

April  
2019



# penataməwí-kisohts

"moon of laying eggs of owls and eagles"

## Penobscot Nation Community Flyer

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### Passing of former Chief James Sappier

On behalf of the Tribal Council and our Administration, I want to convey all of our heartfelt condolences to the family of former Chief James Sappier. It is always difficult when our loved ones pass. Jim was a special person and he was tireless in his dedication and commitment to the Tribe. He served Penobscot Nation and our community in so many ways and truly exemplified what it means to be a tribal leader. It is with great sorrow that we acknowledge his passing and mourn the loss to his family and to all of our Tribe.

Jim spent his entire life working for the betterment of Penobscot Nation and all native people, both locally and nationally. He held many elected offices and appointed positions with the Nation, including Chief on four separate occasions, Vice-Chief, several terms on the Tribal Council and as Representative to the State Legislature. He also served as the Director of the Department of Trust Responsibilities for a number of years.

Jim also served as Executive Director for the United South and Eastern Tribes and worked for a decade at the Environmental Protection Agency as the Regional Indian Program Coordinator helping to establish and expand Indian environmental programs. Jim also served on countless committees and boards for the Nation and across the country. He always encouraged young people to get involved with tribal issues and was a mentor to many.

We will miss his leadership, his sense of humor, his boundless energy, his dedication to our community and his lifelong commitment to Indian Country and to the betterment of all native people. We send our thoughts and prayers to the family and our community during this very difficult time.

Kirk E. Francis, Chief and on behalf of the Tribal Council

A handwritten signature in black ink, appearing to read "Kirk E. Francis".

Penobscot Nation



## **JOB ANNOUNCEMENT**

The Penobscot Nation is seeking  
Application for the following position:

### **On-call Childcare Worker**

**Open: March 27, 2019**

**Close: April 9, 2019**

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#### **JOB STATUS:**

**On-call Childcare Worker**  
**Pay Range: \$11.00 per hour**  
**Classification: On-call/Fill-in**  
**Department: Social Services**

#### **LOCATION:**

**Penobscot Nation**  
**12 Wabanaki Way**  
**Indian Island, ME 04468**

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**QUALIFICATIONS REQUIRED** : This person must be at least eighteen (18) years old with a minimum of a High School Diploma or GED; and, previous work experience in a formal or information child care setting. He/She must also have a sincere interest in working with children in this age group, and the ability to work flexible hours. This person must also successfully undergo a character investigation, including a criminal background check and fingerprinting as required by P.L. 101-630. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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**NOTE ABOUT ON-CALL/FILL-INS:** These positions are utilized on an as-needed basis only, per the Personnel Policies and Procedures. On-call/fill-in workers do not maintain regular, continuous or guaranteed work. All on-call/fill-in workers will only maintain availability for work at a maximum of 6 months, or 1000 hours, whichever is first.

*Per policies and procedures, candidate must successfully go through the pre-employment drug screen and background check before beginning work for the Penobscot Nation.*

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#### **HOW TO APPLY:**

- Applications are available at the Human Resources office or apply online at [www.penobscotnation.org/departments/human-resources/employment-applications](http://www.penobscotnation.org/departments/human-resources/employment-applications)
- Submit completed applications and resume along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org) or submit physical copies to the Penobscot Nation Human Resources Department – 27 Wabanaki Way, Indian Island, ME 0446
- For further information, call 817-7343 or email at [human.resources@penobscotnation.org](mailto:human.resources@penobscotnation.org)

## **JOB DESCRIPTION**

### **DUTIES AND RESPONSIBILITIES**

Responsibility: To provide support to the Lead Teacher/Coordinator with activities and field trips for pre-school and school age children (approximately 2-7 years of age) who are attending the Child Care Program.

1. Teach the children socially appropriate behavior
2. Assist in supervision of children's activities and preparation of meals and snacks.
3. Assist with the maintenance of attendance reports, meal counts, and production reports.
4. Must actively participate in becoming accredited by the national Association for the Education of Young Children.
5. Communicate with the supervisor and parents about the children's behavior and progress.
6. Participate in all in-service training opportunities provided.
7. Maintain the cleanliness of the center, furniture, mats and toys at all times.
8. Perform other duties as assigned.

**PENOBSCOT NATION**

**TRIBAL ADMINISTRATION  
HUMAN RESOURCES**



12 Wabanaki Way  
Indian Island, ME 04468  
TEL: (207) 817-7343  
FAX (207) 817-7463

## **JOB ANNOUNCEMENT**

The Penobscot Nation is seeking  
Application for the following position:

### **On-call Youth Program Aid Worker**

**Open: March 27, 2019**

**Close: April 9, 2019**

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**JOB STATUS:**

**On-call Youth Program Worker**

**Pay Range: \$11.00 per hour**

**Classification: On-call/Fill-in**

**Department: Social Services**

**LOCATION:**

**Penobscot Nation**

**12 Wabanaki Way**

**Indian Island, ME 0446**

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**QUALIFICATIONS REQUIRED:** Previous experience working with youth preferred. First Aid preferred. Experience or the ability to coordinate and carry out youth activities preferred. Background check, criminal record check, and fingerprinting required. General knowledge or willing to gain knowledge in areas, such as Youth development, suicide prevention, substance abuse and the impact on families, child abuse/neglect, domestic violence/family violence, prevention programming and any other Youth related issues. Must be 16 years of age or older. Must have successful Tb test result. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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**NOTE ABOUT ON-CALL/FILL-INS:** These positions are utilized on an as-needed basis only, per the Personnel Policies and Procedures. On-call/fill-in workers do not maintain regular, continuous or guaranteed work. All on-call/fill-in workers will only maintain availability for work at a maximum of 6 months, or 1000 hours, whichever is first.

*Per policies and procedures, candidate must successfully go through the pre-employment drug screen and background check before beginning work for the Penobscot Nation.*

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### **HOW TO APPLY:**

- Applications are available at the Human Resources office or apply online at [www.penobscotnation.org/departments/human-resources/employment-applications](http://www.penobscotnation.org/departments/human-resources/employment-applications)
- Submit completed applications and resume along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org) or submit physical copies to the Penobscot Nation Human Resources Department – 27 Wabanaki Way, Indian Island, ME 0446
  - For further information, call 817-7343 or email at [human.resources@penobscotnation.org](mailto:human.resources@penobscotnation.org)

## **JOB DESCRIPTION**

### **JOB SUMMARY:**

The Youth Program Aid is responsible for assisting the Youth Program Lead in the development and implementation of programs that address the emotional, social, cognitive and behavioral development of youth. Programs can include: sports, cultural activities, nature activities, prevention skills, and educational activities. The Youth Program Aid will provide activities in a clean safe environment and promote a healthy lifestyle, serving as a positive role model. The Youth Program Aid will also be assisting the Lead in maintaining attendance records, reporting any issues to the Program Lead and carrying out programs. All youth program employees are mandated reporters.

### **ESSENTIAL DUTIES/RESPONSIBILITIES**

- Assist in the development, scheduling and implementation of age appropriate youth activities effectively and safely on a daily basis.
- Be actively involved and engaged in activities.
- Be able to work with special needs youth and follow behavioral guide created for youth.
- Assist in coordinating and planning field trips.
- Complete incident/accident report and notify Lead to report to parent.
- Be able to communicate appropriately and effectively with youth, parents and community.
- Monitor the use of equipment, facilities and report any safety issues that need to be addressed to Youth Program Lead.
- To collaborate when appropriate and necessary with other tribal departments as well as other tribes.
- To assist in carrying out youth/community needs assessments and program satisfaction surveys.
- Performs other related tasks, as requested.

**PENOBSCOT NATION**

**TRIBAL ADMINISTRATION  
HUMAN RESOURCES**



12 Wabanaki Way  
Indian Island, ME 04468  
TEL: (207) 817-7343  
FAX (207) 817-7463

## **JOB ANNOUNCEMENT**

The Penobscot Nation is seeking  
Application for the following position:

### **On-call Clerical Worker**

**Open: March 29, 2019**

**Close: April 11, 2019**

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**JOB STATUS:**

**On-call Clerical Worker**

**Pay Range: \$13.00 per hour**

**Classification: On-call/Fill-in**

**Department: Tribal Administration**

**LOCATION:**

**Penobscot Nation**

**12 Wabanaki Way**

**Indian Island, ME 0446**

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**QUALIFICATIONS REQUIRED:** High School Diploma is required with some college preferred. At least three to five years of administrative experience in office management is required. Experience with support staff supervision is preferred. Computer experience required, with experience in MS Word, Excel, and power-point preferred with the ability and willingness to learn new software applications. Acute attention to detail, excellent organizational skills and discretion with confidential information is required. Requires professional verbal and communication skills. Ability to type 60 wpm. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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**NOTE ABOUT ON-CALL/FILL-INS:** These positions are utilized on an as-needed basis only, per the Personnel Policies and Procedures. On-call/fill-in workers do not maintain regular, continuous or guaranteed work. All on-call/fill-in workers will only maintain availability for work at a maximum of 6 months, or 1000 hours, whichever is first.

*Per policies and procedures, candidate must successfully go through the pre-employment drug screen and background check before beginning work for the Penobscot Nation.*

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**HOW TO APPLY:**

- Applications are available at the Human Resources office or apply online at [www.penobscotnation.org/departments/human-resources/employment-applications](http://www.penobscotnation.org/departments/human-resources/employment-applications)
- Submit completed applications and resume along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org) or submit physical copies to the Penobscot Nation Human Resources Department – 27 Wabanaki Way, Indian Island, ME 0446
  - For further information, call 817-7343 or email at [human.resources@penobscotnation.org](mailto:human.resources@penobscotnation.org)

## **JOB DESCRIPTION**

### **DUTIES AND RESPONSIBILITIES**

**Responsibility:** Responsible for clerical support of tribal offices.

- Answers telephone in a professional manner, screening as appropriate.
- Maintains schedule for Council Room.
- Receives, routes and/or files all correspondence. Maintains and organizes an efficient electronic and hard copy filing system.
- Compiles and distributes the materials related to community flyer correspondence, departmental reports, council packets, and other respective agenda items for distribution.
- Operates and maintains all office equipment, i.e. fax, photocopier, computers, calculators, desk machines, etc.
- Performs essential clerical duties including photocopying, typing, scanning, processing mail and arranging courier delivery as needed.
- Exercises discretion in handling information of a highly confidential nature.
- Meets and greets visitors in a respectable and professional manner.
- Prepares and maintains expense reports.
- Makes travel arrangements for department staff.
- Arranges and schedules meetings or events as requested and posts as needed.
- Researches, prices and purchase office supplies or other office related materials as needed.
- Supervises front office/clerical staff.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.



**PENOBSCOT NATION**

TRIBAL ADMINISTRATION  
HUMAN RESOURCES



12 Wabanaki Way  
Indian Island, ME 04468  
TEL: (207) 817-7343

**JOB ANNOUNCEMENT:**

The Penobscot Nation is seeking  
applications for the following position:

**OPENING DATE: March 19, 2019**

**CLOSING DATE: April 15, 2019**

**DIRECTOR OF SOCIAL SERVICES**

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**JOB STATUS:**

**DIRECTOR OF SOCIAL SERVICES**

**Career Field: Directors**

**Pay Range: \$26.91 – \$37.42 per hr.**

**Category: B**

**Status/Term: Exempt, Full-time**

**LOCATION:**

**Penobscot Nation**

**Social Services**

**Classification: Full-time, Regular**

**12 Wabanaki Way**

**Indian Island, ME 04468**

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**BRIEF DESCRIPTION OF DUTIES:**

**SEE ATTACHED JOB DESCRIPTION**

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**QUALIFICATIONS REQUIRED:** Master's Degree in Social Work, Psychology or Human Services required. LSW or LMSW license preferred, or the ability to obtain full social work licensure within two (2) years required. Previous working knowledge of the Indian Child Welfare Act (ICWA) required. Five (5) years extensive program administrative experience including contract/grant preparation and compliance and budget development and monitoring required. Prior successful experience as a high-level leader (i.e. manager/director) in a similar environment required. Excellent interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Computer proficiency required. Valid State of Maine license required. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Ability to provide effective leadership and to maintain harmonious relationships in the department required. Ability to travel required. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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**HOW TO APPLY:**

- Apply online at [penobscotnation.org/departments/human-resources](http://penobscotnation.org/departments/human-resources).
- Submit completed applications and resume along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)

For further information, call 817-7312 or email at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)



## **JOB DESCRIPTION**

**Position Title:** Director of Social Services

**Department:** Social Services (DHS)

**Reports To:** Tribal Chief

### ***JOB SUMMARY:***

The Director of Social Services is responsible for directing all activity for a program department with approximately 24 funding streams and a staff of 20 or more employees. The Director of Social Services is responsible for the oversight of all Social Services Program and Divisions including Child Support Enforcement, Human Services and Youth Program. The Director of Social Services is responsible for the daily operations of the Social Services program including the oversight, supervision and direction of planning and coordination of the program goals and objectives. The Director of Social Services is also responsible for monitoring and assisting with the overall implementation of policies and procedures for support and professional staff.

### ***ESSENTIAL DUTIES/RESPONSIBILITIES:***

- Oversees departmental staff through conducting regular performance appraisals and in establishing appropriate action and developmental training plans using job descriptions and performance as a guide.
- Establishes departmental priorities and assumes responsibility for ensuring that all staff members are correctly and consistently administering the department's policies and procedures.
- Investigates any reports of neglect of duty by subordinates, developing and administering corrective action as appropriate.
- Ensures the development, negotiation and compliance of all grants, contracts and agreements in the Social Services Department.
- Represents the Department of Social Services in relationships with the Bureau of Indian Affairs, the State Department of Human Services and other state and federal agencies.
- Plans for and develops resources to provide the most effective social services programs, which will meet the social service needs of the Penobscot Nation.
- Coordinates Social Services programs with other tribal departments.
- Exercises on behalf of the Penobscot Nation its legal responsibilities for all Social Services activities (child custody, child protective, general assistance, etc.).
- Provides for the completion of all financial and programmatic reports on a timely basis as required for submission to outside agencies and the Tribal Chief and Council.
- Ensures appropriate staff are scheduled to provide 24 hour on-call child welfare services.
- Provides back-up coverage for child welfare staff when necessary.
- Attends all necessary training/conferences related to Social Services.
- Serves as an advocate on local, regional, state, and national levels for Penobscot Indian Social Services, serving as liaison between Penobscot Nation Social Services and outside agencies.
- Assumes responsibility for following confidentiality procedures as outlined in the Privacy Act and applicable regulations.

- Adheres to NASW Code of Ethics.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

**KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:** (education required/preferred, skills required/preferred, years of experience required/preferred)

Master's Degree in Social Work, Psychology or Human Services required. LSW or LMSW license preferred, or the ability to obtain full social work licensure within two (2) years required. Previous working knowledge of the Indian Child Welfare Act (ICWA) required. Five (5) years extensive program administrative experience including contract/grant preparation and compliance and budget development and monitoring required. Prior successful experience as a high-level leader (i.e. manager/director) in a similar environment required. Excellent interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Computer proficiency required. Valid State of Maine license required. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Ability to provide effective leadership and to maintain harmonious relationships in the department required. Ability to travel required. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

**PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:** (physical requirements of position, job environment/conditions)

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, and pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be able to work at a computer terminal for extended periods of time. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Although work is performed most frequently in a normal office setting, some work may occur in an outdoor setting. Some exposure to childhood and other diseases may occur. The employee may be required to work outside normal workdays and office hours to meet operational deadlines and may be required to work in emergency situations.

***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request***



**JOB ANNOUNCEMENT:**

The Penobscot Nation is seeking applications for the following position:

**OPEN: March 14, 2019**

**CLOSE: April 17, 2019**

**TRIBAL ADMINISTRATOR**

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**JOB STATUS:**

**TRIBAL ADMINISTRATOR**

**Career Field: Directors**

**Pay Range: \$31.02 – \$31.64 per hr.**

**Category: C**

**Status/Term: Exempt**

**Classification: Full-time, Regular**

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**LOCATION:**

**Penobscot Nation**

**Tribal Administration**

**12 Wabanaki Way**

**Indian Island, ME 04468**

**BRIEF DESCRIPTION OF DUTIES:**

**SEE ATTACHED JOB DESCRIPTION**

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**QUALIFICATIONS REQUIRED:** BA or BS degree preferred in Business or Public Administration or related degree with three years of verifiable, successful work experience as an Administrator or in a position of equal level or responsibility; OR, work a minimum of five years in tribal government and administration and/or combination of education, training, and experience equal to five years of successful administration experience or in a position of equal responsibility. A member of Penobscot Nation, preferably with education and/or experience in Native American public administration; special consideration will be given to those candidates with tribal government work experience. Demonstrated excellence in administrative and operations management. Experience in 638 funding and knowledge and experience in audit preparation, human resources and knowledge of Tribal law and federal laws and regulations that are applicable to tribal operations. Must undergo and pass a criminal background check investigation and will be required to complete and pass pre-employment drug testing. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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**HOW TO APPLY:**

- Applications are available at the Human Resources Office located at 27 Wabanaki Way, Suite 213, Indian Island, ME 04468. Applications are also available at [www.penobscotnation.org](http://www.penobscotnation.org), via email request at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org), or call 207-817-7343 to request application package to be sent to you.
- Submit completed applications and resume along with certifications to:  
Attn: Penobscot Nation Human Resources  
mailing: 12 Wabanaki Way, Indian Island, ME 04468  
physical location: 27 Wabanaki Way, Suite 204, Indian Island, ME 04468

For further information, call 817-7343 or email at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)

## **JOB DESCRIPTION**

**POSITION:** Tribal Administrator

**ACCOUNTABILITY:** Tribal Chief and Council

**SUPERVISOR:** Tribal Chief

**RESPONSIBILITY:** The Tribal Administrator is responsible for oversight on all day to day tribal management including administration, financial management, human resources, and program/project management. The Tribal Administrator provides support and guidance for all tribal departments and programs to ensure proactive management and audit compliance.

This tribal administrator scope of responsibilities will include supervising and assigning tasks to staff, coordinating resources, reviewing and revising documents, conducting meetings, monitoring fiscal requirements, tracking work plan progress, and preparing oral and written reports. *This position is expected to be available for day to day operations with limited travel requirements: as required or upon request by the tribal chief.*

The Tribal Administrator will maintain a professional appearance, attitude and working environment for the Tribe, its employees and its Tribal Members. All work shall be in compliance with applicable Federal laws, State and Tribal Laws.

### **DUTIES:**

- Responsible for the supervision of all departmental directors as delegated and directed by the Tribal Chief.
- Assist in the development of short- and long-range plans for tribal operations and management.
- Provide monthly reports regularly to the Tribal Council concerning the status of all tribal administrative priorities, community actions, projects of various programs and activities.
- Assist in establishing program objectives and meeting deadlines, reports and other support documents as needed.
- Advises Chief in HR related activities and provide advice and counsel to the Tribal Council with working concurrence with the Chief regarding HR management decisions and exercise delegated authority to make those decisions where appropriate following the existing Personnel Policies and Procedures Manual.
- Provides assistance in reviewing annual federal budgets and submitting comments for appropriate agencies.
- Collaborates with the Economic Development Director to assist in the development of short- and long-range plans evaluation and development of Economic Development projects.
- Monitors all budgets.
- Includes staff in planning, decision-making, facilitating and process improvement while balancing staff and individual responsibilities and used objectivity to others' views; gives and welcomes feedback to incorporate into overall plans and projects.

- Contributes to building a positive team spirit, puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts for success.
- Act as a liaison to tribal membership to assess needs of tribal members; ensure service delivery resolve issues with tribal programs, policies and staff and general community concerns using professional tact and respect to all involved parties.
- Directs, plan and coordinates all projects assigned by the Tribal Chief or Tribal Council and any other related duties as assigned by the Tribal Chief.

**EDUCATION:** BA or BS degree preferred in Business or Public Administration or related degree with three years of verifiable, successful work experience as an Administrator or in a position of equal level or responsibility; OR, work a minimum of five years in tribal government and administration and/or combination of education, training, and experience equal to five years of successful administration experience or in a position of equal responsibility.

**EXPERIENCE:** A member of Penobscot Nation, preferably with education and/or experience in Native American public administration; special consideration will be given to those candidates with tribal government work experience. Demonstrated excellence in administrative and operations management. Experience in 638 funding and knowledge and experience in audit preparation, human resources and knowledge of Tribal law and federal laws and regulations that are applicable to tribal operations.

**HIRING:** Candidates will be vetted through the Personnel Committee through the application process and provided to the Tribal Chief for selection of an applicant and will be approved with advice and consent of Tribal Council.

**CERTIFICATION/LICENSE:** Must undergo and pass a complete criminal background check investigation and will be required to complete and pass pre-employment drug testing

**SKILLS:**

- Proven leadership and management experience.
- Possess excellent analytical, oral and written communication skills.
- Conflict resolution and negotiation skills.
- Complex problem solving techniques.
- Ability to work in high stress environment and manage competing priorities using excellent management, planning, and organizational skills.
- Strong and effective relationships with subordinates, directors and external partners.
- Adhere to tribal policies and procedures, including confidentiality.



## **Maine Indian Education**

*Indian Island School -- Penobscot Nation*

10 Wabanaki Way, Indian Island, ME 04468  
Telephone: (207)827-4285

Annemarie Swanson, Principal  
Fax: (207)827-3599

*Maine Indian Education*  
**Indian Island School**  
**10 Wabanaki Way**  
**Indian Island, ME 04468**

### **School Secretary**

Applicant must be able to use office equipment including computers and copiers. Telephone etiquette is a must. Job entails receptionist duties, student data input, maintaining attendance records, typing, reporting, and many other duties as assigned.

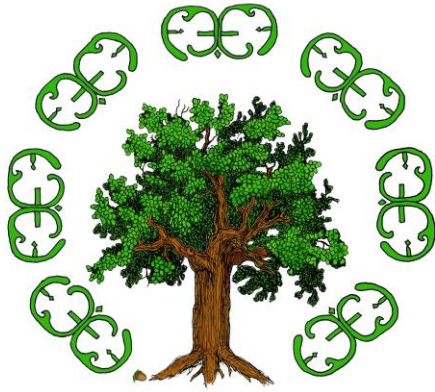
School Year 2019-2020: Mondays only  
School Year 2020-spring of 2021: Mondays-Wednesdays only  
Spring of 2021: 40 hours weekly

Benefit package available beginning school year 2020-2021. Wages based upon wage scale and prior experience. Applicants must be fingerprinted and have a background check through the State Department of Education. Mandatory drug testing prior to signing contract.

Applications available at:  
[www.mie.bie.edu](http://www.mie.bie.edu)  
or through:  
Maine Indian Education  
39A Union Street  
Calais, ME 04619  
(207) 454-2126

Closing date: April 30, 2019, or when qualified applicant is found.

EEO/AA  
Native American Preference Employer  
All qualified applicants encouraged to apply



**THE DR. EUNICE NELSON-BAUMANN HOME**

2 Sarah Springs Drive  
Indian Island, Maine 04468  
Tel: (207) 827-0968 Fax: (207) 827-4016

**JOB ANNOUNCEMENT:**

**Registered Nurse**

**OPENING DATE:** April 1, 2019

**CLOSING DATE:** April 30, 2019

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**JOB STATUS:**

**Position:** Registered Nurse  
**Pay Range:** \$27.14-\$38.78 per hr.  
**1-2 days/quarter and PRN**

**LOCATION:**

**Dr. Eunice Nelson-Baumann Home**  
**2 Sarah Springs Drive**  
**Indian Island, ME 04468**

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**BRIEF DESCRIPTION OF DUTIES:** This position is responsible for oversight of the assisted living program at NOLI home. The RN providers support to the caregiving team through observation, review and interpretation of resident care plans, review of resident medication, and provides training on specific topics and in additional areas as determined to be needed.

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**QUALIFICATIONS REQUIRED:** (See attached Job Description)

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**HOW TO APPLY:**

- Applications available at the Dr. Eunice Nelson-Baumann Home, 2 Sarah Springs Drive, Indian Island, ME 04468
- Submit completed applications and resume along with certifications to: Dr. Eunice Nelson-Baumann Home, 2 Sarah Springs Drive, Indian Island, ME 04468
- For further information, **call (207) 817-7440 or email: *Candy.Henderly@ihs.gov***



## **DR. EUNICE NELSON BAUMANN HOME JOB DESCRIPTION**

### **I. IDENTIFICATION:**

**Job Title:** Registered Nurse

**Location:** Eunice Nelson  
Baumann Home  
Indian Island, ME

**Responsible to:** Noli'-trpinawzk Board

**Supervises:** Clinical oversight of Residential Assistants, other support staff and volunteers

**Pay Range:** \$27.14 - \$38.78/hr.

### **II. JOB SUMMARY:**

This position is responsible for oversight of the assisted living program at NOLI home. The RN providers support to the caregiving team through observation, review and interpretation of resident care plans, review of resident medication, and provides training on specific topics and in additional areas as determined to be needed.

### **III. ESSENTIAL JOB FUNCTIONS:\***

1. Regularly consult with the Administrator and RCM on quality assurance indicators to ensure facility and program meet resident care needs.
2. Facilitate implementation of changes to resident care plan with Program Manager
3. Provide annual in-service training and documentation on specific topics;
  - i. Diabetes – Including dietary requirements, anti-diabetic oral medications, adverse reactions and interventions, hyper and hypo glycemic reactions, insulin action, mixing and storage, injection site technique and rotation, recognition of and treatment and prevention of insulin reaction, foot care, lab testing, urine testing and blood glucose monitoring; and standard precautions.
  - ii. Breathing apparatus – Including; hand held bronchodilator, metered dose nebulizers, intermittent positive pressure breathing machine or oxygen machine; and recognition, prevention and intervention to adverse reactions
  - iii. Wound care – Including; function of skin and factors that impact wound care and healing; wound characteristics; etiologies of wounds; assessing dimension; dressing and care.

4. Provide in-service training and documentation on additional topics or equipment when needed; makes recommendation to Administrator quarterly
5. Observe general condition; observe for signs or symptoms of change in condition.
6. Review resident records for accuracy and completeness.
7. Review EMARS at the end of each month & sign off on them.
8. Alert RCM/RCC of any medication or treatment changes needed.
9. Sign off on error reports as needed.
10. Review resident medication orders and records.
11. Sign-off on resident care plans every 6 months.
12. Provide quarterly documentation on residents in report or checklist form.
13. Promote autonomy among residents.
14. Review CRMA practices and procedures quarterly.
15. Consult and review resident therapeutic diets.
16. Provides supervision and support to resident caregiving team.
17. Observe medication pass for new skilled CRMA's to ensure competent in state regulated medication passes.
18. Observe final medication passes for new CRMA's and submit necessary state regulated paperwork to appropriate person.
19. Maintain complete confidentiality.
20. Complete all documentation as required by State regulations.
21. Comply with all facility policies and procedures.
22. Attends regional, statewide or other training programs.
23. Other duties as assigned by the Board.

#### **IV. SPECIFICATIONS / QUALIFICATION:**

##### **A. EDUCATION / TRAINING**

1. Holds active and unencumbered RN license in Maine
2. Two-years' experience working directly with older persons in long term care community or residential programs preferred

##### **B. SPECIAL SKILLS:**

1. Excellent interpersonal, verbal and written communication skills.
2. Clearly and accurately conveys complex information to older persons orally and in writing.
3. Self-directed and well organized.
4. Ability to prioritize multiple demands and respond appropriately.
5. Proficient in the use of word processing, database management, spreadsheet and communications software programs including Microsoft Word for Windows and Excel
6. Makes a positive impression on residents, families and the community.

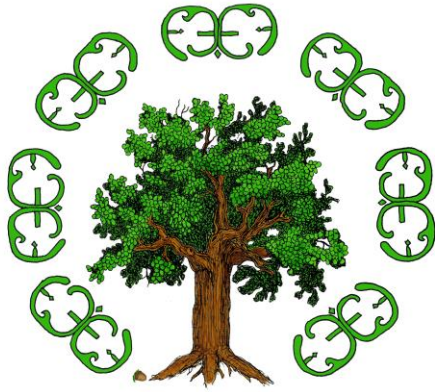
**C. PHYSICAL REQUIREMENTS:**

1. May be required to lift up to 40 lbs. Requires basic office work, including sitting, walking, climbing stairs, kneeling, bending and operating office equipment that is hand operated.
2. Driving required – must have valid driver's license for three or more years with no more than one moving violation; proof of automobile liability insurance when driving personal vehicle.

**D. OTHER:**

1. This is a 10 hours per quarter and PRN position located at the Dr. Eunice Nelson-Bauman Home, Indian Island, ME.
2. A criminal background check and drug screen will be conducted
3. Work schedule is flexible and is based on the needs of the residents.
4. Registered Nurse will be available by pager/cell phone to guide staff, if needed, in emergencies.

\* External and internal candidates, as well as job / position incumbents who become disabled, must be able to perform the essential job functions either unaided or with reasonable accommodations which will be determined by management on a case-by-case basis.



**THE DR. EUNICE NELSON-BAUMANN HOME**

2 Sarah Springs Drive  
Indian Island, Maine 04468  
Tel: (207) 827-0968 Fax: (207) 827-4016

**JOB ANNOUNCEMENT:**

**Program Manager**

**OPENING DATE:** April 1, 2019

**CLOSING DATE:** April 30, 2019

\*\*\*\*\*

**JOB STATUS:**

**Position:** Program Manager  
**Pay Range:** \$19.00-\$27.00 per hr.  
**Full-time**

**LOCATION:**

**Dr. Eunice Nelson-Baumann Home**  
**2 Sarah Springs Drive**  
**Indian Island, ME 04468**

\*\*\*\*\*

**BRIEF DESCRIPTION OF DUTIES:** This position is responsible for overseeing the delivery of assisted living resident care that promotes the dignity, independence, self-determination, privacy, and choice of each resident, upholding state standards and promoting the philosophy, policies, and protocols of the organization . (See attached Job Description)

\*\*\*\*\*

**QUALIFICATIONS REQUIRED:** (See attached Job Description)

\*\*\*\*\*

**HOW TO APPLY:**

- Applications available at the Dr. Eunice Nelson-Baumann Home, 2 Sarah Springs Drive, Indian Island, ME 04468
- Submit completed applications and resume along with certifications to: Dr. Eunice Nelson-Baumann Home, 2 Sarah Springs Drive, Indian Island, ME 04468
- For further information, **call (207) 817-7440 or email: *Candy.Henderly@ihs.gov***

## **DR. EUNICE NELSON BAUMANN HOME JOB DESCRIPTION**

### **I. IDENTIFICATION:**

**Job Title:** Program Manager

**Location:** Eunice Nelson  
Baumann Home  
Indian Island, ME

**Responsible to:** Noli'-trpinawzk Board

**Supervises:** Residential Assistants, other support staff and volunteers

**Pay Range:** \$19.00-\$27.00/hr.

### **II. JOB SUMMARY:**

This position is responsible for overseeing the delivery of assisted living resident care that promotes the dignity, independence, self-determination, privacy, and choice of each resident, upholding state standards and promoting the philosophy, policies, and protocols of the organization.

### **III. ESSENTIAL JOB FUNCTIONS.\***

1. Oversees the admission process of assisted living residents, collaborating with residents, family members, care providers, and staff prior to, during and after arrival resulting in smooth transition into new surroundings.
2. Aligns staffing needs to meet organization goals by coordinating the scheduling of all lead caregivers, caregivers and assistant caregivers so that resident care is provided 24 hours a day, 7 days a week according to state staffing regulations.
3. Reviews and approves time cards for payroll process.
4. Oversees the delivery of services identified in Resident Service Plans by delegating and communicating verbal and written expectations to caregivers and assistant caregivers to ensure follow-through.
5. Collaborates with resident, representatives, and staff when determining the need of additional services or if no longer appropriate for Assisted Living.
6. Oversees the activity program so that it provides reality orientation, promotes mental stimulation, physical well-being, physical exercise, and entertainment to the residents.
7. Organizes the various facilitators, ensuring required resources are at their disposal, and evaluating the program and facilitators for effectiveness.
8. Oversees the assistance with self-administration of medication or medication administration, ensuring adequate ordering, receiving, documentation, and safe storage of physician-prescribed medications for residents.
9. Conducts regular review of medication documentation.

10. Coordinates the scheduling of resident appointments and services for regular and emergency medical, dental, foot care, eye examinations and auditory testing ensuring follow up actions are documented in resident records and communicated to staff.
11. Maintains contact with hospital when resident is transferred. Serves as liaison between residents and physicians, home health care agencies, pharmacies and ancillary services.
12. Oversees complete, accurate documentation of resident charts in compliance with state and facility requirements, promoting resident confidentiality and the safe handling and storage of records.
13. Oversees the discharge process of residents to ensure a smooth transition for the resident and family to the next place of service/lodging.
14. Coordinates discharge planning process in advance with each department including packing of resident items, preparation of required documentation to be sent with resident, discontinuation of medication services, and closing of resident record including future contact information.
15. Provides facility tours as necessary to prospective residents and interested parties.
16. Provides assessments for placement suitability.
17. Coordinates logistics of all functions of resident service, connecting with each staff member on every shift, primary responder to incidents, emergencies, and other urgent issues.
18. Collaborates with the Health Department to guarantee that the nutritional needs of residents are met at each meal according to Resident Service Plans.
19. Guarantees compliance with Maine Level III Residential Care Facility licensing guidelines.
20. Participates in risk safety, licensure surveys and inspections.
21. Oversees human resource functions for Assisted Living employees and volunteers. Provides screening, reference checks, hiring, orientation and training. Coordinates continuing education securing presenters/resources to meet state standards.
22. Oversees employee files for all required documentation following up with employees to secure requirements prior to expiration dates.
23. Maintains supply of new hire document packets and other employee forms.
24. Assists in the creation, updating, and publishing of Employee Handbook and Employee Orientation materials
25. Ensures that all staff are culturally sensitive and competent to work with the Native American residents

**B. OTHER RELATED DUTIES / RESPONSIBILITIES:**

1. Attends regional, statewide or other training programs.
2. Other duties as assigned by the Board.

**IV. SPECIFICATIONS / QUALIFICATION:**

**A. EDUCATION / TRAINING**

1. Must provide satisfactory evidence of education, experience and training to meet the needs for the resident's population.
2. Must have experience with grant writing and fundraising.
3. Bachelor's Degree in Social Work, Human Development, Gerontology, Nursing or directly related fields preferred.

OR

Bachelor's Degree in any field PLUS proof of one of the following:

- Certificate of Advanced Study in Long-term Care
- Twelve(12) Semester Hour credits from an accredited college in healthcare management or long-term care

4. Must possess the physical ability, mental health, and good judgment necessary to provide 24-hour care for adults who are disabled or elderly
5. Must demonstrate the ability to take responsibility for the supervision, training and overall conduct of caregivers employed in the home.

**B. JOB RELATED EXPERIENCE:**

1. Two-years' experience working directly with older persons in long term care community or residential programs preferred.
2. One year of supervisory experience required; two or more years preferred.

**C. SPECIAL SKILLS:**

1. Excellent interpersonal, verbal and written communication skills.
2. Clearly and accurately conveys complex information to older persons orally and in writing.
3. Self-directed and well-organized.
4. Ability to prioritize multiple demands and respond appropriately.
5. Proficient in the use of word processing, database management, spreadsheet and communications software programs including Microsoft Word for Windows and Excel
6. Makes a positive impression on residents, families and the community.

**D. COGNITIVE REQUIREMENTS:**

1. Reads and understands and interprets state and federal policies and regulations.
2. Ability to develop & manage schedules for multiple personnel.
3. Ability to apply knowledge of basic mathematical skills.

**E. PHYSICAL REQUIREMENTS:**



1. May be required to lift up to 40 lbs. Requires basic office work, including sitting, walking, climbing stairs, kneeling, bending and operating office equipment that is hand operated.
2. Driving required – must have valid driver's license for three or more years with no more than one moving violation; proof of automobile liability insurance when driving personal vehicle.

**F. WORK ENVIRONMENT:**

1. Excellent individual performance is expected but organization goals will be realized through dedicated teamwork pursuing organization objectives.

**G. OTHER:**

1. This is a 40 hour a week position located at the Dr. Eunice Nelson-Bauman Home, Indian Island, ME.
2. A criminal background check and drug screen will be conducted
3. Work schedule is flexible and is based on the needs of the residents.
4. Program Manager will be available by pager/cell phone to guide staff, if needed, in emergency situations.

\* External and internal candidates, as well as job / position incumbents who become disabled, must be able to perform the essential job functions either unaided or with reasonable accommodations which will be determined by management on a case-by-case basis.

**To:** Eligible Voting Tribal Members of the Penobscot Nation  
**From:** Linda Socoby, Tribal Clerk  
**RE:** Primary Election Results  
**Date:** March 28, 2019

Attached please find the results of the Primary Election held on March 26, 2019 for two Tribal Council seats. Below is a request form for an absentee ballot for the Special Election, if you haven't already requested one. All absentee ballots may be requested by **fax or regular mail** **telephone or email requests are not allowed.**

The Special Election will be held on **Tuesday, April 23, 2019** at the Nicholas H. Sapiel Building, Indian Island, ME. Polls open at 9:00 AM and close at 8:00 PM.

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(Please print)

Please send me an absentee ballot for the upcoming Special Election to be held on April 23, 2019.

Name: \_\_\_\_\_

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

\_\_\_\_\_

**RESULTS OF MARCH 26, 2019 PRIMARY ELECTION**

**CRAIG SANBORN**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
37	11	10	58**

**DEBBIE KONDILIS**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
30	16	4	50**

**ELIZABETH SOCKBESON**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
19	16	2	37**

**ALIVIA MOORE**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
22	5	1	28**

**JASON PARDILLA**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
19	5	1	25**

**CHERYL FRANCIS**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
9	5	9	23

**SCOTT SOCKABASIN**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
15	3	1	19

**STEVEN PAUL**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	TOTAL
11	4	1	16

**TASHEENA SAPIEL**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	<b>TOTAL</b>
9	5	0	14

**JUNE SAPIEL**

REGULAR BALLOTS	WALK-IN/SHUT-IN ABSENTEE BALLOTS	MAIL-IN ABSENTEE BALLOTS	<b>TOTAL</b>
3	6	3	12

**Write-In Votes:**

Regular Ballot – Thomas Sockbeson, Jr.

Walk-In/Shut-In Absentee – Mary Settles

Three regular ballots were voided for over votes

**100 Regular Ballots**

**18 Mail-In Absentees**

**42 Walk-In/Shut-In Absentees**

**160 TOTAL VOTERS**

# **\*REMINDER\***

## **PUBLIC HEARING NOTICE**

On Tuesday, **April 16, 2019**, 6:00 p.m. Sockalexis Arena, Indian Island, there will be a **Public Hearing** regarding items on the Annual General Meeting agenda.

The agenda items are:

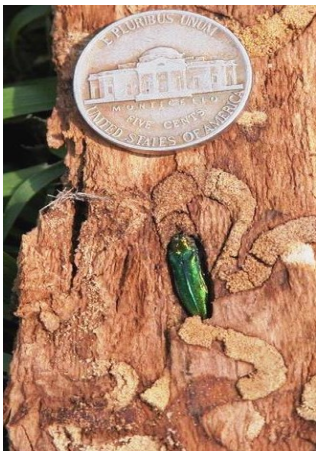
1. Amend tribal law to include Tribal Citizen Rights (Develop a working committee to develop Citizen Tribal Rights and bring back to Annual General Meeting of 2020)
2. Code of Ethics for Tribal Council (Develop a working committee to define the ethics, to be voted on at the Annual General Meeting of 2020)
3. Drug Testing for Elected Officials
4. Election Law Amendments
5. Fish & Game Amendments, Chapter 1, Section 100
6. Rights of the Penobscot River
7. Legislation

# TROUBLE IN OZ: The Emerald Ash Borer Invasion

Maine isn't Oz, but there's an escapee from Emerald City in our midst, and it's definitely not welcome!

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**The Emerald Ash Borer** is a green jewel beetle native to north-eastern Asia that feeds on ash trees. Females lay eggs in the bark, and larvae feed underneath it to emerge as adults in one to two years. In its native range, it is typically found in low numbers and does not cause significant damage to trees native to the area. Outside its native range, however, **it is an invasive species**. It is highly destructive to ash trees native to northwest Europe and North America, and has found its way to Maine.



*The ash borer and the trails its larvae leave under the tree bark.*

**What happens to trees once these insects bore in to them?** Once infected, a tree will die in three to five years. **There is no effective treatment.** It is a mobile insect, and widespread cutting and destroying of affected trees has proven fruitless. Spraying does not work. It has no natural enemies to help keep the population in check. Cold will not significantly limit its spread, since it occurs naturally in cold climates.

**Why should we be worried?** This non-native insect is a huge threat to all true ash trees – white, green and black (brown). Many of our traditional crafts are made with brown ash, and the supply of raw materials will be greatly depleted if the infestation continues unchecked.



*Evidence of "blonding"  
Woodpeckers flick the outer bark looking for EAB larvae.*

**What can you do to help?**

**\*\*Do not to bring any firewood into the state!\*\***

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For more information on the ash borer in Maine, visit [www.maine.gov/eab](http://www.maine.gov/eab) or call the Penobscot Nation Department of Natural Resources.

## **MUD SEASON GATES**

**As of**

**March 29, 2019**

It's that time of year again; we will be closing mud-season gates over the next several weeks. We expect to have all the gates open prior to Memorial Day.

### **Alder Stream**

- North Road Gate – Closed
- South Road Gate – Closed

### **Mattamiscontis & T2R8 (South Branch Lake Area) –**

- The IP Gate at the Lincoln exit - Open will be closed around April 5
- Chain at the Railroad Track – Road closed gate to be closed ASAP
- Gate at the end of Seboeis Road – Open

**Matagamon** The Boy Scout Road Gate - Closed

**T1R6 (Grindstone) –** Gate on Route 11 – Open

### **Carrabassett Valley**

- Both gates on the Carriage Road – To be closed March 29
- Huston Brook Gate - To be closed April 5
- Poplar Mtn Road – Closed

**Williamsburg (KI Tract New Gate ) -**

We update this information on the Natural Resources Web page under announcements <https://www.penobscotnation.org/departments/natural-resources/dnr-announcements>



# Pənɔ́taməwí-kisoḥs

month of laying eggs (owls, eagles)

(March 6th - April 4th)

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(wAwanal)

**“Although it’s not the first language you learned, it is the language of your heart.”**

***(Leanne Hinton, How to Keep Your Language Alive)***



# Diabetes Prevention Program & Dinner

**Starts Monday April 15, 2019!**



The Diabetes Prevention program aims to help people lose weight, increase fitness level, eat healthy, and reduce the risk of heart disease & diabetes! Classes will be fun, inter-active, and will be held once per week for 16 weeks.



**When:** Every Mondays from 5-6 pm, followed by Dinner!!

**Where:** Red trailer behind the Health Department

**Who:** All community members (including non-native spouses and partners) are welcome to attend the diabetes prevention program!

Questions? Email [abbey.mccarthy@ihs.gov](mailto:abbey.mccarthy@ihs.gov) or call Abbey at 817-7426

**PENOBSCOT NATION DEPARTMENT OF EDUCATION & CAREER SERVICES**

12 Wabanaki Way, Indian Island, ME 04468

Telephone: (207) 817-7348 Fax Number: (207) 817-7369

A book is a dream that you hold in your hand.  
-Neil Gaiman



Looking for a good book to read?

Come visit the Penobscot Nation Department of  
Education and Career Services Library!

We are located in the Nicholas Sapiel building. We  
offer a small library with children's book, popular  
fiction books and reference and self-help books. We  
also have a selection of Native authors!

We are always expanding and adding more books!



This project was made possible in part by the Institute of Museum and Library Services





**The Dr. Eunice  
Nelson-Baumann Home**

2 Sarah Spring Drive  
Indian Island, ME 04468  
Tel: (207) 827-0968  
Fax: (207) 827-4016

**Employment at Assisted Living Facility**

The Dr. Eunice Nelson-Baumann Home is seeking personal care aides to help fill occasional vacancies. Applicants with the CRMA qualification are preferred, but is not a reason for dis-qualification for otherwise qualified candidates. The home offers residents barrier free housing on Indian Island, personalized support services, three daily meals, assistance in taking medications, limited nursing consultation and overnight, 24 hour emergency response, and recreational and social opprtunities. For further information or to get an application pleaase contact the Program Manager at 827-0968 or email [robyn.sockbeson@penobscotnation.org](mailto:robyn.sockbeson@penobscotnation.org)

**NOTICE TO ALL  
HOUSING TENANTS**

After business hours and on weekends any tenant who has an EMERGENCY (for example, the furnace has quit), please call the dispatcher at Public Safety at 827-6336.

If this procedure is not followed, the tenant will be responsible for any charges for the service(s) performed.

*-Penobscot Nation Housing*

**Save the date**

**Traditional Meal For the community**

**Hosted by the Mamakehso Singers**

**Friday May 17th**

**6-8**

**Sockalexis Arena**

## Penobscot Nation

### Housing Department

#### **HOUSING ASSISTANCE AVAILABLE**

The following housing assistance is available. For more information about these programs please contact the Housing Department at (207) 817-7370.

#### **Emergency Rental Assistance:**

Emergency Rental Assistance (ERA) is a program offered by the Housing Department. This program is a last resort, which will provide assistance to help low income Penobscot Tribal members in the acquisition and retention of affordable housing. The maximum one-time only amount is \$800.00 which can be utilized for a security deposit or rent. All applicants are required to complete a 'stabilization plan', showing the steps necessary to retain housing.

#### **Emergency Repairs:**

If you are experiencing a housing emergency, the Tribal Emergency Repairs program is available through the Housing Department. Typically, the program can help with an electrical, plumbing, or heating emergency. To some extent the program can also help fix problems that have turned into emergencies, such as: a leaking roof, a broken window, or the need to address safety issues as a result of domestic violence. This program was designed to help low income home owners with emergencies that are: 1) of recent origin-problems that have developed over time are generally not emergencies, 2) resulting in a condition that threatens health and safety, and 3) situations where the homeowner has no other resources to address the problem. Applicants must be low income to qualify. If you are interested in finding out more information about this program please contact the Housing Department at (207) 817-7370.

#### **Closing Cost:**

**Up to \$4000 is available to assist tribal member purchase a home. The program requires that the applicant provide evidence from a bank or other lender that they are approved for borrowing. At the time of closing, the program will pay for any closing costs up to \$4000.**

# **St. Ann's/Penobscot Food Pantry**

## **OPEN**

*TWICE a month. Food also available on an  
EMERGENCY basis.*

**9:00 am – 10:00 am Senior's ONLY**

**10:00 am – 12:00 pm General Public**

**SENIORS: If you need a ride to the  
Pantry, please leave a message for  
David @ 817-3165 x7**

*April 8, 2019*

*April 26, 2019*

*May 6, 2019*

*May 24, 2019*

*June 3, 2019*

*June 21, 2019*

*July 8, 2019*

*July 26, 2019*

**You must meet the income guidelines  
to be eligible to receive food and you  
will need to sign a eligibility form.**

***Call 817-3165x7 for more information***  
**Please bring your own bags**



# Senior Meals

## EASTER Buffet

Thursday April 11 @11:00

Ham

Mashed potatoes

Sweet potato casserole

Stuffing

Corn

Green beans

Dessert

**Sign-up by Monday April 8th in the Senior Meals dining room**



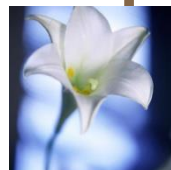








**\$10.00 charge for non-seniors**



# April

# 2019



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31 <b>Menu subject to change</b>	1 Vegetable & bean soup Wheat bread Fruit	2 American Chop Suey Tossed Salad Fruit	3 Seafood linguini Mixed vegetables Pudding	4 Baked Chicken Brown Rice Broccoli, corn Fruit	5 Chef Salad Chefs choice	6 
7 	8 Corn chowder BLTs Fruit	9 Hamburger and rice Beets, carrots Fruit	10 Turkey & Cheese sandwiches Tossed salad Pudding	11 Easter Buffet Ham, potatoes, Stuffing, corn, green beans, desert	12 Breakfast casserole Baked twice potatoes Chef choice	13 
14 	15 <b>Patriots Day</b>	16 Cheeseburger Fries Lettuce, tomatoes Fruit	17 Chicken meatball veggie soup Wheat rolls Tossed salad Pudding	18 Hot dogs Mac & cheese Stewed Tomatoes, Green beans Fruit	19 Stuffed Shells Meatballs Tossed salad Chefs choice	20 
21 	22 Tuna Casserole Peas, carrots Fruit	23 Chicken bacon wraps Lettuce, tomatoes Fruit	24 Turkey pot pie Fruit strudel	25 Grilled Ham & Cheese Tomato soup Spinach, carrots Fruit	26 Chef Salad Chefs choice	27 
28 	29 Beans & hotdogs Wheat bread Tossed salad	30 Baked Haddock Noodles Corn, peas Fruit	1 <b>1% milk available at Senior Meal site</b>	2 	3 	4 

Notes:







Seniors Club

# Basket Bingo

Friday April 12, 2019 @5:30 pm

Located at the Senior Meals site

Doors open at 4:00

Door package \$20.00

Specials package \$5.00

50/50 tickets, Dinner, snacks, and drinks available for purchase

**15** regular game prizes (worth \$25-\$50)



**3** special game prizes (worth \$100)

**\*\*To donate a basket or food please contact Geri Haddad 817-0401 Or Caron Shay 307-3164\*\***

**Thank you for supporting the Penobscot Nation Seniors Club**

# WABANAKI HEALTH & WELLNESS APRIL 2019 PEER CENTER CALENDAR



Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	<b>1</b> <b>10:00</b> Shawl Making  <b>1:00</b> Sharing Visions	<b>2</b> <b>10:00-12:00</b> WAG <b>12:00-3:00</b> Beading <b>3:00-5:00</b> Art Workshop	<b>3</b> <b>10:30</b> A2S  <b>2:30</b> Yoga w/Ana	<b>4</b> <b>11:00</b> 12 Steps <b>12:30</b> Haircuts by Cathy <b>1:00</b> Drumming and Dancing	<b>5</b> <b>12:30</b> Wellbriety  <b>2:30-4:30</b> Cooking Matters w/ Cassandra	<b>6</b>
7	<b>8</b> <b>WABANAKI</b>  <b>CLOSED</b>	<b>9</b> <b>10:00-12:00</b> WAG  <b>12:00-3:00</b> Beading	<b>10</b> <b>10:30</b> A2S <b>11:00-1:00</b> Jim Mitchell from Pine Tree Legal <b>12:30</b> Haircuts by Cathy	<b>11</b> <b>11:00</b> 12 Steps  <b>1:00</b> Drumming and Dancing  <b>2:30</b> Spring intro to Yoga	<b>12</b> <b>12:30</b> Wellbriety  <b>2:30-4:30</b> Cooking Matters w/ Cassandra	<b>13</b> <b>SPRING SOCIAL</b> <b>11-5</b>  Anah Shiner's Temple 1404 Broadway Bangor, ME
14	<b>15</b> PEER FACIT REVIEW  <b>1:00</b> FOCUS GROUP	<b>16</b> <b>10:00-12:00</b> WAG  <b>12:00-3:00</b> Beading	<b>17</b> <b>10:30</b> A2S	<b>18</b> <b>11:00</b> 12 Steps <b>1:00</b> "Braiding Sweetgrass" <b>2:30</b> Yoga w/Ana	<b>19</b> <b>12:30</b> Wellbriety	<b>20</b>
21	<b>22</b> <b>10:00</b> EARTH DAY Spring clean-up and BBQ  <b>1:00</b> Sharing Visions	<b>23</b> <b>10:00-12:00</b> WAG  <b>12:00-3:00</b> Beading	<b>24</b> <b>10:30</b> A2S	<b>25</b> <b>11:00</b> 12 Steps <b>1:00</b> "Braiding Sweetgrass" <b>2:30</b> Yoga w/Ana	<b>26</b> <b>12:30</b> Wellbriety	<b>27</b>
28	<b>29</b>   <b>1:00</b> Sharing Visions	<b>30</b> <b>10:00-12:00</b> WAG <b>12:00-3:00</b> Beading <b>12:00-1:30</b> Peer Network Meeting				

For more information on any program please contact: The Wab 157 Park Street Bangor 207-992-0411