







246 King St., W., Prescott, ON K0E 1T0

# Briefly

### Celebrating the History of Iroquois

IROQUOIS - The Historical Society of South Dundas in partnership with the Iroquois Waterfront Committee, and the Iroquois Airport Commission is hosting a ribbon-cutting ceremony to celebrate the placement of nine historical plaques along the waterfront within the Iroquois Waterfront Park. The ceremony will take place on Sun., Oct. 24, 2021 at 2:00 p.m.

### Hospice looking for auction donations

WILLIAMSBURG **Dundas Country Hospice** is looking for donations of new items for their **Dundas County Hospice** Silent Auction on Nov. 1. Any donation would be greatly appreciated. You can call 613-218-2126 or m a tulip210@hotmail.com for more information. Items must to be dropped off by Oct. 28. You can leave items on the covered back deck of the Hospice building in Williamsburg.

### Paint Night in Morewood

MOREWOOD - The township of North Dundas and the Painted Farmhouse are offering a Paint Night Morewood the Community Hall (17 Russell St., Morewood) on Tues., Nov. 12 starting at 6:30pm. For more information about how to register for the program please www.paintedfarmhousewo rkshop.com.

To get a look at the templates various available for participants to use, go to www.facebook.com/medi a/set www.facebook.com/medi a/set.







PM40050631R8905 Volume 129, Number 15 Chesterville, Ontario Thursday, October 21, 2021 Single Copy \$1.00 (HST included)



### North Dundas celebrates Community Builder

Bob Porteous was awarded the North Dundas Community Builder Award on Sat., Oct. 16 at the Lions' Pavilion in Winchester. He also received the Lions' Club Helen Keller Award. Left to right are: North Dundas Coun. John Thompson, Mayor Tony Fraser, Bob and Jean Porteous.

# Winchester's Bob **Porteous awarded Community Builder Award**

Joseph Morin

Record Staff

WINCHESTER - Bob Porteous has lived in Winchester all his life.

His efforts to make Winchester a better place to live has been recognized with the awarding of this year's 2021 Community Builder Award.

The award is given to someone in the community who through their actions and words have strived to help the North Dundas community be a better place to live for everyone.

He was also awarded the Helen Keller award, which is a Lions Club special award presented by Guy Belliveau.

The award ceremony took place on Sat., Oct. 16 under the roof of the Lions Club Pavilion at the Joel Steel Arena, which Continued on page 2

# Proof of vaccination mandatory for North Dundas employees

Joseph Morin

Record Staff

WINCHESTER - North Dundas has chosen a straight forward solution to counties. Many of the municipalities within vaccination issues for its municipal employees.

If they do not have proof of their two vaccination shots by Oct. 25 they will be asked to leave. For those employees who have had just the first shot, they will have until Nov. 30 to get the second one.

The decision to implement the vaccination policy was made at the council's special meeting on Mon., Oct. 18.

Mayor Fraser said, "My preference is for this option. I think what the federal government has put into place for travel on

planes and trains, I think of university and what they have put in place, it's very similar. We have done essentially the same with the the counties are doing something similar."

The mayor said residents have had to give up events from weddings to funerals because of Covid and this policy is the next step in combatting the virus.

The policy states: "All workers are required to provide proof of vaccination status no later than Oct. 25, 2021, in the form of a Ministry of Health email vaccine proof or a copy of a vaccine receipt from the Ministry of Health. Individuals with an

Continued on page 3



### We would love to give some couples a chance to relax and have a date night!

No catch, just enjoy a night on us while supporting local businesses.

Winner will receive: Gift card to local restaurant, beverages with the meal, dessert for 2, special gift from us. (total value approx. \$175)

A winner will be drawn November 3, 10, 17 & 24 (4 winners) Call us at 613-774-2323 or comment on our contest Facebook post, to be entered into the draw.









# **Bob Porteous**

### **Continued from the front**

"I just went along for the ride," said Porteous modestly describing his community involvement over the years.

He said his wife Jean had worked at the Winchester District Memorial Hospital for 47 years helping people in life and death situations, while all he had to do was get up in the morning, go to work, come home, and help his community where and when he could.

He thanked the Lions Club for teaching him so many things. He said the Lions taught him how to talk to people and put facts together so that you could make a convincing argument to someone.

Porteous said helping his community was easy to do especially with so much help from all the people around him who were working toward the same goal.

Mayor Tony Fraser acted as the MC for the event and began the ceremony with a little history lesson for those present.

In 2008, council wanted to initiate a program that would honour and recognize the people that play a positive role in building a strong, compassionate North Dundas.

After considering various ideas, council decided to create the North Dundas Community Builder Award. This award is to be presented annually to an individual who has contributed greatly to improving the quality of people's lives in North

Fraser said, "We, along with families, friends and neighbours enjoyed the previous ceremonies when council presented the Community Builder Award to Joey Whittaker, Ryan Williams, Joel Steele, Joe Cass, Terry Foley, Claude Cousineau, Stan and Betty Vanden Bosch, Andy Hamel, Bob and Sandra Weagant, Bill Smirle and Shirley Coons.



Bob Porteous was awarded the North Dundas Community Builder Award on Sat., Oct. 16 at the Lions' Club Pavilion in Winchester. This photo is one of the group of Lions and Winchester members who gathered to take part in celebrating the award with Bob Porteous, second from the left in the front row: his wife Jean is in the centre holding flowers.

This year I am so honoured to celebrate with an individual I have known and known of for 30 years - Bob Porteous.

Dwayne Holmes, who nominated Porteous for the award outlined some of the many accomplishments of his friend.

He began by honouring Bob's wife Jean

He said, "Little did we know Jean, while we sat near each other with 50 other Grade 11 students in that great big upstairs room at the old Winchester High, that in later years you would meet this young man. You have been an integral part of the team. Porteous and I have provided love, support, and companionship. When I mention team, I go back to my early days on the farm and used horses. A good team usually had one horse who was first in stepping into the pull, and the second steadied the draw. You

have been there with that constant help in all he has done. Thank you for sharing him with me and the rest of the community.

Using a poem to describe the life and times of Porteous Holmes explained how Porteous grew up on a farm on Harmony Road 80 years ago. He attended Winchester High School, married Jean, raised a family while living in Winchester and worked at Agriculture Canada.

Porteous, coached young people in the towns' baseball team and eventually served as an assistant coach for the Winchester Hawks.

In 1968 he helped the Winchester Lions get off the ground and has been a member ever since then. As a Lions Club member for 53 years, he has worked on getting the Lions Club Pavilion set up, the arena and ball diamond and swimming pool built.

Porteous helped to raise almost half a million dollars for the Winchester District Memorial Hospital, obtained a Trillium Grant for the library and Lions' Seniors' Hall. As a Lion he served as president and joined numerous committees. He worked for several years as the secretary for the

His achievements as a Lions' member of the year also earned him a Helen Keller Award which was presented to him alongside the Community Builder Award.

Holmes said, "Bob, along with the rest of the people here I wish you and Jean well. I hope our community has young people who will, like you, continue to make this such a great place to live. Thank you again for all you have done." Porteous said all he did was bits and pieces of the work that so benefitted his community.



**-⊗**-



# On the grill!

Carolyn Thompson Goddard Record Staff

IROQUOIS - Close to 100 people were able to enjoy the fundraising strip loin steak dinner held at the Royal Canadian Legion Branch 370 in Iroquois on Sat., Oct. 16. Guests were able to enjoy their strip loin steak and all the fixings outside or inside the Legion or take them home.

Sheila Holmes was busy during the dinner ensuring that COVID-19 protocols were followed, and the guests provided proof of vaccination and signed the contact tracing form upon entering the Legion. Once inside, there was the opportunity for a time of fellowship in the lounge while their steaks were

Many hands helped to



Brody Fahrngruber is shown carefully placing one of the first steaks on the grill as the final barbecue dinner of the season began at the Iroquois Legion on Oct.17.

make lighter work as three cooks, Jamie MacIntyre, Brody Fahrngruber and Lyle Fykes grilled the strip loin steaks to perfection. Timer Shelley Cumberland

kept track of the cooking time of each steak, recording the time on and off the grill to ensure it was done to the specification of the diner.

Once the cooking time was completed, Hilda Barkley and Delaine Greenough delivered the plated steaks to the diner who was able to make their

Thompson Goddard Photo

way to the tables set up with served up the baked Tousaw and May Bailey steak dinner.

all the fixings. Lorraine potatoes, baked beans, Robertson, Legion president salad, roll and dessert which Darlene Riddle, Lietta completed the barbecued

### **Information for senior citizens**

Carolyn Thompson Goddard Record Staff

LONG SAULT - Friendly Circle Seniors Club is sponsoring the South Stormont Health and Wellness 50+ Fair on Fri., Oct. 29 at the South Stormont municipal hall. Lucy Broome, committee chairperson for the event, explained the event will run between 10 a.m. and 2 p.m. Pre-registration is not required.

There is no cost for attending the event and the first 100 people attending will receive a free "bagged lunch." Broome mentioned guests will have to be double vaccinated and show proof of vaccination in accordance with Covid-19 provincial regulations.

Broome continued there are currently 14 organizations planning to attend the event which includes those from the service sector, representatives from senior residences and community not-for-profit

Throughout the event, participants will be providing information at their booths, with some participating in short presentations and draws for door prizes.

# **Proof of** vaccination

**Continued from the front** 

Ontario photo health card can log into the provincial portal to download or print an electronic COVID-19 vaccine receipt (PDF) for each dose received at https://covid19.ontariohealth.ca.

This proof must be submitted to the CAO or his/her designate. Workers who fail to provide proof of their vaccination status by Oct. 25, 2021, will be considered unvaccinated for the purposes of this policy and be subject to the actions set out in this policy.

Workers who are not fully vaccinated but provide written proof of having received a first dose of vaccine as of Nov. 1, 2021 must receive a second dose of vaccine by Nov. 30, 2021 and provide proof of full vaccination status by no later than Dec. 10, 2021."

The council wrestled with different options regarding their vaccination policy. The United Counties of Stormont, Dundas and Glengarry had already passed their vaccination policies, which are basically the same as the one North Dundas had

The other options considered included twice weekly testing for employees who did not want to be vaccinated but the cost and logistics to institute that kind of policy appeared to fall short of what councillors wanted to see.

The policy was brought to the council table by North Dundas CAO Angela Rutley.

She explained to the council that the municipality was committed to doing whatever it had to protect its employees and residents from Covid.

She read from the policy, "This mandatory workplace vaccination verification policy is an important measure that complements other workplace health and safety measures, in place, in accordance with applicable governing legislation."

The policy stated: "At the time this policy is being implemented, the province of Ontario is experiencing the fourth wave of the COVID-19 pandemic, driven by variants that are more transmissible and that cause more serious health issues. The province has also introduced a "vaccine passport" in recognition of the efficacy of

vaccination. This policy is being implemented to ensure that all workers, including employees, volunteers, township council and students, take appropriate steps, including immunization and regular testing, to minimize the risk of infection and to reduce the risk of transmission to

The purpose of this policy is to mandate that all employees (full-time, part-time, casual, seasonal), township council, volunteer firefighters, volunteers, student placements and any other persons deemed reasonable in the circumstances (all of which are referred to hereinafter as "workers"), be fully vaccinated, as defined by the Ministry of Health.

This policy applies to all existing township workers and is a condition of employment."





TEL: 613-448-2321

# EDITORIAL&Opinion

# Editorial

# Safe or sorry – you have a choice

The debate surrounding the existence of Covid hangs on whether you have faith in science or are more comfortable with less scientific leanings such as conspiracy theories.

My impression about any kind of government's secret plan to curtail my freedom or get me to take something like a vaccine into my body is soundly affected by my belief that government in general, and I mean no disrespect here, is incapable of pulling something like that off.

That's just my opinion, but the same people who are convinced the government is unable to figure out their personal income tax refund or pave a road properly have no problem believing that same government could mastermind a Covid crises hoax, and all that it entails.

Questions like: why would the government, federal or provincial want to destroy the economy that keeps us all going or burn out their meager supply of health care workers from doctors to nurses and hospital support staff?

Or how about politicians who know that as public opinion sways in a direction against more lockouts and lockdowns, vaccination passports and masks, their support of these measures could most likely cost them their jobs come the next election.

The Covid debate is an amazing thing.

I have spoken with very intelligent people who think that the government has gone too far, and the crises is one of the mind as far as they are concerned, and then I have listened to others who have experienced Covid firsthand and cannot say enough good things about vaccination and masks.

I am starting to wonder if this remarkable division of Covid believers and non-believers is a symptom of something that has been with the human race all along; some kind of undiagnosed glitch in our belief system.

Unlike animals who once burned by a flame in a fire will not go back and put their hand back in it, humans seem to have the ability to go back to something that has hurt them regardless of how many times that particular issue has



REX arrived from Pangnirtung Nunavut- a handsome husky mix, 8-10 months old, a sweet boy full of energy, loves to

play, good with dogs and loves people.

REX was surrendered as his owner could no longer care for him and made the brave decision to find him a new home

REX has spent a lot of his time outside and enjoys long walks - an active family who likes to hike and enjoy outdoor activities would be ideal for this boy. If you are interested in adopting REX please fill out an adoption application on our website at www.crazyhouserescue.com



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slapped them in the face.

I used to be a determined smoker. I can remember going to my family doctor when I was a teenager and the two of us would talk at his desk and smoked cigarettes. He eventual died of lung cancer. I was lucky and got off with just a heart attack.

Despite the science at the time, which was beginning to sound the alarm about smoking I was more or less indifferent to the increasingly louder warnings.

In the end, with the help of an angiogram, I was able to see for myself what Health Canada could not convince me of.

Arteries clogged up with plaque from cigarettes and fat from all of those cheeseburgers was easy to see.

So, lying on a stretcher in the Winchester District Hospital's emergency department I was an instant convert. I have nothing to use in any debate about the dangers of

smoking or indulging in a diet of donuts. Science had been warning me about diet and smoking for years but even though I had no problem taking my hat

off to science, I still ignored it. That is the part of being human that is so strange. How did we get this far in terms of living on the planet while

being so stubborn about what is in front of our eyes? I hope all those anti-vaxxers and non-believers don't have to experience Covid in its most vicious form to be able to change their point of view.

And to all the frontline workers who must have to listen to the anguish and regret of Covid patients who did not believe in the science, thank you, you are so special.

# Unmasking

As we move into the next season there are still a lot of variables.

The price of everything appears to be on the rise.

What is the reality of our coming winter? The pressure of low stocks in a multitude of items we rely on. The prices are on the rise and the amount of uncertainty around the financials of many family budgets is at risk.

We are not out of the woods just yet. Yes, there may be less travel due to Covid and less events to attend but those funds that families have had to use for other essentials may now be gone.

Spending your money locally will keep the funds circulating in our community. Uncertainty is on all fronts right now.

When you are shopping and providing for your family, consider the over all impact you are having on the community you call home. That small tool you purchase may end up coming back and sponsoring your child's hockey team, or the groceries you purchase may impact local support programs.

The contributions made by local businesses start with you spending your shopping dollars locally. Keep that in mind as you go into this next season. Let's keep unmasking our true potential.

Linda Vogel

### Old-fashioned storytelling at its best: entertaining and enlightening raising money for charity. person and I didn't want to Paul Stockton took

It felt like stepping back in time, listening to people tell stories while others played music on the piano, guitar, or ukulele. No television. No screens. No static. No interference. No fabricated drama. Just a bunch of people sharing their talent - and their personal stories - with more than 70 villagers who traveled from far and wide to bear witness to the childhood memories, life challenges, and growth experiences of their peers. These brave humans are the storytellers of our time.

In case you missed it, A Bunch of People Arts and Events – a non-profit corporation that showcases the talents of local experienced and amateur physical, musical, and visual artists and that also raises money for local charities in the process hosted a live event Saturday night. True Stories: An Evening of Life Stories and Live Music showcased 10 local storytellers and five local musicians, while also

The stories, like their tellers, were rich in detail and unique. Stories ranged from sad to heart wrenching and from happy to hilarious. Jed Looker took the audience on a childhood adventure, while Sandra McNeill spoke about the mix of emotions that come with loving and losing a loved one to alcoholism. Patrick R. Burger shared experience as a draft dodger in Germany following the Cold War, and Jo-Anne Barton told an entertaining yet deeply moving story about mental illness.

"The lady in front of me turned to chat," Barton said. "It was my Aunt Laura who had died 20 years ago at the age of 75. Dressed in a pastel blue blouse and polyester pants, she looked good! I didn't know how to calculate the age of a dead woman, but she looked pretty good all things considered. Unsure of the etiquette for this situation, I didn't mention her funeral. She had always been a private

offend her."

While this excerpt from Barton's story caused an eruption of laughter from the crowd, her story led listeners through what can only be described as a metaphorical rollercoaster of emotions. Her story was funny, yes, but it was also sad and interesting and educational and inspiring and so much more. She gave listeners a glimpse into what life was like for undiagnosed schizophrenic who thought she was God's chosen one only to later discover she had a mental illness. Barton's diagnosis has

medication regularly. Marie-Thèrése Robinson talked about mother-daughter relationships. Harmony Koiter shared experience backpacking in a foreign country where she also contracted a staff infection and lost the use of her leg for a time. Gordon Owen spoke about losing a beloved pet, while

since been changed to

bipolar disorder. Either

way, she said she takes her

listeners on a ride through a series of unfortunate events during a fateful Christmas 1978 road trip. Daphne Evans, who committed suicide more than a decade ago, shared her journey through recovery to a life of stability and love.

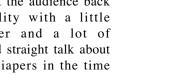
"Remembering what might not have been, provides a multitude of reasons to grin broadly, understanding that every day is a gift not to be taken for granted," Evans said.

To round out the night, Amanda Million (Burger) brought the audience back to reality with a little laughter and a lot of detailed straight talk about cloth diapers in the time before Pampers. Heads nodded in remembrance and recognition.

I really didn't know what to expect from this event. Despite my love of reading, I was a bit worried I'd be bored, but I was wrong. I loved it. It was excellent and I recommend registering early for the group's next storytelling event.

Sandy Casselman

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Thursday, October 21, 2021

# 'A Bunch of People' tell stories for charity well as an event organizer. One of 10 storytellers, willion was joined by Jed and love and l

Sandy Casselman

Record Staff

WINCHESTER – In a recent live 'sold out' event, A Bunch of People Arts and Events provided a unique entertainment experience to more than 80 guests, while

also raising money for the House of Lazarus Community Outreach Mission (HOL).

A non-profit corporation that showcases the talents of local experienced and amateur physical, musical, and visual artists, A Bunch of People Arts and Events presented True Stories: An Evening of Life Stories and Live Music, a live showcase highlighting the storytelling and musical talents of 15 local artists, at

Bunch the Winchester United Events Church on Oct. 16. While the venue was provided by the Winchester United Pastoral Charge, the lighting was courtesy of the usical Dundas County Players, and the audio equipment was on loan from the Railroad Recording

Company.

"The total profit from the whole year will go to HOL, hopefully for one or two local families for Christmas," Amanda Million (Burger) said. Million is one of several A Bunch of People Arts and Events board members, as

Million was joined by Jed d Looker, Sandra McNeill, e Patrick R. Burger, Jo-Anne y Barton, Marie- Thérèse

Barton, Marie- Thérèse Robinson, Harmony Koiter, Gordon Owen, Paul Stockton, and Daphne Evans. Musical interludes, as well as accompaniment, was provided by five local musicians: Rick Ventrella, Rachelle Eves, Tony Glen, Steve Wilmink, and

Michael Trolly.

The stories came in all guises, from sad to heart wrenching and from happy to hilarious. There were stories about childhood adventures, the mother-daughter bond, the loss of a

beloved dog, the horrors of cloth diapers, alcoholism and love, mental illness, being dangerously ill in a foreign country, a Christmastime road-trip that led to a series of unfortunate events, and the aftermath of surviving suicide.

Million said the group is hoping to present a Christmas concert in mid-December. To learn more about A Bunch of People Arts and Events, visit their websites by the control of the control



A Bunch of People Arts and Events hosted True Stories: An Evening of Life Stories and Live Music, a live event at the Winchester United Church on Oct. 16. Pictured after the event is a photo of event participants, as well as members of the group's board of directors. Front Row (l-r): Paul Stockton, Harmony Koiter, Suzanne Millaire, Marie-Thèrése Robinson, Amanda Million (Burger), Daphne Evans, Sandra McNeill, Jed Looker, and Jo-Anne Barton. Back row (l-r): Steve Wilmink, Rachelle Eves, Rick Ventrella and Lily (the dog), Patrick Burger, Tony Glen, and Gordon Owen. Missing from photo is Michael Trolly.



A place to dream

Years of planning and fundraising have borne fruit with the addition of a gazebo to Veterans View Park in Morewood which was installed on Oct. 1 of this year. Morewood Recreation Association (MRA) president Katie Lesage was pleased "to announce this beautiful addition to Veterans View Park." She thanked the community for their continued support and the MRA for their dedication to this project before commenting she "would especially like to thank Tawny Wilson for leading us through this long journey." Lesage explained the gazebo was placed in the park to "allow for continued accessibility, leaving lots of room to walk in front of it and being able to add a ramp." The benches donated by the Chesterville & District Lions Club will be "reinstalled in the spring." The MRA has been busy updating and adding new features to Veterans View Park with Lesage asking people to "stay tuned as we plan to have other events around Veterans View Park as well as back at the Morewood Recreation Hall, keeping our eye on Covid-19 safety protocols and re-opening strategies."

Thompson Goddard Photo



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### Waste Department - Truck Driver/Labourer

We are seeking a motivated individual to drive the waste management truck, assist with curbside pick-up of waste/recyclables and other related duties. Applicants must possess a valid DZ driver's licence or willing to obtain. Individual must have a clean driver's abstract.

For a full position description, visit Job Opportunities at www.northdundas.com.

To apply to become part of our team, please submit your resumé and cover letter, clearly indicating the position you are applying for by 2 p.m. on Friday, October 29, 2021 to:

Doug Froats, Director of Waste Management
Township of North Dundas
636 St. Lawrence St., PO Box 489, Winchester, ON, K0C 2K0
Fax: 613-774-5699
Email: careers@northdundas.com

### **Executive Assistant/Deputy Clerk**

The position will provide support to the CAO and/or other Department Heads, including completing special projects like assisting with the implementation of an electronic filing system, drafting and reviewing correspondence, reports and tender documents, coordination of meetings and responding to inquiries.

Our ideal candidate will also have the skills to manage office technology including cell phones and printers and trouble shooting minor computer and network issues. This position is also an opportunity to provide support to our Clerk in the 2022 municipal election. Applicants must have a post-secondary diploma or degree in Business Administration or a related discipline and at least three (3) years' experience in an administrative role, preferably in a municipal environment.

For a full position description, visit Job Opportunities at <a href="https://www.northdundas.com">www.northdundas.com</a>.

To apply to become part of our team, please submit your resumé and cover letter, clearly indicating the position you are applying for, by 1 p.m. on Monday, October 25, 2021 to:

Township of North Dundas
636 St. Lawrence St., PO Box 489, Winchester, ON, K0C 2K0
Fax: 613-774-5699
Email: careers@northdundas.com

The Township of North Dundas wishes to thank all applicants who apply, however, only those being selected for an interview will be contacted. The Township of North Dundas is an Equal Opportunity Employer. The Township will endeavour to accommodate qualified candidates in all parts of the hiring process. Applicants need to make their needs known in advance. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment





# It's pumpkin carving time

**Carolyn Thompson Goddard** Record Staff

MOREWOOD - The Morewood RA committee is pleased to announce that the Jack-O-Lantern contest is returning to this North Dundas village.

MRA president Katie Lesage mentioned the event will take place at 11 a.m. on Sun., Oct. 31 at Veterans View Park, with North Dundas Mayor Tony Fraser judging the event again this year.

Participants are asked to carve their Jack-O-Lantern at home, writing your name and phone number on the back, before placing it on the ground or on top of the hay in Veterans View Park by Oct. 30.

The MRA asks that the Jack-O-Lanterns remain at the park so they can "be lit up at night for a nice Halloween display."

There are three categories which will be judged by Mayor Fraser: best traditional; most creative and Mayor's choice, with Lesage noting all the prizes and decorations are sponsored.



newly installed Gazebo in Veterans

The judging will be held at the View Park, with a new archway and sign installed earlier this year.

# Great Pumpkin Patch event around the corner

CHESTERVILLE - The Rotary Club of Chesterville is inviting everyone in Chesterville to take part in its second annual Great Pumpkin Patch event. Homeowners are asked to decorate their home in a Halloween theme. You can challenge your neighbours to participate and be recognized as the street with the most participants. It only takes one pumpkin on display to be considered part of the Great Pumpkin Patch event. The event is all about having a bit of Halloween fun, and this is not a competition.

On Oct. 29 walk or drive through the village with family and friends to see the pumpkin patch.

Popcorn and drinks will be available at the Rotary Gazebo in Chesterville from 6 p.m. to 8:30 p.m. The gazebo is located at the corner of King Street and Main St. North.

# SERVICE DIRECTORY

### **AUCTIONS**



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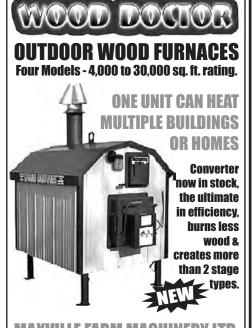
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# It's time to get candid!

WINCHESTER - The through township of North Dundas is launching a new photo contest.

Capture North Dundas starts tomorrow and runs for two weeks, ending Oct. 29 at 10 a.m.

What's up for grabs? A \$100 gift certificate to a North Dundas business of your choice and seeing your photo featured on the township's website.

"Our goal is to showcase the natural beauty of North Dundas and encourage people to get out and enjoy what our community has to offer," says Mayor Tony Fraser. "The residents of North Dundas are talented and this is a great way to highlight their skills, while promoting our community

captivating images."

The contest is open to anyone and everyone within the community, including kids. Each person can only submit one photo for the contest and all images must feature nature within North Dundas.

"It could be anything – a sunset, landscape, the fall colours - anything beautiful that you stumble across while exploring North Dundas," notes Fraser.

Voting will be done by members community. All eligible photos submitted for the contest will be posted to the township of North Dundas Facebook page on Mon., Nov. 1. Voting commences when the post goes up and wraps on



Pictured, a dandelion gone to seed in a field just outside of Chesterville. Supplied by the Township of North Dundas

Thurs., Nov. 4 at 10 a.m. Each member of the community can only cast one vote and if someone casts multiple votes, only the first one will be counted.

To submit a photo for the contest, send an email with the image attached and brief description to jwestendorp@northdundas. com. Anyone with questions about the contest can contact Jennifer Westendorp, communications officer, directly by calling 613-774-2105.

By submitting a photo for the contest, you acknowledge that the township has permission to use that image for future initiatives and that the photo is your intellectual property and does not violate any copyright laws.

# Teeny Tiny Summit focuses on benefits of newcomers for rural communities

Sandy Casselman

Record Staff

TORONTO - "The conversations that these summits share are important to the future of our rural communities," Rural Ontario Municipal Association (ROMA) board member and township of Minden Hills Coun. Pam Sayne said.

On Oct. 13, the first of the current summit's three webinars, Welcoming Newcomers to Teeny Tiny Places, was held virtually. Attendees heard from those who were newcomers, as well as those who assisted newcomers to their communities.

"We really created the Teeny Tiny Summit to hear about examples, relevant tools, and success stories that might be able to be applied to those teeny tiny places in our province," Ontario Ministry of Agriculture, Food, and Rural Affairs (OMAFRA) Regional Economic Catherine Development Advisor Oosterbaan said. "We want to explore key issues in teeny tiny places, and today's topic is a key issue for both teeny tiny places and our larger communities as well."

Oosterbaan said the current workforce or labour availability issue is one of the biggest barriers to economic development in Ontario. She said welcoming newcomers, whether they're new to the country, to the province, or simply to your community, is one way to combat this issue.

Newcomers were on hand to share

how they welcomed newcomers into their communities, and then supported their transition to their new life. The highlight, however, was the event's keynote speaker, Canadian newcomer and entrepreneur Tareg Hadhad, owner of Peace by Chocolate.

"Just hearing Trevor speak before me about seeing those people who come to Canada from Syria and learning their stories and knowing what they had to go through to be where they are today. It's never an easy journey," Hadhad said. "There's a lot of pain that actually had to happen first.

There are a lot of challenges and suffering that all of those people who are crossing Canadian airports, coming here to restart their lives, had to go through, and my family was not an exemption; we had to do it as well."

Formerly a displaced Syrian refugee, Hadhad immigrated to Canada in 2015. The journey to get to that point, he said, took several years and substantial hardship. He and his family were welcomed into a small Nova Scotia town where, with support from the community, Hadhad was able to build an internationally successful chocolate manufacturing business called Peace by Chocolate.

"Canada is the second largest country in the world and there is space for The two-hour event included everyone. No one is taking away from information from multiple sources. anyone. And we are human beings, we have legs for a reason. We are not trees. experiences. Rural Ontarians talked about we don't have roots when we can move

and we can find our opportunity," Hadhad said. "And you will find that newcomers look for the same thing: having a peaceful and safe life, raising a happy family, and contributing and giving back. That's exactly what everyone wants. And that's exactly what our family wanted. We did not come here to take, we came here to contribute and give back, and without the love and the appreciation and the support of our community in Antigonish, we wouldn't have been able to be where we are today."

ROMA's Teeny Tiny Summit series provides examples of economic development that works for small places. It also offers relevant tools, success stories, and opportunities to ask questions and discuss topics in greater depth. On Dec. 1, Teeny Tiny Resurgence will return with keynote speaker Peter Kenyon. On March 22, 2022, ROMA chair Robin Jones will discuss key elements and recommendations from ROMA's Opportunities for Rural Ontario in a post-Covid World report.



We are filling the trunk to help stock our local food cupboard. Join us at 66 Main Street South, Chesterville



Proof of vaccination required

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### Page 8 The Chesterville Record

## **Enbridge smoke/CO alarm** donation to North Grenville

Joseph Morin

Record Staff

NORTH DUNDAS—The North Dundas Fire Service has received a donation of combination smoke and carbon dioxide alarms from Enbridge Gas.

The donation is part of the Safe Community Project

North Dundas received 144 Kidde Canada 10-year smoke/CO alarms that have a built-in battery life of ten years.

The alarms will be distributed free of charge to people in need in the municipality.

The Safe Community Project Zero program is a public education campaign that provides over 16,600 alarms to residents in 70 Ontario municipalities.

Just this year Enbridge Gas has invested \$500,000 in the project and over the past 13 years they have provided more than 68,000 alarms to Ontario fire departments.

Once installed the combination and smoke and carbon Monoxide alarm will help provide early warning in the case of exposure to smoke from a hose fire or carbon monoxide.

Carbon monoxide is a toxic, odourless gas that is a byproduct of incomplete combustion of many types of common fuels



Deputy Mayor and North Dundas fire commissioner Al Armstrong on the left, Lisa Devereaux from the North Dundas Department of Building, Planning and Bylaws and Mayor Tony Fraser with the Enbridge donation of 144 smoke and CO alarms.

Chesterville fire chief Mike Gruich said, "These will be going right into the community. There is a need for them.

North Dundas Deputy Mayor and fire commissioner Al Armstrong said, "We are glad once again and honoured that we are able to benefit from Enbridge and their generosity in



Accepting the donation of 144 smoke and CO alarms from Enbridge Gas are left to right: Winchester fire chief Dan Kelly, Lisa Devereaux from the North Dundas Department of Building, Planning and Bylaws and Chesterville fire chief Mike Gruich. Morin Photo

a program such as this. It is a needed commodity in every single home, and it targets the less fortunate amongst us. We whole heartedly on behalf of the council and North Dundas Fire Department say thank you and graciously accept this."

# South Dundas asks residents to speak up

Sandy Casselman

Record Staff

MORRISBURG - The Municipality of South Dundas has launched its community engagement platform this week.

The new website (speakupsouthdundas.ca) is dedicated to fostering ideas, discussions, and opinions directly from residents, communications coordinator Kalynn Sawyer Helmer said. She said the encourages platform community feedback which can then be used by staff and council to make informed decisions with

resident input in mind.

"To participate, residents will need to make an account by registering on the website," she said. "Once they register, they will have access to a list of available projects open for public comments. Each of the projects will remain open for an allotted time and will use a variation of eight engagement tools to help residents participate."

The Bang the Table platform was first introduced to council in March 2021 by Helmer as part of the municipality's communications strategy. She said the

platform would provide South Dundas with its own independent URL along with eight diverse engagement tools, including surveys, polls, questions, guestbook, stories, places, ideas, and

"Those who register

forum.

won't have to participate on every issue but can choose which topics interest them," Helmer said. "There are also features where participants can vote on ideas that they like or share stories with one another. To launch the platform, two projects are available for comment. The platform also has an ideas project, where municipality is requesting ideas about how to make South Dundas a better

place to live, work, visit and play."

On May 10, council approved the purchase of the software, giving Helmer permission to use \$10,000 of the COVID-19 Safe Restart Funding. Beginning in 2022, there will be a \$7,500 annual fee.

participating, "By residents can be sure their ideas and comments will be heard," Mayor Steven Byvelds said.

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# Rain date for Oct. 23

Carolyn Thompson Goddard

Record Staff

BERWICK - Rain necessitated the McIntosh Park Community Craft, Yard and Bake Sale event planned for Oct. 16 at the McIntosh Park in Berwick be rescheduled to Oct. 23. The event is a fundraiser for the continued beautification of the park.

Ernie Coumont, a member of the organizing committee, confirmed the event has been rescheduled to Oct. 23, between 9 a.m. and 2 p.m. at McIntosh Park. He continued there will be a good selection of vendors from the North Dundas and North Stormont areas, with about 25 tables currently reserved.

For more information on the event or to book a table, please contact Coumont at 613-984-1762.

# **PUBLIC NOTICE**

### PROPOSED ROGERS 90 METRE WIRELESS TELECOMMUNICATIONS **GUYED TOWER INSTALLATION**

Rogers is proposing an antenna system on a property on the east side of Finch-Winchester Boundary Rd., which consists of the following: a 90m guyed tower and equipment shelter in a fenced compound, located on the west side of the property. Once completed, the antenna system will measure 90m in height.

Rogers invites you, within 30 calendar days of the date of this notice, to provide by mail or email your comments, and / or request to be informed of the Township's position on the proposed antenna system.

Rogers will respond to all reasonable and relevant concerns, and the Township will be taking into account comments from the public and Rogers' response to each when providing its position to the proponent and Innovation, Science and Economic Development Canada.

Innovation, Science and Economic Development Canada is responsible for the approval of this antenna system and requires that we review this proposal with the local municipality. After reviewing this proposal, the Township of North Stormont will provide its position to Innovation, Science and Economic Development Canada and to Rogers.

**Proposed Wireless Communications Installation** Reference: C8670 Cannamore

**Christian Lee** 

On behalf of Rogers Communications Inc. 337 Autumnfield St., Kanata, Ontario K2M 0J6 (613) 799-9900 christian.lee@rogers.com



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# South Dundas council gets update from SNC

Sandy Casselman Record Staff

MORRISBURG – Municipality of South Dundas politicians were treated to an in-person update on the *Ontario Conservation Authorities Act* (CAA) and the many changes to various acts, legislation, and regulations.

"The timeliness of this is pretty significant because the new regulations just came out over the weekend," Mayor Steven Byvelds said.

South Conservation (SNC) general manager and secretarytreasurer Angela Coleman attended South Dundas' Oct. 12 council meeting to discuss five main points. These included the More Homes, More Choice Act, 2019 (Bill 108), the Environmental Registry of Ontario (ERO) survey, the Protect, Support and Recover from COVID-19 Act, 2020 (Bill 229), the creation of the Conservation Authority Regulations Working Group, Phase 1 regulatory proposals under the CAA, and conservation authority budget discussion for 2022 and 2023.

"The working group has provided input, along with Association of Municipalities Ontario (AMO) members from different municipalities, as well as home builders associations, as well as the agricultural community, and they have helped form the regulations that came out late last week," Coleman said.

Coleman listed the changes the province has made, how they impact SNC, and where SNC stands on completing those mandatory changes. For example, 70 per cent of those appointed to conservation authority boards must now be elected officials; to have less would require a letter of permission from the Minister of the Environment, Conservation, and Parks. Coleman said for this item there is no immediate action needed, as public representatives are permitted to complete their current terms. However, board composition agreements must now be forwarded to the minister and posted on the conservation authority's website, which Coleman said SNC has done.

"Within the mandatory programs, I see nothing speaking to forestry and forestry acquisitions, so what's your take of that," Byvelds asked. Coleman said forestry acquisition is still permissible and there needs to be additional discussion on the topic, which she expects to happen during the conservation lands discussion.

Councillor Archie Mellan, who has sat on the SNC board for several years now, asked Coleman about SNC's communication practices with the municipalities that aren't represented by elected

officials on the board of directors. Currently, in the United Counties of Stormont, Dundas, and Glengarry (SDG), there are representatives from North Dundas, South Dundas, and North Glengarry councils.

Mellan said the board me currently has 13 members. con

"There is correspondence that goes out of the communications department and I'm just not sure how many councils are passing that on," Coleman said. "Let me check with communications and see if we know any type of metric on how many municipalities are picking up those updates and not just how many are picking them up but what would make them more

useful. So, if they're not picking them up, what would help them to do that."

The remaining South Dundas council members said they had no further questions. They said that Mellan, through his position on the board, keeps his council colleagues up to date on what's happening at SNC. Coleman's presentation can be found in South Dundas' Oct. 12 agenda package. To learn more about SNC, visit their website (nation.on.ca).

# **South Dundas approves sole source request**

Sandy Casselman

Record Staff

MORRISBURG – Keystone Bridge Management Corp has been retained by the Municipality of South Dundas to complete the investigation and design considerations for the rehabilitation of the Taylor Road Bridge.

The decision was made during the Oct. 12 council meeting. With Keystone already familiar with the bridge and council's authority to sole source the engineering and design services, director of transportation Jeff Hyndman recommended hiring Keystone for the follow up work, as well. Keystone was hired by South Dundas earlier this year to complete the township's bridge inspections. They presented their findings for the Taylor Road Bridge, along with recommendations, during the township's

Sept. 28 committee of the whole meeting.

"I definitely don't have any problem whatsoever with Keystone going ahead with whatever has to be done because they've already started it," Coun. Don Lewis said, adding that there'd been plenty of discussion during the Sept. 28 committee of the whole meeting last month.

Hyndman's report reflected council's decision from the special meeting, where they chose to replace the current structure with a form of a modular panel bridge. He noted that there's work still to be done before a final tender can be issued, and until the tender is issued, he can't give council a precise cost. "During the presentation to council, estimated pricing for preliminary work was provided ranging from \$65,000 to \$135,000," Hyndman said. "Once council has awarded the engineering services,

then firm pricing can be retained."

Mayor Steven Byvleds and Coun. Archie Mellan expressed reservations about not having a more precise estimation of cost. Both also agreed that a timeline needed to be established to ensure the work could be completed as soon as possible.

"I don't want this to get pushed onto their backburner. I want this front and centre," Mellan said. "I think they know we're sort of up against the clock a little bit here and just to confirm that, but I have no problem with going ahead. The presentation was very thorough on their part."

Hyndman said there's currently \$315,000 in the bridge reserve to fund the preliminary work. He said financing options to fund the rehabilitation work would be presented during the township's 2022 budget discussions. Keystone's report from the Sept. 28 meeting noted that the recommended budget for the whole project – "all in" – was \$1.8-million.

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Page 10 The Chesterville Record

# Local business breakfast dives into accessibility

Sandy Casselman

Record Staff

WINCHESTER - "Approximately one in seven Ontarians live with a disability," Kevin Spencer said. "As people grow older and as our populations ages, we're seeing more and more people with disabilities, regardless of how severe or how it affects us, those disabilities are increasing. So, by 2025, approximately one in five Ontarians will live with a disability."

Spencer of KC Spencer and Associates Ltd., a physical risk management solution located in Eastern Ontario, during the Oct. 18 North Dundas Virtual Business Breakfast.

Once again, the township of North Dundas and the North Dundas Chamber of Commerce provided local business owners with a free online informational and networking event.

"One of those things that, whenever we're talking economic development, developing the accessibility for your communities is huge," Spencer said. "It's becoming more and more evident that we all face some sort of disability at some point in time in our lives. So, we need to start accepting that and building our businesses towards

The Ontarians with Disabilities Act, 2001 (ODA) provided awareness and understanding but had nothing to address accountability, he said, adding that while both the Ontario and Canadian Human Rights Codes include a "duty to accommodate," this still wasn't enough to get people to listen about or act in favour of persons living with disabilities. This, he said, is where the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) came in.

# Carma Williams elected as warden for 2022

THE COUNTIES - put their trust in me," said For just the second time in its 171-year history, a female will be the warden of the United Counties of Stormont, Dundas and Glengarry.

Carma Williams, the Deputy Mayor of the township of North Glengarry, was today elected by her peers around the County Council table to sit as warden in 2022. The last time a female led County Council was in 2008. when Estella Rose, then the Deputy Mayor of North Dundas, sat as warden.

Council table saw fit to

Williams following her election. "The County finds itself positioned as we enter what I believe is the beginning of the end of the impact the COVID-19 pandemic has had on our region. "We have seen record development in SDG. It is now Council's job to capitalize on this momentum and ensure that the County continues to provide programming and services that will benefit all those that call this region their home."

Council decides every autumn who will sit as "It is an honour that warden for the coming my colleagues around the year. Williams will be sworn in in December.



The Deputy Mayor of the township of North Glengarry Carma Williams has been elected to serve as the 2022 warden of the United Counties of Stormont, Dundas and Glengarry. Courtesy Photo

"So, the big thing with the AODA, whenever it came into place, was the compliance and enforcement portion of it," he said. "It was recognized that broader public sectors and municipalities would be the first agencies or the first areas to ensure that they had their standard set up, but eventually it would become everybody's responsibility."

With the continuing impact of the COVID-19 pandemic, Spencer said he's unsure of how many inspections are currently happening at businesses. Those who are inspected and deemed non-compliant, the penalties are \$50,000 per day per person or \$100,000 per day per corporation.

"Sometimes our policies and our practices cause a barrier, so we need to look at all of those things and just do a review. One of the first portions of the AODA was a customer service standard," he said.

The AODA standards include customer service, built environment, employment, information communication, and transportation. Accessibility standards are in place to identify and remove barriers, as well as prevent the erection of barriers. Spencer listed potential barriers, including physical, architectural, attitudinal, informational, communication, technological, and a policy

"The biggest thing of all of this when we talk about disabilities is we always want to put the person first," Spencer said.

Spencer said accessible customer service means flexible service that meets an individual customer's needs, noting that it's important to understand that some methods of service may not work for all people. He also pointed out that it won't be possible to meet all the needs of every person but it's necessary to try.

"We need to make sure that we're doing our best to treat all of our clientele in a manner that respects everyone,"

He discussed a wide range of assistive devices before moving on to a discussion about how this affects a business and its employees, including a list of responsibilities. For a business with less than 20 employees, the list includes the creation of an accessibility policy, training staff and volunteers, providing accessible customer service, implementing accessible employment practices, providing accessible information, and creating accessible public

Spencer also talked about some of the funding available for businesses looking to make accessible upgrades. At the end of his presentation, he answered several questions from local business owners ranging from what to do about old downtown buildings with stepped entrances to what a business's responsibility is if they're not the owner of the building they're

To learn more about KC Spencer and Associates Ltd., visit their website (kcspencer.ca).

The township (northdundas.com) and the local chamber of commerce (northdundaschamber.com) have websites, as well as a social media presence. For more information on the presentation, contact North **Dundas Economic Development and Communications** Officer Stephen Mann bу email (smann@northdundas.com) or by phone (613-774-



### **EMPLOYMENT OPPORTUNITY**

The Township of North Stormont is accepting applications for the following position:

### **Permanent Full-Time**

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For full job description and more information please visit northstormont.ca.

We thank all candidates for their interest, however, only those selected for interviews will be contacted.

Resumés will be accepted until 12 p.m. (noon) on October 29th, 2021 to:

**Human Resources** Township of North Stormont 15 Union St., P.O. Box 99 Berwick, ON K0C 1G0 ccalder@northstormont.ca



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### Final 2021 Compost Depot Days

Changes to the 2021 Compost Depot Day schedule have been confirmed. The final days in 2021 are as follows. All other previously advertised dates are cancelled.

### Morrisburg (7 Allison Avenue)

October 27: 8:00 a.m. to 4:00 p.m. October 29: 8:00 a.m. to 4:00 p.m. October 30: 8:00 a.m. to 1:00 p.m.

### Iroquois (10 Bouck Street)

November 3: 8:00 a.m. to 4:00 p.m. November 5: 8:00 a.m. to 4:00 p.m. November 6: 8:00 a.m. to 1:00 p.m.

Please remember that the Municipal yards at the above locations are **NOT** drop-off sites and only accept leaf and yard waste bags on the dates and times above. All other times, bring compost materials to the Matilda Landfill.



34 Ottawa St. P.O. Box 740 Morrisburg ON, K0C 1X0 613-543-2673





# Pin Tales

Monday Men's: Men's High Single, Jason Vanoers 280; Men's High Triple, Jason Vanoers 726; Men's High Average, Marc Robinson 238. Team Standings: East-Ont 24, Raiders 23, Alley Cats 19, A-Team 18, Country Boys 6, Alley Rats 6.

Tuesday Afternoon Mixed: Men's High Single, Ron Robinson 181; Men's High Triple, Ron Robinson 532; Ladies' High Single, Sandra Bloom 198; Ladies' High Triple, Sandra Bloom 472. Team Standings: Love 47, Charity 36, Hope 25.

Defenders: Sept 28: Men's High Single, Ron Parker 256; Men's High Triple, Ron Parker 609; Ladies' High Single, Debbie Linton 209; Ladies' High Triple, Debbie Linton 580. Oct. 5: Men's High Single, Blaine Symonds 253; Men's High Triple, Glendon Moore 641; Ladies' High Single, Debbie Linton 200; Ladies' High Triple, Debbie Linton 570. Team Standings: Ossie 20, Debbie 19, Gwen 18, Glendon 17, Brian 16.

Wednesday Ladies: Ladies' High Single, Mary Osborne 154; Ladies' High Triple, Mary Osborne 407. Team Standings: Janice 59.5, Mary 59, Dianna 58, Pat 58, Lorna 55.5.

**Finch Mixed:** Men's High Single, Justin StPierre 255; Men's High Triple, Justin StPierre 611; Men's High Average, Danny StPierre 200; Ladies' High Single, Isabelle Bissonnette/Lily Picard 212; Ladies' High Triple, Isabelle Bissonnette 603; Ladies' High Average, Isabelle Bissonnette 203. Team Standings: Team #2 39, Team #1 32, Billy's Girl's 30, B&S 19.

Thursday Seniors: Men's High Single, John McGarrety 161; Men's High Triple, John McGaretty 462; Ladies' High Single, Lucy Hendricks 168; Ladies' High Triple, Lucy Hendricks 420.

Avonmore Mixed: Men's High Single, Frank Jerome 278; Men's High Triple, Frank Jerome 794; Ladies' High Single, Mary Osborne 194; Ladies' High Triple, Mary Osborne 452. Team Standings: Team #2 15, Team # 1 10, Team #3 8, Team #4 6.5, Team #5 5.

Williamsburg Mixed: Men's High Single, Danny Holmes 319; Men's High Triple, Danny Holmes 742; Ladies' High Single, Judy Munro 222; Ladies' High Single, Judy munro 558. Team Standings: Danny 57, George 54, Garry 45.5, John 43.5.

Winchester Odd Couples: Men's High Single, Darryl Britton 259; Men's High Triple, Darryl Britton 708; Ladies' High Single, Marin Middleton 269; Ladies' High Triple, Marin Middleton 720. Team Standings: Mental Mishaps 33, Golden Girls 31, Team Nike 31, The Balljoints 29.



# - OBITUARY -**BEULAH DURANT**

Home in Winchester on Monday, October 18, 2021, Beulah Durant (nee Sullivan) of Winchester, age 90. Beloved wife of the

late Mason Durant. Loving mother of Nancy Williams (Brian) of Winchester, Donna Parker (Barry) of Garson, Peggy Pyper (Earl) of Winchester, John Durant (Debbie) of Winchester, Peter Durant (Glenna) of Metcalfe, Susan Derue (Jeff) of Chesterville and Angie Barnett (Rick Barkley) of Winchester. Dear sister of Doris Lees. Dear sister-in-law of Shirley Sullivan. Beulah will be fondly remembered by her grandchildren Sean Williams (Lisa), Bryce Parker (Hailey), Stacey Pyper (James), Jonathon Pyper (Amanda), Mason Durant (Alyssa), Evan Durant, Robert Durant (Nikki), Brittani Hurrell (Scott), Tabbitha Thompson (Matthew), Spencer Derue, Hunter Barnett, Jade Barnett, Amber Barnett and her great-grandchildren Carter, Reese, Chase, Andrew, Oliver, Mason, Matthew, Weston and Waylen. She was predeceased by her parents Asa and Susan Sullivan (nee Robinson), her sisters Edith Buckingham and Ethel Hamilton and her brother James Sullivan. She is also survived by nieces and nephews. A public graveside service will be held at Maple Ridge Cemetery in Chesterville on Friday, October 22nd at 1 p.m. A reception will follow at the Chesterville Legion. Donations to the Alzheimer's Society or the Parkinson's Society would be gratefully acknowledged by the family. If you are making your donation online or by cheque directly to the charity, please include the following note with your gift "please notify the family". Online condolences may be made at marsdenmclaughlin.com.

### Youth Bowling Canada

YBC Peewees: Girl's High Single, Vanessa Bissonnette 80; Girl's High Double, Vanessa Bissonnette 157; Boy's High Single, Samuel Bissonnette 94; Boy's High Double, Samuel Bissonnette 175.

YBC Bantams: Girl's High Single, Danika Bissonnette 150; Girl's High Double, Danika Bissonnette 297; Boy's High Single, Caleb Vanderveen 84; Boy's High Double, Caleb Vanderveen 140. Team Standings: Jets 32, Red Wings 31.5, Oilers 19, Flames 19, Leafs 18.5.

YBC Juniors: Girl's High Single, Lindsay Burnett 218; Girl's High Triple, Annika Michaud 512; Boy's High Single, Owen Vanwylick 210; Boy's High Triple, Alex Robinson 526.

YBC Seniors: Boy's High Single, Josh Puddy 128; Boy's High Triple, Josh Puddy 366. Team Standings: Ducks 52, Sabers 45, Kings 44, Bruins 41, Senators 41.

# -In Memoriam-Elaine Marie Sanders



Ten years ago October 21st, 2011. It's difficult to believe that time has gone so fast when the angels above swept you away. There isn't a day goes by when thoughts of you come rushing into our memories. We remember them fondly as they are still fresh in our minds. You were a beautiful, loving, devoted,

and compassionate wife, mother, grandmother, great grandmother, daughter, sister and aunt to many who you cherished. The stories we still talk about today, brings back smiles and memories that will never go astray. We miss you dearly and know you are watching us from above.

> Love always and forever Henk, David, Moira and Brandy

# Obituary





It is with great sadness that we announce the death of Carol Dingwall (Countryman) who died peacefully in the presence of her family at the age of 80 at the Ottawa Hospital.

The mother of Kurt Dingwall and Jeannie Phillips (Dingwall), and the mother-in-law of Kellie Dingwall (Skinkle) and Nathan Phillips. Loving Grandmother to Lana, Myles, Mason Dingwall and Quinn, Sam and

Predeceased by her parents Gordon Countryman and Jean Countryman (Ouderkirk).

Carol spent her early years growing up on a century farm in Morewood, Ontario. She became a school teacher and taught with both the Ottawa and North Dundas School Boards.

She spent many years watching over her flock of Grandchildren when they were young, often taking them out on excursions in and around town and enjoyed watching them grow.

She was an avid sports fan who took great pleasure in watching her grandkids play their various sporting passions of rugby, hockey, basketball, volleyball and soccer. With her 'go right through them' attitude she may have occasionally been heard shouting at the referees, like any good grandmother would.

Family was very important to Carol, and she loved them all. She will be deeply missed by her family and friends.

A private family service was held. Interment was at the Morewood United Cemetery. As an expression of sympathy, donations to the charity of your choice would be appreciated.

> Condolences/Tributes/Donations Hulse, Playfair & McGarry www.hpmcgarry.ca 613-774-1117



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PASTORAL CHARGE Minister: Rev. Lois Gaudet BBA, BTH, MDIV Contact: Tel: 613-346-1648 Email: revlgaudet@gmail.com

October 24th, 2021 - Worship with Rev. Lois at 9:15 a.m. in Chalmers Finch or at 11 a.m. in St. Andrew's Martintown.

Masks and second vaccines are mandatory for those 17 and older.

### ST. LUKE'S - KNOX PRESBYTERIAN CHURCH - FINCH

MINISTER: Rev. Dr. Cheryl Gaver 613-918-0506 Church: 613-984-2201 cqaver@cogeco.ca www.finch-avonmore-presbyterian.ca

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Please note that our church has reopened for in person services. Masks and social distancing in place.

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E-mail: Pastor.Scott@mail.com Office: 613-448-2272

Please note: No Sunday and Wednesday meetings during the pandemic. Please join us for Sunday Services at 10:30 a.m. Resuming online only effective September 5th on Facebook under "The Nation" Nationside Pentecostal Church.

Affiliated with the Pentecostal Assemblies of Canada

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We are currently open for services at a 25% capacity. If you'd like to reserve your spot, please contact the church office. We are continuing to live stream our services on Youtube at https://www.youtube.com/channel/UCoPy\_DABzz4REc-A76-EvrA

Sunday School Classes & Nursery have resumed Please contact the church office for information on mid-week meetings or any other questions.

### ST. MARY'S ANGLICAN CHURCH

139 Castor St., Russell, ON Parish Office: 613-445-3226 Presiding: Rev. Anne Quick infostmarysrussell@rogers.com Website: www.stmarysrussell.ca

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Effective October 3rd, we're returning to our old schedule. Services of Holy

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Auction Opens on Tues., Oct. 19 at 12 Noon and Closes on Thurs., Oct. 28 at 5:30 p.m. (Staggered Soft Close). **Pickup & Checkout** will occur Fri., Oct. 29 from 1 p.m. until 5:30 p.m. and on Sat., Oct. 30 from 9:30 a.m. until 1:30 p.m. ONLY – NO EXEPTIONS! All loading will be 100% the responsibility of the purchasers with loader on site to assist.

Everything will be sold as is where is. There will be a one and only preview to be held on Sat., Oct. 23 from 9:30 a.m. until 1:30 p.m. (Preview only for outdoor items!). Absolutely no other visits permit-

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# PUZZLE SOLUTIOI

### THE BENEFITS OF CROSSWORD PUZZLES

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Improve vocabulary Strengthens memory

Improve socialization

Help relieve stress May help prevent brain diseases

Crossword puzzles can fill empty hours with an entertaining and educational activity. However, there are many other benefits to doing crossword puzzles that may surprise even the most ardent puzzle enthusiasts

# **CROSSWORD PUZZLE**

### FOR THE WEEK OF OCTOBER 21, 2021

**CLUES ACROSS** 1. Break

7. Ruled Russia

13. Having several lobes 14. Walked around proudly

16. Atomic #77 17. Largest living land animals

19. The Great Lakes State

20. A type of toast

22. Partner to feather

23. Bristlelike

25. Bowfin

26. Distributes

28. Hairlike structure 29. Sino-Soviet block (abbr.)

30. Where wrestlers work

31. Blood relation

33. A great deal

34. Round Dutch cheese

36. Move further away from

38. Type of wrap

### **CLUES DOWN**

1. Wives of a polygamous man 2. Where hurt ballplayers land

3. Single-celled animal

4. Rhythmic pattern

5. One from Utah 6. A group of seven

7. Refrains from inflicting

8. Light brown 9. Humanistic discipline

10. Emits coherent radiation 11. It says who you are

12. Roundworm

13. Group of Native Americans

15. Makes wider

18. Headgear

21. One who sets others free

24. Form of communication 26. A Brit's mother

27. Title of respect

30. Famed modernist painter

40. Furies 41. Removes from the record

43. Young salmon

44. Feline

45. Skin decor

47. Disfigure

48. They\_ 51. Formal term for "on"

53. Weight of precious stones

55. Traveled rapidly

56. Long-winged aquatic bird 58. Prickly husk

59. Expressed pleasure 60. Exclamation of surprise

61. Most irritable

64. Virginia

65. Optimistic 67. Humorous works

69. Arranged systematically

70. Emerges

32. One-time province of British India

35. Prosecutors

37. Motor vehicle 38. Non-religious

39. Native Americans of Colorado and Wyoming 42. Pouch

43. Touch gently 46. Chose

47. Actress Tomei

49. Former Broncos coach Dan

50. Icelandic poems

52. More decent 54. Grillmasters use it

55. Self-immolation by fire rituals

57. Expression of annoyance 59. Spumante (Italian wine)

62. Consumed

63. Body part 66. Thus

68. Rupee





# From steel to decorative signs Dejong Welding & Repairs does it all

CHESTERVILLE - DeJong Welding and Repairs in Chesterville is a fascinating example of what happens when a farmer with a passion for farming and welding combines the two very different areas of industry together.

When Willyan and Andia deJong came to Canada in 1989, they knew that they wanted to farm. Farming was their goal.

They worked alongside John and Diniy Van Delst on their dairy farm just outside of Chesterville. In 1993 they bought the Delst farm and began expanding their farm operation. These days the farm has grown to around 750 acres.

Originally a dairy farm with 200 plus cows Willyan sold off the dairy cows in 2019 and converted the dairy barn into a well-appointed welding shop. He began cash cropping.

As much as Andia and Willyan liked being dairy farmers, the couple felt it was time for a change.

After 30 years of dairy farming they were ready for something different.

While most farmers have to be familiar with a number of mechanical skills including some welding in order to keep their necessary farm machinery operational, Willyan's welding skills were beyond a typical farmer's skill set.

His father and uncles were all welders, and back in Holland his father used his welding skills to help make

"When I was only 10 years old I was very familiar with welding," he said.

Standing in his welding workshop that heart of DeJong Welding and Repairs.



The staff of Dejong Welding & Repair stand in front of the operational end of their CNC Plasma system. Left to right are: Connor Hanna, Leeroy, Willyan, Andia and Austin de Jong. Absent is Todd Mark.

smells slightly of ozone from the welding, Willyan is surrounded by all kinds of specialized welding equipment from massive metal cutters and metal benders to a state of the art "CNC plasma" system. The equipment is arranged throughout what was once the large dairy

Apart from the actual welding equipment most people are familiar with, and the kind of equipment that Austin takes with him when he goes out to do some welding in a farmer's field, the computer controlled plasma table is the

Austin operates the plasma table when he is not out providing mobile welding

A large table is connected to a computer that Austin operates and uses to draw out whatever design he needs. The computer tells the plasma torch where to cut the steel sheet placed on the table and Austin can make anything he needs to out of metal. The CNC stands for Computer Numerical

He can cut out intricate designs in a sheet of metal or something as small as a washer or fashion a metal part for a combine.

Willyan said the transition from dairy farmer to cash cropping and running a welding business was relatively easy as welding was his first love.

He works alongside his son Austin and employees, Todd Mark and Connor Hanna.

The couple's two other sons, Brandon and Leeroy look after the farm side of the family business while their daughter Jennifer is a teacher in the United

One of the many aspects of the welding operation that Willyan enjoys is the variety of work he gets to do, and the challenge of not always knowing what a farmer might bring to him to be fixed or designed.

"Every day is different," he said.

"Eighty per cent of our work comes from the farming community who brings stuff to me," said Willyan.

For example they are currently working on a tractor where the owner wants to be able to get the bucket on the tractor on and off quickly. To do that, Willyan and his son Austin had to design a bucket attachment system at the front end of the tractor that would allow for easy bucket removal.

The welding they might do ranges from a protection shield for a hyhoe with wood mulcher attachment to a skid steer push in feed blade. They even take on more creative projects like a decorative old style gas pump for a client.

They have plated the inside of a TMR and installed six new custom-made stainless steel feed troughs just to name a few projects.

DeJong Welding & Repair is located at 13640 County Rd 43 in Chesterville.

Their phone number is 613-223-9624 email is johndinfarms@storm.ca they have a Facebook page.

If you would like to have a light shined on your business, please contact us at: editor@etceterapublications.ca or call us at 613-448-2321.

# Nation Rise Wind Farm being investigated for sound level issues

Sandy Casselman

Record Staff

BERWICK Ministry of Environment, Conservation, and Parks (MECP) has launched an investigation into a healthimpact complaint concerning the Nation Rise Wind Farm.

Before starting the investigation last month, MECP first discussed the situation with Dr. Paul Roumeliotis at the Eastern Ontario Health Unit (EOHU). It was noted that a township of North Stormont resident filed a complaint this past summer.

"With respect to the turbines update, I'm not sure if any other members of council have received a copy of an email from Dr. Roumeliotis who has replied to a resident with health concerns that Dr. Roumeliotis is initiating a health hazard investigation as of Sept. 19. I've got a copy of it. I'm happy to share that copy," North Stormont Coun. Roxane Villeneuve said during the municipality's Oct. 5 council meeting. "I'm just wondering, as elected officials, what we are doing to help protect our residents

in any event of such health hazards? Are we doing anything proactive?"

North Stormont chief administrative officer (CAO) Craig Calder said this doesn't fall under the township's jurisdiction. He said this is a provincial

"The Health Protection and Promotion Act (HPPA) that complaints are lodged under, the area medical officer of health has a duty investigate any complaints. That doesn't with Calder's review of the

mean it's substantiated. I don't know what the specifics are, so I'm not sure if it's warranted or not, but certainly they have to do an investigation to determine if there's, in fact, a violation or health hazard," Calder said. "I'm not sure that's the case here. I think the investigation, it's in its infancy, so I don't know if we should be making any assumptions at

Mayor Jim Wert agreed

situation as it stands. Villeneuve asked her question again and Calder reaffirmed that the situation currently lies with the province, adding that the health unit wouldn't "typically" inform the municipality because it's not under municipal jurisdiction. He said the province will determine if there's a health issue and, if there is one, how it will be addressed.

A recent request for more information from EOHU elicited the following reply: "Based on a complaint in August from a local resident and in cooperation with the

Ministry of Environment, the sound levels emitted by the turbines are being measured and monitored as part of our Health hazard investigation. To date the investigation is on-going."



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# **Municipality of South Dundas**

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### Municipal Drain Invoices Due

Please be advised that invoices issued for maintenance on the following Municipal Drains are due on or before October 29, 2021. A late charge will apply for payments made after this date.

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- Moffat Fetterly Municipal Drain • Saddlemire Municipal Drain
- Thompson-Errington Municipal Drain

Invoices can be paid remotely by mailing a cheque or online banking using your Roll Number (please call the Municipality if using this method). In person payments may be made using cash, cheque or debit. Credit cards are not accepted.

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# Rural Road SAFETY

# Slow down. Be cautious. Share the road.

oad safety is important all of the time, but at this time of the year as farmers are moving larger equipment to harvest, this is an even more important time to stay alert.

It is starting to get dark earlier and therefore there is more road travel in the dark.

Farm equipment continues to increase in size and speed. Watch for these large pieces of equipment and the understanding that there are many variables in the capabilities of these pieces of

Not only are they large, but they also have substantial weight to them. If the wagons are full of crop there may be 20 or more tonnes in that wagon. Do not underestimate the length of stopping time.

Remember the slow-moving vehicle (SMV) sign. This means to slow down and share the road.

When you are following equipment stay a safe distance behind the equipment. They will not be able to see you behind them. You will not be able to see ahead of you to make an adjustment as the equipment adjusts its speed.

Do not expect equipment to pull over to the side of the road. This can be extremely dangerous. If equipment gets over too far to the edge of the road it can cause the equipment to slip into the ditch

Large equipment, like a transport truck, requires more room to turn. If they are making a right hand turn into a field or road way, they may require to encroach on the centre line to ensure they can keep all tires on the roadway. Do not try to pass as this is never good for either party involved.

If you do come upon slow moving equipment, take a deep breath and be patient. When the path is clear make sure that the driver of the equipment can see you before you pass. The same rules apply to driving any time; do not cross on a double line, do not cross on a hill or around a bend. Continued on next page





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For more information, contact: Sheila James, Workplace Safety Prevention Services Sheila.James@wsps.ca 613-290-5990



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# The Villager News editor@etceterapublications.ca

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# Metcalfe Farmers' Market wraps up another market season

Joseph Morin

Villager Staff

METCALFE - The Metcalfe Farmers' Market, a tradition in Eastern Ontario held its last market of the season on Sat., Oct. 16.

The day's weather called for heavy rains and high winds. The expected 24 vendors who planned to be outside for the day dwindled to seven or eight as the rainstorm Saturday morning slowly moved through Metcalfe.

The 27 vendors inside the market barn continued their morning as the storm

raged outside.

By noon the storm had past, and the vendors continued to greet the visitors from all around the region at the market.

The arrival of Covid in Eastern Ontario in 2020 threatened to make hosting a farmers' market a challenge, but with pandemic regulations followed and a supporting City of Ottawa the market has thrived.

General manager of the Metcalfe Farmers' Market Reanne Slater said, "It has been a great year."

She said the market

membership has doubled in the past year and the market was able to try a few different events like night markets. Three were held this year and a fourth has been planned for next year because of the successful first three. Typically, the evening market featured around 24 vendors.

Coming up for the market is their traditional Christmas Market at the Greely Community Centre on Nov. 13 from 9 a.m. to 2 p.m. and a second Christmas Market at the community centre on Dec.

Despite the pandemic, the market was able to expand its menu of vendors.

"We have added wine and spirits," said Slater.

"We have a great bunch of vendors to work with, and a great bunch of volunteers."

Getting the market up and running this year was a challenge. Pandemic regulations precautions had to be factored into the market's plans. That meant fewer vendors allowed to set up inside the building and constant reports to city of Ottawa health officials. Market organizers had no problem satisfying all of the Covid requirements.

Slater said, referring to her counterparts in Ottawa, "They are very good to work with."

One reason the Metcalfe Farmers' Market has enjoyed so much success is because of the loyalty vendors have for the yearly market event.

One vendor, Phyllis Desnoyers, who runs Phyllis Home Bakery at the market, has been selling her baked goods there for the past 28 years.

She said being at the market is incredible. "At the



Larry Bazinet on the left and Phyillis Desnoyers in the middle have been coming to sell their wares at the Metcalfe Farmers' Market for the past 27 and 28 years respectively. On the right is Phyllis' husband Bob.

end of the season [when] the market closes, it is a sad day. You really become attached to the market and the people you meet here and the other vendors," she

Larry Bazinet is another market member who has been coming back every summer.

Bazinet, who is the owner of Larronne Crafts & Gardening said, "We have had a good time here. It is just like a big

family."

Susan Potter of Susan Potter Photographic Restoration and Digital Services is the president of the Market.

The pandemic has resulted in some challenges but regardless, the region's residents have supported the market.

"It has been phenomenal," said Potter. "We have great vendors, and we have community support."

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The bad weather did not keep visitors to the Metcalfe Farmers' Market away. High winds and rain began early in the morning of the final day at the market Sat., Oct. 16, but by noon, the rain had passed. In this photo vendors had to hold onto their roof coverings at the height of the storm. Morin Photo

# 3 Rural Road SAFET

### **Continued from previous page**

Keep an eye on the lights on the slow-moving equipment. Four-way flashers or beacon lights identify them as slow moving but some of the equipment also has turn signals now. So, the fourway flashers may change into a signal light. This is the indication that the operator will be turning the equipment. This may not be apparent if you first see four-way flashers and then a signal light.

The slow-moving sign is to be attached to equipment moving under 40 km per hour. If you see this triangle sign be prepared for 40 km or less. You may



also see a flashing beacon light, some of the equipment now operates at a much higher speed than 40 km per hour but still not at the speed

Be prepared for the length of the equipment in front of you. You may come upon a slow-moving vehicle sign and not realize that it is two wagons and a tractor long. This is comparable to the length of a tractor trailer. You need to be sure you have enough room to pass and allow room for oncoming traffic.

Stay safe on the roads and reach your destination without accidents.



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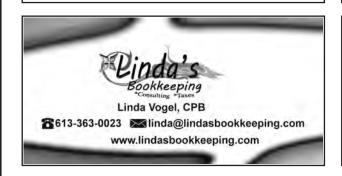
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# Russell waits to see what neighbours are doing

Sandy Casselman

Villager Staff

EMBRUN - A staff member's requested change to the township of Russell's purchasing policy was deferred until later this month.

The decision to defer was made during the municipality's Oct. 4 council meeting following a lengthy discussion on staff's proposed amendment, which included increasing the chief administrative officer (CAO)'s approval power on Request for Proposal (RFP)s from \$85,000 to \$150,000. Prepared by executive director of infrastructure services Jonathan Bourgon and submitted by director of finances and treasurer Richard Godin, a staff report indicated that three changes were being proposed based on legal advice, two of which were simply wording changes.

"Based on the recent experiences with RFPs, the limit to be approved by the CAO should be increased to \$150,000 if included in the budget," Bourgon said in his report. "The proposed higher threshold could alleviate the issues of timing to obtain the approval and to be able to start the project immediately after the closing of the RFP. In the last few years, because we noticed an increase of costs in the construction industry and since we are now seeing an increase in consulting some projects exceeded the existing threshold and had to be presented to council while normally they would have been approved by the CAO which have consequently caused some delays in starting projects."

# Municipalité de RUSSELL Township

Councillor Tarnowski expressed concern for the new wording, noting that it sounded like the CAO would have permission to start an RFP, not just approve one. Godin clarified the issue, assuring council that the decision to go to RFP still lies with council, while amendment is merely increasing the threshold for which the CAO can approve an offer without additional council consultation.

Tarnowski asked if the new limit falls in line with municipalities' purchasing policies. He said knowing they'd soon be having a new CAO, he wanted to be sure this was a standard across municipalities. Mayor Pierre Leroux said he doesn't believe there is a standard. He said it could be different for every municipality, as the number is based on the size of the municipality.

"Tonight, council may be approving an RFP for the level of service review, while it's really time sensitive because of our grant," Bourgon said, offering an example of why the change would be beneficial. "If we don't need to come up in front of council, if it's included in the budget, it just makes our project or the timeline a bit faster."

Godin assured council that transparency is not being eliminated. He said all contracts over \$25,000 are reported to council. Leroux said council has already approved an RFP to happen, coming back for a second approval once a company and an amount have been attained could be

Councillor Jamie Laurin questioned the timing issue. He noted that council meets bi-weekly, and a special meeting can be called when necessary.

seen as redundant.

"I guess, for the small amount there, relatively speaking, to go from 85 to 150 based on the increased cost of construction these days, I guess I can understand that a bit. I'm a little hesitant though. I'll have to be honest with you, it's a lot of delegation of authority and we've done that a lot over the last few years, so this one's going to be tough," Laurin said, adding that council may want to see the different bids that come in, possibly choosing differently than staff.

Godin said staff currently has a practice of returning to council if they're recommending a bid contrary to the township's point system, regardless of the level of authority. Bourgon said the RFP process is based on scoring more than pricing, usually making the decision clear. He also pointed out that the currently CAO authority to approve a

construction project up to \$275,000.

"So, it's really for the portion that we'll see more for consultant or engineering firms or those types of works that we're asking to adjust according to what we've seen, the increase we've seen in the last year and a half or almost two years."

The issue was pulled from the list of consent items for further discussion later in the meeting.

"Given our current situation, I'd propose to either lower that amount to a smaller amount or have some sort of review with similar size townships, to see what the policy is in similar size townships," Tarnowski said.

Leroux then asked Godin if it was Russell's standard practice to consult with similar-sized townships before making policy decisions. Godin said it is done for some policies, but depends on the circumstances. He said gathering the numbers could be easily done if it makes council comfortable in decision making.

defer the decision, and Coun. André Brisson seconded the motion. Council voted in favour of the deferral, moving the decision to Russell's next October's council meeting. It was noted that Godin should have the requested comparisons available for council to consider by then.

The purchasing policy amendment request was brought back to council with the additional requested information during the Oct. 18 regular meeting. With the new data in hand, council voted in favour of the amendments.

"I just wanted to clarify that I'm okay with the amendments, including the increased ceiling to \$150,000," Tarnowski said. "I appreciated the added insight with that information on the other municipalities. Thank you very much for doing that extra work."

# RHS Report

By Janel Therkelsen Student Reporter

# Photo day

Hey everyone!

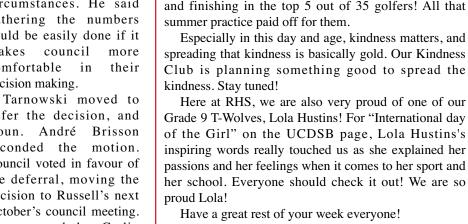
I would like to remind our T-Wolves to check your photos from photo day! Hopefully you kept the card you received when you got your photos taken- because it contains the instructions on how you can view your photos. Hopefully you are pleased with them!

Another reminder the early bird special for the yearbook is ending soon. The special ends Nov. 10 and that special price is \$45. Don't miss out!

Golf season has come and gone at RHS, and it was great! Last week, two of our T-Wolves, Evan Houle and Charlie Pascoe, participated in the PRSSAA Open. Congrats to them for shooting 88 and 86 respectively and finishing in the top 5 out of 35 golfers! All that

spreading that kindness is basically gold. Our Kindness Club is planning something good to spread the

Grade 9 T-Wolves, Lola Hustins! For "International day of the Girl" on the UCDSB page, Lola Hustins's inspiring words really touched us as she explained her passions and her feelings when it comes to her sport and her school. Everyone should check it out! We are so





Sandy Casselman

Villager Staff

EMBRUN - The township of Russell is currently recruiting part-time and oncall firefighters for both its Russell and Embrun Fire Stations.

"Being a firefighter is very rewarding and the work is exciting and challenging. This role is responsible for responding to fire, medical, rescue, and hazardous materials emergencies," the posting states. "The incumbent should be able to cope with a high level of stress and perform all duties efficiently in an emergency situation."

The deadline to apply is Nov. 5. An application, as well as a position qualifications, requirements can be found on the municipality's website. The position's salary is fixed between \$24.34 and

Applicants must be 18 or older and while it is preferred that they live within the township's boundaries, those in the surrounding areas will be considered. Candidates must meet health qualifications, have a valid Ontario "G" class driver's licence, as well as a car, and

provide a valid negative Criminal Record Check, as well as a recent driver abstract.

There are five additional qualifications and while they're not mandatory, they're considered assets. These include a Class "DZ" driver's licence, valid Standard First Aid Certificate with CPR, emergency service experience, bilingualism (English and French), as well as flexible availability.

A statement on its job postings webpage states that the municipality is committed to providing accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Those requiring accommodation during the recruitment process are encouraged to contact the Human Resources Department.

"The township of Russell promotes the principles of diversity and inclusion and adheres to the tenets of the Canadian Human Rights Act and the Ontario Human Rights Code," the page states. "We encourage applications from women, Aboriginal peoples and persons of all races, ethnic origins, religions, abilities, sexual orientations, and gender identities and expressions."



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