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The Highlander

Thursday **March 16 2023** | Issue 581

INSIDE: NEW PLAYGROUND FOR HEAD LAKE PARK PAGE 3

FREE



Community spirit at ASES

Brayden Collins and Jackson Little have some fun with outdoor hockey at Archie Stouffer Elementary School March 9 as the popular winter carnival made its long-awaited return following a four-year hiatus. Hundreds visited the school for games, tobogganing, and to connect with organizations, including OPP, paramedics, fire, and the Turtle Guardians. *Photo by Mike Baker.*

Four-day work week a 'huge success'

By Mike Baker

When the idea of transitioning to a compressed, four-day work week was brought to him in early 2022, Trevor Chaulk didn't think the idea would take off.

Fourteen months later, and business at Chaulk, a woodworking operation just outside Minden, has never been better.

"Probably the single best business decision I've made, certainly in terms of staff response," Chaulk remarked. "We've seen noticeable increases in worker morale, we've been able to retain and attract staff in a hyper-competitive market, and our productivity has increased by over 25 per cent."

"I never would have thought it, but a four-day work week has been absolutely game-changing for us," he added.

Chaulk credits his operations manager, Rory Gray, with pitching the switch in late 2021. Together, they came up with a plan to split his workforce into two teams, one working Monday to Thursday, and the other

Tuesday to Friday. The days are longer, with staff working 10-hour shifts, but the prospect of a long weekend, every weekend, more than makes up for that, Gray said.

"We've been doing this for over a year now and I haven't received a single complaint. Having that extra day off has helped give

Continued 'Two' on page 2

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Two extra hours of work being tagged on

Continued from page 1

our guys a chance to unwind... we've also noticed our sick days are down, people are showing up on time for shifts, the atmosphere in the shop is way better. Stress levels have been massively reduced now that our guys are able to spend more time at home with their families," Gray said.

Despite a perception business hours would be reduced by such a move, the opposite has been true. Because of the split shifts, Chaulk has maintained five-day work weeks, with two extra hours of work tagged on each day, with Trevor noting it's been a "win, win," all around.

For Andrew Jennings, a recently-hired fabricator at the shop, having that extra day to himself was a big factor in choosing to work at Chaulk.

"My previous job was in construction, and that was five days a week, and very long hours. That sort of lifestyle just wasn't working for me anymore, especially having a young family. I want to be around and spend as much time as possible with them, and working full-time across four days gives me the ability to do that," he said. "I couldn't imagine going back."

The idea of a compressed work week seems to be gaining traction across the globe. Iceland was one of the first to investigate it and conducted a four-year pilot between 2015 and 2019 that saw 2,500 people go down to a four-day, 36-hour workweek. The program was so successful that, today,

nearly 90 per cent of the nation's working population enjoy reduced working hours or other accommodations, according to non-profit Icelandic Association for Sustainability and Democracy.

Researchers from Cambridge University in England and Boston College in the U.S. conducted a study last year that found a compressed schedule significantly reduces stress and illness in the workforce.

Between June and December 2022, 61 companies and around 2,900 workers participated in the trial, with 39 per cent saying they felt less stress and 71 per cent reduced levels of burnout. Fifty-six of the companies that participated said they are continuing with four-day working, with 18 confirming the policy is a permanent change.

Algonquin Highlands makes it permanent

Algonquin Highlands is one of a handful of municipalities across the country to embrace the practice. After completing a six-month pilot last year, the township transitioned to a reduced work week permanently in February. Staff have been split into two teams, alternating between working Monday to Thursday and Tuesday to Friday for their 35-hour work week.

"Staff have expressed a difference in... work-life balance, and morale. Everyone I've spoken to has said this new system has made a massive improvement to their life," CAO



Chaulk operations manager, Rory Gray, and shop supervisor, Dan Archer, say the transition to a four-day work week has been a huge success. Photo by Mike Baker.

Angie Bird said.

Bird noted the change has had a positive impact on staff retention and recruitment. Mayor Liz Danielsen said this was important, particularly given the troubles the township has had with hiring in the past.

"I think this puts us in a position to be a preferred employer," she said.

Communications coordinator, Chad Ingram, said a compressed work week has enabled him to spend more time at home looking after his young daughters. Having to make one less trip into the office each week has also saved him money on gas and reduced his carbon footprint.

Mark Bell, president of the Haliburton Highlands Chamber of Commerce, commended Chaulk and Algonquin

Highlands for taking a creative approach to staffing issues and encouraged other employers to follow suit.

"Businesses need to embrace these kinds of strategies. This is just one of the many options in the toolkit for employers to encourage and retain employees. It gives them added flexibility, and clearly, the results have been very positive," he said.

Chaulk wishes he'd taken the leap sooner. After struggling for years to attract workers, he received 15 quality resumes this month after posting a job.

"Clearly, this thing works... I think anyone who can do this, and isn't looking into it right now, is putting themselves behind the eight ball. It's been magic for us. I couldn't recommend it enough."



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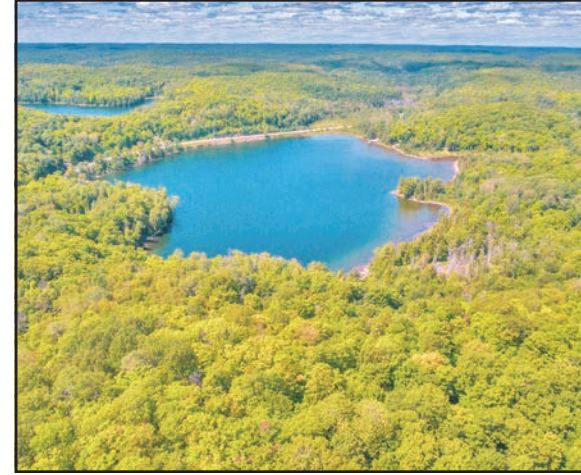
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A digital rendering of the new playground that will be installed at Head Lake Park. *Dysart et al.*

Head Lake playground coming in spring

By Mike Baker

Dysart et al staff have unveiled final plans for a new 9,000 sq. ft. playground in Head Lake Park, with the main features to be installed in the spring.

Andrea Mueller, the township’s manager of recreation programs and events, was joined by Brandon Nimigon and Nicole Baumgartner – members of the Head Lake Park playground fundraising committee – in presenting details of the project to council March 14.

The playground will be built on the site of the old play structure, which was dismantled last June. It will feature a jungle gym, log climbing structure, 100-foot zip line, and several standalone play features, such as seesaws, a merry-go-round, and rocker animals. There will also be an accessible area designed for people in wheelchairs. Mueller

said benches and shaded shelters will also be installed.

The playground will be set on a concrete base, with engineered wood fibre covering, which Mueller noted was safer and more accessible than sand.

“The playground that we’ve been working on, the idea is to create a destination that is not just a draw for members of our community, but something that puts Haliburton village on the map,” Baumgartner said.

The total cost of the playground is slated at \$600,000. Dysart has already committed \$300,000, with \$150,000 coming from an Ontario Trillium Foundation grant. Haliburton Rotary has also committed \$50,000. A community fundraising campaign, seeking the remaining \$100,000, kicked off March 14. Local realtor, Andrew Hodgson, pledged \$5,000 to the project at

launch, with a GoFundMe having raised \$2,050 as of press time.

The playground site has been designed and will be installed by Alberta-based Park N Play Design. Mueller said the main structures have already been paid for, and some of the secondary units will be installed as funds come in from the community. She said the main structures have a 25-year lifespan.

While he said he supported the playground project in general, mayor Murray Fearrey expressed concern over some features, notably the proposed zip line. He said Tuesday’s meeting was the first time council was hearing about that addition.

“There is maybe a liability with a zip line, we don’t want a liability. We want to make sure this is safe for kids. The fact that we didn’t know about it, I think, is a surprise to everybody on this council,” Fearrey said.

Mueller noted the zip line was a late

addition, following recommendations from the fundraising committee. CAO Tamara Wilbee said it will be similar to the feature in place at Elvin Johnson Park in Algonquin Highlands, and what staff is proposing meets Canadian Safety Equipment standards.

Fearrey clarified his concern was more surrounding a lack of communication between staff and council.

“This is a decision that’s going to be made for the next 25 years. Council has to be able to justify this when we go out [into the community]. We certainly want to be informed. We need to be kept in the loop on these things,” he said.

To donate, visit gofund.me/1261a383. In-person donations are also being accepted at Dysart town hall, with tax receipts provided.



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Two per cent tax hike in Highlands East

By Lisa Gervais

Highlands East taxpayers are looking at a 2.02 per cent municipal tax rate increase following a March 14 council meeting.

With growth representing 0.68 per cent of revenue, the total tax rate jump is a modest 1.84 per cent. For 2023, it equates to an extra \$16.83 per \$100,000 of assessment for residential ratepayers.

Overall, the township budget is \$182,332 more than last year. Highlands East requires \$6,932,132 to cover costs. The largest chunk of that, more than 45 per cent, is for roads. Number two is policing, at 16.44 per cent, and then general government at 15.57 per cent.

Deputy CAO and treasurer, Brittany McCaw, said little had changed since staff presented the first draft of the budget on Jan. 31. The increase then was 2.05 per cent. She said there had been “some minor changes and adjustments through February” to get them to 2.02 per cent. One thing added was money for the changeroom at the Cardiff Pool, for which council approved a tender earlier this year. That money has come from an increased transfer from reserves.

Councillors did not comment on the final draft during the meeting, but deputy mayor Cec Ryall said Jan. 31, “I’m unbelievably shocked at the fact we could get it down to two per cent. You guys did an awesome job doing that. But with that in mind, I want to make sure we’re covering off some of the things you’re going to do. I just want to make sure, at the end of the day, that our two per cent is a good number and where it needs to be.”

At the time, McCaw said, “we knew this was going to be a difficult budget year just with rising costs, things that are out of our control, but I would like to say that staff have done an excellent job of looking at their accounts and looking at where they could trim but without cutting services.”

There has been an across-the-board 1.75 per cent wage hike, and a 6.1 per cent jump in group benefits. Insurance has skyrocketed by 17.19 per cent.



Highlands East held its regular council meeting on March 14. *File.*

The township is spending \$362,500 on a new grader, \$160,000 on a new tractor, \$40,000 for Inlet Bay Road work, \$40,000 for Gem Road work, \$50,000 for Upper Paudash road work, \$250,000 on the Earles Road culvert, \$90,000 for garage roof repairs and \$20,000 for guiderails. There will also be work on the Gooderham Dam, Hadlington bridge, Donroy culverts, McColls bridge, Buxton Road and Pioneer Road.

Other big-ticket items include \$100,000

to put towards the design and build of a new municipal office, \$50,000 for a corporate strategic plan, \$25,000 for records management, \$25,000 for climate change initiatives, and money for an updated official plan.

Council also passed a four per cent user fee increase for water and wastewater. Money is being put aside for the lagoon system, and there will be work on the Monck Road sewage pumphouse. The Cardiff well

pumphouse is on the list for work as well.

Some money will go to landfill attendant shelters at Bicroft, Hwy. 28 and Mumford Road, gates at Mumford landfill, and tree clearing at Monmouth landfill.

Parks and recreation will see arena upgrades, work on Herlihey Park, Esson Church repairs and the trails master plan.

Highlands East next meets April 11.

INFORMATION PAGE

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CULTURAL CENTRE PROGRAMING

March Break Drop-In Program at the Minden Hills Cultural Centre! Visit us in Nature's Place during March Break any time from 10 am – 12 pm for a fun nature based hands-on activity geared to children ages 4-10 years old. All children must be accompanied by a parent/guardian. Admission is by donation. For more information, please call 705-286-3763 x 542 or email culturalcentre@mindenhills.ca.

2023 DOG TAGS

2023 Dog Tags are available \$10 each from January 1 to March 31 and \$15 each from April 1 to December 31.

A MESSAGE FROM THE FIRE DEPARTMENT

With springs arrival and warmer weather ahead, the By-law and Fire Departments would like to remind Community Members in Minden Hills about burning regulations and safety. Beginning April 1st, daytime burning is prohibited until October 31st. All open air burning is prohibited at all times. You will need a Burn Permit and an inspection to burn during the day.

Factors to consider if burning:

- Only class A Combustibles can be burned
- Fires must be 15 metres from all structures and vehicles
- Fires must be 5 metres from any forested area
- Fires cannot exceed 2 metres X 2 metres in size
- Fires are not permitted during windy conditions
- Smoke cannot impair motorists or other residents
- Fires must be attended at all times with a water supply readily available
- Zero tolerance for burning during declared fire bans

IMPORTANT LANDFILL CARD INFORMATION

Don't recycle your current Landfill Card, blue in colour, valid from May 1, 2021-April 30, 2023, has been extended to the end of December 2023.

(VIRTUAL) COUNCIL MEETINGS

Council and Closed Session meetings are currently being conducted with a hybrid model of in-person and electronic participation in accordance with the Municipal Act. Members of the Public will participate electronically, until further notice. Meetings begin at 9:00 AM unless otherwise noted. The schedule of upcoming meetings are:

March 30 – Regular Council Meeting
April 13 – Regular Council Meeting

Members of the Public are invited to observe Council proceedings by joining a live-stream link available on the township CivicWeb Portal at mindenhills.civicweb.net/Portal/MeetingTypeList.aspx or by using the direct link provided in the notice. Meeting agendas are not displayed during the meeting; please download by visiting our CivicWeb Portal at mindenhills.civicweb.net/Portal/MeetingTypeList.aspx. Please note the live stream file/video will be available to the public for the duration of one week after the Council Meeting.

Minden business owner wants raft races

By Lisa Gervais

Molly's Bistro Bakery owner, Molly McInerney, expressed concern about the direction the township's community services department is going, in a letter tabled at a March 9 Minden Hills council meeting.

"It seems every time I turn around, they are quashing or cutting back events in our community," McInerney wrote.

She said the Coby Island Hockey Tournament, traditionally held in Minden over the Easter weekend, shifted to Haliburton last year.

"Last Easter weekend, our beautiful community was like a ghost town and Haliburton was bursting at the seams with activity. Not a great economic strategy for our community," she wrote.

Another event that moved this year was the Minden District Fur Harvester's Trapper's Workshop, which went to Wilberforce.

"Every cancelled event affects the economics of this town," she wrote.

McInerney added while the Canada Day celebrations "have been the envy of the County for years," the Crazy River Raft Race was not included in 2022.

She said she heard it was because of insurance but, "I don't understand why this suddenly became an issue. It is the main attraction to our Canada Day event and why we have such a great attendance. It is the finale to the day, the front page of the paper, it's a tradition among families and friends to participate by either entering or rooting them



The Crazy River Raft Race has been a staple of Minden Hills Canada Day celebrations in the past. *File.*

on. I'm worried that no race will result in fewer people attending and less new visitors to our town and less money being spent."

She said the department and CAO should be investigating insurance now to make sure the race is part of 2023 Canada Day celebrations.

"If we don't step up our game and get things back on track, some other community will step up their game and take that audience away from us. I can see it now... Crazy Canoe Races on Head Lake."

McInerney added while the community has welcomed the Haliburton County Huskies, it has resulted in less space in the community centre and affected some organizations

hosting fundraising dinners and auctions. She added the Scouts and Guides are using upstairs space as well, after being moved to accommodate the Huskies.

Coun. Tammy McKelvey asked, "can we go to another insurance company? Can we look at other options? Communities are doing all sorts of things on the water." As for the other items in the letter, she added, "I, too, have concerns with the things that we've had here that are leaving." She said another is the over-55 hockey. "We do need to look at something."

CAO Trisha McKibbin said every year they make a request about the Crazy River Raft Race to their insurer. "We certainly can make

that request through our broker to see if they can source out different insurance. This past year, they weren't able to find coverage for us." She said another option is a third-party organization getting insurance through their own coverage.

Mayor Bob Carter agreed a service club sponsoring the event might be able to get insurance a lot easier. He said it's harder to find municipal insurers, and when they do, policies are restrictive.

Coun. Ivan Ingram suggested talking to Port Hope, which has the Float Your Fanny Down the Granny River Race.

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ALGONQUIN HIGHLANDS NEWS

Clean and clear bylaw update

Algonquin Highlands is updating decades-old legislation that will enable staff to police unkempt and unsightly properties in the community.

Addressing council March 2, bylaw officer Kristen Glass said she has been hamstrung by outdated or missing policies in the township’s clean and clear bylaw that have left her unable to follow up on public complaints about overgrown yards and junk being left to waste away outdoors.

She tabled a new policy that she said, “aims to cover the exterior maintenance conditions of all properties... to promote a healthy and safe environment for all, while respecting individual properties and their respective property values.”

One of the main features mandates that all non-naturalized grassed and front lawn areas be kept trimmed to a maximum length of eight inches.

There was some discussion about how the township should handle naturalized parcels, with the proposed bylaw stating these areas should be, “maintained in a manner that doesn’t present an unkempt appearance.” Deputy mayor Jennifer Dailloux said she took exception to that, noting the whole idea of a naturalized area was to leave it alone and allow native species to grow.

Glass clarified, “to allow naturalized areas to completely go on their own wouldn’t necessarily work in a lawn-type setting because the weeds would take over. That’s where there needs to be some replanting, or adding some natural vegetation back to help it.”

She noted the new bylaw would enable her to levy fines against offending property owners, or have staff carry out maintenance themselves and bill for work completed, but noted those would be used “as a last resort” after all other attempts to seek a resolution had been exhausted.

Chief building official Greg Moore noted the township generally receives a dozen complaints per year relating to unsightly property. Glass said 90 per cent of those cases are handled without issue, but the bylaw would allow her to “go full throttle” after lingering offenders.

The bylaw will come back to council later this month for approval.

Septic re-inspection

In an update on the status of the township’s septic re-inspection program, Moore told council there were 176 properties that need to be inspected this summer before it could be considered complete.

Algonquin Highlands contracted WSP Global to carry out inspections between 2018 and 2022, with the company reporting in December that it had analyzed 3,779 septic systems across the community. Approximately 37 per cent of all inspected systems required some remedial action to be brought up to municipal standards.

Some of the most common issues related to the size and condition of septic tanks for properties with a Class 4 system (tank and leaching bed), and excess discharging of greywater for Class 2 systems (leaching pit).

Moore asked council to approve hiring two contractors to administer and complete testing of the remaining sites this year. Inspection fees of \$179.11 will be charged for each inspection on a cost recovery basis. He said these properties hadn’t been tested by WSP due to various reasons, including delays brought on by the COVID-19 pandemic, roll number changes, property owners not being prepared, or not attending their scheduled inspections.

He said the township would be issuing legal orders to property owners to ensure inspections can be completed. *(Algonquin Highlands news compiled by Mike Baker).*



Council is cracking down on unkempt properties. Photo by mcg.metrocreativeconnection.com.

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COUNTY OF HALIBURTON NEWS

Ambulance response times

Chief Tim Waite said the Haliburton County Paramedic Service met, or exceeded, its 2022 response time targets.

The targets were set last October and had to be reported to the ministry by month's end.

For example, in the event of sudden cardiac arrest, the goal is to arrive on scene within six minutes 20 per cent of the time. Waite said his service arrived within six minutes 27 per cent of the time. It is considered a resuscitation call. That is followed by emergent, urgent, less urgent and non-urgent call outs.

"Good work," commented warden Liz Danielsen.

Waite said in the case of heart attacks, it can be difficult to meet targets due to the County's large geographic area, for example, a call to Kennis Lake but, "so far, so good." Coun. Murray Fearrey agreed they will never be able to meet targets cities set due to geographic challenges.

Coun. Jennifer Dailloux asked if it was worth doing analytics on the other 73 per cent of the time they did not reach sudden cardiac arrests in six minutes. However, council deferred taking such action as resources would preclude such a deep dive now.

Road safety study

The County's public works department reported on a road safety study it did on County Road 648 (Loop Road), from Clark Hill Road to South Wilberforce Road.

It recommended a speed reduction zone be created with a 70 km/hr. transition between the existing 50 km/hr. and 80 km/hr. zones south of Wilberforce.

Staff said they were advised of possible road safety concerns, particularly in the area of the intersection at Earles Road. "The noted road safety concerns were a combination of excessive speeds, poor site line visibility and reaction time to manoeuvre safely at the intersection," they told County council March 8.

As part of the review, they looked at vehicle collision history from 2016 to 2021. There were seven accidents. They also noted 84 per



County EMS chief Tim Waite at the Minden station. *File.*

cent of southbound traffic, and 55 per cent of northbound drivers, were speeding.

Other fixes included brushing and removing the passing zones north of Earles Road.

County receives climate change feedback

Climate change coordinator, Korey McKay, shared the results of the second climate action engagement.

She said it occurred from Nov. 2 to Dec. 11, 2022, and was, "to consult the community on preferred strategies for the Community Climate Action Plan."

Some 285 participants provided input into the plan to help initiate new actions to reduce greenhouse gas emissions, promote sustainability, and increase the County's ability to cope with a changing climate, McKay said.

She added the most widely-supported initiative would be 30 per cent building retrofits, 30 per cent new net zero homes, and 30 per cent personal vehicles replaced, as well as 15 per cent vehicle trips replaced.

The full report can be found on County council's March 8 agenda.

An award-winning Hike Haliburton

The Hike Haliburton Festival was named one of the top 100 festivals in Ontario at the March 8 Festivals and Events Ontario Conference in Niagara Falls. Director of tourism, Tracie Bertrand, shared the news at the council meeting that Eric Casper was there to collect the gong.

In updating council on the department's work since the fall, Bertrand added she is now a member of the Ontario's Highlands Tourism Organization (OHTO) board of directors.

Some of the other highlights included: completing the first annual resident sentiment survey; upgrading the tourism website, including new pages; and an appearance at the Toronto Adventure Show Feb. 26.

Upcoming is the second annual business and tourism summit, slated for May, more on the resident sentiment survey, and collaboration with Fleming Crew on a Countywide job fair in April.

(County of Haliburton news compiled by Lisa Gervais).



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MINDEN HILLS NEWS

Budget update

Mayor Bob Carter commented on Minden Hills' budget during a March 9 council meeting.

In thanking staff and council for their work to date, he said, "this is a budget unlike many of the others before, particularly since we have these two major projects that are landing on us for approximately \$5 million. So, there's an awful lot to consider and an awful lot to review."

Carter told *The Highlander* the two projects are Scotch Line and Bobcaygeon roads, and the Scotch Line landfill. "For various reasons, both hit this year and we have to address them," he said.

"Both projects are long-term investments in the community and meet the criteria for

borrowing. We must consider many options because it pushes expenses (loan payments) into the future, and you want to minimize the impact on the community's finances and taxation."

Carter added he anticipates special council meetings before they are finished.

"But, I'm sure in the end, we'll all strive to do the best that we can for the municipality."

The first draft of the budget was tabled Feb. 2 with a 7.54 per cent increase.

Council did, however, pass a two per cent water increase, and a four per cent wastewater increase during its meeting. Money is collected to support costs associated with water treatment and collection in the village and in Lutterworth Pines.

For users of the Minden water system, it means a \$0.07 increase to \$3.41 per cubic metre. The wastewater hike is \$0.19 to \$4.12 per cubic metre. That equates to minimum billings per quarter for the Minden water system of \$139.68 (up \$3.01); Minden wastewater system \$193.56 (up \$8.94) and Lutterworth Pines system \$312.24 (up \$6).

One of the larger capital projects is replacing up to 20 fire hydrants along Hwy. 35. The township is budgeting more than \$352,000 for the project.

Meanwhile, OCWA told council that both inspections at the Minden and Lutterworth Pines drinking water systems received a rating of 100 per cent in 2022. (Minden Hills news compiled by Lisa Gervais).

TheHighlander

Published by The Highlander Newspaper Limited

OUR MISSION

To tell the story of Haliburton County each week.

To be a source of information and inspiration through stories and ideas.

To report on issues, people and events important to the community.

To reflect and promote pride in the culture, people and landscape of The Highlands.

To encourage Highlanders to believe in themselves, in our community, and in their power to make our place in the world better every day.

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Audited Circulation 8,871 (Jan 1 - June 30, 2017)
Canadian Media Circulation Audit - Canadian
Community Newspapers Association

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Bring civility back to the rink



By Lisa Gervais

I was covering a Highland Storm Minor Hockey Association game this past Saturday in Haliburton when the referee took exception to one of the visiting team's spectators.

It was the first period of the U13 game between Haliburton and Mariposa. A Mariposa player got called for a penalty and someone from the visiting stands yelled at the referee that there would not have been a penalty had he not called a previous offside.

A visibly agitated ref kept looking into the stands. He eventually tossed the spectator out of the bleachers and right out of the A.J. LaRue Arena. I have covered a lot of hockey games, for the Storm and the Huskies, and never seen a fan hurled.

However, I can understand how Hockey Eastern Ontario refs, who are paid the princely sum of \$25-\$34 a game, or linesman, at \$21 to \$27 a match, are probably sick and tired of the off-ice shenanigans near the end of a long hockey season.

I mean, we are talking U13s here, and no one is going to the National Hockey League. Was the penalty or possible offside call that big of a deal? No.

There have been two other incidents during this hockey season that I would like to address.

I will preface by saying I did not eyewitness either but was told by reliable sources what went on.

In one case, during a minor hockey game in Minden, a parent got upset about ice time and slapped a cell phone out of the hands of an arena attendant. And hundreds could talk about the Haliburton County Huskies game on March 25, when fights broke out all over the ice, insults were hurled at the on-ice officials, and some fans, particularly young fans, exhibited some pretty questionable behaviour. While some might say it is about sticking up for the team, the truth is it is embarrassing and unnecessary. Why in the world would anyone put their hand up to be an underpaid and underappreciated OJHL ref?

Further, what kind of example does behaviour such as that displayed at the Huskies game show our youth? One of the most worrisome photos we took at the game - and chose not to run - was young kids hurling abuse at the opposing team's players.

Not a proud moment for Haliburton County.

Back to Saturday's Storm game, and we can see how an increase in bad behaviour from people sitting in the stands at youth hockey games is causing some referees to quit.

None of this is new. A 2015 Angus Reid Institute Report said the majority who attend youth hockey games have seen young players or referees verbally abused. The key findings? Six in 10 survey respondents had witnessed angry parents berating referees at least once in the previous two years and half had seen kids on the receiving end. Nine of 10 said they had seen adults using inappropriate language and yelling at kids or referees. They deemed it a serious issue.

Based on the three incidents we have seen, or heard about this year, it appears civility is under risk once again, this time at our hockey arenas, and it has to stop.

LETTERS

Making a difference

Dear editor,

I would like to give credit where credit is due, and our Extencicare Haliburton deserves more credit than I could ever express.

My mother, Joy Neill, was a resident at the Extencicare, and I feel very blessed she was the recipient of such a friendly, caring, patient, experienced, and attentive group of PSWs, caregivers, nurses, and physicians.

Not only did they empathize with my mom, and all the residents, they made each and every person feel special. My mom literally had so much fun with the care team, she really enjoyed her time there.

My husband and I visited often as we live local and are retired. We witnessed the care team spend time, chat, feed, and entertain the residents, and always did it with a smile because they obviously enjoy and realize the importance of what they do.

I can't leave out the sparkling cleanliness of the home, and the absolutely mouth-watering menu. For example, the homemade perogies served with homemade soup and salad for lunch one day, were probably the best I have ever seen. Mom said they were fantastic. The residents all rave about the food, and I could see why.

Entrusting our loved ones to a facility that shows such quality care for those who cannot care for themselves anymore is heart wrenching and stressful. Thank you so much to each staff member of the Extencicare Haliburton for the warmth and attention you showed my mother during the last weeks of her journey through life. You are truly making a difference.

Sharon and Dave Kowaluk
Haliburton

Thanks for your kindness

Dear editor,

We would like to acknowledge and thank the Gooderham Fire Department, first responders, EMS, OPP, and Monk Funeral Home for their care, compassion, and patience as a family member sadly passed away this past week.

They all explained everything they were doing, why, what was expected of us, and advised how to proceed from here.

We were obviously grief-stricken, shocked, confused. Your kindness will never be forgotten.

Chris Kaye
Goodherham

It's sick care

Dear editor,

When we have a problem, why do we deal with the consequences instead of the cause.

Why call it health care as we don't need care when we're healthy, isn't it sick care?

And why perpetuate the problems by throwing money at them?

For sick care, we just need to have better food without chemicals, which are making us sick.

In the winter, all of the food comes from South America where they use the chemicals that we've banned.

Half the food I purchase goes to the compost as it can't be eaten with the chemicals.

Food without chemicals would make life easier for all those in the medical field.

Organic food needs to be cheaper than the other stuff and people will buy more of it thus better health for everyone.

Winston E. Ralph
Bancroft

The Highlander welcomes all contributions, however we wish to remind readers of the following: Letters to the editor policy

- Letters should be exclusive to *The Highlander*. We do not publish letters also addressed to other media outlets, open letters, letters to third parties, or cc'd letters.
- Letters must be signed with first and last name and home town. We also need an address and phone number for verification. The address and phone number won't be published. We do not run anonymous letters.
- Letters must be a maximum of 300 words. If submitted at greater length, they will be returned for editing.
- *The Highlander* may still edit for length and clarity. • *The Highlander* has the right not to publish letters.

Social media policy

The Highlander expects respectful debate in Facebook and Twitter comments. We reserve the right to hide or delete posts, and to block commenters, if necessary.

Susan Aglukark to teach classes at HSAD

By Lisa Gervais

Inuk artist Susan Aglukark will be teaching two sessions at the Haliburton School of Art + Design (HSAD) this summer – and it won't be singing or song writing, the Juno award winner told *The Highlander* this week.

She is presenting Ilitsiniq - to teach and learn with emotion - to Indigenous young people Aug. 14-18, followed by a course for non-Indigenous adults on the same topic Aug. 21-25.

The college asked if she might be interested in teaching a course after Aglukark was a student last summer. She told them, "but I need you to understand that I'm really not a teacher and I've never really taught."

However, intrigued by the prospect, she told them she would love to try something if they would let her develop the concept she was envisaging.

"What I've created is Ilitsiniq, which is emotional learning versus learning in an institution. It's more about learning than education," Aglukark said this week from her home in Oakville.

She added the idea for the first session is using mixed media art as a tool, "to get a story out of the students as a way to decolonize the institutional side of education."

"I want to share what I've learned throughout my career," she said, adding when she started out she was in a state of emotional fear. "When I understood what I was struggling with, it became easier for me

to keep pursuing the career while working through the state of emotional fear.

"The hope with the first week of students is to use expression, or art and writing, as a way to ground us in that traumatized part of our brain to navigate that and focus on something. I want to see if what helped me will help them."

With residential schools prominent in the news, Aglukark said it's a perfect time for the course since, "we have to acknowledge the intergenerational trauma. The Indigenous learning environments are triggers for many of us."

Aglukark said the second week is for non-Indigenous adults, "and that one is to work through correcting the narrative towards reconciliation." She said it will address work for non-Indigenous allies as to their role in the process.

Aglukark said she feels fortunate to be where she is today with her career, and her personal healing. "I just want to share as much as I can about what I've learned."

She added it is not a hardship coming to the Highlands for two weeks in the summer.

"I grew up a northerner on the land hunting, fishing, camping, I'm a small-town girl. When I'm away from the city, I can breathe again. I can exhale, I can relax. I get that feeling out in that area [Haliburton County] all the time. So, it's like 'you want to do something here? Yes, please.' I feel the most like myself when I'm not in a city."

Registration now open

The college has released the Summer 2023 course calendar for HSAD.

It said it will feature 55 new classes and workshops with programs covering everything from Art as Activism, to Contemporary Rug Hooking, to Forging-Damascus Steel Construction.

"There are day camps for children and teens, and week-long workshops for adults yearning for an artistic getaway in the picturesque Haliburton Highlands," HSAD said in a Feb. 21 media release.

It added HSAD is excited to welcome more than two dozen new teachers, including Aglukark, to the campus to inspire and teach students. Other instructors include Julie Moon, Naomi Smith, Daniel Scott Tysdale and Lisa Barry.

In addition, there will be art talks Wednesdays from July 5 to Aug. 9 in the Great Hall, featuring discussions on topics ranging from Mad Comics to the Story of Seedbeads. The public is welcome to attend a Walk About at the campus Thursday afternoons, watch students work and meet HSAD's instructors. There will also be live music in the Great Hall Thursday evenings from July 6 to Aug. 10. The concerts are free and open to everyone.

Summer program registration began March 1. Contact the college at 1-866-353-6464 ext. 4 or email askus@hsad.ca to order a 2023 summer program.



Susan Aglukark is teaching at Haliburton School of Art + Design this summer. Submitted.



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Do something Dramatic this summer

U-Links returning to in-person celebration

By Mike Baker

Local-based research on lake health, the negative impacts invasive species can have on water bodies, and the importance of pollinators, will take centre stage at U-Links' 32nd annual celebration of research March 25.

Taking place in-person for the first time in four years, the event will bring student researchers from Fleming College and Trent University face-to-face with community members that helped shape their chosen project. For years, U-Links has taken topics pitched by County residents and matched them with students to help identify issues, and find solutions, to various environmental, social, economic, and cultural concerns in the Highlands.

The celebration provides a platform for students to present their findings, often after years of research.

"We feel it's important to host this event so that we can showcase all the hard work the students are putting in to produce valuable information that can actually inspire change in our communities," said Sadie Fischer, environmental program coordinator with U-Links. "It's a really good way to bring people together and educate them on some of the most pressing issues we're seeing in the County."

There will be 20 projects featured this year. Fischer said all students will be in attendance to discuss their work, with three presenting their findings to the group.

Kaleigh Mooney has completed a thorough mapping of Eurasian Watermilfoil at Drag and Spruce lakes. The invasive plant thrives under the water surface and can impede the growth of a lake's natural species and habitats, while exhibiting a nasty odour. There's no known way to completely eradicate the plant, though Mooney, at last year's virtual celebration, said she found weevils to be an effective way of limiting their spread.

"Kaleigh has spent several years researching this topic, so she is a good expert to lean on for information. She will be discussing how widespread this problem is at Drag and Spruce lakes, while pinpointing exactly where [the major growth areas] are," Fischer said.

Zachary Weber and Imogen Bellinger will provide an assessment of benthic macroinvertebrate communities within Glamor Lake. This is a good indicator of overall lake health, as the number of animals and insects living on the bottom of lakes can change dramatically at varying levels of pollution.

Fischer noted U-Links actively monitors 24 lakes across the County through its benthic biomonitoring program, with assistance from Trent and Fleming students.

Caleb Brown will be discussing the different pollinators and native species that can be found along the Minden River Walk. His work has been crucial in helping the Haliburton County Master Gardeners develop an audio tour people can listen to while



U-Links annual celebration of research will be held in-person at Haliburton School of Art + Design March 25. *File.*

walking the trail, which the group hopes to release later this year.

This year's keynote speaker is Tanner Liang, a water quality specialist with Kawartha Conservation, who will discuss the importance of 'citizen scientists' and the key role they can play in maintaining and

improving the local environment.

"We have a great lineup this year, with lots of opportunity for learning," Fischer said.

The celebration is taking place in the Great Hall at the Haliburton School of Art + Design March 25 from 1 to 3 p.m. To register, visit ulinks.ca. Admission is free.



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Dr. Barbara Clive, medical director of seniors services of Trillium Health Partners, spoke to the January meeting. *Submitted.*

Aging Together as Community continuing to take shape

By Lisa Gervais

The Aging Together as Community – Haliburton Highlands project has been bolstered by a \$22,500 New Horizons for Seniors Grant, co-leads Bonnie Roe and David Buwalda say.

During a March 4 gathering at the West Guilford Community Centre, with 42 attendees in-person and virtual, the two said the funds will cover costs around marketing, event planning, website development, evaluation and more. The grant is available for one year starting this March.

The group held its inaugural meeting Jan. 28.

This time around, Roe and Buwalda said participants were asked to consider what would be possible to achieve one year from now. “We put our heads together to imagine the lives of seniors changed, in any way, as a result of our efforts.” They said the outcome was some strong, connected ideas.

“Each table group shared a similar idea of building a central ‘hub’ for seniors’ information and networking. Many groups emphasized how seniors’ content would be more available in local media a year from now - and perhaps it is our group writing it. There was strong support for devising a resource to help seniors help other seniors in the community,” Roe and Buwalda said.

So far, they have come up with aims for how they will support seniors; activities to move forward and advice to help them on their way.

For example, one aim is to provide a platform for seniors to share resources, hire help, and learn about programs. To that end, Roe’s working group has put together a list of seniors’ resources that will be accessible and shareable. They want to keep that list updated.

They hope to establish a well-informed lobby group, with a seminar series on aging-well topics. Working groups will continue to share their findings, too. This could lead to presentations to councils or bringing politicians to meetings.

Another aim is to share information on alternative housing models, such as Oakview Lodge’s co-living arrangement.

They want to build a website. It is also about building relationships with other groups.

Buwalda said, “it is a community project to become a place

to inform and support seniors and people who are interested in supporting seniors, and people who have a reason to care across the County.

“It is not something that has a long-term kind of organizational approach. It is not like, ‘in five years, we’re going to do this’. It is really assets-based, what do we have in the community? Who’s in the community that’s bringing people together? It’s almost like a community of practice, where people who have a reason to be interested get to come and share. In doing so, we get to really try and address some of the ageism that we have found. Some of the issues just persist around long-term care and care in general for seniors.”

Roe acknowledged there are supports, such as Community Support Services, and CARP, but they are limited.

“One of the things we wanted to do from the very beginning was to look at, what could we do differently? How could we address the culture of aging, to make it more positive? And one where age or aging is respected within the community?”

She added the project really started in June 2022 with discussions about more people-centred long-term care or aging in place. She said the question became, “what do we need to age in place?” She said that is where the seniors helping seniors idea, for example, came up March 4. “There are a lot of able-bodied individuals, young and old, who can offer support.”

Roe said she has already held discussions with HHHS about things such as painting walls in long-term care homes to make them more colourful. They’ve talked to Extendicare about their eventual expansion in Haliburton.

Buwalda said, “ultimately, it is to allow people to have a place to come together, find ways to talk about aging, and make new connections that they can maybe develop projects around. So, there is no set order. We are a community group offering opportunities to work together.”

To contact the project, email agingtogetherhc@gmail.com or go to their Facebook Group page.

The next meeting is April 14, 1:30-4 p.m., at a location yet to be announced.

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Why Your Opinion Matters TOURISM MATTERS



You may have seen the recent Resident Sentiment Survey (RSS) that was shared online in December. In this third installment of six, we look at the County's Department of Tourism and its function when it comes to not only promoting but also developing tourism in the region.

Through the RSS, one thing that was made clear is that many of you do not have a clear view on what our county's department of tourism does. And indeed, both the model and function of this department has changed dramatically over the last year.

Prior to January 2022, Haliburton County focused solely on marketing and promoting the region to the rest of Ontario, Canada, and indeed, the world. As such, residents wouldn't really see those efforts as it was all about communicating out to potential visitors rather than having conversations within. Since January 2022, the County has made several fundamental changes to the department, bringing in a Director of Economic Development and Tourism, hiring a Manager of Tourism, and most significantly, introducing a Destination Management Plan (DMP) to guide the development of tourism here through a community-based management process.

The DMP informs smart destination development and marketing decisions, focusing on building communities as much as promoting them, and driving higher conversion rates for more local small businesses year-round. For these reasons, and many more, community-based tourism is a priority within the County. If you look at the 2019 visitor data for the entire region (RTO11), which includes the Haliburton Highlands, it does clearly demonstrate just how important the visitor economy is for our community:

2019 Visitor Data for RTO11 Region:

- Total visits: More than 4 million each year (4,235,461)
- Total tourism receipts: Over \$637 million (\$637,171,861)
 - Average spend per overnight visitor: \$231
 - Average spend per visitor: \$142
- Average overnight number of stays: 3 days
- Approximately 650 tourism industry businesses

So, what exactly does our tourism department do? Well, there are several activities that the team undertakes to build the Haliburton Highlands into a year-round destination. When it comes to engaging with potential visitors to the region, they produce a visitor newsletter that continues to outperform industry standards and have made many new enhancements (new content and resources) to the tourism website – MyHaliburtonHighlands.com. And this work is paying off – 2022 saw the highest number of visits to the website ever, with a year-over-year increase of 19% from 2021 and a 34% increase since 2019.

When it comes to local stakeholders, the department works directly with individual tourism businesses and not-for-profits conducting in-person visits (over 75 to-date), along with providing several one-on-one business consultations. It also produces regular emails from the desk of the Manager of Tourism, to keep people as informed as possible on any news that might impact their business.

On the industry relations side, the department works with the Tourism Industry Association of Ontario (TIAO), a provincial tourism advocacy agency, on tourism-related issues, and meets regularly with the Ontario Tourism Education Corporation (OTEC) to address workforce challenges in the industry. It has an active partnership with the Workforce Development Board (WBD), HCDC and has a marketing partnership with Ontario Highlands Tourism Association (OHTO). The Economic Development & Tourism division launched the County's first Annual Tourism and Business Summit in 2022, with plans for a 2nd Annual Summit coming this May.

Stay tuned for more details on the survey feedback, including what we've learned and how we plan to put that information into action.



If you have any questions at all,
please get in touch with
Tracie Bertrand, Manager of Tourism
for Haliburton County, at
tbertrand@haliburtoncounty.ca.



Jimmy Singh said business has been good since opening his Burrito Guyz location in Haliburton. *Photo by Mike Baker.*

Business owner enjoys 'small town living'

By Mike Baker

A chance dalliance with Haliburton County in 2021 helped convince Timmins-based entrepreneur Jimmy Singh to pick up his life, move nearly 600-kilometres south, and invest in the Highlands.

Singh recently partnered with a friend to open a Burrito Guyz franchise on Highland Street in Haliburton. He spent approximately eight months renovating the space, located inside Stedmans Mall, before opening Jan. 29.

"Business has been very good these first few weeks. The people here in town have been very friendly, very welcoming. We've heard lots of good things about our food," Singh told *The Highlander*.

The 25-year-old said he saw an opportunity when making a brief pitstop in the area a couple of years ago while driving out to see a friend in Bancroft. Commenting that there were few fast-food options for people, particularly in the downtown, Singh said he wanted to give locals and visitors the chance to "try something new."

The restaurant specializes in burrito, taco, and quesadilla dishes, with beef, chicken,

fish, and vegetarian options available.

He felt it was important to get his new business up and running early in the year to give him as much time as possible to iron out the kinks in anticipation of a busy summer.

Singh relocated to the community permanently in December and said he's excited to lay down some roots in the area. He's lived something of a nomadic life since moving to Canada from Raipur, India in 2016. He initially settled in Toronto and studied business at Humber College. After graduation in 2018, he moved north to Kirkland Lake where he helped run an Indian restaurant. In 2020, he moved to Timmins to take a position with McDonald's.

Small-town living has its appeals, Singh said.

"It's very quiet out here, and I like that very much. I feel better in smaller communities, it's much better than living in the GTA," Singh said. "Things are a lot more relaxed here. People will stop and take a minute out of their day to talk to you... already I've made many friends here."

The store is open seven days a week, from 11 a.m. to 9 p.m. Orders can be placed ahead of time online at burritoboyz.ca.



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STARS OF THE WEEK



Travis Rowe demonstrates tremendous work ethic throughout his game.



Henry Neilson has a tremendous shot. His smart hockey knowledge on the ice always makes him an offensive threat.



Vanek Logan is one of the top defencemen in the league, with his ability to shut down the opposition and his offensive talents.



Travis Rowe had a strong game March 11 against Mariposa. *Photo by Lisa Gervais.*

Storm head to round-robin qualifiers

On March 9, the Storm visited the Woodville Hurricanes to start the OMHA playoffs.

Bryson Harrison opened the scoring early in the first to give the Storm a 1-0 lead.

Brody Hartwig started the third period with a much-needed goal in the first two minutes.

Woodville answered quickly to tie the game 2-2.

A hard-fought, back-and-forth game ended in a 2-2 tie. Assists went to Matt Scheffee and Reid McEathron in the game.

On March 11, the Walker's Heating & Cooling U13 Rep team welcomed fans to their first home playoff game, hosting the Mariposa Stars. It was a very exciting game with great defensive play from Luke Gruppe and McEathron to shut down Mariposa's MVP.

A smooth, shorthanded goal from McEathron gave the Storm a 2-1 lead. Henry Neilson scored after a nice forecheck from Hartwig to leave fans cheering. Great

goaltending from Carter Braun kept the Storm in a hard-fought battle to take a 3-2 win.

On March 12, the Kawartha Coyotes arrived on the heels of a big win on Thursday to meet the hometown hosting Storm.

Big defensive moves by goalie Braun helped save some huge opportunities from the Coyotes.

Some great plays from linemates McEathron, Mason Latanville and Bryson Harrison, who contributed two Storm goals. Hartwig also added a great goal on an individual effort down the wing to bury one past the Coyotes goalie.

Great defensive play also from Dobbins, Scheffee, Vanek Logan and Ethan DeCarlo to help stop the Coyotes from tying the game. Great contributions from forwards Jack Tomlinson, Evan Perrot and Travis Rowe to create offensive play and shut down the opposition. It was a great all-around effort from the group over the three games and the Storm continue onto next weekend's round-robin qualifiers. *(Submitted).*



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Top: Vanek Logan carries the puck up ice. Bottom: Mason Latanville moves the puck. Photos by Lisa Gervais.

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Dowling only had eyes for hometown team

By Mike Baker

Nick Dowling always has an extra spring in his step at this time of year.

While most people are counting the days until summer, Haliburton County Huskies' number eight is savouring every moment, with the hometown team in the midst of what he hopes will be a lengthy playoff run.

It's been a season to remember for the 19-year-old winger, who has been an ever-present with the blue and white. One of head coach and general manager Ryan Ramsay's most trusted lieutenants, Dowling featured in all 54 regular season games, posting four goals and 18 assists. He's come alive in the playoffs, putting up two points in four games against the Toronto Patriots – including scoring the opening goal in the pivotal 4-3 overtime win March 12 that helped the hometown team take control of the series.

"Playoffs are a totally different animal. Every game is do or die," Dowling said. "There's that little extra pressure each shift, tensions are high among both teams. You can feel the excitement of the crowd, there's just a totally different energy level. It's my favourite time of year, for sure."

This is the kind of experience Dowling envisaged after taking the unusual step of requesting a trade to the Huskies last summer. While he enjoyed a successful debut junior campaign with the Central Canada Hockey League's Brockville Braves last year, where he found his niche as a more defensively responsible checking forward,

the pull of playing close to home proved too strong.

Growing up in nearby Bracebridge, Dowling still treasures his many visits to the County as a youth. When he learned the community was getting its own Jr. A franchise, he made it his goal to play for the team. Knowing the qualities Dowling brings to the table, Ramsay was happy to oblige.

The result has been a "perfect marriage" that the six-foot, 185-pound forward hopes will continue beyond this season. He has one more season of junior eligibility.

"I think I've had a smile on my face since arriving here last summer," Dowling said. "What we have here in Haliburton – the program, the facilities – it's on par with teams at the OHL level. It's a pretty sweet place to play hockey... I've improved so much as a player this year, and that's all down to the work and guidance Ryan and the rest of the coaching staff have put in."

He said this Huskies team is the best he's ever been a part of, noting a championship ring is the ultimate goal.

"When I look at the players we have in our locker room, guys like Ty Collins, who has won a Memorial Cup, it's pushing us all on because we know we have the quality," Dowling said. "We want to win for ourselves, but also for this community. The support we've had this season has been phenomenal, if we can give back to them a little bit of what they've given us, that would mean everything to me."



Nick Dowling, centre, celebrates scoring the opening goal in Sunday's 4-3 overtime win over the Toronto Patriots. Photo by Mike Baker.

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Huskies on the brink of playoff progression

By Mike Baker

The Haliburton County Huskies are one win away from securing their spot in the second round of the OJHL playoffs, with a potentially pivotal game five at S.G. Nesbitt Memorial Arena March 16.

The hometown team leads their first round, best-of-seven playoff series with the Toronto Patriots 3-1, with back-to-back 4-3 overtime victories on home ice Sunday and in the city Tuesday putting them in pole position for post-season progression.

After a 5-2 win in Game 1 in Minden March 9, the Huskies fell 3-1 in Toronto March 11, setting the stage for a huge match-up back at home March 12.

After a scoreless first period, Nick Dowling sent the home fans into a frenzy midway through the second, beating Patriots goaltender Christopher Quizi after an initial drive from Josh Sordo and follow-up attempt by Marco Iozzo were saved.

The excitement was short-lived, with a quickfire Patriots double – at 13:21 through Nolan Ling and 18:18 by Jake Mallory – leaving the Huskies with a mountain to climb heading into the third.

Coach Ryan Ramsay adjusted his lines during the break, and it paid immediate dividends. After winning the opening draw, the home side zipped the puck around the ice, eventually finding Patrick Saini in the slot. His shot was saved by Quizi, but Lucas Stevenson was perfectly placed to flick the puck home on the rebound with just 29 seconds on the clock.

The ice tilted from there, with the Huskies peppering the Patriots goal. Iozzo grabbed the go-ahead tally at 8:01 before a powerplay marker from visiting captain Zach Ophoven at 12:20 sent the game to overtime.



Marco Iozzo is denied on the doorstep after a nice cross-crease pass from captain Christian Stevens. Photo by Mike Baker.

It was one-way traffic during the extra frame, with Saini sparking mass celebration with the game-winner after six-plus minutes of relentless Huskies’ pressure.

“That was a major turning point in the series,” Ramsay said.

Repeating the trick

It looked like being a comfortable evening for the blue and white March 14, with the Huskies racing out to a 2-0 lead early on goals from Sam Solarino and Ty Collins.

Jaden Reyers gave the Patriots hope with a tally 30 seconds before the first buzzer. Stevens re-established a two-goal lead for at 6:16 of the second, but some bad bounces and penalty trouble left the blue and white vulnerable. Ling made it a one-goal game at 8:43, before Ophoven tied things on the powerplay at 14:29.

Blueliner Josh Sordo was the unlikely hero, scoring just 14 seconds into the extra period, assisted by Saini.

“It seems like every night we are having different guys stepping up, which you need

if you’re going to do well in the playoffs,” Ramsay said.

“Thursday is going to be a huge night for us, to have the chance to win the series at home... our fans are the best in the league, they’re the seventh man out on the ice. The motivation they give the guys to push on is amazing,” he added.

Puck drop Thursday at S.G. Nesbitt Memorial Arena is 7 p.m. If needed, game six is in Toronto March 18, with game seven in Minden March 19, with a 2:30 p.m. start.

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Committee of Adjustment - Notice of Public Hearing
Application For Minor Variance

TAKE NOTICE THAT the Committee of Adjustment of the Township of Minden Hills will hold a Public Hearing on:
Date: Monday, March 27, 2023
Time: 9:30 AM
Location: This meeting will be held as an electronic hearing by way of a virtual meeting.

To participate:
Join the meeting by telephone by dialing either: 1-647-374-4685 OR 1-647-558-0588
Enter Meeting ID: 884 2216 6090 and **Passcode:** 967525

Join the meeting using a computer or smart phone at:
<https://us06web.zoom.us/j/88422166090?pwd=MThaRnBKV0RLdkwzNHA3bVhvYjl3Zz09>

Members of the public are welcome to watch the Committee of Adjustment meeting by joining YouTube at: <https://youtube.com/live/pZk3IMCmfzo?feature=share>

Members of the public wishing to participate and make comment/speak at the Public Hearing must pre-register by emailing dsisson@mindenhills.ca by Friday March 24th before 4:00 PM or by attending and registering the morning of the meeting before 9:00 AM. Participants registering after 9:00 AM will not be permitted into the public hearing.

Once registered, participants will automatically be placed into a holding room and brought into the hearing as permitted by the Chair. Please note the live-stream link provided for each hearing will only be activated while Committee of Adjustment is in session.

The purpose of the Public Meeting will be to consider Minor Variance Applications PLMV2023001, and PLMV2023004 and the proposed Minor Variances to the Township of Minden Hills Zoning By-law pursuant to Section 45 of the Planning Act as shown below:

PLMV2023001 - Part Lot 23, Concession 6, Geographic Township of Lutterworth; municipally known as 1092 Wessell Road and located on East Moore Lake (See Key Map).



Purpose and Effect of the Application: The purpose of the application is to provide relief from the Township of Minden Hills Zoning By-law 06-10, as amended, to permit the renovation of an existing dwelling located 6.2 metres (20.5 feet) from the highwater mark (HWM) and being on an undersized lot. The application would result in an increase in the dwelling height of 0.6 metres (2 feet), whereas no increase in height or size is otherwise permitted in accordance with Section 4.8.4 iv) for a building or structure located within 15 metres of the HWM.

PLMV2023004 - Part Lot 27, Concession 4, Geographic Township of Minden; municipally known as 1096 Pocket Trail and located on Kashagawigamog Lake (See Key Map).



Purpose and Effect of the Application: The purpose of the application is to provide relief from the Township of Minden Hills Zoning By-law 06-10, as amended, to permit the renovation of an existing dwelling in order to add a second storey. The application would result in an increase in the dwelling height of 3.05 metres (10 feet), whereas in accordance with Section 4.8.4 ii) a maximum increase of 1.2 metres (4 feet) is permitted for a non-complying building or structure.

Additional information regarding these applications will be available online. Links to meeting agendas and full reports can be found on our Minden Hills Civic Web. A copy of the complete applications will be available for public inspection at the Township of Minden Hills Building and Planning Department by appointment only.

Input on the above noted applications is welcome and encouraged. You can provide input by speaking at the public meeting or by making a written submission to the Township. To provide input in writing, or to request written notice of the decision, please contact the undersigned or e-mail adougherty@mindenhills.ca.

Any person or agency who is of the opinion that holding the hearing as an electronic hearing is likely to cause them significant prejudice, may make a submission to the undersigned, and if the Committee is satisfied that holding the hearing as an electronic hearing is likely to cause the party significant prejudice then the hearing will be re-scheduled as an oral hearing. If a person or agency does not make a submission to the Secretary-Treasurer prior to the electronic hearing, and the person or agency does not participate in the hearing in accordance with this Notice, then the Committee may proceed without the party's participation and the party will not be entitled to any further notice in the proceeding.

Accessibility: The Township of Minden Hills is committed to providing services as set out in the Accessibility for Ontarians with Disabilities Act, 2005. If you have accessibility needs and require alternative formats or other accommodations, please contact the undersigned.

Privacy Disclosure: As one of the purposes of the Planning Act is to provide for planning processes that are open and accessible, all written submissions, documents, correspondence, e-mails or other communications (including your name and address) form part of the public record and may be disclosed/made available by the Township as deemed appropriate, including anyone requesting such information. Please note that by submitting any of this information, you are providing the Township with your consent to use and disclose this information as part of the planning process.

For more information about this matter contact at adougherty@mindenhills.ca or 705-742-2297 ext. 278
Amanda Dougherty
Township Planning Consultant
Secretary-Treasurer, Committee of Adjustment
P.O. Box 359, 7 Milne Street, Minden ON, K0M 2K0



PUBLIC NOTICE

NOTICE IS HEREBY GIVEN that the Corporation of the Township of Minden Hills proposes to consider by-laws to stop up, close, and convey those parcels of land more particularly described as follows:

1. File No. PLSRA202204: Part of the original shore road allowance along the shore of East Moore Lake, lying in front 1041 Acadia Lane located within Part Lot 22, Concession 5, Geographic Township of Lutterworth.



2. File No. PLSRA2022091: Part of the original shore road allowance along the shore of Gull Lake, lying in front of 1118 Golden Rod Lane located within Part Lot 14, Concession 11, Geographic Township of Lutterworth.



You can provide input by making a written submission to the Township. To provide input in writing, please contact the undersigned or e-mail adougherty@mindenhills.ca no later than **April 14, 2023.**

The Council meeting to consider a by-law to stop up, close and convey those parcels listed above will be scheduled for a later date. Should you wish to be notified when a Council meeting has been scheduled, please contact the undersigned or email adougherty@mindenhills.ca no later than **April 14, 2023.**

The above noted applications are available for inspection in the Building and Planning Department located at 7 Milne Street, Minden, Ontario by appointment only. Additional information may be obtained by contacting the undersigned or by visiting www.mindenhills.ca/newsroom.

AND FURTHER TAKE NOTICE any person who claims that their land will be prejudicially affected is asked to contact the undersigned at their earliest convenience. If deemed advisable, By-laws giving effect to the proposed closure and conveyance will be passed by the Council for the Corporation of the Township of Minden Hills.

Amanda Dougherty, B.A. (Hons)
Township Planning Consultant
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There will be a private family service.

A Celebration of his life will take place in the summer in Gooderham.

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	38	S	W	A	P			40	D	O	N	A			41	C	I	43
	44	M	I	T	E	45	S			46	P	R	47	F	I	R	M	S
	49	E	L	E	C	T		50	T	R	I	C	A	L	F	I	R	E
52	M	A	I	R		53	A	O	N			54	A	S	S	E	T	
55	D	R	E	S	56	S	C	O	L	O	U	R		59	T	A	S	
60	C	O	S	T	A			61	S	A	D	I	E		62	A	D	E
63	I	N	T	O	W			64	T	W	E	E	D		65	L	Y	S

LAST WEEK'S SOLUTIONS

1	A	T	I	M	E		6	I	T	S	T	O		11	C	M	A	J	
15	B	E	N	E	S		16	N	I	P	I	N		17	O	R	S	O	
18	S	M	A	L	L		19	B	U	S	I	N	E	20	S	S	M	A	N
21	O	P	P	S		22	E	I	N	K		23	I	M	A	N			
24	R	U	R		25	P	E	T	T	Y	O	F	F	I	C	E	R		
29	B	R	I	B	E	R		31	D	I	T	C	H	E	D				
32	S	A	L	U	D		33	G	R	I	E	F		36	O	L	A		
				37	F	I	N	E	A	R	T	I	S	40	T				
41	A	M	I			44	A	L	E	R	O		45	H	O	R	S	E	
49	F	A	N	S	I	T	E				52	O	O	D	L	E	S		
53	C	I	V	I	L	S	E	54	R	V	A	N	T		57	S	E	O	
	58	T	O	E	S			59	A	N	T	Z		60	A	T	O	B	
61	P	R	I	V	A	T	E	D	E	T	E		64	C	T	I	V	E	
65	C	E	C	E		66	E	P	O	C	H		67	H	O	N	E	S	
68	U	S	E	S		69	D	A	N	K	E		70	E	N	E	R	O	

3	7	2	9	4	6	5	8	1
8	4	9	1	5	7	3	6	2
5	1	6	8	2	3	4	7	9
9	3	8	6	1	5	7	2	4
1	2	7	3	8	4	9	5	6
4	6	5	2	7	9	8	1	3
2	9	1	7	3	8	6	4	5
6	8	4	5	9	2	1	3	7
7	5	3	4	6	1	2	9	8

HELP WANTED



**Employment Opportunity Municipality of Dysart et al
Roads Department Seasonal Employees**

Reporting to the Operations Manager, the successful applicants will have sound knowledge of the methods, tools and equipment required for the general maintenance of roads during summer months. Primary duties include, but are not limited to, traffic control, pothole patching and spray patching. Previous road maintenance and/or construction experience is considered an asset.

Self-motivated applicants must be able to work outdoors with minimal supervision. A valid Ontario Class 'G' licence is required along with an acceptable abstract. Pursuant to CUPE Local #2142 the rate of pay is \$23.33 per hour based on a 40-hour work week.

A detailed job description is on our website at www.dysartetal.ca

Interested individuals are invited to email a detailed resume and cover letter to:

Laura Casey, HR Manager
hr@dysartetal.ca

No Later Than 12:00 pm Friday, March 24th, 2023.

*** We thank all who apply; however only those selected for an interview will be contacted.***



**The Municipality of Highlands East
Is Currently Seeking A
Chief Building Official (CBO)**

A copy of the detailed job posting and description are available upon request or on the Highlands East website at www.highlandseast.ca

If you are interested in joining our dedicated team of municipal professionals, applications **clearly marked "Application – Chief Building Official (CBO)"** may be submitted on or before 12:00 p.m., Friday, March 31st, 2023 via mail, in person or email. Interested applicants may submit their resume, including references, in confidence to:

Brittany McCaw, Deputy CAO/Treasurer
Municipality of Highlands East
P.O. Box 295, 2249 Loop Road
Wilberforce, ON K0L 3C0
E-Mail: bmccaw@highlandseast.ca

We thank all applicants for their interest but only those selected for an interview will be contacted.

The Municipality of Highlands East is an equal opportunity employer. Applicants requiring accommodation are asked to contact the CAO/Treasurer.

In accordance with the Municipal Freedom of Information and Protection of Privacy Act, the information gathered will be used solely for candidate selection purposes only. Questions about this collection should be directed to Shannon Hunter, C.A.O.

NOTICES

HAS ALCOHOL TAKEN CONTROL OF YOUR LIFE?
Alcoholics Anonymous meets Sunday 10:30 a.m. at St Anthony's, 27 Victoria St. Haliburton, ON

ALCOHOLICS ANONYMOUS meets Wednesday nights 7:00 p.m. at Highland Hills United Church, 21 Newcastle St., Minden – rear door. Thinking about alcohol. Thinking about stopping. We've been there. We can help!

**HALIBURTON
BUS LINES**



**CURRENTLY HIRING
SCHOOL BUS DRIVERS IN YOUR AREA.**

School bus drivers earn a steady and rewarding part-time income. We provide friendly, professional training. This is a perfect opportunity for retirees, at-home parents and for persons with flexible hours who are looking to supplement their income. All school bus drivers must be available from Monday to Friday between approximately 7:00AM to 9:00AM and 3:00PM to 5:00PM, (September to June) on school days only. Year Round Work is available! We have local and long distance charter work during July and August.



Applicants must have a clean driving record (abstract) and be willing to complete a Vulnerable Sector Search (during application). Signing bonus for drivers with a Class B licence.

*If you are interested in becoming a school bus driver
please email dfreeman@haliburtonbuslines.ca
or call our office 705-457-8882.*

CARPENTER'S HELPER / LABORER – Must be physically fit, show initiative, be able to work independently and with others, and have reliable transportation. \$21 - \$24/hr. Full-time/part time depending on the season. Contact/apply to Doug (text) 705-457-5522

**Hyland Taxi DRIVERS - part time or full time - needed for Hyland Taxi. G License for taxi is required. B, C or F License required for 11 passenger van and bus.
Call 705-457-9898**

FOR RENT

HOUSE FOR RENT - 2 bedrooms, 2 bathrooms, available from April 1st, 2023 in Minden. Close to town. Students welcome. References required. Call 705-455-2593

VERY LARGE BEDROOM with ensuite. Shared Living Room & Kitchen. Near Hospital. Text DW at 705-457-0710

FOR RENT – 1 bedroom shared accommodation, large bath, kitchen, living space & dining area. Hot tub, water access & shared laundry. 5 min. to Minden. \$800/month, first & last. Mature working individual. References required. Available April 1st Call 705-455-2050

SELF-CONTAINED STORAGE UNITS for rent - Industrial Park Road, Various Sizes. Call (705) 457-1224

2 BEDROOMS FOR RENT – shared living accommodations. House in the Village of Haliburton. Utilities & internet included. Students welcome. No parking available. References required. Call 705-457-9898

BUSINESS CLASSIFIEDS \$29

The Highlander
It's what everyone's reading

Shared Secrets

by Barbara Olson
© ClassiCanadian Crosswords

- Across
- 1 Stat for Batista or Bautista
 - 4 Trig fig.
 - 9 Unrefined
 - 14 "Dig in!"
 - 15 Employ for
 - 16 Royal family of France, 987-96
 - 17 Tower contents near a stereo
 - 18 *One convicted of avoiding one's duty?
 - 20 Japanese mushroom
 - 22 Meas. in a BMI calculation
 - 23 Prolific romance novelist Roberts
 - 24 *Major touchdown site near Rome
 - 28 Essayist/poet Ralph Waldo ____
 - 29 What Picasso said "has no age"
 - 30 "____ Spiegel" (Hamburg weekly)
 - 31 Moran who played Joanie on "Happy Days"

1	2	3		4	5	6	7	8		9	10	11	12	13
14				15						16				
17				18					19					
20			21				22				23			
24					25	26				27				
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			35	36					37					
	38	39				40					41	42	43	
	44				45			46		47	48			
	49					50	51							
52					53					54				
55				56				57	58			59		
60						61						62		
63						64						65		

- 34 Highest degrees
- 35 Spy's spoken signals, and a hint to both parts of the answers to the starred clues
- 38 Work a trade?
- 40 Lady of La Mancha
- 41 Municipal resident: Abbr.
- 44 Itty bitty biters
- 46 Corp. brand polishers
- 49 *Flames caused by faulty wiring
- 52 Noted voice of '80s talk radio Rafe ____
- 53 Get an ____ (ace, as a test)
- 54 Opposite of a liability
- 55 *Either blue or gold, depending on one's perception of a 2015 viral photo
- 59 Future B.Eds in the classroom
- 60 Lead-in to Rica or Mesa
- 61 Homely Hawkins of "Li'l Abner"
- 62 Suffix with stock or block
- 63 Following behind
- 64 Professor's fabric, stereotypically
- 65 Fleur de ____ (Québec symbol)

- Down
- 1 Grew back, as a hairline?
 - 2 Lousy reputation
 - 3 Admission after a split
 - 4 Dance takeovers
 - 5 Cub mom, in Madrid
 - 6 Topic of a parent/teen talk, maybe
 - 7 ____-Sketch (retro toy)
 - 8 Buckingham barker
 - 9 Big inits. in hockey gear
 - 10 Declarations from drenched ump's
 - 11 In the Arctic, say
 - 12 Distinct shortages
 - 13 "..., ____ tête, Alouette, ..."
 - 19 Humble reply to "You're amazing!"
 - 21 Cassis-flavoured apéritif
 - 25 Gender-blended, as a team
 - 26 Clad like Chris de Burgh's lady of song
 - 27 Lily pad locale

- 32 "Sands of ____ Jima"
- 33 Like a Mac, or a misogynist
- 35 Waits on hand and foot
- 36 13-member oil grp.
- 37 ____ avis (unusual sort)
- 38 Apply thickly, as foundation
- 39 Most cunning
- 41 Champagne brand that sounds like a gem
- 42 "Let's do this thing!"
- 43 Flying malaria carriers
- 45 Sharply separated, as mus. notes
- 47 Like big-bottomed jeans
- 48 What-____ (hypotheticals)
- 50 Stay cooped up for the night?
- 51 Wedding acquisition
- 52 1601, in Ancient Rome
- 56 Certain magic act tool
- 57 Poetic tribute
- 58 180-degree turn

Can you eat with your dentures? ~ The answer should be yes, call us!



- Complete Dentures
- Partial Dentures
- Same Day Repairs & Relines
- House Calls

143 Bobcaygeon Rd., Minden, ON
stevekerr.denturist@gmail.com
stevekerrdentureclinic.com

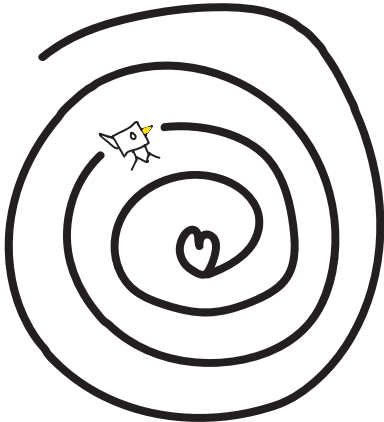
CALL NOW TO BOOK A **FREE** CONSULTATION! 705.286.4888

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snubsta.com

		4	2				3	
	3		8			9	2	
8		9		3			4	
		3		2				1
		7		5		4		
9				6		3		
	9			7		6		4
	5	8			4		1	
	4				1	7		



snubsta

Perhaps the secret
is to travel
in ever-decreasing circles
until we return
to the centre
of our selves?

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THEY OFTEN SAY IT TAKES A
VILLAGE.
HERE, IN HALIBURTON COUNTY,
IT TAKES A TEAM.



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\$2,125,000



4 X BED
2 X BATH
2274 SQ.FT.
259 FT. FRONTAGE
2.5 ACRES
MLS# 40360013

SOYERS LAKE
\$1,995,000



5 X BED
3 X BATH
2743 SQ.FT.
WESTERN EXPOSURE
SAND SHORELINE
MLS# 40383539

MOUNTAIN LAKE
\$1,369,999



4 X BED
3 X BATH
BUNKIE
2919 SQ.FT.
330 FT. FRONTAGE
MLS# 40386211

BRADY LAKE ROAD
\$699,900



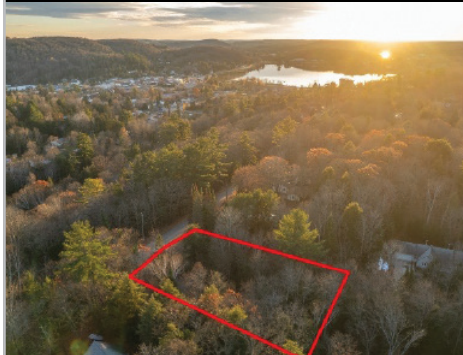
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2 X BATH
1643 SQ.FT.
31.01 ACRES
MLS# 40361629

SKYLINE PARK ROAD
\$299,000



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2 X BATH
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MLS# 40357253

SUNNYSIDE STREET
\$225,000



MUNICIPAL ROAD
GREAT LOCATION
.408 ACRES
MLS# 40343482

LAKEVIEW STREET
\$159,900



PRIME LOCATION
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TOWER ROAD
\$95,000



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2.19 ACRES
MLS# 40343517

SOUTH LAKE
\$795,000



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1 X BATH
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LAKE LORRAINE
\$725,000



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2 X BATH TOTAL
4 X BED TOTAL
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5.56 ACRES
MLS# 40373129

OSPREY RD.
\$190,000



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GREAT LOCATION
7.86 ACRES TOTAL
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