



# JANUARY 2025

## Important Dates/Activities/Programs:

- BAND COUNCIL MEETING- FEBRUARY 3
- EMPLOYMENT OPPORTUNITIES
- EDUCATION NEWS
- DAY CARE NEWSLETTER
- MEN'S CIRCLE- JANUARY 14
- MEN'S CIRCLE- JANUARY 28
- COMFORT FOOD WORKSHOP ON ZOOM- JANUARY 30
- DIABETIC FOOT CARE- FEBRUARY 5
- TRADITIONAL HEALER COLIN MOUSSEAU WILL BE BACK, DATES TO BE ANNOUNCED!





# Community

## Band Council Meeting

Monday February 3, 2025



6:00 PM @ Fire Hall

### Topics

- Agenda
- Council Reports

Zoom link will be posted once available!

## **HENVEY INLET FIRST NATION**

### **Notice of Nomination Meeting**

Notice is hereby given that a meeting of the electors of the **Henvey Inlet First Nation** will be held at the **Henvey Inlet Fire Hall, 295 Pickerel River Road, Pickerel, ON** on **Monday the 10<sup>th</sup> day of February, 2025**, beginning at **5:00 o'clock p.m.** and lasting for at least three hours to conclude at **8:00 o'clock p.m.** for the purpose of **nominating candidates** for the positions of Chief and Councillors on the Band Council of said Band, for the next ensuing term.

**There are seven (7) Councillor positions and one (1) position for Chief available.**

**The Election will be held at the Henvey Inlet Fire Hall, 295 Pickerel River Road, Pickerel, ON on Monday the 24<sup>th</sup> day of March, 2025 from 9:00 o'clock a.m. until 8:00 o'clock p.m.**

Please note that any eligible voter may nominate candidates by using a mail-in nomination form. All eligible voters, regardless of residence, that are 18 years of age or older as of the Nomination Meeting may nominate candidates for the position of both Chief and Councillor. Voters may deliver or mail-in a written nomination and a completed, signed and witnessed voter declaration form to the Electoral Officer before the time set for the Nomination Meeting OR voters may nominate candidates orally at the nomination meeting. Mailed nominations not received by the Electoral Officer before the time set for nomination meeting are void.

Given under my hand at Henvey Inlet First Nation, this 10<sup>th</sup> day of January, 2025.

**G. Scott Jacobs, Electoral Officer**  
**P.O. Box 149**  
**Britt, ON**  
**P0G 1A0**  
**Phone: (705) 741-3773**  
**E-mail: [scott.jacobs@sympatico.ca](mailto:scott.jacobs@sympatico.ca)**

  
**Signature of Electoral Officer**



## Henvey Inlet First Nation

Pickereel, ON P0G 1J0

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

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

Day Care  
354B Pickereel 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: January 6, 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) Early Childhood Education Worker – 1 Position
- 4) Home Maintenance Worker – 1 Position
- 5) Community Wellness Worker – 1 Position
- 6) Home Support Worker – 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)

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

# 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:

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**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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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

# COMMUNITY WELLNESS WORKER

**\*RE-POST\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is seeking a full-time **Community Wellness Worker** to join our Administration. The Community Wellness Worker reports to the Health Director and is responsible for providing culturally appropriate programs and services to address and respond to existing and emerging family violence, health, healing and wellness issues, including intergenerational trauma. The Community Wellness Worker will work directly with clients to achieve and enjoy healthy and balanced lives through the promotion of positive change in values, attitudes and behaviours. This position requires exceptional interpersonal communication and advocacy skills and strong knowledge of First Nations culture, language and traditional ceremonies and practices.

*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 Wellness Worker will be responsible to:

- Support the reduction and prevention of family and community violence through 1-on-1 client support and group support initiatives
- Assist in planning, designing and facilitating various group-based workshops and activities focused on improving indigenous health and enabling participants to achieve and enjoy a healthy and spiritually balanced life
- Work collaboratively with HIFN colleagues and community partners to bring family violence and human trafficking awareness and prevention campaigns and resources into the community
- Build and maintain trusting and supportive client relations
- Assist with client intake and needs assessments, ensuring all necessary forms and documents are completed and inputted into appropriate files and electronic databases
- Maintain up-to-date electronic and paper-based client files, ensuring they are securely stored with restricted access
- Provide client-based services that utilize case management techniques such as establishing trusting relationships, case noting, advocacy and referrals
- Conduct home visits and provide home outreach services as appropriate
- Support clients to establish and maintain independent, safe and stable living environments where their basic needs are being met
- Assist clients with scheduling appointments and securing or providing transportation to/from appointment destinations
- Assist clients with applying for and obtaining personal identification such as birth certificates, health cards, status cards, etc.
- Encourage and support clients to make healthy choices and practices through methods such as harm reduction
- Support clients through their journey to healing traumas and assist them to connect with after-care support programs designed to help them achieve overall wellness
- Incorporate indigenous culture into healing and wellness activities
- Provide focused education and information to members seeking to learn about and participate in their indigenous culture through individual and group counselling sessions
- Work collaboratively with the Cultural Coordinator to coordinate and facilitate ceremonial and traditional activities, including sewing and beading groups, healing/cultural teaching circles and/or support groups
- Provide culturally appropriate life skills training, support services, resources, educational materials, and workshops to address community wellness needs
- Help to organize and facilitate all major community events such as the Community Christmas Party, Easter Breakfast, Loonie Auction, Community Powwow, Remembrance Day Ceremonies, etc.
- Establish committees to help coordinate all major community events and recruit and train volunteers

- Work collaboratively with staff, band members and Elders to establish and maintain documentation of HIFN historical projects, events, family histories and other relevant historical archives
- Assist members with establishing and maintaining up-to-date ancestry records when requested
- Provide members with culturally centered support services for funeral and estate planning when requested
- Plan the annual Seven Grandfather Teaching awards ceremony and oversee the nomination and selection process
- Prepare and submit grant proposals to funding agencies for community wellness and fitness initiatives
- Order and purchase supplies required to facilitate community events, workshops and other approved items for clients as needed
- Distribute information on community wellness workshops, community events and other departmental initiatives via the community newsletter, website, bulletin boards and other multi-media platforms as required
- Ensure all Ministry reporting requirements are met in a timely manner, including the completion and submission of all required agency forms, agreements, budgets and reports
- Prepare and monitor annual community wellness program budget and present quarterly program financial reports to the Director of Finance/Administration
- Behave in a professional manner when acting as a representative of Henvey Inlet First Nation
- Develop and maintain professional working relationships with external agencies and program sponsors including the Union of Ontario Indians
- Liaise and consult with the Union of Ontario Indians on issues and available opportunities to enhance the community wellness program
- Prepare and submit all mandatory reports required on behalf of the community wellness program to the appropriate government ministry and funder
- Work collaboratively and cooperatively with all community professionals, departments and colleagues
- Prepare full briefing notes for the Health Director, Director of Finance/Administration and Chief and Council on program statistics regarding program participation and attendance, and other issues and concerns
- Develop and maintain accurate, up-to-date and concise work files
- Create and maintain a secure filing system with gathered information on all clients accessing services in accordance with PIPEDA regulations
- Maintain strict confidentiality at all times
- Adhere to all HIFN Policies and Procedures
- Attend and actively participate in external continuous learning opportunities that affect the delivery of the community wellness program 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 Health Director, Director of Finance/Administration or Chief and Council

## **QUALIFICATIONS**

- Grade 12 diploma or equivalent required; Post-secondary degree or diploma in Social Services, Human Services or other related field preferred
- 2-3 years of experience providing health and social support services to clients, preferably in an Indigenous setting
- Previous experience working with volunteers in a non-profit setting an asset
- Valid Ontario Class G Driver's License with access to a reliable, insured vehicle
- Current and satisfactory Vulnerable Sector Police Check
- Current First Aid and CPR Level C an asset
- Current NVC training certificate an asset
- A strong understanding of First Nations' cultures, values and history required
- Knowledge of Henvey Inlet First Nation community and practices an asset
- Knowledge of current social issues affecting Indigenous people including trauma and addictions
- Previous experience working within a First Nations organization an asset
- A strong working knowledge of traditional ceremonies and practices
- Excellent interpersonal communication skills and the ability to build professional relationships with HIFN members/clients, community agencies and affiliates
- Ability to mentor clients and intervene when additional support services and referrals are needed
- Knowledge of relevant community-based, and external support programs and services available
- Strong public speaking and advocacy skills

- Strong written and verbal communication skills
  - Exceptional time-management, organization and administrative skills
  - Strong attention to detail and the ability to perform and prioritize multiple tasks seamlessly
  - Excellent problem-solving, critical thinking and conflict resolution skills
  - Highly resourceful with the ability to adapt to changing work needs and demands
  - Proven ability to handle confidential information with discretion
  - Effective financial literacy and budgeting skills
  - Professional attitude and a strong work ethic
  - Self-driven with the ability to work independently with little direction
  - Ability to work collaboratively with colleagues in all departments to support client needs
  - 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/wk

### **WORK LOCATION**

In-office

### **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.

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## EMPLOYMENT OPPORTUNITY

# HOME SUPPORT WORKER

**\*RE-POST\***

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### **POSITION SUMMARY**

Henvey Inlet First Nation is currently seeking a full-time **Home Support Worker** to join our Administration. The Home Support Worker reports to the Community Health Nurse and is responsible for providing in-home housekeeping and personal care support for eligible clients in the Community. This position requires high-level of personal integrity and professionalism.

***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 Home Support Worker will be responsible to:

- Provide appropriate level of service to all clients as assigned and noted in the monthly calendar
- Ensure the safety and adaptation needs of clients are met, reporting any extraordinary maintenance or safety concerns to the Supervisor
- Check and report any concerning changes in client behaviour or conditions to the Supervisor
- Visit with clients and provide friendly companionship
- Help clients with daily personal care items such as dressing or grooming when requested
- Assist elders with their medications as needed or required
- Assist with personal safety such as walking and descending stairs, getting up or sitting down, and climbing in and out of bed, etc. as needed
- Perform housekeeping tasks catered to each clients' individualized needs including doing dishes, making beds, washing/drying/ironing/folding/putting away laundry, putting away groceries and other items, and other routine cleaning tasks
- Do a major deep house cleaning at least twice per year in spring and fall
- Help plan, prepare and serve meals, cleaning up once finished
- Help collect client mail from the community mail box and deliver to client in-person as requested
- Help with household-management tasks like coordinating non-medical appointments and excursions or running household errands such as groceries and other shopping
- Accompany clients to events, appointments and shopping excursions as required
- Serve as back-up transportation driver and help to coordinate client transport when needed
- Assist Home Maintenance Worker on exterior maintenance when directed
- Accompany Home Care Nurse on quarterly home visits to clients to review services being provided and ensure client satisfaction
- Attend and participate in staff meetings, training seminars, workshops, and online courses as requested
- Adhere to all HIFN Policies and Procedures
- Perform other duties as assigned from time-to-time by the Supervisor, Health Director or Chief and Council



## **QUALIFICATIONS**

- Grade 12 diploma or equivalent
- Completion of a Personal Support Worker certificate program preferred
- 1-3 years work experience as an in-home personal support worker preferred
- Previous experience providing respectful and compassionate service to Elders preferred
- Valid Ontario Class G Driver's License and access to a reliable, insured vehicle **a must**
- Current CPIC
- Current First Aid and CPR Level C
- Ability to understand and speak Ojibway preferred
- Excellent customer service and interpersonal communication skills
- Exceptional organization and time-management skills
- Professional, friendly attitude and a strong work ethic
- High level of personal integrity
- Ability to stand, bend, reach and twist for long periods of time
- Ability to lift up to 20lbs continuously
- 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**

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)

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.



# 2025 HIFN CALENDARS ARE READY TO BE PICKED UP!

**DON'T  
FORGET!**

## 1 PER HOUSE HOLD!

**Must be picked up in person!  
See Darcy at Health Center to pick  
yours up!**





# EDUCATION NEWS



**JANUARY 2025**

**IMPORTANT DATES**

**NOBEL PUBLIC SCHOOL**

**JANUARY 13- NOBEL SCHOOL PARENT COUNCIL MEETING, GRADE 8 ROOM,  
CHILD CARE PROVIDED**

**JANUARY 15- GRADE 7 & 8 TRIP TO PSHS PRODUCTION OF ALICE IN  
WONDERLAND AT THE STOCKEY CENTRE**

**JANUARY 21- SALAD BAR, AVAILABLE TO ALL STUDENTS!**

**JANUARY 31- PROFESSIONAL DEVELOPMENT DAY, NO SCHOOL FOR STUDENTS  
EVERY THURSDAY- PIZZA DAY (ON DAYS WHEN BUSES AREN'T RUNNING, WE  
WILL MOVE PIZZA DAY TO THE NEXT DAY)**

**BRITT PUBLIC SCHOOL**

**JANUARY 15- GRADES 3 TO 7, ALICE IN WONDERLAND PERFORMANCE AT  
STOCKEY CENTRE**

**JANUARY 22- BELL'S "LET'S TALK DAY"**

**JANUARY 30- INSIDE OUT DAY**

**JANUARY 31- PROFESSIONAL DEVELOPMENT DAY, NO SCHOOL FOR STUDENTS**



# EDUCATION NEWS



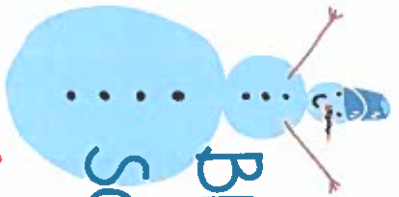
## EDUCATION COMMITTEE

**INTEREST IN CREATING AN EDUCATION COMMITTEE SO EVERYONE CAN BE INVOLVED IN THE EDUCATION DECISION MAKING IN OUR COMMUNITY.**

**THOSE INTERESTED IN BEING A PART OF THE EDUCATION COMMITTEE IN THE COMMUNITY ARE ENCOURAGED TO MAKE AN APPLICATION TO THE EDUCATION DEPARTMENT. GENEVIEVE SOLOMON DUBOIS WILL THEN MAKE RECOMMENDATIONS TO THE CHIEF AND COUNCIL UPON THE DIRECTION OF OUR EDUCATION.**


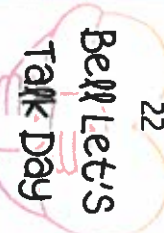
**IF A MEMBER WOULD LIKE TO CONTACT THE EDUCATION DEPARTMENT THEY CAN DO SO BY ADDRESSING THEIR CONCERNS/QUESTIONS TO GENEVIEVE, WHICH WILL THEN BE ADDED TO THE NEXT CHIEF AND COUNCIL AGENDA FOR DISCUSSION.**

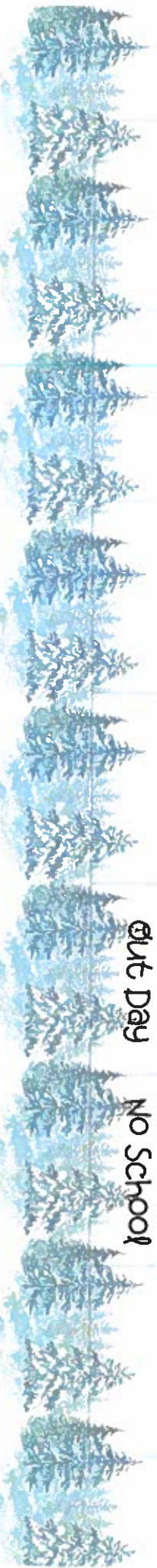
**AS THIS WILL BE A NEW COMMITTEE INTRODUCED TO THE COMMUNITY, YOU CAN FORWARD ANY QUESTIONS TO EITHER GENEVIEVE OR EILEEN AT 705-857-2331 EXT. 229**



Britt  
School

# JANUARY 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
5 Winter Break	6 	7	8  Winter Break	9 Winter Break	10 Winter Break	11 Winter Break
12	13	14	15 Stockey Centre Gr 3-7 Affice In Wonderland performance	16	17	18
19	20	21	22 	23	24	25
26	27	28	29	30 Inside Out Day	31 PD Day No School	





# JANUARY

Can you believe December has already come and gone! We hope you all enjoyed your holidays. The month of December was a fast one with lots of different activities. We got to bring snow in from outside while using brushes and paint they began mixing colours and creating 'rainbows' in the snow.

Another activity the children took an interest in was sorting by colour. We worked together creating decorations for the classroom and for our door. We made snow castles and snowmen and just before Christmas break we cozied up into our Pjs and had a Christmas dance party!

Now that the seasons have changed we are using this time to help the children begin to work on independently putting on their winter clothing (coats, boots, hats, mitts and snowpants) and their indoor shoes for when we come back inside.

**Reminder** that depending on temperature that day that the children do go outside for at least an 1 hour a day and that it is the responsibility of the parents to have those proper clothing for going outdoors or on a walk (when we can't access the playground) they also all need a pair of **indoor shoes** for the wet season as we still have little ones learning to walk.

**January 14th 2025 will be the second Baby Eagle Community Engagement Session! If you and your family are looking to attend please let no later than January 9th 2025, this is for catering purposes!**

## **Some activities we planned for the month of January:**

- ♥ **Animal Hibernation sensory bin**
- ♥ **Winter counting using marshmallows and tweezers**
  - ♥ **Ice cube painting**
  - ♥ **Winter Playdough/Slime**
  - ♥ **Glitter snowflakes experiment**
    - ♥ **Make Own Ice Cream**
    - ♥ **Balloon Rockets**
    - ♥ **Magic Milk Experiment**
- ♥ **Fine motor Games (dumping/pouring)**

**If you have any questions you can contact the daycare (705-857-0957) or through email (Ashleyannehouckley@outlook.com)**

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



# BABY EAGLE STAFF



## COMMUNITY ENGAGEMENT SESSION

### HENVEY INLET FIRST NATION

#### WHAT IS AN EAGLE STAFF?

EVERY EAGLE STAFF CREATED IS UNIQUE TO ITS COMMUNITY. IT IS A SYMBOL OF NATIONHOOD, RELATIONSHIPS, CLANS, TRUST, SACREDNESS, AND OUR TRADITIONAL INDIGENOUS KNOWLEDGE. THE EAGLE STAFF WILL BECOME A PART OF YOUR COMMUNITY.

THE EAGLE STAFF CONTAINS STORIES, TEACHINGS, AND IDENTITY SPECIFIC TO THE COMMUNITY. IT HAS A SPIRIT AND IS ALIVE.

THE CHILDREN'S EAGLE STAFF REPRESENTS THE "RIGHTS OF THE CHILD" AS BESTOWED ON CHILDREN BY THE CREATOR AND IS KNOWN IN ANISHINAABEMOWIN AS NIIGANNINAATIG, WHICH MEANS "THE ONE THAT LEADS THE CEREMONY."

ALL CHILDREN & FAMILIES  
ARE ENCOURAGED TO ATTEND

#### OVERVIEW OF SESSION

- FEAST
- OPENING CEREMONY
- EAGLE STAFF TEACHINGS
- DISCUSSION
  - WHAT DOES YOUR BABY EAGLE STAFF REPRESENT?
  - HOW DOES IT LOOK?
  - HOW DO WE DRESS IT?
- PROTOCOLS
  - LOCATION FOR EAGLE STAFF
  - EAGLE STAFF CARRIER
  - CARING FOR EAGLE STAFF
- CLOSING

#### Facilitated by

**Niijaansinaanik Culture  
Services Team**

Perry McLeod-Shabogesic  
Paige Restoule  
Irvin Contin

**Please register with  
Ashley Houckley  
for catering purposes**

January 13th by 3:00pm as I

ll be placing the food order by days end!



#### DATE

Tuesday January 14  
Tuesday February 4  
Tuesday February 18

#### TIME

5:00-6:30pm

#### LOCATION

Henvey Inlet Daycare Centre



**To register & for more information please contact:**  
Ashley Houckley, RECE  
[ashleyannehouckley@outlook.com](mailto:ashleyannehouckley@outlook.com) and/or 705-857-0957



**Niijaansinaanik**  
Child and Family Services





# BABY EAGLE STAFF



## COMMUNITY ENGAGEMENT SESSION

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**Facilitated by**  
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Perry McLeod-Shabogesic  
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**Niijaansinaanik**  
Child and Family Services





**KEB/AETS**



# ANISHINAABEMOWIN ONLINE CLASS



**WEDNESDAY FROM  
6-7PM EST!**

Start date: November 6th, 2024  
End date: June 25th, 2025  
Instructor: Audrey Fisher

**REGISTER HERE!**



Or click  
here!

For more info/questions, contact [kristin.kewaquom@a-e-s.ca](mailto:kristin.kewaquom@a-e-s.ca)



# Community Health Nurse



**BRENDA CONTIN**




# FOOT CARE



For Elders & Diabetics

**Wednesday**  
**February 5,**  
**2025**

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



January 2025

Band Rep. Programming

### Band Representative On-Call Schedule

Staff Member	Start Date	End Date
Naomi	2024-12-30 8:30	2025-01-06 8:30
Kara	2025-01-06 16:30	2025-01-13 8:30
Naomi	2025-01-13 16:30	2025-01-20 8:30
Kerri	2025-01-20 16:30	2025-02-03 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

Contact Numbers:	
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 \***



**Hello,**

**My name is Sydney, and I just started working here at the beginning of November as a community access worker! I am excited to work here at Henvey Inlet, in the community, and get to know everyone. I am completing my final year of studies at Laurentian University and will graduate in June with my BA in Psychology and minoring in Indigenous studies. When I'm not in school or working I love being outside, whether going for walks or hunting and fishing, baking, and art.**

---



**\*Workshop for in-community members ONLY. Off-reserve can receive recipes, but are responsible for picking up own ingredients\***



# **COMFORT FOOD WORKSHOP**

**JAN 30 @ 9 AM  
ON ZOOM**

**CONTACT DARCY TO REGISTER**

**5 SPOTS AVAILABLE - NONWORKING BAND  
MEMBERS HAVE PRIORITY**





# Parenting Program

# H.E.L.P.

Healthy Emotions/Loving Parents

# T O O L B O X

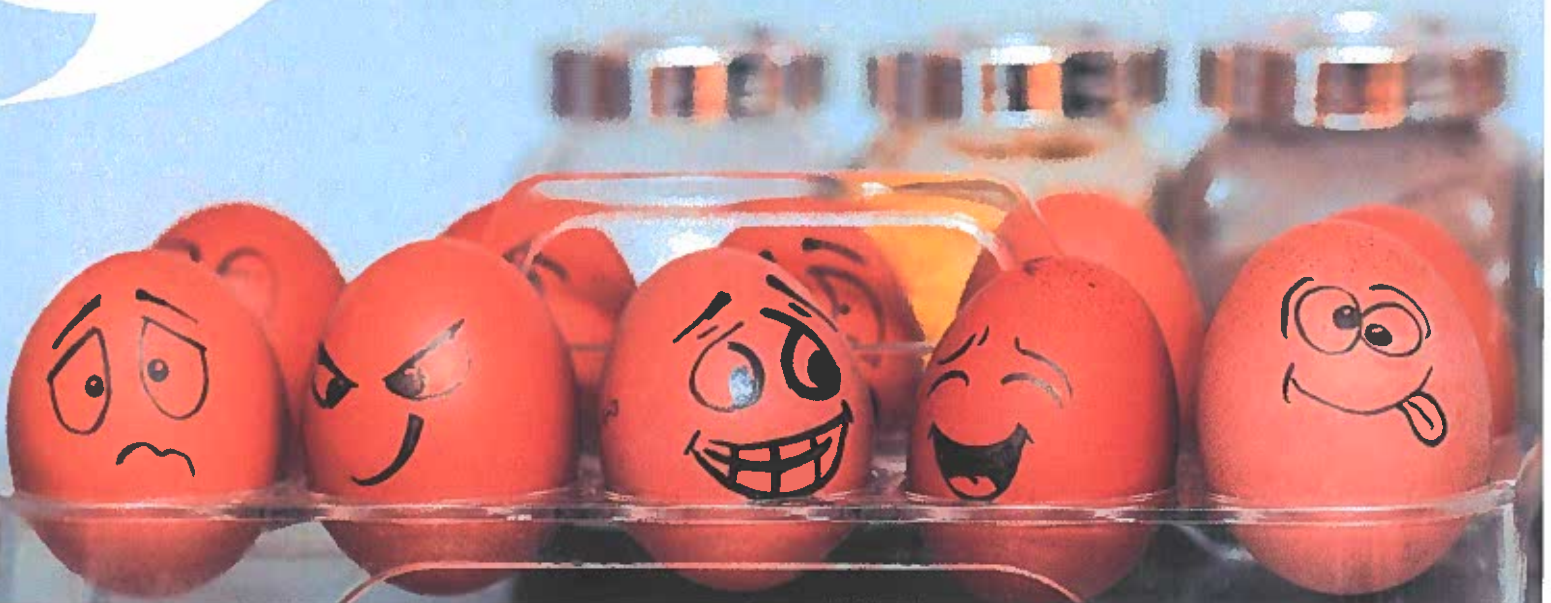
This FREE program provides parents/caregivers of children ages 0-6 with some of the tools and skills for coping with everyday stresses. It is carefully designed to build awareness and to reinforce positive attitudes and behaviors in key areas: Anger, Self-Confidence, Coping, and Stress.

This 16 week virtual program starts January 14<sup>th</sup> until April 29<sup>th</sup> 2025  
Every Tuesday from 4pm-5pm

Here's what  
people are  
saying...

*"Hi my name is David for those who are shy .... don't worry Denise and Leesa got your back !!! They will give you some tools to use to bust your shy bubble and many more tools to use everyday, not just in parenting. Here I am writing a testimony and I was probably the shyest person in the group !!!  
Breath, relax and enjoy the course . You get back what you put in."*

*"This course helped me through a difficult divorce while raising a toddler. It taught me some new coping skills and I would definitely recommend this course to any parent."*



For more information and to register, contact  
Leesa at 249-879-1873 or Denise at 705-822-4068





# Home Care Nurse



DEBBIE BRENNAN

# January 2025



DEBBIE BRENNAN  
HCN

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Offices closed holidays	2 Offices closed holidays	3 Offices closed holidays	4
5	6 Methadone Clinic Medical follow- ups	7 Methadone clinic Home visits HCC	8 Methadone clinic Home visits HCC	9 Methadone clinic Home visits HCC	10 Methadone clinic	11
12	13 Methadone clinic Home visits HCC	14 Methadone clinic Home visits HCC	15 Methadone clinic Home visits HCC	16 Home Visits HCC	17 Home Visits HCC	18
19	20 Home Visits HCC	21 Methadone clinic Home visits HCC	22 Home Visits HCC	23 Home Visits HCC	24 Methadone clinic	25
26	27 Home Visits HCC	28 Methadone clinic Home visits HCC	29 Home Visits HCC	30 Home Visits HCC	31 Methadone clinic	



# Healthy Food Environments: Call a Dietitian

Dial 8-1-1 to speak with a dietitian in Ontario. This confidential service connects individuals to Registered Dietitians for trusted nutrition advice on a variety of topics including: food, healthy eating, digestion, food allergies, food safety and chronic disease prevention.

## Recommendation:

Call 8-1-1 to speak with a registered dietitian and get answers to your food and nutrition questions.



## Key messages:

- The service is available to everyone in Ontario.
  - Residents can call on behalf of themselves, or someone else.
  - Health care providers can call on behalf of a client, themselves or for general information purposes.
- Dial 8-1-1 (TTY: 1-866-797-0007) or visit [www.811healthline.ca](http://www.811healthline.ca) to access the service.
  - Dietitians are available M-W-F from 9:00 am - 5:00 pm and T-Th from 9:00 am - 9:00 pm
  - The service is available in English and a translator service is available for several Indigenous languages including: Cree, Oji-Cree, and Ojibwe.

- Dietitians provide information and answer questions on food, healthy eating, dietary patterns, digestion, food allergies, food safety and chronic disease prevention.
  - The service is meant to answer basic nutrition questions. It does not replace a scheduled visit with a dietitian or other health care provider and does not provide follow-ups.
- Common topics that people speak to a Health 811 dietitian about (source):
  - Digestive issues - constipation, bloating, IBS, Crohn's & colitis, celiac, diverticular disease, fatty liver, gallstones, kidney stones
  - Infant and child feeding - formula, introducing solids, picky eating
  - Diabetes and managing blood sugars
  - Chronic diseases - arthritis, osteoporosis
  - Nutrition during pregnancy and breastfeeding
  - Food allergies, infant cow's milk protein allergy
  - Heart disease and stroke - high cholesterol, high blood pressure, low sodium diet
  - Kidney and liver disease - low potassium diet, fatty liver
  - Vegetarian and vegan eating
  - Vitamin and mineral needs - low iron/anemia, vitamin B12, vitamin D
  - General eating for physical activity
  - Food safety, food storage

## **Resources:**

- [Looking for guidance about food and healthy eating?](#) - Health811

## Fact Sheet: Glycemic Index

This fact sheet has been put together to help you gain a better understanding of the glycemic index. Always consult your Health Care Professional before making any changes to your diabetes management plan.

### What is the Glycemic Index (GI)?

The glycemic index (GI) ranks carbohydrates in foods on a scale from 0 to 100 based on how much it raises your blood sugar levels after eating. In other words, the GI is a measure of the effects of carbohydrates on blood sugar levels.

### The Glycemic Index is based on a scale, what are the scale levels?

Low GI = Under 55  
Moderate GI = 56 -69  
High GI = Greater than 70

### What is the Glycemic Index Chart?

The glycemic index chart contains a list of foods along with a number ranging from 1 to 100. This number shows how much and how quickly your blood sugar will rise with each item. A food item with a high GI will be digested and burn energy faster while raising your level of blood sugar quickly. An item with a low GI will take more time to digest and will slowly raise your blood sugar level.

### Why was the Glycemic Index created?

The GI was developed to help people with diabetes control their blood glucose levels.

### How can the Glycemic Index help me?

The GI can help you select foods for diabetes management. Low GI diets have been shown to improve both glucose and lipid levels in people with diabetes (type 1 and type 2). They have benefits for weight control because they help control appetite and delay hunger. Low GI diets also reduce insulin levels and insulin resistance.

High GI Over 70
Medium GI 56 to 69
Low GI 55 and Under

### What are the benefits of using the Glycemic Index?

There are numerous benefits to using the GI in selecting foods to consume, besides how it effects your blood sugar levels:

- Low GI diets help people lose and manage weight
- Low GI diets increase the body's sensitivity to insulin
- Low GI carbs improve diabetes management
- Low GI carbs reduce the risk of heart disease
- Low GI carbs improve blood cholesterol levels
- Low GI carbs reduce hunger and keep you fuller for longer
- Low GI carbs prolong physical endurance
- High GI carbs help re-fuel carbohydrate stores after exercise

Recent studies from the Harvard School of Public Health indicate that the risks of diseases such as type 2 diabetes and coronary heart disease are strongly related to the GI of the overall diet.

In 1999, the World Health Organization (WHO) and Food and Agriculture Organization (FAO) recommended that people in industrialized countries base their diets on low-GI foods in order to prevent the most common diseases of affluence, such as coronary heart disease, diabetes and obesity.

**Talk to your doctor, registered dietitian, diabetes educator or health care professional about the Glycemic Index today.**

G  
L  
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E  
X



## Glycemic Index Chart of Common Foods

GI numbers may differ by the type of food, its ripeness, processing, the length of storage, cooking methods, and its variety. The numbers provided below should be considered as a guide indicating which category a specific food item is most often rated.

	Low GI (55 and Under)	Medium GI (56 to 69)	High GI (70 and Over)
<b>Cereals</b>	All Bran 51 Bran Buds + Phylum 45 Frosted Flakes (3/4c) 55 Muesli, natural 54 Oatmeal, old-fashioned 48 Special K 54 Multigrain Hot Cereal 25	Cream of Wheat 66 Grape nuts 67 Life 66 Nutri-grain 66 Puffed Wheat 67 Shredded Wheat 67 Fruit Loops 69 Pan cakes (mix) 67 Oatmeal, one-minute 66	Bran Flakes 74 Cheerios 74 Corn Chex 83 Corn Flakes (1c) 83 Raison Bran 72 Rice Chex 89 Total 76 Rice Krispies 82 Pop Tarts 70 Waffles 76
<b>Fruit</b>	Apple (med.) 38 Cherries (10 lg.) 22 Grapefruit 25 Kiwi 52 Mango 55 Orange 43 Peach 42 Plums 39 Prunes 39 Grapes, green (1c) 46 Strawberries 40	Apricots (3 med.) 57 Banana 56 Cantaloupe 65 Papaya 58 Pear 58 Pineapple (2slices) 66 Raisins (1/4c) 64 Fruits, mixed, dry 60 Fruit Cocktail 55	Dates 103 Watermelon (1 cup) 72
<b>Common Snack Foods</b>	Chocolate Bar 49 Peanut Crunch Bar, Usana 26 Popcorn, light microwave 55 Pound Cake 54 Snickers Bar 41 Strawberry Jam 51 Cashews 22 Peanuts 14 Walnuts 15 Oatmeal Cookie (1) 55 Apple Muffin 48 M&M's Chocolate, peanut 33 Nutella spread (2oz) 30 Fruit strips 29	Croissant 67 Oatmeal Cookie 57 Arrowroot Cookie 63 Potato Chips (14p) 56 Power Bars 58 Shortbread Cookies 64 Wheat Thins 67 Rye crackers 68 Mars bar 68 Granola bar, chewy 61 Muffin, Bran 60 Muffin, Carrot 62 Pastries/Pastry 59 Marshmallows 62	Corn Chips 72 Donut 76 Graham Crackers 74 Jelly Beans 80 Life Saver 70 Pretzels 83 Saltine Crackers 74 Vanilla Wafers 77 Rice cakes, plain (3) 82 Rice crackers 91 Soda crackers 74 Melba Toast 70 Cupcakes 73 Skittles 70
<b>Common Drinks</b>	Apple Juice 40 Orange Juice 50 Grapefruit Juice 48 Tomato Juice 38 Lemonade, sweetened 54 Chocolate Milk 34	Fanta soft drink (1can) 63 Fruit Punch 67 Orange soft drink (1can) 68 Cranberry Juice Cocktail 68	Coca-Cola (1can) 77 Gatorade (8oz) 78 Energy Drinks 136
<b>Milk Products</b>	Skim Milk 32 Soy Milk 31 Whole Milk 30 Yogurt, fruit 36 Yogurt, plain 14 Low fat Ice cream 35	Ice cream, vanilla 60	Tofu Frozen Dessert 115

## Fact Sheet: Glycemic Index

GI numbers may differ by the type of food, its ripeness, processing, the length of storage, cooking methods, and its variety. The numbers provided below should be considered as a guide indicating which category a specific food item is most often rated as.

	Low GI (55 and Under)	Medium GI (56 to 69)	High GI (70 and Over)
<b>Vegetables &amp; Beans</b>	Carrots, fresh, boiled 49 Peas, fresh, boiled 48 Broccoli / Cabbage 10 Lettuce / Mushrooms 10 Onions / Red peppers 10 Sweet potato 54 Artichoke / Asparagus 15 Spinach / Tomatoes 15 Zucchini / Cucumber 15 Bean Sprouts 25 Green Beans 38 Chick Peas (can) 42 Kidney Beans (can) 52 Baked Beans 48	Corn, sweet 56 Beets 69 Potato, new 62	Parsnips 97 Potato (baked) 93 Potato (mashed, instant) 86 Potato (French fries) 75 Pumpkin 75 Broad Beans 79 Chips 75
<b>Breads</b>	Pumpernickel 49 Sourdough 54 English Muffin, whole grain 45 Multigrain Breads 45 Wholegrain Bread 40	Croissant 67 Rye Bread 64 Wheat Bread 68 Blueberry Muffin 59 Pita Bread 57 Hamburger Bun 61 Hotdog Buns 62	Bagel, plain 72 French Baguette 95 Dark Rye 76 White Bread 70 Kaiser Roll 73 White Rolls 73 Bread stuffing, Paxo 74
<b>Pasta / Rice</b>	Spaghetti 43 Ravioli (meat) 39 Fettuccini (egg) 32 Spiral Pasta 43 Linguini 46 Macaroni 47 Uncle Bens Converted Rice 44 Brown Rice 55 Noodles, Instant 46 Barley, pearled (1/2c) 25	Rice Vermicelli 58 Couscous (1/2 c) 65 Macaroni & Cheese (KD) 64 Wild Rice 57 Long Grain White Rice 58 Udon Noodles 62 Barley, flakes 66 Gnocchi 68	Instant Rice 87 Short Grain White Rice 72 Sticky Rice 90 Millet 71
<b>Sugars / Sweeteners</b>	Fructose 23 Lactose 46 Raw Honey 30 Maple syrup 54	Honey 58 Sucrose (white sugar) 65 Brown sugar 64	Glucose 96 - 100 Maltose 105
<b>Other Staple Foods</b>	Chicken Nuggets, frozen 46 Pizza, Pizza Hut Supreme 36 Cannelloni, with spinach and ricotta 15 Chili Con Carne 34 Chow mein, chicken 55 Fajitas, chicken 42 Beef Casserole 53	Taco Shells 68 Sheppard's Pie 66 Cheese Pizza (Pillsbury) 60 Hamburger (McDonald's) 66 McChicken (McDonald's) 66	Stir Fried Vegetables with Chicken and White Rice 73

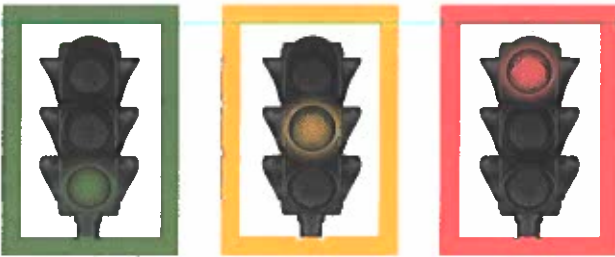
The glycemic index is not just a tool for diabetics. Using it can help anyone control their weight and live a longer, healthier life. It takes time and some experimentation to find the right way to use the glycemic index chart, but using it to plan your diet is really worth the effort.



# Glycemic Index Food Guide

The glycemic index (GI) is a scale that ranks a carbohydrate-containing food or drink by how much it raises blood sugar levels after it is eaten or drank. Foods with a high GI increase blood sugar higher and faster than foods with a low GI.

There are three GI categories:



## Green = Go

Low GI (55 or less) Choose Most Often

## Yellow = Caution

Medium GI (56 to 69) Choose Less Often

## Red = Stop and think

High GI (70 or more) Choose Least Often

Foods in the high GI category can be swapped with foods in the medium and/or low GI category to lower GI.

## A low GI diet may help you:

- decrease risk of type 2 diabetes and its complications
- decrease risk of heart disease and stroke
- feel full longer
- maintain or lose weight

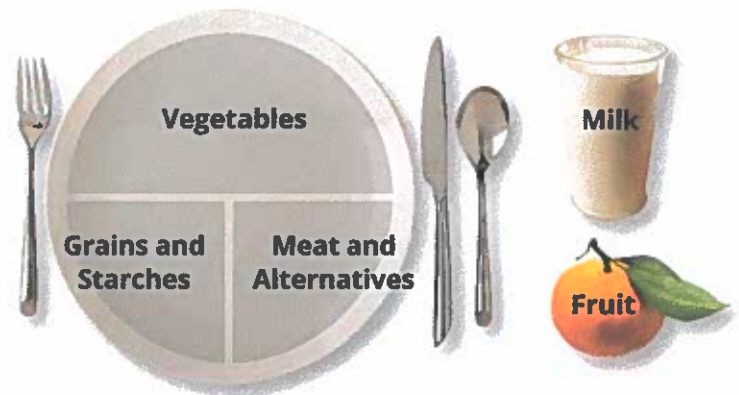
## Try these meal planning ideas to lower meal GI:

- Cook your pasta al dente (firm). Check your pasta package instructions for cooking time.
- Make fruits and milk part of your meal plate (Figure 1). These foods often have a low GI and make a healthy dessert.
- Try lower GI grains, such as barley and bulgur.
- Pulses can be grains and starches or meat and alternatives. Swap half of your higher GI starch food serving with beans, lentils or chickpeas. For example, instead of having 1 cup of cooked short grain rice, have ½ cup of cooked rice mixed with ½ cup of black beans.

## Diabetes Canada recommends choosing lower GI foods and drinks more often to help control blood sugar.

Work with your Registered Dietitian to add foods and drinks to your lists, create action plans that include choosing lower GI foods, adapt your favourite recipes, and find ways to swap/substitute low GI foods into your meal plan.

Checking your blood sugar before, and 2 hours after, a meal is the best way to know how your body handles certain foods and drinks.



**Figure 1:** The Plate Method. Using a standard dinner plate, follow this model to control your portion sizes. [www.diabetes.ca/mealplanning](http://www.diabetes.ca/mealplanning)

Some carbohydrate-containing foods and drinks have so little carbohydrate that they do not have a GI value. This does not mean they cannot be included as part of a healthy diet. Examples include green vegetables, lemons, and some low-carbohydrate drinks. Diabetes Canada calls these foods and drinks “free” because they do not impact the blood sugar of people living with diabetes. You can put free foods in the green category, but they do not have a GI and have not been included in the food lists.



## Items with this

**symbol are “sometimes foods”**

(foods and drinks eaten only on occasion)



# Grains and Starches

**Low Glycemic Index  
(55 or less)  
Choose Most Often**

**Breads:**

- Heavy Mixed Grain Breads
- Spelt Bread
- Sourdough Bread
- Tortilla (Whole Grain)

**Cereal:**

- All-Bran™ Cereal
- All-Bran Buds™
- With Psyllium Cereal
- Oat Bran
- Oats (Steel Cut)

**Grains:**

- Barley
- Bulgur
- Mung Bean Noodles
- Pasta (Al Dente, Firm)
- Pulse Flours
- Quinoa
- Rice (Converted, Parboiled)

**Other:**

- Peas
- Popcorn
- Sweet Potato
- Winter Squash

**Additional foods:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Medium Glycemic Index  
(56 to 69)  
Choose Less Often**

**Breads:**

- Chapati (White, Whole Wheat)
- Flaxseed/Linseed Bread
- Pita Bread (White, Whole Wheat)
- Pumpernickel Bread
- Roti (White, Whole Wheat)

- Rye Bread
- (Light, Dark, Whole Grain)
- Stone Ground Whole
- Wheat Bread
- Whole Grain Wheat Bread

**Cereal:**

- Cream of Wheat™ (Regular)
- Oats (Instant)
- Oats (Large Flake)
- Oats (Quick)

**Grains:**

- Basmati Rice
- Brown Rice
- Cornmeal
- Couscous
- (Regular, Whole Wheat)
- Rice Noodles
- White Rice (Short, Long Grain)
- Wild Rice

**Other:**

- Beets\*
- Corn
- French Fries ▲
- Parsnip
- Potato (Red, White, Cooled)
- Rye Crisp Crackers
- (e.g. Ryvita Rye Crispbread™)
- Stoned Wheat Thins™
- Crackers

**Additional foods:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**High Glycemic Index  
(70 or more)  
Choose Least Often**

**Breads:**

- Bread (White, Whole Wheat)
- Naan (White, Whole Wheat)

**Cereal:**

- All-Bran Flakes™ Cereal
- Corn Flakes™ Cereal
- Cream of Wheat™ (Instant)
- Puffed Wheat Cereal
- Rice Krispies™ Cereal
- Special K™ Cereal

**Grains:**

- Jasmine Rice
- Millet
- Sticky Rice
- White Rice (Instant)

**Other:**

- Carrots\*
- Potato (Instant Mashed)
- Potato (Red, White, Hot)
- Pretzels
- Rice Cakes
- Soda Crackers

**Additional foods:**

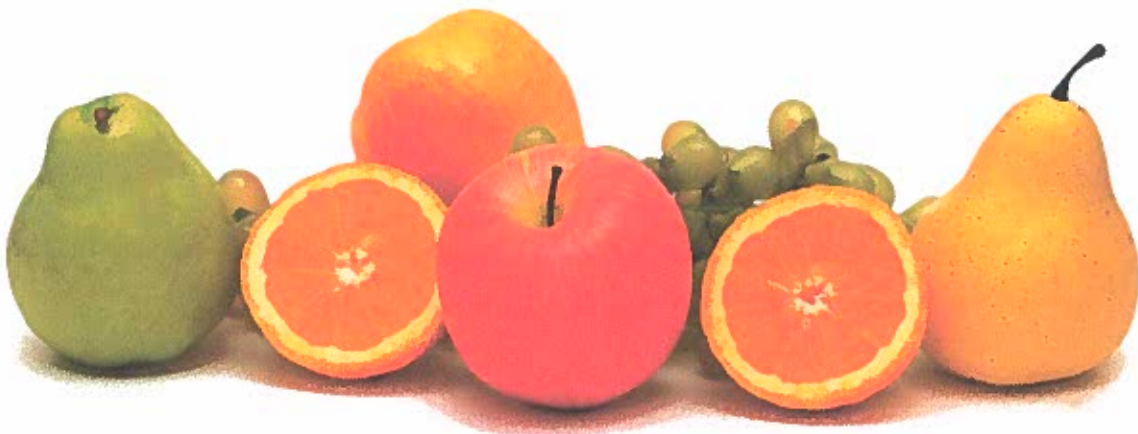
1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

\* Most starchy/sweet vegetables (e.g. peas, parsnip, winter squash) provide 15 g or more carbohydrate per 1 cup serving. Beets and carrots often provide less than 15 g carbohydrate per serving (marked above with \*). Most non-starchy (or free) vegetables (e.g. tomato and lettuce) have not been assigned a GI because they have very little carbohydrate and have very little effect on blood sugar.

# Fruits

<b>Low Glycemic Index (55 or less) Choose Most Often</b>	<b>Medium Glycemic Index (56 to 69) Choose Less Often</b>	<b>High Glycemic Index (70 or more) Choose Least Often</b>
Apple Apricot (Fresh, Dried) Banana (Green, Unripe) Berries Cantaloupe Grapefruit Honeydew Melon Mango Orange Peach Pear Plum Pomegranate Prunes	Banana (Ripe, Yellow) Cherries (Bottled) ▲ Cherries (Fresh) Cranberries (Dried) Figs (Fresh, Dried) Grapes Kiwi Lychee Pineapple Raisins	Banana (Brown, Overripe) Watermelon
<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____

Some fruits have not been assigned a GI because they contain less than 15 g of available carbohydrate per serving (e.g. lemon and lime).



Many fruits and vegetables fall in the low or medium GI categories.

## Milk, Alternatives and Other Beverages

<b>Low Glycemic Index (55 or less) Choose Most Often</b>	<b>Medium Glycemic Index (56 to 69) Choose Less Often</b>	<b>High Glycemic Index (70 or more) Choose Least Often</b>
Almond Milk Cow Milk (Skim, 1%, 2%, Whole) Frozen Yogurt ▲ Greek Yogurt Soy Milk Yogurt (Skim, 1%, 2%, Whole)		Rice Milk
<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____

Milk, alternatives, and other beverages listed include flavoured (e.g. chocolate), sweetened and unsweetened varieties.

## Meat and Alternatives

<b>Low Glycemic Index (55 or less) Choose Most Often</b>	<b>Medium Glycemic Index (56 to 69) Choose Less Often</b>	<b>High Glycemic Index (70 or more) Choose Least Often</b>
Baked Beans Chickpeas Kidney Beans Lentils Mung Beans Romano Beans Soybeans/Edamame Split Peas	Lentil Soup (ready-made) Split Pea Soup (ready-made)	
<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____	<b>Additional foods:</b> 1. _____ 2. _____ 3. _____

Meat, poultry and fish do not have a GI because they do not contain carbohydrate. When ½ cup or more of pulses are eaten, they can be included in the Grains and Starches food group or the Meats and Alternatives group.

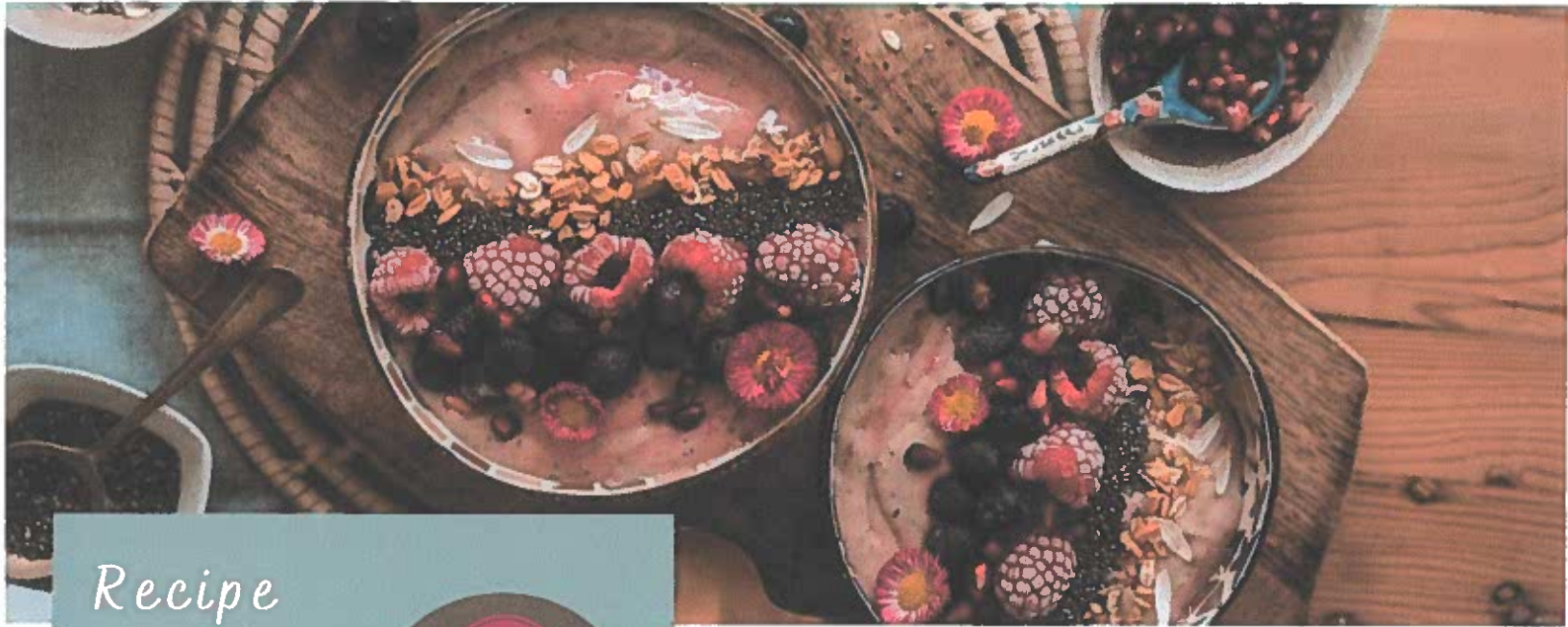
Diabetes Canada is making the invisible epidemic of diabetes visible and urgent. Eleven million Canadians have diabetes or prediabetes. Now is the time to End Diabetes - its health impacts, as well as the blame, shame and misinformation associated with it. Diabetes Canada partners with Canadians to End Diabetes through education and support services, resources for health-care professionals, advocacy to governments, schools and workplaces, and funding research to improve treatments and find a cure.

This document reflects the *Canadian Diabetes Association 2013 Clinical Practice Guidelines for the Prevention and Management of Diabetes in Canada* © 2013 The Canadian Diabetes Association. The Canadian Diabetes Association is the registered owner of the name Diabetes Canada. 115009 02/18



# RECIPE MAKEOVER

By making small changes to your favourite recipes, you can enjoy the foods you love AND get the health benefits from foods with more fibre, protein, vitamins, minerals and healthy fats.



## Recipe Makeover

+ ADD

→ SWAP

- CUT

3

Easy Steps

Adding vegetables, fruits, whole grains, beans, lentils, nuts and seeds, and swapping in ingredients with less sugar, salt and saturated fat - can make your favourite recipes **deliciously healthy!**

+ **Add** vegetables, fruits, whole grains, beans, lentils, nuts and seeds

- Add foraged, frozen, canned, dehydrated or fresh market vegetables to soups, stews, casseroles, chilies, pasta dishes, sandwiches and pizza.
- Add fruits to breakfast cereals and dishes, deserts, smoothies and snacks.
- Add a small handful of nuts and seeds to casseroles, salads, deserts and snacks. A small amount is enough to give you important healthy fats and nutrients.
- Add whole grains, beans and lentils to soups, stews and casseroles. You may have to add additional cooking liquid to ensure there is enough.

3 EASY STEPS

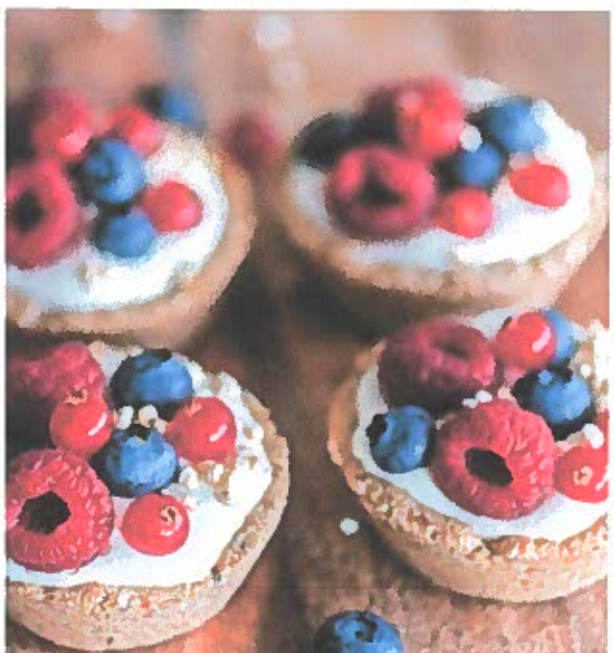
## Add, Swap, Cut

→ **SWAP** in healthy fats, ingredients high in fibre and healthier cooking techniques.

- Replace a solid fat by a fat that is liquid at room temperature, or if using animal fat, use fat from wild game.
- When baking, swap half the butter, margarine or oil with unsweetened applesauce or mashed banana.
- Swap high fat dairy products for yogourt, sour cream and milk products with less than 2% M.F., or cheeses with less than 20% M.F. Use evaporated milk to replace heavy cream in most soups and casseroles.
- Replace up to ½ the grains with whole grains (wild rice, quinoa, whole wheat bread/flour/pasta). Swap up to ½ the white flour with whole wheat flour when baking.
- Substitute half the meat with beans or lentils in a soup, stew or casserole.
- Try grilling, roasting, braising, pan frying with only a little oil, boiling or steaming instead of deep frying or frying with a lot of fat.

— **CUT** sugar, salt and saturated fat.

- Cut the sugar by 1/3 when baking. Use spices such as cinnamon, cloves, allspice, nutmeg, vanilla or almond extract to boost flavour.
- Cut the salt by ½ for most main dishes, salads, soups and in baked goods that don't require yeast.
- Trim the fat from meat.
- Reduce the amount of cheese and cream in recipes.
- Limit extras: use pastry only on the top or bottom of your pie; use fewer chocolate chips; top your casserole with less cheese; use a fruit purée, coulis or a dusting of sugar instead of icing.
- Choose low sodium and low sugar canned ingredients instead of their alternatives, for example fruit canned in water or juice instead of syrup. Rinse canned ingredients to remove salt or sugar. Choose unsweetened fruit purée.





## Food sources of fibre

The table below provides a list of common foods higher in soluble fibre. Aim for 5–10 g of soluble fibre a day, or the amount your dietitian suggests.

Fibre-rich foods	Serving size	Amount of fibre	
		Total	Soluble
<b>Vegetables (cooked)</b>			
Winter squash	½ cup (125 mL)	3.4 g	1.9 g
Brussel sprouts	½ cup (125 mL)	3.2 g	1.9 g
Parsnip	½ cup (125 mL)	3.1 g	1.8 g
Turnip greens	½ cup (125 mL)	2.5 g	1.7 g
Sweet potatoes and yams	½ cup (125 mL)	3.8 g	1.4 g
Green peas	½ cup (125 mL)	4.4 g	1.3 g
Broccoli	½ cup (125 mL)	2.4 g	1.2 g
Carrots	½ cup (125 mL)	2.6 g	1.1 g
Okra	½ cup (125 mL)	2.6 g	1.0 g
Beets	½ cup (125 mL)	1.7 g	1.0 g
Onion	½ cup (125 mL)	1.5 g	1.0 g
Asparagus	½ cup (125 mL)	1.4 g	0.7 g
<b>Fruit</b>			
Pear	1 medium	4.0 g	2.2 g
Fig, dried	¼ cup (60 mL)	6.0 g	2.0 g
Orange	1 medium	3.1 g	1.8 g
Avocado	½ fruit	4.3 g	1.6 g
Prune, dried	¼ cup (60 mL)	3.0 g	1.6 g
Guava	1 cup (250 mL)	8.9 g	1.5 g
Blackberry	1 cup (250 mL)	7.6 g	1.4 g
Fig, raw	½ cup (125 mL)	2.9 g	1.4 g
Gooseberry	1 cup (250 mL)	6.5 g	1.4 g
Grapefruit	½ medium	1.4 g	1.2 g
Apricot, dried	¼ cup (60 mL)	3.0 g	1.1 g
Apple, raw	1 medium	3.7 g	1.0 g
Applesauce	1 cup (250 mL)	2.9 g	0.9 g
Strawberry	1 cup (250 mL)	3.3 g	0.9 g
Mango	½ medium	1.6 g	0.8 g
Banana	1 medium	2.8 g	0.7 g
<b>Legumes and soy beans (cooked)</b>			
Lima beans	½ cup (125 mL)	6.6 g	3.5 g
Soybeans, roasted nuts	¼ cup (60 mL)	7.6 g	3.4 g
Kidney beans	½ cup (125 mL)	5.7 g	2.8 g
Navy beans	½ cup (125 mL)	5.9 g	2.2 g
Refried beans	½ cup (125 mL)	6.7 g	2.1 g
Pinto beans	½ cup (125 mL)	7.4 g	1.9 g
Edamame (green soybean)	½ cup (125 mL)	3.8 g	1.7 g
Garbanzo beans/chickpeas	½ cup (125 mL)	6.2 g	1.3 g
Split peas, yellow or green	½ cup (125 mL)	8.1 g	1.1 g
Black beans	½ cup (125 mL)	2.7 g	0.7 g



Fibre-rich foods	Serving size	Amount of fibre	
		Total	Soluble
<b>Cereals</b>			
Bran cereal with added psyllium	½ cup (125 mL)	18.0 g	3.8 g
Granola	½ cup (125 mL)	4.0 g	1.3 g
Oat bran	½ cup (125 mL)	2.8 g	1.3 g
Oatmeal, cooked	½ cup (125 mL)	2.0 g	0.9 g
Oat cereal, muesli	½ cup (125 mL)	3.9 g	0.7 g
Wheat germ	2 Tbsp (30 mL)	1.8 g	0.5 g
Wheat bran	2 Tbsp (30 mL)	3.4 g	0.3 g
<b>Grain, rice, and pasta</b>			
Konjac (glucomannan) noodles	½ cup (125 mL)	4.0 g	4.0 g
Amaranth, dry	¼ cup (60 mL)	7.4 g	2.4 g
Soy flour	¼ cup (60 mL)	4.4 g	2.0 g
Potato flour	¼ cup (60 mL)	2.4 g	1.3 g
Corn flour	¼ cup (60 mL)	2.7 g	1.2 g
Barley, cooked	½ cup (125 mL)	4.3 g	0.9 g
Barley flour	¼ cup (60 mL)	3.7 g	0.8 g
Quinoa, cooked	½ cup (125 mL)	4.7 g	0.6 g
Millet, cooked	½ cup (125 mL)	3.2 g	0.6 g
Pasta, whole wheat, cooked	½ cup (125 mL)	2.0 g	0.4 g
Popcorn, popped	3 cups (750 mL)	3.6 g	0.1 g
Rice, brown, cooked	½ cup (125 mL)	1.8 g	0.1 g
<b>Nuts and seeds</b>			
Flax seeds, ground	2 Tbsp (30 mL)	3.2 g	1.8 g
Chia seeds	2 Tbsp (30 mL)	7.5 g	1.0 g
Sunflower seeds	¼ cup (60 mL)	3.4 g	0.7 g
Peanuts	¼ cup (60 mL)	3.3 g	0.7 g
Macadamia nuts	¼ cup (60 mL)	3.1 g	0.6 g
Tahini (sesame seed butter)	2 Tbsp (30 mL)	2.8 g	0.6 g
Peanut butter	2 Tbsp (30 mL)	1.9 g	0.5 g
Almonds	¼ cup (60 mL)	4.0 g	0.4 g
Sesame seeds	2 Tbsp (30 mL)	1.5 g	0.4 g
Coconut, shredded	¼ cup (60 mL)	3.3 g	0.3 g
<b>Baking</b>			
Carob powder	1 Tbsp (15 mL)	2.8 g	2.0 g
Cocoa powder, unsweetened	1 Tbsp (15 mL)	1.8 g	0.4 g
<b>Fibre supplements</b>			
Partially hydrolyzed guar gum and guar gum	5 g	5.0 g	5.0 g
Inulin	1 Tbsp (15 mL)	4.5 g	4.5 g
Wheat dextrin	1 Tbsp (15 mL)	4.5 g	4.5 g
Psyllium husk or powder	1 Tbsp (15 mL)	4.0 g	3.0 g





**CULTURAL  
COORDINATOR  
Stan Moses**

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**PoG 1J0**

**(705)857-1221 EXT: 229**



**TUESDAY JANUARY 14, 2025**

# **MEN'S CIRCLE**

## **KIND MAN PROGRAM**

**WITH DAVE RICE, STAN MOSES & ARLEN  
TULLOC**

**• TRAILER #4-DINNER PROVIDED •**

**Starting at 5:00 PM**

**PLEASE CALL TO SIGN UP ASAP!!!**

**10 SPOTS AVAILABLE**

**FOR FURTHER INFORMATION OR IF A RIDE IS NEEDED WITHIN  
COMMUNITY, CONTACT:**

**CULTURAL COORDINATOR- STAN MOSES 705-857-1221**





**TUESDAY JANUARY 28, 2025**

# **MEN'S CIRCLE**

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**WITH DAVE RICE, STAN MOSES & ARLEN  
TULLOC**

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# COLIN MOUSSEAU TRADITIONAL HEALER

**DATES TO BE  
ANNOUNCED  
SOON!!!!**

**CONTACT:**

Stan Moses (705) 857-1221

**TO BOOK AN APPOINTMENT OR  
CANCEL YOUR APPOINTMENT  
PLEASE CONTACT:**

**Darcy Ashawasegai  
HENVEY INLET FIRST NATION  
Health Centre 705 857-1221**