

Local health authority rolls out new hiring and training program for orderlies

By Lawrence Belanger
Local Journalism Initiative

The CIUSSS de l'Estrie - CHUS has announced new hiring and training procedures for future orderlies (préposé aux bénéficiaires or PAB). To meet growing demand and improve working conditions for current orderlies, the new procedures seek to lower barriers to people seeking to join the profession. During a Zoom call with regional media, Marc-Antoine Rouillard, Assistant Director, Human Resources, presented the details of the new program.

Orderlies are highly sought after in Quebec, and the Eastern Townships is no exception. "We already need more than we have, but we also want to support the opening of seniors' homes and the enhancement of home care, which requires more attendants," observed Rouillard. He added that the CIUSSS de l'Estrie-CHUS is short around 300 orderlies, and expects that need to double by next year.

Particularly, new Senior/Alternative Houses and home support services are expected to put pressure on the healthcare system to train more orderlies.

"We are confident that these new work-study arrangements for our new

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Christmas comes early for the Granada Theatre



PHOTOS BY GORDON LAMBIE

By Gordon Lambie

There were several pieces of good news announced at the same time for the team at the Granada Theatre in Sherbrooke on Tuesday morning. After close to two years of challenges as a result of the limitations on gathering that have come with the COVID-19 pandemic, Suzanne Marie Landry, General Manager and artistic Director for the Granada, hailed the new developments as an opportunity to turn the page and get the performance

venue back to full form.

"It is really good to be here to be here today to announce only good news," Landry said, noting that this time last year the theatre was in the process of announcing the cancellation of all of its holiday plans. "Over the last two years media have reached out to us frequently, and it has almost always been because of discouraging news."

The first of Tuesday's announcements was \$296,000 provided through the federal government's Making Cultural Spaces Safe During COVID-19 Initiative.

That money has been spent on two new projection screens that will be available for programming and festivals downtown in the coming years. This new equipment will help allow better access to outdoor performances and film screenings by letting people who are keeping their distance from crowds have a better view of what is taking place on the stage.

According to Sherbrooke's Member of Parliament, Élisabeth Brière, who was present to make the announcement,

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Weather



TODAY:
CHANCE OF
FLURRIES

HIGH -2
LOW -10



THURSDAY:
PERIODS OF
SNOW

HIGH 2
LOW 1



FRIDAY:
RAIN

HIGH 10
LOW -7



SATURDAY:
MIX OF SUN
AND CLOUD

HIGH -7
LOW -11



SUNDAY:
CHANCE OF
FLURRIES

HIGH -7
LOW -14

HAND IN HAND

The Blé d'Or community kitchen



For more than 30 years, the community kitchen organization now known as le Blé d'Or has been a second-line community food organization for the population of the Sherbrooke region. In addition to promoting food autonomy and healthy lifestyle choices, the organization works with children in schools to teach them to cook and helps people maintain good budgeting habits while breaking down social isolation and teaching them to eat healthy.

The Blé d'Or team describes the work of a communal or collective kitchen to be focused around a series of workshops that bring together four to six people for an exercise in meal planning, budgeting, and cooking. The group also engages in community gardening and other social and collective activities aimed at building connection and supporting the group's mission of promoting the joy of cooking.

Between Oct 2021 and March 2022, 686 people participated in 61 cooking groups. In the history of the organization, there have been 98 such groups that have collectively

prepared over 46,000 portions of food.

Le Blé d'Or traces the concept of communal kitchens back to Montreal's Hochelaga-Maisonneuve neighbourhood in the early 1980s, but its own roots date back to 1991, when the group was first incorporated under the name Carrefour des cuisines collectives de Sherbrooke. The group continued to operate under that name until 2007, when the organization was renamed as the Cuisine collective le Blé d'Or de Sherbrooke.

In the present day the kitchen is located at 1765, rue Belvédère South in Sherbrooke, but more information on the work of Le blé d'or is available on their website (in French) at www.lebledor.org, or by calling 819-820-1231. The group also shares information on a facebook page under the name Cuisine collective le Blé d'Or.

In addition to information about history and ongoing projects, the group's main website also features information on a number of their most popular recipes from over the years, including a range of soups, pasta meals and muffins, and tips

and tricks to keep in mind while either working in the kitchen or making plans for a future meal.

Le Blé d'Or has also prepared a recipe booklet specifically aimed at cooking with kids. In order to access the document, which is available as a .pdf file, one must sign up for the Blé d'Or newsletter at <https://bit.ly/infolettredor>

Le Blé d'Or is also one of many across the region currently engaged in a collection of non-perishable goods. Donations can be brought to the Blé d'Or building on Belvédère South up until the end of the day on Dec 23 (this coming Friday). Cash donations to support the work of the organization can also be made online at bit.ly/donbledor

As is the case with many other community organizations across the region, the The Blé d'Or team will be taking a break over the holiday season. Activities will be on pause starting Dec 24 until Jan 8 of 2023.





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Ben by Daniel Shelton



Sherbrooke police promises to step up surveillance near shopping centres

Record Staff

The Sherbrooke Police Service (SPS) is stepping up its surveillance of shopping centres by assigning patrol officers in the area throughout the day and evening over the next two weeks.

In a press release, the SPS said its mandate will be to “ensure a ‘visible’ police presence both inside and outside shopping centres in order to discourage and prevent criminal customers from committing crimes.” The outdoor presence serves as a deterrent to would-be car thieves.

The SPS will also be monitoring whether folks are respecting disabled

parking spots and fire vehicle zones. The local police service is also reminding residents to lock their vehicle doors in public parking lots, and to place purchased items in the trunk, and not just out in plain sight.

Multiple arrests

The SPS also reported two arrests on Monday. The police received a phone call around 8 p.m. instructing them to send patrol officers to the IGA at 775 Galt Street West to stop a shoplifter. The security officer at the scene had already identified the suspect prior the arrival of the SPS.

The suspect reportedly attempted to flee with a basket containing

meat and fish. SPS patrol officers arrested the suspect, a 24-year-old man, immediately for theft totalling roughly \$2,100. There are two suspects still at large. The SPS opened an investigation to find the accomplices.

Meanwhile, the 24-year-old was charged with theft. However, he was released on a promise to appear in court. A few hours later, at approximately 2:30 a.m., police officers stationed at the intersection of Bowen Street South and King Street East arrested a person known to the SPS.

The officers recognized the 33-year-old man as he was leaving a building on Bowen Street South, and running

away from his therapy centre. The officers approached him to bring him back, but the individual pulled out an object, later found to be a small sledgehammer, and fled.

The suspect was eventually subdued, before he could use the small sledgehammer, on Saint-François Boulevard South. The man was about to cross the river, according to the SPS, and he strongly resisted arrest. He reportedly appeared in court on Tuesday through video conference.

The 33-year-old will face charges of escape, lawful custody, obstructing peace officers, breach of conditions, and possession of burglary tools.

Orderly training program

CONT'D FROM PAGE 1

orderlies will increase our workforce, positively impacting the working conditions of our teams and the quality of care and services to our users,” said Rouillard.

CHUS expects that a round of interviews will begin on Dec. 28, so that successful applicants can start in early 2023. Recruits will be hired without a diploma of vocational studies and will receive training provided by CIUSSS de l’Estrie - CHUS, through partner educational institutions. Audrey Perron, Coordinator of the Nursing Department at CIUSS - CHUS, detailed more specifically how students in the program will spend three days a week studying, and two days working under the supervision of their teachers and other employees.

Chantal Landry, Coordinator for Regional Concertation in Vocational training at CIUSSS, assuaged concerns about safety for patients being treated by students.

“We don’t see any danger in this, because from the outset there is a four-day training course that will be done. To develop the curriculum, we looked at what the priority skills are, the skills that the students needed to develop. We established a training schedule that ensures that students will develop these skills and will be assigned to tasks that correspond to what they have learned,” explained Landry.

According to the Santé estrie website, an orderly (préposé aux bénéficiaires)

is responsible for the hygiene,

well-being and supervision of healthcare users. An orderly ensures their comfort, general needs and occupation in a safe environment. They are an integral part of a nursing force, communicating information about a patient’s health to the wider healthcare team. Orderlies also provide physical assistance to help patients recover their health.

The first groups trained under the new system will be in the vocational training centers of Granby (Centre régional intégré de formation), Coaticook (Centre de formation professionnelle Coaticook), and Sherbrooke (Centre de formation professionnelle 24-Juin), all in French, with English-language training provided at the Lennoxville Vocational Training

Centre.

Other educational institutions in the Eastern Townships will be added in the future.

The rollout of the workstudy program makes CIUSSS de l’Estrie - CHUS the first in the province to offer a formula based on alternating work and studies.

New recruits will be first hired as staff and then trained, being paid at the orderly salary scale, around \$26 an hour, while continuing their training for approximately six months. The student will also gain benefits and the ability to apply for internal positions.

Interested candidates can apply now at besoindevous.ca.

Christmas comes early

CONT'D FROM PAGE 1

The Granada is the only venue in the region to receive funding through the Making Cultural Spaces Safe During COVID-19 Initiative, which offered \$15 million to arts institutions across the country over the 2021-22 period.

The MP shared that the theatre has also received \$85,000 through the Canada Arts and Culture Recovery Program for Professional Arts Presentation Organizations to help with getting programming going again.

“The \$85,000 is to help them bounce back after the pandemic,” Brière said.

Évelyne Beaudin, Mayor of Sherbrooke, was also present at Tuesday’s event to announce the city’s support for the theatre in a project to acquire the building at 49 Wellington north, right next door.

“No one in Sherbrooke can deny that the Granada Theatre is one of our greatest treasures,” Beaudin said, noting that the striking downtown building is coming up on its 100th anniversary. “The acquisition of this new building will allow the Granada Theatre a little breathing room.”

The mayor said that that the city council opted to co-sign the mortgage agreement for the neighbouring structure in order the support the mission of the local cultural institution.

“It will not change the theatre, but it will

change our operations,” Landry said of the purchase, explaining that the new building will be used for administrative and storage purposes. “Right now, we are four in one very small office, and we are trying to develop new things but we lack the space.”

On top of limited room for administrative tasks, the manager pointed out that the theatre was originally a cinema, meaning that there is not a lot of storage or backstage area to work with. The solution to date has been to keep additional equipment in an off-site warehouse, and Landry said that it will continue to be used, but with a whole other building next door it will be easier to have what is needed on hand right away. In time, she said, the added space may also make room for studios or artist residencies that can help further the cultural mission of the Granada.

The last announcement of the day was that the theatre has been given silver-level “ecoresponsible” certification in recognition of the efforts that are being made to act in a way that is respectful of the natural environment.

“This is a great way to end the year and news that underlines the determination of everyone here has to support the protection of the environment,” Landry said.



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KEEPING IN TOUCH

The Inclusive Mentorship Initiative: 5 years strong and back in person!

By Heather Ancliffe, Inclusive Mentorship Project Manager

This year marks the fifth cohort of the Inclusive Mentorship Initiative (IMI). This year's program started with a virtual "meet and greet" orientation event in October, where mentees and mentors joined a Zoom meeting, hosted by Heather, the program manager. Introductions were made and pertinent information about the program and its protocols was given to participants. This event set the pairs on the right path to begin their mentorship relationship and to start meeting. Welcome packages were also given to all participants; resources and IMI promotional items were distributed to the mentees and numerous thank-you gifts were given to the volunteering mentors.

A speed networking event, aka "speak dating", was held on Thursday, December 8. This event was a friendly group conversation activity like speed dating but, in this case, the focus was on chatting in French with multiple mentors, instead of finding romance. Every 10 minutes, mentees switched

tables and sat with a new mentor and sparked a conversation about anything and everything. Each table consisted of one mentee and one mentor. In the middle of the tables were conversation prompts, as well as a bowl of random topics/questions and a deck of playing cards, for those who wanted to show off their magic skills.

The speed networking activity gave mentees the opportunity to network with numerous French-speaking professionals while building their confidence in speaking French. This fun activity was available to all Inclusive Mentorship Initiative participants and included dinner and refreshments. For the dinner portion of the evening, we merged the tables together so that all participants could eat together, network, and get to know one another. Mentors were also able to exchange tips and tricks on their mentorship successes.

What exactly is the Inclusive Mentorship Initiative?

The Inclusive Mentorship Initiative facilitates the amelioration of French-language communication skills for the comfortable and successful integration



PHOTO COURTESY OF TOWNSHIPERS' ASSOCIATION

Participants in Townshippers' Association's Inclusive Mentorship Initiative gathered at the Amédée Beaudoin Community Centre in Lennoxville on Thursday, December 8 for a speed networking (or 'speak dating') event.

of English-speaking students into the workforce in the Estrie. This immersive French-language mentorship helps boost one's confidence, increase one's employability and, ultimately, helps to fill vacant positions in the region with diverse bilingual individuals.

Mentorship Initiative, contact Heather Ancliffe at ha@townshippers.org.

*The Inclusive Mentorship Initiative is made possible with the financial support of the SRQEA (Secrétariat aux relations avec les Québécois d'expression anglaise).

How the program works:

The project manager pairs English-speaking students from the Estrie region with French-speaking professionals, based primarily on their field of study/work, location, and availability. To provide an immersive learning experience, pairs are encouraged to meet once per week, virtually or in person, and to converse in French about a broad range of topics. Various learning resources and free group activities are also provided to facilitate this interactive learning experience. This non-judgemental environment provides the mentee with the opportunity to practice his or her French with a French-speaking professional who works in a similar field. The opportunity to network, make new friends, and meet a potential colleague is boundless. For more information about the Inclusive

Happy Holidays from the Townshippers' Team!

As of Monday, December 19, our team will be off for the holiday season, returning to the office on Monday, January 9. We wish you all a gentle holiday season this year, and we look forward to catching up with you again in 2023!

This monthly column keeps you in touch with Townshippers' Association's activities and news. Other ways to keep in touch:

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Sutton resident creates online platform demystifying sexuality

By Michael Boriero

Marlene Bovenmars, a certified sex and relationship coach from Sutton, is the co-founder of Unime Cooperative, a non-profit organization, online platform and mobile application aiming to explore intimacy and celebrate sexuality.

When The Record spoke to Bovenmars in early December, she said a second version of the Unime Cooperative will launch in 2023. And this time it will be available in both French and English. The platform was only English, but extra funding allowed them to expand into French.

Unime Cooperative is currently in a crowdfunding campaign, which ends on Dec. 21. The non-profit has already received 62 contributions for a total of \$4,614. The crowdfunding goal is set at \$5,000. The Canadian Women's Foundation has also invested in the success of the platform.

The Canadian Women's Foundation is the only national women's foundation in Canada. The non-profit organization is focused on helping women and girls through initiatives aimed at ending domestic violence, empowering girls, and moving low-income women out of poverty.

Bovenmars and her team have also added downloadable content on the platform, making it accessible to people without a smartphone or internet at home. Accessibility is a key value for the feminist non-profit. And it also means the workshops and courses can be done anywhere.

"We do this because there have been centuries of gender discrimination in science, education, and the media. And because of this, the sexual experience of women and people with vulvas is still much less vitally understood," Bovenmars said, sharing the app can help fill a societal gap.

Unime Cooperative was designed for in-person use, Bovenmars explained, noting it is meant to be an immersive experience in order to break down any stigmas associated with gender and sexuality. Sexual education isn't only meant for teenagers, she added, adults

need it, as well.

"We would really like more adults to know that sexuality and relationships explanations are not just for teenagers. And also it doesn't have to be expensive because a lot of services like one-on-one or couples coaching is expensive," Bovenmars said in an interview with The Record.

According to Bovenmars, folks who subscribe to the platform will receive live coaching sessions, Q&A opportunities, thematic podcasts, practical guides, video presentations and audio-guided practices. The resources explore taboos, shaming, and confusing cultural norms.

"For so many people, sexuality and intimacy are still areas of confusion, stress, conflict, shame and disappointment. It's really because of a lack of information, because of all the taboos that are still passed on today," said Bovenmars, adding the platform is a safe space for discussion.

And, she noted, there is no fixed schedule with Unime Cooperative. Participants can fit it into their busy lives whenever they find an appropriate time — the resources won't just disappear. Bovenmars said these stigmas linked to sexuality have in many ways become normalized now.

And it has developed into a portion of society feeling disconnected from their body. Folks believe it is normal for sexual desire to decrease in a long-term relationship, for example, Bovenmars continued, and they don't necessarily feel comfortable talking about it with anyone.

"Either people think that there is something wrong with them, but they don't feel like they know what to do about it or who to talk to, or they just kind of assume it's just like this and they kind of give up on the idea that it could be better or they don't move on with it," Bovenmars shared.

She told The Record these feelings likely worsened throughout the pandemic. People were stuck inside not knowing the psychological harm being done to them. When a person feels comfortable in their own body, it can lead to much more positive energy,

Bovenmars explained.

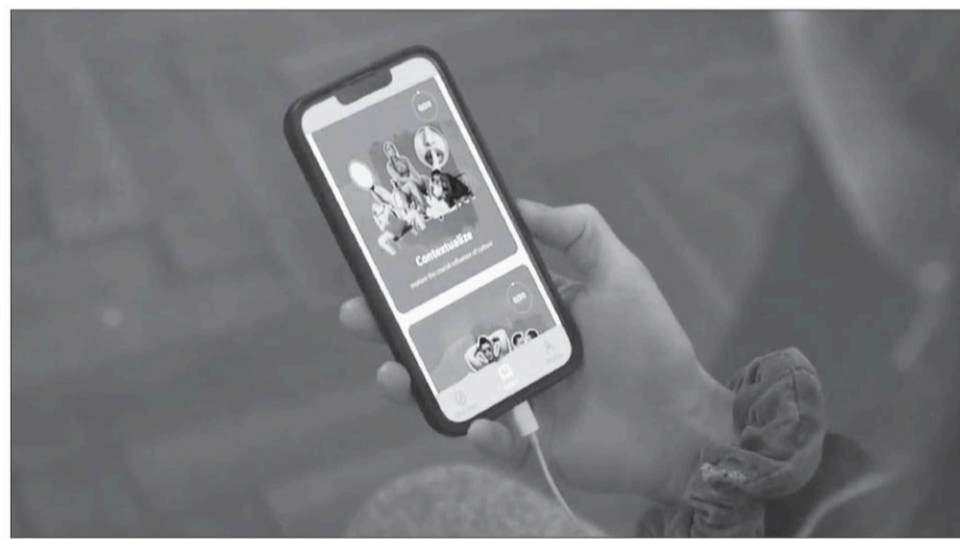
The information and tools are out there, though, and Unime Cooperative has done its best to migrate all of these resources onto a much more accessible platform. And people can explore at their own rhythm, Bovenmars said, adding it could take years to get through everything.

"It's just sad because all of this helpful guidance exists now, but most of us didn't receive it in school or later in life. There is more and more information from science, about female sexuality and the sexuality of people with vulvas, which for a long time was kind of ignored," she said.



ANDRÉE-ANNE GINGRAS-ROY

Unime team members Élise Ross-Nadié, Fannie Poirier and Marlene Bovenmars



SAM HAMPER

Quebec premier 'more optimistic' on health funding deal after meeting with Trudeau

The Canadian Press

Quebec Premier Francois Legault says he is "more optimistic" about reaching a health-care funding deal with Ottawa after his meeting Tuesday with Prime Minister Justin Trudeau.

As pediatric hospitals and emergency rooms across the country buckle under severe strain, Legault said he sensed a "desire to advance on the file" from Trudeau.

"I am more optimistic today than before," Legault told reporters following the meeting at a coffee shop in Old Montreal. Trudeau did

not take questions.

Provinces and territories have demanded an increase to the Canada Health Transfer — the main source of federal funds to provincial health systems — but Trudeau has said that will happen only if the provinces agree to reform and improve those systems. Provinces and territories want to see Ottawa cover 35 per cent of health-care costs across the country, up from the current 22 per cent.

Legault said Trudeau has been hesitant to convene a meeting with premiers on the subject of health care out of fear that the discussions

would not end positively.

"I understand he doesn't want a failure," Legault said. "I think we are heading in the right direction."

The two leaders had planned a one-on-one last week, but bad weather pushed the meeting to Tuesday. Legault said they discussed several other topics, including immigration and the French language.

The premier said Trudeau understands the importance of protecting the French language, especially in Montreal.

Legault added that Trudeau was also open to transferring more asylum seekers from Quebec to other parts

of the country. About 36,000 people crossed irregularly into Quebec this year to seek refugee status, Legault said, adding that Ottawa must do more to help house, educate and care for these people while they wait for their applications to be processed.

Despite the positive spin he put on the talks, Legault admitted he received no firm commitments from Trudeau on the most contentious files — immigration and health care.

"There are a lot of good intentions, but we are waiting for action," Legault said.

EDITORIAL

In eastern Canada, cropping has intensified by becoming less diverse.

Adjusting the intensity of farming can help address climate change

By Derek Lynch
Professor of Agronomy and
Agroecology, Dalhousie University

We have little chance of tackling climate change and reducing biodiversity loss without a redesign of the world's largest industry: agriculture and food.

While shifting to more plant-based diets and reducing food waste will be critical steps, what occurs at the farm level will matter more. There, it will be the choices made around technology and intensity that will matter.

Agricultural intensity

With crops grown in farm fields, more intensive management means a reduction in the diversity of crops grown, combined with increased application of nutrients and use of mechanical soil tillage on the farm.

In eastern Canada, cropping has intensified by becoming less diverse.

Common cash crops, such as soybean, leave very little residue (which is mostly carbon) to add to the soil to help reverse CO2 accumulation in the atmosphere. This intensification has led to a continuing decline in the amount of carbon in soil.

Canadian farmers, with support of federal and provincial programs, are responding to the climate change challenge with a host of cropping interventions, all of which fall under the umbrella of "nature-based climate change solutions."

These new practices aim to improve soil health, return more carbon to soil, improve nitrogen efficiency and reduce greenhouse gas losses.

While zero-tillage (avoiding disturbing the soil for planting) does not enhance soil carbon in Eastern Canada – unlike in Western Canada – cover cropping, crop diversification and maintaining perennial pastures are recommended.

Cover crops – that help the soil recover – can also enhance cash crop

productivity by supplying nutrients.

Maintaining ecosystem biodiversity

What about maintaining biodiversity? Should we maximize farming intensity and farm land efficiency to preserve more natural lands as reservoirs of biodiversity? Gauging a farming system on the basis of how productive it is alone, risks not sparing land from losses of soil carbon and soil.

Less intensive cropping systems can benefit biodiversity both above and below ground on farmed land. Opting for a productive but moderate range of farming intensity is thus ideal for preserving both soil, its carbon content and biodiversity.

As we have recently shown, a spectrum of intensity of cropping management is also found within regulated farming systems that follow an operating standard such as certified organic farming.

While organic farms are, in general, less intensive due to a greater diversity of crops grown and reduced nutrient application, they differ widely in the diversity of cropping and the level of nutrients added to the soil.

Managing nitrogen and carbon

Improving the retention of carbon and management of nitrogen are important, and there are various management approaches.

Led by the fertilizer industry, a 4-R approach to nitrogen fertilizer nutrient management uses the right fertilizer source, at the right rate, at the right time and at the right place. This approach is being widely promoted across Canadian agriculture with the goal of improving nitrogen use efficiency on farms and reducing nitrogen-derived greenhouse gas emissions.

But what about carbon? Half of the land on earth is now devoted to agriculture, and so reversing CO2



accumulation in the atmosphere through redesigning cropping systems is essential.

A recent standardized global framework for measuring and monitoring soil carbon on farms outlines the approaches needed for soil sampling and analyses to effectively measure what are often slow changes in soil carbon in response to improved cropping practices.

But for most farmers, closely managing soil carbon is a recent endeavour, and an unfamiliar element – it is now even possible to farm carbon as a source of revenue.

Other than broad recommendations to sustain organic matter in soil, which is 50-55 per cent carbon, carbon seldom appears in long-established farm nutrient or resource management guidelines.

Changes in soil carbon are the net balance between carbon added (like crop residues and manures) minus carbon lost through organic matter decomposition. We can conceive

a parallel 4Rs framework for its management that takes into account: rotation of crops, residue management, return of manure, and rate of tillage intensity. Rotation refers to the sequence of crops and cover crops.

Residue management acknowledges that benefits to soil carbon of diverse crop rotations can be lost if most of the crop residues are removed. Type and frequency of disturbance through tillage determines how much added decomposition of soil organic matter occurs.

The role of agriculture

Agriculture plays a central role in employing nature-based solutions to climate change. Developing climate-smart agriculture requires understanding the intensity at which all farms operate. Innovative economic programs, incentives and credits are needed to support farms aligning their practices with climate-related goals.

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Local Sports

According to the SQ, impaired driving ability and speeding are the main causes of fatal ATV and snowmobile collisions.

SQ increases police presence on off-road vehicle trails throughout winter

Record Staff

The Sûreté du Québec (SQ) is running its annual Opérations IMPACT for off-road vehicles, increasing police presence on different federated trails in Quebec throughout the winter.

According to a press release on Tuesday, the operation works in collaboration with various partners, including the Fédération des Clubs de Motoneigistes du Québec, the Fédération Québécoise des Clubs Quads and the Ministère des Transports et de la Mobilité durable.

The SQ, through funding from Quebec, will send patrol officers out on quads, a type of all-terrain vehicle (ATV), to keep on eye on these federated trails, and ensure off-road vehicle enthusiasts are not behaving in a way that may comprise their own safety and that of others.

People using these trails are reminded that since September 2021, Quebecers driving an off-road vehicle must be able to produce a valid driver's

license at all times, meaning any time they are trying to cross a public road, or use public land, and private land owned by a municipality.

Folks driving ATVs and snowmobiles are subject to the same road laws as motorists. For example, they face the same punishment for driving while impaired by drugs, alcohol, or both. And there is a speed limit for trail users: 50 km/h for quads and 70 km/h for snowmobilers.

Off-road vehicle users must also obey trail signs in the same way motorists do on the road. Quebecers aged 16 and 17 years old can use an off-road vehicle as long as they obtain a certificate of competency, if they hold a valid driver's license, and respect the conditions.

According to the SQ, impaired driving ability and speeding are the main causes of fatal ATV and snowmobile collisions. Throughout the 2021-2022 winter season, 27 ATV riders died in 27 fatal collisions. Meanwhile, 24 snowmobilers died in 24 fatal collisions on the SQ territory.



SQ FACEBOOK PAGE

These surveillance operations are part of the provincial government's reform of the Off-Road Vehicle Act, as well as the 2021-2026 Transportation Network Safety Strategy. The five-year strategy aims to reduce the number of fatal and serious injury collisions on the roads and trails.

Although off-road vehicle drivers are expected to know the rules, the SQ has provided more information at quebec.ca/LoiVHR and quebec.ca/SécuritéVHR. The SQ and its partners want to keep the trails and users safe throughout the province, and enjoy their recreational activities.

Alouettes' Maas looking to bring intensity in second stint as head coach

By Tristan D'Amours
The Canadian Press

Jason Maas did not expect to find work within weeks of being fired as offensive co-ordinator of the Saskatchewan Roughriders, let alone a head coaching position.

But when Montreal Alouettes general manager Danny Maciocia called him to ask for an interview, the ball started rolling, and it ended with Maas being announced Saturday as the 27th head coach in team history.

"Did I ever imagine that six weeks later, I'd be sitting here in front of you? No," Maas, who was fired by the Roughriders on Nov. 1, said in his introductory press conference Tuesday. "With the relationship I've built over the years I assumed I might get an interview, and was hoping for one because I really do love being a head coach of a football team and leading men.

"But never on that day did I kind of contemplate that would be a possibility."

Maas was a quarterback during Maciocia's coaching tenure in Edmonton, where the team won two Grey Cups in 2003 and 2005. Through he was the backup to Hall of Famer Ricky Ray, Maciocia says Maas was an important part in Edmonton's success.

"I saw his leadership qualities in the locker room," Maciocia said. "Everyone talks about Ricky Ray, but without

Jason Maas we don't win these two Grey Cups. His leadership on and off the field, the things that he did, the speeches he made, the fact that he was able to unite everyone, that's what made the difference."

This will be Maas' second stint as head coach after a run in Edmonton, where he held a 39-33 record over four seasons (2016-19) and reached three division finals.

Maas was known as a fiery head coach on the sidelines. While he said he learned from that following his dismissal, he stressed that he wouldn't change his personality.

"That was one of the interview questions for myself, I don't know if that was an interview question for every guy, but it was certainly for me. How much have you grown?" Maas said. "I'm never going to fake who I am. What you see is what you get. I am an intense person. I love football.

"You will see my emotions. But there are other ways I can deal with disappointment or things that bother me. And I can assure you, I have thought long and hard about that."

Maas said that he would be the play-caller going forward but said the Alouettes offence would be a collaboration.

Anthony Calvillo, quarterbacks coach and a former Alouettes teammate during Maas' playing days, called plays in the latter half of last season.

"I will call plays, that's something I feel very strongly about and I love to do it," Maas said. "I've had success doing it, but you're only as successful as the people that collaborate with you.

"I look forward to having Anthony, who ended up calling plays last year did a great job to learn to run an offence, and with the help of (receivers coach Micheal Lionello) and hopefully (offensive line coach Luc Brodeur-Jourdain) and other guys in the staff, and I look forward to those talks."

Maciocia said that a priority for him was to "keep the nucleus in place" regarding the coaching staff, though he confirmed running backs and assistant coach Andre Bolduc is leaving for the Roughriders.

Maas also has a history with Alouettes quarterback Trevor Harris, who is set to enter free agency in February.

Maciocia said that Harris, as well as star receiver Eugene Lewis, were kept in contact throughout the hiring process. For Maas, retaining Harris and Lewis is a priority.

"I know the relationship (Maciocia) would have established with those guys and the potential to get them back is very strong. That was important for me," Maas said.

"I don't think either one of us are worried about hard work and trying to get guys to come back here to play. I think we want this to be built as a place of destination for a lot of players

that enjoy playing for this franchise and the city."

Maciocia said he reached out to then-interim head coach of the Ottawa Redblacks Bob Dyce and Laval Rouge et Or head coach Glenn Constatin as part of the search for the next Alouettes coach.

Dyce became Ottawa's full-time coach two days later, while Maciocia said Constatin ultimately turned down an interview.

"He made me understand that he was good where he is and I understand why he's good and I told him to keep his position because if he leaves I might apply for the job," Maciocia jokingly added.

Asked about reports that president Mario Cecchini will not return to the club in 2023, Maciocia denied having received an offer to add presidency duties to his general manager mandate and confirmed that he would not be interested should he receive one.

"I want to be the general manager of the Montreal Alouettes, please," he said.

"Everyone in this room knows about my feelings for Mario. Today is a day where we hire a head coach and I think that the focus should stay on the hiring of an individual that will take us to the next level. It's not because I don't want to answer but it's a good day for the Alouettes and I would say that Mario would probably also want that sort of answer."

Date Book

WEDNESDAY,
DECEMBER 21, 2022

Today is the 355th day of 2022 and the first day of winter.

TODAY'S HISTORY: In 1620, the Pilgrims went ashore at Plymouth Rock.

In 1913, the New York World newspaper published Arthur Wynne's "Word-Cross Puzzle," the first crossword puzzle.

In 1937, Disney's "Snow White and the Seven Dwarfs," the first feature-length animated film, premiered.

In 2012, the Walt Disney Company completed its \$4.06 billion purchase of Lucasfilm Ltd.

TODAY'S BIRTHDAYS: Benjamin Disraeli (1804-1881), British prime

minister; Josh Gibson (1911-1947), baseball player; Joe Paterno (1926-2012), football coach; Jane Fonda (1937-), actress; Frank Zappa (1940-1993), musician; Samuel L. Jackson (1948-), actor; Chris Evert (1954-), tennis player; Ray Romano (1957-), actor/comedian; Florence Griffith Joyner (1959-1998), Olympic track athlete; Kiefer Sutherland (1966-), actor; Julie Delpy (1969-), actress/filmmaker; Steven Yeun (1983-), actor.

TODAY'S FACT: "Snow White and the Seven Dwarfs," derided by Hollywood insiders as "Disney's Folly" while it was in production, cost Disney Studios an estimated \$1.5 million to create. Walt Disney mortgaged his home to help cover the unanticipated expenses.

TODAY'S SPORTS: In 2010, the University of Connecticut Huskies women's basketball team won its 89th consecutive game, setting a new Division I record for consecutive wins.

TODAY'S QUOTE: "That's when you know you're a true married couple: when you have to apologize for what you did in her dream." - Ray Romano

TODAY'S NUMBER: 41 - adult male passengers on the Mayflower who signed the Mayflower Compact before disembarking on Plymouth Rock.

TODAY'S MOON: Between last quarter moon (Dec. 16) and new moon (Dec. 23).

Do just one thing



According to one of the largest waste and recycling haulers in the country, there's one major no-no when you recycle at home: Never recycle anything smaller than a credit card. Republic Services says while it's tempting to be a good recycler and keep every little piece out of the landfill, small things like shredded paper, bottle caps, pieces of cardboard and metal tabs can muck up recycling machines. When they do, it slows the process down and causes more harm than good. Toss any small things in the trash.

New study indicates tomatoes help with gut health



ASK THE DOCTORS

by Eve Glazier, M.D., and Elizabeth Ko, M.D.

Dear Doctors: I was happy when I saw on the news that tomatoes help your gut microbiome. I love tomatoes, but my wife keeps them out of our diet. She says they're a nightshade plant and thinks they make arthritis worse. I'd like to know more about this new pro-tomato research.

Dear Reader: Tomatoes have a fascinating and somewhat fraught

history. The fruit, which many mistakenly call a vegetable, has its origins in South America. Historians say that its use as a food dates back to the ancient Mayans. Tomatoes are a member of the nightshade family of plants, some of which are toxic. This has contributed to caution, and even fear, about eating them. In the United States, from the time tomatoes were introduced in the early 1700s and up until the mid-1800s, they were widely considered to be poisonous.

Today, although an integral part of international cuisine, the tomato debate continues. As you mention in your letter, it is often in the context of rheumatoid arthritis. Specifically, tomatoes and other nightshade vegetables are associated with inflammation, a driving factor in rheumatoid arthritis. This belief arises from the presence of a toxic compound known as solanine, which is found in some plants in the nightshade family, including eggplant, tomatoes and unripe potatoes. But a link to their causing inflammation is not backed up by research. Numerous studies have failed to find evidence that eating

nightshade vegetables gives rise to inflammation. Some of the researchers theorize that, while not a direct cause of inflammation, nightshade vegetables may aggravate existing inflammation in some people.

Tomato lovers like yourself will be glad to know they are a rich source of lycopene, a potent antioxidant. They also contain abundant phytochemicals, flavonoids and nutrients such as folate, vitamin K and vitamin C. A diet that includes tomatoes has been linked to a reduced risk of heart disease, improved blood sugar control and a lower risk of some cancers. And now, the study you're asking about suggests tomatoes may also play a role in gut health.

Researchers at Ohio State University decided to investigate their effect on the gut microbiome. They conducted their experiment on pigs, which have genetic and physiological traits similar to humans. One group of piglets ate a diet that was 10% freeze-dried tomato powder. The control group ate the same diet, but without tomatoes. After two weeks, the tomato-eating group had a measurable increase in both the numbers and diversity of beneficial

microorganisms in their guts. These are hallmarks of gut health. The control group, which did not eat tomatoes, did not show the same changes. It's important to note that this was a very small study, and a short one. It suggests a beneficial effect from tomatoes, but it doesn't prove one.

Bottom line - each person's food tolerances are unique. If you feel ill effects from tomatoes in your diet, it's wise to follow your wife's lead and cut them out.

(Eve Glazier, M.D., MBA, is an internist and associate professor of medicine at UCLA Health. Elizabeth Ko, M.D., is an internist and assistant professor of medicine at UCLA Health.)

(Send your questions to askthedoctors@mednet.ucla.edu, or write: Ask the Doctors, c/o UCLA Health Sciences Media Relations, 10960 Wilshire Blvd., Suite 1955, Los Angeles, CA, 90024. Owing to the volume of mail, personal replies cannot be provided.)

RATES and DEADLINES: ANNOUNCEMENTS & NOTICES

BIRTH NOTICES, CARDS OF THANKS, IN MEMORIAMs, BRIEFLETS:
Text only: 40¢ per word. Minimum charge \$10.00 (\$11.50 taxes included)
Discounts: 2 insertions or more: 15% off

With photo: additional \$18.50. DEADLINE: 11 a.m., day before publication.

BIRTHDAY, ANNIVERSARY & GET-WELL WISHES, ENGAGEMENT NOTICES:

Text only: \$16.00 (includes taxes)

With photo: \$26.00 (\$29.90 taxes included) DEADLINE: 3 days before publication.

WEDDING WRITE-UPS:

\$26.00 (\$29.90 taxes included) WITH PHOTO: \$36.00 (\$41.40 taxes included)

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For Monday's paper, email production@sherbrookerecord.com or call 819-569-4856 between 1 p.m. and 5 p.m. Sunday. For Tuesday, Wednesday, Thursday or Friday's edition, email production@sherbrookerecord.com, call 819-569-4856 or fax 819-569-1187 (please call to confirm transmission) between 9 a.m. and 5 p.m. the day prior to the day of publication. The Record cannot guarantee publication if another Record number is called. Rates: Please call for costs.

NEA Crossword Puzzle

- ACROSS**
- 1 "Go, team!"
 - 4 Put in the cooler
 - 8 Clammy
 - 12 Dark brew
 - 13 Guy
 - 14 Length x width
 - 15 Peoria's st.
 - 16 Silliness
 - 18 Dryad
 - 20 Grass
 - 21 Filch
 - 23 Skippers' OKs
 - 26 Muslim mystic
 - 29 Parroted
 - 32 Heat meas.
 - 34 Wheels for baby
 - 35 Formal attire
 - 36 Subzero comment
 - 37 Geisha's tie
 - 38 Frequently
 - 39 Restaurant offering
 - 40 Roofer's gunk
 - 41 Stats
 - 42 Appends
- DOWN**
- 43 At close quarters
 - 45 A great many
 - 47 Ad — (wing it)
 - 49 Gunslinger's command
 - 53 Diner favorite (2 wds.)
 - 58 Bikini top
 - 59 Web habitue
 - 60 Hopscotch, e.g.
 - 61 — choy
 - 62 Prosperous period
 - 63 Fly upwards
 - 64 Floor

Answer to Previous Puzzle

G	E	L		S	H	H		S	T	O	W	
Y	A	P		P	O	E	T		T	A	R	O
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R	U	E		R	U	E	D		L	O	P	
S	T	E		L	E	S		D	O	Z	E	
	O	A	T	E	R	S		E	A	G	E	R
			H	O	E		I	N	N			
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A	N	O	N		D	O	E	R		O	R	E
S	T	A	G		S	N	A	G		M	A	R
S	O	N	S		A	M	Y		O	L	D	

- 8 Papa
- 9 "Exodus" hero
- 10 Shook hands
- 11 Foot the bill
- 17 Turnpike
- 19 Strait-laced
- 22 Majorette's stick
- 24 Flowed back
- 25 Fine violin
- 26 Place
- 27 Citified
- 28 Laissez- —
- 30 Huff's partner
- 31 Laud
- 33 WWW addresses
- 39 Chess player's shout
- 41 Late spring flower
- 44 Warning
- 46 Buy by mail
- 48 Totes
- 50 "Fernando" band
- 51 Cornfield menace
- 52 Cod kin
- 53 Open container
- 54 Canteen initials
- 55 Recent (pref.)
- 56 Thai neighbor
- 57 Physicians' grp.

1	2	3		4	5	6	7		8	9	10	11
12				13					14			
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53	54	55				56	57			58		
59					60					61		
62					63					64		

Your Birthday

WEDNESDAY, DECEMBER 21, 2022

An optimistic attitude will go a long way when dealing with others. If you choose to offer positive alternatives, you will build solid relationships and gain ground with those you work and play with regularly. Changing how you use your hard-earned cash will help you have a comfortable lifestyle.

SAGITTARIUS (Nov. 23-Dec. 21) – Understanding will help you navigate through sticky situations with people who don't share your opinions. A social event will reveal someone's intentions. Make sure your foundations are solid.

CAPRICORN (Dec. 22-Jan. 19) – Discuss the changes you want to make with those you love and respect. The feedback you receive will encourage you to get started. Others will be surprisingly eager to help you.

AQUARIUS (Jan. 20-Feb. 19) – Busy yourself with last-minute details. Don't take on someone else's problem; offer a reasonable solution and return to your to-do list. Take some time to relax from all the hustle and bustle.

PISCES (Feb. 20-March 20) – Take nothing for granted and do whatever is possible to avoid a scene. Anger will not help, but understanding will ease stress and give you a different perspective regarding a pending problem.

ARIES (March 21-April 19) – Tally up how much you've spent and where you are sitting financially. Take a step back when dealing with superiors, and listen before you offer your thoughts. Seek counsel from people you trust.

TAURUS (April 20-May 20) – You have

a choice: You can demand change or persuade others with incentives and kindness. Don't isolate yourself. Offer love and understanding, and you will receive the same in return.

GEMINI (May 21-June 20) – You'll be quick to react. Stop to rethink your strategy before you take a step that will be hard to reverse. You want to steady your position and your plans, not start something you can't finish.

CANCER (June 21-July 22) – Discuss your thoughts with someone you love or trust to provide sound advice, and you'll deepen your connection and find a common path. Romance is in the stars.

LEO (July 23-Aug. 22) – Your heart is in the right place, but nothing good will transpire if you fail to follow through. Take the initiative to reach out and help those less fortunate.

VIRGO (Aug. 23-Sept. 22) – Bypass conversations that have the potential to get heated. Make positive changes and plans that include everyone. Personal improvement will promote better relationships with others.

LIBRA (Sept. 23-Oct. 23) – Put your head down and focus on what you must accomplish between now and the end of the year. Discipline and hard work will pay off handsomely. Refuse to let trivial matters get in the way.

SCORPIO (Oct. 24-Nov. 22) – Get into the spirit of the season and join in the festivities. Reach out to those you care about and share good ideas. Don't be afraid to be unique and do your own thing. Let your light shine!

WEDNESDAY, DECEMBER 21, 2022

I think, therefore I play

By Phillip Alder

William Hazlitt, who was an English literary critic and essayist, claimed that when great thoughts are reduced to practice, they become great acts. Well, this might be overstating matters in a field of endeavor like bridge, but the idea is reasonable.

On today's deal, North's two-heart cue-bid showed a good hand with at least three spades.

When West led the heart six, South assessed the situation. Why hadn't West led the heart king? Presumably because he didn't have both the king and queen. Mentally, South placed one of these cards in the East hand. Why hadn't West led a top diamond? Clearly because he didn't have the ace and king. South gave a diamond honor to East. Why had East passed over his partner's opening bid? The mist was clearing. If East had two red-suit honors, West had to have the black-suit queens.

South won the first trick with dummy's heart ace, played a spade to his ace and led a low spade, finessing dummy's nine when West followed with the six. After cashing the spade king, South paused again. West was known to have three spades and five hearts, but how many clubs? Four was surely impossible, because East, with eight

North		12-21-22	
♠	K 10 9 4		
♥	A 9 4		
♦	Q 7		
♣	A 10 8 3		
West		East	
♠	Q 6 3	♠ 2	
♥	K 10 7 6 3	♥ Q 5	
♦	A J 10	♦ K 6 5 4 3 2	
♣	Q 5	♣ 9 7 6 4	
South			
♠	A J 8 7 5		
♥	J 8 2		
♦	9 8		
♣	K J 2		
Dealer: West			
Vulnerable: Neither			
South	West	North	East
	1♥	Pass	Pass
1♠	Pass	2♥	Pass
2♠	Pass	4♠	All Pass
Opening lead: ♥ 6			

diamonds, would have bid. Since West had to have at most three clubs, South played a club to his king and led the club two. When the queen appeared, South won with dummy's ace, played a club to his jack, returned to dummy with a trump and discarded a red-suit loser on dummy's club 10.

What an opponent doesn't do – in the bidding or the play – may be more revealing than what he did do.

CELEBRITY CIPHER

by Luis Campos

Celebrity Cipher cryptograms are created from quotations by famous people, past and present. Each letter in the cipher stands for another.

“ ZKFKGMKI’A OYLWKIN MIKRWD
YA RVIKRZN FVTXZYLJ WDK CTLZ,
HITAWYLJ WDK CRLK, TMAFXIYLJ
AXGGKI’A GKGTIN.” — PTDL JKZZKA

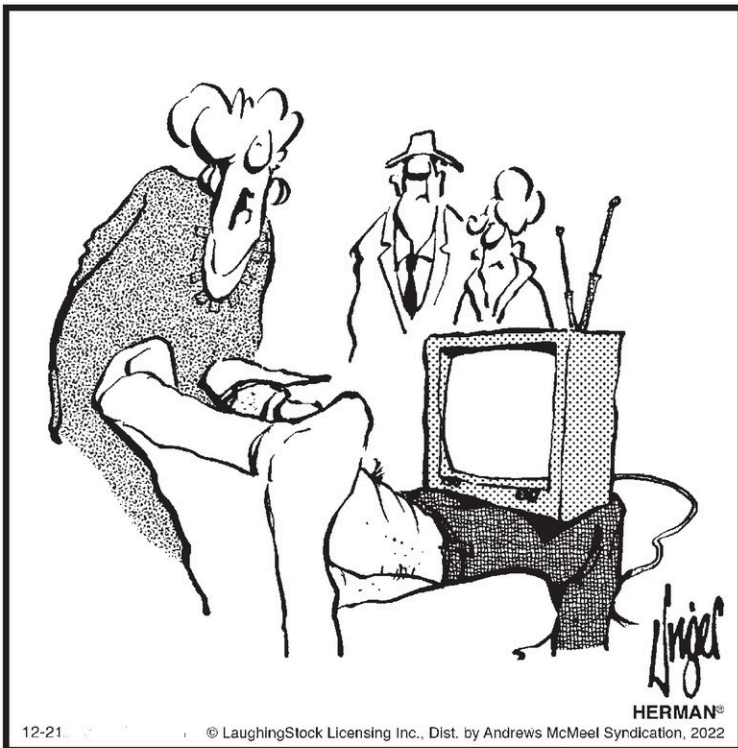
Previous Solution: “One press account said I was an overnight success. I thought that was the longest night I’ve ever spent.” — Sandra Cisneros

TODAY’S CLUE: B equals M

REALITY CHECK

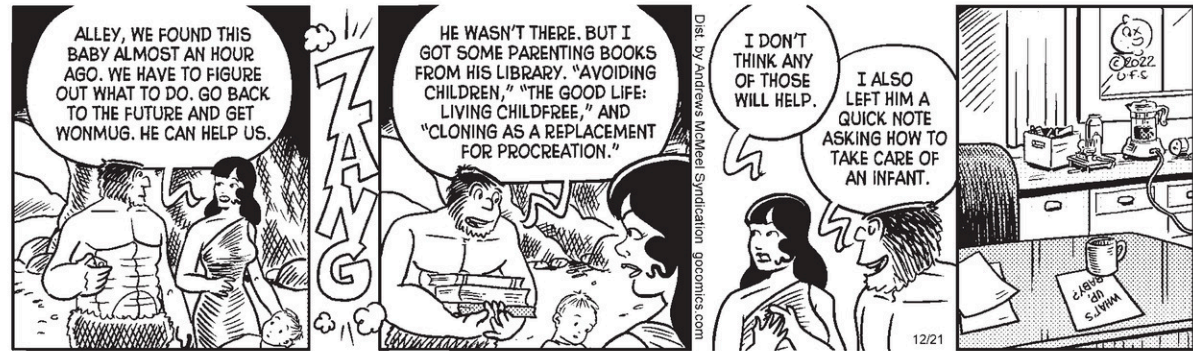


HERMAN



“Will you please say ‘good night.’
Our guests are leaving.”

ALLEY OOP



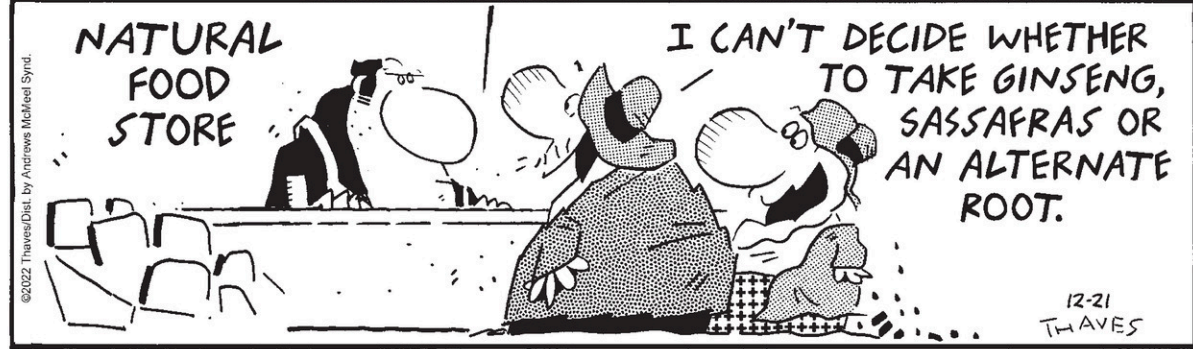
ARLO & JANIS



THE BORN LOSER



FRANK AND ERNEST



GRIZZWELLS



THATABABY



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REACT NOW!
Diabetes Québec
Information and donations:
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www.diabete.qc.ca

Call Sherbrooke: (819) 569-9525 between 8:30 a.m. and 4:30 p.m.
 E-mail: classad@sherbrookerecord.com
 or Knowlton: (450) 242-1188 between 9:00 a.m. and noon

CLASSIFIED

Deadline: 12:30 p.m. one day prior to publication
 Or mail your prepaid classified ads to
 The Record, 6 Mallory, Sherbrooke, Quebec J1M 2E2

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THE RECORD

EDITORIAL ASSISTANT, YOUTH EDITION

The Record has an exciting new opportunity for a parttime editorial assistant to coordinate an online Youth edition of the newspaper.

Working with the editor, the editorial assistant will recruit young reporters, schedule workshops, assign, edit and upload stories and photos to the web and provide writing tips and feedback to student reporters.

The ideal candidate will have a solid background in journalism with knowledge of writing for the web, and a demonstrated ability to schedule and meet deadlines.

This position, made possible through the *Ministère de Culture et des Communications*' digital transition program, is open to qualified applicants of all ages.

Interested candidates should send a cover letter and resume to
Sharon McCully, Publisher, The Record
 at outletjournal@sympatico.ca
 or by mail to 6 rue Mallory, Sherbrooke, QC, J1M 2E2

SUDOKU

DIFFICULTY RATING: ☆☆☆☆☆

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

12/21

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PREVIOUS SOLUTION

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

HOW TO PLAY:

Each row, column and set of 3-by-3 boxes must contain the numbers 1 through 9 without repetition.

Husband wants his lover to move into our home

Dear Annie

Dear Annie: I need therapy because of what is happening in my marriage. My husband of 28 years has had a five-year relationship with another woman, and now they've had a child together. My husband is a 56-year-old autistic man.

He is so hurt because he did not want to hurt me. We have been crying together over this. He sobs uncontrollably because he wants to keep me protected while at the same time saying that he does not want to leave his 5-year-old child and his girlfriend.

He wants me to stay in a trailer on the property, so I can be safe, and he wants to move the girlfriend and child into our home of 15 years.

I have nowhere to go. I am alone except for him. What do I do?

I have broken down miserably, and he has, too, but she wants to live in our home! - Help Me Please

Dear Help Me: I am so sorry that you are going through this. Seek marriage counseling immediately. You don't have to allow your husband's mistress to live in your home. That sounds like torture. It is bad enough that you suffered through an affair, and now he wants you to live with a daily reminder of it? The answer to him is NO, she cannot move in. He can move out if he tries to press the issue. You have rights. Please seek the help of a professional therapist, and if he is unwilling to go to counseling, then I would call an attorney.

Dear Annie: Please tell "Am I Being Greedy or Gaslit?" with the realtor husband to talk to a lawyer. She said her husband put his name on her properties but refused to put her name on his. My sister had a realtor husband who did the same kind of stuff. They eventually divorced.

My sister had a fight with him and went to see an attorney. The attorney investigated his financial records and found some things he did behind her back with real estate deals for the 15 years they were married. Unfortunately, she barely got anything, though we found out later that he had a six-figure income during that time. All she got was 60% of their home and a lawyer's bill for over \$100,000. His kids will get everything he owns. It was a terrible, nasty divorce that took three years.

It's better for her to get things clarified and have an attorney look at everything. People change with time, especially when there is money and property involved. - Get a Lawyer

Dear Get a Lawyer: I am sorry that your sister had to go through a difficult divorce. I agree that you should always consult a professional.

"How Can I Forgive My Cheating Partner?" is out now! Annie Lane's second anthology - featuring favorite columns on marriage, infidelity, communication and reconciliation - is available as a paperback and e-book. Visit <http://www.creatorspublishing.com> for more information.

Send your questions for Annie Lane to dearannie@creators.com.

Did you know BLUE SEAL-LE CENTRE NUTRITION ANIMALE

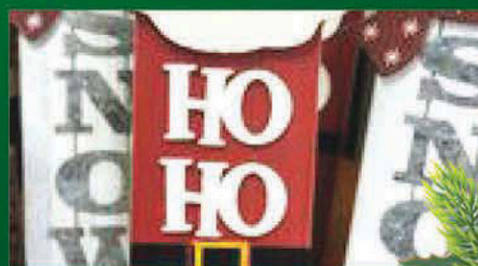
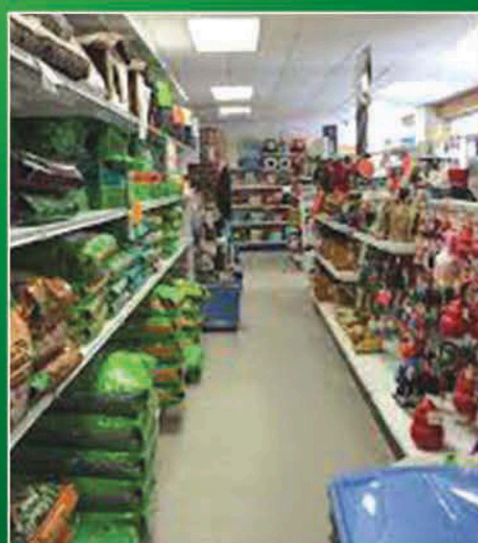


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