



November/Kentenhko:wa 2014

## Wahta Atenhros:sera

### UPCOMING EVENTS:

- **Baby Play**  
Nov. 3rd & Nov. 17th  
Community Centre
- **Community Shopping**  
Nov. 10th  
Orillia
- **Fundraising Meeting**  
Nov. 21st  
6pm-7pm  
Community Centre
- **Christmas Craft Day**  
Nov. 24th  
10:00am - 2pm  
Community Centre
- **Chair Exercise & Lunch, Bingo**  
Nov. 26th  
10:30 am  
Community Centre
- **Wreath Making**  
Nov 26th
- **Kids Gingerbread**  
Dec. 9th  
3:30-6:30
- **General Meeting**  
**Administration Code**  
10 am—4pm  
Community Centre
- **Community Meeting**  
Nov. 25 014  
7:00 pm  
Community Centre

### Nurse Practitioner Clinic Update

The Nurse Practitioner has advised Council that the District proposal for Nursing Stations in Muskoka has been approved, funding will be funnelled to Wahta through the Gravenhurst Family Health Team (FHT) to the Community Health Hub, and the clinic will now be an affiliate satellite of the (FHT). This means that the Wahta Nurse Practitioner clinic will become a separately governed entity from Wahta Mohawks.

Prior to the administration relocating back into the Administration building, Council had approved at the request of the Nurse Practitioner and Community Health Committee, for the clinic to remain at the old Family Resource Center site and to continue to utilize the upstairs of that building for the health clinic in anticipation of this new funding model. Patients have found the location to be more private and confidential; the staff wishes to remain outside of the administrative and political realm of the community.

The clinic immediately began to consider their needs at the new site; they have obtained a building inspection from the OFNTSC building inspector, and are preparing applications to fund necessary renovations required and make the building fully accessible with the installation of a lift.

The Vision of the past Council and Wahta members is being realized and Council would like to acknowledge all those who worked to make it happen. Nia:wen kowa.

### Georgian Bay Propane

An agreement has been negotiated with Georgian Bay Propane for propane pricing at Wahta Territory this year. Pricing today is around .48 cents per litre and will continue to fluctuate over the winter, however Georgian Bay has guaranteed that community pricing will not exceed .55 cents per litre **on average** throughout the season. This is the best overall price we could negotiate amongst suppliers this year. Wahta administration will continue to monitor Georgian Bay's pricing performance.

### General Meeting Notice

There will be a General Meeting held on Saturday, November 22, 2014 from 10:00 a.m. – 4:00 p.m. Topics of discussion will include the development of a Wahta Mohawk Community Engagement and Consultation policy and the Administration Code – 2012.

There has been a lot of discussion amongst the membership about these two topics so we hope every interested member will come out and have their input which we truly appreciate.

Lunch will be served.

**We're on the Web!**

See us at

[www.wahtamohawks.ca](http://www.wahtamohawks.ca)

# November 2014

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3 Baby Play 9:30am- 11:30am	4 After School Program 3:30	5	6 After School Program 3:30	7	8
9	10 Community Shopping — Orillia	11 After School Program 3:30	12	13 After School Program 3:30	14	15
16	17 Baby Play 9:30am-11:30am  Fundraising Meeting 6pm	18 After School Program 3:30	19	20 After School Program 3:30	21 Kids Cooking 9:30am- 12:30pm	22 General Meet- ing 10am- 4pm
23	24 Christmas Craft Day 10am-2pm	25 After School Program 3:30 Community Meeting 7pm	26 Wreath Making Chair Exer- cise& Lunch 10:30am	27 After School Program 3:30	28	29
30						



## CHIEF AND COUNCIL UPDATE

As we enter into the change in of season, Council is moving forward with a number of issues. The administration is fully operational and programs continue as normal. Council can now concentrate on its original goals that were established at the beginning of the term in March 2014.

There were basically three areas of concern that Council wanted to address. First and foremost was to review and amend the administration code so it will become a workable and sustainable document going into the future. The reviews have been completed. The task now is to reach out to all members in order to explain the existing document, to let people know how the two reviews view the existing code, and to gather input into amendments of the document. In short the Council wants to continue to improve and work towards a good governance structure.

The review documents are fairly brief but do hold much food for thought. They form the basis of going forward to achieve the goal of a code that can withstand legal challenges. To date there is no evidence that a legal test of the existing code was ever performed. It has been said that Council has brought in a lawyer to do a hatchet job of the Code, in truth Council is trying to complete the work on the Code(s) that should have been done prior to ushering them in this past winter.

A full explanation of the reviews will be provided at the November 22 General Meeting. Explanations will be provided by their authors, Jay Hebert at Falls Law, and Bob Antone at Tribal Sovereignty Associates.

Another priority is to maintain fiscal responsibility (although the events of the spring and summer did indeed cost money that was unfore-

seen). By being fiscally responsible we can move forward by enriching areas such as housing, health, education, and economic development. In line with this is the establishment of a separate governance structure for Iroquois Cranberry Growers. This board would be able to look at not only sales and marketing but also be advisors on actual production.

Communications was important to Council coming in. We continue to try to reach all people through a mix of media. This includes using the newsletter for those who cannot access computers and internet, and using the internet in its various forms. A couple of areas to explore are speaking to people through telephone "town hall" meetings where one could call a special number to join in on issues of importance, also being considered are ways to bring Council meetings to you through internet and phone (this one needs more exploration).

It is hoped that everyone will stay involved in the issues at Wahta as they have been.

Please remember to try and make the meetings, or to follow the materials sent to you, and feel free to comment.

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>.

Nia:wen,

Chief Philip Franks



## Wahta Mohawks Administration Code - 2012

The legal review of the Administration Code has been completed as reported by Chief and Council . There will be a **General Meeting on Saturday, November 22<sup>nd</sup>, 2014 from 10:00 to 4:00 p.m.** where we will begin to discuss the formal review with the community and ask for input as to how the membership would like to proceed.

The following is the Executive Summary of the review that was conducted by Mr. Jay Herbert of the aboriginal law firm Falls Law. This is an overview of his opinion of the Administration code. The full annotated (with the lawyer's comments) code will be sent to you in a separate mailing in the next week. Please take the time to read it and plan on attending the General Meeting to provide your input into this Code. Your attendance is important as this has been the main topic of concern dividing this community since March 15, 2014. It's an opportunity to start rebuilding a common understanding.

### EXECUTIVE SUMMARY

The Wahta Mohawks Administration Code (the "Code") appears on its face to provide a comprehensive overview of the expectations and requirements of all members of the Wahta Mohawk First Nation (the "Members") in relation to by-laws, procedures, policies, administration and official Chief and Council activities.

The Code defines the roles and responsibilities of Chief and Council (also referred to in the Code as the "Leadership"), administrative employees of the Wahta Mohawk First Nation ("Administrative Employees," also referred to in the Code as "Administration"), and Members (also referred to in the Code as "Band Member" and "Citizen"). It also provides principles and rules to guide and regulate relationship between Members, Administrative Employees and Chief and Council. It requires Chief and Council to take an Oath of Office and abide by a Code of Ethics, and requires Administrative Employees and Members to abide by a similar Code of Ethics. Finally, and perhaps most importantly, it lays out a scheme of sanctions for any Chief, Councilor, Administrative Employee or Member who does not comply with any provision of the Code.

However, the scheme set out in the Code is problematic for many reasons. First, it imposes

significant obligations on all Members, and Members could face serious sanctions if they do not or cannot comply. Second, it also imposes significant obligations on Administrative Employees, some of whom are not even Members of the Wahta Mohawk First Nation. Administrative Employees also face the threat of sanction if they do not or cannot comply with the obligations imposed under the Code. Third, the Code creates a scheme of management and supervision that entails significant liability for Chief and Council as well as the Wahta Mohawk First Nation as a whole. Finally, the Code contains several errors in law that result in problematic consequences for the control and management of Wahta Mohawk properties and resources. As a whole, the Code uses vague and ambiguous language and as a result exposes Members, Administrative Employees and Chief and Council to legal liability.

While Falls Law Group have been retained to provide advice on revisions that should be made to the Code, upon a comprehensive review of the Code, Falls Law Group recommends that the Code be dispensed with altogether, or in the alternative, amended to dispose of any provisions that govern Members' personal conduct, limits the liability of Chief and Council when they have taken appropriate precautions with respect to managing personnel and projects, and ensuring that the Code does not mandate any legal or political arrangement that is not available in law. Drafters should consider replacing the Code with a good governance vision and without tying the hands of members and elected officials.

**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.**

## OVERVIEW OF ANALYSIS

### **Imposition of Obligations and Sanctions on Members**

The Code stipulates that Members have significant responsibilities and can face disciplinary processes and sanctions if they do not fulfill these obligations. Member obligations include:

- Attending Council and "community" meetings (s. 3.3.1)
- Holding Council and Administrative Employees "accountable" (ss. 3.3.2, 3.3.4 and 3.3.5)
- Choosing the best representatives for the community and voting in all elections (ss. 3.3.3 and 3.3.6)
- Strengthening traditional knowledge, customs and language (ss. 3.3.8 and 5.4)

If a Member is accused of not following the dictates of the Code they are subject to the following disciplinary procedure:

- A public "Accountability" meeting
- Review of the allegations by a "Review Committee" including an Elder, community member and "professional from outside of the community"
- Sanctions, including:

- ♦ Community Justice Circle
- ♦ Fine/penalty
- ♦ Legal action – criminal and/or civil
- Members who face discipline under this procedure have limited rights of appeal in front of an Appeal Board that may or may not include individuals who were part of the initial “Review Committee”. This committee is permitted, under the Code, to determine their own process for hearing an appeal, and this process may or may not change depending on who is appealing.

The obligations that are imposed on Members are vague and potentially very onerous. For example, the Code requires all Members, regardless of their level of involvement in the community or Council, to hold Council “accountable”. What it means for a Member to satisfactorily hold Council and Administrative Employees “accountable” is not defined anywhere in the Code, and could include anything from merely reading newsletters or keeping up with Council’s website to actively attending all meetings, reading Council reports and publications in detail, and asking questions of Council and Administrative Employees.

The Code also requires all Members to commit to “strengthening” traditional knowledge and customs. However, this provision could be interpreted to mean anything from merely supporting traditional and cultural initiatives within the community, to actively speaking and practicing the Wahta Mohawk’s traditional language and religion.

Perhaps most concerning, Members are required to vote for the “best” Council members and various qualities are referred to. Whom to vote for and the qualities one considers are of course personal decisions. Many people will interpret who is the “best” differently, and that is why elections are held.

Because the expectations of Members are ambiguous, Members are therefore open to disciplinary hearings and challenges for a variety of behavior that Members themselves might not think is problematic – for example, a Member may believe that they are satisfying their obligations under the Code by supporting any community projects that promote traditional language. However, if they themselves do not participate in these projects, a fellow community member might report this to the Council, and the Member will have to attend an “Accountability” meeting in front of their peers and neighbours. Because the requirements under the Code are vague, Members could interpret the Code to require more or less action.

Aside from the potential problems that ambiguous drafting can lead to, it is inappropriate for Council to require all Members to vote in elections, vote for the “best” representative, attend meetings and “endeavor to promote” traditional practices. These are all decisions that are personal, and freedom to engage in these practices in the way one sees fit is a freedom that is protected under the *Canadian Charter of Rights and Freedoms*.

### **Imposition of Obligations and Sanctions on Administrative Employees**

As with Members, the Code stipulates that Administrative Employees have significant responsibilities and case face disciplinary processes and sanctions if they do not fulfill their obligations under the Code. Administrative Employee obligations include “endeavoring” to learn and abide by Mohawk traditions, including language (s. 5.4).

Administrative Employees face a similar disciplinary procedure as Members, including having to undergo a public “Accountability” meeting and potentially being subjected to civil litigation.

The application of these obligations and sanctions to Administrative Employees is particularly problematic because some employees are not Members of the Wahta Mohawk First Nation, do not come from an indigenous background, and have other cultural and religious commitments. Forcing Administrative Employees who are not Members to practice Wahta Mohawk traditions and speak the language could potentially open the Wahta Mohawk First Nation to complaints under the Canadian Human Rights Act.

### **Wide-Reaching and Unpredictable Liability on Chief and Council**

The Code also imposes significant responsibilities on the Chief and Council, and like Members, Chief and Council can face disciplinary processes and sanctions if they do not fulfill these obligations.

Council obligations include:

- Establishing long-term community planning (s. 3.2.3)
- To rely on Administrative Employees' experience when unsure about policy (s. 3.2.8.1.6.1)
- Creating and implementing policies (s. 3.2.9.2)
- Ensuring that "Wahta Mohawks financial, capital and personnel resources are used as efficiently as possible and in a way that is consistent with Council's objectives" (3.2.10.1)

The Chief in particular has several "special responsibilities," including:

- To be neutral and objective in all official actions (s. 3.2.11.1.2)
- To act as an *ex officio* member of all Wahta Mohawk committees (s. 3.2.11.1.9)
- To ensure that all policies, by-laws, etc are executed and obeyed (s. 3.2.11.1.10)
- To oversee the supervision of the conduct and performance of all senior officials of the Wahta Mohawks (s. 3.2.11.1.11)

If the Chief or a Council member is accused of not following the dictates of the Code they may be subject to the same disciplinary procedure described above for Members.

Ultimately, any action undertaken by Chief, Council or Administrative Employees is the responsibility of the Chief. If any one of those individuals acts improperly in the execution of their duties, the Chief may be liable if he or she does not detect or discipline the offending individual. This creates a significant amount of liability for the Chief under the Code.

The Code also makes it the Chief's responsibility to ensure that all policies and by-laws are obeyed by Members. However, it would be nearly impossible for the Chief, in his or her personal capacity, to observe and monitor all Members and ensure compliance with policies and by-law. This provision places an unreasonable obligation on the Chief.

A majority of the provisions of the Code are drafted in unspecific and ambiguous language. As with the provisions dealing with Members, when provisions are drafted using language that can be interpreted in a variety of ways, this opens those subject to the provision to a variety of challenges and liabilities. For example, s. 3.2.4.3 states that "Leadership is to: Approve policies and their procedures." This provision could mean that one of Council's roles is to approve policies that they determine are in the best interest of the Wahta Mohawk First Nation. However, this same provision may also be interpreted to mean that Council must approve any and all

At the same time, Chief and Council are mandated by the Code to seek the advice and guidance of Administrative Employees in creating, implementing and enforcing policies. So, while they are responsible for ensuring that any improper action by Administrative Employees is identified and punished, they are also supposed to rely on the very people that they are supervising for instructions.

Furthermore, the Chief and Council are also obliged to adhere to various other documents of the Wahta Mohawk First Nation, including the Wahta Mohawk Human Resources Policy. This Policy makes it very difficult for Chief and Council to remove Administrative Employees from their positions. Therefore, while Administrative Employees' actions are the ultimately the responsibility of Chief and Council, Chief and Council are given very little power to discipline and remove Administrative Employees who act inappropriately.

### **Contradicting Guidelines, Legal Issues and Other Problems**

There are several other problems of a general nature in the way that the Code has been drafted. First, throughout the Code, the words "will," "may," "should," and "must" are used to refer to the actions of Chief and Council, Administrative Employees and Members. These various words imply that some actions are mandatory, while others are merely suggestions, and therefore must be used with care in any by-law or legislative document. The use of these words appear at times to be arbitrary or inconsistent in the context in which they appear.

The Code mandates that Chief and Council will have "control over" Wahta Mohawk owned businesses, trusts and development corporations under section 4.2.4. This provision is problematic in law for three reasons. First, it seems to grant control over any business that is owned by a Wahta Mohawk Member, regardless of whether the business is owned by the First Nation or not. Second, Chief and Council cannot have control over trusts in law without being appointed as trustees. Finally, the Code itself seems to suggest that Chief and Council must be made directors over any development corporations incorporated by the Wahta Mohawk First Nation in their personal capacity. If this is done, when a new Chief and Council are elected, the outgoing Chief and Council will remain in control of any development corporations or businesses owned by the First Nation. This legal arrangement has presented a problem for other First Nations in the region and caused extensive litigation.

Finally, the Code refers to treating "external" relationships as secondary and treating these organizations/individuals, who are not defined, in a "cautious manner," which alludes to a preference for xenophobic policy and suggests that relationship-building detracts from Chief and Council's fiduciary duty to their members. This is another example of the code overstepping the bounds of control and attempting to tie the hands of elected officials in their dealings, while at the same time being vague as to exactly what the expectations are that the Code is attempting to set out. It may be that at this time, it is appropriate or even necessary to create open, positive relationships with First Nations communities, member and non-member run business entities, and other organizations and Chief and Council must be free to foster relationships to benefit the community, at their discretion, without fear of being sanctioned.

Sincerely,

Jay Herbert

Falls Law Group

## Education News

As a team effort health services, maintenance and education have been working together on a proposal to the Trillium Foundation to create a **Cultural Healing Centre** at the old administration office. We plan to provide a safe space where **traditional healing practices and teachings** can be available. We feel this will be of great benefit to the community. It is our expectation that community will benefit from the programs and services that can be offered in this centre. **Cultural and language programming** will become priority. We want to nurture positive healthy lifestyles and foster relationship building within the community. Our intention is create common ground and a **sense of community can be re-established**. The proposal request is for capital monies to renovate the existing building and to add an extension to accommodate programming needs. We feel this is a worthwhile project to pursue as it will have such positive benefits for our community as well as cross cultural training for surrounding areas.

**POST SECONDARY STUDENTS:** This is to remind post secondary students to **submit your grade reports** immediately upon completion of the semester. This is the time of year when grade 12 students will be making applications to post secondary schools. Those with Indian Status can apply to Wahta Mohawks post secondary program for potential sponsorship for tuition, books and a living/travel expenses. New applications will be available in January for courses beginning after April 2015. Every **student must reapply** for continued or new funding.

The **six week cultural programming occurring at the Longhouse Thursday evenings is completed on October 23**. We have enjoyed the songs and dances learned and appreciate Lucia and Iohate for their patience, and sharing of knowledge. As a positive result from this programming there is sincere

interest from some of the girls to begin their own singing group. The tutoring group will continue each Wednesday after school. Please note the Kindergarten and Primary children (K-3) must be picked up by 4:45 in order for the Junior and Intermediate children to have time with the tutor for grade appropriate activities.

### **RESIDENTIAL SCHOOL SURVIVORS: REMINDER.....**

The Assembly of First Nations is urging former residential school students to apply for the education credits to which they're entitled, before the Oct. 31 deadline.

It's money left over from the residential schools settlement with the federal government and the churches.

Anyone who received a common experience payment is eligible for up to \$3,000 towards education. People can use it at a range of educational institutions including post-secondary and trades schools, or pass the money on to family members.

There is also an option for people to pool their credits towards language and cultural programs.

"People can use the funds to pay for facilitators, elders, camp assistants to go out on the land to teach the traditional knowledge and different types of activities," says AFN's Shannon Payne.

"You can pay for food and cooking supplies, camp tools and equipment, camp structures and materials, arts and crafts supplies, books and program materials, office supplies and technology. You can pay for your gas to get out on the land and camp vehicles, potentially."

The deadline to apply for the Personal Credits for Education is the end of October.

# **Wahta Mohawks**

## **EMPLOYMENT OPPORTUNITY**

### **Position: Financial Accountant**

---

#### **POSITION SUMMARY:**

Reporting directly to the Senior Administrator, the Financial Accountant position is responsible for all financial accounting recording, analysis and reporting for the Wahta Mohawks as identified and as assigned utilizing the computerized systems approved and in place for Wahta and other entry records and processes as defined.

The Financial Accountant position will be assigned tasks and activities by the Senior Administrator as required to ensure all financial recording and processing tasks and activities are completed in a timely and efficient manner.

#### **PRIMARY DUTIES:**

- Utilizing ACCPAC and related software, process all required accounting functions, tasks and activities as assigned -
  - oversee all recording and payments of Accounts Payable functions with analysis, reconciliation and reporting
  - oversee all Accounts Receivable functions such as invoicing; funding agreements and reconciliation contracts maintenance with analysis, reconciliations and reporting
- Produces financial statements as required for reporting to Senior Administrator, outside agencies (funding/services) and Council as required and as authorized.
- Records budget allocations to General Ledger accounts for analysis and variance comparison and reconciliation purposes. Advises Senior Administrator of concerns of variances larger than 5% of budget allocation.
- Process year-end adjustments as required including credit/debit notes and invoices and other payables including payroll accruals as required.
- Responsible to work with the appointed Auditor to complete the annual audit.
- Maintain high ethical standards, be aware of and remain up to date on privacy laws relating to client information, and maintain confidentiality at all levels.
- Operate in accordance with and ensure compliance to the Wahta Mohawks Administrative, Finance, Personnel and program policies and procedures as may be updated and amended from time to time.

#### **EDUCATION AND PROFESSIONAL REQUIREMENT:**

- Post-secondary diploma or degree business administration with a focus on finance/accounting with a minimum of two (2) years' work experience in a similar or related position; OR
- A minimum of four (4) years proven experience in a similar or related position and a commitment to further training appropriate for the position.
- An accounting designation or currently working towards, such as Certified Aboriginal Financial Manager (CAFM), or CPA is a requirement that must be obtained within three (4) years after employment, with knowledge and experience in ACCPAC essential.
- Must be bondable.

#### **SKILLS REQUIRED:**

- Must have a proficient level of communication skills, verbal and written.
- Must possess excellent organizational and time-management skills to meet reporting deadlines.
- Must have the ability to work in and contribute to a team environment.

**SEND RESUME TO HUMAN RESOURCES, WAHTA MOHAWKS**

**P.O BOX 260, BALA, ON. P0C 1A0**

**EMAIL: [martie.stanton@wahtamohawks.ca](mailto:martie.stanton@wahtamohawks.ca)**

**FAX: 705 769 2276**

# **Wahta Mohawks**

## **EMPLOYMENT OPPORTUNITY**

### **Position: Maintenance Department/ Public Works**

---

#### **POSITION SUMMARY:**

Reporting directly to the Properties Manager, the Public Works Worker is responsible for the upkeep and maintenance of the properties and public works services of the Wahta Mohawks efficiently and effectively, and for maintaining public works equipment in good working order utilizing preventative maintenance processes and practices.

#### **PRIMARY DUTIES:**

- General public works maintenance and upkeep assignments for the properties, including roadways and cemeteries, of the Wahta Mohawks.
- Grounds maintenance activities including grass cutting, snow ploughing and various other roads and grounds maintenance activities, including landscaping tasks as assigned at the cemetery, administration and general community areas as defined.
- Solid waste management activities as assigned including general garbage and recycling pick up and disposal for seniors.
- Public Works vehicle and equipment general and mechanical maintenance and upkeep as assigned.
- Operates in accordance with and ensures compliance to the Wahta Mohawks Administrative, Finance, Personnel and program policies and procedures as may be updated and amended from time to time.
- Other duties/tasks/responsibilities as required and as assigned.

#### **EDUCATION AND PROFESSIONAL REQUIREMENT:**

- Minimum Grade 12 or an acceptable combination of education, experience and skills.
- Must possess a Class DZ Drivers Licence with training in heavy equipment operation.
- Must possess or be capable of obtaining a chain saw licence, WHMIS certification, CPR/First Aid certification, and any other licences, certification, and/or training as identified and required from time to time.
- Must produce a clean CPIC (criminal record check) and driver abstract.

#### **SKILLS REQUIRED:**

- Must be physically fit to undertake the physical demands of the tasks and activities required.
- Must have the knowledge and ability to operate equipment such as riding lawnmowers, pruning equipment, other trimming equipment, and janitorial equipment when required.
- Must have sufficient mechanical skills and knowledge to operate/repair workplace equipment.
- Must have the knowledge and skills to work safely.
- Must have an acceptable level of communication skills, verbal and written and the skills and abilities to sort and categorize materials required for work assignments.
- Must be capable of working unsupervised and be able to take the initiative to accomplish the work assignments, tasks and activities.
- Must possess good organizational and time-management skills.
- Must be willing to work flexible hours suitable to accomplish work assignments.
- Must be capable of working outdoors and under adverse weather conditions at times when necessary i.e. rain, snow, wind.
- Must have the ability to work in and contribute to a team environment.

**SEND RESUME TO HUMAN RESOURCES, WAHTA MOHAWKS**

**P.O. BOX 260, BALA, ON. P0C 1A0**

**EMAIL: [martie.stanton@wahtamohawks.ca](mailto:martie.stanton@wahtamohawks.ca)**

**Fax: 705-762-4958**

# **Wahta Mohawks**

## **EMPLOYMENT OPPORTUNITY**

### **Position: National Native Drug and Alcohol Addiction Preventative Worker**

---

#### **POSITION SUMMARY:**

Reporting directly to the Senior Administrator, the National Native Drug and Alcohol Addiction Preventative Worker (NNDAAP) is responsible to develop and deliver culturally appropriate community based addictions services, to develop and deliver addiction preventative programs and activities to all age groups by promoting a healthy lifestyle; increase awareness and understanding among the community about substance abuse issues. This will be facilitated one to one, family, and or group sessions with clients and the community.

#### **PRIMARY DUTIES:**

- To develop and deliver culturally appropriate community based addictions services.
- To develop and deliver addiction prevention programs and activities for all age groups based on increasing a healthy lifestyle.
- Increase awareness and understanding among the community about substance abuse issues.
- Facilitate one to one, family, and or group sessions with clients and community.
- Develop and/or provide aftercare programs.
- Provide educational training workshops to groups within the community.
- Act as a community liaison with other health care providers.
- To act as a team player in the development of health and social annual program planning.
- Operates in accordance with and ensures compliance to the Wahta Mohawks Administrative, Finance, Personnel and program policies and procedures as may be updated and amended from time to time.
- Other duties/tasks/responsibilities as required and as assigned. The applicant should be willing to work flexible hours .

#### **SECONDARY DUTIES:**

- Administrative duties, including reports as required by the Administrator.
- Attend Council Meetings, and other meetings as required and as assigned, within and outside of the community.
- Be familiar with the Indian Act, Treaties and Treaty Rights applicable to the First Nation, Native Law, Statutes and Regulation, Canada Labour Code, Occupational Health and Safety Act, Native Organizations and Government structures, and other laws, systems, and processes applicable in conducting the business of the First Nation particularly those laws, systems and processes applicable to the programs/services in the areas of responsibility for this position. Understand and be fluent in the by-laws, culture, principles and values of the Wahta Mohawks.
- Attend appropriate workshops, seminars, and training sessions as required and as assigned to remain current and up-to-date on topics of concern to the work assignments for the position.
- Liaise with other First Nations, program agencies, and related organizations/institutions to network effectively for the benefit of the Wahta Mohawks, Chief and Council and the community.

#### **EDUCATION AND PROFESSIONAL REQUIREMENT:**

- Two year Diploma from a recognized Chemical Dependency/Addictions program, or similarly related diploma.
- Two years experience working within the field with clients and community.
- Must produce a clean CPIC (criminal record check).

#### **SKILLS REQUIRED:**

- Must have a proficient level of communication skills, verbal and written.
- Must possess excellent organizational and time-management skills.
- Must have the ability to work in and contribute to a team environment.

**SEND RESUME TO HUMAN RESOURCES, WAHTA MOHAWKS**

**P.O BOX 260, BALA, ON. P0C 1A0**

**EMAIL: [martie.stanton@wahtamohawks.ca](mailto:martie.stanton@wahtamohawks.ca)**

**FAX: 705-762-2376**

# 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)

---

## ABORIGINAL SMART START ENTREPRENEURSHIP TRAINING

Do you want to start your own business but are not sure if it is the right path for you? Join us for a two-day workshop to expand your entrepreneurial skills and learn more about the pathway to becoming your own boss.

Lunch will be provided and opportunities to win a door prize.

**WHEN: NOVEMBER 26 & 27, 2014**

**WHERE: ADMINISTRATION BUILDING – GYM**

**TIME: 10:00 AM– 3:00 PM**

**OPEN TO AGES 17 AND UP!!!**

**WORKSHOP IS BEING PROVIDED THROUGH CANADORE COLLEGE.**

**PLEASE RSVP WITH KRISTAL AT 705-762-2354 x 230 OR EMAIL ME AT**

**[kristal.berwick@wahtamohawks.ca](mailto:kristal.berwick@wahtamohawks.ca)**

---

*Happy Birthday*

*to Members celebrating birthdays in November*



NOVEMBER 2014

# FLU CLINIC

Wahta Nursing Station

**Date:** Wednesday, November 5<sup>th</sup>, 2014.

**Time:** 2:00pm – 7:00pm.

**Location:** Wahta Administration Building,  
2664 Muskoka Rd. 38.

***NO APPOINTMENT REQUIRED***

The flu vaccine is available at the Nursing Station at any time. If you are unable to attend the flu clinic please call 705-762-1274 to arrange an appointment on a day of your convenience.

## November

**Baby Play** continues Monday November 3<sup>rd</sup> and Monday November 17<sup>th</sup> at the Admin Building contact Christine

**Kids After School Program** every Tuesday and Thursday 3:30-5:30 at the administration building...Contact Christine or Colleen if you plan to have your children attend

**Kids Cooking**, November 21 9:30 – 12:30 at the Administration Building contact Christine if interested

**Fundraising Meeting Regarding trip to the Iroquois Indian Museum** fall of 2015 Monday November 17<sup>th</sup> at 6:00-7:00pm at the Administration building contact Christine if interested...if unavailable for this meeting but

**Christmas Craft Day** Monday November 24<sup>th</sup> from 10am – 2pm contact Christine (273) if interested

**Chair Exercise and Lunch and Bingo** (please bring \$5 wrapped gift) to follow November 26<sup>th</sup> in Council Chambers at the administration building at 10:30.

**Wreath Making** Wednesday November 26<sup>th</sup> contact Christine (273) to sign up

**Kids Gingerbread** Tuesday December 9<sup>th</sup> from 3:30-6:30 Contact Christine

### **Community Shopping**

Monday, November 10 – Orillia

Wednesday, December 3 - Newmarket

Contact Christine (273) if interested

### Annual Community Christmas Dinner

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

Where: Community Centre

Please **RSVP** by **Friday November 14, 2014 by 12:00Noon**

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.



*Health Services would like to take this opportunity to say thank you for responding to our questionnaire in regards to planning programs over the next 3 years. What rang true is that our community longs for togetherness, a place where our traditions are practiced and where our elders can educate our youth. We have received 22 responses.*

Here are a few more answers we received...

**What type of programming would make you feel good about community?**

- Togetherness, both on and off reserve, inclusiveness, all ages
- Holistic programs, healing
- Youth/Children and senior programs
- After graduation programs-what to do after graduation
- Socials
- Traditional "Mohawk" language and teachings/ceremonies
- Offer online programs for off reserve community members
- Increase senior programming

**On a scale of 1-5 (1 being not important to 5 being extremely important) how important are traditional programs to you?**

- 80% chose 4 or 5
- Many commented on achieving a balance... between traditional and new
- Importance for the younger generations to learn and maintain and be proud
- Learning for all ages
- Traditional programming allows the community to unite and come together

**What large community gatherings geared toward healing and wellness would you participate in?**

- Socials
- Cultural teachings
- Wellness Conference
- Prayer circles/ Drum circles
- Pow wow

- Medicinal and healing techniques using plants and herbs (with hands on experience)

**Are there smaller specific programs that you would like us to offer?**

- Introducing seniors to the internet
- Exercise
- Swimming
- Traditional Crafts
- Mental Health
- End of life or loss of a loved one visiting
- Cooking on a realistic budget
- Language
- On-line programming
- Palliative care
- Woman's support group
- Calming exercise
- Women (grandmothers, mothers, daughters) program
- Literacy
- Trauma Healing

**What type of traditional or holistic (programs based on the whole person – mental, physical, emotional, spiritual and social) programming would you like to see offered?**

- Personal/family trauma
- Traditional Dancing
- Youth support group-self esteem
- Natural healing (herbs and meditation)
- Monthly book club (aboriginal/Mohawk authors)
- Outdoor traditional activities with teachings
- Relationship building programs
- Leadership program having elders with youth/children
- More programs including both men and women
- Gender specific retreats

As mentioned before we will do our best to roll these suggestions out into programming. Thanks again for your valued opinions.

*The Health Services Team*

## Snow Removal for Driveways

Dear Homeowner:

Once again this winter season, Wahta Mohawks will be providing snow removal on household driveways for the time period November 15<sup>th</sup>, 2014 to April 15<sup>th</sup>, 2015. To assist with the planning and billing for this years' service, we are asking that this form be completed and returned as soon as possible. The rate charged will depend upon the area of your driveway. Please contact Karen at the office to determine which rate that applies to you. We are pleased to advise that this service will continue free of charge for our senior residences.

If you would like to have this service for the winter season 2014/2015, please fill out the information below and deliver or mail it to the administration office. Only those who have completed and signed the form will receive this service. There will be no "as needed" service available.

Homeowner \_\_\_\_\_

Address: \_\_\_\_\_

Please check one of the following for service delivery:

Snow blowing required:

Senior Residence \_\_\_\_\_

Community Residence \_\_\_\_\_

**It is the responsibility of the homeowner to ensure all objects are removed or marked clearly along the driveway area. All items should be at least 3 metres (10ft) from the snow removal area. Wahta Mohawks is not responsible for any damages under any circumstances and if damages do occur, no compensation will be paid. This service is provided at your own risk.**

Everyone including senior and community members must fill out this form and return to the administration office.

Please note any outstanding invoice from last season must be brought up to date before you will be added to this year's listing.

The billing of this service is generated at the end of every month.

Signature: \_\_\_\_\_

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.