



Tsawout First Nation Newsletter



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Fish Safe

Community members Wayne Cayou and Raymond Sam taking part in Fish Safe, a commercial fishing safety course provided by Salish Strait Seafoods Ltd. More on page 3.

Blue Box Pick-up Days

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SEPTEMBER CALENDAR OF EVENTS

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Congratulations Regina

Rena Dulay and family are very proud of her daughter, Regina R. Avery, who graduated on June 10, 2012. Her ceremony was held at Olympic College, Bremerton, Washington. Regina graduated with an Associates in Arts and Sciences and received a grade point of 3.9 on the Dean's Scholar List. Regina managed to obtain her degree while helping raise 2 children and holding down a full-time job working with special needs children in the Poulsbo School District.



Poker Tournament

Tsawout SNEPENEKS Cultural Society is Hosting a Poker Tournament

When: September 29th, 2012 @ 1:00 pm

Where: Tsawout Auditorium

Cost: \$50 Buy-in (\$30 towards the Fund-raiser, \$20 towards the winners pot)

Come and show your support!

ALL Proceeds will go Towards the Re-Building of our Long House!

For more information please feel free to contact Farrah Sylvester at (778) 426-3401



Fish Safe Course

Participants had a chance to practice emergency measures on board commercial fishing vessels, which included man overboard, fire drills, and abandon ship procedures.



Artist Profile: Leroy Bill

Article submitted by Patti Underwood, which was originally published in the Quadra-Hillside Community News.

Interview with Leroy Bill, a 17 year old Artist, Vic High Student, whose Interests are Pool, Drawing and Hockey

By L. Deringer, Youth Worker, Blanshard Community Centre

D: What was it like when you began your artwork?

Leroy: The first thing I drew was an eagle. My dad showed me how. I caught on and started drawing on my own. My next project was a thunderbird, which I copied from another artist. Then one of the elders told me that sometimes you have to do it in your own style to actually make a name for yourself. So the thunderbird became a raven. I work on one animal at a time and try to master it. At first, I drew in black and white. Then later I used different colours, but now I use Native colours, black, red and blue – mostly black and red, though.

LD: What is the significance of using these particular colours?

LB: I haven't been taught that yet. I'll have to go to an elder and ask them.

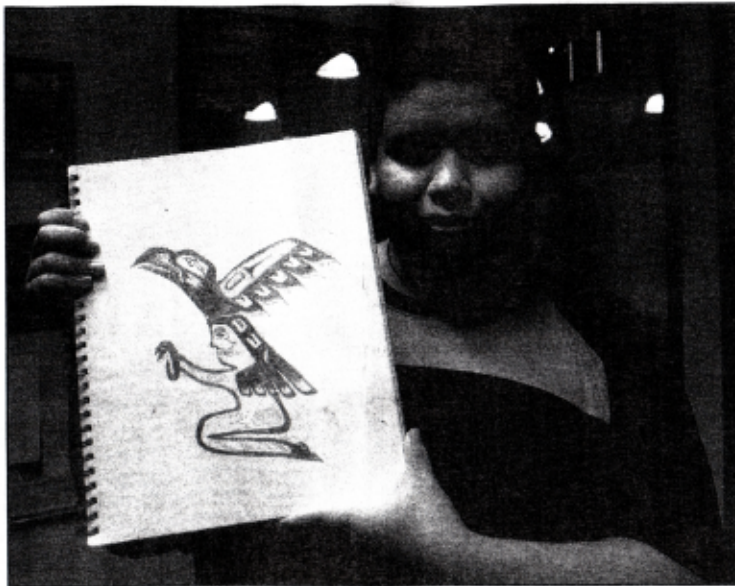
LD: Why did you choose this traditional art form?

LB: My dad said you have to use these colours so I started to use the traditional colours. Sometimes I'll add blue to the traditional red and black, playing with the traditional form.

LD: Where are you from?

My mom is Pauquachin. [LD: *Pauquachin territory includes parts of the Saanich peninsula and Saanich inlet, including a reserve on Coles Bay.*]

LD: Where do you get your inspiration?



Leroy Bill shows off his drawing skills (photo provided)

People ask me, challenge me to draw. They might challenge me to do a thunderbird and I find my own way to do it.

LD: What is your medium?

LB: I carve and I draw a lot. When I have no ideas, I just carve. When I'm looking at a board, I see a couple of things I could carve on it. Some are from my sketch book and some are what I see in the board. I prefer yellow cedar for carving. It's hard to work with but it's been used traditionally for many years. The bark was used to make hats and clothes and stuff. You're

supposed to thank the tree, then take its bark and have its wood. That's what some of the canoes were made out of too. Sometimes people use red cedar because it's easier to find and work with, but I've heard we're not supposed to use it. We'll often get pine. We use whatever we can find.

LD: What about the future?

LB: I might study with another carver. My dad and I have our own technique of carving, so it would be good to contrast with other techniques, not to copy, but it helps to develop my own kind of way. I'm looking forward to doing the 'power of shining heavens'.

[LD: *I think this is a Barry Herem piece. The title is a translation of a Haida term for the ultimate force in the universe.*] My friend challenged me to copy it onto a small piece of paper. I want to see it on a big piece of paper someday.

LD: Do you think you will be a professional artist?

LB: I'd like to get my name out there and get everyone to notice my art and then move on to the next part of the island and do the same.

LD: Do you have a backup plan?

LB: If I abandon my art, I might become a mechanic.

LD: Would you like to add anything?

LB: For other artists: Keep at it. Try to come up with it in your own kind of way.

(This interview has been edited and condensed.)

COMING SOON
OVER 2,000 JOBS

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Developed by:



TSAWOUT MEMBERS EMPLOYMENT OPPORTUNITY

With the upcoming commercial development in our Community quickly becoming a reality we are endeavoring to place as many members as possible in positions of meaningful employment. In order to accomplish this task we ask that any and all community members who wish to gain employment, or perhaps may want to change their present employment situation, please submit a resume with any and all relevant skills, acquired certificates or courses taken, years of experience in an area of expertise and / or any other pertinent information to us. Our goal is to place community members in the work-force from the construction phase of the development forward.

At your convenience, please leave resumes in an enclosed envelope at the reception area ATTN: Employment.

Thank you.

COMMUNITY NEWS



HEALTH & RECREATION GRANT APPLICATION DEADLINE

OCTOBER 30, 2012

CERTAIN INFORMATION IS REQUIRED FOR YOUR APPLICATION.
FOR FURTHER INFORMATION SEE FRAN IN FINANCE, OR WWW.TSAWOUT.COM.

THIS INFORMATION IS ALSO AVAILABLE ON 

Thank you Tsawout Education Support Services!

Perry Lafortune would like to thank the Tsawout Education Support Services for the recent training opportunity for his Class 1 Driver's Licence. The Class 1 licence will allow him to operate Semi-Trailers as well as other commercial vehicles including buses, ambulances, taxi's and limousines.

Perry plans to use the Class 1 licence to pursue new opportunities in the trucking industry.

"Without the help and support of staff in the Education Department, this training would not have been possible".

Tsawout Education Support Services would like to encourage anyone who is interested in career training, or furthering their education to talk to Jessie in the TESS program about reaching their goals.

DOUGLAS TREATY NEWS

LEL,TOS - James Island!

The Last Hereditary Chief who governed Tsawout was Chief Louie Pelkey. He was born in our village on James Island in 1860. Sir James Douglas, The Representative of the Queen of England, thought the Island was so beautiful he claimed it for himself even though our people were still living there and his taking violated the very Treaty he just agreed to on behalf of the Crown (the Douglas Treaty), with the Saanich Tribes. Now it is up for sale again! This time for \$75 Million.

I am calling a meeting on **September 11th**, to see what we as W'SANEC people are going to do about it. Please mark your calendars!!

DAYCARE NEWS

XE, NE SEN Child Care Centre

Hello everyone, although we have had a slow beginning to our summer we did get a chance to go and have some fun times at the beach with the children. Before the sun, we enjoyed a trip to the Royal B.C. Museum and IMAX movie about dinosaurs. They loved the movie but enjoyed seeing the actual dinosaur bones and exhibits.

We are now busy getting the children ready for a new school year. We will miss the pre-schoolers when they head off to new adventures in the mornings but look forward to seeing new faces in the fall.

We maintain a wait list for the Infant/toddler and do have spaces available in the 3-5 centre, if you are currently working, enrolled in school and are in need of child care please stop by and fill out a registration. I can help with filling out subsidy forms.

If you have any questions please call (250) 652-1149 ext. 214.

HISKWE

XE, NE, SEN Child Care Staff

EDUCATION

Greetings from the Education Department!

My name is Jessie Jim, from Hesquiaht in the Nuu chah nulth Territory. I have lived and worked in Victoria most of my life; I enjoy the work I do and have had the pleasure of getting to know the children and youth of the Tsawout community over the school year and throughout the summer camp.

Since my start here, there have been many changes, one of which is the Employment & Training Office; which I know many have been by to access training or to find training and employment opportunities.

The Education Department has many activities and events planned for this coming year; please feel free to stop by my office and say hello.

The After School Program plans on opening its doors September 10, 2012; please watch out for further information from Stephanie Adams, Program Coordinator; and remember to register your child or youth for this valuable program.

The XE NE SEN Daycare is also going through changes; changes include renovations so more babies can attend, and lowering the daycare fees so it is more accessible. Please address your specific inquires to Brenda Morris, Daycare Manager.

The Employment & Training Program is planning to run a security guard training program, please contact Jessie Jim if you are interested.

Are you interested in tourism and hospitality? If you answered yes to this question, drop by my office and find out what is in store for this industry.

A new school year is starting, this is a time to reflect on what we have done and look at what is ahead; I firmly believe that our children are our most valuable assets, let's work together to keep them educated.

From the desk of Jessie Jim
Manager of Tswout Education Support Services

Picnic Postponed

The "Back to School Picnic" that was advertised in last month's newsletter has been postponed. Please look for updated information on the lobby screen, as well as Facebook for new dates when they are available. Thanks.



SUMMER CAMP 2012

TSAWOUT Summer Camp 2012

Tubing in July was such a SPLASH, we went a second time on August 1st. The staff and campers have thoroughly enjoyed our outings. TSAWOUT Camp gives a Great Big Thank You to Curtis Henry for bus transportation. Additional gratitude and appreciation is given to Dan for the tubing at TIXEN and Jessie and Rosa for your help in the wiener and marshmallow roast; to Johnny for the Lacrosse Challenge; to Literacy with Andrew and the Sportball Recreation Team; to Christine Paul and the Saanich Elders; to TSAWOUT Cooking staff for outstanding hot lunches; to the Panorama Recreation staff and lifeguards; to staff at Boulder's Climbing Gym; to volunteers of the Splashdown Water Park field trip and to the parents and relatives and staff of TSAWOUT Nation who provided support and understanding during these 8 weeks of Summer Camp.

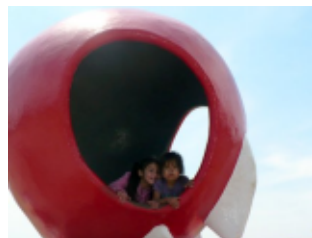
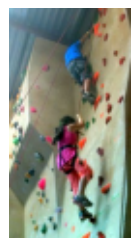
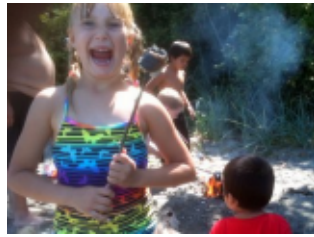
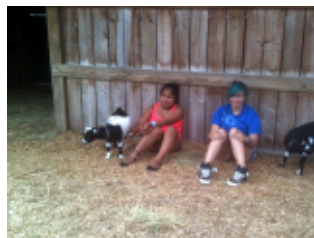
The saying is really true... "A Picture IS Worth More Than a Thousand Words." ENJOY these pictures of only a few of our field trips and camp activities.

As fall is fast approaching, I will keep you informed about the TSAWOUT After-School Program. I will be taking new registration forms 2012-13 and updating those who were previously registered.

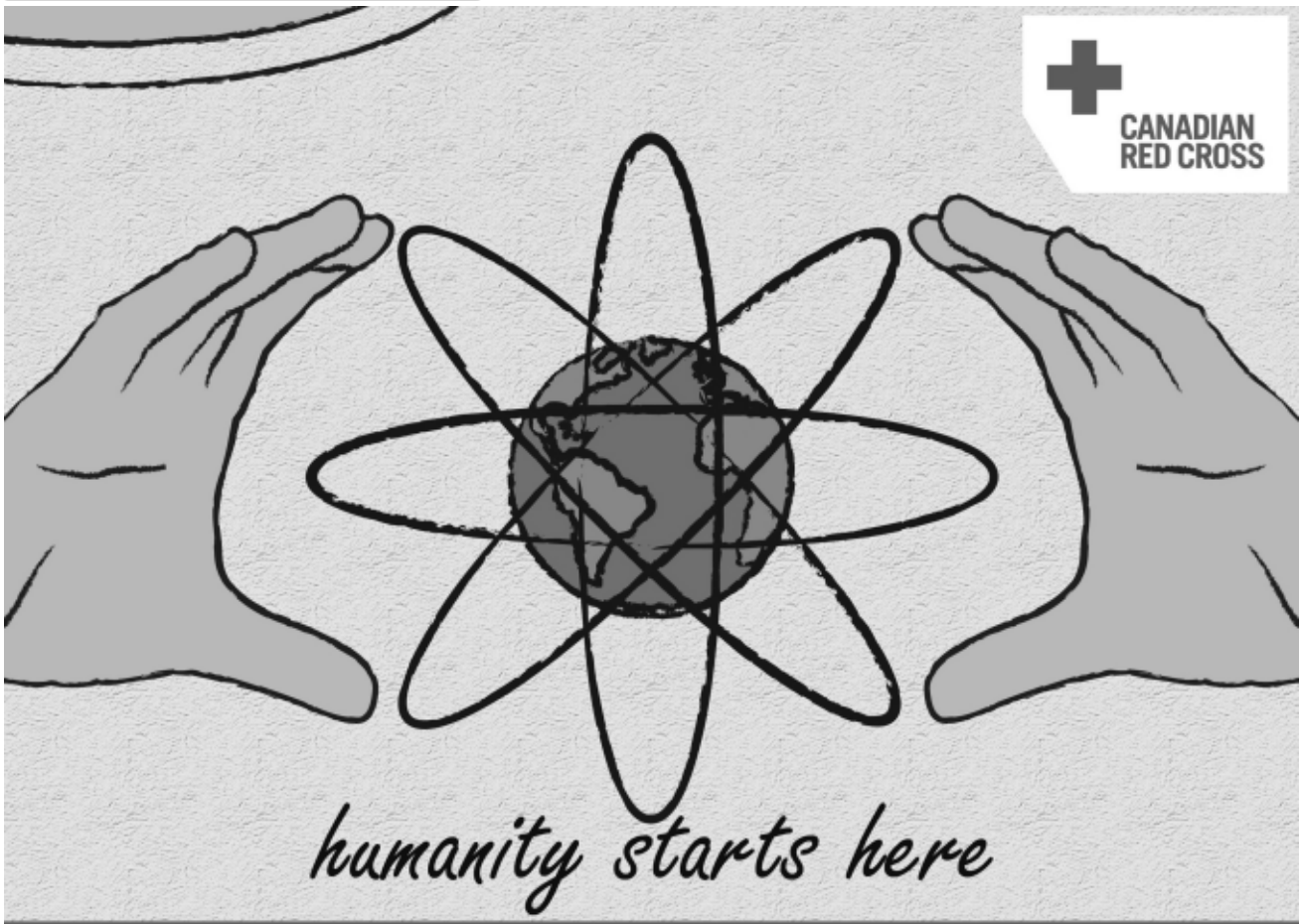
Stephanie H. Adams
TSAWOUT Summer Camp Coordinator
sadams@tsawout.ca
250 652-9101 ext. 332



SUMMER CAMP 2012



See more great pictures at www.tsawout.com!



humanity starts here

food security • HIV/AIDS • refugees • weapons • armed conflict • preventing discrimination • taking action

Canadian Red Cross
global issues

November 9 - 12

SYMPOSIUM
for youth

'12

Want to learn more about some of the most pressing issues in the world today?

Symposium is a four-day overnight event in which over 90 BC youth learn about global issues through interactive role playing activities and workshops that are facilitated for youth, by youth. Gain the tools and skills needed to initiate change and take action today!

Contact: **Christina Gonzalez**
E-mail symposium@redcross.ca or call 604.709.6651
www.facebook.com/bcyouthsymposium



 Canadian Heritage / Patrimoine canadien
We acknowledge the financial support of the Government of Canada through the Department of Canadian Heritage.

 **Canada**
Nous reconnaissons l'appui financier du gouvernement du Canada par l'entremise du ministère du Patrimoine canadien.

HOUSING NEWS

August has been a very busy month in the Housing Department.

We are pleased to announce that we have had eight houses going through inspections for the Residential Rehabilitation Assistance Program (RRAP): Barry Underwood, Sandra Pelkey, Farrah Sylvester, Rosalie Pelkey, Fran Lafortune, Stephanie Adams, Shelley Black, and Cornelia Sam.

We have also applied for the 2012 RRAP. We had submitted nine applications and are still awaiting confirmation on these applications: Howard & Tuesday Lafortune, George & Rosa Horne, Edith Pelkey, Kathleen Pelkey, Marjorie Sam, Crystal Claxton, Anthony Underwood & Josephine Sam, Emma Underwood, and Roberta Pelkey. However, we are not guaranteed to get approval on each application. Should you wish to apply for the RRAP program 2013 please come into the office and see Carmen, she will provide all required documents that need to be filled out.

Currently we are waiting for funding to host the Ready to Rent here in Tsawout. Here is a schedule for the Ready to Rent that is being offered off reserve. In the meantime, should you wish to take this program elsewhere and require transportation to the program, please contact Carmen at the office.

Location	Start Dates	Times
Saanich Neighbourhood Place 3100 Tillicum Rd (Pearkes Arena)	Wednesdays September 19 - October 31, 2012	12:30 pm - 2:30 pm Child-minding available
Pacific Centre for Families 345 Wale Road (Westshore)	Tuesdays September 25 – December 7, 2012	6:30 pm - 8:30 pm Child-minding available
Blanshard Community Centre 901 Kings Road	Thursdays October 4 – November 15, 2012	1:30 pm - 3:30 pm Child-minding available
Ready to Rent BC Fieldhouse Between 2860 & 2880 Quadra St.	Mondays October 22 – December 10, 2012	10:00 am - 12:00 pm NO Childminding available
Saanich Neighbourhood Place 3100 Tillicum Rd (Pearkes Arena)	Wednesdays November 7 – December 19, 2012	12:30 pm – 2:30 pm Child-minding available

Update on the Boarded-Up House on Pullock Road: to date we have three students from Camosun College here working on the Project with Tsawout and if most of you are not aware, the house is being converted into a duplex, which there will be a 3 bedroom suite upstairs and a 2 bedroom suite downstairs.

In order to get Rent Housing within Tsawout First Nation you as a Tsawout Member will need the Ready to Rent Certificate, as it is mandatory to Rent off/on reserve.

There is a Housing Committee meeting scheduled for the beginning of September, tentative date for **September 6, 2012.**

EMPLOYMENT NEWS



Tsawout First Nation



JOB POSTING: CHILD AND YOUTH OUTREACH WORKER Victoria, BC

***Please note: This is part-time term position for 2 years
Hours: 20-24 hours/week
(Salary dependent on qualifications & experience)***

Funded through the project, **Weaving in Spirit and Health (WISH)** the Child and Youth Outreach Worker is responsible for providing outreach services for TSAWOUT First Nation community members to help improve the mental health and well-being of all members, particularly children and youth.

In partnership with the TSAWOUT HEALTH Department and the Mary Manning Centre (The Child Abuse Prevention and Counselling Society of Greater Victoria), a Child and Youth Outreach Worker encompassing specified youth outreach, victim service and trauma work is required.

Through **WISH**, the successful applicant is involved in mentorship, education and training in victim service delivery that supports children and youth and their families who become involved with the criminal justice system. Mentorship takes place at both Centres and in the community.

QUALIFICATIONS

- ∞ Bachelor Degree in Education or Social Work or equivalent
- ∞ Minimum of 2 years clinical experience and relevant experience working with children and youth, particularly in the area of trauma and abuse
- ∞ Training and experience in expressive, behavioral and cognitive modalities
- ∞ Preference will be given to candidates with experience and expertise in working with First Nations and diverse populations.
- ∞ Knowledge of the W'SANEC Nations
- ∞ Valid BC driver's license
- ∞ Willing to travel between two locations as part of this job.

This position requires a criminal record check and encourages Aboriginal candidates to apply.

Closing date & time: Wed., September 12, 2012 at 12:00 pm

Interested candidates are asked to send a covering letter, curriculum vitae and references to:

By mail: Tsawout First Nation Selection Committee
c/o Cathy Webster, Governance/HR Support Manager
7728 Tetayut Road
Saanichton, BC V8M 2C3

By fax or email: Fax (250) 652-9114 or email cwebster@tsawout.ca

EMPLOYMENT NEWS

Assistant Manager Position

Position available to a First Nation member of : Nanoose First Nation, Malahat First Nation, Tsawout First Nation, Beecher Bay First Nation and T'Sou-ke First nation.

Salish Strait Seafoods Ltd. is seeking a person to fill the position of Assistant Manager. A background in the seafood industry is preferable but not essential. The applicant must have a solid business background with strong people skills and knowledgeable in fundamental office procedures. A solid background with computers and statistical programs would be a requirement for this position.



Under the direction of the general manager, the incumbent will assist in the day to day operations of the company. He or she will be required to travel to outlying member Nations from time to time. This position will also require the individual to meet with others in the seafood industry as well as Government officials to carry out discussions that are pertinent to Salish Strait Seafoods' benefit.

You will be required to attend Board meetings and be required to make presentations regarding business issues under your jurisdiction.

As Salish Strait Seafoods is a new company. We are in a constant mode of adjustment to determine the best fit that will enable the company to fulfill its mandate and become a strong and viable commercial enterprise. The incumbent will be an important part of the team that will make this company grow, by being diligent, punctual and a leader willing to go that extra mile to accomplish the goals set out by the Board of Directors.

Please submit a letter telling us about your background and how you think your abilities will be a benefit to Salish Strait Seafoods. Also, please submit three references with contact information as well as your curriculum vitae. Salary to be commensurate with experience.

Closing Date: September 28, 2012. Please submit your application to your Band office.

Salish Strait Seafoods thanks all applicants but will reply only to those who have been chosen for interviews.



TSAWOUT FIRST NATION

INTERNAL / COMMUNITY JOB POSTING

POSITION:	VILLAGE MAINTENANCE WORKER
HOURS OF WORK:	Monday to Friday (8:00 am – 4:30 pm)
RATE OF PAY:	Within Wage Scale (dependent upon experience)

JOB SUMMARY:

Under supervision of the Public Works Manager, the Village Maintenance Worker will provide grounds maintenance within Tsawout, i.e., around building facilities and along public roadways etc. The normal work environment will be outside in various weather conditions and will involve many physically demanding jobs, i.e., operate various equipment/hand tools to complete grounds maintenance tasks, and lift and move heavy objects.

DUTIES AND RESPONSIBILITIES:

- ∞ Empty garbage bins throughout the Village on a regular basis.
- ∞ Provide heavy garbage pick-up and drop-off to local landfill/waste removal site.
- ∞ Abide by landfill/designated waste removal sites regarding what is allowable/prohibited.
- ∞ Maintain grounds and drains/basins around facilities and irrigate planted areas as directed.
- ∞ Use hand tools and portable power tools and observe proper safety procedures and rules.
- ∞ Maintain the work site in a safe condition.
- ∞ Maintain record of hours, work performed, and equipment and materials used.
- ∞ Assist other maintenance staff with general maintenance tasks as required.
- ∞ Drive a motor vehicle incidentally in the performance of the work.

MINIMUM QUALIFICATIONS:

- ∞ Valid Class 5 BC Driver's License and driver's abstract required.
- ∞ Emergency First Aid and WHMIS required.
- ∞ Knowledge of general and basic grounds maintenance operations.
- ∞ Ability to use and maintain tools, equipment and materials properly, including service records.
- ∞ Safe work practices.
- ∞ Ability to understand and carry out verbal and written instructions.
- ∞ Maintain cooperative work relationships.
- ∞ Experience with heavy equipment an asset.

Closing date & time: Friday, September 14, 2012 at 4:00 pm

Submit application to: c/o Cathy Webster, Governance/HR Support Manager
Tsawout First Nation
7728 Tetayut Road
Saanichton, BC V8M 2C3

or send by fax or email: (250) 652-9114 or cwebster@tsawout.ca



TSAWOUT FIRST NATION

INTERNAL / COMMUNITY JOB POSTING

POSITION:	PROGRAM ASSISTANT (TESS)
HOURS OF WORK:	Monday to Friday (8:30 am – 4:30 pm)
RATE OF PAY:	Within Wage Scale (dependent upon experience)

Position Summary: Reports to the Manager of Tsawout Education Support Services (TESS) and programs/staff include: Manager, After School Program, Daycare and Employment & Education office.

Primary Responsibilities: Primary role is to support department program needs and assist program staff in developing education support services. Primary responsibilities are a starting point, as the position will evolve and grow according to the successful candidate's interests and aptitude, and Education workflow.

Program Support (75%)

- ∞ Assist with employment & training programs/events/workshops and follow-up with member clients.
- ∞ Help develop materials and resources and undertake and complete research assignments.
- ∞ Recruitment of volunteers and tutors for students.
- ∞ Help manage online resources including database FAQs, electronic filing, and filing documents.
- ∞ Check that all PIFs are accounted for and complete and sent to CSETS on a monthly basis.

Administration (25%)

- ∞ Maintain accurate records on CSETS reporting and assist with the quarterly reports.
- ∞ Assist Daycare and After School Program with their administrative needs.
- ∞ Compile meeting minutes and help document programmatic activities.

QUALIFICATIONS

- ∞ Post Secondary graduate in Business Administration, Public Administration, or other related field; or previous work experience and/or graduate of a certificate program such as Admin. Assistant.
- ∞ Experience or interest in working with creating educated community, children/youth/adults/Elders.
- ∞ Exceptional research and writing skills and strong oral communication skills.
- ∞ Experience in writing proposals, producing budgets and submitting reports to funders.
- ∞ Strong experience Microsoft Office applications (Word, Excel, PowerPoint, etc.) and data bases.
- ∞ Able to provide a criminal record check

CHARACTERISTICS

- ∞ Detail-oriented, ability to multi-task, strong customer service and interpersonal skills.
- ∞ Self starter, team player, quick learner, professional, friendly, enthusiastic personality.

APPLICATION PROCESS: Position is available immediately. Interested candidates should submit cover letter, resume and 1-page writing sample on a topic related to education to Cathy Webster:

Closing date & time: Friday, September 14, 2012 at 4:00 pm

Submit application to: c/o Cathy Webster, Governance/HR Support Manager
Tsawout First Nation, 7728 Tetayut Road, Saanichton, BC V8M 2C3

or send by fax or email: (250) 652-9114 or cwebster@tsawout.ca



TSAWOUT FIRST NATION

INTERNAL / COMMUNITY JOB POSTING

Position:	ADMINISTRATION RECEPTIONIST/SECRETARY
Part-time:	35 hours per week
Hours of work:	Monday to Friday
Rate of pay:	Dependent upon Experience

RESPONSIBILITIES:

This position is the first point of contact for our Band office and reports to the Health Department Executive Assistant. The successful candidate needs to have a positive attitude, be professional in appearance (casual business dress code) and respect confidentiality. The receptionist performs a variety of clerical and general office support (i.e., mail distribution and filing). Office skills required include computer skills (email, word processing and excel) good telephone etiquette, ability to multi task, respond to general and/or direct inquiries to the appropriate staff/department within our organization, re-routing calls and taking messages in a professional manner, greeting and directing community members and visitors to departmental staff as appropriate. This position provides reception and support services to the Director of Operations and Administration staff and phone coverage when the Health Receptionist/Secretary is away from her desk. Promote teamwork and cooperation by effective communication with all staff, community members and visitors and offer assistance whenever possible.

The Receptionist will assist in organizing Tsawout First Nations activities/events, in the recruitment of volunteers, in creating and maintaining a community data base/directory, become familiar with the different responsibilities and overlap areas of the administration departments and help update information for the Tsawout Website. The Receptionist will also provide word processing supports to administration staff or as directed by Executive Assistant i.e., newsletter articles, general correspondence, posters and notices etc. Maintain an organized reception and lobby area.

QUALIFICATIONS REQUIRED:

- ∞ Completion of secondary school is required.
- ∞ Any combination of training and experience equivalent to an office management diploma/certification is an asset.
- ∞ Experience in keyboarding, word processing, spreadsheets, databases and other standard computer applications (e.g., MS Word, Excel, PowerPoint and Outlook) is an asset.
- ∞ Effective verbal communication skills are essential.
- ∞ Strong inter-cultural communication skills, knowledge of community and community partnerships would be an asset.
- ∞ Be willing to take in house training as offered/directed by Executive Assistant.

TSAWOUT FIRST NATION

JOB POSTING: ADMINISTRATION RECEPTIONIST/SECRETARY

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KNOWLEDGE, SKILLS & ABILITIES REQUIRED:

Preference will be given, but not limited, to applicants who possess the following:

- ∞ Ability to work with minimal supervision and as a team member.
- ∞ Work is subject to frequent interruptions.
- ∞ Some knowledge of office terminology, procedures and equipment; basic arithmetic and business English.
- ∞ Ability to organize and prioritize workload.
- ∞ **Confidentiality.** The incumbent must maintain strict confidentiality in performing the duties of the Receptionist (Administration).
- ∞ Excellent ability to work with Community.
- ∞ Ability to work as a team member as well as be self-directed; meet deadlines and prioritize workloads and manage several tasks at once.
- ∞ Excellent verbal and written skills.
- ∞ Strong interpersonal skills; ability to establish and maintain effective and efficient working relationships with clients, community members and their families, staff and community agencies/ representatives.
- ∞ Ability to deal with a variety of people, including some individuals who may be upset or hostile.
- ∞ Knowledge of Tsawout First Nation cultural protocols/traditional practices is essential.
- ∞ Excellent analytical and observational skills.
- ∞ Demonstrated ability to use software applications including preferably MS Office (i.e., MS Word, Excel and email), enter, manipulate and retrieve data, and create spreadsheets and reports.
- ∞ Good judgment and reliability (attendance).
- ∞ Highly organized and excellent time management skills.

Closing date & time: Friday, September 14, 2012 at 4:00 pm

Submit application to: c/o Cathy Webster, Governance/HR Support Manager
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