



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

Annual Report 2021-2022



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 Chief and Council, a big miigwech to Nipissing First Nation staff for their resilience and commitment to Nipissing Nation during the COVID pandemic. Vaccines continue to be administered, the masks are coming off, and we have resumed in-person gatherings. While the pandemic limited our ability to get together, it allowed us to explore alternative forms of communication to engage and inform. As we move forward, these new tools will allow us to improve accessibility to information to keep you up to date.

Since our last report, Daniel Stevens resigned his position as Councillor and accepted the role of Director of Education for Nipissing First Nation. As per the Gimaakeng Naaknigewin (Custom Election Regulations), the person who had the next highest number of votes will replace a Councillor who resigns or otherwise vacates a seat mid-term. Miigwech to Mr. Stevens for your service at the Council table and we look forward to seeing the results of the energy and enthusiasm you bring to NFN Education Department. And Welcome to Brian Couchie, who rejoins Council with a wealth of experience and knowledge.

Nipissing First Nation remains a leader in many areas, and following the adoption of the Anishinabek Nation Governance Agreement, we look forward to making additional strides in self-governance. Chief and Council is proud to work with staff, and engage with Debendaagziwaad, on governance initiatives. One such initiative is the Debendaagziwaad Naagnigewin (NFN Citizenship Law) which will define who belongs at Nipissing First Nation and to ensure that the Indian Act no longer dictates who our people are. And as we grow, we are proud to advance economic development for our Nation, including the establishment of Nipissing Miller and Nbisiing Power. These business ventures show what Nipissing First Nation is capable of and help us be more sovereign in our investments.

I am humbled by the support of our citizens and staff and am honoured to serve as Gimaa of Nipissing First Nation. Chi-Miigwech.

Chief Scott McLeod

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.

On April 6, 2022 Brian Couchie replaced Daniel Stevens following his resignation from Council to accept the role of Director of Education for 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 Report

Aanin Kina,

I am pleased to share some highlights of the 2021-2022 fiscal year with Debendaagziwaad in my second report to you as Chief Executive Officer. Joining Nipissing First Nation in the early months of the pandemic created some unique challenges but also new opportunities to engage with our staff and community members. Through the pandemic, we continued to progress Nipissing Nation and I am grateful to Chief and Council and NFN staff. I feel privileged to serve our Nation alongside such a dedicated and passionate group.

We frequently adapted our business operations to maintain levels of service while keeping the health and safety of our staff and community members our top priority. Our protocols met, or in some cases, exceeded provincial measures, but we recognize that nothing can replace in-person interactions.

We adopted many new tools that helped us collaborate, especially when many of us worked remotely. The NFN Members Portal and live-streamed meetings through Zoom and YouTube increased our reach with off-reserve members, and we will continue to utilize them to provide opportunities for Debendaagziwaad to actively participate in important community initiatives and events.

While many staff were able to work remotely during various lockdowns and office closures, we must acknowledge that frontline health and home care, social services, and public works employees did not have that option. They worked tirelessly to continue to deliver essential services to the community, and to care for our elders and most vulnerable members. Chi-Miigwech for your care and dedication!

Chi-Miigwech also to Chief and Council and to our dedicated staff for helping us safely navigate the challenges of COVID-19. The pandemic is not over yet, but we have learned a lot and our team has grown stronger over the past two years.

We continued to make progress our Nation-building path and maintain momentum in the key areas of Governance, Education, Community Infrastructure, Natural Resources, Culture and Language, and Health and Wellness, and ensure communication and transparency. These priorities are tied to our Medicine Wheel of Goals and every department reviews and updates their work plans annually to reflect their progress and to identify new needs and goals.

An important initiative that is not covered in other sections of this annual report but that I have been very invested in, is the development of our Debendaagziwaad Naaknigewin (NFN Citizenship Law).

As a refresher, the Debendaagziwaad Committee was formed in 2018 to develop a Debendaagziwaad Naaknigewin that defines the rights and obligations of our debendaagziwaad and endaawaad (those who live among us) within the jurisdiction of Nipissing Nation in accordance with our Gichi-Naaknigewin (Constitution). The committee is comprised of seven (7) members of Nipissing First Nation representing elders, youth, NFN members at large and two (2) representatives of Chief and Council (Chief Scott McLeod and Councillor Brian Couchie).

As CEO, I provide technical support to our Debendaagziwaad Committee along with Fred Bellefeuille (NFN Legal Counsel) and Dwayne Nashkawa (Strategic Advisor to Chief and Council). In our recent community engagement efforts, the Committee focused to seek input from membership on core principles that will guide the development of the draft Debendaagziwaad Naaknigewin. These principles include reference to the purpose of the Debendaagziwaad Naaknigewin, importance of respect for our laws/teachings, a commitment to Nipissing culture and language, eligibility for membership per the one-parent rule and custom adoption, definition of Endaawaad, and the role of a potential application review committee.

Further details on these core principles and a link to the survey can be found at nfn.ca/citizenship. This information and survey can also be accessed through the Members Portal. We hope you will take time to provide your valuable feedback. The survey will be open until December 2022.

Another major governance initiative is the Anishinabek Nation Governance Agreement (ANGA). NFN voted “Yes” to the ANGA in a second vote held in February 2021, with the implementation agreement taking effect on April 1, 2022. This agreement provides increased autonomy, flexibility, and funding to continue to build and support our Nbisiing Governance system here in NFN. It will provide dedicated resources to support capacity, law, and policy development in four key areas: citizenship, culture and language, leadership selection (elections), and operations/finance.

With the support of Dwayne Nashkawa, we developed a Nbisiing Governance Implementation Workplan. To first foster conditions to support the growth and maintenance of our laws and policies, we will add governance-focused positions, including a Governance Manager and Policy Analyst. These positions will focus on the four pillars of the workplan:

- Determine current state and desired future state of our Nbisiing Governance system as it pertains to the four key areas (leadership selection, citizenship, culture and language, and finance and operations)
- Create our own legislative base for governing
- Ensure accountability and transparency to our Nation in accordance with the NFN Chi-Naaknigewin
- Develop Capacity for implementation of the ANGA

We will continue to update the community on governance developments through our website, Members Portal, and engagement opportunities as we begin to implement.

A central entity has also been formed, per the terms of the ANGA, which has been named B’Maakonigan (translation: that which guides, supports, and encourages). This entity assists with the flow of funding to each signatory First Nation for the above efforts and will provide technical support and capacity to assist each community in their respective governance activities. It’s important to note that this entity will be accountable to and take direction from the signatory First Nations (NFN included).

I hope you enjoy reading about some of the highlights of the past year. We will continue to build on our past successes and stay on our progressive path to improve quality of life for Nbisiing Debendaagziwaad today and in the future.

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.

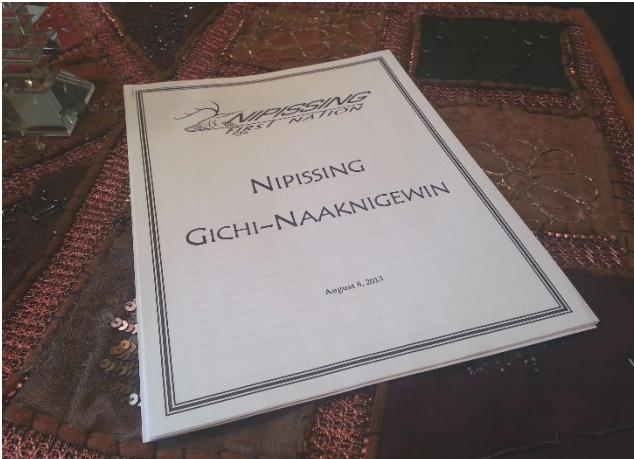
Jibwaa bezhaakibiigaadek iw gichi-mzinigan Robinson Huron Treaty 1850, Nbisiing ezhnikaazjig anishinaabeg aazhgo gii-yaawag minwa gii-mino-yaawag kiing giwtaaying Nbisiing Zaagigning gii-ganwendizwaad geye wii-bimaadiziwaad pii-moonigewaad geye nooj-gegoo wii-zgakinmowaad.

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

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

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



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

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

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

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

www.nfn.ca/constitution/

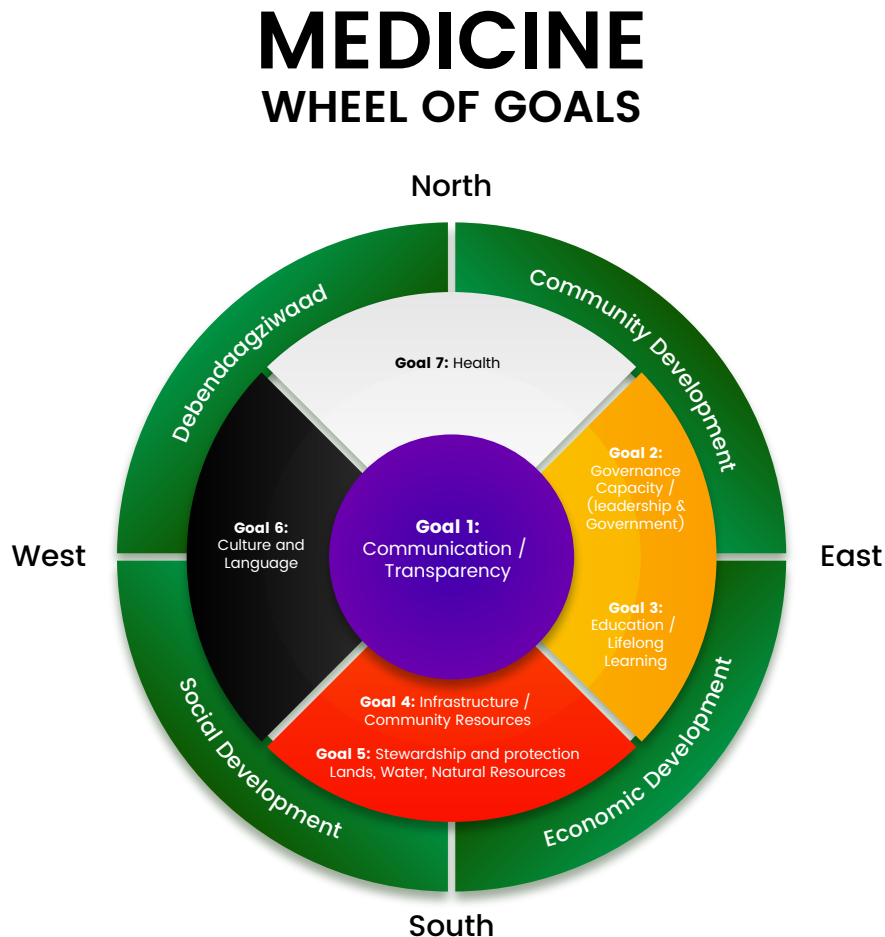


Medicine Wheel of Goals

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

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

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



GOAL #1 Communication/Transparency – (Centre)

“Communications and Transparency” is more than Goal #1 in our Medicine Wheel. It’s central to how every department in Nipissing First Nation operates, with the Nation’s best interests in mind. We are always accountable to our debendaagziwaad (citizens), and available to listen, answer questions, and to build on the valuable feedback we receive as we implement our shared goals and build on our successes. Some highlights from the 2021-2022 fiscal year include:

ANISHINABEK NATION GOVERNANCE AGREEMENT (ANGA)

NFN implemented the ANGA on April 1, 2022, to provide enhanced and stable funding that NFN controls based on our Nation’s priorities, as determined by our debendaagziwaad through our democratic processes, not by the Indian Act.

Nipissing will continue to be sovereign, and no rights were surrendered by signing this agreement. Nipissing has simply agreed to take on full responsibility for four key areas: Citizenship, Elections, Language and Culture, and Management and Operations. The ANGA recognizes Nipissing’s legal authority of these four areas and provides long-term, sustainable funding for work that we were already doing. Niigaan Zhaamin (Forward Together).

COVID-19

The pandemic continued to highlight the importance of communicating timely and accurate information to our community members. Whether we were under stay-at-home orders or navigating public health guidance and provincial restrictions, providing regular updates about these measures, their impacts on our community and business operations, and eventually our vaccine roll-out efforts was a top priority to help keep our families and community safe.

NFN received its first mass shipment of vaccines in March 2021. The world as we knew it was still upside down. If you recall, March break was postponed until April, we were under stay-at-home orders throughout May, and many of our staff worked remotely from winter break until June to minimize the potential for exposure to COVID-19. We reopened our offices to the public two days a week in December 2021, then the Omicron variant arrived, and we returned to remote work measures until February 2022.



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 complex moving parts of this pandemic would have been very difficult.

Despite the huge focus on the pandemic throughout the past fiscal year, key deliverables of the Communications department continued to be diligently maintained. 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 Chief and Council and the organization. The Communications department also produces a monthly employee newsletter and supports various committees and community events throughout the year.

LITTLE NATIVE HOCKEY LEAGUE (LNHL) TOURNAMENT

The arrival of COVID-19 in March 2020 forced the cancellation of the tournament just days before it was set to begin, and the tournament was cancelled again in 2021 as the pandemic raged on. In September 2021, we announced our plans to host the 2022 LNHL Tournament, however those hopes were dashed as we headed into the winter break with the COVID situation worse than ever.

In January 2022, we made the difficult decision to cancel the tournament for the third consecutive year. It was not the three-peat anyone had hoped for, but the decision to cancel was made entirely out of concern for the health and safety of First Nations communities across Ontario, especially those unequipped to deal with the increased demands on already very limited resources.

The return to modified Step 2 measures, including restrictions on recreational facilities and gatherings, as well as limited testing capacity and data reporting due to changes in provincial guidelines, signaled that we were not moving in the right direction. The uncertainty around aspects of daily life that we used to take for granted – from schools being open, to participating in hockey tournaments, and simply the ability to come together without worrying about the safety of our families and communities – made it clear that cancelling the tournament was the right decision to make at that time.



Nipissing has committed to hosting the 2023 LNHL tournament and is looking forward to seeing our plans come to life and celebrating our theme All Nations, One Family together.



ANNUAL COMMUNITY MEETING

We hosted our first virtual annual community meeting in November 2021 due to our offices still being closed to the public and provincial restrictions around hosting indoor gatherings and organized public events. By this point, our organization had become very adept at using online meeting platforms to stay connected and to continue delivering programs and services to our members virtually.

The meeting was recorded for those unable to attend and hard copies of the presentations and meetings notes were available to members by request. This information is still available on our website: nfn.ca/agm-2021. Despite successfully hosting this event virtually last year, we look forward to seeing everyone in person and sharing information with you at the 2022 event!

Connect with Us!

[f @NipissingFN](https://www.facebook.com/NipissingFN) [@Nipissing_FN](https://twitter.com/Nipissing_FN) [@NipissingFN](https://www.instagram.com/NipissingFN)

[YouTube: @NipissingFirstNation](https://www.youtube.com/channel/UCNipissingFirstNation) [Web: www.nfn.ca](http://www.nfn.ca)

Check out our monthly newsletter, Enkamgak! Sign up to receive the newsletter by mail or email by request, or see it on our website, member portal, and social media pages.

Contact: Hillary Shabogesic-Martel, Wiinmaaged Ezhwebak (Communications Officer)

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

705-753-2050 ext. 1223
fredam@nfn.ca

Kimberly Salvaneschi, Executive Assistant

705-753-2050 ext. 1229
kims@nfn.ca

Human Resources

Our workforce totals 200 full-time employees and grows to nearly 240 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. This may include: general inquiries, all recruitment related activities from postings and career fairs to building a plan for strategic hires, employee engagement activities such as surveys, events, and exit interviews, policy development, general and targeted training, as well as benefits and wellness initiatives.

Employment opportunities are available on our website at nfn.ca/jobs and are also posted to our dedicated NFN Jobs & Training Facebook page. Applications should be emailed to resumes@nfn.ca, faxed to 705-753-0207 or dropped off to the Administration Office.



Contacts:

Lori Lee Michaud, Human Resources Manager
705-753-2050 ext. 1253
lorileem@nfn.ca

May Schnell, Human Resources Coordinator
705-753-2050 ext. 1348
mays@nfn.ca



Financial Transparency



Nipissing First Nation 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.

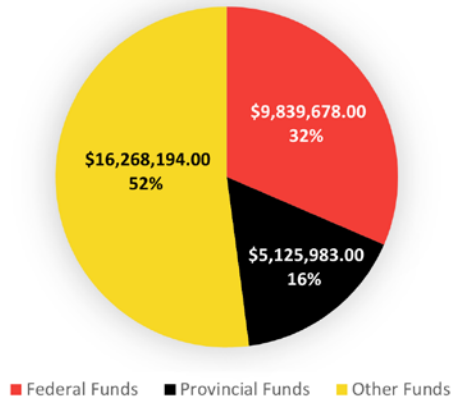
Our complete financial audit for the last fiscal year (April 1, 2021 to March 31, 2022) is available on our website at: nfn.ca/finance/audits/ along with previous audits. You can also call 705-753-2050 to request a copy by email, mail, or fax.

The Consolidated Financial Statements are provided in the following pages.

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

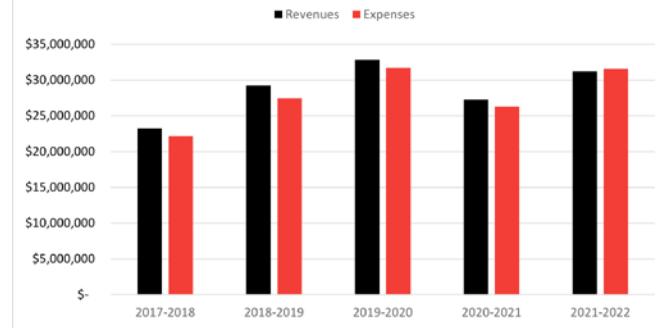
Tamara (Tammy) Saulis, Chief Financial Officer
705-753-2050 ext. 1281
tammys@nfn.ca

NFN Revenue Sources 2021-2022



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.

NFN Revenue to Expenses by 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, 2022, with comparative information for 2021

	2022	2021
Financial assets		
Cash and cash equivalents	\$ 37,935,185	\$ 27,765,040
Restricted cash and investments (note 4)	13,711,930	11,439,486
Accounts and grants receivable (note 5)	9,697,070	3,555,601
Housing mortgages (note 6)	6,462,743	6,837,161
Other long-term receivables (note 6)	1,374,663	2,594,791
Restricted assets - Nipissing 2013 Boundary		
Claim Trust (note 7)	103,655,423	96,507,744
Funds held in trust by the Government of Canada (note 8)	290,779	292,213
	173,127,793	148,992,036
Financial liabilities		
Accounts payable and accrued liabilities (note 9)	6,713,311	7,584,011
Prepaid leases	38,259	165,236
Deferred program revenue (note 10)	31,287,377	13,224,521
Due to minors	5,842,309	6,282,520
Long-term debt (note 11)	6,330,621	6,097,168
	50,211,877	33,353,456
Net financial assets	122,915,916	115,638,580
Non-financial assets		
Tangible capital assets (note 12)	49,146,319	47,793,026
Prepaid expenses	204,656	178,731
	49,350,975	47,971,757
Commitments and contingent liabilities (note 13)		
Effects of COVID-19 (note 19)		
Accumulated surplus (note 14)	\$ 172,266,891	\$ 163,610,337
Accumulated surplus is comprised of:		
Accumulated operating surplus	156,088,643	148,792,419
Accumulated remeasurement gains	16,178,248	14,817,918
	172,266,891	163,610,337

See accompanying notes to consolidated financial statements.

Approved:


Chief


Chief Executive Officer

NIPISSING FIRST NATION

Exhibit B - Consolidated Statement of Operations and Accumulated Operating Surplus

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Revenue:		
Indigenous Services Canada (note 15)	\$ 9,563,202	\$ 7,462,702
Other	8,370,444	5,716,734
Ministry of Community and Social Services	1,792,262	1,758,787
Ontario First Nations Limited Partnership	868,177	1,414,976
Ministry of Education	747,280	717,985
Other provincial	2,586,441	2,213,544
Kinoomaadziwin Education Body	5,902,556	5,998,019
Union of Ontario Indians (note 16)	1,127,017	1,639,660
Canada Mortgage and Housing Corporation	276,476	366,899
	31,233,855	27,289,306
Expenses:		
Education	7,271,925	6,651,833
Other	3,873,704	3,482,142
Community Operations	6,373,124	5,308,226
Health Services	4,515,136	4,774,432
Social Services	3,211,332	2,890,943
Capital	4,500,065	1,737,946
First Nation Enterprises	1,232,762	956,446
Housing	563,994	485,085
	31,542,042	26,287,053
Excess (deficiency) of revenue over expenses before the undern	(308,187)	1,002,253
Vacation expense (recovery)	(90,062)	(101,729)
	(398,249)	900,524
The Nipissing 2013 Boundary Claim Trust:		
Investment income	9,959,010	4,651,673
Nipissing First Nation expenditures	(1,512,307)	(1,652,512)
Other expenses	(752,230)	(525,280)
	7,694,473	2,473,881
Unrealized gains on investment	1,360,330	2,709,392
Excess of revenue over expenses	8,656,554	6,083,797
Accumulated surplus, beginning of year	163,610,337	157,526,540
Accumulated surplus, end of year	\$ 172,266,891	\$ 163,610,337

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Excess of revenues over expenses	\$ 8,656,554	\$ 6,083,797
Acquisition of tangible capital assets	(4,132,776)	(2,681,101)
Amortization of tangible capital assets	2,779,483	2,643,029
	7,303,261	6,045,725
Change in prepaid expenses	(25,925)	5,856
Change in net financial assets	7,277,336	6,051,581
Net financial assets, beginning of year	115,638,580	109,586,999
Net financial assets, end of year	\$ 122,915,916	\$ 115,638,580

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Operating activities:		
Excess of revenue over expenses	\$ 8,656,554	\$ 6,083,797
Adjustments for non-cash items:		
Amortization of tangible capital assets	2,779,483	2,643,029
	11,436,037	8,726,826
Changes in non-cash working capital:		
Increase in accounts and grants receivable	(6,141,469)	(467,450)
Increase (decrease) in accounts payable and accrued liabilities	(870,700)	812,309
Increase (decrease) in prepaid leases	(126,977)	79,734
Increase (decrease) in deferred program revenue	18,062,856	6,841,475
Decrease (increase) in prepaid expenses	(25,925)	5,856
	22,333,822	15,998,750
Capital activities:		
Acquisition of tangible capital assets	(4,132,776)	(2,681,101)
Proceeds on disposal of tangible capital assets	-	-
	(4,132,776)	(2,681,101)
Financing activities:		
Principal payments on long-term debt	(339,113)	(322,844)
Due to minors	(440,211)	(649,284)
Proceeds on issuance of long-term debt	574,000	-
	(205,324)	(972,128)
Investing activities:		
Increase in restricted assets	(7,147,679)	(1,774,392)
Decrease (increase) in housing mortgages	374,418	(13,614)
Decrease (increase) in other long-term receivables	1,220,128	(42,267)
Increase in short-term investments	(2,272,444)	(1,427,896)
	(7,825,577)	(3,258,169)
Increase in cash	10,170,145	9,087,352
Cash and cash equivalents, beginning of year	27,765,040	18,677,688
Cash and cash equivalents, end of year	\$ 37,935,185	\$ 27,765,040

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit E - Consolidated Statement Remeasurement of Gains

Year ended March 31, 2022, with comparative information for 2021

		2022		2021
Accumulated remeasurement gains, beginning of year	\$	14,817,918	\$	12,108,526
Unrealized gains on investments		1,360,330		2,709,392
Accumulated remeasurement gains, end of year	\$	16,178,248	\$	14,817,918

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 three-year term by registered Debendaagziwaad living both on and off reserve.

Council meetings are held on the first and third Tuesday of each month and are open to the membership. Council agendas and minutes are posted at the Administration office and on the member portal.

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.



We seek to build on our successes every year by reflecting on the progress we've made, and by identifying the challenges and opportunities that are still ahead of us. Good planning lays a roadmap that helps us continue on a progressive path toward self-government.

2003
Land Code ratified

2005
Fisheries Law enacted

2008
Strategic Plan implemented

2013
Gichi-Naaknigewin ratified
Boundary Land Claim settlement
Financial Management Law passed

2017

Expansion of **Administration Building**
and new **Outdoor Rink** in Garden Village
Natural Gas installations completed in
Jocko Point, Beaucage, Yellek & Duchesnay
Received **IPAC Gold Award** for leadership
& innovation in natural resources mgmt

2016

Voted **Yes to the AES**
Achieved **Financial Management Systems Certification**

2018

NFN **Education Law** enacted
Hosted **All Ontario Chiefs Conference**
KEB Office & Bineshii Small Business Centre completed in Yellek

2019

NFN **Cannabis Law** enacted
Nipissing Miller Partnership formed to
manage \$12M Duchesnay Bridge project
Construction of **new daycare & community hall** in Duchesnay
\$4.1M in funding confirmed to build
road connecting Yellek & Duchesnay

2021
Custom Election Code revisions ratified
Governance Agreement ratified in
2nd vote with 2 to 1 voters in favour

Nipissing Miller Partnership
completes Duchesnay Creek Bridge

Funding for **Bineshii Business Park & Greenhouse** developments confirmed

Environmental & Engineering work
completed for new **road connection**
between Yellek & Duchesnay,
construction to start in spring 2022

2022
Governance Agreement
implementation begins

2023

NFN planning to host 49th
Annual **Little NHL** tournament


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 2013, and 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.

Business Operations

Nipissing First Nation created the position of Business Operations Manager in June 2021 to support NFN's joint ventures and business partnerships. The objective of the role is to ensure benefits to NFN are maximized by actively monitoring operations and ensuring assets associated with NFN projects and joint ventures are maintained on schedule.

This position provides steady oversight to realize efficiencies and is accountable for ensuring key deliverables are met for various projects. The Business Operations Manager also works collaboratively with NFN's Strategic Advisor and Economic Development Officer to attract new economic and employment opportunities for the benefit of current and future generations of Nipissing debendaagziwaad (citizens).

The Business Operations Work Plan is focused on leveraging business partnership development to achieve four key goals:

1. Pursue **revenue generation** opportunities
2. Pursue **capacity building** opportunities
3. Pursue **economic diversification**
4. **Strengthen** NFN business operations and partnerships

Below are highlights of our business partnership development activities from the 2021-2022 fiscal year:

NBISIING POWER

Our newest joint venture, Nbisiing Power, was created in 2021 through a limited partnership with Composite Power Group. Majority owned by Nipissing First Nation, Nbisiing Power is an electrical power equipment reseller and distributor that is focused on pursuing Indigenous procurement opportunities with utility companies such as Hydro One and Ontario Power Generation.



This new partnership promises to diversify our local economy and build capacity in a relatively new industry where there are opportunities that are not currently being realized.

Our vision is to be a leader in supplying electrical equipment in the utility and mining sector, with a focus on Indigenous procurement opportunities and building capacity within Indigenous communities across Canada.

Since officially opening our doors in the Bineshii Small Business Centre in May 2022, Nbisiing Power has been busy with recruitment, promotion and business development. We have hired three full time employees and one contractor to date.

We welcome and encourage community members to come and visit us in the Bineshii Small Business Centre at 132 Osprey Miikan, Suite 200. You can also visit our website at nbisiingpower.ca to learn more.

NIPISSING MILLER PARTNERSHIP

NFN and Miller Paving have established a strong business partnership that continues



to grow. This partnership is a key element of NFN's strategy to build a stream of revenue that supports our vision of becoming an independent, self-governing nation.

The partnership also creates capacity to move community projects ahead while providing employment and training opportunities for NFN members and spinoff opportunities for private companies owned by NFN members.

The Nipissing Miller Partnership successfully completed its first project, the Duchesnay Creek Bridge replacement, in August 2021. The project was recognized in early 2022 by the Canadian Wood Council and received an Ontario Wood WORKS!



Award for its architectural use of wood. The bridge features girders made of glue-laminated timber and is the only timber-laminated arch bridge in Ontario.

This successful project created steady employment for NFN members and led to securing several other current and upcoming construction projects, including:

- The Yellek-Duchesnay road extension
- 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 Expansion



We look forward to growing our partnership and continuing to develop critical infrastructure while generating positive benefits for our nation and members.



MNOGIN GREENHOUSE

In December 2021, Chief and Council approved Jocko Point Site #4 as the location for our cold climate greenhouse complex. We finalized the agreement to purchase three containerized growing units and a packing unit in June 2022. Site preparation work will take place over the summer and early fall with the units expected to be delivered in November 2022.

Mnogin means "Grow Well" in Nibisiing Nishnaabemwin. The name was suggested by a member who is fluent speaker and was approved by Chief and Council. Mnogin Greenhouse will grow a variety of leafy greens (such as romaine, kale and spinach) and herbs (such as basil and mint). We will be able to tailor our cultivars and production schedules to the community's needs and market demands.

Developing the capacity to grow our own fresh produce year-round is central to meeting our food security needs, especially during our more vulnerable winter months. Mnogin Greenhouse will create continual access to healthy produce at better pricing. It will also provide employment and training opportunities for community members while generating revenue to support operations and potential future expansion.

We will be recruiting a Manager/Head Grower and a System Operator in late 2022 to manage the operation and to harvest and package produce. Once we are fully operational in 2023, we hope to explore partnerships with various NFN departments to build capacity in the food production sector through education, curriculum development, outreach efforts and supporting food-related business start-ups.

Funding for the greenhouse project has been secured through the Northern Ontario Heritage Fund Corporation (NOHFC) and the Federal Economic Development Agency for Northern Ontario (FedNor), which each contributed \$272,217 to the project, and the Waubetek Business Development Corporation, which contributed \$107,275 to the project.

BINESHII BUSINESS PARK EXPANSION PROJECT

We are one step closer to expanding the Bineshii Business Park near the community of Yellek. The project will be tendered in the fall of 2022 and involves expanding infrastructure (roads, electricity, natural gas) to open up to 30 additional lots for small and medium sized businesses. Detailed design and engineering work is complete, and some clearing and blasting work may occur over the winter of 2022. Full construction is expected to start in the spring of 2023 with completion slated for 2024.

NFN has secured \$5 million in funding for the Bineshii Business Park expansion project, with NOHFC and FedNor each contributing \$1 million dollars, and Indigenous Services Canada contributing \$3 million dollars. The project will create conditions for sustainable long-term economic activity by employing NFN members and businesses during the construction phase and providing NFN businesses with space to locate or expand.

RENEWABLE ENERGY

NFN's four rooftop solar projects have a total capacity of 166 kW and are under contract with the

Independent Electricity Systems Operator (IESO) to generate electricity at a rate of \$0.548/kWh, which translates to approximately \$100,000 in annual revenues for NFN. The 20-year power purchase agreement ends in 2035.



The rooftop projects are located at the Nipissing Ojibway Daycare/Education Office, Lawrence Commanda Health Centre and Seniors' Lodge in Garden Village, and at Nbisii Secondary School.

Contact:

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

Economic Development

INDEPENDENT ELECTRICITY SYSTEM OPERATOR (IESO)

Working with our partners at the IESO, we have secured \$160,000 in grant monies to build level 2 battery electric vehicle charging stations at NFN as well as subsidize the installation of level 2 charging stations in people's homes who have or choose to purchase battery electric vehicles. We feel this initiative will provide the needed infrastructure to ensure our community can feel confident in adopting this vital technology.

BEAUCAGE PARK

Work is underway to revitalize Beaucage Park for today and the future. We were able to secure funds to open the Park for community members on a limited basis and provide opportunities for cultural practitioners to access the Park this year. Work will be completed through consultation and the economic development committee to determine the best use of the Park for the long term.

BINGO

It is with a heavy heart we must announce the permanent closure of our bingo operations at NFN. This decision was not made lightly but considered the financial setbacks from the pandemic as well as significantly lowered attendance to gaming events. We look forward to seeing the social aspects of this institution carried on through community get togethers and important events.

INDIGENOUS COMMUNITY BUSINESS FUND (ICBF)

Funds were secured through our partners at Indigenous Services Canada to provide pandemic relief for local licensed businesses at NFN. We were able to split the funds to allow for direct payments to licensed businesses as well as support a basket of goods. The basket of goods was able to support administrative led events while purchasing incentives to participate from our local licensed businesses.

These funds were also utilized to support a series of entrepreneur workshops completed in October and November of 2021. A business pitch and plan contest was held and four candidates made it to the final judging panel. It was a close decision but there was a clear winner who was awarded \$7,500 towards their entrepreneurial efforts. Gchi Miigwech to the workshop attendees and contestants who participated in the contest.

ANISHINABEK NATION

Work is being done to revitalize the Economic Development Blueprint with the intent this will be an evergreen document for member nations and businesses to use as a tool to further economic development interests. To this end an economic development leakage study was completed to determine whether we are maintaining our wealth within our communities. This information will help guide the Blueprint towards keeping out economic bucket full.

SMALL BUSINESS LOAN

Successful applicants were able to access funds through our small business loan. This program helped launch local small businesses such as a hair salon and support the continued efforts of crafters. This program can offer up to \$15,000 to NFN entrepreneurs who would otherwise have difficulty accessing capital through traditional financial institutions.

Contacts:

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705-472-9649

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Geneviève Couchie, Business Operations Manager

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genc@nfn.ca

Zack Lafleur, Economic Development Officer

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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 continued to experience profound challenges in this year given the COVID-19 pandemic however supporting our students has remained front and center. Some of the areas that the COVID relief funds supported this year were Nbisiing bus drivers, personal protective equipment, additional cleaning, high efficiency mobile air cleaners, funding post-secondary students on the wait list, re-engagement of students, summer subsidies to address lack of employment, re-engagement of drivers during work-from-home measures, IT equipment and loan program, and supports for mental health. We greatly appreciate our education staff and committee for rallying together during this time to support the well-being of students and staff.

As we continue our work, it is important to celebrate the milestones and look to the future with hope and excitement. In 2021-2022, we say farewell to Nancy Allaire as we welcome a new Director of Education, Daniel Stevens. To all the graduates this academic year, best wishes for continued success as you journey on your learning path!

STUDENTS

Post-secondary

- 134 Full-time students
- 42 Part-time students

Elementary/Secondary

- 215 on reserve students attending local Provincial School Boards
- 258 off reserve students
- 87 students attending Nbisiing Secondary School
 - 64 off reserve students (reverse tuition)
 - 23 on reserve students
- 10 Grade 12 Graduates

Adult Education

- 14 students, 4 Graduates

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
- Nbisiing Secondary School
- Niigaan Gdizhaami Fund projects with Nbisiing School and School Board partners

PRIORITIES

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

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

- First Nation Advisory Committee that honour 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 Nbisiiing 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 Nbisiiing Secondary School (Graduation Coach and Youth Life Promotions)
- Adult education program

- Increase cultural land-based learning in schools
- Post-secondary supports
- 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, and Anishinabek Nation.

ELEMENTARY/SECONDARY EDUCATION

The Education Department has service agreements with each of the four local school boards in our area: Near North District School Board (NNDSB), Nipissing-Parry Sound Catholic District School Board (NPSCDSB), 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 kindergarten to Grade 12. We also receive reverse tuition fees from the Ministry of Education and other First Nations for each student who lives off Nipissing First Nation that attends Nbisiiing Secondary School.

TUITION COSTS PER STUDENT

School Board		2017-2018	2018-2019	2019- 2020	2020-2021	2021-2022
Near North District School Board	Elementary	\$12,348.46	\$12,707.19	\$12,459.00	\$12,738.00	\$12,957.00
	Secondary	\$13,645.89	\$13,837.78	\$13,145.00	\$13,739.00	\$13,972.00
Nipissing-Parry Sound Catholic District School Board	Elementary	\$13,668.83	\$14,413.80	\$14,133.00	\$14,676.00	\$14,881.00
	Secondary	\$14,658.49	\$15,271.20	\$14,388.00	\$15,024.00	\$15,297.00
Conseil Scolaire Publique du Nord- Est de l'Ontario	Elementary	\$16,029.00	\$16,718.00	\$16,536.00	\$17,637.00	\$18,285.00
	Secondary	\$31,261.00	\$31,031.00	\$34,017.00	\$36,801.00	\$36,082.00
Conseil Scolaire Catholique Franco Nord	Elementary	\$15,354.34	\$16,188.83	\$15,846.00	\$16,513.00	\$16,840.00
	Secondary	\$18,309.80	\$19,100.02	\$19,049.00	\$19,819.00	\$20,160.00

POST-SECONDARY EDUCATION

This year, the NFN Post-Secondary Education Assistance Program (PSEAP) received 138 post-secondary applications and we were able to fund all students with no wait list. This is thanks to additional funds from AES/ KEB for re-engagement funds that supported students returning to school during COVID-19, additional costs, mental health supports, summer work loss to support rent subsidies, resources, and technology loan support.

We also celebrate 19 graduates who obtained either a diploma, degree, or certificate in some of the following areas: video and game design, Social Service worker, Integration disability manager, Juris Doctor (Law), Welding and fabrication technician, pre-health sciences, trades fundamentals, practical nursing, paramedic, Bachelor of

Science, electrical engineering, social service worker, Bachelor of Arts, social justice, Bachelor of education, and Executive master of business administration. Over the past year, NFN students were enrolled in post-secondary institutions and Indigenous Institutes across Canada. The highest concentration of students attended Canadore College and Nipissing University.

The table below provides a sample of the funding a single student would be eligible to receive through 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.

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

ADULT EDUCATION

The Education Department has continued to work with NFN Ontario Works and Employment and Training, around the Adult Education program. We also have a partnership with the Near North District School Board and the Laurentian Learning Centre, who assists with structuring the program for our students to enter the workplace or College. We have a teacher on-site in Garden Village and at Nbisiiing Secondary School twice 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 had 10 active registered adult learners continue their learning journey and five graduates from this support program.

NBISIING BUS LINES

Nbisiiing Bus Lines provides consistent and safe student transportation. Our fleet consists of 12 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 approximately 300 students to 15 different schools in the Sturgeon Falls and North Bay area, as well as to Nbisiiing Secondary School. New radio systems have been installed in all fleet vehicles. The new GPS tracking/radio system entitled “Talk Plus” has allowed us to reach drivers on-the-go, track our bussing fleet, and provide instant and secure communication. We also purchased a new bus to service spares for all routes. Nbisiiing Bus Lines provides charters for various programs and functions in and around NFN although we were unable to provide this service during the pandemic.



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 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 2021 to April 2022 for the 2021-2022 school year and we were successful in adding a bus driver to our list who achieved a bus license and certificate from our bus training program.

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

PARTNERS IN EDUCATION

The Education Department is proud to partner with the Kinooamaadziwin Education Body (KEB), provincial School Boards, Nipissing University, and Canadore College 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. NFN sits on the Special Education Advisory Committees at NNDSB and the NPSCDSB, as well as the First Nations Advisory Committees at all four partner School Boards. This year, we celebrate the following:

- Increasing Indigenous Graduation Coaches, mental wellness leads, and Special Education supports in schools
- Increasing Native as a Second Language (NSL) Anishinaabemowin programs and developing language resources
- Increasing Indigenous Studies courses open to all students and an accompanying guidebook of best practices/protocols to support educators teaching these courses

- Increasing Indigenous education resources in classrooms and libraries to support learning around reconciliation
- Improving access, removing barriers, and strengthening parent choice for First Nations students through the Reciprocal Education Approach
- Increasing support positions such as social workers and youth and family outreach
- Assisting school boards and NSL teachers with language revitalization by providing honouraria for fluent speakers and Elders to visit the classroom twice a year
- Joint Niigaan Gdizhaami Fund Projects in partnership with NPSCDSB, NNDSB, and Nbsiing Secondary School
- A Learning Recovery Action Plan that invests heavily in robust tutoring supports, and includes summer learning, a focus on reading, math and other foundational skills, as well as targeted initiatives intended to address unique barriers that some students may face. School boards will not charge fees for First Nations students enrolled in school board summer learning programming, including:
 - First Nations students who are already students of the school board via the Reciprocal Education Approach (REA) or/and an Education Services Agreement (ESA);
 - First Nations students who will be registering with the school board in September 2022, including students over the age of 21; and First Nations students who may be living on reserve and are enrolled in First Nation/federally operated schools, including students over the age of 21.

Nipissing University Partnership Highlights

NFN sits on the Board of Governors and the Nipissing University Indigenous Committee on Education. Nipissing University collaborates with Indigenous communities, like NFN 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
- Cultural spaces (Enji giigdoyang student lounge and sacred space, treaty learning centre, tipi)
- Indigenous programs (Indigenous Foundations program, Native Studies) and Indigenous inclusion into programs (Bachelor of Education, History, Social Work)
- Wiidooktaadwin Indigenous Mentorship and Biidaaban Community Service-Learning program with elementary and secondary schools
- Research projects such as the Wiidooktaadyang: Understanding the experience of wellness in NFN
- Events, guest lectures, and conferences that support Indigenous in the University
- Community knowledge-based courses at Nipissing University

Canadore College Partnership Highlights

NFN is a member of Canadore College's Indigenous Circle on Education to ensure that Indigenous learners are supported in their aspirations at the College and provide strategic direction to the College on the following initiatives:

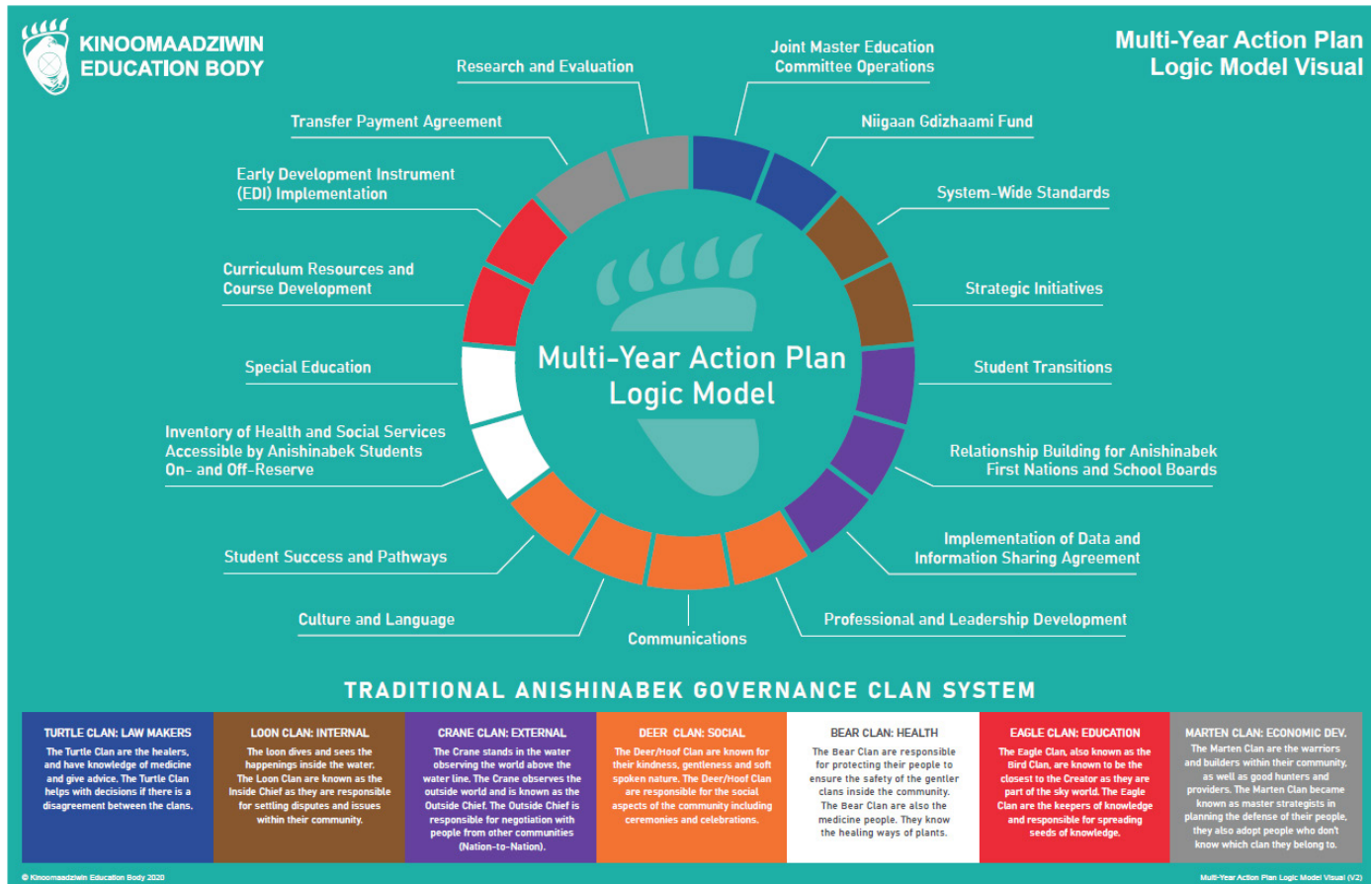
- Kikandaaswiwin Mookiisin (knowledge springing forth), an Indigenous Science, Technology, Engineering, Arts, and Mathematics (STEAM) (Nbsiing Secondary School students attend)
- Aboriginal Post-Secondary Information Program (APSIP) open houses
- Annual Canadore College Pow Wow (hosted virtually in 2021)
- National Day for Truth and Reconciliation

Kinoomaadziwin Education Body Highlights

NFN is a member of the Anishinabek Education System (AES) and works closely with the Kinoomaadziwin Education Body (KEB), the administrative body of the AES, to support students.

On September 1, 2021, a new three-year work plan came into effect to support the ongoing implementation of the Master Education Agreement between the participating First Nations, the Ministry of Education, and the KEB. Many of the projects outlined in the first

Multi-Year Action Plan (MYAP) will continue to progress throughout the next three years, while several new projects will also be initiated at various times. The new three-year MYAP is in place for 2021-2024 with Ontario funding in the amount of \$7.9 million dollars. The MYAP includes 14 projects that support the implementation and commitments outlined in the MEA.



In implementing the MYAP projects, NFN has collaborated on the following initiatives:

Capital Needs Assessment

The AES Capital Needs Assessment has been ongoing since December 2020 and is anticipated to be completed by March 2022. The KEB's consultant, First Nations Engineering Services Ltd., is now in the process of drafting individual reports for the participating First Nations (PFNs). These reports include the capital needs findings for each community, which are determined based on the information provided to the KEB throughout the data collection phase (ACRS reports, O & M costs, bussing information, facility planning, population, and enrollment data, etc.).

The project consultants will meet with representatives of each community over the next several months to review and confirm their individual capital needs assessments. A final summative report will then be developed for the AES, which will identify overall capital needs requirements over 5, 10, and 15 years. The report will include the following elements:

Special Education Guideline

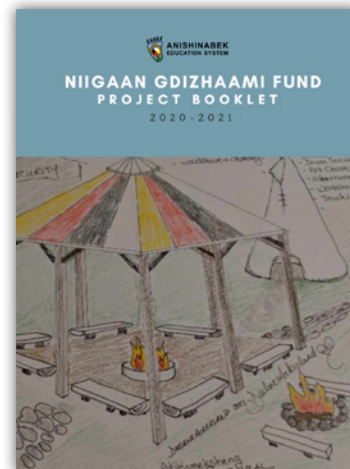
The Special Education Guideline was developed and being reviewed by Nbisiiing Special Education team to further enhance their plan and guideline at the school. The guideline incorporates principles and processes that reflect and define Special Education for Anishinabek Education system students attending schools both on-reserve and off-reserve. Main components of the Guideline are:

- Student Assessment and Identification
- Parental and Community Engagement
- Communication
- Student Transitions.



Anishinabek Nation Education Fiscal Transfer Agreement

The negotiations have started with the Government of Canada for the next Anishinabek Nation Education Fiscal Transfer Agreement, which supports the renewal of funding beyond March 2023. Updates are provided regularly to the KEB Board of Directors and to the 23 PFNs at monthly REC meetings. At all meetings, the KEB negotiation team collects comments and direction from PFNs to support the negotiations with Canada. The KEB negotiations team met with Canada to continue negotiating the terms of the next Anishinabek Education System Financial Agreement. Discussions at the negotiation table factor in a wide-range of topics, such as reporting requirements, education programs and services, funding adjusters, information sharing, life-long learning, capital needs, and capacity development, among many others.



Niigaan Gdizhaami Fund

The Niigaan Gdizhaami Fund is an annual grant that allows First Nations to apply for project funding. Have you looked at the Niigaan Gdizhaami Fund Project Booklet yet? This document provides a detailed overview of the 27 projects funded by the Niigaan Gdizhaami Fund in 2020-2021. These projects positively affected over 550 students throughout the AES.

For further information, all documents and project booklets are available at aes-keb.com.

Project with NPSCDSB

In 2021-2022, NFN partnered with the NPSCDSB on a joint project at Our Lady of Sorrows School to acquire additional technology for the Native Second Language classroom and create an outdoor learning space to enhance the cultural teachings that support student well-being and achievement.

With participation from the entire school community of students, staff, parents, and NFN community members, the school built a medicine garden with a pergola covering for students and staff to use for years to come. The garden is colour coded as a medicine wheel and includes benches facing each direction with a fireplace in the centre. On the other side of the garden, located next to a beautiful tree, is an outdoor classroom.

The project continues to focus on increasing knowledge and understanding of Anishinabek histories, cultures, perspectives, languages, and contributions. Classroom learning is centered around Anishinaabe knowledge that is passed down from one generation to the next through ceremonial teachings. As such, the learning throughout the year is a collaborative effort of local language teachers, which includes community Elders, community partners and members of the educational community throughout the district. To facilitate this learning and to provide students with visual and auditory support, the school used the Niigaan Gdizhaami Project funds to purchase laptops for the school. Moving forward, students

have continued to learn in a hybrid model, with some attending school in-person and others learning at home. The purchase of the laptops has helped to foster connections between students and families and engage everyone in this important experiential learning. Soon, this partnership plans to expand this beautiful area by adding a teepee and a teaching lodge. The contributions provided by the elders, Dr. Joan McLeod Shabogesic, George Couchie, and Chief Scott McLeod, help make this learning genuine and connected to the community.

“Ceremonies have a huge impact on my life because they bring people together and encourage us to carry out our traditions; learning from the Elders provided me with an opportunity to feel empowered to be a leader and feel proud of who I am.” - Student, Our Lady of Sorrows School



Project with NNDSB

First Nations in REC #3 and the NNDSB contracted a position to support students during COVID-19 with culture and knowledge sharing. A dedicated, full-time Cultural Advisor was available to support teachers and students in NNDSB schools to increase their Anishinabek knowledge and understanding.

Community Profile Booklets

As part of Regional Education Council #3, NFN worked with other First Nations in the region to develop Community Profile Books for each Nation. The books will promote a greater understanding of First Nations and help school curricula accurately reflect our history and experiences. The project will be completed in 2023.

Contact:

Daniel Stevens, Director of Education

705-753-6995 ext. 3013

daniels@nfn.ca

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

Again, this school year was a unique experience with the movement between our in-person and

virtual learning platforms due to COVID restrictions, lockdowns, and an unprecedented amount of snow days. We were able to mitigate the disruptions for learning by providing ChromeBooks for all students for use at home while continuing to offer MacBooks for in-school learning.

GRADUATES

Since opening in 1995, Nbisiing Secondary School has graduated 366 students.

SCHOOL YEAR	GRADUATES	GRADUATION RATE
2021-2022	14	74%
2020-2021	10	53%*
2019-2020	9	75%
2018-2019	21	74%
2017-2018	16	76%
2016-2017	11	73%
2015-2016	14	75%
2014-2015	17	71%
2013-2014	5	56%

**Extenuating circumstances due to COVID-19*

CONTINUED LEARNING SUMMER SCHOOL PROGRAM

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



ELDERS SPACE

This year we created a space for Elders with the goal to create community in the school, build trusting relationships, and foster mno-bmaadziwin for the staff and students.

YOUTH LIFE PROMOTION

Nbisiing is in the fifth year of this program. The funding supports youth life promotion and suicide prevention activities that support Indigenous communities to lay the groundwork for

“The wellness lead has the most compassionate personality, she is in touch with reality and the life struggles that the students at this school face, she is always willing to listen and emotionally support us no matter what time of the day.”

Student Testimonial, 2022



ongoing Youth Life Promotion investments. Amanda has been the Wellness Lead at Nbisiing since 2018 and has developed and grown the Wellness Program from its infancy to what is now, as an integral part of our school. The Wellness Program is robust and designed to accommodate the various, unique needs of our students. With the increase of in-person learning this year, the data shows a significant increase in the number of program service engagements compared to last year.



GWAJIIN KINOOMAAGEWIN (OUTDOOR EDUCATION) PROGRAM

Monique Sawyer is leading the Gwajiin Kinoomaagewin program. She provided students with countless unique learning opportunities this school year while developing the program from the ground up. Students have gone ice fishing; collected, boiled, and jarred maple syrup; carved paddles; built a lodge with Dokis First Nation; obtained their GPS certification; stretched and tanned moose hide; made tools and sinew from moose bones; and so much more. Monique has a passion for Ojibwe language and includes language in her lessons wherever she can which adds so much value to both student and staff learning. She is an invaluable part of the Nbisiing team, and we are so grateful for her and her sharing the knowledge that she has with our students and staff.

Contact:

Lacy Stevens-Farrell
705-497-9938
lacyf@nbisiing.com

Employment & Training

We would like to congratulate all members who have completed their training programs. We wish all the very best in their endeavors!

LOCAL DELIVERY MECHANISM (LDM)

NFN Employment & Training is a federally funded program through Employment and Social Development Canada. The goals of the program are to provide our members with support and tools to attain their goals such as client assessments, wage subsidies, training, workshops, career/job fairs, resume writing that will enable our clients to be competitive in today's labour market and that will assist them with securing long term sustainable employment. With this funding, members can access programs that meet their needs, and provide valuable skills and/or job placements while working towards becoming self-sufficient. In addition, Employment & Training provides other valuable services such as assisting the membership to access other Indigenous organizations, Federal and Provincial programs.

This past fiscal year was still a challenge due to the COVID-19 pandemic. Changes had to be made during this time to enable the membership to still follow their career aspirations through online training. Amendments were made to the Employment & Training Policy to allow the clients to enroll in training programs via online. With these challenges there were many successes clients completing their training and securing employment. There were many adjustments that had to be made and many positives during this pandemic.

As the Employment & Training program continues to move forward these valuable services will continue to be provided. In addition, we will continue to work alongside with NFN Programs, the local community colleges, local businesses to research and/or develop programs that will provide the training and skills to meet the employment demands of today's labour market and the future labour market. With this type of support, the opportunities will arise, enabling the

membership to be competitive in securing full time employment.

EMPLOYMENT & TRAINING STATISTICS 2021-2022

With the challenges of the COVID-19 pandemic, the Employment & Training program was still able to work with and sponsor many clients to attend and participate in training programs. With this support, clients were able to take advantage of online training and in-person training when possible. On average 25 clients were in training monthly throughout the fiscal year. These are the sponsorships that were approved and completed in the 2021-2022 fiscal year:

2 Carpentry Pre-apprentice for women	2 Esthetician - Hairstyling
1 Electronic Tech	1 Social Worker
2 Line Ground Crew Support	1 Truck & Coach Apprentice
1 Arborist Apprentice	1 Pharmacy Tech
1 IT Internship A+	1 Cadet Trainee APS
1 Paralegal	1 Addictions Studies Indigenous Focus
2 Real Estate Sales	3 Heavy Equipment Operator Upskill
2 RPN's	5 Employment Referrals Hydro One/Mining
4 Class A/Z & D/Z Upskill	1 Business Admin
1 Office Administration	1 IT Internships
5 Mobility	
13 Employment Start Up PPE	
1 Community Economic Development	

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

STEWARDSHIP YOUTH RANGERS/JUNIOR RANGERS

The Junior Rangers program is offered in partnership with the Ministry of Natural Resources and 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 our natural resources. They gain 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 programs related to natural resources.

INDIGENOUS LABOUR MARKET INFORMATION & SKILLS INVENTORY DATABASE

Due to the COVID-19 pandemic, this program was suspended and will hopefully resume in 2022-2023. The information that will be collected from the database is held in strict confidentiality and will be a great tool for gathering up-to-date statistics. Having this data would be beneficial to all NFN's programs for accurate statistical information on education, age groups, employment, etc. Please participate should you receive a call. This program has been extended to end of fiscal year March 31, 2023.

Contact:

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



Nipissing Nation Kendaaswin (Library)

Due to the pandemic, our Kendaaswin (Library) remained closed in the 2021-2022 fiscal year. During this time, we offered curbside services for books, movies, photocopying and printing.

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 (6) PC computers and four (4) Mac computers. These are equipped with Microsoft Office using the following programs: Word, Excel, and PowerPoint. We also have one computer with Microsoft Publisher. Seven (7) 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 our materials.

HOMEWORK ASSISTANCE CENTRE FOR KIDS (H.A.C.K.)

The HACK program runs Monday-Wednesday from 3:30 p.m. to 5:30 p.m. and it operates during the school year. 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 provides literacy and recreational activities and runs during the school year on Thursdays from 3:30 p.m. to 5:30 p.m.

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.

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 and 13-17 years old. Our 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 and 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, and other outdoor activities.

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
705-753-6997
randyp@nfn.ca

GOAL #4 – Infrastructure/Community Resources (South)

Community Infrastructure 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
- Parks and Recreation (previously known as Beautification, includes grass cutting service for NFN seniors 65+)

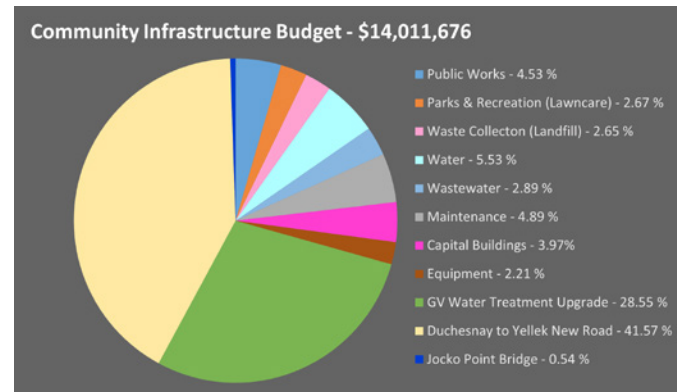
We assist with room bookings/rentals for staff meetings and community events in Garden Village and Duchesnay. We also provide seniors' snowplowing and grass cutting services which serve approximately 90 senior members living in Nipissing First Nation communities.

Our team of 26 full-time staff delivers programming and services as outlined in our Capital Plan, Chief and Council recommendations, as well as annual, five and ten-plus year work plans, while managing multiple budgets.

We employ an additional 6 workers for the seasonal Parks and Recreation program, which has created over 75 jobs since 2015.

BUDGET

As COVID restrictions were lifted, NFN was able to move forward to the construction phase for our major projects, however, the budget to complete this work increased due to supply and demand challenges.



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 Wastewater Feasibility Study
- Closing the Gap 2030 Initiative with Indigenous Services Canada



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

COMMUNITY INFRASTRUCTURE PROJECTS

During the 2021-2022 fiscal year, the Community Infrastructure work plan identifies the following projects:

NFN Community Infrastructure Projects

- NFN Water & Waste Plan – Duchesnay and Yellek
 - NFN ground Water Treatment Plant
- Water & Wastewater Feasibility Study
 - Completed. Added to the Closing the Gap Initiative.
- Garden Village Water Treatment Upgrades
 - Construction Phase – Ongoing
- Duchesnay to Yellek New Road
 - Construction Phase – Ongoing
- Jocko Point Bridge
 - Phase One Completed. Applying for funds to replace bridge.

PUBLIC WORKS / GWAJIING NOKIIWIN

Our staff maintains over 55 km of roads on NFN and are responsible for bridges, streetlights, signage, docks, culverts, and other community infrastructure. Pow Wow grounds were not included in this fiscal year as the event moved to Garden Village.

During the 2021-2022 fiscal year, the following items in the Public Works work plan were either ongoing or completed.

Brushing and Cemeteries

- Duchesnay Future Cemetery Expansion
 - Planning on expansion and reclaimed lot completed.
- Garden Village New Cemetery
 - Columbarium installed and open to the public October 2022.
- Cemetery Service
 - Maintenance and burial service for NFN members completed.

Roads

- Sweetgrass Road
 - Gravel lift completed.
- Mukwa Miikan
 - Widen road at top and rip rap completed. New fence also installed.
 - Gates locks for brush area and clean up completed.
- Roadway Signs with Ojibway Stop Signs
 - Remaining signs 99% completed.
- Jocko Point Road
 - Repaired asphalt in heavy traffic areas
- Yellek
 - Brushing, culverts, gravel lift, ditching, and road upgrades are ongoing. Bridge repairs (ARCS Project) stage one repairs are ongoing.
- Nova Beaucage
 - Change location of driveway beside future entrance is on-going.
- Semo Road
 - Brush ditches and clean out are ongoing.
- Lawrence Lane
 - Brushing and gravel lift are ongoing.
- Serenity Lane
 - Paving options review are ongoing.
- Couchie Memorial Drive
 - Potholes and repair shoulders is ongoing.
- Beaucage Park Road
 - Repairs are ongoing.
- Beaucage Entrance, VLA, Couchie Industrial
 - Paving options review are ongoing.

Staff

- Morale, Group Events, Communication, Training, Safety Training
 - Completed.

Public Works Building

- Garage
 - Apply spray foam installation inside garage is completed.
- Duchesnay Public Works Building Expansion
 - Construction is in progress.

WASTE MANAGEMENT /
AANJI-AAPICHTOOYANG

- Landfill Hydro line Project shall be completed by mid-December 2022. Once in operation NFN will be installing a security system to protect assets on the site.
- Household Hazardous Waste Depot (HHWD) is now accepting waste at the NFN Landfill site. The HHW depot will only operate between April 1 to November 1 of each year.
- Waste Management Policy - NFN is working on a policy that will provide NFN community members a clear standard on waste management practices.
- Waste Management Study, Landfill Assessment – NFN is conducting a waste management study and landfill assessment through the fall and winter of 2022-23. This waste management study will provide NFN with a 20-year solid waste management planning document. The Landfill assessment will look at the current state of the landfill and provide recommendations on how NFN can extend the lifespan through diversion practices.
- Draft Solid Waste Management Planning Document – this will guide NFN for the next 20 years in managing the community’s solid waste.
- Backyard Compost Program – NFN Is providing backyard compost bin free of charge to on-reserve community members’ households and aiding community members in starting and maintaining their home composting. The backyard Composting program is to reduce organic waste from entering the NFN Landfill site. These efforts are to assist with extending the lifespan of the NFN Landfill site, reduce leachate to protect our water sources, and reduce greenhouse gases.

Blue Box Transition and Circular Economy Act – NFN is preparing for the blue Box transition to the circular economy Act. The circular economy act moves the responsibility of funding recycling programs in Ontario from the provincial government to the corporations that produce these materials. First Nations in Ontario are expected to transition in 2026.

During the 2021-2022 fiscal year, the following items in the Waste Management work plan were either ongoing, started or completed:

Waste Collection (Landfill)

- Landfill Hydro Line Project
 - Ongoing (anticipated completion Dec 2022).
- Household Hazardous Waste Depot
 - Operational.
- Waste Management Policy
 - Started draft waste management policy.
- Waste Management Study, Landfill Assessment
 - Started (tenders received, once evaluation complete consultant can begin work)
- Draft Solid Waste Management Planning Document
 - Ongoing (paused until completion of waste management study and landfill assessment).
- Backyard Compost Program
 - Ongoing (community membership receiving compost bins and fees/ rules for businesses).
- Blue Box Transition and Circular Economy Act
 - NFN is registered with the RPRA (Resource Productivity and Recovery Authority) for the Blue Box Transition to the Circular Economy Act
- Building for Equipment
 - Building was built and waiting for hydro to be installed.

WATER & WASTEWATER MANAGEMENT

- Increased ISC funding to enhance operations and maintained funding for Water/Wastewater systems
- Received \$25,000 from FNWWAP for additional water testing, educational programs
- We have been meeting and exceeding federal government wastewater reporting requirements since 2013; and,
- We have three Level 2 Operators, one Level 1 Operator, one Wastewater Level 1 and two trainees Level 1.

During the 2021-2022 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. Increased O&M and operators' rates as per OFNTS survey.
- ARCS Deficiencies
 - Completed
- Inspect Portable Water Tank
 - Completed
- Work with Tribal Council Training Upgrades
 - Completed
- Maintenance Management System (Tribal)
 - Ongoing.
- Waste Plant Building Repairs
 - Ensured flows were completed. Building repairs were completed.

MAINTENANCE

Maintenance was expanded to include Nbisiing Secondary School, Kinoomaadziwin Education Body, and the Duchesnay Community Hall buildings. During the 2021-2022 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 and Repave Parking Lot on Kitchen Side.
 - Ongoing
- Repair Draining Manhole in Lot by the Kitchen.
 - Ongoing
- Janitorial and Maintenance Service to All Buildings.
 - Completed

CAPITAL BUILDINGS

During the 2021-2022 fiscal year, the following items in the Community Buildings work plan were either ongoing or completed:

Maintenance Expand Development Plan

- Upgrade Cenotaph
 - Apply for funding from Chief and Council and Veterans Affairs is ongoing.
- Complete Walking Trails Signs and Stations
 - Ongoing
- Research Recreational Water Park
 - Ongoing
- Dismantle Christine Lane Old Community Hall
 - Completed
- General Repair to Outdoor Bathrooms and Dugouts
 - Ongoing

Enhanced Services for Seniors and the Community

- Coordinate Seniors' Snow Plowing Program
 - Completed
- Coordinate Seniors' Lawncare Program
 - Completed
- Coordinate Parks & Recreation and Maintenance Programs
 - Completed

EQUIPMENT

During the 2021-2022 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 and new trucks have arrived.
- Clean and paint, repair older equipment.
 - Ongoing

PARKS AND RECREATION

The Parks and Recreation program (previously known as Beautification) has been in place since 2007 to provide services to all NFN communities, which include the maintenance and repairs of public spaces, as well as providing lawn care and property maintenance for seniors who qualify. The objective of this program is to provide experience and employment opportunities to Nipissing First Nation band members who face employment challenges and prepare them for their future careers, while learning new skills in the labour industry or in an office setting. These workers are also given the opportunity to work in, and for, their community. With the transition of Covid, the crew had experienced a few challenges due to a delayed start, a smaller crew and abundance of rainy or hot weather conditions.

During the 2020-21 fiscal year, the following Parks and Recreation work plan items were all completed.

Complete Maintenance and Repairs to NFN Public Spaces

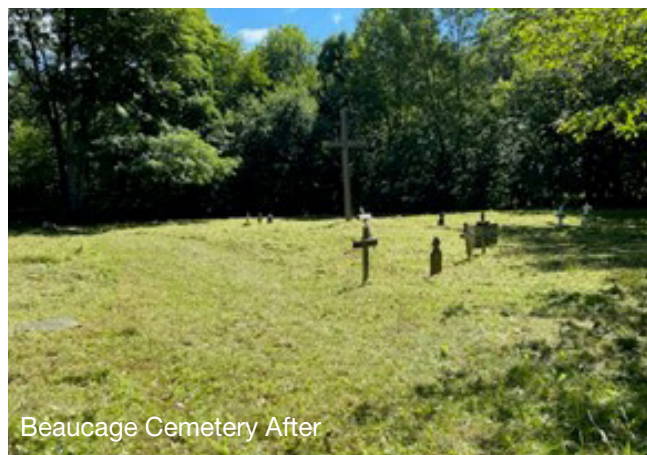
- NFN Traditional Pow Wow Grounds
 - Completed
- Community Parks & Beaches
 - Completed
- Cemeteries
 - Completed
- Public Beaches
 - Completed
- Community Beautification
 - Completed
- Repair Playgrounds
 - Completed
- Recreation Maintenance and Repairs
 - Completed
- Build a building as a starting point for Parks and Recreation crew
 - Deferred

Assist NFN Seniors with Outdoor Maintenance of their Properties

- Senior Lawn Care
 - Completed



Beaucage Cemetery Before



Beaucage Cemetery After

Contact:

Patrick Stevens, Director of Community Infrastructure

705-753-2050 ext. 1220
patrick@nfn.ca

Brian Stevens, Building Maintenance Manager

705-753-2050 ext. 1252
brians@nfn.ca

Steve Doucette, Public Works Manager

705-753-2050 ext. 4001
steved@nfn.ca

Housing

The Nipissing First Nation Housing Department, in collaboration with Chief and Council, continues to strive towards providing housing programs and services to the Nipissing First Nation Membership.

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

NFN ON-RESERVE HOUSING LOAN PROGRAMS

These loans assist NFN members with constructing new homes or purchasing and/or repairing existing homes that meet the Ontario Building Code.

- **\$7,447,319.17** borrowed through the NFN On-Reserve Housing Loan program since 2005
- **\$13,683,539.00** borrowed through the RBC On-Reserve Lending Program since it started in 2005
- **Caisse Alliance** provides NFN 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 39 grants were approved and completed in 2021-2022.

APARTMENT RENTAL UNITS

The Housing Department manages **82 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. The Housing Department is in the process of outfitting all units with the Best Lock system, also we have purchased property management software to better document assets and maintenance schedules of our units. 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
- WABN assistance with housing stock assessments
- Beautification of properties

Our housing team strives to improve service delivery, improve renovation turnover timelines of units (7 in 2022), develop positive relations with tenants, raise awareness of safety, offer financial consultant sessions to all members, encourage tenants to beautify NFN 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. We have added a dump trailer to our department to assist tenants with disposing unwanted items and reduce the number of hoarding situations.

PREVENTIVE MAINTENANCE

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



Seniors' Complex Update

The signage at the Seniors' Complex is in the design process of being updated. New signage will make the home more visible and identifiable for emergency services.

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

Two of the units received new plank flooring which facilitated the removal of old carpeting which will reduce trapped allergens. Upgrades to appliances are ongoing as needed.

COVID-19 did not stop our annual Christmas Dinner in 2021 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.

Contact:

Chris Bellissimo, Housing Manager
705-753-2050 ext. 1246
chrisb@nfn.ca

Fire & Emergency Services

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



The Nipissing First Nation Fire Department currently has 37 Firefighters serving the three Fire Stations and trains two 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. We also added a covered utility trailer to haul the wildland fire equipment to the scene of the fire.

With ISC funding, we were able to replace the 1995 Duchesnay Tanker with a new 2022 tanker. This tanker will be able to provide water shuttle as well as pumping options as it has an onboard 500 gallon per minute pump.

For the year of 2021-2022, Nipissing First Nation Fire and Emergency Services has responded to 16 calls within the Boundaries of NFN for various issues such as structure fires, vehicle fires, false alarms and carbon monoxide.

Contact:

Melvin McLeod, Fire & Emergency Services Manager
705-495-4603



GOAL #5 – Stewardship & Protection (South)

Lands

SPECIFIC AGREEMENT – ATR UNSOLD LANDS

Implementation Stage of the 1995 Specific Agreement anticipates the return of the majority of the lands in Beaucage and Commanda Townships (Schedule E & F) to reserve status by end of 2022. The other lands in Schedule I are in the process of being surveyed and it is anticipated to be completed in March 2023. The Environmental Assessment update of lands being returned will take place the fall of 2022, and 3rd Party Access Notices are awaiting approval by Department of Justice. There continues to be ongoing monthly meetings with ISC representatives to ensure the file keeps moving forward.

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 and Nipissing First Nation Soil Remediation project. We are awaiting the access issue to be resolved and the contract to be negotiated and awarded. Once we receive that news, we will inform the membership of the commencement date of the project.

MTO HIGHWAY 17 REFURBISHMENT PROJECT

MTO is in the process of refurbishing the section of highway 17 from Gormanville Road, North Bay to Laronde Creek. The plans to replace the Laronde Creek bridge have been postponed for a couple of years.

REPLACEMENT OF FADED NFN HWY SIGNS

The Lands team, developed a design for new NFN highway signs that include Nibisiing Nishnaabemwin. The design and message received the approval of Chief and Council. The installation of the new signs are completed.

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 and require community consultation. The enactment process of the MRPL will take place after the Land Code. The Land Code requires a Ratification Vote. This means 33% of the eligible voters must register to vote and the majority must vote in favour of the new Land Code. A Land Use Plan is ready for consultation and community approval and requires approval of 10% of eligible members. The Land Use Plan (LUP) along with the updated Land Code was presented to the community at the Community Consultation Meetings of July 19 and July 25, 2022. Both received positive feedback. They will be presented at the off reserve Community Consultation Meetings. Watch for notification on the dates for the votes to take place on these important documents.

LAND ALLOTMENTS

Membership must meet the criteria of having plans, estimates that include water and septic service to the home, and proof of financing to cover the estimates in order to select a lot. The plans are submitted to the Housing Inspector for review and approval. We are currently in the process of reviewing and revising the Grant of Entitlement Law which will go out to the membership for review before being enacted.

Once you meet the criteria to select a lot, the GIS Technician will attend on site to show you the boundary of your lot and have you review and sign the Application for Land. You will have one year from that date to build your home.

HOUSING STATISTICS

The chart depicts the overall housing count of Nipissing First Nation members who live on reserve for 2022.

Community	Number of Homes
Beaucage Subdivision	13
Beaucage Village	7
Duchesnay Village	123
Garden Village	223
Mosquito Creek	3
Paradise Point (JP)	14
Serenity Lane	10
VLA	7
Yellek Village	159
Total NFN Homes	559
Total Lessee Homes	308
Total Homes on NFN	867


WILLS & ESTATES AND POWER OF ATTORNEY

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.

A pamphlet was developed to help navigate the membership through the sorrowful time of losing a loved one. We have these at our table for hand out at the annual community meeting or we can mail one to you at your request by contacting our office at 705-753-2922. You can also access this pamphlet on our website: nfn.ca/membership/estates

MEMBERSHIP STATISTICS

The chart depicts the overall population of Nipissing Nation Members who live on reserve by community and gives the total living off reserve as of July 2022:

<div>  <div> Nipissing First Nation Community Population Report All Communities </div> </div>			
Community	Male	Female	Total
Beaucage Subdivision	14	7	21
Beaucage Village	2	8	10
Duchesnay	101	82	183
Garden Village	241	237	478
Jocko Point	5	2	7
Meadowside	15	10	25
Mosquito Creek	3	3	6
Off-Reserve	993	1,178	2,172
Paradise Point	4	7	11
Serenity Lane	8	12	20
VLA	5	3	8
Yellek	93	106	199
Total	1,484	1,655	3,140

HUNT CAMPS

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.

DRINKING WATER CLAIM:

For information on this claim you can go to www.firstnationsdrinkingwater.ca.

Nipissing First Nation water advisory period is from April 16, 2007 to February 20, 2015.

There are criteria you have to meet in order to be eligible:

- IF BORN BEFORE NOVEMBER 20, 1995: you had to ordinarily live/lived on an impacted First Nation during a long-term drinking water advisory that lasted continuously for a year or longer, anytime between November 20, 2013 and February 20, 2015.

- B) IF BORN ON OR AFTER NOVEMBER 20, 1995:
you had to ordinarily live/lived on an impacted First Nation during a long-term drinking water advisory that lasted continuously for a year or longer, anytime between APRIL 16, 2007 and FEBRUARY 20, 2015

Contacts:

Cameron Welch, Director of Lands and Natural Resources

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cameronw@nfn.ca

Cathy McLeod, Lands Manager

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cathym@nfn.ca

Natural Resources

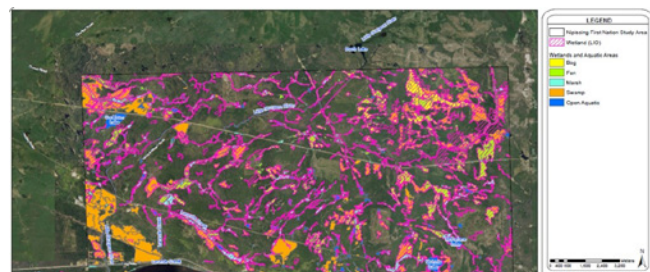
The Natural Resources Department is committed to the sustainable management of the Nation's resources. The main goals for the Natural Resources Department are to promote sustainable harvesting, awareness of issues being faced by NFN and to provide recommendations to Chief & Council on various resource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

MEMORANDUM OF UNDERSTANDING (MOU)

Our working relationship with the Ministry of Northern Development, Mines, Natural Resources and Forestry (NDMNRF) was in the last year of the second three-year agreement between NFN and NDMNRF. The NFN Natural Resources Department made positive strides with our management activities with the support provided through the MOU. The ultimate goal is the recovery of the Lake Nipissing walleye population. Some highlights of how the MOU benefits NFN include:

- Protect and enhance the Lake Nipissing walleye population for the benefit of NFN users today and in the future
- Assists in 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
- MOU does not degrade, derogate, revoke, or diminish existing Treaty Rights
- Financial support for training, employment and assessment needs
- Technical support to assist with fisheries management



COMPLIANCE

Our Enforcement Officers 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. NFN's Enforcement Officers also monitor other NFN by-laws to ensure compliance and assist other Departments to achieve compliance with their policies. *Chi-Miigwech to NFN members and compliant fishermen for your continued support.*

The NFN Natural Resources Department would like to thank the NDMNRF Conservation Officers and Anishinabek Police Services for helping the Natural Resources Enforcement staff monitor NFN's commercial fishery.

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 NDMNRF 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.

SUSTAINABLE FOREST LICENSE (SFL) AND FOREST MANAGEMENT

NFN is currently managing part of Nipissing Forest – areas outside of NFN's administrative lands – as part of a Sustainable Forest Licence (SFL) registered under Nipissing Forestry Inc. NFN's Forestry Coordinator works closely with Young Forestry Services (YFS), the Nipissing Forest Management Unit (NFRM) and EACOM to harvest portions of the allowable harvest area (AHA) within Nipissing Forest. NFN is also part of the stakeholders Board of Directors for Nipissing Forest Resource Management (NFRM) which gives access for input to "Forest Policy and Responsible Forest Management" (NFRM).

RED PINE PLANTATION AND WHITE CEDAR THINNING

Ecological Land Classification (ELC) plots and Stems per hectare plots provide a baseline of information specific to a targeted stand such as Red Pine and White Cedar. Areas or plots are then managed for thinning and/or treatment.

MOOZ MIIKAN ROAD MAINTENANCE

NFN's Forestry Coordinator worked with Young Forestry Services (YFS) on the Mooz Miikan Road Widening Project. The purpose of this project was to create a safe passage for wood hauling and access to areas or plots for thinning. Road Maintenance and upgrades provide NFN band member safety, protection of forest resources, and access.

TREE RISK ASSESSMENTS

Tree Risk Assessments were conducted in general for the NFN community as well as site visits for individual residents (i.e. members and non-members). The purpose of Tree Risk Assessment was to monitor trees for maintenance (e.g., removal of tree branches), tree health (e.g., disease), property damage prevention, mitigation, trees that pose threat to individuals and their property and approval for tree removal.

NON-COMMERCIAL FIREWOOD PERMITS

Each year, wood removal permits are provided to NFN band members for harvest within NFN administrative lands for non-commercial use (e.g., firewood, building material, small projects, etc.).

HYDRO LINE RIGHT OF WAY CLEARING FOR LAND FILL

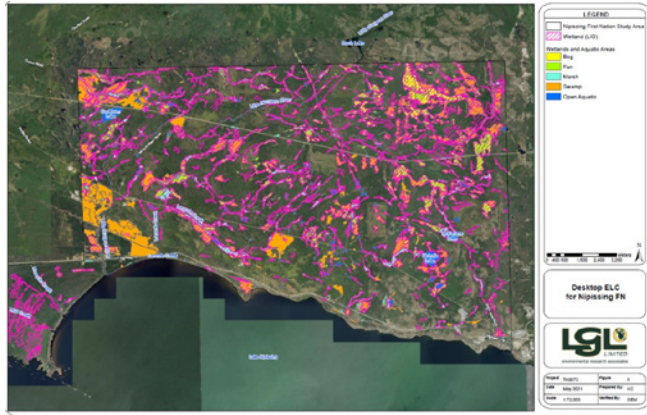
A new boundary line was mapped out for a new hydro line that will power NFN's land fill site. Work was completed in partnership with NFN's Waste Diversion Coordinator and NFN's Forestry Coordinator.

ECOLOGICAL LAND CLASSIFICATION (ELC)

The Lands, Resources and Environment Department initiated a suite of desktop Ecological Land

Classification studies of administrative boundaries. Ecological Land Classification (ELC) is a process of delineating and classifying ecologically distinctive areas of the surface, which in themselves act as distinct ecological communities and systems.

This initiative was completed in two parts due to the Nation's large land base (~48,319 Ha). The first phase of habitat delineation was completed on the Jocko Point Raised Beach Complex (JPRC), which is an area of Natural and Scientific Interest (ANSI) as well as the location of the 2021 Fecal Pellet Count Index (FPI), looking at the local moose population. Data from the ELC initiatives have already been used for planning future Species at Risk (SAR) surveys and Moose FPI initiatives for the Beaucage and Commanda Townships.



The ELC compliment decisions around future land use and protection and will guide the Department in making sound ecological decisions. Future work will involve ground truthing and classifying the current ELC data into more detailed ecological communities.

MOOSE AND CLIMATE: A PRELIMINARY STUDY

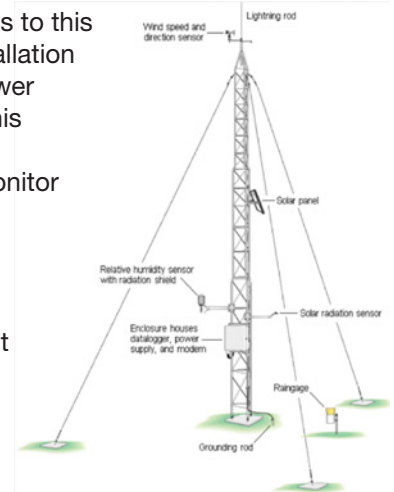
In 2020, the Lands, Resources and Environment department initiated its first-ever Moose and Climate study investigating the local moose population and the impacts associated with climate change. The first phase of this study was completed in May 2020 with the completion of a Fecal Pellet Count Index (FPI) within the Jocko Point Raised Beach Complex. Following

the success of this study, the Department conducted a second FPI within the Beaucage Township in the spring of 2022. A third and final FPI is scheduled for the spring of 2023 with the Commanda Township. This initiative represents a baseline on the relative abundance, distribution, and health of the moose population within the administrative areas of Nipissing First Nation.

The FPI protocol involves the selection of randomized sites within a defined study area. Randomized sites are then paired with a random azimuth (compass direction) to direct researchers in a specific direction at each location. A transect, 150 m in length, is then travelled, with a 1 m circular plot being searched for fecal pellets of moose. These circular plots are spaced every 5m for a total of 30 plots being sampled per transect/site.

The FPI works off the fact that as moose densities increase, so does the number of fecal pellets found within a study area. With subsequent years of data, indices can be compared to give insight into increasing or decreasing moose density with confidence. In addition, pellet groups noted in plots are also used to determine the relative abundance of the species in each area.

Additional components to this study include the installation of the NFN climate tower (summer-fall 2022). This (Automated Weather Station – AWS) will monitor meteorological data and will be used in-house as a source of environmental data, which will complement all NFN monitoring initiatives, in addition to education, and outreach.



Lastly, work is currently underway to establish a cultural area relating to moose harvest, ceremony, teachings, and youth land-based programming. This initiative has been coined the “Moose Camp.”

MULTIPLE SPECIES INVENTORY AND MONITORING (MSIM)

The Lands, Resources and Environment have deployed three nodal trail camera systems within the Jocko Point Raised Beach Complex. Fifteen (15) cameras actively monitor critical moose habitats, migration/ rand corridors, and additional significant ecological areas uncovered during the successful 2021 FPI study. Test camera parameters in various environments, deployment configurations (solar and battery pack), and power consumption scenarios have also occurred. Cameras have been periodically tended and maintained while a database has been created to store and share files. In the summer of 2021 alone, over 120 detections, including 13 wildlife species, have been captured and documented. The Department hopes to extend these monitoring initiatives to other townships within the NFN administrative area.

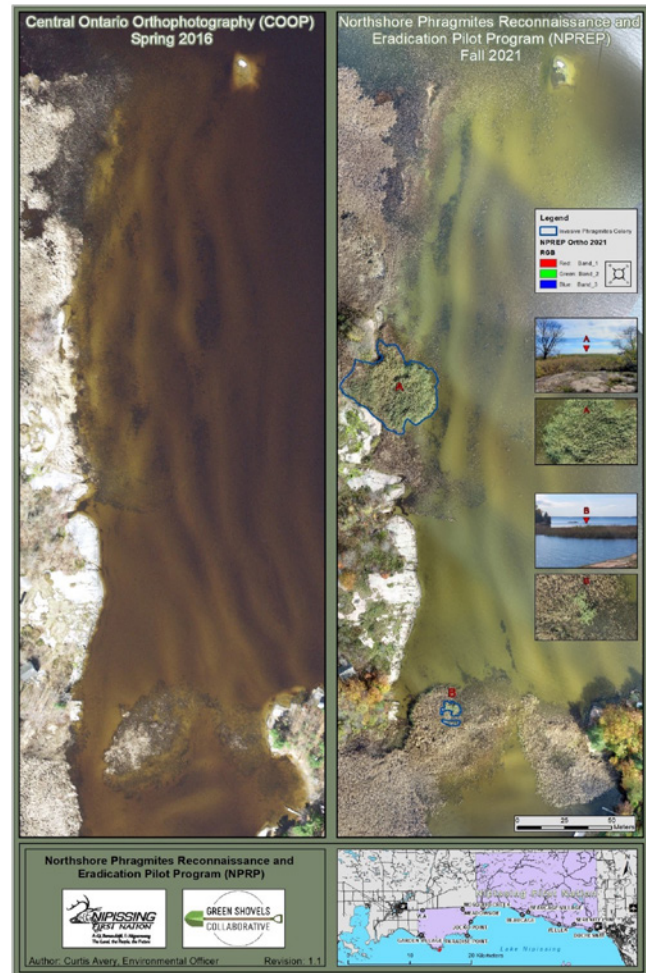


NOVEL DRONE INVESTIGATIONS

Utilizing the opportunities provided by the moose and climate funding, NFN has now established its first UAV Program. Three essential wetlands utilized by the local moose population have been mapped. Data from these flights have been analyzed to create Orthomosaic (aerial maps) and for 3D rendering. Future work will involve habitat delineation in ArcGIS, congruent with the ELC ground-truthing. This data will be used in future SAR studies we hope to initiate for 2023.

In addition to habitat mapping and reconnaissance, the UAV program has also been used in a novel mapping

study, investigating invasive species within the administration area. The NFN's Northshore Phragmites Reconnaissance and Eradication Pilot Program, in collaboration with the Green Shovels Collaborative, has allowed us to take a monitoring concept and apply it to real-world situations. In 2021, while in the field, crews noted invasive phragmites beginning to colonize in small, patched areas that are critical to SAR and moose. While this was concerning, it was pointed out that the invasive phragmites stuck out amongst the other native vegetation, which had gone dormant and brown at the time. In contrast, the invasive species, not tuned to our seasons, suck out with a vibrant green amongst the native vegetation. Using this vulnerability,



the Lands and Resources Department utilized its UAV to map infected areas. From this, 1592.87 m² of invasive phragmites was delineated from native vegetation types. Invasive phragmites colonies were observed to have appeared somewhere between 2016 – 2021. These colonies, however, are susceptible to cut and drown techniques. Therefore, to eradicate these stands effectively and efficiently, an early August eradication initiative is slated to remove the growths in 2022. The opportunity provided by the Green Shovels Collaborative has assisted Nipissing in developing a new perspective on how to monitor these invasives throughout the Nation. It will now be incorporated into the perpetual invasive species program.



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Nikki Commanda, Biologist
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Comparison between Central Ontario Orthophotography 2016 data and the Fall 2021 UAV reconnaissance data.

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:

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Jeff McLeod, Natural Resources Manager

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Curtis Avery, Environment Manager

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GOAL #6 – Culture & Language

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

Aanin Nbisiing Debendaagziwaad:

We would like to update the community on the events and projects that we have been working on at the Culture and Heritage Department. Although COVID had such an impact on us and prevented us from gathering, it gave us a lot of tools to reach our community and we have seen a lot of benefits for our Nbisiing Debendaagziwaad. Here is what we would like to share about the past fiscal year:



NISHNAABEMWIN

CLASSES

Our 2021 classes continued online, which has been a success reaching beyond local limits. We plan to return to in-person and online for future programming.

NISHNAABEMWIN ETA

Nishnaabemwin Eta means only speaking in our sacred language. Our Coordinator Ian Campeau has successfully held bi-weekly classes of immersion-based learning environment for debendaagziwaad that we serve to help promote language speaking in the community.

NIIBIISHAABOO MINA GOOKMIS

Niibiishaaboo mina Gookmis is an online program where Debendaagziwaad can tune in and hear Gookmis Evelyn McLeod speaking Nishnaabemwin to create more spaces to hear our language being spoken.

SUMMER PROGRAM

We have committed to have a bigger role in the 2021 children's summer program, which has been successful for our children in the summer. We have offered Nishnaabemwin bingo, teachings and cultural arts to build confidence in the children, and it has been beneficial for the children to continue their learning through the summer in nishnaabemwin and culture.

BIIDAAJWAN – THE POWER/FORCE OF WATER

This was a special project led by Mindy Lariviere in 2020 and completed in 2021. This project documents the stage that our beautiful language is at. Through the interviews with community, teachers and fluent speakers it tells a story of the legacy Muriel Sawyerban left here at Nbisiing. It also reminds us of the urgent state our language is in.

CULTURAL ARTS

Every year we have many cultural events for community to regain their knowledge on cultural arts. This year we have worked on many projects we offered to the community. We had the opportunity to meet through Zoom and reach a lot more Nbisiing Debendaagziwaad. Here are some cultural arts we offered in the past year:

ASH BASKET MAKING

Traditionally we would harvest Ash strips of wood off the ash trees to make baskets for harvesting food crops and medicine.

SPLIT TOE MOCCASIN WITH SHANNON GUSTAFSON

We had the honour of having the very talented Shannon Gustafson host a workshop that we offered 25 spots

to community via Zoom. It was a very informative and included different traditional stories on how the stitches are bonded together.

MITT MAKING WITH TRACEY LAROCHELLE

We offered mitt making to community members via Zoom during the COVID-19 lockdown. It was such a huge success and a wonderful opportunity to learn and be together through such an uncertain time.

POWWOW

Powwow 2021 was a virtual event yet again, but with some easing of restrictions, we were able to have more dancers onsite. We realize the impact COVID had on many families and wanted to share a day of pre-recorded, edited videos of our dance styles and have a grand entry to offer to the people. We reached far and wide with our virtual powwows. Here are some pictures of the 2021 powwow.



SUMMER SOLSTICE

Niibin celebration was a huge success in 2021, Culture and Language kick-started our in-person events here at Nbisiiing and we had 414 members in total come out and celebrate. We split the day up for families to come and be able to enjoy gathering again outside of work hours. As usual, we started the day off at sunrise with a ceremony for the sun and the shorter days among us and ended it with a drum social and food for members. We had participating departments who also made this day a huge success. Cultural Events Coordinator Brady Penasse executed this event with fellow staff members to start off a remarkable year of events for the Nbisiiing Debendaagziwaad.

CEREMONY

Due to pandemic restrictions and community members being so isolated, we are excited to jump back into ceremony and offer community sweats and opportunities to learn how to pass semaa in a good way to seek out ceremony. We are planning to have spring ceremonies hosted by Nbisiiing Culture and Language Dept in 2023.

Contact:

**Mindy Lariviere, Enaadziwin Eniigaanzid
(Culture & Heritage Manager)**

705-753-2050 ext. 1232

mindyl@nfn.ca

GOAL #7 – HEALTH SERVICES

COMMUNITY HEALTH

Once again, the global pandemic was the focus for the Community Health Program (CHN) making the last couple years busy ones for COVID-19 vaccines, testing, contact tracing and case management. CHN support was provided through phone calls, home visits when needed, and clinic appointments or walk-ins. The information below summarizes key numbers from the response led by the CHN program since the pandemic began and to August 2022. The statistics for COVID-19 in this report capture information beyond March 31 reminding us that the world-wide pandemic is still active and assures us that we continue to have tools available that have enabled the community to resume some activities and stay well.

COVID-19 BY THE NUMBERS

- 150 COVID-19 vaccines clinics
 - 86 Moderna adult/ senior clinics
 - 45 Pfizer youth/ adult
 - 18 Pfizer for children 5 to 11-year-old
 - 1 Moderna for children 6 months to 5-year-old
- 4960 COVID-19 vaccines given by NFN Nurses since February 2021
 - 4593 Adults/ Seniors (18 years and over)
 - 176 Youth (12 to 18 years)
 - 191 Children (5 to 11 years)
- 93% NFN employees fully vaccinated against COVID-19
- 716 COVID-19 cases reported to the CHN
- 1436 Individual High-Risk Exposures (HRE) identified
- 17 Group High Risks Exposures managed by the CHN
 - 7 hockey teams, 5 classrooms and 5 school buses
- 281 Rapid Antigen Test Kits Distributed
- 807 Molecular COVID-19 (OnelD) tests administered
 - 49 positive results, 752 negative results, 6 invalid tests
- COVID-19 Deaths in NFN = 0

Part of the global pandemic response is ensuring the community and the individuals served by the community have good information to work with. NFN Health Services obtained access to COVax, the provincial vaccine reporting system, to better ensure people receiving a COVID-19 vaccine here were able to have their records or proof of vaccination available when they needed it.

“I am so impressed by the friendly and expedited service of your staff and my experience with today’s walk-in-clinic. All it took was me to walk in and out of the clinic and then drive back to my office, and BOOM... I am met at my desk with an email containing the link to my updated vaccine certificate. WOW!” - NFN member

As part of the NFN pandemic planning the Community Health Nurse (CHN) was busy ordering PPE, ensuring up to date information for staff, business, and community members all while keeping up with the government recommendations and public health measures. All NFN staff, visitors and guests were expected to wear face coverings in NFN facilities and vehicles along with screening for COVID-19 symptoms prior to entering.

Getting COVID-19 or being exposed to this virus required some individuals to isolate. During the isolation period or when community members were experiencing symptoms that caused them to worry the CHN provided regular phone support and assessments. For individuals or families in isolation, the CHN directed support staff to assist community members with obtaining essential supplies.

“The help we received from the clinic nurses and people working behind the scenes provided us with peace of mind, necessities, and much needed support. This helped make our journey to wellness that much easier. It would have been a tougher experience without your help.” - NFN member

IMMUNIZATION PROGRAMS

Drive-in **influenza** clinics occurred between the months of November 2021 to February 2022 with a total of 303 injections given this year for community members. People got to stay in the comfort of their vehicles to receive their injections.

All students attending Nbisung Secondary School were audited for their school-based immunization status beginning in September 2021. Clinics were held on 3 different dates and 5 students were immunized before school closures and online learning went into effect. Follow-ups will be done in September 2022 when students return to in class learning. Requests for 13 school-based immunizations for students attending off-reserve schools were received during this reporting period.

VACCINE MIIGWEECH PROGRAM

In this pandemic, the most effective way to protect a community and prevent severe illness or death among its members is for people connected to the community to get fully vaccinated and boosted against COVID-19. Doing so has collectively contributed to the easing of public health measures. The Vaccine Miigwech Program was developed to acknowledge the Nipissing First Nation members, their household members and NFN employees who rolled up their sleeves on at least two occasions for a COVID-19 vaccine and to encourage those considering a first booster to do so. As part of the Vaccine Miigwech Program eligible NFN member households and NFN employees received gift cards to off-set increased food costs, another side effect of this pandemic. To date, 1,485 individuals received gift cards with 30% having at least 2 vaccines and 70% having 2 vaccines plus 1 booster (3 doses).

HEALTH PROMOTION AND OTHER SERVICES

Education sessions were not offered due to the strain of the pandemic but those are expected to resume shortly. CHN appointments consist of wellness checks, diabetes concerns, injections, STI, wound care,

blood pressure check, staples and suture removals, immunization and any other health related concerns individuals might have.

CHN managed 11 cases of sexually transmitted disease and reported 4 communicable diseases as required by provincial public health authorities. For those cases, counselling and education was the main priority along with doing contact tracing when necessary.

ENVIRONMENTAL HEALTH

The Community Health Nurse followed up on a total of 16 incidents involving animal bites/scratches, ensuring victims vaccines were up to date, the animal remained in good health and medical attention was sought where required. Increases in the number of cat and dog bites will be observed for any concerning trends and appropriate actions taken,

The Community Health Program also had two water testing samples taken, a tick sample submission and a dead animal report.

MATERNAL CHILD HEALTH

While continuing to navigate the COVID-19 pandemic during 2021-2022, the Maternal Child Health program did see a return to in-person clinic visits and home visits continued to be provided as needed. Education sessions remained one-on-one to limit contact and better ensure safety of families from to prenatal period to children aged six.

Due to the COVID-19 pandemic and public health restrictions, the **Welcoming Babies Celebration** for babies born in 2019 and 2020 went virtual. An in-person celebration for babies born in 2021 and 2022 is set to return for spring 2023 pending the pandemic status.

The Maternal Child Health Immunization Program is offered to children between the ages of two months to six years of age. Twenty childhood immunizations were given between April 2021-March 2022. The Maternal Child Health Nurse assisted with school-based

immunizations, influenza clinics as well as COVID-19 vaccine clinics for adults, youth, and children.

Postpartum Support visits were provided to 12 newborn babies, and each received a Welcome Home Baby Bag containing several baby items along with some information. Infant feeding support is provided on a as needs basis.

Meetings on **Perinatal Mental Health**, formerly known as Postpartum Mood Disorder, resumed the Winter of 2022 with the Nipissing Parry Sound Perinatal Mental Health Table and a Canadore College research group. Planning meetings involved topics such as how to promote awareness and the development of a health practitioners screen for perinatal mental health. There was a walk organized in North Bay in May 2022 for Maternal Health Day named “Flora’s Walk”, however the Maternal Child Health nurse was unable to assist due to pandemic commitments.

Support and Linkage or referral services were provided this reporting period including to the following: CPNP (Canada Prenatal Nutrition Program), Breastfeeding Peer Support, Breastfeeding support by Maternal Child Health Nurse, Postnatal Home Visits, Immunizations, AHBHC- Milk Coupon Program, links with a Family Physician, Midwife, referrals to Jordan’s Principle and One Kids Place.

The **Milk Coupon Program** is a monthly program with the milk coupons are now accepted at any store that carry Beatrice Milk. A total of **695 milk coupons** have been distributed to participating families during 2021-2022.

The Maternal Child Health Nurse held **prenatal classes** for four families as one on one sessions during the 2021-2022 period.

Due to the COVID-19 pandemic, group **infant massage courses** were not offered in 2021-2022, however please be on the lookout for these wonderful sessions to return in 2022-2023.

Intro to Solids and **Is Your Child Safe** sessions were offered as home visits to three families.

This year’s format was changed for the **Annual Baby Calendar** due to lower supply and delivery circumstances. Instead, we provided our new families with 10 (8 x 10) calendar magnets with their baby’s picture.

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

In 2021-2022, COVID-19 continued to be a key factor in the operation of our childcare centres. The Ministry of Education made changes to the operations of all childcare centres licenced in Ontario multiple times throughout the year. These changes included enhanced cleaning measures, personal protective equipment regulations, vaccination policies for both staff and those entering our buildings. Both Nipissing First Nation childcare centres are now operating with reduced COVID-19 regulations, however we have maintained some enhanced cleaning measures.

Security Cameras have now been installed at both of our childcare centres to deter theft and damages to these spaces. It is another measure of safety for our children. Staff still maintain daily yard checks to ensure all areas are safe for children and free of debris or any other items that may be of concern.

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:

- Land-based learning
- Learning Through Play
- Culture and language within the Child Care Program

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 BINIINJIIYAK – INTEGRATED CHILDREN’S PROGRAM

The Bi-gzhaadge Biniinjiyak program was not offered for the 2021-2022 fiscal year due to COVID-19 restrictions and staffing.

We are planning for the program to be operating in the Fall of 2022. The program is offered Monday to Thursday from 3:30 – 5:30pm for children aged 6 – 12 years. Children are dropped off to the program by bus after school and picked up by parents by 5:30pm. This program is offered in partnership by the Children’s Services, Child Welfare and Recreation Program/ Departments.

The program regularly offers the participants a combination of nutrition, physical activity and opportunities to complete homework with assistance. Enrolled children participate in all aspects of the program.

SUMMER CHILDREN’S PROGRAM

The Summer Children’s Program was not offered for the 2021-2022 fiscal year due to COVID-19 restrictions and staffing. It is anticipated that the Summer Children’s program will be offered in the summer of 2022, with changes that reflect the staffing and safety of children in mind.

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

RECREATION

In accordance with the Nipissing First Nation Strategic Plan, Recreation strives to offer programs and activities that reflect upon “Developing a holistic strategy to enhance community health and wellbeing.” Recreation oversees the general operations of 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. Each year, the Recreation Program hosts and partners with other programs to offer events, which support participants through the inclusion of sport, fitness or physically active programs/events.

For the 2021-2022 year, in-person programming did not take place with the exception of the Nipissing Day event hosted on March 14. This was a fun-filled outdoor family event with events hosted by several NFN staff, Anishinabek Police Service and a very nice display of fireworks to close out the day. Positive feedback from the community demonstrates that this was a successful event. The Recreation Activator will be resuming activities in the summer of 2022.

In 2021-2022, 119 NFN children were served/ accessed the Recreation Reimbursement Fund totaling more than \$44,300.

The fund can be accessed for the period of April 1 – March 31 to offset registration costs up to **\$500/year** for each child. This is to assist families and encourage a healthy and active lifestyle. This fund is available to children who are registered band members, regardless of where they live.

NON-INSURED HEALTH BENEFITS

LOCAL MEDICAL TRANSPORTATION

In the 2020-2021 fiscal year, there were 1,778 bookings by clients for local medical transportation to North Bay, Sturgeon Falls or Verner. Staff are responsible to coordinate these bookings in a cost-effective manner while continuing to provide quality service. Therefore, clients are scheduled according to destination and appointment time. For both the After Hours and Sudbury trips, 286 trips were recorded. Overall, there were 250 'no shows' and 275 cancellations documented. For this report 52 prescription/ medical supply pickups are now included due to an ever-increasing demand. Pick-ups are scheduled to coincide with existing client transportation services as they are not a funded service within this program. Clients within the Withdrawal Management Program and methadone and suboxone programs has increased the number of local transportation clients.

LONG DISTANCE MEDICAL TRANSPORTATION

The Non-Insured Health Benefits Coordinator is responsible to facilitate prior approvals, make accommodation arrangements where required, calculate advances, finalize detailed reporting for each trip and issue any remaining disbursements to clients. The NIHB Coordinator often acts as liaison between clients, services providers (Pharmacies, physicians, etc.) and the First Nations and Inuit Health. For this report 141 long distance medical referral trips were facilitated by the NIHB Coordinator which is down from previous years, and this is due the COVID-19 pandemic.

MEDICAL HEALTH FUND

Nipissing First Nation created this fund approximately 20 years ago and every year its use has increased steadily. There have been approximately 310 requests to this fund for health-related items that are not covered by any other agency.

NUTRITION AND DIABETES PROGRAM

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. Between April 2021 and March 2022, 271 Good Food Boxes were assembled and distributed.

CANADA PRENATAL NUTRITION PROGRAM (CPNP)

Up to 16 women were registered with CPNP this year. During this reporting period, 157 Good Food Boxes were prepared for CPNP registrants with milk coupons included in each.

SENIORS MEAL PROGRAM

As we could not yet gather at Diners' Club, a monthly Seniors' Meal program remained in place for 2021-2022. Each month 101 to 113 seniors received frozen meals made by local NFN caterers. In total, 1,284 meals were delivered this year.

LEISURE FARMS GIFT CERTIFICATE PROGRAM

206 gift certificates were distributed to NFN members to pick their own berries or buy farm produce such as strawberries, raspberries, corn or pumpkins.

GTIGEWIN COMMUNITY GARDEN

The summer of 2021 was the sixth year of the Gtigewin Community Garden and once again, fresh NFN grown vegetables were provided through garden stands and pick your own sessions. We held six garden stands in Garden Village, Duchesnay, and Yellek with 188 pickups. There were three pick your own sessions with 45 drops-in during the month of August.

OTHER EVENTS:

- November – World Diabetes Day “Access to Diabetes Care” – 29 participants
- February – A Love for Yourself “GET ACTIVE” – 14 participants
- March - Nutrition Quiz for Nutrition Month– 7 participants

GIYAK MOSENG – THE RIGHT PATH COUNSELLING & PREVENTION SERVICES

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

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

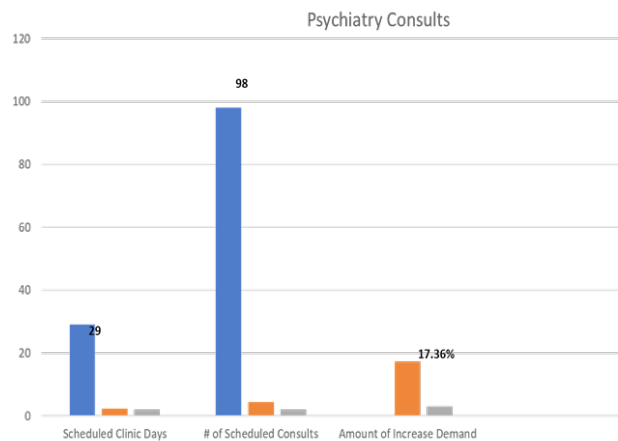
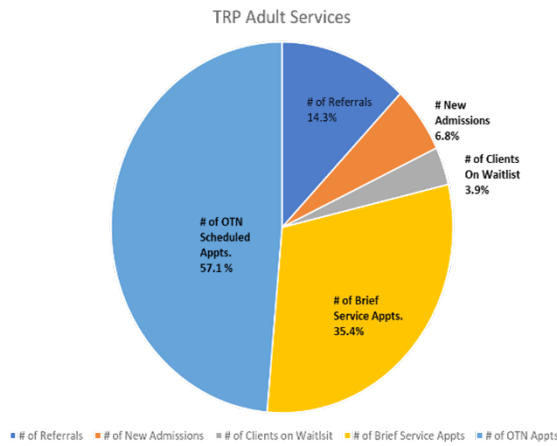
The past fiscal year has been a period of change and adaptation for programs within The Right Path. While we did see some work from home periods, there was a heavier staff presence in office and therefore we were better able to maintain direct services to clients. The model of service delivery has evolved to include both in-person and virtual services. We have seen a shift from managing risks associated with COVID-19 during the pandemic to working on pandemic recovery where the focus is on restoring wellness by re-establishing social connections within community and through participation in a workplace wellness initiative for all staff of NFN.

As we focus on pandemic recovery, some notable trends have emerged. These trends include: mood disorders specific to covid (COVID-19 Anxiety Syndrome), extension of pandemic restrictions contributing to grief and loss, substance use due to coping with COVID-related stressors, and an increase in homelessness or precariously housed individuals.

During the past year, The Right Path has felt the impact of staff vacancies. In June 2021, one of our Child and Youth Mental Health and Addiction Counsellors left the organization followed by our Administrative Assistant in October. These posts remain vacant. As a result, the capacity of the program has decreased forcing the program to carry an even greater wait list for services specific to children and youth. It is also important to note that some new positions were also created during the course of the year: a full-time Mental Health Therapist joined our adult team in August 2021, and we are currently recruiting a Program Manager.

The demand for clinical services has remained high resulting in a significant volume of intake requests and a growing wait list for services. There were 143 referrals to the program with 68 new admissions and 39 individuals on the wait list at the end of the fiscal year. In addition to registered clients, staff provided 354 brief service contacts to unique service recipients without an

open file. Virtual sessions via OTN saw 571 scheduled appointments which represents a decrease from last year, mainly due to the resumption of in-person services. It is anticipated that moving forward, The Right Path will operate under a hybrid model, offering both virtual and in-person services to meet the need of community members.



Psychiatry consultations within The Right Path have seen an increase of 17.36% over the past fiscal year. There were 29 scheduled clinic days with 98 scheduled consultations. This specialized service remains virtual with plans to transition back to some in-person clinic days as part of the pandemic recovery plan.

NIWIIDOOKTAADMIN (CRITICAL INCIDENT RESPONSE TEAM)

This team remains under the team lead of Giyak Moseng clinical consultant and staff. During the reporting period, the community experienced five critical incidents/crisis events. Due to pandemic restrictions, and the need to observe public health measures, Niiwiidooktaadmin was not activated, and the response was handled internally by clinical staff of The Right Path.

In response to some National events impacting Indigenous Communities, in particular with the discovery of unmarked graves at the sites of former Residential Schools, The Right Path offered a safe space to acknowledge and honour survivors and their families. A Sacred Fire was held in Garden Village and Duchesnay in June of 2021 and facilitated by a local community Elder.

Moving forward, priority issues for The Right Path will focus on pandemic recovery as well as human resource pressures and staffing vacancies in order to begin to address the wait list and adequately meet the needs of NFN Community members.

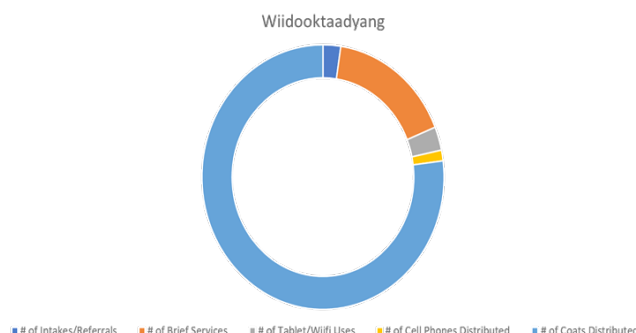
FAMILY WELL-BEING PROGRAM / WIIDOOKTAADYANG – “WE ARE HELPING ONE ANOTHER”

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. Through Wiidooktaadyang, NFN services and programs work together with individuals and families to better meet their needs by providing a client-centered, wrap around approach to care that is rooted in culture as the foundation.

In 2021-2022 The Family Well-Being Program enhanced its connectivity supports with the acquisition of three tablets and two mobile internet devices. The addition of these devices has seen a positive uptake and has allowed clients to better meet their wellness

goals. In an effort to foster better connection and communication with clients, cell phones have also been made available for clients who meet the criteria. It has been observed that during the pandemic this has also reduced isolation and allowed clients to access/attend services which improved overall wellness and functioning.

Finally, during the fall, the “One Warm Coat” initiative was offered to community and provided financial assistance to support the purchase of a new winter coat. This program was very well received and deemed a huge success with receipt of over 300 applications.



JUSTICE SUPPORT SERVICES

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

During the previous fiscal year, a total of 35 individuals were involved with justice support from Nipissing First Nation. Of these 35 individuals, 11 received brief services with the remaining 24 completing an intake or are receiving ongoing services.

Wiidooktaadyang has been a notable complimentary program for justice supports of this office by way of making case management available to those, who in the past, have been referred to external services such as the Gateway Hub.



CHILD & YOUTH SERVICES

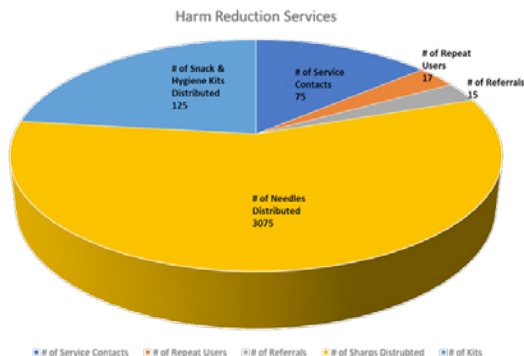
With one long standing vacant position to be filled, one Child and Youth Mental Health and Addictions Counsellor provided service to children and youth up to the age of 18 in two communities, Nipissing First Nation and Temagami First Nation. Transitional supports have continued to be available for youth up to the age of 24 years. A full caseload was held over the year with notably increased complexity of need due to the experience of social isolation related to the restrictions of the pandemic, school disruption, parental substance use, and loss and grief.

Recognizing the need for additional supports to meet the complex needs of children and youth, land-based cultural activities were offered. Four Medicine Teachings sessions were held with children and youth. This was facilitated by a community Elder/Grandmother. Each participant received a medicine bundle and smudge kit. Six Creative Art Expression sessions and Land-Based Teachings were held in the tiipii with youth. Also, a few youth began a Berry Fast, a year-long rites of passage ceremony for young women, under the guidance of a community Elder/Grandmother. Referrals continued to be made over the year for children and youth to access Tele Psychiatry through Toronto Sick Kids Hospital as needed, as well as support to youth to receive information and explore service options related to gender identity.

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 enhancing access to harm reduction services and minimizing the impact of the ongoing opioid crisis within the context of the ongoing pandemic and associated office closures. The past fiscal year saw some modest increases in the use of the Needle Syringe Program, naloxone uptake and safe disposal of sharps in the bins located within the community.

During the past year, the needle syringe program provided 75 service contacts, 58 were repeat users of the service while 17 identified as being new to the service. Of the 75 service recipients, 15 received referrals to additional services such as overdose prevention/naloxone training, counselling and treatment, health/wound care, and support for basic needs. A total of 3075 sharps were distributed. Despite an increase in the number of needles distributed, data collected at each service contact confirmed that methamphetamine, fentanyl/purple, and cocaine were identified as the substances of choice over the past year. The majority of service requests were for inhalation equipment. In addition to basic harm reduction services and supplies, TRP received funds through the Anishinabek Nation through the HIV/Harm Reduction Program to purchase snack and hygiene items to provide comfort kits for those accessing services – 125 kits were prepared and distributed during the year.



Between 2018 and 2020, NFN installed four sharps disposal bins within the community – two in Garden Village, one in Yellek and one in Duchesnay. The idea was to reduce the risk of needle stick injuries and transmission of infections such as HIV and Hepatitis C by providing options for safe disposal of sharps and other harm reduction equipment. In the past fiscal year, 30 318 sharps were safely discarded and removed from the community. One of the noteworthy trends was a decrease in the use of the disposal bins during the winter months. A decrease in usage was noted between the months of November and February with an uptake in use beginning in March and carrying on throughout the summer months. We continue to monitor the disposal bins and make recommendations for adjustments that will best meet the needs of the community.

Finally, an increase in the number of reported overdoses (fatal and non-fatal) was identified within the community due to the ongoing opioid epidemic and more potent and toxic drug supply. During the past year, efforts were made to provide overdose prevention training and naloxone distribution to NFN staff and community members. During the last fiscal year, 81 individuals received overdose prevention training with 109 kits and 16 refill distributed. Once again it is important to note that of the 81 individuals who received overdose prevention training, 27 identified as people who use drugs with the remaining 54 identifying as friends and/or family members of those who use substances. In the coming year, efforts will continue to ensure those most affected by opioid use will have access to overdose prevention training and naloxone kits to reduce the risk of opioid-related deaths in the community.

CULTURALLY DEFINED COMMUNITY WITHDRAWAL MANAGEMENT PROGRAM

The Withdrawal Management Program (WMP) continued to offer front line clinical services throughout the closure, while the land-based component cautiously moved towards resuming in person

sessions as well, while following Covid guidelines to ensure optimal safety for both clients and the elders who facilitate the small group sessions. The need for in-person cultural programming was identified by community members as being essential to their recovery and therefore should be offered in conjunction with clinical and medical supports. In total, the WMP supported 27 clients with more than double the amount of interactions, (one-on-one and group sessions) than the previous fiscal year.

The Cultural Guidance Group (CGG), which consists of 4 community elders whom direct the WMP staff on overarching cultural programming, met monthly from August 2020 to March 2022. One of the elders from the CGG was asked to provide a Nishnaabemwin name for the program and Gwekwaadziwin (Honesty) was offered as the new name, which will be promoted to the community in the upcoming fiscal year.

To support community engagement during Covid restrictions, weekly community fires were held in November and December; supported to community talking circles supported two days of overdose awareness day activities facilitated talking house for a community Roundhouse Circle and provided fire keeping for national aboriginal day.

From January to March 2022, seven total clients, (ranging from brief services to multiple sessions), met weekly with our Traditional Healing Practitioner for individual counseling, while seven other clients met regularly with our other Traditional Healing Practitioner and Traditional Helper and participated in weekly birch bark canoe making and Traditional Teachings workshop. We have seen an increase in the crossover amongst clients who access both the clinical and cultural components.

The clinical aspects of the program continued to expand its caseload for Opioid Replacement Therapy with the program facilitating 12 of our clients' access to rapid addiction medicine services through our partnering physician and pharmacy. We continue to offer advocacy during physician appointments and provide teaching and management of their medication. Clinical staff are furthering their own education to

broaden the scope of addiction medicine services, including completion of the Alcohol Withdrawal Management Course, certified with CAMH. The RN has completed a wound care course to meet the demands of wound care that we have within our caseload and to provide direct services to our clients as opposed to outsourcing them to services outside of NFN.

Transportation has been a major barrier identified by clients for accessing consistent clinical and cultural services, and both CDCWMP Coordinators as well as the program RN have provided daily transportation to meet clients' various needs. Despite efforts to recruit a suitable candidate the position remains vacant.

The CDCWMP Coordinators and RN have been a part of several service integration treatment plans alongside Family Well Being and our Justice Support, within The Right Path. This collaborative approach for the complex needs of clients has resulted in better treatment outcomes and program retention.

HOME AND COMMUNITY CARE

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 181 Debendaagziwaad clients with one or more of the services we offer.

This past year was busy continually modifying our services to be able to keep up with the COVID-19 restrictions throughout the year. Providing 12779 hours of home support service to our member clients from our PSWs and over 5400 hours of direct service from

our nurses. On a weekly basis our PSWs complete on average 175 home visits.

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 975 trips for clients 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 7,824 direct personal support hours to 10 seniors.

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

This past year has been very trying as we completed year 2 of a global pandemic. Our dedicated staff continued to work, adapting to the guidelines 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 Nbisiiing Binoojiiisag in their Physical, Spiritual, and Emotional wellbeing.

As in the previous fiscal year, online programing continued to the end of the March 2022 fiscal year and we reached a huge catchment area of children and youth.

Some highlights during the past year included the monthly "Story Time with Gookmis" Baby and Me

Groups, Strawberry Teaching, Arts and Craft Nights, Game Nights, Scavenger Hunts, Photo Challenges, Beading Socials, Halloween Treat and Photo Booth, several Drive Inn Events, Nipissing Day Event, Medicine Pillow and Tipi Teaching activities just to name a few.

We once again held a Nishnaabemwin Bingo and reached over 400 participants!!! We also held Winter Solstice Teachings and Oral Story telling. Miigwech to Mindy Lariviere and Randy Penasse for their contributions. We also appreciated various NFN departments that supported and donated to these initiatives. Chi-Miigwech to our Language teacher Tory Fisher and to Ian Campeau for doing an outstanding job co-hosting and calling out in our language.

Many of our events have been held in collaboration with Culture and Language, Kendasswin, and Health Promotions.

The NCWP program had shirts made for community members in recognition of Truth and Reconciliation Day on September 30th. The shirt logo was designed by our very own community member and NCWP staff member Brady Penasse. We had had lawn signs and flags to distribute to our community members on and off our First Nation. On September 30th, the day's events included a sacred fire in the NCWP Lodge, an Opening Prayer, a Quilt presentation to our Community Residential Survivors, and an honour walk out in the community.

In the spirit of Truth in Reconciliation, we sponsored youth to attend a hockey game with the North Bay Battalion. This special game was hosted for Indigenous Youth. Miigwech to George Couchie for organizing this event.

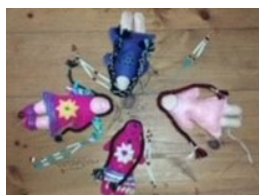
In partnership with the Ojibway Women's Lodge and Community Counseling Centre of North Bay, we held a first ever virtual "Gii-Waam-Daan Nii-Gii-Gid (I Saw I Shall Speak)". This event was usually held in person, and had four families attend over the weekend. This program is part of Family Violence Prevention and encourages families to create an atmosphere that aligns with the seven Grandfather Teachings. We were humbled by the bravery and honesty of our families.

We had eight youth, four moms and two dads who joined us for the weekend. As we move into a post-COVID plan, we are extremely excited to have face-to-face events once again!



OJIBWAY WOMEN'S LODGE

OWL is a 10-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 has relied on the use of our Rapid Antigen Testing Program to minimize the risk of COVID-19 infection for our staff and residents. OWL used 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.



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.



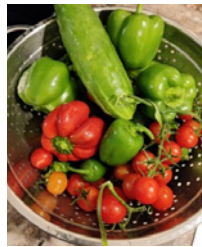
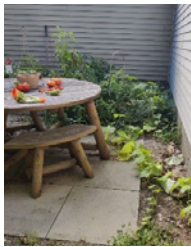
HIGHLIGHTS OF THIS YEAR

Our Outreach Program hosted our 11th Annual International Women's Day celebration on March 8, 2022. The theme was Influential Indigenous Women & Gender Equality. We gathered virtually for a Women's Teaching and a game of Trivia. Prizes were drawn at random for the participants. There were 14 guests in attendance at this event. We were grateful to have Gookmis Evelyn McLeod in attendance with us. Gookmis shared opening and closing prayers, her beautiful stories and Women's Teachings. Miigwech Evelyn!

The Sisters in Spirit Candlelight Vigil was held October 4, 2021. We gathered to honour the lives of missing and murdered Indigenous women, girls, and gender diverse people. There were 17 guests in attendance. This was sponsored by the Native Women's Association of Canada and hosted by OWL's Crisis Support/Outreach program.



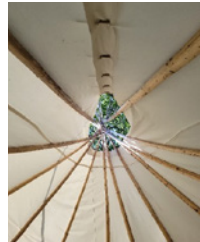
Tamara Fisher provided an opening prayer in Anishinaabemwin, followed by a sharing circle. Red dresses of all sizes were hung along the fence to commemorate the lives lost, our heart messages also lined the fence. These messages were filled out by Nibisiing Secondary students, OWL staff, and community members. Messages expressed words of strength, hope, and memorial to honour the lives of missing and murdered Indigenous women, girls, and gender diverse people. We lit our candles and walked in Duchesnay. We ended the night with snacks and refreshments.



Our garden grew an abundance of fresh vegetables. Our residents and our placement student assisted with planting our garden. Every

year we like to plant fresh vegetables and herbs. We are certainly planning to do it again next year.

Our tipi purchased in 20/21 fiscal year from Sumac Creek Tipi and Trading Company was erected last spring. Fire pits were purchased for ceremony from generous donations coming in on behalf of the late Carol Guppy and the late Jeffery Twain.



FOOD BANK

Nipissing First Nation Food Bank gathers and provides grocery products to community members in need.

We are open the first and third Wednesday of every month from 9 a.m. to 4 p.m.

Our Objectives...

Help 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 first and third Wednesday of every month. Due to COVID-19 restrictions, we have provided delivery to community members.

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 2021-2022.

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 an 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. Due to COVID-19 and office shutdowns, we did not have the opportunity to provide this support to the full potential.

Healing & Wellness/Self Care

- Grief Workshop
- Self-Esteem
- Stress Management
- Emotional Awareness Workshop
- Addictions Workshop
- Self Care
- Nutrition
- Mental Wellness
- Culture Workshop

Employment Supports

- Information Session
- Employment Preparation
- Goal Setting
- Financial Literacy
- Time Management
- Building Positive Life and Work Skills

Health & Safety

- First Aid/CPR

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.



True Self – Debwewendizwin strives to promote the safety, self-sufficiency and well-being of individuals who have suffered trauma and abuse. Delivered by Nipissing First Nation and its community partners, True Self uses a wholistic approach to healing, employment and training supports, working to support individuals and their families living in the Nipissing District to “debwewendizwin”— “reconnect with your true self, your spirit fire.”

To accomplish its goals, True Self provides a warm and welcoming setting and offers a range of flexible supports, from workshops and talking circles to one-on-one support. Together, these supports provide individuals with the tools and knowledge needed to reduce their vulnerability to poverty and abuse, including gender-based violence, ultimately breaking the cycle for themselves and their children, and leading to holistic mental wellness. The program encourages participants in their pursuit of education, training and employment, on their journey to economic autonomy.

Merging an Indigenous world view, Healing Centered Engagement and Peer Support Values has led to the success of the True Self Debwewendizwin Program. Some of the oldest methodologies that equate to Peer Support come from our Indigenous people in the form of talking circles and sweat lodges. This model incorporates that understanding of wholistic healing and the power of peer support well recognizing the importance of individual differences and meeting participants where they are at and making the program fit their needs rather than trying to make them fit a pre-set program criteria.

PEER SUPPORT

- One on One (currently available in person, on phone and through TEAMS or Zoom)
- Women’s talking/healing circle twice a weekly
- Co-dependency Group weekly
- Men’s talking/healing circle weekly

WORKSHOPS

- ABC’s to Heal Your Life Workshop is a culturally based, psychosocial behaviour modification program that focuses on essential soft skills as we encourage participants to acknowledge their past, believe they can take responsibility for their lives and create the life they dream of having.
- Women’s healing workshops online. The Healing Workshop Series is a modified version of our ABC’s to Heal Your Life Workshop.
- WRAP offered periodically throughout the year.

EMPLOYMENT AND TRAINING

- ODSP Employment Support Service Provider - True Self provides a myriad of services to persons with disabilities seeking employment.
- Needs Determination / Assessment
- In-House Employment Specific Workshops
- Referrals and Assistance in Accessing Community Resources
- Development and Implementation of a Return to Work / Training Action Plan
- Connecting Individuals with Potential Employers
- Supporting successful employment maintenance and stability
- A One Year Follow-Up with Individuals and Employers

OUTREACH

- North Bay street outreach several times a week
- Mobile community street outreach in the following locations:
 - Eldee and Redbridge in a bi-weekly basis (every other week)
 - Mattawa, Bonfield and Rutherglen on a weekly basis
 - Sturgeon Falls on a weekly basis

IN-REACH

- Workshops facilitated for community partners as requested.
 - Defining Domestic Violence
 - Health Relationships
 - Great Attitude...Great Future (Employment Preparation)
 - Lateral Violence
 - Healing Through Forgiveness
 - Grief
 - Financial Literacy
 - Practicing Cultural Humility - Steppingstones to Cultural Safety
- Facilitate Men's weekly workshops in the North Bay Jail to support men transitioning back to community
- Facilitate Women's monthly workshops in the North Bay Jail to support women transitioning back to community

MENTAL HEALTH AND ADDICTIONS PEER SUPPORT (MAPS) PROBATION & PAROLE

- Provide reintegration and recovery supports in 1:1 and/or group peer support.
- Explore with the individual their recovery goals and identify ways to help them feel more connected with supports;

Share with the individual, experiences related to the theme, emphasize an educational component and/or provide creative experiences that foster healing and recovery;

2021-22 Service Delivery Numbers

WOMEN'S ECONOMIC SECURITY PROGRAM

New Intakes – 61 (14 employed, 5 started education)

Outreach – 38 (8 employed, 2 further education)

Completed 4 Virtual Workshop Series 28 Participants
15 individuals completed

ONTARIO DISABILITY SUPPORT PROGRAM – EMPLOYMENT SUPPORTS

Support 80 Individuals (Case Load)

597 interactions

Employed 6 week Milestones 8

Employed 13 week Targets 6

Earned Income \$67,000

EMPOWERING PATHS OUTREACH (DNSSAB)

1356 individual engagements

640 staff hours,

379 PPE packages distributed

SOLICITOR GENERAL MENTAL HEALTH AND ADDICTION PEER SUPPORT PROJECT

Intakes 27

Interactions with participants/Individual and Group Sessions 377

Participants assisted with housing, travel and transportation 16

Participants provided with support for addictions, trauma and mental health 24

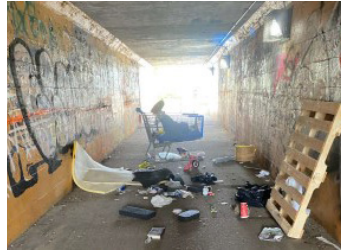
Wellness recovery action plans created 6

Referrals to local agencies and programs 49

Number of appointments/court/other attended with participants 9

2021 COMMUNITY BUILDERS LIGHTHOUSE AWARDS

On October 5, 2021 the Ontario Peer Development Initiative honoured excellence in peer support, by announcing and recognizing True Self Debwewendizin Program as the 2021 Community Builders Lighthouse Awards Recipients for the work our team has done in Nipissing District.



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 Joyce Nelson-Palmateer	Band Rep Manager Band Rep Band Rep	(705) 753-2050 ext. 1341 (705) 753-2050 ext. 1344 (705) 753-2050 ext. 1355
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	Hillary Shabogesic-Martel	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	Mindy Lariviere	Manager	(705) 753-2050 ext. 1260
Economic Development	Dwayne Nashkawa Genevieve Couchie Zack Lafleur	Strategic Advisor Business Operations Economic Dev Officer	(705) 753-2050 ext. 1355 (705) 753-2050 ext.1243 (705) 753-2050 ext. 1264
Education	Daniel Stevens	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) 472-7828 (inquiries)
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) 495-4603
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 Angela McLeod Ellie Penasse-Lafleur	Manager Housing Coordinator Apartment Coordinator	(705) 753-2050 ext. 1246 (705) 753-2050 ext. 1259 (705) 753-6973
Human Resources	Lori Lee Michaud May Shnell	Manager HR Coordinator	(705) 753-2050 ext. 1253 (705) 753-2050 ext. 1348
Lands & Natural Resources Lands Registration Membership Natural Resources Environment	Cameron Welch Cathy McLeod Lee McLeod-Faubert Samantha Goulais Jeff McLeod Curtis Avery	Director Manager Lands/IRA Coordinator Membership Clerk Manager Manager	(705) 753-2922 ext. 1225 (705) 753-2922 ext. 1233 (705) 753-2922 ext. 1283 (705) 753-2922 (705) 753-2050 ext. 1325 (705) 753-2050 ext. 1290
Library/Literacy	Randy Penasse	Librarian	(705) 753-2050 ext. 1231
Nbisiing Secondary School	Lacy Stevens-Farrell	Principal	(705) 497-9938
Public Works	Steve Doucette Terry Lariviere	Manager Lead Operator	(705) 753-2050 ext. 4001 (705) 753-4167
Right Path Counselling & Withdrawal Management			(705) 753-1375
Social Services Ontario Works	Wendy Lariviere Chantal Generoux	Director Case Worker	(705) 753-2050 ext. 1230 (705) 753-2050 ext. 1329
True Self Debwewendizwin	Donna Forget	Manager	(705) 474-4058



Thank you for reading our 2021-2022 Annual Report.

We hope you enjoyed hearing about the great work we have done with the help of community members, dedicated staff, partners, and volunteers.

Miigwech



NIPISSING
FIRST NATION

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

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