor with weekly verbal reports on duties completed
- Responsible for reporting equipment and supply shortages
- Assist in filing and office maintenance
- Responsible for assisting in other duties as directed by supervisor

Qualifications

- Grade 12 or equivalent preferred
- Must have ability to travel as needed
- Computer skills such as word and publisher
- Must have strong interest in SON Traditional Ecological Knowledge
- Must be willing to take additional training as required
- Must display excellent organizational abilities
- Must be able to work with minimum supervision
- Must function well in meeting deadlines
- Must maintain confidentiality as defined in Policies and Procedures
- Must demonstrate strong interpersonal and communication skills
- Must demonstrate problem solving capabilities
- Must possess a high level of knowledge of SON culture

Applications MUST include:

- Current covering letter
- Current resume
- Three names (not letters) of references with telephone numbers and/or email addresses (one must be current or most recent employer)

DEADLINE DATE: Friday November 1, 2019 @ 4:00 p.m.
(*No Late Applications Accepted*)

Only qualified applicants will be contacted for an interview

Qualified Saugeen First Nation members will be given priority

PRIOR TO EMPLOYMENT A COMMON ASSESSMENT

WILL BE COMPLETED WITH HAAMB EMPLOYMENT COUNSELLOR

**** ELIGIBILITY MUST BE MET IN ORDER TO HOLD THIS FUNDED POSITION ****

Applications will be received:

At Office: Employment and Training Centre (519) 797-1224

By Fax: (519) 797-3458

By E-Mail: employment@saugeen.org

By Mail: Saugeen First Nation Hiring Committee R.R.#1, Southampton, ON N0H 2L0

If you are interested in this posting, but do not meet the qualifications criteria, consider visiting SEZ to find out how to obtain the education and training required. Your contributions to our community are important to all of us.

Flu Season is coming up fast! Vaccines will be available next week for drop in at Health Centre on Tues/Wed afternoons. Please contact Health Centre to make an appointment for other arrangements.

Flu clinics will be offered at the Health Centre starting Monday November 4 from 4 pm to 7 pm and will run each Monday for the Month of November from 4 to 7 pm with the exception of Nov 11/19.





Wellbee
says:

be well
be clean

WASH YOUR HANDS



1. Wash hands
with soap and
water.



2. Clean finger-
nails with
toothpick.



3. Rinse under
warm running
water.



4. Wipe hands
on your own
clean towel.

BRUCE WORTHINGTON BAND



Concert for Saugeneen Winter Coat Drive!

LOCATION: JAMES MASON MEMORIAL CULTURE CENTRE

DATE: FRIDAY NOVEMBER 1ST 2019, Doors at 6:00 pm

TICKETS: \$20.00 for adults, \$10.00 for children

CONTACT: See Church Ladies at 519-389-1238, or purchase tickets at the Door! Food for sale!

November

2019

CARA

CARA PROGRAM

THIS MONTH of CARA Welcome the Attack players & Bruce Power for game of ball hockey November 6, 2019 and Welcome Chad Jones and sharing his abilities to light weights with our youth starting Thursdays evenings 9pm 😊



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					¹ CARA Volleyball 6-9pm	² Cultural Dept Booking
³	⁴ Ladies CrossFit 7:30-8:30pm	⁵ Elders walking group 9am-4pm	⁶ Attack Players Ball hockey 5-9pm	⁷ Light weights Chad Jones 9pm Youth	⁸ CARA Volleyball 6-9pm	⁹ Turkey Roll 8pm to 1am
¹⁰	¹¹ Remembrance Day Ladies CrossFit 7:30-8:30pm	¹² Elders walking group 9am-4pm	¹³ Bowling – Call Rachel to sign up GROUP 1	¹⁴ Light weights Chad Jones 9pm Youth	¹⁵ Bowling – Call Rachel to sign up GROUP 2	¹⁶ Private Booking
¹⁷	¹⁸ Ladies CrossFit 7:30-8:30pm	¹⁹ Elders walking group 9am-4pm	²⁰ CARA Hockey 6-9pm	²¹ Light weights Chad Jones 9pm Youth	²² CARA Volleyball 6-9pm	²³ Cultural Dept Booking
²⁴	²⁵ Ladies CrossFit 7:30-8:30pm	²⁶ Elders Walking group 9am-4pm	²⁷ CARA Hockey 6-9pm	²⁸ Light weights Chad Jones 9pm Youth	²⁹ CARA Volleyball 6-9pm	³⁰ Attack Game 5pm – Group 2

If any questions or to sign up please Call Rachel Mason, Community Activator (226) 923-0641

FOR ALL HCC PROGRAMMING, PLEASE CALL CATHY: (519)797-3336 EXT 1014 OR TANIA (519) 797-3336 EXT 1007



November



2019

Monday	Tuesday	Wednesday	Thursday	Friday
				1 Shopping Trip 10:30-4pm
4 Falls Prevention 2pm-3pm	5 Meals on Wheels Crafts & Lunch 12pm-2pm	6 Hair Care with Krista Aqua Fit 2pm-3pm	7 Meals on Wheels Falls Prevention 10:30-11:30	8 Shopping Trip 10:30-4pm
11 Closed for Remembrance Day	12 Meals on Wheels One on One Visits	13 Crafts & Lunch 11:30-1pm Aqua Fit 2pm-3pm	14 Meals on Wheels Falls Prevention 10:30-11:30	15 Shopping Trip 10:30-4pm
18 Falls Prevention 2pm-3pm	19 Meals on Wheels Crafts & Lunch 12pm-2pm	20 Hair Care with Krista Aqua Fit 2pm-3pm	21 Meals on Wheels Falls Prevention 10:30-11:30	22 Shopping Trip 10:30-4pm
25 Falls Prevention 2pm-3pm	26 Meals on Wheels One on One Visits	27 Crafts & Lunch 11:30-1pm Aqua Fit 2pm-3pm	28 Meals on Wheels Falls Prevention 10:30-11:30	29 Shopping Trip 10:30-4pm

EVENTS

November 21st

Diabetic Lunch & Learn
With Wendy Gregory
11:30- 2pm

Aqua Fit

Swimming will be starting on
Wednesdays for the month
of November @ the YMCA

Hair Care with Krista

For appointments with Krista,
please call her at
(519) 374-4466

ALL PROGRAMMING IS SUBJECT TO CHANGE

FOR ONE ON ONE VISITS, CALL JACQUIE (519) 797-3336 EXT 1010

October 16, 2019

Dear Community Members:

This year, we were given the opportunity to run the Saugeen Toy Drive. Until December 6th 2019, qualified families may complete an application.

Toy Drive Guidelines:

- The Toy Drive is for low-income households
- For Band Members living in the traditional territory of Saugeen First Nation Only.
- Children listed on application must reside with the parent/guardian applying
- Toy Drive is for children 18 years and younger
- We cannot accept any late applications

Applications can be picked up at the Saugeen Food Bank starting Monday November 4th.

Any questions or for more information, please contact Erin Kewaquom (519) 797 – 2392.

Miigwetch,

The Saugeen Food Bank

2019

Please note that Turkeys 4 Toys is an AGE OF MAJORITY event!

Saugeen Food Bank Presents

* Turkeys 4 Toys

November 9th 2019

Games 8 pm – 10 pm

Dance 10 pm – 1 am

James Mason Rec Centre

Turkey Roll

50/50 Board

Toonie Toss

Crown & Anchor

AGE OF MAJORITY – ADMISSION: NON-PERISHABLE ITEM



Christmas Toy Drive

November 11th – December 13th

Please bring new unwrapped
Toys to the SFN Food Bank

NOTICE TO CREDITORS, HEIRS AND OTHER CLAIMANTS

In the matter of the *Indian Act*, R.S.C. 1985, C. I-5 and amendments thereto and in the matter of the estate of

Barbara Ann Charlebois, born 1947/01/18,
(Name) (Date of Birth)
Ordinarily resident at Villa Lodge, Midland, Ontario
(Mailing Address)

NOTICE is hereby given, pursuant to Section 8 of the Indian Estates Regulation, THAT ALL CREDITORS, heirs and other claimants having demands or claims against the estate of Barbara Ann Charlebois
(Name of Deceased)

ARE REQUIRED to produce on or before 2019/11/21, to Shawn Charlebois or Kirk
(Actual Date - YYYYMMDD) (Name of Administrator)
Charlebois, 90291 Palmerston St. Southampton, Ont, N0H 2L0 their names and addresses,
(Contact Information)

full particulars and evidence of their claims, statement of their accounts, and the nature of the securities (if any) held by them.

AND TAKE FURTHER NOTICE that after the last mentioned date THE ADMINISTRATOR will proceed to distribute the assets of the deceased among the parties entitled thereto, having regard ONLY TO CLAIMS FILED BEFORE THAT DATE or ANY LATER DATE determined by Ministerial Order, and the said Executor/Administrator will not be liable for the said assets or any part thereof to any person or persons whose claims notice was not filed by

2019/11/21 unless the Minister ordered it may be later received.
(Actual Date - YYYYMMDD)

Dated at Saugeen First Nation
in the Province/Territory of Ontario
this 16th of September, 2019
(Day) (Month) (Year)

Signature of Executor/Administrator



Date (YYYYMMDD)

2019/09/26

On behalf of my family I would like to thank Lori Kewaquom for all her hard work for preparing us supper each evening and everyone who donated food and prepared the feast.

We would also like to give a special thanks to Robert Price who started the scared fire and stayed with the fire each night, Gordie Mitchell and Phillip Ritchie. Thank you to all the pallbearers and also Chippewa Hill drum group for their honour song.

Thanks to Lester Anoquot for the eulogy and thank you to everyone for their support during this difficult time.

Sharon, Wayne & Family



Newsletter Deadline

Date: November 15, 2019

Time: 4PM

Issue: December 2019



Please remember to do a spell check before
handing in submissions

No late submissions please