

Public Hearing/General Meeting

On September 06, 2018 a petition was submitted to the Tribal Clerk's office calling for a Special General Meeting. A Public Hearing will be held for the draft Constitution of the Penobscot Nation (version dated 12/18/17) and then sent to General Meeting requesting a vote by referendum on the draft Constitution.

The Public Hearing will be held Tuesday, October 16, 2018 at 6:00 pm, Sockalexis Arena; the Special General Meeting will be held on Tuesday, November 13, 2018 at 6:00 pm, Sockalexis Arena.

The draft Constitution can be viewed on the tribal website www.penobscotnation.org.

Land Committee 4 Openings

See Mary Settles



Are You a Military Veteran?

You May Be Entitled to Benefits!

JOIN US FOR THE MONTHLY VETERAN OUTREACH

Wednesday, October 17th 10am-3pm Senior Meals Site

Gary Gutierrez, Legal Administrative Specialist, Togus VA

Advocate for Veterans and assist in processing claims from pre to post actions



State of Maine Notice of General and Referendum Election Tuesday, November 6, 2018

Municipality	PENOBSCOT NA	ATION	Voting District1				
Voting Place	Name <u>Conference</u>	<u>Room</u> Voting Place Location	Nicholas H. Sapiel Building				
	Polls Open at	<u>. nn</u> A.M.	Polls Close at 8:00 P.M.				
Absentee Bal	lot Processing (check	all that apply):					
Processed by	: 🛛	Municipal Clerk (Centrally)	Warden (At polls)				
Date/Time of	Processing (check al	<u>l that apply)</u> :					
1-Hou	November 3, 2018* r Inspection Time Peri Processing Begins:						
1-Hou	November 5, 2018* r Inspection Time Peri Processing Begins:		y				
During El	ection Day (11/6/18) P	rocessing Time(s):					
[▲ <u>Only</u> after	8 p.m. on Election Da	y (11/6/18)					
Federal and S	State Offices To Be V	oted On: C	County Offices (Please list):				
United States	Senator						
Governor							
Representati	ve to Congress, Distri	ict2					
State Senator	., District(s)5	_					
State Represe	entative, District(s) _	122					
		Questions To Be Voted Or	<u>n:</u>				
Question 1:	Citizen Initiative – H		or Seniors and Persons with Disabilities				
Question 2:	-						
Question 3:							
Question 4:	Bond Issue – Modern	nize and Improve Maine's Public	Universities				
Question 5:	Bond Issue – Upgrad	le Facilities at Maine's Commun	ity Colleges				
A True Atte		ature of Municipal Clerk)	Date 10/4/18				

* Clerk has read and will comply with the Uniform Guidelines for Securing Ballots and Other Materials.

Clerk initials

PENOBSCOT NATION

TRIBAL ADMINISTRATION HUMAN RESOURCES



12 Wabanaki Way Indian Island, ME 04468 TEL: (207) 817-7312 FAX (207) 817-7463

JOB ANNOUNCEMENT

The Penobscot Nation is seeking Application for the following position:

On-call Maintenance Worker 3 Positions

Open: Oct 1, 2018

Closed: Oct 12, 2018

JOB STATUS:

On-call Maintenance Worker Pay Range: \$10.00 per hour

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

LOCATION:

Penobscot Nation 12 Wabanaki Way Indian Island, ME 04468

QUALIFICATIONS REQUIRED: At least one (1) year previous experience in building maintenance. A High School Diploma or GED and an insurable State of Maine driver's license. Indian Preference will be adhered to in accordance with Penobscot Nation's Personnel Policies and Procedures

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 candidates must successfully go through a pre-employement drug screen and background check before beginning work for the Penobscot Nation.

- Applications available at the Human Resources Office or in the Secretary's Office At the Community Building, Indian Island, Maine. Applications are also available at www.penobscotnation.org/departments/human-resources
- Submit completed applications and resume along with certifications to Human.Resources@penobscotnation.org or submit physical copies to the Penobscot Nation Human Resources Department – 12 Wabanaki Way, Indian Island, ME 0446
- For further information, call 817-7343 or email at <u>Human.Resources@penobscotnation.org</u>

JOB DESCRIPTION

DUTIES AND RESPONSIBILITIES

Responsibility: To maintain the physical appearance and condition of the Community Building, Human Services, D.E.D., Real Estate buildings at the highest level of cleanliness, sanitation and order.

1. Cleaning of the interior of the buildings (walls, floors, windows, rugs, public facilities and furniture).

2. Maintain equipment for building care.

3. To make the necessary arrangements for exterior care, (mowing, garbage collection, snow removal and general keeping of the grounds).

4. Inventory and control equipment and supplies for building maintenance.

5. Monitor major heating and other resource systems, (lights, water, etc.)

- 6. To do minor maintenance of facilities, (carpentry, electrical, plumbing)
- 7. Be able to work after hours/weekends.
- 8. Operate all forms of equipment needed for building maintenance, (table saw, drills, jig saws).
- 9. To b e able to lift 50 lbs. Or more.
- 10. To promote safety and improve housekeeping methods.

11. To be able to train another employee.

12. Perform various maintenance tasks, (paint, sand, lock repair ...) and custodial duties with moderate supervision, using practical and technical knowledge of mechanical system.

13. Other duties as assigned by Operations Foreman or Maintenance Director.

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JOB ANNOUNCEMENT

The Penobscot Nation is seeking Application for the following position:

On-call Childcare Worker 2 Positions

Open: Sept. 28, 2018

Closed: October. 11, 2018

JOB STATUS:

On-call Childcare Worker Pay Range: \$10.00 per hour

Classification: On-call/Fill-in Department: Social Services

LOCATION:

Penobscot Nation 12 Wabanaki Way Indian Island, ME 04468

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 informal 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.

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 candidates must successfully go through a pre-employement drug screen and background check before beginning work for the Penobscot Nation.

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- For further information, call 817-7312 or email at 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 2018-2019 LOW-INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP)

In addition to Indian Island, the service area includes certain Penobscot households in the following municipalities: <u>Alton, Argyle, Bradley, Costigan, Milford, Old Town, and Orono.</u> If you live in the areas, you may be eligible to apply through PIN-LIHEAP. Please contact the Social Services at 817-3165 for more information.

Please take notice of the following LIHEAP documents in this flyer that are needed to apply for your heating needs. Due to problem that we have encountered, we will NOT be able to "front" any deliveries for you, nor will we be able to make promissory calls to your vendor on your behalf.

While filling out your LIHEAP application, please, be prepared to tell your intake worker how you will want your benefits split. *Benefits will not change after you have been certified.*

A household that is responsible for paying its electricity and has been found eligible for LIHEAP **may** also qualify for additional benefits through Emera Maine. This process is separate from LIHEAP but the application will be done at this time so you will need to provide a copy of your most recent electrical bill.

<u>Application Schedule</u>: The following is the application schedule for this program year. Unless otherwise indicated, applications will be taken at the **<u>Social Services Building 2 Down Street.</u>**

→ You will need: 1. Income Verifications 2. Most current light bill 3. Social Security numbers for all households
4. Date of Birth 5. Employment – back one full year from date of application, addresses, phone numbers, dates & pay stubs.

Applications will be taken at the Senior Meals Site only on October 1, 2, 3, & 4.

• Applications shall be taken from elderly households as follows:

Monday, October 1, 2018:	10:00 a.m 11:00 a.m.
Tuesday, October 2, 2018:	10:00 a.m 11:00 a.m.
Wednesday, October 3, 2018:	1:00 p.m 3:00 p.m.
Thursday, October 4, 2018:	8:30 a.m 11:30 a.m.

• <u>Applications shall be taken from households with special needs members and households</u> <u>with children age two (2) or younger as follows:</u>

Monday, October 8, 2018: Tuesday, October 9, 2018: Wednesday, October 10, 2018: Thursday, October 11, 2018: 8:30 a.m. - 11:30 a.m. 1:30 p.m. - 3:30 p.m. 1:30 p.m. - 3:30 p.m. 8:30 a.m. - 11:30 a.m.

• Applications shall be taken from all segments of the service population as follows:

Monday, October 15, 2018: Tuesday, October 16, 2018: Wednesday, October 17, 2018: Thursday, October 18, 2018: Monday, October 22, 2018: Tuesday, October 23, 2018: Wednesday, October 24, 2018: Thursday, October 25, 2018:

4:00 p.m. - 6:00 p.m. 1:30 p.m. - 3:30 p.m. 8:30 a.m. - 11:30 a.m. 1:30 p.m. - 3:30 p.m. 1:30 p.m. - 3:30 p.m. 4:00 p.m. - 6:00 p.m. 8:30 a.m. - 11:30 a.m.

8:30 a.m. - 11:30 a.m.

Thereafter, applications will be taken by appointment only until Thursday, April 18, 2019. Under no circumstances will any appointments will be available after Thursday of April 18, 2019.

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 loincome 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 Hip program is available through the Housing Department. Typically, the program can help with an electrical, plumbing, or heating emergency. To some extant 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 orgin-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 tibal 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.

HEALING TO WELLNESS CULTURAL ACTIVITY

11716 6:00

Join us for a Journey to Katadin

When: October 17, 2018 Time: 8:30 a.m. We will be meeting at Tribal Court at 8:30 a.m. Lunch and snacks will be provided. Please dress warm and wear comfortable shoes.

This activity is to promote and strengthen cultural ties to our sacred mountain. Our stories will be shared

October

2018

Health Department Flu Shot Clinics



Penobscot Indian Nation Tribal Disbursement Notice

The annual payout for 2018 will be dispersed as follows: Direct Deposit will be available on November 2nd

Checks will be available on November 16th

The deadline for direct deposit is September 28th, no exceptions.

Please notify us if: *You have moved *You have changed your banking information (also for your children if applicable)

Please call Angie Brown @ 817-7311 to update any changes. Or e-mail angie.brown@penobscotnation.org

Help us keep your records accurate to insure you receive your Trust payout in a timely fashion.

*REMEMBER, IF YOU SIGN UP FOR DIRECT DEPOSIT, YOU WILL RECEIVE YOUR FUNDS TWO WEEKS BEFORE THE CHECKS GO OUT!

BASKET BINGO

SATURDAY NOV. 10, 2018 INDIAN ISLAND HEALTH CENTER LUNCH ROOM.

EVERYONE WELCOME. BRING YOUR FAMILY AND FRIENDS. MUST BE OVER 16 YEARS OLD

DOORS OPEN AT 4PM, GAMES START AT 5:00 PM ADMISSION \$15.00 FOR REGULAR GAMES. \$5.00 EXTRA FOR SPECIALS. HOME MADE GOODIES AVAILABLE.

> 15 GAMES WITH PRIZES VALUED UP TO \$50

SPECIAL GAME #1- \$100 VALUE SPECIAL GAME #2- \$100 VALUE SPECIAL GAME #3- \$100 VALUE

ALL PROCEEDS BENEFIT SENIOR ACTIVITIES. PLEASE SUPPORT THE PENOBSCOT NATION SENIOR CLUB.



Penobscot Nation Youth Program

THE PEBNOBSCOT NATION YOUTH PROGRAM IS NOW LOCATED AT THE SOCKALEXIS ARENA. OUR HOURS OF OPERATION ARE:

MONDAY 3:00 – 5:00PM TUESDAY 1:30 – 5:00PM WEDNESDAY 3:00 – 5:00PM THURSDAY 3:00 – 5:00PM FRIDAY 3:00 – 5:00PM

DURING SCHOOL VACATIONS AND IN-SERVICE DAYS, THE YOUTH PROGRAM WILL BE OPEN FROM 7:30AM-5PM.

THE YOUTH PROGRAM IS NOW OPEN TO YOUTH AGES 6-18. WE NEED REGISTRATION FORMS FOR ALL YOUTH ATTENDING AND ANY CHANGES THAT NEED TO BE UPDATED ON EMERGANCY INFORMATION.

THE YOUTH PROGRAM NEEDS WRITTEN PERMISSION FOR A YOUTH TO BE RELEASED WITHOUT AN AUTHORIZED PERSON OR TO LEAVE ON THEIR OWN.

WE WILL BE SENDING NOTICES HOME WITH THE YOUTH OF ANY CHANGES AND FOR ANY UPCOMING SPORTS ACTIVITIES.

IF YOU HAVE ANY QUESTIONS OR CONCERNS, PLEASE CALL JOHN NEPTUNE AT 659-3490 OR BRITTNEY FIELDS AT 217-1906



The Forestry staff is developing a new timber sale in Mattamiscontis. The attached map shows the approximate location of the sales. If you would like more information or have questions on any of these sales, please contact Russell Roy at 817-7339, russell.roy@penobscotnation.org or stop by my office.



To all the over 55 Elders:

The Elder's Club has been in operation for a number of years and has provided some wonderful trips and activities for our seniors. However, none of this is possible without the help of the seniors who wish to participate in these activities and the people who want to support our elders.

In the past we did receive some funds from High Stakes Bingo but since that is no longer available the only way to raise funds is from our own hard work. This has become very difficult because the hard work falls to the few dedicated seniors who put in their money and time and physical work.

We would like to thank the people who have helped in these endeavors but we still need participation from seniors who want to partake of the benefits of the club.

Meetings are held once a month on the first Wednesday of the month at the Senior Lunch room at the health building at 11:30am. Please drop in to see what we have planned and what we need to do.

We are concerned about the future of the club and do not want to discontinue activities but as I said before we do need your help.

If you have any ideas or suggestions please contact me or leave a message.

Eileen McGillicuddy 207-817-0187

<u>St. Ann's/Penobscot</u> <u>Food Pantry</u>

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

> 9:00 am-10:am Seniors Only

10:00 am-12:00 pm General Public

October 8, 2018 October 26, 2018 November 5, 2018 Wednesday, November 21, 2018 December 3, 3018 December 21, 2018

You must meet the income guidelines to be eligible to recieve food and you will need to sign an eligility form.

Call 817-3165x7 for more information. Please bring your own bags. You are invited to: **Diabetes Theater and Dinner**

Session will Feature the audio story from renowned Native Storyteller, Barbara Mora, Called "Using Our Wit and Wisdom".

Sessions will include 30 minutes of audio story,

followed by a short group discussion,

And end with an amazingly delicious diabetes friendly dinner!

5:30 pm Senior meal site Dates: September 19 September 26 October 3 October 10 October 17 October 24

Please RSVP to Abbey McCathy (817-7426) for each session (so she can buy enough food)!

Time to Pickup Your Medications?

• Please provide 1 business day of notice for prescription pick-up.

• Is your prescription expired? Depending on the medication, your prescription may expire 6 months to 1 year from the time it was written.

• Are you up to date on your lab work? Some prescriptions require that you have lab work completed to make sure you are receiving the correct dose of medication.

• Do you have refills available? If your pill bottle says "No refills," please allow up to 3 business days for your provider to review your information and authorize additional medication.

• Call the main telephone line: (207) 817-7400 to request a refill.



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

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*

Community Yard Sale November 16th, 9 A.M

There will be a community yard sale at the Sockalexis Arena (the old Bingo Hall) on Friday, November 16th, 2018. There are a variety of items that may be of interest; tools, Native American blankets, etc. Proceeds to benefit the Youth and the Nation. Please come check it out!

Sponsored by Penobscot Indian Nation

DROP- IN Center Open!

When:	Saturday, October 13th
	Saturday, October 20th
	Saturday, October 27th
Where:	Senior Meal Site, Health Department
Time:	7:00 p.m 10:00 p.m.

Join us for socializing, games, story sharing, and light refreshments!



Four Directions is excited to assist tribal members who are interested in the following services:

1. FDDC offers the following loan products: Home Loans, Home Improvement Loans, and Small Business Loans.

2. FDDC is excited to now offer \$5,000 down payment assistance grants for qualified low-income home buyers (low income: 80% or below of the current median household income). Qualified home buyers will need to provide a letter demonstrating that they have been approved for a home loan with a mortgage lender.

3. Credit Builder Loan Program – This program offers tribal members the opportunity to work with a Four Directions financial counselor to repair or build their credit history, with credit builder loans available up to \$3,000.

4. Four Directions can assist and refer interested tribal members to community agencies that offer the Matched Savings Family Development Account (FDA). Income qualified participants will meet with a counselor to establish a goal to save money, over a period of time, in a savings account that will be matched at 4 to 1, once the goal has been met. For example, if a participant establishes and reaches a goal of saving \$1000 toward the purchase of a car, they will be matched with another \$4000 for a total of \$5000. FDA goals can include: vehicle purchase, vehicle repair, buying a home, repairing a home, and paying for emergencies, and can be set for up to \$1000.

5. FDDC offers free housing and financial counseling, as well as free tax preparation assistance during the tax season.

6. FDDC offers tribal artists the opportunity to list and sell their products online through the www.wabanakimarketplace.com website.

If you are a tribal member who is interested in financial or housing counseling services, purchasing a home or doing home improvements, building or improving your credit,

starting or expanding a small business, or are a Tribal Artisan wanting to sell your products online, please call Four Directions at 207-866-6545. We look forward to working with you!

0	ctober i	is Dom	estic Vi	olence	e Mont	h
		#1	VAM2018			
	#	Vabanal	k iTogeth e	rWeCan	l	
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
any Penob	ashtag <u>#Wab</u> s scot Nation I gh a coordina	OVAM spons	sored events t	o increase	awareness	Participate in a of our schedule awareness even and reas
	1. COMMUNITY WALK/TREE LIGHTING/ VIGIL	2	3. ROCK PAINTING	4.	5. Daycare Readings	6. and receive raffle tickets for each event you join to increase your chance of winning a harvest basket!
7.	8.	9. START LOOKING FOR ROCKS!	10. HEALTH CARES ABOUT DV TABLING AT THE CLINIC	11.	12. Daycare Readings	13.
14. Spend time with someone you love.	15.	16. BANGOR WALKS TO END ABUSE	17.	18. WEAR PURPLE DAY	19. Daycare Readings	20.
21.	22. ADVOCACY CEN ATTENDING WA WOMEN'S COAL LEADERSHIP ST	ABANAKI ITION	24.	25.	26. PET PARADE	27.
28. Penobscot Nation Advocacy	29.	30/31 Meet at lighting 10/3 - 4 10/9 - 1	ceremony and refre 1:30 - 6:00 PM - Rock 10/31 - Find one of th vocacy Center at 2 Do	and guest speak shments. Painting at the pa le Domestic Viole	er. Walk ends at 2 avilion. ance Awareness Pa	ny and vigil. 2 Down Street with tree ainted Rocks and return it t ntry into our raffle. Limit 1
October is Center stic Violence Awareness M	lonth	about t to prom	he critical role of hea note survivor health a	Ith care and dom Ind safety outcon	estic violence/sex nes.	table to raise awareness kual assault (DV/SA) agenci
		10/16 -	10/16 – 11:00 -2:00 PM - Bangor Walks to End Abuse – Downtown Bangor 10/22 – 10/23 Staff on Travel - WWC Leadership Summit.			