



NIPISSING
FIRST NATION

A-Kii, Bemaadzijik, E-Niigaanwang
The Land, the People, the Future

Annual Report 2019-2020



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."

Table of Contents

Message from Gimaa Scott McLeod 2

Council & Committees 2

Chief Executive Officer’s Update 3

Pre-Amble to Gichi-Naaknigewin (Constitution) 4

Medicine Wheel of Goals 6

Goal #1 - Communication/Transparency 7
Communications, Administration, Human Resources & Finance (including Financial Statements)

Goal #2 - Governance/Capacity (Leadership & Government) 16
Programs and Services & Economic Development

Goal #3 - Education/Lifelong Learning..... 19
Education, Nbisiing Secondary School, Employment and Training & Kendaaswin (Library)

Goal #4 - Infrastructure/Community Resources 46
Community Infrastructure, Housing & Fire and Emergency Services

Goal #5 - Stewardship & Protection (Land, Water, Natural Resources) 53
Lands, Membership & Natural Resources

Goal #6 - Culture and Language 56
Nishnaabemwin, Culture & Heritage

Goal #7 - Health & Well-Being 61
Health Services & Social Services

Staff Directory



Message from Gimaa 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.

2020 has been a very challenging year to say the least, but thanks to the response of our Health Services team and the cooperation of our businesses and members alike, we have managed to keep our entire community safe during this COVID pandemic.

Unfortunately, we are not out of the woods on this yet and although many of us are tired and frustrated with the situation we are in, we must continue to be diligent in following all safety recommendations put out by our health experts as we head into the winter months.

Our Council continues to work hard on the priorities that our citizens have identified. 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 Wiya, I am very pleased to share a few reflections in my last report to you as the CEO of Nipissing First Nation. I am very proud of the staff and volunteers at Nipissing First Nation who have contributed so much to the growth and outstanding achievements of this nation. While many challenges remain, I believe that we are on a steady course to achieve the vision of the people, as articulated and guided by the Chief and Council.

I wish we were celebrating the success of hosting the Little NHL tournament this past March but, as we know, COVID-19 diverted us from that event. I still want to thank the army of volunteers who put hundreds of hours into planning and fundraising for the tournament. We will get there some day and when we do, we will celebrate the great success we know it is going to be.

There are other things we will sadly have missed out on due to the pandemic, but I do want to recognize the tremendous efforts of the Health Services Department in coordinating our pandemic response. I also want to acknowledge the work of all the other programs and services to quickly pivot from their day-to-day jobs to doing whatever needed to be done at the time from food security to transportation to cleaning to ensuring our most vulnerable received the services they needed. I also want to thank our mental health team for their responsiveness and support in what is the most uncertain time period many of us have ever experienced. Chi-Miigwech All.

Though it ended in the most unexpected of ways, the 2019-2020 fiscal year was another successful year for NFN as you will note as you flip through the pages of this report. Every program made a positive contribution to the present and future of NFN in a variety of ways. We have strengthened our Child Welfare Prevention and Band Representative services, meaning more supports for families and children. We have added new resources to our mental wellness and addiction services in the Right Path program. We have combined our Lands and Natural Resources departments to work more collaboratively together. We were active in planning new infrastructure projects like a road connecting Yellek and Duchesnay. Construction on the Duchesnay Creek Bridge is proceeding, though we suffered some delays due to COVID and protests that blocked shipping of our bridge girders in February. I am pleased to report that the project is still on course and will be completed in the Summer of 2021. Bineshii Park continues to fill with new businesses and opportunities for entrepreneurs and workers alike. These are but a few of the things we can all celebrate together while we focus on challenges that remain.

In closing, I would like to say Chi-Miigwech to Chief Scott McLeod, Deputy Chief Muriel Sawyer and the Council of NFN for putting their faith and trust in me for the last 16 years. I am excited to work with our new CEO Brendan Huston as he leads our team forward to bigger and better things. I look forward to continuing to serve the nation in my new role as Strategic Advisor for NFN and to having more time to work on strategic initiatives and big picture opportunities for NFN.

Miigwech,

"Miskaankwaad" Dwayne Nashkawa
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. Ndoo-mshkawendmaanaanig giw aazhigo gaa-maajaajig gii-daapnamwaad geye gii-zigaakinaanaawaa wi aki minwa waa-bi-yaajig गयाaba 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:

www.nfn.ca/constitution/

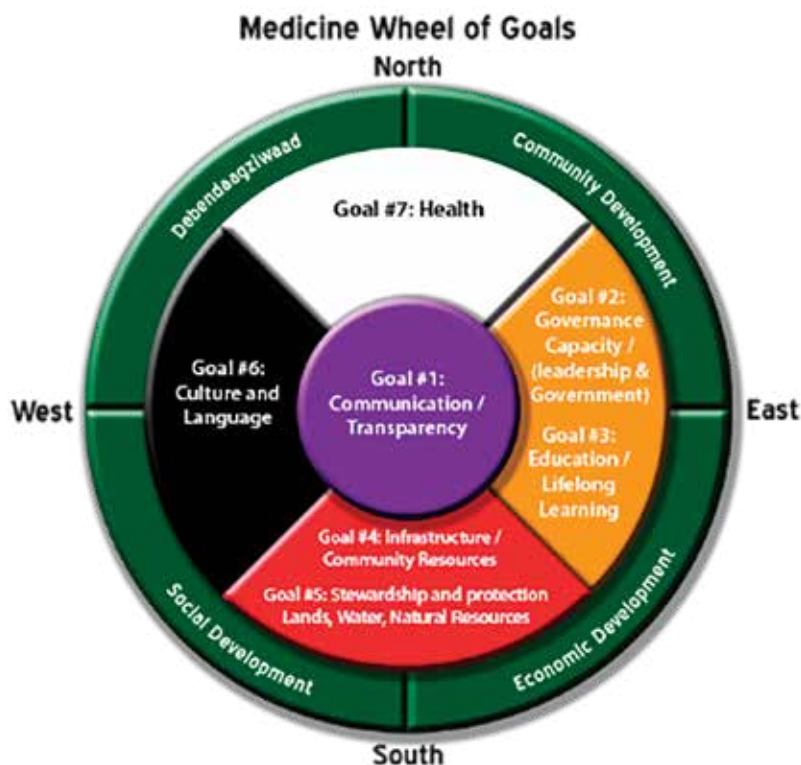


Medicine Wheel of Goals

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 plays a central role in everything we do. Staying connected with our citizens both on and off reserve informs and motivates our work. Open and honest dialogue is key to good governance, and we welcome input from community members on all issues to help our nation move forward together.

The importance of communication is reflected by its position at the centre of our strategic plan: Medicine Wheel Goal #1: Communication and Transparency.

Pro-active and responsive communication is critical to building a foundation of trust and understanding, while helping people connect with each other and their community.

We make every effort to communicate important information effectively using various methods, including community consultations, information sessions, mailings, newsletters, our electronic signs, as well as our website and social media pages.

The best way to receive timely updates is by following our official Facebook and Twitter feeds, reading our monthly newsletter *Enkamgak*, and visiting our website regularly.

Some highlights from the 2019-2020 fiscal year include:

- New website launched on April 1, 2019.
- New digital signs installed in Garden Village, Jocko Point, Beaucage, Yellek and Duchesnay in May 2019. The new signs feature full colour displays, and more importantly, are now updated remotely from the office within minutes using a VPN connection instead of needing to be programmed on-site.
- Assisted with coordinating and reporting on Cannabis Law Consultations in April 2019.
- Assisted Emergency Services Manager with Jocko Point Flooding in May and June 2019 by providing

daily updates to residents, coordinating community meetings and responding to questions/concerns.

- Supported filming activities for *Trickster*, which premiered on CBC in October 2020 and was filmed almost exclusively on NFN. Season 2 has been confirmed and will be filmed in spring 2021.
 - Previous productions to film on NFN recently include *Hard Rock Medical* and *Cardinal* (seasons 1, 2 & 4), as well as smaller productions such as Cole Forrest Stevens' short film *Nbisiing* and other projects with partnering organizations such as Nipissing University.
 - *Unsettled* filmed on NFN through February and March 2020 before the pandemic put a halt to production (and most everything across the country). Filming resumed in August and September 2020 and the release date has not been announced yet.
- Participated on the Little Native Hockey League (LNHL) 2020 Host Committee as the Communications & Sponsorship Coordinator.
 - Note: The LNHL 2020 and 2021 tournaments were cancelled due the COVID-19 pandemic, but Nipissing looks forward to hosting an incredible LNHL experience in 2022!

Connect with Us!

 @NipissingFN  @Nipissing_FN  @NipissingFN

Web: www.nfn.ca

Contact: Geneviève Couchie, Wiinmaaged Ezhwebak (Communications Officer)

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

Email: 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

Kimberly Salvaneschi, Executive Assistant

Phone: 705-753-2050 ext. 1229

Email: 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 2019-2020 fiscal year, the Human Resources department recorded 98 hires consisting of 45 salaried positions and 53 contract positions (including short-term contracts).

Of those 98 job postings, 7 were newly created positions, and were awarded as follows:

- 79 positions were filled in the first round (open to NFN members only),
- 13 positions were filled in the second round (open to members of other First Nations and spouses of NFN members), and
- 6 positions went to a third round (open to everyone: status and 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 www.nfn.ca/jobs/ and are also posted to our dedicated NFN Jobs & Training Facebook page. Applications should be emailed to 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

Dennis Goulais Jr., Human Resources Clerk

Phone: 705-753-2050 ext. 1229

Email: 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.

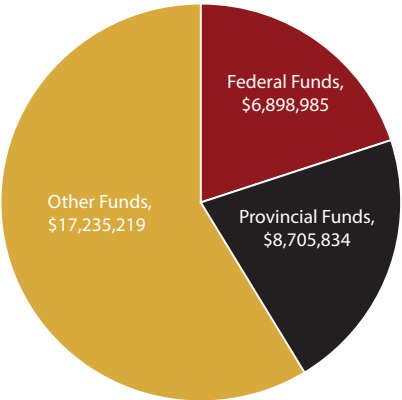
Our complete financial audit for the last fiscal year (April 1, 2019 to March 31, 2020) is available on our website at: <https://www.nfn.ca/finance/audits/> along with previous audits. You can also request a copy in person or call 705-753-2050 to request a copy by email, mail or fax.

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

NFN Revenue Sources 2019-2020



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	Date of Achievement
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

NIPISSING FIRST NATION

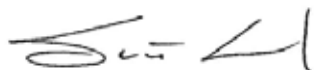
Exhibit A - Consolidated Statement of Financial Position

March 31, 2020, with comparative information for 2019

	2020	2019
Financial assets		
Cash and cash equivalents	\$ 24,392,178	\$ 15,962,346
Short-term investments (note 3)	3,945,094	3,579,442
Accounts and grants receivable (note 4)	3,088,151	3,017,301
Housing mortgages and other long-term receivables (note 5)	9,376,071	7,214,281
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 6)	82,624,826	84,258,425
Funds held in trust by the Government of Canada (note 7)	290,779	290,779
	123,717,099	114,322,574
Financial liabilities		
Accounts payable and accrued liabilities (note 8)	6,771,702	5,267,292
Prepaid leases	85,502	185,489
Deferred program revenue (note 9)	6,383,046	3,199,051
Long-term debt (note 10)	6,418,578	6,726,664
	19,658,828	15,378,496
Net financial assets	104,058,271	98,944,078
Non-financial assets		
Tangible capital assets (note 11)	47,754,954	46,230,602
Prepaid expenses	184,587	65,690
	47,939,541	46,296,292
Commitments and contingent liabilities (notes 12)		
Effects of COVID-19 (note 18)		
Accumulated surplus (note 13)	\$ 151,997,812	\$ 145,240,370

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, 2020, with comparative information for 2019

	2020	2019
Revenue:		
Indigenous Services Canada (note 14)	\$ 6,898,985	\$ 3,709,253
Other	9,606,163	9,175,219
Health Canada	-	2,016,687
Ministry of Community and Social Services	2,018,683	1,903,414
Ontario First Nations Limited Partnership	1,436,289	1,656,273
Ministry of Education	653,172	661,093
Other provincial	4,597,690	3,605,960
Kinoomaadziwin Education Body	6,065,688	5,289,965
Union of Ontario Indians (note 15)	1,276,300	987,696
Canada Mortgage and Housing Corporation	287,068	251,311
	32,840,038	29,256,871
Expenses:		
Education	6,530,615	6,519,641
Other	5,462,442	3,670,037
Community Operations	5,043,027	4,600,819
Health Services	8,212,881	6,617,407
Social Services	3,325,469	3,325,602
Capital	1,787,912	1,518,766
First Nation Enterprises	772,760	614,985
Housing	582,474	576,613
	31,717,580	27,443,870
Excess of revenue over expenses before the undernoted	1,122,458	1,813,001
Loss on disposal of tangible capital assets	-	(2,954)
Vacation expense	20,808	(18,059)
	1,143,266	1,791,988
The Nipissing 2013 Boundary Claim Trust:		
Investment income	7,502,788	5,865,744
Per capita distributions	(483,610)	(736,455)
Nipissing First Nation expenditures	(902,607)	(387,568)
Other expenses	(502,395)	(515,107)
	5,614,176	4,226,614
Annual surplus	6,757,442	6,018,602
Accumulated surplus, beginning of year	145,240,370	139,221,768
Accumulated surplus, end of year	\$ 151,997,812	\$ 145,240,370

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Annual surplus	\$ 6,757,442	6,018,602
Acquisition of tangible capital assets	(4,027,047)	(5,175,770)
Amortization of tangible capital assets	2,391,126	2,108,734
Loss on disposal of tangible capital assets	-	2,954
Proceeds on disposal of tangible capital assets	111,569	-
	5,233,090	2,954,520
Change in prepaid expenses	(118,897)	79,101
Change in net financial assets	5,114,193	3,033,621
Net financial assets, beginning of year	98,944,078	95,910,457
Net financial assets, end of year	\$ 104,058,271	\$ 98,944,078

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Operating activities:		
Annual surplus	\$ 6,757,442	\$ 6,018,602
Adjustments for non-cash items:		
Amortization of tangible capital assets	2,391,126	2,108,734
Loss on disposal of tangible capital assets	-	2,954
	9,148,568	8,130,290
Changes in non-cash working capital:		
Increase in accounts and grants receivable	(70,850)	(309,660)
Increase in accounts payable and accrued liabilities	1,504,410	1,915,342
Decrease in prepaid leases	(99,987)	(33,100)
Increase in deferred program revenue	3,183,995	1,734,052
Decrease (increase) in prepaid expenses	(118,897)	79,101
	13,547,239	11,516,025
Capital activities:		
Acquisition of tangible capital assets	(4,027,047)	(5,175,770)
Proceeds on disposal of tangible capital assets	111,569	-
	(3,915,478)	(5,175,770)
Financing activities:		
Principal payments on long-term debt	(308,086)	(291,653)
Proceeds on issuance of long-term debt	-	1,466,000
	(308,086)	1,174,347
Investing activities:		
Decrease (increase) in restricted investments	1,633,599	(1,872,618)
Increase in housing mortgages and other long-term receivables	(2,161,790)	(828,983)
Increase in short-term investments	(365,652)	(44,485)
	(893,843)	(2,746,086)
Increase in cash	8,429,832	4,768,516
Cash and cash equivalents, beginning of year	15,962,346	11,193,830
Cash and cash equivalents, end of year	\$ 24,392,178	\$ 15,962,346

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.

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, Maintenance & Community 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 and Land-Based 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.



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. Representatives from Peace Hills Trust also attend our Annual Meeting to review documents with community members and answer questions.

What does the Trust say about potential future Per Capita Distributions (PCD)?

The Trust states that a Per Capita Distribution (dipping into the capital of the Trust), cannot happen if a Per Capita Distribution has occurred in the last 10 calendar years. The first PCD payment occurred in November 2013, so the next capital distribution cannot occur until November 2023 at the earliest.

The Trust states that the capital distribution cannot take the Trust value below \$100,000,000. So between now and 2023, the Trust must grow above \$100,000,000 in order for a potential future PCD to be made. For example: if the Trust's market value was \$125,000,000, then what could potentially be distributed would be a maximum of \$25,000,000.

Therefore, future PCDs can only be made after 10 years from the previous one, and only to a maximum amount that ensures \$100,000,000 remains in the trust.

Effects of COVID-19

As our financial auditors observed in their notes to the Consolidated Financial Statements, the COVID-19 global pandemic has caused disruptions to businesses globally and in Ontario resulting in economic slowdown. The current challenging economic climate may lead to adverse changes in cash flows, working capital levels and/or debt balances, which may also have a direct impact on the First Nation's operating results and financial position in the future. The situation is dynamic and the ultimate duration and magnitude of the impact on the economic and the financial effect to NFN's business is not known at this time.

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 34 commercial / light industrial lots with new roads and services including 3 phase electricity, water, sewer, and natural gas. Engineering studies have been completed and the detailed design is in progress. Project completion is estimated to be the fall of 2021.

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 2021.

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 2035.

Greenhouse

The greenhouse will be self-sustaining and provide NFN members a measure of food security given the threats to supply chains caused by the pandemic and climate change. Employment and training opportunities to build capacity in the food production sector is also created by the project. Funding for the Greenhouse Project is currently being negotiated with multiple funding partners. Construction is planned for the spring of 2021.

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.). As of August 31, 2020, the value of the services, materials and labor provided to the Duchesnay Bridge Project by NFN and NFN Businesses is approximately \$887,000. The project schedule has been impacted by the COVID-19 pandemic and the bridge is now expected to be complete and open to traffic by August 2021.



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 summer of 2021. COVID measures are in place to protect both drivers and passengers.

Cannabis Retail Stores

This past year, 3 retail cannabis stores (Kana Leaf, Cheerful Charlies Cannabis Co. and Northern Zen Cannabis) opened for business in the Bineshii Business Park. These stores are licensed and regulated under the NFN Cannabis Law and the Ontario Liquor and Gaming Commission (OLGC).

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-Kinooaagsiwaad (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 Kinooaadziwin Nongo, Anishinaabe Panel

Our dedicated staff consists of:

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

Gchi-Kinooaajiwgamik Gchi-Kinooaagewin Waadookaaged (Post-Secondary Education Support Worker) - Geraldeana Goulais

Kinooaadiwgamgoon / Kinooaagewin Waadookaaged (Elementary/Secondary Education Support Worker) - Tracy Hanzlik

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

Gchi-Kinooaagewin Kendaason (Education Officer) - Hillary McLeod

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

Nbisiing Bus Lines – 8 full time drivers

KEB/AES REC #3 Reps for Nipissing First Nation – Muriel Sawyer and Fran Couchie

The Education Portfolio became the responsibility of Deputy Chief Muriel Sawyer and Chair of the Education Committee. Members included Judy Couchie, Judy Manitowabi, Fran Couchie and Marianna Couchie, Phyllis Anderson, Virginia Goulais and Cindy Peltier.



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)

Canadore College

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

Special Education Advisory Committee

- Near North District School Board – Tracy Hanzlik / Albina Lavictoire (Nipissing School Rep)
- 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 – Brooklyn Beaucage

Our Students

The Education Department is responsible for a variety of Education matters related to our approximately 130 full and part time students at the post-secondary level and 500 at the elementary, secondary level and 82 attending Nbisiing Secondary School.

- 141 on reserve students
- 267 off reserve students
- 70 off reserve students attending Nbisiing (reverse tuition)
- 12 on reserve students attending Nbisiing
- 10 Adult Education students

Priorities

The priorities in Education 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 this year's priorities:

- Nipissing First Nation Director of Education report
- Principal of Nbisiing Secondary School report
- 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 school
- The Anishinabek Education System and the Multiyear Action projects which include implementing data system – Power school at Nbisiing Secondary School, Pilot Graduation Coach position at the Secondary level, data sharing agreement , Niigaan proposals
- School / Board/ Canadore College and Nipissing University growth plans

- Using data to support student achievement, supporting student 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
- Budget and policy recommendations
- Use of elders in schools, language and culture programs and supports
- Increasing language teachers in Provincial schools and with partner College and University
- Increasing student voice and leadership – 2 Indigenous student trustees (Near North Board and Nipissing – Parry Sound Catholic District School Board)
- Data driven reports and next steps
- Continuing with mental health supports – Graduation Coach and Youth Life Promotions worker @ Nbisiing
- Adult education program
- Partnership projects: Niigaan Gdizhaami Fund Proposal AES

The Administrative Responsibilities:

- Providing safe and efficient school bus services on a daily basis,
- Establishing adequate education service agreements K-12 with the School Boards,
- Addressing student special learning needs,
- Meeting the reporting requirements of various funding agencies,
- Partnering with our community programs
- Representing Education (First Nations Advisory committees, Indigenization committees, Special Education committees, College and University committees, Special Education committee, AES committees)

- Supporting NFN committee work to achieve NFN strategic goals
- Advocating and supporting Post-secondary students
- Supporting and case conferencing at the request of, or on behalf of individual students and/or parents
- Establishing and maintaining partnerships that contribute to positive educational experiences for our students.
- Establishing budgets and policy recommendations
- Attending Regional Education council meetings, AES/KEB forums and Special Education committee chair - (AES)
- Attending social core meetings – NFN
- Proposal writing and reporting
- Supporting Nbisiing school improvement plans

Staff Training:

The education team continues to attend training every year to better support our students and community. Some of the areas of training include: ongoing HR Downloads modules, Chiefs of Ontario – Special Education forum, PowerSchool data training, AES, Provincial Special Education training, Ontario Native Education Counselling Association - Post Secondary, Anishinabek Education System forum, First Nations Directors of Education forum, bus drivers training, Chiefs of Ontario Special Education training, cultural sensitivity, cultural safety, Webinars – Ministry of Education, GIS mapping – bussing, shared professional development with partner Boards, AES proposal writing training and Independent First Nations Jordan's Principle Community Worker Training Sessions and mental health supports.

Education funding supports:

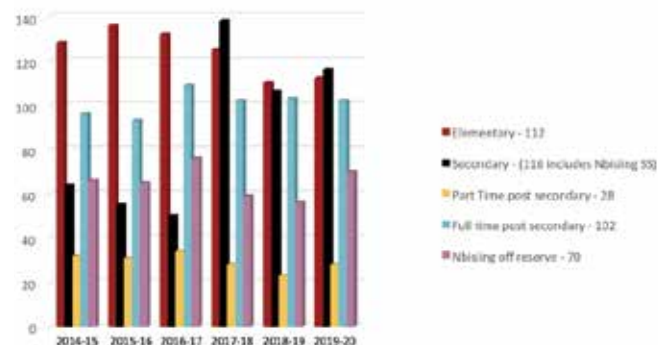
- Covering the costs of tuition fees to the provincial School Boards
- Supporting post- secondary full time and part-

time students (tuition, living allowance and book allowance)

- Delivering Nbisiing Bus Lines transportation to off reserve provincial schools and to Nbisiing Secondary School.
- Supporting Special Education (High cost needs, special transportation, assessments)
- Subsidizing Adult Education
- 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.

Student Enrolment / Boards:

The figures below indicates the tuition fee per child that we pay to the Boards for on-reserve students. We receive 'reverse tuition fees' for each student who lives off reserve that attends Nbisiing Secondary School. The Ministry of Education pays NFN the same amount of tuition per student for students attending Nbisiing Secondary School who are off reserve as we pay to the Boards for our on-reserve students who attend local provincial high schools. We have service agreements with the following school Boards where Nipissing First Nation students attend: Near North Board, Nipissing-Parry Sound Catholic District School Board, Conseil Scolaire du Nord- Est and Conseil Scolaire Catholique Franco Nord.



School Board Service Agreements and Costs per Student (Tuition)

School Board		2014-2015	2016-2017	2017-2018	2018- 2019	2019-2020
Near North District School Board	Elementary	\$11,770.24	\$11,611.45	\$12,348.46	\$12,707.19	12,459.00
	Secondary	\$12,615.23	\$12,659.05	\$13,645.89	\$13,837.78	13,145.00
Nipissing-Parry Sound Catholic District School Board	Elementary	\$12,617.91	\$12,960.57	\$13,668.83	\$14,413.80	14,133.00
	Secondary	\$13,301.54	\$13,499.46	\$14,658.49	\$15,271.20	14,388.00
Conseil Scolaire Publique du Nord- Est de l'Ontario	Elementary	*	\$15,515.00	\$16,029.00	\$33,435.00	12,711.00
	Secondary	*	\$28,720.13	\$31,261.00	\$31,031.00	14,208.00
Conseil Scolaire Catholique Franco Nord	Elementary	\$14,229.16	\$14,471.09	\$15,354.34	\$16,188.83	15,846.00
	Secondary	\$16,735.27	\$16,617.82	\$18,309.80	\$19,100.02	19,049.00

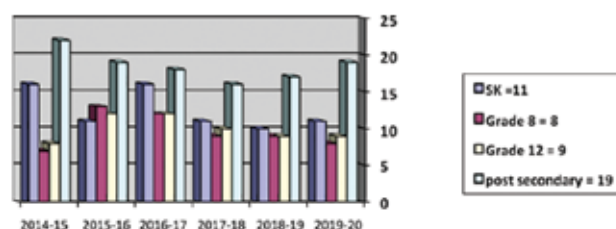
Graduation Rates



Nipissing First Nation can be 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. Our post-secondary applications for September 2019 include 126 Applications and no wait list. We can celebrate that 19 students graduated with Diplomas, Degrees and Certificates in the following areas:

Master of Education, Indigenous Wellness, motive power technician, Mental Health worker, ECE, criminal Justice, Indigenous studies, Science, Biology, Business, Social Work, Dance performance, Brew Master, Veterinary-Vet, Kinesiology.



Post-Secondary Program

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 has the highest enrolment of our students. Students are choosing broad ranges of topics such as video design and production, practical nursing, BA Science, creative visual arts, automotive motive power, heavy equipment technician, BA linguistics, BA Social work, child and youth care worker

Full-time single post-secondary student	Average tuition	Allowance	Books	Application fees	Total
College	\$4,800.00	\$10,000.00	\$1,000.00	\$95.00	\$15,895.00
University	\$8,000.00	\$10,000.00	\$1,000.00	\$140.00	\$19,140.00

diploma, BA arts and science, environmental protection and compliance technician, developmental service worker, community justice services diploma, BA Health Science, ECE diploma and the Aboriginal teacher certificate program. We have many part-time students completing their Masters degrees.

We were fortunate to receive additional funds from Chief and Council this year as a result of interest earned on the Land Claim Settlement Investment Funds. These 'new dollars' were directed towards increased book costs, increased tuition costs and our increase in Priority 1,2,3 & 4 for this year. There were 126 applications submitted in total and 102 full-time students were approved as well as 28 part-time students. The table below provides a sample of the funding a single student would be eligible to receive through our Post-Secondary Education Assistance Program. 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 Nbisiing 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 10 registered adult learners continuing on their learning journey.

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 regular and safe 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). This year we purchased another 72-passenger bus as part of the replacement plan to ensure students would arrive in a timely and safe manner. These vehicles are required to transport our students to 15 different schools in Sturgeon Falls and North Bay area as well as to Nbisiing Secondary School and we serve approximately 250 students daily. Nbisiing Bus Lines also provided 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, neighbor community and our bussing coordinator. Bussing also received additional support from the DRP to engage our dedicated drivers.



School Bus Driver Retention Program (DRP)

Nbisiing Bus Line drivers were able to benefit from the Provincial investment to retain school bus drivers in our community. The Ministry of Education recognized that the ongoing school bus driver shortage contributed to service disruptions that have impacted students and families. We also recognize that the school bus driver shortage is impacted by many factors and one of these shortages is low retention rates. The school bus driver retention bonus program, announced in December 2017, was intended to reward school bus drivers who stay on the job throughout the school year, reduce driver turnover, and make student transportation services more reliable for students and families.

Over the 2017-18 and 2018-19 school years, Ontario invested \$60 million to help school bus operators recruit and retain drivers and Nbisiing Bus Lines was able to secure dollars to assist with our drivers. This initiative will allow eligible Nbisiing school bus drivers to receive up to three separate retention bonuses of up to \$1,000 each based on continuous employment for the following three periods. We are happy to announce the DRP for the drivers was extended to September 2020-April 2021.

Miigwech drivers for your commitment and safely transporting our children to school each day!

We were able to increase an additional bus driver to our staff to accommodate for emergencies and charter runs. Our bus drivers continue to provide excellent service and continually attend training yearly on First Aid, Personal protective equipment training, Infection prevention and control training, Health and Safety, Epipen, non-violent crises intervention and updates on bus policy changes. Capital reserve planning is secured for future bussing needs. A yearly review of bussing service is based on four pillars of service:

The four pillars listed below are aligned with goals for education. They guide the new vision for our student transportation.

Responsiveness (focuses on service levels) Are all of the students who are being transported receiving the service they need to achieve excellence?

Equity (focuses on accessibility) Are transportation services accessible to all those students who require them to be successful?

Safety and well-being (focuses on environments conducive to physical and psychological safety) Are the transportation services conducive to student safety and well-being?

Accountability (focuses on quality assurance) Are services being provided in an efficient and effective manner, and producing the desired outcomes?



If you are interested in getting your bus license and joining our team, please contact the Education office. Take our survey: Bussing survey posted online. Let us know how we can improve!

NBISIING BUS LINES SURVEY: **Moving forward**

PROVINCIAL SCHOOL BOARD INITIATIVES

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

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

The Action plans overall commit to a supporting youth, their strong positive identity and self-esteem by creating an 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. Indigenous youth Trustees and Advisory groups have been established in School Boards with a commitment to ensuring the success of First Nation, Metis and Inuit students. The Indigenous Education Advisory circles collaborate around the Board actions plans on Indigenous Education and support the monitoring of Board action plan goals such as:

Using Data to Support Student Achievement

- Graduation Coach Model
- Indigenous Youth and Family Outreach
- Indigenous Child Development Counsellors
- Voluntary Self Identification Process
- This is Me Survey
- Student Ends survey
- Data sharing between Province and First Nation and AES (Master Education Agreement – AES) and Service agreements with Nipissing First Nation

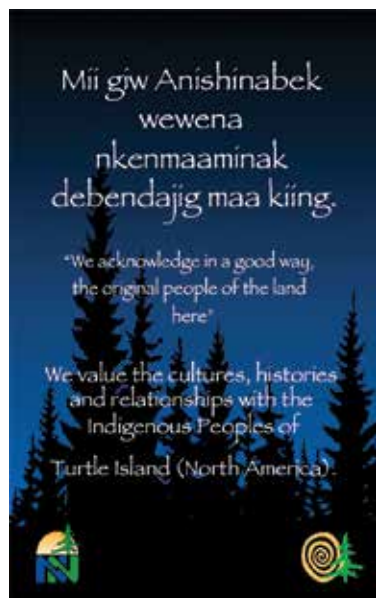
Supporting Students

- Improvement in Indigenous student well-being and increase collaboration between school Boards
- Knowledge Keepers/Artists/Elders in Residence program
- Indigenous Youth Groups & dedicated Spaces
- Indigenous Student Advisory Circle & Trustees
- Indigenous Language & Indigenous Studies Expansion
- Supporting Transitions – Principal PD, Graduation Coaches, Youth and Family Outreach supports, cross panel transition activities – home to elementary to secondary to College/University
- Biidaaban: A circle of Caring
- Innovators challenge – Indigenous connections environmental issues
- Student Faith Ambassadors
- National Indigenous Peoples day celebrations
- Orange Shirt Day
- Student retreat at Nipissing First Nation
- Education Service Agreement renewals

Supporting Educators

- Culturally Responsive and Relevant Pedagogy –“This is Me” Professional Development
- Professional Learning Circles (Language Educators, Indigenous Studies Team, Graduation Coaches)
- Curriculum Professional Development focus on Indigenous Studies
- Increase in number of Indigenous teaching and non-teaching staff
- Staff Educator retreats – Indigenous Education
- School based cultural opportunities with community partners
- Walking the Path program – cultural mindfulness training

- Increase of Resources - focus on centrally available resources & FNMI Studies and to ensure that all educators have access to a rich and appropriate bank of resources to support cross curricular instruction and culturally responsive approaches.
- Professional development on Treaty relationships and Land Acknowledgements



- 14 schools participated in a “Living Library” during Treaty Education Week, where knowledge keepers visited, helping students and educators to better understand Treaty relationships.
- Most schools recognized Orange Shirt Day and approximately 16 school communities hosted Elders to share their stories around Reconciliation.
- Grade 6 retreat to Nipissing First Nation Nbsiing school – NPSCDS Board
- School libraries were supported in building Indigenous Education resources to support learning around Reconciliation including, read a louds and texts.
- 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.
- Culturally Responsive and Relevant Pedagogy projects are underway in Near North Schools.
- School communities are exploring equity and furthering their understanding of histories, cultures, perspectives and relationships with local First Nation Communities, as it supports learning for all students.
- Teachers explored concepts embedded in equity and culturally relevant and responsive approaches, including privilege, systemic discrimination and the true history of Canada, through the lens of their respective curricula.
- Educators participated in dialogues and received training around culturally relevant and responsive approaches in the school and classroom.
- Student retreats
- Increased Native Language programs dedicated to reflecting and teaching local language, culture and history.
- Increased Native studies courses

Engagement and Awareness Building

- Artists in Residence and Culturally Responsive Projects
- Education Service Agreements
- Community and School Collaboration
- Community Partnerships
- Increase in Parent engagement opportunities
- Ownership linkage engagement sessions
- Participate in AEs regional and provincial activities
- Professional learning communities that support student achievement

Highlight of Action Plan Goals:

- In the fall of 2019, 60 educators learned alongside the AES to deepen their understanding of Treaty and Treaty relationships through the lens of the revised Social Studies and History curriculum using a cross curricular approach.



Anishinabek Education System

Niigaan Gdizhaami

“We Are Moving Forward Together” Forum

- Acknowledgement of traditional lands and territory at system and school gatherings
- Projects reflected 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.
- Increase in Indigenous Grad Coach positions
- We are treaty People training for staff
- Wiidookaadwin Mentorship program and Biidaaban programs in many elementary schools
- Student voice – Indigenous student Trustees
- Increase in Mental Health supports

VISION

Anishinawbe Aadzwin

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

MISSION

Embracing Our Past – Empowering Our Future

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 between First Nations and School Boards. These current arrangements and agreements remain in force, unless otherwise amended by the First Nations and School Boards.



Niigaan Gdizhaami Forum 2020 - The Kinoomaadziwin Education Body (KEB) hosted the fifth annual Niigaan Gdizhaami “We are Moving Forward Together” Forum on February 25 and 26, 2020, in Toronto, Ontario, supported by the Ontario Ministry of Education. With 189 participants in attendance, the event brought together leadership, educators and students from the 23 Participating First Nations (PFNs) with Ontario District School Boards, and federal and provincial representatives. This was the perfect opportunity to learn more about the Master Education Agreement between the PFNs, the KEB and Ontario, as represented by the Ministry of Education. The forum also provided an opportunity to secure input from participants about AES programs and initiatives,

to engage in planning discussions between partners, and to hear directly from the youth. PFN members and representatives of the Ontario District School Boards worked through a busy two-day agenda, while AES youth focused on youth-specific topics and priorities. Activities at the forum included comprehensive updates on the projects of the Multi-Year Action Plan. Each of the four Regional Education Councils had an opportunity to engage in discussions around priorities and topics of their choice.

Master Education Agreement On and Off-Reserve Students

This agreement was signed by the 23 Participating First Nations (PFNs), the Kinoomaadziwin Education Body, and the Province of Ontario in August 2017.

The shared vision stated in the agreement is, “a new relationship between Anishinabek First Nations and Ontario that supports Anishinabek student success and well-being in the Anishinabek Education System (AES) and the Provincially Funded Education System.”

One important objective of the agreement is to “increase knowledge and understanding of Bimaadziwin (Anishinabek histories, cultures, perspectives, languages, and contributions), Kendaaswin (Traditional Anishinaabe knowledge passed down from one generation to the next through ceremonial teachings), and Anishinaabe languages in Anishinabek First Nation schools and schools in the Provincially-Funded Education System.” Multi-Year Action Plan.

The Multi-Year Action Plan supports the implementation of the Master Education Agreement (MEA). Each of the 17 projects outlined under this plan were designed based on the commitments outlined in the Master Education Agreement.

Projects include opportunities for PFNs to create and pilot local initiatives and also to partner with local school boards to carry out initiatives that address student needs as determined by these local partners.

Five projects focus on the work of committees with joint membership; two of those are the Data, Research and Evaluation Committee and the Special Education Committee.

Multi-Year Action Plan Highlight: Anishinabek youth aspire to create an Anishinabek Education System youth council and they have ideas about how this would work. These ideas were enthusiastically shared with participants at the recent Niigaan Gdizhaami Forum. Council roles would include a Chief, Vice Chief, and Secretary. Youth were in agreement that they must include the presence of an Elder at meetings and activities, and seek out people with expertise in areas such as education to help advise them. Council communications would involve social media, AES conferences, community events, teleconferences, semi-annual meetings for communities, Skype, and group chats. Most importantly, the youth determined that they would be guided by their own priorities.

Joint Master Education Agreement Committee (JMEAC) Quarterly Report #6 2020

Key Messages

1. Joint Implementation - Year 2 of 3

The Kinoomaadziwin Education Body (KEB) and the Ministry of Education continue to work together to support the implementation of the Master Education Agreement (MEA) through the implementation of the Multi-Year Action Plan (MYAP). In year two of implementation, gains have been made in securing and incorporating feedback from Participating First Nations and Ontario District School Boards to help mold the completion of various products such as: The Special Education Guideline, Student Transitions Protocol and Cultural Competency Training. The collaborative work of the KEB's Regional Education Council Coordinators and IEO Education Officers continues to focus on implementing projects and activities that bridge the success and well-being of AES youth in district school boards.

2. Community and Student-Centred Approach

Influence from the Anishinabek community is essential to building the Anishinabek Education System, including defining methods and approaches that reach students. Regional priorities identified by the Anishinabek Education System's Regional Education Councils inform the continued development of the guidelines and resources that will ease student transitions and comfort level in any education setting they are in. Regional Education Council Coordinators are ensuring the compilation of inventories of supports such as Professional Development opportunities, and human and instructional resources that link to the regional priorities. This compilation of information will be a valuable resource to all school and system settings.

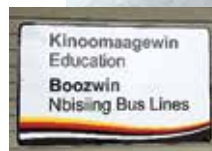
3. Data and Evaluation

System and program evaluation will support the improvement and efficiency of the Anishinabek Education System. As such, the Kinoomaadziwin Education Body and the Ministry of Education have now jointly engaged in the formal evaluation process of the Multi-Year Action Plan. Meetings and discussions with the various parties involved in implementing activities found within the MYAP began in January 2020 and will continue into the spring of 2020. Learnings and new understandings from this evaluative process will be delivered to the MEA parties to help further inform next steps of the Anishinabek Education System.

4. Supporting Student Success and Well-Being

Over 12,000 students of the Participating Anishinabek First Nations continue to be supported in the Anishinabek community school settings and in publicly funded schools, with the application of programs that are being tailored and designed to address specific needs and directions. Preliminary analyses of current pilot programs indicate trends toward greater successes in student attendance and active participation in their own learning. Integration

of Anishinabek cultural practices, instructional methodologies, and traditional knowledge in all formal system settings is key to supporting student success and well-being. Opportunities through the Curriculum Resources and Niigaan Gdizhaami Fund projects, to develop resources to support curriculum, and that focus on local knowledge will pique student interest.



Kinoomaadziwin Education Body (KEB) Health and Social Services Inventory Project

Thehealthline.ca – a non-profit organization that supports Ontario's database of 47,000 health, social, and community services are working with the KEB to develop a web resource that makes it easy for you to find health and social services for the students we work with, whether they are attending school on-reserve or off-reserve.

The project is split into two phases:

- 1. Discovery:** where we engage with our stakeholders (you) to refine our understanding of how this resource will fit into your workflow and how to design it to be easy to use, and useful to your processes

2. Development: where we build, test, and launch the resource

Targeted Initiatives: Niigaan Gdizhaami Fund

The Niigaan Gdizhaami Fund (NG Fund) is an annual grant that allows PFNs, together with Ontario District School Boards (ODSBs) and other organizations to apply for individual and joint project funding. The projects must include one of five yearly priorities, the 2019-2020 priorities are:

1. Enhancing opportunities for the engagement and participation of Anishinabek students, families, and communities to support Anishinabek student success and well-being;
2. Increasing knowledge and understanding of Anishinabek histories, cultures, perspectives, languages, and contributions (“Bimaadziwin”) and traditional Anishinaabe knowledge passed down from one generation to the next through ceremonial teachings (“Kendaaswin”);
3. Facilitating the successful transition of students between Anishinabek First Nations’ schools and schools in the provincially-funded education system;
4. Supporting collaboration between the AES and Ontario District School Boards, including data and information sharing; and
5. Innovating and introducing leading practices in Indigenous education.
 - Each First Nation was able to submit more than one proposal;
 - First Nation proposals can be submitted as a single First Nation; in partnership with other First Nation(s); in partnership with school boards and/or other First Nation(s); or in partnership with other organization(s) and/or First Nation(s);

Nipissing First Nation Education submitted two proposals and were successful. We implemented

Professional development for 2 days for all staff at Nbisiing Secondary School on culture, sensitivity training, First Nation awareness training and Indigenous Education, school planning and to include perspectives into the curriculum. A second project entitled “NFN Poster campaign” was also completed.

Education Poster Campaign

A-kii, Bemaadzijk, E-niigaanwang The Land, the People, the Future

Along the north shore of Lake Nipissing is Nipissing First Nation (NFN), home to the Nbisiing Anishinaabeg. A community where each individual does their part to make us stronger as a whole. We are proud to be Anishinaabeg!

Within Nipissing and the surrounding area, there is a need for local resources that reflect our land and people, and considers future generations.

To promote education, lifelong learning, and local NFN members in various careers (Indigenous knowledge, language, health, trades etc.), the NFN Education department created a poster. This poster was designed in partnership with Canadore College, who provided graphic design services from an Indigenous graduate.

This poster is a celebration of local First Nation leaders in their career fields and captures community-based role models as mentors. Students will recognize the faces and aspire to follow their path, making connections and discovering mentorship opportunities.

As a Niigaan Gdizhaami Fund project, this project promotes local and authentic resources for our



community, schools, local school boards, College and University.

Our slogan was inspired from messages from community mentors and selected by the NFN Education Committee, which is made up of educational leaders and knowledge keepers. We all strive to live mino-bmaadziwin (the Good Life), and we each walk our unique paths to achieve it.

- Ni-naasgan mino-bmaadziwin
- Follow Your Path to the Good Life
- Suivez votre chemin vers la bonne vie

Through creating this poster, we worked hand in hand with language revitalizers and local knowledge keepers to support truth and reconciliation. It is our hope that this inspires and engages youth and allows educators and mentors to support youth on their educational journey.

REGIONAL EDUCATION COUNCIL #3 Update

The AES Regional Education Council Coordinators (RECCs) continually provide updates on the activities of the four Regional Education Councils (RECs). Updates included reviewing the priorities established at the 2019 Fall REC Meetings, and highlighting efforts, practices and initiatives undertaken over the last year by PFNs, their schools and Ontario District School Boards.



Group discussions and sharing circles are the primary source of input at the REC Fall Meetings. The recommendations and feedback collected at each meeting are critical

to the implementation of the Multi-Year Action Plan, which supports the goals and objectives of the Master Education Agreement.

SUMMARY OF EVENTS

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 fall regional meetings took place throughout the month of October, with REC Representatives gathering in collaborative settings with their PFN peers and with Ontario District School Boards. The meetings provided a platform for networking, collecting feedback on various initiatives, reviewing regional priorities, and receiving information for community sharing. Each regional session consisted of two days of meetings. The first day focused on community networking and providing REC Representatives with priority updates on KEB operations. The second day of the meetings invited local Ontario District School Board representatives to join discussions related to programs and services, collaboration, provincial legislation, etc. The positive energy and collaborative atmosphere at each of this year's meetings was notable. The parties are eager for learning opportunities and partnership, and the transformation in relationships is evident. As part of the regional gatherings, the KEB ensures that community and school board input are collected on various issues and topics. The feedback is used to inform the next phases of implementation for the Master Education Agreement.

REGIONAL EDUCATION COUNCIL #3 PRIORITIES

- Culture, Language and Curriculum
- Training and Human Resources
- Special Education
- Communication Partnerships
- Board/Committee Development

TWO OF THE COMMON REGIONAL PRIORITIES ARE:

1. Language and culture; and
2. Specific student supports such as special education and transitions.

NEXT STEPS:

1. The RECCs will work with the Education Officers (EOs) in their region to identify existing culture and language programs and resources to inform the development of the AES language strategy;
2. The RECCs will work with the EOs in their region to inventory and analyze the existing First Nation and ODSB student resources and services. This inventory will inform the work of the Special Education Committee (SEC) and Transitions Working Group (TWG) in addressing Anishinabek student supports and transitions.
3. The key areas of our work plan are: Culture, Language and Curriculum, Training and Human Resources, Special Education, Communication Partnerships, and Board/Committee Development.

The Kinooaadziwin Education Body has engaged MNP, an accounting and business-advisory consultation firm, to conduct a comprehensive review of the organization. After completing one full year of operations, it is practical to conduct a review of the Kinooaadziwin Education Body in order to ensure that the system's structure retains its integrity with increasing expectations, workload pressures, staffing challenges, changing First Nation education priorities and program changes. The purpose of the review was to 1) assess the existing structures, processes, practices, and staffing of the KEB 2) identify opportunities for improvement that will optimize service-delivery while making the best use of resources; and 3) identify immediate, short-term and long-term operational strategies. The review was conducted over several months, and involved an analysis of the governance and organizational

structure, as it relates to system, departmental and staff responsibilities and workloads. An update will be provided once complete.

ADVANCING ANISHINABEK STUDENT WELL-BEING

Participants in the Advancing Anishinabek Student Well-Being workshop received a hands-on demonstration of the Aboriginal Children's Health and Well-being Measurement (ACHWM or Anish Naa Gegii) tool. This tool was designed by Wikwemikong Unceded Territory in partnership with Laurentian University, with the intent of creating a culturally-appropriate and reflective resource capable of capturing student well-being data in Indigenous communities across Canada.

Anish Naa Gegii will be piloted in several AES First Nation schools and participating schools for Anishinabek students off-reserve. This tool will provide enhanced opportunities for PFNs, the AES and the Ministry of Education to provide responsive programs and services to Anishinabek students. Aboriginal Children's Health and Well-Being Measure: www.achwm.ca

The KEB initiated the pilot project to support one of the goals established in the Master Education Agreement (MEA): to promote student success, well-being and transitions. The ACHWM aligns with the MEA and will inform the KEB's plans to promote programs and initiatives that support student success and well-being. For more information on ACHWM, visit: <http://achwm.ca/public/home>

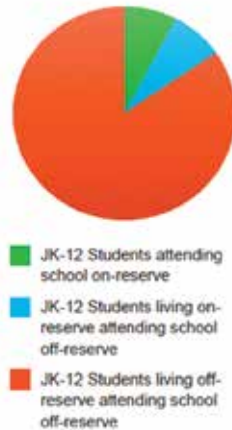
STUDENT TRANSITIONS

Since October 2018, the TWG has met consistently every 4 weeks developing its work plan, and reviewing existing guidelines, resources and tools (developed by various organizations including school boards, Indigenous organizations and other governments) that guide Indigenous student transitions

5 Student Transitions Priorities:

1. Orientation and support arrangements for parents, caregivers, families and communities;
2. Continuity of on-reserve, student-focused health and social services when transitioning to schools in the provincially-funded education system;
3. Coordination and access to community-based social services, including child and youth mental health services and addictions support services;
4. Access, adaptation and development of student success, pathways and well-being programs and initiatives inclusive of Anishinabek perspectives; and
5. Other transition issues identified through student success, pathways and well-being programs, in order to identify opportunities to better support Anishinabek student transitions, and as may be agreed to by the Parties.

On and Off-Reserve Students



We Go and Aaniish Naa Gegii Anishinabek Resource Development – pilot at Nbsiing School. Cultural Competency Training is ongoing and Boards and PFN's are continually developing resources to support curriculum.

Did you know?

AES participating First Nations:

- Of the approximately 1,790 students on-reserve from Junior Kindergarten to Grade 12 — approximately 1,040 live on-reserve and attend school on-reserve and approximately 750 live on-reserve and attend school off-reserve
- Approximately 11,000 students live off-reserve and attend school off-reserve, from Junior Kindergarten to Grade 12

2020 Plans

- Spring 2020 Regional Education Council meetings
- Completion of the Student Transitions Protocol
- Completion of the Special Education Guidelines
- Submission of Niigaan Gdizhaami Fund project applications – Nbsiing School project
- Update on Ezhi Kendmang Anishinaabe Naadziwin (AES Cultural Competency Training) Application: September 2020
- MEA and Multi-Year Action Plan two-year evaluation report submission
- The in-person Annual General Meeting of members from June 2020 to the earliest date possible after large gatherings are permitted in Ontario; and to send the audited financial statements and annual reports to the Participating First Nations in June 2020.

Master Education Agreement

Has 3 committees and 1 working group:

- Master Education Agreement Committee
- Data, Research and Evaluation Committee
- Special Education Committee – NFN Director is co-chair of this committee

The committees have been working on developing Transitions Working Group Guidelines and Protocols, Student Transitions Protocol, Special Education Guideline and Sharing Anishinabek Education Resources. There are three Pilot Programs in motion: Graduation Coach pilot at Nbsiing school, Learning as

Education Forum highlights – We are moving forward

NIIGAAN GDIZHAAMI YOUTH FORUM

Regional Education Council #3 – Youth Discussions

Anishinabek Youth gathered in their regional groups to identify their priorities in education. Each group then shared their priorities with the main plenary. The following is a list of summative youth priorities from all four Regional Education Councils.

Youth have told us they want...

- Cultural Competency Training for teachers to better understand Indigenous backgrounds, handling racism and systemic problems.
- Language Classes and more language teachers (must be Indigenous language teachers)
- Summer Learning Opportunities mentors and tutors, summer schooling for extra credits
- More Culture morning prayers, smudging, feasts, drumming, clan systems, and storytelling.
- The exercise for youth focused on input on “What does Well-being mean to you?”



The youth determined that they would be guided by their own priorities:

“Living healthy, creating safe spaces to be alone, friendship, having someone to trust, freedom, accessibility, confidence, comfort, ceremonies, support,

self-care, having faith in yourself, sleep, good health, doing well emotionally, mentally and physically, being able to handle stress, self-love, mental health, happiness, strength, family.”



What we are hearing...

We are hearing from engagements 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 as well as feeling welcome in our schools.

Next Steps

- Continue working with partners on co-developing and validating our Shared Vision and Indicators.
- Continue working with partners to determine next steps for implementation.

In education we continually strive to provide opportunity to our members to learn and grow throughout their educational journey, 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) and 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.

Consent for Data

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 increased our data and received 85% of consents for on reserve and 33% for off reserve. Students and parents are encouraged complete the one time consent forms, and to return the forms to the education office.

The Data and Information Sharing Agreement signed between the Kinoomaadziwin 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.

Nbisiing Secondary School

There is an increase in enrolment at Nbisiing Secondary School with approximately 82 students registered. We have seen an increase with 12 on-reserve students attending and 70 off-reserve students. We continue to work on the comprehensive school evaluation. The scope of the evaluation included the following components and incorporated the ‘six critical factors for excellence’ (organization and administration, teaching staff, community, students, parents, and support services).



1. Student Performance (Attendance and Achievement)
2. Curriculum and Programs
3. Special Education Services
4. Teaching and Learning
5. School and Classroom Climate
6. School Leadership and Administration
7. Parental Involvement/Community Involvement/Social Factors
8. Governance

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.

The literature on effective schools identifies various criteria as important in the development of an effective school. Research in numerous scholarly works and various publications by national and local education associations, lists the following 13 criteria that was

successfully evident at Nbisiiing Secondary School:

1. A clear and focused vision for the school.
2. Resources that include strong, sustained financial investment and effective use of resources.
3. Opportunities provided during the school day for high academic standard mastery.
4. Assessment programs that include multiple measures.
5. Strong parent, family, community and business involvement.
6. Continuous staff development.
7. High expectations for students and staff across the entire school promoting open communication and collaboration among all staff.
8. Available support staff services such as health care, food, etc.
9. Safe environments with zero tolerance for drugs and guns. Respect for diversity.
10. Adequate facilities with regard to space, classroom dimensions and technology.
11. Governing boards of community, parent partners on all decision-making levels.
12. Instructional leadership.
13. Classroom time on learning. - The school may have a single instruction priority, i.e. literacy/culture and Language.

The next school review will take place in 2023.

Ongoing Focused Work:

- 1) Implement Special education policy and update NFN Special Education plan and post to website – Special Education team and training
- 2) Monthly meetings to review School Improvement plan
- 3) Develop school Capital plan and building maintenance plan – 5 year projections

- 4) Ongoing School Improvement plan and implementation
- 5) Use of Knowledge keepers and Elders
- 6) Culturally Responsive & Relevant Pedagogy
- 7) Additional supports: Pilot - Graduate Coach and the Aboriginal Children's Health and Well-being Measurement (ACHWM or Anish Naa Gegii) tool
- 8) Dedicated space for programming
- 9) Technology supports
- 10) Building maintenance plan
- 11) Ongoing implementation of data system
- 12) Surplus planning and priority list
- 13) Shared Professional development – Nbisiiing School and Near North Board

Highlights

- 1) **NFN/ Near North Board** - Review data and next steps from the “ Tell them from survey”
- 2) We have signed all four Education Services (Tuition) Agreements will partner Boards and a Reverse-Education Services Agreement will be 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 (source: Master Education Agreement definitions). 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.
- 3) **REA Approach** - The Ministry of Education made a formal announcement on the Reciprocal Education Approach (REA) at the KEB head office on September 17, 2019. Provincial delegates and representatives of the Anishinabek Education



System (AES) gathered together at the media event, which drew a crowd of approximately 40 people. The announcement highlighted the benefits of a new legislation that addresses reciprocal education arrangements between school boards and First Nations in Ontario. Stephen Lecce, Minister of Education, and Greg Rickford, Minister of Indigenous Affairs were both in attendance at the event. Minister Lecce spoke about the importance of ensuring equal opportunity for every student in Ontario. “My top priority is to make sure that students acquire the skills they need,” said Minister Lecce. Anishinabek Nation Grand Council Chief Glen Hare supported the efforts of the Ministry and the work of the REA advisory committee, which guided the development of the legislation. Chairperson for the KEB Board of Directors, Catherine Pawis, reminded guests about the significance of the partnership that exists between the Participating First Nations of the AES, and the Ministry of Education. The Reciprocal Education Approach aims to ease the logistical process for students transitioning between First Nation-operated schools and provincial schools, and vice-versa. Some of the changes effected by the legislation include a new written notice system, eligibility requirements, and base tuition fees.



4) Nipissing University

Recognizes reconciliation as a process that frames collaborative endeavors to support Indigenous students and their families. The Schulich school of Education Indigenous Education programs have a thirty –five year history on campus to certify

Indigenous teachers, educational assistants and teachers of Indigenous languages as a second language. The Indigenous Foundations program –a first year undergraduate access program includes Elders, and is built around academic, personal and cultural support in the cohort learning model. The Native studies program is framed by a focus on Anishnaabek knowledge and ways of being. The Bachelor of Education, History and Social work program incorporates Indigenous pedagogies, histories and cultures in the curriculum. We have several partnerships with the Wiidooktaadwin Indigenous Mentorship initiatives and the Biidaaban Community Service-Learning program. Partnership with research projects funded by SSHRC and CIHR under the auspices of Indigenous and decolonial research includes such research as history of Nbisning Anishinaabeg, reassembling Ontario’s “Near North”: Reparation through University-museum-Indigenous partnership and Wiidooktaadyang: Understanding the experience of wellness in Nipissing First Nation. There have been events, guest lectures and Conferences that support Indigenization in the University. We are also pleased to see the increase in Indigenous staff. Nipissing Frist Nation has representation on the Board of Governors and on the NUICE committee.

Professor Dr. Cindy Peltier brings second year B Ed students for professional development and Indigenous learning at Nbisning School.

5) Provincial school partners - Treaty Education

Supported by Bill 207, the legislation for the Treaties Recognition Week Act supports all Ontario students in learning about treaties, honoring their significance and recognizing their role in treaty relationships.

November 4-8, 2019, will mark the fourth consecutive year that treaty education has had a focused platform in Ontario schools.



Nipissing -
Parry Sound
Catholic District
school Board
celebrates
Orange Shirt
Day



6) Education and Culture/Language

Education is happy to announce that support is intended to assist the Language teachers with a foundation of language knowledge and skills and increase support for nishinaabemwin learning by accessing fluent Elder Speakers to visit the classroom twice a year to assist with fluency and support.



NIPISSING 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 which align with Nipissing First Nation's Strategic Goals. Our four pillars include; Literacy, Numeracy, Community and Pathways.

Nbisiing Secondary School has graduated 342 students since it opened in 1996!

SCHOOL YEAR	NUMBER OF GRADUATES	GRADUATION RATE
2019-2020	9	75%
2018-2019	21	74%
2017-2018	16	76%
2016-2017	11	73%
2015-2016	14	75%
2014-2015	17	71%
2013-2014	5	56%



Photo credit: Lindsay Sarazin, Wolf Eye Productions

PILOT PROGRAMS AT NBISIING SECONDARY SCHOOL

The Graduation Coach Position (AES) and Wellness Lead Position (MCYS) at Nbisiing Secondary School are both pilot positions that are bringing fantastic services and programs to students at Nbisiing. Here are just a few activities that took place in these programs:

Aboriginal Post Secondary Information Program

Traditional Medicine Teachings with Community Partners

Nipissing University First Aid/CPR STEAM

Certificate Training for Graduates

Aboriginal Children's Health and Well-Being Pilot Program



Continued Learning - Summer School

The 2020 Continued Learning Summer School Program at Nbisiing, focused on recovering credits and building up Numeracy and Literacy skills to close some of the gaps that had been created by the sudden move to online learning during the Winter semester of 2020 due to Covid-19 so that Nbisiing students are ready to enter the next grade level in the Fall. This program was delivered online with direct teacher support.

Summer School Year	Number of Students Enrolled	Number of Credits Recovered or Earned
2020	32	38
2019	22	55
2018	21	45
2017	16	39
2016	19	28
2015	7	22



Through the **Niigaan Gdizhaami Project (AES)**, some students began to learn how to build a Birch Bark Canoe this past school year. This project will continue next year once we are able to work closely together once again.

The students assisted in putting the poles up for the lodge. Once the covering was secured on the poles, activities could be carried out as an “indoor” experience. Here the Elder begins to split the Ash tree so pieces for the bow and stern of our birch bark canoe can be made.



Cooperative Education, Dual Credit, and OYAP Programming



The Cooperative Education placements provide students with opportunities to work in real life job environments, allowing them to explore careers, expand their skills and knowledge in the workplace while at the same time earning school credits while they work.

Cole Johnson - Welding Dual Credit

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

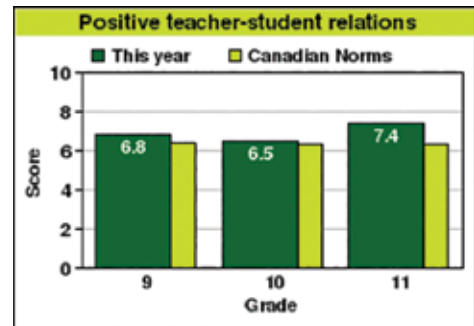
Our School Survey

Nibisiing completed their 5th year of data collection with OurSchool Survey which focuses on gathering information about student’s experiences of

- School safety
- Acceptance
- Engagement
- Inclusion



The data from the surveys provide a ‘big picture’ of areas in need of improvement as well as areas of success. The data is compiled and compared to Canadian norms. Nibisiing 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. A sample of the results from the Student Outcomes and School Climate section is highlighted on the right.



Student Outcomes and School Climate

One of the Drivers of Student Outcomes is positive Student-Teacher Relations. Students who feel

teachers are responsive to their needs, and encourage independence with a democratic approach.

- In this school, positive teacher-student relations were rated 6.9 out of 10; the Canadian norm for these grades is 6.3.
- In this school, positive teacher-student relations were rated 6.9 out of 10 by girls and 7 out of 10 by boys. The Canadian norm for girls is 6.2 and for boys is 6.4. The survey was completed in January 2020.

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 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

- Résumé and cover letter writing + 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)

We have assisted and worked with many of the membership within NFN, Southern and Northern Ontario, including members residing in Manitoba, and Calgary. This past fiscal year the figures below highlights the support that was provided by the program such as training, employment supports, wage subsidies, EI Benefits Applications, and CPP. Training programs sponsored:

3.....	Electrical Tech Pre-apprentice
2.....	Heavy Equip Operator Certification
2.....	Diamond Driller Tech
14.....	Employment Start-up
2.....	Line Crew Ground Support
1.....	Police Foundations
1.....	Medical Administration Clerk
1.....	HVAC Tech
1.....	Class A/Z Self Employed
1.....	Esthetician
1.....	Culture Coordinator – Targeted Wage Subsidy
1.....	Carpenter Apprentice – Targeted Wage Subsidy
1....	Cabinet Maker/ Labourer – Targeted Wage Subsidy
1.....	Hairstylist Pre-apprentice
1.....	RPN Refresher
1.....	Fisheries Tech – Targeted Wage Subsidy
1.....	Carpenter Pre-apprentice
1.....	Foot Care Nurse Certification
1.....	Biology
2.....	Community Workers – Targeted Wage Subsidy
2.....	LMI Skills Inventory Data Clerks
6.....	Trainees Bridge Rehabilitation – NFN / Miller
2	Events Coordinator Internships
1.....	Communication Officer Hwy 17 Rehabilitation 2022 Laronde Creek to Duchesnay Creek
2.....	FNCP Coordinators
4	FNCP Canvassers
4	FNCP Community Workers
25.....	NFN/Miller Job Fair
48	NFN Job Fair hosted at Nbisiiing

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.

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.

The Team Lead for 2019 was Kyesha Fong and the four Rangers were Brooklyn St Pierre, Cailen Hanzlik, Reyden Hanzlik, Brooklyn Sawyer. The youth rangers experienced 8 weeks of working outdoors on natural resource management projects in and around our community. They also took part in training: Bear Awareness, Boat Smart, Wilderness First Aid, Young Workers Health & Safety and Canoe Safety (ORCA), to make sure they would be well prepared for their adventures.

Congratulations

We would like to congratulate everyone who has completed their training programs. We would especially like to congratulate the two young members that completed the Line Crew Ground Support Worker program. Upon completion, both secured full time employment with Hydro One. We wish you all the very best in your future endeavours.

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

Tom Lambert, Managerthomasl@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 holistic approach to healing, employment and training supports. Our environment is one that promotes complete mental wellness and 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 2019-2020

- 418 individuals received support through the program
 - 71 started ABC's to Heal Your Life workshops or individual service plans
 - 46 graduated
- Facilitated 36 Men's and 31 Women's Circles (Teaching/Healing)
- Facilitated 19 Men's and 9 Women's Workshops in the North Bay Jail offering support to 68 men and 21 women transitioning back to community
- Committed 64 hours to packing and delivering Good Food Boxes in North Bay
- Over 70 hours of Peer Support to Street Outreach/ Warming Centre
- 21 Participants found employment
- 27 Participants went on to Post-Secondary Education

True Self Debwewendizwin Christmas Feast

On December 18th staff hosted a Christmas Feast through donations from the community and the hard work of Nipissing University Students, 60 program participants and 32 of their children were able to enjoy a magic show, 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)

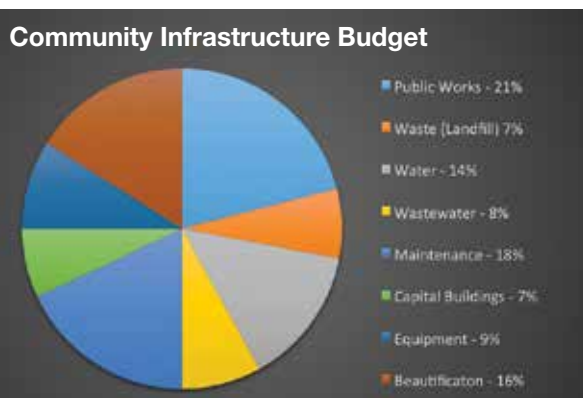
Community Infrastructure (previously known as Facilities Management) encompasses the following departments and programs:

- Public Works (brushing, roads and cemeteries);
- Waste Collection Management (landfill, garbage and recycling);
- Water and Wastewater Management;
- Maintenance (14 administrative properties and all recreational spaces);
- Capital Buildings;
- Equipment; and
- Beautification (lawn care service).

We also assist with room bookings for staff meetings and community events in Garden Village and Duchesnay. We also provide seniors' snowplowing and grass cutting services which serve approximately 80 senior members.

Our team of 32 full-time staff delivers programming and services as outlined in our Capital Plan, Chief and Council recommendations as well as annual, five and ten-plus years work plans, while managing multiple budgets.

We employ an additional 19 workers for the seasonal Beautification program, which has created over 63 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 and Housing Annual Report (ICMS);
- Triennial Asset Conditions Reporting System (ACRS); and
- Complete Garden Village walking trails.



Map of Garden Village Nature Trails



2020 Photo of the Garden Village Trail

Project Annual Report

- Capital Projects Report;
- Facilities and Maintenance Program Special Initiatives Report;
- Health/Water Programs and Audit;
- Garden Village Upgrade; and
- NFN Water and Waste Water Feasibility Study.

Working in partnership with Human Resources and Nbisning Secondary School, the Community Infrastructure department completed the proposal for First Nations

and Inuit Youth Employment Strategy (FNIYES). NFN's proposal for FNIYES funding was approved for \$201,703.00 to support NFN youth in the following:

- Summer work experience;
- Mentored work placement;
- Science and technology;
- Career planning and promotion; and
- Co-operative education placements.

During the 2019-20 fiscal year, the following Community Infrastructure department worked on the following on-going projects:

Water Plant Upgrades

- Garden Village THM Issues, Filtration Design Cost, "A" Cost and MIEX System Installation to Filter Organic Materials Out
- Pending \$6.8 Million Approval / ISC Start Construction.

Water Option for all NFN Plus Duchesnay Design – To Provide Portable Water and Sewage System

- Water Treatment Plant Duchesnay and Waste Plant
- Pave Roads. Feasibility Study is on-going.
- TCD, Yellek, Christine Lane and Meadowside Water Services
- ISC earmarked at \$14 Million.

Develop Yellek Phase III Road Project Trust Fund Revenue – Hydro Installation & Expansion of Yellek Subdivision

- Hydro Distribution and Street Lights
- Phase III Survey completed. Hydro distribution and lights completed.

Public Works / Gwajjng 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 four way stops to control speed and we installed 12 streetlights in 2019-20, with more to come next year.

During the 2019-20 fiscal year, the following Public Works projects were noted as either ongoing or completed:

Brushing and Cemeteries

- Brushing - Yellek, Ernest and Jocko
- Line of site completed.
- New Future Cemetery Expansion
- Planning completed.
- Garden Village New Cemetery to Public
- Building structure for storage completed.
- Brushing - Waste Treatment Plant (WWTP)
- Brushing ditch in the back of the WWTP at Frost pond was completed.

Roads

- Arts Lane
- Follow up on natural gas completion. Paving repair completed.
- Sweetgrass Road
- Gravel lift completed.
- Christine Lane
- Gravel lift, ditching and culvert completed.
- Mukwa Miikan
- Asphalt shavings, widen top end of the road and add camera completed.
- Road Way Signs
- Remaining 20% (include Ojibway stop signs) completed.
- Jocko Point Road
- Chevrons raised, cross culvert, gravel lift, ditching and bridge repairs (ARCS Project – Stage 1 Repairs) completed.
- Nova Beaucage
- Repair turning radius to dock, add chevrons, gravel lift and move culverts completed.
- Semo Road
- Brush ditches and clean out completed.
- Couchie Memorial Drive
- Pot holes and repair shoulders are on-going.
- Beaucage Park Road
- Add chevrons at corners completed.
- Ted Commanda Drive Extension
- Guard rails completed.

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 74 tonnes of recyclable material was diverted from the landfill last year, or about the weight of 11 elephants. We continue to offer waste diversion initiatives such as our annual clean-up week, community goods exchange and re-use center at the landfill. We conducted an NFN and Robin Environmental, Waste and Recycling audits for the four seasons.

Received funding approval of \$50,000 from the First Nation Land Management Resource Centre, Lands Advisor Board for landfill improvements.

During the 2019-20 fiscal year, the following Waste Management projects were completed or were started:

Waste Collection

- Work with Tribal for Waste Management Plan
 - Completed
- Promote Recycling Upgrade Options
 - Completed
- Start Composting Program
 - Awaiting approval
- Building for Equipment
 - In progress

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;
- We have been meeting and exceeding federal government reporting requirements since 2013; and,
- We have two Level 2 Operators, one Level 1 Operator and one Operator in Training.

During the 2019-20 fiscal year, the following Water & Wastewater Management projects were ongoing or completed:

Water Treatment Plant O & M

- ARCS Deficiencies
 - Completed
- Inspect Portable Water Tank
 - Completed
- Work with Tribal Council Training Upgrades
 - Completed
- Maintenance Management System
 - Ongoing
- Brush Ditch by Frost Pond Ditch
 - Ensured flows were completed

Water & Wastewater Management

During the 2019-20 fiscal year, the following Maintenance projects were all completed:

Administration and Development Plan to Prolong building life and provide maintenance and janitorial services.

- Maintenance development plan to cover to all buildings.
 - Completed
- Repair and repave parking lot on kitchen side.
 - Completed
- Repair draining manhole in lot by the kitchen.
 - Completed
- Provide janitorial and maintenance service to all buildings.
 - Completed

Capital Buildings

During the 2019-20 fiscal year, the following Community Buildings projects were all completed:

Building Services

- Replace Cenotaph – Install electrical power, foundation and flooring on library building.
 - New granite cenotaph including concrete base was installed and completed
- Sweetgrass South clearing – cutting grass and walking trails.
 - Completed by Beautification and Maintenance crew
- Replace playground in Garden Village.
 - Completed
- Dismantle Christine Lane Old Community hall.
 - Completed by Public Works
- General repair of outdoor bathroom and dugouts.
 - Completed

Enhanced Services for Seniors and the Community

- Coordinate Seniors Snow Plowing Program
 - Completed
- Coordinate Seniors Lawncare Program
 - Completed
- Coordinate Beautification & Maintenance Program
 - Completed



Past centaph was carefully removed.



New granite cenotaph with concrete base was unveiled on Remembrance Day 2019.

Equipment

During the 2019-20 fiscal year, the following Equipment projects were all completed:

Replace & Repair

- Tandem truck purchased to replace old truck. New 2020 Western Star snow plow truck with tandem and a Viking Cives was purchased.
 - Completed
- Clean and paint equipment.
 - Completed



New 2020 Western Star Snow Plow Truck

Beautification (& Maintenance Crew)

The Beautification project employs NFN members who may face barriers or challenges in employment.

During the 2019-20 fiscal year, the following Beautification projects were all completed:

Complete Maintenance and Repairs to NFN Public Spaces

- NFN Traditional Grounds
- Completed
- Community Parks & Beaches
- Completed
- Cemeteries
- Completed
- Public Beaches
- Completed
- Community Beautification
- Completed
- Added Two Playgrounds
- Completed
- Recreation Maintenance and Repairs
- Completed
- Build a Building for Beautification Crew
- Completed

Assist NFN Seniors with Outdoor Maintenance of their Properties

- Senior Lawn Care
- Completed

Housing

NFN Housing Loan Programs assist NFN members with constructing new homes, or purchasing and/or repairing existing units that meet the Building Code.

- **\$6,847,319** borrowed through the NFN Housing Loan program since it was amended in 2005
- **\$10,017,725** 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 \$1,863,908 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 \$52,500.00. This is a onetime grant to a maximum of \$8,000.00 to make necessary repairs to their home. A total of 33 grants were approved and completed in 2019-2020.

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

The beautification program was implemented in 2018. Housing Dept. reimburses up to \$100 to tenants who beautify the property with flower or garden plants. Interest increases yearly.

Preventive Maintenance

- Be Proactive
- Modernize units
- Response time
- Communication
- Beautify exterior
- Lower repair costs

Air conditioning was introduced to tenants as an option to add to rental agreements at cost of \$25 per month. Many have opted in to this luxury item. This fee covers costs of maintenance of system.

Seniors' Complex Upgrades 2019

Upgrades to interior and exterior of the building included painting, planting of flowers, buying picnic tables, hanging community décor photos in the hallways that will change with the seasons.

2019 ended nicely as the Housing Department staff hosted the 1st annual Christmas dinner for the current residents at 25 Gerald Crescent. Volunteers brought smiles to the elders who all enjoyed their very own Christmas dinner and gifts.



For more information, contact the Housing department at 705-753-6973 or 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 37 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, which can assist us in responding faster should any fires get out of control. This Bylaw will be in effect on July 7, 2020. Please contact Melvin McLeod, Emergency Services Manager if you have any questions.

With funding from Indigenous Services Canada, NFN purchased a new 2018 Fire Pumper which is stationed in Garden Village Fire Hall as the Fire Pumper at this station was no longer able to service this area. NFN is also working on a plan to replace Fire Pumpers in Duchesnay to support the needs in this area with the newer buildings.

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 2019-2020 fiscal year, NFN Fire and Emergency Services responded to 12 calls within the boundaries of NFN for 4 Brush/Grass Fires, 1 Motor Vehicle Fire and 1 Downed Hydro Lines, 1 Carbon Monoxide/Fire Alarm Calls, 1 Forest Fire call and 4 False Alarms.

These stats do not include our response to the severe flooding in Jocko Point throughout the months of May and June 2019. Miigwech to the countless volunteers, businesses, schools and organizations who answered the call and rallied together to help Jocko Point residents. By the end of June, we had gone through over 80,000 sandbags to help protect properties from damage. The water finally receded in late June, and clean-up efforts continued through the summer. This flooding event was caused by spring run-off after a long winter that saw extreme amounts of snow across our watershed. Water levels in Lake Nipissing were the highest recorded in over 30 years.



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. COVID-19 has impacted many projects, but here is what we have to share with you:

The Nipissing First Nation Land Office proposal for the Identification, Review and Resolution of Legacy

Issues Project: in the last report to membership we informed you that Nipissing was selected from over 30 proposals that the Resource Centre received. With the funding received, this project revisited the current 2004 Land Code, we surveyed 214 lots including access roads in order to finalize estate transactions and those lots with mortgages requiring registration, purchased a Ground Penetrating Radar to assist in location graves in the Cemeteries as well as contributing to the purchase of grave markers.

Land Law Development: The past year has seen major progress on the development of the following laws: Outdoor Fire Law, Landlord Tenant Law, Zoning Law, Residency Law, revision of Land Code and Matrimonial Law. The major laws requiring community consultation before enactment will be delayed until the COVID-19 restrictions for public gatherings are lifted.

Yellek and MTO Land Cleanup Project: It was reported in September 2019 that Nipissing Nation received the signed funding approval letter for the Ontario Ministry of Transportation, Nipissing First Nation Soil Remediation project. The project was scheduled to commence in the Spring of 2020 and be completed in Fall of 2020. At this time, the project is delayed by the COVID-19 virus that caused government offices to close and placed a delay on progress. Once we get confirmation the cleanup project is proceeding along with timeframes, a notice will go out to the membership.

Archeology Summer School: This Archeology Summer School has been cancelled for this summer 2020 due to COVID-19. The project will undergo a review for possible changes to enhance it by including other areas of Natural Resources to make it a land based summer project.

Hunt Camps: 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, of 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.

Community Population Report Including People from Other First Nations

Community	Male	Female	Total
Beaucage Subdivision	14	7	21
Beaucage Village	3	10	13
Duchesnay	100	185	185
Garden Village	235	218	454
Jocko Point	6	4	10
Meadowside	9	9	18
Mosquito Creek	3	3	6
Off-Reserve	908	1,035	1,943
Paradise Point	4	6	10
Serenity Lane	7	9	16
VLA	6	4	10
Yellek	84	92	176
Total	1,380	1,482	2,862

This report includes ONLY people whose Vital Statistics flag is set to 'Active', the Date of Death field is blank and the Registry Number field contains a valid Registry Number of "Pending".

Wills & Power of Attorney: Once you reach the age of 18 it is important to have a Last Will and Testament to direct your loved ones as to the distribution of your estate such as your home, any special items you want a specific person to receive. It is also important to have a Power of Attorney for Personal Care that will guide your family in decision making when you are no longer able to do so, as well as a Power of Attorney for Property to allow your family member to assist you in managing your bill payments etc. Cathy McLeod, Land Manager, can assist you with these documents.

Estates: We are here to guide you during one of the most difficult times in your life. You can contact Juliette McLeod or Lee McLeod-Faubert to assist you in selecting a plot and they will inform you of the process to settle your loved ones estate.

New Director: Cameron Welch joined the Lands team in February 2020 as Director of Lands and Natural Resources. Cameron comes to Nipissing from the Anishinabek Nation where we worked as a Policy Analyst in the Lands and Resources Department. Prior to that, he worked for the Alaska Department of Fish and Game, taught at the university and college level and assisted Indigenous groups in Africa to safeguard their land and resource rights. Cameron lives in Garden Village with his wife.

Contacts:

Nipissing Land Office Staff may be contacted by telephone at 705-753-2922, by facsimile 705-753-5762 or by email:

Cameron Welch, Director of Lands and Natural Resources at cameronw@nfn.ca

Cathy McLeod, Land Manager at cathym@nfn.ca

Leda McLeod, Lands Registration Coordinator at leef@nfn.ca

Joanne Gibouleau, Lands GIS Technician at joanneg@nfn.ca

Juliette McLeod, Lands Membership Clerk at juliettem@nfn.ca

Natural Resources

The Natural Resources Department is committed to the sustainable management of the Nation's resources. The main goals for the Natural Resources Department is to promote sustainable harvesting, awareness of issues being faced by NFN and to provide recommendations to Chief & Council on various resources issues.

Memorandum of Understanding (MOU)

Our working relationship with the Ministry of Natural Resources and Forestry (MNR) continued last year. The NFN Natural Resources Department made positive strides with our management activities with the resources provided through the MOU. The ultimate goal of the MOU is the recovery of the Lake Nipissing walleye population. Some highlights of how the MOU benefits NFN include:

- Assists in implementing Nipissing Nation Fisheries Law and Regulations
- Nipissing Nation Fisheries Law and Chi-Naaknigewin recognized by Government of Ontario
- Upholds our values and principles of sustainability as reflected in Chi-Naaknigewin
- MOU Does Not degrade, derogate, revoke or diminish existing Treaty Rights
- Financial support for training, employment and assessment needs
- Technical support to assist with fisheries management

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 MNRF Conservation Officers and Anishinabek Police Services for helping our enforcement staff monitor for fisheries compliance.

Shoreline Assessments & Permits

Shoreline permits continue to be issued to residents (i.e. members and non-members) when working in or around water within NFN. The purpose of shoreline assessments is to guarantee that no harmful alterations are made to the shoreline that cause harm to fish and wildlife habitat. Shoreline applications are available at the Natural Resources Department.

Commercial Fishery

Each year, as part of NFN's Fisheries Laws and Regulations, harvest data along with biological data is collected to help estimate the total harvest. The purpose of collecting this information is to monitor trends in the commercial fishery and to ensure catches stay within a sustainable harvest level.

Fall Walleye Index Netting

Since 1998 the NFN Natural Resources Department has worked in partnership with the Ministry of Natural Resources and Forestry (MNRF) to carry out Fall Walleye Index Netting (FWIN). FWIN is an Ontario standardized fisheries assessment method used to assess the health of the walleye population. A minimum of 48 nets are usually set overnight for a period of 24 hours. Nets consist of different mesh sizes and are set in both deep and shallow areas of the lake. All edible fish were filleted and donated to the NFN food bank.



Hunting

The Natural Resources Department also manages the hunting activities on NFN Lands. As part of the NFN Hunting Policy, the Natural Resources Department reviews and processes requests from guests wishing to hunt on NFN Lands. The Natural Resources Department also processes Inter-Treaty requests to harvest within our Traditional Territory. Our main goal when deciding on these requests is to ensure sustainable wildlife populations that meet the needs of NFN members and their families.

Forestry

NFN hired a Forestry Coordinator early in January 2020. The Forestry Coordinator will be overseeing NFN's interests with our portion of the sustainable forestry license (SFL) with Nipissing Forest Resource Management and how to best benefit from this SFL. Along with the SFL, future work will include forest inventory work to be conducted on NFN lands and silviculture work to enhance the forests on NFN lands.

Contacts:

Cameron Welch, Lands and Natural Resources Director
705-753-2050 ext. 1225 cameronw@nfn.ca

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

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

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

Aanin Nbisiing Nishnaabeg. At Nbisiing Nishnaabeg Gaabinaadziwaad Gamig (NFN Culture Centre), our aim is to restore our Nbisiing dialect nishnaabemwin, our culture, and research the original heritage of Lake Nbisiing, our traditional territory, and to make all of this easily accessible to our membership to restore our true identity and re-empower our people. We aim to reclaim our culture, language and heritage in respect of our natural laws under the 13 Moons Governance System pre-treaty and pre-contact as guided by our creator through our creation story and the natural laws of sustainability and respect for all of creation.

Gnawendaagninaanig – All our relations. Our animal nation. Our plant nation, our winged nation, our water being nation, our sky world nation, our creeping crawler nation. Our original beliefs remind us, the humans to humble ourselves. We are not above any of these. If humans were to disappear, all of the rest of creation would flourish. But if any of our brother nations disappeared: Nbii (water) wensiiyag, bineshiiwag, mshkiki, we would soon follow. We see this already during covid19 pandemic. The humans are being slightly inconvenienced with a simple quarantine. The land and animals are flourishing and experiencing freedom.

Our belief, is in direct contrast with the beliefs of the settler society, and in secular beliefs, humans are higher than all the relations. The European bible instructs ‘Let us make man in our image, after our likeness; and let them have dominion over the fish of the sea, and over the fowl of the air, and over the cattle, and over all the earth, and over every creeping thing that creepeth upon the earth.’

We are aiming for Mno Binaadziwin. The Good Life. Living in respect with our planet and all of creation.

We have a plan to restore our culture and language:



During the past year, 2019-20, this is how we activated our plan:

Nbisiing Nishnaabemwin (One of the original languages or Turtle Island)

Weekly Classes in Ktigaaning Garden Village mina Neyaaba’aakwaang (Duchesnay). In Ktigaaning we were blessed with 3 fluent speakers who volunteered weekly to assist us and keep us with the true language: Marlene Barnes, June Commanda and Sylvia Restoule ban. During this time, we suffered the loss of Sylvia, who passed over to the other side Mndaabmini Giizis, during the corn moon (September). What a loss this

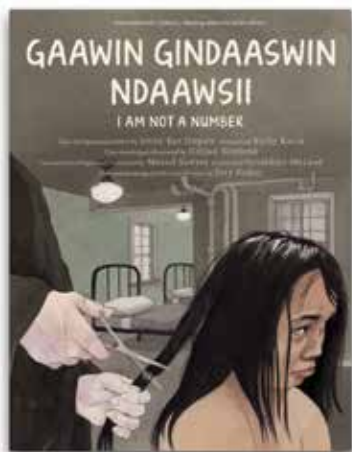


was for us, as she shared her knowledge with us freely and consistently, helping many of our people in their dream to learn our language. Sylvia brought a lot of humor to our gatherings and we feel her loss every day.

Sylvia Restoule. Fluent speaker.
(Rest in Peace)

Creating Nishnaabemwin Teacher Resources.

Our nishnaabemwin teachers work mostly without nishnaabemwin resources and must create their own as they go along. We have answered the call the help them. With a successful project we applied to from Canadian Heritage, we brought together our nishnaabemwin giigdong (language committee which is made up of fluent speakers, and had them translate to our dialect, 200 pages of lesson plans that we were permitted to translate from the Anishinaabemowin Revival Program at Lakeview Public School In Mchigeeng. It was quite the lengthy project and almost complete and ready for our teachers.



Our NFN Nishnaabemwin/ Culture and NFN Nbisiing Secondary school teachers spent time creating lesson plans for Jenny Kay Dupuis' book Gaasin Gindaaswin Ndaawsii. I Am Not A Number. With her permission. Miigwech Jenny

Translations: Nishnaabemwin Giigdong meets once per month as well as gather for special projects, to translate books, materials, signage for the band, for teacher resources, etc. This was a busy year for our committee: June Commanda, Chair; Marlene Barnes, Geraldine McLeod, Gertrude Fisher, Girly Commanda, and Jennifer McLeod.

Nishnaabemwin Celebrations: Our fluent speakers gather from time to time to share stories. Community is always invited to attend, to listen to our language being spoken as once was the way every day. These gatherings are invaluable to those who attend. Nowhere else do you come across our fluent speakers speaking only nishnaabemwin in the community. An amazing experience for those who attend.

Aboriginal Language Initiative, Heritage Canada:

Because of a successful project application from ALI, we were able to spend last summer utilizing a nishnaabemwin teacher, our fluent speakers and 4 students to spend the summer learning nishnaabemwin.

Nbisiing Cultural Programming:

Cultural Arts: Utilizing our local nishnaabe artists as our teachers, we host twice monthly cultural arts workshops each in Ktigaaning mina Neyaaba'aakwaang, always to full classes.

Full Moon Ceremony: Every full moon, we host a gathering to show thanksgiving for the gifts of each moon. A ceremony of thanksgiving and offerings at the sacred fire.

Annual Summer Solstice Celebration: Working with a team of NFN Staff from most departments, we work to provide a fun, learning celebration from cultural arts, traditional medicines, traditional food tasting, dancing and drumming, games, etc. for our community to celebrate who we are as Nbisiing Nishnaabeg. Our highlight is our daycares opening in the grand entry, and our youth.

Spring Ceremony: We do the important work of taking the time every spring, to meet at the shore of Lake Nbisiing, to make offerings of song, medicines and respect to during our fish spawn season, to honor all the water creatures and the water.

Art Show: We celebrated our 6th annual Art show to provide our musicians and artists a place to share their talents and gifts.

Annual Round Dance: In partnership with North Bay Regional Health Centre as the host, and other partners, we provide a winter round dance for our community and our surrounding communities including urban. A great time of ceremony and dance.

Traditional Medicines: During different seasons, we host facilitators to help us to re-learn our medicines to create wellbeing in our community. A lot of the knowledge we gained during these outings, people continue to use year round.

Naming Ceremony in the Daycare: Our on staff language teacher and culture worker hosts a naming ceremony at our daycares to provide the toddlers with their nishnaabe spirit names. This ceremony is held to offer ceremony in the daycare, and to show the importance and reason to carry our nishnaabe noozwin.

Culture Retreat: This past November, in partnership with NFN Withdrawal Management Team, we hosted a wellness retreat at Mattawa Ecology Center. This included ceremonies such as circles and sweat lodge. Traditional cooking outdoors on the fire and cultural arts were also held. This was a great weekend for all.

Food Sovereignty: This past year, in partnership with Ktigaaning Midwives, we had a facilitator from Alberta come to our community for a few days to share with us the importance of re-learning our traditional food security systems, the 13 moons governance system and seed saving and gardening, to regain self-sufficiency. This was one of the most awesome knowledge sharing experiences in relation to the decolonization of our food systems.

Annual Traditional Pow Wow: Once again we hosted an celebrated another very successful pow wow. At our new location in Ktigaaning, we were able to experience the ease of parking for the first time in decades. Chief and Council have agreed to permanently host our pow wow in Ktigaaning due to the amount of space available for safety and comfort.

Remembrance Day: Our culture center provides a cultural perspective to the annual celebration.

Indigenous Culture Fund – Ontario Arts Council: Miigwech to a grant from the Ontario Arts Council, we were able to host two years of cultural events monthly, re-learning our traditional ways of sustainable harvesting of natural law and under the 13 moons governance system. Brady Penasse was project coordinator and we hosted many monthly events from family ice fishing, making bone tools; harvesting wiigwaas, berries, spruce roots, quills, traditional medicines, etc.

History/Heritage

Gaa-bi-Kidwaad Maa Nbisiing is a book about Nbisiing Nishnaabeg we are writing, in partnership with Nipissing University, utilizing stories of our elders and community members who were willing and able to share, as well as archival material. We are slowly but surely getting our chapters into the publisher and will eventually have our first book about Nbisiing, by Nbisiing Nishnaabeg, as opposed to a colonial perception.

The Nipissing Warriors Documentary: We now have our documentary fully in our dialect. In Partnership with Nipissing University

The Nipissing Indian Homemakers Club: In partnership with Nipissing University, we continue to gather research of our strong Nishnaabe kwewag and how these strong women led and nurtured our community. There is a blurb written on nfn.ca under culture & Heritage and Historical Documents: “Everything from our Hearts to Our Hockey Sticks”.

The International Plow Match: During the International Plow Match, working with Tom Lambert and Joan McLeod, we hosted a large Nbisiing Heritage display during this week in Verner. The IPM had approximately 85,000 visitors. This was a good forum to share a decolonized view of our history as Nipissings.

Nbisiing Heritage Publications On-Line

- Nipissing First Nation Governance Succession: 1850-2019
- Generational Perspectives on Community Knowledge Transfer in NFN – Lisa Blenkinsop
- Belonging to Lake Nipissing: Knowledge, Governance and Human-Fish Relations – Nicole Latulippe
- The Nipissing Homemakers Club: Everything From Our Hearts to Our Hockey Sticks – Katrina Srigley & Glenna Beaucage

Our Staff:

Glenna Beaucage ndoon zhinkaaz, Shaagi ndoodem, Enaagdawenjiged/Manager

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

Mindy Lariviere-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, Clerical Support

Nishnabemwin Giigdong, Our Nishnaabemwin Committee:

Chair: June Commanda; Resource staff: Evelyn McLeod; **Members:** Marlene Barnes, Gertrude Fisher, Lorraine (Girly) Commanda, Geraldine McLeod, Jennifer McLeod, and Sylvia Restoule, ban (rest in peace)

Our Culture Committee: Chair Jane Commanda, Resource staff: Mindy Lariviere-Martel; **Members:** Kimberly Commanda, Melanie Beaucage, Kim Salvaneschi, Christina Beaucage, Carol Couchie, and Sue Robson.

This upcoming year we will be busy activating the language & culture plan, relocating the pow wow grounds, and making plans to build the new culture centre and interpretive centre.





GOAL #7 – HEALTH SERVICES

INTRODUCTION

More and more, building a comprehensive First Nation health system requires cultivation of relationships and partnerships not only with provincial and federal governments but with the many local health organizations that NFN Health Services intersects with. In 2019, the Connecting Care Act passed into legislation shaking up the provincial health system and mandating increased integration with a focus on the patient, family and care giver. This Act recognizes the role of Indigenous peoples in the planning, design, delivery and evaluation of health services. Ontario Health Teams form the basic structure and NFN set about determining what this meant for existing services, how inherent rights would be upheld and what, if any, benefits would be realized. NFN joined the local Near North Health and Wellness Ontario Health Team (OHT) ensuring the formation of an Indigenous Care sector along with an equity group to review decisions that may adversely affect access to culturally appropriate and safe Indigenous services and care.

At times the role of NFN Health Services is to support expansion. The need for primary care including doctors and nurse practitioners was met with the new North Bay Indigenous Hub, launched in NFN and now working as a separate Indigenous led and governed entity. In the next year Nurse Practitioners will be providing services at the LCHC. The ability to work in the digital world is important and last year we saw NFN Health Services move to an electronic record system. This year NFN worked to incorporate First Nations Digital Health Ontario (FNDHO), a new entity that will provide on-going health technology support. Efforts to increase long term care services included further investigation to establish smaller (micro) assisted living facilities within NFN and a partnership with Cassellholme for 16 Indigenous beds for NFN.

As you will read in this report, there was much growth with our health local services. Building renovations completed at 316 Ted Commanda Drive

accommodated the entire Right Path team, including Community Withdrawal Management staff. The Home and Community Care program added a Registered Practical Nurse position with plans for another nurse to meet service demands. Several clerical positions were elevated to Administrative Assistants keep pace with the demand in program areas for detailed reporting, liaisons and the management more complex situations.

At the close of the reporting period NFN was preparing for an office closure due to a global pandemic. Essential home and community care and medical transportation services were to be maintained. Clinical staff were set up to use OTN to securely connect with clients while working from home. As of March 31st, it was becoming evident that the COVID-19 pandemic was very different from the H1N1 (2009) or SARS (2005) and that our efforts would be highly focused on behavioural measures to keep people safe rather than a vaccine or anti-viral.

COMMUNITY HEALTH PROGRAM

The Community Health Nurse sees her scheduled appointments, as well as all walk-ins. During these appointments she can see a multitude of issues including: wellness checks, diabetes concerns, injections, STI, wound care, blood pressure check, staples and suture removals, immunization and any other health related concerns individuals might have.

Immunization Program - The Community Health program administered over 300 vaccines this year, which include the shingles vaccine, the tetanus vaccine, influenza and the school-based program immunization.

We had 10 influenza clinics that were held from October to December 2019. During these clinics, a total of 283 individuals were vaccinated - a big leap from last year at 196. We offered clinics in Garden Village, Duchesnay, and Jocko Point in order to get

as many individuals as possible immunized. We also attended special events to help increase the number of immunizations. These events include the annual meeting, Diners' Club and the Anishnabek Nation Union of Ontario Indians.

All students attending Nbiising Secondary School were also audited for the school-based immunization status, which began in September 2019. Clinics were held in November and February, where 6 students were immunized.

Communicable Disease Control – With reports of CORONA VIRUS (COVID-19) increasing in Wuhan, China, the pandemic planning committee was activated late January. Ordering PPE, ensuring we had current information, and keeping up with the government recommendations were underway before the World Health Organization (WHO) declared a global pandemic on March 12, 2020. state of emergency was declared in mid-March 2020 by the provincial government. As a result, all NFN offices were closed to the public on March 20-20 as directed by NFN Council. CHN services were deemed essential and services continued through the pandemic.

The CHN managed 12 cases of sexually transmitted diseases and communicable diseases. For each of those cases, counselling and education was the main priority, along with contact tracing when necessary.

Health Promotion and Other Services - The CHN arranged two lunch and learn sessions which were very well received. The first session was with the Fecal Immunochemical Test (FIT), which observed 10 people in attendance. The second session was with the Canadian Hearing Society, where 12 people got tested for hearing loss. Please contact CHN if you would like a specific topic discussed during a lunch and learn and we will be happy to co-ordinate it.

In May 2019, CHN also supported efforts with the flood relief program that occurred in Jocko Point. The Health Department went door-to-door, handing household information packages to more than 89 homes and recording everyone who would require special transportation due to health risks from higher-

level priorities if an evacuation would need to take place. This wasn't the case, but we were prepared if it was necessary.

This past year CHN also organized blood glucose screening clinics to ensure diabetes education was done. 46 adults were screened with 9 requiring a physician follow-up.

Environmental Health - The Community Health Nurse followed up on reports in six incidents involving animal bites/scratches to ensure that victims' vaccines were current and medical attention was sought out to treat wounds and all other medical concerns.

MATERNAL CHILD HEALTH

Participation in the **NFN Maternal Child Health** program is voluntary and designed to ensure families with children from prenatal period to age six have access to a range of prevention and early intervention services. Education is offered to prepare mothers during pregnancy, including the Baby Bundle information packages reviewed during the Intake Visit. Articles in the Annual Baby Calendar were reviewed this year and car seat information was included in this year's calendar. Parenting and Child Development is done through giving a Welcome Baby Bag (promotional items and information) after birth, either at the Home or Office visit. Various services and programs were offered this year including:

- Twelve newborn babies were visited, and each received a Welcome Home Baby Bag containing several baby items along with some information.
- A total of 47 home visits were provided during this reporting period.
- On behalf of a few client referrals were made to assess development
- A total of 646 milk coupons have been distributed during 2019-2020.
- Two series of prenatal classes during 2019-2020 with only 1 series with participants.

- Two infant massage series, consisting of 5 weeks each, were held. Eight families benefited from this course that focuses on nurturing touch and bonding.
- An Infant CPR/First Aid course was offered.
- World Breastfeeding Week was celebrated in October 2019 with community members sharing their breastfeeding journey and supporting other women.
- A car seat clinic in partnership with the Early Childhood Development Program was held in June 2019. We were fortunate to have Constable Tyler Commanda in attendance to review car seats and assist with proper installation.
- Working with the CPNP program to hold drop-in sessions with various topics: Intro to solids, 24-hour movement guidelines, bonding with baby.

Immunization Program - The Maternal Child Health Nurse provided immunizations to children between the ages of 2 months to 6 years of age where 48 children received their immunizations. The Maternal Child Health Nurse assisted with 1 school-based immunization clinic held at Nbisiiing Secondary and Influenza Clinics.

Annual Baby Calendar - This year's articles in the calendar were revised and a new process for the distribution in 2019 was developed. Ten families submitted their baby review. Calendars were distributed to families that had submitted a review, a few extra were on hand if community members requested a calendar.

Welcoming Babies Celebration 2019 - The Maternal Child Health Program took the lead in planning this event in partnership with approximately 10 other NFN Programs or committees. The Health Committee is a great supporter by offering gifts to the babies each year.

The Maternal Child Health Nurse continued to participate on Nipissing Postpartum Mood Disorders Network. This steering committee has been on hold

since February 2020. The MCH Nurse attended the Baby Friendly Initiative (BFI) Nipissing annual meeting in April and BFI Clinical (Nurses) Working Group in October and March. This group is responsible for Breastfeeding Rounds, Breastfeeding Courses Level I and II, BFI Community Working Group, met 5 times maintaining the support through Breastfeeding Peer Support Program, World Breastfeeding Week activities and community Breastfeeding Resources from the Health Unit.

CHILDREN'S SERVICES and RECREATION

Nipissing First Nation's Child Care Programs offer quality child care and opportunities for children aged 18 months to 5 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 supports culture and language through play-based and land-based learning activities. Both centres are non-profit organizations that are operated by NFN and licensed by the Ministry of Education's Child Care and Early Years Act.



Couchie Memorial Daycare Centre – The centre moved into our new building Jan 6th, 2020. We had a smooth flow into the new centre, everyone is enjoying the new building. Families are happy with the new centre and we encouraged all parents to have a little tour when we opened our doors for the first time. Due to COVID-19, our Grand Opening was put on hold.

We have been busy creating new memories with the children and working hard on incorporating the pedagogy of “How Does Learning Happen,” into our everyday routines. Our educators help children feel like they belong, and encourage them to make their own choices, and build off of their interests for the day. Children experience so many things within their family, and it helps build relationships with others by sharing their interest with others.

We look forward to welcoming your child to Couchie Memorial Child Care Centre.

Nipissing Ojibway Daycare Centre - The Nipissing Ojibway Daycare Centre has been incorporating the “How Does Learning Happen” Pedagogy within our programs for some time now and the four foundations “Belonging, Well-Being, Expression and Engagement” has been the center of it all. We have focused a lot more on play-based and land-based activities that have been geared towards the children’s interests in exploring more about our ways of being by building on our experiences with the environment, our culture, our families and our community. We believe that focusing more on these aspects in our program will ensure optimal learning and healthy development amongst our early learners.

- Registered ECEs (Early Childhood Education) Staff training, knowledge and competencies are very distinct and unique. The specialized skills of ECEs provide for collaborative opportunities with various types of professionals.
- Nutritious hot lunches, plus morning and afternoon snacks
- Annual Holiday Family Gathering
- Community Walks/Field Trips
- Community Events/Celebrations/Activities
- Fundraising events
- Compliant with Child Care and Early Years Act
- Use of HiMama as a communication tool with parents/families



Jordan’s Principle - In the 2019-2020 fiscal year, Jordan’s Principle funding requests were submitted and approved for some of the following items: Wheelchair accessible vehicle, home repairs to ensure suitable for wheel chair, learning resources, technology to support children/youth with diagnosis’, tutoring, parent resource books, and much more.

Jordan’s Principle requests can be facilitated by the Manager of Children’s services for children with unmet needs and those with diagnosis’ and special needs. Should you wish to inquire or are seeking additional information, please see contact information below.

Summer Children’s Program - The Summer Children’s Program of 2019 saw 76 children registered for the program. Typically, we accept only 60 children but, by asking families to sign up for specific weeks, we were able to offer the extra weeks to those community member families who were in position on the wait list.

In 2019 the program employed a total of 10 people including 3 team leads and 7 summer students. This program involves transportation, via school bus, of children from the east end of Nipissing to the west end (Garden Village) for the past several years. Locations and facilities used are the outdoor rink, band office gym, library and the church basement.

Integrated Children’s Program (afterschool program) - The program was offered from September 2019 – March 2020. Following March break, the program was not restarted due to COVID-19. The program is offered for children who are aged 6 – 12 years and aims to provide the participants with homework assistance, nutritious snacks and physical activity. It is observed that the program is popular with

the number of registrations due to parents needs for child minding.

Recreation Program - 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 well-being.” Recreation oversees the general operations of the fitness centre, gym nights, Recreation Reimbursement and the Youth Who Excel Funds. In addition to these, the Recreation Activator oversees the planning and implementation of fitness programs throughout the year and participates in a variety of other community held events.

Annually, the Recreation Program hosts and partners with other programs to offer events, which support participants through the inclusion of sport, fitness or physically active programs/events. This year, Recreation collaborated and/or offered the following community events: Walk Against Drinking and Driving, Physical Fitness/Activity and Diabetes events, Solidarity Day 2019. Other ongoing programs include: The Integrated Children’s Program, gym nights, and the summer children’s program.

Description	Actual as of March 31, 2020
# of participants in the Recreation program	120
# of new CARA activities created	2
# of CARA activities continued	8
# of CARA special events (e.g. festival, pow wow)	1
# of children (12 and under)	94
# of youth (13 to 24)	20
# of seniors (55 and up)	10
# of children in afterschool program	26
# of partnerships with the Recreation program	6
# of volunteers assisting with Recreation program	4

Contacts:

Children’s Services

Brandie Fong, Manager of Children’s Services
705-753-2050 ext. 3001 | brandief@nfn.ca

Couchie Memorial Daycare Centre

Jill Beaucage, Supervisor
705-474-9860 | jillb@nfn.ca

Nipissing Ojibway Daycare Centre

Kelsey McNeill, Supervisor
705-753-4052 | kelseym@nfn.ca

Recreation & Integrated Children’s Program Lead

Recreation Activator
705-753-2050 ext. 6971

DIABETES PROGRAM

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.

Amazing Race (Youth Retreat) – This was the 4th annual retreat for youth promoting healthy living and diabetes prevention. This year the main activity was an Amazing Race game where teams had to race to complete different healthy living activities at each station to win the grand prize. Youth also listened to traditional teachings from elder Virginia Goulais. They harvested vegetables from the community garden and then shared a meal cooked outdoors including fish and their harvest. There were 8 youth in attendance and at the end of the day, 75% felt they knew more about how to prevent diabetes.

A Love for Yourself – The topic for this annual event was Taking Care of Your Feet. The 14 participants learned some tips from a Pedorthist. Of those participating, 100% said they learned something new and 86% felt more confident in managing their diabetes/health after the session.

Foot Care Services - We offered 37 foot care clinics this year and provided a total of 469 foot care appointments, including home visits.

Blood Glucose Screenings - 46 adults were screened over the year with 9 requiring further follow-up. This community initiative assists in the early detection, management and prevention of diabetes.

World Diabetes Day was celebrated on November 8th, 2019 with a 6th annual healthy breakfast. The theme was “Protect Your Family” and this year we had stations with different activities on the theme, including a dance station, craft, spin-the-wheel quiz, information booth and picture booth. There were 59 participants who shared in this day, including the Daycare Binoojiinyag.

World Diabetes Day Pics:



Pictures from Youth Retreat:



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. Sessions included Master Chef with the Summer Children’s Program, Label Reading with students at Nbisning Secondary School, healthy eating for preschoolers, a Lunch and Learn on healthy eating for the environment, and a booth at the health centre for nutrition month reminding us that healthy eating is more than just food! This year we also began the process of developing healthy eating guidelines for community programs, Wewena ji-wisniyang minwa ji-mnomaadziyang. These guidelines are still a work-in-progress and when finished will help further support healthy eating in the community.

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, 386 Good Food Boxes were provided to community members.

Canada Prenatal Nutrition Program (CPNP) – There were 25 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, prenatal education, breastfeeding support, and drop-in sessions on various topics, such as movement and bonding with baby where parents learned a song in Anishnabemowin, and introducing solid foods to babies. In October, the community was invited to attend a celebration to honour World Doodooshkewin (Breastfeeding) Week, where participants listened to traditional teachings and shared their experiences with doodooshkewin. Prenatal Classes were also offered this year for pregnant women and their support persons.

Gtigewin Community Garden - This was the fourth year of the Gtigewin Community Garden and it continues to provide fresh healthy food grown by our community for our community. Over this past year, we experimented with new seeds and vegetables, we added a small green house, used more signage to guide community members on what is ready to pick, and also started the process of replacing the fencing. In September 2019, the Gtigewin Community Garden was even featured in an article by the Anishinabek News! Check it out at <https://anishinabeknews.ca/2019/09/23/the-gtigewin-community-garden-promotes-sustainability-healthy-eating-and-anishinaabemowin/>



The garden was incorporated into several programs once again, including Pick-Your-Own day, the Garden Cook-Off, Community Feast, the Amazing Race Diabetes Youth Retreat, Summer Children's Program Master Chef and the Youth Rangers helped us harvest a few times through the season! We also handed out seeds at different events to encourage community members to start their own gardens.

This year there were almost 600 visits to pick up produce either at a garden stand or an event, and community members accessed the garden to pick their own produce 181 times.

Fun fact: Our garden produced 70 pumpkins, over 2500 beets and over 4000 carrots!

Community Garden



Summer Children's Program Master Chef



GIYAK MOSENG - THE 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 continue to be grounded from a framework of culture as treatment.

The following are highlights within Giyak

Moseng – The Right Path Counselling & Prevention Services in areas of program development, harm reduction and service delivery.

Giyak Moseng - The Right Path Counselling & Prevention Services relocated (back) to 316 Ted Commanda Drive from the main Health Centre. The opportunity to co locate under one roof was seen as necessary for the effective administration of the program not only for seamless child to adult wellness services, but especially with our Culturally Based Community Withdrawal Management Program and its anticipated development and team of staff. Following a short renovation of the building, the move occurred between April and June of 2019.

In June of 2019 we welcomed the addition of an Administrative Assistant position to the program which has proved invaluable in supporting the effective operations of the office and clinical team. Further supporting the transition to co-location and strengthening program development, a Strategic Planning Session took place in November 2019. The intended purpose to facilitate a program review of trends and needs and effective planning.

Over the past year, the demand for clinical services has remained high resulting a significant volume of intake requests. TRP observed an overall increase of referrals to the program of 47.65% over the course of the fiscal year. As a result, in the Fall of 2019, the program carefully implemented a waitlist for services. The demand has been observed in both adult mental health and child and youth services. We have a team of clinicians for both adult services and child and youth services (with a noted position vacancy in child and youth). A contract with a visiting Psychiatrist on a monthly basis has been well established and has seen

to enhance specialized services for those individuals within the program and their service care plans.

Niiwiidooktaadmin (Critical Incident Response Team) remains under the team lead of Giyak Moseng clinical consultant and staff. No responses occurred during this reporting period.

Feather Carriers Training – Leadership for Life Promotion Initiative was completed by 4 TRP staff members during this reporting period.

The end of the fiscal year forced a response to the emerging global pandemic and required an immediate effort toward changing our model of service delivery as directed by the Nipissing Nation and Health Services.

Culturally Based Community Withdrawal Management - The Withdrawal Management program has been focusing on completing the setup of the clinic (clinical protocols as well as the physical space), and identifying strategic partnerships with existing Addiction Medicine Clinics. We have also finalized our clinical and program forms such as: assessment, intake, Home Suitability Checklist, Dose Observation forms; Activity Manual; Terms of Reference; Code of Conduct; and 28 Day Plan flow chart.

During the development, we continued to offer weekly one-on-one sessions and land-based activities with clients, including hikes; building a Sweat Lodge and a lodge for the Sacred Fire for the Nipissing First Nation powwow; facilitating a Feast for Powwow Regalias; and a community fall retreat. We also led a 4 session land-based teaching with Nbisiing Secondary School, focusing on substance use, how to build a Sweat Lodge, and participating in a Sweat Lodge ceremony.

We consulted with a variety of external service providers in order to learn best practices and procedures, including land-based community programming in Winneway Quebec; an Indigenous treatment centre in Blind River; and the Nurture North MAR Clinic. A Cultural Committee was also

established to help guide the program. Finally, the Land Based Facilitator and apart time Nurse (RPN) were hired.

Wiidooktaadyang: “We are helping one another” is Nipissing First Nation’s Service Integration model that will assist members and their families who are seeking enhanced services and support. Through Wiidooktaadyang, NFN services and programs work together with individuals and families to better meet their needs. There is 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.

Wiidooktaadyang also supported the Neighborhood Barbeques that brought community members together to enjoy and visit each other. The BBQs welcomed more than 300 community members.

Justice Support Services - The Right Path has been extending services for individuals who require advocacy within the justice system. At times, this results in a brief service but can often lead to a completed intake and the individual becomes registered for ongoing mental health and/or addiction services. This includes advocacy within the court system, crown and defense lawyer supports, bail plans, transportation to and from court, attending as agent on behalf of the individual if they cannot attend and providing assistance with legal aid applications. This is done in collaboration with APS, OPP and NBPS, as well as, with the diversion programs being offered in the North Bay area.

During the previous fiscal year, a total of 31 individuals were referred for justice supports from Nipissing First Nation. Of these 31 referrals, 12 received brief services with the remaining 19 completing an intake for ongoing services. The North Bay Hub is a committee of local service providers that identifies individuals at

ongoing risk of involvement with the justice system and offers outreach in order to connect them with services supports. In the past year, The Right Path has been involved in 7 interventions and has been the designated lead in 4 of these situations.

Child & Youth Services - The (2) Child & Youth Mental Health and Addictions Counsellors continue to provide support to children and youth up to age 18 including 8 additional First Nation communities, with services extended to transitional age youth up to 24 years for Nipissing First Nation. In addition to managing full caseloads over the year, a few additional highlights include offering the delivery of a Triple P Parenting Group to parents and caregivers in the community in partnership with HANDS, and supporting Nbisng Secondary School’s Aboriginal Wellness Lead to implement the Aboriginal Children’s Health and Well-Being Measure with grade 9 students. This involved screening and providing follow up support to students.

Harm Reduction Services - Ongoing concerns with opioid and methamphetamine use and harms associated with chronic use has resulted in the need for additional program planning to continue to enhance harm reduction services and increase community capacity to effectively manage these risks. Overdose prevention training, including administration of Naloxone, was introduced and is ongoing. In the past fiscal year, 64 kits were distributed in the community with approximately 1/3 of the kits going to those identifying as substance users.

Other harm reduction initiatives that have been introduced 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 has since been revised to reflect the addition of new services and practices. In the final 2 quarters of the fiscal year, approximately 3000 sharps were returned using the disposal bin. In the coming fiscal year, it is anticipated that additional bins will be installed in order to increase access to safe disposal sites across the community.



HOME & COMMUNITY CARE

Over the past year HCC assisted approximately 129 member clients with one or more of the services we provide. We cater our services to the needs of our member clients that are within our scope of work, which will help keep them in their homes and in our community. 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 and bathing.

The Home and Community Care (HCC) Program works towards Nipissing First Nation's overall vision, strategy and goals to enhance the health and wellness to strengthen the individual, family and community. This is achieved by supporting our member clients in their ability to live independently in the community by offering various services such as; case management, referrals, client assessments, home care nursing, home support services such as personal care and home management/maintenance, security checks, in-home respite services, transportation and the medical loan equipment program.

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.

**9449 hours of home support services were provided in 2019-2020 fiscal year.*

Help Line

HCC Program can assist clients in setting up a Helpline, which is a personal response service. This service ensures our member clients who are living on their own at home, can 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 3 days a week which includes trips to North Bay and Sturgeon Falls on schedule days. Clients are required to book trips 24 hours in advance to ensure we are able to accommodate them.

**1144 transportation trips were provided in 2019-2020 fiscal year.*

Seasonal Services

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.

**449 hours of seasonal services were provided in 2019-2020 fiscal year.*

Respite

HCC program also provide 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.

**48 hours of respite services were provided in 2019-2020 fiscal year.*

Assisted Living

Assisted Living Services provide member senior clients who live alone with a full range of personal support services on the 24-hour basis as needed. This addresses the needs of high risk seniors who need daily personal care, meal preparation, 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.

**2868 hours of assisted living services were provided in 2019-2020 fiscal year.*

Ontario First Nations Home and Community Care

Our department received additional annual funding over the past three years that have enabled us to enhance a number of our current services. This funding assisted with additional nursing staff, PSW training, purchase of medical supplies and equipment. We were also able to increase our congregate dining and supplying additional meals to seniors throughout the year.

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 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 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. With both a male and female worker, we can now provide the balance in our cultural programming to support

these roles, while providing a variety of programs to engage all members of the community.

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 male 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.

"I Saw, I Shall Speak" Family Retreat

This annual program promotes an opportunity for children as well as their mothers and fathers 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 a partnership with Community Counselling Centre and is a free event. Travel, accommodations and food is 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. A

number of Survival Camps have been attended by youth, as well as hunting, drum making and cultural teachings on the land. The retreat planned for this past March was cancelled due to COVID, but our goal 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, Movie Nights
- Children's programming: Monthly Socials, Craft Nights, Movie Nights
- Family Programming such as; moccasin making, Shaker & Rattle making

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

- Welcoming Babies with Lawrence Commanda Health Centre (LCHC);
- National Aboriginal Day Celebration;
- Partnership activities with the Library and Recreation programs
- Community Halloween Party



Ojibway Women's Lodge

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 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 a new floor in the garage, new children's furnishings for the playroom, new outdoor play equipment for children, new flooring installed throughout the lower level, new beds throughout the shelter, and an updated telephone system.

On August 22nd, 2019 we celebrated our 7th Annual Family BBQ. Eleven families were gifted backpacks filled with school supplies for all school age children. The families came out to enjoy the day with face painting, crafts, backyard games and prizes with special guest The Magic of Christophe, followed by a BBQ lunch, cake and gifts for moms. A very 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.



Sisters in Spirit Candlelight Vigil was held on Friday October 4, 2019 which marked the Ojibway Women's Lodge's 5th Annual Sisters in Spirit vigil to honour the memories and lives of missing and murdered Indigenous women and girls across Turtle Island. 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 are invited to come out and participate in a walk through Duchesnay, Jeff Stewart lit and cared for the sacred fire.

Amanda Bellefeuille lifted up prayers and offerings were sent up in honour of these women and girls who we do not forget. Light refreshments and giveaways were also provided.

Our 9th annual International Women's Day celebration was held on March 6, 2020 in Garden Village. There were approximately 80 guests in attendance this number has grown over the years. It has become a tradition for the men to set aside time in



their busy schedules to honour the women by coming and serving tea and deserts to our guests. Chi miigwech men!

Your presence and support are greatly appreciated. A smudge was offered as Elder Carol Guppy shared a teaching about cedar and its role in creation. David's Tea and desserts by the Ojibway Women's Lodge staff and Jean Marc's Bakery, along with cucumber sandwiches were served. All guests received handmade giveaway gifts from The Ojibway Women's Lodge.

The Outreach/Crisis Support Program has been busy providing services to Women on the Inside at The North Bay Jail. Conducted both Edu-Therapy Grief and Women's Wellness Groups at the Lodge. Co-facilitated Changing Patterns Group through the Community Counselling Centre. An information booth set-up at the Women's Wellness Day hosted by the NBIFC. Presented and set up an information booth at a career fair for Nipissing University graduates of the Bachelor of Social Work program.

Transitional Housing Support Program (THSP) has assisted over 70 women and children in this past year, secure housing and/or access must needed community resources. This role is also a committee member of the District of Nipissing Social Services Board (DNSSB) Housing & Homelessness Partnership table through the City of North Bay. THSP works in collaboration, every year with NFN Native Child Welfare to co-facilitate I Saw I Shall Speak family retreat at Spirit Point. This

past retreat was held over a weekend in February 2020. The retreat engages NFN families to come together to celebrate family and our Anishinaabe ways of life.

Women's groups are held throughout the year to offer teachings around traditional practices around self-care, self-help, budgeting, food and meal preparation, etc.

In January 2020, full time staff participated in a staff team building retreat at Spirit Point Lodge. Led by elder/teacher Banakonda Kennedy-Kish Bell, in circle we engage and learn through Anishinabe teachings to enhance our social work practice.

Spending time together and on the land is an important part of renewing ourselves to continue doing the work that the women and children who access the services at the Ojibway Women's Lodge require from the staff.



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.

Our Objectives...

Helping Our Community

Our most important objective is helping everyone that 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, the 1st and 3rd Wednesday of every month. We have also started to deliver to those in the other parts of the community that need access but have no means of transportation to Garden Village.

Statistics

For the 2019-2020 fiscal year, the Food Bank handed out an average of \$4408.00 worth of food and baby items every month. On average, the Food Bank assisted 95 adults, 5 babies and 28 children of our community, average 75 household every month.

Provide Healthy Meals

We provide families with a wide variety of canned, fresh, and frozen foods. Children's lunches are provided for a week, as well as breakfast. With the help of our donations we also have a baby food cupboard available. Baby food, infant cereal, formula, diapers, wipes, etc. are provided free of charge to community members of Nipissing First Nation.

Good Food Box Program

Our clients also receive a monthly voucher for the Good Food Box. The box is at a value of \$10.00 and provides healthy choices to our community members. The Good Food Box can be picked up once per month by Garden Village residents at the Lawrence Commanda Health Centre, and is delivered to all other areas of the community.

Fundraising & Donations

In 2019-2020 the Food Bank was able to raise funds and collect non-perishable food. This was made possible through the NFN annual golf tournament which raised \$6,702.00 and overall \$11,829.00 overall donations from community members, and various company donations, and hosting a number of different fundraising events, such as:

- Scratch Ticket Moose
- National Indigenous Day Penny Sale
- Donation Bins at various events
- Food Bank/Lil NHL Charity Golf Tournament

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.

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.

Financial / Income Assistance

- Assists individuals with basic needs and shelter costs
- Provides two (2) week emergency assistance e.g.: waiting for E.I. benefits
- Transitional Support Fund (based on household income) e.g.: Hydro arrears and rent deposits
- \$200 earnings exemption for first \$200 earned and 50% for remainder of income. (Must be an OW recipient for 3 consecutive months to receive exemptions)
- Temporary Care Assistance

Employment Assistance

We assist individuals to prepare for and find employment. We support and offer clients with training, education, upgrading, and referrals to substance abuse programs and offering assistance to secure employment.

Employment Service Delivery Profile/Seminars or Workshops

All services are provided with the end goal of assisting Ontario Works clients to become more employable. This occurs through Employment Information Sessions, workshops and trainings and individual discussion while updating the Participation Agreements with Ontario Works clients.

Healing & Wellness/Self Care <ul style="list-style-type: none">• Grief Workshop• Self-Esteem• Stress Management• Emotional Awareness Workshop• Addictions Workshop• Self Care• Nutrition• Mental Wellness• Culture Workshop	Employment Supports <ul style="list-style-type: none">• Information Session• Employment Preparation• Goal Setting• Financial Literacy• Time Management• Building Positive Life and Work Skills	Health & Safety <ul style="list-style-type: none">• First Aid/CPR
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Employment Assistance Supports

Employment Related Expenses (ERE): The maximum average that is provided for each eligible participant is \$250 per month.

Other Employment and Employment Assistance Benefit (OEEAB) is available for: The maximum amount of OEEAB is \$253.00 in a twelve month period.

Full Time Employment Benefit (FTEB) is available for recipients: The maximum amount of (FTEB) is \$500.00 in a twelve month period.

Transition Successions

Statistics show that Ontario Works has helped community members exit the program through employment and educational goals.

April 1, 2019 to March 31, 2020

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

Transitional Support Fund Statistics for Fiscal Year

- 31 Ontario Works & 16 Ontario Disability Support Program clients received assistance
- 1 Non-Social clients - Low Income
- Highest Average Month were July - September 2019

Department	Contact	Position	Phone Number
Administration	Brendan Huston	Chief Executive Officer	(705) 753-2050 ext. 1222
	Freda Martel	Director of Administration	(705) 753-2050 ext. 1223
	Kimberly Salvaneschi	Executive Assistant	(705) 753-2050 ext. 1229
Band Representative Program	Wendy Lariviere	Manager	(705) 753-2050 ext. 1322
Building Maintenance	Brian Stevens	Manager	(705) 753-2050 ext. 1252
Bylaw Enforcement	Tyler Couchie	Enforcement Officer	(705) 498-2506
	Clayton Goulais	Enforcement Officer	(705) 498-3823
Children's Services Couchie Memorial Daycare Nipissing Ojibway Daycare	Brandie Fong	Manager	(705) 753-2050 ext. 3001
	Jill Beaucage	Supervisor	(705) 474-9860
	Kelsey McNeill	Supervisor	(705) 753-4052
Child Welfare Program	Julie Dalgliesh	Manager	(705) 753-2050
Communications	Geneviève Couchie	Communications Officer	(705) 753-2050 ext. 1270
Community Health	Carole Lafantaisie	Community Health Nurse	(705) 753-3312 ext. 2257
Community Infrastructure	Patrick Stevens	Director	(705) 753-2050 ext. 1220
Culture & Heritage	Glenna Beaucage	Manager	(705) 753-2050 ext. 1232
Economic Development	Dwayne Nashkawa	Strategic Advisor	(705) 753-2050 ext. 1355
	Thomas Lambert	Officer	(705) 753-2050 ext. 6985
Education	Nancy Allaire	Director	(705) 753-2050 ext. 3013
Employment & Training	Thomas Lambert	Manager	(705) 753-2050 ext. 6985
Family Resource Centre Ojibway Women's Lodge	Suzanne Goulais-Deering	Director	(705) 472-3321 (emergency) (705) 472-0233 (crisis support)
Finance	Tamara (Tammy) Saulis	Chief Financial Officer	(705) 753-2050 ext. 1281
	Renée Commanda	Senior Finance Officer	(705) 753-2050 ext. 1280
Fire & Emergency Services	Melvin McLeod	Manager	(705) 753-4319
Food Bank	Jackie Folz	Coordinator	(705) 753-2050 ext. 6972
Health Services	Kimberly Lalonde	Director	(705) 753-3312 ext. 2223
Housing	Shawn Anderson	Manager	(705) 753-2050 ext. 1246
	Ellie Penasse-Lafleur	Apartment Coordinator	(705) 753-6973
Human Resources	Jennifer Lalonde	Manager	(705) 753-2050 ext. 1253
	Dennis Jr. Goulais	Officer	(705) 753-2050 ext. 1289
Lands & Natural Resources Land Registration Membership Natural Resources	Cameron Welch	Director	(705) 753-2050
	Cathy McLeod	Manager	(705) 753-2922 ext. 1225
	Lee Faubert-McLeod	IRA Clerk	(705) 753-2922 ext. 1283
	Juliette McLeod	Membership Clerk	(705) 753-2922
	Jeff McLeod	Manager	(705) 753-2050 ext. 1325
Library/Literacy	Randy Penasse	Librarian	(705) 753-2050 ext. 1231
Nbisiing Secondary School	Carole Couillard	Principal	(705) 497-9938
Public Works	Steve Doucette	Manager	(705) 753-2050 ext. 4001
	Terry Lariviere	Lead Operator	(705) 471-7009
Right Path Counselling & Withdrawal Management	Ken Hazel	Administrative Assistant	(705) 753-1375
Social Services Ontario Works	Debbie McLeod	Director	(705) 753-2050 ext. 1230
	Ginger Penasse	Administrator	(705) 753-2050 ext. 1324
True Self Debwewendizwin	Donna Forget	Manager	(705) 474-4058



Thank you for reading our Annual Report 2019-2020.

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



36 Semo Road, Garden Village, ON P2B 3K2 | T 705-753-2050 | F 705-753-0207

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