

The History of Bond Head and Sir Francis



by Myno Van Dyke

NEWCASTLE HISTORICAL
SOCIETY

The Lovekin and Bates families are considered the first residents of the community we know as Bond Head. The Bates and Lovekins arrived by boat in 1796. A few years later, the Robert Baldwin family arrived and they moved into an old shack, built either by First

Nations People or fur traders. It had a bark roof and a chimney built of sticks and clay. After a few years the Baldwins moved west to Toronto. The Bates quickly moved to Port Granby as the land they wanted was already promised to someone else. The Lovekins stayed.

The actual community name of "Bond Head" was created in 1838 when the Bond Head Harbour Company was formed. Shortly after, George Strange Boulton, a lawyer and politician from Cobourg, gained control of most of the little village and immediately drew up plans for a housing development there. On this plan he created streets and

divided the village up into one-fifth acre lots. About 50 houses were built but by 1846 many of them were empty, all of the stores in Bond Head had closed and only one tavern was left open. One of the early entrepreneurs was Richard Vaughan, a blacksmith. In 1847, he partnered with Daniel Massey. Shortly after, Massey moved the business into Newcastle and started Massey Manufacturing which became the largest manufacturer of agricultural implements in Canada. By 1848, there were only about 200 people living in Bond Head.

There was more trouble in 1846 when the British

Corn Laws were repealed placing expensive tariffs on grains imported from Canada. This resulted in a sudden depression in the trade of wheat and flour leaving the Bond Head Harbour a quiet place. In 1851, there was a proclamation published that Newcastle and Bond Head would be united and formed as one village known as Newcastle.

In 1856, the Grand Trunk Railway was completed north of the village, along with a new train station. This effectively sealed the fate of the harbour at Bond Head. That same year, Newcastle was incorporated as a Village and the village

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limits included all of Bond Head.

The decision to name the village "Bond Head" was influenced by the man appointed in 1836 as Lieutenant Governor of Upper Canada, the controversial Sir Francis Bond Head. Most likely, the thinking of the day was that if you named a community after the most powerful man in the country, he might bestow some financial assistance.

Sir Francis Bond Head (the surname is actually H'ead and pronounced "heed" and Bond was his middle name) also had another community of Bond Head named after him north of Newmarket, Ontario as well as the village of Frankford north of Trenton. Head was known as "Galloping Head" for his fast trips on a horse across South America in 1825. It was said that he had ridden a horse for up to 60 hours at a time. Not sure how many horses he went through. He was knighted in 1835, mainly because of his expertise with the lasso. He tried to convince the British Service to equip every soldier with a lasso to be used as a weapon. He was not successful but his efforts did not go unnoticed. He was knighted and made a Baronet.

Shortly after arriving in Canada, he decided that all of the natives in Canada should be isolated and moved to Manitoulin Island. He said they could never be "civilized". This



Dick and Lynn Lovekin



William Lyon Mackenzie

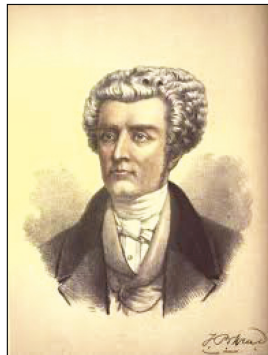
In 1837, Head got involved with the deportation of an American slave named Solomon Moseby who had escaped and ended up in Niagara on the Lake. Moseby was charged with "horse stealing" and "absentia" in Kentucky. Head decided to extradite Moseby and soon there was an angry mob involved with trying to keep this from happening. During the altercation two black men were killed, many injured and Moseby escaped, eventually moving to England. Shortly after, Sir Francis Bond Head made it a policy for Upper Canada to not surrender fugitive slaves if the crime they committed was not a crime in Canada.

That same year, Head was blamed by the British Government for causing the 1837 Rebellion. At that time there were two parties in Canada, Reformers and Conservatives. Head told the leader of the Reformers, MacKenzie King, that King had no choice but to resign if he didn't agree with Head on just about anything. King resigned and so did all of the other Reformers. A new election was called and King was re-elected. Head immediately removed MacKenzie King from office. Then MacKenzie King organized a large armed group of men who marched to Toronto. There was a battle at Montgomery's Tavern (Yonge St. just North of Eglinton) and King's men were stopped by British Forces and King escaped to the United States. King returned to Toronto in 1849 after being pardoned by Queen Victoria.

That, combined with other problems sent Sir Francis back to England. The rebels apparently had a \$500 reward posted if someone killed him. He quietly got on a boat in

infuriated a lot of people not only here but in Britain and the other colonies. And of course did not happen. He did manage to convince several tribes to trade their reserve land in Ontario for land in Manitoulin.

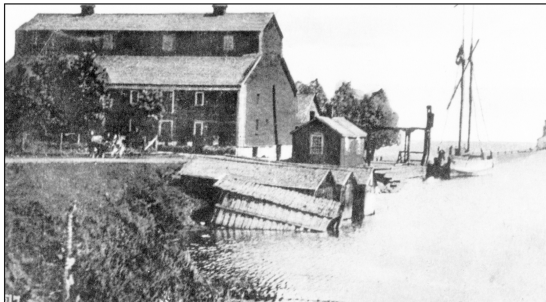
He also managed to upset the Dutch by stating that "Holland is but a platter-faced, cold, gin and water country and the heavy, barge built, web-footed race are its inhabitants".



Sir Francis Bond Head

Kingston and headed to New York. Lord Durham was dispatched to Upper Canada to find out why Head left Canada in such a bad state.

In his report he quoted Lord Melbourne's verdict of Head by simply saying "Such a damned odd fellow". Head was no longer employable in the public service so he devoted himself to writing non-fiction articles and essays. He also rode horses with his hounds until he was seventy-five years old. Sir Francis Bond Head died on July 20, 1875.



Newcastle Harbour Circa 1900

Managing Workplace Conflict and Resolving Disputes

by Peter Spratt, CHRP, Q Med

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Based on the types of calls for help we are receiving, it would appear that workplace conflict is alive and doing very well – unfortunately!

Conflict is an ongoing, underlying condition of tension which, if harnessed can lead to better communications, more satisfying interpersonal relationships, and more creative and effective problem-solving. But left unmanaged or unresolved, conflict can seriously impact your organization's brand in the community.

The following tips are intended to help you develop your toolkit for proactively managing workplace conflict and dealing with disputes.

1. Respectful Workplace Policy: every workplace should have a policy or

code of conduct that sets out how employees and other stakeholders are to be treated. Your policy should be accompanied by a complaints procedure for addressing behaviour that does not conform.

- 2. Training:** Ensure that everyone in your organization is briefed on the policy and the procedure for dealing with workplace complaints. This should start with new employees at Orientation, and annually thereafter. A refresher/update at a staff meeting is an excellent way to remind everyone of their responsibilities for ensuring a respectful workplace. Provide access to workshops to help employees develop their skills in dealing with interpersonal conflict.
- 3. Task Delegation:** Unresolved questions about

roles and expectations usually end in unsatisfactory results. Take the time to clarify expectations and discuss what is required and by when, and who will be accountable for results. If the timeframe is long or the task is critical, check-in for progress updates to ensure you and the employee are on the same page.

- 4. Connecting Face-to-Face:** Resist the temptation to resolve disputes by email. We tend to attribute 'tone' and meaning to written communication which often leads to miscommunication and misunderstanding. Suggestion: talk in person whenever possible.
- 5. Act Promptly:** Don't let conflict go 'underground'. Conflict should be surfaced; don't avoid dealing with conflict because you might find it uncomfort-

able. You really need to address conflict before it festers and escalates.

- 6. How You Care:** Personal attention gets results. Take time to talk with people who are experiencing conflict. Share your observations and provide them with constructive and well-timed feedback. Let them know how their behaviour is impacting others in the workplace. Help them to create dialogue that leads to problem-solving.
- 7. Pay Attention to Change:** Changes that are introduced in the workplace without attention to their potential impacts on people usually result in outright resistance or quiet resentment. Changes to policies, procedures, job responsibilities, technology, processes, etc. should be accompanied by a change

management plan that has a strong 'people' component. Thoughtful consideration of people impacts will reap big dividends when it comes to reducing the potential for conflict, and will help ensure the expected benefits of your changes are realized.

- 8. Start at Recruitment:** Ensure that your hiring practices include interview questions that help you to assess how candidates deal with interpersonal issues such as conflict. Also, add a question about interpersonal skills to your reference checking practices. All too often we hire people because of their great technical skills, but forget about the importance of people skills, only to find out later from your customers and employees that the recent new hire isn't

really working out as you had hoped!

- 9. Coaching:** Managers dealing with particularly difficult situations can benefit from 1:1 conflict coaching. Too often we assume that everyone has the ability to manage conflict effectively, but my own experience suggests that this is far from reality. Working with a skilled professional to practice new techniques will help managers to develop greater self-confidence and personal effectiveness.
- 10. Get help:** Sometimes an external facilitator/mediator can help parties work through their issues. An impartial 3rd-party can provide a confidential process where employees can feel safe to deal with their disputes and explore strategies for resolving their differences.