



# Annual Report

## 2018-2019



## Vision

Nipissing First Nation will be a well-balanced, healthy, politically and economically independent, culturally strong and self-governing nation.

## Mission

Our mission is to continue to protect our Nation's inherent rights and to empower the membership of Nipissing First Nation to work together in a positive, progressive manner to improve well-being and quality of life, to be socially and economically independent, culturally strong, and self-governing.

## Values

We will be guided by our seven grandfather/grandmother teachings.

### **Respect- Minaadendamowin:**

*"To honour all creation is to have respect."*

### **Wisdom- Nibwaakaawin:**

*"To cherish knowledge is to know wisdom."*

### **Love- Zaagi'idiwin**

*"To know love is to know peace."*

### **Humility- Dabaadendiziwin**

*"Humility is to know yourself as a sacred part of creation."*

### **Bravery- Aakode'ewin**

*"Bravery is to face the foe with integrity."*

### **Honesty- Gwayakwaadiziwin**

*"Honesty in facing a situation is to be brave."*

### **Truth- Debwewin**

*"Truth is to know all of these things."*

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## Message from Chief Scott McLeod

Aanin Nbisiing Debendaagziwaad,

On behalf of Council, I would like to commend our staff for their continued hard work on the priorities that we put in front of them. Being one of the most progressive First Nation communities - not only in our territory, but throughout the country - does not happen by chance. It takes the commitment of a hard-working team of both political and administrative branches to achieve such status, as well as an engaged and supportive community.

Nipissing prides itself on being a progressive nation that emphasizes fairness, accountability, balance, and consideration of future generations in all decision making. We strive to make sound decisions and investments in the areas that are most important to our nation now, and for the future.

Our Council will continue to work hard to move our nation forward by focusing on the priorities that our debendaagziwaad have identified, and by maintaining an open and ongoing dialogue to ensure we are on the right path. We look forward to your continued input as we develop and implement plans to enhance the quality of life of our debendaagziwaad.

I am humbled by the support of our citizens and staff, and am honoured to serve as Gimaa of the Nbisiing Anishinaabeg. Gichi-Miigwech.

## Council & Committees

Our committees bring the voices of the membership to current issues and priorities, and provide valuable context for our decision-making processes. Committee recommendations also assist Chief and Council in meeting the Governance Strategic Plan goals of Nipissing First Nation.

### NFN Committees - 2018 - 2021 Term:

**Anishinaabemwin** ..... Chair: June Commanda

**Culture & Pow Wow** ..... Chair: Corey Goulais

**Economic Development** ..... Chair: Jane Commanda

**Education** ..... Chair: Muriel Sawyer

**Housing & Planning** ..... Chair: Michael Sawyer

**Lands & Bylaw** ..... Chair: Brian Couchie

**Natural Resources** ..... Chair: Corey Goulais

**Social & Wellness** ..... Chair: Rick Stevens





## Chief Executive Officer's Update

Aanii Kina Weya, I am honoured to offer some opening thoughts as my contribution to the annual report for NFN. Once again, our programs and services have exceeded expectations as we move forward with our strategic plan.

We continually strive to present information from our broad range of programs and services in ways that make it accessible and easy to access for all debendaagziwaad of NFN, regardless of where they live.

We have continued a strong growth trend at NFN, with a clear-eyed vision of the future and a strong commitment by the staff to make that vision a reality. Of course, that also involves the many volunteers and citizens that engage and participate throughout the year. Your voice and feedback is a central element of all NFN planning and decision-making.

NFN has continued to make investments that will improve the quality of life for debendaagziwaad for generations to come. A few examples include the new community centre and daycare in Duchesnay, the securing of the bridge replacement contract for Duchesnay Creek, a new land based withdrawal management program for those battling addictions, and numerous other projects.

As always, culture and language are central elements of the work we do. We are continue to review our culture and language strategic plan, and will begin to implement it more fully in the year ahead. We will also update the NFN strategic plan to ensure new opportunities and projects and considered in the plan.

This report highlights the amazing progress made in a broad array of areas across this nation. I am so pleased and proud to have played a small part in some of this success. I look forward to working with everyone on the new opportunities that are on the horizon as well.

As always, I welcome your questions and comments, and invite you to contact me to discuss the contents of this report.

Miigwech,

"Miskaankwaad" Dwayne Nashkawa  
Emyaa'wsed (Chief Executive Officer) Emyaa'wsed (Chief Executive Officer)

## E-ntambiigaadeg (Preamble)

**Niinwin, omaa enjibaajig Nbisiing Nitam Anishinaabeg, ezhi-kenjgaazjig Nbisiing, iw zhichigan minwa maajiishkaag iw Gichi-Naaknigewin niinwin ndi-gchi-gimaa- kidaagewinan bekish nji-e-piitendmaang geye ezhi-ginawendizyaang nji-anishinaabe- eyaawyaang minik edko-yaayaang omaa kiing.**

We, the people of the Nipissing First Nation, known as the Nipissings, ordain and establish this Gichi-Naaknigewin as our supreme law in accordance with the values and principles upon which our heritage has existed.

**Iw dash nji-Gichi-Naaknigewin, ndoo-dibaajmomin minwa ndoo-nsidodwinaanaan aw sa gizhemindoo kina gegoo miigwewin nji-sa mtkakmi-kwe, ezhi-dibendizyaang ji- ogimaakeyaang minwa nji-sa ezhi-anishinaabe naadziyaang.**

By this Gichi-Naaknigewin, we declare and acknowledge the Creator for the gifts of Mother Earth, sovereign rights to govern ourselves and for our cultural heritage.

**Chi gyat ga-bi-zhiwebak omaa Nbisiing gwekwendaagziwag omaa anishinaabeg gaa-zhi-minowaadizwaad, gaa-zhi-ntaa-nokiiwaad minwa gaa-zhi-gizhkweziwaad penmondmowaad kina gegoo giwtaaying edigo akiing. Chi gyat ga-bi-zhi-webak omaa Nbisiing gwek zhibiigaademgad, e-zhi-mshkawziimgak dibendiziwinwaa geye ezhi-debwendmowaad nji-sa iw Debendaagziwaad. Iw Gichi-Naaknigewin bekish zhi-aasgaabwitaagemgad ezhi- mshkawziimgak minwa ezhi-debwemgak.**

The history of the Nipissings confirms the people as a peaceful, productive and thriving people who have relied on the abundance of natural resources. The history of

the Nipissings is well documented, expressing the strong inherent values and principles cherished by its Debendaagziwaad. This Gichi-Naaknigewin reflects those strong inherent values and principles.

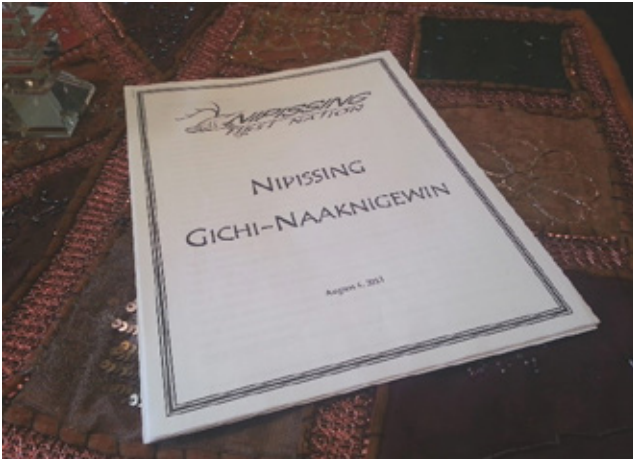
**Jibwaa bezhaakibiigaadek iw gichi-mzinigan Robinson Huron Treaty 1850, Nbisiing ezhnikaazjig anishinaabeg aazhgo gii-yaawag minwa gii-mino-yaawag kiing giwtaaying Nbisiing Zaagigning gii-ganwendizwaad geye wii-bimaadiziwaad pii-moonigewaad geye nooj-gegoo wii-zgakinmowaad.**

Prior to the signing of the Robinson Huron Treaty of 1850, the Nipissings had occupied and enjoyed the lands surrounding the Lake Nipissing watershed for their sustenance and survival through harvesting and other means.

**Pii-gii-beshaakibiigaadeg iw Robinson Huron Treaty iw-pii 1850, Ogimaa Shabogesic gii-kido wi-sa-nji aki ji-shkongaadeg giwediniing nakeyiing Nbisiing Zaagigning wiinwaa sa nji doo-anishinaabemwan ji-nakaazwaad geye ji-gnowendimigowaad. Niinwin dash Nb Ntam Anishinaabeg ndebwe'endaamin niinwin dibenmaang iw pane gii-biyaa'aang ezhi- debwewendaagwak pii-giibi-yaamgak iw-sa Robinson Huron Treaty 1850 gaawin gii- ngoshkaamgozinoon debendang. Ndoomshkawendmaanaanig giw aazhigo gaa-maajaajig gii-daapnamwaad geye gii-zigaakinaanaawaa wi aki minwa waa-bi-yaajig geyaaba anishinaabeg.**

At the signing of the Robinson Huron Treaty of 1850, Chief Shabogesic agreed to set aside lands on the north shore of Lake Nipissing for his people's exclusive use and protection. We the Nipissing First

Nation people affirm that we have absolute ownership of our traditional territory based on the belief that participation in the Robinson Huron Treaty of 1850 did not extinguish ownership. We assert that our ancestors simply selected and reserved designated lands and resources for their people.



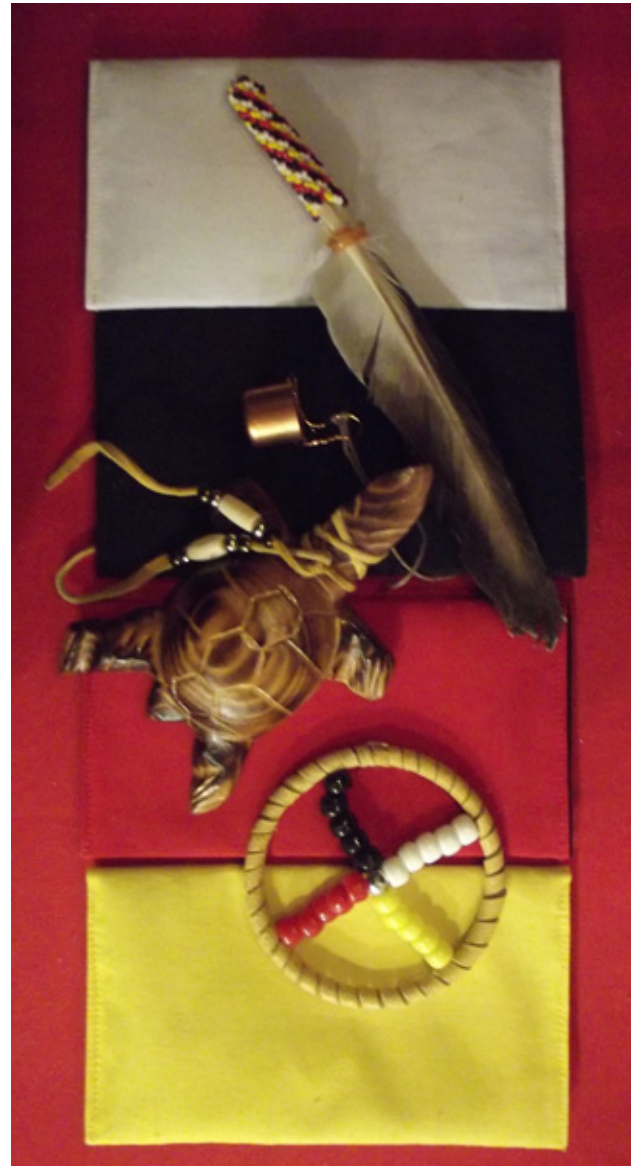
**Iw Gichi-Naaknigewin gyak wiindimaagemgad, ezhindowendaagwak geye ji- gnawendizwaad Ntam Anishinaabeg Debendaagziwaad, wiinwaa ezhi-gimaakidaadizowaad geye gimaakewgamgong nji-sa debenjigaadeg ezhibiigaadeg omaa Gichi-Naaknigewin mziniganing ezhi-giizhendimong pii-omaa mina ezhi- zhaapshkamowaad Debendaagziwaad;**

This Gichi-Naaknigewin confirms the rights, responsibilities and freedoms of Nipissing First Nation's

Debendaagziwaad, its government and its governing institutions in relation to the jurisdictions set out in this Gichi-Naaknigewin as confirmed by ratification by its Debendaagziwaad.

Read the complete Nipissing First Nation Gichi-Naaknigewin (Constitution or Big Law) on our website:

<https://www.nfn.ca/gichi-naaknigewin-3/>

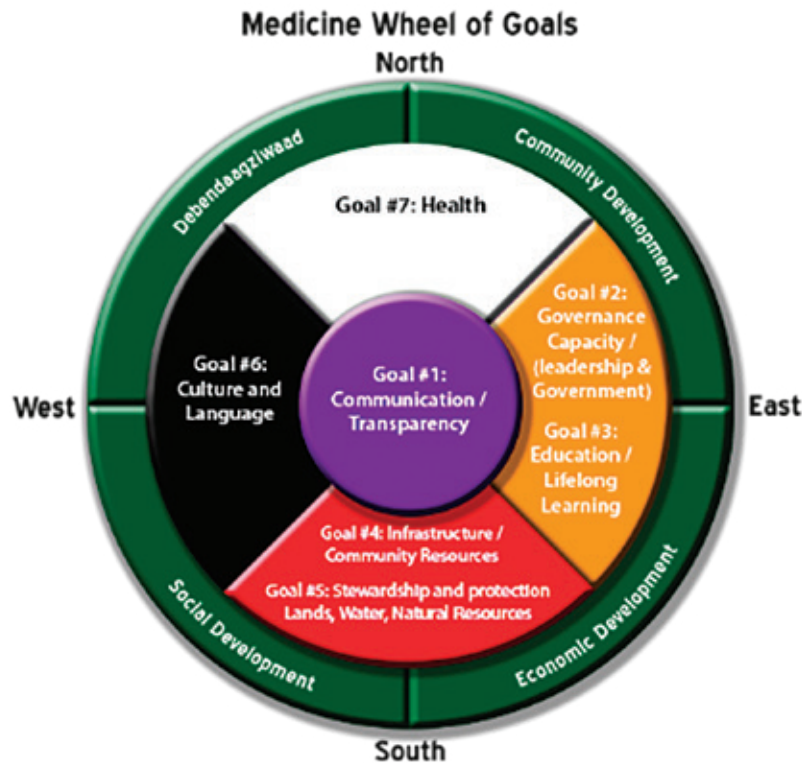


## Medicine Wheel of Goals

Our Strategic Plan is reflected in the Medicine Wheel of Goals below. Each department develops an annual work plan that identifies the strategies, actions and tactics they will use to accomplish the goals that are represented within one (or more) of the four main quadrants.

The outer rings illustrate the four key pillars that drive the work we do: Debendaagziwaad (our nation members), Community Development, Economic Development and Social Development.

**Our goals are centered on the principle that we work for the community, and always in its best interests.**





## GOAL #1 Communication/Transparency – (Centre)



Communication/transparency is Goal #1 of our strategic plan because it's central to the work we do to serve our nation and debendaagziwaad.

It's easy to take communication for granted because we do it every day, in many ways, without always recognizing its importance. Yet, communication is essential to our ability to engage with each other and what matters to us, on everything from political issues to community events.

Effective communication is the foundation for planning, implementing and ultimately achieving our shared goals. Collaboration and consultation are critical building blocks as we work together to create a stronger nation.

While our staff work across many disciplines to deliver various programs and services, solid communication with each other and the community is key to the success of these efforts.

We strive to be accountable to our debendaagziwaad about what we are working on and how we plan to accomplish our goals by using various tools to get our messages across. We encourage you to read our monthly newsletter *Enkamgak* and visit our website often as new information is added daily. Following our social media feeds is also a great way to stay on top of timely updates. We welcome community feedback to help us continually improve and better meet the needs of the community.

Improving communication is an ongoing process that requires listening, understanding and being able to see a situation from another person's point of view. We continue to monitor, evaluate and adjust our communication strategies based on your feedback. Miigwech!

### Connect with Us!

f @NipissingFN    t @Nipissing\_FN    i @NipissingFN

Web: [www.nfn.ca](http://www.nfn.ca)

**Contact: Geneviève Couchie, Wiinmaaged Ezhwebak** (Communications Officer)

Phone: 705-753-2050 ext. 1270 | Cell: 705-498-2507

Email: [genc@nfn.ca](mailto:genc@nfn.ca)



## Administration



Our Administration supports the day-to-day business functions of Nipissing First Nation and works to deliver the mandate established by our Chief and Council.

Administrative staff provide guidance and support to the organization; prepare and distribute agendas, minutes, notices and announcements; coordinate events; and address inquiries from community members, external partners, funders and agencies, as well as the general public and media.

Our Chief Executive Officer and Director of Administration oversee the following administrative functions: Communications, Emergency Services, Finance, Human Resources, Information Technology,

Reception Services, Specials Events Coordination, Special Projects Management, and provide guidance to other departments across the organization.

### Contacts:

#### **Freda Martel, Director of Administration**

Phone: 705-753-2050 ext. 1223

Email: [fredam@nfn.ca](mailto:fredam@nfn.ca)

#### **Kimberly Salvaneschi, Executive Assistant**

Phone: 705-753-2050 ext. 1229

Email: [kims@nfn.ca](mailto:kims@nfn.ca)

## Human Resources

Our workforce totals 125 full-time employees, and grows to nearly 200 staff members when we include seasonal contracts and student workers (secondary & post-secondary).

For the 2018-2019 fiscal year, the Human Resources department recorded 90 hires consisting of 22 salaried positions and 68 contract positions (including the seasonal beautification & maintenance crew, secondary and post-secondary workers, and short-term contracts).

Of those 90 job postings, 8 were newly created positions, and were awarded as follows:

- 63 positions were filled in the first round (open to NFN members only),
- 17 positions were filled in the second round (open to members of other First Nations and spouses of NFN members), and
- 5 positions went to a third round (open to everyone: status & non-status).

Our department serves the dual function of providing advice and support to both individual employees and the NFN management team with respect to employee-related matters. We also provide training opportunities and promote employee wellness through support programs and team-building events that are coordinated throughout the year.

All employment opportunities are available on our website at <https://www.nfn.ca/jobs/> and are also posted to our dedicated NFN Jobs & Training Facebook page. Applications should be emailed to [resumes@nfn.ca](mailto:resumes@nfn.ca), faxed to 705-753-0207 or dropped off to the Administration Office.



### Contacts:

#### **Jennifer Lalonde, Human Resources Manager**

Phone: 705-753-2050 ext. 1253

Email: [jenniferl@nfn.ca](mailto:jenniferl@nfn.ca)

#### **Dennis Goulais Jr., Human Resources Clerk**

Phone: 705-753-2050 ext. 1229

Email: [jrg@nfn.ca](mailto:jrg@nfn.ca)

# Financial Transparency



Nipissing works diligently to advance our nation to become more economically prosperous and independent. Good governance and Financial Management Systems (FMS) certification are essential to the Nation-building path Nipissing is on.

Achieving FMS Certification (in 2016) provided Nipissing the framework and tools needed to drive improvements and achieve goals to benefit our nation and debendaagziwaad.

Benefits of having an effective Financial Management System in place include:

- increased transparency and accountability to community members;
- expanded economic development and community infrastructure initiatives through increased capacity and access to capital; and
- greater confidence recognized by financial institutions, business partners and other stakeholders (including government funding sources).

FMS certification is essential in laying the roadmap that drives a First Nation community forward on a progressive path to self-governance. We've strengthened our governance and financial procedures and policies, which helped build up our fiscal capacity.

Ultimately, the FMS Certification and our Gichi-Naaknigewin puts Nipissing in the driver's seat when it comes to asserting jurisdiction hence supporting our overall goal to become more economically prosperous and independent.

Our complete financial audit for the last fiscal year (April 1, 2018 to March 31, 2019) is available on our website at: <https://www.nfn.ca/finance/audits/> along with previous audits. You can also request a copy in person or call 705-753-2050 to request a copy by email, mail or fax.

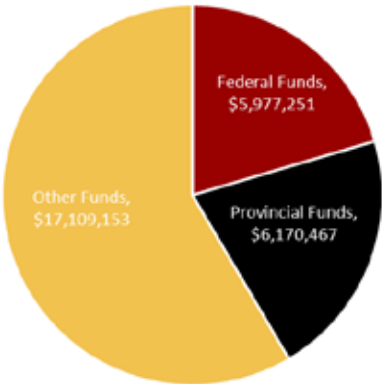
The Consolidated Financial Statements are provided in the following pages.

Should you have any questions about the contents of these financial statements, please contact:

**Tamara (Tammy) Saulis, Chief Financial Officer**  
705-753-2050 ext. 1281 | [tammys@nfn.ca](mailto:tammys@nfn.ca)



NFN Revenue Sources 2018-2019



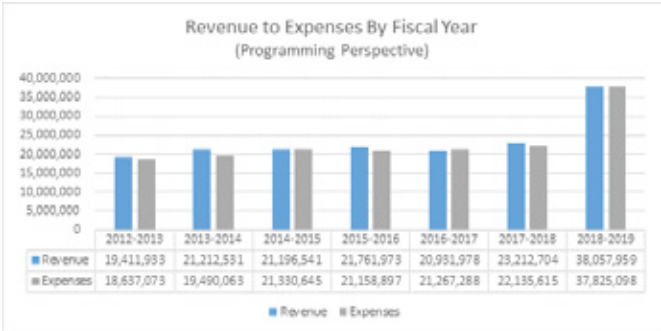
Explanatory Notes:

- 2012-2013 is the fiscal year where Tangible Capital Assets were recognized and NFN enacted its Financial Administration Law.
- 2013-2014 is the fiscal year where NFN received its Financial Performance Certificate (the first of two FMA certificates that a community can get)
- 2016-2017 is the fiscal year where NFN received its FMS Certification (this is the second of two FMA certificates that a community can get)
- NFN has seen an increase in revenue of \$6 million since 2012-2013 as a result of new Health program funding, construction grants and fundraising.

DID YOU KNOW?

- NFN was the 2nd community in Ontario to enact a FAL and achieve Financial Performance certification
- NFN was the 1st community in Ontario to participate in the FNFA debenture (to re-finance RBC loans such as the Nipissing Ojibway Daycare/Education Centre and cut the loan payments in half!)
- NFN was the 1st community in Ontario and the 4th community in ALL of Canada to become FMS Certified

The Financial Administration Law (FAL) is a commitment that we live by and contains four (4) key sections that translate into NFN’s financial policies and procedures. The Financial Management System (FMS) is the internal control designed to ensure ongoing compliance with NFN’s Financial Administration Law. NFN can be proud of our reputation of having strong financial administration, governance & management.



Milestone

Financial Administration Law (FAL) Enacted by NFN	September 3, 2013
Received the Financial Performance Certificate	October 1, 2013
NFN accepted as borrowing member of First Nations Finance Authority	November 4, 2013
Participated in First Nations Finance Authority (FNFA) debenture	June 19, 2014
Received Financial Management Systems (FMS) Certification	December 21, 2016

Date of Achievement

# NIPISSING FIRST NATION

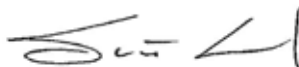
Exhibit A - Consolidated Statement of Financial Position

March 31, 2019, with comparative information for 2018

	2019	2018
<b>Financial assets</b>		
Cash and cash equivalents	\$ 15,962,346	\$ 11,193,830
Short-term investments (note 3)	3,579,442	3,534,957
Accounts and grants receivable (note 4)	3,017,301	2,707,641
Housing mortgages and other long-term receivables (note 5)	7,214,281	6,385,298
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 6)	84,258,425	82,385,807
Funds held in trust by the Government of Canada (note 7)	290,779	290,779
	<b>114,322,574</b>	<b>106,498,312</b>
<b>Financial liabilities</b>		
Accounts payable and accrued liabilities (note 8)	5,267,292	3,351,950
Prepaid leases	185,489	218,589
Deferred program revenue (note 9)	3,199,051	1,464,999
Long-term debt (note 10)	6,726,664	5,552,317
	<b>15,378,496</b>	<b>10,587,855</b>
<b>Net financial assets</b>	<b>98,944,078</b>	<b>95,910,457</b>
<b>Non-financial assets</b>		
Tangible capital assets (note 11)	46,230,602	43,166,520
Prepaid expenses	65,690	144,791
	<b>46,296,292</b>	<b>43,311,311</b>
<b>Commitments and contingent liabilities (notes 12)</b>		
<b>Accumulated surplus (note 13)</b>	<b>\$ 145,240,370</b>	<b>\$ 139,221,768</b>

See accompanying notes to consolidated financial statements.

Approved:

  
Chief

  
Chief Executive Officer

# NIPISSING FIRST NATION

## Exhibit B - Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Revenue:		
Indigenous Services Canada (note 14)	\$ 3,709,253	\$ 9,070,715
Other	9,175,219	6,150,272
Health Canada	2,016,687	1,572,883
Ministry of Community and Social Services	1,903,414	1,808,433
Ontario First Nations Limited Partnership	1,656,273	1,308,467
Ministry of Education	661,093	680,569
Other provincial	3,605,960	1,319,126
Kinoomaadziwin Education Body	5,289,965	-
Union of Ontario Indians (note 15)	987,696	900,332
Canada Mortgage and Housing Corporation	251,311	401,907
	29,256,871	23,212,704
Expenses:		
Education	6,519,641	6,492,999
Other	3,670,037	3,213,326
Community Operations	4,600,819	4,168,653
Health Services	6,617,407	2,773,917
Social Services	3,325,602	2,735,378
Capital	1,518,766	1,666,156
First Nation Enterprises	614,985	605,061
Housing	576,613	480,125
	27,443,870	22,135,615
Excess of revenue over expenses before the undernoted	1,813,001	1,077,089
Gain (loss) on sale of tangible capital assets	(2,954)	3,716
Vacation expense	(18,059)	(29,408)
	1,791,988	1,051,397
The Nipissing 2013 Boundary Claim Trust:		
Investment income	5,865,744	5,361,629
Per capita distributions	(736,455)	(674,813)
Nipissing First Nation expenditures	(387,568)	(524,898)
Other expenses	(515,107)	(521,754)
	4,226,614	3,640,164
Annual surplus	6,018,602	4,691,561
Accumulated surplus, beginning of year	139,221,768	134,530,207
Accumulated surplus, end of year	\$ 145,240,370	\$ 139,221,768

See accompanying notes to consolidated financial statements.

## NIPISSING FIRST NATION

### Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Annual surplus	\$ 6,018,602	4,691,561
Acquisition of tangible capital assets	(5,175,770)	(5,201,014)
Amortization of tangible capital assets	2,108,734	1,843,357
Loss (gain) on sale of tangible capital assets	2,954	(3,716)
Proceeds on sale of tangible capital assets	-	10,000
	2,954,520	1,340,188
Change in prepaid expenses	79,101	82,251
Change in net financial assets	3,033,621	1,422,439
Net financial assets, beginning of year	95,910,457	94,488,018
Net financial assets, end of year	\$ 98,944,078	\$ 95,910,457

See accompanying notes to consolidated financial statements.



# NIPISSING FIRST NATION

## Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Operating activities:		
Annual surplus	\$ 6,018,602	\$ 4,691,561
Adjustments for non-cash items:		
Amortization of tangible capital assets	2,108,734	1,843,357
Gain (loss) on sale of tangible capital assets	2,954	(3,716)
	8,130,290	6,531,202
Changes in non-cash working capital:		
Increase in accounts and grants receivable	(309,660)	(73,452)
Increase in accounts payable and accrued liabilities	1,915,342	70,649
Increase (decrease) in prepaid leases	(33,100)	90,272
Increase in deferred program revenue	1,734,052	774,475
Decrease in prepaid expenses	79,101	82,251
	11,516,025	7,475,397
Capital activities:		
Acquisition of tangible capital assets	(5,175,770)	(5,201,014)
Proceeds on sale of tangible capital assets	-	10,000
	(5,175,770)	(5,191,014)
Financing activities:		
Principal payments on long-term debt	(291,653)	(267,130)
Proceeds on issuance of long-term debt	1,466,000	-
	1,174,347	(267,130)
Investing activities:		
Decrease in restricted investments	(1,872,618)	2,622,834
Increase in housing mortgages and other long-term receivables	(828,983)	(141,206)
Decrease (increase) in short-term investments	(44,485)	79,477
	(2,746,086)	2,561,105
Increase in cash	4,768,516	4,578,358
Cash and cash equivalents, beginning of year	11,193,830	6,615,472
Cash and cash equivalents, end of year	\$ 15,962,346	\$ 11,193,830

See accompanying notes to consolidated financial statements.

## GOAL #2 – Governance / Capacity (East)



Nipissing First Nation is governed by a Chief, a Deputy Chief, and six (6) Councillors who are elected for a 3-year term by registered Debendaagziwaad living both on and off reserve.

Council meetings are held on the 1st and 3rd Tuesday of each month and are open to the membership. Council agendas and minutes are posted at the Administration office and at [www.nfn.ca](http://www.nfn.ca).

### Programs & Services

We are proud to provide extensive programs and services for our community:

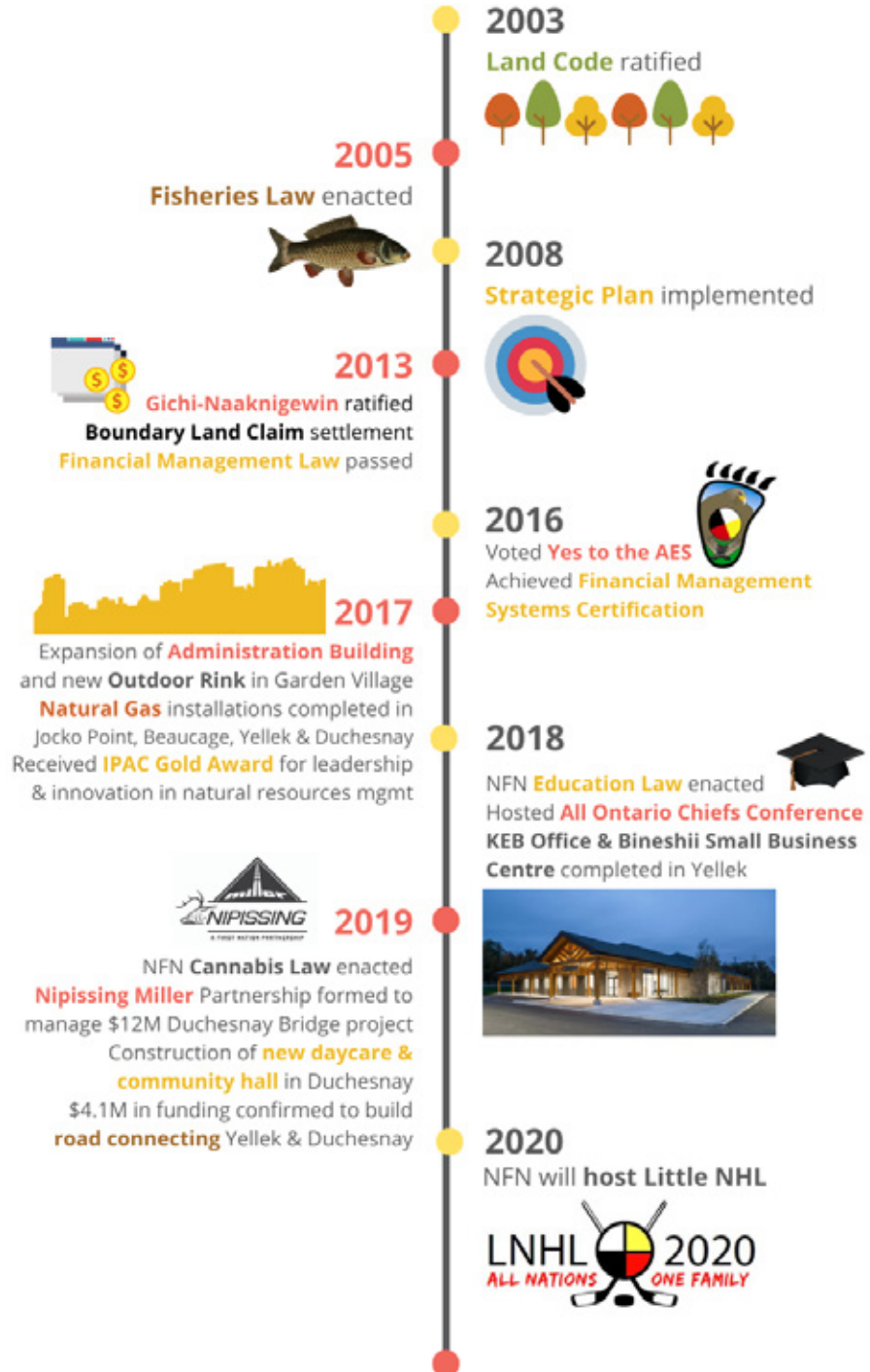
- Culture & Heritage, including Anishinaabemwin classes
- Economic Development
- Education
- Emergency Services
- Employment & Training
- Facilities & Infrastructure
- Health Services - including a comprehensive Community Health Program, Traditional Healing and Giyak Moseng (The Right Path) Counselling and Prevention Services, which includes a new Culturally-Defined Community Withdrawal Management Program.
- Housing (on-reserve rental and ownership programs through NFN, RBC & Caisse Populaire)
- Land Management
- Membership Services
- Natural Resources
- Social Services - including Native Child Welfare Prevention Program, Food Bank, Ontario Works office, Ojibway Women's Lodge and True Self Debwewendizwin Employment & Training Program
- Public Works & Roads
- Recycling & Waste Diversion
- Water & Waste Water Treatment

Please see the inside back cover for a listing of program managers and supervisors.



We seek to build on our successes every year by reflecting on the progress we've made, and by identifying the challenges and opportunities that are still ahead of us.

Good planning lays a roadmap that helps us continue on a progressive path toward self-determination and self-government.





## Boundary Claim Settlement & Trust Update

In 2013, Nipissing voted to accept an offer of \$124 million from government negotiations as a land claim settlement that reflected the validity of Nipissing's research that the reserve boundary was incorrectly surveyed after the 1850 Robinson Huron Treaty, resulting in a smaller reserve than agreed upon.

An initial Per Capita Distribution (PCD) occurred in 2014, but the majority of the funds were placed in trust to maximize the benefit to current and future nation citizens. The trust is designed to benefit the current generation by allowing Nipissing to use interest revenues to invest in community, social and economic development initiatives, while also preserving the wealth for future generations.

The 2013 Boundary Claim Trust is managed by a Board of Trustees that includes: Chief Scott McLeod, Deputy Chief Muriel Sawyer, Councillor Rick Stevens, and three Nipissing member Trustees: Meriza George, Matt McLeod and Tim Laronde, as well as a Peace Hills Trust Corporate Trustee.

Our investment portfolios (for the interest income earned on the trust capital) are professionally managed by two separate investment management firms: Lincluden and Mawer.

Quarterly newsletters issued by Peace Hills Trust are posted to [www.nfn.ca](http://www.nfn.ca). Representatives from Peace Hills Trust also attend our Annual Meeting to review documents with community members and answer questions.

## Economic Development

### Bineshii Commercial / Light Industrial Business Park

This new development is located along highway 17 west between Young Forestry Services and the Anishinabek Nation head office. The project scope is to develop 30 commercial / light industrial lots with services including 3 phase electricity, water, sewer, and natural gas. The development also requires building new roads and upgrading the existing road. Engineering studies will determine the final design of the infrastructure required, with project completion estimated to be the fall of 2020.

### Natural Gas Services

A feasibility study to determine if natural gas services can be provided in Garden Village is currently underway and expected to be complete in early 2020.



### NFN Solar Projects

The 4-rooftop solar projects, with a total capacity of 166 kW are under contract with the Independent Electricity Systems Operator (ieso) to generate electricity at a rate of \$0.548 /kWh, which translates to approximately \$100,000 annually. The 20-year power purchase agreement ends in 2036.



## NFN Greenhouse

Planning began in in March 2018 for NFN to build a production scale, cold climate greenhouse. The greenhouse will be self-sustaining, provide NFN an additional revenue stream, create employment and training opportunities, build capacity, and provide a healthy, sustainable food source for NFN members and surrounding areas. Funding for the project is currently being negotiated with multiple funding partners. Construction will begin in the spring of 2020.



## Bineshii Small Business Centre and KEB Head Office

Completion of this multi-tenant commercial and office complex met its targeted date of fall 2018 with the Kinoomaadziwin Education Body (KEB) celebrating their grand opening on October 2, 2018.

Supplies for the Soul - Craft Supplies & Gifts and Lovely Creations Photography are commercial tenants in the building. We continue to look for additional tenants to fill the building.

## Nipissing Miller Partnership

The MTO contract to replace the Duchesnay Bridge and remove the overpass was sole sourced to the Nipissing-Miller Partnership. This limited partnership is structured using Miller's expertise and local NFN labour and other construction services (sub-contractors, etc.). NFN owns 51% of the limited partnership with Miller acting as our partner to ensure all MTO standards and project requirements are met.



## Duchesnay Bridge Shuttle

As part of the Duchesnay Bridge replacement project, Nipissing First Nation is providing a shuttle service between Couchie Memorial Drive and the Oak Street bus terminal. Four NFN band members were hired as drivers to operate the service, which will run until the new bridge is open in the fall of 2020.



## Duchesnay Daycare and Community Hall

Construction of the Duchesnay Daycare and Community Hall will be complete in the fall of 2019. This \$2.1 million project benefited NFN members through employment opportunities while six NFN businesses were contracted to provide services amounting to \$450K, which is approximately 22% of the total project value.

## Contacts:

**Michael Harney, Economic Development Manager**  
Phone: 705-753-2050 ext. 1264 | michaelh@nfn.ca

**Thomas Lambert, Economic Development Officer**  
Phone: 705-753-2050 ext. 6985 | thomasl@nfn.ca

## GOAL #3 – Education/Lifelong Learning (East)



### **Binoojiyag Enji-Kinooomaagsiwaad (Education Centre)**

Our goal is to provide effective and efficient administration of education programs and services for students and to provide safe and cost-efficient transportation. We shall endeavor to develop capacity for education and

lifelong learning as well as a vision of Anishinabek education for all. Anishinaabe Kinooomaadziwin Nongo, Anishinaabe Panel

#### **Our dedicated staff consists of:**

Kinooomaagewin Niigaanzi-E-naakniged (Director of Education) – Nancy Allaire

Gchi-Kinooomaajiwgamik Gchi-Kinooomaagewin Waadookaaged (Post-Secondary Education Support Worker) - Geraldeana Goulais

Kinooomaadiwgamgoon / Kinooomaagewin Waadookaaged (Elementary/Secondary Education Support Worker) - Tracy Hanzlik

Kinooomaagewin Ezhbiiged / Kinooomaagewin Boozwin Niigaanzid (Office Administrator/Bussing Coordinator) - Charlene Bellefeuille

**Nbisiing Secondary School** - Principal: Carole Couillard and Vice-Principal: Lacy Farrell

**Nbisiing Bus Lines** – 8 full time drivers

Administrative responsibilities are varied and include providing safe and reliable daily bus services, establishing adequate education service agreements with the four local provincial school boards, addressing special learning needs, meeting the reporting requirements of various funding agencies, and partnering with community programs and external agencies to deliver positive educational experiences.

We are also implementing programming support for mental health, youth life promotions, nutrition, language and culture, post-secondary bursaries, graduation awards, elementary/secondary awards, school start up and tutoring support.



## Education Representatives

### NFN Education Committee

Chairperson: Deputy Chief Muriel Sawyer      Resource: Nancy Allaire, Director of Education

Members: Phyllis Anderson, Fran Couchie, Judy Couchie, Marianna Couchie, Virginia Goulais, Judy Manitowabi and Cindy Peltier.

### Nipissing University

- Nipissing Aboriginal Council on Education (NUACE) & Indigenization committee – Nancy Allaire
- Nipissing Board of Governors – Fran Couchie (appointed by Chief) July 31, 2021

### Canadore College

- Indigenous Circle on Education (ICE) – Nancy Allaire / Geraldeana Goulais

### Special Education Advisory Committee

- Near North District School Board – Lacey Farrell/Tracy Hanzlik
- Nipissing-Parry Sound Catholic District School Board – Tracy Hanzlik

### Native Trustees

- Nipissing-Parry Sound Catholic District School Board – Judy Manitowabi
- Near North District School Board – Nichole King ( Moose Deer Point)

### First Nations Advisory Committee

- Nipissing-Parry Sound Catholic District School Board – Nancy Allaire
- Near North District School Board – Nancy Allaire
- Conseil scolaire public du Nord-Est de l'Ontario – Dan Stevens
- Conseil scolaire catholique Franco Nord – Tracy Hanzlik

### Anishinabek Nation Education System – Kinoomaadziwin Education Body

- Regional Education Council Representative (REC): Muriel Sawyer, Fran Couchie
- Resource: Nancy Allaire

### Anishinabek Nation Education System – Kinoomaadziwin Education Body

- Board of Directors – Marianna Couchie (1 term until 2020) & Phyllis Anderson (3 year term until 2021)  
(Each PFN submits names from the region and voted by REC # 3 Chiefs at annual general meeting)

### Native Student Trustee

- Nipissing-Parry Sound Catholic District School Board – Kile George
- Near North District School Board – Elections Fall 2019

## Budget

The Education Department has one of the largest budgets at NFN and administers education programs and supports from the pre-school to post-secondary levels. The majority of funding pays for direct education services (tuition fees to the four local school boards) for our 444 elementary and secondary level students. Funding also supports our approximately 126 post-secondary level students (full and part time) to help offset tuition, books and living costs.

## Priorities

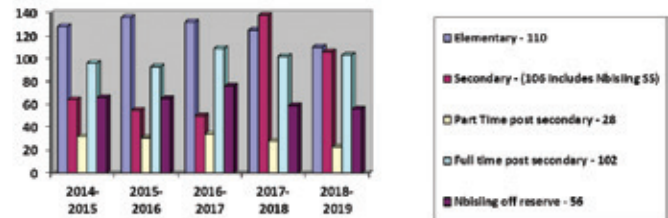
Many of our efforts this year focused on the Anishinabek Education System, Nbisiing Secondary School initiatives, School Board partnerships, Canadore College, and Nipissing University partnerships. The Education Department and the Education committee members continue to advise and make recommendations on our priorities, as well as make budget and policy recommendations. Some of our key priorities this year included:

- The Anishinabek Education System and the Multiyear Action projects which include implementing data systems – PowerSchool at Nbisiing Secondary School, Pilot Graduation Coach position at the Secondary level, data sharing agreement.
- School / Board / Canadore College and Nipissing University growth plans.
- Using data to support student achievement: supporting students with increased opportunities; supporting educators with Professional Development to increase knowledge and awareness of culture, histories, traditions and perspectives; and engagement and awareness building to collaborate, engage with community and increase communication on progress related to student achievement and success.
- Increasing mental health supports – Graduation Coach and Youth Life Promotions worker at Nbisiing.

- First Nation Advisory committee reports that honour the Education Service Agreements with Provincial School Boards and calls to Action: Truth and Reconciliation.
- First Nation, Metis and Inuit Education Policy Framework projects within the schools.
  - Increasing use of elders in schools, language and culture programs and supports.
- Increasing language teachers in Provincial schools.
- Increasing student voice and leadership – 2 Indigenous student trustees (Near North District School Board and Nipissing-Parry Sound Catholic District School Board).
- Delivering adult education and pursuing new partnership projects such as the Niigaan Gdizhaami Fund Proposal through AES.

## Our Students

- 171 on reserve students
- 273 off reserve students
- 63 off reserve students attending Nbisiing Secondary School (reverse tuition)
- 13 on reserve students attending Nbisiing Secondary School

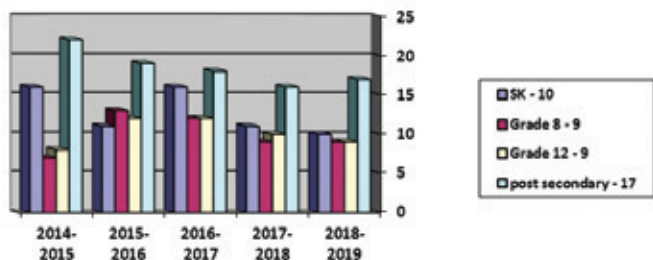




## Graduation Rates

We are proud of our student graduation rates and can celebrate the academic success of our students. The chart below compares the numbers of on reserve students at key transition times in their educational journeys as well as our post-secondary students.

We had a total of 126 post-secondary applications for September 2018 (103 full-time & 23 part-time students) and no wait list. We congratulate the 17 students who graduated with Diplomas, Degrees and Certificates in the following areas: Video Design and Production, Practical Nursing, BA Science, Creative and Visual Arts Diploma, Automotive Motive Power, Heavy Equipment Technician, Plumbing Diploma, BA Linguistics, BA Social Services Worker, Child and Youth Care Worker Diploma, BA Arts and Science, Environmental Protection and Compliance Technician, Developmental Service Worker, Community Justice Services Diploma, BA Health Science and ECE diploma.



**Post-Secondary Programs:** Over the past year, Nipissing First Nation students were enrolled in 16 Colleges and 19 Universities, mainly in Ontario and two in the USA. Nipissing University and Canadore College have the highest enrolment of our students. Students are choosing broad ranges of fields of study, and we have many part time students completing their Masters degrees.

We were fortunate to receive additional funds from Chief and Council as a result of interest earned on the 2013 Boundary Claim Settlement Trust Fund. These 'new dollars' were directed towards increased book costs, increased tuition costs and our increase in Priority 1, 2, 3 & 4s for this year. This assistance is not intended to cover all costs but it does provide significant support for students. Students are encouraged to apply for Ontario Student Assistance program, which is a mix of grants and loans provided by both the provincial and federal governments and will subsidize costs received by Nipissing First Nation education.

**Adult Education:** With the support of enhancement funds, the Education Department has continued to work with NFN Ontario Works, Employment and Training and the Library around our Adult Education Partnership with the Near North District School Board. We have had a First Nation teacher on site in Garden Village at the Library and at Nbisiiing Secondary School once a week to support individuals seeking to complete their Ontario Secondary School Diploma in a timely manner. Adult students were awarded "maturity" and PLAR (prior learning assessment and recognition) credits towards achieving an Ontario Secondary School Diploma. This year, we have had two successful graduates from this partnership and 11 registered adult learners continuing on their learning journey.

## Staff Training

In education, we continually strive to provide opportunity to our members to learn and grow throughout their educational journey, to support and nurture the mental health and well-being and continue to embed the 21st century learning competencies (such as critical thinking, problem solving, creativity, and self-directed learning) to reduce the achievement gap for students. We work closely to continue to build on the Indigenous education strategy through cultural and pedagogical activities for students and staff as well as consultations with community partners and groups.

Our team attended training in the following areas to better support our students and community:

First Nation Ontario student register, PowerSchool data training, Special Education, Ontario Native Education Counselling Association- Post Secondary: Honouring Resilience, Anishinaabemowin Language conference, Anishinabek Education System forum, First Nations Directors of Education forum “Embracing our Voice through Holistic Education”, bus drivers First Aid training, Chiefs of Ontario Special Education training - “Striving forward/supporting student success” and “Making Cents of Self-Government” hosted by KEB.



### Nbisiing Bus Lines

Nbisiing Bus Lines continues to offer excellent service and operates as part of the Education department, with our main responsibility being to provide safe and reliable student transportation. Our fleet consists of ten vehicles ranging in size from our two 7-passenger vans to our 72 passenger buses as well as our para-bus (48 passengers and wheelchair accommodation).

We transport students to 15 different schools in Sturgeon Falls and North Bay area as well as to Nbisiing Secondary School, serving approximately 250 students daily. Nbisiing Bus Lines also provides charters for various programs and functions in and around Nipissing First Nation. This program could not operate without the committed crew of regular and relief drivers from our community, neighbouring communities and our dedicated bussing coordinator.

Nbisiing Bus Lines also received additional support from the Ministry of Education’s Driver Retention Program (DRP). This new initiative is helping to address the ongoing school bus driver shortages by rewarding drivers who stay on the job throughout the school year and make student transportation services more reliable for students and families. Eligible Nbisiing school bus drivers can receive up to three separate retention bonuses of up to \$1,000 each based on continuous employment.

Miigwech Nbisiing Bus Lines drivers for your dedication!

### Update on the AES Education Initiatives

While the Anishinabek Education System is a new system, Anishinabek students will continue to attend First Nation schools on-reserve, attend provincially-funded schools through Education Services (Tuition) Agreements or attend First Nation-operated schools through Reverse Education Services (Tuition) Agreements. The arrangements and agreements will remain in force between First Nations and School Boards, unless otherwise amended by the First Nations and School Boards.



The Kinoomaadziwin Education Body (KEB) has set a new strategic direction that will provide the foundation for the work plans of the KEB staff for 2018-2019, while the new vision and mission statements identify what the organization will strive to achieve over the coming years.

### VISION

*Anishinaabe Aadziwin. Anishinaabe Bimaadziwin.*

A holistic learning path using Anishinabek ways of knowing, celebrating a bright future for our people.

## MISSION

Embracing Our Past – Empowering Our Future

## KEB WORK PLANS

The Multi-Year Action Plan (MYAP) has been signed by the KEB and Ontario parties. This document sets out the implementation of the Master Education Agreement between the Anishinabek Nation and the province, and through a detailed work plan, it identifies key activities and projects that will take place over the next three years.

Staff members of the KEB will develop individual work plans that encompass the MYAP, the Education Implementation Plan, Regional Educational Council priorities, and the KEB's strategic direction.

Canada has confirmed that it is willing to negotiate education major capital for the 23 AES First Nations at this time, not the 40 Anishinabek First Nations. The KEB is finalizing its major capital proposal based on First Nation identified needs. After the proposal is submitted, the KEB will set up a meeting with Canada to review the proposal and begin negotiations on the education major capital.

Nipissing First Nation was successful in two proposals submitted under the Niigaan Gdizhaami Fund. We implemented two days of professional development for Nipissing Secondary School on culture, sensitivity training, First Nation awareness training and Indigenous education, school planning and including perspectives into the curriculum. We also partnered with Near North District School Board and other First Nations in region #3 on a second project entitled "Language and Cultural Knowledge Keepers Initiative." This initiative strived to collect, create, archive and share resources to support Indigenous education and to enhance learning opportunities and resources. For both projects, the goal is to achieve enriched and supported language revitalization and acquisition, collective community voices and promote the use of local and authentically created resources.

What we heard from the Niigaan Gdizhaami Youth Forum is that well-being for Indigenous students is about language, access to culture and traditional practices, views of the land, and self-care. Self-advocacy and determination also arose as key themes, along with feeling welcome in our schools.



## REGIONAL PRIORITIES AND FIRST NATION PRIORITIES

The Kinoomaadziwin Education Body (KEB) hosts a series of fall meetings every year, which bring together Regional Education Councils (RECs) and Ontario District School Boards (ODSBs). The purpose of the meetings is to provide a networking platform and to foster relationships.

Regional and First Nation priorities were presented by Lisa Wabegijig, REC #3 Coordinator and Nancy Allaire, NFN Director of Education, along with Bryon Brisard, Indigenous Education Officer for the Ministry of Education (Sudbury branch). Some of the action items that emerged included aligning school board action plans with MYAP, sharing resources, assessment tools and language teachers (wages, recognition).

## RECOMMENDATIONS

### Language and Culture

The KEB will work in partnership with the Participating First Nations (PFNs) to preserve, revitalize and restore First Nation languages and culture through the development of a KEB Language Strategy. The goal of the strategy is to restore literacy and fluency in the First Nation languages, and to address language teacher qualifications, immersion programming and cultural practices.

### Special Education

The KEB will coordinate a one-day workshop on Special Education to address special education issues such as, but not limited to, assessments, high-risk behaviour, parental-school collaboration, mental health, and the KEB special education scan.

### Cultural Competency Training

The goal of cultural competency training is to create a greater awareness of Indigenous culture. It is recommended that this training take place in the PFN communities and that training occur up to four times per year. Cultural competency training is an ongoing continuum of learning.

### School Board Relationships

The KEB and EDU will strive to improve the relationship between the PFNs and the ODSBs by ensuring that there is alignment of school board action plans with the Multi-Year Action Plan; by creating a better understanding of the role of Trustees and Indigenous Leads; by creating an understanding of the geographical location and unique needs of PFNs; and by increasing involvement of PFNs in school board planning, where FNs are concerned.

## CONSENT FOR DATA SHARING

The education department distributed consent form packages to all AES students and parents, living on reserve and off reserve. The packages contain information explaining the purpose for the consents and the use of AES student information and data. We have successfully received 75% of consents for on reserve and 25% for off reserve. Students and parents are encouraged complete the consent forms, and to return the forms to the education office.

The Data and Information Sharing Agreement signed between the Kinooamaadziwin Education Body (KEB) and Ontario indicates that student data and information will only be used to further the objectives of the Master Education Agreement (MEA). Under this agreement, AES student information may be used for the following purposes:

- to support Anishinabek student success and well-being;
- to support continuous improvement in education effectiveness;
- to inform ongoing system and school-level planning; to inform priorities for professional learning;
- to prepare public reports in accordance with the Master Education Agreement;
- to support research, as described in the Master Education Agreement;
- to support evaluation and monitoring activities;
- to inform the development of the Multi-Year Action Plan and the Transfer Payment Agreement, as described in the MEA;
- to meet multi-level reporting requirements under the MEA;
- to support activities under the Multi-Year Action Plan; and other purposes agreed to in writing by the Parties.
- to assist in identifying needs and priorities of off-reserve AES students in the provincial school system.



## PROVINCIAL SCHOOL BOARD INITIATIVES

The Board Action Plans outline four areas to support the First Nation, Métis & Inuit Education Board Action Plan:

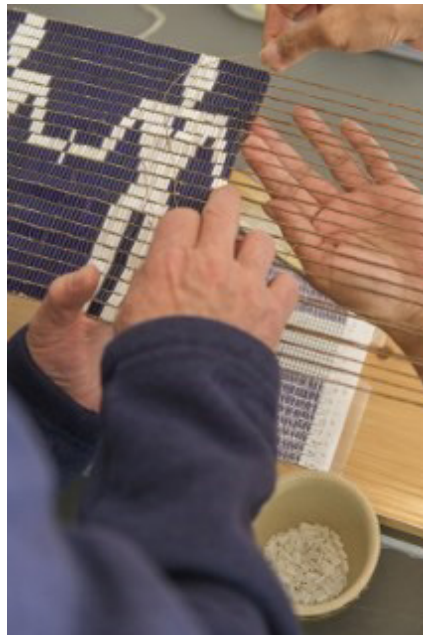
1. Data and Data Analysis
2. Supporting Students
3. Supporting Staff
4. Community Engagement

Overall, the action plans commit to supporting youth, their strong positive identity and self-esteem by creating environments that foster the appreciation for Anishinaabe language, culture, history and perspectives for all staff and students. There is commitment to supporting all educators and students to learn about Treaties, the legacy of colonialism, including Residential Schools and the rights and responsibilities we all have to each other as reflected in the Calls to Action #62 and #63.

There are increased Native language programs dedicated to reflecting and teaching local language, culture and history in local schools: Our Lady of Sorrows, Mother St. Bride, Our Lady of Fatima, St. Alexander, St. Joseph Scollard Hall, Whitewoods, Woodlands, Chippewa, Widdifield, West Ferris, and Northern.

School communities are working with Elders in Residence on an ongoing basis to support learning in a variety of areas, such as historical and contemporary realities; local, provincial and national perspectives and concepts such as culturally responsive approaches; cultural competence; appropriation and cultural safety.

Some of the various projects reflect hands-on experiences with Elders and Artists in schools, while others connected to performances celebrations or showcases. Each school has unique opportunities to further enhance language and culture, academic and well-being experiences.



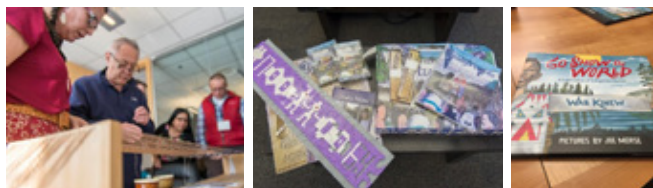


## EDUCATION PARTNERSHIP HIGHLIGHTS

### NFN / Near North Board / Nipissing University

Local teachers and support workers from our schools attended workshops and training hosted in partnership with NFN Education, Near North Board and Nipissing University. TEMP (Treaty Education Mentorship Program) is the creative design of Maurice Switzer with the intention of supporting Indigenous Education by focusing on Treaty Education and Reconciliation.

TEMP offered the opportunity for 25 educators to join a learning journey to be knowledge keepers in Treaty Education for our community. This three-day Learning Session supported deeper knowledge and understanding of Treaty Education in the Nipissing District. TEMP also allowed for the creation of local resources to further support our goals in alignment with Truth & Reconciliation calls to action number 62 & 63, revised Social Studies, the Well-Being Strategy, the Equity Action Plan and cross-curriculum connections.



### Education Services Agreements

We have signed all four Education Services (Tuition) Agreements with partner Boards and a Reverse-Education Services Agreement is our next step as we wait for the guidelines to be completed.

Education Services (Tuition) Agreement or a Reverse-Education Services Agreement (ESA) means an agreement made pursuant to sections 185 or 188 of the Education Act: *“School boards may enter into Education Services Agreements to provide education services to First Nation students; or pay a fee for students living within the jurisdiction of the School Board to attend schools operated by First Nations.”*  
Source: Master Education Agreement definitions

### NFN / RUMIE

We are grateful for the partnership with RUMIE which has provided free tablets that we have preloaded with high-quality educational textbooks, local knowledge, Anishinaabemwin, literacy and numeracy activities, cultural activities/lessons, music, videos and games tailored to teach about local Indigenous knowledge and curriculum.

All Rumie tablets are updated regularly with new information. All learning content can be used offline, making each tablet a portable library for students to use wherever and whenever they want.



### Supporting Language Teachers

Fluent Elder Nishinaabemwin Speakers visit the classroom twice a year to assist Language Teachers with fluency and to support a foundation of language knowledge and skills.

### NBISIING SECONDARY SCHOOL

**Vision:** Soaring to Excellence, Embracing Nishinaabe Pride

**Mission:** To empower our learners through culturally grounded education to reach high levels of education that inspire and nurture each learner's unique path to mno-bmaadziwin, that is the development of the mind, body and spirit to:

- Reach their full potential
- Embrace lifelong learning
- Live the richness of the culture and language and appreciate our Nishinaabemwin
- Be a responsible member of society

Our school improvement plan includes overarching goals that align with Nipissing First Nation's Strategic Goals. Our four pillars are: Literacy, Numeracy, Community and Pathways.



Nbisiing Secondary School has graduated 333 students since it opened in 1996!

SCHOOL YEAR	NUMBER OF GRADUATES	GRADUATION RATE
2018-2019	21	74%
2017-2018	16	76%
2016-2017	11	73%
2015-2016	14	75%
2014-2015	17	71%
2013-2014	5	56%

Engagement at Nbisiing Secondary School

We completed our 4th year of data collection with OurSchool Survey which focuses on gathering information about student’s experiences of:

- School safety
- Acceptance
- Engagement
- Inclusion



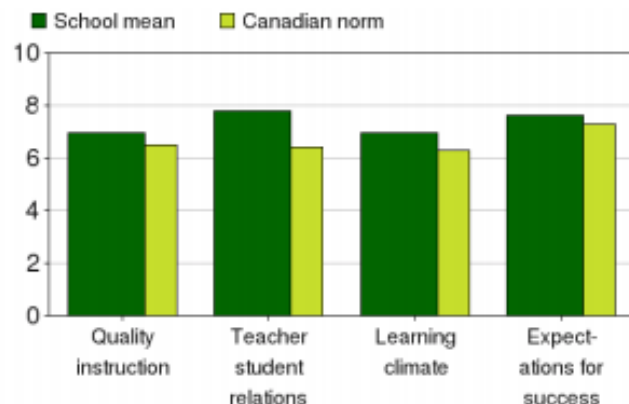
Nbisiing focuses on the whole student - the intellectual, emotional, physical, social, and cultural/spiritual. Our goal is to create a safe and welcoming school environment where students can build a strong self-identity and academic skills base that will allow them to be successful in their post-secondary pathways.



Graduation Class of 2019  
Photo by: Les Couchie

The data from the surveys provide a ‘big picture’ of areas in need of improvement as well as areas of success.

Four school-level factors were consistently related to student engagement; the figure below compares Nbisiing Secondary School to national norms for each factor on a ten-point scale.



### Diners’ Club at Nbisiing

Working in partnership with Nipissing First Nation’s Home and Community Care, our Hospitality class began hosting a monthly Diners’ club for the seniors at the East end of the community in December 2018. Staff and students volunteer over lunch to assist with serving and cleaning up. It is also a great time for staff and students to sit and visit with the elders each month.



### Cooperative Education, Dual Credit, and OYAP Programming

Cooperative Education placements provide students with opportunities to experience real life work environments, allowing them to explore careers and expand their skills and knowledge in the workplace

while earning school credits while they work.

The Dual Credit Program allows students to attend college on a part-time basis to complete specific courses while at the same time earning high school credits towards their OSSD.



The Ontario Youth Apprenticeship Program (OYAP) affords qualifying students the opportunity to register as an Apprentice and complete their level one apprenticeship while still completing their high school credits.

These programs are vital to the educational programming at Nbisiing and offer a fantastic, experiential learning opportunity for students to begin to transition to their postsecondary Work or College Pathways.

Year	Dual Credits		Cooperative Education	
	Credits Earned	Students Enrolled	Credits Earned	Students Enrolled
2011	14	4	14	7
2012	10	4	6	3
2013	19	8	16	6
2014	17	8	12	3
2015	6	3	8	4
2016	10	5	4	2
2017	16	8	22	11
2018	7	5	16	10
2019 (Winter Semester only)	6	3	3	2



Summer School

Nbisiing offers one full credit in Native Studies and Credit Recovery each summer to all Nbisiing and NFN students from Grades 9 to 12. We offer in-class, online and blended learning opportunities to accommodate student schedules and transportation barriers as part of our Summer School programming.

Summer School Year	Number of Students Enrolled	Number of Credits Recovered or Earned
2019	22	55
2018	21	45
2017	16	39
2016	19	28
2015	7	22

Summary

There has been an increase in enrolment at Nbisiing Secondary School with approximately 76 students registered (20 on-reserve students and 56 off-reserve students). We continue to work on the comprehensive school evaluation, which includes the following components and incorporates the six critical factors for excellence (organization and administration, teaching staff, community, students, parents, and support services).

Nbisiing Secondary School has many identified strengths. Among them are the strong focus on the ‘whole student’– the intellectual, emotional, physical, social, and cultural/spiritual; the strong, effective and caring administration and teacher-leaders; and the strong infusion of language and culture into the curriculum.

Some of the ongoing focused work at Nbisiing Secondary School includes ongoing School Improvement Plan implementation, use of Knowledge Keepers and Elders, Culturally Responsive and

Relevant Pedagogy, dedicated space for programming and additional supports such as a Graduate Couchie and Mental Well-Being supports.



EMPLOYMENT & TRAINING

Our Employment & Training Unit works alongside our member clients to offer guidance and training to develop the skills needed to reach their goals and career aspirations. Our program is federally-funded through Employment and Social Development Canada, and provides tools and resources to assist our members, both locally and across the country.

We collaborate with other NFN departments, as well as local community colleges, organizations and

businesses to develop training programs that prepare our clients for the demands of current and future labour markets.

Services Offered

- Resumé and cover letter writing and job search techniques
- Sponsorship and linkages to academic, practical and pre-apprenticeship programs
- Targeted wage subsidies for on-the-job training programs
- Guidance on self-employment and small business management
- Workshops & Career Fairs
- Assistance with EI applications (regular or special benefits) and CPP applications (disability, early retirement, survivors, old age)

The programs we deliver are similar to those delivered by third parties in the mainstream like Service Canada/ Human Resource Development Canada, Employment Ontario and Youth Employment Services.

In the 2018-2019 fiscal year, we provided 52 employment referrals/applications, which assisted 17 people to obtain seasonal and full-time employment, and 110 people attended our workshops and career fair. In total, our office assisted 167 people with their employment and training needs:

18 Female Youth	15 Male Youth
5 Females 30+ Years of Age	52 Males 30 + Years of Age
21 Females On Reserve	44 Males On Reserve
3 Females Off Reserve	8 Males Off Reserve
1 Female Affiliate	

### Stewardship Youth Rangers/Junior Rangers

This program is offered in partnership with the Ministry of Natural Resources and Forestry (MNRF) and employs a team of four (4) high school students and a team leader. The youth who participate in this program acquire valuable skills and knowledge about their environment, including fish, wildlife and eco-systems. These skills are applied to protecting and sustaining our precious natural resources for future generations.



**Contact our office to find out how we can help! Call 705-753-2050 or send an email to:**

Tom Lambert, Manager  
thomasl@nfn.ca

### True Self Debwewendizwin Employment & Training



*True Self adopts an Indigenous holistic healing approach in workshops, talking/healing circles and one-on-one peer support.*

*This approach provides individuals with the tools and knowledge needed to reduce vulnerability to poverty and abuse.*

We offer men and women who have experienced, or who are at risk of experiencing violence, a wholistic approach to healing, employment and training supports. Our environment promotes complete mental wellness, individual empowerment and personal responsibility to consider, explore, pursue and achieve higher levels of training, education, or employment on the journey to economic independence.

### Stats for 2018-2019

- **443** individuals received support through the program
  - 58 started ABC's to Heal Your Life workshops or individual service plans
  - 36 Graduates
- Facilitated **41** Men's and **48** Women's Circles (Teaching/Healing)
- Delivered **22** workshops in Mattawa engaging **71** individuals
- Delivered **16** workshops in Sturgeon Falls engaging **35** individuals
- Delivered **8** workshops on the inside **22** women and **8** men engaged in supports to transition from jail to community
- Committed **160** hours to the North Bay Warming Centre and Good Food Box program
- **40** Participants found employment
- **17** Participants went on to Post-Secondary Education.



## True Self Debwewendizwin Christmas Feast

On December 20, 2018, our staff hosted a Christmas Feast through donations from the community and the hard work of a Nipissing University Student. 65 adults and 46 children were able to enjoy a traditional dinner and receive a gift from Santa.



For more information about our programs, please call 705-474-4058 or visit <https://www.nfn.ca/true-self/>.

## Kendaaswin (Library)

### Library Cards

Our library cards provide access to materials from both the NFN Kendaaswin and Nipissing University.

We can also provide online access through a smart phone app. Call or come in to our Kendaaswin today to learn how to get a library card of your own and access all of our materials.

### Programs & Partnerships

Our Kendaaswin continues to partner with other NFN departments to offer various programs, including:

- **Adult Education** - in partnership with NFN Education Department and Ontario Works
- **Homework Assistance Centre for Kids (H.A.C.K).**
  - Monday to Wednesday from 3:30p.m. to 5:30p.m.
  - offered from September to June in partnership with the Education and Recreation departments
- **Integrated Children's Program (ICP)** - Thursdays from 3:30p.m. to 5:30p.m.
  - offered from September to June in partnership with the Native Child Welfare Program
- **Child & Youth Programming** - in partnership with the Native Child Welfare Program and Recreation, we provide fun excursions and activities every month, including craft, movie and theme nights for two age groups: 6-12 year olds and 13-17 year olds

Our partnerships are formed to support each other's goals to provide safe, cultural spaces for our youth to engage in literary, culturally-safe, educational and recreational opportunities.

***Establishing a culture of learning encourages an exchange of ideas, enriches family relationships, and boosts confidence and independent thinking.***

### Services & Collections:

- Wireless Internet (WiFi)
- 6 Desktop PCs & 4 Apple computers
- 7 iPads + collection of DVDs & Blu-Rays
- Printing & Faxing (for a small fee)
- Children's Books, Videos & Toy Room
- Novels, Magazines & Instructional Materials
- Driving Training Manuals
- Photo Digitization
- Ancestry, Family Trees & Community Pics
- In-House Movie Showings

### Contact:

Randy Penasse, Librarian/Literacy Worker  
24 Semo Road, Garden Village  
705-753-6997 | randyp@nfn.ca



# GOAL #4 – Infrastructure/Community Resources (South)

## Facilities Management / Gimaagamgoon

Facilities Management encompasses Public Works, Infrastructure, Roads, Water & Waste Water as well as the upkeep of 13 administrative properties and recreation spaces. We also oversee seniors' snowplowing and grass cutting services, which serve approximately 72 member seniors.

Our team of 40 full-time staff delivers programming and services as outlined in Capital Plan, Chief and Council recommendations as well as annual, 5 and 10+ year work plans, while managing multiple budgets. We employ an additional 11 workers for the seasonal Beautification Program, which has created over 50 jobs since 2015.



Some highlights from the past fiscal year include:

- Switching the Administration Building to a keyless FOB program
- Designing and posting new interior office signage with Anishinaabemwin translations.
- Asset Management Pilot Project with Waabnoong Bemjiwang Association of First Nations (WBAFN)
- FN Infrastructure Investment Plan (FNIIP)
- Community Infrastructure & Housing Annual Report (ICMS)

- Triennial Asset Conditions Reporting System (ACRS) Project Annual Report
- Capital Projects Report and Facilities & Maintenance Program Special Initiatives Report
- Health/Water Programs and Audit

Working in partnership with Human Resources and Nbisiiing Secondary School, Facilities completed the proposal for FNIYES for summer work, mentored placements, science and technology events, career promotion and awareness, and cooperative education. NFN received \$53,603.00, for the hiring of 30 students, and for completion of the requested student events.

## NFN Public Works / Gwajjiing Nokiiwin

Our staff maintains over 55km of roads on NFN and are responsible for bridges, street lights, signage, docks, culverts, and other community infrastructure. We are installing more 4 way stops to control speed and we installed 39 streetlights in 2018-2019, with more to come next year.



An automotive Truck and Coach Mechanic, and a third year apprentice service our fleet of 20+ vehicles, trailers, equipment and steamer.

During the 2018-2019 fiscal year, we completed the following projects:

Ted Commanda Drive	Guard Rails completion
Yellek	Phase III - service extension 1km
Highway 17B	Prep site for future road to Yellek/MTO entrance
Nova Beaucage	Shoulders widened
Serenity Lane	Brushing, culverts, gravel lift, reinforced garbage shed. \$35,000
Gravel Lifts	Various roads
Jocko Point & Beaucage	Over 500hrs of road work and maintenance



## Waste Management / Aanji-Aapichitooyang

We complete residential curbside garbage pickup weekly and dual stream recycling bi-weekly. Used electronics, tires, and metals are accepted at the Landfill Site. Approximately 136 tonnes of recyclable material was diverted from the landfill last year, or about the weight of 20 elephants. We continue to offer waste diversion initiatives such as our annual clean-up week, community goods exchange and re-use centre at the landfill.

### Water & Wastewater Management

- Increased ISC funding to enhance operations and maintained funding for Water/Wastewater systems
- Source Water Protection Plan (SWPP) draft completed by Special Projects Coordinator
- Received \$25,000 from FNWWAP for additional water testing, educational programs and hiring a contract employee for completion of a Draft Source Water Protection Plan.
- We have been meeting and exceeding federal government reporting requirements since 2013.
- We have two Level 1 operators and hired an Operator in Training (OIT).

Aaron Beaucage received the *Operator of the Year Award* for the South region from the Aboriginal Water and Wastewater Association of Ontario (AWWAO) in January 2019.



## Housing

**Housing Loan Programs** – to assist NFN members with constructing new homes, or to purchase or repair existing units that meet the Building Code.

- **\$5,717,319** borrowed through the NFN Housing Loan program since it was amended in 2005
- **\$9,237,725** borrowed through the RBC On-Reserve Lending Program since it started in 2005

## Residential Rehabilitation Assistance Program (RRAP Grants)

Through the Canadian Mortgage and Housing Corporation's RRAP, the Housing Department has assisted First Nation Members with repairs to their homes to bring the units up to today's code standards. The total amount of funds approved through this program is \$1,701,388.89 since 1995.

### Repair Loan

This program was developed to assist First Nation members with funds to complete repairs to their homes for emergency purposes. This year, five members qualified and utilized the program to complete various repairs.

### Seniors' Minor Repair Grant Program

This program will allows seniors who are over sixty years of age and have a total household income of less than \$42,500.00. This is a onetime grant to a maximum of \$5,000.00 to make necessary repairs to their home. A total of 63 grants have been approved since the program was implemented 2008.

### Apartment Rental Units

The Housing Department manages 77 rental units on Nipissing Nation. Our goal is to improve our services for tenants to feel secure, enjoy their living space, and assist in beautifying the apartment properties. We completed many projects this year to upgrade the NFN rental units and have more projects planned over the coming years.

#### Inspections

- Ensure longevity of units
- Regular scheduled inspections
- Improve tenant relations
- Address environmental issues
- Rent collection
- Beautification of properties

#### Preventive Maintenance

- Proactive
- Preventive
- Predictive
- Planned

For more information, contact the Housing department at 705-753-6973 or [housingdepartment@nfn.ca](mailto:housingdepartment@nfn.ca).

## Fire & Emergency Services

Our scope covers Emergency Preparedness, Fire Protection and Health & Safety, with a mandate to protect infrastructure and community resources across our nine settlements.

**Emergency Preparedness** - Beyond monthly Emergency Planning meetings and regular updates to our preparedness plan, we are working to test certain functions of the Plan and analyze our responses, maintain updated information for identified members of the Emergency Response Team, as well as obtain training that may be required for members of the Community Control Group and Emergency Response Team.

**Fire Protection** - Responsibilities include the recruitment and retention of fire fighters for all three fire halls within NFN (Garden Village, Jocko Point and Duchesnay). The NFN Fire Department has 34 Firefighters servicing the three Fire Stations and train twice per month at each station.

We provide various types of training, including tactical fire suppression exercises and equipment maintenance. Future training will include vehicle extrications, interior fire attack, and medical training for our Firefighters to further their skills and to be able to offer more assistance to our members.

Nipissing First Nation Fire and Emergency Services oversees administrative functions such as fire agreements, training documentation and automatic aid agreements. We also offer support and receive support from area fire departments.

We are facilitating the Fire Smart Program for our Communities to help keep homes safe should a wildfire event affect our First Nation. We are also working with the Lands and Bylaw Committee to develop an NFN Fire Bylaw to better control the use of fires within our communities. This Bylaw will allow the Fire Department to be aware of any fires within our boundaries so that we are able to have a quicker response time should any fires get out of control.

**Health & Safety** - Responsibilities consist of documenting incidents, adhering to mandatory meeting requirements and ensuring that NFN is a safe place to work. We work to support Nipissing First Nation and its employees by providing Health & Safety awareness, updates and any training that is required.

**For the 2018-2019 fiscal year, NFN Fire and Emergency Services responded to 18 calls within the boundaries of NFN for 3 Structural Fires, 1 Brush/Grass Fire, 2 Motor Vehicle Fires, 1 Downed Hydro Line, 3 Carbon Monoxide/Fire Alarm Calls, 2 Forest Fire calls and 6 False Alarms.**





## GOAL #5 – Stewardship & Protection (South)

### Land Office

#### **Aanin Boozhoo Debendaagziwaad (the People, those who belong to Nipissing)**

Nipissing Nation Land Office would like to take this opportunity to inform the membership of some projects that are ongoing and some that are new:

**The Nipissing First Nation Land Office proposal for the Identification, Review and Resolution of Legacy Issues Project** was selected from over 30 proposals that the Resource Centre received. Our proposal outlined the difficulty faced by Nipissing First Nation in implementing our Land Code and related laws, due to the persistent outstanding legacy issues. We are hopeful that this project will assist in resolving some of these issues and potentially create a process to assist in the resolution of others.

The funding Agreement between the Resource Centre and Nipissing First Nation is for an amount up to \$300,000. This project involves revisiting the current 2003 Land Code, surveying lots in order to finalize estate transactions and create new lots for housing, as well as Land Use Planning, Matrimonial Law updates, and finalizing our Zoning Law. Funding includes the notification and consultation with the membership regarding the new laws and amendments to the current laws as required.

#### **Yellek and MTO Land Cleanup Project:**

In September 2019, Nipissing Nation received the signed funding approval letter for the Ontario Ministry of Transportation, Nipissing First Nation Soil Remediation project. This means work at the MTO lands and former Nova Beaucage Mine site is scheduled to start in the spring of 2020 and be completed in fall of 2020. More details will be provided once the project start dates are finalized.

**GIS:** NFN Land Office is plotting all known Hunt Camps on a map for Nipissing Nation for safety reasons. There may be some that are not known to

us and we ask that you contact Joanne Gibouleau, GIS Technician, in our office to register your camp by way of completing a Hunt Camp Land Use Permit Application. You will be asked to provide a GPS reading of the location of your camp. This information will also assist should the need arise for Emergency Medical Services to find you.

#### **Membership: Ontario Gas Cards will be discontinued Effective January 1, 2020**

Instead of the Ontario Gas Cards, First Nation people will be able to use their Status card as proof of entitlement to purchase gas on reserve.

First Nation individuals will be able to use whichever version of the status card you currently have (the new secure status card or the paper laminated status card also known as the Certificate of Indian Status) or the Temporary confirmation of registration document, which is first provided to new members receiving status.

#### **Contacts:**

Nipissing Land Office Staff may be contacted by telephone at 705-753-2922 or by email:

Cathy McLeod, Acting Land Manager at [cathym@nfn.ca](mailto:cathym@nfn.ca)  
Leda McLeod, Lands Registration Coordinator at [leef@nfn.ca](mailto:leef@nfn.ca)  
Joanne Gibouleau, Lands GIS Technician at [joanneg@nfn.ca](mailto:joanneg@nfn.ca)  
Juliette McLeod, Lands Membership Clerk at [juliettem@nfn.ca](mailto:juliettem@nfn.ca)

## Archaeology

The summer of 2019 marked the 6th year of operation for the **Nipissing Archaeological Summer School**.

In 2017, the school searched the Garden Village lakefront (beach) cemetery, one of 12 known cemeteries or burial grounds both on and off Nipissing Nation land. A survey study of the Little Manitou island was also completed, including the remains of a kiln which may predate European settlement in the Nipissing territory.



In 2018, the school studied the Little Sturgeon River, Mosquito Creek, Yellek, Duchesnay and Garden Village. In 2019, the school focused on Dokis Point, Moose Bay, Franks Bay, Sandy Island and the northeast corner of Commanda Twp. Findings are displayed for the community each year at an open house event held in August, and many of the artifacts can be viewed in our Land Office year-round.

Under the guidance and expertise of Archeologist Ken Swayze and his assistant, students gain valuable knowledge and a better understanding of the rich history that Nipissing Nation holds. We would like to thank Chief and Council and the Enhancement Funds for this ongoing and valuable program.



## Natural Resources

The Natural Resources Department remains committed to the sustainable management of the Nation's resources. Our staff works to promote sustainable harvesting, to raise awareness of issues being faced by NFN and to provide recommendations to Chief & Council on various resource issues.

## Memorandum of Understanding (MOU)

We continue to make positive strides in our fisheries management activities with the resources provided through our Memorandum of Understanding (MOU) with the Ministry of Natural Resources and Forestry (MNR). The ultimate goal of the MOU is the recovery of the Lake Nipissing walleye population and we continue to see positive signs of recovery.



We entered the fourth year of our working relationship with the MNR in 2019, and some highlights of how the MOU benefits NFN include:

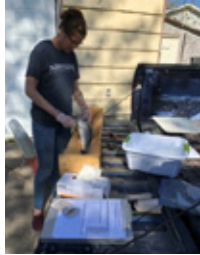
- Recognition of NFN's Gichi-Naaknigewin & Fisheries Law by the Government of Ontario while upholding our values and principles of sustainability as reflected in the Gichi-Naaknigewin
- Financial support for training, employment and assessment needs
- Technical support to assist with fisheries management
- Support for NFN Fisheries staff for the full implementation the NFN Fisheries Law & Regulations

## Compliance

Our Enforcement Officers work to protect our natural resources and raise awareness of our Fisheries Law and Regulations with the general public and with NFN members. Both officers receive ongoing training to ensure they have the essential skills necessary to carry out their duties safely.

Compliance with the NFN Fisheries Law continues to improve with each passing year, and is one of the reasons for the positive signs of recovery of the Lake Nipissing walleye population. ***Chi-Miigwech to NFN members and compliant fishermen for your continued support.***

The NFN Natural Resources Department would like to thank the MNR Conservation Officers and Anishinabek Police Services for helping our enforcement staff monitor for fisheries compliance.



### Commercial Fishery

One of our main goals is to work towards a sustainable walleye fishery in Lake Nipissing. Each year, as part of NFN's Fisheries Law and Regulations, harvest and biological data is collected to monitor and calculate the total walleye harvest

for the season and ensure it stays within sustainable limits.

During the fishing season, the Natural Resources biologist provides an estimate of the total harvest, along with predicted estimates for each month, and this information is presented to Chief & Council.

### Fisheries Assessments

Every year since 1998, NFN has completed this standardized assessment method in partnership with the MNRF to assess the health of the walleye population. A minimum of 48 nets consisting of different mesh sizes are set overnight for a period of 24 hours in deep and shallow areas of the lake.



A Broad-scale Monitoring (BsM) project was also completed. NFN's biologist and fisheries technicians worked with the MNRF to collect data from Lake Nipissing's fish community. Similar to FWIN, BsM assessment nets consist of different mesh sizes that target both large and small fish. Nets

are set overnight for a period of 16 hours during the summer when water temperature is at its highest.

With both projects, nets were set and lifted; fish were brought back to NFN and biologically sampled for total length, fork length, and weight. Age structures were collected, and the sex and maturity of fish were recorded. All edible fish were filleted and donated to the NFN Food Bank.

### Shoreline Assessments & Permits

Shoreline permits continue to be issued to all residents (members and non-members) when working in or around water within NFN. The purpose of permits is to guarantee that no harmful alterations are made to shorelines as they cause harm to fish and other wildlife habitat. Applications are available at the Natural Resources Department or call 705-753-6991 for more information.



### Hunting

As part of the NFN Hunting Policy, the Natural Resources Department reviews and processes Inter-Treaty requests to harvest within our Traditional Territory. Our goal is to ensure sustainable wildlife populations that meet the needs of NFN members and their families.

### Contacts:

Jeff McLeod, Natural Resources Manager  
705-753-2050 ext.1325 | jeffm@nfn.ca

Clayton Goulais, Enforcement Officer  
705-753-2050 ext.1236 | claytong@nfn.ca

Nikki Commanda, Biologist  
705-753-2050 ext.1251 | nikkic@nfn.ca

Tyler Couchie, Enforcement Officer  
705-753-2050 ext.1224 | tylerc@nfn.ca



## GOAL #6 – Culture & Language

*Our focus is to work towards reclaiming our Nbisiing language, culture and heritage.*

### Nbisiing Nishnaabemwin

**Weekly Nishnaabemwin Classes:** We host 30 weekly classes in the communities of Ktigaaning (Garden Village) and Neyaaba’aakwaang (Duchesnay) annually from September to June, using a local Nishnaabemwin teacher. Classes are well-attended throughout the year, and we are very fortunate to be able to offer these classes in our communities. In Ktigaaning, we are blessed to have 3 fluent speakers who volunteer their time every week to help community students, and they also participate in learning to read and write nishnaabemwin.

**Nishnaabemwin Teacher Mentorship:** Once per month, our fluent speakers meet with us to help the teachers with their lessons and to build their language skills. Teachers share their language every day in classrooms and still need to find time to build their own

nishnaabemwin fluency at the same time. Again, we are grateful to have our fluent speakers come to share their nishnaabemwin knowledge and fluent stories for students to record.

**Translations:** Our fluent speakers work together with our staff language worker translating materials for our learning. This past year, they spent a lot of time in translating curriculum word lists to Nbisiing dialect from Lakeview Public Immersion School created by Mchigeeng First Nation. These resources are made available to our teachers.

### Anishinaabemowin Teg Language Conference:

This past spring, we brought a group of our Nishnaabemwin Teachers, Nishnaabemwin language committee members, Culture staff as well as two students from our weekly community classes to this conference where we participate in a wide variety of



Nishnaabemwin language revival initiatives from other schools, organizations and First Nations.

**Nishnaabemwin Resources:** We are working to consistently update resources available and make them available on our website:  
<https://www.nfn.ca/culture-heritage/anishinaabemwin/>

## Culture

### Monthly Events:

- **Drum Socials:** We host monthly family drum socials where families come together to learn traditional drum songs and dancing. A healthy family social.
- **Cultural Arts:** Using community facilitators, we host monthly workshops in two communities to teach a variety of cultural arts projects. These are always well-attended. Sponsored by NFN and Ontario Arts Council
- **Gookmisag Circle:** With our staff elder as lead, we spent this past year teaching and certifying 10 people in Cedar Bath training as a traditional healing modality. Gookmis Isabelle Meawasige was our facilitator.

### Annual Events:

- **Summer Solstice:** As a community we come together annually on June 21st to celebrate the arrival of niibin, our summer season. We celebrate by hosting traditional activities for community to join in on and it's always a fun day. Our highlight is grand entry with our youth and daycare. Sponsored by NFN and Canadian Heritage. Partnership with NFN departments.
- **Spring Ceremony:** In the month of Nme Giizis or Waabgowaan Giizis, we celebrate Ziigwan by honoring the season of flowing waters and saps, fish spawn, plant buds and renewal. We celebrate with Nbisiiing Secondary School and gather around our grandfather drum. Offerings are made to Nbii and all water life, for what they bring to our lives. A special ceremony offered in partnership with NFN Natural Resources.



- **Art Show:** In February, we spent time to celebrate our nishnaabe artists and musicians and provide needed public exposure for all of our artists. It was a fun day of visiting nishnaabe artists and listening to great nishnaabe music. This was sponsored by NFN and Ontario Arts Council.
- **Traditional Medicines:** We had three (3) outings on NFN lands to see habitats, where medicines grow, how to sustainably harvest, and cultural protocols when harvesting. This past year, we created a bark bath, an arthritis and pain salve, a women's medicine and a couple of other blends. Our facilitator was Joseph Pitawanikwat who is from Wiikwemkoong and very knowledgeable in traditional medicines. He also taught us about protecting plants and helping in seeding.
- **Annual Round Dance:** In partnership with the North Bay Regional Health Centre, we hosted a hand drum round dance at Nbisiiing Secondary School in which a couple of hundred people attended. We look forward to this fun community social every year.
- **Holiday Drum Social:** We hosted a holiday drum social of hand drumming and grandfather drum during the holidays to offer a healthy and family-friendly social for our community. A feast was provided and there were prizes for spot dances and draws. Partnership with NFN Community Withdrawal Management Program.



- **Remembrance Day:** Every year, we provide the cultural component for this important celebration as well as other events requiring cultural protocols.
- **Chiefs of Ontario Meeting:** Our center provided the cultural component of this major event.
- **30th Anniversary Annual Traditional Pow Wow:** In 2018, we welcomed approximately 5,000 people at the Jocko Point Cultural Grounds over the weekend, including 6 drums, 185 dancers, 30 visitors, and plenty of visitors. Our community looks forward to this annual event as Nibisiing's largest gathering for families and to welcome home our members who live in urban centers. Sponsored by NFN and Canadian Heritage, corporate donations, fundraising, NFN Education and Lawrence Commanda Health Centre.



### Special Projects:

- **Culture Strategic Plan:** Our team is reviewing all of the input provided by our membership at the 8 community forums held last year to determine the priorities for NFN culture and language. The top 10 community recommendations were listed and we are now working on how to roll these out into our community under four components: History/Heritage, Nishnaabemwin, Culture and Spirituality/Ceremonial life. These are exciting times as we create a solid foundation for returning our culture, language, history and knowledge. We did not lose these; they were stolen from our people, and we will return our cultural ways for the better health of our Nibisiing nation.
- **13 Moons Governance & Natural Law:** We were successful in our bid for a 2-year project from the Ontario Arts Council to provide monthly events/activities/workshops regarding natural law and sustainable harvest of creator's gifts that become available to us, in our area, under the 13 moons governance system. These were the laws that governed us prior to contact, and prior to any treaty. These are creator's laws, superseding the treaty and any new policies. This is an exciting project and we have Brady Penasse as coordinator.

## History/Heritage

- We have been working on a book, entitled Gaa-bi Kidwaad Maa Nbisiing: A-kii, Bemaadzijik, E-Niigaanwang (The stories of Nbisiing, The Land, The People, and The Future) since 2019. Co-authors Glenna Beaucage and Dr. Katrina Srigley have been gathering stories from the elders, archival documents, maps, and historical reports. The story is about Nbisiing traditional territory and our goal is to restore our impact back onto our lake and traditional lands. We were erased from the local history, yet we have been here since time immemorial and it's time our story is told. We will keep you informed about the published copy.
- **The Nipissing Warriors Documentary:** This translation of this documentary into Nbisiing Nishnaabemwin dialect is near completion. We will plan a viewing in the near future. To view the original documentary: <https://www.nipissingu.ca/news/2017/nipissing-warriors-documentary>
- **The Nipissing Indian Homemakers Club:** We have begun our research on this group of strong Nbisiing nishnaabe kwewag who worked tirelessly empowering and supporting our NFN people. You can view our first publication of the group, along with copies of the original minutes, under the Culture section of the NFN website, along with other historical documents and resources: <https://www.nfn.ca/culture-heritage/>



### Nbisiing Anishinaabe Gaa bi-Naadzwaad Gamig (Nbisiing Anishinabek Culture Centre) Staff

Glenna Beaucage ndoon zhinkaaz, Shaagi ndoodem, Enaagdawenjiged/Manager

Evelyn McLeod zhinkaazo, Bineshii Doodeman, Enweyang Enkiid/Language Worker

Mindy Martel zhinkaazo, waabizeshi doodeman, Naangaanzid Enkamgak Culture Events Coordinator

Randy Penasse zhinkaazo, Beshk doodeman, Kendaaswin enkiid, Library/Literacy Worker

Gail McLeod zhinkaazo, shagi doodeman, E-niigaanzid /Waadookaazod, Clerk

Brady Penasse zhinkaaso, Wabizhashi doodeman, Indigenous Culture Project, Ontario Arts Council





## GOAL #7 – HEALTH SERVICES

### INTRODUCTION

The team at Nipissing First Nation Health Services works to strengthen the health and wellness of the Nipissing Debendaaziwaad mindful of building and sustaining quality services. During this reporting period, enhancements occurred with the addition of Culturally Defined Community Withdrawal Management; with the launch of the North Bay Indigenous Hub; with a switch from paper to electronic records; through advocacy with the addition of Jordan's Principle; and policy revisions to the Medical Health Fund.

**Digital Health** - In April 2018, NFN Health Services activated Mustimuhw an electronic medical record system that securely manages client information and will eventually provide clients with direct access to their own records. In the Fall of 2018 nursing staff and the Registered Dietitian were granted access to the Connecting Ontario Clinical Viewer, another digital health tool for view only access to client records from the hospital system which has greatly reduced the amount of wait time to initiate services. Testing is underway to integrate immunization data within the provincial repository in order for clients to have access to one record. This positions Nipissing First Nation to be a leader in the First Nations digital health world which is now a necessity when providing or receiving health care.



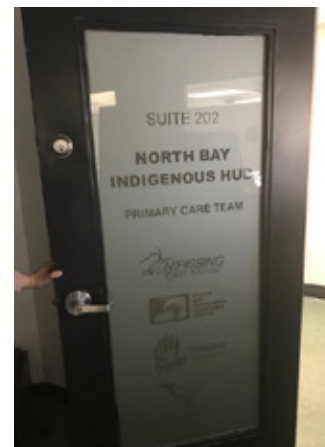
**Mustimuhw**  
Information Solutions

**North Bay Indigenous Hub** - Nipissing First Nation is launching the North Bay Indigenous Hub (NBH) that will provide primary health care, EarlyON and daycare services made possible by the 2017 Journey

Together Ontario's Commitment to Reconciliation with Indigenous Peoples funding. Primary health care will offer a wide range of services including traditional healing, primary care, health promotion, chronic disease management, family-focused maternal/child health care, mental wellness care, diabetes care, and a culturally integrated licensed day care facility. There will be 87 spots available for infants and children in the EarlyON and daycare programs. The NBH will be incorporated and establish its identity as an Indigenous service provider offering culturally safe care to the local urban Indigenous population, Nipissing, Temagami and Dokis First Nations. The main site at 1040 Brooke Street North Bay is undergoing major renovations with an anticipated grand opening in early 2020. In the interim an Executive Director has been hired to lead further recruitment and establish a temporary office.

### COMMUNITY HEALTH PROGRAM

Carole Lafantaisie was hired in August 2018 as the new Community Health Nurse (CHN). She successfully completed the immunization certification required by the First Nations and Inuit Health Branch and commenced programming and providing client services.



Throughout the year, the CHN sees clients by appointment or walk in for various concerns including: immunizations, wellness checks, diabetes concerns, injections, blood pressure monitoring and other health concerns individuals might have.

**Immunization Program** - Sixteen influenza immunization clinics ran October to December with 196 individuals immunized. This is much higher than last years at 111 individuals immunized. Influenza clinics were held equally between Garden Village and Duchesnay, one clinic in Jocko point as well in coordination with other events, such as Diners' Club, and the Annual Community Meeting to provide access to as many people as possible. Members reported seeing their family doctors, Nurse Practitioners and pharmacies for vaccines including influenza.

All students at Nbsiing Secondary School were audited for their school based immunization status beginning in September 2018. Two clinics were held at Nbsiing Secondary School in November 2018. A total of 11 students were immunized for a total of 14 vaccine preventable diseases prevented. Students that enroll at Nbsiing will continue to be assessed and follow up clinics will be continued with the collaboration of Nbsiing Secondary School staff.

The Community Health program administered vaccines to a total of 215 people this past year.

**Health Promotion and Other Services** - As part of the NFN pandemic planning efforts 54 staff were fitted for N95 masks. Information materials on health were submitted to the NFN newsletter, posted on Facebook and sent via email throughout the year. These materials included information on outbreaks, sharps, memorandums of food and health product recalls, influenza virus and adult immunizations. The CHN managed 14 cases of sexually transmitted disease and communicable disease. For these cases counselling and education was the main priority along with protecting the community.

**Environmental Health** - The Community Health program followed up with a total of three incidents involving animal bites/scratches, to ensure the victims had sought medical advice pertaining to the wound, rabies and also to offer a tetanus booster.

The Maternal Child Health Nurse ensures families from the prenatal period to children age six have access to

a range of prevention and early intervention services to give children a better start in life. It is to link families with children requiring assistance to appropriate supports and services in the community and to offer screening to identify those at risk. Participation in this program is voluntary.

Support and Linkage services include information of possible community resources needed to meet needs: CPNP, Breastfeeding Peer Support, Breastfeeding support by Maternal Child Health Nurse, Postnatal Home Visits, Immunizations, Milk Coupon Program, links with a Family Physician and Midwife was done for a few clients.

Postpartum Support services are offered to those who have given consent to the local Public Health Unit to be contacted by the Maternal Child Health Nurse and home visit shortly after hospital discharge is offered. 12 new born babies from NFN and other First Nations were visited and each received a Welcome Home Baby Bag containing several baby items along with some information. Infant feeding support was provided on request. The Maternal Child Health Nurse continued to participate on the Nipissing Postpartum Mood Disorders Network.

**Milk Coupon Program** - A total of 646 milk coupons were distributed during 2018-2019.

**Prenatal Classes** - two series during the 2018-2019 period.

**Infant Massage** - two series consisting of 5 weeks with 8 families benefiting from this course that focuses on nurturing touch and bonding.

**Annual Baby Calendar** - This year's articles in the calendar were revised and there will be a new process for the distribution in 2019. Calendars were distributed to ten families that had submitted a review and a few extra were on hand if community members requested a calendar.







**Welcome Baby Celebration** - The Maternal Child Health Program took the lead in planning this event in partnership with approximately 10 other NFN Programs or committees. Welcome Baby Celebration, an annual event, was held in Garden Village this year, honouring babies born in 2018 and was well attended by parents and grandparents, and elders. These year's gifts included a Cultural book, traditional copper cup, baby blanket that was made by our home maker's club as well as an educational age appropriate toy. Above you will find a picture of this year's group and the beautiful baby blanket.

The Maternal Child Health Program had three display tables: Postpartum Mood Disorders, Breastfeeding Display, including the Baby Friendly Initiative 10 Steps was placed in the Quiet Room (Health Office) where mothers could

change and feed their babies, and Children's Oral Health Display. The display tables had some giveaway

items and information. We had a male elder who came to do some traditional teachings and do drumming and all the babies became quiet and were very attentive to the hand drumming by the elder. We also had a Grandmother come in and do the water and berry teaching to the new babies.



**Car Seat Clinic** - The Maternal Child Health Program offered a Car Seat Clinic in partnership with the Early Childhood Development Program in June 2018. The CPNP program held drop in sessions with various topics: Is your Child Safe, Baby Signing Time, intro to solids. World Breastfeeding Week was also celebrated

in October 2018 with four speakers sharing their breastfeeding experience.

**Baby Friendly Initiative (BFI)** - The MCH Nurse attended the BFI Nipissing annual meeting in April and the BFI Clinical (Nurses) Working Group, in October and March. This group is responsible for Breastfeeding Rounds, Breastfeeding Courses Level I and II, and the BFI Community Working Group.

**Immunization Program** - The Maternal Child Health Nurse provided 39 immunizations to children between the ages of two months to six years of age. The Maternal Child Health Nurse assisted with one school based immunization clinics held at Nbisising Secondary and Influenza Clinics where immunizations were provided.

Supports with other programs - The Maternal Child Health Nurse has assisted with Welcome to Kindergarten and the School Readiness program this fiscal year. She has also assisted the CHN and HCC programs as needed.

## CHILDREN'S SERVICES

Programs operating under this umbrella include: NFN's Daycares, Summer Children's Program, Integrated Children's Program (after-school) and Jordan's Principle.

**Childcare** - Nipissing First Nation's Child Care Programs offer quality child care and opportunities for children aged 18 months to five years of age to learn through play. Our Registered Early Childhood Educators provide excellent learning opportunities for the children to grow socially, emotionally, physically and intellectually. The childcare centres also offer and support our Culture and Language through play-based and land-based learning activities. Both centres are non-profit organizations that are operated by Nipissing First Nation and licensed by the Ministry of Education's Child Care and Early Years Act. Each child care centre has space for five toddlers and 16 preschoolers. There are two preschool teachers, one toddler teacher, on supervisor and one cook/cleaner employed at each centre.

## Program Highlights

- Professionally-trained Registered ECE (Early Childhood Education) staff
- All staff are trained with First Aid/ CPR C Level
- Field trips, special activities and community visitors
- Healthy and age appropriate social skills, spiritual, physical and emotional development
- Nutritious hot lunches, plus morning and afternoon snacks
- Ojibway language and cultural components
- Community Celebrations
- Fundraising events



The Nipissing First Nation Childcare Centres have been focusing on incorporating the pedagogy of “How Does Learning Happen” into their programs at a higher level while also engaging parents to know what this means when it comes to their children’s learning through play. Several staff have also received training for Intensive Behavioural Interactions to assist staff in being better able to address challenges or special circumstances surrounding behaviours within the classroom. Couchie Memorial Daycare Centre is excitedly waiting the time when they are able to move into the new centre. This space will be more suitable for the families, children and staff to be able to function and move throughout the centre, with ease. Looking forward, more emphasis and focus will be placed on parent engagement and increasing documentation within HiMama.

**Bi-gzhaadge binoonjiiyak** – Integrated Children’s Program is offered Monday – Thursdays from 3:30 – 5:30pm for children aged 6 – 12 years. Children are dropped off at the Holy Spirit Church location and picked up by parents at 5:30pm at the same location. The children are offered a nutritious snack and then split into two groups. One group works on homework while the other attends the gym for physical activity. The groups swap midway through the program time and are each given equal time working on homework or math and literacy and enjoying some physical activities. Registration is required for children to attend.

**Summer Children’s Program** - The Summer Children’s Program is a six-week program that offers ample time for physical activity, group play, science camps, special community visitors, special guests/activities, outings with 60 spots available. The Summer Children’s Program welcomes the partnerships of the Culture and Heritage Department, Recreation and the Native Child Welfare programs which offer crafts and some land based activities. A Language Teacher is hired to work within the program for one day throughout the week while also having time to plan on another half day. Registration and confirmation of space is required.

**School Readiness/Ready to Learn** - The goal of the program is to prepare children for the best start on their journey in education. Learning experiences in the areas of social development, language skills, self-help and reasoning /cognitive functions are provided to the children to ensure that they are prepared for learning when they begin school. Children become familiar with bus routines and rules. The program aims to prepare both children and parents/caregivers for the transition. In July of the 2018/2019 year, the program was hosted in July at Our Lady of Sorrows school for 3 weeks and had 9 children complete the program.

**Jordan's Principle** - Jordan's Principle addresses the needs of First Nations children residing on or off reserve by ensuring there are no gaps in government services to them. For example, it can address, but is not limited to, gaps in such services as mental health, special education, dental, physical therapy, speech therapy, medical equipment and physiotherapy.

To date, in Nipissing First Nation , Jordan's Principle funds have been accessed to support:

- Speech Services
- Psycho Educational Assessments
- Respite Care
- Dental Surgeons
- Medical devices
- Educational Devices
- Transportation Services
- Educational Assistant support
- Specialized school/education
- Sensory-based Therapy
- Orthodontics
- Assistive Devices

## DIABETES

The Diabetes Program aims to support NFN community members and their families to learn how to prevent and manage diabetes and raise overall awareness in the community.



**Love Your Selfie (Youth Retreat)** - This was the 3<sup>rd</sup> annual retreat for youth promoting healthy living and diabetes prevention. Youth listened to traditional teachings from elder Dan Commanda, they harvested vegetables from the community garden and then shared a meal cooked outdoors including fish and their harvest. Next they ended the day canoeing on the lake. There were 7 youth in attendance and at the end of the day, 71% felt they knew more about how to prevent diabetes.

World Diabetes Day was celebrated on November 9<sup>th</sup>, 2018 with a 5<sup>th</sup> annual healthy breakfast. The theme was 'Diabetes and the Family' and we had a speaker share how she encourages healthy living with her family to prevent diabetes. There were 57 participants who shared in this day, including the Daycare Binoojiinyag.

**A Love for Yourself** - The topic for this annual event was Dietary Fats and Your Health. The 15 participants learned about the different types of fats in food and how they affect cholesterol from our Community Dietitian. Of those participating, 80% said they learned something new and 73% felt more confident in managing their diabetes/health after the session.

**Blood Glucose Screenings** - 40 adults were screened over the year with three requiring further follow-up. This community initiative assists in the early detection, management and prevention of diabetes.



## NUTRITION

**Food Skills Programming** - Through the year the nutrition program offered several opportunities for all ages to learn and improve on food and nutrition skills. There was a session led by the Registered Dietitian for the youth cooking group with a focus on ways to include vegetables and what is a healthy balanced plate. For the Summer Children's Program there was a Master Chef Competition and strawberry jam making. There were three Health's Kitchens throughout the year with a focus on budget friendly meals, and fast healthy meals, where topics such as increasing fruits and vegetables, using whole grains and meal planning were discussed. Some other activities included a Nutrition Label Reading session and a contest encouraging families to eat together throughout Nutrition Month!

**Good Food Box Program** - This program aims to promote healthy eating and bring fresh food into more homes in our community. Every box includes a monthly newsletter with recipes and healthy living tips. Each month boxes are provided to CPNP participants, eligible clients of the Food Bank and to any community members wanting to purchase one. Over this past year, 468 Good Food Boxes were provided to community members.

### Canada Prenatal Nutrition Program (CPNP)

- There were 31 women who registered with CPNP this year. The Community Nutritionist and Maternal Child Health Nurse work with this program to provide healthy living supports to pregnant women, new mothers/caregivers and babies. This includes Good Food Box, Milk Coupons, drop-in sessions on various topics, breastfeeding support and prenatal education. There were three drop-in sessions with a total of 33 attendees on topics of baby sign language, safety of child products, and introducing solid foods to babies. In October, the community was invited to attend a celebration to honour World Breastfeeding Week where 4 women of different life stages shared their experience with breastfeeding. Prenatal Classes were also offered twice this year for pregnant women and their support persons.



**Gtiguewin Community Garden** - This was the third year of the Gtiguewin Community Garden and it continues to provide fresh healthy food grown by our community for our community. This year the garden acquired an additional garden worker with expertise in horticulture.



Community Garden



It also continued to develop structurally, including a sign that promotes the use of Anishinaabemwin in the garden, and the planting of two apple trees!

The garden was incorporated into several programs this year, including Pick-Your-Own day, the Garden Cook-Off, Community Feast, a How to Garden Session, the Diabetes Youth Retreat and Summer Children's Program Master Chef!

There was once again over 500 visits to pick up produce either at a garden stand or an event, and community members accessed the garden to pick their own produce 198 times, a 96% increase from last year! These numbers make it clear that more community members are aware of the garden, enjoying the garden and benefiting from the garden.

Fun fact: Our garden produced 100kg of green and yellow beans, nearly 2,000 cucumbers, and 223 zucchinis!

### Summer Children's Program Jam Making and Master Chef



## GIYAK MOSENG—RIGHT PATH COUNSELLING & PREVENTION SERVICES

Giyak Moseng~The Right Path Counselling and Prevention Services strives to provide professional, culturally safe, trauma informed services guided by Indigenous knowledge in the area of mental health and addictions. Clinical services and health promotion continue to be grounded from a framework of culture as treatment.

**Highlights** - Giyak Moseng has seen a steady demand for clinical services in the past year. We have a team of clinicians for both adult services and child and youth services. To support the demand for services, this past year we built a partnership with a consulting Psychiatrist who attends monthly to offer assessment, consultation and treatment collaboration to our program. In addition, our consulting Psychiatrist has offered staff training opportunities specific to Cognitive Behavioral Therapy. The team also updated their training related to cannabis, trauma, harm reduction, Indigenous knowledge related to addictions and mental wellness, couple therapy and play therapy.

### Culturally Based Community Withdrawal Management

- In response to changes in the local landscape regarding withdrawal management, NFNHS proposed the development of a culturally-based community withdrawal management program that will enhance the continuum of care available to the community. This is designed as a culturally safe land based program that aims to provide a harm reduction approach for clients to safely detox within their community, and receive appropriate support and advocacy. Concerted efforts have been made to base the program design on the First Nation Mental Wellness Continuum Framework, which includes basing the services on the medicine wheel and seasonal activities. Initial collaboration with the addictions medicine specialist has led to a commitment for supporting the design of the program and establishing an opioid replacement therapy clinic for Nipissing First Nation.

The community withdrawal management program is recently wrapped up the community engagement phase, which involved three community presentations; meetings with various internal service providers, (such as the Cultural, Lands, and Education Departments); and consultations with individuals actively engaged in their own recovery. We have also established a working group of Indigenous helpers, whom have committed their knowledge of cultural practices to the development of the program.

In the second half of the fiscal year, planning, program development and staff recruitment have been the primary outcomes for this program. A Cultural Coordinator and the Withdrawal Management Coordinator will lead this work with other key staff recruitment occurring in the new fiscal. It is anticipated that a number of new programs and services for community members and their families will be offered to address opioid and substance misuse in the new fiscal year.

#### **Wiidooktaadyang— “We are Helping One Another”**

- Two community sessions were offered to provide information on Wiidooktaadyang’s purpose and mandate: for NFN services and programs to work together with individuals and families to better meet their needs. The program uses a “no wrong door” approach to accessing assistance, all clients are met using a cultural foundation and using a holistic lens to address mental, emotional, spiritual, social and economic wellbeing, if they choose to enter the program. All services are integrated into helping the client with family and community supports. A total of 63 community members attended the community sessions. This funding also supported three community barbeques that brought community members together to enjoy and visit each other. We had a total of 308 people attend.

#### **Niwiidooktaadmin – NFN’s Critical Response Team**

- On September 26, 2018 at the Lawrence Commanda Health Centre, Dr. Brenda Restoule and Crystal Kimewon co-facilitated an information session with 15 participants about crisis response and the newly

formed Highway 69/400 mental wellness team that NFN is served by.

**Child & Youth Services** - The Child & Youth Mental Health and Addictions Counsellors continue to provide support to children and youth up to age 18 with services extended to transitional age youth up to 24 years for Nipissing First Nation and including 8 additional First Nation communities. Our satellite office in Parry Sound hosts one (1) Child and Youth Mental Health and Addictions Counsellor to service 5 of the 8 communities and who continues to offer significant traditional application of social work services. In addition to managing full caseloads over the year, a few additional highlights include offering: a workshop series at Nibisiing Secondary School for staff and students to enhance awareness and support on LGBTQ2S issues; a workshop for parents and caregivers to provide strategies on supporting children and youth with anxiety; and a two-part workshop for children, youth and their parents/caregivers to learn hands-on skills to cope with anxiety.

**National Aboriginal Youth Suicide Prevention Strategy (NAYSPS)** - With NAYSPS funding Applied Suicide Intervention Skills Training (ASIST) & Mental Health First Aid Training (MHFA-FN) for community and staff September 18-19, 2018. We had 14 Nipissing First Nation members attend training for ASIST.

**Harm Reduction** - Increased concerns with opioid use and associated overdose risk has resulted in the need for additional program planning to enhance harm reduction services and increase community capacity to effectively manage the risks. Overdose prevention training, including administration of Naloxone, was introduced and is being offered on an ongoing basis to staff of NFN as well as community members identifying as being opioid users or family/friends of opioid users. In the final 3 quarters of the fiscal year, 70 kits were distributed to staff and community members.

Other harm reduction initiatives that are underway include the safe disposal of sharps and other injection drug equipment as well as the distribution of sterile

drug injection equipment and inhalation kits. A policy was drafted and efforts are underway to have a disposal kiosk installed within the community to safely discard used sharps and other drug use equipment. In the coming fiscal year, it is anticipated that Giyak Moseng will be set up to offer the service to community members as the intention is to offer a full range of addiction-based services to ensure equal access to quality health care to all members of the community.

**Health Promotion** - Program activities, events and training focused on wellness have taken place with specific age groups across the life span within the community. Finally, a long-standing children's cooking program, Kids Can Cook with Confidence, was celebrated in August 2018 as planning and development of a new youth cooking program is anticipated through a partnership between Mental Health and Nutrition.

**Youth Life Promotion Funding** - This funding focuses on helping children, youth and their families develop life skills to support healthy individual, family, community and cultural identity that fosters strong Indigenous values and teaching with the ultimate aim of fostering healthy attitudes towards living a 'good life'. Some of the activities offered this year are described below.

In partnership with Recreation and Native Child Welfare Programs, youth were taken on the land to learn about hunting and harvesting in October 2018. This event was facilitated by Rodney Beaucage, a local hunter, who provided a teaching on hunting, taking only what you need to survive and living in balance with Creation. Jeff Stewart, the Recreation Activator, taught skills on safe handling of fire arms.

Art therapy sessions for youth, parents and children and adults were again made available in the spring of 2019. These sessions foster opportunities for skill building and mindfulness awareness aimed to have a positive impact on overall wellness and relationships. This session was facilitated by Art Therapist Emily Couchie.

The Right Path partnered with Recreation Program and Cultural Program in the winter of 2019 to do a full day of snowshoeing and ice fishing. A total of 51 individuals of all ages attended this event to promote healthy family relationships and learn about the importance of sustainable harvesting and living in balance with the land.

The second annual **Orange Shirt Day** event that honours the resiliency of Indian Residential School Survivors was celebrated in October with the theme 'Every Child Matters' to raise consciousness of nurturing the wellbeing of our children.



## WALK AGAINST IMPAIRED DRIVING





## HOME & COMMUNITY CARE

*The Home and Community Care Program supplements but does not replace clients' efforts to care for themselves with the assistance of their family, friends and the community. We help those who want to keep their independence in their own home and to be close to their loved ones as long as possible.*

*Over the past year, HCC assisted 101 member clients with one or more of the services. We cater our services to the needs of our member clients that are within our scope of work. Services vary depending on the member client's abilities to function independently. Service may include transportation for groceries or medications while others may need more assistance with daily meal preparation, medication management, bathing and home care nursing including assessment, case management and referrals.*

**Home Support Services** - Our Personal Support Workers (PSWs) are trained to assist in healthy meal preparation, bathing, monitoring of medications and other personal care for our member clients. Our PSWs along with our Homemakers will also provide homemaking duties for those who are not able to do so on their own safely. Our HCC Nurses provide assessments, which identifies what is needed in a care plan, in order for us to meet the medical and health needs of our clients.

**\*8,514 hours of home support services**  
were provided in 2018-2019.

**Help Line** - The HCC Program can assist clients in setting up a personal response service. This service ensures our member clients who are living in their own home to get quick assistance whenever it is needed—24 hours a day the client just presses the help button (pendant or wristband) and a certified Helpline monitor will respond, assess the situation and contact the appropriate help, whether it be a neighbor, relative or ambulance.

**Transportation Services** - The HCC Program offers transportation services to our clients so they are able to perform their weekly errands. We offer transportation three days a week which includes trips to North Bay and Sturgeon Falls on scheduled days. Clients are required to book trips 24 hours in advance to ensure we are able to accommodate them.

**\*1,313 transportation trips**  
were provided in 2018-2019

**Seasonal Services** - The HCC program also provides assistance with seasonal help around the home for member clients who are unable to safely do it themselves. This includes snow removal, grass cutting, and seasonal housing cleaning.

**\*521 hours of seasonal services**  
were provided in 2018-2019

**Respite** - The HCC program provides respite services for those member clients that have a caregiver living with them but is required to be away from the home for appointments, work or personal care. This ensures the member clients are not left alone when in need and provides some down time for the caregivers.

**\*10 hours of respite services**  
were provided in 2018-2019

**Assisted Living** - Assisted Living Services provide member senior clients with a full range of personal support services on a 24 hours' basis as needed. This addresses the needs of high risk seniors who need daily personal care, meal preparation, medication monitoring and security checks to allow them to continue to safely reside at home. Assisted living services are intended to address the needs of high risk seniors so they are able to remain safely in their homes while reducing or avoiding unnecessary



hospitalizations, emergency room visits and admission to Long Term Care Homes.

**\*2,253 hours of assisted living services**  
were provided in 2018-2019

**Security Checks** - The HCC program offers security checks for those member clients who are alone in the home. This service provides the member client with a check in from the PSW at a set time to ensure they are safe in their homes.

**Medical Equipment Loan** - The HCC Program has a number of medical devices that member clients may need on a short term basis. We loan out equipment such as walkers, hand rails, commodes, and wheel chairs that are required in order for the member client to remain safely in their homes.

**Ontario First Nations Home and Community Care** – The HCC department received additional annual funding over the past two years that have enabled us to enhance a number of our current services. This funding assisted with additional nursing staff, purchase of a used vehicle for our transportation services and a number of medical supplies and equipment. We were also able to increase our congregate dining by hosting lunches with Nbisling Secondary School which provided a meal on the east end of our community and allowed for the elders to visit and socialize with our students.

## NON-INSURED HEALTH BENEFITS

**Local Medical Transportation** - In the 2018-2019 fiscal year, there were 1,463 bookings by clients for local medical transportation to North Bay and Sturgeon Falls. Coordinating bookings in a cost-effective manner while continuing to provide quality service means clients are scheduled according to destination and appointment time. For both the After Hours and Sudbury trips, 203 trips were recorded. Overall, there were 275 'no shows', 288 cancellations and 42 prescription pick-ups.

**Long Distance Medical Transportation** - The Non Insured Health Benefits Coordinator is responsible to facilitate prior approvals, make accommodation arrangements where required, calculate advances, finalize detailed reporting for each trip and issue any remaining disbursements to clients. The NIHB Coordinator often acts as liaison between clients, services providers (Pharmacies, physicians, etc.) and the First Nations and Inuit Health Branch. For this report 248 long distance medical referral trips were facilitated by the NIHB Coordinator.

## TRADITIONAL HEALING

During the 2018-2019 fiscal year, Traditional Healing Services was able to provide 240 appointments for 14 healer visits. In this fiscal year, THS showed a significant decrease in healer visits for the first half of the fiscal year due to inability to secure internal helpers to assist with the healer visits as required. For this reason, there was a noticeable surplus in funding at fiscal end; however, THS was able to increase activity for the second half of the fiscal year.

## RECREATION

In accordance with the Nipissing First Nation Strategic Plan, Recreation strives to offer programs and activities that reflect upon "Developing a holistic strategy to enhance community health and wellbeing." This year, Recreation collaborated and/or offered the following community events: Halloween Party, fitness challenges, Walk Against Drinking and Driving, Lunch Hour Poker Walks, lacrosse, hockey, ice fishing, Snow Shoe Outings, Learn to Skate, and Baseball skills.

Recreation oversees the general operations of the fitness centre, gym nights, as well as the Recreation Reimbursement and the Youth Who Excel Funds. In 2018-2019, 135 NFN children were served/accessed the Recreation Reimbursement Fund totaling more than \$52,000. The fund can be accessed for the period of April 1 – March 31 to cover recreation registration costs up to **\$500/year** for each child. This is to assist families

and encourage a healthy and active lifestyle. This fund is available to children who are registered band members, regardless of where they live.

The Recreation Activator continued to co-lead the Bi-gzhaadge binoonjiiyak – Integrated Children’s Program three nights per week. This responsibility includes providing a nutritious snack and facilitating the physical activity component of this program.

## OPERATIONS AND MAINTENANCE

To undertake proper maintenance, operations and custodial functions of the health facilities.

### 1. General cleaning and sanitary services (daily, both indoor and outdoor).

- Conducted routine duties on a daily basis, including cleaning to laundry.
- Kept an inventory of supplies to order.

### 2. Minor maintenance activities.

- Maintained regular facility inspections and kept log of repairs required\done.
- Routine maintenance such as furnace filter replacement done.

### 3. Safety and security activities.

- Daily fire alarm checks done and recorded
- Hallways, stairwells and exit lights checked and replaced as required
- Monitored temperature settings throughout building
- Regular check of heating\cooling systems
- Garbage picked up; sidewalks and parking lot checked for lighting

### 4. Seasonal Duties

- Winter—ensured snow removed from all entrances; building clear of ice buildup; and, area free for plow to do bigger clean up.
- Summer—ensured all downspouts and splash pads directed away from buildings; grass trimmed and cut, as required; removed all weeds from foundation areas; and, ensured no standing water where mosquitoes could hatch.

### 5. Maintain and test safety, emergency, fire detection and protection equipment.

- Tested fire alarms, portable extinguishes, emergency lighting and generator based on maintenance schedule.

### 6. Maintenance Projects

- During this reporting period there were two significant maintenance projects completed. One was the replacement of flooring within the common areas of the health centre. A decision was made to do so for safety reasons after several documented reports for slips and falls as the original floor was not slip resistant. Secondary to this was the time (27 hours) and on-going cost and to purchase and store chemicals to strip and wax the original floor. Since the installation of the new floor there has not been one report of a slip or fall.
- The 2nd maintenance item was the replacement of the roof on the north side of the health centre. This was flagged as due in the previous year and with the winter of 2019 it became clear that it could not be delayed. The north east corner of the building was experiencing water damage with one of the offices requiring replacement of the drywall. A new steel roof was installed along with new heating cables in the valleys. No further reports of water leaks have been noted.

## NFN Health Services Activity Summary for 2018-2019

April 2018	May 2018
April 11 .....Diners' Club (60)	May 9 .....Diners' Club (69)
April 19 .....Good Food Box (67)	May 17 .....Good Food Box (68)
April 22 ..... Welcoming Babies (53)	May 20 ..... Walk Against Impaired Driving Poster Day [13]
April .....Foot Care	May 24 ..... Health's Kitchen (6)
April ..... CPNP Milk Coupons (18)	May .....Foot Care
	May ..... CPNP Milk Coupons (17)
June 2018	July 2018
June 5.....OLS Student (127)	July 6 .....Gtigewin Garden Opening Ceremony (9)
June 6..... Walk Against Impaired Driving (60)	July 11 .....Diners' Club (75)
June 13.....Diners' Club (62)	July 16 ..... Cooking with Youth (9)
June 17..... Prenatal Class (1)	July 19 .....Good Food Box (36)
June 20.....Good Food Box (55)	July 31 .....Summer Children's Program/ Jam Making (43)
June.....Foot Care	July .....Foot Care
June..... CPNP Milk Coupons (17)	July ..... CPNP Milk Coupons (17)
August 2018	September 2018
August 3 .....Garden Stand Duchesnay (21)	September 4 .....Garden Stand Yellek (21)
August 8 .....Diners' Club (58)	September 6 ..... Yellek Community BBQ (141)
August 12 ..... Love Your Selfie-Youth Retreat (7)	September 7 ..... Garden Stand Garden Village (21)
August 13 ..... Naloxone Training Garden Village [22]	September 12 .....Diners' Club (57)
August 14 .....Master Chef (29)	September 12 ..... Blood Glucose Testing – (22)
August 15 ..... Naloxone Training Duchesnay [16]	September 13 .....Duchesnay Community BBQ (123)
August 16 .....Good Food Box (40)	September 18-19 .....ASIST Training (12)
August 21 .....Garden Stand Yellek (28)	September 20 .....Good Food Box (41)
August 21 .....Kids Can Cook Open House/Celebration (7)	September 24 .....ARGs Youth Responsible Gambling (13)
August .....Foot Care	September 27... CPNP Drop-In Session on Sign Language (13)
August 28 ..... Garden Stand Garden Village (49)	September 30..... Orange Shirt Day – 84-Nbisiing 48- GV -36)
August 30 ..... Garden Pick Your Own Day (10)	September .....Foot Care
August 30 .....Garden Cook-Off (11)	September ..... CPNP Milk Coupons (19)
August 30 ..... Garden Village Community BBQ (143)	
August 31 .....Garden Stand Duchesnay (31)	
August ..... CPN Milk Coupons (17)	

October 2018	November 2018
October 10.....Diners' Club (59)	November 5.....Influenza Immunization Clinic (5)
October 10..... Influenza Immunization Clinic (32)	November 6.....Influenza Immunization Clinic (10)
October 12..... Breastfeeding Celebration (13)	November 7.....Influenza Immunization Clinic (27)
October 16.....Garden Feast (53)	November 8.....Influenza Immunization Clinic (2)
October 16..... Influenza Immunization Clinic (11)	November 9.....World Diabetes Day (57)
October 18.....Good Food Box (37)	November 9.....Blood Glucose Testing – (12)
October 18..... Influenza Immunization Clinic (8)	November 9.....Influenza Immunization Clinic (1)
October 19.....Is Your Child Safe Health Canada Session (4)	November 13.....Influenza Immunization Clinic (4)
October 23..... Garden Social – How to Garden (5)	November 14.....Diners' Club (58)
October 22- 24.....Mental Health First Aid for First Nations (23)	November 14.....Influenza Immunization Clinic (3)
October 29..... Influenza Immunization Clinic (16)	November 15..... NFN Staff Naloxone Training (16)
October .....Foot Care	November 15.....Influenza Immunization Clinic (2)
October ..... CPNP Milk Coupons (18)	November 15..... School Based Immunization Clinic (10)
	November 17.....Prenatal Class (2)
	November 20.....Influenza Immunization Clinic (4)
	November 22.....Good Food Box (44)
	November 24.....Influenza Immunization Clinic (10)
	November 28.....Influenza Immunization Clinic (3)
	November.....Foot Care
	November..... CPNP Milk Coupons (18)
December 2018	January 2019
December 7..... Senior Christmas Diner	January 17 .....Good Food Box (42)
December 12 .....Diners' Club (104)	January 23.....Child & Caregiver Art Therapy (12)
December 12 ..... Blood Sugar Screening (4)	January 28.....Strategies for Anxiety Parents & Caregivers (6)
December.....Naloxone Training	January 29..... Senior Poker Walk for Health (10)
December – Foot Care.....January 9 –Diners' Club (58)	January.....Foot Care
	January..... CPNP Milk Coupons (17)



February 2019	March 2019
February 13 ..... Diners' Club (39)	March 4, 5 ..... Art Therapy for Adults (70)
February 21 ..... Good Food Box (34)	March 7 ..... Label Reading Lunch n Learn (12)
February 8 ..... A Love for Yourself (15)	March 13 ..... Diners' Club (41)
February 24 ..... Blood Sugar Screening (2)	March 19 ..... Coping with Anxiety #1 Parents & Children (18)
February 26 ..... Health's Kitchen (9)	March 21 ..... Good Food Box (39)
February ..... Foot Care	March 26 ..... Coping with Anxiety #2 (15)
February ..... ARGs Poker Walk for Health (17)	March 26 ..... Feeding Your Baby (16)
February 27 ..... Senior Movie Matinee (34)	March 27 ..... Stars & Strollers Matinee (29)
February ..... CPNP Milk Coupons (16)	March 30 ..... Health's Kitchen (8)
	March ..... Naloxone training for PSW's
	March ..... Foot Care
	March ..... Eating with the Family Competition (4)
	March ..... CPNP Milk Coupons (18)

## Native Child Welfare & Prevention Services

The Child Welfare Program provides family and child support as well as advocacy to the community members on and off reserve with home visiting, office visits, and court attendance in our district while families are working with Children's Aid Society (CAS). During the year, we have welcomed an additional Support Worker to our growing team. This position provides support to the program through an administrative role, as well as community work.

The Child Welfare Program has also been working with the new organization Niijaansinaanik Child and Family Services (Waabnoong Bemjiwang Child and Family Services). This new organization serves six (6) other local First Nations along with Nipissing and is comparable with the CAS; however, Niijaansinaanik will offer a more culturally-sensitive approach to working with Nipissing families both on and off reserve.

Niijaansinaanik and CAS are working with Nipissing to complete a Protocol for their work with our community members. This includes contacting our office prior to attending the home of a Nipissing First Nation community member. Child Welfare continues to assist in the recruitment of new foster parents, kin and customary care within the community as an important step in keeping Nipissing member children within their home community.

The Prevention Program provides children and youth with programs in the community to enhance the physical, emotional and spiritual wellbeing of our children and youth utilizing a holistic approach.

### Annual Youth Cultural Retreat

Educating youth on violence affecting families is strategic in ending or preventing the cycle of violence in our community. The approach taken was in the form of a youth cultural retreat that consisted of female youth of Nipissing First Nation. The Youth Prevention Retreat also provides a professional development opportunity that supports our youth to develop into active, healthy contributing members within our community, and to

encourage youth to make healthy life-style choices. This year we were able to host an additional retreat. Our goal is to offer two retreats each year.

### “I Saw, I Shall Speak” Family Retreat

This annual program provides an opportunity for children and parents to explore their thoughts, behaviours, and physiological responses to challenging relationships experienced or exposure to unhealthy relationships in their home or community. This culturally based program supports traditional, cultural, and therapeutic opportunities for families in need. The voluntary program is free and offered in partnership with the Community Counselling Centre. Travel, accommodations and food are provided for the participants.

### After School Kids Social (ASKS)

ASKS is a program that runs throughout the school year once a week, providing a safe and educational place for children to attend. Children will have the chance to socialize with other community children in a setting that offers opportunities to learn, develop and explore their community, culture and friendships.

### Cultural Land-based Activities

The two year funded project has provided the community with youth and family programming. Youth have attended a number of Survival Camps, as well as ice fishing, drum-making and cultural teachings on the land. Our hope is to continue land-based programming within the prevention services.

### Other Programming:

- Babysitting Course;
- March Break activities;
- Youth Programming: Youth Socials, Nerf Wars, Girls Night In, Cooking;
- Children's programming: monthly socials, craft nights, movie nights;
- Family Programming: Moccasin making, Shaker & Rattle making

The Native Child Welfare Prevention Program continues to facilitate and develop special projects while working with other community programs on various educational activities throughout the year.

- Welcoming Babies with Lawrence Commanda Health Centre (LCHC);
- National Indigenous Peoples Day Celebration;
- Movie Nights with NFN Food Bank;
- Partnership activities with the Library and Recreation programs;
- Community Halloween Party





**OJIBWAY WOMEN'S LODGE**  
Respect, Security, Harmony

The Ojibway Women's Lodge (OWL) provides women and their dependents with a safe, secure and confidential shelter stay. Services include: 24 hour crisis line, counselling, support groups, safety planning, women's circles, ceremonies, access to traditional healers, court support/accompaniment, childcare, transportation to access services, advocacy, and assistance in securing safe housing.

Visit our website [www.ojibwaywomenslodge.ca](http://www.ojibwaywomenslodge.ca) for more information.



The Ojibway Women's Lodge has been housed in the same building for the past 34 years. There are ongoing upgrades and renovations completed each year.

This past year included

new shingles, replacement of front porch, re-insulated attic, new gable ends, repairs inside included updates to existing laundry room with a wall of storage, painting of walls in recreation and laundry rooms. Upgrades to the security system were also completed.

On August 17, 2018 we celebrated our 6th Annual Family BBQ. In attendance were 12 women and 20 children who came out to enjoy the day with face painting, minnow races, crafts, special guest Ken the Balloon Dude, followed by BBQ lunch, cake and prizes. All the children left with a Back Pack full of school supplies. Once again a special Miigwech to Donna McLeod and co-workers at the Ministry of Correctional Services for their generous donation to this event each year. Other monies to run



events such as this one comes from donations from community throughout the year.



October 4, 2018 marked Ojibway Women's Lodge's 4th Annual Sisters in Spirit Candlelight Vigil to honour the lives of Missing and Murdered Indigenous women and girls. This nationally held event is supported by the Native Women's Association of Canada.

The Ojibway Women's Lodge is committed to raising awareness about the continued injustices that Indigenous women and girls face in this country. Community members were invited to come out and participate in a walk through Duchesnay, a sacred fire was lit, prayers and offerings were sent up in honour of these women and girls we do not forget.

Light refreshments and giveaways were also provided.

Our 8th annual International Women's Day celebration was held on March 8, 2019 in Garden Village. This event continues to grow, with approximately 75 people in attendance this year.



We appreciated the men that volunteered to serve tea. A smudge went around the circle while the Director spoke about the eighth grandmother teaching 'Life' and how women carry the gift of being life givers. We served David's Tea and Jean Marc Bakery desserts along with finger sandwiches. The gifts of appreciation were flowers from Jackman's Flowers and fudge from Suzanne's Fudge Favours.



The Outreach/Crisis Support Program has been busy providing services to Women on the Inside, conducting Edu-Therapy Grief and Women's Wellness Groups at the lodge and facilitating a Changing Patterns Group through the Community Counselling Centre. We set up a booth at the Women's Wellness Day hosted by the NBIFC and Gathering Place Soups On events. Representative at the VAW Community and the DVCC3 committee meetings table.



The Transitional Housing Support Program is a committee member of the DNSSAB Housing & Homelessness Partnership. The program is co-facilitated by a Changing Patterns Group offered through the Community Counselling Centre. We set up a booth at

the Gathering Place Soups On events and we also run Women's Wellness once a month for women residing at the lodge.

Full time staff participated in a Team Building Retreat in January 2019 at Spirit Point Lodge. In circle, we engaged in learning through culture to enhance our social work practice. Once we completed the retreat, each staff member had made a ribbon skirt to use for future cultural events.

In April 2018, the Ministry of Community and Social Services implemented Violence Against Women (VAW) – Emergency Shelter Standards with the intent to support emergency shelters in providing consistent, high quality services to women and their dependents across the province.

*“Everyone should be able to live without fear of physical, emotional, psychological, sexual, verbal or elder abuse. Abuse of any kind is wrong. Aboriginal Women have the right to live in peace and harmony, be secure and respected, and be honoured as cultural carriers, life givers of our nations. This message has been brought to you by the Ojibway Women's Lodge. Be part of the solution to end violence against all women”. (Ongoing local Radio Ad)*

## Food Bank

*Our Food Bank gathers and provides grocery products to community members in need.*

*We are open the 1st and 3rd Wednesday of every month from 9am to 4pm.*

### HELPING OUR COMMUNITY

Our most important objective is helping everyone who walks through our doors. Individuals and families are provided with food that will help them through a couple days of meals. We are open to help our community on the 1st and 3rd Wednesday of every month. We also deliver to those in other parts of the community who need access but have no means of transportation to Garden Village on access days. Please contact us to make arrangements if you are in need.

### STATISTICS

For the 2018-2019 fiscal year, the Food Bank provided an average of \$3,126 worth of food and baby items each month, and assisted 74 adults, 3 babies and 19 children in our community on average each month.

### PROVIDE HEALTHY MEALS

We provide families with a variety of canned, fresh and frozen foods. Children's breakfasts and lunches are provided for a week. With the help of our donations, we also have baby food, infant cereal, formula, diapers and wipes, which are provided free of charge to NFN members.

### GOOD FOOD BOX PROGRAM

Our clients also receive a monthly voucher for the Good Food Box, valued at \$10. The Good Food Box provides healthy choices to our community members and can be picked up once per month at the Lawrence Commanda Health Centre for Garden Village residents, and is delivered to all other areas of the community.

## FUNDRAISING & DONATIONS

In 2018-2019, the Food Bank continued to raise funds and collect non-perishable food through our annual golf tournament, which raised over \$11,000 and a donation from the Rock 'n' Ribs festival of \$2,000, as well as many individual donations from community members, local companies, and the fundraising events we hosted, such as:

- Staff Food Challenges
- Scratch Ticket Moose
- National Indigenous Day Penny Sale
- Donation Bins at various events
- Food Bank/Little NHL Charity Golf Tournament
- Thanksgiving Basket
- NFN Pow Wow Refreshment Booth

## Ontario Works

NFN's Ontario Works office follows the directives of the Ontario Works Act to provide financial and employment assistance. The program is designed to address the needs of community members both status and non-status, who are facing hardships of financial and employment barriers.

### Application for Ontario Works Assistance

Ontario Works performs intakes on Mondays and Wednesdays to ensure suitable and accurate

processing time of the application. The satellite office at Nbisig Secondary School is available for intakes and updates every second Wednesday by appointment only.

On average, an intake takes 1 hour to complete and it is necessary for applicants to provide the following information: personal identification (driver's license, status or health card), banking information, shelter costs (rent, mortgage, utilities), earnings and income verification, 12-month employment and address history and the previous year's income tax return.

## Other Programs & Services

We offer a financial/income assistance program that helps individuals by providing basic needs, shelter costs, emergency assistance, transitional support, as well as earnings exemptions for OW recipients.

We also assist individuals with preparing for and finding employment by offering training, education, upgrading, referrals and assistance with securing employment.

Through the Employment Service Delivery Profile, we offer workshops on a range of topics, including healing & wellness/self-care, employment supports, and health & safety.

## Successful Transitions

Statistics show that Ontario Works has helped community members exit the program by achieving employment and educational goals. Below are some stats from the last fiscal year:

### April 1, 2018 to March 31, 2019

- **9** Employed
- **4** Returned to Post Secondary
- **5** Clients secured employment through the NFN Beautification and Maintenance employment program, which was subsidized through the INAC Employment Experience funding program.

Our Transitional Support Fund assisted 50 Ontario Works & Ontario Disability Support Program clients and 4 clients not on Social Services. Our highest average months for requests for assistance were October to December 2018.

Department	Contact	Position	Phone Number
Administration	Dwayne Nashkawa	Chief Executive Officer	(705) 753-2050 ext. 1222
	Freda Martel	Director of Administration	(705) 753-2050 ext. 1223
Bingo	Patricia Fisher	Supervisor	(705) 753-2180
Building Maintenance	Brian Stevens	Supervisor	(705) 753-2050 ext. 1252
Child Welfare	Wendy Lariviere	Supervisor	(705) 753-2050 ext. 1322
Children's Services	Brandie Fong	Manager	(705) 753-2050 ext. 3001
Communications	Geneviève Couchie	Communications Officer	(705) 753-2050 ext. 1270
Couchie Memorial Daycare	Jill Beaucage	Supervisor	(705) 474-9860
Culture & Heritage	Glenna Beaucage	Manager	(705) 753-2050 ext. 1232
Economic Development	Michael Harney	Manager	(705) 753-2050 ext. 1264
Education	Nancy Allaire	Director of Education	(705) 753-2050 ext. 3013
Employment & Training	Thomas Lambert	Manager	(705) 753-2050 ext. 6985
Facilities	Patrick Stevens	Manager	(705) 753-2050 ext. 1220
Family Resource Centre Ojibway Women's Lodge	Suzanne Goulais-Deering	Director	(705) 472-3312 (emergency) (705) 472-7828 (crisis support)
Finance	Tamara (Tammy) Saulis	Chief Financial Officer	(705) 753-2050 ext. 1281
	Renée Commanda	Finance Officer	(705) 753-2050 ext. 1280
Fire & Emergency Services	Melvin McLeod	Manager	(705) 753-4319
Food Bank	Rebecca Commanda	Coordinator	(705) 753-2050 ext.6972
Health Services	Kimberly Lalonde	Director of Health Services	(705) 753-3312 ext. 2223
Housing	Shawn Anderson	Manager	(705) 753-2050 ext. 1246
Human Resources	Jennifer Lalonde	Manager	(705) 753-2050 ext. 1253
Lands	Cathy McLeod	Acting Manager	(705) 753-2922 ext. 1225
Library/Literacy	Randy Penasse	Librarian	(705) 753-2050 ext. 1231
Natural Resources	Jeff McLeod	Manager	(705) 753-2050 ext. 1325
Nbisiing Secondary School	Carole Couillard	Principal	(705) 497-9938
Nipissing Ojibway Daycare	Kelsey McNeill	Supervisor	(705) 753-4052
Ontario Works	Ginger Penasse	Administrator	(705) 753-2058
Public Works	Terry Lariviere	Supervisor	(705) 753-2050 ext. 4001
Social Services	Debbie McLeod	Manager	(705) 753-2050 ext. 1230
True Self Debwewendizwin	Donna Forget	Manager	(705) 474-4058



**Thank you for reading our Annual Report 2018-2019.**

We hope you enjoyed hearing about the great work we have been able to do with the help of our community members, and thanks to our dedicated staff, partners and volunteers.

**Miigwech**



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