

HONORING OUR ELDERS



*Maskwacis Chiefs 1940
Francis Bull, John Bear, Samson, Panee
Ermineskin*

Vanessa Omeasoo,
Neyaskweyahk Restorative
Justice Coordinator
Ermineskin Tribal Enterprises

Executive Summary

“Every time one of our Elders leaves to the Spirit World, there goes a book from our oral library”. From the time they were young to the age they are now, the elderly have accumulated an invaluable wealth of cultural knowledge, life experience, and teachings/stories from parents, grandparents and even great-grandparents. In our Cree way of life, many of our traditions are taught orally, and are not recorded in books or documents. This leaves a lot of our culture and traditions in the minds of our elderly, and unfortunately, when these knowledge keepers leave this world, that wealth of knowledge they possess goes with them and out of the reach of our next Cree generations. As children and grandchildren of these knowledge keepers, as leaders and future leaders of our community of Maskwacis, we need to be active in retaining this knowledge for our Cree generations to come.



One of our elderly approached a Maskwacis resource asking for clarification on her bank situation. The elderly lady spoke in Cree trying to explain that someone deposited an empty envelope in the bank machine withdrawing cash by using her bank card, now she has to pay the money back to the bank. With multiple caregivers, it is not known which family member is financially abusing this elderly lady. Unfortunately, this is a ‘normal’ scenario and example of elder abuse within our community of Maskwacis. Another common form of abuse is neglect. Elderly community members are left taking care of their young grandchildren and great grandchildren. There are elderly persons not being cared for hygiene-wise and nutrition-wise, which is known as physiological abuse and neglect. . It is often heart wrenching to hear about some of our elderly and what they are sadly experiencing on a daily basis.

As a post-secondary student one of my field placement requirements is to lead a project. The purpose of choosing to host his conference was to continue the discussion of both of these concerns mentioned; the invaluable knowledge of our elderly and the abuse our elderly members are experiencing. To make this event and information sharing happen, I brought together key stakeholders to be a part of an event planning committee. Together, we combined human resources, financial resources, and mobilized our ideas. I am pleased to share the event information with you.

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PROJECT MANAGEMENT

Inviting Key Stakeholders

Our first discussion of this event occurred on February 16, 2016 with three key stakeholders: Ermineskin Women Shelter, Maskwacis Victim Services, and Neyaskweyahk Restorative Justice. The varying stakeholders within the Maskwacis area who work directly with our elderly were vital to the success of this event. As project lead, I sent out an invitation inviting these various stakeholders to be a part of the planning committee. It is important to note that the planning of this event was late in the fiscal year where many resources were already committed to other events, tasks, and obligations. Regardless, those invited were updated via e-mail of our progress.

| | |
|---|---------------------------------------|
| Maskwacis RCMP | Maskwacis Victim Services |
| Maskwacis Ambulance | Maskwacis Health Services |
| Wetaskiwin Aboriginal Community Liaison | Neyaskweyahk Restorative Justice |
| Ermineskin Women Shelter | Ermineskin Elders Department |
| Ermineskin Assisted Living | Samson Restorative Justice |
| Samson Elders Department | Samson Assisted Living |
| Louis Bull Elders Department | Montana Integrated Community Services |
| Bethany Group | Maskwacis Elders |
| Montana Leadership (Chief and Council) | |
| Samson Cree Nation Leadership (Chief and Council) | |
| Ermineskin Tribal Enterprises Leadership (Chief and Council) | |
| Louis Bull Leadership (Chief and Council) | |

Event Planning Committee

Out of the list of stakeholders that were invited, here is the event planning committee:

Leann Buffalo, Chantle Buffalo, Toni Saddleback, Vanessa Omeasoo, Cnst. Perry Cardinal, Const. Morgan Kyle, Rose Makinaw, Karoyle Weinhandl, Sandra G. Ermineskin, Ester Roan, Arlene Makinaw, Erica Johnson, Nancy Ermineskin, Solomon Bull, Darlene Coyote, Deanne Lightning, Flora Pipestem , Matilda Roasting, Laurreen Crane, Sheila Potts.

The planning committee was an open invitation to the various key stakeholders and all of the meetings were scheduled at the Ermineskin Elders Centre. The stakeholders and Elders that attended the planning sessions discussed the varying items of the conference.

Updates from the meetings were sent through e-mail along with a project management tool which outlined Tasks, Responsibility or who was assigned to each particular task, and the Due Date of each task. This project management tool assisted me as the project lead in keeping track of project guideposts and completion of tasks.

Effective communication through personal conversation, e-mail, and telephone were essential throughout this process. Stakeholders who were delegated any

particular conference task were ultimately responsible for the completion of that task. If any given task was not completed, it would ultimately have an impact on the degree of success of the event itself. There were bumps along the way of implementing this project, but as you will see by the end of this report, the event was a success overall. I will also share with you a few of the lessons learned from this conference.

Critical Success Factors (CSF)

Learning about project management and how to lead a successful project I was inspired by a read on critical success factors. I wanted this project to be a success not only for my skill development, but for the elderly community members who deserve to be honored and supported. “The most significant study on CSFs (Pinto & Slevin 1988) identified ten factors that determine success regardless of project type” (Dwyer et al 2013).

The ten critical factors are:

- project mission (clear goals and direction)
- top management support
- project planning
- client consultation (engagement of stakeholders)
- people management
- technical tasks (having the needed technology and expertise)
- client acceptance (sign-off)
- monitoring and feedback
- communication
- trouble-shooting.



As the project lead of this conference, practicing and utilizing my skills, mobilizing our various assets and resources, I am now more confident in project management.

The Conference Agenda

The planning committee collectively selected the topics and the speakers. The event was aired live on Hawk Radio 89.1 FM so that all those who couldn't attend could still hear the presentations. There was also a Cree English translator with equipment (headphones) on site. In this report I will not be providing summaries of the presentations, but by the evaluation comments you will see the effectiveness or ineffectiveness of the presentations.

**“Honoring Our Elders”
HBMC Maskwacis, AB
March 30-31, 2016
9AM – 3PM**



**DAY 1 AGENDA
Miyokisiansik**

- 7:00 a.m. Pipe Ceremony
- 8:00- 9:00 a.m. Registration
- 9:00 – 10:00 a.m. Continental Breakfast
Visiting Time
Honoring Song- Saddlebacks
Welcoming Remarks- MC Francis Green and Richard Lightning
Overview of Conference by Karoyle Weinhandle and Sandra Ermineskin
Four Nation Chiefs
- 10:30 – 11:15 a.m. **Maskwacis RCMP- Family Violence Unit** Cnst. Kyle Morgan
- 11:15 – 11:30 a.m. **HEALTH BREAK**
- 11:30 – 12:00 p.m. **Addictions & the elderly** – Adeline Harvey
- NOON LUNCH STOYEYTELLING**
- 1:00 – 1:30 p.m. **Restorative Justice** – Erica Johnson
Wills, Estates, Trustees – Eileen Sasakamoose, Loreyn Buffalo
- 1:30 – 2:00 p.m. **Feasts & Protocol** – Ken White
- 2:00 – 2:15 p.m. **HEALTH BREAK**
- 2:15 – 2:45 p.m. **Moving Forward from Indian Residential Schools** – Ida Bull
- 2:45 – 3:00 p.m. Facilitated Q & A
Visiting time

Closing Remarks - MC

Kamiyo Kisikansinawow



**“Honoring Our Elders”
HBMC Maskwacis, AB
March 30-31, 2016
9AM – 3PM**

**DAY 2 AGENDA
Miyokisiansik**

| | |
|--------------------|--|
| 8:00- 9:00 a.m. | Registration Continental Breakfast Visiting Time |
| 9:00 – 10:00 a.m. | Invocation MC Welcoming Remarks and Overview - MC Richard Lightning Opening Remarks by Four Nation Chiefs |
| 10:15 – 10:30 a.m. | Elder Referral Process – Vanessa Omeasoo |
| 10:00 – 10:45 a.m. | HEALTH BREAK |
| 10:45 – 12:00 p.m. | “honoring the Knowledge of Our Elders” Elders Panel: Four Nation and Pigeon Lake elders Ken White, Kisikaw Kisayin, Mariah Rabbit, Lily Roan, Cecil Crier |
| NOON | LUNCH STOEYTELLING |
| 1:00 – 2:30 p.m. | Debriefing Evaluations |
| 2:30 – 3:00 p.m. | Response & Reflection – Conference Chair & Planning Committee Closing Remarks by Four Nations Leadership Honor Song – Saddlebacks Closing Prayer |

Oski-Pimatisowin

HONORING OUR ELDER'S CONFERENCE

March 30 & 31, 2016

BUDGET

| REVENUE | ESTIMATED | ACTUAL |
|--------------------------------|--------------------|---------------------|
| Elder Knowledge Sharing | \$ 5,000.00 | \$ 5,000.00 |
| Samson Restorative Justice | \$ 3,000.00 | \$ 3,000.00 |
| Ermineskin Restorative Justice | \$ 300.00 | \$ 300.00 |
| DV Conf.- Remainder | \$ 2,219.00 | \$ 2,219.00 |
| ETE - Tribal Support Services | | \$ 1,000.00 |
| Maskwacis Victim Services | | \$ 2,000.00 |
| Samson Cree Nation | | \$ 1,000.00 |
| Montana First Nation | | \$ 500.00 |
| Samson Community Wellness | | \$ 250.00 |
| Maskwacis Ambulance | | \$ 500.00 |
| Ermineskin Lands Department | | \$ 452.00 |
| Louis Bull Tribe | | \$ 3,750.00 |
| TOTAL | \$10,519.00 | \$ 19,971.00 |

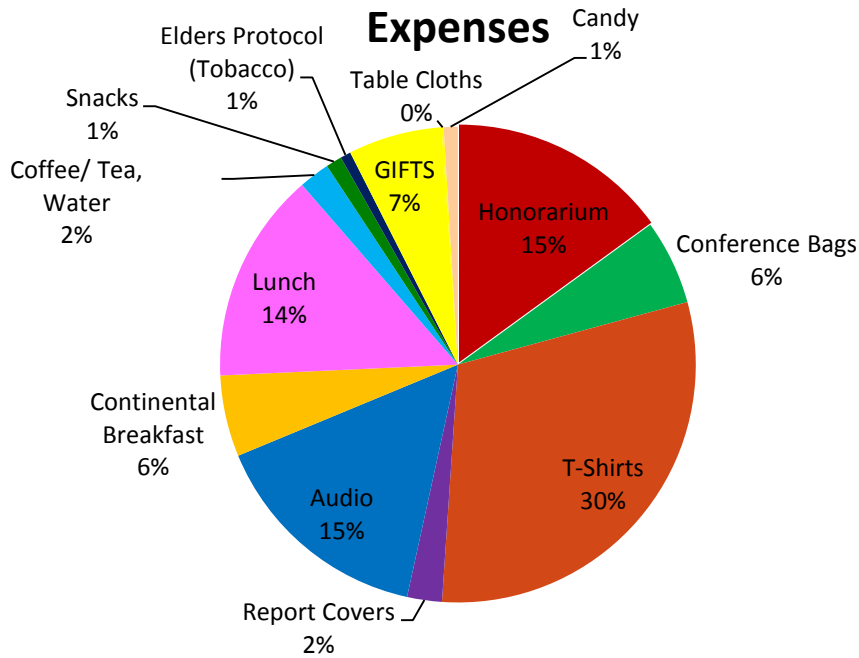
| EXPENSES | ESTIMATED | ACTUAL |
|--------------------------------|--------------------|--------------------|
| Honorarium | | |
| Honorarium | \$ - | \$ 1,050.00 |
| Drum Group | \$ 500.00 | \$ 500.00 |
| MC | \$ 500.00 | \$ 1,000.00 |
| TOTAL | \$ 1,000.00 | \$ 2,550.00 |
| Bags & T-Shirts | | |
| Conference Bags | \$ 450.00 | \$ 904.00 |
| T-Shirts - <i>participants</i> | \$ 3,000.00 | \$ 3,750.00 |
| T-Shirts - <i>vojunteers</i> | \$ 500.00 | \$ 750.00 |
| Report covers | \$ 170.00 | \$ 485.66 |
| TOTAL | \$ 4,120.00 | \$ 5,889.66 |

| EXPENSES | ESTIMATED | ACTUAL |
|-----------------------------|--------------------|--------------------|
| AUDIO & VENUE | | |
| Cree Translation | \$ 1,400.00 | \$ 1,400.00 |
| PA System- Hawk Radio- LIVE | \$ 1,000.00 | \$ 1,000.00 |
| Venue Rental | \$ - | \$ - |
| TOTAL | \$ 2,400.00 | \$ 2,400.00 |

| | | |
|---------------------------|--------------------|--------------------|
| MEALS & DRINKS | | |
| Continental Breakfast | \$ 1,000.00 | \$ 866.00 |
| Lunch | \$ 2,500.00 | \$ 2,250.00 |
| Coffee/ Tea, Water | \$ - | \$ 328.40 |
| Snacks | \$ - | \$ 170.00 |
| TOTAL | \$ 3,500.00 | \$ 3,614.40 |

| | | |
|---------------------------|------------------|--------------------|
| MISCELLANEOUS | | |
| Elders Protocol (Tobacco) | \$ 52.00 | \$ 112.00 |
| GIFTS | \$ 500.00 | \$ 1,000.00 |
| Table Cloths | \$ 75.00 | \$ 22.00 |
| Candy | \$ - | \$ 150.00 |
| TOTAL | \$ 627.00 | \$ 1,284.00 |

| | | |
|-----------------------|---------------------|---------------------|
| TOTAL EXPENSES | \$ 11,647.00 | \$ 16,952.46 |
|-----------------------|---------------------|---------------------|



DONATIONS PROVIDED BY:

Thank you to the wealth of support from all those who donated items, because of your generosity our event for the elderly was a success!

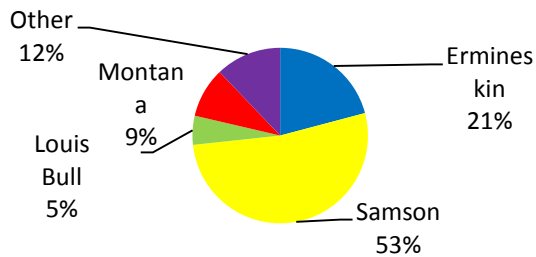
| Organization | Donated Item(s) |
|-----------------------------------|--|
| Ermineskin Women Shelter | Plush double sided blankets, tobacco |
| Maskwacis Victim Services | Pendleton towels |
| Aboriginal Policing – Edmonton | Pins, Blankets, gift card, cups, rolling brief cases, wallets, leather cases, leather portfolios |
| Maskwacis RCMP | Cup warmers, debit card protectors, key chain lights, neck warmers, Maskwacis |
| Public Health | Cups, sunscreen |
| Rhonda Small | Lanyard key chains, picture frames |
| Buffalo Memorial Centre staff | Howard Venue, set-up, clean-up, |
| Neyaskweyahk Group of Companies | Towels, pens, calendars, schedulers, |
| Louis Bull Elders Department | Pendleton cups |
| Maskwacis Cultural College | Conference bag with various items |
| Samson Community Wellness | post-its, pens, mini day planners |
| Samson Integrated Family Services | Pens, Portable phone Chargers |
| Montana First Nation | backs packs with various items inside |
| NorQuest College | Pens |
| Ermineskin Personnel Department | Various gift cards for door prizes |
| Ermineskin National Child Benefit | Volunteers |
| Niwihcihaw Acceptance Ltd. | Gift cards, mini & large day planners, Pendleton towels |



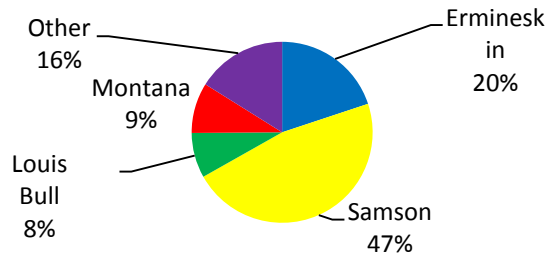
Participants by Band/ Residence

| Band/ Residence | Day 1 | Band/ Residence | Day 2 |
|-----------------|------------|------------------|------------|
| Ermineskin | 43 | Ermineskin | 42 |
| Samson | 108 | Samson | 99 |
| Louis Bull | 11 | Louis Bull | 17 |
| Montana | 19 | Montana | 19 |
| Big Stone Cree | 4 | Pigeon Lake | 2 |
| Onion Lake, SK | 1 | Big Stone Cree | 2 |
| Kainai | 1 | Cold Lake | 1 |
| Good Fish Lake | 1 | Onion Lake, sk | 1 |
| RCMP | 3 | Little Red River | 2 |
| Wetaskiwin | 2 | Sarcee | 1 |
| Red Deer | 3 | Sandy Lake | 1 |
| Other | 10 | Good Fish Lake | 1 |
| | | Sharphead | 1 |
| | | Pine Lake, Sk | 1 |
| | | Wetaskiwin | 2 |
| | | RCMP | 4 |
| | | Other | 15 |
| | 206 | | 211 |

1st Day Conference Participation



2nd Day Conference Participation



Evaluation Form Results

Information sharing is a valuable asset for the success of future projects. For those of you, who will be accessing this document as a resource for your event, please pay attention to the evaluation comments.

NUMBER OF EVALUATIONS COMPLETED DAY 1= 67

| QUESTION | Excellent | Good | Fair | Poor |
|---|-----------|------|------|------|
| Overall conference evaluation | 16 | 39 | 6 | |
| The conference met my expectations | 14 | 35 | 12 | 1 |
| The speakers were prepared, knowledgeable, and understandable | 22 | 28 | 13 | 1 |
| The questions and discussion were handled to my satisfaction | 22 | 23 | 18 | 7 |

| QUESTION | Excellent | Good | Fair | Poor |
|--|-----------|------|------|------|
| The meeting space was good and comfortable | 33 | 26 | 2 | |
| The sound system was adequate | 23 | 24 | 17 | 11 |
| The conference food and snacks | 42 | 22 | 1 | |
| The service and help by the volunteers | 47 | 16 | 3 | |

Comments

- | | |
|---|--|
| 5 Excellent. 100% enjoyable. | 10 Good. Good Job, Good Work |
| 2 Good host nation. Very well planned. | 2 Conference too long. Healthbreaks a must. |
| 1 The breakfast should have been on time. | 2 Noisy. Too much noise in the background. |
| 4 Ida Bull: Knowledgeable, positive, Cree | 4 Some speakers and MC spoke too long |
| 6 Presenter:s prepared, excellent | 3 Cree not English. We need more Cree. |
| 3 It was so interesting, informative | 3 Need more information given out/take home |
| 1 Good sound system for a change. | 15 Poor Sound system, Elders couldn't understand |
| 5 Volunteers: helpful, attentive, respectful. | 2 Need more youth, participants, elders |
| 2 Need more elders attending | 2 Very little discussion. hear from more elders. |
| 1 loved hearing from the elders | 1 Wild meat should be served. |
| 3 Keep our elders safe and happy | 1 More on lateral violence. |
| 1 Elder abuse can be stopped if they step up and voice what is going on with them and how violence is not the answer. | |

NUMBER OF EVALUATIONS COMPLETED DAY2 = 100

| QUESTION | Excellent | Good | Fair | Poor |
|--|-----------|------|------|------|
| How would you rate the overall effectiveness of the event? | 43 | 46 | 8 | |
| How satisfied are with the presentations? | 46 | 41 | 11 | |
| How would rate the effectiveness of the Personal Experience? | 44 | 44 | 10 | |
| Invalid question | / | / | / | |

What did you like most about the conference?

- | | |
|--|-------------------------------|
| 2 The speaking about Cree culture | 11 Speaking the Cree language |
| 23 Learning from all of the elders; elders panel | 3 Food |

- | | | | |
|---|--|---|---------------------|
| 5 | Everyone coming together to talk about solutions | 2 | open mic |
| 3 | Impressed with the volunteer service | 4 | Presentations |
| 1 | Some speakers spoke too long | 2 | Happy Atmosphere |
| 2 | I enjoyed meeting people that came | 1 | Everything was good |
| 2 | Very well organized. Everything interesting. | 4 | Information sharing |
| 1 | Elder presentation was too short. | | |

What suggestions do you have for improvement for the Elders Conference?

- | | | | |
|----|---|---|---|
| 16 | Involve more youth | 1 | Too long or some elders. |
| 3 | People shouldn't come for just lunch | 1 | More room |
| 1 | More elder involvement. | 1 | About the same. |
| 1 | More healing stand for all. | 3 | Sound system to be more clear. |
| 1 | Learn our culture, listen with your heart. | 1 | Cleaner washrooms. |
| 1 | More open mic | 1 | Home care workers |
| 1 | More input from the people. | 1 | Less breaks. |
| 1 | Need four nations, Chief & Council. | 1 | Very good |
| 1 | Next meeting be in Cree only. | 1 | Speak more English. |
| 1 | Have more interaction with the elders. | 1 | Name tags where elders come from. |
| 1 | Give them an afternoon to visit. | 1 | More story telling. |
| 2 | More motivational speeches and engagement | 1 | Use more elders, not just the same one. |
| 2 | More elders talking about life as it should be. | 2 | Rides to get here. |
| 6 | Continue the Honoring our Elders conference | 1 | More volunteers. |
| 1 | The people who set up the tables, one table almost fell down on two elders. | | |
| 1 | Liked that all the elders who spoke walked amongst the crowd. | | |
| 1 | Meals should be considered for diabetics, they need certain foods at certain times. | | |
| 1 | And it's also a good time for visiting each other especially people you barley see. | | |
| 1 | Present protocol in advance to elders, not by word and mouth. | | |
| 7 | Nothing, it was substantially amazing. Keep up the good work. Everything was satisfying. Good conference. Thank you. I like the way everything that's been done. I enjoyed it | | |

Any other comments you would like to make?

- 5 Excellent job by organizers.
- 4 Having conferences like this more. Very informative and this conference should continue yearly and allow elders to share more knowledge. Look forward to the next conference.
- We need more people to express their views.
- I loved my last day here.
- To acknowledge the older elders while there here with us.
- All in all I enjoyed listening to the speakers.
- I was treated with respect. I felt very comfortable being here.
- Grateful for having the conference and the elders panel.
- Teach Cree in every way possible. Very informative – Cree makes more sense than English.
- Have a better sound system.
- Honor each other.
- Make sure no conference is happening at the same time.

Make it a 5 day conference.
 No, just have more elders from far and near.
 Panel – different approach not their life stories.
 Specifically reach out and invite elders.
 Get more people to talk and have activities.
 To think why things work out in people’s lives.
 It’s been awarding.

**Evaluations created by Erica Johnson- Samson Restorative Justice*

LESSONS LEARNED

Cultural competency- It was good to learn from the Elders who were a part of the planning sessions as they provided advice and teachings that assisted the planning committee with the successful development and implementation of this event.

Task delegation- Some tasks were not completed and were evident during the conference. It is important for each of the planning committee members to follow through on the tasks delegated. The individual and collective integrity will greater assist the effectiveness of the development and implementation of any event.

Serving Lunch- The lunch component was a challenge as the venue used was a central location where high traffic takes place, and people who were not a part of the conference were walking in only to eat. After the first day lunch we quickly learned that we need structure, effective communication, and a collective plan when serving lunch. On the second day lunch, we had to close the doors to the public and lunch was only served to the participants of the conference.

There were a few bumps during the event, and after reflecting on the conference, the lessons learned that I have mentioned were ones that stood out in my mind. As the project lead for this event, I am open to constructive feedback so that I can improve on my skill capacity and development. I accept and acknowledge that my learning journey will continue and I will keep moving forward learning from trial and error. One of my overall goals is to keep learning and do the best that I can with an open heart and mind.



GRATITUDE

This event could not have been possible without the support of the volunteers, planning committee, and the donors, a huge “Thank You” to the following:

Arlene Makinaw- Ermineskin Elders Centre Manager
 Annette Morin- Senior Services Coordinator
 Harley Littlechild, John smallboy- Ermineskin Elders Drivers , Margaret Cutarm
 Leann Buffalo- Samson Elders Department Manager
 Chantle Buffalo- Samson Elders Admin Assistant
 Robbie Montour Dick Buffalo - SCN Elders Drivers
 Toni Saddleback- Louis Bull Elders Department Manager
 Vanessa Omeasoo-Neyaskweyahk Restorative Justice
 Erica Johnson- Samson Restorative Justice
 Karoyle Weinhandl- Maskwacis Victim Services
 Sandra G.Ermineskin- Ermineskin Women Shelter Society
 Clainia Potts- Montana Integrated Community Services
 Flora Pipestem - Montana Community Integrated Services
 Darlene Coyote- Ermineskin Assisted Living & brother Richard Coyote
 Ermineskin Assisted Living Staff: Delcie Wildcat , Justice Jacques, Natalie Whitebear, Megan Coyote
 Georgina Wildcat – volunteer cook with Ermineskin Assisted Living , Marlon Littlechild
 Solomon Bull - Louis Bull Elder
 Nancy Ermineskin – Ermineskin Elder
 Rose Makinaw- Ermineskin Cree Language Department
 Cnst. Perry Cardinal – Maskwacis RCMP
 Cnst. Morgan Kyle – Maskwacis RCMP
 DeAnne Lightning - National Child Benefit Manager
 Other Volunteers: Jennifer Lee, Tashina Saddleback, Camille Omeasoo, Trish Lightning, Blanche Omeasoo, Lois Littlepopular, Shania Rain, Mandy Roasting, Luci Montour, Janae Wolfe, Talon Lightning, Tyson Ward Jr., Kortez Cutarm, Tianna Wolfe, Jasmine Coyote, Kenton Wolfe, Taleisha Roan, Eleighsha Ermineskin, Jesse Larocque





“Elder abuse can be stopped if they step up and voice what is going on” - conference participant

