



Annual General Meeting 2021

Questions and Answers

What partnerships do we have with AEI for programs and courses needed locally for our community?

As part of our goals in Education we will be conducting a survey for post secondary needs which will help us better understand our members' needs, NFN's local needs, training opportunities, and succession planning. We strongly support our local Institutes and will certainly reach out and renew these partnerships. Once our survey is completed, it will inform what we require and we will share the results with the community.

Are there plans to protect the sacred lands at Jocko Point in perpetuity? (This is an environmental and a cultural issue)

The lands at Jocko Point will receive protection through a number of interrelated laws and policies. Those lands will revive heritage designation under a proposed heritage law and will also be protected under the Land Use Plan, Zoning Law and Environmental Plan.

Why are we considering allowing MNRF more access and control of the harvesting of large game?

The moose monitoring that was discussed during the Annual General Meeting is work that was initiated by NFN, with the project being led by our Environmental Officer. This work is to estimate the moose population on NFN lands and possibly to protect critical moose habitat if needed in the future. This project has no assistance/participation by MNRF nor does it allow them in any way to control moose management/harvesting on NFN lands.

In terms of harvesting, do we not have trained conservation officers on staff?

We do have two trained Conservation Officers in the Lands and Natural Resources Department. They conduct regular patrols on land and water to monitor harvesting. They also work with membership and outside agencies such as the APS and MNRF to coordinate response to illegal harvesting and to respond to reports.

Recently, the courts have upheld Nipissing First Nation's Fisheries Law and our Gichi-Naaknigewin (Big Law or Constitution – What governs us), recognizing NFN's collective ability to monitor and enforce our laws in relation to natural resource harvesting. It is also worth noting that while continued monitoring and vigilance is necessary, the incidence of non-compliance and illegal harvesting has been declining over the past couple of years.

Looking to the recent disaster in British Columbia, what is being done to prevent erosion and the potential for any similar disaster to be caused here by mining and forestry?

The Lands and Natural Resources Department has identified areas prone to erosion and does regular inspections of these lands to ensure that potential impacts of erosion are mitigated. In addition, the Department is currently working on Land Use and an associated Environmental Plan that will consider erosion and other potential hazards.

Such hazards are also considered when permits for development of lands, forestry or business are contemplated by the Department. The Department is also actively engaging with forestry and mining companies to ensure that NFN interests and treaty-protected rights are protected throughout the development process.

Will the PowerPoint presentation be shared in the summaries that will be provided later on?

Yes. Presentations and summaries are posted on our website: nfn.ca/agm. Please note that presentations relating to the 2013 Boundary Claim Trust are password-protected. NFN Debendaagziwaad (members) can request the password by contacting Melissa Penasse at 705-753-2050 ext. 1265 or melissap@nfn.ca.

Is there an update on internet towers? As members who are affected by no to very little internet services for education and employment services?

The broadband internet project is progressing well. The towers are currently being installed and it will not be long before the membership will be able to access enhanced internet services from LeepFrog Telecom in addition to options that may already be available to them such as residential telephone and television services. An update was included in the December/January newsletter and also posted to our website (nfn.ca/broadband) and social media.

Good morning Kina Wiya, my question is why has Nipissing First Nation Membership been removed from the top of the Organizational Chart?

This was an oversight and will be corrected.

What is being done to maximize member recruitment and retention?

As part of our updated Strategic Plan, one of our objectives is to evaluate and support human resource retention. To address this objective, we will be working on a strategy which will identify and comprehensively evaluate contributing factors (both internally and externally) to potential recruitment and retention challenges, including compensation and benefits structures, professional development, wellness supports, and more.

In addition, we are looking at a holistic approach to both recruitment and retention. With regards to recruitment, we are reviewing our practices to ensure we are attracting qualified members first and allowing members opportunities to learn, grow and gain experience within NFN. Our HR Team has also been connecting with our managers to update and adapt to meet NFNs needs.

Retention is very important, which starts with understanding the needs our staff and members. We have started to gather information regarding why employees are leaving and how to better retain staff. While we recognize this is only the beginning, we will continue to measure and improve engagement within NFN and our organization.

Why are the lights not working on the Duchesnay Bridge? I must say it is so nice to have a new and safe and wider bridge.

The parts needed for the lights to work are on back order due to COVID-19 supply chain problems. When they arrive, the lights will be in working order.

Are there plans for childcare in Yellek?

Presently the plan for childcare in Yellek is the Couchie Memorial Daycare in Duchesnay. Once the 3km road connection is completed between Yellek and Duchesnay, residents will no longer need to use the highway to access services and infrastructure in both communities.

At what stage are the water and sewer infrastructure plans for Duchesnay that were announced many years ago and is there an update on the future plans?

Now that we have completed the Water and Wastewater Feasibility Plan, we are hoping that this expedites a funding decision from Indigenous Services Canada to proceed with necessary infrastructure upgrades.