



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

# Annual Report

## 2022-2023



## 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, chi-miigwech to Nipissing First Nation (NFN) staff for their continued dedication to Nipissing Nation to advance initiatives and deliver programs and services this past year. We pride ourselves on being a strong, progressive, and transparent Nation and use many tools at our disposal to communicate the great work at NFN to all Debendaagziwaad. These include the Membership Portal, website (nfn.ca), social media, Enkamgak (community newsletter), and in-person gatherings such as our Annual Community Meeting held every November.

As your elected officials, Chief and Council are accountable to our Nation citizens and encourage and appreciate community member voices to help inform our decisions. Community engagement is vital to advance governance initiatives such as the Debendaagziwaad Naaknigewin (Citizenship Law), which will broadly define those who belong to NFN and ensure that the Indian Act no longer dictates who our people are.

I currently represent NFN as Chairperson on the B'Maakonigan board (governing body of the signatory First Nations of the Anishinabek Nation Governance Agreement) as a member of the National Fisheries Committee for the Assembly of First Nations; as a board member of the Anishinabek Police Services Police Governing Authority; and as a member of the Political Working Group for the Robinson Huron Waawiindamaagewin. I am honoured to represent NFN at these tables, including sitting alongside fellow Robinson Huron Treaty Chiefs as we reached a proposed settlement with the Federal and Provincial governments regarding the Robinson Huron Treaty Past Annuities Case. I am proud to be part of the Nishnaabe Nation and am so incredibly proud of what our Ancestors did for us when they negotiated the Treaty and I sincerely hope they would be proud of all of us now.

As a Nation, we have made great strides in economic development including growing our Nipissing-Miller Partnership, breaking ground on the Bineshii Business Park expansion project, and commissioning our first growth of fresh produce at the Mnogin Greenhouse. It is exciting to see NFN grow and thrive and there is still much work to be done.

I am honoured to serve as Gimaa of Nipissing First Nation for the past eight years and humbled by the support of our citizens and staff. Chi-miigwech kina wiya.

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.....	Brian Couchie
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
Anishinaabemwin Translation.....	Jane Commanda
Pow Wow.....	Joan McLeod Shabogesic

### INTERNAL ADVISORY COMMITTEE

### CONFIRMED ASSIGNMENT

Policy Review .....	Jane Commanda
	Joan McLeod
	Rick Stevens
Membership .....	Jane Commanda
	Deputy Chief Michael Sawyer
	Rick Stevens
Research .....	Jane Commanda
	Brian Couchie



## Chief Executive Officer's Report

Aanin Nbsiing Debendaagziwaad,

I am pleased to share some highlights of the 2022-2023 fiscal year with Debendaagziwaad as Chief Executive Officer of Nipissing First Nation. I feel privileged to serve our Nation alongside such a dedicated and passionate group.

We continue to progress our Nation-building path and maintain momentum in the key areas of Governance, Education, Community Infrastructure, Natural Resources, Culture and Language, 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.

In the spirit of transparency and accountability, we continue to expand our use of collaborative communication tools to connect with members and increase access to information. These tools include the NFN Membership Portal, the NFN website, and social media. We continue to use traditional communication methods including mailouts and signage across NFN communities.

Our community continues to grow and we are proud to see economic development reflect this growth and contribute a prosperous future for NFN, thanks to partnerships and ventures like Nipissing Miller, Nbsiing Power, Mnogin Greenhouse, and the Bineshii Business Park.

It is important that the continued growth of the community is also laid on the foundation of solid governance. The Nipissing Gichi-Naaknigewin (Big Law or Constitution) was ratified in 2014 and ignited the path towards self-governance that leads us to have conversations today about other laws, including the development of a Debendaagziwaad Naaknigewin (Citizenship Law). Our Debendaagziwaad Committee has continued their work on the development of this law to define the rights and obligations of debendaagziwaad and endaawaad (those who live among us).

Another exciting development is the ongoing land claim negotiations with the Province of Ontario for the return of lands to NFN. This process will ensure that NFN has a land base to sustain the community for generations to come. As discussions continue this land claim, as well as the Debendaagziwaad Naaknigewin, we look forward to further consultations with all members to gather input.

I hope you enjoy reading about some of the highlights of the past year in this report. We will continue to build on our past successes and stay on our progressive path to improve quality of life for Nbsiing 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 gizheminidoo 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-nokiwaad 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.

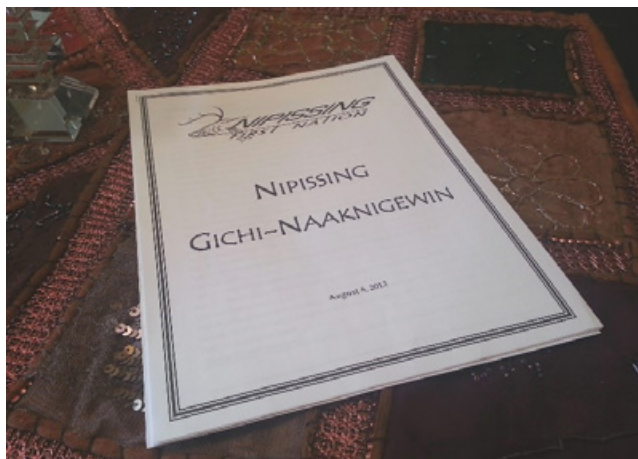
**Jibwaa bezhaakibiigaadek iw gichi-mzinigan Robinson Huron Treaty 1850, Nbisiing ezhnikaazjig anishinaabeg aazhgo gii-yaawag minwa gii-mino-yaawag kiing giwtaaying Nbisiing Zaagigning gii-ganwendizwaad geye wii-bimaadiziwaad pii-moonigewaad geye nooj-gegoo wii-zgakinmowaad.**

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

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

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



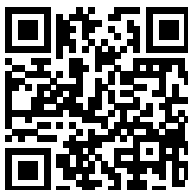
**Iw Gichi-Naaknigewin gyak wiindimaagemgad, ezhindowendaagwak geye ji- gnawendizwaad Ntam Anishinaabeg Debendaagziwaad, wiinwaa ezhi-gimaakidaadizowaad geye gimaakewgamgong nji-sa debenjigaadeg ezhibiigaadeg omaa Gichi-Naaknigewin mziniganing ezhi-giizhendimong pii-omaa mina ezhi- zhaapshkamowaad Debendaagziwaad;**

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

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

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

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



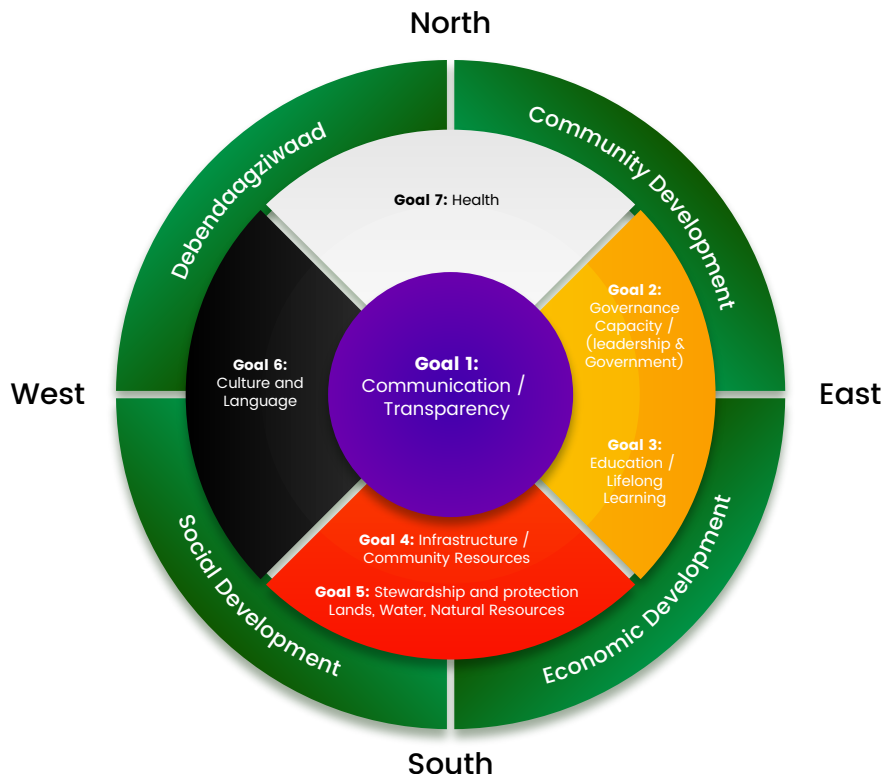
# Medicine Wheel of Goals

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.**

## MEDICINE WHEEL OF GOALS



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

Communications and transparency is 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 2022-2023 fiscal year include:

### Little Native Hockey League (LNHL) Tournament

Following the postponement of the tournament throughout the pandemic, NFN was proud to serve as the host community for the 2023 LNHL tournament in

Mississauga from March 12-16, 2023. The event was a success and welcomed 184 teams and over 2,400 players, representing approximately 44 First Nation communities across Ontario.

Opening ceremonies took place on March 12, 2023 and it was a packed house at the Paramount Fine Foods Centre. Josh Stevens and Derek Restoule provided the pre-show entertainment, followed by introductions and drum group, Burning Plains and youth dancers. Keith McLeod sang his powerful rendition of Oh Canada, and the show kicked off with the theme, All Nations, One Family.

Nipissing First Nation retired Brave Warrior jersey for Makenzy "Zoongabwe" Larivere before puck drop



on an alumni game that welcomed retired NHL players and selected U18 LNHL players to face off in a friendly game. The game was divided into four periods with each intermission highlighting a portion of the Nipissing Warriors Documentary in respect to the four pillars of the tournament: Citizenship, Education, Sportsmanship, and Respect. Ian Campeau performed a DJ set to close out the opening ceremonies followed by an autograph session with the NHL alumni.

The Tournament was held over the course of the week and featured a total of 487 games in four days at five arenas!

Chi-miigwech to NFN staff and tournament volunteers for your dedication and commitment to putting on a fantastic event for young First Nations athletes. Chi-miigwech to tournament sponsors, including our Diamond Sponsors (City of Mississauga, Agnico Eagle, Hydro One, Peace Hills Trust, Indigenous Services Canada, and Tourism Mississauga) for making it all possible! Chi-miigwech to all players, parents, and hockey fans for participating and demonstrating the four pillars of the tournament: citizenship, education, sportsmanship, and respect. Lastly, chi-miigwech to the Executive Committee for selecting Nipissing First Nation as community hosts for the 49th Annual LNHL Tournament, and best of luck on the much anticipated 50th Annual Tournament!



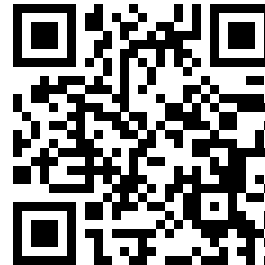
## 2022 Annual General Meeting

We hosted our first annual general meeting post-pandemic in November 2022. Chief and Council and NFN staff were happy to welcome community members on a snowy day to visit informational booths, chat about community successes, get vaccinated, receive Christmas Distribution, and enjoy a meal.

### Connect with Us!

[f @NipissingFN](#) [@Nipissing\\_FN](#) [@NipissingFN](#)

YouTube: @NipissingFirstNation



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

### Check out our monthly newsletter, *Enkamgak!*

Sign up to receive the newsletter by mail or email on the NFN Members Portal or see it on our website and social media pages.

## 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.

## Information Technology

In 2022-23, the NFN IT department was fully committed to its mission to harness the power of modern IT solutions to improve NFN's efficiency. Additionally, we continued to prioritize customer service and support, with the firm belief that this focus is key to drive ongoing success throughout the entire organization.

### KEY ACHIEVEMENTS AND ACTIVITIES

- Enhanced organizational security by rolling out Multi-Factor Authentication (MFA) for all Microsoft Accounts.
- Initiated and successfully launched several digitalization projects and automated procedures, contributing significantly to increased organizational efficiency.
- Conducted comprehensive staff training sessions on cybersecurity, heightening awareness of email phishing threats, and continually emphasizing the paramount importance of security.
- Led the successful launch of our new Membership Portal, expressly designed to foster improved communication, and provide seamless access to membership resources.

The IT Department receives, on average, 68 support requests per month.

As we emerged from the pandemic, it became apparent that our organization needs to be agile and fully equipped for remote work if needed, including efficiently supporting staff in a remote context. We've also identified recurring issues with our phone system, which have occurred more frequently than acceptable.

### LOOKING AHEAD: GOALS FOR NEXT FISCAL YEAR

- **Implement Advanced Remote Work Solutions:** Continue improving our capabilities for remote work, focusing on effective and efficient staff support from anywhere at any time.

- **Revamp Telecommunication Systems:** Address the recurring issues with our current phone system by researching, selecting, and implementing a more robust, reliable telecommunication solution.
- **Expand Security Measures:** Further enhance the organization's security by introducing additional cybersecurity practices.
- **Extend Digital Transformation:** Continue our journey of digital transformation by launching additional automation projects and digitalization procedures to drive operational efficiency.
- **Enhance Membership Portal:** Improve and expand the features of our Membership Portal based on user feedback to ensure it continues to meet the evolving needs of our members.
- **Ongoing Staff Training:** Foster a culture of continual learning with regular training sessions on emerging IT trends, technologies, and cybersecurity threats.
- **Improve IT Customer Service:** Refine our customer service strategy to ensure we consistently meet or exceed the needs of our internal and external users.

As we reflect on the past year, the NFN IT department stands proud of the progress we've made and the hurdles we've overcome. Our advancements in security, digitalization, coupled with our successful launch of the Membership Portal, demonstrate our unwavering commitment to the organization's success.

Looking forward, our goals for the next year are clear. We aim to implement advanced remote support solutions, revamp our telecommunications systems, expand security measures, continue our digital transformation, enhance the Membership Portal, promote ongoing staff training, and improve our IT customer service.

We look forward to another year of growth, collaboration, and success, committed to ensuring that NFN remains technologically agile and effective in meeting its evolving needs.

## Human Resources

### RECRUITMENT

- As of March 31, 2023 NFN had 215 full time and part time employees, increasing from 190 employees last year
- Of the 215 employees, 72.5% are NFN members, increasing by 5% over the past year
- Over the fiscal year we created 79 postings for 90 positions
- There were 43 newly created positions
- To fill these positions, we received more than 500 applications and conducted more than 135 interviews
- NFN experienced only 16 employee departures
- To support recruitment, we held internal job fairs and attended local job fairs

### EMPLOYEE RELATIONS

- Created and updated a number of policies and documents including the Work From Home Policy, Disconnection from Work Policy, Workplace Violence and Harassment Prevention Policy and HR Management Policy
- Completed first year using new attendance tracking and management platform
- Hosted number of employee events throughout the year including: beading, bingo, online contests, Christmas dinner and Staff Appreciation
- Established one email for employee inquiries in June 2022, resulting in over 700 number of emails inquiries
- Completed compensation review including the placement of 150 unique jobs and 205 employees

### HEALTH, WELLNESS AND BENEFITS

- Completed Wellness Project with external consultant, review of results, recommendations and action plans are still underway
- Completed review of employee benefits, resulting in increased benefit offerings and adjusted cost share amounts
- Completed review and selection of EAP program resulting in launch of new provider

### HR DEPARTMENT

- Established new position of HR Coordinator in June 2022
- Due to staff departure October 2022, onboarded new Jr HR Generalist in December 2022

### EMPLOYEE TRAINING

- Provided management training to managers to support those who have employees who work from home on occasion or on a regular schedule
- Working with external provider to create and present mandatory Workplace Violence and Harassment Prevention training



## 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, 2022 to March 31, 2023) is available on our website at: [nfn.ca/finance/audits/](http://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.

DID YOU KNOW?

- NFN was the second community in Ontario to enact a FAL and achieve Financial Performance certification
- NFN was the first 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 first community in Ontario and the fourth community in all of Canada to become FMS Certified

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

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

# NIPISSING FIRST NATION

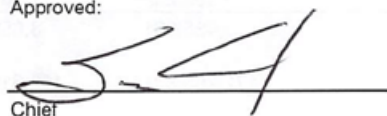
## Exhibit A - Consolidated Statement of Financial Position

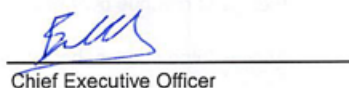
March 31, 2023, with comparative information for 2022

	2023	2022
<b>Financial assets</b>		
Cash and cash equivalents	\$ 57,323,284	\$ 37,935,185
Restricted cash and investments (note 4)	12,540,140	13,711,930
Accounts and grants receivable (note 5)	7,808,916	9,697,070
Housing mortgages (note 6)	6,474,489	6,462,743
Other long-term receivables (note 6)	1,323,435	1,374,663
Restricted assets - Nipissing 2013 Boundary		
Claim Trust (note 7)	87,613,864	103,655,423
Funds held in trust by the Government of Canada (note 8)	290,779	290,779
	173,374,907	173,127,793
<b>Financial liabilities</b>		
Accounts payable and accrued liabilities (note 9)	7,692,678	6,713,311
Prepaid leases	-	38,259
Deferred program revenue (note 10)	39,695,344	31,287,377
Due to minors	5,618,001	5,842,309
Long-term debt (note 11)	5,974,253	6,330,621
	58,980,276	50,211,877
<b>Net financial assets</b>	<b>114,394,631</b>	<b>122,915,916</b>
<b>Non-financial assets</b>		
Tangible capital assets (note 12)	60,247,867	49,146,319
Prepaid expenses	109,454	204,656
	60,357,321	49,350,975
<b>Commitments and contingent liabilities (note 13)</b>		
<b>Accumulated surplus (note 14)</b>	<b>\$ 174,751,952</b>	<b>\$ 172,266,891</b>
Accumulated surplus is comprised of:		
Accumulated operating surplus	\$ 172,165,956	\$ 156,088,643
Accumulated remeasurement gains	2,585,996	16,178,248
	\$ 174,751,952	\$ 172,266,891

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, 2023, with comparative information for 2022

	2023	2022
Revenue:		
Indigenous Services Canada (note 15)	\$ 19,680,103	\$ 9,563,202
Other	12,406,694	8,370,444
Ministry of Community and Social Services	1,804,697	1,792,262
Ontario First Nations Limited Partnership	1,253,067	868,177
Ministry of Education	779,213	747,280
Other provincial	2,569,753	2,586,441
Kinoomaadziwin Education Body	7,898,229	5,902,556
Union of Ontario Indians (note 16)	1,184,225	1,127,017
Canada Mortgage and Housing Corporation	514,231	276,476
	48,090,212	31,233,855
Expenses:		
Education	8,191,594	7,271,925
Other	5,534,999	3,873,704
Community Operations	6,778,101	6,373,124
Health Services	3,959,834	4,515,136
Social Services	4,213,285	3,211,332
Capital	4,524,620	4,500,065
First Nation Enterprises	806,194	1,232,762
Housing	465,781	563,994
	34,474,408	31,542,042
Excess (deficiency) of revenue over expenses before the undernoted	13,615,804	(308,187)
Vacation expense (recovery)	(93,997)	(90,062)
	13,521,807	(398,249)
The Nipissing 2013 Boundary Claim Trust:		
Investment income	6,317,727	9,959,010
Nipissing First Nation expenditures	(2,869,549)	(1,512,307)
Other expenses	(892,672)	(752,230)
	2,555,506	7,694,473
Excess (deficiency) of revenue of expenses before unrealized gain (loss) on investments	16,077,313	7,296,224
Unrealized gain (loss) on investments	(13,592,252)	1,360,330
Excess of revenue over expenses	2,485,061	8,656,554
Accumulated surplus, beginning of year	172,266,891	163,610,337
Accumulated surplus, end of year	\$ 174,751,952	\$ 172,266,891

See accompanying notes to consolidated financial statements.

# NIPISSING FIRST NATION

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

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
Excess of revenue over expenses	\$ 2,485,061	\$ 8,656,554
Acquisition of tangible capital assets	(14,290,008)	(4,132,776)
Amortization of tangible capital assets	3,188,460	2,779,483
	(8,616,487)	7,303,261
Change in prepaid expenses	95,202	(25,925)
Change in net financial assets	(8,521,285)	7,277,336
Net financial assets, beginning of year	122,915,916	115,638,580
Net financial assets, end of year	\$ 114,394,631	\$ 122,915,916

See accompanying notes to consolidated financial statements.

# NIPISSING FIRST NATION

## Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
Operating activities:		
Excess of revenue over expenses	\$ 2,485,061	\$ 8,656,554
Adjustments for non-cash items:		
Amortization of tangible capital assets	3,188,460	2,779,483
	5,673,521	11,436,037
Changes in non-cash working capital:		
Decrease (increase) in accounts and grants receivable	1,888,154	(6,141,469)
Increase (decrease) in accounts payable and accrued liabilities	979,367	(870,700)
Decrease in prepaid leases	(38,259)	(126,977)
Increase in deferred program revenue	8,407,967	18,062,856
Decrease (increase) in prepaid expenses	95,202	(25,925)
	17,005,952	22,333,822
Capital activities:		
Acquisition of tangible capital assets	(14,290,008)	(4,132,776)
	(14,290,008)	(4,132,776)
Financing activities:		
Principal payments on long-term debt	(356,368)	(339,113)
Decrease in due to minors	(224,308)	(440,211)
Proceeds on issuance of long-term debt	-	574,000
	(580,676)	(205,324)
Investing activities:		
Decrease (increase) in restricted assets	16,041,559	(7,147,679)
Decrease (increase) in housing mortgages	(11,746)	374,418
Decrease in other long-term receivables	51,228	1,220,128
Decrease (increase) in restricted cash and investments	1,171,790	(2,272,444)
	17,252,831	(7,825,577)
Increase in cash	19,388,099	10,170,145
Cash and cash equivalents, beginning of year	37,935,185	27,765,040
Cash and cash equivalents, end of year	\$ 57,323,284	\$ 37,935,185

See accompanying notes to consolidated financial statements.

# NIPISSING FIRST NATION

## Exhibit E - Consolidated Statement Remeasurement of Gains

Year ended March 31, 2023, with comparative information for 2022

	2023		2022	
Accumulated remeasurement gains, beginning of year	\$	16,178,248	\$	14,817,918
Unrealized gains (losses) on investments		(13,592,252)		1,360,330
Accumulated remeasurement gains, end of year	\$	2,585,996	\$	16,178,248

## 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 Membership Portal.

### PROGRAMS & SERVICES

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

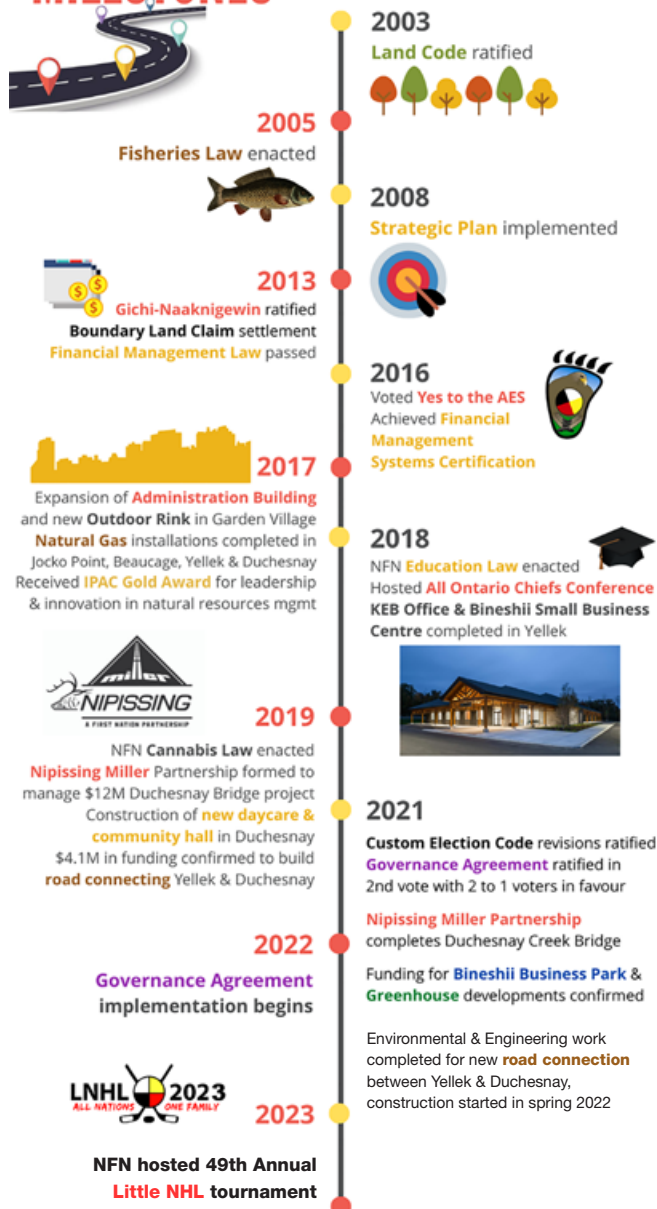
- Children’s Services, including NFN daycares, Recreation, After School and Summer Programs and Jordan’s Principle
- Culture & Heritage, including Nishnaabemwin classes and the NFN Kendaaswin (Library)
- Economic Development
- Education
- Emergency Services
- Employment & Training

- 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 Culturally-defined and land-based community withdrawal management program.
- Housing (on-reserve rental and ownership programs through NFN, RBC and Caisse Alliance)
- 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 and Roads
- Recycling and Waste Diversion
- Water and Wastewater 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.



## Governance Department

NFN is establishing a Governance Department to advance Nipissing Nation governance. The Strategic Advisor and Governance Manager inventoried the laws and policies for NFN and are looking at ways to make our governance and administration reflect the Nation.

## Anishinabek Nation Governance Agreement (ANGA)

NFN Chief and Council and Chiefs of the B'Maakinogan Governance Body appointed Strategic Advisor, Dwayne Nashkawa, to sit on the Implementation and Operations Committee for the ANGA. This technical committee oversees the implementation of the agreement to ensure all the parties are meeting their obligations.

## Debendaagziwaad Naaknigewin

NFN is in the early stages of developing a Debendaagziwaad Naaknigewin (Citizenship Law) for the Nation. We have had consultations at various community events over the past year to raise awareness about this process but much work remains to be done. The awareness level is increasing but we are looking at new ways of engagement to hear more from the Nation and increase the understanding of the implications and risks of staying under the Indian Act versus taking this on for ourselves. It is an exciting process that will transform NFN in many positive ways as the law takes shape and is implemented.

A focus of the committee's work is to assess the implications of a Debendaagziwaad Naaknigewin and all of the ramifications for NFN once it is implemented. Much work remains to be done and we are likely years away from ratifying this law.

## Nipissing 2013 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 Scott McLeod, Deputy 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](http://www.nfn.ca). Representatives from Peace Hills Trust also attend our Annual Meeting to review documents with community members and answer questions.

### 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 January 2024 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.

### Cannabis Negotiations

After a lengthy delay following the 2022 provincial election, it appears as negotiations with the province of Ontario to extend NFN jurisdiction over cannabis are getting back in full swing. We have achieved much in terms of protecting and enhancing opportunities for NFN cannabis retailers while ensuring that community priorities like safe supply are maintained.

We have positioned NFN retailers with a competitive advantage in the market through our discussions and ensured that the local market can continue to be viable in the marketplace. We have data sharing agreements in place with the Ontario Cannabis Store to monitor aggregate sales from the four licensed stores on NFN and a protocol with the Alcohol and Gaming Commission of Ontario to ensure any compliance issues are actively managed. To date, there have not been any compliance issues with NFN stores.

Negotiations are slated to continue throughout 2023.

### Business Operations

The Business Operations department was established in 2021 to support the growing and complex needs of Nipissing First Nation's joint ventures and business partnerships. As an interface with leaders across NFN and our corporate partners, this role provides follow-up on action items and tracks dependencies and accountabilities between NFN and our stakeholders. The key objective is to ensure benefits to NFN are maximized by actively monitoring assets and operations and ensuring deliverables around employment, procurement, and returns to NFN are met for various projects.

Developing productive, cross-functional relationships is critical to success both within NFN and with our corporate business partners. Maintaining communication cadence with stakeholders while

adhering to project timelines and desired outcomes is beneficial to ensuring NFN's interests are not only protected, but at the forefront of all decision-making.

Creating value is the main driver in setting goals, identifying action items, solving problems, and making decisions on projects. With an eye on process improvement, this department aims to contribute to improving efficiencies and effectiveness of current processes while also identifying future initiatives geared toward achieving NFN's Strategic Goals.

This department manages project communications and funding reporting for economic development related ventures, while also pursuing funding opportunities to offset costs of existing operations and to incite new opportunities based on needs identified by the NFN business community. Further, this department works in close collaboration with NFN's Strategic Advisor, Economic Development Officer, and Lands Office to attract, assess and coordinate our response to new economic and employment opportunities for the benefit of the nation and debendaagziwaad. It is important to note that revenues generated by NFN's business partnerships are accumulating and Chief and Council will decide how these funds will be distributed.

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 2022-2023 fiscal year:

## Nbisiing Power

Created in 2021 through a limited partnership with Composite Power Group, Nbisiing Power is 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.

Nbisiing Power employs a Chief Executive Officer, a Sales Development Lead, and a Secondary Sales Development Lead. Their vision is to be a leader in supplying equipment in the utility and mining sectors while supporting their customers' strategic objectives related to Indigenous procurement and capacity building in Canada.

Nbisiing Power provides an Indigenous-owned and led opportunity for customers and manufacturers to do business with. We pride ourselves on developing respectful and mutually beneficial relationships across the industry and within communities.

We welcome community members to come and visit Nbisiing Power's office in the Bineshii Small Business Centre at 132 Osprey Miikan, Suite 200. You can also visit [nbisiingpower.ca](http://nbisiingpower.ca) to learn more.

## Nipissing Miller Partnership

We continue to build on our strong business partnership with Miller Paving as a key element of Nipissing First Nation's strategy to build a revenue stream that supports our vision of improving well-being and quality of life for debendaagziwaad, and working together in a positive, progressive manner to be economically independent and self-governing.

Nipissing Miller has several major projects that are either in progress or upcoming, including:

- Construction of the Bineshii Business Park expansion project
- Rehabilitation of Highway 17
- Replacement of the Laronde Creek Bridge
- Yellek to Duchesnay Road extension
- Environmental radon clean up in the Yellek area

Our partnership 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.

A Nipissing Miller job fair hosted in Duchesnay on May 10, 2022 attracted 38 applicants, with 17 being NFN members, 4 affiliates, 9 non-members and 8 of unknown status. Six of the NFN applicants were hired and three turned down employment offers. We continue to track job applications and outcomes to maintain awareness and identify where there may be gaps that we can work to address. We also receive regular reporting on “local content” requirements, including the procurement of supplies and services from NFN member-owned businesses.

More recently, a NFN member was hired as Miller’s Indigenous Relations Coordinator to support project teams in managing agreements with Indigenous communities and to lead the development of trusting and strategic relationships that generate economic development, employment, and community benefits.

On June 28, 2022, a ceremony was held at the Miller Quarry to kick off the Highway 17 rehabilitation project in a good way. Elder Peter Beaucage provided opening remarks and prayers before passing the eagle feather and asking everyone to introduce themselves and say a few words. It was a very positive event that highlighted the strength of our partnership and helped our team members get to know each other, and the land they are working on.

Our partnership continues to grow and develop critical infrastructure while generating positive benefits for our nation and debendaagziwaad. In September 2022, the partnership returned over \$850,000 in dividends to Nipissing First Nation and another payout is anticipated in 2023.

## Mnogin Greenhouse

Nipissing First Nation has invested in three cold-climate, containerized greenhouses that will grow fresh and nutritious lettuces, leafy greens, and herbs for NFN members, as well as residents and businesses



in the surrounding region (North Bay, West Nipissing). We also purchased a hub unit to clean and package produce for distribution. The greenhouses use innovative hydroponic, vertical farming technologies and are designed to withstand extreme weather conditions. This will allow NFN to grow crops year-round thereby providing members of NFN and surrounding communities with a reliable healthy food source on a continual basis at consistent pricing.

We finalized our sale agreement with The Growcer Inc. to purchase the units in July 2022, and they were delivered to our site in Jocko Point in November 2022. Much of the Business Operations department’s focus in the past fiscal year was on the greenhouse project. Alongside our project consultant and greenhouse manager/head grower, we worked through site preparation and servicing requirements, and started planning for commercial operations.

Once all three farms are fully operational, the Mnogin Greenhouse will produce approximately 75,000 heads of lettuce per year, along with various herbs. We will be able to tailor our cultivars and production schedules to the community’s needs and to market demands. We anticipate supplying NFN’s Good Food boxes and Diners’ Club with fresh produce and will explore other avenues to make our products easily accessible for community members. We have had several introductory meetings with potential restaurant customers, with positive feedback and strong interest in our fresh, locally grown products.

We also plan 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.

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. We saw extreme volatility in the availability and pricing of fresh produce in 2022-2023 due to climate events and supply chain issues. This further points to the timeliness and importance of this project.

Funding for the greenhouse project was 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 \$42,245 to the project. Nipissing First Nation contributed \$206,431 towards the project, and a commercial loan through the NFN Trust was secured for the remaining \$371,361 in project costs. This loan will be repaid over a 20-year term, with all interest being paid to NFN.

## Bineshii Business Park Expansion Project

This 7-million-dollar project was tendered in the fall of 2022 and awarded to the Nipissing Miller Partnership through a competitive bid process in January 2023. Construction commenced in March 2023 and the anticipated completion is scheduled for November 2023.

The project involves expanding infrastructure (roads, electricity, natural gas) to create 23 new commercial and light industrial lots that will be available to lease to NFN member and non-member owned businesses. Applications will open in the fall of 2023 for builds beginning in the spring of 2024. The application process will mirror the existing business licensing and commercial lot application processes with zoning provisions for compatible business and land uses.

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. NFN's equity contribution to the project is just over \$500,000 with the remaining project costs being funded by revenues generated by other Ec Dev projects, such as solar and the Nipissing Miller Partnership.

The Bineshii Business Park project will create conditions for sustainable and diversified long-term economic activity by employing NFN members and businesses during the construction phase and providing NFN members with a prime area to locate or expand their businesses when the project is complete.



## 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 Nbisings Secondary School.

## Economic Development

### Licensing and Support

The Economic Development Department experienced a highly active year in 2022. Following the COVID-19 pandemic, there was a significant increase in interest among



our members in establishing new businesses. These recently licensed businesses span diverse industries, bringing unique and valuable employment prospects to our members. By ensuring businesses comply with our NFN business licensing laws, we can ensure the safety of the community while gathering crucial employment information to develop programs that cater to the needs of our entrepreneurs. Throughout the year, 17 businesses were licensed by NFN.

The Economic Development Department is responsible for issuing lottery licenses to the administrative departments of Nipissing First Nation. In the 2022 - 2023 fiscal year, seven lottery licenses were issued to raise funds for community programs and events such as the Nipissing First Nation Food Bank and annual powwow.

During the year, the Economic Development Department offered individualized assistance to 46 Nipissing First Nation entrepreneurs. This support encompassed various aspects, including helping them develop business plans, create financial forecasts, and navigate external funding applications. Three small business loans were awarded totaling \$15,000, empowering licensed businesses to expand their operations. Notably, the Small Business Loan policy was revised, now allowing member entrepreneurs to borrow up to \$20,000 through this program, reflecting the evolving needs of our community.

### Business Leaders Roundtable

The Economic Development Committee and Department have been diligently working on establishing a Business Leaders Roundtable group. This organization would function similarly to a municipal chamber of commerce, allowing business leaders to network, share challenges and opportunities, and promote their businesses. To date, two roundtable sessions have been held to gauge the interest of our member entrepreneurs in forming this group. Overall, these events were well attended, and positive feedback was received. We look forward to hosting regular monthly meetings with this group.



### Beaucage Park

Beaucage Park officially reopened to Debendaagziwaad (NFN members) in 2022. Our maintenance staff dedicated the season to cleaning the park, removing hazards, and overseeing its operation. Over the season, 50 members used this site for cultural and leisure purposes. In 2023, Beaucage Park is open for daytime use from Wednesday to Sunday, between May 24th and October 8th. We have developed a new booking tool to accommodate larger groups requiring privacy or extended hours. This new tool can be found under the contact section of the Nipissing First Nation website.

## Entrepreneur Workshop Series

In collaboration with The Business Centre Nipissing-Parry Sound, Nipissing First Nation developed a series of engaging Entrepreneur Workshops. This six-part event covered various business-related topics such as business planning, financial forecasting, risk management, and digital marketing. Local industry leaders were invited to share their knowledge and insights. The workshop was well attended, and many participants are now working with our economic development department on their business or expansion plans.



## IESO Subsidy Program

Nipissing First Nation partnered with the Independent Electricity System Operator (IESO) to introduce Level 2 charging station infrastructure to NFN. The Level 2 Charging Subsidy Program consists of two phases aimed at increasing adoption of electric vehicle technology by Debendaagziwaad. In the first phase, we installed four commercial level 2 charging stations at our administration buildings, providing complimentary use to employees and community members. The second phase offers a full subsidy for a level 2 charging station installed at a member's home. To date, we have successfully installed three level 2 chargers at members' homes.

## ANISHINABEK NATION

### EDO Roundtable

The Nipissing First Nation Economic Development Department actively participates in the Anishinabek Nation Economic Development Officer Working Group. This group has been entrusted with creating a new version of the organization's Economic Blueprint. The Anishinabek Nation Economic Blueprint provides a guide for engaging individuals, communities, governments, and organizations in developing strategies for economic development. The blueprint emphasizes the importance of working together, utilizing individual and collective strengths, and taking practical steps toward economic success. It highlights existing success stories and offers valuable resources and case studies to support economic development efforts within the Anishinabek Nation.

### Local Collaboration

Nipissing First Nation actively engages and collaborates with local organizations to create new opportunities for our community. As part of our commitment, the Economic Development Department actively participates on the boards of the West Nipissing Chamber of Commerce and Economic Partners Sudbury East/West Nipissing. This strategic involvement enables us to stay well-informed about local initiatives, resources, and networks that can benefit our member entrepreneurs. By actively participating in these organizations, we ensure that we are at the forefront of local developments and can effectively advocate for the needs and aspirations of our members.

## 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 and a vision of Anishinabek education for all. *Anishinaabe Kinoomaadziwin Nongo, Anishinaabe Pane!*

The Education Department faced several challenges from 2022- 2023, as they adjusted to a new environment post-pandemic; however supporting our students remained front and center. Some of the areas that the COVID relief funds supported this year included: Nbisiing bus drivers, personal protective equipment, additional cleaning, high-efficiency mobile air cleaners, funding post-secondary students on the waitlist, re-engagement of students, summer subsidies to address lack of employment, re-engagement of drivers as we work towards a return to full services, IT equipment and loan program, and supports for mental health provided from a variety of different funding stream. We greatly appreciate our education staff and committee for rallying together during this time to support the well-being of students and staff.

The Education Department has a new director and direction, as the goal is to modernize policies and practices with our educational partners.

As we continue our work, it is important to celebrate the milestones and look to the future with hope and excitement. In 2022-2023, we say Baamaapii to all the graduates this academic year. Best wishes for continued success as you journey on your learning path!

### STUDENTS

#### Post-secondary

- 124 Full-time students
- 26 Part-time students

#### Elementary/Secondary

- 158 Elementary Students
- 155 Secondary Students
- 104 students attending Nbisiing Secondary School
  - 80 off reserve students (reverse tuition)
  - 24 on reserve students
- 33 Grade 12 Graduates (Nbisiing and Provincial Schools)

#### Adult Education

- 18 students

### BUDGET

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

- Tuition fees to provincial school boards
- Post-secondary students' tuition, living allowance and book allowance
- School transportation through Nbisiing Bus Lines to provincial schools and Nbisiing Secondary School
- Special Education High-Cost Needs, transportation, assessments, and case conferences
- Adult education subsidization
- Programming support for mental health, youth life promotions, nutrition, language and culture, bursaries, graduation awards, elementary/secondary awards, school start up, and tutoring.
- Partnerships with employment and training
- 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), delivering initiatives at Nbisiing 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 Nbisiing Secondary School
- Partnerships with provincial school boards, Canadore College and Nipissing University, including the development of growth plans
- Compile and use data to support student achievement, provide students with increased opportunities, support educators with professional development to increase knowledge and awareness of culture, histories, traditions and perspectives and engagement and awareness building to collaborate, engage with community and increase communication on progress related to student achievement and success.
- Budget and policy recommendations, specifically the Post-Secondary Financial Assistance Program.
- Increase availability of Elders in schools, to support language and culture programs.
- Increase language teachers in provincial schools.
- Increase student voice and leadership.
- Provide mental health supports at Nbisiing Secondary School (Graduation Coach and Youth Life Promotions)
- Adult education program
- Increase cultural land-based learning in schools.
- Post-secondary supports
- Provide staff training to better support students and community, including information technology, special education, data systems, cultural sensitivity and awareness, and mental health. Our partners also provide other training: AES, Ontario Ministry of Education, Canadian Healthy School Alliance, Ontario Physical Educators Association, Ontario Native Education Counselling Association, Anishinabek Nation and partner school boards.
- Updating and Managing student data.

## 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 reciprocal tuition fees from the Ministry of Education and other First Nations for each student who lives off Nipissing First Nation that attends Nbisiing Secondary School.

## TUITION COSTS PER STUDENT

School Board		2017-2018	2018-2019	2019- 2020	2020-2021	2021-2022	2022-2023
Near North District School Board	Elementary	\$12,348.46	\$12,707.19	\$12,459.00	\$12,738.00	\$12,957.00	\$13,379.00
	Secondary	\$13,645.89	\$13,837.78	\$13,145.00	\$13,739.00	\$13,972.00	\$14,206.00
Nipissing-Parry Sound Catholic District School Board	Elementary	\$13,668.83	\$14,413.80	\$14,133.00	\$14,676.00	\$14,881.00	\$15,370.00
	Secondary	\$14,658.49	\$15,271.20	\$14,388.00	\$15,024.00	\$15,297.00	\$15,656.00
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	\$18,989.00
	Secondary	\$31,261.00	\$31,031.00	\$34,017.00	\$36,801.00	\$36,082.00	\$35,300.00
Conseil Scolaire Catholique Franco Nord	Elementary	\$15,354.34	\$16,188.83	\$15,846.00	\$16,513.00	\$16,840.00	\$17,878.00
	Secondary	\$18,309.80	\$19,100.02	\$19,049.00	\$19,819.00	\$20,160.00	\$21,437.00

## POST-SECONDARY EDUCATION

This year, the NFN Post-Secondary Education Assistance Program (PSEAP) received 136 post-secondary applications and could 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 24 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

*\*represents an aggregate average of tuition fees for those types of post-secondary institutions.*

The financial support program policy has been reviewed, and significant updates were approved by Chief and Council for this coming school year, where we hope to see additional opportunities for students to meet some of their financial needs in a post-pandemic learning environment.

## 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 18 active registered adult learners continue their learning journey and five graduates from this support program.

We are exploring the opportunity to operate Adult Education internally through Nbisiiing Secondary School next year. We will be searching for an Adult Education Educator, so please look out for our posting.

## Nbisiiing Bus Lines

Nbisiiing Bus Lines provides consistent and safe student transportation. Our fleet consists of 13 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, and Nbisiiing Secondary School. Our radio systems systems allow us to reach drivers on the go, track our bussing fleet, and provide instant and secure communication

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. 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. As an additional safety feature and communication with parents and caregivers, we have paired up with Vialto to help us communicate with families to pick up and drop off times and live communication for inclement weather notifications and delays and changes to schedules in the upcoming school year. Stay posted on our website, as a parent app will be available. With this new service, it is essential to have up-to-date information, and we are requiring all eligible riders to register with Nbisiiing Bus Lines before the first day of the 2023-2024 school year. 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 2022 to April 2023 for the 2022-2023 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.

In July 2023, we said Baamaapii to Charlene Bellefeuille, who worked 18 years as our Bussing Supervisor and has retired. She dedicated her work to ensuring that our children get to and from school daily and is a cornerstone for ensuring that the service functions to the highest standards.

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

## Partners in Education

The Education Department is proud to partner with the Kinoomaadziwin 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:

- Continuing the role of 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 Nbisiiing Secondary School.
- A Renewal in partnership with Adult Education to assist students in obtaining their OSSD through lifelong learning models.

In November 2022, Deputy Chief Mike Sawyer was appointed to the Nipissing Parry Sound Catholic School Board Indigenous Trustee for a term of 4 years. Deputy brings many years of experience in education and representing our nation. We want to thank Judy Manitowabi for her service for several terms as she decided to step down as our trustee. We want to say a big Chi-Miigwech to her for her commitment and dedication to maintaining and growing our partnership with Nipissing Parry Sound Catholic School Board.

In addition, in November 2022, Ashley St. Pierre from Moose Deer Point First Nation was chosen as the Near North District School Board Indigenous Trustee tasked to represent seven nations. We would also like to wish you well in the new role.

### Nipissing University Partnership Highlights

Nipissing University received a new President this year, with that a renewed commitment to highlighting and incorporating authentic indigenous voices and advocacy into several key operational aspects of the University. 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 Indigenization in the University
- Community knowledge-based courses at Nipissing University
- A new approach to strategic planning that centers around voice and advocacy.
- A new approach to understanding the university through the eyes of stakeholders.

### 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) (Nbisiing Secondary School students attend)
- Aboriginal Post-Secondary Information Program (APSIP) open houses
- Annual Canadore College Pow Wow
- National Day for Truth and Reconciliation

### Kinoomaadziwin Education Body Highlights

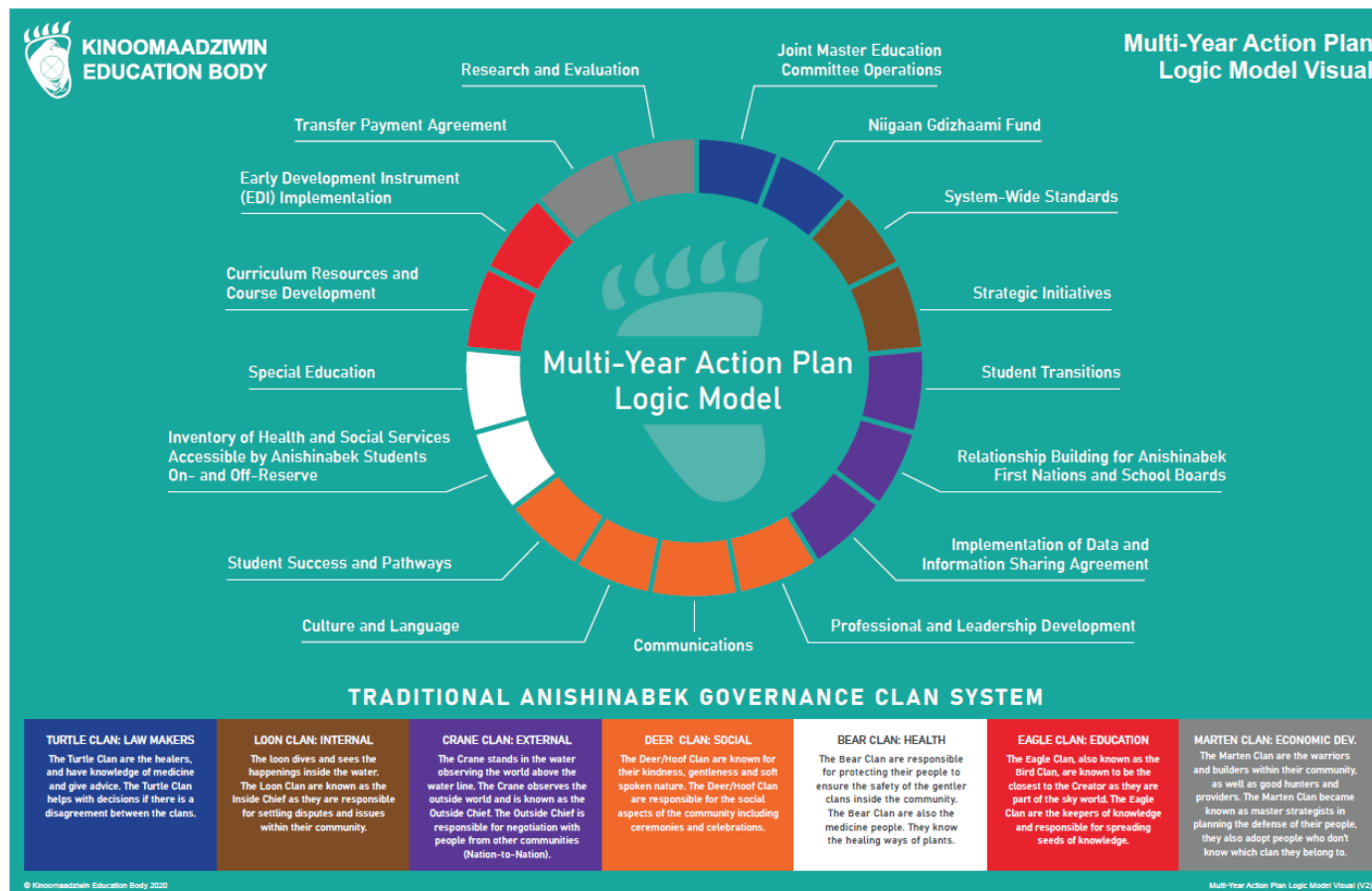
NFN is a member of the Anishinabek Education System (AES) and works closely with the Kinoomaadziwin Education Body (KEB), the administrative body of the AES, to support students.

KEB celebrated its 5<sup>th</sup> year, and we are entering the final year of the three-year work plan in 2024. We will continue to support implementing 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 year and beyond while we continue to grow. At the same time, 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.

Next year will be heavy on renegotiations with Canada and Ontario to ensure that we maintain the high levels of programming given the escalating operational costs we are seeing post-pandemic.

At the 2023 Niigaan Form, Cailen Hanzlik was elected Youth Giimaa for the KEB. She will act as the voice for youth and her youth council for this coming term. Cailen was elected by her peers from representatives of each region. We look forward to her leadership in guiding the KEB to ensure that student voice is heard from all directions. Cailen is entering her 4th year as a post-secondary student; we truly wish her the best in this new role and continuing studies.

On June 6th, Marianna Couchie, one of our greatest voices for education, decided to step down from the KEB Board of Directors. Marianna leaves after over 40 years of advocating for improving education for our nation, locally, regionally, and internationally. Her presence will be missed, and we wish to send her big Chi-Miigwech for her dedication to our nation. Daniel Stevens was elected to the board as her replacement on that date.



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 as completed July 2022. The KEB's consultant, First Nations Engineering Services Ltd., created 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 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. This report is being used to help negotiate with Canada to secure funds that can be used for capital acquisitions, builds and maintenance to create a streamlined process to ensure that the infrastructure of Schools and Educational buildings is supported adequately by First Nations.

We have been fortunate to secure funds and move some of these projects forward over this past year and

upcoming year. To ensure the safety and functionality of the school for years to come.

## Special Education Guideline

The Special Education Guideline was developed and being reviewed by Nibisiing 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.

Through the process, we identified many needs to address and have been working to address those needs through several avenues ranging from funding, frequency of testing, and tester options. We have also streamlined the process for additional support in cases where additional support has already been given or purchased through school boards.

AES has also developed with PFNs vital resources for families who need additional support when navigating the Special Education Programming and all the various check points along the way from identification to educational programming.

## Anishinabek Nation Education Fiscal Transfer Agreement

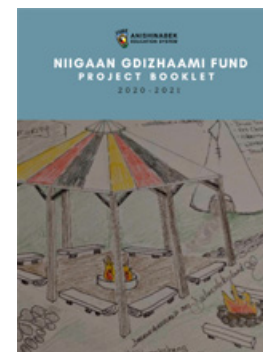
The negotiations are ongoing with the Government of Canada for the next Anishinabek Nation Education Fiscal Transfer Agreement, which supports the renewal of funding beyond March 2023. The current agreement is in place until new terms are approved. Updates are provided regularly to the KEB Board of Directors 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 24 projects funded by the Niigaan Gdizhaami Fund in 2020-2021. These projects positively affected over 2100 students throughout the AES.



For further information, all documents and project booklets are available at [aes-keb.com](http://aes-keb.com).

## Project with NPSCDSB

In 2022-2023, NFN partnered with the NPSCDSB on a joint project at St. Joseph Scollard Hall. Through an Indigenous Youth Retreat, students can learn and practice traditional ways of knowing and learning through immersion in culture and language for one week with Mr. Tory Fisher.

## 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 booklets are now in pre-production and final edits.



## Nbisiing Secondary School

### Student Count- 2022-2023

Grade Level	9	10	11	12
Total (103)	14	20	44	25

Nbisiing Secondary School has graduated 380 students since it opened in 1995!

SCHOOL YEAR	GRADUATES	GRADUATION RATE
2022-2023	26	89%
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 2023 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.

Summer School Year	Number of Students Enrolled	Number of Credits Recovered/Earned
2023	26	40
2022	27	36
2021	25	38
2020	32	38
2019	22	55
2018	21	45
2017	16	39
2016	19	28
2015	7	22



## YOUTH LIFE PROMOTION

Nbisiing is in the fifth year of this program. The funding supports youth life promotion and suicide prevention activities undertaken through out the year that will support Indigenous communities to lay the groundwork for 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 Programming is robust and designed to accommodate the various, unique needs of our students. With the full return to in-person learning this year, the data shows a significant increase in the number of program service engagements compared to last year. We have also accommodated several college and university students wanting to complete their placements at Nbisiing in the Wellness Program.

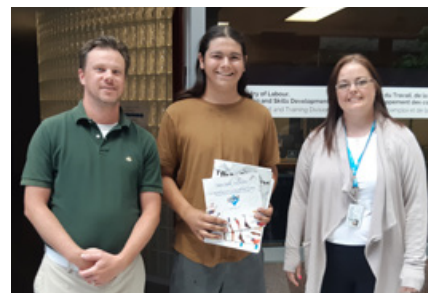
Student Testimonial:

*“I have struggled with high levels of stress, anxiety, and depression for a lot of my life, and couldn’t find a lot of help at other schools, so I was in search of something to better support me. The wellness program was a safety net that walked along with me throughout my last years of high school that assisted me to where I am today”.*

Nbisiing Student 2023

## Co-op Education and OYAP

Tyler Beaucage officially signed as a 310T Truck and Coach Technician apprentice in June 2023. He is pictured with his Ministry of Labour, Immigration, Training and Skills Development Ontario Training Consultants.



### Nutrition Program - Daily Breakfast and Lunch Program

Breakfast and lunch programs in schools are vital for high school students' health and wellness as they provide nutritious meals to ensure proper fuel for learning, improve concentration, and establish healthy eating habits for a balanced lifestyle.

Nbisiing prepares healthy breakfasts and lunches for all students daily throughout the school year. Funding is provided by the Ministry of First Nations Student Nutrition Program and YLP.



### Akiing Kinoomaagewin (Outdoor Education) Program

Monique Sawyer is leading the Akiing 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 FN, 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 much value to student and staff learning. She is an invaluable part of the Nbisiing team, and we are so grateful for her sharing her knowledge with our students and staff.

The 2022-23 school year started out with the school attending the Youth Forum at the Robinson Huron Treaty Gathering in Garden Village, Students from Nbisiing are featured on the cover of The Robinson Huron Treaty Times Magazine.



### Mini Powwow

Nbisiing hosted our annual Mini Powwow in May 2023. Nbisiing hosted community members, Chief and Council, and guests from the Near North District School Board in a day of dancing and celebration.

## Employment & Training

### Indigenous Skills and Employment & Training (ISET)

NFN Employment & Training is a federally funded program through Employment and Social Development Canada. The goals of the program are to provide our membership 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 labor market and that will assist the members and affiliated members on securing long term sustainable employment. With this funding, the supports and the tools; it enables the membership to access programs to meet their needs, to provide valuable skills and/or job placements while working towards becoming self-sufficient. In addition, the Employment & Training provides other valuable services such as assisting the members and affiliated members in directing them, providing guidance to other Indigenous organizations and other Federal and Provincial programs.

This past fiscal year there were still some challenges. Changes had to be made during this time to enable the membership and affiliated members to still follow their career aspirations through online training. Amendments were made to the Employment & Training

Policy to allow the members and affiliate members to enroll in training programs online. Now that the COVID restrictions have been lifted online training is no longer supported. As you may see from the statistics report below there were many successful members and affiliated members that completed their training and were able to secure employment.

As the Employment & Training program continues its valuable services to the membership and affiliated members, the program 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 2022-2023

With the support from niiggaanzid Niigaanid Nokiwin the members and affiliated members were able to take advantage of the online training and in person training when possible. On average 20 members and affiliated members were in training monthly throughout the fiscal year. These are the sponsorships that were approved and completed in fiscal 2022- 2023 fiscal:

1 – Cabinet Worker	18 – Employment Start Up PPE
1 – Electronic Tech	43 – EI Applications, Inquiries, SIN
3 – Line Ground Crew Support	1 – Millwright Apprentice
1 – Arborist Apprentice	2 – Esthetician - Hairstyling
1 – IT Internship	1 – Indigenous Social Worker
1 – Legal Justice Indigenous Law	1 – Truck & Coach Apprentice
1 – Heavy Equipment Op	1 – Pharmacy Tech
2 – RPN's	1 – Cadet Trainee APS
4 – Class A/Z & D/Z Upskill	1 – Addictions Studies Indigenous Focus
1 – Med Office Administration	3 – Heavy Equipment Operator Upskill
1 – Carpenter Apprentice	
1 – Management Cert	
6 – Mobility	

9 – Employment Referrals
Hydro One/Mining /Construction
1 – Business Admin
1 – Anishnaabemowin & Prog Development

2 – PSW
20 – PAL Training (youth)
7 – CERB/CRB Inquiries

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

## Congratulations

On behalf of NFN and NFN Employment & Training we would like to congratulate all that have completed their training programs. We wish you all the very best in your endeavors.

## 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 and Collections

- Wireless Internet (WiFi)
- DVDs & Blu-Rays
- 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 (6) desktop computers and (4) Apple computers. These are equipped with Microsoft Office using the following programs: Word, Excel, and PowerPoint. We also have one computer with Microsoft Publisher. 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.

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.

## CONTINUED PARTNERSHIPS

### **Nipissing Nation Kendaaswin – NFN Native Child Welfare (NCW)**

Our Kendaaswin has continued our partnership with NFN Native Child Welfare to provide programs and services to all ages of NFN. Our three departments support each other's goals to provide safe, cultural spaces for our membership and affiliates to engage in literary, culturally safe, educational, and recreational opportunities.

Our collaborative efforts include craft & computer nights, teen nights, movie nights, youth excursions and fundraising. We also partner to offer outdoor activities that include fishing derbies, bike rodeos, baseball games, hiking adventures & other outdoor activities. Seasonal activities include a summer family trip to Canada's Wonderland and a teen outing in August (options/locations vary from year to year). We will continue this partnership with additional opportunities.

## PROVINCIAL REPRESENTATION

### **Blue Sky Librarian's Group**

Our Kendaaswin is a member of the Blue Sky Librarians Group. This group comprises of librarians in the area (Nipissing Nation, North Bay, West Nipissing, Powassan, Mattawa, etc.) We meet 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.

### **Ontario Library Service – First Nations Strategic Action Group**

Our Kendaaswin is a member of the OLS First Nations Strategic Action Group. We comprise 3 librarians and 2 OLS workers who plan events and gatherings for First Nation librarians. Most recently, we coordinated Maanjidiwaad, a gathering of First Nation librarians in Nipissing Nation. This was a well-attended event held at Nipissing University and Garden Village. This was also the first time in nearly 20 years that this gathering was held on a First Nation.

### **Ontario Library Association Library Advocacy**

Our Kendaaswin is a member of the OLA Advocacy Group. This group is made up of librarians and advisors in all areas of the province. We share ideas and guide programs and services delivered through the Ontario Library Association. Most recently, we worked together to bring an OLA booth and interaction at the Little NHL. This booth has great attendance, and the OLA representatives were very impressed with the large scale and capacity of the Little NHL. They want to pursue this opportunity next year.

These committees and groups are dedicated to the enhancement and success of First Nation Libraries. It is important to remain connected and an active participant in these partnerships. These are all no cost participations and allows Nipissing Nation to be an active member in the library community.

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

Community Infrastructure & Planning encompasses the following departments and programs:

- Public Works
- Waste Collection Management
- Water and Wastewater Management
- Maintenance
- Capital Buildings
- Equipment; and,
- Parks & Recreation.

Our department assisted with room bookings and hall rentals for staff meetings and community events in Garden Village and Duchesnay. Due to the high volume of bookings and rentals, these responsibilities slowly transitioned to the administration department in March 2023.

Our senior programs provide a grass-cutting service and a new snowplowing service, which serve approximately 90 senior members living in Nipissing First Nation communities.

Our team of 27 full-time staff delivers programming and services as outlined in our Capital Plan, Chief and Council recommendations, as well as annual, five and ten-plus years work plans while managing multiple budgets.

### 2022-2023 Community Infrastructure Budget

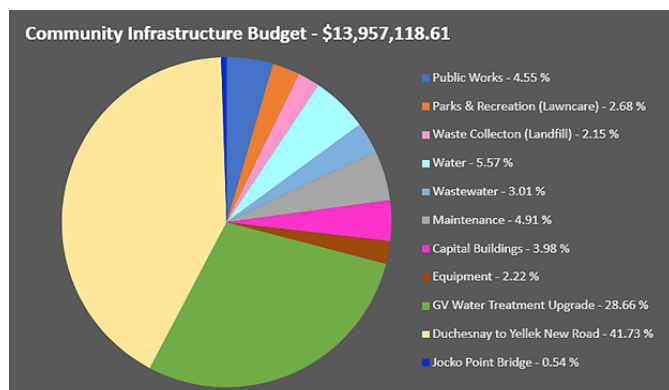
NFN major projects continue to move forward in the construction phase while seeking funding for rising costs.

### Project Updates

- Capital Projects Report
- Facilities and Maintenance Program Special Initiatives Report
- Health/Water Programs and Audit
- Garden Village Upgrade
- NFN Water and Wastewater Feasibility Study; and,
- Closing the Gap 2030 Initiative with ISC.

Working in partnership with Human Resources department and Nipissing 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 \$450,089.21 to support NFN youth in the following areas:

- Summer Work Experience
- Mentored Work Placements
- Career Planning and Promotion
- Science and Technology
- Co-operative Placements



## 2022-23 Community Infrastructure Work Plan

During the 2022-2023 fiscal year, the following Community Infrastructure work plan has the following projects:

### NFN Community Infrastructure Projects

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



### Assisted Living



We have completed designs for two assisted living Elders' Lodges in Duchesnay and Garden Village. We conducted extensive consultations on the projects, designs, locations, and other elements.

In March 2023, we made applications to the Canada Mortgage and Housing Corporation (CMHC) Rapid Housing Initiative for support to complete these units. We will be getting a response to our applications on July 1, 2023. Tenders have been put out to potential contractors to get pricing in place for a start immediately in July if the applications are successful. Contingency plans are also in place if our applications are not fully successful.

Planning is underway for consultations on the placement of recreational areas on Duchesnay Point. The plans for the Elders' Lodge necessitates moving the outdoor rink to another location. And there may be impacts on the ball field as well. The cemetery and residential school monument are not impacted by the design. Look for consultations to get underway in summer 2023.

We are also planning to clear the south side of Couchie Memorial Drive to create a park area in there for pedestrians to enjoy and so the Elders have a clear view of the lake from the new facility.

## 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.

### 2022-23 Public Works Work Plan

During the 2022-2023 fiscal year, the following Public Works work plan were either ongoing or completed.

#### Brushing and Cemeteries

- Duchesnay Cemetery Expansion Reclaim Lot  
- Reclaimed lot completed. Columbarium installation completed.
- Garden Village New Cemetery  
- Columbarium installed and open to the public.
- Cemetery Service  
- Drainage maintenance and burial service for NFN members - ongoing.
- Yellek, Ernest and Jocko Brushin  
- Line of site completed.

## Roads

- Sweetgrass Road
  - Gravel lift completed.
- Mukwa Miikan
  - Widen road at top and rip rap completed.
- Roadway Signs with Ojibway Stop Signs
  - Remaining signs 99% completed.
- Jocko Point Road
  - Brushing, cross culverts, gravel lift, and road improvements/ upgrades are ongoing. Bridge repairs (ARCS Project) are ongoing.
- 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 and Ted Commanda 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
  - Review status.
- Beaucage Park, VLA, Couchie Industrial
  - Pave entrances – ongoing.
- Yellek – 1.3 km Extension
  - On-going.
- Garage Ojibway Signage
  - On-going.
- Old Duchesnay Daycare
  - Demolition is in the planning stages.
- Christine Lane
  - Gravel lift, ditching and culvert repairs - ongoing
- Garden Village Roads
  - Asphalt cracks repaired and ditching in sub-divisions - ongoing

## Staff

- Improve Staff Morale, Communication, Appreciation/ Events Training, Safety Training and Vehicle Checks.
  - Ongoing.

## Public Works Building

- Duchesnay Garage
  - Apply spray foam installation inside garage and pour cement.
- New Public Works Building
  - Concept drawings finished. Exploring funding methods.

## MANAGEMENT / AANJI-AAPICHITOOYANG

- The Landfill Hydro line Project was completed at the end of February 2023.
- 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 residents with a clear standard on waste management practices. The draft version will be going to the policy and bylaws committee soon.
- Waste Management Study, Landfill Assessment – NFN is conducting a waste management study and landfill assessment through the fall and winter. 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. (Paused for Waste management Study and Landfill Assessment.)
- 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.
- Researching Battery Depots locations throughout NFN.
- Recycling Depot at NFN Landfill Site

**2022-23 WASTE MANAGEMENT WORK PLAN**

During the 2022-2023 fiscal year, the following Waste Management work plan was either ongoing, started or completed:

**Waste Collection (Landfill)**

- Landfill Hydro Line Project
  - Completed (Completion February 2023).
- Household Hazardous Waste Depot
  - Completed Operational.
- Waste Management Policy
  - On-going draft waste management policy.
- Waste Management Study, Landfill Assessment
  - On-going (NFN & FNESL).
- Draft Solid Waste Management Planning Document
  - Prolong landfill life. Paused until completion of waste management study and landfill assessment.
- Backyard Compost Program
  - Ongoing (community membership receiving compost bins).
- Blue Box Transition and Circular Economy Act
  - On-going - NFN is registered to transition for January 2026 with the RPRA (Resource Productivity and Recovery Authority) for the Blue Box Transition to the Circular Economy Act.
- Waste and Recycling Promotion and Education Program
  - Starting.

**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 2 OIT Operators.

During the 2022-2023 fiscal year, the following items in the Water & Wastewater Management work plan are either ongoing or completed.

**Water Treatment Plant O&M**

- Water Treatment Plant O&M
  - Completed.
- ARCS Deficiencies
  - On-going.
- Inspect Portable Water Tank
  - Exploring the purchase of New Water Truck for Potable water.
- Work with Tribal Council Training Upgrades
  - On-going.
- Maintenance Management System (Tribal)
  - Ongoing.
- Waste Plant Building Repairs
  - Ensured flows were completed.

**MAINTENANCE**

Maintenance provides services to all NFN buildings, includes the West End (Garden Village) and East End (Duchesnay).

2022-2023 Maintenance Work Plan

During the 2022-23 fiscal year, the following 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.  
- On-going.
- Repair Draining Manhole in Lot by the Kitchen.  
- On-going.
- Janitorial and Maintenance Services to All Buildings.  
- Completed.
- Build Duchesnay Storage Shed for Equipment.  
- Completed.

CAPITAL BUILDINGS

2022-2023 CAPITAL BUILDINGS WORK PLAN

During the 2022-2023 fiscal year, the following Community Buildings work plan was either ongoing or completed:

Building Services

- Upgrade Cenotaph  
- Apply for funding from Chief and Council and Veterans Affairs is on-going.
- Complete Walking Trails Signs and Stations  
- On-going.
- Improve Areas Around Residential Monument in Duchesnay  
- On-going.
- General Repair to Outdoor Bathrooms and Dugouts  
- On-going.

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

2022-2023 EQUIPMENT WORK PLAN

During the 2022-2023 fiscal year, the Equipment work plan was either ongoing or completed:

Purchases & Repair

- John Deere Backhoe  
- Purchase completed.
- Clean, Paint, and Repair Equipment  
- On-going.
- New Snowplow Trucks  
- Purchase of 3 Trucks with Plows and Sanders for new Seniors Program.

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.



During the 2022-2023 fiscal year, the following Parks and Recreation work plan were all completed.

#### Complete Maintenance and Repairs to NFN Public Spaces

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

In 2022, we employed six additional workers for the seasonal Parks & Recreation program, which has created over 81 jobs since 2015.

In 2023, the Parks and Recreation crew grew, comprising 10 team members. The team consists of one supervisor, one office support clerk, four lawn care labourers, two recreational maintenance workers and two Beaucage Park maintenance workers.

Parks and Recreation offers grass-cutting and recreational maintenance services from May to October each year. The crew began their positions with First Aid/CPR training, essential job skill training (such as chainsaw safety and use and WHMIS) and required HR downloads. The team was trained in the safe handling/ use of lawn care equipment and maintenance. All

crew members completed the training and received certificates.

Approximately 90 seniors (ages 65 or older) qualified for the free grass-cutting services.

## PROCEDURES

### 2022-2023 PROCEDURES WORK PLAN

- During the 2022-23 fiscal year, the following Procedures work plan were all completed:
- Equipment specific operator training was conducted on various pieces of equipment.
- Recommended additional training, grading and supervision.
- Full-time Apprentice mechanic succession plan was put together.
- Incident reports are filed for every incident.
- Upgrades at Public Works – cement floor in outer building, additional spill protection for consumables

## Housing

The Nipissing First Nation Housing Department, in conjunction 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 purchase and/or repair existing homes in accordance with the Ontario Building Code. Since 2005 this program has loaned funds in the amount of \$7,747,319.71 to the NFN members.

## Royal Bank of Canada On-Reserve Lending Program

This program has provided funds to NFN members to construct new homes or purchase or repair existing homes that meet the Ontario Building Code. Currently, the program has \$8,953,195.50 in active loans to NFN members.

## Caisse Alliance On-Reserve Lending Program

A new lending institution program was added to provide NFN members with another option for a loan to construct new homes or purchase or repair existing homes that meet the Ontario Building Code. Since 2022, this program has loaned funds in the amount of \$600,000.00 to NFN members.

## 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 29 grants were approved and completed in 2022-2023.



## Apartment Rental Units

The Housing Department manages **89 rental units** on Nipissing Nation. Our goal is to improve our services for tenants to feel secure, enjoy their living space, and assist in beautifying the apartment properties. We completed many projects this year to upgrade the NFN rental units and have more projects planned over the coming years.

### Inspections

- Compliance to encourage longevity of units
- Regular scheduled inspections
- Improve tenant relations
- Address environmental issues
- Rent collection
- WABN assistance with housing stock assessments
- Beautification of properties

### Preventive Maintenance

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

Our Housing team strives to improve service delivery, improve renovation turnover timelines of units (4 in 2022/2023), develop positive relations with tenants, offer financial consultant sessions to all members, encourage tenants to beautify NFN properties.

## Seniors' Complex Update

The signage at the Seniors' Complex has been replaced to 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. New concrete patios and walkways were completed to all units in the complex.



## Fire & Emergency Services

The Nipissing First Nation Fire Department has 32 Firefighters serving the 3 Fire Stations and trains twice monthly at each station. Tactical Fire Training, Vehicle Maintenance, are some of the training that takes place.



Training completed for this period was NFPA 1001 Training, which included Motor Vehicle Extrication. In the future, we will be looking into Medical Training for our Firefighters to further their skills and offer more assistance to our members.

NFN Fire and Emergency Services are looking to build a new Fire Station in the Jocko Point/Beaucage area to serve this section of our lands better. The current Fire Station in Jocko Point has served the area very well in the past years, but with the growth of our First Nation and Fire Services, this need to be bigger to house the vehicles and equipment to serve our growing Nation. Some sites are being sought out for locations, and plans are being drawn up to suit the needs of NFN Fire and Emergency Services.

For 2022-2023, Nipissing First Nation Fire and Emergency Services has responded to 21 calls within the Boundaries of Nipissing for various issues such as Structure Fires, Vehicle Fires, False Alarms, and Motor Vehicle Collisions.

## 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 surveyed and in the approval stage by NRCAN. The Environmental Assessment update of lands being returned has taken place and we are awaiting the final report; will take place the fall of 2022, and 3rd Party Access Notices (Enbridge, HONI and Bell) will be negotiated once lands are returned. are awaiting approval by Department of Justice. There continues to be ongoing monthly meetings with Access Agreements are in the approval stage by ISC. There continues to be ongoing monthly meetings with ISC representatives to ensure the file keeps moving forward.

#### YELLEK AND MTO LAND CLEANUP PROJECT

We will inform the Membership of the commencement date of the project as soon as we know.

#### LAND LAW DEVELOPMENT

Land Laws are reviewed on a five-year basis for required updates. Some of the laws currently in process are: Matrimonial Law, Zoning Law, Animal Control Law, Conduct and Nuisance Law, Land Use Plan, and Grant of Entitlement Law.

#### 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. The chart depicts the lots that are available in the communities:

Community	March 2023	June 13, 2023
Garden Village	44	42
VLA	30+	30+
Paradise/JP	14	14
Beaucage Sub	11	11
Beaucage Village	1	1
Yellek	12	11
Duchesnay	0	0
Total	112	109

#### 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 need to be discovered to us and we ask that you contact Joanne Gibouleau, GIS Technician, of our office at Joanneg@nfn.ca or by telephone to register your camp by way of completing a Hunt Camp Land Use Permit Application.

NFN Member provides GIS Technician with GPS reading for the proposed location of hunt camp within Beaucage or Commanda Townships. The application is prepared and submitted to the Natural Resources Manager, Environment Manager and Land Manager for approval. If there are no concerns, the Application will be sent to the applicant for signature. A Hunt Camp Land Use Permit, is issued for the hunt camp for the amount of land required for the building measurements. Reminder: all other lands are open and accessible to the membership. A Hunt Camp Land Use Permit is not an ownership nor exclusive possession. We need to

ensure that habitats and other significant environmental areas are protected.


## HOUSING STATISTICS

The chart depicts the overall housing count of Nipissing First Nation Members who live on reserve up to June 2023.

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
<b>Total Homes on NFN</b>	<b>867</b>

## MEMBERSHIP STATISTICS

The chart depicts the overall population of Nipissing Nation Members who live on reserve by community and also gives the total living off reserve 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
Jodko 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
<b>Total</b>	<b>1,484</b>	<b>1,655</b>	<b>3,140</b>

## WILLS & ESTATES AND POWER OF ATTORNEY

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

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 or we can mail one to you at your request by contacting our office at 705-753-2922.

## POSTAL SERVICE TO NIPISSING FIRST NATION RESIDENTS

Currently working with representatives of Canada Post to research the possibility of having a postal code identifying addresses that are part of Nipissing First Nation as well as a few kiosks within operating businesses for parcel pickup and drop off. Community names for Yellek and VLA are at the table of the Heritage Department for recommendations in order to have proper names before the postal service is finalized.

## DRINKING WATER CLAIM:

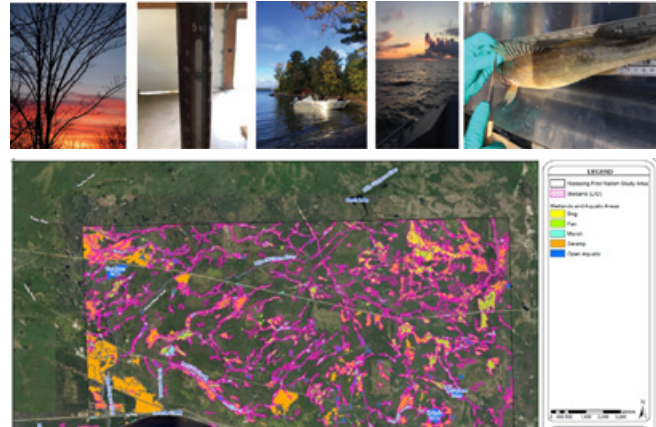
For information on this claim you can go to [www.firstnationsdrinkingwater.ca](http://www.firstnationsdrinkingwater.ca).

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:

- A) **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.
- C) **THE DEADLINE TO SUBMIT A CLAIM HAS BEEN EXTENDED TO MARCH 7, 2024.** Those who submitted claims prior to March 2023 will be processed in late 2023 according to Deloitte. Those who submit claims after March 2023 will be reviewed and processed after March 2024.



## Natural Resources

### MEMORANDUM OF UNDERSTANDING (MOU)

Our working relationship with the Ministry of Natural Resources and Forestry (MNR) continues to support NFN Natural Resource Department with positive strides in our management activities with resources 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
- Upholds our values and principles of sustainability as reflected in Chi-Naaknigewin
- MOU does not degrade, derogate, revoke, or diminish existing Treaty Rights
- Financial support for training, staffing and assessment needs
- Technical support to assist with fisheries management

### COMPLIANCE

Our NFN's Enforcement Officer's continue to be committed to the protection of our Natural Resources and work to raise awareness of our Fisheries Laws/ Regulations with NFN members and the public at large. As part of their role as Enforcement Officers continue training to 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 Officer's also monitor other NFN by-laws to ensure compliance and assist other NFN Departments to achieve compliance with their policies.

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

### FALL WALLEYE INDEX NETTING

Since 1998 the NFN Natural Resources Department has worked in partnership with the NDMNR 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 and helps guide NFN with our management strategies. 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.

## SHORELINE ASSESSMENTS & PERMITS

Shoreline permits continue to be issued to residents (i.e., members and non-members lessees) 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 Lands or at Natural Resources.

## HUNTING

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

## 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 Nbisiiing 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).

## 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 continue to provide NFN band member safety, protection of forest resources, and access.

## TREE RISK ASSESSMENTS

Tree Risk Assessments as conducted in general for the NFN community as well as site visits for individual residents (i.e. members and non-members lessees). The purpose of Tree Risk Assessment is 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.).

## ECOLOGICAL LAND CLASSIFICATION (ELC)

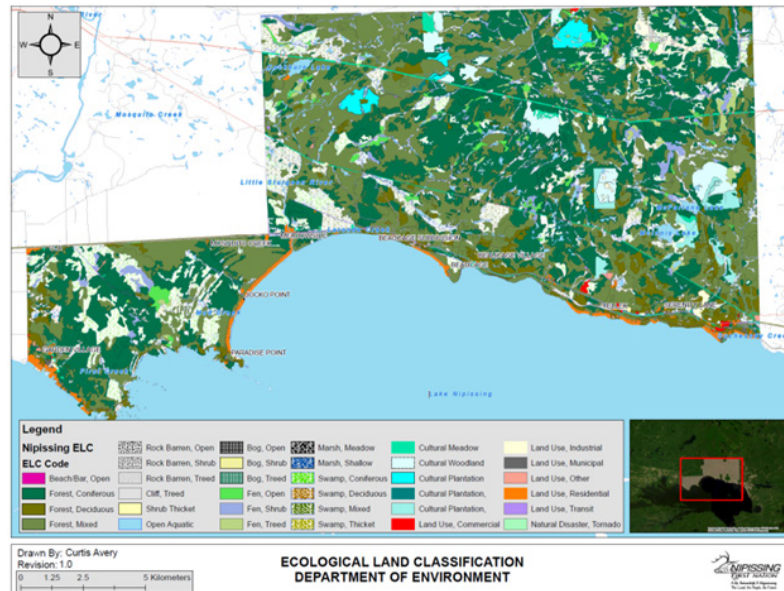
The Lands, Resources and Environment Department initiated a suite of desktop Ecological Land Classification studies of administrative boundaries. Ecological Land Classification (ELC) is a process of delineating and classifying ecologically distinctive areas of the surface, which in themselves act as 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. The second phase delineated the administrative land base within the Beaucage and Commanda Townships.

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 and refine areas for ecological research. Future work will involve ground truthing and classifying the current ELC data into more detailed ecological communities.

the administrative areas of Nipissing First Nation. Data for the Beaucage and Commanda Townships will be analyzed in the fall of 2023, accompanied by a technical report.

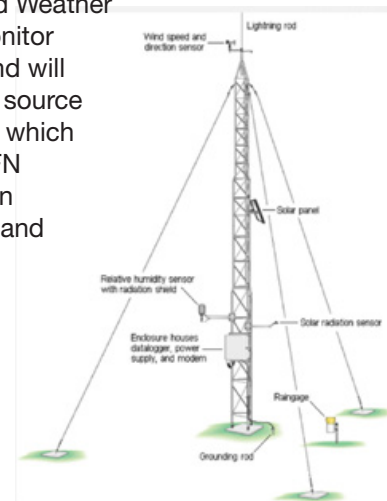


## MOOSE AND CLIMATE: A PRELIMINARY STUDY

In 2022, the Lands, Resources and Environment department continued with work on the 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. From April 9, 2023 to May 14, 2022 a total of 50 samples/ transects were located in randomized locations within the Beaucage Township. A total of 18 transects had detections of overwintering moose.

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

Additional components to this study include the installation of the NFN climate tower (summer-fall 2023). 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” and will be completed with the assistance of the cultural department.

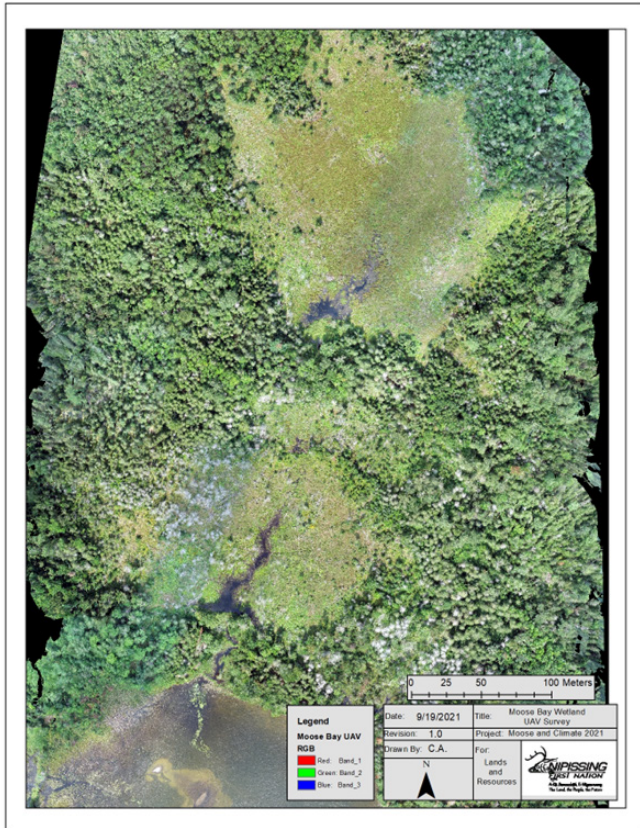


### MULTIPLE SPECIES INVENTORY AND MONITORING (MSIM)

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/ and corridors, and additional significant ecological areas uncovered during the successful 2021 Multiple Species Inventory and Monitoring Pilot study. In 2021 camera systems were tested against parameters in various environments, deployment configurations (solar

and battery pack), and power consumption scenarios. Cameras have been periodically tended and maintained while a database has been created to store and share files. From 2021-2022 there were approximately 389 detections of wildlife during operational camera use, representing 41 species. The most common species observed included Bull Moose (94), Black Bear (52), Moose Cow (52), White-tailed Deer (28), Paired Moose/ Cow and Calf (18), Red Fox (7). In addition to this some other interesting observations include Great Blue Heron (2), Sandhill Crane (2), Potential Golden Eagle (1), Wild Turkey (1) and Coyote (1).





## 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.

## WATER QUALITY STEWARDSHIP AND RESPONSE PROGRAM – ALGAL BLOOM CONTROL AND RESPONSE – EMF 1000 UNITS

In the spring of 2022, the NFN sought ways to combat harmful algal blooms located in the Great North Bay of Lake Nipissing. To preserve and enhance water quality along the western portions of the Great North Bay area and the Jocko Point Community shoreline, NFN, in partnership with EM-Fluids, deployed three EMF-1000 units. The units (5) were deployed on June 06, 2022, and were part of a yearlong pilot project investigating novel and natural solutions to combat algal blooms and high nutrients within the study area.

The EMF-1000 uses a proprietary electromagnetic signal (Less than 1 watt) that propagates throughout the water column (up to 40 acres), increasing interfacial gas transfer rates across the water-air boundary. This allows oxygen and other critical gasses to diffuse into the water faster, improving aerobic conditions in the waterbody, enhancing productivity, and reducing excessive nutrients.

The primary objective of this pilot was to test the unit's ability to increase aquatic gas exchange and suppress algal growth along the shoreline. While the study area has seen intermittent algal blooms, the 2022-2023 study will examine the unit's impact on future events.

In summary, the EMF-1000 is expected to impact the waterbody by:

- Enhancing the rate of gas exchange across the water body surface
- Increase oxygen throughout the water body
- Improve aerobic conditions and associated microbes while suppressing anaerobic microbes responsible for foul odours
- Improve organic / detritus digestion by aerobic microbes
- Reduce excess biological nutrients (Nitrogen, Phosphorus, etc.)
- Increase aquatic animal populations and suppress algal overgrowth
- Other beneficial impacts specific to pre-existing site conditions

The units also collect data on the following parameters:

- Dissolved oxygen
- Water temperature
- Location data

Results from the 2022 pilot study indicated nutrient levels remained stable in the Bay and Cockburn Lake, with no algal blooms reported in the summer and fall of 2022 for both study areas. This year’s study will build on the success of this pilot project, which has been extended due to the opportunities provided by the foundation.

In addition to the EMF Units, NFN’s Department of Environment will deploy 3 AquaRealTime – AlgaeTrackers. The buoys provide 27/7 monitoring capabilities with an easy-to-use dashboard that can be accessed via the Internet anytime. Data collected from the buoys are uploaded via IoT (cellular reception) and collect data through sensors used to measure:

1. Green algae via chlorophyll-a
2. Blue-green algae/cyanobacteria via phycocyanin
3. Turbidity
4. Temperature
5. Sunlight, wind, rain
6. Live GPS

Units are expected to be deployed in early July 2023.

### LAKE NIPISSING LAKE STURGEON UPDATE

It has been a while since our last lake sturgeon field project, ten years to be exact. That’s ok, lake sturgeon are known to be slow-growing and a late-maturing species. It is part of why they are listed as endangered in Ontario. We don’t want to stress them by assessing them every year. Adult female lake sturgeon are known to reabsorb eggs when stressed. Did you know that an adult female lake sturgeon can release between 100,000 to 500,000 eggs when they spawn.



This past spring, Natural Resources staff completed an adult mark-recapture assessment at the Sturgeon River. A total of 43 lake sturgeon were caught, measured, tagged, and live-released.

### TAGGING LAKE STURGEON

Adult and juvenile lake sturgeon are tagged during assessments. First, staff insert an internal tag called a passive integrated transponder or PIT tag. The same kind pets are tagged with. Tagging lake sturgeon helps us keep track of individual fish, as well as compare their growth rates. Only a few lake sturgeon were recaptured this year. An external tag is also inserted for the same reason.

### LAKE STURGEON LARVAL DRIFT NETTING

With support from the Aboriginal Funds for Species at Risk, Nipissing First Nation purchased larval drift nets. Trial nets were set in shallow fast flowing waters. We were lucky enough to catch a few larval lake sturgeon.

Part of this year’s project was to collect genetic samples from young-of-the-year lake sturgeon by taking swabs of their skin, and live-releasing them. Genetics can determine close-kin (such as parent/offspring, sibling/half-sibling, etc.) and help us estimate the size of their populations (s). We will have to wait until next year to collect genetic data since swab material could not be ordered.

## GOAL #6 – Culture & Language

### Aanin Nbsiing Debendaagziwaad:

We want to update the community on the events and projects we have worked on throughout the past year at Culture and Heritage. Here is what we must share with you:



Each year, our community hosts a range of cultural events aimed at revitalizing our knowledge of cultural arts. This year has been particularly productive, with several projects offered to the community. Thanks to Zoom, we've had the chance to engage with even more Nbsiing Debendaagziwaad. The following are some of the cultural arts we've introduced over the past year.



### Ribbon Skirt

Culture and Heritage have focused on community demands in cultural arts such as mitt making, clan painting nights, and ribbon skirt making. Our culture team also offered a variety of ceremonies to the community, such as Jiibay Wiikongewin, the feasting of Spirits in October. We are grateful to be able to keep the lodge to host our ceremonies within the 13 moons calendar.



### Ice Fishing

The culture team has partnered with various departments and led the Giigoonhke event in February for families to have an opportunity to get on the lake to ice fish. We provided rides, hot beverages, and opportunities to learn to clean a fish on the ice and much more. We would like to continue the family focused events for the community.

### NISHNAABEMWIN

We are pleased to announce we have successfully onboarded Blair Beaucage Nishnaabemwin, E-kinoomadged, in his position as “the one who teaches our language.” We are developing a robust plan to execute nishnaabemwin for the community to obtain access and learn nishnaabemwin alongside the rest of our team. Stay tuned for programming to come soon.



### Powwow

Powwow 2022 was an in-person event that we could continue with. We are proud to share that even through a worldwide pandemic (Covid), we have not missed a year of powwow in 34 years. We successfully planned and executed through Covid-19 and continue to strive for community needs and wants. The 2022 powwow was a wonderful event, and we had the chance to gather our community and welcome guests to come dance and sing together. We look forward to seeing everyone again for our 2023 in-person powwow.

### Summer Solstice 2022

We had a very successful event for the summer solstice. We were offering an afternoon and evening model to enjoy the company of our children and families. We provided meals in a vendor style to the community. We invited dancers and singers to come and share their dance styles and the songs they



learned on their travels. We opened the day at 5:15 AM with a sunrise ceremony to acknowledge the sun and give thanks for the day. We invited artists in the afternoon to come to share their gifts with the community. We also showcased Biidaajwan, the documentary on nishnaabemwin. We were also pleased to have the heritage exhibit up for the community to come and see panels created for their knowledge.

### Culture and Language Mission

The mission is to strive for the greater good of our Culture and Language, we look to the 7 generations before us, and the 7 generations to come to ensure continuity of our most authentic selves as Nibisiing Nishnaabeg. We are preparing to let our great great grandchildren speak to one another in our language and practice ceremony the way creator intended us to have it. Our mission is to continue offering programs to ensure opportunities.

## GOAL #7 – Health & Well-Being (North)

### COMMUNITY HEALTH

Throughout the year, the Community Health Nurse (CHN) sees clients by appointment or walk-in for various concerns, including immunizations, wellness checks, diabetes concerns, injections, blood pressure monitoring, and suture staple removal. Meagan Hester RPN (Registered Practical Nurse) worked alongside the CHN from April 2022 to November 2022 as an RPN intern and full-time as a Community Health RPN from November 21, 2022. In the past year, we have hosted 14 NOSM (Northern Ontario School of Medicine) learners for their 1st year 4-week ICE (Integrated Community Experience) placement, where they participated in a variety of structured learning activities through community and clinical sessions to reflect what our community feels the learners should know to serve our community better. However, due to the global pandemic, their placement was entirely virtual. The information below summarizes key numbers from the response led by the CHN program since the pandemic began up to June 2023. The statistics for COVID-19 in this report capture information beyond March 31, reminding us that the worldwide pandemic was still active until the WHO (World Health Organization) declared it over as a global health emergency on May 5, 2023, and assures us that we continue to have tools available that have enabled the community to resume some activities and stay well.

#### **Covid Report (including vaccine, One ID, Covid cases, PPE stock)**

On May 5, 2023, the World Health Organization (WHO) declared an end to COVID-19 as a public health emergency. The CHN (Community Health Nurse) was critical in the pandemic response and recovery. The CHN program offered molecular COVID-19 testing (ONEID). With 271 tests completed, 28 tested positive, and 243 tested negative. Compared to last year's 716 positive cases within the community, there were 465 positive cases for a current total of 1181 positive cases. With outbreaks of COVID-19 in the community,

individuals were required to isolate, and the CHN provided regular phone support and assessments. Team members worked tirelessly to ensure there was enough PPE (Personal Protective Equipment) in stock, constantly updated community members, staff, and businesses with information and kept up with the government recommendations and public health measures. 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. There were 503 people vaccinated, ranging from their 1st to 5th dose by an NFN nurse at either a vaccine clinic, by appointment at the Lawrence Commanda Health Center, or in the comfort of their home. Vaccine clinics ran smoothly, with appointments and walk-ins made available, and there was little to no wastage of vials of vaccines. To date, 5463 individuals rolled up their sleeves on at least two occasions for a COVID-19 vaccine. As a result, there have been 0 deaths related to COVID-19 in NFN.

#### **Immunization Programs**

A total of 356 Influenza vaccines were administered at either a drive-in clinic, home visit, or by appointment at the Lawrence Commanda Health Center by NFN nurses. Some members have reported seeing their family doctors for their influenza vaccine.

All Nibisiing Secondary School students were audited for their school-based immunization status beginning in November 2021. Clinics were held on two different dates, and eight students were vaccinated with 21 injections. Follow-ups will be done in September 2023 when students return from summer break. Requests for 12 school-based immunizations for students attending off-reserve schools were received during this reporting period for 31 injections administered. A total of 52 students were immunized against vaccine-preventable diseases.

## HEALTH PROMOTION AND OTHER SERVICES

CHN managed 12 cases of STIs (Sexually Transmitted Infection) and reported seven communicable diseases, including Meningitis, Salmonellosis Investigation and Giardiasis, as required by provincial public health authorities. For those cases, counselling and education were the main priority, along with contact tracing when necessary.

Since things have returned to normal in the classroom, the CHN was able to attend École Secondaire Franco-Cité in person for an STI (Sexually Transmitted Infection) education session with 28 students from grade 12 for a discussion on prevention, protection, and health promotion, along with grade 10 at Nbisling Secondary School where 12 students took part in STI program.

## ENVIRONMENTAL HEALTH

The CHN worked alongside Ray Alatalo, the Environmental Health Officer from Indigenous Services Canada. They followed up on 14 incidents involving animal bites/scratches. During those calls/visits, nurses ensured victims were up to date with their vaccine, the animal remained in good health, and medical attention was sought where required. There was a slight decrease in the number of cat and dog bites at NFN compared to last year. The Community Health Program also collected four water testing samples and three septic checks and responded to 6 calls for sharp pick-up in the community.

## MATERNAL CHILD HEALTH

While navigating recovery phase of the COVID-19 pandemic during 2022-2023, the Maternal Child Health program has seen a return to in-person clinic visits and home visits continued to be provided as needed. In person group education sessions returned in June 2022.

Aboriginal Healthy Babies and Healthy Children Program under the Maternal Child Health Nurse is to ensure families from prenatal period to children age

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

**Education** is offered to prepare mothers and fathers during pregnancy, and is done through information packages given and reviewed during the intake visit. Parenting and Child Development screening sessions are done during home or office visits.

CPNP program has returned to in-person information sessions with Intro to Solids being offered to 3 families in January 2023 in collaboration with our Community Nutritionist.

**Support and Linkage** services include information of possible community resources needed to meet needs: CPNP, Breastfeeding support by Maternal Child Health Nurse, Postnatal Home Visits, Immunizations, AHBHC- Milk Coupon Program, links to primary care with a Nurse Practitioner/Family Physician have been established through the North Bay Indigenous Hub; referrals to One Kids Place have also been done. Working in collaboration with our band rep program post pandemic has seen an increased need for families to be supported.

**Postpartum Support** services are offered to those who have consented to the local Public Health Unit to be contacted by the Maternal Child Health Nurse and home visit shortly after hospital discharge is provided. Ten newborn babies from NFN were visited, and each received a Welcome Home Baby Bag containing several baby items and some information. Infant feeding support is provided on an as-needed basis.

## Aboriginal Healthy Babies Healthy Children Milk Coupon Program

AHBHC program is done monthly; milk coupons are now accepted at any store that carries Beatrice Milk. A total of 593 milk coupons have been distributed to participating families during 2022-2023.

### **Prenatal Classes**

The Maternal Child Health Nurse prenatal classes to 4 families as group sessions during 2022-2023.

### **Infant Massage**

One infant massage session was offered as a one-on-one for parenting guidance. Group infant massage courses are in the planning stages for 2022-2023. Please be on the lookout for these wonderful group sessions to return.

### **Annual Baby Calendar**

This year's format was changed due to lower supply and delivery circumstances. In turn, we provided our new families with a baby edition in our monthly February newsletter, highlighting our newest members. This option provided the community with the opportunity to enjoy looking at the baby pictures of those born in 2022.

### **Welcome Baby Celebration**

Since the COVID-19 restrictions for gatherings have been lifted and the majority of our members have been immunized against COVID-19, we were able to see a return of our wonderful Welcoming Babies Celebration, where we welcomed babies born in 2021-2022. Our families were happy to visit, listen to our teachings, have a wonderful potluck feast and enjoy many giveaways. Welcome to our new members!

### **Nipissing Postpartum Mood Disorders Network-group changed to the Nipissing Parry Sound Perinatal Mental Health**

During the Winter of 2022, the Nipissing Parry Sound Perinatal Mental Health table is resumed with the same group members under the Canadore College research group. Meetings have been over Zoom-planning on how to promote awareness and a survey scan of how health practitioners screen for perinatal mental health to provide guidance and promote awareness. There was a walk organized in May for Maternal Health Day.

"Flora's walk" in North Bay, the Maternal Child Health nurse, was present for this event; plans are being made to offer transportation for families wishing to join in 2024.

The Maternal Child Health Nurse continued to be ready to participate on the Nipissing Parry Sound Perinatal Mental Health steering committee.

The Maternal Child Health Nurse continues to reinforce her knowledge of postpartum mood disorder by reviewing resources available from Best Start and The Canadian Perinatal Mental Health Collaborative.

### **Baby Friendly Initiative**

The Maternal Child Health Nurse continued to participate on the Baby Friendly Initiative committees, representing Nipissing First Nations and continues to work closely with the North Bay Parry Sound District Public Health Nurses.

### **Immunization Program**

The Maternal Child Health Nurse provided immunizations to children between the ages of 2 months to 6 years of age; 23 children immunizations were given between April 2022-March 2023. The Maternal Child Health Nurse has assisted with school-based immunizations, influenza clinics, as well as COVID-19 vaccine Clinics for adults, youth and children where immunizations were provided.

### **Supports with other programs**

The Maternal Child Health Nurse was able to return the focus on the Maternal Child Health Program and continued to work with the Community Health Program to provide the support needed to keep our community safe, which ranges from symptoms assessments of community members as needed, administering rapid tests, case and contact tracing management, COVID-19 immunizations; the maternal child health nurse assisted with the Withdrawal Management Program and Home and Community Care as needed.

**Diabetes Foot Care**

Our diabetic foot care program has continued to be offered to our members; below are statistics on our program.

# of Clients: 64

# of Clinics: 33

# of Appointments: 267 (89 are home visits and 178 are clinic visits)

**CHILDREN'S SERVICES**

We are pleased to provide an update on the program area operating under the Children's Services umbrella for the fiscal year 2022-2023. These programs include NFN's childcare centres, the Summer Children's Program, Integrated Children's Program (after-school), Jordan's Principle, Early Child Development and the Recreation Program.

**CHILDCARE CAPACITY AND QUALITY**

Despite the challenges posed by COVID-19 and the ongoing Ministry guidance for Provincial child care centres, our childcare centres have successfully increased their capacity. Our dedicated staff have attended numerous professional development training opportunities, enhancing the overall quality of care provided to our Nipissing children and families. Throughout the year, our Nipissing First Nation child care centres have demonstrated excellence during the Ministry licensing inspections. The commitment and expertise of our staff have ensured the provision of safe and nurturing environments for our children while adhering to regulatory standards. We are proud to report that our strong partnership with the Ministry of Education has facilitated a seamless licensing process with no concerns raised.

**Childcare Staff Professional Development Opportunities**

Our dedicated childcare staff have actively participated in various professional development opportunities to enhance their skills and provide quality care to our Nipissing children. Here are some of the key professional development opportunities attended during the 2022-2023 fiscal year:

- Privacy Training
- Duty to Report
- FNLC Classroom Strategies - 3 Part Series
- Workplace Violence and Harassment
- All Nations ECE Gathering - via ZOOM
- Behavior Management
- FNLC 2 Part Series (You are the Strategy)
- Educators as Researchers - 4 Part Series

These training programs have equipped our staff with valuable knowledge and strategies to support the growth and development of our children. We commend our childcare staff for their commitment to continuous learning and their dedication to providing the highest standard of care.

We look forward to further professional development opportunities in the coming year to ensure our staff members stay updated with the latest practices and approaches in early childhood education.

**Program Highlights**

- Professionally trained Registered ECE (Early Childhood Education) staff
- All staff members are trained with First Aid/CPR C Level
- Engaging field trips, special activities, and community visitors
- Focus on healthy social, spiritual, physical, and emotional development

- Nutritious hot lunches, and morning/afternoon snacks
- Emphasis on cultural and language opportunities
- Community celebrations and fundraising events
- Integration of land-based activities

## BI-GZHAADGE BINOONJIIYAK – INTEGRATED CHILDREN’S PROGRAM

We are pleased to provide an update on the Bi-gzhaadge Binoonjiiyak program for the 2022-2023 fiscal year. Following the closure due to COVID-19, the program restarted in September 2022 with limited restrictions. The program operates from Monday to Thursday, between 3:30 PM and 5:30 PM, catering to children aged 6 to 12 years. Children are transported to the program by bus after school and picked up by parents by 5:30 PM. This program is offered through a partnership between the Children’s Services, Child Welfare, and Recreation Departments.

The Bi-gzhaadge Binoonjiiyak program provides a combination of nutrition, physical activity, and homework assistance to enrolled children. We are proud to have children actively participating in all aspects of the program, promoting their holistic development.

## SUMMER CHILDREN’S PROGRAM

The Summer Children’s Program resumed in 2022 after the closure during the COVID-19 pandemic. In 2022, we implemented changes as outlined in the previous annual report. These changes included reducing the enrollment size and allowing children to enroll for up to three weeks, ensuring the development of a fun program while prioritizing the safety and well-being of the children.

## JORDAN’S PRINCIPLE

Jordan’s Principle plays a vital role in addressing the needs of First Nations children by ensuring there are no gaps in government services provided to them. This principle extends support to various areas, including mental health, special education, dental care, physical therapy, speech therapy, medical equipment, and physiotherapy. It applies to First Nations children residing on or off reserve.

We are pleased to report that Nipissing First Nation has accessed Jordan’s Principle funds to support several important services, including speech services, psychoeducational assessments, respite care, dental surgeons, medical devices, educational devices, transportation services, foot care, educational assistant support, sensory-based therapy, orthodontics, and tutoring for NFN children. This financial support has been instrumental in meeting the diverse needs of our children and ensuring their well-being.

## RECREATION

Aligned with the Nipissing First Nation Strategic Plan, our Recreation program strives to offer programs and activities that contribute to the holistic well-being of our community. We oversee the operations of administer as the Recreation Reimbursement and the Youth Who Excel Funds. Through the Community Aboriginal Recreation Activator (CARA) program, a dedicated Recreation Activator plans and implements fitness programs throughout the year. We also collaborate with other programs to host events that promote sports, fitness, and physically active programs within our community.

In May 2022, Nipissing First Nation welcomed a new Recreation Activator who is excited to bring forward more opportunities for community members to engage in active and healthy pursuits.

For the 2022-2023 year, the Recreation Reimbursement Fund served a total of 131 NFN children, providing support amounting to over \$63,302. This fund, available from April 1 to March 31, allows families to

access financial assistance of up to \$500 per child for registration costs. We encourage all registered band members, regardless of their residence, to take advantage of this fund, promoting a healthy and active lifestyle for our children.

#### 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 addiction wellness. Programs and services continue to be grounded in 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 over this past fiscal year.

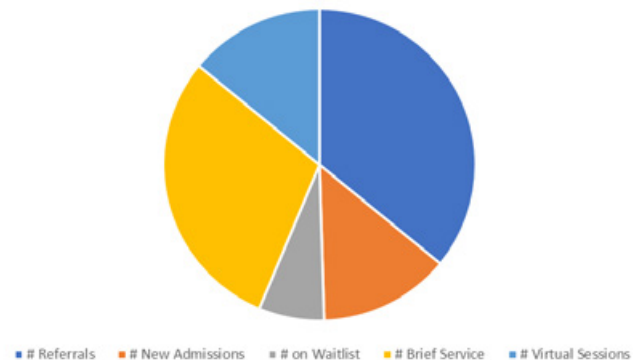
Key positions have been filled within this reporting period, which will support the vision and operations of Giyak Moseng. We welcomed a new manager to the team in July 2022, and the office administrative vacancy was filled in October 2022. The long-standing vacancy of Child & Youth Counsellor was filled in February 2023 and will begin to support the waitlist for services for children and youth 18 years and younger. A Community Outreach Team for the NFN community has been realized to support better members with instrumental supports, life skill-building opportunities, and safe connections to other community supports, including the Community Withdrawal Management program, Wiidooktaadyaang, or Justice supports. This year has seen a full return to office; however, hybrid approaches to services with both in-person/

community and virtual telemedicine continue to be offered to improve access to services for those living outside of Garden Village. Increased use of space at the Duchesnay Hall building for members accessing services at that end of the community has been observed. Other pandemic recovery activities include work-from-home opportunities for NFN staff and participation in the development and implementation of a workplace wellness strategy for staff.

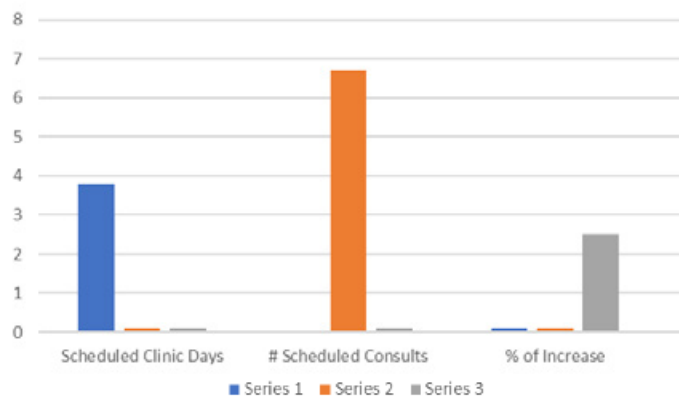
The demand for services remains consistent as we continue to navigate pandemic recovery during the current fiscal year. Social determinants of health, such as income, food security and shelter, have been challenging for community members. The observed rate of homelessness or precariously housed individuals continues to impact the needs and coping of community members. It challenges the capacity of services to be able to provide appropriate supports and bridge the gap between client needs and available resources.

Within this reporting period, there were 76 referrals to the program, with 30 new admissions and a combined 70 individuals for adults and youth on the wait list during the fiscal year. In addition to registered clients, staff provided 613 brief service contacts to unique service recipients without an open file- this represents a 27% increase over the last fiscal year. Virtual sessions via OTN saw 287 scheduled appointments, which represents a decrease of 17.5% from last year, mainly due to the resumption of in-person services.

TRP ADULT SERVICES



PSYCHIATRY CONSULTS



Psychiatry consultations within The Right Path have seen a modest increase over the past fiscal year. There were 38 scheduled clinic days with 109 scheduled consultations. This specialized service has also seen a transition back to in-person service; however, OTN appointments are offered to those individuals who prefer virtual to in-person service.

NIIWIDOOKTADMIN (CRITICAL INCIDENT RESPONSE TEAM)

This team remains under the team lead of Giyak Moseng clinical consultant and staff. No formal activations occurred during this reporting period.

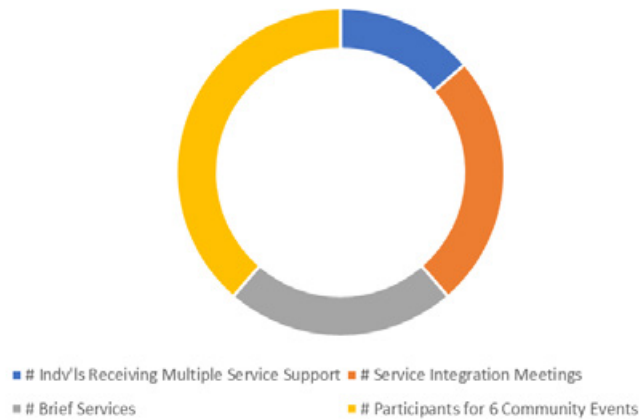
FAMILY WELL-BEING PROGRAM / WIIDOOKTAADYANG – “WE ARE HELPING ONE ANOTHER”

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 programs and services collaborate to establish client-centred, wrap-around services using a cultural foundation to address mental, emotional, physical, spiritual, social, and economic well-being.

In 2022-2023, The Family Well-Being Program coordinated Services Integration with 14 community members requiring multiple service support. A total of 44 Service Integration Team meetings were held, with NFN programs and services, to assist members in achieving their overall wellness goals. In addition, the Family Well-Being Program provided 40 Brief Services to community members, which included advocacy/ support, inquiries for services, referrals, and requests for information.

Finally, with the return to in-person programming, the Family Well-Being Program, in partnership with NCW Prevention Services, OW, and Culture & Heritage, held multiple successful events within the community, including 2 Family Fires (Garden Village, Duchesnay), Regalia Making, Minion Movie Night, Family Halloween Party and Ice Fishing. The events hosted over 380 participants.

Wiidooktaadyang



JUSTICE SUPPORT SERVICES

The Right Path has been extending services for individuals who require advocacy within the justice system. This service has recently been added to the Outreach Program. 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 or addiction services within the program. Justice support includes advocacy within the court

system, crown and defence lawyer supports, bail plans, transportation to and from the court, attending as an agent on behalf of the individual if they cannot attend, aiding the legal aid applications and attending institution to support and advocate while incarcerated. This is done in collaboration with APS, OPP, NBPS, and diversion programs being offered in the North Bay area.

During the previous fiscal year, a total of 26 individuals were involved with justice support from Nipissing First Nation. Of these 26 individuals, 10 received brief services, with the remaining 16 completing an intake or are receiving ongoing services with The Right Path.

## COMMUNITY OUTREACH

Outreach services began in November of 2022 to address a gap in services highlighted by needs presented by clients of Giyak Moseng. Instrumental support was identified as the highest need, and access to transportation to and from appointments has been the focus to ensure clients have the best chance for recovery. We brought on board an outreach worker who began providing instrumental support to clients, and in February, we brought on board a coordinator. We will be bringing on board another worker in 2023 to support the program and ensure we can offer drop-in services as well as access to life skills workshops in addition to the instrumental supports we currently provide.

## CHILD & YOUTH SERVICES

During the past year, the vacant Child and Youth Counsellor position was filled. Serving both Nipissing and Dokis First Nation, this position allowed for the resumption of services to children and youth in the community of Dokis. Using a trauma-informed, culturally-based approach, counselling services were provided to youth in Nipissing, Dokis and Temagami First Nations. This involved travelling to communities on a regularly basis, as well as working remotely out of numerous schools. Requests for counselling services for children and youth continued to be high. As a result, Giyak Moseng The Right Path has maintained a waitlist for children and youth. Nineteen youths were removed from the waitlist and offered services.

Complex needs for youth were noted related to anxiety, low mood, grief and loss, attachment and impacts of parental substance use. Recognizing the need for additional support to meet the complex needs of children and youth, two virtual anxiety groups were delivered over six weeks to active and waitlisted clients and land-based cultural activities were offered to youth, parents and caregivers. Cultural teachings, traditional crafts, ribbon skirt sewing, and land-based ceremonies were provided by a community Grandmother and Elders. Four youths were supported on their berry fast over the year, culminating in an overnight fast, sweat lodge ceremony, feast, and give away ceremony. Counsellors provided 13 referrals to Telemental Health Psychiatry through Sick Kids Hospital for initial consultations and follow-up appointments.

It is anticipated that over the next year, cultural land-based teachings and ceremonies will continue to be offered to support healing, growth and development of positive identity to support the mental health and wellness of children and youth.

To support children and youth from Nipissing currently accessing services with Giyak Moseng The Right Path in a holistic way, the need for a family therapist has been recognized. It is hoped that this position will come to fruition over the next year to enhance the services provided and to support the healthy functioning of families.



## HARM REDUCTION SERVICES

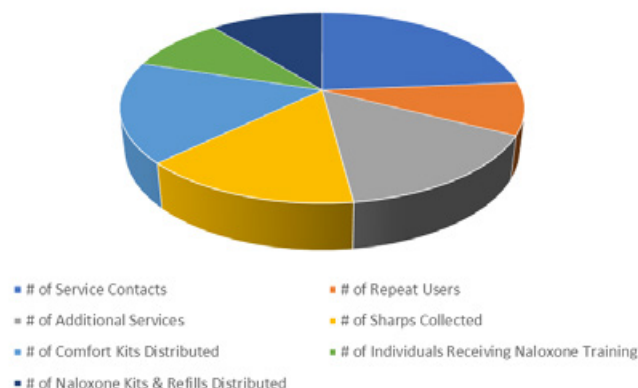
By definition, harm reduction is an approach used to reduce the risks and harms associated with substance use for the individual using substances, their families, and their communities. This is an approach that TRP has adopted to be more inclusive of individuals who may not be ready to change their use of substances but would benefit from supports that promote wellness. The focus continues to be on enhancing access to harm-reduction supplies and services and minimizing the impact of the ongoing opioid crisis within the context of pandemic recovery. The past fiscal year saw some sharp increases in the use of the Needle Syringe Program, naloxone uptake and consistent use of the sharps disposal bins located within the community.

During the past year, the number of visits to harm reduction services more than doubled –160 contacts this fiscal year compared to 75 in the previous year. Of the 160 service recipients, 127 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 1035 sharps were distributed, representing a 49% decrease in the number of syringes distributed. This reflects observed trends that suggest individuals are using alternate routes of delivery, such as inhalation. Fentanyl, other opioid drugs and methamphetamine remained the substances of choice for those accessing the needle syringe program.

Between 2018 and 2020, NFN installed 4 sharps disposal bins within the community – two in Garden Village, one in Yellek and one in Duchesnay. Providing safe disposal options has reduced the secondary risks to the community by reducing the risk of needle stick injuries and transmission of infections such as HIV and Hepatitis C. In the past fiscal year, 29 357 sharps were safely discarded and removed from the community – this was consistent compared to the previous year when 30 318 sharps were returned. Based on evidence-based practices, individuals accessing harm reduction supplies are being encouraged to safely dispose of all used supplies, not just supplies associated with injection drug use.

Through harm reduction, it was noted that there is a growing number of community members experiencing homelessness, food insecurity and financial instability. The demand for snack and hygiene items (comfort kits) remained high: there were 91 client contacts with 175 comfort kits distributed. This represents a 17% increase in the demand for these instrumental supports. Other initiatives offered to assist with food security included a grocery basket and meal card program possible through one-time funding.

HARM REDUCTION SERVICES



Finally, while fewer overdoses/drug poisonings were reported, the demand for overdose prevention training and naloxone kits remained high. In response to the growing demand, efforts were made to provide overdose prevention training and naloxone distribution to NFN staff and community members. During the last fiscal year, 107 individuals received overdose prevention training, with 157 kits and 44 refill doses of naloxone distributed within the community. Comparatively, last year saw 81 individuals receive training with 109 kits and 16 refill doses being distributed. This service continues to be well-supported by the NFN community, and efforts will be ongoing to ensure naloxone remains accessible to those affected by substance use, family members, band staff, local businesses and community members.

## GWEKWAADZIWIN (CULTURALLY BASED COMMUNITY WITHDRAWAL MANAGEMENT)

The Gwekwaadziwin program provides cultural and clinical support to members of NFN who are seeking assistance with reducing or stabilizing their use, or as a means to prevent relapse. During this fiscal year, the program saw a 22% growth in the number of clients served (up from 27 in 2021-2022 to 33 in 2022-2023), and provided 74 separate group sessions throughout the year, which included canoe building, ceremonies, harvesting, counselling, crafting and traditional teachings. There are eight contracted Traditional Healing Practitioners and Helpers whom assisted with the implementation of these group sessions.

The Gwekwaadziwin program has maintained a consistent caseload during the past several years. Of the people who access Traditional services, nine of them have been with the program for at least two years.

The clinical aspects of the program continued to expand its caseload for Opioid Replacement Therapy, with the program facilitating 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 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 within our caseload and to provide direct services to our clients instead of outsourcing them to services outside of NFN.

The Gwekwaadziwin 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.



## Native Child Welfare & Prevention Services

NFN Child Welfare Prevention Program provides engaging activities and events for children, youth and young families ages 0 to 24. Our program focus is to support Nbisig Binoojisag in their physical, spiritual, and emotional wellbeing.

### The Prevention Program Has Grown

New positions were added to enhance our delivery of Cultural Programming, A Cultural Youth Mentor position was created, and Ian Campeau joined our team!

This position allowed our program to reach up to 24 youths with land-based Cultural and Language

Programs, and evening Drop-ins for Youth throughout the week in Duchesnay and Garden Village.

Family Support Program Coordinator hired Jill Beaucage, this position was created to support families unique needs, and provide an inclusive safe, respectful working relationship, including advocacy, referrals, home, or virtual visits. This program will begin hiring Family Support Staff in early summer.

- Moved locations to 65 Juniper Cresnet (early January)
- Our offices moved from the social wing in Garden Village to 65 Juniper Cres
- Renovations are on going for our Future Youth Drop in and Youth Programming space!
- Larger family events for 2022-2023
- Along with regular programing, we had several large events for families and community!
- Events were in partnership with Kendaaswin Program & Family Well Being
- Family Fires in Garden Village and Duchesnay , attendance combined total of over 150 participants
- Canada's Wonderland Trip had over 150 participants
- Blue Jays Trip (including fundraiser events family participation)
- Youth Retreat at Spirit Point Lodge
- Halloween Party had over 200 participants
- Youth Christmas Party had 35 youths in attendance
- Family Fishing Derby over 125 participants



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

## OJIBWAY WOMEN'S LODGE

The Ojibway Women's Lodge is a safe and secure space for women and children experiencing domestic violence. Programs include a 10-bed Emergency Shelter, a 24-hour crisis line, Crisis Support and Outreach, and the Transitional Housing Support Program.

Transitional Housing Support Program is a program within the Ojibway Women's Lodge that supports women and children accessing residential services. The Crisis Support and Outreach 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 or educational support.

The Transitional Housing Support Program, in collaboration with the Crisis Support and Outreach Program, also offers groups for women such as Self-care, 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.

The Ojibway Women's Lodge has been housed in the same building for the past 38 years. There are ongoing upgrades and renovations completed each year. This past year included upgrades to our multiple air-conditioning systems and added storage for our Mshkiki Room to accommodate the growing Crisis Support and Outreach Programming.

The pandemic stretched into the 2022-2023 year. The Ojibway Women's Lodge continued to follow strict protocols to ensure the health and safety of the residents, staff, and the Nipissing First Nation community. Safety measures included operating at



half capacity, social distancing, online programming, increased cleaning and sanitizing, and continuing the Rapid Antigen Testing Program. A special thank you to the staff at The Lawerance Commanda Health Centre for their guidance and continued support in implementing and monitoring the Congregate Living Centre Protocols.

### International Women's Day Tea

This year we were excited to host our International Women's Day Tea in person after hosting online during the pandemic. We had a fantastic time socializing and celebrating women. There were 65 community members present. Elder Debbie Beaucage provided a prayer, a smudge and a beautiful teaching on our Mshkiki Cedar. Everyone in attendance received a gift.

### Public Education

Our Crisis Support and Outreach Program was busy this year with Public Education events. This year's events included Women's Wellness at the North Bay Indigenous Friendship Centre, an Information Booth on our services at the 16 Days of Activism event on December 1, 2022, and a presentation for Canadore Students on Safety Planning and the Power and Control Wheel.

The Ojibway Women's Lodge plants a vegetable garden every year. The vegetables are used in the residential program and handed out to the Outreach Clients who have assisted in the garden planning and maintenance.

A special Chi-Miigwech goes out to all the organizations, charity groups, and businesses who donated to The Ojibway Women's Lodge this year! All the donations go to supporting the women and families who access our services!

## FOOD BANK

The Food Bank is open from Monday to Thursday. The Food Bank is available for community access only on the First and Third Wednesday of each month. Orders for each access week need to be in by 4:00 p.m. on the Tuesday before access day. Emergency access is offered up to 6 times per year and can only be used once a month. Due to Covid restrictions, no activities took place within the last year. Since June 2022, the Food Bank has averaged 50-55 client accesses per month. The majority being single member or two-member resident households.

### First Nation Representative Program

Our First Nation Representative Program (formally known as Band Representative) assists families involved with child welfare agencies. We advocate on behalf of the children to ensure their rights are protected. We support families and caregivers and are always striving to keep families together. Our staff consists of a Program Manager, 3 First Nation Representatives and our Administrative Assistant/Family Finder. We are guided by our Social Services Director.

Working hours are Monday through Friday, 8:30 a.m. - 4:30 p.m. The main office line is 705-753-2691. This number can also be called for emergencies after hours. We have someone on call 24/7. We also have a confidential fax line 705-753-2527.

Our program is connected to all child welfare agencies throughout the country. We also reached out beyond Canada's borders in special circumstances.

We are (delivering/negotiating) protocols with child welfare agencies that outline our expectations of how

NFN families are respected through child welfare processes. This will help ease the processes families experience during such a trying time. They are entitled to have the support of a First Nation Representative at every interaction with a child welfare agency. They can also refuse involvement with a child welfare agency until their First Nation Representative is contacted.

Our department works closely with the Post Majority Program and Family Support Program; both programs are located within our Social Services Department and are specific for NFN members.

## 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

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 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.

## INTAKE PROCESS

An intake on average takes 1 hour to complete it is necessary for applicants to provide the following information:

### Information Required

- Personal Identification (Drivers' license, status card, health)
- Banking Information
- Shelter Cost (rent, mortgage, utilities)
- Earning and Income verification
- 12 month employment and address history
- Previous year Income Tax
- School registration for dependents

### Forms to be completed

- Application for Assistance Part 1 - Financial Assistance
- Application for Assistance Part 2 - Participation Agreement
- Consent to Disclose and Verify Information (OW & CRA) Forms
- Rights and Responsibilities
- Other: pay direct, direct deposit etc...

## FINANCIAL / INCOME ASSISTANCE

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

**Employment Assistance**

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

**Employment Service Delivery Profile/Seminars or Workshops**

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

**EMPLOYMENT ASSISTANCE SUPPORTS**

**Employment Related Expenses (ERE):**

The maximum average that is provided for each eligible participant is \$250 per month.

**Other Employment and Employment Assistance Benefit (OEEAB) is available for:**

The maximum amount of OEEAB is \$253.00 in a twelve month period.

**Full Time Employment Benefit (FTEB) is available for recipients;**

The maximum amount of (FTEB) is \$500.00 in a twelve month period.

**Transition Successions**

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

**April 1, 2022 to March 31, 2023**

3 Clients secured employment through the NFN Beautification and Maintenance employment program, which was subsidized through the INAC Employment Experience funding program.

**Transitional Support Fund Statistics for Fiscal Year**

38 Ontario Works & 16 Ontario Disability Support Program clients received assistance

1 Non-Social clients - Low Income

**Employment Statistics Report**

Average Monthly Employment	
Earnings per case.....	\$801.08
Percentage of Caseload with	
Employment Earnings .....	13.83%
Percentage of Terminations	
Exiting to Employment .....	18.75%
Percentage of Caseload	
Exiting to Employment .....	0.79%
Average Caseload .....	52.58

TRUE SELF DEBWEWENDIZWIN  
EMPLOYMENT & TRAINING

2022-2023 SERVICE DELIVERY NUMBERS

Office of Women’s Social and Economic  
Opportunity

- New Intakes – 66 (17 employed, 4 started education)
- Outreach – 25 (8 employed, 2 further education)
- Completed 4 Virtual Workshop Series 28 Participants  
15 individuals completed

Ontario Disability Support Program – Employment  
Supports

- Support 87 Individuals (Case Load)
- 597 interactions
- Employed 6 week Milestones 3
- Employed 13 week Targets 5

In September we expanded our **Empowering Paths  
Outreach Team** to offer support across Nipissing  
District for those citizens struggling with Mental Health,  
Addiction, Housing or food security issues.

- 237 individual engagements
- 640 staff hours
- Over 1000 Food packs/snacks
- 107 Flash lights
- 43 xnarcen
- 163 Test Strips
- 18 education pieces on test strips

Solicitor General Mental Health and Addiction Peer  
Support Project

Intakes .....	35
Total Active Participants.....	64
Interactions with participants/Individual and Group Sessions .....	377
Participants assisted with housing, travel and transportation .....	13
Participants provided with support for addictions, trauma and mental health.....	17
Wellness recovery action plans created.....	10
Referrals to local agencies and programs.....	101
Number of appointments/court/ other attended with participants .....	52







**Thank you for reading our 2022-2023 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**



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