



# SEPTEMBER 2024

## Important Dates/ Workshops/Programs:

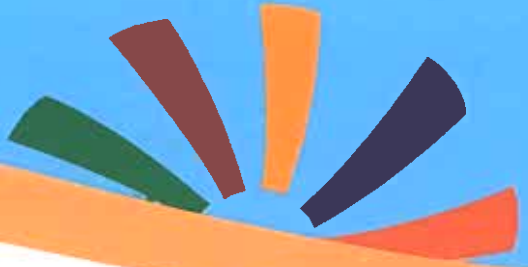
- Offices Closed on Monday September 3rd
- Foot Care- September 4th
- Food Bank Bingo is back starting Sept 4! Wednesday evenings!
- HIFN Kids Fishing Derby - September 7th
- Breakfast w Louise- September 4th & 18th
- HIFN Membership Code Working Group Meetings- September 15 & 17
- Job Opportunities
- Blood Pressure/Blood Sugar Clinic- September 18th
- Ojibwe Language Learning Strategies Info Session- September 19th
- Day Care Newsletter
- Caterers Needed Flyers
- Non-Thermal Laser Therapy- September 12th, 19th & 26th
- Diabetic Lunch N Learn Bingo- September 23rd
- National Day for Truth & Reconciliation Event- September 30th
- Offices will be closed Monday September 30th  
and more.....





**OFFICES WILL BE  
CLOSED ON MONDAY  
SEPTEMBER 30TH  
TO OBSERVE THE  
NATIONAL DAY FOR  
TRUTH &  
RECONCILIATION**





# Community Band Council Meeting

Tuesday October 15, 2024

6:00 PM @ Fire Hall

## Topics

- Agenda
- Council Reports

Zoom link will be posted once available!



**Henvey Inlet  
First Nation**

Pickering, ON P0G 1J0

Administration  
295 Pickering River Road  
T 705-857-2331  
F 705-857-3021  
1-800-614-5533

Health Centre  
354A Pickering River Road  
T 705-857-1221  
F 705-857-0730  
1-866-252-3330

Day Care  
354B Pickering River Road  
T 705-857-0957  
F 705-857-1369

Chief  
M. Wayne McQuabbie  
Council  
Patrick D. Brennan  
Brenda D. Contin  
Lionel R.M. Fox  
Carl Ashawasagai  
Stanley K. Moses  
Deborah Newton  
Maureen A. Kagagins

# MEMORANDUM

To: All Henvey Inlet First Nation Members  
From: Samantha Bradley, Human Resources Coordinator  
Date: August 29, 2024  
**Re: Employment Opportunities**

Henvey Inlet First Nation is currently accepting applications for the following positions:

- 1) Adult Education Teacher – 1 Position
- 2) Band Representative – 1 Position
- 3) Community Access Worker – 1 Position
- 4) Early Childhood Education Worker – 1 Position
- 5) Home Maintenance Worker – 1 Position
- 6) Delivery Driver/Chauffeur – 1 Position
- 7) Janitor – 1 Position

See attached job postings for more information.

Be sure to check local communication boards or our website at [www.hifn.ca/community-2/job-postings-2.html](http://www.hifn.ca/community-2/job-postings-2.html) for regular job posting updates.

Miigwetch,

Samantha Bradley, PCP  
Human Resources Coordinator



## EMPLOYMENT OPPORTUNITY

# ADULT EDUCATION TEACHER

**\*RE-POST\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a temporary, part-time **Adult Education Teacher** to join our Administration for a six-month contract. The Adult Education Teacher reports to the Education Counsellor and is responsible for planning, organizing and implementing an appropriate instructional program in a learning environment that guides and encourages adult students to develop and fulfill their academic potential. The Adult Education Teacher is also responsible for supervising and evaluating students' progress and understanding of the school board's curricula while maximizing student-learning experiences. This position requires excellent interpersonal communication skills and strong leadership skills.

### **MAIN RESPONSIBILITIES**

The Adult Education Teacher will be responsible to:

- Maintain a welcoming, safe and healthy learning environment for all staff and students
- Prepare course objectives and outline for course of study following curriculum guidelines or requirements of the school board
- Deliver planned and approved curriculum to students in an age-appropriate manner
- Instruct students using various teaching methods that support the individual learning styles of each student
- Develop realistic learning goals that challenge the student
- Assign lessons and homework to aid and enforce comprehension and retention
- Administers tests to evaluate student's progress, record results and issue progress reports
- Meet with students to discuss progress and counsel students on areas needing academic improvement
- Assist student with establishing routines while providing them with positive guidance and building their confidence
- Keep and maintain attendance records and provide monthly progress reports to the Education Counsellor and Chief and Council
- Update all necessary records accurately and completely as required by laws, district policies and school board regulations
- Develop and maintain current, accurate and confidential student files in a secure location
- Ensure that classroom and teaching areas are clean, organized and safe at all times
- Set up and put away teaching materials needed to facilitate program objectives
- Keep up-to-date with developments in subject area, teaching resources and methods and make relevant changes to instructional plans and activities to incorporate emerging best practices
- Participate in and attend all training, meetings and functions as required for work or requested by supervisor, Director of Finance/Administration or Chief and Council
- Deal tactfully with colleagues, students, membership and the public
- Present a positive and professional image of the organization at all times
- Adhere to all HIFN Policies and Procedures
- Perform other duties as assigned from time-to-time by supervisor, the Director of Finance/Administration or Chief and Council

### **QUALIFICATIONS**

- Bachelor's of Education degree from an accredited institution required; University or College degree in a teachable subject preferred
- 1-3 years previous teaching experience in an adult education environment preferred

- Knowledge and understanding of school board policies, curriculum, compliance regulations and appropriate legislation
- Exceptional knowledge of the traditions of the First Nation Community preferred
- Strong knowledge of adult teaching methods and the ability to recognize individual learning styles and the characteristics of learners
- Current satisfactory CPIC Vulnerable Sector Police Check
- Valid Ontario Class G Driver's License with access to a reliable, insured vehicle preferred
- Current First Aid and CPR Level C an asset
- Strong working knowledge of Microsoft Word, Excel and PowerPoint
- Excellent interpersonal communication skills and the ability to inspire and encourage students in achievement of academic excellence
- Excellent written and verbal communication skills
- Exceptional organization and time-management skills
- Strong attention to detail and the ability to perform and prioritize multiple tasks seamlessly
- Highly resourceful with the ability to adapt to changing work needs and demands
- Proactive approach to problem solving with strong decision-making capability
- Excellent negotiation and mediation skills
- High levels of patience and energy
- Proven ability to handle confidential information with discretion
- Professional attitude and a strong work ethic
- Self-driven with the ability to work independently with little direction
- Willingness to participate in ongoing learning

#### **HOURS OF WORK:**

Part-Time – 16 hours per week

#### **REMUNERATION**

Negotiable based on experience

#### **START DATE**

As soon as possible

#### **APPLICATION DEADLINE**

Posted until filled

Those interested in applying should submit their resume, cover letter, driver's abstract and CPIC in confidence to:

#### **Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

We thank all applicants, however only those selected for an interview will be contacted.

Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1) (a) of the Ontario Human Rights Code.



## EMPLOYMENT OPPORTUNITY

# BAND REPRESENTATIVE

**\*RE-POST\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a full-time **Band Representative** to join our Administration. The Band Representative reports to the Band Representative Lead and is responsible to represent and advocate for Henvey Inlet First Nation members that are involved with any child welfare agencies throughout Canada. This position requires exceptional interpersonal communication skills and strong organization skills.

***Henvey Inlet First Nation offers competitive wages, paid vacation and personal emergency days, an incredible pension and benefit package, on-site daycare services for working parents, fifteen paid federal, provincial and First Nations holidays, annual cultural leave, paid Christmas break, and half-day workdays every Friday.***

### **MAIN RESPONSIBILITIES**

The Band Representative will be responsible to:

- Assist with the development of a program structure for Henvey Inlet First Nation in collaboration with the Band Representative Team
- Assist with the establishment of a Child Welfare Committee and collaboratively develop Henvey Inlet First Nation child welfare laws, regulations and practices
- Provide support services to Henvey Inlet First Nation members that are currently or may be involved with child welfare agencies
- Establish and develop an active working relationship with all child welfare agencies throughout Canada
- Respond to all child welfare agencies when notified of any members being involved with their agency
- Behave in a professional manner when acting as a representative of Henvey Inlet First Nation
- Develop a plan of care for HIFN members and ensure that a legal representative is aware of all court files as necessary
- Ensure that customary care is practiced with all band members before court is considered
- Participate in all Service Plans, Plans of Care or Service Development for Henvey Inlet band members
- Assist with the development of BCR's as needed with full briefing notes for Chief and Council
- Review CCAs prior to seeking Chief and Council's approval for BCRs
- Present in-camera sessions with a report to Chief and Council monthly or when required
- Build and maintain trusting and supportive client relations
- Attend all court proceedings related to band member child welfare cases as required
- Act as a representative of Chief and Council when they are unable to attend courtroom proceedings for child welfare cases
- Present information and documents to the courts on behalf of Chief and Council for child welfare cases
- Act as a support system to band members required to attend child welfare court proceedings
- Maintain an empathetic and supportive demeanor to band members and their families
- Liaise with Chief and Council regarding court proceedings and outcomes
- Maintain a log of activities that are participated in on behalf of the band
- Create and maintain a secure filing system with gathered information on all our members with open files with each child welfare agency throughout Canada in accordance with PIPEDA regulations
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Take interest in continuous learning and maintain up-to-date knowledge on current industry regulations, trends and practices
- Participate in mandatory training workshops as required
- Attend and actively participate in staff and community meetings
- Perform other duties as assigned from time-to-time by the Band Representative Lead, Director of Finance/Administration or Chief and Council

## **QUALIFICATIONS**

- Post-secondary certificate, degree or diploma in Social Services, Family Services, Child and Youth Services or other related field
- Current and satisfactory Vulnerable Sector Police Check
- Valid Ontario Class G Driver's License with access to a reliable, insured vehicle
- Current First Aid and CPR Level C an asset
- A strong understanding of First Nations' cultures, values and history required
- Knowledge of Henvey Inlet First Nation community and practices an asset
- Previous experience working within a First Nations organization an asset
- Knowledge of the history of child welfare as it pertains to First Nations' communities
- Full understanding of the Child and Family Services Act (CFSA), Bill C92, federal and provincial child welfare laws and regulations and Customary Care Agreements
- Previous courtroom and public speaking experience
- Excellent interpersonal communication skills and the ability to build professional relationships with HIFN members/clients and affiliates
- Strong written and verbal communication skills
- Exceptional organization and time-management skills
- Strong attention to detail and the ability to perform and prioritize multiple tasks seamlessly
- Excellent analytical, problem-solving and critical thinking skills
- Highly resourceful with the ability to adapt to changing work needs and demands
- Proven ability to handle confidential information with discretion
- Professional attitude and a strong work ethic
- Ability to work independently and as part of a team
- Strong computer and typing skills, including working knowledge of Microsoft Word, Excel and PowerPoint
- Willingness to travel for work when needed
- Willingness to work flexible hours, including on-call, evenings and weekends when requested

## **HOURS OF WORK**

Full-Time – 35.5 hrs/week

## **REMUNERATION**

Negotiable based on experience

## **START DATE**

As soon as possible

## **APPLICATION DEADLINE**

Posted until filled

Those interested in applying should submit their resume and cover letter in confidence to:

### **Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

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Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1) (a) of the Ontario Human Rights Code.





## EMPLOYMENT OPPORTUNITY

# COMMUNITY ACCESS WORKER

**\*RE-POST\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a full-time **Community Access Worker** to join our Administration. The Community Access Worker reports to the Band Representative Lead and is responsible for facilitating and supervising access visits for families with children in care. This position requires strong observational and analytical skills and exceptional interpersonal communication skills.

***Henvey Inlet First Nation offers competitive wages, paid vacation and personal emergency days, an incredible pension and benefit package, on-site daycare services for working parents, fifteen paid federal, provincial and First Nations holidays, annual cultural leave, paid Christmas break, and half-day workdays every Friday.***

### **MAIN RESPONSIBILITIES**

The Community Access Worker will be responsible to:

- Assist with the development of a program structure for Henvey Inlet First Nation in collaboration with the Band Representative Team
- Assist with the establishment of a Child Welfare Committee and collaboratively develop Henvey Inlet First Nation child welfare laws, regulations and practices
- Develop a goals-based Family Access Plan in collaboration with the Band Representative Team and child welfare agency
- Set-up and facilitate family access visits, ensuring safe arrival and departure of children at the access centre
- Transport families and children to community and family access visits, including activities and services to achieve case plan objectives
- Open and close the access centre, including setting-up and cleaning-up of required equipment
- Inspect and/or clean centre equipment and toys as per recommended health and safety standards
- Provide continuous supervision to non-custodial/visiting persons with their children during access visits
- Monitor access visits, recording objective, accurate and factual observations of visits and exchanges in case files and logs
- Ensure the health & safety of all parties involved and end a visit if there is a safety risk
- Assess, report, and update the status of the set goals to the Band Representative, protection worker or other relevant assigned case worker
- Provide guidance, support and modeling for families in visit settings and troubleshoot and address any issues as required
- Complete all required agency forms and all paperwork associated with visits and client contact as per policies and procedures
- Provide feedback to child and youth, and protection workers as required
- Provide information to Band Representative Lead concerning client needs, requests or complaints
- Behave in a professional manner when acting as a representative of Henvey Inlet First Nation
- Maintain a broad knowledge of local resources available to assist clients in achieving goals
- Work collaboratively and cooperatively with all levels, including community professionals, in order to help families in providing safe and nurturing environments for children
- Provide opportunities for the enhancement and development of positive cultural identities of children, families and community members served
- Assist with the development of BCR's as needed with full briefing notes for Chief and Council

- Assist with coordinating, setting-up and cleaning-up for departmental programming, including picking up and shopping for supplies when requested
- Build and maintain trusting and supportive client relations
- Attend all court proceedings related to band member child welfare cases as required
- Maintain an empathetic and supportive demeanor to band members and their families
- Develop and maintain accurate, up-to-date and concise work files
- Create and maintain a secure filing system with gathered information on all our members with open files with each child welfare agency throughout Canada in accordance with PIPEDA regulations
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Participate in continuous learning and maintain up-to-date knowledge on current industry regulations, trends and practices
- Participate in mandatory training workshops as required
- Attend and actively participate in team, staff and community meetings
- Perform other duties as assigned from time-to-time by the Band Representative Lead, Director of Finance/Administration or Chief and Council

### **QUALIFICATIONS**

- Post-secondary certificate or diploma in Social Services, Family Services, Child and Youth Services or other related field
- 1-2 years of experience working with parents and children in a social services setting preferred
- Current and satisfactory Vulnerable Sector Police Check
- Valid Ontario Class G Driver's License with access to a reliable, insured vehicle
- Current First Aid and CPR Level C an asset
- A strong understanding of First Nations' cultures, values and history required
- Knowledge of Henvey Inlet First Nation community and practices an asset
- Previous experience working within a First Nations organization an asset
- Knowledge of the history of child welfare as it pertains to First Nations' communities
- Full understanding of the Child and Family Services Act (CFSA), Bill C92, federal and provincial child welfare laws and regulations and Customary Care Agreements
- Previous experience developing detailed plans and critical path timelines
- Knowledge of family dynamics and intervention models
- Knowledge of child development and effective parenting skills
- Excellent interpersonal communication skills and the ability to build professional relationships with HIFN members/clients and affiliates
- Ability to supervise and mentor parents and provide insightful feedback of behavioural dynamics
- Strong public speaking and advocacy skills
- Strong written and verbal communication skills
- Exceptional organization and time-management skills
- Strong attention to detail and the ability to perform and prioritize multiple tasks seamlessly
- Excellent analytical, problem-solving and critical thinking skills
- Highly resourceful with the ability to adapt to changing work needs and demands
- Proven ability to handle confidential information with discretion
- Professional attitude and a strong work ethic
- Ability to work independently and as part of a team
- Strong computer and typing skills, including working knowledge of Microsoft Word, Excel and PowerPoint
- Willingness to travel for work when needed
- Willingness to work flexible hours, including on-call, evenings and weekends when requested

**HOURS OF WORK**

Full-Time – 35.5 hrs/week

**REMUNERATION**

Negotiable based on experience

**START DATE**

As soon as possible

**APPLICATION DEADLINE**

Open until filled

Those interested in applying should submit their resume and cover letter in confidence to:

**Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

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## EMPLOYMENT OPPORTUNITY

# EARLY CHILDHOOD EDUCATION WORKER

**\*RE-POSTED\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a qualified full-time **Early Childhood Education Worker** to join our Administration. The ECE Worker reports to the Daycare Supervisor and is responsible for providing supervision and direct childcare to children attending the HIFN Daycare, in compliance with all regulatory standards required by federal, provincial and First Nations legislation, policies and procedures. Under the leadership of the Daycare Supervisor, the ECE worker will help to plan and implement developmentally appropriate activities and experiences for the children using a variety of teaching techniques in alignment with HIFN Daycare Philosophy. This position requires excellent interpersonal communication skills and the ability to adapt and respond to all childcare needs.

***Henvey Inlet First Nation offers competitive wages, paid vacation and personal emergency days, an incredible pension and benefit package, on-site daycare services for working parents, fifteen paid federal, provincial and First Nations holidays, annual cultural leave, paid Christmas break, and half-day workdays every Friday.***

### **MAIN RESPONSIBILITIES**

The Early Childhood Education Worker will be responsible to:

- Provide a daily balance of developmentally appropriate active/quiet, indoor/outdoor & individual/group activities and experiences for children
- Assist children in self-expression by listening and responding with dialogue that encourages and lengthens conversations
- Encourage the children in learning about a variety of different cultures, including an understanding of our First Nation culture and value system
- Provide experiences and play material that actively promotes diversity and acceptance in interactions and attitudes
- Participate in short- & long-term Daycare planning initiatives and evaluations
- Learn and use techniques provided to assist children in developing the necessary coping skills to address unique life issues
- Observe how children use materials and interact with other children and adults and plan activities that recognize these individual differences
- Initiate referral for additional services for parents and children as needed
- Ensure the child's environment is healthy and safe and monitor the environmental hazards
- Attend to children's physical needs for toileting, diapering, eating & sleeping as promptly as possible
- Maintain positive and ongoing communication with parents
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Take interest in continuous learning and maintain up-to-date knowledge on current industry regulations, trends and practices
- Participate in mandatory training workshops as required
- Attend and actively participate in staff and community meetings
- Perform other duties as assigned from time-to-time by the Daycare Supervisor, Director of Finance/Administration or Chief and Council

## **QUALIFICATIONS**

- Post-secondary diploma or degree Early Childhood Education, Child and Youth Worker, Social Services or other related field plus 1-3 years related professional experience working with children preferred
- Current Ontario RECE License in good standing and registration with the College of Early Childhood Education preferred
- Current and satisfactory Vulnerable Sector Police Check
- Current First Aid and CPR Level C
- Membership in good standing with the College of Early Childhood Educators
- Knowledge of the Child Care and Early Years Act, 2014
- Professional and responsible attitude
- Excellent oral, written and interpersonal communication skills
- Willingness to work flexible hours

## **HOURS OF WORK**

Full Time – 35.5 hrs/week

## **REMUNERATION**

Negotiable based on experience

## **START DATE**

As soon as possible

## **APPLICATION DEADLINE**

Open until filled

Those interested in applying should submit their resume and cover letter in confidence to:

### **Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

We thank all applicants, however only those selected for an interview will be contacted.

Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1) (a) of the Ontario Human Rights Code.



**EMPLOYMENT OPPORTUNITY**  
**HOME MAINTENANCE WORKER**

**\*RE-POST\***

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**POSITION SUMMARY**

Henvey Inlet First Nation is currently seeking a temporary, full-time **Home Maintenance Worker** to join our Administration for a 6-month contract. The Home Maintenance Worker reports to the Community Health Nurse and is responsible for providing primarily exterior home maintenance and minor home repairs for eligible clients in the Community. This position requires excellent customer service and interpersonal communication skills and a strong work ethic.

**MAIN RESPONSIBILITIES**

The Home Maintenance Worker will be responsible to:

- Ensure the safety and adaptation needs of clients are met via installation of support bars, railings, etc.
- Check and report any extraordinary maintenance or safety concerns to the Supervisor
- Provide appropriate level of service to all clients as assigned and noted in the monthly calendar
- Accompany Supervisor on quarterly home visits to clients to review services being provided and ensure client satisfaction
- Perform various preventative, routine and seasonal home maintenance duties for clients including:
  - Basic plumbing such as repairing leaky faucets, broken pipes, etc.
  - Interior and exterior painting, window washing and basic carpentry
  - Changing light bulbs and smoke detector batteries
  - Deck and porch repair
  - Installation of clotheslines when requested
  - Hanging wall fixtures, safety bars or décor
  - Ensuring mailboxes are kept in good order for incoming mailing delivery
  - Cutting, piling, splitting and delivering wood
  - Lawn maintenance such as grass and brush cutting, raking leaves and removal of fallen trees
  - Assisting with planting, watering, weeding and harvesting of gardens
  - Clearing snow from driveways, steps, ramps, pathways, garbage bins, and mailboxes
  - Salting and/or sanding driveways, steps, ramps and walkways prior to and immediately following snow or ice storms
  - Hanging Christmas lights and outdoor decorations
  - Cleaning chimneys, stove pipes and gutters/eavestroughs
  - Winterizing doors and windows
  - Water delivery
  - Picking up and removing garbage and other debris in and around the property
  - Assisting with more difficult tasks in and around the home as required
- Perform other duties as assigned from time-to-time by Chief and Council or the Director of Finance/Administration

## **QUALIFICATIONS**

- Must be 17 to 30 years of age per funding agreement
- Must be unemployed and not in school per funding agreement
- Valid Ontario Class G2 Driver's License **a must**
- Grade 12 diploma or equivalent preferred
- Current CPIC
- Basic home maintenance and carpentry skills
- Previous brush cutting or landscaping experience an asset
- Chainsaw Safety Certification preferred
- Ability to stand, bend, reach and twist for long periods of time
- Ability to lift up to 20lbs continuously
- Previous experience providing respectful and compassionate service to Elders preferred
- Current First Aid and CPR Level C
- Excellent customer service and interpersonal communication skills
- Exceptional organization and time-management skills
- Professional attitude and a strong work ethic
- Must be able to work with little supervision; must be self-directed
- Willingness to work rotating and flexible hours a must

## **HOURS OF WORK**

Full-Time – 35.5 hrs/week

## **REMUNERATION**

\$19.52/hour

## **START DATE**

As soon as possible

## **APPLICATION DEADLINE**

Open until filled

Those interested in applying should submit their resume and cover letter in confidence to:

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## EMPLOYMENT OPPORTUNITY

### DELIVERY DRIVER/CHAUFFEUR

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#### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a full-time **Delivery Driver/Chauffeur** to join our Administration. The Delivery Driver/Chauffeur reports to the Health Director and is responsible for purchasing, picking up, and delivering program supplies and packages to all Henvey Inlet First Nation departments. The Delivery Driver/Chauffeur will also assist in the transport of passengers to and from Henvey Inlet First Nation on a pre-determined schedule. This position requires excellent customer service and time-management skills.

***Henvey Inlet First Nation offers competitive wages, paid vacation and personal emergency days, an incredible pension and benefit package, on-site daycare services for working parents, fifteen paid federal, provincial and First Nations holidays, annual cultural leave, paid Christmas break, and half-day workdays every Friday.***

#### **MAIN RESPONSIBILITIES**

The Delivery Driver/Chauffeur will be responsible to:

- Perform pre-trip inspection of Henvey Inlet First Nation vehicle
- Ensure overall vehicle safety by checking that the lights, brakes, windshield wipers, and tire pressure are in proper working condition
- Maintain logs of working hours, mileage and of vehicle service and repair status, following applicable provincial and federal regulations
- Ensure vehicle interior and exterior are well maintained and kept clean
- Operate motor vehicle to pick up and deliver program supplies and packages and to transport passengers
- Operate vehicle in a safe manner, obeying all rules of the road
- Coordinate various program supply pick-ups and deliveries with department personnel including delivering or picking up mail and other packages from postal services and other stores or providers
- Coordinate passenger pick-up and drop-off schedules in alignment with delivery schedule to ensure only one vehicle run to and from Henvey Inlet First Nation occurs each day within regular work hours
- Assist in loading and unloading of vehicle deliveries in a timely manner
- Complete and submit all necessary paperwork at the end of the shift including daily logs, inspection logs, vehicle inspection, hours of service, travel and expense claims and shopping receipts
- Pick up and transport passengers to and from Henvey Inlet First Nation meetings, appointment and events on a pre-determined schedule
- Assist all passengers with entering and exiting the vehicle when necessary
- Ensure seat belts are operational and used by all passengers
- Apply defensive driving techniques to uphold the safety of all passengers
- Complete accident reports when necessary
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Participate in mandatory training workshops as required
- Attend and actively participate in team, staff and community meetings
- Other duties as assigned from time to time by the Health Director, Director of Finance/Administration or Chief and Council



## **QUALIFICATIONS**

- Grade 12 diploma or equivalent preferred
- Valid Ontario Class F Driver's License or equivalent required
- Clean Driver's abstract
- Current First Aid and CPR Level C an asset
- Exceptional organization and time-management skills
- Ability to multi-task and manage competing priorities
- High level of personal integrity and a strong work ethic
- Demonstrated ability to exercise necessary cost control measures
- Must be able to work with little supervision; must be self-directed

## **HOURS OF WORK**

Full-Time – 35.5 hrs/week

## **REMUNERATION**

Negotiable based on experience

## **START DATE**

October 7, 2024

## **APPLICATION DEADLINE**

September 15, 2024

Those interested in applying should submit their resume and cover letter in confidence to:

**Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

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Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

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## EMPLOYMENT OPPORTUNITY

### JANITOR

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#### **POSITION SUMMARY**

Hewey Inlet First Nation is seeking a temporary, full-time **Janitor** to join our Administration for a short-term 11-week contract. The Janitor reports to the Administration Manager and is responsible for cleaning all HIFN commercial buildings at the end of each business day. The Janitor will perform general cleaning duties including sweeping and mopping floors, cleaning and stocking restrooms, washing walls and windows, cleaning the kitchen and fridge, disinfecting all high-touch surfaces and trash removal. This position requires strong self-motivation, great attention-to-detail and excellent time-management skills.

#### **MAIN RESPONSIBILITIES**

The Janitor will be responsible to:

- Sweep, mop, polish, and refinish floors and vacuum and shampoo carpeted areas
- Perform all general cleaning of the HIFN building halls, offices, restrooms, kitchens and lobby
- Wash walls, windows, doors, plexiglass barriers, mirrors and upholstery
- Dust all furniture and fixtures
- Clean and stock restroom facilities daily with soap, paper towel and toilet paper
- Disinfect all high-touch surfaces including door handles, fridge handles, microwaves, coffee and water dispensers, cupboards and faucets
- Empty trash and recycling bins
- Wear necessary personal protective equipment and follow required health and safety procedures
- Ensure cleaning materials and supplies are stored in a safe and orderly manner
- Maintain a proper inventory of cleaning materials and supplies and submit requests to order to the Maintenance Supervisor when needed
- Monitor need for equipment maintenance and repair and report damage to Maintenance Supervisor
- Complete cleaning logbooks as necessary
- Ensure the building is locked and secure when leaving
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Participate in mandatory training workshops and webinars, including WHMIS, as required
- Attend and actively participate in team, staff and community meetings
- Perform other duties as assigned from time to time by the Supervisor, Director of Finance/Administration or Chief and Council

#### **QUALIFICATIONS**

- Previous cleaning or janitorial experience preferred
- Grade 12 diploma or equivalent preferred
- Valid Ontario Class G Driver's license preferred
- Current First Aid and CPR Level C an asset
- Highly motivated and able to work independently
- Excellent time management and problem-solving skills

- High level of sound independent judgment and reasoning
- High level of personal integrity and a strong work ethic
- Must be able to multi-task and prioritize work
- Strong attention to detail
- Ability to comprehend detailed instructions
- Ability to stand, bend, reach and twist for long periods of time
- Ability to lift up to 20lbs continuously
- Willingness to work evenings **a must**

### **HOURS OF WORK**

Full-Time – 35.5 hrs/week

### **REMUNERATION**

\$18.52/hour

### **START DATE**

October 7, 2024

### **APPLICATION DEADLINE**

September 15, 2024

Those interested in applying should submit their resume and cover letter in confidence to:

#### **Henvey Inlet First Nation – Human Resources**

295 Pickerel River Rd.

Pickerel, ON P0G 1J0

Tel: (705) 857-2331

Fax: (705) 857-3021

Email: [samantha.bradley@henveyinlet.com](mailto:samantha.bradley@henveyinlet.com)

We thank all applicants, however only those selected for an interview will be contacted.

Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1) (a) of the Ontario Human Rights Code.



**PICKEREL CONTRACTING LTD.**  
**EMPLOYMENT OPPORTUNITY**  
**LICENSED CARPENTER**

**POSITION SUMMARY**

Pickereel Contracting Ltd. Is currently seeking a Full-time **General Carpenter** to join our team. You will report to the Site Supervisor and be responsible for assisting with construction and maintaining residences and buildings. The General Carpenter will also assist with building, restoring and /or installing of structural woodwork and related materials of active projects. This position requires physical stamina and a strong work ethic., with the main focus of the job being able to help bring the residential properties in Henvey Inlet First Nation back up to standard through all Areas of Construction (Carpentry, Plumbing, roofing, Etc.) Potential for advancement.

**MAIN RESPONSIBILITIES:**

The General Carpenter will be responsible to:

- Assist with gathering, assembling, moving, lifting and transporting materials, tool and equipment to job sites
- Property maintenance on Band Owned Properties
- Install Roofing, siding, eaves, porches, decks etc.
- Build and install, cupboards, bookcases, tack board, and specialty furniture etc.
- Drywalling, install, tape, sand, prepare for painting, painting etc.
- Install various types of flooring laminate, tile etc.
- Construct, repair, maintenance, and preventative work as required including but not limited to woodwork, shelving, flooring, tables, chairs, stairs etc.
- Lay building foundation
- Mix, pour and create cement forms
- Frame building including window and doors
- Operate and maintain carpentry tools and equipment
- Assist with delivery of other related municipal services
- Prepare preventative maintenance schedule and list of materials
- Keep a daily log
- Contribute and participate in the effective use of the Quality Control System
- Respect and respond to direction given by Supervisor, Board of Directors or Chief and Council
- Prepare estimates for work orders and material required

**QUALIFICATIONS:**

- Grade 12 diploma or equivalent
- Valid Ontario Class G drivers license with access to a reliable vehicle a **must.**
- 3 years of previous **HOME MAINTENANCE**, building, painting and carpentry skills.
- Red Seal an asset

- Experience working with various carpentry tools and equipment
- Ability to stand, bend, reach and twist for long periods of time in increment weather
- Ability to lift up to 50lbs continuously
- Current First Aid and CPR Level C
- Current Vulnerable CPIC required if hired
- Excellent communication, analytical, problem solving, organization and time-management skills
- Professional attitude and a strong work ethic
- Must be able to work as team and individually: self -directed
- Must be able to Lead a team if called upon to do so and follow directions

**Hours of Work**

Full-time – 40+hrs/week

**RENUMERATION**

\$20-\$32/hour

**START DATE**

To be determined

**APPLICATION DEADLINE**

Once Position has been filled

Those interested in applying should submit their resume and cover letter in confidence to:

**Pickerel Contracting Ltd.**

295 Pickerel River Rd.

Pickerel, ON P0G 1G0

Tel: 705.857.2331 ext228

Fax: 705.857.3021

Email: [pcl@henveyinlet.com](mailto:pcl@henveyinlet.com)

We thank all applicants, however only those selected for an interview will be contacted.  
Henvey Inlet First Nation gives preference to all qualified First Nations people in accordance with Section 24(1)(a) of the Ontario Human Rights Code.



**Henvey Inlet  
First Nation**

Pickering, ON P0G 1J0

Administration  
295 Pickering River Road  
T 705-857-2331  
F 705-857-3021  
1-800-614-5533

Health Centre  
354A Pickering River Road  
T 705-857-1221  
F 705-857-0730  
1-866-252-3330

Day Care  
354B Pickering River Road  
T 705-857-0957  
F 705-857-1369

Chief  
M. Wayne McQuabbie  
Council  
Patrick D. Brennan  
Brenda D. Contin  
Lionel R.M. Fox  
Carl Ashawasagai  
Stanley K. Moses  
Deborah Newton  
Maureen A. Kagagins

## MEMORANDUM

To: HIFN Band Members  
Fr: Shane Contin, Housing/Finance Assistant  
Dt: Aug 29<sup>th</sup>, 2024  
Re: **Propane Fill-ups for your 500 Gallon Fuel Tank**

Dear HIFN Members,

Randy Ellis from Co-Op Regionale has informed the housing department that they will not provide minimum fill-ups and will only do full fill-ups if twelve (12) or more homes in Henvey can be done in one (1) run. This can result in long waiting times or refusal to service your tank.

For these reasons, it is recommended that existing Co-op Regionale customers switch to Moore Propane Limited.

Moore's has agreed to provide minimum fill-ups ranging around \$400.00. They have also agreed to provide full fill-ups & deliver them in a reasonable timely manner.

To make the switch, simply call Moore Propane and create an account with them over the phone.

Please see below for their contact information.

**MOORE PROPANE LIMITED**

Phone: 1 (705) 523-6466  
Cell: 1 (705) 670-7955  
Toll Free: 1 (877) 735-1856  
Email: [allockhart@moorepropane.ca](mailto:allockhart@moorepropane.ca)



## Henvey Inlet First Nation

Pickering, ON POG 1J0

Administration  
295 Pickering River Road  
T 705-857-2331  
F 705-857-3021  
1-800-614-5533

Health Centre  
354A Pickering River Road  
T 705-857-1221  
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1-866-252-3330

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Deborah Newton  
Maureen A. Kagagins



- When the propane level reaches 30% in the tank, call your preferred fuel supplier to have it topped up. Doing so will give the supplier time (usually 1-2 weeks) to come out and fill it up before the tank runs empty or drops below 20%. When the tank runs out of fuel, it causes changes to the pressure in the lines. When this happens, the tank will require another inspection before it can be filled up again. These inspections are costly and can be billed at the owner's expense.

To check the propane fuel level, start by opening the red cap located at the top of the tank. There is usually a small pin that prevents the cap from opening, pull it out and the cap should then be able to swing back freely.





## Henvey Inlet First Nation

Pickering, ON P0G 1J0

Administration  
295 Pickering River Road  
T 705-857-2331  
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Stanley K. Moses  
Deborah Newton  
Maureen A. Kagagins

Next, look for the circular meter located inside. The black needle on the meter/gauge will show you how much propane you have left. Notice how this one is above 70%. When it reaches the 30% mark it's time to call for a fill-up.



- A full fill-up generally costs between \$1100.00 to \$1250.00 depending on current local fuel prices which tend to fluctuate frequently.
- Moore Propane has agreed to provide minimum fill-ups ranging around \$400.00. They have also agreed to provide full fill-ups & deliver them in a reasonable timely manner. They can be reached at **(705) 523-6466**.
- Due to regulations, the propane tank should be installed/placed at least 10 feet away from any building. Keep this in mind when planning to build a shed, addition to your home, etc. Violating this rule can result in your fuel supplier refusing to fill-up your propane tank until the violation has been resolved and/or rectified.
- There are copper propane lines buried 18" underground that run from the propane tank to the exterior wall of your home and to your back-up generator. Keep this in mind before planning any digging etc. in these areas. If you notice that a propane line has been hit and is leaking, leave the area immediately and contact your local fire department.
- The most obvious sign of a propane gas leak is the odor, a chemical is added to the gas that produces a "rotten egg" smell. A hissing noise or whistling sound near the gas leak is another sign.





# Home Maintenance Workshop

**When:** Thu Nov 7<sup>th</sup>, 2024 @ 11:00 AM

**Where:** Office 2 – Upstairs @ O&M Building

~Lunch will be provided~

Attendees will be eligible for the December rent incentive and also have a chance to win gift cards

**Presenting Topics:**

**Preventative Home Maintenance for Tenants & Home Owners presented by Joe Beagan, WBAFN**

**Contact:** Shane Contin from housing to be put on the list (705) 857-2331 Ext: 223 or email:

**[housing@henveyinlet.com](mailto:housing@henveyinlet.com)**





August 1<sup>st</sup>, 2024

## HIFN MEMBERSHIP CODE WORKING GROUP UPDATE

As presented at the May 28 and June 2, 2024 community meetings, the Henvey Inlet First Nation (HIFN) Membership Code Working Group has arrived at a final draft of the HIFN Restated Membership Code. This new Restated Membership Code, which is based on ancestry, will replace the existing 1987 Membership Code, which largely relies on *Indian Act* membership rules. Materials from those meetings can be found [here](#).

Unfortunately, the 1987 Membership Code does not set out how to make changes to the Code. In order to update it, we need to address how the community can pass an amendment to the existing 1987 Membership Code.

We are proposing to adopt an HIFN Ratification Law, which sets out a proposed voting formula for any ratification votes held by Henvey Inlet First Nation that **do not** already have prescribed rules. This means that the law would not affect the voting formula or processes set out in the *Indian Act* or the Land Code.

The current draft HIFN Ratification Law sets out a voting formula that requires at least a 25% voter turnout, and 50% + 1 of votes in favour, for a matter to be approved. Community meetings to discuss the HIFN Ratification Law will be held in person and online by Zoom on:

- **Community Meeting #1:** Sunday, September 15, 2024, lunch for those who attend in person at noon, meeting starts at 1:00 pm
- **Community Meeting #2:** Tuesday, September 17, 2024, dinner for those who attend in person at 5:00 pm, meeting starts at 6:00 pm

A community approval vote on the HIFN Ratification Law is also currently scheduled for Sunday, October 27, 2024. A copy of the tabling resolution and the draft HIFN Ratification Law can be found on the HIFN website. Voting materials will follow by mailout.

We encourage you to attend the community meetings for more information and to provide your input and feedback.

Miigwetch!



# **HIFN MEMBERSHIP CODE WORKING GROUP COMMUNITY MEETINGS**

To discuss the HIFN Member  
Ratification Law

**SEPTEMBER 15, 2024  
LUNCH [AT] 12PM,  
MEETING [AT] 1PM**

**SEPTEMBER 17, 2024  
DINNER [AT] 5PM,  
MEETING [AT] 6PM**

**ZOOM LINK TO BE POSTED SOON!**





## **CATERER NEEDED!**

**To provide a Lunch for  
Membership Code Working Group  
Community Meeting**

**on Sunday September 15, 2024**

**A lunch to be served at 12:00PM**

**For 100 people.**

**Lunch Menu: Lasagne, Garlic Bread and Plain  
buns, and a garden salad**

**Dessert: Strawberry shortcake cups with  
whipped cream**

**Must include refreshments: Water, Pop, and  
if any Bowls, Plates, Utensils, & Napkins that  
are needed depending on food being made.**

**Deadline to Submit Bids:**

**Monday September 9th @4:30PM**

**Submit Bids with breakdown of Catering Fee, Mileage, and Groceries Costs  
to Brenda at the Health Centre 705-857-1221**

**Caterer must possess current Safe Food Handlers Certificate and is  
responsible for clean up after, including taking out the garbage**



## **CATERER NEEDED!**

**To provide a Dinner for  
Membership Code Working Group  
Community Meeting  
on Tuesday September 17, 2024  
Dinner to be served at 5:00 PM  
For 100 people.**

**Dinner Menu: Indian Tacos with all the fixings  
(lettuce, tomatoes, green onions, sour cream)**

**Dessert: Strawberry Shortcake cups with  
whipped cream**

**Must include refreshments: Water, Pop, and  
if any Bowls, Plates, Utensils, & Napkins that  
are needed depending on food being made.**

**Deadline to Submit Bids:**

**Monday September 9<sup>th</sup>, 2024 @4:30 PM**

**-Submit Bids with breakdown of Catering Fee, Mileage, and Groceries  
Costs -to Brenda at Health Centre 705-857-1221**

**Caterer must possess current Safe Food Handlers Certificate and is  
responsible for clean up after, including taking out the garbage**

# 5th Annual Kids Fishing Derby

Join us for the 5th  
Annual HIFN Kid's  
Fishing Derby

**September 7, 2024**

8 a.m.—1 p.m.

Registration is open to all  
community members  
age 17 and younger.

All must be accompanied  
by an adult.

Meet us at the landing.

8 a.m.-10 a.m. Registration

8 a.m.-12 p.m. Kids' Fishing Derby

12 p.m.-1 p.m. Awards & BBQ lunch

Please call the band office if your  
child is participating by 4 pm  
Thursday, September 5th.

A minimum of 4 participants must  
be registered for this event to run.



# Henvey Inlet First Nation Donation



We would like to acknowledge Mike St. Amant and express our sincere gratitude for donating to the Henvey Inlet First Nation Food Bank. Mike St. Amant made a donation in the amount of \$1500.00 from his windfarm distribution. We are truly grateful and appreciative for this contribution from Mike St. Amant. This donation will go towards purchasing groceries for the food bank. Thank you, Miigwetch.

**Thank**  
**You**



# BINGO

Food Bank Bingo will resume on  
September 4, 2024

Place: Learning Centre

Time: 5:30 PM Doors Open



This image by Unknown Author is licensed under CC BY SA NC





# Henvey's Youth Career Fair was a success!

Our Youth Career Fair was a huge success. We had 16 guests visit to explain educational career options with our youth. They very much enjoyed giving their presentations and handing out some swag. Can't wait until next year!





# Ojibwe Language Learning Strategies *Information Session*

*Thursday September 19, 2024*

*O & M Building*

*Starting @ 5:30 PM*

Join us in learning some strategies to help revitalize our Ojibwe Language and bring it back to our Community!!

**DINNER  
PROVIDED!  
DOOR PRIZES!**

Contact Info: Eileen Boucher  
705-857-2331





## **CATERER NEEDED!**

**To provide a Dinner for  
Language Strategies Info Session on  
Thursday September 19, 2024  
Dinner to be served at 5:30PM  
For 100 people.**

**Lunch Menu: Lasagne, Cesar Salad, & Buns**

**Dessert: Fresh Fruit and whipped cream**

**Must include refreshments: Water, Pop, Juice  
and if any Bowls, Plates, Utensils, & Napkins  
that are needed depending on food being  
made.**

**Deadline to Submit Bids:**

**Thursday September 12 @4:30PM**

**Submit Bids with breakdown of Catering Fee, Mileage, and Groceries Costs  
to Eileen Boucher at Administration 705-857-2331,  
[eileen.boucher@henveyinlet.com](mailto:eileen.boucher@henveyinlet.com)**

Caterer must possess current Safe Food Handlers Certificate and is  
responsible for clean up after, including taking out the garbage

WE ARE SEEKING

# VOLUNTEER DRIVERS

**Volunteering provides empowering opportunities for people of all ages that help build community.**

## Our Volunteer Drivers:

- Receive free training
- Are reimbursed a competitive mileage rate for use of their vehicle
- Create a positive impact on the overall well-being of children, youth, and families
- Build on existing experience



To view opportunities, responsibilities, requirements, or to learn more contact:



1-855-223-5558

[volunteerservices@nijcfs.com](mailto:volunteerservices@nijcfs.com)

[nijcfs.com/volunteer](http://nijcfs.com/volunteer)

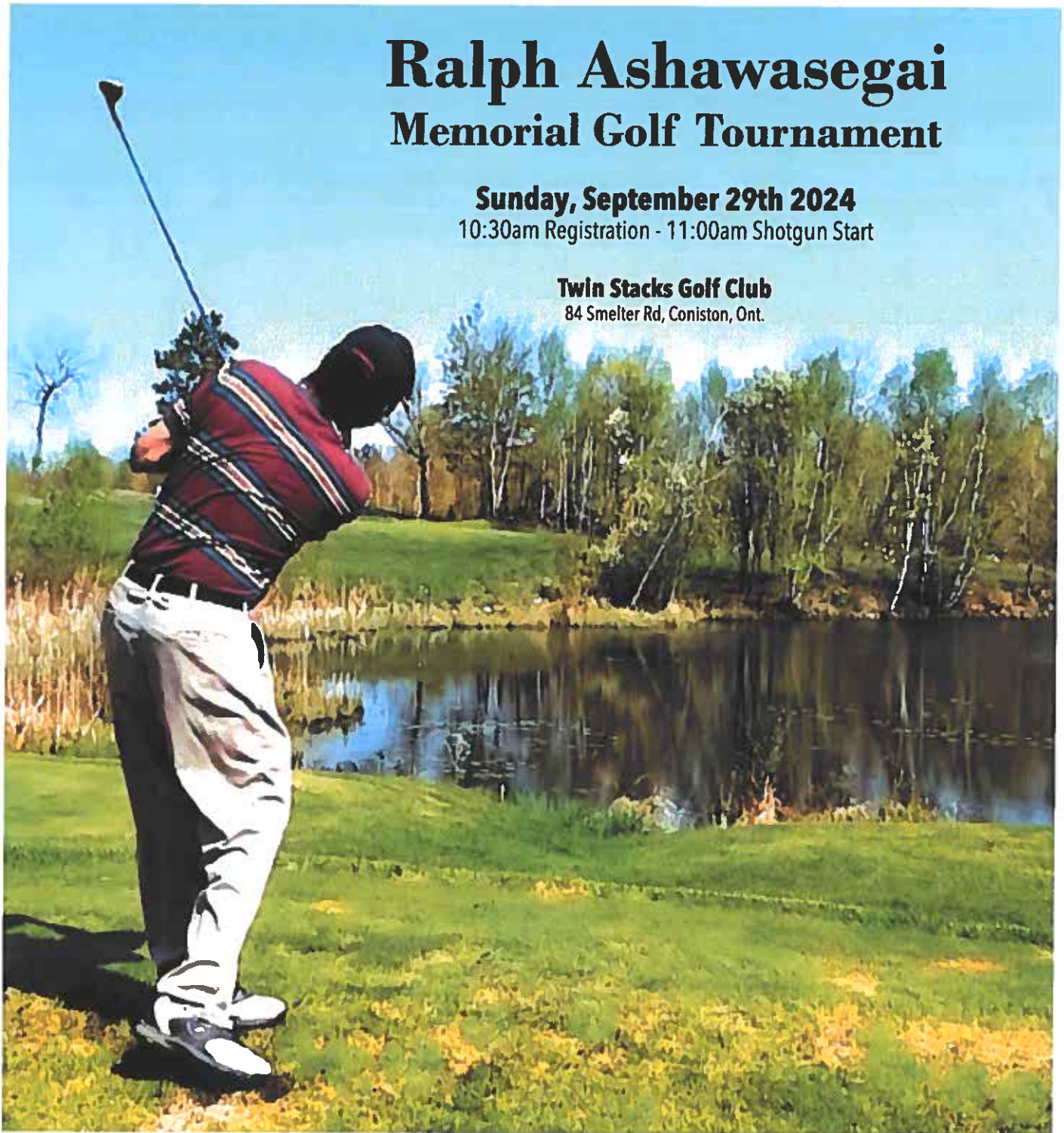


**Nijaansinaanik**  
Child and Family Services

# Ralph Ashawasegai Memorial Golf Tournament

**Sunday, September 29th 2024**  
10:30am Registration - 11:00am Shotgun Start

**Twin Stacks Golf Club**  
84 Smelter Rd, Coniston, Ont.



**4-Man Best Ball**  
\$400 per team - \$100 per person

Includes 18-Holes of Golf w/ Cart,  
Steak Dinner & Prizes

**R.S.V.P. by September 13th 2024**

Open to all Family & Friends & Co-workers of Ralph Ashawasegai. Must be paid to register. Minimum 12 teams so get your tickets early. If you have additional questions or concerns please contact:

- Scott Federchuk @ 705-920-3592 or  
- e-mail [ralphgolftour@gmail.com](mailto:ralphgolftour@gmail.com)

Keep up to date with us on Facebook:

**Ralph Ashawasegai 2nd Annual Memorial Golf Tournament**

Proceeds raised will support the Heart & Stroke Foundation

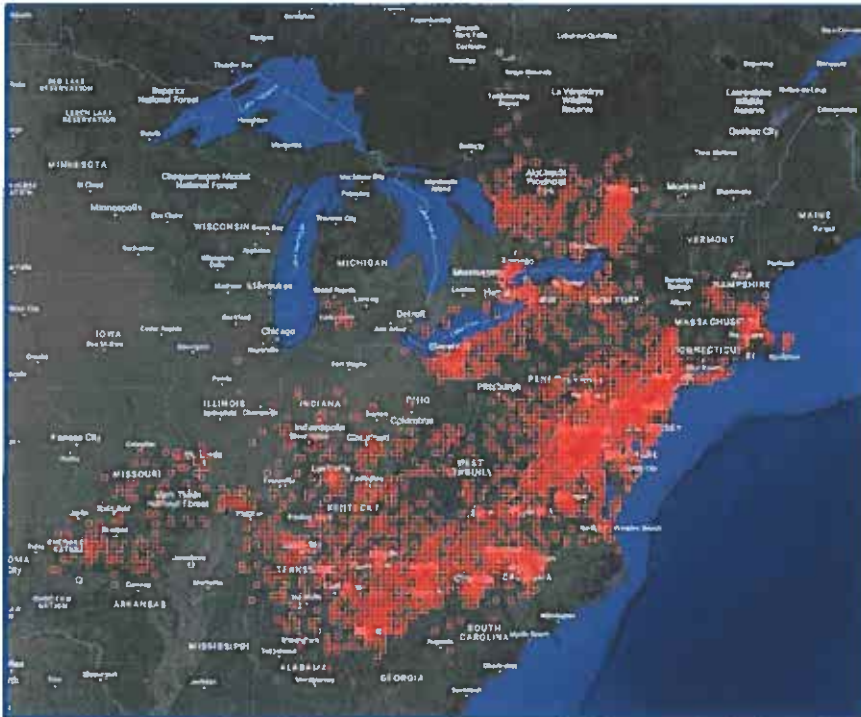


**The European Hornet: A Report by the Nipissing First Nation Environment Department**

Have you seen a giant, unfamiliar hornet lately? You are not alone!

The NFN Environment Department staff, in addition to Debendaagziwaad, have noticed an uptick in the number of observations of the **European hornet** (*Vespa crabro*) in the past two years. Initially introduced in the 1800s and first documented in the 1840s in West Farms, New York, the European hornet has spread considerably across portions of the southeastern United States and to northern areas of Ontario and Quebec—reports of the European hornet in Quebec, Canada, date back to 1955<sup>1</sup>.

It is important to note that this hornet should not get confused with the **Asian Giant hornet** (*Vespa mandarinia*) or "**murder hornet**", which today does **NOT** occur in eastern North America and has only been found in **Washington State** and adjacent **British Columbia**<sup>2</sup>.



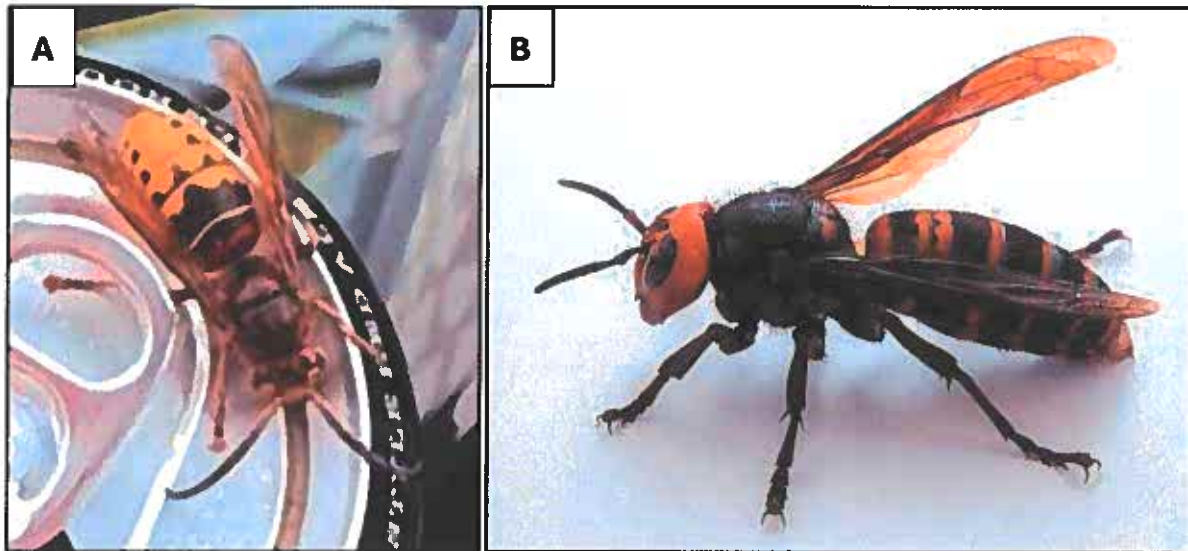
The main distinguishing characteristic between the hornets is the head and abdomen. The European hornet contains a reddish-brown and yellow head instead of the entirely yellow head that characterizes the Asian Giant hornet. This feature resembles a yellow "helmet" on the Asian Giant hornet. In addition, the abdomen is black anteriorly (front) and yellow posteriorly (back) with rows

Figure 1 - iNaturalist community. Observations of the European Hornet (*Vespa crabro*) from North America, observed on June 05, 2024. Exported from <https://www.inaturalist.org> on June 05, 2024.

<sup>1</sup> Shaw, F.R., Weidhass, J. Jr. 1956. Distribution and habits of the giant hornet in North America. J. Department of entomology, University of Massachusetts, Amherst, 49, p. 275.

<sup>2</sup> European Hornet (Department of Entomology). <http://ento.psu.edu/extension/factsheets/european-hornet>. Department of Entomology (Penn State University). Retrieved 2024-06-05.

of black teardrops (Photo A). The Asian Giant hornet, on the other hand, has a banded yellow, black and brown abdomen (Photo B).



*Figure 2 – Photo A: the European hornet (photo provided by David Leclerc, NFN 2023). B: Asian Giant hornet (Photo used by permission from Yasunori Koide).*

We may be seeing more of these wasps due to their unique life history strategies and the milder winters brought on by climate change.

The European hornet constructs paper nests utilizing broken-up, chewed-up plants and wood fibres mixed with its saliva during the spring. Nesting locations are preferred to be hollow, closed sites in dark crevices (mainly in hollow trees), which means poorly enclosed and winterized structures (hollow walls and building cavities) are prime locations for new nesting sites. After the spring nest-building phase, colonies expand from summer until autumn, when new potential queens and males are produced. Following the changes to the autumn season, the colonies start to decay and die out due to cold and the lack of food supplies. Interestingly, the only surviving individuals are fertilized queens, which emerge in the spring of the following year to construct new nests. The emerging queen may not have constructed a nest in the previous location in which it had overwintered.

The European hornet is a large and showy insect introduced into North America. It exhibits no heightened aggression, and its sting is no more painful than that of the common European honeybee (*Apis mellifera*), another introduced species.

First accounts of the hornet allude to docile behaviour:

*"as a result of numerous observations we formed the opinion that the adult giant hornets, away from the nest, were not particularly vicious. Even after they were disturbed, the insects appeared to be more curious than angry" (Shaw and Weidhaas, 1956).*

The workers and queen forage on two types of foods: carbohydrates and protein. Carbohydrates tend to be liquid, while protein foods tend to be solid. Carbohydrate sources are tree sap, ripe fruits, honeydew, and flower nectar. At the same time, solid protein foods are mainly prey, with the hornet forming a ball of meat in the hunting area after capture. Insects captured include grasshoppers, mantises, dragonflies, and yellow jackets. They may also attack honeybees, but this does not harm honeybee populations <sup>3</sup>.

The NFN Environment Department acknowledges that more sightings are being recorded in the area, representing the northern boundaries of observations (Figure 1). It is, therefore, reasonable to assume that changes in the climate – which account for milder winters and earlier and prolonged growing seasons – have aided the northward expansion of the European hornet. The consequences of these factors suggest less over-winter kill of fertilized queens, more food supplies, and shorter hibernation-fasting periods.

You can take specific measures to deter these hornets' attraction. This entails:

1. Pick up fallen fruit around trees (i.e. apple and crab apple trees)
2. Discard sugary food containers quickly (i.e. pop cans, juice boxes, fruit containers) in an appropriately sealed garbage bag.
3. Put garbage bags in a secure container (animal-proof) until they can be picked up.
4. Clean up garbage that is left outside.
5. Dispose of any hollow debris or logs around your property.
6. Seal cracks in the siding and around windows, pipes, etc.

#### Interesting Facts:

- European hornets have been documented in southern Quebec as early as 1955.
- The hornets have been known to steal prey from spiders – a phenomenon known as kleptoparasitism.
- The species' origin ranges from the United Kingdom to Japan.
- Unwarranted fear of the species in its native distribution (Europe and Asia) has led to the species' decline. It is considered locally threatened or even endangered in some parts. In Germany, it has been illegal to destroy nests, with fines of up to €50,000 Euros or \$75,400 CAD!

If you see the European hornet and want to report the observation in the area, please utilize *iNaturalist* (app or web version) and submit the observation under the ***Nipissing First Nation – Species Inventory Project***.

The NFN Environment Departments encourages all citizen scientists to submit observations within NFN under this project.

Miigwech

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<sup>3</sup> Pusceddu, M.; Lezzeri, M.; Cocco, A.; Fipros, I.; Satta A. Bio-Ethology of *Vespa crabro* in Sardinia (Italy) an Area of New Introduction. *Biology* 2022, 11, p. 518. <http://doi.org/10.3390/biology11040518>

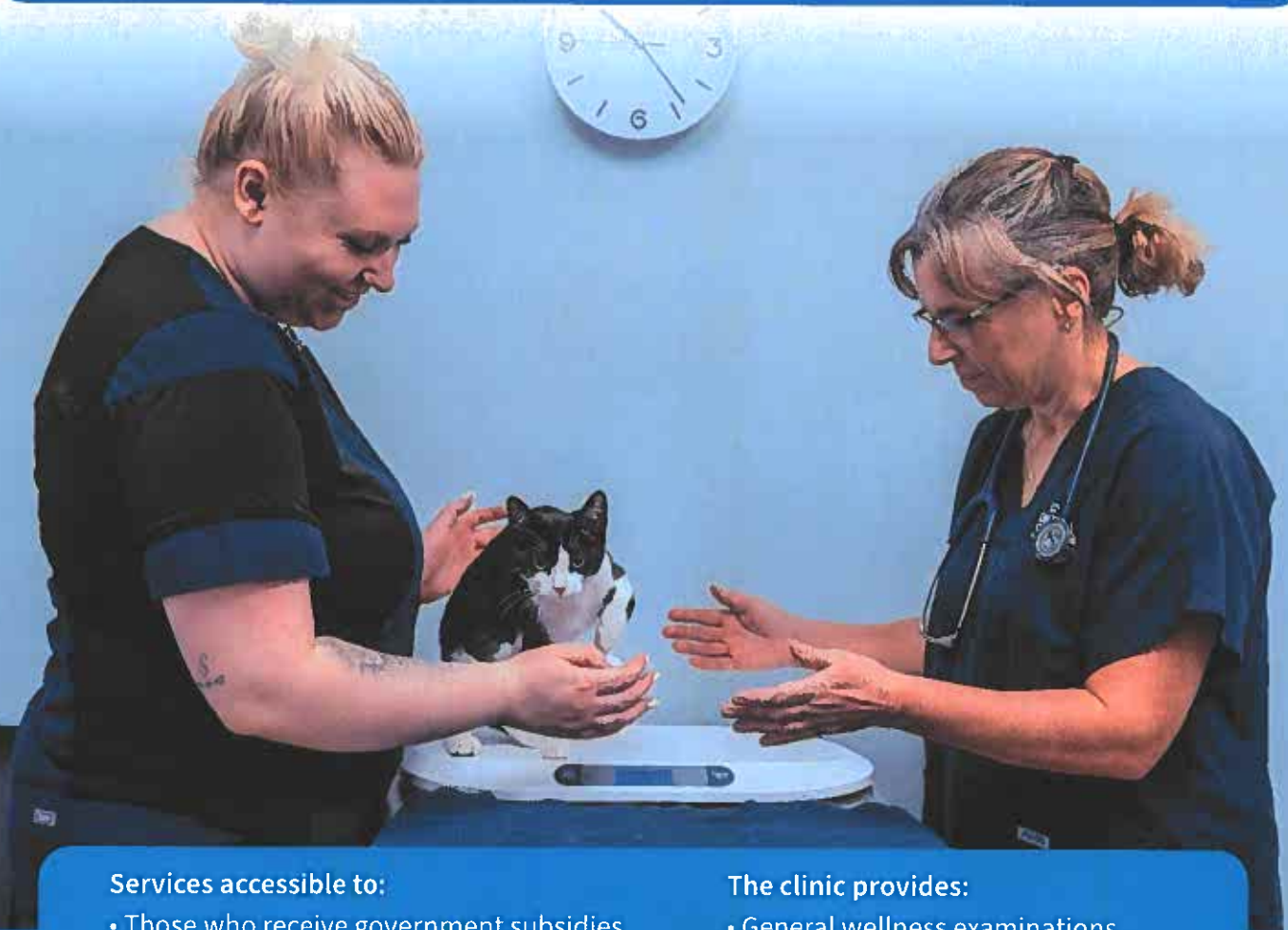


**ONTARIO SPCA**  
AND HUMANE SOCIETY

# WELLNESS EVENT

**SEPTEMBER 24<sup>TH</sup> AND 25<sup>TH</sup>**

To book an appointment, please call 1-888-668-7722 ext. 347  
or email [sudburywellnessservices@ontariospca.ca](mailto:sudburywellnessservices@ontariospca.ca).



**Services accessible to:**

- Those who receive government subsidies
- Have an Indigenous status card
- Do not currently have a relationship with a local veterinarian

**The clinic provides:**

- General wellness examinations
- Vaccinations
- When necessary and requested by the family, euthanasia services

*Please note: this clinic does not have the capacity to treat ill animals or emergency situations. For animals requiring additional care, the family will be referred to a local veterinarian.*



# SEPTEMBER

Summer has come to an end! We'd like to wish all of our new kindergarteners a great school year!  
We hope you have lots of fun learning and making new friends!

This summer was jam packed of summer fun we had lots of water days using various buckets pails and even sprinklers, we built lots of different sand castles in the sand and even got to spend sometime at the community park. The children got to take a walk to the band office where we got to have a special treat and even got to have zoo to you come to the Centre where they met many various animals. We did many various art activities and even went on a trip to Santa's Village!

Some activities we are planning for the month of September can include:

Apple Stamping (Using various size apples and paint to create pictures)

Creating various types of playdough (apple cinnamon, Pumpkin)

Popcorn Kernal sensory bins with farm animals (they can pour and scoop practicing fine motor skills)

Community walks (during nice weather the children can walk and explore the nature and surroundings of the community)

Nature crafts (using various nature items and glue to create)

'Apple Sorting' (using green and red poms poms and tweezers to sort poms poms into matching colour bins)

Balloon Painting (using various size balloons in paint to mix and create pictures).

With Summer ending and cooler weather approaching we kindly ask to ensure you are checking the weather and dressing appropriately for the day and bringing extra coat or sweater for those chiller mornings.

We again are asking to please **CALL** the daycare if you are going to be away whether for vacation or due to illness. This will help with meal prepping and planning for the day. As this summer we had a lot of miscommunication or no communication at all to the staff in regards to the children being absent and not attending for a period of time and then would just show up out of the blue and was difficult to know who would be in that day and who would not.

**For the families of children who are now just starting school if your child is planning to attend through the school year and will be getting off the bus you will need to fill out an enrollment form stating they will be here After school/P.A Days and/or summer.**

If you have any questions or concerns contact the daycare at : (705) 857-0957

Ashley (RECE), Nancy (RECE), Kathy (RECE) Darlene (Cook).

# Summer 2024!





# SEPTEMBER 2024

## BAND REPS PROGRAMMING

# September

# 2024

## Band Rep Program



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 <b>OFFICE CLOSED</b>	3	4 Court with Youth	5	6	7
8	9	10 Band Rep Training	11 Band Rep Training	12	13 Home Visit 3 pm	14
15	16 <b>OUT OF OFFICE</b>	17 <b>OUT OF OFFICE</b>	18 <b>OUT OF OFFICE</b>	19 <b>OUT OF OFFICE</b>	20 <b>OUT OF OFFICE</b>	21
22	23 Mediation North Bay	24 <b>FAMILY COURT BAND REVIEWS</b>	25 <b>OUT OF OFFICE</b>	26 DOG BONE MAKING WORKSHOP	27	28
29	30 <b>TRUTH &amp; RECONCILIATION DAY</b>					31

## Band Representative On-Call Schedule

Staff Member	Start Date	End Date
Kerri	2024-08-19 16:30	2024-09-02 16:30
Naomi & Kara	2024-09-02 16:30	2024-09-09 8:30
Kerri & Naomi	2024-09-09 16:30	2024-09-16 8:30
Kara	2024-09-16 16:30	2024-09-23 8:30
Naomi	2024-09-23 16:30	2024-09-30 16:30
Kerri	2024-09-30 16:30	2024-10-07 8:30
Kara	2024-10-07 16:30	2024-10-14 16:30
Naomi	2024-10-14 16:30	2024-10-21 8:30
Kerri	2024-10-21 16:30	2024-10-28 8:30
Kara	2024-10-28 16:30	2024-11-04 8:30
Naomi	2024-11-04 16:30	2024-11-11 8:30
Kerri	2024-11-11 16:30	2024-11-18 8:30
Kara	2024-11-18 16:30	2024-11-25 8:30
Kerri	2024-11-25 16:30	2024-12-02 8:30

All On-Call Shifts are from Monday of week @ 4:30 PM to Monday of week @  
8:30 AM

Holidays are all day; until 4:30 for Mondays

<b>Contact Numbers:</b>	
Kerri	(705) 921-5202
Naomi	(705) 690-6829
Kara	(705) 921-5205

**\* Our office is open Monday-Thursday from 8:30 - 4:30 and Friday from 8:30 - 12 to provide necessary items (food, diapers, etc.). On-Call is for Child Welfare emergencies ONLY \***

# *Band Rep* **TRAINING**

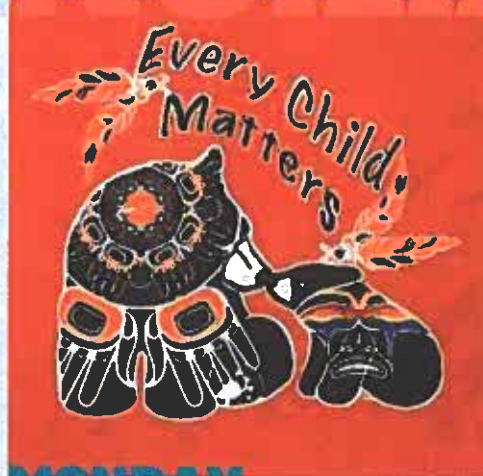


September 10 and 11 — 9 AM - 4:30 PM

Band Reps will be out of community both days



# NATIONAL DAY OF TRUTH & RECONCILIATION



**MONDAY, AT BALLFIELD  
SEPT. 30**

**11:00AM - 05:00PM**



## *Events*

Bouncy Castle, Carnival Rides, BBQ Party, Live Music, , Candy Floss, Popcorn, SnoCones

**Walk to Pickerel River Overpass  
10AM to 11AM**

Meet at Band Office for Opening Prayer. Finish at the Ballfield.



# Home Care Nurse



DEBBIE BRENNAN

# September 2024



DEBBIE BRENNAN  
HCN

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 <b>Stat Holiday Offices Closed</b>	3 Methadone Clinic Medical follow-ups HCC	4 Holidays	5 Holidays	6 Holidays	7
8	9 Holidays	10 Holidays	11 Home visits HCC	12 Methadone clinic <b>Laser therapy Donna</b>	13 Methadone Clinic 8:30-12 pm	14
15	16 Methadone Clinic 8:30-12pm Home visits HCC	17 Methadone Clinic Medical follow-ups HCC	18 <b>Program Shopping BP/BS Clinic 1pm-4pm</b>	19 <b>Laser therapy Donna Medical Consultations community</b>	20 Methadone Clinic 8:30-12 pm	21
22	23 Home visits HCC	24 Methadone Clinic Medical follow-ups HCC	25 Home visits HCC	26 <b>Laser therapy Donna Medical Consultations community</b>	27 Methadone Clinic 8:30-12 pm	28
29	30 <b>Truth &amp; Reconcilia- tion (orange shirts!)</b>					

# Blood Pressure & Blood Sugar Clinic

**Wed. September 18**

**Location: O&M Building**

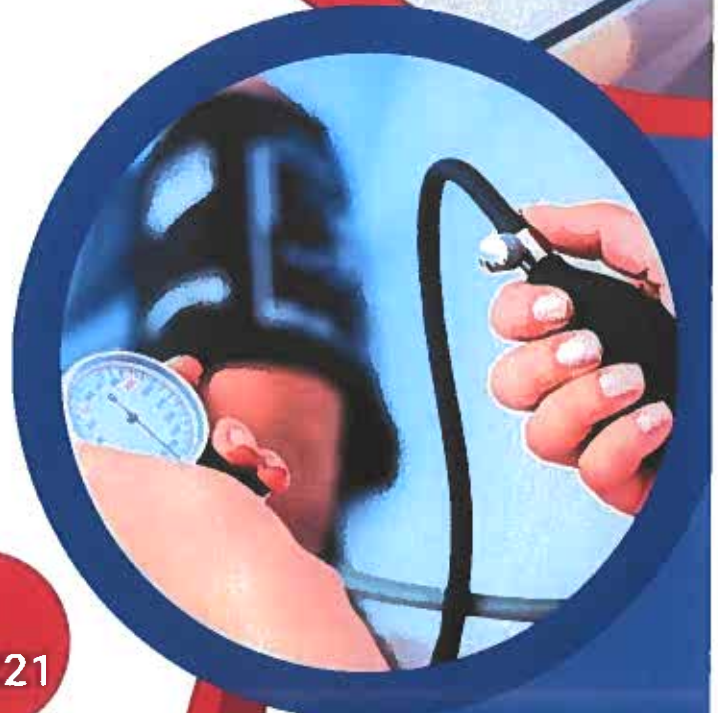
**Office 1**

**@ 1:00pm - 4:00pm**

**Up to 3 individuals who  
visit Debbie to have their  
B.P./B.S. checked will be  
eligible to win 2 bags of  
perishables such as:  
Fruit, veggies, eggs, bread,  
and healthy treats.**

**No Sign-up is Needed!!**

**FOR MORE INFORMATION:  
DEBBIE BRENNAN 705-857-1221**



# **THURSDAYS IN SEPTEMBER**

**12TH, 19TH, & 26TH**

**@ TRAILER 3**



**NON-THERMAL LASER  
THERAPY WITH  
DONNA SOHM KURFISS -  
REGISTERED NURSE &  
REGISTERED CANADIAN  
REFLEXOLOGY THERAPIST**

**THERALASE LASERS WORK BY SUPPLYING THE BODY WITH BILLIONS OF PHOTONS OF LIGHT AT SPECIFIC WAVELENGTHS. THE BODY ABSORBS THIS LASER LIGHT ON A CELLULAR LEVEL AND TRANSFORMS IT INTO CHEMICAL ENERGY, WHICH THE BODY THEN NATURALLY USES TO REPAIR ITS OWN TISSUE. THE BIO-STIMULATING EFFECT OF LASER THERAPY CAUSES DECREASES IN BOTH PAIN AND INFLAMMATION, AND INCREASES IN TISSUE REGENERATION AND ACCELERATED HEALING.**

## **LASER THERAPY CAN TREAT:**

- **MIGRAINES/HEADACHES**
- **ARTHRITIS**
- **LOWER BACK PAIN**
- **CARPAL TUNNEL**
- **SCIATICA**
- **DIABETIC NEUROPATHY**
- **NECK PAIN**
- **HIP PAIN**
- **ANKLE SPRAIN**
- **KNEE PAIN/LIGAMENT INJURIES**
- **WOUNDS**
- **PLANTAR FASCIITIS**
- **PLUS MORE....**

**Contact Darcy at Health Centre to book your 30  
minute appointment! We have 15 spots available per  
day!**

**705-857-1221**



# VISIT THE NURSE

**Every Thursday in August!**

**1:00pm to 4:00pm**

**O & M Office 2 or Home Visits available!**

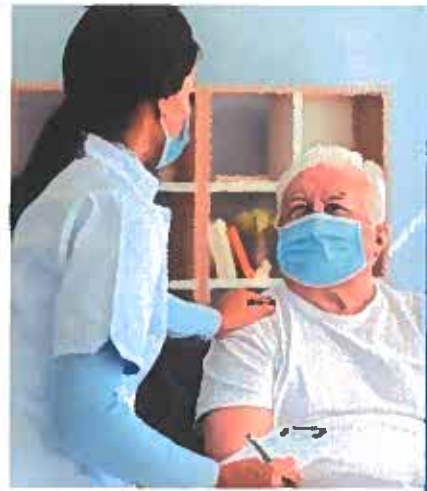
**All Community Members Welcome!!**

Blood Pressure Checks - Blood Sugar Checks

Individual Consultations \* For Health Issues, Cardiovascular and Respiratory Health, Managing Diabetes, Mental Health Support and More!

***~ALL CONSULTATIONS ARE COMPLETELY CONFIDENTIAL~***

**DEBBIE BRENNAN, RPN  
HOME & COMMUNITY CARE NURSE  
705-857-1221 OR 705-857-3449**



# Community Health Nurse



**BRENDA CONTIN**

Brenda Contin, CHN

# September 2024

Sun	Mon	Tue	Wed	Thu	Fri
	2	3 OFFICE	4 Methadone Clinic/ OFFICE	5 Methadone Clinic/ OFFICE/	6 Methadone Clinic
9	SUDZ: RHT Gath- ering	10 C&C MTG	11 Methadone Clinic/ OFFICE	12 SKHC AGM	13 Methadone Clinic
16	Methadone Clinic/ OFFICE	17 Methadone Clinic/ OFFICE	18 Methadone Clinic/ OFFICE	19 Methadone Clinic/ OFFICE	20 Methadone Clinic
23	Methadone Clinic/ LUNCH N LEARN	24 Methadone Clinic/ OFFICE	25 Methadone Clinic/ OFFICE	26 Methadone Clinic/ T&R CEREMONY @ SKHC	27 Methadone Clinic
30	Methadone Clinic/ OFFICE	1 Methadone Clinic/ OFFICE	2 Methadone Clinic/ OFFICE	3 Methadone Clinic/ OFFICE	4 Methadone Clinic



## **CATERER NEEDED!**

**To provide LUNCH on  
Monday September 23rd for Diabetic Lunch N  
Learn Bingo.**

**Lunch to be served for 11:30am for 21 people**

**Menu: Shepards Pie, Garden/Ceasar Salad, & Buns**

**Dessert: Fresh Berries with Whipped cream**

**Refreshments: Pop, Juice, and water**

**Must include plates, utensils, cups, and napkins**

**Deadline to Submit Bids:**

**Monday September 16, 2024 @ 4:30PM**

**Submit Bids with breakdown of Catering Fee, Mileage, and Groceries Costs  
to Brenda Contin at Health Centre 705-857-2331**

**Caterer must possess current Safe Food Handlers Certificate and is  
responsible for clean up after, including taking out the garbage**



# Diabetic Bingo

Location: Henvey Inlet Learning Centre

Date: Monday September 23rd @ 11:30 AM



## Diabetes Education

People who are Diabetic and not working will be given first priority on sign up list!

**Diabetes BINGO!!**

**20 maximum players**

**Please call Darcy to sign up!!**

**You must be present at program by 11:45am or your name will be bumped by next person on the waiting list.**

**For Info Contact:**

**Brenda Contin, C.H.N.**


**705-857-1221**

# FOOT CARE

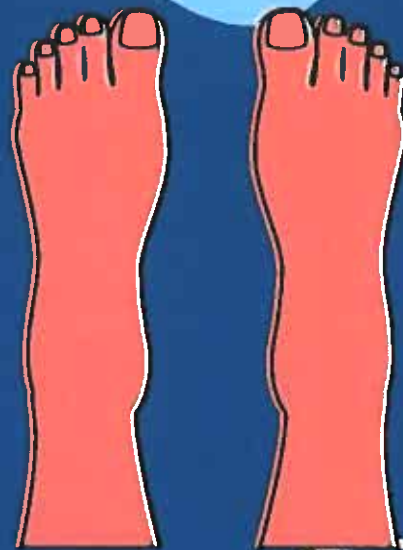


For Elders & Diabetics

**Wednesday**  
**October 2,**  
**2024**

Appointments will be  approximately 30 minutes,  
First appointment at 9am &  
last appointment is 2:30pm

Call Darcy at the Health  
Centre to book your  
appointment time!



Brenda Contin-C.H.N. 705-857-1221



N.N.A.D.A.P.

Louise Ashawasegai

# September 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 Office closed	3 Home- visits Staff Meet-	4 Break- fast 	5 Home visits	6 Office Corre- spon- den- ce	7
8	9 Office Re- search	10 Home- visits	11 Office	12 Home visits	13 Office Corre- spon- den- ce	14
15	16 Office Re- search	17 Home visits	18 Breakfast 	19 Home visits	20 Office Corre- spon- den- ce	21
22	23 Office Re- search	24 Home visits	25 Office	26 Home visits	27 Office Corre- spon- den- ce	28
29	30 Office Re- search					



# **Breakfast**

**September 11 & 18**

**8am to 10am**

**Kitchen Trailer**



# Health Risks of Chronic Heavy Drinking

Medically Reviewed by [Smitha Bhandari, MD](#) on May 15, 2023

Written by [Natalie Slivinski](#)

- [Liver Damage](#)
- [Heart Disease](#)
- [Brain and Nervous System Problems](#)
- [Anemia](#)
- 

4 min read

If you have a little too much [alcohol](#) once in a while, it probably won't do lasting damage if you're otherwise healthy. But it's a different story if you regularly drink heavily.

For most men, that's defined as more than 4 drinks a day, or 14 or 15 in a week. For women, heavy drinking is more than 3 drinks in a day, or 7 or 8 per week.

Too much alcohol can harm you physically and mentally in lots of ways.

## Liver Damage

Alcohol is a toxin, and it's your [liver](#)'s job to flush it out of your body. But your liver may not be able to keep up if you drink too much too fast. Alcohol can kill liver cells, and lead to scarring called [cirrhosis](#). Long-term heavy use of alcohol also may give you alcoholic [fatty liver disease](#), a sign that your liver doesn't work as well as it should.

## Heart Disease

You may know about the dangers of [blood clots](#) and high levels of fats and [cholesterol](#) in your body. Alcohol makes both things more likely.

Studies of heavy drinkers also show that they are more likely to have trouble pumping blood to their [heart](#) and may have a higher chance of dying from [heart disease](#).

## Brain and Nervous System Problems

Alcohol affects the [brain](#)'s communication pathways. This makes it harder for you to think and speak clearly, remember things, make decisions, and move your body. Heavy drinking also can cause [mental health](#) issues like [depression](#) and [dementia](#). You may get painful [nerve damage](#) that may linger long after you sober up.

## Anemia

This is when your body doesn't make enough healthy red [blood cells](#) to move oxygen around. That may give you [ulcers](#), [inflammation](#), and other problems. Too much booze may also make you more likely to skip meals, which can short-change your body of iron.

## Cancer

There is a clear link between heavy alcohol use and many types of cancers. Alcohol can damage the cells in your [mouth](#), throat, voice box, and [esophagus](#). It can lead to cancers in your liver, [breast](#), and [intestines](#). Alcohol can help [cancer](#)-causing chemicals in [tobacco](#) and other sources enter your cells more easily.

- **RELATED:** [Binge Drinking: How Much Is Too Much?](#)

## Seizures

Long-term [alcohol abuse](#) may raise your chances for [epilepsy](#). And [alcohol withdrawal](#) after heavy drinking can cause [seizures](#).

## Gout

This form of [arthritis](#) results from painful buildup of uric acid in the joints. You can get [gout](#) from eating too much food high in chemicals called purines, which include red meat, shellfish, and alcohol -- especially beer and liquor.

## Infections

Heavy drinking can hamper your immune cells from fighting off viruses and bacteria. It also can harm your liver, which plays an important role in your [immune system](#) by making antibacterial proteins.

## Digestive Problems

Booze is caustic. It can inflame the [stomach](#) lining, causing [heartburn](#) and [nausea](#). Over time, this can give you ulcers and chronic [inflammation](#) in your [stomach](#), esophagus, and gut. It can also make it harder for your [intestines](#) to digest important nutrients like B12 and thiamine. Alcohol can also cause a buildup of digestive enzymes in the [pancreas](#), leading to a condition called [pancreatitis](#), or an inflamed [pancreas](#). This can affect how much [insulin](#) you make, putting you at higher [risk for diabetes](#).

## Sleep

Knocking back a lot of drinks may knock you out at night. But once the sedative effect wears off, it can disrupt or lower the quality of your [sleep](#). Binge drinking too often can make it harder to fall asleep and stay asleep. It can also increase [snoring](#) and [sleep apnea](#), making it hard to get a good night's rest.

## How to Get Help



If you think you might have a problem with alcohol, get help. Talk to your doctor, therapist, or an [addiction](#) specialist. Find online support groups. Some people manage to kick the habit on their own. But if you feel you need extra help, you may want to check out your local branch of Alcoholics Anonymous. Learn more about [outpatient alcohol treatment](#).

**RELATED ARTICLES:**

- [Alcohol and Medication Interactions](#)
- [How Much Alcohol Is Too Much?](#)
- [Chronic Heavy Drinking](#)
- [Binge Drinking](#)
- [Alcohol Poisoning](#)
- [Alcohol Intoxication Treatment](#)