

Annual Report

2024-2025



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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 Giyak Moseng, Healthy Living, Home and Community Care, First Nations Representatives, Food Bank, Ontario Works, True Self, and Walking Alongside Services

Gichi-Naaknigewin

NFN's Gichi-Naaknigewin (Constitution) sets the rights, duties, and freedoms of our Debendaagziwaad (citizens), our government, and our institutions. It lists the laws we control and how we use them. Our Debendaagziwaad approved it by vote.

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 ezhiginawendizyaang 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-nokiiwaad minwa gaa-zhi-gizhkweziwaad penmondmowaad kina gegoo giwtaaying edigo akiing. Chi gyat ga-bi-zhi-webak omaa Nbisiing gwek zhibiigaademgad, e-zhi-mshkawziimgak dibendiziwinwaa geye ezhidewendmowaad 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 wiibimaadiziwaad 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 giwedindong nakeyiing Nbisiiing 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 First Nation's Debendaagziwaad, its government and its governing institutions in relation to the jurisdictions set out in this Gichi-Naaknigewin as confirmed by the ratification by its Debendaagziwaad.

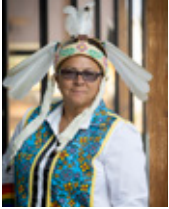


Read the full Gichi-Naaknigewin
at nfn.ca/constitution.



Chief and Council

Message from Gimaa Cathy Stevens



Aanin Nbisiing Debendaagziwaad,

It is my honour to present the 2024–2025 Annual Report on behalf of Nipissing First Nation Chief and Council for the 2024–2027 term. As your newly elected Gimaa, I am humbled to serve our Nation and proud to continue building on the strong foundation laid by those before us. I want to extend heartfelt gratitude to former Chief Scott McLeod for his nine years of dedicated leadership and unwavering commitment to our people.

This Council — Deputy Chief Brian Couchie (Education and Lifelong Learning), Councillors Yvette Bellefeuille (Holistic Health and Well-Being), Priscilla Goulais (Communications), Jason Laronde (Infrastructure), Joan McLeod-Shabogesic (Governance and Capacity), Rick Stevens (Lands and Natural Resources), and Samantha Stevens (Language and Culture) — is united in our vision of self-determination, sustainability, and cultural resurgence.

The accomplishments highlighted throughout this report reflect our collective strength. From major infrastructure investments and expanded housing programs, to growth in education, health, and cultural revitalization, every achievement represents the dedication of our staff and community members who work tirelessly to make NFN stronger.

As we look ahead, we remain grounded in Anishinaabe values and guided by the Seven Grandfather Teachings. Together, we will continue advancing a future rooted in respect, balance, and prosperity — one that honours our ancestors and empowers generations to come.

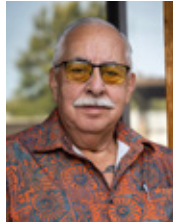
Miigwech to all who contribute to this important work.

Gimaa Cathy Stevens

A handwritten signature of Cathy Stevens in blue ink, written in a cursive style.



Chief and Council 2024-2027



Deputy Chief Brian Couchie

Portfolio: Education and
Lifelong Learning



Councillor Yvette Bellefeuille

Portfolio: Holistic Health and
Well-Being



Councillor Joan McLeod-Shabogesic

Portfolio: Governance and Capacity



Councillor Priscilla Goulais

Portfolio: Communications



Councillor Rick Stevens

Portfolio: Lands and Natural
Resources



Councillor Jason Laronde

Portfolio: Infrastructure



Councillor Samantha Stevens

Portfolio: Language and Culture

Chief Executive Officer's Report



Aanin Nbisiing Debendaagziwaad,

It has been a great honour to serve Nipissing First Nation over the past five years as Chief Executive Officer. Together, we achieved milestones that reflect the strength, resilience, and vision of our Nation.

Over the past fiscal year, we saw the successful ratification and implementation of the Anishinabek Nation Governance Agreement, strengthening our ability to govern according to our own laws, values, and traditions. We also advanced the Robinson Huron Treaty Past Annuities Settlement, coordinating one of the most significant financial distributions in NFN's history and supporting the development of the Collective Fund, which will ensure long-term benefits for future generations.

Major infrastructure investments also marked this year of growth. The official openings of the Garden Village Water Treatment Plant and the Duchesnay Elders' Lodge stand as proud symbols of our Nation's progress — improving essential services, creating employment, and honouring our Elders. We advanced planning for the new Social Services Building and Anishinabek Police Service Detachment, which will strengthen community safety and service delivery. Across departments, we saw innovation and expansion in housing, education, environment, and health. From the roll-out of network upgrades and training initiatives to the delivery of new wellness and cultural programs that reinforce our connection to the land and to one another.

These achievements reflect not only strategic leadership but the dedication of our entire NFN team. Each staff member, manager, and community partner contributed to these successes through their hard work and commitment to excellence. I want to express my deepest gratitude to all who continue to make a difference every day.

It has been an honour to serve this Nation. Miigwech for the trust and support throughout my tenure.

Brendan Huston, Former CEO

On June 6, 2025 Brendan Huston stepped away from his role as CEO and in October 2025, Donna Dodgson was appointed CEO of Nipissing First Nation.



As your new CEO, I look forward to building on this foundation with transparency, collaboration, and respect. Together, we will continue advancing NFN's path toward self-determination and prosperity for our people.

Donna Dodgson, CEO

NFN Strategic Plan

This strategic plan guides NFN toward a strong and prosperous future. It builds on the strengths of our people, culture, and lands. Rooted in our vision and our right to self-determination, the plan sets seven goals:

1. **Foster Transparent Communication**
2. **Strengthen Governance and Capacity**
3. **Excellence in Education and Lifelong Learning**
4. **Develop Sustainable Infrastructure**
5. **Responsible Stewardship of Lands and Natural Resources**
6. **Reclaim Nishnaabe Identity by Revitalizing Language and Culture**
7. **Promote Holistic Health and Well-Being**

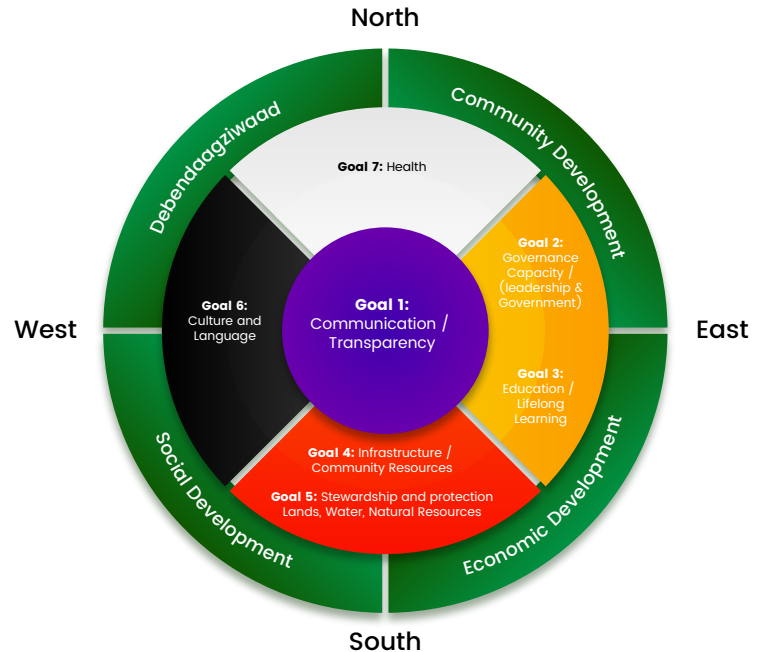
With steady effort from Council, staff, and members, we will build a strong, resilient, and healthy Nation for the next generations.

The plan is a living document. Council meets with Debendaagziwaad (citizens) and listens. We update the plan with input from members across Turtle Island. It reflects our shared goals and priorities. The plan guides our path and stays flexible as needs change.

Goals

Successive Councils set these goals over many years to help NFN reach its vision. Talks with Debendaagziwaad shaped them. Objectives and actions may change as we reach targets or as priorities shift. The main goals stay in place for leaders and staff. We place the goals within the Nishnaabe Medicine Wheel to show the teachings and values that guide our work.

MEDICINE WHEEL OF GOALS



Read the full NFN Strategic Plan to dive deeper into our goals, strategies, and actions.

GOAL #1 Foster Transparent Communication

Administration

Strengthened our core operations

Nipissing First Nation's Administration Department supports the day-to-day operations that keep our organization running smoothly. We help deliver the mandate of Chief and Council by coordinating key business functions and providing leadership and guidance to all departments.

Our core services include:

- Preparing and distributing agendas, minutes, notices, and announcements
- Coordinating events and special projects
- Overseeing communications, emergency services, human resources, finance, IT, and reception services
- Supporting organizational planning

Contact

reception@nfn.ca
705-753-2050

Communications

Connecting our Nation

Nipissing First Nation's Communications Department keeps our community informed, connected, and engaged. We share important updates, promote programs and events, and ensure that community members, partners, and the public understand our goals, values, and achievements.

Our core services include:

- Sharing community updates through Enkamgak, social media, NFN.ca, and the NFN Membership Portal

- Supporting departments with event and program promotion and public information
- Coordinating media relations and public announcements
- Managing the NFN brand and digital communications
- Supporting clear and transparent communications

Looking ahead, NFN will continue to enhance communication tools and outreach in 2025-2026 to reach more members on and off-reserve, improve accessibility, and continue to promote openness and transparency in all we do.

Contact

communications@nfn.ca
705-753-2050



Follow us to stay up-to-date with NFN!

Human Resources

Supporting Our Community Through People

NFN's Human Resources Department supports NFN's workforce in alignment with the Gichi-Naaknigewin, ensuring our work reflects respect, balance, and fairness.

In 2024-2025, the HR Department expanded to include Payroll and Health and Safety, creating a more integrated approach to supporting employees and workplace services.

Highlights 2024-2025

- Implemented the UKG HRIS to modernize HR processes and improve efficiency.
- Expanded benefits and professional development opportunities.
- Created 22 new positions to meet growing program needs.
- Continued efforts to ensure fair and competitive compensation across the organization.

Workforce Overview

- Total Employees: 277
- Turnover: 34
- Representation: 70.8% First Nation or affiliate; 59% are NFN members
- Recruitment: 88 job postings, 1,102 applications, 274 interviews

Looking Ahead 2025-2026

Phase Two of the UKG HRIS will further strengthen recruitment, streamline onboarding, and make opportunities more accessible to NFN members. HR will continue to review compensation to ensure fairness, advance equitable retirement opportunities for Indigenous employees, and enhance training and wellness programs that support balance and well-being.

Rooted in the teachings of our Gichi-Naaknigewin, HR remains committed to supporting our people and strengthening the workforce that serves our Nation.

Contact:

hr@nfn.ca
705-753-2050



See current opportunities at NFN.

Information Technology

Network Infrastructure and Security Enhancements Across Key Facilities

Nipissing First Nation's Information Technology (IT) Department supports all departments and facilities by maintaining and improving the systems that keep our operations running securely and efficiently. We ensure our staff have the tools and technology needed to deliver programs and services effectively.

Our core services include:

- Network management and infrastructure upgrades
- Hardware and software support
- Helpdesk and ticketing support
- IT security and data protection
- Key fob and access control systems
- Camera and surveillance infrastructure
- Event support – AV setup and management
- User account and access management
- Strategic technology planning and project delivery

What we did in 2024-2025

- Upgraded network infrastructure at Duchesnay Hall, Couchie Memorial Daycare, Nbising Secondary School, Elders' Lodges, and the Garden Village Water Treatment Plant

- Enhanced key fob and camera security system across key facilities
- Completed an action plan to guide the upcoming phone system upgrade
- Improved live streaming and audio-visual setups to make community meetings more accessible
- Strengthened IT service management using Freshservice platform and analytics tools
- Expanded the IT team to include three IT Technicians and one IT Supervisor to support organizational growth
- Reduced ticket response and resolution times across all departments

1,479 tickets resolved between April 1, 2024 – March 31, 2025

Nipissing First Nation will continue to upgrade core systems and expand Wi-Fi coverage across facilities. We will pursue software initiatives focused on OCAP and Data Sovereignty, roll out the new phone system, and expand infrastructure into underserved areas. We will also enhance sound quality in the gymnasium to better support community consultations and events.

Contact

it@nfn.ca
705-753-2050

Finance

Strengthening Financial Governance

Nipissing First Nation's Finance Department manages the Nation's financial resources with accountability, transparency, and integrity. Our goal is to support community growth and economic independence through sound financial management and strong governance practices.

Our core services include:

- Administering budgets and financial planning
- Managing accounts payable and receivable
- Overseeing purchasing processes
- Preparing financial reports, audits, and funding submissions
- Supporting departments with financial guidance and compliance
- Maintaining the Financial Management System (FMS) and Financial Administration Law (FAL)
- Managing cash flow and investments

Contact

finance@nfn.ca
705-753-2050



See all NFN annual
audit information.

Financial Statements

Exhibit A - Consolidated Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
Financial assets		
Cash and cash equivalents	\$ 92,415,280	\$ 63,260,810
Restricted cash and investments (note 4)	204,521,382	15,424,276
Accounts and grants receivable (note 5)	18,598,803	7,345,593
Housing mortgages (note 6)	5,614,500	7,398,062
Other long-term receivables (note 6)	113,722	159,679
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 7)	101,511,199	99,057,855
Funds held in trust by the Government of Canada (note 8)	290,779	290,779
	423,065,665	192,937,054
Financial liabilities		
Accounts payable and accrued liabilities (note 9)	19,064,479	6,530,475
Deferred program revenue (note 10)	45,593,131	42,122,021
Due to minors - Nipissing 2013 Boundary Claim Trust	4,451,804	5,134,683
Due to minors - Robinson Huron Treaty	27,508,141	-
Long-term debt (note 11)	5,257,719	5,632,392
	101,875,274	59,419,571
Net financial assets	321,190,391	133,517,483
Non-financial assets		
Tangible capital assets (note 12)	87,224,024	76,746,744
Prepaid expenses	129,067	191,568
	87,353,091	76,938,312
Commitments and contingent liabilities (note 13)		
Accumulated surplus (note 14)	\$ 408,543,482	\$ 210,455,795
Accumulated surplus is comprised of:		
Accumulated operating surplus	\$ 396,860,432	\$ 195,732,920
Accumulated remeasurement gains	11,683,050	14,722,875
	\$ 408,543,482	\$ 210,455,795

See accompanying notes to consolidated financial statements.

Approved:


Chief

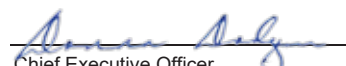

Chief Executive Officer

Exhibit B - Consolidated Statement of Operations and Accumulated Operating Surplus

Year ended March 31, 2025, with comparative information for 2024

	2025 Budget (note 18)	2025 Actual	2024 Actual
Revenue:			
Indigenous Services Canada (note 15)	\$ 16,786,827	\$ 16,751,127	\$ 20,767,107
Other	37,870,602	21,193,671	16,877,276
Ministry of Community and Social Services	3,437,844	1,715,809	2,046,707
Ontario First Nations Limited Partnership	1,919,655	2,250,610	1,803,005
Ministry of Education	3,437,844	689,713	693,375
Other provincial	5,716,490	5,325,759	4,574,733
Kinoomaadziwin Education Body	10,562,392	9,884,916	10,330,069
Union of Ontario Indians (note 16)	-	5,486,825	(77,661)
Canada Mortgage and Housing Corporation	-	7,020,939	5,448,484
	79,731,654	70,319,369	62,463,095
Expenses:			
Education	13,964,194	8,710,481	9,404,598
Other	13,212,098	6,221,172	5,923,164
Community Operations	19,921,823	9,810,258	8,782,936
Health Services	6,499,444	4,893,205	4,862,170
Social Services	7,508,860	5,536,095	6,554,946
Capital	9,476,033	3,798,654	4,250,151
First Nation Enterprises	1,878,950	1,182,247	1,047,093
Housing	803,159	676,140	580,049
	73,264,561	40,828,252	41,405,107
Excess of revenue over expenses before the undernoted	6,467,093	29,491,117	21,057,988
The Nipissing 2013 Boundary Claim Trust:			
Investment income	4,007,044	3,287,270	3,230,973
Realized gains (losses) on investments	-	11,014,460	965,357
Nipissing First Nation expenditures	-	(1,091,891)	(1,300,970)
Other expenses	-	(636,087)	(690,696)
	4,007,044	12,573,752	2,204,664
Robinson Huron Treaty:			
Robinson Huron Treaty income	-	621,547,560	40,000
Robinson Huron Treaty expenses	-	(462,484,917)	(90,267)
	-	159,062,643	(50,267)
Excess of revenue of expenses	10,474,137	201,127,512	23,212,385
Accumulated operating surplus, beginning of year	195,732,920	195,732,920	172,520,535
Accumulated operating surplus, end of year	\$ 206,207,057	\$ 396,860,432	\$ 195,732,920

See accompanying notes to consolidated financial statements.

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Excess of revenue over expenses	\$ 201,127,512	\$ 23,212,385
Acquisition of tangible capital assets	(14,844,224)	(20,495,465)
Amortization of tangible capital assets	4,366,944	3,928,296
Remeasurement gains on investments	(3,039,825)	12,491,458
Loss on disposal of tangible capital assets	-	40,654
Proceeds on disposal of tangible capital assets	-	27,638
	187,610,407	19,204,966
Change in prepaid expenses	62,501	(82,114)
Change in net financial assets	187,672,908	19,122,852
Net financial assets, beginning of year	133,517,483	114,394,631
Net financial assets, end of year	\$ 321,190,391	\$ 133,517,483

See accompanying notes to consolidated financial statements.

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Operating activities:		
Excess of revenue over expenses	\$ 201,127,512	\$ 23,212,385
Adjustments for non-cash items:		
Amortization of tangible capital assets	4,366,944	3,928,296
Proceeds on disposal of tangible capital assets	-	27,638
Loss on disposal of tangible capital assets	-	40,654
	205,494,456	27,208,973
Changes in non-cash working capital:		
Decrease (increase) in accounts and grants receivable	(11,253,210)	463,323
Increase (decrease) in accounts payable and accrued liabilities	12,534,004	(1,162,203)
Increase in deferred program revenue	3,471,110	2,426,677
Decrease (increase) in prepaid expenses	62,501	(82,114)
	210,308,861	28,854,656
Capital activities:		
Acquisition of tangible capital assets	(14,844,224)	(20,495,465)
	(14,844,224)	(20,495,465)
Financing activities:		
Principal payments on long-term debt	(374,673)	(341,861)
Decrease in due to minors	(682,879)	(483,318)
	(1,057,552)	(825,179)
Investing activities:		
Decrease (increase) in restricted assets	22,014,972	1,047,467
Decrease (increase) in housing mortgages	1,783,562	(923,573)
Decrease in other long-term receivables	45,957	1,163,756
Decrease (increase) in restricted cash and investments	(189,097,106)	(2,884,136)
	(165,252,615)	(1,596,486)
Increase in cash	29,154,470	5,937,526
Cash and cash equivalents, beginning of year	63,260,810	57,323,284
Cash and cash equivalents, end of year	\$ 92,415,280	\$ 63,260,810

See accompanying notes to consolidated financial statements.

Exhibit E - Consolidated Statement Accumulated Remeasurement Gains

Year ended March 31, 2025, with comparative information for 2024

	2025		2024	
Accumulated remeasurement gains, beginning of year	\$	14,722,875	\$	2,231,417
Unrealized gains on investments		7,974,635		13,456,815
Realized gains on investments		(11,014,460)		(965,357)
Net remeasurement gains for the year		(3,039,825)		12,491,458
Accumulated remeasurement gains, end of year	\$	11,683,050	\$	14,722,875

GOAL #2 Strengthen Governance and Capacity

Business Operations

Grew partnerships and opportunities

Nipissing First Nation's Business Operations Department grows NFN's joint ventures and partnerships to protect NFN's interests while creating jobs, expanding contracts, and increasing returns. Through proactive project leadership, funding development, and strong partner relationships, we advance initiatives that raise revenue, build local capacity, diversity the economy, and strengthen NFN's operations. Key projects this year include:

- Bineshii Business Park (infrastructure expansion)
- Mnogin Greenhouse
- Nbisiiing Power
- Nipissing-Miller Partnership
- Nipissing Quarry
- Renewable Energy
- Soil Remediation



What we did in 2024-2025

- **Bineshii Business Park:** Built new roads that opened access to 23 commercial and light-industrial lots and installed natural gas and three-phase hydro.
- **Mnogin Greenhouse:** Reached full commercial operation, sold out weekly to restaurants and retailers, launched a bi-weekly produce subscription for members, and secured funds for operations (a refrigerated delivery van and one intern).
- **Nipissing-Miller Partnership:** Led soil remediation communications and advocated for NFN members affected by the work.

Bineshii Business Park (\$6.75M total construction costs, \$5M in grant funding from ISC, FedNor, and NOHFC). 5 of the 23 new lots are already allocated to NFN member-owned businesses.

Nbisiiing Power - \$49M in sales since March 2022

Nipissing-Miller Partnership - \$2.13M in dividends received as of March 31, 2025

Nipissing Quarry – New 20-year lease (2024-2044) forecast to generate \$2.14M in royalties (excluding CPI adjustments)

Soil Remediation Project – Funded 65% by ISC and 35% by MTO. \$1.78M revenue in 2024-2025 from NFN's 10% share of Time and Material value invoiced by Nipissing Miller.

Within six months of full operation, the Mnogin Greenhouse won two awards: rethink Green's Erica Lagios Memorial Award for Food Sustainability and BayToday's Community Builders Award in Economic Development. BayToday praised the greenhouse as "a catalyst for economic growth" and proof that "sustainability and economic progress can go hand in hand."

These awards show our team's vision and dedication and highlight the power of collective effort to create meaningful change. We aim to spark more local food projects and grow a strong, sustainable NFN economy.

In 2025-2026, we will strengthen existing ventures and partnerships while pursuing new opportunities to generate revenue, build capacity, and deliver tangible benefits for NFN and debendaagziwaad.

Contact

projectinfo@nfn.ca
705-753-2050

Economic Development

Building Capacity and Partnerships

Nipissing First Nation's Economic Development Department helps our members and businesses grow by supporting entrepreneurship, investment, and new opportunities that strengthen our economy. We build partnerships, attract funding, and develop projects that create jobs and promote community prosperity.

Our core services include:

- Business planning and funding support
- Small business loans and licensing
- Business development workshops and training
- Renewable energy development
- Strategic partnerships and feasibility studies
- Policy updates and compliance

What we did in 2024-2025

- Supported 37 entrepreneurs through business planning, funding applications, workshops, and advisory services, including a four-part series with The Business Centre.
- Issued \$60,000 in small business loans, seven new business licenses, and 42 renewals.
- Secured \$556,000 in external funding for economic development projects, including transit and Beaucage Park feasibility studies.
- Strengthened partnerships through the Gidaabik Wind Partnership, mining MOUs, and three-year IESO funding for a Community Energy Champion.
- Updated key policies, expanded communications with quarterly newsletters, and installed a Level 3 EV charging station at Bineshii Business Park.

\$556,000 in external funding secure for economic development initiatives

37 entrepreneurs supported through business planning and advisory services

\$60,000 in small business loans issued, with 7 new business licenses and 42 renewals



Members guided the study to **restore Miskwaabik (Beaucage Park)** as a cultural hub. The plan includes cleanup and safety work, new cultural spaces, and future retreat facilities – all rooted in Nishnaabe values and community vision.

NFN leaders joined **Waubetek Economic Development Tours** in Saskatchewan and Nova Scotia to learn from other Nations' successes. These visits inspired strategies to strengthen partnerships, diversify revenue, and create sustainable growth for NFN.

NFN installed **fast-charging stations at Bineshii Business Park**, to promote green transportation and support member businesses. The project shows our commitment to sustainability, innovation, and economic opportunity.

Nipissing First Nation will pursue renewable energy projects, advance procurement opportunities for NFN businesses, and study a community transportation

service. We will continue to support entrepreneurs through workshops, partnerships, and funding, and move forward with Phase 1.2 of the Miskwaabik revitalization.

Contact

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Governance

Robinson Huron Treaty Past Annuities Settlement Distributed

Nipissing First Nation's Governance Department supports the Nation's overall governance structure and ensures that our policies, laws, and decision-making processes reflect Nishnaabe values and traditions. We provide guidance to Chief and Council and support transparency, accountability, and community participation in all governance matters.

Our core services include:

- Developing and maintaining NFN laws and policies
- Support Chief and Council operations and decision-making
- Coordination Council elections and community votes
- Incorporating culture and language into governance practices
- Managing membership, citizenship, and governance records

What we did in 2024-2025

- Successfully distributed the Robinson Huron Treaty (RHT) Past Annuities Settlement to debendaagziwaad.

- Held engagement sessions in Toronto, Ottawa, Garden Village, and Duchesnay to support the RHT Per Capita Distribution (PCD).
- Conducted the RHT vote on April 6, 2024, with 63% member participation (1,742 of 2,746 eligible voters).
- Distributed RHT PCD on August 9, 2024, to 2,062 members.
- Established the RHT Collective Fund Steering Committee to guide future fund management.
- Reviewed and amended the Council Remuneration Policy and other NFN policies to ensure fairness and accuracy.
- Supported the July 2024 NFN Council Vote and held the Council Inauguration in August.

1,742 votes cast out of 2,746 eligible members (63% turnout)

4 community engagement sessions held in Toronto, Ottawa, Garden Village and Duchesnay

Nipissing First Nation reached a historic milestone in 2024 with the distribution of the Robinson Huron Treaty Past Annuities Settlement. Through consultation, collaboration, and community engagement, we ensured that members' voices guided every step – from setting the allocation percentage to finalizing payment processes. This achievement reflects our shared commitment to fairness, accountability, and self-determination.

In 2025-2026, we will finalize and implement the RHT Collective Fund.

Contact

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GOAL #3 Excellence in Education and Lifelong Learning

Early Childhood Education

Expanding Early Learning Opportunities

Nipissing First Nation’s Early Childhood Education Services support children ages 0-12 by fostering learning, development, and cultural connection through play and exploration. We help families access reliable, high-quality childcare and early learning programs that support the growth and well-being of our youngest community members.

Our core services include:

- Childcare services in Duchesnay and Garden Village
- After school programming
- Summer Children’s Programming
- Early childhood development initiatives

What we did in 2024-2025

- Launched a new outdoor education program to support land-based learning
- Revamped childcare and after school programs to better meet community and staff needs
- Increased enrollment across all programs, include childcare, after-school, and summer programs
- Hired permanent staff for both childcare centres, improving program stability and family satisfaction
- Achieved successful annual inspections by the Ministry of Education at both centres

Childcare enrollment increased from 16 to 18 children

After School Program registration increased from 23 to 30 children

Summer Program participation increased from 44 to 51 children

We expanded and improved the early learning programs to better support children and families. The Summer Program now runs a full six weeks with extended hours in Garden Village, offering more hands-on outdoor and cultural learning experiences. The After School Program operates Monday through Friday with themed days like gym and craft activities, giving children a fun and structured routine. Nipissing Ojibway Childcare continues to hold its Tier 1 Licence for another consecutive year, reflecting our strong commitment to quality care and continuous improvement.

We will continue to expand early learning opportunities, enhance outdoor and cultural programming, and ensure childcare services meet the needs of families across our community.

Contact

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705-753-6995

Education

Supporting Learners at Every Stage

Nipissing First Nation’s Education Department supports lifelong learning from early years through post-secondary studies. We provide programs, funding, and partnerships that help students reach their full potential while ensuring education reflects our Nishnaabe values, culture, and goals.

Our core services include:

- Coordinating K-12 and Special Education supports
- Administering the Post-Secondary Assistance Program
- Managing relationships with schools, agencies, and ministries

- Overseeing education policies, funding, and data systems
- Supporting educational research and program development
- Promoting cultural and land-based learning

What we did in 2024-2025

- Strengthened partnerships with external agencies and schools boards to ensure NFN’s voice is reflected in local and provincial education initiatives.
- Hired a contracted psychologist and psychometrist to reduce wait times and complete 14 psychoeducational assessments for NFN students.
- Revised education policies to improve attendance and start-up incentives, expanding criteria for attendance awards to make them more accessible.
- Launched a new student information system to improve communication, data security, and efficiency across divisions.
- Supported 219 full-time and 35 part-time post-secondary students, celebrating 26 graduates in programs.
- Developed a marketing strategy to help members access education program and funding opportunities.
- Created a new financial division to manage the department’s complex funding and reporting systems.
- Continued collaboration with the Kinoomaadziwin Education Body (KEB) to develop a funding formula that better meets NFN’s education needs.

150 elementary and 182 secondary students registered

14 psychoeducational assessments completed

219 full-time and 35 part-time post-secondary students supported

26 post-secondary graduates in 2024-2025

We continue to build a strong education foundation for learners of all ages. This year, we reduced assessment wait times and improved special education services, giving students faster access to the supports they need. Our post-secondary students achieved remarkable success, with 26 graduates across diverse fields including medicine, psychology, and commerce.

Through new partnerships, better data systems, and cultural inclusion, we are shaping a more responsive and accessible education system that empowers every learner.

Nipissing First Nation will fully implement the new student information system, finalize new education service agreements, and continue to improve funding structures and policies. We will expand opportunities for students through land-based learning, partnerships, and supports that reflect our community’s values and long-term vision for education.

Contact

705-753-6995

Nbisiing Secondary School

Honouring Learning, Culture, and Achievement

Nbisiing Secondary School provides high-quality, culturally grounded education for students in Grades 9-12. We help students success academically while learning about their identity, culture, and community through classroom instruction, land-based learning, and extracurricular activities.

Our core services include:

Secondary school education (Grades 9-12)
Credit recovery and reach-ahead programs
Land-based learning and cultural programming
Athletics, clubs, and student leadership opportunities
Special education and student support services

What we did in 2024-2025

- Improved graduation outcomes through student support, mentoring, and flexible learning programs.
- Expanded credit recovery and reach-ahead opportunities to help students stay on track for success.
- Strengthened cultural learning through the Nbisiing Naadziwin land-based education program and Cultural Days.
- Hosted the first pre-Nipissing District Athletics badminton tournament and expanded the Redhawks athletics program.
- Enhanced cultural pride through student participation in the Drum & Dance Team and community Pow Wows.

95 students enrolled in Grades 9-12

94.4% graduation rate (17 graduates), up from 90% in 2023-2024, 89% in 2022-2023, 74% in 2021-2022

54 credits earned through credit recovery and reach-ahead programs, up from 40 credits in 2024, and 40 credits in 2023, and 36 in 2022.

Students participated in the **Nbisiing Naadziwin Program (land-based learning)** guided by Knowledge Keeper, Norm Dokis. The program included Cultural Days, a school-wide Pow Wow, and a four-day outdoor experience that built cultural pride and community connection.

The **Redhawks Athletics Program** saw the badminton team host its first NDA tournament, showcasing skill and sportsmanship. The Emiigaazwaad Hockey Program and Golf Team continued to strengthen student engagement and teamwork.

Nbisiing Drum & Dance Team proudly represented Nbisiing and NFN at Canada's largest Pow Wow, participating in Grand Entry and meeting Premier Wab Kinew. Their presence celebrated culture, unity, and youth leadership.

Nbisiing Secondary School will expand land-based learning and continue to support student success through academic, cultural, and athletic excellence.

Contact

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705-497-9938

Employment and Training

Empowering Citizens Through Skills and Opportunity

Nipissing First Nation's Employment and Training helps citizens and affiliates build skills, gain certifications, and secure meaningful employment. We support individuals at every stage – from training and upskilling to job placement – ensuring community members are prepared for today's workforce and tomorrow's opportunities.

Our core services include:

- Training sponsorships for short- and long-term programs
- Support for apprenticeships and professional certification
- Targeted wage subsidy placements for hands-on experience
- Employment start-up assistance (PPE, equipment, and tools)
- Guidance and encouragement throughout training and employment

What we did in 2024-2025

- Supported job seeks and career development, including five Employment Insurance (EI) recipients, 2 CPP/OAS/Survivor Pension applications, and 55 EI verifications for training
- Sponsored 16 apprenticeships in key trades such as electrical, plumbing, millwright, carpentry, iron work, line crew support, and HVAC technology
- Funded training and certifications for eight A/Z and D/Z drivers, three heavy equipment operators, one welder, and one underground hardrock mining worker

- Provided targeted training in professional fields, including five participants in business and accounting programs, two social workers, one personal support worker, and one office administrator
- Delivered employment supports and special programs, including three targeted wage subsidies, three line crew ground support placements, one self-employment assistance project, one driver rehabilitation/mobility support for a person with disabilities, and two pardons applications

55 Employment Insurance verifications completed for training

16 apprenticeships supported across multiple trades

NFN's Employment and Training will continue to provide quality programs and personalized support to help citizens and affiliates achieve their goals. We will build on this year's success by expanding training options, strengthening partnerships, and ensuring every participant has the resources and encouragement to thrive in their career path.

Contact

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705-753-6985

GOAL #4 – Develop Sustainable Infrastructure

Community Infrastructure and Planning

Building Safe, Sustainable, and Resilient Infrastructure

The Community Infrastructure & Planning Department manages the planning, development, and maintenance of Nipissing First Nation's essential infrastructure. We ensure that our roads, facilities, parks, and utilities meet the growing needs of our community while protecting the environment and promoting safety.

Our core services include:

- Capital planning and major construction projects
- Public works, roads, and community infrastructure maintenance
- Parks, recreation, and cemetery services
- Waste management and landfill operations
- Safe drinking water and wastewater treatment systems

What we did in 2024-2025

- Capital Projects and Project Management
- Completed major builds, including the new Elders' Lodges in Garden Village and Duchesnay, officially opened to residents.
- Completed the \$13M Garden Village Water Treatment Upgrade, improving water safety and reliability.
- Upgraded Nibisiing Secondary School science classroom and additional facilities to enhance student learning.
- Advanced planning for new infrastructure, including the Social Services Building, APS Detachment, Education Office, and Phase 2 of Yellek–Duchesnay Road.

Parks and Recreation

- Employed five staff (four contract, one full-time) to maintain community parks, beaches, and cemeteries.
- Delivered senior lawn care services to more than 100 Elders across NFN communities.
- Provided short-term employment and training opportunities for community members to build job readiness skills.
- Supported Public Works with roadside and park waste collection, enhancing community cleanliness.

Public Works

- Maintained over 55 km of roads, including asphalt repairs in Garden Village and Duchesnay and gravel road maintenance.
- Installed and upgraded community streetlights to improve safety and visibility.
- Replaced culverts, brushed roadsides, and repaired site lines at rail crossings.
- Purchased new CAT and Mini Excavators to enhance efficiency in infrastructure and burial services.

Waste Management

- Provided weekly garbage and bi-weekly recycling services, maintaining accessible landfill operations four days per week.
- Expanded the Backyard Compost Program, helping residents reduce organic waste and protect the environment.
- Supported the Blue Box Regulation transition, preparing for new recycling requirements by 2026.
- Maintained the Household Hazardous Waste Depot and recycling station to promote safe waste disposal.

Water and Wastewater

- Officially opened the upgraded Garden Village Water Treatment Plant, addressing long-standing THM issues and improving drinking water quality.
- Enhanced testing and monitoring systems to ensure safe and consistent water services.
- Repaired and maintained wastewater infrastructure, addressing ARC deficiencies and optimizing operations.
- Collaborated with the Tribal Council on staff training and a maintenance

2 new Elders’ Lodges completed and opened; 1 major water treatment upgrade completed; 3 new facilities under active planning

100+ Elders received lawn care; 5 staff employed; 10+ public spaces maintained

55 km of roads maintained; 2 excavators purchased; 12 streetlights installed/upgraded

4 landfill operation days/week; 1 active compost program; 1 hazardous waste depot in operation

\$13M water plant upgrade completed; 100% water samples met safety standards; 1 new monitoring database implemented

In the year ahead, Nipissing First Nation will continue investing in safe, reliable, and sustainable community infrastructure. Priorities include launching construction for the new **Social Services Building and APS Detachment**, continuing **road and water system upgrades** across the east end, and expanding **green initiatives** such as composting and waste diversion programs. The department will also enhance **training opportunities** for NFN members in construction, maintenance, and environmental stewardship—ensuring the future of our infrastructure is built by and for our community.

Contact

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steved@nfn.ca

Special Projects:
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705-753-2050

Fire and Emergency Services

Strong Response and Fire Safety Training Saved a Home

Nipissing First Nation’s Emergency Services Department protects our community through fire prevention, emergency response, and disaster preparedness. We ensure members have access to timely, professional fire and emergency services that keep homes and families safe.

Our core services include:

- Fire prevention, inspection, and emergency response
- Disaster and emergency management planning
- Firefighter training and certification
- Community education and safety outreach

What we did in 2024-2025

- Responded to 23 emergency calls, including hydro line fires, false alarms, cooking and chimney fires, vehicle fires, bush fires, and hazardous smells.
- Conducted four firefighter training sessions per month, strengthening readiness and maintaining certification standards.
- Participated in four community events to share fire prevention education and promote household safety planning.
- Successfully contained and extinguished a residential fire, preventing significant loss and demonstrating the department’s rapid and coordinated response.

Emergency calls responded to: 23

Firefighter training sessions held: 48 (4 per month)

Community outreach events: 4

NFN will replace the Jocko Point Firehall by building a new fire station along Highway 17. This modern facility will improve response times and enhance safety.

Contact

705-495-4603

Housing

Expanding Housing Supports

Nipissing First Nation’s Housing Department helps members access safe, affordable, and well-maintained homes. We offer financial programs, and property management services that support comfort, independence, and community well-being.

Our core services include:

- On-reserve housing loans
- Repair loans and grants
- Apartment unit management and maintenance
- Canada Mortgage and Housing Corporation (CMHC) program delivery
- Senior Minor Repair Grants

What we did in 2024-2025

- Managed 91 rental units and completed ongoing maintenance and inspections
- Delivered 30 Senior Minor Repair Grants to help Elders make safety and accessibility upgrades
- Provided housing loans and mortgages, including four NFN loans, one Caisse Alliance mortgage, and eight RBC mortgages

- Started construction of a CMHC Section 95 Fourplex Phase 13 housing build
- Upgraded and beautified apartment units and properties to improve quality and livability

\$7.47 million in NFN housing loans

\$8.47 million in RBC mortgages

\$712,000 in Caisse Alliance loans

\$171,695.49 in Senior Minor Repair Grants

In 2024-2025, Nipissing First Nation continued to expand access to housing through multiple lending options that give members flexibility to build or repair their homes. Our team worked closely with tenants and homeowners to improve safety and comfort across the community. The Senior Minor Repair Grant made a difference for 30 Elders by helping them complete home repairs that support independence and well-being. Apartment upgrades and regular inspections strengthened relationships with tenants and helped maintain housing quality. Each improvement reflects our shared commitment to caring for our homes and our people.

NFN will continue to modernize apartment units and expand repair programs in 2025-2026. We will add a new off-reserve component to the Senior Minor Repair Grant Program to give more members access to housing supports that improve safety, accessibility, and quality of life.

Contact

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705-753-2050



GOAL #5 – Responsible Stewardship of Lands and Natural Resources

Environment

Protecting Our Lands and Waters

Nipissing First Nation's Environment Department safeguards the health of our lands, waters, and wildlife. We monitor environmental quality, manage invasive species, support community education, and lead research partnerships that strengthen environmental stewardship and self-determination. Our work protects the environment for current and future generations.

Our core services include:

- Water quality and contaminant monitoring across NFN territory
- Invasive species eradication and habitat restoration
- Wildlife and ecological health assessments
- UAV and LiDAR environmental mapping and land-use planning
- Community education, outreach, and science communication
- Partnerships for renewable energy, water security, and environmental research

What we did in 2024-2025

- **Water quality and research:** Completed six lake samplings under the First Nations Baseline Assessment Program on Health and the Environment (BAPHE) Project, advanced Per- and polyfluoroalkyl substances (PFAS) and plastic additive analysis across 16 watershed sites, and continued McInnis Creek monitoring through the Northshore Water Quality and Response Program.

- **Invasive species management:** Removed 1,590 m2 of invasive phragmites, mapped 949 m2 of Japanese Knotweed, and engaged youth and college students in invasive species control and education.
- **Wildlife health:** Launched Chronic Wasting Disease monitoring with the first NFN deer samples tested and confirmed negative.
- **Technology and mapping:** Expanded unmanned aerial vehicles (UAV) and light detection and ranging (LiDAR) programs, mapping flood-prone areas and supporting new community infrastructure projects.
- **Community engagement and knowledge sharing:** Installed NFN's first rainwater harvesting system at Nbisiiing Secondary School, launched a new Environment Department website, and built international Indigenous partnerships through the One Water Project.

1,590 m2 of invasive phragmites removed (Invasive Species Program)

16 watershed sites sampled for PFAS and plastic contaminations (First Nations Environmental Contaminants Program)

1 rainwater harvesting system installed at Nbisiiing Secondary School (One Water Project)



Watch a video on the One Water Project; a collaboration between NFN, Isla Urbana, three Indigenous communities in Mexico (Wixárika-Jalisco, Mazateca-Oaxaca and Rarámuri-Chihuahua), and the University of Toronto.

NFN removed 1,590 m2 of invasive phragmites at Dokis Point using the “cut-and-drown” method. Students and volunteers planted wild rice to restore

natural habitats, proving that cultural knowledge and science can work together to heal the land.

Through a partnership with the University of Toronto and Indigenous communities in Mexico, NFN **installed its first rainwater harvesting system** and share water stewardship teachings across Turtle Island. This project strengthens sustainability, education, and Indigenous collaboration.

In partnership with the Ministry of Natural Resources and Forestry, **NFN staff trained in wildlife disease surveillance and collected the first deer samples for testing.** Both were confirmed negative, building confidence in local food safety and regional monitoring.

The Environment Department will continue to lead environmental stewardship and innovation across our territory. In the coming year, we will expand invasive species eradication through the development of an Integrated Pest Management Plan and complete the interactive watershed health “storyboard” to share real-time data with our community. Our team will continue water quality monitoring at McInnis Creek and Lake Nipissing, advancing research on contaminants and watershed health. We will also grow our UAV and LiDAR mapping programs to support climate resilience, land-use planning, and safe infrastructure development. Through the One Water Project, we will host Indigenous partners from Mexico to strengthen cultural exchange and shared learning. Alongside these projects, we remain focused on education, collaboration, and policy development that protect the lands and water for future generations.

Contact

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Learn more about the Environment Department at environment.nfn.ca

Lands and Membership

Managing and Protecting Lands for Current and Future Generations

Nipissing First Nation’s Lands and Membership Department manages our community’s lands and supports members with property, documentation, and estate services. We protect NFN’s territorial rights, guide responsible land use, and help members access housing and land opportunities that meet community standards. Our team also assists with membership records, wills, and other documentation that support long-term planning and family well-being.

Our core services include:

- Additions to Reserve (ATR) coordination and land administration
- Land law development and community consultations
- Land allotments and GIS mapping services
- Hunt Camp Land Use Permits
- Membership records, Wills, Powers of Attorney, and estate support
- Addressing and postal service coordination

What we did in 2024-2025

- Advanced the Additions to Reserve (ATR) process for Beaucage and Commanda township lands, completing environmental updates and moving toward Natural Resources Canada approval.
- Participated in Ontario boundary claim negotiations and explored strategic land acquisitions to support NFN’s long-term growth.
- Reviewed and updated key laws and policies, including the Non-Permanent Structure Law and Non-Commercial Harvesting Policy, with member feedback integrated.

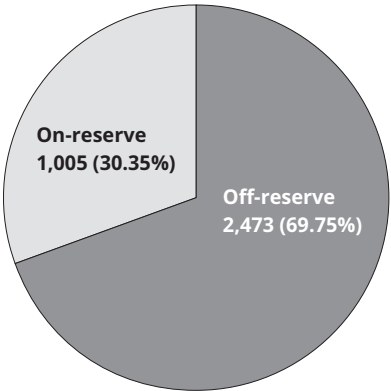
- Supported member home construction and land allotments by reviewing plans, financing, and compliance with building standards.
- Issued Hunt Camp Land Use Permits and partnered with the MNR to ensure environmental protections.
- Assisted members with Wills, Powers of Attorney, and estate guidance, including creating a new pamphlet to support families after loss.
- Partnered with Canada Post to explore an NFN postal code and community mail kiosks.
- Represented NFN nationally as one of six pilot Nations for the new First Nations Lands Governance Registry System.

**Number of Homes in NFN Communities
(as of March 31, 2025)**

Garden Village.....	225
Yellek	163
Duchesnay	123
Paradise Point (Jocko Point)	14
Beaucage Subdivision	13
Serenity Lane	10
Beaucage Village.....	7
VLA.....	7
Mosquito Creek.....	3

Total NFN Homes: 565
Total Lessee Homes: 339
Total Homes on NFN: 904

Population of NFN Members (as of March 31, 2025)



Total NFN Members: 3,510

NFN will continue to advance the Ontario boundary claim and pursue strategic land acquisitions that align with our long-term land use and growth objectives.

Current Available Lots in NFN Communities

Community	April 1, 2024	March 31, 2025
Garden Village	27	31
VLA	12	12
Paradise/JP	14	14
Beaucage Subdivision	10	10
Beaucage Village	1	1
Yellek	36	0
Duchesnay	0	0

Contact

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Natural Resources

Supporting the Sustainability of NFN's Fish, Wildlife, and Forests

Nipissing First Nation's Natural Resources Department protects and manages the fish, wildlife, and forest resources that sustain our people. We monitor population health, support habitat protection, and promote responsible resource use to ensure these vital resources remain strong for current and future generations.

Our core services include:

- Monitoring and assessing fish and wildlife populations
- Recommending sustainable harvest levels
- Conducting forest health and silviculture (tree growth and forest management)
- Overseeing Species at Risk monitoring and protection
- Supporting habitat conservation on the Lake Nipissing shoreline and surrounding forests



What we did in 2024-2025

- Monitored Lake Nipissing's commercial walleye fishery and completed population assessments to recommend the annual harvest level
- Estimated total commercial harvest at 32,490 kg (44,291 walleye), within 8.3% of NFN's 30,000 kg harvest target
- Conducted on-reserve forest silviculture work including red pine thinning to promote forest health

- Ensured NFN's sustainable forestry practices through oversight of Crown forest operations (SFL compliance and monitoring)
- Continued Species at Risk monitoring, including protection efforts for Blanding's Turtle and Eastern Hog-nosed Snake

32,490 kg (44,291 walleye), within 8.3% of NFN's 30,000 kg harvest target

5 months of continuous fish population monitoring (May-September 2024)

For generations, Nipissing nishnaabeg have depended on the lands and waters for food, culture, and livelihood. The Natural Resources Department continue to honour that relationship by protecting the fish, wildlife, and forests that sustain us. Through regular monitoring of the Lake Nipissing Fishery, staff ensured harvest levels stayed within sustainable limits while supporting commercial fishing livelihoods. Habitat restoration and forest management activities, such as red pine thinning and shoreline protection, strengthened the ecosystems that support these species. Ongoing monitoring of Blanding's Turtles and Hog-nosed Snakes reflects NFN's commitment to protecting biodiversity and maintaining balance on the land. Each initiative helps ensure that the natural resources our ancestors relied on will continue to provide for generations to come.

We will continue to apply best management practices to improve the health and sustainability of fish, wildlife, and forest resources. We will build on current monitoring programs, expand habitat protection efforts, and strengthen long-term data collection to guide responsible management and preserve our Nation's environmental legacy.

Contact

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GOAL #6 – Reclaim Nishnaabe Identity by Revitalizing Language and Culture

Culture

Pow Wow Dancers Reach Record High

Nipissing First Nation's Culture and Language program helps our community stay connected to Nishnaabe identity, language, and ceremony. We support learning, cultural expression, and the passing down of teachings that strengthen our spirits and guide our Nation forward. Our work ensures that Nishnaabemwin and traditional practices remain a living part of our daily lives.



Our core services include:

- Providing Nishnaabemwin language classes for community and staff
- Supporting translations with Elders and fluent speakers
- Hosting seasonal teachings and ceremonies
- Coordinating community cultural events and workshops
- Preserving traditional knowledge through digital and in-person learning

What we did in 2024-2025

- Revived the Translation Committee to strengthen language use and ensure accurate translations
- Held community ceremonies including the Bingaade Nbii Water and Fish Ceremony, Gnwaa Giizhgag Summer Solstice, Full Moon Ceremony, and Boowin Wiisniwin Feast of the Dead
- Supported traditional learning through Firekeeper teachings, Mooz Hunting Camp, and the Cultural Arts Retreat in Mattawa

415 dancers participated in the 2024 NFN Traditional Pow Wow, up from 352 in 2023

37 major events and intensive workshops, up from 32 in 2023-2024.

Nipissing First Nation's community Pow Wow was the highlight of the summer and a celebration of unity, pride, and culture. Beginning with Sema, our community gathered to honour Elders, ancestors, and guests through song, dance, and ceremony. The event reflected our connection to ancestral knowledge and our promise to future generations – to keep our fire strong and our teachings alive.

Throughout the year, the Culture and Language team organized seasonal ceremonies such as the Bingaade Nbii Water and Fish Ceremony, Full Moon Ceremonies, and the Feast of the Dead. These gatherings nurtured community spirit, honoured the natural world, and deepened our connection to traditional ways.



The revival of the Translation Committee marked an important step to preserve and promote Nishnaabemwin. By working with Elders, speakers, and knowledge keepers, we build a foundation to digitize language resources, protocols, and teachings to ensure future generations can access and learn from them. We will continue to strengthen our cultural foundation by expanding language programming and support digitization of teachings, videos, and translations through an online community portal. We will offer more workshops and ceremonies that celebrate Nishnaabe identity, ensure Elders' knowledge is preserved, and continue to raise our collective spirit through culture, language, and tradition.

Contact

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GOAL #7 – Promote Holistic Health and Well-Being

The Right Path Counselling and Prevention Services (Giyak Moseng)

Strengthening Wellness Through Culture and Connection

Nipissing First Nation’s Giyak Moseng supports the mental health, wellness, and healing of our people through a trauma-informed, culturally grounded approach. Programs and services use culture as treatment, combining harm reduction, land-based healing, and coordinated care through the Wiidooktaadyang philosophy.

Our core services include:

- Mental Health, addictions and wellness counselling
- Harm reduction and overdose prevention services
- Gwekwaadziwin (community withdrawal management)
- Psychiatry consultation
- Wiidooktaadyang and family well-being services
- Child, youth and family counselling
- Cultural and traditional healing supports
- Niiwiidooktadmin (Critical Incident Response Team) to provide services for families and community members who request crisis support

What we did in 2024-2025

- **Mental Health and Addictions Counselling:** Continued hybrid counselling (in-person and virtual), offering trauma-informed and culturally grounded services guided by the Wiidooktaadyang model.

112 referrals to the program with 58 new admissions

457 brief service contacts to 137 unique service encounters

153 OTN Teletherapy virtual sessions

- **Overdose Prevention & Harm Reduction:** Distributed 238 naloxone kits, trained 135 community members, and safely collected 31,310 used sharps across four community bins to reduce health risks.
- **Family Well-Being (Wiidooktaadyang):** Supported 658 clients, including 526 First Nation members, through integrated family safety and healing services, including traditional activities and crisis supports.
- **Community Healing & Awareness:** Hosted A Sobering Story documentary screening for 38 participants, sparking open discussion on addiction, stigma, and community connection.
- **Psychiatry & Crisis Support:** Delivered 53 psychiatric consultations across 13 clinic days and trained 20 NFN staff in Critical Incident Stress Management to enhance emergency response.
- **Child, youth and family services:** Provided 1,120 visits and 53 group sessions, managing waitlist by more than half.

238 naloxone kits distributed; 135 trained in overdose prevention

31,310 sharps safely collected and disposed of

658 participants supported through Family Well-Being services

1,120 youth visits and 53 group sessions provided

NFN hosted **A Sobering Story**, a powerful documentary screening that encouraged open dialogue on addiction and homelessness. Guided by Elder Mike Couchie and film participants, the event emphasized that connection is the opposite of addiction and inspired hope, understanding, and compassion within the community.

Through **naloxone distribution, harm reduction supplies, and sharps disposal bins**, Giyak Moseng prevented overdoses and kept community spaces safe. These initiatives show NFN’s ongoing commitment to caring for all members with compassion and dignity.

The **Family Well-Being Program** supported hundreds of families through holistic, integrated care that blended traditional teachings, family safety planning, and cultural connection — helping families rebuild trust and balance together.

We will continue to strengthen its community wellness network through partnerships, prevention, and cultural healing. Priorities include expanding traditional counsellor roles, increasing access to addiction treatment and housing supports, and enhancing trauma-informed, land-based programming. Our focus will remain on community connection, harm reduction, and holistic wellness rooted in Nishnaabe values.

Contact

705-753-1375

Healthy Living

Promoting Wellness Across All Ages

Nipissing First Nation’s Healthy Living Department promotes community wellness through education, prevention, and inclusive programs that support physical, emotional, and spiritual health. We help members live healthier lives by providing access to programs, resources, and services that focus on nutrition, fitness, family health, and chronic disease prevention.



Our core services include:

- Health promotion and disease prevention
- Medical transportation and Non-Insure Health Benefits (NIHB)
- Maternal Child Health and family supports
- Community health nursing and immunizations
- Recreation, fitness, and wellness programming
- Diabetes education and nutrition services
- Advanced foot care for community members

What we did in 2024-2025

- **Medical Transportation and NIHB**
 - Completed 1,924 medical trips, including local, long-distance, and urgent transportation for members
 - Supported members with NIHB claims, reimbursements, and direct vendor payments for dental, vision, and medical equipment
 - Assisted 621 NFN members through the Medical Health Fund, reimbursing \$212,109 for health-related costs not covered elsewhere
 - Helped 10 families apply for Jordan’s Principle, with five families approved for essential child health supports
- **Maternal Child Health and Family Wellness**
 - Visited 12 newborn families and distributed 470 milk coupons to support nutrition and early childhood health.
 - Delivered prenatal, infant massage, and CPR sessions to 15 families and provided postpartum education and home visits.
 - Hosted the Welcome Baby Celebration, honouring 8 newborns with parenting and water teachings.
 - Supported perinatal mental health, postpartum education, and immunizations for 41 children aged 2 months to 6 years.

- **Recreation and Adults Increasing Movement (AIM) initiative**
 - Hosted 25+ community recreation programs for all ages, including After School, Summer Programs, Senior Craft Club, and Drum Fit.
 - Held large community events such as the Seniors Christmas Dinner (150 members) and Family Halloween Night (140 participants).
 - Distributed 200 pool passes and 50 ski passes to encourage physical activity and access to recreation.
 - Launched the AIM Initiative (funded by Sports Canada, \$201,000) with movement, Aquafit, and kickboxing programs for adults and seniors.
- **Diabetes Wellness and Nutrition Programs**
 - Served 72 clients through 27 foot care clinics, completing 284 appointments (including home visits).
 - Provided regular treatments for community members living with diabetes or mobility challenges.
 - Partnered with Registered Practical Nurses trained in advanced foot care to prevent complications.
 - Delivered culturally safe care to promote long-term mobility and independence.

1,924 medical trips completed for NFN members
621 members accessed Medical Health Fund (\$212K reimbursed)
572 Good Food Boxes distributed and 6 garden stands hosted
415+ members participated in recreation and AIM programs
72 clients received advanced diabetes foot care

Eight NFN families were celebrated at this year’s **Welcome Baby** event in Ktigaaning. Perry and Laurie McLeod-Shabogestic shared teachings on parenting, water, and strawberries, followed by a community feast. The gathering strengthened family bonds and honoured the newest members of our Nation.

Elders and Knowledge Keepers led **seasonal medicine walks and workshops** where participants learned to identify, harvest, and prepare plant medicines. Each session was full, reflecting a strong community interest in reconnecting with traditional healing practices.

Funded by Sports Canada, **AIM helped adults and seniors improve mobility, strength, and confidence** through fitness and educational sessions. Transportation support and take-home materials helped participants stay active and engaged beyond the program.

Nipissing First Nation’s Healthy Living Department will continue to grow programs that support health across all ages. Priorities include expanding traditional wellness programming, increasing access to family and maternal health supports, and enhancing diabetes prevention and nutrition programs. We will strengthen partnerships for medical transportation and NIHB coordination, expand recreation and AIM programs, and continue developing culturally grounded health education to build a stronger, healthier community.

Contact

705-753-3312

Home and Community Care

Supporting Independent Living for Debendaagziwaad

Nipissing First Nation’s Home and Community Care (HCC) Program helps the Debendaagziwaad live independently and safely in their homes while remaining connected to the community. Our services enhance self-determination, self-reliance, and holistic well-being by providing individualized care that supports physical, emotional, and spiritual health.

Our core services include:

- Personal care and home management
- In-home respite and friendly visiting
- Nursing and case management
- Transportation and seasonal maintenance
- Caregiver support and security checks
- Access to medical equipment and helpline assistance

What we did in 2024-2025

- Served 205 clients with one or more home and health supports, including homemaking, nursing, and transportation.
- Delivered over 8,400 hours of homemaking and 4,300 hours of nursing care to enhance safety and independence.
- Provided light maintenance, meal preparation, and personal care services, helping clients stay safely in their homes.
- Supported caregivers with respite, friendly visits, and regular wellness checks for reassurance and connection.
- Offered transportation for errands and appointments to promote mobility and independence for clients without access to vehicles.

- Delivered lift and transfer, food safety, and trauma-informed care training to ensure compassionate, high-quality support.

205 clients received home and community care services

8,444 hours of homemaking and 4,322 hours of nursing care provided

486 hours of transportation support and 409 hours of maintenance completed

100% of PSWs and nurses completed new or refresher professional training

The HCC team supported over 200 members this year, helping Elders and individuals with mobility challenges live comfortably in their homes. Through personalized care plans, clients received help with daily tasks, nursing support, and friendly visits that promoted wellness and connection. Training in trauma-informed care and palliative support strengthened our ability to serve with compassion and dignity.

We will continue strengthening client-centered services that promote independence and safety. Priorities include expanding assisted living supports, improving access to respite care, and enhancing collaboration with health partners for palliative and long-term care. We will also continue investing in staff training and cultural safety education to ensure the highest quality of care for our members.

Contact

705-753-3312

First Nations Representatives

Strengthening Families Through Cultural Connection

Nipissing First Nation's Representative Program supports families involved in child welfare by advocating for their rights, preserving cultural connections, and promoting family unity. We ensure NFN values guide all interactions and decisions. Our goal is to keep families strong and children connected to their community, language, and traditions.

Our core services include:

- Advocacy and representation for NFN families in child welfare matters
- Case consultation and collaboration with child welfare agencies
- Cultural gatherings and traditional teachings for children and youth in care
- Coordination with NFN Post-Majority and Family Support Programs

What we did in 2024-2025

- Advocated for NFN families through home visits, court appearances, and service coordination—providing about 193 supports each month.
- Hosted seasonal gatherings that reconnected children, youth, and families with culture and community through teachings, songs, crafts, and shared meals.
- Strengthened collaboration with child welfare agencies across Canada to uphold NFN values, promote cultural safety, and ensure family voices were heard.
- Maintained cultural continuity for children in care through regular engagement with Elders, caregivers, and community mentors.

- Worked with NFN Post-Majority and Family Support Programs to provide wraparound care and support for families through every stage of the child welfare process.

193 family supports per month provided through visits, advocacy, and service coordination

4 seasonal cultural gatherings held for children, youth, and families

Seasonal gatherings are the heart of the First Nation Representative Program. These events bring together children in care, their families, and caregivers to reconnect through culture, teachings, and community. Each gathering is an act of healing—filled with drumming, stories, crafts, and shared meals that strengthen identity and belonging. For children living away from home, they are a vital reminder of who they are and where they come from.

We will continue to strengthen family and cultural connections by increasing community-based foster homes, expanding early intervention supports, and deepening partnerships with child welfare agencies. Our focus remains on keeping children connected to their families, culture, and Nation—where they belong.

Contact

bandrep@nfn.ca
705-753-2691

Food Bank

Feeding Spirits and Building Bonds

Nipissing First Nation’s Food Bank supports individuals and families by providing access to nutritious food and promoting food security. We help ensure no one in our community goes hungry while also strengthening connections through cultural sharing and kindness. The Food Bank is open on the first and third Wednesday of each month and offers emergency food support when needed.

Our core services include:

- Regular and emergency food distribution
- Monthly Maamwi Wiisnidaa community luncheons
- Fundraising and community food drives
- Partnerships that promote food security and cultural connection

What we did in 2024-2025

- Re-launched Maamwi Wiisnidaa, a monthly luncheon series that brought together 249 community members to share meals and stories.
- Provided 417 client visits to the Food Bank, supporting both individuals and families across the community.
- Served 1,274 adults and 433 children, ensuring families had access to healthy meals during times of need.
- Responded to 44 emergency food requests, providing immediate help to those facing urgent situations.
- Hosted fundraising events, including the Staff Food Challenge, Village Market Place, and seasonal raffles to sustain community support and engagement.

249 community meals shared through Maamwi Wiisnidaa

417 Food Bank visits supporting NFN households

1,707 total individuals (adults and children) accessed food support

44 emergency food deliveries provided during critical times

In June 2024, Nipissing First Nation revived Maamwi Wiisnidaa, a monthly luncheon rooted in connection and care. From June to March, 249 community members gathered to share food, laughter, and stories. These meals became more than nourishment—they were opportunities to strengthen bonds, reduce isolation, and remind every participant that they are valued and supported. Elders shared teachings, youth reconnected with community, and everyone left with full hearts as well as full plates.

We will expand access to traditional and nutritious foods, strengthen partnerships with local producers, and continue hosting Maamwi Wiisnidaa luncheons to nourish both body and spirit. Our goal is to build long-term food security while keeping community connection at the heart of all we do.

Contact

foodbank@nfn.ca
705-753-6972

Ontario Works

Promoting Self-Sufficiency Through Financial and Employment Supports

Nipissing First Nation’s Ontario Works Program helps community members achieve financial stability and self-reliance through short-term assistance, employment supports, and life-skills development. We provide both financial and non-financial resources to help participants meet their basic needs and prepare for long-term success.

Our core services include:

- Financial assistance for basic needs and shelter
- Employment readiness and placement programs
- Health and extended health benefits
- Childcare supports for working participants
- Life stabilization and community referrals
- Support for youth through LEAP and literacy programs

What we did in 2024-2025

- Offered financial literacy and budgeting workshops to help clients manage the Robinson Huron Treaty Per Capita Distribution funds.
- Strengthened collaboration with community partners to deliver goal-setting and life skills programming that promoted stability and independence.
- Continued to provide essential financial, health, and childcare supports to NFN members in times of need.
- New workshops introduced on budgeting and financial planning post-Treaty distribution

97 active Ontario Works clients, down from 134 last year

43 clients exited the program, including 2 employed full-time

In late 2023, Nipissing First Nation saw a decrease in Ontario Works participation following the Robinson Huron Treaty Per Capita Distribution. For many, the payment brought short-term relief—helping families pay debts, secure housing, or improve transportation. Others faced challenges managing the funds long-term. NFN’s Ontario Works team responded with outreach and workshops to promote financial literacy, viewing the distribution as a stepping stone toward lasting stability. The experience reinforced that true prosperity means more than income—it’s about resilience, opportunity, and connection.

We will expand financial literacy and employment workshops to help clients strengthen budgeting, skill-building, and confidence. We will continue fostering self-sufficiency through hands-on learning and partnerships that connect community members to meaningful opportunities and long-term success.

Contact

owcaseworker@nfn.ca
705-753-2050

True Self (Debwewendizwin)

Expanding Peer-Led Healing and Building a Land-Based Wellness Centre

Debwewendizwin supports holistic healing, empowerment, and cultural reconnection through peer-led, trauma-informed, and culturally safe approaches. We walk alongside individuals impacted by trauma, violence, addiction, and systemic barriers—offering guidance, connection, and hope.

Core services include:

- Peer support: 1-on-1, group, and reintegration support
- Outreach programs: North Bay Peer Outreach Support Team (POST) and Garden Village POST
- Employment support: Resume building, job search, interview prep, and goal setting
- MAPS program: Peer-led support for individuals on probation addressing addiction, trauma, and suicide prevention
- Newcomer peer support: Emotional, cultural, and employment transition assistance



What we did in 2024-2025

- Expanded Outreach Services with the launch of a new office in Garden Village and the purchase of an Outreach Van to reach encampments across Nipissing District.
- Served 779 individuals through 7,924 interactions and made 1,697 referrals to connect clients with additional supports.
- Distributed 636 naloxone kits, 330 drug testing strips, and 6,139 food packages, ensuring community safety and wellness.

- Supported 23 unhoused individuals in securing stable housing through ongoing peer engagement and advocacy.
- Program Manager Donna Forget received the 2024 Annogrol Peer Works Theresa Claxton-Wali Community Impact Award for leadership and innovation in peer-led mental health and addictions services.

779 individuals served and 7,924 interactions completed

636 naloxone kits and 6,139 food packages distributed

23 unhoused individuals assisted into stable housing

Opening in 2025–2026, the Peer-Led Land-Based Wellness Camp will embody the spirit of “Debwewendizwin”—walking in truth. The Camp will guide individuals back to the land, our first teacher, to rekindle kinship with creation and ancestors. Through ceremony, storytelling, and the rhythm of the seasons, it will offer a path to balanced wellness rooted in Indigenous knowledge, reciprocity, and community connection.

Contact

info@trueself.ca
705-474-4058

Walking Alongside Services

Supporting Families, Nurturing Youth, and Strengthening Community

Walking Alongside Services provides wraparound family support, parenting programs, and youth engagement rooted in culture, connection, and care. We help families and youth strengthen their well-being through home visits, cultural teachings, and personalized supports that promote balance, safety, and self-determination.

Core programs include:

- Little Spirit Auntie Program: Prenatal and family support for children under age 5, including home visits, drop-in sessions, and ceremony support.
- Family Support Program: Advocacy and goal-based support for families with children up to age 17.
- Child and Youth Programming: Weekly and seasonal activities for ages 5–29, featuring cultural teachings, language, and large community events.



What we did in 2024-2025

- Hosted the first-ever Nipissing First Nation Youth Gathering, engaging over 45 youth through workshops and cultural teachings.
- Delivered the Circle of Security Parenting Program, strengthening parenting confidence and attachment.
- Served 24 families through the Little Spirit Auntie Program and 28 families through the Family Support Program.
- Completed the Church Basement Renovation, creating a welcoming space for family and youth programming.

- Hosted large community events, including the Halloween Celebration (240 attendees), Family Day, Easter Events, and the Summer Solstice.
- Led the Large Canoe Build and Launch, fostering teamwork, cultural pride, and community spirit.

52 families support through the Little Spirit Auntie and Family Support Program

45 youth participated in the inaugural Youth Gathering

240 community members attended the Family Halloween Party

The **Little Spirit Auntie Program** continues to be a cornerstone of early family care within Nipissing First Nation. Serving families with children under five, the program offers pregnancy planning, prenatal support, and home visits—all independent of CAS. In 2024–2025, volunteer “Baby Cuddlers” joined the program, providing gentle care for infants and helping parents build confidence and connection. These small acts of love nurture the next generation and strengthen our Nation’s foundation of family care.

We will expand parenting and youth programs, strengthen cultural and land-based learning, and host more family-centered gatherings to foster connection and healing. We will continue to walk alongside families—honouring their strengths, stories, and the shared goal of raising children in safety, love, and community.

Contact

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Thank you for reading the 2024-2025 Annual Report.

NFN hopes members enjoyed hearing about the great work the First Nation has done with the help of community members, dedicated staff, partners, and volunteers.

Miigwech



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