



NIPISSING
FIRST NATION

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

Annual Report 2020-2021



Vision

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

Mission

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

Values

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

Respect- Minaadendamowin:

“To honour all creation is to have respect.”

Wisdom- Nibwaakaawin:

“To cherish knowledge is to know wisdom.”

Love- Zaagi’idiwin

“To know love is to know peace.”

Humility- Dabaadendiziwin

“Humility is to know yourself as a sacred part of creation.”

Bravery- Aakode’ewin

“Bravery is to face the foe with integrity.”

Honesty- Gwayakwaadiziwin

“Honesty in facing a situation is to be brave.”

Truth- Debwewin

“Truth is to know all of these things.”

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Message from Gimaa Scott McLeod

Aanin Nbisiing Debendaagziwaad,

On behalf of our newly elected Council, I would like to say miigwech to all the candidates who stepped forward to represent our great nation and to our Debendaagziwaad for participating in our leadership selection process.

Our new Council is composed of Deputy Chief Mike Sawyer and Councillors Jane Commanda, June Commanda, Tyeler Commanda, Joan McLeod-Shabogesic, Daniel Stevens and Rick Stevens. Each member of Council brings a wealth of knowledge and experience that benefits Nipissing through their involvement in our committees, as well as through their advocacy and sharing of perspectives on various issues and opportunities at the Council table.

I feel fortunate to have worked alongside a progressive and dedicated Council and staff for the past two terms to attain the many goals we have achieved. I look forward to working with our new Council to continue to pursue and realize the priority goals identified through our community consultation processes over the years.

It goes without saying that the COVID pandemic has been hard on everyone, but I can honestly say that NFN's pandemic response and vaccine rollout have been second to none. I am proud of our staff, particularly our Health Services team, and Council for their leadership through these unprecedented times.

We must continue to stay vigilant and look at emerging from this stronger than we went in more than 18 months ago. We will continue to face many challenges and strong leadership is needed more than ever before.

Even during this pandemic, we have been busy advancing our nation's priorities in many areas, including health and social wellness, community and economic development, governance and law development. Nipissing has become one of the top five progressive First Nation communities in Canada and this was not accomplished by chance. We got here thanks to solid planning, a hard-working, dedicated staff and a community that continues to choose strong progressive leadership.

First Nation communities across Canada continue to look up to us because we are leaders in areas such as Land Management, Financial Management, Education, Natural Resources Management, Child Well-Being and Governance. We have so much to be proud of as a nation, but we still have much work to do to ensure our children, our grandchildren and the seven generations to follow have a secure and bright future.

Our Council will continue to engage with citizens to inform our path forward and we will work hard on the priorities that you identify. I am humbled by the support of our citizens and staff, and am honoured to serve as Gimaa of Nipissing First Nation. Chi-Miigwech.

NFN Committees
2021 - 2024 Term:

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.



L-R: Councillors Daniel Stevens, June Commanda, Tyeler Commanda, Jane Commanda, Chief Scott McLeod, Councillors Joan McLeod-Shabogesic and Rick Stevens and Deputy Chief Michael Sawyer

ADVISORY COMMITTEE	CONFIRMED ASSIGNMENT
Culture & Language.....	Jane Commanda
Education	Deputy Chief Michael Sawyer
Economic Development	Joan McLeod Shabogesic
Housing & Planning	Tyeler Commanda
Lands & Bylaw.....	Tyeler Commanda
Natural Resources	Daniel Stevens
Social & Wellness	Rick Stevens
Finance & Audit	Chief Scott McLeod*
<i>*Mandatory appointment</i>	Deputy Chief Michael Sawyer* Rick Stevens

AD HOC COMMITTEE	CONFIRMED ASSIGNMENT
Citizenship	Chief Scott McLeod Daniel Stevens
Anishinaabemwin Translation	June Commanda
Pow Wow.....	Joan McLeod Shabogesic

INTERNAL ADVISORY COMMITTEE	CONFIRMED ASSIGNMENT
Policy Review	June Commanda Joan McLeod Rick Stevens
Membership	June Commanda Deputy Chief Michael Sawyer Rick Stevens
Research	Jane Commanda Daniel Stevens



Chief Executive Officer's Update

In October 2020, Chief and Council approved Dwayne Nashkawa's transition from the Chief Executive Officer (CEO) position to that of Strategic Advisor to the Chief and Council. This role was created to provide focus on "big picture" community development projects and to support to the Chief and Council in various areas of governance as NFN continues to enhance and evolve its governance structures. This allows the CEO to focus on the policies, processes and structures that enhance the administration while having a point person keeping a focus on bigger projects and issues with Council.

The Strategic Advisor and CEO work closely together to ensure the vision and activities of the Administration are aligned with the new projects under development. This enhanced capacity has already benefited NFN in a number of ways that are detailed in the Economic Development section of this report. The Strategic Advisor also supports various governance initiatives at NFN including the implementation of the Governance Agreement, discussions with Chief and Council on the Algonquin Land Claim, and other issues as assigned by Chief and Council.

I am very pleased to share a few reflections in my first report to you as Chief Executive Officer. As a proud Nipissing First Nation member who was born and raised in Yellek, I am honoured to return to our community to serve as CEO. I was previously the CEO and Director of Operations at Atikameksheng Anishnawbek, and prior to that, my background was mainly in economic development and policy analysis after graduating with a Master's in Economics. I have served as a member of NFN's Finance and Audit Committee since 2017.

Since joining NFN in October 2020, I have felt privileged to work with such a knowledgeable, hard-working, and dedicated team. Nipissing has a great deal of capacity and delivers a wide range of programs and services to our Debendaagziwaad. We continue to build and strengthen this capacity to keep moving forward while ensuring we are supporting our most vulnerable members so that no one is left behind.

Joining a new organization as CEO amid a pandemic comes with its own set of challenges, but none were more pressing than the health and social wellness issues that were intensified by COVID-19 and reverberated through the community. Our team at Giyak Moseng (The Right Path) Counselling & Prevention Services has been focused on helping to address the complex issues around mental health and addictions challenges, including the opioid crisis. We are working hard to create safe spaces to heal for those who are grieving the loss of a loved one, to support those who are struggling with mental health and/or addictions issues, and to break down stigma as a community.

Our new Community Outreach Program will be operational in late 2021 and will meet people where they are to offer support, including providing basic necessities and harm reduction supplies. The goal of the program is to fill gaps in service delivery and to connect with people outside of 'regular office hours', while connecting them with the resources they need to help with their journeys.

Our Giyak Moseng (The Right Path) Counselling & Prevention Services team has done an excellent job of connecting with their clients virtually to continue providing support and services. Recognizing that this wasn't always possible, they also quickly connected with the Ontario Telemedicine Network (OTN) and our team was recognized as one of OTN's "superusers" in Q2 of 2021 with 87 appointments.

The pandemic also forced us to move community events and meetings online, which isn't ideal for everyone but was the only way to stay connected in the absence of being able to meet face-to-face. It was a learning curve for everyone but has now become part of our standard work practices. As things gradually reopen and we start to be able to meet and gather again in person, we will continue to offer online programming to provide as many opportunities as we can for our off-reserve members to actively participate.

Engaging with our off-reserve members who have often felt disconnected from what's happening here has been one of the positives of going virtual with our meetings and programming. We have seen excellent uptake from members across the country for our online Council and community meetings, our election nomination meeting and candidates' night, and most recently, for our cultural workshops and Nishnaabemwin classes.

It takes a lot of hard work and commitment from our staff to keep things running smoothly and to provide opportunities to engage, especially during a global pandemic. The lockdowns and frequent changes in public health measures have been challenging for everyone. We adapted our business operations many times and implemented various tools to maintain levels of service while keeping the health and safety of our staff and community members our top priority.

While our offices remain closed to the public and many staff worked from home for a good portion of the past fiscal year, our frontline health and home care, social services and public works staff did not have that option. They worked tirelessly to continue delivering essential services to the community, and to care for our elders and most vulnerable members.

Many staff who could not work from home quickly pivoted and became involved in supporting other efforts, such as our Community Transportation Program and the Food Security Program, which ran for 12 weeks to deliver groceries and household necessities to those in need. We recognize and appreciate the increased risk these employees faced in performing their daily duties (and beyond) and we are grateful for their commitment to our nation and citizens.

I would like to acknowledge our Director of Health Services for leading our pandemic response with the support of our Crisis Control Group (CCG). I would also like to thank Chief and Council for their leadership through challenging times that required difficult decisions to be made.

Our team worked diligently to communicate timely and accurate public health advice and updates while assessing impacts and recommending the best courses of action for our organization and community's interests. Our protocols were often stronger than provincial measures to allow us time to plan and implement new measures amidst rapidly evolving circumstances.

Once vaccines became available to NFN in March 2021, our nurses and support team kicked into high gear and had vaccinated over 3,000 community members with both doses of a COVID-19 vaccine as of August 2021. Their work is not done yet as they are now managing youth vaccinations and continue to stay on top of the latest developments to keep our community safe and informed.

Chi-Miigwech once again to Chief and Council and to our dedicated staff for helping us safely navigate the challenges of the pandemic. Our community also continues to play a critical role, and we are grateful for the cooperation of our members and businesses alike in following the measures put in place to keep everyone safe.

COVID-19 is unfortunately still here, but it hasn't prevented us from moving forward and accomplishing several key initiatives, as you will see as you flip through the pages of this report. From major infrastructure projects like the Duchesnay Creek Bridge, to ratifying the Anishinabek Nation Governance Agreement, to all of the work our various departments are doing to accomplish the objectives of our Strategic Plan (Medicine Wheel of Goals), our efforts remain focused on building our capacity and improving quality of life for our citizens.

In my short time here as CEO, I have already seen so much progress that builds on Nipissing's past successes and am excited about the future we will create together. I look forward to working with our leadership, staff and community to continue on this progressive path for the benefit of our current and future generations.

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

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

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



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

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

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

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

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)

As the central goal of our governance strategic plan, communication and transparency are critical at the best of times. Normally, that means ensuring that citizens and stakeholders are informed about key initiatives, developments and the various programs and events that our staff coordinate for the community throughout the year. The COVID pandemic brought many things to a standstill while our world was turned upside down, but communication was not one of them.

Communicating timely and accurate information became more important than ever during the pandemic. Nothing is more paramount than the health and safety of our families and community members. Whether we were under stay-at-home orders or cautiously navigating every step of our new normal, sharing the most current public health advice, provincial measures and their impacts on our community and business operations was a top priority.

Alerting community members to positive cases and high-risk exposures to COVID-19, including providing guidance on what actions to take, was vital to ensuring people could take further steps to protect themselves, their families and our community. Our nursing team worked tirelessly to quickly conduct contact tracing and provide guidance on what to do in every scenario under frequently shifting public health advice.

NFN's proactive pandemic response and vaccination rollout truly highlighted what an incredible Health Services team Nipissing First Nation is fortunate to have. Without their expertise and dedication, communicating about all the moving parts of this pandemic would have been extremely difficult.

While the pandemic was a huge focus for the Communications department (and many others) during the past fiscal year, the other priority areas under the purview of this department were still maintained diligently. These include producing our monthly newsletter Enkamgak, maintaining our website, liaising with media, monitoring over a dozen social media

pages, updating the digital signs and providing overall communications support to the Chief and Council and the organization. The Communications department also produces a monthly employee newsletter and supports various committees and events throughout the year.

Although we have been unable to hold in-person consultations since the pandemic hit, we have successfully leveraged online platforms to engage with citizens on several important issues. As a result, the momentum on initiatives that had been in motion for some time did not stop. Two important community votes took place by mail-in ballots and electronic voting in the past fiscal year (Election Code and Governance Agreement), with both votes seeing nearly 50% of all ballots cast online.

There were six amendments to NFN's Custom Election Regulations, with the main one being to allow on and off-reserve members to run for the office of Chief or Councillor, as long as they reside within 100km of the Administration Office. Other changes included allowing voting over the internet; removing the by-election requirement if more than eight months remain in a term for a vacant Councillor seat to instead recognize the person running for Councillor who finished 8th in the last election as the replacement Councillor until the next election; including Anishinaabemwin for key words within the election code in a manner similar to the Gchi-Naaknigewin; allowing amendments to the code to correct spelling and grammatical errors; and to amend the Custom Election Regulation appeal system to add clarity.

The governance agreement will be implemented on April 1, 2022 and means that Nipissing will now have enhanced, stable funding that we control based on our nation's priorities, as determined by our citizens through our democratic processes, not by the Indian Act. Nipissing First Nation will continue to be sovereign, and no rights



have been surrendered by signing this agreement. NFN laws take precedence and our jurisdiction over these areas is now legally recognized through this agreement with Canada. We have simply agreed to take on full responsibility for Citizenship, Elections, Language & Culture and Management & Operations and will receive up to four times more funding for work we are already doing. Given that we already have our Custom Election Code and Financial Administration Law, those funds can be redirected to areas that we are presently working on, including Citizenship and Language & Culture initiatives.

NFN has received pre-implementation funding that is over and above what we will receive for implementation of the governance agreement next year. This pre-implementation funding will be used to assess capacity needs, prioritize focus areas and complete planning work in advance of the scheduled implementation on April 1st. We will keep the membership informed as we move through the implementation process.

Another significant undertaking for the Communications department was managing sponsorship and communications for the Little NHL as part of our host committee. As everyone knows, the tournament was cancelled in March 2020 and again in 2021 due to the pandemic. We are optimistic about hosting in 2022 and our committee has resumed our planning efforts internally and with the Little NHL Executive and City of Mississauga.

At the time of writing this report, NFN has only been able to hold a few outdoor, socially distanced events, but the gradual lifting of restrictions and resuming our plans for hosting the Little NHL tournament in March 2022 gives us hope. While we have adapted as best we could to interacting virtually, the past year and a half have highlighted just how important human connections are and how technology can never replace that.

As things continue to evolve, so too does our organization. After nearly 7 years in this role, this will be the last annual report I prepare as I begin my

transition this fall to a new position with NFN as Business Operations Manager. I look forward to returning to my roots in economic development to support NFN's business partnerships while also working to attract new economic and employment opportunities for the benefit of current and future generations of Nipissing citizens. I also look forward to the fresh skills and perspectives that our new Communications Officer will bring to the role, and I will remain committed to sharing information that the membership wants and needs to know about.

"Communications & Transparency" is more than Goal #1 in our Medicine Wheel. It's central to how every department in Nipissing First Nation operates, with the community's best interests in mind. We are always accountable to you, the citizens, and we are available to listen, answer questions, and to build on the valuable feedback that you provide.



If there's one thing the pandemic has taught us, it's that we are stronger together. As cliché as that sounds, the truth is that everyone has a voice and can contribute to the community they want to see now, and in the future. We now have more ways to connect with each other and we encourage you to stay informed and to have your say about the issues that matter to you and your family.

Connect with Us!

[f @NipissingFN](#) [@Nipissing_FN](#) [@NipissingFN](#)

Web: www.nfn.ca

Sign up for our monthly newsletter Enkamgak (The Happenings or What's Going On?) We mail or email our monthly newsletter to members by request, and it's also available on our website and social media pages.

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).

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.

As per Nipissing First Nation hiring procedures, the following steps are used for screening and recruitment processes.

1st round postings are open to all registered Nipissing First Nation members.

2nd round postings are open to spouses of registered Nipissing First Nation members and registered members of other First Nations.

3rd round postings are open to all applicants (status and non-status)

Nipissing First Nation members are encouraged to apply to all rounds of employment postings. As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.



Contacts:

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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, 2020 to March 31, 2021) is available on our website at: 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.

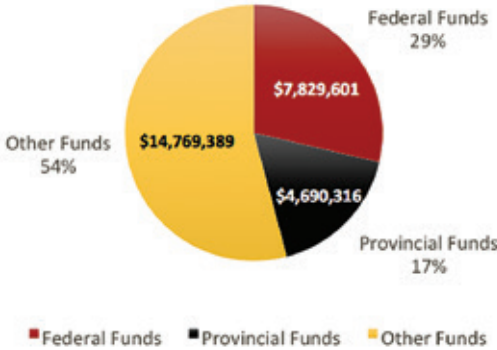
The Consolidated Financial Statements are provided in the following pages.

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

Tamara (Tammy) Saulis, Chief Financial Officer

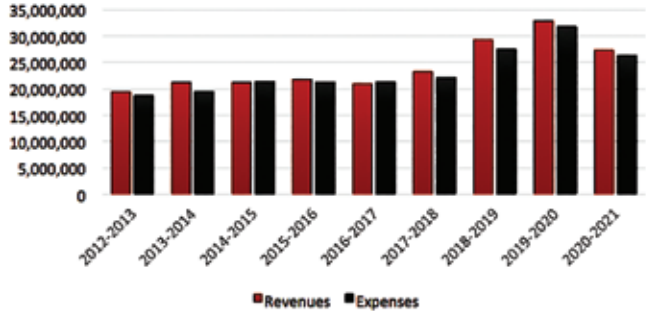
705-753-2050 ext. 1281 | tammys@nfn.ca

NFN Revenue Sources
2020-2021



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.

Revenue to Expenses - Fiscal Year



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

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

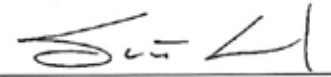
Exhibit A - Consolidated Statement of Financial Position

March 31, 2021, with comparative information for 2020

	2021	2020
Financial assets		
Cash and cash equivalents	\$ 27,765,040	\$ 18,677,688
Restricted cash and investments (note 4)	11,439,486	10,011,590
Accounts and grants receivable (note 5)	3,555,601	3,088,151
Housing mortgages and other long-term receivables (note 6)	9,431,952	9,376,071
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 7)	96,507,744	94,733,352
Funds held in trust by the Government of Canada (note 8)	292,213	290,779
	148,992,036	136,177,631
Financial liabilities		
Accounts payable and accrued liabilities (note 9)	7,584,011	6,771,702
Prepaid leases	165,236	85,502
Deferred program revenue (note 11)	13,224,521	6,383,046
Due to minors	6,282,520	6,931,804
Long-term debt (note 12)	6,097,168	6,418,578
	33,353,456	26,590,632
Net financial assets	115,638,580	109,586,999
Non-financial assets		
Tangible capital assets (note 13)	47,793,026	47,754,954
Prepaid expenses	178,731	184,587
	47,971,757	47,939,541
Commitments and contingent liabilities (notes 14)		
Effects of COVID-19 (note 20)		
Accumulated surplus (note 15)	\$ 163,610,337	\$ 157,526,540

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, 2021, with comparative information for 2020

	2021	2020
Revenue:		
Indigenous Services Canada (note 16)	\$ 7,462,702	\$ 6,898,985
Other	5,716,734	9,606,163
Ministry of Community and Social Services	1,758,787	2,018,683
Ontario First Nations Limited Partnership	1,414,976	1,436,289
Ministry of Education	717,985	653,172
Other provincial	2,213,544	4,597,690
Kinoomaadziwin Education Body	5,998,019	6,065,688
Union of Ontario Indians (note 17)	1,639,660	1,276,300
Canada Mortgage and Housing Corporation	366,899	287,068
	27,289,306	32,840,038
Expenses:		
Education	6,651,833	6,530,615
Other	3,482,142	5,462,442
Community Operations	5,308,226	5,043,027
Health Services	4,774,432	8,212,881
Social Services	2,890,943	3,325,469
Capital	1,737,946	1,787,912
First Nation Enterprises	956,446	772,760
Housing	485,085	582,474
	26,287,053	31,717,580
Excess of revenue over expenses before the undernoted	1,002,253	1,122,458
Vacation expense (recovery)	(101,729)	20,808
	900,524	1,143,266
The Nipissing 2013 Boundary Claim Trust:		
Investment income	4,651,673	7,406,154
Nipissing First Nation expenditures	(1,652,512)	(902,607)
Other expenses	(525,280)	(502,395)
	2,473,881	6,001,152
Unrealized gain on investment	2,709,392	4,805,778
Annual surplus	6,083,797	11,950,196
Accumulated surplus, beginning of year	157,526,540	145,576,344
Accumulated surplus, end of year	\$ 163,610,337	\$ 157,526,540

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2021, with comparative information for 2020

	2021	2020
Annual surplus	\$ 6,083,797	\$ 11,950,196
Acquisition of tangible capital assets	(2,681,101)	(4,027,047)
Amortization of tangible capital assets	2,643,029	2,391,126
Proceeds on disposal of tangible capital assets	-	111,569
	6,045,725	10,425,844
Change in prepaid expenses	5,856	(133,052)
Change in net financial assets	6,051,581	10,292,792
Net financial assets, beginning of year	109,586,999	99,294,207
Net financial assets, end of year	\$ 115,638,580	\$ 109,586,999

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2021, with comparative information for 2020

	2021	2020
Operating activities:		
Annual surplus	\$ 6,083,797	\$ 11,950,196
Adjustments for non-cash items:		
Amortization of tangible capital assets	2,643,029	2,391,126
	8,726,826	14,341,322
Changes in non-cash working capital:		
Increase in accounts and grants receivable	(467,450)	(70,850)
Increase in accounts payable and accrued liabilities	812,309	1,504,410
Increase (decrease) in prepaid leases	79,734	(99,987)
Increase in deferred program revenue	6,841,475	3,183,995
Decrease (increase) in prepaid expenses	5,856	(133,052)
	15,998,750	18,725,838
Capital activities:		
Acquisition of tangible capital assets	(2,681,101)	(4,027,047)
Proceeds on disposal of tangible capital assets	-	111,569
	(2,681,101)	(3,915,478)
Financing activities:		
Principal payments on long-term debt	(322,844)	(266,931)
Due to minors	(649,284)	(596,612)
	(972,128)	(863,543)
Investing activities:		
Increase in restricted investments	(1,747,392)	(8,705,033)
Increase in housing mortgages and other long-term receivables	(55,881)	(2,161,790)
Increase in short-term investments	(1,427,896)	(364,652)
	(3,231,169)	(11,231,475)
Increase in cash	9,114,352	2,715,342
Cash and cash equivalents, beginning of year	18,677,688	15,962,346
Cash and cash equivalents, end of year	\$ 27,792,040	\$ 18,677,688

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Schedule of COVID-19 Revenue and Expenditures

Year ended March 31, 2021

(Unaudited)

	Total
Revenue:	
Deferred revenue, beginning of year	\$ -
Indigenous Services Canada	1,768,909
Kinoomaadziwin Education Body	702,718
Union of Ontario Indians	66,345
Ministry of Community and Social Services	57,975
Ministry of Aboriginal Affairs	212,673
Other donations	21,175
Deferred revenue, end of year	(1,759,214)
	1,070,581
Expenditures:	
Wages - Contract (RPN Relief)	1,078
Benefits - Contract (RPN Relief)	102
Purchased services (ie: Mental Health)	292,928
Community related (ie: Food, Household items, health, medical)	193,979
Transportation	6,484
Other related costs (ie: supports required for capacity)	73,212
Administration costs	12,733
Vaccine rollout support costs	41,425
Community security / monitoring	18,398
Indigenous on reserve business support	60,626
Communications - Public Education	2,717
Honorariums - Special Council meetings	4,800
	708,482
Surplus for year	\$ 362,099

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.

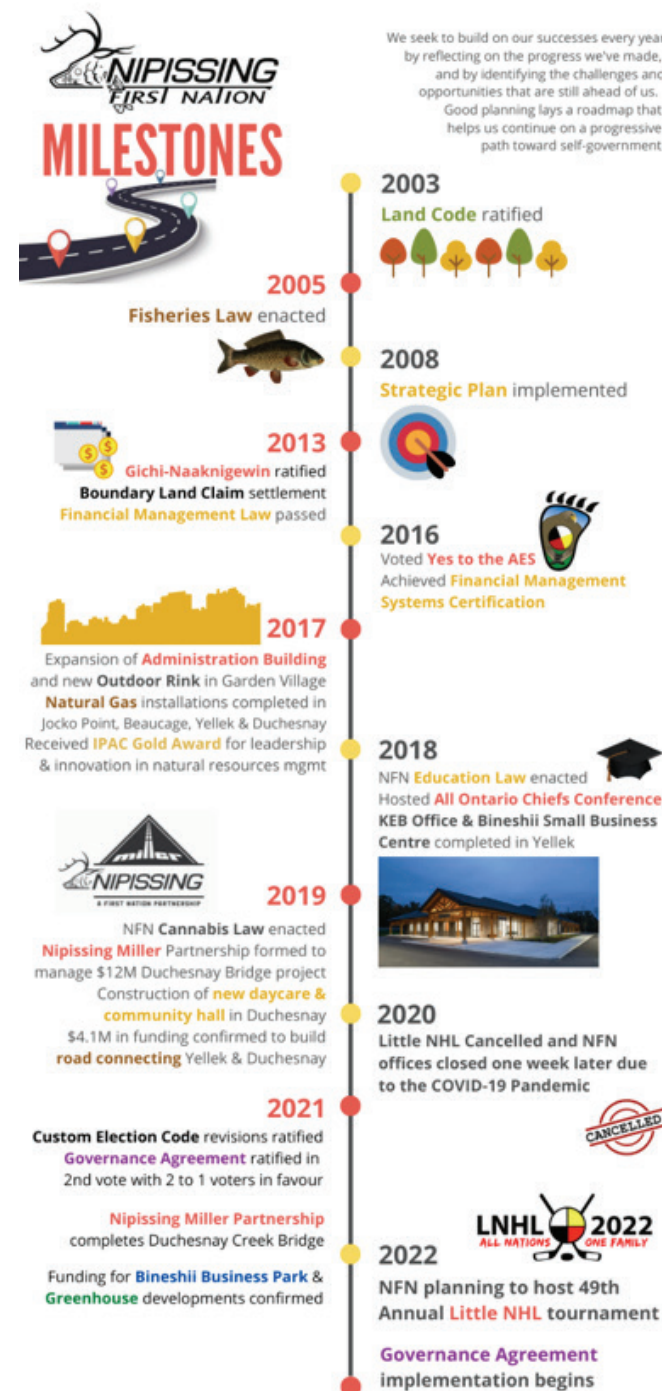
Programs & Services

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

- Children's Services, including NFN daycares, Recreation, After School and Summer Programs and Jordan's Principle

- Culture & Heritage, including Nishnaabemwin classes and the NFN Kendaaswin (Library)
- 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 Mike Sawyer, Donna Dodgson, Matthew J. McLeod, Joan McLeod Shabogesic, Mickey George, 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

Cannabis Negotiations

The Strategic Advisor has led negotiations with the Ontario Government to secure agreements with the Alcohol and Gaming Commission of Ontario (AGCO) and the Ontario Cannabis Store (OCS) that provides a strong competitive advantage for NFN Cannabis retailers. It also ensures that the AGCO and OCS recognizes NFN jurisdiction and work cooperatively with the retailers to ensure smooth, competitive operations for NFN stores.

Assisted Living Units

The Strategic Advisor is also leading the development of Assisted Living Units for NFN. NFN has secured SEED Funding to prepare the business plan and feasibility study for 10 units in Duchesnay and 10 units in Garden Village. Community consultation and design is being planned in 2021 with construction being planned for 2022.

Economic Development

Support is also provided for business and partnership development by the Strategic Advisor and Business Operations Manager. This includes a number of projects that are underway now including the continued development of Bineshii Park, the Greenhouse Project and the ongoing management of the Nipissing-Miller Limited Partnership.

Bineshii Park

Planning is underway to expand the Bineshii Park. NFN has secured an additional \$1 million to complete this work through the Northern Ontario Heritage Fund Corporation. This will open up to 30 additional lots for small and medium size businesses in the park. Design for the park is complete and NFN plans to commence with some expansion in the spring of 2022.

Greenhouse Project

NFN has received more than \$270,000 from the Northern Ontario Heritage Fund Corporation to support the containerized greenhouse project. This project will create employment managing the operation and harvesting produce that will be consumed and sold locally.

Nipissing-Miller Partnership

This successful project has created steady employment for NFN members throughout the development of the Duchesnay Creek Bridge project. The bridge opened in August 2021 with the rest of the project – the deconstruction of the rail bed overpass on highway 17B - slated to be completed during the summer of 2022.

There are a number of other projects that this partnership is currently planning to carry out including:

- The environmental radon clean up in the Yellek area
- The replacement of bridges and culverts at the Little Sturgeon River and Cache Bay Creek
- The replacement of the Laronde Creek bridge
- Rehabilitation of Highway 17 from Gormanville Road to Laronde Creek
- Construction of the Bineshii Business Park

Community Development Projects

The Strategic Advisor is also assisting in a number of other community development projects including:

- The development of a **Roundhouse** for cultural, ceremonial, programming and educational purposes.
- A new **detachment building** for the Anishinabek Police Service.

Contacts:

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Geneviève Couchie, Business Operations Manager
Phone: 705-753-2050 ext. 1243 | genc@nfn.ca

Kenneth Hazell, Economic Development Officer
Phone: 705-753-2050 ext. 1264 | kenh@nfn.ca



GOAL #3 – Education/Lifelong Learning (East)

Binoojiyag Enji-Kinoomaagsiwaad (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 Kinoomaadziwin Nongo, Anishinaabe Pane!

We have all experienced profound challenges in this year given the COVID-19 pandemic and supporting our students has remained front and center. We greatly appreciate our education staff and committee for rallying together during this time to support the well-being of our students and staff. The loss of Muriel Sawyer ban, a life-long teacher and education leader who was a fierce protector of our Anishinaabe language, will be remembered in our work as we continue to move forward with the initiatives in education. As we continue during this pandemic, it is important to celebrate the milestones and look to the future with hope and excitement. To all our graduates this academic year, we wish you congratulations and best wishes for continued success as you journey on your learning path!

In February 2021, we were saddened by the loss of Muriel Sawyer ban, an Elder, language keeper and REC#3 rep in our community. “Muriel’s spirit will always live on in our language and in the ongoing successes of the AES,” says the KEB staff. “Muriel’s belief in the AES and her support for the KEB never wavered. Her contributions over so many years were instrumental in

the development and implementation of our historical education system. Muriel was a life-long teacher and a fierce protector of our Anishinaabe language. Her legacy takes shape in the many students, young and old alike, who learned from her and who admired her. Her kindness, her knowledge, her humour, and her infectious laugh will certainly be missed at our gatherings and our celebrations.”

Our dedicated staff consists of:

Nancy Allaire, Kinoomaagewin Niigaanzi-E-naakniged (Director of Education)

Hillary McLeod, Gchi-Kinoomaagewin Kendaason (Education Officer)

Geraldeana Goulais, Gchi-Kinoomaajiwgamik Gchi-Kinoomaagewin Waadookaaged (Post-Secondary Education Support Worker)

Tracy Hanzlik, Kinoomaadiwgamgoon / Kinoomaagewin Waadookaaged (Elementary/Secondary Education Support Worker)

Charlene Bellefeuille, Kinoomaagewin Ezhbiiged / Kinoomaagewin Boozwin Niigaanzid (Office Administrator/Bussing Coordinator)

Nbisiing Secondary School

Carole Couillard, Principal
Lacy Farrell, Vice-Principal

Nbisiing Bus Lines

Sherry Bergeron
Philemen (Dolly) Contant
Jacob Dayfox
William Horner
Leo Lajeunesse
Leo Lefebvre
Adam McLeod

Education Representatives

NFN Education Committee

Chairperson: Muriel Sawyer ban / Mike Sawyer Resource: Nancy Allaire, Director of Education

Members: Phyllis Anderson, Marianna Couchie, Fran Couchie, Judy 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 (Nbisiing 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 Representative (REC#3): Muriel Sawyer ban, Nancy Allaire, and Fran Couchie
- Board of Directors: Marianna Couchie (3-year term until 2023) & Phyllis Anderson (3-year term until 2022)
Each PFN submits names from their region, and they are voted on by the respective region’s Chiefs at the Annual General Meeting.
- Resource: Nancy Allaire

Indigenous Student Trustee

- Nipissing-Parry Sound Catholic District School Board – Grace Couchie
- Near North District School Board – Quinn Johnson

Our Students

Post-secondary

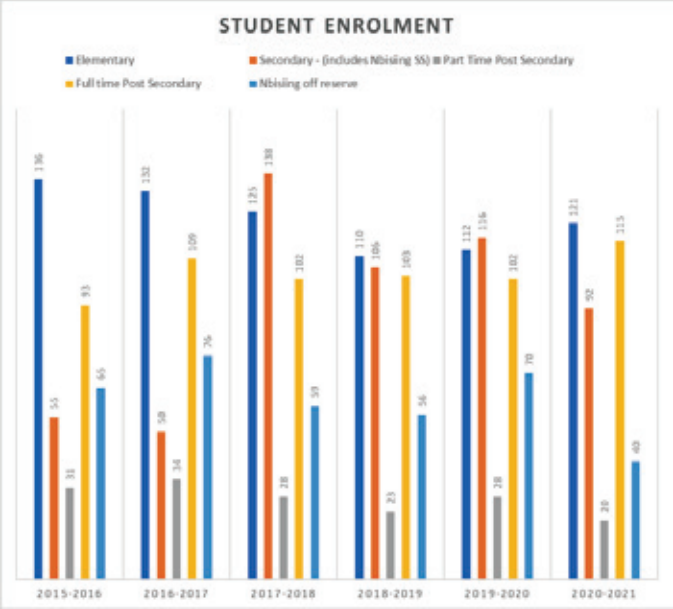
- 115 Full-time students
- 20 Part-time students

Elementary/Secondary

- 155 on reserve students attending local Provincial School Boards
- 236 off reserve students
- 37 off reserve students attending Nbisiing Secondary School (reverse tuition)
- 21 on reserve students attending Nbisiing Secondary School

Adult Education

- 12 students



Budget

The Education Department’s budget covers the costs of delivering our programs and services, including:

- Tuition fees to provincial school boards
- Post-secondary students’ tuition, living allowance and book allowance
- School transportation through Nbisiing Bus Lines to provincial schools and Nbisiing Secondary School
- Special Education high-cost needs, transportation, assessments, and case conferences
- Adult education subsidization
- Programming support for mental health, youth life promotions, nutrition, language and culture, bursaries, graduation awards, elementary/secondary awards, school start up, and tutoring.
- Partnerships with employment and training

Priorities

The priorities in Education this year focused on continuing to implement the Anishinabek Education System (AES), deliver initiatives at Nbisiing Secondary School, and work with our partners in education (school boards, Canadore College and Nipissing University).

The Education Department and the Education Committee advised and made recommendations on this year’s priorities:

- First Nation Advisory Committee that honor the Education Service Agreements with provincial school boards
- First Nation, Métis, and Inuit Education Policy Framework projects within the school
- The AES and the Multi-Year Action Plan projects
- Projects at Nbisiing Secondary School
- Partnerships with provincial school boards, Canadore College and Nipissing University, including the development of growth plans

- Compile and use data to support student achievement, provide students with increased opportunities, support 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
- Increase availability of Elders in schools, to support language and culture programs
- Increase language teachers in provincial schools
- Increase student voice and leadership
- Provide mental health supports at Nbisiing Secondary School (Graduation Coach and Youth Life Promotions)
- Adult education program
- Appeals for post-secondary and educational matters
- Increase cultural land-based learning in schools

- Provide staff training to better support students and community, including information technology, COVID-19, special education, data systems, cultural sensitivity and awareness, and mental health. Other training also provided by our partners: AES, Ontario Ministry of Education, Ontario Native Education Counselling Association, Jordan’s Principle, and the Assembly of First Nations.

Elementary/Secondary Education

The Education Department has service agreements with each of the four local school boards in our area: Near North Board, Nipissing-Parry Sound Catholic District School Board, Conseil Scolaire du Nord- Est, and Conseil Scolaire Catholique Franco Nord. Through these service agreements, the Department covers the tuition fees for on-reserve students attending provincial schools from K-12. We also receive ‘reverse tuition fees’ from the Ministry of Education for each student who lives off reserve that attends Nbisiing Secondary School.

School Board Service Agreements and Costs per Student (Tuition)

School Board		2016-2017	2017-2018	2018- 2019	2019-2020	2020-2021
Near North District School Board	Elementary	\$11,611.45	\$12,348.46	\$12,707.19	\$12,459.00	\$12,738.00
	Secondary	\$12,659.05	\$13,645.89	\$13,837.78	\$13,145.00	\$13,739.00
Nipissing-Parry Sound Catholic District School Board	Elementary	\$12,960.57	\$13,668.83	\$14,413.80	\$14,133.00	\$14,676.00
	Secondary	\$13,499.46	\$14,658.49	\$15,271.20	\$14,388.00	\$15,024.00
Conseil Scolaire Publique du Nord- Est de l’Ontario	Elementary	\$15,515.00	\$16,029.00	\$16,718.00	\$16,536.00	\$17,637.00
	Secondary	\$28,720.13	\$31,261.00	\$31,031.00	\$34,017.00	\$36,801.00
Conseil Scolaire Catholique Franco Nord	Elementary	\$14,471.09	\$15,354.34	\$16,188.83	\$15,846.00	\$16,513.00
	Secondary	\$16,617.82	\$18,309.80	\$19,100.02	\$19,049.00	\$19,819.00

Post-Secondary Education



This year, we received 135 post-secondary applications and we were able to fund all students with no wait list. This is thanks to additional funds from Chief and Council from the Land Claim Settlement Investment Funds. We can celebrate that 11 students graduated with either a diploma, degree, or certificate in some of the following areas: child social work, Indigenous wellness and addictions prevention, occupational therapy and physiotherapy, oral dentistry, science, 911 emergency and call centre communications, and commerce.

Over the past year, NFN students were enrolled in post-secondary institutions across Canada and two in the United States. Nipissing University and Canadore College had the highest enrolment of our students. Students are choosing broad ranges of programs such as video design and production, practical nursing, Bachelor of Arts in Science, creative visual arts, Bachelor of Arts, Bachelor of Social Work, Political Science, Indigenous studies, early childhood education, environmental protection and compliance technician, developmental service worker, community justice services diploma, Aboriginal teacher certificate program, and Business. We also have many part-time students completing their master's programs.

The table below provides a sample of the funding a single student would be eligible to receive through our Post-Secondary Education Assistance Program (PSEAP). 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, which is a mix of grants and loans provided by both the provincial and federal government to subsidize costs received through PSEAP.

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 program and partnership with the Near North District School Board. We have had a First Nation teacher, Linda Lewis, 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. Adult students were awarded “maturity” and prior learning assessment and recognition credits towards their diploma. This year, we have had 12 registered adult learners continuing their learning journey.



Nbisiing Bus Lines

Nbisiing Bus Lines offers excellent service and operates as part of the Education Department, with our main responsibility being to provide consistent and safe student transportation. Our fleet consists of 10 vehicles ranging in size from our two 7-passenger vans, a 10-passenger van, 72-passenger buses, and a 48-passenger para-bus. These vehicles transport our approximately 250 students to 15 different schools in the Sturgeon Falls and North Bay area, as well as to Nbisiing Secondary School. New radio systems have also been installed in all fleet vehicles.



Nbisiing Bus Lines also provides charters for various programs and functions in and around NFN. This program could not operate without the committed crew of drivers from our community and neighbouring communities, as well as our bussing coordinator. Our drivers continue to provide excellent service and continually attend yearly training on First Aid, personal protective equipment, infection prevention and control, health and safety, EpiPen, and non-violent crisis intervention.

The Bus Lines received additional support from the Ministry of Education to engage and retain our dedicated drivers. The School Bus Driver Retention Program (DRP) is a response to the ongoing school bus driver shortage that has disrupted service and impacts students and their families. We are happy to share that the DRP was extended to September 2020 to April 2021 for the 2021-2022 school year.

By September 2022, school buses across Ontario will have the amber-red warning system. This new system allows drivers to activate their amber signals when approaching a stop to give drivers clear and advanced notice that they are slowing down to let a student on or off the bus. Once the bus is at a full and complete stop, the driver will activate the red lights.

If you are interested in getting your bus licence and joining our team, please contact the Education Department.

Our Partners in Education

The Education Department is proud to partner with provincial school boards, Canadore College and Nipissing University to help support NFN students.

Provincial School Board Partnerships Highlights

The School Board Action Plans outlines four areas to support the First Nation, Métis & Inuit Education Board Action Plan: Data and data analysis, supporting students, supporting staff, and community engagement.

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



- Collecting self-identification data to help track and support student achievement, identify gaps, provide culturally relevant programming, and provide opportunities for educators to build on their understanding of Indigenous cultures.
- Increasing Native as a Second Language (NSL) Anishinaabemowin programs and developing language resources, and a guide for new Anishinaabemowin teachers.
- Increasing Indigenous Studies courses open to all students and an accompanying guidebook of best practices/protocols to support educators teaching these courses.
- Increasing supports for students such as Graduation Coaches, mental wellness leads, and Special Education supports and resources.



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

- Increasing Indigenous education resources in classrooms and libraries to support learning around reconciliation.
- Exploring concepts that are equitable and culturally relevant, including privilege, systemic discrimination, and the true history of Canada.
- Increasing acknowledgement of traditional territories at system and school gatherings.
- Improving access, removing barriers, and strengthening parent choice for First Nations students through the Reciprocal Education Approach.
- Providing ongoing cultural sensitivity training for staff.
- Partnering with Nipissing University for the Wiidooktaadwin Mentorship and Biidaaban Community Service-Learning programs in many elementary and secondary schools.
- Increasing student voice opportunities through Indigenous student trustees and opening other spaces for students.

Nipissing University Partnership Highlights

- Dr. Cindy Peltier developed a resource in partnership with Nbisiiing Secondary School entitled, “A Commitment to Reciprocity,” as part of the Indigenous Education in Canada course. Professor Dr. Cindy Peltier brought second year Bachelor of Education students for professional development and Indigenous learning at Nbisiiing Secondary School.
- NFN assists with language revitalization and NSL support for fluent speakers and Elders to visit the classroom twice a year by providing honoraria.
- Increasing land acknowledgements and providing support for educators to further their understanding of historical and contemporary Indigenous knowledge, culture, and perspectives. A guidebook is being developed to explain why, when, and how land acknowledgements could be developed and delivered. This guidebook will include one-page profiles of local Indigenous communities.



- Collaborating with Indigenous communities in the process of reconciliation to support Indigenous students and their families, on the following initiatives:
 - Schulich School of Education Indigenous Education programs to certify Indigenous teachers, educational assistants, and teachers of Indigenous languages as a second language
 - Indigenous Foundations program (a first-year undergraduate access program that 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 Anishinaabek knowledge and ways of being
 - The Bachelor of Education, History and Social Work programs incorporate Indigenous pedagogies, histories, and cultures
 - Wiidooktaadwin Indigenous Mentorship and Biidaaban Community Service-Learning program with elementary and secondary schools
 - Partnerships with research projects funded by SSHRC and CIHR, such as the Wiidooktaadwin: Understanding the experience of wellness in NFN
 - Events, guest lectures, and conferences that support Indigenousization in the University
 - Increase of Indigenous staff
 - NFN representation on the Board of Governors and the Nipissing University Indigenous Committee on Education
 - Ongoing partnership with culture, education and the faculty of arts and science to offer community knowledge-based courses at Nipissing University

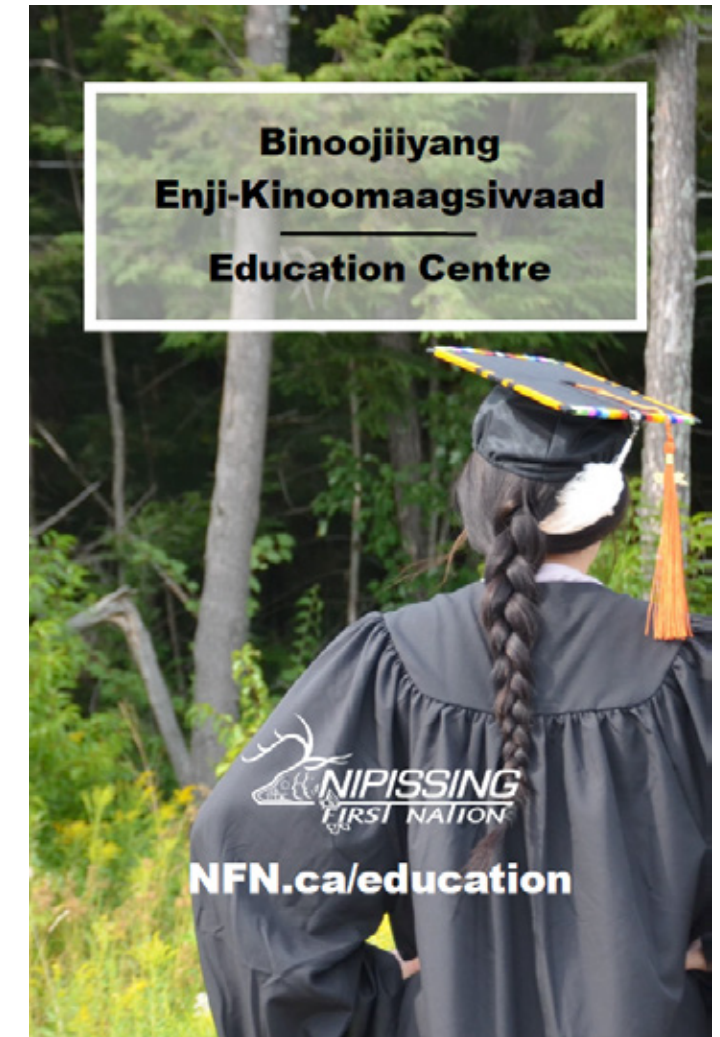


Canadore College Partnership Highlights

- NFN is a member of Canadore’s Indigenous Circle on Education (ICE) to ensure that Indigenous learners are supported in their aspirations at Canadore College and to provide strategic direction to the College in meaningful community engagement.
- An Indigenous Science, Technology, Engineering, Arts, and Mathematics (STEAM) centered approach teaches students how to think critically and creatively using Indigenous ways of knowing and prepares them for future educational pursuits – and to work in high-tech, high-growth fields. Indigenous youth from Nbisiiing Secondary School attended a series of STEAM-related workshops.
- Hosting Aboriginal Post-Secondary Information Program (APSIP) virtual open houses.



The ICE provides expertise and acts as a resource to Canadore College to ensure access to culturally supportive education and training.



Anishinabek Education System

Niigaan Gdizhaami

“We Are Moving Forward Together” Forum

VISION

Anishinawbe Aadzwin. Anishinawbe Bimaadzwin.

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

MISSION

Embracing Our Past – Empowering Our Future

GUIDING VISION

There must always be Anishinaabe. We, the Anishinabek, must prepare our citizens for the quality of life based on the highest standards of Anishinaabe intellectual, holistic knowledge that supports the preservation and on-going development of the Anishinaabe.

- The Anishinabek Education System will make positive advances in:
- Anishinabek student success;
- Increasing graduation rates;
- The development of culturally relevant curriculum and educational programs;
- Effective and efficient financial management and administration of education funding;
- Reliable and relevant First Nation education research, records, reporting and accountability; and
- Viable education partnerships that support the Anishinabek First Nation’s educational goals.

As we enter our fourth year with the Anishinabek Education System, NFN students continue to attend either Nbisiiing Secondary School or a provincially funded school. Current arrangements made through our Education Services (Tuition) Agreements and Reverse Education Services (Tuition) Agreements remain in force, unless otherwise amended by NFN or the school boards.

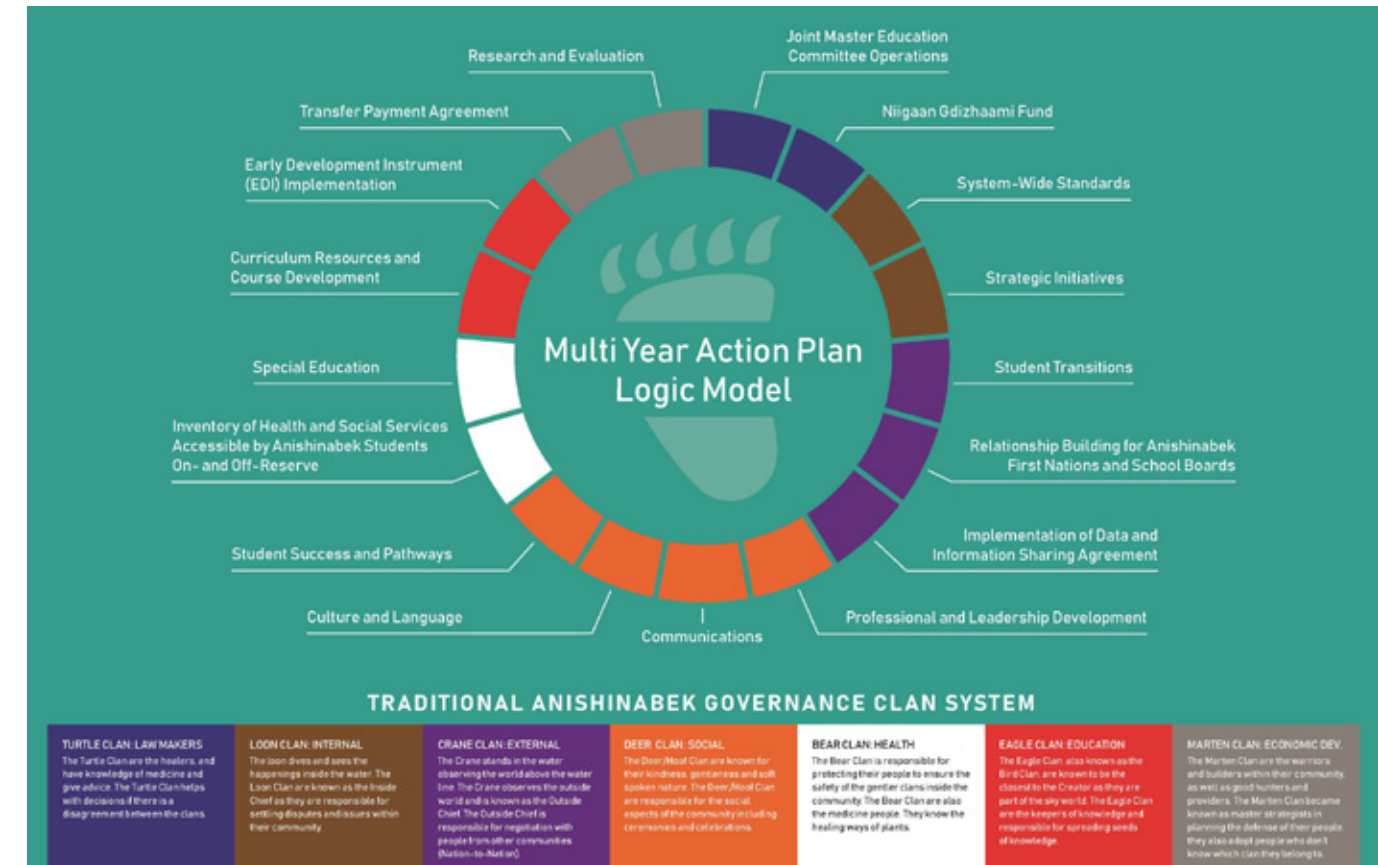
This year, the KEB welcomed a new Director of Education, Christine Dokis (Restoule).

Master Education Agreement (MEA)

This agreement was signed by the 23 Participating First Nations (PFNs), the KEB, 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 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.”

Out of the MEA, there are three committees and one working group: Master Education Agreement Committee; Data, Research and Evaluation Committee;



Special Education Committee (NFN Director of Education is co-chair); and a Transitions Working Group. The Committees have been working on developing Transitions Working Group Guidelines and Protocols, Student Transitions Protocols, Special Education Guidelines, and sharing Anishinabek education resources.

There are also three pilot programs in motion: Graduation Coach pilot at Nbisiiing Secondary School, Learning As We Go, and Aaniish Naa Gegii (Anishinabek resources development at Nbisiiing Secondary School. Cultural competency training is also ongoing and school boards and PFNs are continually developing resources to support curriculum.

The Multi-Year Action Plan (MYAP)

The MYAP includes 17 projects that support the implementation and commitments outlined in the MEA.

Projects include opportunities for PFNs to create and pilot local initiatives and 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.

AES Highlights

Capital Needs Assessment

The AES Capital Needs Assessment was initiated in November 2020. The First Nations Engineering Services Ltd was awarded the contract to conduct the assessment on behalf of the KEB. Project managers from FHR Inc., are also supporting the work of the assessment.

The purpose of this study was to assess various elements related to education capital, including population projections, major and minor capital requirements, and ongoing operations and maintenance requirements under the AES. The results of the assessment will demonstrate the education capital needs of the Participating First Nations schools and will support negotiations with the federal government for future years.

COVID-19 Funding

Funding was distributed to NFN by the KEB and Canada. Funding was available for education-related expenses and to identify eligible expenses for specific relief programs such as Indigenous Post-Secondary Student Relief and Safe Return to School Fund.

Extraordinary Circumstances

The KEB submitted a proposal to Canada in December 2020 under the Extraordinary Circumstances clause of the Anishinabek Nation Education Agreement. The Extraordinary Circumstances clause of the agreement enabled the AES to request additional funding from Canada to support education requirements that resulted from the impacts of COVID-19.

After several months of consultation and information collection with the PFNs, the KEB drafted a proposal for additional funding to support education costs related to COVID-19. Nineteen PFNs participated in regional teleconferences in August 2020 to discuss the needs and priorities, and 18 PFNs submitted extensive data surveys related to COVID-19 costs and priorities. The proposal covers costs incurred in 2019-2020 as well as costs anticipated in 2020-2021.

AES Student Data and Information Sharing

In February 2021, the KEB worked with PFNs to re-initiate the collection of consent forms as part of the Data and Information Sharing Agreement (DISA). The consent forms enable PFNs, KEB, and the Ministry of Education to share data and information on AES students, which supports planning, research, and evaluation for the system. The collection of AES student data and information will also support the development of annual reports on AES student success and wellbeing.

There are approximately 1,709 on-reserve students and 11,000 off-reserve students from Kindergarten to Grade 12. Information sessions were held in each of the RECs in January. Work has been progressing towards increasing understanding of the purpose and benefits of the Data and Information Sharing Agreement and gaining large-scale consent form returns.

This year, the education department distributed consent form packages to all AES students and parents who have not submitted consent forms. Students and parents are encouraged complete the one-time consent form and return to the education office.

Ezhi Kendmang Anishinaabe Naadziwin Modules – Professional and Leadership Development

The full program package consists of five modules, a backgrounder, and pilot selection materials. Communication to PFNs and to school boards is planned for April 2021. This will be an invitation to provide expression of interest for pilots in each region which will be planned for the 2021-2022 school year. Preparation sessions for facilitators and Elders will be planned for Spring 2021.

2021 Special Education Guideline

A draft of the Special Education Guideline is complete has been shared out with all PFNs. In NFN, it will be used to guide the development of community special education policies and plans for Nbisiiing Secondary School, by community decision. The NFN Director of Education co-chaired the AES Special Education

Committee. A contractor has been hired to support finalization of the resource document over the period of April to August 2021 by AES/ KEB. Four sessions were conducted with PFN's and school teams to familiarize community participants with the Guideline.



Addressing Racism and Inequity

In July 2020, Ontario issued a formal statement about its intentions towards addressing racism and inequity in provincial schools. At the Regional Education Council Fall Meetings in October 2020, the PFNs identified racism and inequity as a critical matter that must be continually addressed. Since October, the KEB has established a joint working group consisting of representatives from PFNs, the Ministry of Education, and the KEB. The working group has identified activities and efforts that will be implemented over the next several months. In January, the KEB jointly hosted an information session with the Ministry of Education, which reviewed the Draft Model Provincial Human Rights Complaints Procedure. The information session was presented to the Regional Education Councils and encouraged input and feedback from the PFNs.

Anishinabek Nation Education Fiscal Transfer Agreement

Negotiations of the next Anishinabek Nation Education Fiscal Transfer Agreement (ANEFTA) are about to commence. The current ANEFTA expires on March 31, 2023. The funding arrangements will be renewed so there is no disruption in education funding from the Government of Canada. The KEB is developing a negotiation work plan and a PFN engagement plan. PFNs have input on additional funding required to support Kindergarten to Grade 12 education. The negotiations work plan and engagement plan will be presented to the PFNs for review and approval in June 2021 at the Annual General Meeting.

KEB Health and Social Services Inventor 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 an online resource that makes it easy to find health and social services for students attending school on or off-reserve. Data and feedback for this initiative will continue to be collected at aeswellnessportal.ca.



Cultural Competency Training

The AES Cultural Competency Training program has been in development since 2018 and was introduced for initial implementation to the AES, school boards, and the Ministry of Education over the 2020-2021 school year. The modules will be reviewed by the AES Language and Culture Reference Group. They are:

- Module 1:** First Nations Awareness
- Module 2:** History of Indigenous Education
- Module 3:** Indigenous Worldviews
- Module 4:** Understanding through connection to land and story
- Module 5:** Respectful Relationships

Niigaan Gdizhaami Fund

The Niigaan Gdizhaami Fund is an annual grant that allows PFNs to apply for individual and joint (with provincial school boards or other organizations) project funding. The projects must include one of five yearly priorities, the 2012-2021 priorities are:

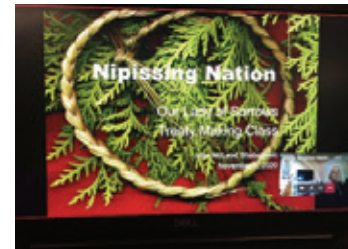


1. Enhancing opportunities for the engagement and participation of Anishinabek students, families, and communities to support Anishinabek student success and well-being.
2. Increasing knowledge and understanding of Anishinabek histories, cultures, perspectives, languages, and contributions (“Bimaadziwin”) 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.

This year NFN submitted one proposal in partnership with Nipissing-Parry Sound Catholic District School Board and Our Lady of Sorrows School, where a high population of NFN students attend. The project entitled, “Revitalizing Culture and Language through Innovative Strategies,” is a two-phase project. Phase one, which took place during the 2020-2021 school year, enhanced cultural teachings and Anishnaabemwin knowledge to support student well-being and achievement. The project also created a safe outdoor learning space to support land-based knowledge, Elder visits, and community engagement. Phase two would include how to properly harvest and care for medicines,

how to build a tiipii and teaching lodge, and to learn the significance of these structures.

Anishinaabemowin language relevant to the teachings being taught will be delivered and assessed and continued learning around the medicine wheel teachings and traditional ceremonial practices from this territory will be learned through Elder visits.



Through this project, 30 Chromebooks were purchased for the NSL program at Our Lady of Sorrows School to help further engage the learning in the Anishinaabe

language. Students are utilizing technology to connect to Elders, learn language, planning, group work, and for assessment strategies. Students will have the opportunity to connect with Anishinaabemowin students from other First Nations, and from other classes within the school board.

Board of Directors

The Board of Directors continues to implement recommendations identified from the organizational and governance review completed in 2020. As part of these implementation activities, Board of Directors Communiqués will be shared with the PFNs that summarizes business conducted at each KEB Board of Directors meeting. You can view the communiqués at aes-keb.com/board-meetings.

There are four sub-committees of the Board of Directors: human resources, finance, education services, and ad hoc governance.

NFN is proud to have two members represented on the AES Board of Directors: Phyllis Anderson and Marianna Couchie.

Regional Education Council #3

NFN is part of Regional Education Council (REC) #3 where Muriel Sawyer ban, Nancy Allaire, and Fran Couchie have represented NFN in 2020-2021.



Regional Education Council Coordinators provide updates on the activities of the four RECs that include reviewing priorities, highlighting efforts, and ongoing practices and initiatives in PFNs, schools, and provincial school boards. Group discussions and sharing circles are the primary source of input at REC meetings. Recommendations and feedback collected at each meeting are critical to the implementation of the MYAP.

KEB hosted a series of fall meetings to bring together RECs



and provincial school boards. Each regional session meeting consisted of two days of meetings. The first day focused on networking and updates. The second day invited provincial school boards to join discussions on programs, services, collaboration, provincial legislation, etc. There was a positive, collaborative atmosphere at this year’s meetings and all parties were eager to learn of opportunities and partnerships. The transformation in relationships with education partners is evident. Feedback collected from these meetings is used to inform the next phases of implementation of the MEA.

Fall Meetings Report

- Relationship Building for PFNs and provincial school boards - Develop an Engagement Framework document to guide the work between the PFNs and school boards.
- To conduct a study on salary grids for teachers working in PFN schools; this has been brought to the attention of the negotiating team.

- Develop a formal strategy to address priorities identified by youth; this is on the REC regional priorities workplan. A plan for addressing youth priorities will be developed.
- Ontario Taking Bold Action to Address Racism and Inequity in Schools; Joint committee is in place – November 2021.
- To develop community profile booklet/teachers guide for each PFN (Region 3) to be used in schools. A planning committee is developed, and Fran Couchie is a member of the committee. The project is in partnership with Nelson publishing company and a researcher position has been posted to assist in the work.
- KEB to focus on leading a language strategy; and REC Coordinators are exploring the development of language teachers’ circle.
- KEB to strengthen communications through RECs. Ongoing meetings and communication will be provided.



Youth Priorities

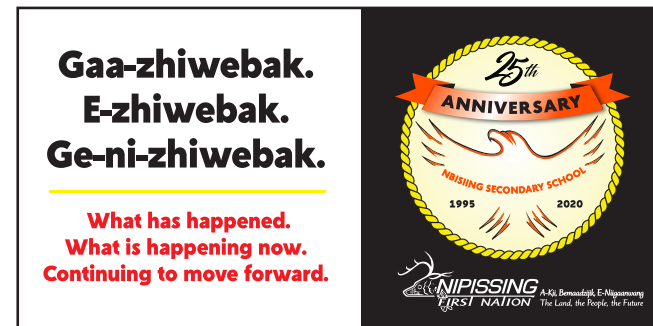
We heard from engagements that well-being for Indigenous students is about language, access to culture and traditional practices, views of the land, and self-care. Self-advocacy and determination also arose as key themes as well as feeling welcome in the schools they attend.

Nbisiing Secondary School

VISION: “Soaring to Excellence, Embracing Nishinaabe Pride”

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

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



In 2020, we celebrated Nbisiing Secondary School’s 25th anniversary!

Due to the COVID-19 pandemic, the enrolment at Nbisiing Secondary School fluctuated between approximately 69 to 80 students registered. The graduation rate was impacted this year due to pandemic-related strains, such as mental wellness, access to reliable internet and technology, study space at home, and students’ preference for in-class learning.

Throughout the unpredictability of the school year, we continued to provide our students with the opportunity to learn and grow, supported and nurtured mental health and well-being, embedded learning competencies (such as critical thinking, problem solving, creativity, and self-directed learning),

and reduced the achievement gap for students. We also continue to work closely 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.

NFN students at Nbisiing Secondary School received a donation of 18 Chromebooks from the Anishinabek Nation Social Development Department, in collaboration with the Education Secretariat Department and the KEB, to support remote learning.

Nbisiing Secondary School and the Ministry of Education completed a comprehensive school evaluation to look at the ‘six critical factors for excellence’: organization and administration, teaching staff, community, students, parents, and support services. The next evaluation will take place in 2023. Nbisiing Secondary School identified many strengths, including the strong focus on the ‘whole student’ (the intellectual, emotional, physical, social, and cultural/spiritual), the effective and caring administration, and the 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. The following 13 criteria were successfully evident at Nbisiing Secondary School:

1. A clear and focused vision for the school.
2. Resources that include strong, sustained financial investment and effective use.
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 and Respect for diversity.
10. Adequate facilities regarding 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.

Nbisiing Graduation Coach Program

We are pleased to confirm that funding for one additional year is being provided to complete the pilot phase of this strategic initiative. Over the period of September 1, 2021 to June 30, 2022, the KEB will support NFN in the operation of the Graduation Coach program. This year, the KEB will focus on learning from the pilot program and collaborating with pilot communities to conduct an evaluation of the overall effectiveness of the program.



Other ongoing focused work at Nbisiing Secondary School includes:

1. Implementing Special Education Guidelines and training
2. Conducting monthly meetings to review the school improvement plan
3. Developing school capital plan and building maintenance plan with five-year projections
4. Utilizing Knowledge Keepers and Elders
5. Building culturally responsive and relevant pedagogy

6. Increasing additional supports to the Graduate Coach program and the Aboriginal Children’s Health and Well-being Measurement tool (ACHWM or Anish Naa Gegii)
7. Dedicating a space for programming and mental health supports
8. Increasing technology supports
9. Implementing data system
10. Developing a surplus plan and priority list
11. Sharing professional development and training for staff
12. Serving students in-class and remotely during the pandemic
13. Checking in with students and staff during remote learning, providing wellness resources that includes beading, journals, art/colouring, and smudge kits.
14. Hosting Elders remotely to support curriculum



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.

We celebrated Nbisiing’s 25th Anniversary in 2020!

Nbisiing Secondary School has graduated 352 students since it opened in 1995!



The 2021 Continued Learning Summer School Program at Nbisiing focused on recovering credits to close some of the gaps created by the continued COVID-19 challenges we faced in Education as we moved between in-person and remote learning platforms this year. The goal of this program was to offer students the opportunity to complete missed credits and ensure Nbisiing students were 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/Earned
2021	25	38
2020	32	38
2019	22	55
2018	21	45
2017	16	39
2016	19	28
2015	7	22

NBISIING GRADUATES 2021



In-Person blended with Virtual Learning



This school year was a unique experience with the movement between our in-person and virtual learning platforms. Although everyone in education had limited ability to provide extra curricular and outside of the classroom experiences due to COVID-19 restrictions, Nbisiing was able to provide some land-based and virtual experiences for our students this past year.

Canadore College - Kikandaaswiwin Mooskiisin

Indigenous Coding and Beading and our Communications Technology Course

Nipissing University - Wiidooktaadwin

The grade 12 students had the opportunity to participate in Wiidooktaadwin in partnership with Nipissing University. Although working online was a challenge, the students engaged in several cultural activities that included the Seven Grandfather Teachings and the making of several traditional crafts.



Protecting our Eyes

Blue Light Blocking Glasses were purchased for Nbisiing students to reduce headaches and strain on eyes during our virtual learning periods.

Nbisiing staff and students were grateful to have had the opportunity to visit Elder Larry McLeod’s sugar bush in March to collect and understand the process of turning maple water into maple syrup.

Students had the opportunity to choose their own trees to tap and start collecting sap. Larry also offered Nbisiing a teaching on the sugar bush and maple syrup after the field trip via Zoom.

Chi-miigwech to Larry McLeod and Virginia Goulais for their support and teachings.

Student Wellness Kits

These kits were prepared by our Wellness Lead and Student Success Teacher. Students chose between beading, journaling, colouring or smudge kits and the kits were delivered to their homes during our Virtual Learning period.



Employment & Training

Local Delivery Mechanism (LDM)

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

- Resumé 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
- Training, Workshops & Career Fairs
- Assistance with EI applications (regular or special benefits) and CPP applications (disability, early retirement, survivors, old age)

Employment & Training Statistics 2020-2021

Employment & Training Unit has faced many challenges due to the COVID-19 pandemic this past fiscal year. Despite these challenges the program was still able to work with and sponsor many clients to participate in online and in-person training programs when possible. These are the sponsorships that were approved and completed in the 2020-2021 fiscal year:

The programs that our Employment & Training Department delivers are similar to the third-party deliverers in the mainstream like Service Canada/ Human Resource Development Canada, Employment Ontario and Youth Employment Services.

3	Electrical Tech Pre-apprentice	3	Real Estate Sales
1	Game Design	1	Addictions Studies Indigenous Focus
1	Electronic Tech	3	RPN's
1	Welder Fabricator	1	CRA Personal Tax Appeal
5	Line Ground Crew Support	1	RN
1	Social Worker	4	Employment Start Up
1	Arborist Apprentice	1	Office Administration
1	Tourism	1	IT Internship
2	Class A/Z and D/Z	1	LMI Skills Inventory Data Clerks
1	Business Admin	181	CERB, CRB, EI Applications, Inquiries, Client Assistance Requests
1	Court Worker		
1	Police Constable		

The programs that our Employment & Training Department delivers are similar to the third-party deliverers in the mainstream like Service Canada/ Human Resource Development Canada, Employment Ontario and Youth Employment Services.

Stewardship Youth Rangers/Junior Rangers - 2020

The Junior Rangers program is offered in partnership with the Ministry of Natural Resources and NFN Employment & Training. The Rangers are a team of four high school students and a team leader.



The youth who participate in this program acquire valuable skills and knowledge about the environment, wildlife, fish and about the natural resources. They gain a valuable experience in protecting and sustaining the precious natural resources we have for future generations to come.

Due to COVID-19, the program had to be suspended and hopefully will still be available in the future. This program has proven to provide valuable experiences for youth, some of whom decided to pursue post-secondary studies in biology and other related programs related to natural resources.

Indigenous Labour Market Information & Skills Inventory Database

During the past fiscal year, we had a team working to collect valuable data from members 15 years of age and older to inform our labour market & skills inventory database. We have had over 400 people participate in the survey, and ask anyone who hasn't yet completed it to consider doing so. The data collected is held in strict confidence and is used to compile accurate statistics about education levels, age demographics, employment, etc. This program will be ongoing for the next couple of years.

Congratulations

We would like to congratulate all members who have completed their training programs. We would especially like to congratulate the five members who completed the Line Crew Ground Support Worker program and Arborist Apprenticeship. Upon completion all have secured full time employment with Hydro One and other employers. In addition, we also saw a police officer graduate, as well as several members also secure full-time employment in the medical field, including one RN and three RPNs. We wish all the very best in their endeavors.

Contact our office to find out how we can help!

Tom Lambert, Employment & Training Manager
705-753-6985 or thomasl@nfn.ca

Nipissing Nation Kendaaswin (Library)

CURRENT STATUS:

Due to the pandemic, our Kendaaswin (Library) remains closed to the public until further notice. Once NFN begins reopening its offices and facilities to the public, we will adjust our services to fit our role in the plan. Despite our closure, we still offer curbside services for books, movies, photocopying and printing. Contact randyp@nfn.ca for any services you may need.

Library Services & Collections

- Wireless Internet (WiFi)
- DVDs & Blu-Rays
- iPads
- Play-a-ways
- Novels, magazines, instructional materials • Driving Training Manuals
- Photo Digitization
- In House Movie showings
- Ancestry, Family Trees & Community Pics
- Children's books, videos & Toy room

The NFN Kendaaswin offers six desktop computers and four Apple computers. These are equipped with Microsoft Office using the following programs: Word, Excel, & Powerpoint. We also have one computer with Microsoft Publisher. Our seven iPads are also available for use. Many of these computers are used for online games and social media as well as educational games and learning applications. We have printers and a fax machine available for a small fee.

We are pleased to offer opportunities for NFN members to digitize their photo collections. This will ensure your photos will always be available and have their own electronic backup. This can eliminate the need to keep physical copies of your cherished memories

and view them solely on your computer screen. We also encourage our community members to share their photos so they can be added to the NFN community collection.

Our Kendaaswin offers library cards that can access materials from both Nipissing Nation Kendaaswin and Nipissing University. We can also provide online access through a smart phone app. Visit our Kendaaswin today to learn how to get a library card of your own and how to access all of our materials.

Library Programs & Learning

Homework Assistance Centre for Kids (H.A.C.K.)

The HACK program runs Monday-Wednesday from 3:30pm-5:30pm and it operates during the school year, September to June. This is for grade school children who require assistance with homework and assignments. Educational applications are also offered to further challenge our young minds of Nipissing. This program is run through the Education department with the assistance of Nipissing Nation Kendaaswin & NFN Recreation.

Children's Integrated After-School Program

NFN Kendaaswin has continued its working relationship with the Native Child Welfare program to offer weekly after-school activities. This program runs Thursdays from 3:30pm-5:30pm and also runs during the school year September to June. This program provides literacy and recreational activities.

Adult Education Program

NFN Kendaaswin works with NFN Education and Ontario Works to provide the Adult Education Program. The NFN Kendaaswin houses this program that provides services that enable mature students to obtain their GED credits and secure their transcripts.

CONTINUED PARTNERSHIPS

NFN Kendaaswin – Native Child Welfare (NCW) – NFN Recreation (NFN Rec)

Our Kendaaswin has begun a new partnership with Native Child Welfare and NFN Recreation to provide programs and services to NFN youth aged 6-17. The youth are split between two age groups: 6-12 years old & 13-17 years old. Our three departments work together to support each other's goals to provide safe, cultural spaces for our youth to engage in literary, culturally safe, educational and recreational opportunities.



Our collaborative efforts include craft & computer nights, teen nights, movie nights, youth excursions and fundraising. We also partner to offer outdoor activities that include fishing derbies, bike rodeos, baseball games, hiking adventures & other outdoor activities.

In October 2020 we hosted an outdoor movie night. We had approximately 20 cars with kids and they enjoyed Casper with snacks and giveaway items. We hope to continue this program this year with additional opportunities.

Blue Sky Librarian's Group

Our Kendaaswin is a member of the Blue Sky Librarians' Group that meets monthly to review opportunities offered through the province and provincial bodies of funding. It helps our Kendaaswin stay up to date with things that are happening around the province and can provide some guidance in acquiring new opportunities for Nipissing Nation.

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

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 (includes grass cutting service for NFN seniors 65+).

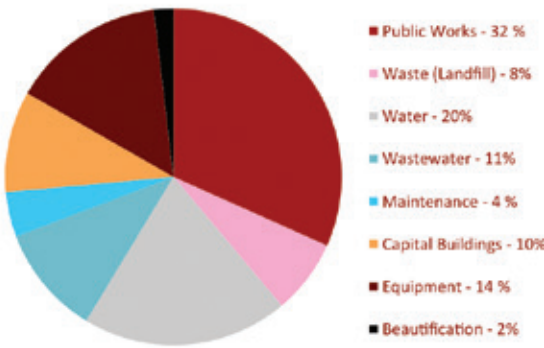
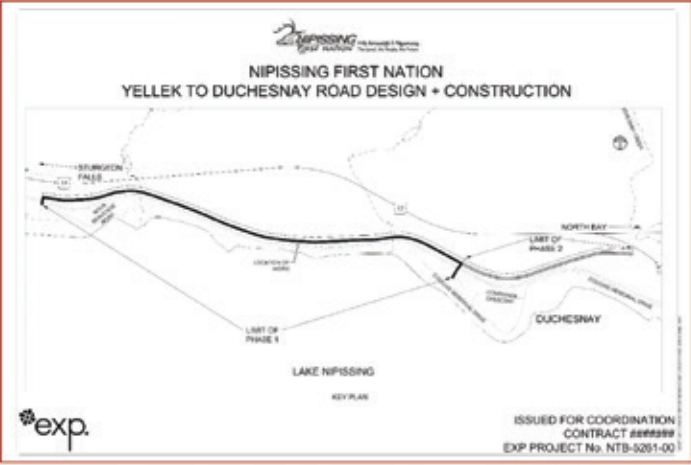
We assist with room bookings for staff meetings and community events in Garden Village and Duchesnay. We also provide seniors' snowplowing and grass cutting services which serve approximately 90 senior members living in NFN.

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 10+ year work plans, while managing multiple budgets.

We employ an additional 12 workers for the seasonal Beautification program, which has created over 75 jobs since 2015.

This fiscal year brought unexpected challenges due to the pandemic. Our dedicated departments did their best to meet the needs of NFN community with the support of a skeleton crew and limited hours. A special thank you to NFN staff for their ongoing dedication, for following Public Health guidelines, and for ensuring the safety of our NFN members.

We experienced many delays, including limited supplies, slow orders, and restrictions in place due to COVID-19. Some program goals were accomplished however, others were carried to the new fiscal year.



Project Updates

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

Working in partnership with Human Resources department and Nibisiing 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 \$201,353.00 to support NFN youth in the following areas:

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

2020-21 Community Infrastructure Work Plan

During the 2020-21 fiscal year, the Community Infrastructure work plan identifies the following ongoing projects:

Infrastructure Planning for NFN

- NFN Water & Waste Plan – Duchesnay and Yellek
- Future water connection will be from the City of North Bay

Development of Community Road Connection

- Yellek to Duchesnay Road Construction
- Ongoing

Public Works / Gwajjiing Nokiiwin

Our staff maintains over 55 km 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 2020-21, with more to come next year.

2020-21 Public Works Work Plan

During the 2020-21 fiscal year, the following items in the Public Works work plan were either ongoing or completed:

Brushing and Cemeteries

- Garden Village New Cemetery Open
- Built structure for storage completed. Open to the public
- Cemetery Service
- Maintenance and burial service for NFN members completed

Roads

- Sweetgrass Road
- Gravel lift completed
- Landfill
- New gate installed for landfill completed
- Ojibway Road Way Signs
- Stop signs is 95% completed
- Nova Beaucage
- Fix turning radius to dock, add chevrons, gravel lift and move culvert completed
- Semo Road
- Brush ditches and clean out completed
- Lawrence Lane
- Brushing and gravel lift completed
- Serenity Lane
- Paving options to be explored is ongoing
- Couchie Memorial Drive
- Pot holes and repair shoulders is ongoing
- Beaucage Park Road
- Added chevrons at corner and brushing completed
- Couchie Industrial
- Repaired asphalt in heavy traffic areas

By-Laws

- Snow Bylaws (with By-Law Committee)
- Municipal drainage policy is ongoing. Improve communication with briefing notes provided to Chief and Council for review.

Public Works Building

- Garage
- Apply spray foam installation inside garage is ongoing
- Building Expansion
- Explore options is ongoing



Yellek Intersection Paving



New Landfill Gate



Duchesnay Road Paving

Waste Management / Aanji-Aapichitooyang

- Introduction of the online NFN Waste and Recycling App: The app provides the community with reminders for waste and recycling pick up days and includes a resource named Waste Wizard for the community to search how their recyclables need to be sorted.
- Composting Pilot Program: We have been able to provide 42 NFN households with a backyard compost bin. Organic waste contributes about 35% of our total waste deposited into our Landfill. Composting can reduce this number and extend the life of the NFN Landfill site.
- Began construction of the new NFN Landfill Hydro Line to provide electricity to the Landfill, Household Hazardous Waste Depot, and for possible future development.
- Began construction of the new NFN Household Hazardous Waste Depot to provide a more convenient and efficient service to NFN community members.
- Development of the NFN Recycling depot at the NFN Landfill to provide recycling services to the NFN households that are not captured through curbside pickup, and to provide a convenient option for all NFN community members to divert waste from our Landfill.
- Purchased a new bulldozer with waste management package to improve waste management practices at the NFN Landfill.
- Purchased a larger woodchipper to use at the organic yard waste depots and landfill to assist with compacting wood waste and extending the life of our landfill.

2020-21 Waste Management Work Plan

During the 2020-21 fiscal year, the following items in the Waste Management work plan were either ongoing, started or completed:

Waste Collection (Landfill)

- Work with Tribal for Waste Management Plan
- Prolong landfill life is ongoing
- Promote Recycling Upgrade Options
- Online NFN waste and recycling app was completed
- Composting Program
- Business fees/rules and list of items not picked up was completed
- Hazardous Waste Depot & Equipment Building
- Started construction of new building to hold HWD and equipment
- Landfill Hydro Lines
- Construction of new NFN landfill Hydro line had begun
- New Bulldozer
- Purchase of a new bulldozer for landfill was completed
- Landfill Closure Plan
- Developing a plan for Landfill future closure was started
- New Wood Chipper
- Purchase of a new wood chipper for landfill was completed



New Waste & Recycling App



New Bulldozer for Landfill

Water & Wastewater Management

- Increased ISC funding to enhance operations and maintained funding for Water/Wastewater systems
- Source Water Protection Plan (SWPP) draft completed by Special Projects Coordinator
- Received \$25,000 from FNWWAP for additional water testing and educational programs
- We have been meeting and exceeding federal government wastewater reporting requirements since 2013
- We have two Level 2 Operators, one Level 2 Operator 1 Wastewater Level one

2020-21 Water & Wastewater Management Work Plan

During the 2020-21 fiscal year, the following items in the Water & Wastewater Management work plan are either ongoing or completed:

Water Treatment Plant O & M

- Water Treatment Plant O&M - Completed
- 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

Maintenance

2020-21 Maintenance Work Plan

During the 2020-21 fiscal year, the following items in the Maintenance work plan were all completed:

Maintenance Expand Development Plan

- East & West maintenance to cover all NFN buildings. - Completed
- Repair draining manhole in lot by the kitchen. - Completed
- Provide janitorial and maintenance service to all buildings. - Completed

Capital Buildings

2020-21 Capital Buildings Work Plan

During the 2020-21 fiscal year, the following items in the Community Buildings work plan were either ongoing or completed:

Building Services

- Signs and stations for walking trails - Ongoing
- Dismantle Christine Lane Old Community Hall - Completed

Enhanced Services for Seniors and the Community

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

Equipment

2020-21 Equipment Work Plan

During the 2020-21 fiscal year, the following items in the Equipment work plan were either ongoing or completed:

Purchases & Repair

- Two ¾ Ton Trucks for Seniors Snow Plowing - Purchase completed
- Clean and paint, repair older equipment. - Ongoing

Beautification (& Maintenance Crew)

The Beautification project employs NFN members who may face barriers or challenges in obtaining employment and provides valuable on-the-job training and experience to prepare them for future opportunities.

2020-21 Beautification Work Plan

During the 2020-21 fiscal year, the following items in the Beautification work plan were all completed:

Complete Maintenance and Repairs to NFN Public Spaces

- NFN Traditional Pow Wow Grounds - Completed
- Community Parks & Beaches - Completed
- Cemeteries - Completed
- Public Beaches - Completed
- Community Beautification - Completed
- Repair Playgrounds - Completed
- Recreation Maintenance and Repairs - 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 Ontario Building Code.

- **\$7,447,319** borrowed through the NFN On-Reserve Housing Loan program since 2005
- **\$11,004,625** borrowed through the RBC On-Reserve Lending Program since it started in 2005
- **Caisse Alliance** is happy to be involved with NFN to provide members with another housing loan or mortgage option. We look forward to this new partnership.

Over the past years the Housing Department has provided the following programs and services which assisted First Nation members with their housing needs:

CMHC Residential Rehabilitation Assistance Program (RRAP Grant)

Through the CMHC RRAP Program the Housing Department has assisted First Nation members with repairs to their homes to bring the units up to Ontario Building code standards. The total amount of funds approved through this program to date is **\$1,863,908.89**.

NFN Repair Loan Program

This program was developed to assist First Nation members with funds to complete repairs to their homes for emergency purposes. Many members through the years have accessed this program to upgrade their home with necessary repairs and renovations.

Seniors' Minor Repair Grant Program

This program is open to senior members who are sixty years of age and over. This is a grant to a maximum of **\$8,000.00** to make necessary repairs or upgrades to their home. A total of 28 grants were approved and completed in 2020-2021.

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

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

The **Beautification Program** was implemented in 2018. The Housing Department reimburses up to \$100 to tenants who beautify the property with flowers or garden plants. Interest in this program increases every year.

Preventive Maintenance

- Be Proactive
- Modernize apartment 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 into this luxury item. This fee covers the costs of maintaining the system.



Seniors' Complex Update

Mailbox relocation (attached to building) provides easy access for our elders to retrieve their personal mail that ensures safety measures are priority.

Beautifying the seniors' surroundings provides them with colourful flowers and shrubs that they can enjoy during the summer season.

The modernizing of a few of the seniors' units was completed with refacing existing cabinetry and flooring in some of the apartments. Upgrades to appliances are ongoing as needed.

COVID-19 did not stop our annual Christmas Dinner in 2020 as presents and dinner were delivered to their door this year! The smiles and gratefulness were a blessing in return. We are hoping next year will allow for some fun social interaction for all.

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.

The Nipissing First Nation Fire Department currently has 38 Firefighters serving the three Fire Stations and trains 2 times per month at each station. We provide various types of training, including tactical fire suppression exercises and equipment maintenance. Future training will include Wildland Firefighting and Medical Training for our Firefighters to further their skills and to able to offer more assistance to our members.

NFN has established a Wildland Fire Agreement with MNRF to fight Wildland Fires on NFN Lands which creates revenues for the Fire Department. Part of this agreement includes two sets of Wildland Fire Equipment, which was funded by Indigenous Services Canada to support us in Fighting Wildland Fires. Training will also be provided to our Firefighters by the MNRF with no costs to NFN.

With Trust Income Revenues, we purchased a new 2020 Fire Pumper which is stationed at the Duchesnay Firehall as the Fire Pumper at this station was no longer able to service this area.

For the year of 2020-2021, Nipissing First Nation Fire and Emergency Services has responded to 20 calls within the Boundaries of NFN, including 9 Brush/Grass Fires, 4 Structure Fires, 1 Gas Leak, 5 Carbon Monoxide/Fire Alarm Calls, and 1 Landfill Site Fire.



GOAL #5 – Stewardship & Protection (South)

Land Office

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

We would like to update the membership on some projects that are ongoing. Again, COVID-19 has impacted many projects. Here is what we have to share with you:

Specific Agreement – ATR Unsold Lands: The ongoing Implementation Stage of the 1995 Specific Agreement requires surveys of Schedule I lands to be completed which is anticipated to take a couple of years, Environmental Assessment update of lands being returned, and 3rd Party Access Notices are to be finalized. There are ongoing monthly meetings with ISC representatives.

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 ministry is currently working out an issue with the condition and use of the private road required to access the disposal site. Once the access issue is resolved, the ministry intends to recommence the tendering process with Nipissing-Miller as soon as possible.

MTO Highway 17 Refurbishment Project: MTO plans to refurbish a section of highway 17 from Gormanville Road, North Bay to Laronde Creek and replace the Laronde Creek bridge. This requires land from NFN. This will require consultation with the membership and community approval in the form of a vote. This project was postponed to 2022 due to COVID restrictions.

NFN at Rainbow Concrete Industries: Nipissing Nation Land office engaged the services of Dentons Law Firm to file a Motion to Dismiss for Delay the long outstanding court case commenced by Rainbow Concrete Industries in 1997. On March 5, 2021 the Motion was successful resulting in the money we were

ordered to pay into court being returned to NFN along with interest.

Membership Clerk: Randy McLeod was hired as Lands/Membership Clerk on May 3, 2021 and is currently undergoing a 6-month probationary period. Randy replaces Juliette McLeod who retired on March 31, 2021. For any membership related information, please contact Randy McLeod.

The Nipissing First Nation Land Office Proposal for the Identification, Review and Resolution of Legacy Issues Project: With the funding received, this project surveyed 214 lots including access roads. It also contributed to the ongoing project of replacing wooden crosses with steel ones and new name plates in our cemeteries. To date, 95% of the 300 grave markers needing replacement have been completed. When you compare the wooden crosses with the new ones, the new grave markers make a remarkable improvement. The plan for next spring/summer is to place new grave markers at Frank's Bay Cemetery. We also purchased a Ground Penetrating Radar to assist in location graves in the Cemeteries as needed.



Frank's Bay Cemetery



Garden Village (main) Cemetery

Replace faded NFN Hwy signs: The Lands team together with Genevieve Couchie, is working on a design for new NFN highway signs that are faded. The design and message require approval of Chief and Council. The installation of the new signs is expected to be completed by the end of 2021.

Land Law Development: The Lands Department has been hard at work with the Lands Committee to revise and update the Land Code and the Matrimonial Real Property Law. These two laws are in the process of having Nishnaabemwin translations for key terms.

These are major laws with the Matrimonial Law requiring community consultation and Community Approval before enactment and the Land Code requiring a Ratification Vote. We hope to be able to start the consultation process in relation to these two key laws in the late fall of 2021.

Archeology Summer School: The Archeology Summer School was cancelled for summer 2021 due to COVID-19. In its place, we hired 6 summer students to take part in a two-week online course offered by the Ontario Archeology Society and led by a member of Nipissing Nation, to learn how to properly monitor archeological projects taking place within our territory. These students will receive a certificate upon successfully completing the course.

Membership Statistics: The chart depicts the overall population of Nipissing Nation Members who live on-reserve by community and also gives the total living off reserve:

Community	Male	Female	Total
Beaucage Subdivision	14	7	21
Beaucage Village	3	10	13
Duchesnay	105	85	1905
Garden Village	239	234	473
Jocko Point	6	4	10
Meadowside	11	8	19
Mosquito Creek	3	3	6
Off-Reserve	943	1,096	2,039
Paradise Point	4	6	10
Serenity Lane	7	11	18
VLA	6	3	9
Yellek	89	97	186
Total	1,430	1,564	2,994

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 & Estates and Power of Attorney: Annual Reminder: When you turn 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, or 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.

Hunt Camps: Annual Reminder: NFN Land Office is plotting all known Hunt Camps on a map of Nipissing First Nation for safety reasons. There may be some that are not known to us and we ask that you contact Joanne Gibouleau, GIS Technician, in our office to register your camp by way of completing a Hunt Camp Land Use Permit Application. You will be asked to provide a GPS reading of the location of your camp. This information will also assist should the need arise for Emergency Medical Services to find you.

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

Randy McLeod, Lands Membership Clerk at randym@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 are to promote sustainable harvesting, awareness of issues being faced by NFN and to provide recommendations to Chief & Council on various resource issues.

Memorandum of Understanding (MOU)

Our working relationship with the Ministry of Natural Resources and Forestry (MNR) continues. The NFN Natural Resources Department made positive strides with our management activities with the support provided through the MOU. The MOU does not degrade, derogate, revoke or diminish existing Treaty Rights. The ultimate goal is the recovery of the Lake Nipissing walleye population. Some highlights of how the MOU benefits NFN include:

- Implementing Nipissing Nation Fisheries Law and Regulations
- Nipissing Nation Fisheries Law and Chi-Naaknigewin recognized by the Government of Ontario
- Upholding our values and principles of sustainability as reflected in Chi-Naaknigewin
- Financial support for training, employment and assessment needs
- Technical support to assist with fisheries management

Compliance

Our Enforcement Officers continue to be committed to the protection of our Natural Resources and work to raise awareness of our Fisheries Laws/Regulations with the general public and with NFN members. As part of their role as Enforcement Officers, continued training



takes place to ensure they receive essential skills necessary to carry out their duties safely.

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

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

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 (MNR) 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

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

The Department is engaged in forestry planning. The main goal is to take inventory of trees within NFN Lands and to include silviculture (development and care of the forest). Some good forestry practices include timing, wildlife habitat protection, buffers, tree marking, location of tree harvest, cutting and felling, minimizing impacts when crossing streams, to minimize number of stream crossings, and cleaning equipment to prevent the spread of invasive species. NFN’s Forestry plan also includes overseeing the Sustainable Forestry Licenses (SFLs) within NFN lands while working with Nipissing Forest Resource Management (NFRM).

Environmental Protection

NFN hired an Environmental Officer in October 2020. One of the main goals of the Environmental Officer is to oversee Ecological Land Classification (ELC) mapping.

ELC is an important component when managing lands; it provides a baseline of ecological areas when land-use planning and monitoring for environmental protection.

Environmental Protection includes filling knowledge gaps within the Lands & Natural Resources Departments. Some examples from the past year include: the development of a Moose Monitoring Program, a Water Sampling Program, Development of a Climate Change monitoring plan and assisting with logistical concerns regarding infrastructure and research as they impact the environment.

Shoreline Assessments & Permits

Shoreline permits continue to be issued to residents (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.

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
- Curtis Avery, Environmental Officer
Ext. 1290 | curtisa@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.

It has been a year of many changes to the human race and mother earth worldwide. The humans had to retreat to their wigwaamag for a time, and we are just starting to venture out once again, cautiously. Mother Earth, however, had the blessed opportunity to breathe for a while and remind us that she is here too, housing and providing for all of us. For many, this was a reminder to slow it down a bit and consider others, and how we are all interconnected.

Although we were off to a very slow and uncertain start to our year, we did manage to pick up the pace as the year went on, and familiarized ourselves with Zoom and Teams, and were able to host meetings, gatherings and workshops with our people very successfully. Whereas when we were gathering in person, people off-reserve were not able to attend, Zoom created the opportunity to include most people, but not those who were not online. Either way, we worked with what we had.

Nbisiing Culture & Language Strategic Plan: Chief and Council have approved the plan to begin a pathway to reclaim our language, culture and heritage. This plan is created under the direction of community consultations on and off reserve, locally. The plan is led by 4 quadrants: Nishnaabemwin, Culture, Heritage and Spirituality. We are now in the process of working on mobilizing the Nishnaabemwin portion of our Nation's Plan.



Here is our year, at a glance:

Culture:

We hosted some online workshops to keep building our knowledge base of culture. Some of the workshops were:

- Traditional Mshkiki with Joseph Pitawanikwat. Joe is a knowledge carrier leader in knowing our mshkiki, their scientific and traditional information. An excellent facilitator. This was done in collaboration with NFN Withdrawal Management team.
- Cultural Arts: Woodland Regalia Making Series with Tracey Larochelle. Registered participants created male and female regalia, according to their needs; we also had a very high turnout for making Cree style moccasins with a tanned hide vamp; mitts, ribbon skirts, beaded lanyards, birch bark bowls and children's moccasins.
- Food Security: One lesson we learned during the COVID experience was to become more food secure and to take responsibility to learn to grow our own food. We held many draws for garden boxes, and garden tools and equipment.
- We also provided kits and held participation contests for children to create wind chimes, bird feeders, and other activities using raw materials found outdoors.
- We hosted workshops regarding various traditional teachings.

Please feel free to send us any historic photos you have of NFN events, families, heritage places, Nipissing Warriors hockey throughout the ages, any documents your may have, photos of artifacts held within your family. These can be sent to randyp@nfn.ca.

Nishnaabemwin:

- We did start off the year with some online community classes but attendance was very low, likely due to the times we were in, and at this time we are working to host more in the near future.
- We have been hosting some monthly Nishnaabemwin storytelling events with our fluent speakers. Our fluent speakers have a lot to share with us in language and sharing the history and culture through storytelling.
- We continue to offer translations within our organization and for assistance to our Nishnaabemwin teachers. Organizations and individuals can request from us, names of fluent speakers who can be contracted for translations of documents, etc.
- We continuously build our resource base of Nishnaabemwin documents and recordings that will all eventually be loaded onto Nipissing First Nation Kendaaswin website (NFN Library).
- This year we celebrated a really awesome Virtual Pow Wow, because we were not able to gather in public. Our organizer Mindy Lariviere, did a fantastic job pulling this pow wow together, bringing the community together, along with other First Nation visitors and the general public. Approximately 3000 have viewed or participated with the pow wow. We are including some photos. Our MC Bob Goulais and Elder Perry McLeod Shabogesic worked famously together sharing a lot of knowledge and humour. Our videographer Sara Cornthwaite created a beautiful artistic cumulation of dancers ahead of the pow wow, and the small group that was allowed to be on site. Your will enjoy the memory that was created.

Our pow wow can be viewed at:
<https://www.youtube.com/watch?v=F8V1Zk4cPTs> .

Heritage:

In the area of Nbisiing Heritage, we do have a lot happening. We have just added the Heritage sector to our Culture Centre. These are the projects we have in progress:

- Updating our portable Heritage Displays. The purpose of creating these displays is to highlight our history in a truthful way, minus the outside perception placed on our history. Some of the displays include: A timeline from time immemorial to present; Nbisiing Veterans; The Nipissing Warriors; Cultural Arts in history; Nbisiing Notables, Lifestyles through the ages; Lands, etc. We are updating these panels, including heritage objects or each panel. We are also having display signs and posters made to organize and highlight our material. A travelling museum of sorts.
- Gaa Baa Kidwad Nbisiing: a book being written of the Nipissings. Chapters 1 and 2 have been edited by community elders, fluent speakers and knowledge keepers and are submitted to the publisher. Chapter 3 editing is in progress.
- Membership with our research alliance with GRASAC (The Great Lakes Research Alliance for the Study of Aboriginal Arts & Cultures).
- The Nipissing Warriors Documentary has been fully translated to Nbisiing dialect, and incorporated into the documentary, in collaboration with Regan Productions and led by Muriel Sawyer ban. Education curriculum is being created from this documentary also.
- Recovering Voices Project with GRASAC. We will be creating a presence in our work of the 27 Nbisiing objects being held at the Smithsonian Museum in Washington DC, and creating online focus groups within NFN to discuss and learn of these objects. We will likely incorporate holdings from other museums as well.
- The Carnegie Expedition Project had just been started at the end of the fiscal year. This project is in its beginning stages. Working with the North Bay Museum, Dokis First Nation and the Carnegie Museum of Natural History, we will create a travelling

exhibit of research and highlighting the lives and contributions of Nibisiing Nishinaabeg guides by centering the story of the Pittsburgh's Carnegie Museum expeditions and its collections from a Nibisiing perspective.

- The Lake Nipissing Beading Project is another project we are working on being led by Nipissing University researcher Kirsten Greer. This project includes both Nipissing and Dokis First Nations. A speaker series of six workshops was held online featuring such topics as beading styles, the history of cultural arts at Nibisiing, and also focusing on Nibisiing notable, Josephine Beaucage. She has a very interesting story that you can find on NFN website along with other historical documents.

Communication:

Our culture center manages four Facebook pages:

- Nibisiing Nishnaabemdaa – for our Nibisiing dialect, events and information
- NFN Culture & Heritage Events – Events and information
- Nibisiing Heritage – A new site to share history and heritage of our nation
- NFN Annual Traditional Pow Wow

Publications we have on nfn.ca:

- 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
- Islands in the Sky – Wayne D. Bliss (Beetopeekska); illustrated by Perry McLeod-Shabogesic

- Josephine Commanda Beaucage, Ban – Joan McLeod-Shabogesic
- 28th Annual Archaeological Report 1916
- 29th Annual Archaeological Report 1917 – The Nipissings: Coming of the White Man
- Chief Semo Commanda 1828-1938
- Chief Alexander Dokis 1916 (Letter)
- Jesuit Journals
- Nipissing 1927
- Nipissing Legends of the Nipissing Tribal Indians
- Personal Recollections of Residential School

Partnerships:

To enhance the work we do and to bring in more opportunity, our Culture Centre maintains partnerships with: Nipissing University, NFN Native Child Welfare, NFN. Withdrawal Management Program and the Education Department.

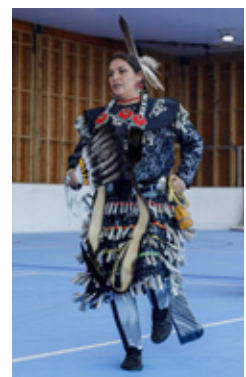
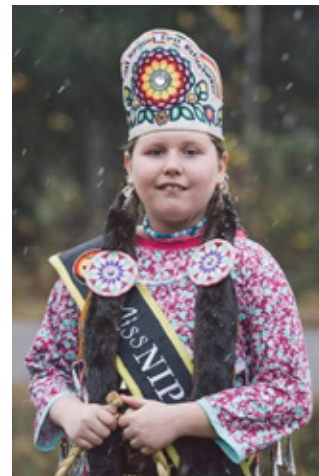
Contacts:

Glenna Beaucage, Enaadziwin Eniigaanzid (Culture & Heritage Manager) | 705-753-2050 ext. 1232

Mindy Lariviere, Eniigaanzid Enkamgak (Cultural Events Coordinator) | 705-753-2050 ext. 1260

Randy Penasse, Niigaanzid Kendaaswin (Librarian) 705-753-2050 ext. 1231

Gail McLeod, Culture & Heritage Clerk 705-753-2050 ext. 1284



GOAL #7 – HEALTH SERVICES

There is no doubt that we will look back on this period in wonder that we continued to offer the level of programs and services we did amid a global pandemic. At the start of this fiscal year (April 2020), NFN was in office closure and there were too many unknowns about this new virus we now call COVID-19. As we reflect on what transpired in 12 months, it truly became an effort by all to keep this community as safe as possible. Who knew that we would be staying apart to stay well, covering up our smiles and cleaning our hands all the time? We did what we had to do, and so far, we have gotten through safely.

NIPISSING FIRST NATION - FOOD SECURITY

With the initial lockdown of the COVID-19 pandemic, Nipissing First Nation quickly moved to plan and offer safe delivery of food, locally, to Nipissing First Nation community members. The program was set up and operational by the week of April 5th, 2020, with the objective to offer a food security program focused on safety for all (not based on income) that would increase the likelihood that local, and on-reserve NFN household members could remain safely at home during the lockdown. Additionally, the program created job reassignment opportunities for NFN staff during office closures in positions that were not suited for work from home measures.

The following departments or programs were involved by contributing or by offering staff to assist with the overall operations of the food security program: Nbisiiing Bus Lines, Nbisiiing Secondary School, NFN Health Services, NFN Social Services, NFN Child Care Centres, NFN Administration and NFN Facilities.

Food Security Statistical Information:

- More than 800 people were served
- More than 1,600 food deliveries took place

- The highest number of orders in one week totaled 272 households
- The program was operational from April 5 to June 25, 2020 (12 weeks)

COMMUNITY HEALTH PROGRAM

Throughout the year, the Community Health Nurse (the CHN) sees clients by appointment or walk in for various concerns including immunizations, wellness checks, diabetes concerns, injections, blood pressure monitoring, and suture staple removal. Information materials on health topics were submitted to the newsletter, posted on Facebook, and sent via email throughout the year. These materials included information on outbreaks, sharps, memorandums of food and health product recalls, influenza virus, adult immunizations and, of course, the COVID-19 pandemic. Due to the pandemic, the Community Health Program had to adapt this past year to continue essential services and work more closely with our local Public Health Unit to ensure up to date information and a consistent approach in the interest of public safety.

COVID-19 Pandemic Response

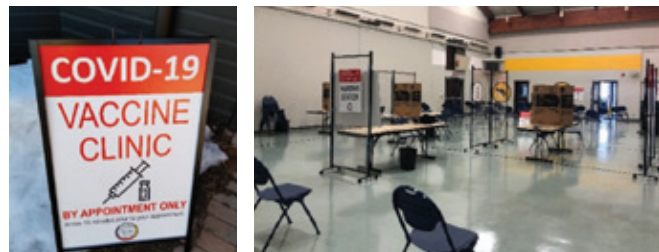
The Community Health Nurses (CHNs) were central to protecting and preventing COVID-19 in our community. The CHNs along with other members of the health team ensured people had reliable information about this pandemic through social media, mail outs, phone calls, check-ins, office audits and local business audits. As an essential service in a pandemic, the CHNs remained working on-site and conducted over 60 home visits during this period. They contacted physicians, when possible, to ensure the safety of clients so they could stay home. Even with our offices closed, some procedures needed a visit to the Lawrence Commanda Health Centre (LCHC) and 56 visits were done with full Personal Protective Equipment (PPE) protocols in place.



During this past year, our lead CHN secured enough PPE and equipment for staff and community members. In total, the CHN ordered 181,059 pieces of various PPE stock (gloves, masks, face shields, sanitizer, masks) by the end of March 2021.

As the clinical lead for the mass vaccine clinics, the CHN undertook the ordering of equipment and supplies to run large scale immunization clinics. Over 5,000 needles and syringes were in stock before the end of March.

COVID-19 vaccine clinics for seniors and essential workers who qualified for the 1st round of vaccine administration got underway in February 2021. Individuals had to pre-register for a vaccine and answer questions to assess for potential risks or contraindications and this gave us numbers to order our vaccine supply. There were 10 clinics for a total of 852 people vaccinated with 818 1st dose and 34 2nd doses given in the month of February and March 2021. Clinics were held at the Seniors' Complex, Band Office, LCHC and Nbisiiing Secondary School. The amount of advance preparation paid off with the mass immunization clinics at both the Band Office and Nbisiiing Secondary School gyms running smoothly. As appointments were booked in advance and access was controlled at the entrances, there were no long line-ups or issues with physical distancing.

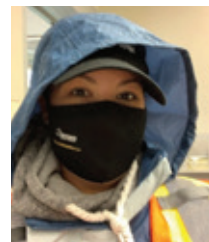


Immunization Program

Influenza (Flu) immunization clinics were run differently as we had to improvise to protect the public and staff. We opted to run parking lot clinics outside in October



and November at the LCHC and Couchie Memorial Daycare. The nursing team contended with weather issues including rain, high winds, cold and hail. While all this meant only seven influenza clinics were held



compared to 16 last year, a total of 419 individuals received a flu shot which is a 32.5% increase from the previous year when 283 flu vaccines were given. Some members have reported seeing their family doctors, Nurse Practitioners and pharmacies for their influenza vaccine.

Since students were home schooled for parts of the past year due to COVID-19 restrictions, no student immunization clinics were held at Nbisiiing Secondary School, but home visits were offered. A total of five secondary students were immunized for a total of 12 vaccine preventable diseases. Students enrolled at Nbisiiing will continue to be assessed and follow up clinics will continue in collaboration with Nbisiiing Secondary School staff. Three elementary students were immunized for a total of seven vaccine preventable diseases. As for adults, we were able to immunize four adults against a total of five vaccine preventable diseases.

Communicable Disease Control

The CHN managed 14 communicable diseases including sexually transmitted infections. For these cases, counselling and education was the main priority. Throughout the year, the CHN worked with different cases including campylobacter, giardiasis, Hepatitis A & C, ensuring clients understood the risk involved, doing contact tracing, offering counselling, and regular client follow ups.

Environmental Health

The CHN worked alongside Ray Alatalo the Environmental Health Officer from Indigenous Services Canada and followed up on five incidents involving either bites or scratches from dogs or cats. Follow ups ensured the victims sought medical advice pertaining to the wound, rabies, to offer a tetanus booster and ensured that animals undertook a quarantine period. The CHN also assisted with water sampling being available at the LCHC for clients in need of testing their water.

MATERNAL CHILD HEALTH

A Registered Nurse (RN) leads the NFN Maternal Child Health Program providing a range of supports for families in the prenatal period up to when their children are six years of age. With 2020-2021 being a unique year with the pandemic, much of the support was provided over the phone and home visits were scheduled only when necessary.

For the better part of this reporting period, the Maternal Child Health Nurse was reassigned as a Community Health Nurse to pandemic response duties.

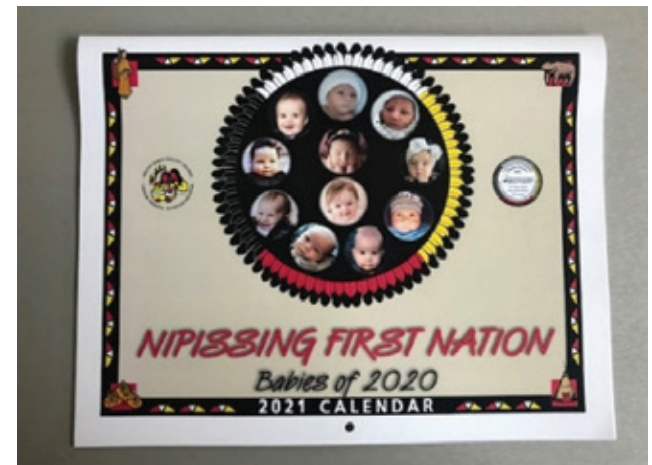
Immunization Program

The Maternal Child Health Nurse provided immunizations to children between the ages of 2 months to 6 years of age with 26 children immunizations given. The Maternal Child Health Nurse also assisted with school-based immunizations, influenza clinics as well as COVID-19 vaccine clinics where immunizations were provided.

Here are some 2020-2021 Maternal Child Health program activities:

- Prenatal classes were held as one-on-one sessions to 2 families
- 12 Baby Bundles were offered at the 1st Intake Visit with parents

- 12 Welcome Home Baby Bags were delivered to newborns
- 1 five-week infant massage program was held as a series of home visits
- 586 milk coupons were distributed during 2020-2021
- Drop-in sessions co-hosted with the CPNP program covering "Is Your Child Safe?" and "Intro to Solids" were organized as home visits for four families



Annual Baby Calendar 2020

This year's articles in the 2020 calendar were revised and updated. Calendars were distributed to the nine families who submitted their baby review and a few extras were on hand if community members requested one.

Welcome Baby Celebration Goes Virtual

Due to the COVID-19 pandemic and public health restrictions, the Welcoming Babies Celebration for babies born in 2019 was deferred. The Maternal Child Health Program took the lead in planning a virtual event for 2021 in partnership with approximately ten other NFN Programs or committees. The Health Committee is a great supporter by offering gifts to the babies, each year. This event acknowledges babies born in 2019 and 2020 and will be available in late summer of 2021.

CHILDREN'S SERVICES

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

Childcare

The 2020-2021 year was a challenging time for all due to the COVID-19 pandemic. Our childcare centres closed in March 2020 as required by the Ministry of Education. Nipissing First Nation childcare centres were among the first to reopen, as many other First Nations across the province waited to reopen until September of 2020. Locally, we were also among the first to take the steps to reopen. While we continue to offer childcare services, there have many changes to COVID-19 restrictions. The staff and management are very appreciative of the parents, children and families who have been so supportive of these very challenging times.

While operating at a reduced capacity (to allow for physical distancing), we have kept providing quality childcare to allow children to learn through play. As we continue to focus on the children's well-being socially, emotionally, physically, and intellectually, we have also been ensuring the health and safety of our families, children, and staff remain our top priority. The smaller group size has allowed us to focus much of our efforts on school readiness as well as land-based activities that many of our children love being involved in. We went on many walks through our local trails and community. Our friends enjoy being able to explore their environment and we provide the opportunities in various ways that encourage them to practice being safe while having fun.

During our annual licensing process with the Ministry of Education, we are very pleased to share that both of our childcare centres moving up the licensing

tier system. The Ministry recognizes good work by reviewing and establishing childcare centres on a tier system according to their operations, administration, and implementation of the pedagogy, "How Does Learning Happen." For the last several years, the NFN childcare centres have worked diligently to focus on all these key areas, and we are well on our way to being ranked a tier one. This is the highest ranking of the three tiers!

Staff Training

Our staff have worked hard to receive pertinent training to build on further development of our service. Staff are focused on maximizing their potential and providing quality care and education to all our children. These are some examples of training which our staff have participated in this year:

- Four Part Outdoor Learning Series
- Learning Through Play
- Land as a Teacher
- Promoting Resilience in Young Children

Program Highlights

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

Bi-gzhaadge Binoonjiiyak – Integrated Children's Program

The Bi-gzhaadge Binoonjiiyak program is offered Monday to Thursdays from 3:30pm – 5:30pm for children aged 6 – 12 years. Children are dropped off at the Holy Spirit Church location after school and picked up by parents before 5:30pm at the same location. This program is offered in partnership by the Children's Services, Child Welfare, Kendaaswin (Library) and Recreation Program.

The program regularly offers participants a combination of nutrition, physical activity and opportunity to complete homework, with assistance. All children participate in all aspects of the program. This year however, we were not able to provide the nutrition portion of the program as the offering of food was not permitted as a safety measure. Because of COVID-19, enrollment was lower and offered only to families with a need to have children attend due to work obligations. The number of children that we were open to receive was 12 but, only seven children enrolled and participated. For the 2020-2021 fiscal year, the program was only able to operate from the end of October to December 2020.

Summer Children's Program

For the summer of 2020, the Summer Children's program was not offered as an in-person program. Instead, Nipissing First Nation focused on the needs of working families as many were either off work or working from home. Those who required care for their children were provided with the opportunity to access funds to support child-minding. This allowed parents/guardians the flexibility to hire their own person/people who might be more familiar with the children and the needed arrangements of the family. The number of families/children who accessed this for the summer of 2020 was 8 families with 20 children.

Jordan's Principle

Jordan's Principle addresses the needs of First Nations children residing on or off reserve by ensuring there

are no gaps in government services to them such as mental health, special education, dental, physical therapy, speech therapy, medical equipment, and physiotherapy.

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

- Speech Services
- Psycho Educational Assessments
- Respite Care
- Dental Surgeons
- Medical devices
- Educational Devices
- Transportation Services
- Footcare
- Educational Assistant support
- Sensory-based Therapy
- Orthodontics
- Tutoring

There were eight applications made to Jordan's Principle via Nipissing First Nation Health Service for the 2020-2021 fiscal year. Noticeable changes with the funder review process are that approvals are being denied more often, they are taking longer to process (sometimes six months or more) and that families are being asked to obtain more detailed information to submit with their request. It is best to include all the details and supporting documentation with the initial application/request to avoid delays.

RECREATION

Recreation oversees the general operations of the fitness centre, gym nights, as well as the Recreation Reimbursement and the Youth Who Excel Funds. Additionally, through the Community Aboriginal Recreation Activator (CARA) program, a dedicated Recreation Activator plans and implements fitness programs throughout the year.

This year, because in-person programming was not permitted, the Recreation Activator was reassigned to various other work tasks to aid with NFN's pandemic response. The Activator assisted in the following areas: Food security, shopping, deliveries, and transportation.

In 2020-2021, 92 NFN children were served/ accessed the Recreation Reimbursement Fund totaling more than \$30,000. The fund can be accessed for the period of April 1 – March 31 for registration costs for up to **\$500/year** for each child. This is to assist families and encourage a healthy and active lifestyle. This fund is available to children who are registered band members, regardless of where they live.

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.

World Diabetes Day was celebrated on November 4th with a drive by activity. The activity was held in both Garden Village and Duchesnay to increase access. Community members were invited to stop by and answer one diabetes-related trivia question and then were provided with a World Diabetes Day kit which included a bag of wild rice with a selection of recipes, an exercise band with some ideas for easy activities and general information on eating healthy for diabetes. There were 39 people who participated.

Foot Care Services - We offered 20-foot care clinics this year and provided care to a total of 64 foot care clients. This was lower than previous years due to circumstances surrounding the COVID-19 pandemic. Services have had to be adapted and continue to run as needed.

COVID-19 Care Kits – This past year, the Diabetes Program contributed to these kits which were available to all NFN band members starting December 2020.

There were 600 kits assembled, and some items included a homemade bean soup mix, a recipe booklet made by the LCHC, and a tobacco plant starting kit with seeds saved from a tobacco plant grown in the Gtigewin Community Garden.

Seed Kits - The Diabetes Program teamed up with the Children's Services Program to offer seed kits to band members to encourage growing their own food. These kits included a selection of 9 types of seeds, a planting chart, and growing tips. There were 129 households who requested a seed kit.

Seniors' Meal Program - Starting November 2020, the Diabetes Program teamed up with Home and Community Care to provide a selection of frozen meals to elders once a month. There were 527 meal bags delivered to elders between November 2020 and March 2021, an average of 105 meal kits each month!

NUTRITION

Food Skills Programming – This year we were able to offer a few opportunities for community members to learn or improve on food and nutrition skills. In the summer we offered gift certificates to Leisure Farms so community members could go berry picking or have access to any fresh fruit or vegetables. There were 145 households who participated. For Nutrition Month, we offered meal kits to 25 households which gave the participants a chance to try new foods and/or recipes, with all the ingredients provided. We also held a food guide challenge, encouraging community members to create their own version of Canada's Food Guide relevant to NFN. As part of the Seniors' Meal Program, we provided a Nutrition Month Bingo encouraging participants to eat a variety of foods, including traditional foods, fruits and vegetables and whole grains, to cook from scratch, including family recipes, to eat with the company of others, whether it's over the phone or in person, and to add some activity to their week! There were 8 elders who participated.

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 the program was on hold for some months while other food security programs were supported due to the COVID-19 pandemic. Between November 2020 and March 2021, 138 Good Food Boxes were provided to community members.

Canada Prenatal Nutrition Program (CPNP) – There were 20 women who were 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 year group programming was limited, but we continued to provide individual education and support as needed. Eventually, Good Food Boxes and Milk Coupons continued and registrants were provided with an extension of access to this program.

GTIGEWIN COMMUNITY GARDEN

This was the fifth year of the Gtigewin Community Garden. Although this year we were not able to organize many programs involving the garden, we were able to continue to provide fresh NFN grown vegetables through garden stands and pick your own sessions. We held 12 garden stands, double that of last year, to increase access for community members, which resulted in 208 families picking up produce. We held 10 pick your own sessions, and 98 families participated. Overall, we had a decrease in number of people who accessed garden vegetables due to less programs being involved in the garden and limited times for picking your own. As for our harvest, the cucumbers did not grow well and our winter squash (including pumpkins) were not as successful as other years, whereas kale did much better, carrots were very abundant, and we harvested a fair number of apples for the first time!

This year some of our accomplishments included adapting to safe COVID-19 practices, sending in a sample of soil to find out what nutrients need to be added for next year and publishing an article in the National Indigenous Diabetes Association Fall 2020 Newsletter titled: Gmikwendaamin Gtigewin Gchi-piitendaagwag: Planting with Pride while Reflecting on our Tomorrow.

Fun Fact: Our garden produced 25 apples, 209 corn, almost 200lbs of green and yellow beans and over 4,500 carrots!

GIYAK MOSENG - THE RIGHT PATH COUNSELLING & PREVENTION SERVICES

The following are highlights of all the program areas that fall within Giyak Moseng – The Right Path Counselling & Prevention Services for the 2020-2021 reporting period. These areas including harm reduction, direct wellness services for children, youth and adults, Wiidooktaadyaang service integration for NFN and our Community Withdrawal Management Program.

Giyak Moseng - The Right Path Counselling & Prevention Services continues to see growth and development in all areas of programs to support wellness (mental health and addiction) for members of Nipissing First Nation and their families. Direct services for counselling support are offered across the life span for children, youth and adults supported by a clinical team of five, overseen by a consulting Psychologist and with access to a Psychiatrist. Wiidooktaadyaang/ Service Integration and Community Withdrawal Management continue to develop and progress as integral wellness programs as evidenced with the increased demand for services.

The entire reporting period is reflective of the efforts, accommodations, successes, and challenges that the COVID-19 global pandemic has forced. Most notably is the major shift in service delivery, going from in-person

sessions to various virtual platforms in response to the Public Health protocols (social distancing, lockdowns, closing access to physical office spaces).

The pandemic has magnified the negative impacts to wellness as we emerge from a year long period of isolation and uncertainty. Increased worry, anxiety, and low mood have been evidenced. Financial stress, limited/restricted access to programs and services in community, loneliness, grief and loss, and lack of access to comforting social norms were observable negative outcomes from the pandemic that further impacted wellness. Specific to substance use, associated secondary effects with decreased access to services, safe supplies of substances and related harms have been recognized. An observed increase in substance use in general has been observed while compounded by increased isolation, a more toxic drug supply and a lack of access to additional services that were closed or operating at reduced capacity due to COVID-19. Access to harm reduction supplies was deemed essential and weekly afternoon office hours were maintained.

Gaps in health care were particularly noticeable during the pandemic. For example, equitable access to services and resources became evident as the pandemic persisted. A waitlist for services was implemented in September 2019 following an observed spike in the number of intake requests that could not be met by the existing team. Increase in service needs was noticeable across the lifespan however, most particularly in adult mental health. The high demand for services remains significant and is not matched by clinicians able to meet the increased need for support and treatment.

The need to increase human resource capacity was recognized and recruitment for a second adult Mental Health Therapist began in early 2021 with recruitment still underway. The Administrative Assistant position also became vacant in early 2021 which caused some delays in service responsiveness for those attempting to access services. Fortunately, successful recruitment efforts (June 2021) resulted in minimal delays to services.

A *Work from Home Measure* occurred from April – June 2020 and again January to March 2021. A return to office status for NFN occurred from June–December with strict safety protocols for office spaces. Virtual platforms were immediately established for client care to include telephone and an OTN secure video platform supported by Keewaytinook Okimakanak e Health Telemedicine in Northwestern Ontario. Efforts to meet safely outdoors occurred in some situations as it was very quickly acknowledged that not all persons who utilize services of Giyak Moseng have access to the technology required for virtual connections (Wi-Fi capacity, tablet, laptop, or cell phone). In person access was at times limited due to poor weather conditions and access to safe indoor meeting spaces. Front end efforts to prepare resources for community to support overall wellness and coping during COVID-19 were completed. Information sheets on topics such as coping with COVID-19, grief and COVID-19, and videos circulated through managed social media venues of NFN were distributed broadly.

A total of 595 scheduled OTN appointments occurred, which represents a rather successful uptake for those with access to technology. OTN represents only a portion of the direct contact made with clients of the program. Significant telephone and instrumental supports took place. It is anticipated that moving forward with navigating a post pandemic space for the community will include a hybrid approach to care (in-person and virtual/phone) now that these platforms have been established.

Psychiatry consultations continued on a regular monthly basis throughout the year with a swift transition to OTN virtual connection in late March 2020. A total of 24 scheduled consultation days occurred over the fiscal reporting period with a total of 69 scheduled consultations.

Niwiidooktaadmin (Critical Incident Response Team) remains under the team lead of Giyak Moseng clinical consultant and staff. One critical incident late summer was managed within the clinical team while navigating/ensuring public health safety protocols were adhered

to. Meeting outdoors and offering a safe cultural space for those impacted by the critical event was offered by members of the team.

Culturally Based Community Withdrawal Management

The Withdrawal Management program saw continued effort with completing the clinical protocols and physical space setup of the clinic and established partnerships with existing Addiction Medicine Clinics and Pharmacy. The clinic became fully operational for members to have rapid access to addictions medicine on December 1st, 2020, with 2 part-time nurses having been hired, (1 Registered Nurse, and 1 Registered Practical Nurse) to support the medical needs of the clients.

Those accessing this program now have access to services such as transportation; appointments with the prescribing physician; internal and external referrals related to their use, and to other essential services; access to nursing care (i.e. wound care); family support and education. The clinic remained open throughout the NFN closure as withdrawal management is identified as an essential service, and clinic support staff which includes the Clinical Coordinator and both nurses were able to provide front line support as opposed to virtual.

COVID-19 screening protocols and policies were put into place, while the offices and exam room used to conduct client appointments were audited by the Community Health Nurse and PPE was provided for both staff and clients. The clinical staff were also available to provide services during holidays and off-hours, to ensure clients with medication-assisted therapy needs were met. More external partnerships were built within and outside of NFN such as the North Bay Regional Health Centre Withdrawal Management unit, to provide brief cultural services to accommodate for other services not being available during closure.

Transportation needs have been highlighted as a barrier for NFN members, and this has allowed CDCWMP to initiate planning for a transportation service, to

ensure clients have access to their appointments and pharmacy. The development of policies and procedures are underway to ensure that the candidates for the position possess a knowledge of addictions and harm reduction philosophy.

Throughout the pandemic, traditional services remained available, including weekly one-on-one sessions on the land; other land-based activities such as hiking, medicine harvesting, building a Sweat Lodge; hosting weekly sacred fires for the community; and hosting a sacred fire for the community during Overdose Awareness Day. A series of videos teaching about plant medicine was also commissioned by the program to promote culture and activities to do during the pandemic.

Wiidooktaadyang – We Are Helping One Another

Wiidooktaadyang: “We are helping one another” is Nipissing First Nation’s Service Integration model that assists members and their families who are seeking enhanced services and support. All services are integrated into helping the members with family and community supports.

In 2020-2021, Wiidooktaadyang saw an increase for services and supports for community members, with a high need for housing and emergency housing (safe space). The COVID-19 pandemic posed difficulties for members to access housing related needs. With COVID-19 restrictions and limitations in services available across the region, the Wiidooktaadyang program adapted quickly to assist community members via online platforms when possible and continued to provide in-person, instrumental supports.

The Family Well-Being/Wiidooktaadyang Program supported the Food Security Program which provided community members with grocery items during the start of the COVID-19 pandemic. Other community programs included the Winter Accessories Initiative that provided a variety of winter wear to community members in need.

Justice Support Services

In response to a growing need for supporting members who are involved in the justice system, the Right Path has extended services for individuals who require advocacy and support 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. There is also a large piece of support that assists in supporting individuals in understanding their charges, rights, and responsibilities. This includes while on probation, bail or house arrest. 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 2020-2021 fiscal year, approximately 29 individuals received justice supports from Nipissing First Nation. Of these 29 individuals, nine of these individuals received brief services with 13 being existing clients, and 7 being new intakes. The rate of recidivism is high with there being limited access to supports and an increase in substance use.

Due to the pandemic, all court matters went virtual. This has created an increase in justice supports for accessing virtual or telephone connection for individuals to deal with their matters. What has proven difficult is the attendance and breaches that occur as a result. The Right Path has assisted with advocacy within this realm to assist with individuals attending. There was partnership with APS to assist in arrest and releases with services offered to these individuals.

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 five interventions and has been the designated lead in five of these situations.

Child & Youth Services

The two Child & Youth Mental Health and Addictions Counsellors continue to provide support to children and youth up to age 24 for NFN and seven additional First Nation communities. Vacancies in some positions has resulted in services being focused to NFN and 2 additional communities only during the pandemic. In addition to managing full caseloads over the year, a few additional highlights include offering the delivery of Transitioning Back to School Parent Information Sessions utilizing the Zoom Platform to assist parents and children return to school following the closure due to the COVID-19 pandemic. Counsellors also participated in the production of wellness videos for the community with a focus on supporting children and youth during the experience of social isolation and anxiety related to the pandemic.

Like other members of Giyak Moseng, Counsellors made a quick transition to a virtual platform for service delivery, the Counsellors were very active and participated in the delivery of 357 virtual appointments with either a client and/or their parent over the past year. They worked diligently to coordinate services with parents, schools and other programs in order to create opportunities for individuals to access mental health services.

Mental wellness virtual in-class sessions were offered to two multi-grade classrooms weekly to support students during the 2020-2021 school year in one of the partner First Nation communities. Referrals were made to Child Psychiatry at Sick Kids Hospital as appropriate for effective treatment collaboration.

Harm Reduction Services

By definition, harm reduction is an approach used to reduce the risks and harms associated with substance use for the individual using substances, their families, and their communities. The focus during the past year has been on the opioid crisis and creating a safer community by enhancing harm reduction services.

In September 2020, NFN expanded the sharps disposal service to include the addition of three new bins in Garden Village, Yellek, and Duchesnay. The installation of the sharps disposal bins was intended to augment the needle syringe program by providing safe options for disposal of sharps. During the last fiscal year, 3,080 sterile syringes were provided by the needle syringe service while 30,070 used syringes were safely returned to the sharps disposal bins and safely removed from the community.

In addition to the sharps bins, efforts were made to better promote the needle syringe program offered through The Right Path office. Due to the COVID-19 pandemic, office closures and work from home measures were in effect for approximately 6 months during the past fiscal year. While identified as an essential service, this affected access for individuals using the service as the hours were reduced to one day a week. Efforts have been made to promote the service through the NFN Facebook page, providing hygiene kits and snack bags, and offering additional instrumental support. During the past year, the needle syringe program provided 69 service contacts with 12 of those contacts resulting in referrals to other services such as counselling, health care, and support for basic needs. Efforts to promote the service as well as to make it more accessible to all areas of the community will be the focus moving forward.



Three Sharps Bin locations: Garden Village, Yellek & Duchesnay

Finally, NFN saw a substantial increase in the number of overdoses (fatal and non-fatal) within the community due to a more potent and toxic drug supply over the course of the past year. As a result, efforts were made to provide overdose prevention training and naloxone distribution within the community.

During the last fiscal year, 71 individuals received overdose prevention training and 69 kits were distributed. Again, the pandemic and subsequent

safety measures limited access for some individuals as training was mainly offered virtually using Microsoft Teams; however, alternate arrangements were made for in-person training as required.

As the number of overdoses began to increase, there appeared to be an increased demand for training as well as naloxone kits from both those who use substances as well as concerned family members, friends, community members and staff. It is anticipated that as the opioid crisis progresses, these numbers will continue to increase to prevent fatalities.

Virtual Group Sessions

As a result of the pandemic, a need to offer virtual psycho-educational sessions to community members became evident. A total of six sessions were offered via Microsoft Teams during October 2020. Sessions were offered twice a week. The following session topics had no registered participants and were cancelled: *What is Addiction*, *Harm Reduction and Relapse Prevention*. Additional topics included: *Stress Management* - one registrant, *Anger Management* - three registrants, *Healthy Relationships* - one registrant.

It is anticipated that lasting impacts of this pandemic may be shaping our mental health and wellness long into the future. Time, patience, and compassion will be critical in supporting recovery at all levels of wellness moving forward. Further, reestablishing connections and purpose will be crucial to supporting post traumatic growth and resilience.



Home Support Services

The Home and Community Care (HCC) Program aims to provide home supports to enhance the health and wellness of our Debendaagziwaad (citizens). Our home support services provide Debendaagziwaad help to assist them to live independently in their homes and to be able to stay in our community.

The HCC Program offers a wide range of supports from personal care, home management/maintenance, in-home respite, home care nursing, transportation, client assessments and case management, and medical loan equipment. Over the past year HCC has assisted approximately 154 Debendaagziwaad clients with one or more of the services we offer.



Our Personal Support Workers (PSWs) are trained to assist in healthy meal preparation, bathing, transferring, monitoring of medications and other personal care for our Debendaagziwaad 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. In addition to in home supports our maintenance worker helps with snow removal, grass cutting and seasonal house cleaning.



This past year was quite challenging as we were continually modifying our services to be able to keep up with the COVID-19 restrictions throughout the year. However, even with the cancellation of some non-essential services for a number of months, we still were able to provide 9,564 hours of home support service to our member clients.

Our HCC Nurses ensure that we are providing the proper care needed for each client by conducting the

assessments, developing a care plan, and training our PSWs to meet the medical and health needs of our clients. With the growing needs of our community, we have been able to increase the number of nurses we have on staff. Over this past year we have had five nurses work directly with our program on a part time or full-time basis who have provided over 4,700 hours of direct services to our Debendaagziwaad clients in the 2020-2021 fiscal year.

The HCC Program offers transportation to our clients so they are able to perform their weekly errands. Despite many changes to our transportation services in meeting COVID restrictions, which limited our stops and number of clients in our vehicles, we were able to provide 786 trips to Sturgeon Falls and North Bay to retrieve essential products like groceries and prescriptions.

Our Assisted Living Services provide Debendaagziwaad senior clients who live alone with a full range of personal support services seven days a week. 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 and avoid unnecessary hospital visits. This year we provided 4,304 direct personal support hours to 12 seniors.

Our department usually funds the Diners' Club program providing monthly lunches to our seniors. Due to the cancellation of these events this past year, we modified the service and with the help from the Nutritionist and Diabetes Health Promotion Worker, we provided a package of frozen dinners to seniors on a monthly basis.

This past year has been very difficult, and we were a program that could not stop services or close for any period of time. Our dedicated staff continued to work, adapting to the restrictions and ensured our Debendaagziwaad were safe in their home. Chi-Miigwech to all of them!

Native Child Welfare & Prevention Services

Native Child Welfare Prevention Program (NCWPP) provides engaging activities for Children and Youth as well as young families. Our program focus is to support Nibisiing Binoojiisag in their Physical, Spiritual, and Emotional wellbeing. As we moved into a new year, we showed a distinct transition to prevention work as the Band Representative program has expanded. Although we work closely and collaboratively to support all Binoojiisag, the NCWPP's focus is cultural programming, land-based learning, life skill teachings, fun and games as well as creating a safe space for our young ones to talk.



During the past year, we have had to make changes due to the COVID-19 protocols. We have gone to an online and curbside drop off format for our programs. This new learning and delivery model has really assisted us with reaching more children and youth. That being said, we can offer both virtual and in person events (when safe to do so) going forward.

Some programming highlights for 2020-2021 are: Babysitting Course, Demin (strawberry) delivery, beading socials and the first Nishnaabemwin Bingo! This event alone brought many families together. Our virtual turnout for our first session was over 110 participants, and our Winter Solstice Nishnaabemwin Bingo had over 215. This event combined fun, prizes and a teaching on Winter Solstice.

Other highlights of the year were baking challenges, game nights, movie nights, scrap booking, book clubs, scavenger hunts, recycle craft challenges photo challenges, paint nights and our very first Drive-in Theatre evening with the Kendaaswin (Library). Some cultural teachings our binoojiisag and families received are the Winter Solstice teaching, Bear Feast teaching, Dreams and Visions teachings and Nishnaabemwin Riddle-Scavenger hunt.

Coming soon we will be putting up our teaching/ gathering lodge. The NCWPP has purchased a tarp from Sumac Tipi. This lodge will be essential to our children and youth as they move forward and grow.

What was truly unique with our program this year was our families attending programming together, even virtually. It was great to see and to be able to connect with everyone.



Ojibway Women’s Lodge



OWL is a ten-bed shelter and in previous years has been at or over capacity. Due to COVID-19 restrictions that impacted our logistics, our occupancy was cut to 50% capacity. OWL relied on the use of a motel for clients accessing residential services to ensure proper isolation while awaiting COVID-19 test results. This was done to ensure the safety of in-house clients, staff and our community of Nipissing First Nation. Our staff worked diligently to ensure cleaning/sanitizing of the Lodge, and extra duties included all meal preparation, packaging, distribution and providing the same for clients on site.

2020-2021 provided many challenges felt through operational changes, new staffing, supporting in-house clients, and maintaining the COVID-19 infection prevention and control measures. Services we provided included virtual court support, ensuring that needs are met for our outreach clients and families, curbside drop offs, virtual check ins and emergency access 24 hours a day.

Transitional and Housing Support/Crisis Support

Transitional and Housing Support is a program within the Ojibway Women’s Lodge that supports the women and children accessing residential services.

The Outreach/Crisis Support Program supports individuals and families outside of the residential service with interim counselling, court support and food bank access.

These programs assist and work as advocates for women and families while linking them to financial, legal, medical and/or educational supports.

The Transitional Housing Support Program in collaboration with the Crisis Support / Outreach Program also offers groups for women in-house such as Women’s Empowerment, Grief Edu-Therapy, Healthy Relationships, Budgeting and Cooking on a budget. Gii - Waam- Daan Nii-Gii-Gid (I Saw I Shall Speak) and Changing Patterns are facilitated by OWL staff in partnership with Community Counselling and Native Child Welfare of Nipissing First Nation.

Some Highlights this year!

We celebrated our 10th annual International Women’s Day Tea differently this year. Our event was held virtually on March 6, 2021 and featured Sugar Moon Teachings and Trivia. There were 20 guests in attendance. The Crisis Support Program hosted the event.

We are grateful to Elder Debbie Beaucage for sharing teachings on the Sugar Moon and for sharing stories about her family’s sugar camp. Miigwech Debbie!



Green Medicine and Supplies for the Soul provided the prizes, and Tamara Fisher made and decorated sugar cookies for giveaways.

Sisters in Siprit is an event that takes place nationally every year on October 4th. This year, in place of a candlelight vigil walk, information packages along with a tea light were circulated around the community to honour our MMIW sisters on this day.

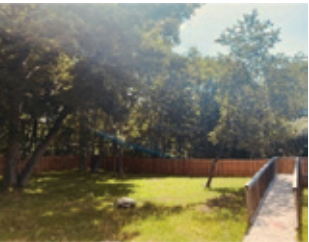


In collaboration with four other area shelters, and Community Counselling Centre, OWL was able to bring to life a concept created by Julie Dalgliesh when she was the Child Support Worker. Julie created a book specifically for children to help them understand



Cultural Teachings. This tool allows children to use colouring and journaling to express some emotions during their stay.

OWL has extended our backyard to create a space to put up a Tipi Lodge for ceremony, celebrations, women’s groups and a place to put our prayers and the prayers of the clients. This is a beautiful addition to the Mshkiki room to include our culture in our programming.



OWL is really looking forward to returning to the gathering of women and all the supportive on-site groups for our clients and community.

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.

the safety and security guidelines while staying at OWL. To suit the needs of the children, two books were created - one for young children and one for teens. Both booklets are bilingual and include

Food Bank

Nipissing First Nation 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 – 4pm.

Our Objectives...

Helping Our Community

Individuals and families are provided with food that will help them through a couple days of meals. We are open to help our community on the 1st and 3rd Wednesday of every month. We 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.

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 valued at \$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

Due to COVID-19 and office shutdowns, we did not have an opportunity to fundraise in 2020-2021.

Ontario Works

Nipissing First Nation Ontario Works 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 financial hardships and/or employment barriers.

Application for Ontario Works Assistance

Ontario Works has secured Mondays and Wednesdays as intake Days to ensure suitable and accurate processing time of the application.

On average, an intake takes one1 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 three 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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True Self Debwewendizwin Employment & Training

Delivered by Nipissing First Nation and its community partners, **True Self** strives to promote the safety, self-sufficiency and well-being of individuals that have suffered trauma and abuse and other hardships such as poverty and addictions.



Using a wholistic and trauma-informed approach to healing, and offering employment and training supports, **True Self** supports individuals and their families living in the Nipissing district to debwewendizwin—“reconnect with your true self, your spirit fire.”

True Self does this by providing a warm and welcoming place and offering a range of flexible supports, from workshops that teach skills and knowledge, to talking circles and one-to-one support. Throughout, staff encourage participants in their pursuit of education, training, employment and holistic mental wellness.

How does True Self make a difference in the lives of its participants and in the surrounding community?

Here’s what we learned

In 2018, **True Self** received three-year funding from the Women’s Economic Security Program of the Government of Ontario to deliver two core program elements plus additional supports and to conduct an evaluation. Using an Indigenous evaluation framework, an independent researcher conducted

interviews and online surveys with participants and staff, and gathered and analyzed data regarding costs, participation and graduation, and post-program follow-up.

What the numbers show

Over the last three years, 231 women participated in the ABC’s to Healing your Life Workshops and/or Computer Workshops and received additional supports.

- Of these, 111 women earned certificates for completing the workshops
- Within 6 months, 79 women had gone on to post-secondary education and/or employment.

What makes True Self successful in its work

“**Visionary leadership**” and a consistent, experienced, supportive staff team that reflects the participant population. Together, they:

- maximize organizational strengths, foster deeper,authentic connections with participants, and help True Self navigate challenges, plan for the future

Stable funding is critical to staffing, programming strength and predictability for participants and staff:

- recent three-year funding supported forward thinking, program development and expansion, and reassured participants, staff
- working to secure permanent or multi-year funding is critical to maintaining these gains.

Right supports, at the right time, in the right ways – a range of supports, flexibility, voluntary participation and choice are key. Other organizations (funders, community/justice organizations) would also benefit from understanding that:

- “additional” supports (e.g. healthy snacks, childcare, transportation) actually help meet participant “basic needs” and enable them to participate in workshops, circles
- participants are at different levels of readiness for full time or intensive programming, or even for certain topics, and participant expectations and “success” criteria need to be adjusted accordingly

- participants experience True Self as a “stepping stone” on their pathways to education, employment, holistic mental health
- more participant-driven programming and more flexible expectations are two ways staff would like True Self to be even more responsive to participants
- routinely seeking feedback from participants will continue to help organizations tune in to participant needs, preferences.

Encouragement – participants spoke often about how staff encouraged them. Many of the staff know how important encouragement is because they “have been there” – they know through lived experience what the participants are going through and what they are up against.

“Power of the group” – when participants talk together in groups and listen to one another, staff see the “shame starting to fall away” as new participants begin to feel more comfortable talking about their own experiences, connecting with others and reconnecting with their true selves, their spirit fires.

“Healing is a journey” – many participants said they benefitted from participating in multiple programs, describing their healing as a journey and the importance of being able to use the many programs and supports at various points, along the way.

“Pathways” to education, employment – many participants shared that True Self positively impacted their educational pathways, including supporting them to return to school for upgrading or to start in new post-secondary programs. They also said:

- participating in programming directly increased their confidence which led them to find new educational pathways
- that staff support throughout, including walking with them through overwhelming administrative processes and applications, was extraordinarily helpful.

Program alumni are “champions” for True Self – they raise its profile, extend its reach, help form new connections, especially with younger generations, to share important violence against women information, education and support.

Outreach to Indigenous, rural and francophone communities has a positive impact on referrals, participation, program design and delivery.

Outreach to community members, organizations – staff reach out to people who are homeless or in jail to provide support. They also reach out to community services and educational and justice settings to promote referrals, improve communication and service flow.

- Going forward, staff would like to increase their focus on strengthening partnerships with post-secondary partners to create a more seamless path and with justice-related services and agencies, because they want to offer more peer support throughout the process.

As part of a third-party evaluation, True Self participants created quilting squares and Nathalie Restoule made a quilt out of them that is pictured here.



Department	Contact	Position	Phone Number
Administration	Brendan Huston Freda Martel Kimberly Salvaneschi	Chief Executive Officer Director of Administration Executive Assistant	(705) 753-2050 ext. 1222 (705) 753-2050 ext. 1223 (705) 753-2050 ext. 1229
Band Representative Program	Nicky Restoule Stephanie Therrien	Band Rep Band Rep	(705) 753-2050 ext. 1341 (705) 753-2050 ext. 1344
Building Maintenance	Brian Stevens	Manager	(705) 753-2050 ext. 1252
Bylaw Enforcement	Tyler Couchie Clayton Goulais	Enforcement Officer Enforcement Officer	(705) 498-2506 (705) 498-3823
Children's Services Couchie Memorial Daycare Nipissing Ojibway Daycare	Brandie Fong Jill Beaucage Kelsey McNeill	Manager Supervisor Supervisor	(705) 753-2050 ext. 3001 (705) 474-9860 (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 Geneviève Couchie Kenneth Hazell	Strategic Advisor Business Operations Economic Dev Officer	(705) 753-2050 ext. 1355 (705) 753-2050 ext.1243 (705) 753-2050 ext. 1264
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	Cindy Couchie	Director	(705) 472-3321 (emergency) (705) 472-0233 (crisis support)
Finance	Tamara (Tammy) Saulis Renée Commanda	Chief Financial Officer Senior Finance Officer	(705) 753-2050 ext. 1281 (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
Home & Community Care	Meriza George	Manager	(705) 753-5063 ext. 2226
Housing	Chris Bellissimo Ellie Penasse-Lafleur	Manager Apartment Coordinator	(705) 753-2050 ext. 1246 (705) 753-6973
Human Resources	Lori Lee Michaud Kyesha Fong	Manager Administrative Assistant	(705) 753-2050 ext. 1253 (705) 753-2050 ext. 1289
Lands & Natural Resources Land Registration Membership Natural Resources	Cameron Welch Cathy McLeod Lee Faubert-McLeod Randy McLeod Jeff McLeod	Director Manager IRA Clerk Membership Clerk Manager	(705) 753-2050 (705) 753-2922 ext. 1225 (705) 753-2922 ext. 1283 (705) 753-2922 (705) 753-2050 ext. 1325
Library/Literacy	Randy Penasse	Librarian	(705) 753-2050 ext. 1231
Nbising Secondary School	Lacy Stevens-Farrell	Principal	(705) 497-9938
Public Works	Steve Doucette Terry Lariviere	Manager Lead Operator	(705) 753-2050 ext. 4001 (705) 471-7009
Right Path Counselling & Withdrawal Management			(705) 753-1375
Social Services Ontario Works	Debbie McLeod Nick Fava	Director Case Worker	(705) 753-2050 ext. 1230 (705) 753-2050 ext. 1324
True Self Debwewendizwin	Donna Forget	Manager	(705) 474-4058



Thank you for reading our Annual Report 2020-2021.

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

Miigwech



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