



Community Vision  
WAHTA MOHAWKS are of One  
Mind in preserving our inherent  
and treaty rights to sustain  
future generations by  
respecting the Creator,  
Ojibwinistenba Ohwen:tsia  
oneself, others

DECEMBER/ TSOTHOHRHA 2014

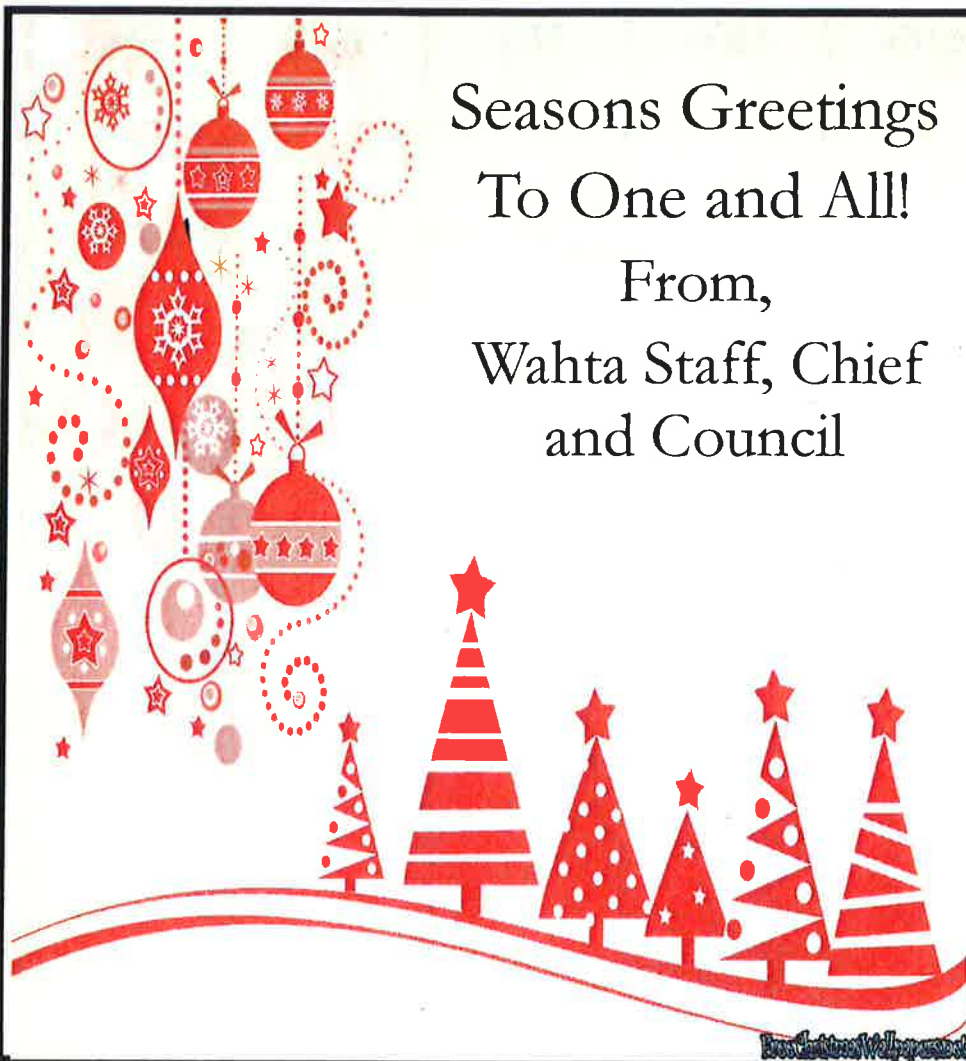
## Wahta Atenhros:sera

### UPCOMING EVENTS:

- **Community Shopping**  
Dec. 3rd  
Newmarket
- **Annual Community Christmas Dinner**  
Dec. 12th  
6pm  
Community Centre
- **Christmas Gift and Cookie Exchange**  
Dec. 15th  
11:30 - 1:30  
Community Centre
- **Foot Care**  
Dec. 15th
- **Kids Gingerbread**  
Dec. 9th  
3:30-6:30
- **Community Meeting**  
Cancelled due to the Holidays

Please see the calendar for children's programs

**We're on the Web!**  
See us at  
[www.wahtamohawks.ca](http://www.wahtamohawks.ca)



Wahta Mohawks is now on Twitter@wahtamohawks. It's a quick and easy way to see if there are any community updates! There is also a Twitter feed on the main page of the website at [wahtamohawks.ca](http://wahtamohawks.ca). If you don't have a Twitter account it only takes a few minutes to set one up. Follow us on Twitter here at <https://twitter.com/wahtamohawks>.



# December 2014

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2 After School Program 3:30-5:30	3 Tutoring  Community Shopping (Newmarket)	4 After School Program 3:30-5:30	5	6
7	8	9 After School Program 3:30-5:30	10	11 After School Program 3:30-5:30	12 Annual Christmas Dinner 6pm	13
14	15 Foot Care Baby Play Date 9:30-11:30 Community Gift & Cookie Ex- change 11:30-1:30	16 After School Program 3:30-5:30	17	18 After School Program 3:30-5:30	19	20
21	22	23	24	25	26	27
28	29	30 Cancelled Community Meeting	31			



## CHIEF AND COUNCIL UPDATE

### A Message from Chief and Council

This message is written to the membership regarding an issue that has been dividing Wahta Mohawks for the past several years. Chief and Council feel this must be addressed as it remains a barrier to moving forward. There are two conflicting factors, one through the Court system, and by way of protest by some members.

Chief and Council are committed to setting the record straight, valuing a diversity of opinions, and getting the job done using principles of good governance; transparency and accountability.

### SETTING THE RECORD STRAIGHT

In 2011 a petition was signed under the Election Rules and Regulations removing previous council (Bill Hay, Shirley Hay, Dan Stock and Stuart Lane) from elected office due to lack of confidence for failing to call an election for Chief upon vacancy. The four named councillors ignored the petition as well as the election regulations and the will of the people. They refused to remove themselves from office as elected officials representing Wahta Mohawks.

A group of ten Wahta member petitioners then joined together and hired a law firm to take these four individuals to Court to remove them from their elected positions. The four councillors responded by engaging Wahta Mohawks lawyer Phil Healey of Aird Berlis to mount a legal defence against the member petitioner's suit.

A law suit ensued and the petitioners paid out of their pockets approx. \$100,000.00 to their legal firm and additional costs were awarded in the amount of \$56,020.00 by Justice Campbell after the Settlement Agreement was finalized. The \$56,020.00 is still outstanding.

***Note: Although the four councillors' were sued personally they used Wahta Mohawks band funds to pay Wahta's lawyer to defend themselves individually. Because the four past councillors Bill Hay, Shirley Hay, Dan Stock and Stuart Lane were sued individually by the petitioners, the costs owing by the petitioners of \$56,020.00 would be paid through the Court to them personally, even though their legal costs totalling in excess of \$500, 000.00 paid to Aird Berlis for their defence, was paid using Wahta Mohawk funds.***

An election was held on March 15, 2014 and a Chief and new Council were elected. A small group of members of Wahta then began a protest that blocked the Council and Administration from their offices for 139 days. This group included members of the past Council, their family members and some friends. This protest and the relocation of Council, the Administration Staff, Administration Office and Nurse Practitioner station cost Wahta Mohawks to date in excess of \$100,000.00.

### COST SUMMARY

The 10 litigants for the petitioners have paid their own legal costs of approx. \$100,000.00 but are now making a plea to Council requesting financial assistance from Wahta Mohawks to pay the outstanding \$56,020.00 owing to the four former councillors personally.

The four former councillors were sued personally by the 10 litigants and stand to gain \$56,020.00 personally from the cost award. However, they spent over \$500,000.00 of Wahta Mohawks band funds to defend themselves and maintain their elected office, after having been removed by a petition of the people. Members of the former Council further participated in the protest costing the Wahta Mohawk community another \$100,000.00 to date.

**The issue at hand is whether Wahta Mohawks Chief and Council should take any steps to cover (the petitioners'), or recover (the four councillors legal defence and/or the cost of the protest), the costs that either group have incurred or accrued asserting what they both claim was their responsibility to defend the rights of all members of Wahta.**

### **COMMITTED TO GOOD GOVERNANCE**

It is important that these decisions are given the careful consideration by the membership and decisions are not only transparent but are seen to be fair and equitable. Council is working toward good governance processes that will provide membership the tools to ensure we collectively do things differently in the future.

### **GETTING THE JOB DONE**

Chief and Council are committed to resolving this matter and moving forward in a manner that will best serve all members. It is not viewed as fair if one group imposes their will upon the collective. Council welcomes the community's input on this matter and is open to and will welcome constructive feedback and suggestions.

This matter will be presented to the community at the General Meeting on **November 22, 2014 from 10:00 a.m. to 2:00 p.m.**

Nia:wen kowa,  
Chief and Council

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### **Membership Report**

The following persons have been accepted as members:

Adam David Pryslak (Decaire)  
Shannon Kimberley Pryslak (Decaire)  
Brooke Rachelle Temple (White)  
Drake James Temple (White)  
Danielle Jacqueline Racine (Decaire)  
Jackson John Ronald Dewasha  
Michael Jimmy Dewasha Jr

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*Happy Birthday  
to Members celebrating birthdays in December*



## CHIEF AND COUNCIL UPDATE

### Wahta Mohawks Administration Code, 2012

Chief and Council have shared a number of key areas of concerns regarding the Administration Code with the membership within the *wahtamohawks.ca* website and in print to ensure people have a full understanding of concerns regarding this Code.

Since the election there has been a fair amount of discussion in our community about whether or not the Administration Code introduced by the last Council should be implemented. Your elected Council is determined to move ahead with an Administration Code, which we believe is a key policy for Wahta to maintain good governance and accountability.

However, at the same time, we have also stated our responsibility to ensure that the Code serves all community members' best interests. To achieve both ends, Council sought the advice of an independent expert in community development, as well as a legal opinion. These reviews identified a number of significant issues in the current Administration Code – concerns that must be carefully considered and addressed by our community to protect the rights and well-being of all Wahta Mohawks today and tomorrow.

We are asking each member to read Falls Law Executive Summary and Annotated review of the Administration Code that was recently sent to you by mail and the review by Tribal Sovereignty Associates enclosed in the December 2014 newsletter.

We hope you will attend the **General Meeting on November 22, 2014** to hear the lawyer and community development consultant and to ask any questions you may have at that time.

Legal and community development experts found dozens of issues with the current language in the proposed Administration Code, which could have harmful implications for all Wahta Mohawks. The following are some of the messages that have been provided:

#### Key Issue of Concern #1

##### EXCESSIVE MEMBER OBLIGATIONS.

The proposed Code imposes responsibilities on all members of the Wahta Mohawks, some of which are inconsistent with the Charter of Rights and Freedoms, and are onerous and unrealistic. Following are just a few of the requirements in the proposed Code that every member must follow or face punishment and even loss of membership:

- Voting in all elections and referendums
- Choosing the “best” representatives for the community
- Attendance at Council and community meetings
- “Strengthening” traditional knowledge, customs and language

#### Key Issue of Concern #2

##### UNINTENDED POWERS FOR COUNCIL

The proposed Code mandates that the Chief and Council will have “control over” Wahta Mohawk owned businesses, trusts and development corporations.

As written, this provision seems to grant Chief and Council control over any business that is owned by a Wahta Mohawk member.

**FACTS:**

- Only First Nation (band owned) businesses can be controlled by Chief and Council
- The code also implies that council controls Trusts, only Trustees can fulfill this role by law

If Chief and Council are named Directors in band owned businesses there is no exit plan within the code at the end of one's 3 year term. This has proven to be ongoing and problematic for other First Nations

**Key Issue of Concern #3**

**NEUTRALIZING THE CHIEF**

The proposed Code states that the Chief must "be neutral and objective in all official actions."

**FACT:**

This prohibits the Chief from effectively advocating for Wahta's interests with other First Nations, the provincial or federal government, corporations or other parties. It could also prevent the Chief from being actively involved in any decisions, therefore making this role ineffective and futile.

It also states that the Chief is to ensure all policies, bylaws and codes are properly executed and obeyed as well as to oversee the conduct of all senior officials.

**FACT:**

- This is contradictory to the point in neutralizing the Chief and puts an unreasonable amount of responsibility and liability on the Chief's duties.

It also presents a high degree of power and influence over senior staff

**Key Issue of Concern #4**

**LIMITS TO HIRING QUALIFIED STAFF**

The proposed Code requires that staff "endeavor to learn, abide by, and respect Mohawk traditions (thanksgiving address, language)." This requirement could impede the hiring of staff with sufficient or specialized skills needed to best serve the community.

**FACT:**

- Due to the limited population on reserve the majority of staff are non-members and this imposes unreasonable expectations on staff that are hired to do a job and not to necessarily embrace a culture of which they have no affiliation to.
- It is also against human rights to impose a personal belief system on any employee

**Key Issue of Concern #5**

**POTENTIAL CONFLICTS OF INTEREST**

According to the proposed Code the Chief is required to sit on all of the Committees of the Wahta Mohawks as a voting member. However, in practice, the Chief's presence on a committee may be inappropriate, introducing the potential for political interference or conflicts of interest.

**Key Issue of Concern #6**

**WHAT DEFINES ACCEPTANCE?**

Council is responsible for establishing long-term community planning and to work within a plan that has been accepted by the membership.

The Administration Code does not stipulate what it means for a plan to be "accepted" by the membership. This creates the potential for Council decisions to be challenged on the basis that they were not "accepted" by the membership.

### **Key Issue of Concern #7**

#### **REINFORCEMENT OF THE INDIAN ACT**

The Administration Code further reinforces the Indian Act system of operation, which promotes the elected council's control over the administration.

#### **FACT:**

In December 2011 Wahta Mohawks entered an Aboriginal Affairs and Northern Development (AANDC) Professional and Institutional Development Program (P&IDP) accepting funding for a 5 year Governance Plan which included the development of the Wahta Mohawks Administration Code.

The purpose was to "increase capacity including accountability, transparency and good governance" to assist Wahta Mohawks in developing the governance capacity to move away from the Indian Act.

Wahta Mohawks have received from AANDC, and paid to outside Consultants, in excess of \$250,000.00 for this initiative which further increases the elected councils' control over the administration, the staff, and Wahta members.

Tribal Sovereignty Associates Report said:

*"One obvious challenge with the existing code is that it attempts to regulate two distinct bodies under one process. In other words, if the community desires the elected council and the administration to function independent from one another, they each require a separate manual that outlines their respective roles and responsibilities. Whereas the existing Administrative Code does not achieve this objective but further reinforces the Indian Act system of operation, which promotes the elected council's control over the administration".*

Falls Law legal review said:

*"It must be stressed that failure to dispose of or amend this Code will result in internal strife between the members of the Wahta Mohawks First Nation. This Code allows for the public shaming of members and essentially promotes in fighting. This Code offers no solutions to internal problems and instead invites members to create problems. This Code does not create good governance and will instead act as a tool to ensure that the Wahta Mohawks do not unite as a community. This Code will only reinforce the Federal Governments mandate of oppression."*

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**General Meeting November 22, 2014**  
**Administration Building 10:00AM – 2:00PM**

**Chief and Council and the membership must decide together whether to accept this Administration Code as is as, revise it or discard it altogether. Please come out on November 22 and share your thoughts.**

**Sincerely,**

**Chief and Council**



# Wahta Mohawk Nation

## Governance and Communtiy Development

Prepared By: Bob Antone and Sherry Antone

**ABSTRACT:** The Wahta Mohawk Nation is undertaking a structural and operational review of their political and administrative bodies to consider a new model of governance that will advance their vision and long-term goals for growth and sustainability. In conducting this review, an analysis on their existing codes, policies, and sustainability plans will be completed to ensure there is a linear relationship that will support the community priorities. The final objective of this review is to offer a long-term strategy that will align the political and administrative objectives with the community priorities that are founded on the principles of good governance.

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### ADMINISTRATIVE CODE

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#### CONCLUSION & RECOMMENDATIONS

## **Executive Summary**

This report was commissioned by the Wahta Mohawk's Elected Council to conduct a structural and operational review of their political and administrative bodies. An important aspect of this review includes an analysis of their existing codes, political strategies, and sustainability blue prints in order to evaluate their viability to achieve measured success.

The analysis draws attention to the complex nature of community governance to build effective systems of authority and enforceability that are founded on the principles of good governance.

Further investigation reveals there is a disconnection between the community vision, the planning tools and the implementation mechanisms that are in place to achieve the set priorities. This finding would indicate that there is an incongruent relationship that exists amongst the guiding documents. Meaning the sustainability plan, the codes, and policies do not align with one another and are therefore paving an incoherent or disjointed path to the future. The disconnection between the documents and their failure to link to the sustainability plan became more apparent as we continued our review of the codes and policies. A second alarming feature of the codes is the manner in which they are written, which promotes greater authority for the Chief and Council by strengthening or building greater mechanisms of control.

Moreover, the existing process and code development has attributed to a one- dimensional approach in which each tool or mechanism operates independently from one another; therefore becoming ineffective to drive change or avoid missed opportunities.

In contrast, a community's policies and laws should act as supportive mechanisms that offer parameters while building linkages to the broader comprehensive strategy. Thus, establishing a framework of continuity will connect the community's goals of sustainability to their implementation strategy and will further ensure all activities are in line with their vision statement.

Throughout this report a number of key finding are highlighted and concludes with a recommended course of action to bring all the documents in synchronicity.

## **Introduction**

The material found within these documents is substantial however it is the process of connecting the various documents to one another that will ensure the proper system is established to make a long-term impact. This may avoid the kind of disputes that has erupted in the current change of the guard. For instance, the Community Sustainability Plan has captured the foundational elements and priorities of the Wahta Community and the Strategic Plan is the tool that will provide direction on the required work.

### **Elected Council Strategic Plan:**

The strategic plan sets out a four-year timeframe to complete high-level initiatives specific to development in the areas of Economic growth, Community/Infrastructure planning, and Governance/Capacity building. Each initiative is intended to compliment the community vision and reflect community priorities.

Although the priorities identified within each initiative are important, this strategy fails to provide the outcomes or end goals for undertaking the required tasks. These are necessary components to all strategies and are vital to the success of this initiative, as they will indicate the required action or steps to complete the work from which a realistic timeframe can be developed.

Secondly, the strategic plan should be the central mechanism that drives the process forward. In other words all activities related to 'Good Governance' should be derived from this strategy for the full duration of the set timeframe. This in itself is problematic as elections for council are held every two-years and there is no stated mechanism to bind this strategy to the incoming council.

A recommended priority for the current council is to re-examine the existing strategy in order to re-frame this document as a comprehensive plan that will align the priorities, objectives, and actionable tasks directly with the community vision.

## **Community Sustainability Plan**

The *Community Sustainability Plan* outlines a long-term plan to support community development over a 25 year-period. Of particular interest this plan highlights four areas that require immediate and long-term attention:

- The land
- The people
- The system of government
- The economy.

By foregoing the following areas, this will threaten the core principles; Social Equity, Culture, Environment, and Economy determined by the community through the engagement process. Each of the core principles guides the four major priorities, as identified by the community: citizenship, economy, land, and governance, which will be discussed in greater detail below.

### **Citizenship**

- By tying the Wahta Mohawk identity to a blood-quantum system will lead to the eventual disappearance of their people as they will be absorbed into the boarder Canadian populous if the 'Mohawk' citizenship can not be passed on.
- An alternative solution to blood-quantum is the Mohawk clan system, which promotes continuation of the Mohawk Nation, People, and Communities by passing lineage through the female. This approach may cause alarm as it could appear discriminatory towards non-Mohawk mothers however within our original law exists a remedy for this issue. "Adoption into clans" is a process that permits this remedy and can enhance a Watha Citizenship standard.
- By instituting a citizenship code that institutes the clan system will put the Wahta Mohawks in control of their future and demonstrates the truest sense of self-determination.
- Asserting this form of governance over the citizenship and identity highlights additional challenges that link to economic sustainability and the removal of foreign aid that is often provided through contribution agreements.

### **Economy**

- In order to build, support, and sustain a community it is necessary to develop a viable economic system that will spur and maintain growth in both the public and private sectors. Therefore the overarching goal of an economic development plan should focus on building the internal infrastructure needs that are required to establish a sustainable economy.
- In discussing economic opportunities and potential business development it is also important to consider the landscape of the community and its usages to meet the long-term objectives of the community.

## **Land Use**

- To successfully navigate through the phases of building, strengthening and sustaining the community the use of land becomes a critical component to successfully fostering a population base and expanding an economy. From securing land for a growing/changing population, to identifying the usages of land for regulated business development, a land use plan is pertinent to the success of this long-term strategy.
- This process would further initiate the construction of Wahta's Land Code, a critical instrument for implementing the land use plan. In addition the potential land code would assist in regulating the economic interests to land, such as development or resource extraction, through the enforcement of zoning policies and permits.

## **Government/Governance**

- The system of government that is desired by the Wahta Mohawk is unclear and is further clouded by the Administration and Finance Code, which promote the nature of good governance but, are essentially incomplete, incoherent or lack enforceability. As the Wahta Mohawks continue to move forward on their path it will be important to clearly determine how the community wants to be governed.
- The organizational structure of the Elected Council and Administration would serve as a good starting point for the Wahta Mohawk Community to discuss as it will assist in determining the desired relationship between the two bodies and their relationship with the community. By setting clear parameters both institutions will be in a stronger position to determine the necessary codes, regulations, by-laws and policies that are required.
- Other Iroquois communities institute a General Council of the people for making critical decisions. The General Council provides a space for community members to come together in order to voice their concerns and make decisions on community matters. The General Council is a mechanism from the old systems of governance based on consensus building, democratic ideals and minimizing disputes.
- This is an important element that we witnessed at your community meeting on the dispute. With a bit of tweaking this can be a more formative form community engagement and endorsement. It can be a system that provides an arena for all the varying interests in the community as well as a vehicle between Chief & Council and Administration to resolve all matters of interest.

## **Administrative Code:**

The Wahta Mohawks Administrative Code serves as the foundation for their community's system of governance, as the operational policy to direct the functions of their government (elected council) and bureaucratic (administration) processes for the delivery of programs and services. More specifically, this code defines roles and responsibilities of both the Elected Council and the Administration and further includes mechanisms for holding both bodies accountable to the community.

One obvious challenge with the existing code is that it attempts to regulate two distinct bodies under one process. In other words, if the community desires the elected council and the administration to function independent from one another, they each require a separate manual that outlines their respective roles and responsibilities. Where as the existing *Administrative Code* does not achieve this objective but further reinforces the Indian Act system of operation, which promotes the elected council's control over the administration.

Before proceeding in making revisions to the *Administrative Code* it is recommended that the community determine the form or type of governing system they would support in their community. This is an important step, as it will clear any ambiguities over the role and responsibilities of the Elected Council and its relationship to the Administration.

### **Financial Management Code:**

In reviewing the Financial Management Code a notable observation draws on the overlapping roles and responsibilities of various bodies and calls for a clear mandate and precise objectives to eliminate potential inconsistencies.

For instance, fiscal management is a critical component of good governance, a concept that is effectively captured in this code through the (proposed) establishment of a board of trustees. As a mechanism that is arms length from the Elected Council this code promotes accountability on council expenditures and transparency on contribution agreements and own-source revenues.

While a measurable feat, the intent of this code falls short in achieving this objective by including the concept of the board as a mere recommendation or long-term goal. If the intent is to utilize a committee structure as a short-term mechanism, than all references to the board must be removed until this structure is formally established, at which time the code could be revised.

A recommendation is to review the priorities that initiated the drafting of this code to determine if it is consistent with the proposed objectives. This exercise will assist in identifying potential gaps, which will strengthen the immediate utility of the code.

### **General Referendum Regulations:**

The General Referendum Regulations are intended to "provide for an orderly process for referendum procedures", which is initiated when "there is a question of great importance" brought forward at an annual general meeting.

This has been clearly articulated within the document and therefore avoids confusion over the purpose and intent of a referendum. Furthermore, the process and procedures clearly indicates the roles and responsibilities of the various agents to preform their required tasks.

That said there are no immediate or necessary actions required to revise the existing regulations, with the exception of the following recommendation, which is to consider building in procedures that will institutionalize original models of consensus building through clan-based discussions, such as the General Council of the people.

## Conclusion:

Through evaluating the above range of codes this analysis offers the following conclusion:

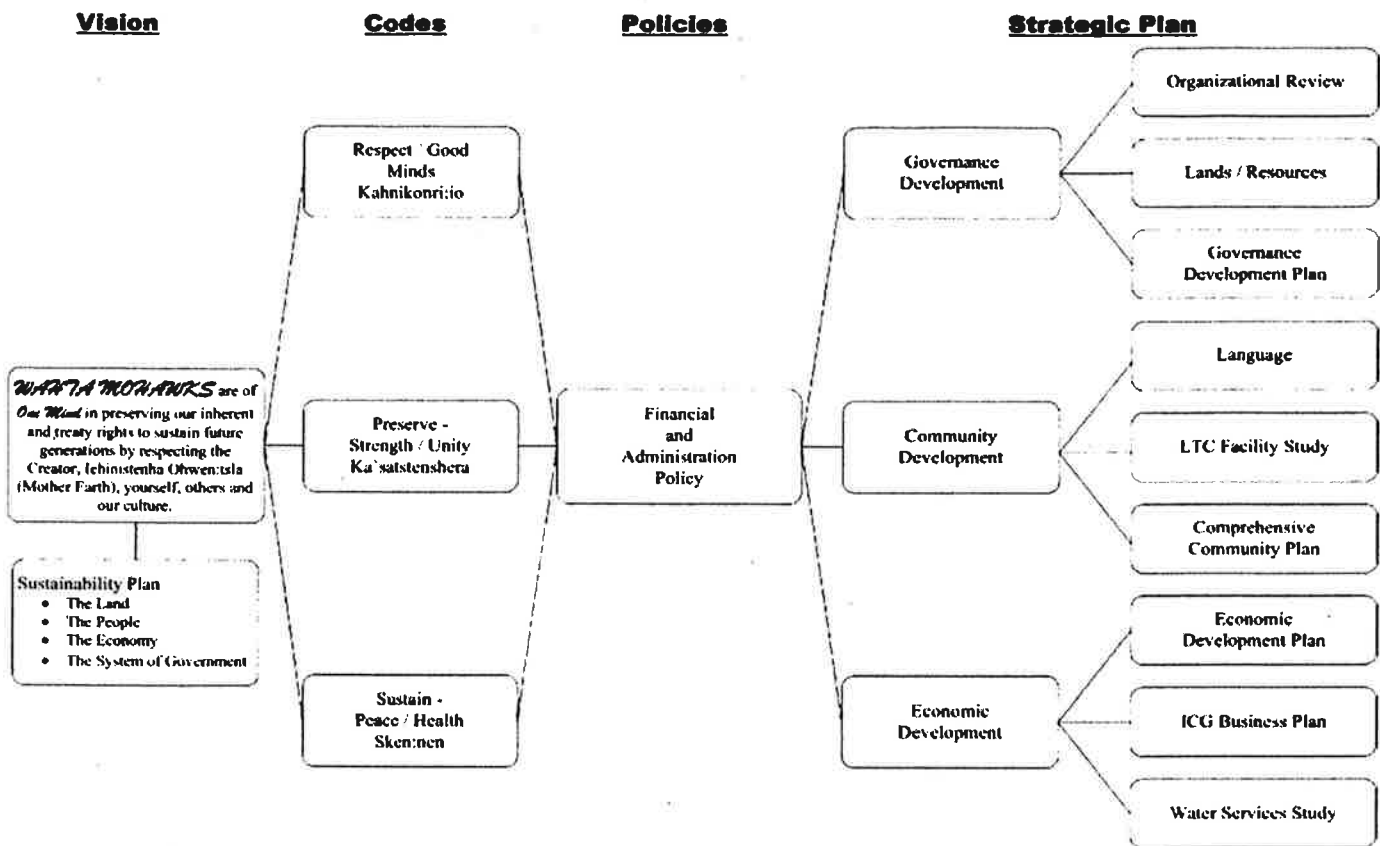
The Elected Council, Administration and Community should identify the critical issues such as governance, citizenship, land and economic development as the potential drivers that will motivate the required action to demonstrate the collective change. Furthermore, in order to advance the immediate and long-term objectives of the community, this process would benefit from the development of a comprehensive community plan that would align the strategies and priorities with the community vision.

The following recommendations are drawn from the above analysis, which could serve as potential initiatives in the comprehensive community plan.

## Recommendations:

1. A recommended priority for the current council is to re-examine the existing *Strategic Plan* in order to reframe this document as a comprehensive plan that will align the priorities, objectives, and actionable tasks directly with the community vision.
2. An alternative solution to blood-quantum is the Mohawk clan system, which promotes continuation of the Mohawk Nation, People, and Communities by passing lineage through the female and adoption.
3. To establish a sustainable economy requires an economic development plan that could identify the internal infrastructure needs, economic opportunities and potential areas for business development.
4. To successfully navigate through the phases of building, strengthening and sustaining the community the use of land becomes a critical component to successfully fostering a population base and expanding the economy therefore, a land use plan is pertinent to the success of this long-term strategy.
5. The governing/organizational structure of the Elected Council and Administration would be a starting point for the Wahta Mohawk Community to discuss in order to determine the desired relationship between to the two bodies and with the community.
6. Before proceeding in making revisions to the *Administrative Code* it is recommended that the community determine the form or type of governing system they would support in their community.
7. A recommendation is to review the priorities that initiated the drafting of *Financial Management Code* to determine if it is consistent with the proposed objectives. This exercise will assist in identifying potential gaps, which will strengthen the immediate utility of the code.
8. With respect to the *General Referendum Regulations*, consider building in procedures that will institutionalize original models of consensus building through clan-based discussions, such as the General Council of the people.
9. Throughout the documents there are references to Haudenosaunee (Mohawk) original law. These references should be expanded upon and include a full explanation to define how their inclusion in the Codes and Policies will guide the work of being a community.
10. The following (restructured) chart provides an overview of the various components of transforming Vision into a long term Strategic Plan. All the components must support one another.

**VISION** → **STRATEGIC PLAN**



## NOTICE

**The Community Meeting  
For December is  
Cancelled due to the  
Holidays**

# KAGITA MIKAM EMPLOYMENT & TRAINING



Intake applications are ongoing for Kagita Mikam Employment & Training Programs. If you are unemployed, underemployed or out of school and would like to receive training to get back into the workforce then support is available upon meeting the criteria and funding availability.

Programs available through Kagita Mikam are: Purchase of Training, Targeted Wage Subsidy, Mobility Assistance, Youth Work Experience, Employment Assistance Supports and Self Employment Assistance. Funding for training is for 1 year only. Members of Wahta Mohawks without status are eligible for funding. A Letter from Wahta Mohawks stating that you have membership must be provided. Members with status must provide status number and membership letter. For more information on the program please contact Kristal at 705-762-2354 x. 230 or by email [kristal.berwick@wahtamohawks.ca](mailto:kristal.berwick@wahtamohawks.ca)

## Find your Dream Job

Regardless of the industry or job you're applying for, Peter Harris, Editor-in-Chief at Workopolis.com, has three tips for landing your dream job this year.

1. Target jobs carefully, don't just shotgun apply to every available position out there: Employers can easily spot a generic application and they are seldom impressed by it. What they want to see is a document that tailors your skills and experience specifically to the job that they posted, and that demonstrates what you can do for them. You don't get a job through sending out more applications, you get hired through better applications.
2. Focus on accomplishments in resumes and interviews: List your accomplishments, not your duties at your previous roles. Hiring managers know what job descriptions match your old job titles. The unique and interesting part is what you alone accomplished in that role. What set you apart? What have you done, learned or accomplished there that can be particularly useful to your potential new employer? Write those in your resume and tell those stories in job interviews.
3. Promote your people skills and a solid work ethic: Since 67 per cent of Canadian executives surveyed by Workopolis say that they are having trouble finding candidates with the right attitude, work ethic, communication skills and team working abilities, candidates can really stand out from the crowd by demonstrating that they have all of those qualities in all of their interactions with employers.

You can do this by making sure that your resume is well-written and error free. Highlight the times you've gone the extra mile in order to accomplish goals. Focus on your collaboration with successful teams. Use the job interview to demonstrate your positive attitude, enthusiasm and work ethic.

Top 10 hot jobs in Canada: Financial Managers and Accountants, Skilled Tradespeople, Software and Mobile Developers, Registered Nurses, Psychologists, Social Workers and Counsellors, Medical Technologists or Technicians, Human Resource Specialists or Managers, Pharmacists, Audiologists, Speech Therapists and Physiotherapists, and Construction Managers.

## EDUCATION NEWS

### CULTURAL/HEALING CENTRE

A team of staff members have worked together to submit a proposal to the Trillium Foundation for a renovation grant to the Old Community Centre to enlarge the programming space, provide for a counselling room, enlarge the existing washrooms, design a new kitchen area and design a two-bedroom en-suite washroom area available for facilitators requiring overnight accommodations.

Basing our proposal on reports and publications such as the Community Language Revitalization

Strategic Planning Document (2009), Community Strategic Plan (2012-2016), the Community Sustainability Plan (2013) and the Heath Services Survey we identified current needs. When we are at the stage for specific planning for the centre we will be establishing a volunteer advisory committee.

It is our hope that such a centre will provide our community a common place for language and cultural teachings and programs and can offer space for traditional

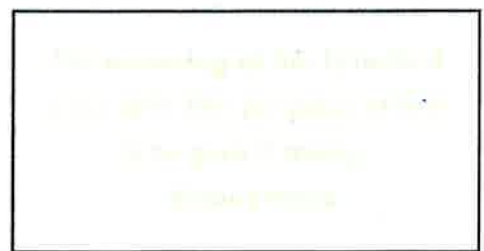
health practitioners. Our hope is that this safe space will encourage and nurture each personal gift that we all have been given. We want a healthy community; rich with language skills and cultural identity

A REMINDER THAT POST SECONDARY APPLICATIONS WILL BECOME AVAILABLE IN JANUARY. PLEASE CONTACT CAROL IF YOU WOULD LIKE AN APPLICATION FORM. CURRENT STUDENTS MUST SUBMIT MARKS UPON END OF SEMESTER.

### MOHAWK LANGUAGE REVITALIZATION

In keeping with the Community Strategic Plan, we are focusing on ways to provide language programming to all age groups, and to reach out to our members who cannot physically attend classes in the community. Proposals will continue to be developed and submitted to funding agencies as well as to our Trust Fund. It is our hope that we will have the means to provide these critical programs in order to save our language in Wahta.

Based upon survey results from the past, we only have 2% of our total population that are "speakers". Although this may sound hopeless, it is not. We do have a number of people with some language skills. We will encourage and support these individuals to increase their speaking abilities and bring new language learners on board. We must encourage each other and become the positive role models for our children and youth.



An education symposium is being planned for February.....more details to follow!



**Kagita Mikam Aboriginal Employment & Training  
Services have made contacts with many  
construction trade unions through the work and  
partnership with the Aboriginal Apprenticeship  
Board of Ontario.**

If you are a Kagita Mikam registered client  
that is unemployed or under employed and  
seeking work in the construction trades  
(Ironwork, Electrical, Carpentry, Solar,  
Heavy Equipment, Welding and Pipe etc.)

**Visit us at a location near you:**

**Algonquins of Pikwakanagan First Nation –**

Amanda @ 613-625-2800 ext.249

**Curve Lake First Nation–Bridget @ (705)-  
657-9455**

**Hiawatha First Nation -Vanessa @ (705)-  
295-7110**

**Mohawks of the Bay of Quinte-Sandy @  
(613)-396-3424**

**Wahta Mohawks-Kristal @ (705)-762-2354  
ext. 230**

**Kingston-Natasha @ (613)-536-7054**

**Ottawa-Lydia @ (613)-565-8333**

**Peterborough-Jo-Anne@ (705)-749-0101**



Bring in your resume and cover letter  
and we'll be sure it gets to the  
appropriate union contact or employer.  
We can even help you with this!

Like us on Facebook /Kagita  
Mikam & follow us on Twitter  
@KagitaMikam

# Wahta Nursing Station

T: (705) 762-1274 | F: (705) 762-4809

## Holiday Hours:

The Wahta Nursing Station will be closed from December 22, 2014 through January 2, 2015.

Please ensure all prescription renewals are in before December 17<sup>th</sup> in order to be refilled.

Have a happy and healthy holiday season. We look forward to seeing you in the New Year!

## **FUNDING ANNOUNCEMENT:**

**Ministry of Health committed to funding the Wahta Nursing Station**

On October 20<sup>th</sup>, 2014 Norm Miller MPP Parry Sound-Muskoka, made the announcement that the Wahta Nursing Station will be receiving on going operational funding.

Moving forward we will be working with Chief and Council to establish the details of this new opportunity.

This funding will allow the Nursing Station to remain in Wahta and the continuation of health care services to our community members.

We thank you for all the community support during the past three years of service. We look forward to continuing with your care.

Further details will be announced in the upcoming months.

## **Save the Date!**

**Dr. Wells**

**Dec 5<sup>th</sup>, Dec 12<sup>th</sup> and Jan 9<sup>th</sup>**

Available to patients without a family doctor. Please call to schedule an appointment.

Annual Community Christmas Dinner

When: Friday December 12, 2014 @  
6:00PM

Where: Community Centre

Please **RSVP** by (extended) **Friday November 28th, 2014 by 12:00 Noon**

To Colleen ext. 241, Sherry ext. 250,  
Christine ext. 273

(705) 762-2354

Please note: we require you to RSVP for  
catering purposes and to ensure that  
there is plenty of seating for all who  
wish to  
attend.



Community Shopping

Wednesday, December 3rd

Newmarket

Contact Christine at 705-762-2354

Ext. 273

After School Tutoring

Wednesdays, December 3rd, 10th, 17th

Contact Carol at 705-762-2354

Ext. 233



(Administration Building)

Kids After School Program

Tuesdays and Thursdays,

December 2nd, 4th, 9th, 11th, 16th and  
18th

Contact Christine at 705-762-2357

Ext. 273

Or

Colleen at Ext. 241

(Administration Building)

Baby Play Date

December 15th, 9:30-11:30

Contact Christine

Ext. 273

(Administration Building)

Foot Care Clinic

December 10th

Contact Amy at 705-762-2354

Ext. 240

Community Gift and Cookie

Exchange

11:30- 1:30

Contact Christine

Ext. 273

WAHTA MOHAWKS  
BOX 260  
BALA ON CANADA



Please.....

Please advise Wahta Mohawks of any  
change in address as soon as possible  
so we can continue to serve you.