

Annual Report

2017-2018



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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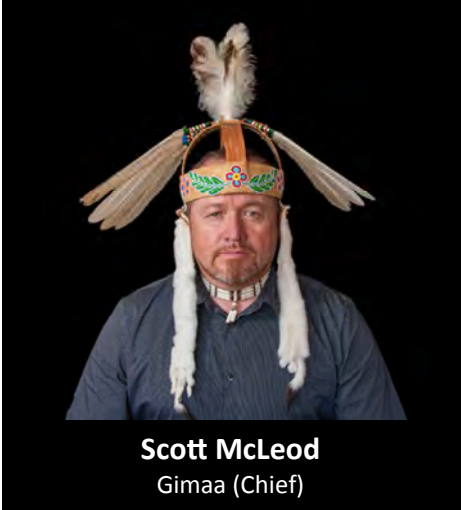
Message from Chief Scott McLeod

Aanin Nbisiing Debendaagziwaad (citizens),

Nipissing prides itself on being a progressive nation that emphasizes fairness, accountability, balance, and consideration of future generations in all decision making. We strive to make sound decisions and investments in the areas that are most important to our nation now, and for the future.

Our Council will continue to work hard to move our nation forward by focusing on the priorities that our Debendaagziwaad have identified, and by maintaining ongoing dialogue.

We look forward to your continued input as we develop and implement plans to enhance the quality of life of our Debendaagziwaad. I am humbled by the support of our citizens and staff, and am honoured to serve as Gimaa of the Nbisiing Anishinaabe. Gichi-Miigwech.



Scott McLeod
Gimaa (Chief)

Council & Committees

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. Portfolios are listed below.

NFN Committees - 2018 - 2021 Term:

Anishinaabemwin	Chair: June Commanda
Culture & Pow Wow	Chair: Corey Goulais
Economic Development	Chair: Jane Commanda
Education	Chair: Muriel Sawyer
Housing & Planning	Chair: Michael Sawyer
Lands & Bylaw	Chair: Brian Couchie
Natural Resources	Chair: Corey Goulais
Social & Wellness	Chair: Rick Stevens





Dwayne Nashkawa
Emyaa'wsed (CEO)

Chief Executive Officer's Update

Aanin Kina Weya,

I am pleased to offer some thoughts and perspectives as we share this annual community report covering the highlights and successes of Nipissing's various programs and services over the past fiscal year, and beyond.

Our fiscal year runs from April 1st to March 31st, but as we present this document to the community at our annual general meeting in November, this new format also captures highlights from this past summer and fall.

Nipissing First Nation is maintaining momentum on our nation-building path. We have a solid foundation for decision making and community development thanks to a clear vision and years of hard work led by successive Councils and carried out by citizens and staff.

We continue to make critical community investments that will ensure a well-balanced, healthy, politically and economically independent, culturally strong and self-governing nation.

We are strengthening cultural services and language retention through the development of our new Culture & Language Strategy, which benefitted from tremendous community and staff input. We remain guided by our Strategic Plan, which is depicted in the Medicine Wheel of Goals on page 6.

This year's report is organized according to the seven priorities in our Medicine Wheel of Goals.



We hope this better illustrates the goals we are collectively working towards, while also highlighting our accomplishments in this ever-changing landscape.

I am proud to work alongside such committed staff and visionary leadership to address challenges, while also identifying and creating opportunities for our nation and Debendaagziwaad to realize their full potential.

As always, I welcome your questions and comments, and invite you to contact me to discuss the contents of this report.

Miigwech,

A handwritten signature in black ink, appearing to read 'D. Nashkawa'.

"Miskaankwaad" Dwayne Nashkawa
Emyaa'wsed (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 gizhemi-ndoo 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- mi-nowaadizwaad, gaa-zhi-ntaa-nokiwaad minwa gaa-zhi-gizhkweziwaad penmondmowaad kina gegoo giiwtaaying 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 giiwtaaying 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 Shabogesis gii-kido wi-sa-nji aki ji-shkongaadeg giwediniing nakeyiing Nbisiing Zaagining 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 Shabogesis 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: <http://www.nfn.ca/constitution.php>

Background:

On January 10, 2014, NFN Debendaagziwaad made history by voting to ratify their own Gichi-Naaknigewin, which was the 1st First Nation Constitution in Union of Ontario Indians territory, and only the fourth in Canada.

Much like the Canadian Constitution, our Gichi-Naaknigewin is a piece of legislation from which all other laws will come from. It sets out the values and beliefs of the Nipissing people and is an exercise of inherent Indigenous rights in Canada.

As Marianna Couchie, who was Chief during the development and ratification of the Gichi-Naaknigewin, aptly said:

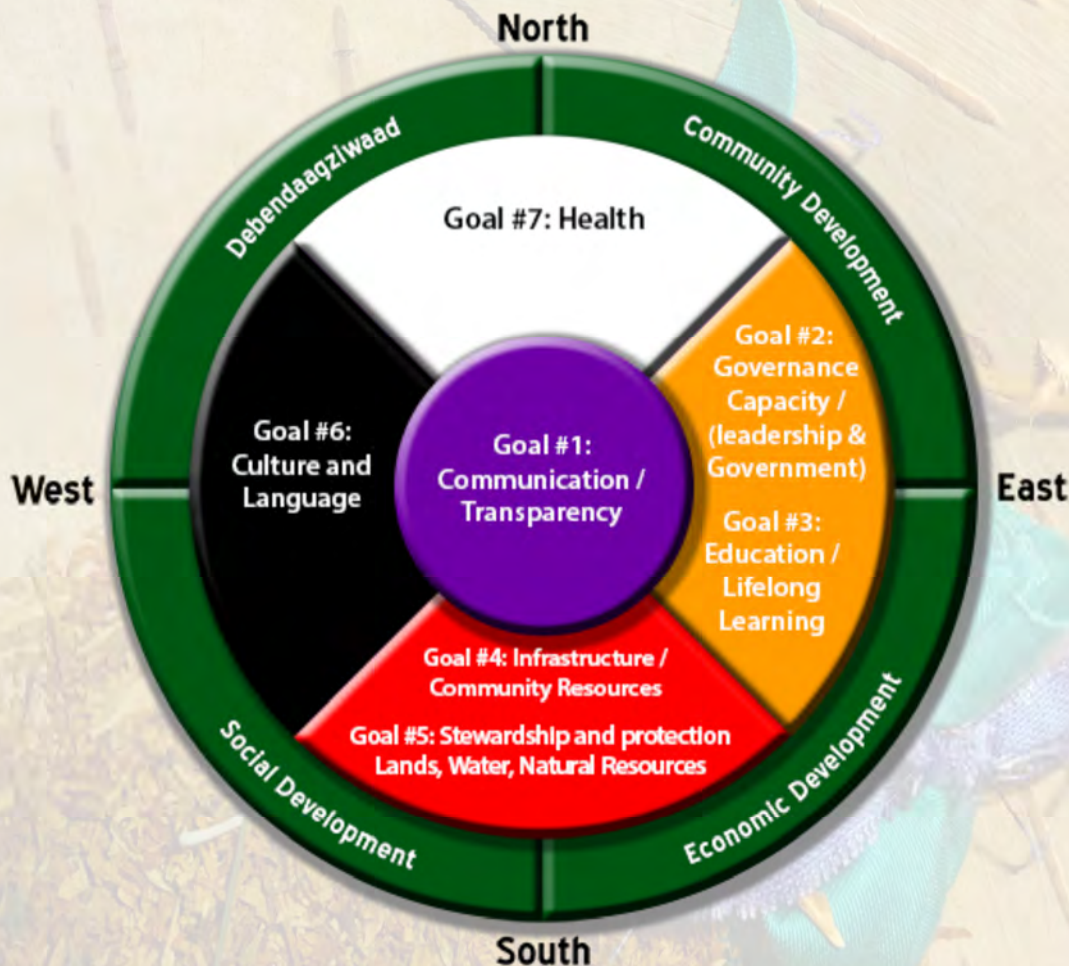
"This constitution will allow us to move towards our goal of self-governance."

Medicine Wheel of Goals

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

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

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



Goal #1 - Communication / Transparency (Centre)

Communication plays a central role in all of the work we do and we strive to be accountable to our Debendaagziwaad about what we are working on and how we plan to accomplish our goals.

Staying connected with our citizens both on and off-reserve informs and motivates our work. Open, honest dialogue is key to good governance, and we welcome community input on all issues. We make every effort to communicate information in a timely and accurate way using various methods. We also provide many opportunities for our Debendaagziwaad to stay informed through consultations, workshops, mailings, our monthly newsletter, website and social media pages.



The best way to receive timely updates is by following our Facebook and Twitter feeds, reading our monthly newsletter, and visiting our website regularly at www.nfn.ca.

Connect with Us!

 **Facebook:** [Nipissing First Nation Administration](#)  **Twitter:** [@Nipissing_FN](#)  **Web:** www.nfn.ca

No computer/internet? No problem! NFN has a very active online presence, but we also use direct mailings, newsletters, and other methods such as electronic signs, to keep community members informed.

In addition to the mailing that is sent in the middle of each month to provide notices and postings, you can ask to receive the monthly newsletter by mail by calling 705-753-2050.

Our monthly newsletter, *Enkamgak*, provides the community with important information about programs and projects, recaps recent events, and lists all upcoming events in one place. The newsletter is available on our website, on Facebook and can be sent directly to your inbox each month by emailing genc@nfn.ca.

Goal #1 of our Strategic Plan - Communication and Transparency - is at the core of all the work we do.

Pro-active and responsive communication is critical to building a foundation of trust and understanding, while helping people connect with each other and their community.

Contact: **Geneviève Couchie, Wiinmaaged Ezhwebak (Communications Officer)**
Phone: 705-753-2050 ext. 1270 | Cell: 705-498-2507
Email: genc@nfn.ca

Administration

Our Administration supports the day-to-day business functions of Nipissing First Nation and works to deliver the mandate established by our Chief and Council.

This includes: scheduling Council and Committee meetings; preparing and posting meeting agendas and minutes; developing policies and overseeing their implementation; managing records and retention schedules; making travel arrangements for Chief and Council, and senior management, as well as addressing inquiries and concerns from staff members, community members, external partners, funders and agencies, and the general public.

The Administration Department oversees: Communications, Emergency Services, Human Resources, Reception Services and Special Events, and provides general guidance to the rest of the organization.



The Administration Complex in Garden Village has two reception areas: one in the original section of the building for the Chief, CEO and Administrative staff, and another in the new section of the building to serve the Lands, Membership, Economic Development, Employment & Training, Facilities, Maintenance, Housing and Social Services departments.

Contacts:

Freda Martel, Director of Administration

Phone: 705-753-2050 ext. 1223

Email: fredam@nfn.ca

Kimberly Salvaneschi, Executive Assistant

Phone: 705-753-2050 ext. 1229

Email: kims@nfn.ca



HUMAN RESOURCES

Our workforce totals 125 full-time employees, and grows to nearly 200 staff members when we include seasonal contracts and student workers (secondary & post-secondary).

For the 2017-2018 fiscal year, the Human Resources department recorded **92 hires** consisting of 12 salaried positions and 80 contract positions (including the seasonal beautification & maintenance crew, secondary and post-secondary workers, and short-term contracts).

Our department serves the dual function of providing advice and support to both individual employees and the NFN management team with respect to employee-related matters. We also provide training opportunities and promote employee wellness through support programs and team-building events that are coordinated throughout the year.

All employment opportunities are available on our website at www.nfn.ca and are also posted to our dedicated [NFN Jobs & Training](#) Facebook page. Applications should be emailed to resumes@nfn.ca, faxed to 705-753-0207 or dropped off to the Administration Office.

Contacts:

Jennifer Lalonde, Human Resources Manager

Phone: 705-753-2050 ext. 1253

Email: jenniferl@nfn.ca

Dennis Goulais Jr., Human Resources Clerk

Phone: 705-753-2050 ext. 1229

Email: jrg@nfn.ca

Financial Transparency

Our complete financial audit for the last fiscal year (April 1, 2017 to March 31, 2018) is available at www.nfn.ca (under Administration > Audit Information) along with previous audits. You can also request a copy in person or call 705-753-2050 to request a copy by email, mail or fax.

The Consolidated Financial Statements are included at the end of this publication. Should you have any questions about the contents of these financial statements, please contact:

Tamara (Tammy) Saulis, Chief Financial Officer

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



Goal #2 - Governance / Capacity (East)

Nipissing First Nation is governed by a Chief, a Deputy Chief, and six (6) Councillors who are elected for a 3-year term by registered Debendaagziwaad living both on and off reserve.

Council meetings are held on the 1st and 3rd Tuesday of each month and are open to the membership. Council agendas and minutes are posted at the Administration office and at www.nfn.ca.

Programs & Services

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

- Culture & Heritage
- Economic Development
- Education
- Employment & Training
- Facilities & Infrastructure
- Health Services - including a comprehensive Community Health Program, Traditional Healing and the Right Path Counselling and Prevention Services
- Housing (on-reserve rental and ownership programs through NFN & RBC)
- Land Management
- Membership Services
- Natural Resources
- Social Services - including a Native Child Welfare Prevention Program, Food Bank, Ontario Works office, Ojibway Women's Lodge and True Self Debwewendizwin Employment & Training Program
- Public Works & Roads
- Recycling & Waste Diversion
- Water & Waste Water Treatment

Please see the inside back cover for a listing of program managers and supervisors.

MILESTONES

"You have to know where you've been to know where you're going."

We're mindful of where we've been, and we know very well where we need to go in order to protect our nation's inherent rights and to empower our membership.



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

2003



Land Code Ratified

2005

Fisheries Law Enacted



2013



Gichi-Naaknigewin Ratified
Boundary Land Claim Settlement
Financial Administration Law Passed

2008

Strategic Plan Implemented



2016

Voted "YES" to the AES
Financial Management Systems Certification



2017

Natural Gas Installations complete in most communities

2018



NFN & MNRF receive 2017 Gold IPAC Leadership Award for strategic collaboration on a shared resource (fisheries management)

NFN Education Law Enacted
Hosted All Ontario Chiefs Conference
KEB Office & Small Business Centre Construction Completed in Yellek
Construction Starts on New Daycare & Community Hall in Duchesnay
Citizenship Committee formed to help develop Citizenship Law



Boundary Claim Settlement & Trust

In 2013, Nipissing voted to accept an offer of **\$124 million** from government negotiations as a land claim settlement that reflected the validity of Nipissing's research that the reserve boundary was incorrectly surveyed after the 1850 Robinson Huron Treaty, resulting in a smaller reserve than agreed upon.

An initial Per Capita Distribution (PCD) occurred in 2014, but the majority of the funds were placed in trust to maximize the benefit to current and future nation citizens. The trust is designed to benefit the current generation by allowing Nipissing to use interest revenues to invest in community, social and economic development initiatives, while also preserving the wealth for future generations.

The 2013 Boundary Claim Trust is managed by a Board of Trustees that includes: Chief Scott McLeod, Deputy Chief Muriel Sawyer, Councillor Rick Stevens, and three Nipissing member Trustees: Meriza George, Matt McLeod and Tim Laronde, as well as a Peace Hills Trust Corporate Trustee. Our investment portfolios (for the interest income earned on the trust capital) are professionally managed by two separate investment management firms: Lincluden and Mawer.



Quarterly newsletters issued by Peace Hills Trust are posted to www.nfn.ca. Representatives from Peace Hills Trust also attend our Annual Meeting to review documents with community members and answer questions.

New Outdoor Rink/Sportsplex Facility and Expansion of the Administration Offices in Garden Village completed in 2017. Investments in Yellek and Duchesnay are planned for 2018 & beyond, including the construction of a new daycare/community hall.



Economic Development

Bineshii Commercial / Light Industrial Business Park

This new development will provide **30 serviced commercial / light industrial lots** for commercial businesses and small industries. The project is located along highway 17 west between Young Forestry Services and the Eagle's Nest Gas Bar & Craft Store in Yellek.

Project completion is slated for the fall of 2019.

Bineshii Small Business Centre & KEB Head Office

Completion of this multi-tenant commercial and office complex met its targeted date of fall 2018.

The Kinoomaadziwin Education Body (KEB), celebrated their grand opening on October 2, 2018.

Up to four small businesses owned by NFN members are preparing to move into the available small business incubator spaces that were included in the building's design to foster business growth.

Natural Gas

Installation of natural gas services is complete in Jocko Point, Beaucage, Yellek and Duchesnay.

A feasibility study is scheduled to determine if natural gas services can be provided in Garden Village.

NFN Greenhouse

NFN is moving forward with a production-scale, cold-climate greenhouse that will create an additional revenue stream for NFN, provide employment and training opportunities for community members, build capacity and provide a healthy, sustainable food source for NFN and area. Construction will begin in 2019.

Our four rooftop solar projects generate approximately **\$100,000** annually for NFN.



Goal #3 - Education/Lifelong Learning (East)

Our Education Department administers education programs and supports from the pre-school to post-secondary levels, including weekly Adult Education classes in Garden Village and Duchesnay. Administrative responsibilities are varied—including providing safe and reliable daily bus services, establishing adequate education service agreements with the four local Provincial School Boards, addressing special learning needs, meeting the reporting requirements of various funding agencies, and partnering with community programs and external agencies to deliver positive educational experiences.



NFN is proud to be one of 23 First Nations to join the Anishinabek Education System (AES). This represents an important step out from under the Indian Act and will provide reliable funding to operate the stand-alone AES. Agreements have been signed with Ontario and Canada to support this vision of a quality education system that promotes Anishinaabe culture and language, and improves education outcomes for Anishinabek students within a system that is parallel to its provincial counterparts, as well as within the provincial system itself, which 60% of First Nations students attend.

Our staff and committee members continue to serve on First Nation Advisory committees that honour the Education Service agreements that are guided by the Calls to Action: Truth and Reconciliation, and the First Nation, Métis and Inuit Education Policy Framework within the new context of the Anishinabek Education System. Focus areas for growth plans include using data to support student achievement and opportunities, as well as to support educators with Professional Development to increase knowledge and awareness of culture, histories, traditions and perspectives to support Indigenous learners.

Our buses transport students to 15 different schools in Sturgeon Falls and North Bay, as well as to Nbisiing Secondary School. We serve approximately 252 students daily. Nbisiing Bus Lines also provides charters for various programs and functions in and around NFN. The program could not operate without the committed crew of regular and relief drivers from our community, neighbouring communities and our dedicated busing coordinator.



Children's Services

In January 2018, the position of Manager of Children's Services was established to provide direction and oversight of NFN's daycares, Summer Children's Program, Integrated Children's Program (after-school), Early Child Development, Jordan's Principle and the Recreation Program.

Nipissing First Nation's Child Care Programs offer quality child care and opportunities for children aged 18 months to 5 years of age to learn through play. Our Registered Early Childhood Educators provide excellent learning opportunities for the children to grow socially, emotionally, physically and intellectually.

The childcare centres also offer and support our Culture and Language through play-based and land-based learning activities. Both centres are non-profit organizations that are operated by Nipissing First Nation and licensed by the Ministry of Education's Child Care and Early Years Act.

Program Highlights

- Professionally-trained Registered ECE (Early Childhood Education) staff
- Field trips, special activities and community visitors
- Healthy and age appropriate social skills, spiritual, physical and emotional development
- Nutritious hot lunches, plus morning and afternoon snacks
- Ojibway language and cultural components
- Community Celebrations
- Fundraising events

Both of the childcare centres have been working towards improved working relationships by combining staff meetings on a quarterly basis, communication and joint fundraising efforts. Each program has seen staff training and parent engagement become a priority. By using the HiMama Program; parents/caregivers of children within both centres now have access to information about their children's day, such as what their children are learning through play-based activities and what they had for lunch!

Couchie Memorial Daycare Centre

Jill Beaucage, Supervisor
705-474-9860 | jillb@nfn.ca

Nipissing Ojibway Daycare Centre

Kelsey McNeill, Supervisor
705-753-4052 | kelseym@nfn.ca

Children's Services

Brandie Fong, Manager of Children's Services
705-753-2050 ext. 3001 | brandief@nfn.ca





Former Chief Marianna Couchie is a member of the Kinoomaadziwin Education Body Board of Directors, while Deputy Chief Muriel Sawyer, Fran Couchie (former Director of Education) and Nancy Allaire (current Director of Education) are our NFN representatives on the Regional Education Council #3 for the Anishinabek Education System.

Through a partnership with Health Services, Child Welfare and our Library, the Education Department helps operate the after-school Bi-gzhaadge Binoonjiiyak—Integrated Children’s Program (ICP). We also support the Nbsiing Anishinaabe Chiikewin—Summer Children’s Program (SCP) to contribute towards a successful and meaningful land-based program for our children.

Both programs offer experiential learning and activities with elders, parents and community partners.





N B I S I I N G S E C O N D A R Y S C H O O L

VISION: “Soaring to Excellence, Embracing Nishinaabe Pride”

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



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

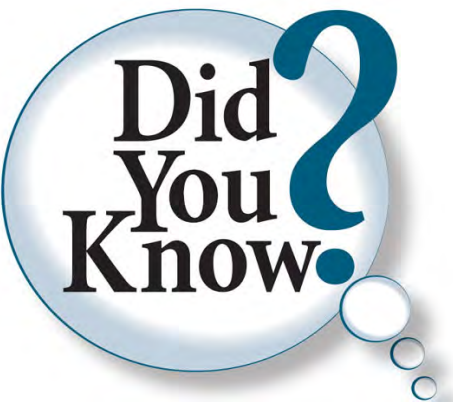
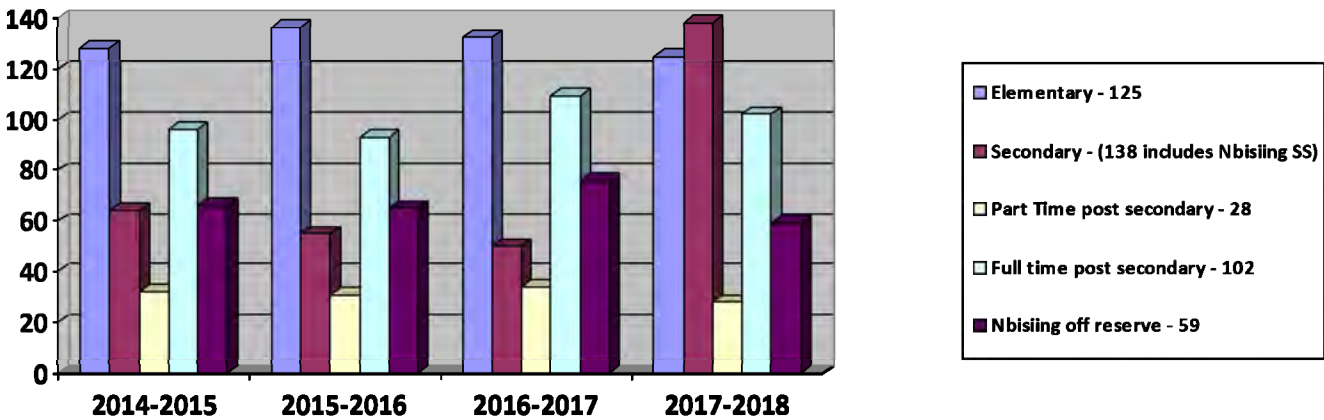
ABOUT OUR SCHOOL: Nipissing Secondary School is a private secondary school that is inspected bi-annually by the Ontario Ministry of Education. By nourishing pride, self-esteem and self-identity through culture, traditions and language Nipissing represents the new vision of Education in our nation.

There is a strong focus on the “whole” student - the intellectual, emotional, physical, social, and cultural/spiritual. Students benefit from the strong, effective and caring administration and teacher-leaders, as well as the strong infusion of language and culture into the curriculum. A comprehensive school evaluation was completed in 2017-2018, and the school’s improvement plan includes overarching goals that align with Nipissing First Nation’s strategic goals under the four pillars: literacy, numeracy, community and pathways.

The school’s many programs and services are supported and facilitated by 18 dedicated full-time staff members. Enrolment has increased with 84 students registered, including 18 on-reserve students and 66 off-reserve students. Further information, reports and data can be accessed on the school’s website at www.nbisiing.com or by contacting the school at 705-497-9938 or admin@nbisiing.com.



The table below provides a brief look at our student populations over the past four school years: 2013-2014, 2014-2015, 2016-2017 and 2017-2018.



Education has the largest budget at Nipissing First Nation

393 full and part time students at elementary, secondary and post-secondary levels

Majority of funding pays for direct education services (tuition fees to four local school boards)

In 2017-18 fiscal year, there were over 100 applications for post-secondary funding & 16 students graduated from their programs



NFN Employment & Training

Our Employment & Training Unit works alongside our member clients to provide guidance, training and tools to develop the skills needed to reach their goals and career aspirations.

We collaborate with other NFN departments, as well as local community colleges, organizations and businesses to develop training programs that prepare our clients for the demands of current and future labour markets.

Services Offered

- Resumé and cover letter writing + job search techniques
- Sponsorship and linkages to academic, practical and pre-apprenticeship programs
- Targeted wage subsidies for on-the-job training programs
- Guidance on self-employment and small business management
- Workshops & Career Fairs
- Assistance with EI applications (regular or special benefits) and CPP applications (disability, early retirement, survivors, old age)

Stewardship Youth Rangers/Junior Rangers

This program is offered in partnership with the Ministry of Natural Resources and Forestry (MNRF) and employs a team of four (4) high school students and a team leader. The youth who participate in this program acquire valuable skills and knowledge about their environment, including fish, wildlife and ecosystems. These skills are applied to protecting and sustaining our precious natural resources for future generations.

Contact our office to find out how we can help! Call 705-753-2050 or send an email to:

Tom Lambert, Manager
thomasl@nfn.ca

Sarah Fisher, Assistant
sarahf@nfn.ca

Kick-off of natural gas project in Jocko Point - May 2017



True Self Debwewendizwin Employment & Training



True Self Debwewendizwin adopts an Indigenous wholistic healing approach in workshops, talking circles and one-on-one peer support.

This approach provides individuals with the tools and knowledge needed to reduce vulnerability to poverty and abuse, thus breaking the cycle for themselves and their children. Complete mental wellness encourages the pursuit of education, training and employment—a journey to economic autonomy.

Stats for 2017-2018

- **516** individuals received support through the program
- **64** started *ABC's to Heal your Life* workshops or individual service plans - 46 completed
- **50** Men's Circles & **66** Women's Circles
- **45** Workshops delivered in Mattawa
- **46** Workshops delivered in Sturgeon Falls
- **160** Hours committed to the North Bay Warming Centre and Good Food Box program
- **53** participants found employment
- **17** participants went on to post-secondary education

We wish to gratefully acknowledge donations received from the Gateway Theatre Guild (\$510) and Rebuilt Resources Skills Development Inc. (\$1,000). Chi-Miigwech!

Donations received from the community, along with the support of our partners at Nipissing First Nation and Nipissing University, allow us to host an annual traditional Christmas Feast for nearly 120 women, men and children, with the children receiving a special visit from a magician and a gift from Santa.

For more information about our programs, please visit www.trueself.ca or call us at 705-474-4058.



Kendaaswin (Library)

Library Cards

Our library cards provide access to materials from both the NFN Kendaaswin and Nipissing University. We can also provide online access through a smart phone app. Call or come in to our Kendaaswin today to learn how to get a library card of your own and access all of our materials.

Programs & Partnerships

Our Kendaaswin continues to partner with other NFN departments to offer various programs, including:

- **Adult Education** - in partnership with NFN Education Department and Ontario Works
- **Homework Assistance Centre for Kids (H.A.C.K.)** - Monday to Wednesday from 3:30p.m. to 5:30p.m.
- offered from September to June in partnership with the Education and Recreation departments
- **Integrated Children's Program (ICP)** - Thursdays from 3:30p.m. to 5:30p.m.
- offered from September to June in partnership with the Native Child Welfare Program
- **Child & Youth Programming** - in partnership with the Native Child Welfare Program and Recreation, we provide fun excursions and activities every month, including craft, movie and theme nights for two age groups: 6-12 year olds and 13-17 year olds

Our partnerships are formed to support each other's goals to provide safe, cultural spaces for our youth to engage in literary, culturally-safe, educational and recreational opportunities.

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

Contact:

Randy Penasse, Librarian/Literacy Worker
24 Semo Road, Garden Village
705-753-6997 | randyp@nfn.ca

Services & Collections:

Wireless Internet (WiFi)
6 Desktop PCs & 4 Apple computers
7 iPads + collection of DVDs & Blu-Rays
Printing & Faxing (for a small fee)
Children's Books, Videos & Toy Room
Novels, Magazines & Instructional Materials
Driving Training Manuals
Photo Digitization
Ancestry, Family Trees & Community Pics
In-House Movie Showings

Goal #4 - Infrastructure/Community Resources (South)

Several NFN departments are working towards this goal of developing a holistic strategy to guide the sustainable development of our infrastructure and community resources. This is a snapshot of our Facilities Management department and the services they provide.

Facilities Management / Gimaagamgoon

Facilities Management oversees Public Works, Infrastructure, Roads, Water & Waste Water, Maintenance and the seasonal Beautification & Maintenance program that has created 40 jobs since 2015.

Waste Management & Diversion / Aanji-Aapichitooyang

Thanks to community support for bi-weekly curbside recycling and seasonal clean-up initiatives, we are diverting **150 tonnes** of recyclable materials from the landfill per year. Residents also recycled nearly **500 tires** and over **4 tonnes** of electronic waste in the last fiscal year (April 1, 2017 to March 31, 2018), and **over 4,000** tires since 2012. Miigwech for your efforts to protect the environment.

Enhancement Fund Requests

Our department benefits from Enhancement Fund support, which allows us to employ NFN members to assist with Beautification & Maintenance work, including cemetery maintenance, improvements to the pow wow grounds, seniors' lawn care and snow plowing programs.

Training & Certifications

Our staff receive ongoing health & safety and operational training to assist them with maintaining our facilities, infrastructure and assets at optimal levels.

Asset Maintenance & Management

We continue to regularly monitor and maintain our community's many assets. Our Maintenance department completes interior and exterior cleaning and property maintenance for the main Administration Complex, Public Works, Natural Resources & Fisheries Office, Food Bank, Fire Halls, Culture Centre, Library, Fitness Centre and other NFN-owned administrative properties.



Water & Wastewater Management

As part of our ongoing Infrastructure and Capital Planning processes, we are investigating and addressing water and wastewater infrastructure systems in our communities.

We have positioned NFN to be the likely candidate to be the 1st First Nation in Ontario chosen to be part of a **10-year grant funding pilot project**. This flexibility will enable NFN to pursue new methods of financing major capital projects like water and sewer.

To date, we have received **\$182,000** from Federal and Provincial governments under the Clean Water and Wastewater Fund (CWWF) to upgrade our systems to an industrial control system that monitors and controls facilities and infrastructure in Water Plants and alerts Operator remotely of any problems.

We have also received **\$15,000** from the First Nations Water/Wastewater Action Plan (FNWWAP) to assist with public health projects/hires following additional testing by NFN Water Treatment Operations.

We will be receiving **\$150,000** from Indigenous Services Canada (ISC) to complete a “Class A” cost design, and we are approved in principle to complete upgrades to the Garden Village water system in 2019-2020.

We will also be receiving **\$350,000** (over two years) from ISC for a feasibility study related to the Duchesnay water and wastewater systems with completion of upgrades targeted for 2019-2020.

We are fortunate to have 3 Water Operators, 1 Wastewater Operator and 1 Operator-in-Training to service the municipal water in Garden Village and our surrounding communities.

Our operators are continually upgrading their licensing and knowledge to enhance plant operations, and to perform installations and repairs using safe and effective methods.

Daily inspections are performed at all of our pump houses to ensure that all levels are maintained within Health Canada guidelines for water quality. Health Canada also performs weekly tests to ensure the best quality of water is delivered for our communities.

MAKING CRITICAL INVESTMENTS

in our East End communities



Road Construction / Improvement Projects

\$500K spent on Yellek Trail West Extension in summer 2018.

We also carried out routine road maintenance work in all of our communities, including gravel lifts, grading, ditching, culverts, brushing and signage.

Installation of Natural Gas Services

Installation of natural gas services is complete in Jocko Point, Beaucage, Yellek and Duchesnay. A feasibility study for Garden Village is planned.



NFN Small Business Centre & KEB Head Office

\$3.3M spent in Yellek on a Small Business Centre and Head Office for the Kinoomaadziwin Education Body / Anishinabek Education System.

This project is expected to receive \$2.5M in funding to offset costs, while NFN will generate lease revenues from the KEB and NFN businesses.

Duchesnay Daycare & Community Hall

\$2.9M is budgeted for the construction of a new daycare and community hall in Duchesnay. Completion of this 7,000 ft² multi-use facility is slated for July 2019. The daycare will be over 3,000 ft² and the hall over 4,000 ft².



COMPLETED PROJECTS

in Garden Village

The Administration Complex expansion and new Outdoor Rink in Garden Village were completed in 2017. Since then, we have been able to facilitate more recreation and special event programming, including hosting the All Ontario Chiefs Conference in June 2018 that welcomed over 400 visitors to NFN.

Enhancements that have been made to the Rink/Sportsplex in the past year include the installation of:



- Fibre optic internet line and sound system
- Cooling & Refrigeration lines for future use
- Ceiling, ventilation and netting to prevent birds from nesting in the facility
- Banners commemorating the 1972 *Nipissing Warriors* championship team
- AED Defibrillator and other safety measures such as ice-guards, ramps and signage

Some of the improvements listed above were facilitated by grant funds we received from Waubetek's Community Economic Grants fund. NFN applied for and received \$10,000 in funding to offset costs to retrofit the outdoor rink to prepare it as a hosting venue for the three-day All Ontario Chiefs Conference.

We have also purchased a small Zamboni to assist with rink maintenance, and made some improvements to the change rooms and areas around the facility.

Meanwhile, the additional 11,000 square feet of space in the new wing of the Administration Complex allows more of our staff to work under one roof, and out of aging buildings that were no longer suitable.



Housing

Emergency & Repair Loans

This program was developed to assist members by providing funds to complete minor repairs to their homes for emergency purposes. Three members qualified for the emergency repair program in the 2017-18 fiscal year, while 15 members qualified for the repair loan program to complete various repairs.

Housing Loan Programs

\$4,894,823 has been borrowed through the NFN Housing Loan program since it was amended in 2005. **\$9,165,225** has been borrowed through the RBC On-Reserve Lending Program since it started in 2005. These loans have assisted our members with constructing new homes, or with purchasing and repairing existing units to meet the building code.

Residential Rehabilitation Program (RRAP Grants)

Since 1995, the CMHC RRAP Program has provided **\$1,542,968** to assist members with making repairs to their homes to bring them up to today's building code standards.

Seniors' Minor Repair Grant Program

This programs allows seniors who are over 60 years of age and have a total household income of less than \$42,500 a one-time grant to a maximum of **\$5,000** to make necessary repairs to their home. A total of 57 grants have been approved since the program was implemented in 2008.



What's New?

New triplex (3 x 1 bedroom units) & 3 bedroom house in Garden Village

New 3 bedroom house on Yellek Trail

Upgrades to Seniors' Complex and older apartment units, including: new propane furnaces, deck repairs and replacements, eavestroughs, driveway upgrades, interior cabinets and exterior renovations.

With 8 units added in 2018, NFN now has 76 rental units available to members aged 18 years +



Fire & Emergency Services

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

Emergency Preparedness

Beyond monthly Emergency Planning meetings and regular updates to our preparedness plan, we are working towards the implementation of the Aboriginal Disaster Resiliency Plan to measure NFN's abilities to rebuild after suffering through a number of different disaster scenarios for our area.

Fire Protection

Responsibilities include the recruitment and retention of fire fighters for all three fire halls within NFN (Garden Village, Jocko Point and Duchesnay). We currently have 12 firefighters in Garden Village, 13 in Jocko Point and 9 in Duchesnay for a total of 34 firefighters supporting Nipissing Nation.

We have a fleet of 5 fire trucks, including a new pumper/tanker to service the Garden Village area and its large community buildings. The Duchesnay Fire Hall will have the use of a pumper/tanker with foam for quick suppression (foam works faster than water and is better suited to the Duchesnay and Yellek areas due to the lack of water hydrants in these areas).

We provide various types of training, including tactical fire suppression exercises and equipment maintenance, and oversee administrative functions such as fire agreements, training documentation and automatic aid agreements. We also offer support and receive support from area fire departments.

Health & Safety

Responsibilities consist of documenting incidents, adhering to mandatory meeting requirements and ensuring that NFN is a safe place to work. Awareness and training are provided to support NFN staff.

For the 2017-18 fiscal year, NFN Fire and Emergency Services responded to 7 calls within the boundaries of NFN for 2 Structural Fires, 1 Brush/Grass Fire, 1 Motor Vehicle Fire and 2 calls for downed hydro lines. We also responded to 2 carbon monoxide/fire alarm calls.

Goal #5 - Stewardship & Protection (South)

Our Land Office prides itself in its relationships with the owners of the land, the Nipissing people. Our staff endeavours to make any land project a continuing education experience that is heavily weighted with a strict conscience to protect the Nipissing people, their land and resources.

Law Making

On May 9, 2003, we ratified the Nipissing First Nation Land Code. Since then, Nipissing has developed and **enacted** the following laws: ATV Bylaw, Grants of Entitlement, Land Law Consultation and Enactment Process, Matrimonial Property Law and Smoking Bylaw. Below is the status of other NFN laws:

- **Ready for Consultation:** Environmental Law and Zoning & Land Use Law
These laws, regulations and guidelines have achieved legal review and will be presented in fall 2018.
- **In Development:** Adoptions Policy, Enforcement Law, Membership Policy for Transfers, and Timber, Fuel & Wood Permit Guidelines
- **Drafted for review** at the Land & Bylaw committee table: Fireworks Law, Landlord Tenant Act, Snow Plow Law, Residency Law, Handicap Parking Law, Snowmobile Law, NFN Registry Law, and the Nipissing Freedom of Information Law.

Process & Procedures

The Nipissing Land Office operates under annual work plans that are approved by Chief and Council, and also carries out its management responsibilities for land, resources and water under Archaeological and Environmental Management Plans. Some of our responsibilities and duties include:

911 Emergency Records	Land Records Repository	Power of Attorney
By-Law Development	Land Repatriation	Registry and Document Repository and Archive
Cemetery Records	Land Use and Zoning Development	Residential Land Leasing
Commercial Land Leasing	Life Estate	Resource Permit(s) Extraction (sand, fill, gravel, rock, minerals, timber)
Consultations on Land	Living Will	Resource Use Records
Corporate Purchases and Trusts	Project Management for Environment Plan	Secured Status Card applications
Court and Legal Liaison	Project Management for Archaeological Plan	Surveys Repository & Map requests
Environment Protection	Project Management for Contaminated Land Remediation	Survey Monument location
Easements, and Rights of Way	Nipissing Demographics and Statistics	Taxation Bylaw Development
Geographical Information Repository	Nipissing Membership Documentation Repository	Timber Resource Management
Heritage and Cultural Site investigation and protection	Nipissing Membership Estates	Territorial Land Protection and Research
Historical Research	Nipissing Membership Gasoline Exemption Cards	Treaty, Land and Resource Claims Research
Industrial Land Leasing	Nipissing Membership Status Cards	Utilities Grants in Lieu, PILT, Permits, Leases
Land Law Development	Nipissing Nation Member Allotments	Veterans Day Memorial
Land Negotiations	Nipissing Last Will and Testaments	



The summer of 2018 marked the 5th year of operation for the **Nipissing Archaeological Summer School**.

In previous years, Beaucage Park and the Mosquito Creek settlement areas were investigated. In 2017, the school searched the Garden Village lakefront (beach) cemetery, one of 12 known cemeteries or burial grounds both on and off Nipissing Nation land. A survey study of the Little Manitou island was also completed, including the remains of a kiln which may predate European settlement in the Nipissing territory.

In 2018, the school studied the Little Sturgeon River, Mosquito Creek, Yellek, Duchesnay and Garden Village.

L-R: Arrowhead found at Dokis Point, Rock Painting on Kennedy Island, and a chimney at Dokis Point



Goal #5 - Stewardship & Protection (South)

The Natural Resources Department remains committed to the sustainable management of Nipissing Nation's resources. The Natural Resources Committee also helps promote awareness, and provides recommendations to Chief & Council on various resource issues.

Memorandum of Understanding (MOU)

We have made positive strides in our fisheries management activities with the resources provided through our Memorandum of Understanding (MOU) with the Ministry of Natural Resources and Forestry (MNRF). We are seeing early signs of recovery, however the walleye population remains stressed and requires additional time to rebuild their numbers to maintain a healthy, strong fishery.

2018 marked the third year of our working relationship with the MNRF, which is guided by our shared goal of supporting the recovery of the Lake Nipissing walleye population through the full implementation of NFN's *Fisheries Law*. Some highlights of how the MOU benefits NFN include:

- Recognition of NFN's Gichi-Naaknigewin & Fisheries Law by the Government of Ontario
- Upholds our values and principles of sustainability as reflected in the Gichi-Naaknigewin
- Provides financial support for training, employment and assessment needs
- Provides technical support to assist with fisheries management
- Assists NFN Fisheries staff with fully implementing the NFN Fisheries Law & Regulations

Ontario Police College (OPC) Graduate

In November 2017, Tyler Couchie became our second NFN enforcement officer to graduate from the OPC. Clayton Goulais graduated in April 2017.

Tyler has joined the Natural Resources team and looks forward to carrying out his duties to ensure that our management goals are met. NFN congratulates Tyler for his accomplishments and commitment to the protection of our natural resources.



Commercial Fisheries

One of our main goals is to work towards a sustainable walleye fishery in Lake Nipissing. Each year, as part of NFN's Fisheries Law and Regulations, fishermen (in compliance with these regulations) provide information and data needed to help monitor and calculate the total walleye harvest for the season. In 2018, we had **23 registered commercial fishermen** and our overall harvest was within target limits to ensure sustainability. We would like to thank the MNRF Conservation Officers and Anishinabek Police Service for helping our enforcement staff monitor for compliance with the NFN Fisheries Law.

Fall Walleye Index Netting (FWIN)

Every year since 1998, NFN has completed this standardized assessment method in partnership with the MNRF to assess the health of the walleye population. This year, a total of 48 nets consisting of different mesh sizes were set in deep and shallow areas of the lake. Fish were brought back to NFN for biological sampling of total length, fork length and weight. Ages structures, sex and maturity of the walleye were also collected. All edible fish were filleted and donated to the NFN Food Bank.

Shoreline Assessments & Permits

Shoreline permits continue to be issued to all residents (members and non-members) when working in or around water within NFN. The purpose of permits is to guarantee that no harmful alterations are made to shorelines as they cause harm to fish and other wildlife habitat. Applications are available at the Natural Resources Department or by calling 705-753-6991.

Hunting

As part of the NFN Hunting Policy, the Natural Resources Department reviews and processes Inter-Treaty requests to harvest within our Traditional Territory. Our goal is to ensure sustainable wildlife populations that meet the needs of NFN members and their families.

Education & Outreach

Each year, our Natural Resources biologist and technicians promote and inform the community about the work they have completed and are working towards. These projects support Goal #5 by promoting responsible stewardship and protection of our lands, waters and natural resources. Our biologist, Nikki Commanda, recently presented information about Lake Nipissing lake sturgeon at a Science Festival in North Bay that was attended by 600 people (including local students and the general public).

Goal #6 - Culture & Language (West)

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

Language - We continue to offer two weekly Anishinaabemwin community classes in Garden Village and Duchesnay to provide opportunities for members to learn with fluent speakers and qualified teachers. On average, 25 people attend the classes in Garden Village and 15 attend in Duchesnay. Both of our daycares also infuse language and culture into their daily programming.

Culture - Our Culture Strategic Planning process started in April 2018 and involved several community sessions with facilitator Bob Goulais, as well as the use of survey tools to establish the key framework: History & Heritage, Nbisiing Anishinaabemwin, Nbisiing Culture, and Spirituality & Ceremonial Life.

Heritage - We celebrated our 30th annual pow wow on Labour Day weekend 2018. Our gathering was a great success again this year thanks to our dedicated staff, volunteers, community members, businesses and local partners who generously contribute time and resources. Chi-Miigwech!

Some of our other program offerings include: moon ceremonies, men's circles, grandmothers' circles, cultural arts workshops, and family drum socials. We also host special events and ceremonies throughout the year, including the Anishinaabe Art Show, Spring Water Ceremony, Memorial Ceremony and Annual Round Dance, as well as special workshops sharing traditional knowledge, such as clan teachings and natural law teachings.



Anishinaabemwin Interior & Exterior Signage

Per our Gichi-Naaknigewin (Constitution), Anishinaabemwin is the first language of the Nbisiing people, and English is the second. As such, it was time for our signage to reflect that.

Our Facilities and Culture Departments worked together to translate position titles, department names, as well as the names of rooms and buildings across the Administration Complex in order to create appropriate signage and building directories.



**FOR THE NEXT 7
GENERATIONS**
13 INDIGENOUS GRANDMOTHERS
WEAVING A WORLD THAT WORKS.



Contact:

Glenna Beaucage ndoon zhinkaaz, Shaagi ndoodem
Enaagdawenjiged (Manager)

Nbiising Anishinaabe Gaa bi-Naadzwaad Gamig (Culture Centre)

Goal #7 - Health & Well-Being (North)

In striving to offer a comprehensive community health program, we are mindful of cultural and traditional approaches to wellness, and also embrace new and innovative ways of delivering services. Health Services is pleased to share the following details and data for the 2017-2018 fiscal year.

Community Health

- ✓ **Influenza Immunization Program** - 13 clinics offered across NFN, with 111 people vaccinated
Eligible clients also received the Shingles vaccine and the pneumococcal vaccine.
- ✓ **Health Promotion & Other Services** - NFN Pandemic Plan was revised in 2017-18
Information circulated about measles, mumps, whooping cough, product recalls and immunizations
- ✓ **Environmental Health** - followed up on 2 animal bite incidents to ensure medical care received

Maternal Child Health

- ✓ **Aboriginal Healthy Babies and Healthy Children Program** - to ensure families have access to a range of prevention and early intervention services from the pre-natal period to age 6.
- ✓ **Education** - to prepare mothers during their pregnancy through Baby Bundle information packages that are reviewed during the intake visit. Parenting and Child Development support is offered through giving a Welcome Baby bag after birth, either at the home or office visit.
- ✓ **Support, Screening & Linkages** - clients are provided with possible community resources needed to meet needs, including: Breastfeeding support, postnatal home visits, immunizations, AHBHC - Milk Coupon Program, as well as well baby records and Nipissing District Development Screen for monitoring achievement of developmental milestones from infant to 6 years of age.
- ✓ **Postpartum Support** - services are offered to those who have given consent to the local Public Health Unit to be contacted by the Maternal Child Health Nurse and for a home visit postpartum.
- ✓ **Prenatal Classes** - offered in partnership with NFN's registered dietician
- ✓ **Infant Massage** - 3 sessions of 5 weeks were offered with 8 families participating
- ✓ **Annual Calendar & Welcome Baby Celebration** - we continue to prepare an annual calendar welcoming babies born in the previous year, and an annual celebration honours those babies
- ✓ **Immunizations** - 30 children between 2 months and 6 years of age were immunized

Early Child Development

This program serves to engage families and children to improve the physical, intellectual, social, spiritual, and emotional being of NFN children. Offering home visits, parenting programs, one-on-one sessions and referrals are small parts of the program.

- ✓ **School Readiness / Ready to Learn** - The goal of the program is to prepare children for the best start on their journey through the education system. Entry-level evaluations are completed for each child to determine growth in the areas of social development, language skills, self-help and reasoning / cognitive functions. Children become familiar with bus routines and rules, school-based learning and lunch routines, and the program prepares both children and parents/caregivers for the transition.
- ✓ **Parenting Support** - Working with families to build their parenting capacity and support the building of healthy families works to address community health and well-being. By offering guidance, sharing information on local resources, education, FASD awareness, special needs resources and materials, parents are better able to access services.

Diabetes Education & Resources

This program continues to provide community-based services that aim to improve health outcomes associated with diabetes among individuals, families and the community. Our activities are aimed at increasing awareness of diabetes, risk factors and complications, as well as ways to prevent diabetes altogether. We are currently evaluating our services to improve and better serve NFN's needs.



Diabetes Events & Programs

- ✓ **World Diabetes Day** was celebrated on November 3, 2017 with a 4th annual healthy breakfast. Our theme was “Our Right to a Healthy Future” and the focus was Women and Diabetes, looking at promoting the importance of affordable and equitable access for all women at risk or living with diabetes. The **72** participants offered very positive feedback.
- ✓ **Love Your Selfie (Youth Retreat)** - This annual retreat lets youth participate in hands-on learning about diabetes and how healthy eating and physical activity can help to prevent diabetes. This year’s event in Garden Village focused on traditional teachings. Youth learned how diabetes can affect a community through a beaded craft activity called “Ribbon of Life”. They also harvested vegetables from the community garden, then shared a meal of wild duck and goose cooked over the fire. Rodney Commanda shared stories of our ancestors while teaching the **6** youth to make and cook bannock over the fire, which was followed by canoeing on Lake Nipissing.
- ✓ **A Love for Yourself** - This year’s theme was “Living with Diabetes” and featured a guest speaker from the community who shared her story about living with diabetes. **16** participants took part in an activity called the “Tree of Health”, which encouraged them to think about how they are managing their own diabetes or health in general.
- ✓ **Foot Care Services** - We offered **31** foot care clinics providing a total of **203** appointments.
- ✓ **Blood Glucose Screenings** - **7** adults were screened with 5 requiring further follow-up. This community initiative assists in the early detection, management and prevention of diabetes.
- ✓ **Integrated Diabetes Care Team Clinics** - **7** clients participated in a half-day session with various health care professionals, with an overall goal of improving culturally-safe diabetes care.



Nutrition

- ✓ **Nutrition Assessment and Counselling** - 17 individuals or families received services related to healthy eating, diabetes, weight management, blood lipids management and hypertension.
- ✓ **Canada Prenatal Nutrition Program (CPNP)** - This program serves pregnant women, new mothers and babies. There were 29 participants this year—12 were new to the program, and 13 completed it. Over the year, a total of 179 Good Food Boxes and Milk Coupons were delivered to participants.
- ✓ **Drop-In Sessions** - The Community Nutritionist and Maternal Child Health Nurse held two drop-in sessions on speech development and yoga, and plan to continue holding sessions like these. Two *Feeding Your Baby* session were also held to teach about introducing solid foods to babies.
- ✓ **Good Food Box Program** - This program aims to promote healthy eating and bring fresh food into more homes in our community. Each month, boxes are provided to CPNP participants, eligible clients of the Food Bank, and to any community members who would like to purchase a box.

Over the year, a total of 608 Good Food Boxes were delivered to community members.

The program runs the 3rd week of each month thanks to staff from the Lawrence Commanda Health Centre, the Food Bank and volunteers working together to assemble and deliver the boxes. Every Good Food Box includes a monthly newsletter with recipes and tips on healthy eating and activity.

- ✓ **Summer Children's Program** - The nutrition program worked with the Summer Children's Program again this year to offer jam-making. The children had the opportunity to participate in the whole process - from picking the strawberries to making the jam. This allows the children to learn some food skills along while participating in some traditional food practices.
- ✓ **Community Kitchens** - These workshops, also known as Health's Kitchen, give participants hands-on experience preparing different recipes to help build skills in the kitchen, and a chance to taste new foods and recipes. Participants share a meal that they have cooked and take home pre-prepared meals for their families. There is also a nutrition component, where topics such as increasing fibre, decreasing salt, balancing meals and reading nutrition labels are discussed.

Over the year, 6 workshops were held with a total of 43 participants. We worked with Ontario Works to offer a cooking demo with professional Chef Hiawatha Osawamick, while other sessions focused on topics such as cooking from your pantry, dehydrating foods, and a healthy twist on food.

Gtigewin Community Garden

This was the second year of our community garden, and it was an even greater success with the addition of a garden worker.

The worker carefully tended to the garden, new structures were developed, new volunteers were recruited, and we continued relationships with our community partners, including support from Leisure Farms with tilling, preparing the garden beds and planting seeds.

Once again, the garden brought community members together to care for, harvest and watch over the garden, and provided fresh healthy food grown *by our community for our community*.

We hosted **16** garden stands across NFN to distribute produce, with an average of **34** people attending each time.

Community members also accessed the garden over **100 times** to pick their own produce. Produce from the garden was also used in Diners' Club meals and to supplement Good Food Boxes.

The garden was incorporated into several programs this year, including new events such as Pick-Your-Own day, the Diabetes Youth Retreat and a Garden Cook-Off and Feast.



Our garden produced about 100kg of green and yellow beans, and nearly 3,000 carrots!



Giyak Moseng - The Right Path Counselling & Prevention Services

We strive to provide professional, culturally-safe, trauma-informed services guided by Indigenous knowledge in the area of mental health and addictions. The acknowledgement of culture as treatment remains at the core of the program, and this past fiscal year demonstrated significant opportunities for growth and expansion within our program.

These opportunities will continue to promote overall wellness to inspire hope, belonging, meaning and purpose through direct clinical counselling services, programming and events, as well as group initiatives. We are pleased to share the following highlights:

Wiidooktaadyang - We Are Helping One Another is a service integration model built from cultural values and norms around helping those individuals and families who may have multiple or complex needs across more than one service department/agency.

We are so very pleased that after many years of planning and development, we now have a dedicated position to carry this community-developed mandate forward. The Family Well-Being Coordinator was hired in December 2017 and supports our efforts to increase community service collaboration and partnerships to enhance service delivery and lead to improved outcomes in mental wellness for individuals, families and the community.

We have also hired a second Addictions Counsellor to complement the clinical team within adult-based services and to provide additional capacity and resources for our program. Two Child & Youth Mental Health and Addictions Counsellors continue to provide support to children and youth up to age 18 (including transitional youth up to 24 years) for Nipissing, and eight other First Nation communities.

In terms of programming and events, we facilitated an Applied Suicide Intervention Skills Training (ASIST) workshop for community members and offered expressive art workshops in conjunction with the Summer Children's Program.

This was the third year that the Parry Sound High School's Native Studies classes prepared Releasing Bundles with approximately 25 students. Students who are asking for this Anishinabek healing approach are now leading the teaching and preparation in these sessions.

Relationship-building is at the heart of working with children and youth and the services that intersect.

Wiidooktaadyang - We Are Helping One Another

Significant planning efforts have occurred in the area of Harm Reduction specific to naloxone and needle exchange, as well as a culturally-based community withdrawal management program. Successful proposal efforts will demonstrate implementation of programs and services that will move forward a harm reduction philosophy to support the whole community in the fiscal year ahead.

Nipissing First Nation has also been involved in the strategic planning for 7 Mental Wellness and Crisis Response teams throughout the Anishinabek Territory. The Right Path/NFN will be part of a central team for the 69/400 First Nation Mental Wellness Team, which is part of a Provincial and Federal funding announcement for enhancements to Mental Wellness services across the country.

Annualized funding from the National Aboriginal Youth Suicide Prevention Strategy (NAYSPS) was identified in 2017-2018 giving the Right Path a mandate to address youth suicide prevention and intervention. Collaborative efforts occurred with West Nipissing on World Suicide Prevention Day in September 2017. Further, these funds supported ongoing Traditional Teaching sessions with our youth, specifically on the importance of life promotion. A session with a community knowledge keeper was hosted at Nibisiing Secondary School in December 2017.

Partnerships and collaboration both within and external to NFN remain a strong component of the program. Staff representation on a few long-standing committees, as well as new committees, have been established and include: the North Bay and Area Drug Strategy committee, Alliance Center Program Advisory Committee, West Nipissing Suicide Task Force, Nipissing Service Collaborative, the NELHIN Mental Health & Addictions Advisory Council, Child and Youth Planning Table, and the Gateway Hub for North Bay.

Health promotion, for both mental health and addictions, is an integral component of the Right Path program. Annual events and activities, as well as new initiatives, aim to increase awareness and knowledge, provide information and support, identify early intervention opportunities, develop skills and encourage community action.

Targeted areas include responsible gambling, mental health literacy, stigma, life promotion and addictions. Workshops and in-service opportunities on a variety of wellness themes are offered for children/youth and adults/seniors alike.

Home & Community Care

The Home & Community Care (HCC) Program works towards Nipissing First Nation's overall vision, strategies and goals to enhance health and wellness to strengthen the individual, family and community.

This is achieved by supporting our member clients in their ability to live independently in the community by offering various services, such as: case management, referrals, client assessments, home care nursing, home support services including personal care and home management/maintenance, in-home respite services, transportation and the medical equipment loan program.

Home Support Services

Our Personal Support Workers (PSWs) are trained to assist with healthy meal preparation, bathing, monitoring medications and other personal care for our member clients. Our PSWs and Homemakers will also provide homemaking duties for those who are not able to do so on their own safely.

Our HCC Nurses provide assessments, which identify what is needed in a care plan, in order for us to meet the medical and health needs of our clients.

***6,052 hours of home support services were provided in 2017-2018 fiscal year.**

Help Line

HCC Program can assist clients in setting up a Helpline, which is a personal response service. This service ensures our member clients, who are living on their own at home, can get quick assistance whenever it is needed - 24 hours a day. The client just presses the help button (pendant or wristband) and a certified Helpline monitor will respond, assess the situation and contact the appropriate help, whether it be a neighbour, relative or ambulance.

Over the past year HCC has assisted approximately **85 member clients** with one or more of the services we provide. We cater our services to the needs of our member clients that are within our scope of work, which helps keep them in their homes and in our community. Services vary depending on the member client's abilities to function independently. Service may include transportation for groceries or medications while others may need more assistance with daily meal preparation, medication management and bathing.

Transportation Services

The HCC Program offers transportation services to our clients so they are able to perform their weekly errands. We offer transportation 3 days a week, including scheduled trips to North Bay and Sturgeon Falls. Clients are required to book trips 24 hours in advance to ensure we can accommodate them.

*** 896 transportation trips were provided in 2017-2018 fiscal year.**

Seasonal Services

The HCC program provides seasonal assistance around the home for member clients who are unable to safely do it themselves. This includes snow removal, grass cutting, and seasonal housing cleaning.

*** 651 hours of seasonal services were provided in 2017-2018 fiscal year.**

Respite

The HCC program also provides respite services for member clients who have a caregiver living with them, but who is required to be away from the home for appointments, work or personal care. This ensures member clients are not left alone when in need and provides down time for the caregivers.

*** 434 hours of respite services were provided in 2017-2018 fiscal year.**

Security Checks

The HCC program offers security checks for clients who are alone in the home. This service provides clients with a check in from the PSW at a set time to ensure they are safe in their homes.



The Home & Community Care Program supplements, but does not replace, our clients' efforts to care for themselves with the assistance of their family, friends and the community.

We help those who want to keep their independence stay in their own home and be close to loved ones for as long as possible.



Medical Loan Equipment

The HCC Program has a number of medical devices that member clients may need on a short term basis. We loan equipment such as walkers, hand rails, commodes, and wheel chairs that are required in order for the member client to remain safely in their homes.

Assisted Living

Assisted Living Services provide member senior clients with a full range of personal support services on a 24 hour basis as needed. This helps seniors who need daily personal care, meal preparation, and security checks to allow them to continue to safely and comfortably reside at home.

Assisted living services are intended to address the needs of high risk seniors so they are able to remain safely in their homes while reducing or avoiding unnecessary hospitalizations, emergency room visits and admission to Long Term Care Homes.

***2,343 hours of assisted living services were provided in 2017-2018 fiscal year.**

Non-Insured Health Benefits (NIHB)

Local Medical Transportation

In the 2017-2018 fiscal year, there were **1,216 bookings** by clients for local medical transportation to North Bay, Sturgeon Falls or Verner. In order to coordinate these bookings in a cost-effective manner while continuing to provide quality service, clients are scheduled according to their destination and appointment time. For both the After Hours and Sudbury trips, 168 trips were recorded. Overall, there were 93 'no shows' and 297 cancellations documented. We also provided 80 prescription/medical supply pick ups due to an ever increasing demand. Pick-ups are scheduled to coincide with existing clients transportation services as they are not a funded service within this program.

Long Distance Medical Transportation

The NIHB Coordinator facilitates prior approvals, makes accommodation arrangements where required, calculates advances, finalizes detailed reporting for each trip and issues any remaining disbursements to clients. The NIHB Coordinator often acts as liaison between clients, services providers (pharmacies, physicians, etc.) and First Nations and Inuit Health. In the last fiscal year, **198 long distance** medical referral trips were facilitated by the NIHB Coordinator.

Traditional Healing

Traditional Healing Services (THS) is a client-based service funded through Enhancement Funds to cover honorariums for healer visits and helpers. It also links with the Non Insured Health Benefits program to cover travel expenses for visiting healers.

Traditional Healing Services also provides service linkage for clients of OWL, Right Path Counselling & Prevention Services as well as the Child & Youth Mental Health and Addictions.

During the 2017-2018 fiscal year, THS provided **318** appointments for 21 healer visits.

Recreation

In accordance with the Nipissing First Nation Strategic Plan, Recreation strives to offer programs and activities that reflect upon “Developing a holistic strategy to enhance community health and well-being.” Recreation oversees the general operations of the fitness centre, gym nights, as well as the Recreation Reimbursement and the Youth Who Excel Funds.

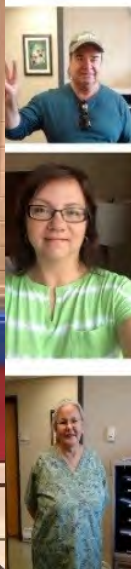
Additionally, through the Community Aboriginal Recreation Activator (CARA) program, a dedicated Recreation Activator plans and implements fitness programs throughout the year.

Annually, the Recreation Program hosts and partners with other programs to offer events, which support participants through the inclusion of sport, fitness or physically active programs/events.

This year, Recreation collaborated and/or offered the following community events: Halloween Zombie Run, Chair Yoga, Lunch Hour Poker Walks, Youth Paintball , Snow Shoe Outings, Archery Tag, Lacrosse Skills Clinic and Baseball games. Ongoing programs include: the Children’s Integrated Program, Gym Night, annual NFN Bike Rodeo and the Summer Children’s Program,

In 2017-2018, 66 accessed the Recreation Reimbursement Fund totaling more than \$13,000.

In March 2017, Chief and Council increased the amount that is available to be accessed to **\$500/year** for each child. This took effect April 1, 2017. This is to assist families and encourage a healthy and active lifestyle. This fund is available to children who are registered band members, regardless of where they live.



Lawrence Commanda Health Centre Staff



Go Green!



Get Loud!



Go Green, Get Loud! Staff Challenge - Mental Health Awareness Week - May 2017



**10th Annual Mental Health Awareness event with Perry McLeod-Shabogesic & Vicky Laforge
October 2017**



**World Suicide Prevention Day – Flame of Hope
Minnehaha Bay - September 2017**



**"Every Child Matters" Orange Shirt Day
NFN Staff & Nbisings Secondary School—September 2017**



Native Child Welfare & Prevention Services

The Child Welfare Program provides family and child support as well as advocacy to community members on and off reserve with home visiting, office visits, and court attendance in our district. We also help recruit new foster parents, kin and customary care within the community as an important step in keeping Nipissing member children within their home community.

The Prevention Program provides children and youth with programs in the community to enhance the physical, emotional and spiritual wellbeing of our children and youth utilizing a holistic approach.

During the year, we have welcomed an additional Prevention Worker to our team. With both a male and female worker, we can now provide the balance in our cultural programming to support these roles, and provide a variety of different programs to engage all members of the community and family.

Annual Youth Cultural Retreat

Educating youth on violence affecting families is strategic in preventing and ending the cycle of violence in our community. The youth cultural retreat consisted of female youth of Nipissing First Nation. The Youth Prevention Retreat also provides a professional development opportunity that supports our youth to make healthy lifestyle choices and develop into active, healthy contributing members of our community.

“I Saw, I Shall Speak” Family Retreat

This annual program promotes an opportunity for children, mothers and fathers to explore their thoughts, behaviours and physiological responses to challenging relationships experienced or exposure to unhealthy relationships in their home or community. This culturally-based program supports traditional, cultural, and therapeutic opportunities for families in need. The program is free and voluntary.

After School Kids Social (ASKS)

ASKS is a program that runs once a week throughout the school year, providing a safe and educational place for children to attend. Children have the chance to socialize with other community children in a setting that offers opportunities to learn, develop and explore their community, culture and friendships.

Cultural Land-Based Activities

This project has been funded for two years to provide the community with youth and family programming. A number of Survival Camps have been attended by youth, as well as ice fishing, drum making and cultural teachings on the land. Our hope is to continue land-based programming within the prevention services. Youth worked together to build a traditional teaching lodge in June 2018 that is now used for programming.

Other Programming

- Babysitting Course
- March Break activities
- Youth Programming: Youth Socials, Nerf Wars, Girls Night In, Cooking Classes
- Children's programming: Monthly Socials, Craft Nights, Movie Nights
- Family Programming: Moccasin Making, Shaker & Rattle making

The Native Child Welfare Prevention Program continues to facilitate and develop special projects while working with other community programs on various educational activities throughout the year.

- Welcoming Babies with Lawrence Commanda Health Centre (LCHC)
- National Indigenous Peoples' Day Celebration
- Movie Nights with NFN Food Bank
- Partnership activities with the Library and Recreation programs
- Community Halloween Party
- Summer Children's Program





OJIBWAY WOMEN'S LODGE

Respect, Security, Harmony



The Ojibway Women's Lodge (OWL) provides women and their dependents with a safe, secure and confidential shelter stay. Services include: 24-hour crisis line, counselling, support groups, safety planning, women's circles, ceremonies, traditional healers, court support/accompaniment, childcare, and transportation to access services, advocacy, and assistance in securing safe housing.

Visit our website www.ojibwaywomenslodge.ca for more information.

Highlights

- On August 17, 2017, we celebrated our 5th Annual Family BBQ for current and past residents. Miigwech to Big Medicine Studios for providing fun, interactive games and improvisation. Every child left with a new backpack filled with items needed for the new school year thanks to the Ministry of Correctional Services employees who filled the backpacks. Chi-Miigwech to Donna McLeod for organizing this generous contribution.
- October 4, 2017 marked Ojibway Women's Lodge's 4th Annual Sisters in Spirit Candlelight Vigil to honour the lives of Missing and Murdered Indigenous women and girls. The violence experienced by Indigenous women and girls in Canada is a national tragedy. We must take the time to give thanks to the families who are the reason we all continue to demand action. Miigwech to the NFN community members, Chief Scott McLeod and to the Council members who came out to support this important event in Duchesnay.
- Our 7th annual International Women's Day celebration was held on March 8, 2018 in Garden Village. Elder Lorraine Whiteduck-Liberty offered prayers for healing. This year's theme was the strawberry teachings. Lorraine gave the strawberry teaching and every person received strawberry bath bombs and flowers.
- Other highlights from the past year at OWL include: Kanawayhitowin staff presentations, Grief support groups and women's circles. Outreach also provides public education Art Therapy and awareness within the community including Nipissing University, Indian Friendship Centre, True Self, North Bay Jail, Women's Wellness Day, Annual Community Meeting and Tea with Emily in Garden Village. As part of our moving with truth and reconciliation, the staff at OWL provided the Kairos Blanket Exercise for NFN's Personal Support Workers at the Elder's Hall at UOI. We were also honoured to coordinate and deliver an MCSS Indigenous Conference in February 2018. This 3-day event was held for the North Eastern regional shelter workers and MCSS staff. Once again OWL provided the Kairos Blanket Exercise, an amazing presentation from Andree Cazabon and a full day with Elder, Social worker and Indigenous knowledge carrier Banakonda Kennedy-Kish Bell.

We would like to acknowledge donations we receive throughout the year from community members, I.O.D.E., House of All Nations, Canadore College, Nipissing University, Ministry of Correctional Services, and Women's Auxiliary Pro Cathedral. Donations include gift cards, phone cards, bus passes, personal hygiene products, household startup items, diapers, Easter baskets and Christmas gifts and hampers. Chi-Miigwech!



Our Food Bank gathers and provides grocery products to community members in need.

We are open the 1st and 3rd Wednesday of every month from 9am to 4pm.

HELPING OUR COMMUNITY

Our most important objective is helping everyone who walks through our doors. Individuals and families are provided with food that will help them through a couple days of meals. We have also started to deliver to those in other parts of the community who need access but don't have transportation to get to Garden Village on access days. Please contact us to make arrangements if you are in need.

PROVIDE HEALTHY MEALS

We provide families with a variety of canned, fresh and frozen foods. Children's breakfasts and lunches are provided for a week. With the help of our donations we also have a baby items available such as baby food, infant cereal, formula, diapers and wipes are provided free of charge to NFN members.

GOOD FOOD BOX PROGRAM

Our clients also receive a monthly voucher for the Good Food Box. The box is at a value of \$10.00 and provides healthy choices to our community members. The Good Food Box can be picked up once per month by Garden Village residents at the Lawrence Commanda Health Centre, and is delivered to all other areas of the community.

FUNDRAISING & DONATIONS

In 2017-2018, the Food Bank was able to raise funds and collect non-perishable food. This was made possible through many individual donations from community members, as well as various company donations, and hosting a number of different fundraising events such as:

Spring Raffle

National Indigenous Day Penny Sale

Food Bank/Little NHL Charity Golf Tournament

Movie Nights

Staff Food Challenges

Donation Bins at various events

Thanksgiving Basket

Scratch Ticket Snowman



Ontario Works

NFN's Ontario Works office 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 hardships of financial and employment barriers.

Application for Ontario Works Assistance

Ontario Works performs intakes on Mondays and Wednesdays to ensure suitable and accurate processing time of the application. The satellite office at Nbisiiing Secondary School is available for intakes and updates every second Wednesday by appointment only.

On average, an intake takes 1 hour to complete and it is necessary for applicants to provide the following information: personal identification (driver's license, status or health card), banking information, shelter costs (rent, mortgage, utilities), earnings and income verification, 12-month employment and address history and the previous year's income tax return.

Other Programs & Services

We offer a financial/income assistance program that helps individuals by providing basic needs, shelter costs, emergency assistance, as well as earnings exemptions for OW recipients.

We also assist individuals with preparing for and finding employment by offering opportunities for training, education, upgrading, referrals and assistance with securing employment. Through the Employment Service Delivery Profile, we offer workshops on a range of topics, including healing/wellness/self-care, employment support, health and safety.

Successful Transitions

Statistics show that Ontario Works has helped community members exit the program by achieving employment and educational goals. Below are some stats from the last fiscal year:

April 1, 2017 to March 31, 2018

- **12** Employed
- **2** Returned to Post Secondary
- **6** Clients secured employment through the NFN Beautification and Maintenance employment program, which was subsidized through the INAC Employment Experience funding program.

Our Transitional Support Fund assisted **47** Ontario Works & Ontario Disability Support Program clients. Our highest average months for requests for assistance were October to December 2018.

Financial Management Accomplishments

Milestone

Financial Administration Law (FAL) Enacted by NFN
Received the Financial Performance Certificate
NFN accepted as borrowing member of First Nations Finance Authority
Participated in First Nations Finance Authority (FNFA) debenture
Received Financial Management Systems (FMS) Certification

Date of Achievement

September 3, 2013
October 1, 2013
November 4, 2013
June 19, 2014
December 21, 2016

DID YOU KNOW?

- ✓ NFN was the 2nd community in Ontario to enact a FAL and achieve Financial Performance certification
- ✓ NFN was the 1st community in Ontario to participate in the FNFA debenture (to re-finance RBC loans, such as the Nipissing Ojibway Daycare/Education Centre and cut the loan payments in half!)
- ✓ NFN was the 1st community in Ontario and the 4th community in ALL of Canada to become FMS Certified

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.

Financial Management Systems Certification

Received December 21, 2016



NIPISSING FIRST NATION

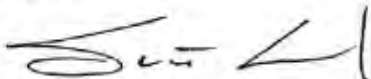
Exhibit A - Consolidated Statement of Financial Position

March 31, 2018, with comparative information for 2017

	2018	2017
Financial assets		
Cash and cash equivalents	\$ 11,193,830	\$ 6,615,472
Short-term investments (note 3)	3,534,957	3,614,434
Accounts and grants receivable (note 4)	2,707,641	2,634,189
Housing mortgages and other long-term receivables (note 5)	6,385,298	6,244,092
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 6)	82,385,807	85,008,641
Funds held in trust by the Government of Canada (note 7)	290,779	290,779
	<u>106,498,312</u>	<u>104,407,607</u>
Financial liabilities		
Accounts payable and accrued liabilities (note 8)	3,351,950	3,281,301
Prepaid leases	218,589	128,317
Deferred program revenue (note 9)	1,464,999	690,524
Long-term debt (note 10)	5,552,317	5,819,447
	<u>10,587,855</u>	<u>9,919,589</u>
Net financial assets	95,910,457	94,488,018
Non-financial assets		
Tangible capital assets (note 11)	43,166,520	39,815,147
Prepaid expenses	144,791	227,042
	<u>43,311,311</u>	<u>40,042,189</u>
Commitments and contingent liabilities (notes 12)		
Accumulated surplus (note 13)	\$ 139,221,768	\$ 134,530,207

See accompanying notes to consolidated financial statements.

Approved:



Chief



Chief Executive Officer

NIPISSING FIRST NATION

Exhibit B - Consolidated Statement of Operations

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Revenue:		
Indigenous and Northern Affairs Canada (note 14)	\$ 9,070,715	\$ 8,171,199
Other	6,150,272	5,198,426
Health Canada	1,572,883	1,575,526
Ministry of Community and Social Services	1,808,433	1,653,225
Ontario First Nations Limited Partnership	1,308,467	1,288,430
Ministry of Education	680,569	571,145
Other Provincial	1,319,126	1,330,266
Union of Ontario Indians (note 15)	900,332	807,161
Canada Mortgage and Housing Corporation	401,907	336,600
	23,212,704	20,931,978
Expenses:		
Education	6,492,999	6,257,308
Other	3,213,326	3,261,775
Community Operations	4,168,653	3,931,683
Health Services	2,773,917	2,717,371
Social Services	2,735,378	2,530,216
Capital	1,666,156	1,330,986
First Nation Enterprises	605,061	804,446
Housing	480,125	433,503
	22,135,615	21,267,288
Annual surplus (deficit) from operations before the undernoted	1,077,089	(335,310)
Gain on sale of tangible capital assets	3,716	-
Vacation expense	(29,408)	(29,364)
	1,051,397	(364,674)
The Nipissing 2013 Boundary Claim Trust:		
Investment income	5,361,629	3,822,943
Per capita distributions	(674,813)	(873,236)
Nipissing First Nation expenditures	(524,898)	(305,896)
Other expenses	(521,754)	(602,657)
	3,640,164	2,041,154
Annual surplus	4,691,561	1,676,480
Accumulated surplus, beginning of year	134,530,207	132,853,727
Accumulated surplus, end of year	\$ 139,221,768	\$ 134,530,207

See accompanying notes to consolidated financial statements.

NIPISSING FIRST NATION

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Annual surplus	\$ 4,691,561	1,676,480
Acquisition of tangible capital assets	(5,201,014)	(4,491,708)
Amortization of tangible capital assets	1,843,357	1,788,159
Loss (gain) on sale of tangible capital assets	(3,716)	-
Proceeds on sale of tangible capital assets	10,000	14,257
	1,340,188	(1,012,812)
Change in prepaid expenses	82,251	(164,200)
Change in net financial assets (debt)	1,422,439	(1,177,012)
Net financial assets, beginning of year	94,488,018	95,665,030
Net financial assets, end of year	\$ 95,910,457	\$ 94,488,018

See accompanying notes to consolidated financial statements.



NIPISSING FIRST NATION

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Operating activities:		
Annual surplus	\$ 4,691,561	\$ 1,676,480
Adjustments for non-cash items:		
Amortization of tangible capital assets	1,843,357	1,788,159
Gain on sale of tangible capital assets	(3,716)	-
	6,531,202	3,464,639
Changes in non-cash working capital:		
Decrease (increase) in accounts and grants receivable	(73,452)	1,419,471
Increase (decrease) in accounts payable and accrued liabilities	70,649	(1,750,408)
Increase (decrease) in prepaid leases	90,272	(21,784)
Increase in deferred program revenue	774,475	73,902
Decrease (increase) in prepaid expenses	82,251	(164,200)
	7,475,397	3,021,620
Capital activities:		
Acquisition of tangible capital assets	(5,201,014)	(4,491,708)
Proceeds on sale of tangible capital assets	10,000	14,257
	(5,191,014)	(4,477,451)
Financing activities:		
Principal payments on long-term debt	(267,130)	(254,964)
Investing activities:		
Decrease in restricted investments	2,622,834	2,779,280
Increase in housing mortgages and other long-term receivables	(141,206)	(1,556,788)
Decrease in short-term investments	79,477	(535,907)
	2,561,105	686,585
Increase (decrease) in cash	4,578,358	(1,024,210)
Cash and cash equivalents, beginning of year	6,615,472	7,639,682
Cash and cash equivalents, end of year	\$ 11,193,830	\$ 6,615,472

See accompanying notes to consolidated financial statements.

Department	Contact	Position	Phone Number
Administration	Dwayne Nashkawa	Chief Executive Officer	(705) 753-2050 ext. 1222
	Freda Martel	Director of Administration	(705) 753-2050 ext. 1223
Bingo	Patricia Fisher	Supervisor	(705) 753-2180
Building Maintenance	Brian Stevens	Supervisor	(705) 753-2050 ext. 1252
Child Welfare	Debbie McLeod	Acting Supervisor	(705) 753-2050 ext. 1322
Children's Services	Brandie Fong	Manager	(705) 753-2050 ext. 3001
Communications	Geneviève Couchie	Communications Officer	(705) 753-2050 ext. 1270
Couchie Memorial Daycare	Jill Beaucage	Supervisor	(705) 474-9860
Culture & Heritage	Glenna Beaucage	Manager	(705) 753-2050 ext. 1232
Economic Development	Michael Harney	Manager	(705) 753-2050 ext. 1264
Education	Nancy Allaire	Director of Education	(705) 753-2050 ext. 3013
Emergency Services/Fire Hall	Melvin McLeod	Manager	(705) 753-4319
Employment & Training	Thomas Lambert	Manager	(705) 753-2050 ext. 6985
Facilities	Patrick Stevens	Manager	(705) 753-2050 ext. 1220
Family Resource Centre Ojibway Women's Lodge	Suzanne Goulais-Deering	Director	(705) 472-3312 (emergency) (705) 472-7828 (inquiries)
Finance	Tamara Saulis	Chief Financial Officer	(705) 753-2050 ext. 1281
	Renée Commanda	Finance Officer	(705) 753-2050 ext. 1280
Food Bank	Rebecca Commanda	Coordinator	(705) 753-2050 ext.6972
Health Services	Kimberly Lalonde	Director of Health Services	(705) 753-3312 ext. 2223
Housing	Shawn Anderson	Manager	(705) 753-2050 ext. 1246
Human Resources	Jennifer Lalonde	Manager	(705) 753-2050 ext. 1253
Lands	Joan McLeod	Manager	(705) 753-2922 ext. 1225
Library/Literacy	Randy Penasse	Librarian	(705) 753-2050 ext. 1231
Natural Resources	Jeff McLeod	Manager	(705) 753-2050 ext. 1325
Nbisiing Secondary School	Carole Couillard	Principal	(705) 497-9938
Nipissing Ojibway Daycare	Kelsey McNeill	Supervisor	(705) 753-4052
Ontario Works	Ginger Penasse	Administrator	(705) 753-2058
Public Works	Terry Lariviere	Manager	(705) 753-2050 ext. 4001
Social Services	Debbie McLeod	Manager	(705) 753-2050 ext. 1230
True Self Debwewendizwin	Donna Forget	Manager	(705) 474-4058



Thank you for reading our Annual Report 2017-2018.

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

Miigwech



36 Semo Road, Garden Village, ON P2B 3K2 | T 705-753-2050 | F 705-753-0207

www.nfn.ca |  Nipissing_FN |  Nipissing First Nation Administration