

Annual Report

2016-2017



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."

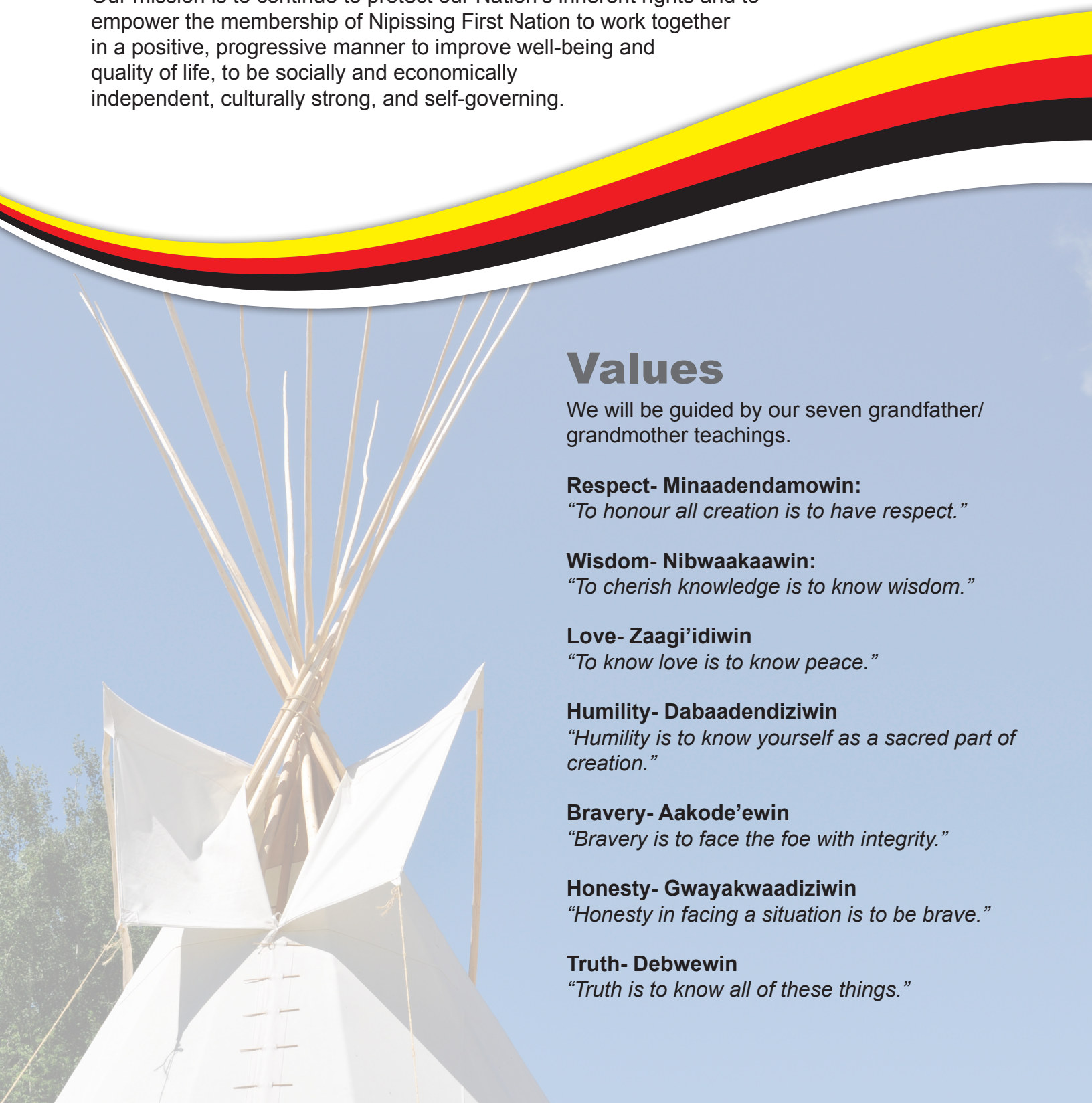


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GOALS *and* ACCOMPLISHMENTS

Nipissing First Nation's 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.

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

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 interest.

The next page offers a snapshot of the various projects and priorities that we have accomplished within our strategic plan goals, and a look back at some of NFN's major successes in recent years.



GOALS *and* ACCOMPLISHMENTS

Goal 1 – Communication / Transparency

- Communications Officer position created in 2015 to enhance communications within the organization and with the community.
- Improved publications and frequency of communications through various methods, including social media.
- Ongoing work with NFN departments to support pro-active communications about high priority / high profile issues and ensure that communications are a core element of the all the work we do.

Goal 2 – Governance Capacity (Leadership & Government)

- Land Code ratified by NFN vote in 2003.
- Fisheries Law passed in 2005 and ongoing development of resources for implementation.
- Strategic Plan implemented in 2008 and updated annually.
- Gichi-Naaknigewin (Constitution) passed in 2013.
- Boundary Land Claim settled in 2013, representing one of the largest land claims in Canadian history.
- Development of a Trust that will ensure preservation of wealth for the First Nation for generations to come and establishment of the Board of Trustees and the development of a new Trust Agreement.
- Financial Administration Law passed in 2013, corresponding policies and processes developed.
- Financial Management Systems Certification achieved in 2016.

Goal 3 – Education / Lifelong Learning

- Ongoing advocacy for the Anishinabek Nation Education Agreement to support implementation.
- Nipissing First Nation voted “yes” to the Anishinabek Education System in 2016.
- New service agreements with provincial school boards.
- Enhancements to daycare programming, including the infusion of culture and language.
- NFN successful in bid to house Kinoomaadziwin Education Body on our territory in 2017.

Goal 4 – Infrastructure / Community Resources

- New daycare in Garden Village in 2012 and plans underway for new daycare in Duchesnay in 2018.
- Beautification and Maintenance Crew established in 2015, creating more than forty seasonal jobs and addressing community gaps.
- Community Needs Survey and updates to 20 year Capital Plan completed in 2016.
- Construction of addition to the administration building and renovations to existing building in 2017 to enhance services to membership.
- Construction of new outdoor rink in Garden Village completed in 2017.
- Installation of natural gas services in Duchesnay completed in 2014, and Jocko Point, Beaucage and Yellek completed in 2017.
- Continued development of playgrounds and public areas.
- Renewable energy projects (solar) generating employment and revenues on and off-reserve.
- Moving ahead with Ontario First Nations Sovereign Wealth LP to purchase shares in Hydro One.

Goal 5 – Stewardship and Protection of Lands, Water & Natural Resources

- Bi-Weekly recycling program implemented in 2011 to reduce waste and help protect the environment.
- Fisheries Law implementation and continued moratorium during spring spawn.
- Memorandum of Understanding with the Ministry of Natural Resources and Forestry in 2016 to guide sustainable management of Lake Nipissing fishery, establish protocols for the enforcement of our NFN Fisheries Law, and enhance technical and staff capacity. This has led to noticeable improvements in fish stocks.
- Enhanced patrols on NFN lands and bush roads to monitor activity and reduce trespassing by non-band members.

Goal 6 – Culture and Language

- Language restoration, with weekly language classes in Garden Village and Duchesnay, and programs introduced into off-reserve schools.
- Language infused in the workplace and across the community with monthly events & workshops tied to cultural themes and teachings.
- Annual cultural events include NFN Pow Wow, Aboriginal Day celebrations, Spring Water Ceremony, and Artists’ Gathering.

Goal 7 – Health

- Wiidooktaadyang Service Integration initiative introduced in 2014, bringing NFN departments together to provide client-centered holistic care and remove barriers to accessing supports and services. Social Services and Ontario Works working as a holistic program.
- NFN Child Welfare department working to keep our children in our community through advocacy for Anishinabek Child Well Being Law and participation in development of the Tribal Council Child Welfare Agency.
- More opportunities to help the elderly stay home longer (continuing care model).
- Housing loan program with RBC up to \$300K, and program with Caisse Populaire in development.
- Variety of new housing developments & seniors’ housing improvements.

MESSAGE *from the* CHIEF

Aanin Nbisiing Debendaagziwaad,

Our Council continues to work hard on the priorities you identified through community consultation meetings and events. We aim to always act in the best interests of our nation and Debendaagziwaad by making sound decisions and investments in the areas that are most important to our nation now, and for the future.

Council members may be the decision-makers, but the people, the staff, and the committees of Nipissing Nation ultimately inform our decisions. We are grateful for the input offered by our members, and for the advice and hard work provided by our staff to help us accomplish our shared goals.

Nipissing Nation is continuing on the path to self-governance to strengthen our nation. By developing our own laws and challenging those of other government jurisdictions, we will break free from the control and constraints of the Indian Act, and reclaim our ability to define and shape our nation. It is a long and difficult path, but we have made a lot of progress over the years with the passing of our Gichi-Naaknigewin (Constitution), Land Code, Financial Administration Law, and most recently, the Anishinabek Education System.

We are currently working on a Child Well-Being Law to help keep our children in our community, and a Citizenship Law that will allow *us*, not the Canadian government, to determine “those who belong” to Nipissing Nation per our Gichi-Naaknigewin. This commitment to self-governance has been, and must continue to be, sustained for the benefit of our members now, and for the next seven generations.

While we devote much of our energy to being forward-looking and striving for progress, we can never forget the importance of looking to the past, and learning more about our identity as Nbisiing Anishinaabe. Our Culture and Heritage department is making strides in revitalizing our language through weekly community language classes and celebrating our culture and history through the development of *Gaa-Bi Kidwaad Ma Nbisiing: The Story of Nbisiing* and *The Nipissing Warriors Documentary*.

In September 2016, at a sunrise ceremony at the Pow Wow, the headdress of the Nipissing Nation was reinstated into our community. The original headdress went missing in the late 1800s, and for several generations, it was substituted with a headdress whose design was based on the “common” style of Plains Cree. Because of colonization and the Indian Act that disconnected us from our cultural identity, among other things, we adopted it unknowingly. Today, this headdress sits in the glass showcase in the lobby of our Administration building as a reminder of those dark times.

We also work to increase the knowledge others have of us as Nbisiing Anishinaabe through advocacy and education, as part of the movement towards truth and reconciliation. We continue to foster positive relations with all levels of government, and to strengthen our reputation as a progressive and accountable nation.

On behalf of Council, I’d like to commend our staff for the various ways they put policies and plans into action, and for working diligently towards our shared goals. There are many projects and successes worthy of highlighting, as you will see in the following pages. Our Council looks forward to your continued input as we move forward with developing and implementing plans to continue enhancing the quality of life of our Debendaagziwaad.

I am humbled by the support of our citizens and staff, and I am honoured to serve as Gimaa of the Nbisiing Anishinaabe.

Chi-Miigwech,



Scott McLeod, Gimaa (Chief)



The original headdress was reconstructed following more than two years of research by elders, academics, historians and geographers (all familiar with the resources available 100 years ago). The beadwork style represents the women’s roles in supporting the leader wearing the ceremonial headdress. The 7 white eagle feathers signify the commitment that a leader makes to lead with responsibility following the 7 grandfather/grandmother teachings.

COUNCIL *and* COMMITTEES

Council Members

Muriel Sawyer - Aanke-Gimaakwe (Deputy Chief)
Cathy Bellefeuille - Giigdooninikwe (Councillor)
June Commanda - Giigdooninikwe (Councillor)
Brian Couchie - Giigdoonini (Councillor)

Corey Goulais - Giigdoonini (Councillor)
Jason Laronde - Giigdoonini (Councillor)
Rick Stevens - Giigdoonini (Councillor)



Committees

Each member of Council brings a wealth of experience and education in their fields of expertise that benefits our nation through their involvement in our committees, as well as their advocacy of Nipissing First Nation through external boards and agencies.

Our committees bring the voices of the membership to current issues and priorities, and help provide valuable context to our decision-making process:

Committee	Portfolio
Anishinaabemwin	June Commanda
Community Development	Jason Laronde
Community Wellness	Rick Stevens
Culture & Pow wow	Corey Goulais
Education	Muriel Sawyer
Economic Development	Cathy Bellefeuille
Finance & Audit	Muriel Sawyer & Brian Couchie
Health & Social Services	Cathy Bellefeuille
Housing	Jason Laronde
Lands & By-Law	Brian Couchie
Natural Resources	Corey Goulais
Policy	June Commanda, Brian Couchie & Rick Stevens

Contacts

To reach a member of Council, please contact Mike Sawyer, Executive Assistant, at 705-753-2050 ext. 1229 or mikes@nfn.ca.

REPORT *from the* CEO

Aanii kina,

I am pleased to offer some thoughts and perspectives as we present another comprehensive report on the activities of the Nipissing First Nation Administration for the 2016-17 fiscal year.

I would like to begin my report by acknowledging the years of work led by successive Councils and carried out by members and staff that have led to a solid foundation for decision-making and community development.

Some of these initiatives include:

- Nipissing First Nation Land Code
- Nipissing First Nation Fisheries Law
- Nipissing First Nation Strategic Plan
- Financial Administration law and corresponding policies
- Gichi-Naaknigewin (Big Law or Constitution)
- Financial Management Systems Certification
- Settlement of one of the largest land claims in Canadian history
- Development of a trust that will ensure preservation of wealth for the First Nation for generations to come



I highlight these important foundation pieces to remind all of us of the hard work and commitment it has taken to build this nation. We are now undertaking the next steps on our nation-building path by making the critical community investments that will ensure a well-balanced, healthy, politically and economically independent, culturally strong and self-governing nation.

We started on that path a few years back with the building of a new health centre, vibrant pow-wow grounds where culture can be celebrated, and a new daycare centre where young ones can hear the language.

This past year we have continued on that path with the development of expanded administrative space which will enable us to better serve the Debendaagziwaad and ensure proper protection of records. We also built a new four season covered sports facility that enables the expansion of youth programming and safer space for healthy activities. There is no time to rest as we plan new seniors housing for Duchesnay and Garden Village, as well as a new Daycare and Community Centre for the Duchesnay community.

Our commitment to service is also continually strengthened through our Financial Systems Certification where NFN was recognized as just the fourth First Nation in Canada, and the first in Ontario, to reach that level of accountability and transparency in financial management. We have also worked to strengthen cultural services and language retention and we look forward to continuing this process through the creation of a Culture and Language Strategic Plan this year.

I am proud to work with such committed staff and visionary leadership and hope to continue to work on these and many other exciting opportunities in the months and years ahead. As always, I welcome your comments on this report and welcome the opportunity to discuss its contents.

Miigwech,

A handwritten signature in black ink, appearing to read 'D. Nashkawa', with a long horizontal flourish extending to the right.

"Miskaankwaad" Dwayne Nashkawa
Emyaa'wsed Chief Executive Officer

ADMINISTRATION *and* COMMUNICATIONS

About this Annual Report

We hope you enjoy reading about the various programs and services offered by Nipissing First Nation in the 2016-17 fiscal year (April 1 - March 31). This report aims to summarize the programs and services offered by each department, highlight key accomplishments, and inform the membership about upcoming plans and initiatives.

Administration

Our Administration Department supports the day-to-day business functions of the First Nation and works to deliver the mandate established by 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 Senior Management, Chief and Council; as well as addressing inquiries from staff, community members, external partners and agencies, and the general public.

Special Projects

We created the position of Special Projects Manager to oversee the expansion and renovations to the Administration Building, the construction of the new Kinoomaadziwin Education Body building and Small Business Centre, as well as developments that are being planned for the community of Duchesnay. Having one main interface for construction project managers has helped to ensure accuracy and efficiency in the process of developing multiple projects across our communities.

Communications

We make every effort to provide regular updates to the membership by using various communication methods. One of the best ways to receive timely updates from us is through our Facebook and Twitter feeds, and also by visiting our website regularly.

Connect with Us!

 **Facebook:** [Nipissing First Nation Administration](#)

 **Twitter:** [@Nipissing_FN](#)

 **NFN Web:** www.nfn.ca

No computer/internet? No problem! NFN has a very active online presence, but also uses direct mailings 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 also request 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. A Community Calendar loaded with our monthly events is also available to view or download from our website to make sure you don't miss anything.

Goal #1 of our Strategic Plan, Communication and Transparency, is at the core of all the work we do. Solid communication is key building a foundation of trust and understanding, while helping people connect with each other and their community.

Contacts

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ARCHAEOLOGY

The Nipissing Land Office has foregone its usual annual report format to highlight the Nipissing Nation Archaeology Summer School. This summer school is funded by Nipissing Enhancement dollars and is part of the Nipissing Land Office work plan.

2017 Archaeological Studies

Nipissing Land Office submitted a proposal to Chief and Council for the continuation of the Nipissing Archaeological Summer School. In the previous three years, Beaucage Park & area and the Mosquito Creek settlement were investigated.

This past summer 2017 marks the fourth year of the program and the summer school study curriculum surveyed two primary sites to conduct archaeological surveys at the Garden Village beach area and the Little Manitou, one of the Manitou Islands.

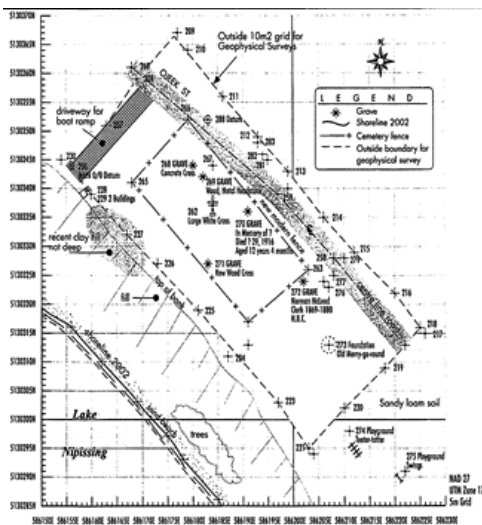
Historical Review of 2017 Archaeological Study Sites

Garden Village Beach Survey Study

There are many sites or burial grounds where our people have interred their loved ones. The Garden Village Lakefront (Beach) Cemetery is one of 12 **known** cemeteries, burial grounds, ossuary(s) both on and off Nipissing Nation land. There may be more.

The area under study has a lakefront cemetery that was utilized until the early 1920s. In 2002, a Stage Two Project Report was conducted by Dr. John W. Pollock, Woodland Heritage Services Ltd. This study utilized ground-penetrating radar equipment to determine the area utilized as a cemetery.

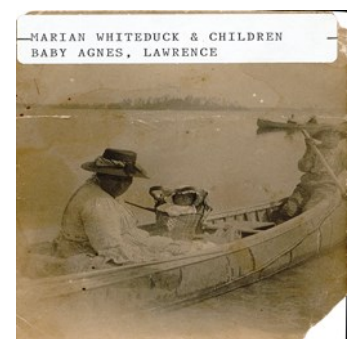
Dr. Pollock provided a brief prehistory in his report stating that our history *'goes back a minimum of 6,000 years and perhaps several thousand years earlier'*. He concluded that *'some 307 grave type anomalies have been interpreted at the site; of which 83 have a low possibility of being graves. If we assume 2 or 3 radar anomalies per grave this would result in approximately 90 identified grave sites, all of which lie at depths between 0.4 of a metre (1.3 feet) and 1.7 metres (5.7 feet)'*.



In the radar scan on the left, you can see the location of the graves in proximity to the road and Nation Member property lines. Graves were found on what we Nipissing called the 'travelled' front road. This front road is now designated as parkland cemetery for protection of the possible heritage sites in this area. In his final conclusion, Dr. Pollock stated that *'many more graves may be present that date to the 1800s and possibly the 1700s - some 300 years ago.'*

The Garden Village area was subjected to a dig in this year's archaeology summer school to ensure that any land features or prior uses by Nipissing were documented. An Elder who was born in 1905 recalled as a small child her father and other men building canoes at this beach area. She was 88 years old when she passed away in 1993. The Nipissing canoe was a sought after commodity in the Nipissing trade with other Nations and the colonizer.

This picture shows the workmanship of the Nipissing canoe and the Whiteduck family; Lawrence Whiteduck (standing), Marion Whiteduck (nee Goulais) and the baby is Agnes Whiteduck. This picture was provided to us by the Late Mrs. Stella Beaucage (née Chevrier) and was taken on Lake Nipissing and was most likely one of those birch bark canoes described in *The Geological Survey of Canada published in 1857*, which noted that:



LEARNING *from the* LAND

*'This large supply of cranberries, together with furs of all kinds, and **birch bark canoes** which are acknowledged to be the very best of their kind, both in build and material, is brought from Lake Nipissing to Lake Huron, and appears to have given to Indian craft in that remote region an impetus not often seen elsewhere.'* Page 114 of the Geological Survey of Canada W.E. Logan, Murray, ISBN # logan10101 111; years 1853-54-55-56. Printed by order of Legislative Assembly; Toronto: Printed by John Lovell, Yonge Street. 1857.

This beach area in Garden Village is designated as parkland cemetery uses, and protected for obvious reasons. The Archaeology Team did record findings of interest that were displayed at the Archaeology School Exhibit in August 2017, and will be displayed once again at the Nipissing Annual Community Meeting to be held in November 2017.

The Manitou Island Survey Study

The Manitou Islands were cited as an area of interest to try to determine the use of these islands by the Nipissing. Our Summer School's focus was to investigate the importance of the Manitou Islands to the Nipissing People and to confirm that this site was the first encounter site with early French emissaries. This location may also reveal the life and culture of our Nipissing ancestors. Dr. R.B. Orr in his Report to the Ontario Government made the following observation of the Nipissing People;

"A People without subordination, law, form of government, or system; gross in religious matters, shrewd and crafty for trade or profit, but very superstitious." THE NIPISSINGS, COMING OF THE WHITE MAN, (Twenty-Ninth Annual Archaeological Report 1917; By Dr. R.B. Orr. Being part of Appendix to the Report of the Minister of Education Ontario. Printed by Order of the Legislative Assembly of Ontario.) Le Clercq. "Etablissement de la Foy." Vol.1,p.110



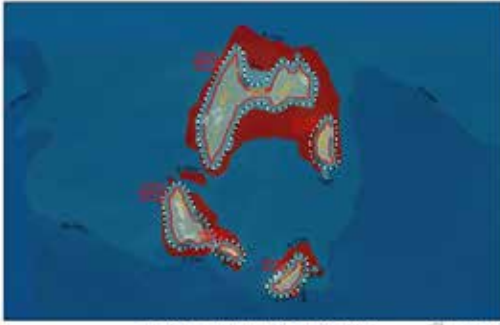
Research provided by the Land Office, brought forward the first encounter by Champlain. He was feasted by the Nipissing and he recorded the following;

"During the time I was with them, the Chief of these people and others of the elders treated us to several feasts, as is their custom, and took the trouble to go fishing and hunting in order to entertain us as kindly as possible. These people numbered at least seven or eight hundred souls, living continually on the lake, where there are a great number of very pleasant islands, and among others one of which is more than six leagues long and has three or four fine ponds, a number of beautiful meadows, with very beautiful woods surrounding them, and where there is an abundance of game which resort to these small ponds where the Natives catch fish. The north side of this lake is very pleasant as there are fine grasslands for pasturing cattle and several small streams which flow into the lake....This lake (Lake Nipissing) is some eight leagues across and twenty-five long, and into it flows a river from the northwest up which they go to barter the goods we give them in return for their furs with those who live up there...." The French Regime the Upper Country, Jaenen, (Sieur de Champlain, Voyages et Decouvertes faites en la Nouvelle France, depuis l'annee 1615 jusques a la fin de l'annee 1618 (Paris: Claude Collet, M DC XIX), pp. 17-35v.)

This feast according to Champlain took place on an island he described as being an island 'six leagues long' (18 miles). There is no island on Lake Nipissing that would fit his description of that island today. However, it is important to remember that the Manitou Islands may have looked quite differently 402 years ago.

One known fact about Lake Nipissing is its receding and rising water levels. The Lake Nipissing water level at time of this contact in the 17th century (1600s) up until pre-Treaty 19th century (1800s) would have been a lot lower than today. The Manitous may have been joined into one island as described by Champlain. A higher lake level and currents may have eroded shorelines over the years. The **pre** dam construction of the 19th century raised a much shallower lake that would support much larger island footprint. It is safe to say, that present day estimates on placement of the Lake Nipissing shoreline at pre Treaty 1850 to be approximately 325 feet from the present day shoreline. The main reason for 20th century dam construction on Lake Nipissing was and is to maintain higher water levels more navigable for larger craft. Rising water levels make smaller islands. Water attenuation may have eroded a much larger island to the five islands of present day. It may also be stated that *maybe* what Champlain described as 6 leagues was just a visual estimate. The map on the following page shows the Manitous with the underwater depths. The red underwater land shows the island(s) sizes before the artificial damming of Lake Nipissing at the time of Treaty 1850. Finding the village where Champlain was feasted by the Nipissing takes on a more valid reason to continue to investigate these islands.

ARCHAEOLOGY



The importance of finding this village setting on the Manitou(s) and giving concrete evidence to the meeting place may provide cultural and heritage information on how they lived at the time of contact. This village where Champlain first met with the Nipissing would also have world heritage value.

Mr. Ken Swayze, Archaeologist, is suggesting that Nipissing may want to do other archaeology surveys utilizing side scan depth sonar. This type of sonar scanning mapping may turn up underwater anomalies that may suggest 'foot prints' of a village below the water line. This suggestion has been added to our work plan for upcoming years.

These depth side scan devices are part of the equipment of our NFN Fisheries boats, so we are contemplating using this technology to map and assess the underwater environment surrounding the Manitou(s) earth formations that may show village or communal sites that may be below the water line. Coordination between the Land and Fisheries Offices of Nipissing should take place to find out if it would be possible undertake and plan this investigation. Winter surveying through the use of ground penetrating radar/sonar devices is also thought to be a satisfactory technology to be utilized and will be studied more for compatibility to determine or resolve questions posed.

Little Manitou Survey Conducted Summer 2017



The Little Manitou was the island location chosen for this year's study because of a 'kiln' located there. The picture to the left shows the remains of the kiln.

An earlier survey was conducted on this island and was reported in the study called, "The Manitou Islands, Lake Nipissing, Archaeological Survey 1984: The Final Report" by Beverley A. Smith. Smith stated in the report that the Indians utilizing limestone for building was not a reality and the production of limestone was "likely sold to Europeans or used to make European style structures". Smith believed this technology of kiln would not have been an operation prior to European Contact. She reported that this kiln was probably developed by Europeans for railway construction in the late 1800s.

Ms. Smith overlooks the information in the same Geological report of 1857 for the reporting years 1853 to 1855, which states:

"A group of islands called the Manitous, lying out near the middle of the lake, towards its east end, appear to contain some good hard-wood land; and on them, I was informed, the Indians annually make a considerable quantity of maple sugar. They also procure limestone from these islands for the purpose of building and making mortar." Pg. 114 Geological Survey of Canada
W.E. Logan, Murray, ISBN # logan10101 111; years 1853-54-55-56. Printed by order of Legislative Assembly; Toronto: Printed by John Lovell, Yonge Street. 1857.

Ms. Smith's report does not take into consideration what research and other reports portray of the 'enterprising Nipissing' and their trade with other Nations or the European. The Lake Nipissing trade routes were a part of a trade network that predated the visit by Champlain in 1615. Historical references do show that the Nipissing were in contact with eastern Nations prior to, and at the time of, Champlain. Through these historical references it is noted that Champlain was requesting information on the Nipissing territory. How enterprising were the Nipissing? It may be answered by the kiln. Could the kiln operation have predated European settlement into the Nipissing territory? Our archaeology survey into the Manitou(s) may answer questions as to why the kiln was built and its operation. Why is this important? Ms. Smith in her reporting of her archaeology survey never questioned the possibility of the Nipissing coming into contact with this new technology. She never questioned whether the Nipissing could have built the kiln either for their use or maybe manufacturing a product that could be traded. Ms. Smith may very well have overlooked the more obvious questions and her study may have lacked the more pertinent and revealing answers about the people who first occupied those islands.

LEARNING *from the* LAND

The Nipissing(s) on their trade missions to the east would have seen foundation works on those European buildings. They could have seen the manufacturing in process and the use of the firing limestone to produce mortar for foundations. The Nipissing would have known that there was an abundance of limestone they could utilize if they borrowed the technology. It would be interesting to get answers to the following questions. Who were the people who constructed the kiln? Was the limestone mortar a commodity traded in the 17th century by the Nipissing? How long did it take the Nipissing to construct 'cabins' as opposed to 'long houses' or domed abodes? Were the Nipissing the first purveyors of mortar manufacturing for the European colonizer in the late 19th Century?

The following historical interpretation of the borrowing of technologies would have been and impacts on Nipissing values, ethics, culture and heritage. This borrowing of technologies is well documented. We have historical documentation that birch bark canoes, berries, furs, fish were all commodities and objects of the Nipissing industry that was well received by other Nations and the European. We all know that alliances with and the assisting in the surviving of the European settler in this country depended on trade of not only material goods but in all aspects of the Native knowledge of the country. This trade of ideas, technologies and goods was not a one way street, where the European had all the technology and knowledge. A better understanding of the trade on technologies between our Nations and the European is better characterized by Cornelius J. Jaenen, in "The French Regime in the Upper Country of Canada During the Seventeenth Century". In the introduction, he writes:

"While traditional historiography has long depicted the Native inhabitants of this vast hinterland as quickly becoming dependent on superior European technology and French trade, more recent studies have indicated a French reliance on Amerindian knowledge, skills, technology, support and sustenance. There developed a symbiotic relationship of mutual dependency from which neither party wished, or was able, to disengage itself."

In terms of the history of ideas, therefore, Amerindian societies were not static, and French intrusion did not consist of whole fragments of the mother culture. According to the Hartzian model, the French in the Upper Country would have developed a one-dimensional ideological way of life representing only fragments of the more fertile ideological mix of metropolitan French society. What appears to have occurred was an accommodation by both Amerindians and French in the context of trade, missions and military alliances, so that no culture imposed itself in its entirety on the other, and neither escaped change as a result of the encounter with "the other". (Toronto, The Champlain Society in co-operation with the Government of Ontario, 1996)

The melding or impacting to both the Nipissing and the French colonizer did culminate in changes to both cultures. Change was inevitable and it is a part of our culture. This is an integral part of our Nation's development and the borrowing and instituting of these changes have become a part of all our daily interactions with the newcomers to our Nipissing Traditional Territory. The people who live at Lake Nipissing since first contact began a long standing relationship with French colonialists and the French influence continues to present day. The Nipissing are neighbors to the Municipality of West Nipissing Ouest, one of the few bilingual Ontario municipalities with a large francophone population.

To obtain a date on the kiln would provide greater understanding of this alliance with the French colonizer. The kiln study if it is shown to be a borrowed technology that the Nipissing utilized to provide a trade commodity for sale and for our own use would be a boon to understanding the resilience and capacity building of our forefathers. A study on limestone mortar pieces found in the Beaucage Park site from Nipissing cabins may determine the answer. Comparison of the limestone mortar production at the Manitou site and the Nipissing cabins at Beaucage may be a cornerstone to determine who constructed and utilized the kiln. A study of the kiln and the dating of mortar from Beaucage and the site of the kiln would refute and solidify the evidence as reported in the 1854 Geological Report that the Indians were procuring limestone for building and making mortar. Should we prove that this was a Nipissing enterprise at this site, it would refute the interpretation that this kiln was a result of colonization, as Ms. Smith reported in 1984. It also opens an area of investigating the possibility of the Nipissing Trade utilizing this borrowed technology for trade or sale to the colonizers who came into the Nipissing traditional territory (Nipissing District).

ARCHAEOLOGY

It has been suggested by Mr. Swayze that a study utilizing optical stimulation luminescence (OCL) could very well give us the answers to the question posed on who built the kiln. The OCL study is an expensive method but this type of testing would give a definite date as to when the kiln was built. For Nipissing to prove that there was this type of manufacturing was an industry of the Nipissing that they used as a commodity for sale or on their own buildings would be definitely determining when change to our culture was embedded into our culture with a more 'concrete' (pardon the pun) and scientific evidence.

The 1853-55 Geological Survey that described the Nipissing People and their small abodes as follows:

"The people are for the most part tolerably cleanly, healthy, and thriving; and what is as good a mark as any, especially amongst Indians, they seem in general to be occupied. Their little huts are tidy and orderly, and have an air of comfort about them which I scarcely have witnessed amongst Indians anywhere else." Page 114 Geological Survey of Canada W.E. Logan, Murray, ISBN # logan10101 111; years 1853-54-55-56. Printed by order of Legislative Assembly; Toronto: Printed by John Lovell, Yonge Street. 1857.

The 2018 Archaeology Survey will attempt to answer the following question. Did the neat and tidy Nipissing huts have foundations? In previous years, archaeology has determined that the Beaucage Village cabins did have mortar foundations. Is there a chance and likelihood that the Nipissing People would have learned this new technology and utilized it in the construction of European style cabins? The proposed archaeology study on these islands should attempt to answer this Nipissing traders would have encountered this technology as Nipissing trade routes extended eastward into the St. Lawrence River, Quebec City locale, prior to and at the very least since French occupation very late 16th and early 17th century. The above picture is what may be a foundation for a Nipissing structure.

Background on the Nipissing Archaeological Summer School

Funding for the Nipissing Archaeological Summer School is through the Nipissing Enhancement Fund and the Land Manager is the Project Manager. In the future, the Nipissing Archaeological working group will be looking for partners and funding from other sources. This working group is a joint effort between Nipissing Education, Land Office and Economic Development/Employment Office and was established to oversee this summer school. One of the primary relationships that have developed in the last few years is with the local Ministry of Natural Resources and Parks Ontario staff to achieve approval and consensus for the survey of the Manitou Islands. We will continue to enrich this partnership with Ontario and seek out other funding sources.

Nipissing Land Office Staff participate in the organization of the School and organizes the Nipissing Archaeological Presentation Day that finalizes this project each year. This event, which was previously called Elders' Day, was re-named to accommodate other Nipissing Nation Members who wished to participate. Presentation Day 2017 was on August 18th and coincided with the Children's Summer Program year-end celebration in Garden Village. Sharon Beaucage-Southwind provided the fish fry meal and the Summer School students provided a presentation that was open to all Nation members at the site of the former Land Office Building in Garden Village.



This Archaeology School has been in existence for four (4) years. One of the prime reasons for operating this school is to introduce this field of study to our youth and to prepare them for further academic studies and employment opportunities in this field should they wish to pursue the opportunity.

Many of our alumnae already earn wages from other archaeological sites in north eastern Ontario. For this sole reason of employment opportunity for our students, this Archaeological School has been a successful project.

The 2014, 2015, 2016 and 2017 Archaeological Summer School projects were successful in attaining the goals set out in our work plans.

LEARNING *from the* LAND

Other Historical Writings

The following selection of historical documentation on the folklore surrounding the Manitou Islands may also be of interest. Murray Leatherdale's collection of lore of our region included two representatives of our people's folklore in his book *From Brule to Booth*:

"On an island on Lake Nipissing the Iroquois brave was burned at the stake. (No doubt an island was chosen for the punishment of the Iroquois lover, in the event that his comrades might try to take them by surprise). The maiden who was required to watch the torture, suddenly jumped into the fire, flinging her arms around her dying lover, and she also met the same fate. If you happen to camp for the night, on haunted Island, you can still hear the screams of the Nipissing maiden as she jumps into the fire."

Leatherdale relates the source of the following tale from a Nipissing Nation Member, he wrote; *"The following legend has been passed down from generation to generation in the Nipissing band, and no one knows of its origin. The story was passed on to me by Lawrence Commanda, a Nipissing Indian living in North Bay. Again note the historic accuracy contained in this legend re: The Iroquois wars. The legend of course is inaccurate as far- as the post at the mouth of the Sturgeon River is concerned, existing in the same period as the Iroquois wars. (1650)."*

"The Legend of The Manitous"

Leatherdale writes; It is generally assumed by those interested in the legend of the Manitous that the story is referring to the group of islands on Lake Nipissing, because of the plural Manitous. Actually, the expression in ojebway "minito-n-goong" refers only to one island, the largest of the group on the lake. Because it is on this island that the legend's incidents was to have taken place. Two facets that are important in the legend are: 1. Witchcraft as it was practiced in that period and 2. The Indian wars which were going on at that time. Two important battles were supposed to have been fought in this area. One near the mouth of Chippewa Creek, the other was near the outlet of Lake Talon.

It was the presence of the Iroquois that sent the small group of Indians to the largest of the group of islands on the lake now known as Nipissing (Nbi-seeng) to depend completely on the wildlife and fish off the lake to sustain life to the small group. This continued for most of the winter till the wildlife diminished and the lake froze over making the fishing impossible. Famine had come to the little band of Indians.

Because so much is lost in the translation, it is well to first acquaint you with the witchcraft as it was practiced in that period of time. The small band was without a seer or one who practiced witchcraft so they went about making one. This they did by isolating one of the children and putting her on a twenty-one day fast. At the end of that period she would know the power she would have. An eleven year old girl was selected to fast as this was the desired age.

As the girl was finishing her time of fasting, food ran out completely in the camp. The other children used to come and see the little girl in her hut every day. On this particular day one of the older children was sent to get water from the water hole in the small lake which was on the island. While the child was drawing the water he noticed a fish, (a sturgeon) a large one in the water hole, he ran home hurriedly to tell the adults what he had seen. The elders went to the waterhole, caught the fish, cooked and ate some of the fish. As the day wore on the girl in isolation began to wonder why her younger brother and sister hadn't come to visit her. She thought she could hear moans coming from the camp so she ventured out. First she saw depressions in the fresh snow. They all led to the waterhole in the pond, and they all came from the teepees, and some came from her father's house.



Next she went to her father's house and as she peered into the gloom of the house and her eyes became accustomed to the darkness a huge snake took shape in the far side of the room, asleep on the floor. She gazed around the room, and there on the other side of the room her father lay, the upper part of his torso was still intact but his lower part had turned into a huge snake. Parts of the sturgeon were still in the cooking pot, and when the father saw her he began to speak to her saying, "do not eat any of the fish, it has been poisoned." Pointing to the reptile on the floor on the far side of the room he continued, "go, leave this place before your mother awakens and your brother and sisters return, they will surely eat you. Go to the fort near the mouth of the Sturgeon River. There you will find a group of our people. Tell them what you have seen and what has happened here on this island. No one will ever be able to live here, this place is cursed. Hurry now and leave this place."

So the eleven year old girl set out on the long trek to the fort near the mouth of the Sturgeon River. There she told the band of Indians at the fort of her experience on the island. With food and extra clothing a party of Indians went out the next morning to the island to see what happened to the band of Indians and what could be done for them. What they saw was exactly as the little girl had told them. No one in the camp, the only sign was the deep slimy depressions in the freshly fallen snow. These all came from the teepees and led into the waterhole in the pond on the island.

This is 1970, until now no one has lived on the island. Many years have passed since those incidents were supposed to have happened. The characters in the legend may never, have existed. Yet with each telling of the legend the same questions arise. Did a small band of Indians really live on the island? And did an eleven year old child really make the long trek in the late winter many years ago to tell a bizarre tale of seeing her family turn into reptiles. It is true that the island is big enough for cottage sites. There is ideal fishing in the area yet to this day no one has lived on the island any length of time. And as long as no one lives on the island, to the Indians who are acquainted with the legend, the curse still remains on the island." Leatherdale, Murray; *Nipissing from Brule to Booth*, Pgs.36-38; Tem. Print Co. Ltd., New Liskeard, 1975.

ARCHAEOLOGY

Thoughts to contemplate

All historical documentation, especially the Elder's testimony contained in the Leatherdale book is important in defining and ultimately reasserting our cultural identity. Murray Leatherdale raised the question of *"Did Indians really live on the Island?"* The answer is yes. The accounting of the early report by Champlain or his emissaries appears to describe the Manitou as the location. Should the proposed archaeology study determine that the Manitou Islands is the "feast" location described by Champlain, this determination may provide the location of a Native war between the Nipissing and the Iroquois. If there is evidence of a battle on these islands, it may be proven that the lore of our Nation gives reason and was told to protect these islands as having great heritage significance to Nipissing.

Of greater significance to our Nipissing People is the story by the Late Lawrence Commanda 'baun', contains two truths of the Nipissing People. I point out his reference to the practice of traditional cultural ceremony surrounding the '21 day fasts' our children at an early age of eleven to ready themselves by participating in what we call today a vision quest. This culturally significant ceremony for our children gives full proof and substantiates our Traditional Teachers attempts to reinstate 'berry fasting' and 'coming of age' ceremonies where our children vision quest on their importance and future place in our society. I understand more now that I have seen these practices related by an Elder and applaud those Nipissing who relate and attempt to reinstate these important cultural milestones.

The other historical reference is the entrenching of Nipissing residing at the mouth of the Sturgeon River as another historical fact documented by Elder testimony by the Late Lawrence Commanda. I just wanted to point this Elder's testimony by Lawrence 'baun' was not only a story of black arts, seers, witchcraft and the Iroquois War. This relating by our Elder is stating important facts of our Nipissing culture and heritage.

The Manitou Islands are beautiful and their location strategically placed to view all rivers into and out of Lake Nipissing. These strategically located island(s) answers the question simply by stating; why would the Nipissing **not** be located on these islands at the time of Champlain's visit. Champlain's emissaries were here to establish their trade with the Nipissing, something the middle man Iroquois would not have wanted to be tampered with. As historically recorded and related the Nipissing were pushed north and westward and did not return until around 1667, a time span of 17 years. Leatherdale only accounts for a battle between the now present City of North Bay and Trout Lake, he makes no mention of any battles on the 'island' where the Nipissing met the emissaries of France. If the Manitou continued to be the stronghold of the Nipissing these island(s) could also have been one of the most likely places where the Nipissing received their catastrophic defeat from the Iroquois. Leatherdale ends his interpretation of the Elder's story relying on the transformation of the People from human to snake as the reason why the Nipissing did not inhabit these islands again. While we can continue to define our ancestors by that narrow description, we can place our own revisionist history based on actual truths gleaned from historical relating such as the story told by Elder Lawrence Commanda 'baun'.

My interpretation of why these beautiful strategic Islands were never to become the central home of the Nipissing ever again, is based in another historically accurate Nipissing traditional ceremony. The 'Feast of the Dead' was held every 10 years and was an important part of our Nipissing cultural calendar. The Nipissing Iroquois war of 1650 would leave no time for the Nipissing to conduct their scheduled burial practice of a 'feast of the dead' ceremony. After the Iroquois wars we sought refuge for 17 years into our neighbors' territories to the north and west. With no feast of the dead conducted for close to 20 years, the island(s) may have become a burial ground and an area of sadness for our People. Did these islands become a 'commemorative' place not to be disturbed? Did our People initiate the lore warnings as a message to ward off occupation by anyone in the future? Should it be determined that the Manitou were a central strong hold of our Nation and an area of a battle ground, then the lore that surrounds the relating of spirits and evil boding could very well be a protection of a burial ground from being once again occupied or used for other purposes.

LEARNING *from the* LAND

Nipissing Nation Membership Land Owners

Besides the fact that this Summer School provides capacity-building for our students, employment for our teacher(s) and our resident Archaeologist Ken Swayze and Ms. Sarah Hazel, a Nipissing Nation Member who is also an Archaeologist, this school also provides the Nipissing Nation Membership, the land owners, with assurances that all potential heritage or culturally-utilized Nipissing land is evaluated and assessed for possible archaeology investigations.

In Keeping with our Gichi-Naaknigewin

Partnering Nipissing Offices and Departments illustrates the mission statement and collaborative initiatives stated under the Nipissing Gichi-Naaknigewin (Nipissing Constitution) and information from archaeological studies and research has shown that:

"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."

Our Gichi-Naaknigewin states those strong inherent values and principles. The research and studies contribute to a better understanding of Our Ancestors and how we lived during the periods of time associated with the archaeological studies. It is with the understanding that all materials, artifacts, historical and archaeological studies will be utilized to further the Nipissing historical perspective. At all times, Our Nipissing People should utilize resources, reports by other entities, consultants and Elder's testimony to tie into our cultural past.

Everyone involved in our Archaeological Summer School wish to thank the Chief and Council and most importantly the Nipissing People for providing Enhancement Fund dollars to educate our Youth in an alternative field of study. This School provides all participants with an opportunity to uncover and promote the rebuilding and reinterpretation of Our Nipissing People's rich and vibrant culture, heritage and history.

Other Services Provided by the Nipissing Nation Land Office

The Land Office handles all land matters and land issues of Nipissing Nation. Some of the responsibilities and duties are highlighted as follows; Residential, Commercial, and Industrial Land Leasing; Treaty, Land and Resource Claims Research; Historical Research; Environment Protection; Nation Member Allotments; Resource Permits; Easements, and Rights of Way; Estates, Power of Attorney, Life Estate, Living Will and Last Will and Testaments; Membership; Gasoline, Status Cards and Secured Status Card applications; Surveys, Monument locations and Map requests; Registry and Document Repository and Archive; Taxation Development; Corporate Purchases and Trusts; Land Repatriation; Court and Legal Liaison; Resource Use Records; Land Use and Zoning Developments; Territorial Land Protection and Consultations; Land Law Development; By-Law Development; 911 Emergency Records; Heritage and Cultural Site investigation and protection; Cemetery Records; Veterans Day Memorial; Demographics and Statistics; and, Timber Resource Management.

The Nipissing Land Office prides itself in its relationship with the owners of the land, the Nipissing people. The staff at all times endeavours to make any land project a continuing education experience heavily weighted with a strict conscience to protect the Nipissing People, their land and resources.

Contacts:

Nipissing Land Office Staff may be contacted by telephone at 705-753-2922 or by fax at 705-753-5762. Staff may be contacted by email as follows: Joan McLeod, Land Manager at joanm@nfn.ca; Cathy McLeod, Assistant Land Manager at cathym@nfn.ca; Leda McLeod, Lands Registration Clerk at leef@nfn.ca; Joanne Gibouleau, Lands Technician at joanneg@nfn.ca, and Juliette McLeod, Lands Membership Clerk at juliettem@nfn.ca

CULTURE *and* HERITAGE



The Nbisiing Anishinaabe Gaa bi-Naadzwaad Gamig (Culture Centre) has the mandate of restoring our Nbisiing dialect and culture back to the people, by recommendation of the people of Nbisiing.

The following report is a snapshot of our last fiscal year as we continued on our path towards reclaiming our Nbisiing language, culture and heritage.

Anishinaabemwin

In Nbisiing's Gichi-Naaknigewin (Big Law or Constitution), our people agreed that Anishinaabemwin is our official language, and English is a secondary language. We see people within our nation working hard to make this happen. For example, we now have six (6) of our young Nbisiing people teaching Anishinaabemwin in the local provincial schools, as well as one teacher from Dokis and Bear Island who have been learning with us.

Our students are grateful that teacher Minwewe (Blair Beaucage) has been working with us for three years, and sharing some of the teaching methods he learned from his own language teacher Dr. Muriel Sawyer. We are also blessed with the volunteer work of June Commanda, Marlene Barnes, Kathleen McLeod and Sylvia Restoule who assist us in Ktigaaning (Garden Village) and for Evelyn McLeod, our staff member who agreed to assist Blair in Neyaaba'aakwaang (Duchesnay).

We hosted 64 **weekly language classes** in both Ktigaaning (Garden Village) and Neyaaba'aakwaang (Duchesnay) with an average of 25 people attending weekly in Ktigaaning and 10 people attending in Neyaaba'aakwaang, including families attending together. It is very good learning and we see the fluency growing steadily every week.

We also hosted 16 **immersion classes**. We tried very hard gaan zhaaganiaashemwin (no English) during these times. These classes were facilitated by our contract language coordinator Jane Commanda and led by our fluent speakers: June Commanda, Marlene Barnes, Larry McLeod, Kathleen McLeod, Sylvia Restoule, Geraldine McLeod, and Lorraine Commanda. Lessons were presented through a variety of workshops including day-to-day life conversation, such as cooking, eating in a restaurant, valentines, going on a date, skinning waabooz, etc. The workshops were very helpful for our learners, especially our language teachers who are building their fluency.

Each year, we support a delegation from Nbisiing to attend the **Anishinaabemowin Teg Language Conference** in Sault Ste. Marie, Michigan, where a large group of Anishinaabeg meet to learn new ways to reclaim our language in our Anishinaabe nations. Our Nbisiing delegation includes members of our Culture & Heritage department, our language teachers, as well as two of our community class students who are chosen through a draw to attend to learn these strategies.

We also provide Anishinaabemwin within the **Summer Children's Program**. Fortunately there are still families with fluent speakers in the home, but there are some children who have never heard the language until they attend the summer program.

We work to create **Language Resources** by making booklets and posters, recording fluent speakers, and hosting translation gatherings with our fluent speakers. These resources can be accessed by community members at the Culture Centre in Garden Village and we are working to add more resources to our website: www.nfnculture.ca.



CULTURE *and* HERITAGE

Culture

This past year, we hosted 25 **Cultural Arts Workshops** in Ktigaaning minwa Neyaaba'aakwaang (Garden Village and Duchesnay). We are grateful to the Ontario Arts Council for sponsoring these opportunities.

Our **4th Annual Anishinaabe Gathering of Artists** was held in February 2017 and successfully showcased local cultural artists and musicians. Dan Commanda, a longtime member of our Culture committee, helped organize this event and acted as our Master of Ceremonies. We are proud to provide an event that celebrates and provides exposure to our artists and musicians. We are grateful for the sponsorship we received from the Ontario Arts Council to support this event.

Our **28th Annual Traditional Pow Wow** was held on September 3 & 4, 2016 and was also tremendously successful. Our Nbisiing territory hosted approximately 4,500 - 5,000 visitors as we celebrated traditional song and dance, cultural arts, teaching lodges and honoured veterans, sobriety, family, nationhood, mshkiki and socializing. The pow wow is NFN's largest annual event and we appreciate the assistance we receive from Canadian Heritage to help make it possible.

In addition to these annual gatherings, we also hosted:

- Annual Memorial Feast to honour and respect our people who recently passed over to the spirit world
- Annual Spring Water Ceremony honouring the water and spawning fish
- Gathering of the Clans
- Medicine Camps with Joseph Pitawanakwat where we learned about Nbisiing habitats, endangered plants, the power of sacred mshkiki, and how to use these medicines for healing
- Annual Winter Round Dance, in collaboration with the North Bay Regional Health Centre, North Bay Indian Friendship Centre, Nbisiing Secondary School and Nipissing University. We had another great turn-out for this celebration that brings different nations together to drum, sing, dance, socialize and celebrate.
- We hosted monthly family drum socials, full moon ceremonies, and grandmother's circles.



These events, gatherings and ceremonies are very important in reviving our identity as Nbisiing Anishinaabe and empowering our people.

Heritage

Our documentary **The Nipissing Warriors** was completed in the winter of 2016. This project was made possible through a partnership between Nipissing First Nation, Nipissing University, Social Services and Humanities Canada, and Regan Pictures.



In keeping with the Culture Centre's mandate to preserve and reclaim Nbisiing heritage, this documentary focused on the remarkable Nipissing Warriors hockey team, which played from 1965 to 1975, with a focus on Team 1972, which won the first All Ontario Native Hockey Tournament. We had great turn-outs for both the premiere showing and another showing at Nbisiing Secondary where the wife of coach Ray Trepannier was in attendance as a special guest. Although the documentary is about a hockey team, it has more to do with the times of transition we were in at that time in history. The

documentary can be viewed by typing "Nipissing Warriors Documentary" in Google and accessing it from the Nipissing University website or on Vimeo. A Nipissing Warriors exhibit is housed at Nbisiing Secondary School.

We continue to conduct in home visits with elders and seniors to record the history of families and the Nbisiing community, and to gather historical photographs.

CULTURE *and* HERITAGE

How can you help?

Many people ask how they can help us in our journey of reclaiming Nbisiing language culture and heritage. You can help a lot by:

- Volunteering at our events
- Donating fabric, cultural arts supplies, wiigwaas, spruce roots, medicines, fish, wild meat and birds, and items of historical significance to the NFN Culture Centre.
- Sharing your family photos and stories with the Culture Centre. We will either record or transcribe your stories and scan your photos for use in future heritage projects.
- Attending and supporting any of the events we host.

We appreciate any help we receive as it helps make our nation stronger for ourselves, our young people who rely on us, and for our future.

Gichi Miigwech

Contacts:

Culture Centre, 24 Semo Road, Garden Village ON P2B 3K2

Phone: 705-753-2050 | www.nfnculture.ca

Facebook: [NFN Culture & Heritage Events](#) & [Nbisiing Nishnaabemdaa](#)

Glenna Beaucage ndoon zhinkaaz, Shaagi ndoodem, Enaagdawenjiged/Manager—glennab@nfn.ca

Evelyn McLeod zhinkaazo, Bineshii Doodeman, Enweyang Enkiid/Language Worker—evelynm@nfn.ca

Jules Armstrong zhinkaazo, waabizeshi doodeman, Naangaanzid Enkamgak /Cultural Events Coordinator—julesa@nfn.ca

Randy Penasse zhinkaazo, Beshk doodeman, Kendaaswin enkiid, Library/Literacy Worker—randyp@nfn.ca

KENDAASWIN (Public Library)

Library Services & Collections

- Wireless Internet (WiFi)
- DVDs & Blu-Rays
- iPads
- DVD cleaner
- Play-a-ways
- Toy Library
- Novels, magazines, instructional materials
- Driving Training Manuals
- Photo Digitization
- In-House movie showings & Netflix access
- Ancestry, Family Trees & Community Pictures
- Children's books, videos & toy room

The NFN Kendaaswin offers **6 desktop PC computers** and **2 Apple computers** for community use. These are equipped with the following Microsoft Office programs: Word, Excel, & Powerpoint. We also have one computer with Microsoft Publisher.

Our **7 iPads** are also available for use. Many of these computers are used for online games and social media as well as educational games and learning applications.

We are pleased to offer opportunities for NFN members to **digitize their photo collections**. This will ensure your photos will always be available and have their own electronic backup. This can eliminate the need to keep physical copies of your cherished memories and allow you view them on your computer screen instead. We also encourage our community members to share their photos so they can be added to the NFN community collection.

Our Kendaaswin offers library cards that can be used to access materials from both NFN Kendaaswin and Nipissing University. We can also provide online access through a smart phone app. Visit our Kendaaswin today to learn how to get a library card of your own and start accessing all of our materials.

LITERACY *and* LEARNING

Computer Access

Our computers are available for public use. We have printers and a fax machine available for a small fee. Our community can create, update and maintain their personal documents. Also our computers are now run on fiber optic lines that provide faster speeds for greater satisfaction.

Literacy

Literacy skills are defined as skills required for reading and writing. We have an agreement that allows us to be included in providing activities for the Summer Children's Program. We are provided with a weekly time slot to offer activities and literacy opportunities for the children enrolled.

Adult Education Program

NFN Kendaaswin works with NFN Education and Ontario Works to provide the Adult Education Program. The NFN Kendaaswin houses this program that provides services that enable mature students to obtain their GED credits and secure their transcripts.

Library Programs

Homework Assistance Centre for Kids (H.A.C.K.)

The HACK program runs Monday-Wednesday from 3:30pm-5:30pm and it operates during the school year, September to June. This is for grade school children who require assistance with homework and assignments. Educational applications are also offered to further challenge the young minds of Nipissing. This program is run through the Education department with the assistance of NFN Kendaaswin.

Children's Integrated After-School Program

NFN Kendaaswin has continued its working relationship with the Native Child Welfare program to offer weekly after-school activities. This program runs Thursdays from 3:30pm-6:00pm during the school year, September to June. This program provides literacy and recreational activities.

New Partnership

Our Kendaaswin has begun a new partnership with NFN's Native Child Welfare Program and NFN Recreation to provide programs and services to NFN youth aged 6-17. The youth are split between two age groups: 6-12 years old & 13-17 years old.

Our 3 departments work together to support each other's goals to provide safe, cultural spaces for our youth to engage in literary, culturally-safe, educational and recreational opportunities.

Our collaborative efforts include craft & computer nights, teen nights, movie nights, youth excursions and fundraising. We also partner to offer outdoor activities that include fishing derbies, bike rodeos, baseball games, hiking adventures & other outdoor activities.

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

Contact:

Nipissing First Nation Public Library

24 Semo Road, Garden Village ON P2B 3K2

Randy Penasse, Librarian/Literacy Worker

705-753-6997 | randyp@nfn.ca | www.kendaaswin.ca

Library Hours

Monday: 1pm - 4pm

Tuesday: 9am - Noon
1pm - 4pm

Wednesday: 1pm - 4pm
6pm - 8pm

Thursday: 9am - Noon
1pm - 4pm

Friday: 9am - Noon

Closed Saturday & Sunday

COMMUNITY LIAISON *and* BYLAW

2016 Rabies Clinic

We had another great turn out this year for the animal rabies clinics in Duchesnay and Garden Village. This year, along with the Rabies clinic, we also introduced a draw for a free spay and neuter from the North Bay and District Humane Society for the animals who received their rabies shot. 6 animals were chosen based on the criteria from the Humane Society.

Garden Village - 34 Vaccines were given to the animals

Duchesnay - 32 Vaccines were given to the animals

Big thank you goes out to **Ashley Couchie** and **Dr. Frits Verzijlenberg** of the Verzijlenberg Veterinary Hospital.

Day-to-Day Operations

The Community Liaison office is responsible for managing inquiries and concerns from members of the community about bylaws and infractions and providing follow ups. When a bylaw infraction occurs, we investigate to get the necessary information about the alleged infraction, and if it indeed is against the bylaw, we can either issue a warning or fine depending on the severity (the amount of the fine is on the last page of each bylaw). We also provide animal control services through regular patrols of all NFN communities during the day, nights and weekends.



Contact:

Tyler Couchie

Community Liaison Officer

(705) 753-9184 or tylerc@nfn.ca

Service Highlights	2016 Stats	2015 Stats
Bylaw Infraction Warnings/Fines	33	22
Calls for Service	127	107
Animals Delivered to the North Bay & District Humane Society	13	14
Rabies Shots given out during Annual Clinic (June 9, 2016)	66 Total 34 - Garden Village 32 - Duchesnay	68 Total 40 - Garden Village 28 - Duchesnay



Contact:

APS - Nipissing Detachment

(705) 472-0270

For immediate assistance
call 1-888-310-1122

For all emergencies, dial 9-1-1



ECONOMIC DEVELOPMENT

Mission Statement

“Our Mission is to empower the membership to work together in building a stronger local economy for Nipissing First Nation and its members through common goals of social, economic, environmental and cultural considerations. This Office is committed to the betterment of Nipissing First Nation communities.”

Strategic Plan Goals

1. Raise the standard of living for NFN families to match or exceed the Canadian median family income of \$80,000 per year.
2. Create own source revenue streams such that NFN becomes financially self-sufficient by 2020.
3. Reduce the unemployment rate to be equal or less than the national average of 7%.

Tactics (how do we achieve these goals?)

1. Create well-paying jobs such that the median individual income for NFN residents is equal to or greater than the national median individual income of \$33,920.
2. Provide support to on-reserve businesses (member and non-member owned) to help stimulate growth, create employment, build capacity, increase sales and improve profits.
3. Attract new businesses to NFN by providing certainty on land management and Nipissing Nation governance.
4. Develop the skills of the NFN workforce so they are qualified to fill existing employment opportunities as well as the ones created by future economic development projects.
5. Develop partnerships to grow new businesses within the region that provide a revenue stream for NFN with adequate financial returns and social benefits for NFN citizens (employment and training opportunities, contract opportunities, dividends for band members, etc.)
6. Develop renewable energy/alternative energy projects designed to lower the operating costs of NFN facilities, as well as reduce the energy costs/hydro bills of individual band member households.

Business Licenses

The Business License Bylaw requires all businesses operating on Nipissing First Nation to have a business license. The business licensing process benefits Nipissing First Nation in the following ways:

- It ensures that public health and safety regulations are addressed by businesses when the public has access.
- It provides a fair environment for all businesses operating on Nipissing First Nation.
- It provides a registration system where NFN can track its economic development and businesses can use the registry as a resource for business planning.
- When combined with commercial land use requests, it ensures that a commercial land lease is implemented, building codes have been adhered to and zoning and other restrictions have been enforced.

Small Business Loan

This program is designed to financially assist NFN members with creating new small businesses or expanding existing businesses. The Small Business Loan program provides a source of financing that offers flexibility with repayment schedules and security as compared to lending institutions. A few highlights of the program include loans up to \$15,000 at Prime + 2% interest for a maximum five (5) year term. A formal application process is required.

ECONOMIC DEVELOPMENT

Projects

Bineshii Light Commercial Industrial Park

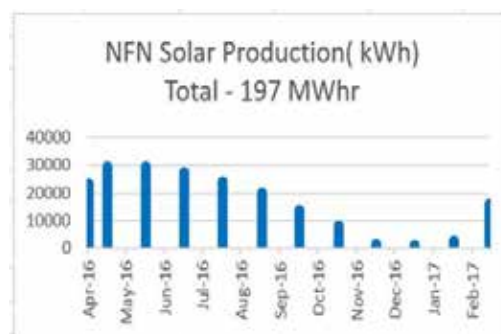
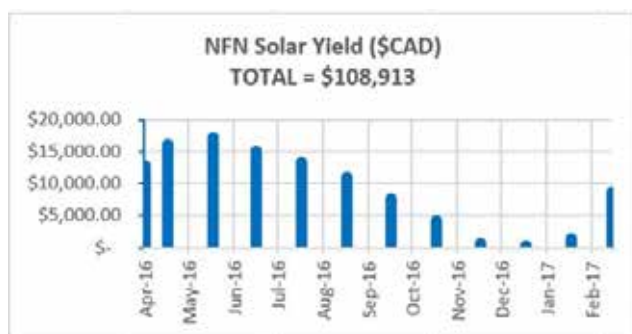
The Bineshii Light Commercial Industrial Park is located north of highway 17 between Young Forestry and the Union of Ontario Indians at Yellek. Work is ongoing to determine the cost of developing infrastructure services including roads, electricity and natural gas. To date, 3 phase hydro services have been installed and we are working towards installing natural gas services for the area in 2017.

Natural Gas Service for the Remaining Nipissing First Nation Communities

In 2017, natural gas services will be installed in the communities of Art's Lane, Yellek, Beaucage, Meadowside and Jocko Point. The potential dates for installation of services for VLA and Garden Village have yet to be determined. More research will be conducted to determine the feasibility and cost of installing natural gas services in these areas.

NFN Solar Projects

The 4 rooftop solar projects, with a total capacity of 166 kW, are under contract with the Independent Electricity Systems Operator (IESO) to generate electricity at a rate of \$0.548 /kWh, which translates to approximately \$100,000 annually. Production and yield are shown below for the period of April 2016 to February 2017.



NFN - Solar Power Network (SPN) Partnership

The scope of this project has changed where the number of solar PV contracts has reduced from 50 systems (14.2 MW) to 22 systems (6.7 MW). The systems are fully constructed and are in commercial operation. The ownership structure has changed where Solar Power Network sold its share in the partnership to Grasshopper Solar, a large renewable energy development company in southern Ontario. NFN's return on investment is 15%.

NFN Greenhouse

A feasibility study is planned for a production scale greenhouse for Nipissing First Nation. The greenhouse will be self-sustaining, provide NFN with an additional revenue stream, provide employment and training opportunities, build capacity, and provide a healthy, sustainable food source for NFN Band members and the surrounding areas.

The study will be broken down into the following main themes and focus on providing site specific options to build and operate a commercially viable year-round greenhouse on Nipissing First Nation:

1. Community engagement and alignment with Nipissing First Nation's strategic plan
2. Market demand for produce (both on reserve and for export within a 200 km radius)
3. Labour supply requirement (greenhouse horticulturalists, building operations managers, sales & produce market strategists)
4. Greenhouse building design & operations and availability of site specific resources and opportunities for systems integration
5. Economics and business case validation

ECONOMIC DEVELOPMENT

Kinoomaadziwin Education Body (KEB) Office Building

The Anishinabek Nation has successfully ratified the Anishinabek Nation Education Agreement, which is the largest education self-government agreement in Canada due to the number of First Nations involved. This means that the participating First Nations (23 including Nipissing as of August 2017) will proceed with establishing the Anishinabek Education System.

The Anishinabek Education System consists of the Kinoomaadziwin Education Body, Regional Education Councils and Local Education Authorities. The Kinoomaadziwin Education Body is the central education body that will support the Anishinabek First Nations in achieving their education priorities. The KEB requires office space for its 10 staff and, using an RFP process, selected NFN's proposal to build a multi-tenant, single-story office complex that meets the KEB's requirements and also includes a Small Business Centre for NFN entrepreneurs, while providing opportunities for future expansion.



MITCHELL
JENSEN
ARCHITECTS

KEB OFFICE AND SMALL BUSINESS CENTRE
NIPISSING FIRST NATION



NFN-Owned Businesses

Beaucage Park

The archeological assessment will resume in 2016 and to be completed in 2017. During this time research will continue to determine the future of the park land. During the summer months the park remains open on week-ends for day use by Band Members and their families.

NFN Bingo

NFN Bingo operates for the benefit of recognized NFN charities and services groups. Bingo funds available for distribution each year consist of 100% of the annual net profit of the Bingo and Canteen. For this fiscal year (April 1, 2016 – March 31, 2017), \$77,700 was contributed to Enhancement Fund projects.

Contacts:

Michael Harney, Economic Development Manager

705-753-2050 ext. 1264 | michaelh@nfn.ca

Thomas Lambert, Economic Development Officer

705-753-2050 ext. 6985 | thomasl@nfn.ca

Sarah Fisher, Economic Development Assistant

705-753-2050 ext. 1243 | sarahf@nfn.ca

EDUCATION

Staff and Mandate

The Nipissing First Nation Education Department consists of three full-time employees and one office administrator/bussing coordinator. Our goal is to provide effective and efficient administration of education programs and services for students and to provide safe and cost efficient transportation. We shall endeavor to develop capacity for education and life-long learning as well as a vision of Anishinabek education for all.

Our Education Team consists of:

- Director of Education, Nancy Allaire
- Bussing Coordinator/Office Administrator, Charlene Bellefeuille
- Post-Secondary Education Support Worker, Geraldeana Goulais
- Elementary/Secondary Education Support Worker, Tracy Hanzlik

Contact us at 705-753-6995 or visit our office at 70 Semo Road, Garden Village.

Administration

The administrative responsibilities of the Education Department are many and varied, and include:

- Establishing adequate education service agreements with provincial school boards;
- Providing safe and efficient school bus services on a daily basis;
- Addressing each student's special learning needs;
- Working at the request of, or on behalf of individual students and/or parents;
- Establishing and maintaining partnerships that contribute to positive educational experiences for our students; and meeting the reporting requirements of various funding agencies: [INAC](#), [Ministry of Education](#), [Kenjigewin Teg Educational Institute](#) and [Ministry of Children and Youth Services](#)

Roles and Responsibilities

We are mindful of the bigger picture with respect to First Nations Education as we are one of 14 Anishinabek First Nations who ratified the Anishinabek Nation agreement by voting “yes” to AES in the fall of 2016. Our education team has been working with the Kinooamaadziwin Education Board to prepare for the following: the education signing ceremony; finalizing the education fiscal arrangements with Canada and the Master Education Agreement with Ontario; negotiating the multi-year action plan; implementing the tri-partite work plan; and developing education law and enactment.

Our Students

The Education Department has one of the largest budgets within Nipissing First Nation and is responsible for a variety of Education matters related to our approximately 402 full- and part-time students at the elementary, secondary and post-secondary levels. Figure 1 below provides a brief look at our student populations over the past four school years from 2014 to the current 2017 academic year.

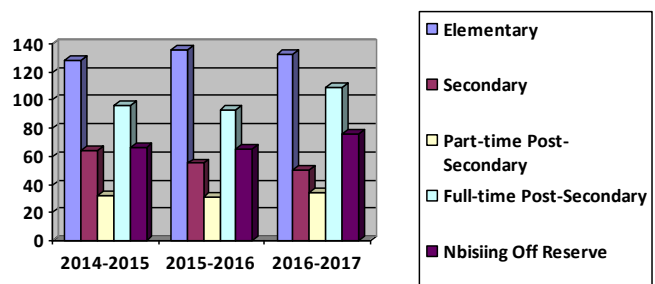


Figure 1: NFN Enrollment Statistics

EDUCATION

NFN Student Enrolment

We currently have students enrolled in four local provincial school boards. Nipissing First Nation pays 'tuition fees' to the four provincial school boards for each of our students enrolled in the respective schools within those boards. Table 1 indicates the tuition fee per child paid to the provincial school boards for on-reserve students. We receive 'reverse tuition fees' for all students living off-reserve and attending Nipissing Secondary School. The Ministry of Education pays NFN the same tuition for students attending Nipissing and provincial high schools.

There has been an increase in students attending Nipissing Secondary School.

Table 1: Tuition Fees Paid to Provincial School Boards				
School Board		2013-14	2014-15	2016-17
Near North District School Board	Elementary	\$11,546.50	\$11,770.24	\$11,611.45
	Secondary	\$12,517.84	\$12,615.23	\$12,659.05
Nipissing-Parry Sound Catholic District School Board	Elementary	\$12,685.34	\$12,617.91	\$12,960.57
	Secondary	\$13,260.57	\$13,301.54	\$13,499.46
Conseil Scolaire Publique du Nord-Est de l'Ontario	Elementary	\$15,744.00	*	\$15,515.00
	Secondary	*	*	\$28,720.13
Conseil Scolaire Catholique Franco Nord	Elementary	\$14,258.06	\$14,229.16	\$14,471.09
	Secondary	\$15,663.88	\$16,735.27	\$16,617.82

NFN Graduation Rates

Nipissing First Nation can be proud of our student graduation rates and can celebrate the academic success of our students. Figure 2 compares the number of on-reserve students at key transition times in the educational journey. Unfortunately, at this time, we do not have the ability to track off-reserve statistics.

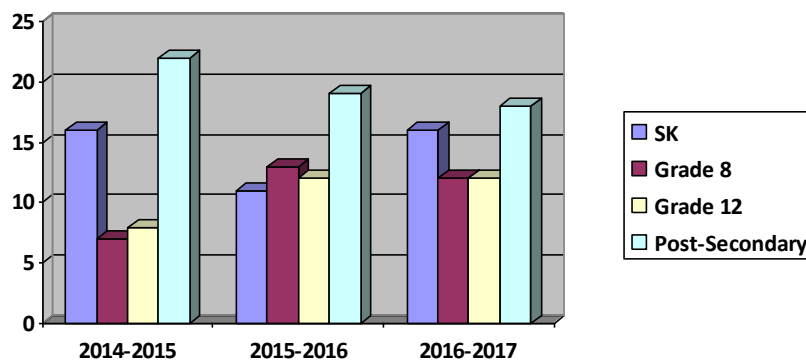


Figure 2: NFN On-Reserve Graduation Rates

EDUCATION

NFN Post-Secondary Programs

Our post-secondary applications for September 2016 included 70 priority 1's, 20 priority 2's, 2 priority 3's and 11 priority 4's. There were 34 part-time students for this year. Overall, we have had an increase from 93 to 106 students attending post-secondary programs. This past year, Nipissing First Nation students enrolled in 13 colleges and 22 universities, mainly in Ontario. One student enrolled in a school in the USA. Nipissing University and Canadore College have the highest enrollment of NFN students.

Students are choosing a broad range of programs of study including health sciences, education, law, policing, building technology, mental health, anthropology, engineering, accounting, digital media, and office administration. We have students working at all levels of academic training: one-year Certificate programs, two to three-year College Diploma programs, three and four-year University Degree programs, as well as Master's and Ph.D. programs.

In December 2016, we were fortunate to receive additional funds from Chief and Council based on the interest earned on Land Claim Settlement Investment Funds. These 'new dollars' were directed towards increased book costs, increased tuition costs and our increase in Priority 1, 2, 3 and 4s for this year. There were 118 applications submitted and we approved 106 student applications.

Table 2: Full-time, Single Post-Secondary Student Costs					
	Average tuition	Allowance	Books	Application fees	Total
College	\$4,800.00	\$10,000.00	\$1,000.00	\$95.00	\$15,895.00
University	\$7,150.00	\$10,000.00	\$1,000.00	\$140.00	\$18,290.00

In Table 2, the assistance provided is not intended to cover all costs, but it does provide significant support for students. Students are encouraged to apply for the Ontario Student Assistance Program. This program is a mix of grants and loans provided by both the Provincial and Federal governments and may supplement funding received from Nipissing First Nation Education.

NFN Education Department Partners

The Education Portfolio is the responsibility of Deputy Chief Muriel Sawyer who is Chair of the Education Committee. Members of the Education Committee include Jan Couchie, Jackie Folz, Judy Manitowabi, Fran Couchie and Marianna Couchie. This year, much of our discussions at the Education Committee meetings focused on the Anishinabek Education System. There were several presentations made by our partner boards on Indigenous education goals and project updates. We have seen an increase in Ojibwe language teachers in our partner boards for both elementary and secondary schools.

With the support of enhancement funds, the NFN Education has continued to work with NFN Ontario Works, Employment and Training, and the Library around our Adult Education Partnership with the Near North District School Board. We have had a First Nation teacher onsite in Garden Village at the Library and Nibisiing Secondary School. The teacher is available once a week to support individuals seeking to complete their Ontario Secondary School Diploma in a timely manner. Adult students earn "maturity" and PLAR (prior learning assessment and recognition) credits towards achieving an Ontario Secondary School Diploma. To date, we have had two successful graduates from this partnership and 16 registered adult learners continuing on their learning journey.

A partnership formed with Health Services and Child Welfare Services facilitated the operation of the after school Children's Integrated Program (Bi-gzhaadge Binoonjiiyak) in Garden Village. Enhancement funds provided the support for the program and 16-24 children have been accessing the program daily.

EDUCATION

The Children's Integrated Program operates Monday to Thursday from 3:30pm - 5:30pm during the school year with a focus on health, support for homework, and nutrition. A recent survey determined that there was little interest in Yellek and Duchesnay for this program at this time. We are grateful for our partners, Biidaaban Community Service-Learning program with Nipissing University, which provides academic supports for our children, and with RUMIE who donated 30 tablets to the program. RUMIE's mission is to bring the surge of free learning content available online to communities.

In the summer of 2016, the Education office and Nbisiing Bus Lines collaborated once again with the Lands Department and Employment and Training on the Archeological Field Project at Beaucage Park. Thanks to enhancement funds, we were able to again provide a very worthwhile learning experience for our secondary and post-secondary students. This funding provided employment for one teacher. The valuable experiences such as accumulating artifacts, confirming historical data and learning about Nipissing First Nation's rich history have provided valuable learning opportunities for all! We look forward to the archeological study that will take place on the Manitou Islands next year.

The NFN Education Director participates in the First Nation Advisory Committees of all provincial school boards, as well as Nipissing University's Aboriginal Council on Education, Nipissing University Senate, and Canadore College's Indigenous Council on Education. The Office of Aboriginal Initiatives at Nipissing University and First Peoples House at Canadore College maintain regular contact with our office on matters and opportunities.

Our First Nation Trustee, Judy Manitowabi, continues to provide updates on the Aboriginal initiatives in the Nipissing-Parry Sound Catholic District School Board. She keeps us informed about various Ministry of Education and Board initiatives. The Superintendent and Aboriginal Lead from the Near North Board has represented the First Nation Trustee, Carol Stevens, at our education meetings. They have also consulted and presented on the school board's initiatives for the year. We do have a very good working relationship with our partners in education. Additionally, we have respectful relationships with our Board Directors and Superintendents with Aboriginal and Special Education portfolios.

Nbisiing Bus Lines

Nbisiing Bus Lines continues to offer excellent service to our community. This facet operates as part of the Education department, with the main responsibility being the provision of regular and safe student transportation. Our fleet consists of nine vehicles ranging in size from 7-passenger vans to our 72 passenger buses. Last year we purchased a new, larger para-bus (48 passengers + wheelchair accommodation).

This year, a new 72-passenger bus was added to our fleet to accommodate school bell times and an increase in one route so students would arrive in a timely manner. These vehicles are required to transport our students to 17 different schools in Sturgeon Falls and North Bay. Nbisiing Bus Lines also provided charters for various programs and functions in and around Nipissing First Nation. This program could not operate without the committed crew of regular and relief drivers from our community, neighboring community and our bussing coordinator.



EDUCATION

Anishinabek Education System (AES)

Education Self-Determination: We are moving forward...

For over 20 years, the Anishinabek First Nations have been working towards the establishment of the Anishinabek Education system. This means that the First Nations have the inherent jurisdiction over education and are the law-makers within the Anishinabek Education System. Members of the First Nation will vest the jurisdiction in Chief and Council. There are 39 First Nations within the Anishinabek territory. Among the First Nations, there are 11 First Nations operating 26 schools and 4 Adult Learning Centers. Over 60% of the First Nation students attend provincial schools. High cost special education funding, educational discretionary funding, capital and tuition funding are current negotiation matters for the Anishinabek Educational fiscal negotiators.

We are happy to announce that Marianna Couchie is a member of the Kinoomaadziwin Education Board of Directors. Deputy Chief Muriel Sawyer and Fran Couchie are members of the Regional Education Council #3. The Education Director, Nancy Allaire, attends as resource support for the Regional Education Council #3. We are moving closer to our vision to implement self-determination of education as envisioned in the 1972 paper, "Indian Control of Indian Education".

AES Update

1. Nipissing First Nation members ratified the Anishinabek Nation Education Agreement with more than 25% +1 of the members voting "YES".
2. Nipissing First Nation has put in a bid to the Kinoomaadziwin Education Body to house their offices on our First Nation.
3. Chief and Council have signed a Band Council Resolution approving and will sign the Master Education Agreement with Ontario.
4. The Anishinabek Nation will be hosting the signing ceremony at Chippewas of Rama First Nation. Chief Scott McLeod and youth representative Angel Armstrong, along with participating First Nations and Canada will sign the Anishinabek Nation Education Agreement and the Education Fiscal Transfer Agreement. The Anishinabek First Nations, the Kinoomaadziwin Education Body, and the Province of Ontario will sign the Master Education Agreement. Twenty-seven First Nations will be potentially signing this agreement.
5. Our Education committee and AES representatives are working on the following next steps to reach our goals:
 - Developing First Nation Education Laws and enactment;
 - Input on Master Education Framework with Ontario;
 - Input on the Tri-partite work plan;
 - Developing AES structure and review;
 - Input on multi-year action plan, data information and sharing;
 - Developing AES transition guidelines and checklist;
 - Drafting funding distribution agreement with respect to the exercise of education jurisdiction and finalizing the educational fiscal arrangements with Canada.



Anishinaabe Kinoomaadziwin Nongo, Anishinaabe Pane!

EDUCATION



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

About Our School

Nbisiing Secondary School is an Ontario Ministry of Education Inspected Private School that is subject to biannual inspections. Through the culture, traditions, and language of the Indigenous people, Nbisiing empowers learners from areas across Ontario. Through culturally grounded academics, students reach high levels of education that inspire and nurture their unique paths to mnobimaadziwin, 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 Nbisiing's Anishinaabemwin
- Be a responsible member of society

Nbisiing's school improvement plan includes overarching goals which align Nipissing First Nation's Strategic Goals under the four pillars: Literacy, Numeracy, Community and Pathways.

Nbisiing provides educational services for Nipissing First Nation students and through Reverse Tuition agreements, and is able to provide programming for First Nation students from several other communities as well. Pride, self-esteem, and self-identity are nourished through culture and language as part of everyday life at Nbisiing.

Many programs and services are supported and facilitated by 16 dedicated full-time staff. Goals for 2017-2018 include building capacity and hiring additional support staff to address the learning needs of nearly 100 students every year. Each teacher is required to teach a variety of subjects in addition to core subjects. Indigenous content and engagement are key aspects of the regular curriculum. Ministry of Education Curriculum requirements are met by infusing Indigenous content as a key focus.

Monique Sawyer	Principal/Supervisor
Carole Couillard	Vice-Principal
Lacy Farrell	Student Success Teacher
Renée Restoule	Special Education Teacher
John Chowns	Co-op/Dual Credits/OYAP, Entrepreneurship, Marketing, Accounting, etc.
Blair Beaucage	Culture and Language Teacher
Alex Armstrong	Green Industries, Geomatics, Aboriginal Law, etc.
Ashley Porter	English, Parenting, Psychology, etc.
Rosemarie Erb	Hospitality, Visual Arts, Fashion, Geography, etc.
Mark Burns	Math, Music, Drama, etc.
James Horner	Science, Outdoor Education, Construction, etc.
Harley Saunders	I.T., History, Physical Education, etc.
Jennifer O'Driscoll	Maternity Leave contract -Photography, History, Physical Education etc.
Terresa Beaucage	Educational Assistant
Alyssa Couchie	Office Administration
Allen Commanda	Custodial/Maintenance, Health and Safety
Charles Serré	Custodial/Maintenance

EDUCATION

School Demographics 2016-17

Total Population: 96 (Fall Semester 2016)

Population by Grade:

Grade 9	Grade 10	Grade 11	Grade 12
12%	32%	26%	30%

Population by Ethno-Racial Background:

Band Member with Status	Non-Status Band Member	Native With Status	Non-Status Native	Non-Native
8%	0%	61%	8%	23% ⁴

Population by Special Needs:

Non-IEP	Students with an IEP	
42%	58%	
	Academic IEP	Behaviour IEP
	86%	14%

Reverse Tuition Agreements and Funding Organization :

Nipissing Parry Sound School District	Near North District School Board	Indigenous and Northern Affairs Canada
24	46	26

Graduation Rates 2013-2017

Nbisiing has graduated over 300 students since opening in 1996.

School Year	Graduates	Graduation Rate
2016-2017	11	73%
2015-2016	14	75%
2014-2015	17	71%
2013-2014	5	56%

Summer school programming is offered to students who qualify or who want to complete additional credits during the summer. Courses are offered to students currently in grades 9 to 12, as well as for grade 8 students transitioning to Nbisiing as part of Reach Ahead Programming.

Summer School Year	Number of Students Enrolled	Total Credits Recovered or Earned
2017	16	39
2016	19	28
2015	7	22

Partnerships

Building strong community partnerships and pathway programming are priorities at Nbisiing. Partnerships with Canadore College and Nipissing University continue annually. Programs include Dual Credits, Archaeology, WIIDOOKAADWIN; Aboriginal Mentorship Initiative, AASGAABWITAADWIN; Aboriginal Youth Leadership Conference, Summer Institute, Rumie, Ontario Art Council and Kendaaswin Day.

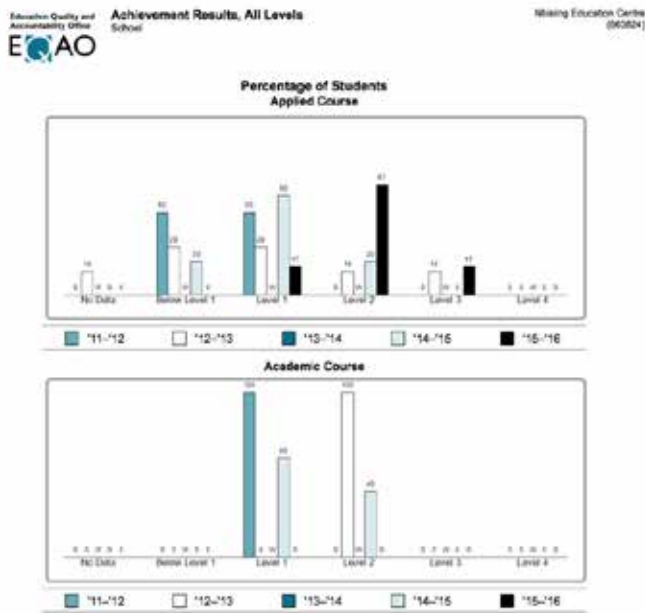
Nbisiing continues to partner with 11 other First Nation schools as a member of the First Nation Student Success Program. FNSSP is a program designed to support First Nation educators in their ongoing efforts to meet student needs and improve the achievement of First Nation students by focusing on priority areas of literacy, numeracy, culture and student retention.

EDUCATION

Nbisiing also partners with Nipissing First Nation and its Culture & Heritage Department for many community events, such as Remembrance Day, Spring Water Ceremony, National Aboriginal Day, Pow Wows, Feasts and Sweats.

The North Bay Indian Friendship Centre provides lunch hour programming as well as counseling and other supports that address the needs of the students.

Achievement Results



EQAO Grade 9 Math Assessment 2011-2016

The Grade 9 math assessment evaluates the math skills that students are expected to have learned by the end of Grade 9, according to *The Ontario Curriculum*.

The data shows a significant increase in students achieving level 2 from the 2014-15 to the 2015-16 school year.

Numeracy goals identified in our school improvement plan is using multiple sources of data to identify gaps and implement high-yield instructional and assessment strategies to improve student outcomes.

**** Academic course data is not present for 2013-14 & 2015-16 because no students were registered in academic level English courses those years.**

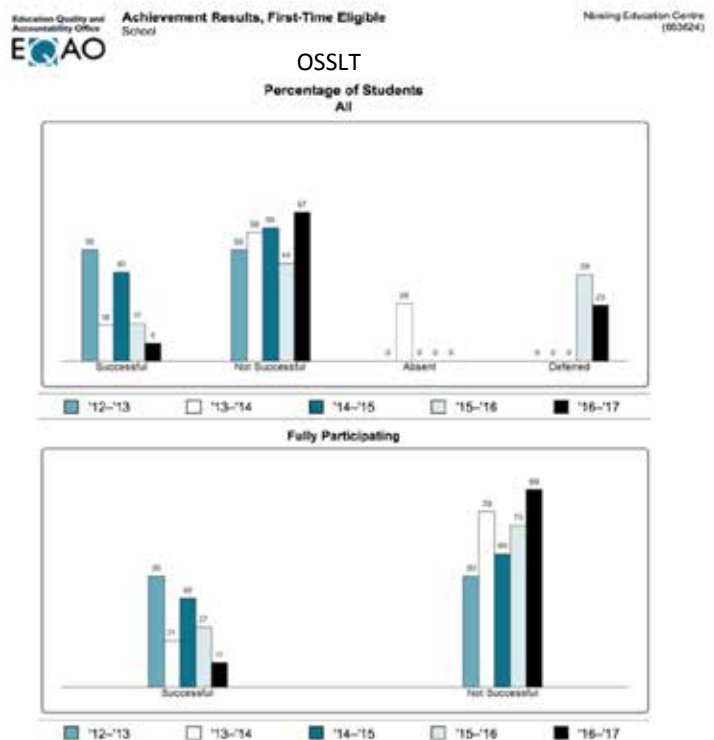
Ontario Secondary School Literacy Test Results Nbisiing 2012-2017

The OSSLT assesses whether students have acquired the literacy (reading and writing) skills expected by the Ontario Curriculum across all subjects up to the end of Grade 9.

A comprehensive review of the data reveals an overall shift from level 1 to level 2+.

The 2016-17 detailed results indicated that 9 of the students who were unsuccessful scored over 290 (300 is considered a pass).

As part of our school improvement plan our goals include improving literacy across the curriculum and using data to inform instruction.



EDUCATION

Staying Connected

Nbisiing is a Mac platform school - we recognize the importance of online learning and providing multiple opportunities for learning and communication. This year we upgraded to Engrade Pro, an online grading system that offers a wide range of features that help teachers administer classes, get in touch with the parents and guardians of their students, and analyze student performance.

As part of our goal to increase student/parent engagement and online learning we are tracking school usage data:


Nbisiing Secondary School Dashboard

School Usage, 2016-2017 Grading Period 2

 97 students

 12 teachers

 1 admins

 30 classes

Student Logins



Parent Logins



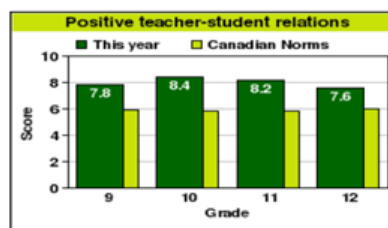
Report on Student Outcomes and School Climate **OurSCHOOL Secondary School Survey (4865)** **Nbisiing Secondary School Highlights**

DRIVERS of Student Outcomes

Positive teacher-student relations

Students who feel teachers are responsive to their needs, and encourage independence with a democratic approach.

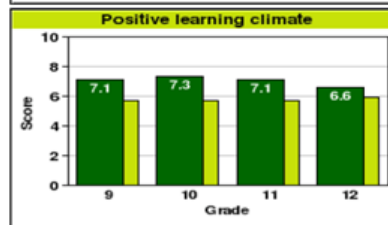
- In this school, positive teacher-student relations were rated 8 out of 10; the Canadian norm for these grades is 5.9.
- In this school, positive teacher-student relations were rated 8 out of 10 by girls and 7.9 out of 10 by boys. The Canadian norm for girls is 5.9 and for boys is 5.8.



Positive learning climate

There are clear rules and expectations for classroom behaviour. Students understand these and teachers maintain high expectations that they be followed.

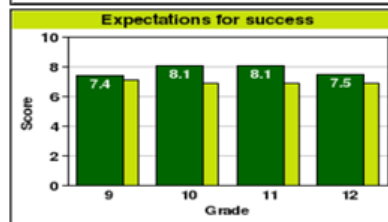
- In this school, students rated disciplinary climate of the classroom 6.9 out of 10; the Canadian norm for these grades is 5.7.
- In this school, disciplinary climate of the classroom was rated 6.9 out of 10 by girls and 6.9 out of 10 by boys. The Canadian norm for girls is 5.8 and for boys is 5.7.



Expectations for success

The school staff emphasizes academic skills and hold high expectations for all students to succeed.

- In this school, students rated teachers' expectations for academic success 7.7 out of 10; the Canadian norm for these grades is 6.9.
- In this school, teachers' expectations for academic success were rated 7.8 out of 10 by girls and 7.7 out of 10 by boys. The Canadian norm for girls is 7.1 and for boys is 6.7.



In our second year of data collection with OurSchool Survey, we conducted a short (15-20 minute) survey for students with a focus on gathering information about students' experiences of school safety, acceptance, and inclusion.

OurSchool is a web-based survey that guarantees anonymity of the respondents.

The data from the surveys will provide a 'big picture' of issues that need to be addressed. Data is compiled and compared to Canadian norms.

A "Drivers of Student Outcomes" sample is provided.

EMPLOYMENT *and* TRAINING

Our Services

NFN's Employment & Training Office was established in December 1997 and serves our community by providing programs funded through Service Canada/Human Resource Development Canada.

We complete client assessments, wage subsidies, and offer training and referrals. The funding we receive from Service Canada enables us to work with our members to find programs to meet their needs, to provide valuable skills and support through training and/or job placements while working towards becoming self-sufficient. We also work with the Union of Ontario Indians to provide services.

Moving forward, we will continue to provide these valuable services to the membership and will continue to work alongside other NFN Programs, as well as local community colleges, service organizations and businesses to develop programs that provide the training and skills needed to meet the employment demands of the labour market. These partnerships will continue to provide opportunities and enable the membership to be competitive in securing full time employment.

Employment & Training Statistics 2016-2017

The Employment & Training Office is responsible for assessing requests for assistance from members. The figures below highlight the support that was provided by the program such as training, employment supports and wage subsidies during the past fiscal year:

2 Females 30+ Years of Age	1 Female Youth
1 Male Affiliates	12 Males 30+ Years of Age
3 Females On Reserve	1 Females Off Reserve
8 Males On Reserve	8 Males Off Reserve
4 Male Youth	

55 Employment Referrals	11 Assisted with Resumes and Cover Letters
41 Employment Counselling Sessions	75 Attended Workshops/Presentations

18 EI Regular Benefits Applications	4 EI Special Benefits Applications
2 CPP Applications Early Retirement	2 CPP Disability / Survivors Applications

The programs being delivered are similar to those provided by third parties such as Service Canada/Human Resource Development Canada.

Employment Readiness & Self-Development Workshops

The Employment & Training Office works with Ontario Works to increase awareness of relevant workshops and to coordinate participation by our members.

EMPLOYMENT *and* TRAINING

Aboriginal Business Day Event 2016 - 2017

In partnership with The Business Centre, we hosted a presentation for Aboriginal Business Day with grade 11 and 12 students at Nbisiiing Secondary on March 23, 2017. The presentations were geared towards motivating youth and encouraging them to explore the possibility of becoming an entrepreneur.



We were fortunate to have two excellent guest speakers - George Couchie, a member of NFN and owner/operator of Redtail Hawk Training & Consulting and Lindsay Sarazin, a member of Golden Lake First Nation and owner/operator of Wolf Eye Productions. Both speakers captured the attention of the students as they spoke about how their ideas of establishing a business became a reality. It was truly amazing to hear the wisdom they shared with the students.



Community Beautification 2016-2017

Employment & Training, in partnership with NFN Administration and Public Works, hired a team of 11 members for a 32 week Beautification program. Crew members provided valuable services throughout the community by helping to maintain Elders' properties, parks, public areas and providing assistance to those who requested help with outdoor clean-up work. This program provided members with team work and leadership skills, as well as hands-on work experience with operating certain machinery and other valuable skills that can be transferable when seeking employment.



Beaucage Park Archaeological Study 2016 – 2017

The student Archaeology program is offered in partnership with the Lands and Education Departments. 216 was the final year of the Beaucage Park study, but the 2017 summer school will be focusing on other areas, such as Garden Village and the Manitou Islands. The program allows students to experience and work alongside their peers in selected areas for the digs.

As they unearth and screen the sandy, granular materials the students are amazed at the artifacts that they find. Not only are they learning about Archaeology processes, they are also learning about their ancestors' history and ways of living. This experience may spark an interest for one (or more) of the students to further their studies in Archaeology and further a career in this field of work.

Stewardship Youth Rangers/Junior Rangers

The Junior Rangers program is offered in partnership with the Ministry of Natural Resources and is a team of 4 high school students and a team leader. The youth that participate in this program acquire valuable skills and knowledge about the environment, wild life and fish, and gain experience in protecting and sustaining the precious natural resources we have for generations to come.



The Steward Lead, Dakota Penasse and 4 Rangers; Blake Beaucage, Kenny Goulais, Nathaniel McLeod and Weston Goulais experienced 8 weeks of working outdoors on natural resource management projects in and around our community. They also took part in the following training: Bear Awareness, Boat Smart, Wilderness First Aid, Young Worker's Health & Safety and Canoe Safety (ORCA), to make sure they would be well prepared for their Adventures.

Contacts:

Thomas Lambert, Employment & Training Manager
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Sarah Fisher, Employment & Training Assistant
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FACILITIES *and* INFRASTRUCTURE

Facilities Management

E-Niigaanzid/Gimaagamgoon

Facilities Management oversees 35 staff working across the following departments: Public Works, Infrastructure, Project Management, Water/Waste Water, Maintenance, Information Technology, in addition to the seasonal Beautification and Maintenance crew (May to December).

Our department is also responsible for facilities rentals, room rental scheduling and rental agreements, and key distribution. Each year, we work closely with other departments to create short and long term work plans, address seasonal issues, and plan community infrastructure projects.



Patrick Stevens, Facilities Manager for NFN, Craig Baker, P.Eng., General Manager and Naomi Williams, B.Eng., Engineer-in-Training with First Nations Engineering Services Ltd.

Key Accomplishments in 2016-17

Garden Village Outdoor Rink and Change rooms: \$750,000.00 from Trust Fund Interest Income.



Completion of Datacall: Completion of province-wide data analysis program for supplemental funding from the Continuous Improvement Fund (CIF) to support Blue Box Recycling program initiatives (Promotion and Education, Best Practices, projects and to assist with routine maintenance activities).

First Nations and Inuit Employment Strategy (FNIYES): Received funds from INAC to hire 4 students.

First Nations Water/Waste Water Action Plan (FNWWAP): Additional testing by NFN Water Treatment Operations, completed Proposal and received funds from INAC for Water Spirituality Awareness Event.

NFN Enhancement Requests: Received enhancement funds for the Beautification and Maintenance department, cemetery maintenance, improvements to our traditional pow wow grounds, seniors' lawn care, seniors' snow plowing and recreational facilities maintenance.

Curbside Recycling Pick Up: 803 homes serviced bi-weekly.

Asset Condition Reporting System (ACRS) Report: Ongoing repairs and maintenance to Infrastructure Assets

Universal Garbage containers: (Cutoff date Sept 2016). These containers assisted Public Works with improving efficiency and safety related to waste collection.

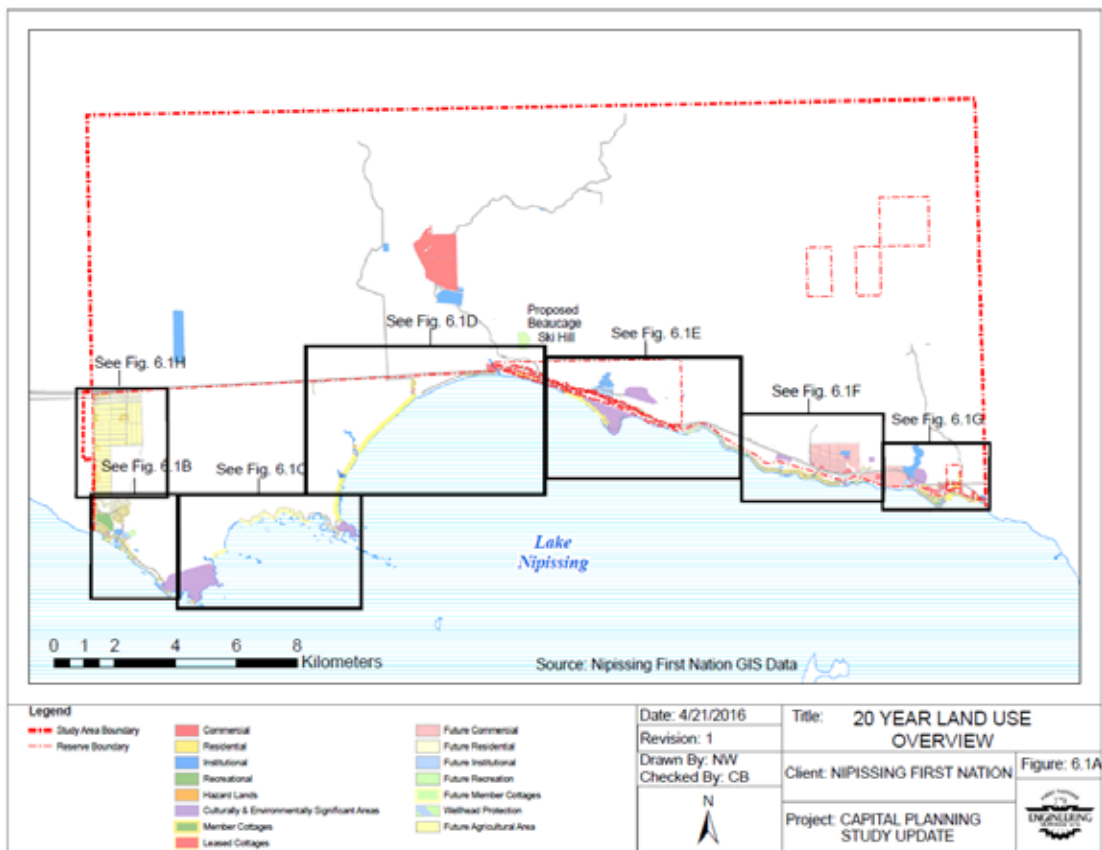
Integrated Capital Management System (ICMS)

FACILITIES *and* INFRASTRUCTURE

Infrastructure Planning: Addressing Water and Wastewater infrastructure systems, road upgrades, alternative road accesses, updates to community buildings, and more.

Capital Planning Study: Worked with NFN Administration/Departments, Waabnoong Bemjiwang Association of First Nations, and First Nations Engineering Services Ltd. to update our 20 year Capital Planning Study. The study reviews existing assets, biophysical characteristics, projects future population, determines housing requirements and develops a 20 year land use plan. The study estimated costs and examined alternatives related to: water supply, treatment and distribution; fire protection; sewage collection, treatment and disposal; solid waste management; roads and drainage; potential developments, and more.

Capital Plan 20 Year Land Use Overview



Our stakeholders & affiliates include:

Waabnoong Bemjiwang Association of First Nations
Ontario First Nations Technical Services Corporation (OFNTSC)
Indigenous and Northern Affairs Canada (INAC)
Lands Environmental Action Fund (LEAF)
Ontario Tire Stewardship (OTS)

Ontario Electronic Stewardship (OES)
Continuous Improvement Fund (CIF)
Hydro One
First Nations Engineering Services Ltd.
Resource Productivity and Recovery Authority (RPPA)

Contacts:

Patrick Stevens, Facilities Manager
705-753-2050 ext. 1220 | patrick@nfn.ca

Shayla Brunet, Facilities Clerk
705-753-2050 ext. 1285 | shaylab@nfn.ca

FACILITIES *and* INFRASTRUCTURE

Public Works

Gwajing Nokiwin

Our Public Works Department currently consists of seven (7) full time employees and receives direction from Chief and Council, via the Chief Executive Officer, to implement our strategic plan and goals. Each year, the Annual Work Plan includes bringing the roads to MTO Standard Grade, and building, upgrading and maintaining infrastructure. There is an ongoing process of creating policies with regard to Waste Management (Garbage & Recycling Waste Collection - Rules & Regulations), Salt Management and Storage, Roads and Winter Maintenance, Culvert Installation, Municipal Drainage and Site Work.

Public Works oversees and completes road construction, maintenance and service, garbage collection, clean-up week, recycling pick-up, water treatment, snow removal and road salting, street lights, 911 signs, community signage, sand and gravel permits, culvert work and tree/brush removal, cemetery expansion, upkeep, burials, and more.



The Public Works Supervisor also works with staff on circle checks for vehicles and training plans for employees. We are fortunate to have a licensed mechanic on staff to perform Safety Checks and repairs on all NFN Fleet Vehicles. NFN holds a license from the Ministry of Transportation (MTO) and is a Qualified Motor Vehicle Inspection Station (MVIS), which provides time and cost savings for NFN and Nbisiing Bus Lines, as all inspections and repairs can be done in-house.

Recycling

Aanji-Aapichitooyang

This year, we serviced 803 homes on-reserve for bi-weekly curbside pick-up. It is estimated that approximately 71% of residential homes are participating. In 2016, more than 100 tonnes of recyclable materials were diverted from the landfill, which is heavier than a Blue Whale, at 229,281lbs.

In December 2016, we received a new compactor, which helped immensely during garbage and recycling collection days with the new International Dual Loader. Operators were able to cut down on pick-up time by having a larger hold capacity, and therefore covered larger areas with less offloading in a single day.

Public Works Staff

Terry Lariviere, Public Works Manager

Sarah Lafantaisie, Public Works Administrative Assistant

Leonard Goulais, Equipment Operator

Lawrence Lariviere, Heavy Equipment Operator

Ross McLeod, Heavy Equipment Operator

Darryl Bowen, Mechanical Maintenance

Grant Stevens, Landfill Site Monitor



Contacts:

Terry Lariviere, Public Works Supervisor

705-753-2050 ext. 4001 | terryl@nfn.ca

Sarah Lafantaisie, Public Works Clerk

705-753-2050 ext. 4000 | sarahl@nfn.ca

FACILITIES *and* INFRASTRUCTURE

Water and Wastewater Treatment Plants



NFN is fortunate to have 3 Water Treatment operators and 1 Waste Water Operator on staff to service the municipal water in Garden Village and our surrounding communities. Our Water & Wastewater Treatment Operators are continually upgrading their licensing and knowledge to help enhance plant operations and installations using safe and effective methods. Daily inspections are performed at all pump houses to ensure that all levels are maintained within guidelines. Health Canada also performs weekly tests ensuring the best quality is met for our communities.

This year, the Hydrant Repair Program was completed in conjunction with Public Works. The Water Plant Reservoirs located on the south side of the Water Treatment Plant were completed. All deficiencies that were outlined in the ARCs report were closely reviewed and rectified. We also performed the examination and cleaning of wells in Duchesnay, Jocko Point and Garden Village, as well as completed installation of new well head protectors.

Water and Waste Water Treatment Operators

Mark McLeod, Level II, Water Treatment Operator

Aaron Beaucage, Level I, Water Treatment / OIT Wastewater Operator

Danny Beaucage, Level I, Water Treatment / OIT Wastewater Operator

Patrick Primeau, Level I, Waste Water Operator

Waste Management - Landfill

Our Landfill Attendant completed the Landfill Operations and Maintenance Training course held December 13-15, 2016 in Rama, ON, and hosted by the Ontario First Nations Technical Services Corp (OFNTSC). Many topics were reviewed including methods of operation, site controls, inspections, monitoring and reporting, equipment and more. The new skills acquired through this training are being utilized in the day-to-day operations of the Landfill.

Road Maintenance and Upgrades

In addition to daily checks and ongoing maintenance, the following priority areas outlined in the 2016 work plan were completed:

Sweetgrass Road	Gravel Lift
Jocko Point Road	Ditching along west end Gravel lift at end
Nova Beaucage	Opening new section Fencing
Mukwa Miikan	Asphalt shavings/ "A" Gravel Gravel lift
Semo Road	Guard Rail
Lawrence Lane	Inspect cemetery road
Couchie Memorial Drive	Hard Topping inspections and improvements



In addition to these improvements, and as part of the Trust Fund Income investment strategy, Public Works assisted with improving camping sites and parking, reducing health and safety hazards, and constructing the new road at the Pow Wow Grounds in Jocko Point.

FACILITIES *and* INFRASTRUCTURE

Maintenance and Community Buildings

The Maintenance department is responsible for interior and exterior cleaning and maintenance of the main office building, Housing, Fisheries, Public Works, Lands, Fitness Centre, Fire Halls, Daycare and other band-owned Administrative properties. Our NFN Maintenance Crews work consists of general maintenance, minor electrical repairs, painting, dry walling, carpentry, plumbing, snow removal, landscaping, small engine repairs, HVAC maintenance, operation and troubleshooting, event set-up and cleaning, and other duties as required alongside departmental projects.



The Maintenance staff work diligently as a team to maintain the appearance and integrity of our buildings and spaces to extend the life span of the buildings and keep the facilities in good, safe working order for all staff and members.

We coordinate small and large maintenance-related projects around the grounds such as upgrading and changing LED lights, removing the sky light and steeple in Council Chambers, and assisting with the Outdoor Rink Project change rooms, insulation and siding.

Maintenance Staff

Brian Stevens, Maintenance Manager
Joseph Beaucage
David Beaucage

Stacey Fisher
Erick Beaucage

Information Technology

Information Technology consists of two full-time staff and each summer we are fortunate to have an I.T. student intern. I.T. staff manage technical systems and troubleshoot issues for our staff. Day-to-day tasks include workstation set-ups, internet and telephone connections, and managing information databases and servers. I.T. is also called upon to assist with workshop set-ups, website updates and livestreaming important events, such as elections.

This year we upgraded the telephone system between October and March. The entire Garden Village complex now has fiber optic internet. Fiber coupled with voice-over-IP (VoIP) telephone is a powerful combination for business communications. The speed, reliability, signal strength, bandwidth, equal upload and download times, security, interference resistance and cost savings of the Fiber optic internet have proven to have business benefits.

Information Technology Staff

Steve Commanda, I.T. Technician
705-753-2050 ext. 1235 | stevec@nfn.ca

Charles Goulais, I.T. Technician
705-753-2050 ext. 5208 | chuckg@nfn.ca

Beautification and Maintenance

The Beautification and Maintenance crew is comprised of 10-15 contract workers, hired to work on multiple projects as part of a team from May-December. The Crew conducts repairs and maintenance on public spaces, and assisted approximately 80 eligible seniors with the Grass Cutting Program in 2016.

The crew receives training in First Aid, CPR, AED, Ladders, and various Health and Safety protocols.

FACILITIES *and* INFRASTRUCTURE

This year, the Beautification and Maintenance crew worked on a variety of small and large projects, including:

- Cemetery upkeep and maintenance
- Administration Garbage Shed
- Aboriginal Day Event Assistance
- Pow Wow Event Assistance
- Memorial repainting trimming
- Beaucage Park - Cutting, trimming brushing
- Road painting – JP, Yellek, Duchesnay
- Cleaned Community Beaches
- Joe's Cliff
- Recreational Areas: beach sand, maintenance,
- Prepped Outdoor Rink Change Room
- Prepped walking trails
- Employment Enhancement Report
- Completed monthly reports

One of the larger projects we completed was related to Pow Wow grounds enhancements, where we fixed the sacred harbor, replaced posts, benches, reinforced the roof, and brought in gravel and top soil.



Community Services for Seniors

This year, the snow plowing program assisted 75 seniors. This program assists residents to be safe by ensuring that their homes have an accessible driveway to assist seniors with mobility issues, and in the event of an emergency. Having an accessible driveway also helps NFN Home and Community Care workers (LCHC) access clients' homes safely.

Contacts:

Garry Leblanc, Foreman
705-753-2050 | garryl@nfn.ca

Toni Jolicoeur, Maintenance & Beautification Clerk
705-753-2050 | tonij@nfn.ca

Fire *and* EMERGENCY SERVICES

Our Services

Our department's scope covers Emergency Preparedness, Fire Protection and Health & Safety for Nipissing First Nation:

The **Emergency Preparedness** role involves updating the Emergency Preparedness Plan annually, testing certain functions of the Plan for responses, updating the contact information for identified members of the Emergency Response Team as well as obtaining training that may be required for members of the Community Control Group and Emergency Response Team.



Responsibilities for **Fire Protection** include the recruitment and retention of firefighters for all fire halls within Nipissing First Nation. We currently have 12 Firefighters in Garden Village, 13 Firefighters in Jocko Point and 14 Firefighters in Duchesnay for a total of 39 Firefighters supporting Nipissing Nation.

Other areas of responsibility are training, tactical fire suppression exercises, equipment maintenance, and administrative functions such as fire agreements, training documentation, automatic aid agreements and collaborating with area fire departments to offer and receive support when required.

In April 2016, we finalized the amalgamation agreement with Jocko Beaucage Community Services Inc. and now oversee the Jocko Point Fire Station. This will provide more adequate resources to offer better fire services to the residents in the central areas of Nipissing First Nation, including Jocko Point, Meadowside, Beaucage, and Beaucage Village (Christine Lane). We are developing a training standard that will be used at all 3 fire stations in order to have all Firefighters trained to the same capacity.

Since September 2016, we have activated fire responses for the Duchesnay and Yellek areas. Training is being carried out to have all volunteers trained in external fire suppression and other training that may be required for this area. We will be working with the Ontario Native Fire Fighters Society to support our volunteers for training to the NFPA Standards. Future Training will include Vehicle Extrications, Interior Fire Attack and Medical Training for our Firefighters to further their skills and to be able to offer more assistance to our members.

Nipissing First Nation Fire Services is working with the Lands Bylaw Committee to develop an NFN Fire Bylaw to better control the use of fires within our communities. This Bylaw will allow the Fire Department to be aware of any fires within our boundaries, which can assist us in having a quicker response time should any fires get out of control.

We are also working with the municipalities of North Bay and West Nipissing on a Fee for Service Agreement should we require assistance from them.

Health & Safety responsibilities consist of documenting incidents, adhering to mandatory meeting requirements, and performing all due diligence required to make Nipissing First Nation a safe place to work. Most importantly, this function supports Nipissing First Nation and its employees by providing awareness of Health & Safety issues and updates and providing any training required.

For the 2016-2017 fiscal year, Nipissing First Nation Fire Services responded to 8 calls within Nipissing's boundaries: 2 Structural Fires, 2 Brush/Grass Fires, 1 Motor Vehicle Accident, 3 calls for Downed Hydro Lines, and 3 Carbon Monoxide Calls.

Contact:

Melvin McLeod, Emergency Services Manager

705-753-4319 (Garden Village Firehall) | 705-495-4603 (Duchesnay Firehall)

melvinm@nfn.ca

HEALTH SERVICES

Introduction

This section of the annual report provides an overview of the Health Services department's 2016-2017 activities. In striving to offer a comprehensive community health program, increased mindfulness of cultural and traditional approaches to wellness is necessary while embracing innovative or new ways of delivering services. Relationship-building among the many partners in health now includes discussion and consideration for Indigenous-led and developed strategies.

In the near future, much of the work will acknowledge the Truth and Reconciliation Commission findings, the First Nation Mental Wellness Continuum Framework and the Nipissing First Nation Wiidooktaadyang Service Integration Model. Health information technology advances now include projects driven by First Nations with the intent that "no one gets left behind". Nipissing First Nation Health Services will be implementing an electronic community medical record in 2017 designed to integrate with other health information systems and improve access to one's personal health record.

The Health Services department remains active and coordinated or supported over 120 group activities in 2016-2017. Our team of 40 health staff members, and a shift to increased internal collaboration among the Nipissing First Nation departments, make this possible. The report below highlights much of this work.

Community Health Program

The Community Health Program aligns with **NFN Strategic Plan Goal #7**: Develop a holistic strategy to enhance community health by encouraging the well-being of children and adults, ultimately affecting the health of the family as a unit. Some highlights and updates in the Community Health Program demonstrate how current efforts are leading to improved health.

Immunization Program

Influenza immunization clinics began in October and ran through to December. The highest risk populations were offered immunization first, including seniors, daycare staff and essential services providers. 12 influenza clinics were held compared to 13 last year, with a total of 167 individuals immunized. This is slightly lower than last year's total of 176 individuals immunized, and 203 in 2015. Influenza clinics were held equally between Garden Village and Duchesnay, as well as in coordination with other events, such as Diners' Club, the Health Fair, and the Annual Community Meeting to provide access to as many people as possible.

Members have reported seeing their family doctors or Nurse Practitioners for vaccines including influenza. Pharmacies also provide Influenza immunizations, and many members opt for natural ways to protect against influenza, which may account for the decreased numbers. Along with the seasonal influenza program clinics, eligible clients also received the Shingles vaccine and the pneumococcal vaccine.

The Community Health program administered vaccines to a total of 253 people this past year. The Community Health Nurse partners with Health Canada and the North Bay Parry Sound District Health Unit regarding the latest updates and information relating to immunizations and the Publicly Funded Immunization Schedule. Throughout the year, the Community Health Nurse sees clients by appointment or walk-in for various immunizations including measles, mumps, rubella, tetanus, diphtheria, pertussis (whooping cough), polio, hepatitis B and HPV.

All of the students at Nibisiing Secondary School were audited for their immunization status beginning in September 2016. Four clinics were held at Nibisiing Secondary School on May 19, June 9, October 4, and November 19. A total of 38 students were immunized for a total of 50 vaccine-preventable diseases (numbers are similar to last year). Students enrolled at Nibisiing will continue to be assessed and follow up clinics will be continued with the collaboration of Nibisiing Secondary School staff.

HEALTH SERVICES

Health Promotion and Other Services

The Nipissing First Nation Pandemic Plan was tested this year with two table top community exercises. A dinner and an emergency preparedness kit were provided for each participant.

Seven (7) community members attended the first session in Garden Village on March 20, 2017 and four (4) community members attended the second session at Nibisiing Secondary School on March 27, 2017. The Pandemic Plan Committee consisted of the Community Health Nurse, Maternal Child Health Nurse, and the two Community Health Representatives.

Information materials on health were submitted to the community newsletter, posted on Facebook and sent via email throughout the year. These materials included information on outbreaks of measles, mumps, and whooping cough, as well as memorandums about food and health product recalls, influenza viruses, and adult immunizations.

Environmental Health

The Community Health program followed up with a total of 7 incidents involving animal bites, to ensure the victims had sought medical advice pertaining to the wound and rabies, and also to offer a tetanus booster.

Maternal Child Health

The Anishinabek Nation Healthy Babies and Healthy Children and Maternal Child Health Programs ensure families have access to a range of prevention and early intervention services to give children a better start in life, from the prenatal period to age six. It is intended to link families with children requiring assistance with problems to appropriate supports and services in the community and to offer screening to identify those at risk. Participation in this program is voluntary.

Education is offered to prepare mothers during their pregnancy and this is done through Baby Bundle information packages that are given and reviewed during the Intake visit. Articles in the Annual Baby Calendar were reviewed this year and car seat information was added to the 2017 calendar. Parenting and Child Development is done through giving a Welcome Baby Bag (promotional items and information) after birth, either at the home or office visit.

At the Health Fair in November, the Maternal Child Health nurse hosted a display about Breastfeeding; 65 people stopped by. The Maternal Child Health Program offered a Moss bag workshop in partnership with the Early Childhood Development Program in February 2017.

Postpartum Support services are offered and a home visit shortly after hospital discharge can be arranged. 19 newborn babies from NFN and other First Nations were visited and each received a Welcome Home Baby Bag containing several baby items along with some information. Moms who were breastfeeding received support as needed.

Milk Coupon Program - ANHBHC program is done every month. Forty-eight to fifty three coupons have been mailed every month this past year. The milk coupons are only accepted at Metro in Sturgeon Falls.

Prenatal Classes - The Maternal Child Health Nurse worked closely with the Community Nutritionist to offer two prenatal classes on September 8th and September 15th, 2016 with two prenatal moms and one partner.

Infant Massage - There were no Infant Massage classes held this year as we were unable to secure the facilitator. The Maternal Child Health Nurse took the 4 day intensive Infant Massage Course offered by the International Association of Infant Massage in order to provide this service to community members. She should be done the clinical component by June 2017.

HEALTH SERVICES

Welcome Babies Celebration

The Annual Welcoming Babies Celebration was held in Garden Village. 12 out of 19 babies born in 2016 were honoured and the event was well-attended by parents, grandparents and elders. The Maternal Child Health Program had two display tables on Traditional Parenting and Postpartum Mood Disorders.

The Breastfeeding Display, including the Baby Friendly Initiative 10 Steps was placed in the Quiet Room (Council Chambers) where mothers could change and feed their babies. The display table had some giveaway items and information. We again had a male elder do some traditional teachings and drumming and all the babies became quiet and were very attentive to the hand drumming by the elder.

Nipissing Postpartum Mood Disorders Network

The Maternal Child Health Nurse continued to participate in the Nipissing Postpartum Mood Disorders Network, which became the Steering Committee for the project to develop a Northern Ontario strategy which launched in March 2015.

The Maternal Child Health Nurse continues to reinforce her knowledge around postpartum mood disorder (PPMD) by attending workshops and viewing resources available from Best Start. She attended a half day workshop on perinatal mood disorders held by Best Start at One Kids Place in North Bay.

Baby Friendly Initiative

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

This group is responsible for Breastfeeding Rounds, Breastfeeding Courses Level I and II, BFI Community Working Group, Breastfeeding Peer Support Program, World Breastfeeding Week activities, community Breastfeeding Resources from the Health Unit, and the website: www.breastfeedingnorth.ca

Nipissing First Nation Health Services plans to work towards BFI designation and hopes to be the first First Nation community to be designated in Ontario! Work is in progress now and the preamble to the Breastfeeding Policy has been completed.

Early Child Development

The Early Child Development (ECD) program serves to engage families and children to improve the physical, intellectual, social, spiritual, and emotional well-being of NFN children. In addition, the program aids families/caregivers and children in the area of child development. Offering home visiting, parenting programs, one-on-one visits, and referrals are a small part of the program. The ECD Program Coordinator also networks/liases with other service providers and organizations to provide Early Child Development opportunities to NFN families.

Working with families to build their parenting capacity and to support the building of healthy families works to address community health and well-being. By offering guidance, and sharing information on local resources, education, FASD awareness, special needs resources and materials, parents are more aware of, and better able to access, services. The ECD Program Coordinator often acts as a liaison for local programs and services, not only within Nipissing First Nation but also within the entire Nipissing District.

The Program Coordinator is a contributing member to the following local working groups or committees: Nipissing-Parry Sound District Children's Services Planning Table, Indigenous Working Group (Chairperson), FASD North Committee, Positive Parenting Working Group-North Bay and the Nipissing District Welcome to Kindergarten Planning Committee.

HEALTH SERVICES

Welcoming Babies

In April 2016, Nipissing First Nation's annual event "Welcoming Babies" was held and more than 50 people came out to honour and welcome the new babies in our community. This event is held to celebrate and meet the babies born in the previous year. The ECD Program takes the lead in planning this event in partnership with approximately 10 other NFN Programs or committees. The Health Committee is a great supporter by offering gifts to the babies, each year.



Ready to Learn Program

In July 2016, the school readiness program, now called "Ready to Learn", saw 9 children enrolled in the month-long program. It has been offered in partnership with The Nipissing Parry Sound Catholic District School Board—Our Lady of Sorrows School for more than 12 years. The program's objective is to aid in the transition to school for our little ones by facilitating routines, familiarizing the children with bussing, offering school-based learning, and even helping parents or caregivers with the transitions. The program staff also offers screening of the children. Early screening helps to address any issues or need for referrals early on, to avoid long wait lists, where possible.



Diabetes

The Diabetes program continues to provide community-based programs and services that aim to improve health outcomes associated with diabetes among individuals, families and the community of Nipissing First Nation. Activities are organized to increase awareness of diabetes, risk factors and complications as well as ways to prevent diabetes and diabetes complications.

2016 World Diabetes Day celebrated the third year of a 3 year theme "HEALTHY LIVING and DIABETES". The theme of 2016 was EYES on Diabetes. The focus is on promoting the importance of screening to ensure the early diagnosis of type 2 diabetes and treatment to reduce the risk of serious complications. The key messages of the campaign included:

- Screening for Type 2 Diabetes is important to modify its course and reduce the risk of complications
- Screening for diabetes complications is an essential part of managing Type 1 and Type 2 diabetes

World Diabetes Day was celebrated on November 4, 2016 with a 3rd annual healthy breakfast for the community. Encouraging healthy eating habits in all age groups supports Healthy Living and Diabetes and is important to the careful management of the disease. The group participated in a Diabetes bingo game which offered both a refresher and new information about diabetes and its management. A fun physical activity was included and coordinated by our Recreation Activator, Ashley Couchie.



Participants were asked to wear Blue and a human blue circle was formed at the closing of the event with a prayer by Evelyn McLeod.

30 participants attended and offered very positive feedback about the event.

HEALTH SERVICES

This same theme of “Healthy Living and Diabetes” was honoured at the Annual NFN Health Fair on November 21, 2016 to continue to promote the importance of screening for diabetes. Research indicates that one in two adults with diabetes remain undiagnosed, which makes them susceptible to the complications of the condition.



Blood Glucose screening for the community is an initiative that assists in the early detection, management and prevention of diabetes. Seven adults were screened in two screening sessions. Advanced Nursing Foot Care Services for individuals living with diabetes were offered with twelve (12) Foot Care clinics in the 2016-2017 fiscal year, providing for 554 appointments.

In February 2017 at the Annual “A Love for Yourself Program”, the theme was “Living a Healthy Lifestyle” (Mno Naakdawendiziwin Maadziyan). Guest speaker Paige Restoule B.A.H, M.A. Candidate spoke about the “Resurgence of Indigenous Land-Based Practices”. Traditional Outdoor Activities contribute to diabetes management and a reconnection with Mother Earth while promoting a healthy lifestyle. Positive feedback was received from the participants.



“A Love for Yourself” Diabetes Awareness Event - February 2017

“Love Your Selfie—Walking in Wellness to a Healthy Tomorrow” (Youth Retreat)

This Retreat Program gave the Youth in our community an opportunity to learn about diabetes. Information was presented to raise awareness on prevention, and to increase knowledge of behaviors and activities to minimize the risk of developing diabetes. The retreat was held off-reserve at the Sturgeon River House Museum with 12 youth in attendance.

Tory Fisher, NFN member and Ojibwe Language Instructor provided Traditional Teachings while Diabetes Education and Healthy Eating teachings were provided by Claire Campbell, Diabetes Nurse and Erika Weidl, Community Nutritionist. Hands-on learning for the youth included the preparation of fresh vegetables grown in the community garden, and a demonstration of cooking skills to assist them with preparing and cooking lunch. Afternoon activities involved Canoeing on the Sturgeon River. Selfie Sticks were given to the attendees in support of the title of the Retreat activity along with other items in the take-home package. Much fun and learning was had by all. Positive feedback was received from the participants.

Integrated Diabetes Care Team Clinics continue to be held at the Lawrence Commanda Health Centre utilizing the tools and processes developed by the Health Services Integration Funding Project (HSIF). Nipissing First Nation Health Services continued with the clinical team visits to serve those living with diabetes and to continue with the goal of improving culturally-safe diabetes care. One (1) clinic was held with 10 clients seen and 6 referrals facilitated.

HEALTH SERVICES

Nutrition

Nutrition Assessment and Counselling

This year the Registered Dietitian provided nutrition assessment and counselling services to 30 individuals or families. Topics included general healthy eating, diabetes, weight management, blood lipids management, and hypertension.

Canada Prenatal Nutrition Program (CPNP)

This program provides services to pregnant women, new mothers and their babies. This year, there were 27 participants in the CPNP program, of those 15 were new to the program and 6 completed the program this year. Some of the services available to these families include the Good Food Box Program and Milk Coupon Program. Over the year, a total of 164 Good Food Boxes and Milk Coupons were delivered to CPNP participants, a 17% increase from last year.

This year, the Community Nutritionist and Maternal Child Health Nurse reviewed and revised prenatal classes and offered a set of classes in September 2016. As well, a drop-in session for CPNP participants was held in March 2017 and will continue to be offered on a regular basis. These sessions will cover various topics such as car seat safety, first foods, breastfeeding, and physical activity.

The Community Nutritionist also facilitated a Feeding Your Baby session, teaching the group about introducing solid foods to babies. Topics included progression of foods and drinks, division of responsibility of eating, baby's cues, food safety, and a discussion around homemade baby food. After attending the session, 100% of the participants reported feeling more confident about introducing solids to their babies.

Good Food Box Program

The Good Food Box aims to promote healthy eating and bring fresh food into more homes in our community. Each month, boxes are provided to CPNP participants (as described above), to eligible clients of the Food Bank through Aboriginal Diabetes Initiative (ADI) Food Security Funds and to any members of the community who would like to purchase a box.

This program continues to run the third week of each month, and staff from the Lawrence Commanda Health Centre, the Food Bank, and volunteers work together to assemble and deliver the Good Food Boxes. Each box includes a monthly newsletter with recipes and tips on healthy eating and activity.

Over the year, in addition to CPNP boxes, 392 boxes were delivered to ADI participants (a 6% increase from last year) and 80 boxes were delivered to other community members (a 33% increase from last year). These numbers continue to rise each year. This year the program was excited to be able to include some extra produce from our Gtiguewin Community Garden during the gardening season.



Summer Children's Program

The nutrition program worked with the Summer Children's Program again this year to offer jam making, where the children have the opportunity to take part in the whole process, from picking the raspberries to making the jam.

This allows the children to learn some food skills and participate in some traditional food practices.

HEALTH SERVICES

Community Kitchens

These workshops give participants hands-on experience preparing different recipes to help build skills in the kitchen and a chance to taste new foods or 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, or reading nutrition labels are discussed.

This year, four (4) workshops were held throughout the year, one of which was in collaboration with Ontario Works, with a total of 33 participants. Each community kitchen focused on a different topic, such as cooking from your pantry, quick and easy breakfast and lunches, and cooking with the family. Evaluations from community kitchens over the year found that 79% of participants would try making the recipes in the future, 83% felt that after the session they were a little or much more confident in making healthy meals, and 83% said they would attend another community kitchen in the future.

Kids Can Cook with Confidence

This year, Kids Can Cook with Confidence—Level 2 was offered in February 2017 and five children participated. The program was updated with new recipes and activities, which seemed to be a hit!

Gtigewin Community Garden

This was the first year of our Gtigewin Community Garden and overall it was a success enjoyed by many. It 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. A committee was created in September 2015 consisting of members from Health Services, Social Services, and the community and received a lot of help and guidance from Leisure Farms. Over the past year, the Garden Committee was able to establish relationships with community partners, recruit some volunteers, develop a system for distributing produce, raise awareness of the garden, and committee members have learned many things along the way.

There were several community garden events throughout the year, including a naming contest, opening ceremony, a harvest feast, and 13 garden stands in different locations throughout the season each serving an average of 38 community members. As a result of the naming contest, the garden received the name “Gtigewin”, which means ‘growing in good life and balance’. The garden was also featured in a news release found in Bay Today for the Nipissing and Area Food Roundtable, as an example of successful food systems work in this area. The Garden Committee is looking forward to another great season in 2017!



Planting Day - May 2016



Opening Ceremony - June 2016



Volunteer Weeding in the Garden - July 2016



Community Member Picking Up
Produce - August 2016



Garden Stand at Diners' Club—September 2016



Harvest Feast - October 2016

HEALTH SERVICES

Nutrition Month

March is Nutrition Month and this year's activities included two (2) community kitchens, a staff lunch and learn, and a taste testing event. The community kitchens were focused on encouraging families to cook together and the lunch and learn discussed how staff can include healthy eating in various programming, with tips on choosing healthy foods for snacks and meals. Lastly, community members were invited to the Ktigaaning Test Kitchen where they could taste a selection of healthy recipes, from zucchini pizza to three sisters soup.



Nutrition Month—Cooking with the Family (March 2017)

Other

Over the year, the Community Nutritionist continued to work closely with other NFN programs. This included providing continued diabetes education to Home and Community Care staff, including a hands-on cooking session; consulting as requested on healthy snack or meal ideas for various programming; participating in the annual health fair; providing food safety and label reading presentations to students at Nbsiing and taking part in various diabetes events and clinics.

Giyak Moseng - Right Path Counselling & Prevention Services

Giyak Moseng ~ The Right Path Counselling and Prevention Services strives to offer professional, culturally-safe, trauma-informed services guided by Indigenous knowledge to provide mental health and addiction services across the life span.

The acknowledgement of culture as treatment remains at the core of the program with demonstrated efforts at facilitating access to traditional resources in the community in addition to opportunities to increase staff knowledge, both personally and professionally.

In early December 2016, The Right Path had a temporary vacancy within our Child & Youth Mental Health and Addictions Counsellor team. As a result, a waitlist was established for anyone outside of our nine (9) First Nations catchment area. Regular scheduled reviews to monitor the waitlist were demonstrated. It is anticipated the position may be filled within the first quarter of the new fiscal year.

Three (3) Child & Youth Mental Health and Addictions Counsellors continue to be responsive to emerging trends and needs within the community, including the eight (8) additional First Nation communities they serve.

With a mandate to serve children and youth under the age of 18 for the past four years, the Child and Youth Counsellors saw an expansion to the eligibility criteria of transitional-aged youth to include youth up to the age of 24. This includes youth who were clients prior to turning 18, who are in school, or are receiving services from another youth service such as youth justice. The Child and Youth Counsellors continue to place priority on providing services that are culturally safe and that support a connection to cultural supports including teachings, ceremonies and land-based experiences.

HEALTH SERVICES

A few highlights of programming and capacity-building development across their service areas include a suicide awareness and prevention workshop, safeTALK, which was provided to community members to build capacity and effective response within the community. A resource program, Zones of Regulation: A Framework to Foster Self-Regulation and Emotional Control, was purchased and will be utilized with children and youth in need of support and skills for emotional self-regulation. Our satellite office in Parry Sound hosts one (1) Child and Youth Mental Health and Addictions Counsellor to service five (5) communities who continues to offer significant traditional application of social work services. A few highlights include: culture camp (Shawanaga), Feather Carriers program (life promotion), infant mental health training, and making Webenagawen Bundles with high school age students. Relationship building is at the heart of working with children and youth and the services that intersect.

Ministry of Children and Youth Services (MCYS) funding supported significant professional development opportunities that included in-house traditional training and valuable external training on current treatment modalities. Internal opportunities included: the Creation Story teachings with Jim Dumont (October 2016), Strengths Based Training with the Thunderbird Partnership Foundation (January 2017) and Life Stage Teachings with John Rice (January, February and March 2017).

Annualized National Aboriginal Youth Suicide Prevention Strategy (NAYSPS) funding was identified for the 2015-2016 year giving The Right Path a mandate to address youth suicide prevention and intervention. These funds supported a significant partnership with the Canadian Mental Health Association (CMHA)—North Bay branch to bring the Robb Nash Project to all area high schools in March 2017. NFNHS and CMHA co-hosted the event and provided practical support to ensure its success. The award-winning Rob Nash Project is an initiative that engages young people through the power of music and story-telling to inspire hope and encourage positive life changes.



**Shawanaga Youth—Helping to
Build a Sweat Lodge
May 2016**

To complement the program, this past year Psychiatry consultation services were initiated through a contract with a local Psychiatrist, Dr. Bob King, to provide consultation and medication management. Specialized services have averaged every 6-8 weeks to support our clinical team and existing clients of the Right Path. This service remains under review for how to best support the program and clients as we strive to offer a continuum of care that is culturally-safe and responsive.

Partnerships and collaboration both within and external to NFN remain a strong component of the program. Two senior clinical staff continue to act as representatives on three long-standing committees: the Drug Strategy Committee, Alliance Center Program Advisory Committee and West Nipissing Suicide Task Force. The Right Path also continues to participate in the Service Collaborative for the Nipissing District and the North East Local Health Integration Network (NELHIN) Mental Health & Addictions Advisory Committee.

As well, participation with the Nipissing University Bachelor of Social Worker Program (new launch September 2017) on curriculum development (community based context to enhance Indigenous perspective) occurred in February 2017 with 2 advisory meetings.

The senior clinical staff of the program participated in one scheduled Diabetes Integrated Care Clinic within the Health Centre in October 2016. Wellness screens were provided to participants in a world café style event to bridge access and coordination of services to members with diabetes and/or pre-diabetes clients who may not have a primary care provider. This internal collaboration continues to offer early screening and intervention support for community members who may be in need of mental health and/or addiction support.

HEALTH SERVICES

Health Promotion, for both mental health and addictions, remains an active component of the Right Path program. Ongoing 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 through dedicated awareness sessions to specific groups and large community events over the course of the year. This past year has seen an increase in concentration on supporting cultural and land base activities for community and in particular, youth. Four (4) youth specific events were hosted in June, September and November 2016, as well as February 2017 with the goal to enhance resilience, strengthen identity and increase capacity by learning roles and responsibilities through indigenous ways of learning (teachings, ceremonies). The Right Path, in collaboration with NFN Culture and Heritage, was instrumental in hosting the Creation Story in the community that 73 members attended.

New initiatives in health promotion include the purchase of fatal vision goggles to have tangible hands on teaching opportunities to raise awareness on impaired driving; one session which targeted youth occurred. Future sessions will be scheduled to continue to raise awareness. In addition, a dedicated focus on the development of various support groups including self-help groups to address both mental health and addictions issues is ongoing. This year smoking cessation was identified and although uptake has been minimal to date, effort to support this will continue.

Workshops and in-service opportunities on a variety of wellness themes occurred: cultural safety, gambling and addictions targeting children/youth and adults/seniors alike. New events included “Go Green—Get Loud” for mental health week to help reduce stigma.

The Right Path program has developed, delivered or partnered on a number of information sessions and workshops for the community in the last year; some of which are annual events the community looks forward to as noted through the high attendance. Below we highlight a few of these events through pictures. A compilation of all health promotion activities offered through The Right Path are listed further down.



Go Green, Get Loud! Staff Challenge - Mental Health Awareness Week - May 2016



**Life Promotion Events
Photo Voice and Choose Life
September 2016**

HEALTH SERVICES



Aboriginal Responsible Gambling Poker Walk - March 2016 (Duchesnay & Garden Village)



**Annual Walk Against Impaired Driving
June 2016 - 43 attended**

**Finding our Path Youth Workshop
June 2016 - 6 attended**



Teaching our Path - September 2016 - 107 attended

Anti-Bullying Workshop - July 2016 - 66 attended



**9th Annual Mental Illness Awareness Week "Let's Face This" - October 4, 2016
20 attended—Community Guest Speaker: Melanie Beaucage**

**YGAP Youth Responsible Gambling
November 2016 - 129 attended**

HEALTH SERVICES



**Robb Nash Concert - March 2017
with Nbisiiing Secondary Students
North Bay Capitol Centre**

As our NFN Strategic Plan notes the significant importance of culture and language (Goal #3), so too has The Right Path dedicated our efforts to ensuring that the use of cultural interventions is a central component of our work and an option for all who wish to pursue wellness through cultural practices and knowledge. Our department has also been active in contributing toward Goal #6 in the development of a comprehensive service integration strategy (Wiidooktaadyang—*We are helping one another*) to benefit all citizens who seek services from NFN.

We anticipate that our department will benefit greatly from a holistic coordination of services that is also rooted in cultural practices to ensure those we work with are able to achieve wellness in their lives.

We remain committed champions to this initiative. The Right Path program continues to coordinate and support the Niwiidooktaadmin—CIRT Team for NFN.

In keeping with current service needs for both mental health and addictions, attention in the upcoming year will be paid to tracking and monitoring fentanyl use in the area. Further, education and awareness of risk and overdose prevention will be a dedicated focus.

In consideration of both the clinical demands for service and the wealth of programming in the community, there has been an ongoing challenge with finding available and adequate space for programming during peak times for our target audiences, particularly in the East end of the community. We continue to strive to be as accessible to community members in spaces that are safe and comfortable as much as possible.

In the upcoming year, our office will continue to support health promotion and prevention work in mental health and addictions while further developing the cultural and clinical interventions, collaborations and partnerships that promote wellness for all community members.

Home and Community Care

The Home and Community Care (HCC) Program works towards Nipissing First Nation's overall vision, strategies and goals to enhance and strengthen the health and wellness of 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 such as personal care and home management/maintenance, in-home respite services, transportation and the medical loan equipment program .

Home Support Services

Over the past year HCC has assisted approximately 79 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 will help 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.



HEALTH SERVICES



Our Personal Support Workers (PSWs) are trained to assist in healthy meal preparation, bathing, monitoring of medications and other personal care for our member clients. Our PSWs along with our 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.

*** 8402 hours of home support services were provided in 2016-2017 fiscal year.**

Help Line

The HCC Program can assist clients with 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.

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 which includes one North Bay trip and one Sturgeon Falls trip each day. Clients are required to book trips 24 hours in advance to ensure we are able to accommodate them.

***1034 transportation trips were provided in 2016-2017 fiscal year.**

Seasonal Services

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

***557 hours of seasonal services were provided in 2016-2017 fiscal year.**



Respite

The HCC program also provides respite services for member clients whose live-in caregivers are required to be away from the home for appointments, work or personal care. This ensures the member clients are not left alone when in need and provides some down time for the caregivers.

***387 hours of respite services were provided in 2016-2017 fiscal year.**

Security Checks

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

***289 security checks were provided in 2016-2017 fiscal year.**

Medical Loan Equipment

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

HEALTH SERVICES

Assisted Living

Assisted Living Services provide member clients who are seniors with a full range of personal support services on a 24 hours basis as needed. This addresses the needs of high risk seniors who need daily personal care, meal preparation, and security checks to allow them to continue to safely reside at home.

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.



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

***3542 hours of assisted living services were provided in 2016-2017 fiscal year.**

Non-Insured Health Benefits

Local Medical Transportation

In the 2016-2017 fiscal year, there were 1,811 bookings by clients for local medical transportation to North Bay, Sturgeon Falls or Verner. The responsibility still exists to coordinate these bookings in a cost-effective manner while continuing to provide quality service. Therefore, clients are scheduled according to destination and appointment time. For both the After Hours and Sudbury trips, 264 trips were recorded. Overall, there were 49 'no shows' and 330 cancellations documented. For this reporting period, 134 prescription/medical supply pick-ups are now included 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 Non Insured Health Benefits (NIHB) Coordinator is responsible to facilitate prior approvals, make accommodation arrangements where required, calculate advances, finalize detailed reporting for each trip and issue any remaining disbursements to clients. The NIHB Coordinator often acts as liaison between clients, services providers (Pharmacies, physicians, etc.) and the First Nations and Inuit Health Branch. For this reporting period, 220 long distance medical referral trips were facilitated by the NIHB Coordinator.

Traditional Healing

During the 2016-2017 fiscal year, Traditional Healing Services was able to provide 231 appointments for healer visits which has slightly decreased from the last fiscal year. There are currently 13 Healer and 11 helper portfolios. Due to honorarium rates still being at a lower rate than other communities, only 3 of those healers are still currently visiting Nipissing on a regular basis. Obtaining use of another facility for healer visits resulted in re-locating some of the budget plans that were set out, however did not exceed the amount allotted for this fiscal year. Traditional Healing Services links with the Non Insured Health Benefits program where NIHB covers travel expenses and Traditional Healing Services covers honorariums. Traditional Healing Services was also able to provide linkages to healer access with the Ojibway Women's Lodge, Right Path Counselling & Prevention Services as well as the Child & Youth Mental Health and Addictions programs.

HEALTH SERVICES

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, Recreation Reimbursements, the “Youth Who Excel” fund and the CARA program. In addition, the Recreation Activator oversees the planning and implementation of fitness programs throughout the year.



Annual Events

The Recreation Program hosts and partners with other programs to offer annual 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: Walk Against Impaired Driving, Family Ski Hill Night, Poker Walks, Rock Climbing, Physical Fitness/Activity and Diabetes events, Bubble Soccer at Aboriginal Day celebrations, Yoga, Tubing, Paintball, GPS skills with Archeology summer students, and curling. Ongoing programs include: the Children’s Integrated Program, Gym Night, annual NFN Bike Rodeo and the summer children’s program Drum Fit.



Recreation Reimbursements

For the year 2016-2017, 66 children accessed the Recreation Reimbursement Fund totalling more than \$13,000. In March 2017, Chief and Council increased the amount that is available to be accessed to \$500 per year for each child. This change took effect April 1, 2017 and provides parents with a reimbursement of 50% of registration costs for a variety of recreational activities. The program assists families and encourages a healthy and active lifestyle. This fund is available to children who are band members, regardless of where they reside.

Survival Walk in Dokis

NFN Youth took part in a second outdoor survival walk in Dokis First Nation with experienced guide, Norm Dokis. With temperatures of minus 35C, there were fewer participants this year. The Group enjoyed walking trails identifying trees and food sources and learning about safety on land and ice in the cold weather.



HEALTH SERVICES

NFN Health Services Activity Summary for 2016-17

April 2016	May 2016
<p>April 8—OLS Literacy Day/MCYS Workers (120)</p> <p>April 13—Diners' Club (58)</p> <p>April 16—Welcoming Babies (53)</p> <p>April 21—Good Food Box (63)</p> <p>Foot Care (44)</p> <p>Gym Night/Duchesnay (5)</p> <p>Gym Night/Garden Village (15)</p> <p>Lunch Hour Poker Walks (18)</p> <p>Zumba (16)</p>	<p>May 8—Go Green Get Loud NFN Staff Challenge (66)</p> <p>May 18—Two Addictions presentations (30)</p> <p>May 11—Diners' Club (67)</p> <p>May 19—Good Food Box (65)</p> <p>Foot Care (55)</p> <p>Gym Night/Duchesnay (5)</p> <p>Gym Night/Garden Village (19)</p> <p>Welcome to Kindergarten (12)</p>
June 2016	July 2016
<p>June 8—Walk Against Impaired Driving (43)</p> <p>June 18—Finding Our Paths (6)</p> <p>June 27—ARGS Poker Walk GV (29)</p> <p>June 8—Diners' Club (55)</p> <p>June 14—Ontario Works Community Kitchen (9)</p> <p>June 16—Good Food Box (56)</p> <p>Foot Care (52)Bubble Soccer/NAD (96)</p>	<p>July 5—ARGS Poker Walk/Duchesnay (22)</p> <p>July 15—Summer School Bullying Presentations (67)</p> <p>July 13—Diners' Club (59)</p> <p>July 21—Good Food Box</p> <p>July 27—CPNP Workshop: Intro to Solids (4)</p> <p>July 28—Garden Stand/GV (28)</p> <p>Foot Care (43)</p> <p>Soccer Clinic (5)</p> <p>DrumFit (60)</p> <p>Geocaching (4)</p> <p>July—School Readiness (9)</p>
August 2016	September 2016
<p>August 3—Summer Children's Program/Berry Picking/Jam Making (50)</p> <p>August 4—Garden Stand/Duchesnay (25)</p> <p>August 10—Diners' Club + Garden Stand (43)</p> <p>August 18—Good Food Box (53)</p> <p>August 23—Love Your Selfie, Youth Retreat (12)</p> <p>August 26—Garden Stand GV (31)</p> <p>August—Foot Care (61)</p> <p>Texas Horseshoe Tournament (8)</p> <p>Paintball Event (12)</p>	<p>September 9—Life Promotion/National Suicide Prevention Day (14)</p> <p>September 13—Teaching Our Strength Youth Workshop (107 Youth/16 Staff)</p> <p>September 30—Choose Life/Photo Voice (2)</p> <p>September 2—Garden Stand/Duchesnay (24)</p> <p>September 8 & 15--Prenatal Classes (2&1)</p> <p>September 9—Garden Stand/Yellek (22)</p> <p>September 14—Diners' Club + Garden Stand (61)</p> <p>September 15—Good Food Box (58)</p> <p>September 20—Garden Stand/Garden Village (20)</p> <p>Foot Care (48)</p> <p>Gym Night/Duchesnay (3)</p> <p>Gym Night/Garden Village (19)</p> <p>Chilling & Tubing (11)</p> <p>Baseball Giveaway (18)</p>
October 2016	November 2016
<p>9th Annual MIAW "Let's Face This" Dinner & Presentation (20)</p> <p>October 7—Community Garden Feast (63)</p> <p>October 12—Diners' Club(64)</p> <p>October 20—Good Food Box (52)</p> <p>October—Foot Care (51)</p> <p>Gym Night/Duchesnay (5)</p> <p>Gym Night/Garden Village (17)</p> <p>Healthy Workplace Challenge (10)</p>	<p>November 5—Youth Big Drum Event (5)</p> <p>November 10—6th Annual Survivors of Suicide (13)</p> <p>November 23—Youth Gambling Presentation YGAP—(126)</p> <p>November 23—Youth Impaired Session (3)</p> <p>November 4—World Diabetes Day (30)</p> <p>November 9—Diners' Club (58)</p> <p>November 17—Good Food Box (55)</p> <p>November 21—Health Fair (75)</p> <p>Foot Care (44)</p> <p>Gym Night/Duchesnay (4)</p> <p>Gym Night/Garden Village (24)</p> <p>Lunch Hour Yoga (21)</p>

HEALTH SERVICES

NFN Health Services Activity Summary for 2016-17 Continued

December 2016	January 2017
December 10—Health's Kitchen (6) December 14—Diners' Club (63) Foot Care (38) Gym Night/Duchesnay (1) Gym Night/Garden Village (14)	January 11—Diners' Club (50) January 19—Good Food Box (67) Foot Care (45) Gym Night/Duchesnay (2) Gym Night/Garden Village (16) Lunch Hour Poker Walks (19) Outdoor Wilderness Walk (4)
February 2017	March 2017
February 2—Creation Story with Jim Dumont/Garden Village (73) February 3—Creation Story with Jim Dumont/Nbisiing (51) February 13—Safe Talk MCYS (6) February 7, 14, 21 & 28—Kids Can Cook with Confidence—Level 2 (5) February 8—Diners' Club (55) February 10—HCC Cooking Workshop (8) February 15—A Love for Yourself (14) February 15—Blood Glucose Screening (4) February 16—Good Food Box (67) Foot Care (45) Gym Night/Duchesnay (5) Yoga/Duchesnay (17) Family Ski Hill Event (35) Children's Integrated Program (25)	March 6—Self Help Groups (4) March 8-9—Rob Nash Presentations (2000) March 21—ARGS-Senior Poker Walk (9) March 22—ARGS Staff Poker Walk (10) March 28—Let's Talk Addictions (1) Smoking Cessation—4 Sessions (0) March 29—Let's Talk/Smoking Cessation (3) March 4—Health's Kitchen GV (10) March 8—Diners' Club (49) March 20—Pandemic Planning Exercise GV (9) March 23—Nutrition Month Staff Lunch and Learn (13) March 25—Health's Kitchen Duchesnay (8) March 27—Pandemic Planning Exercise (3) March 29—Ktiigaaning Taste Test (28) March 30—CPNP Drop-in (4) Foot Care (28) Gym Night/Duchesnay (3) Curling (10) Rock Climbing (8) Children's Integrated Program (26)

Lawrence Commanda Health Centre

58 Semo Road

Garden Village ON P2B 3K2

(705) 753-3312



HOUSING

The Nipissing First Nation Housing Department works in conjunction with Chief and Council to provide housing programs & services to the Nipissing First Nation Membership.

We provide the following programs and services to assist NFN members with their housing needs:

Emergency Repair Loan

This program was developed to assist NFN members by providing small loans to complete minor repairs to their homes for emergency purposes. This year, four (4) members qualified for the program to complete various emergency repairs.

NFN Housing Loan Program

The total amount of funds borrowed through this program since it was amended in 2005 is \$4,202,869.70. These loans assist NFN members to construct new homes or to purchase and repair existing units which meet the Building Code.

Royal Bank of Canada (RBC) On-Reserve Lending Program

The RBC Program was implemented in 2005, and since then, the total amount of funds loaned through the program totals \$8,186,403.26. This program has provided funds to NFN members to construct new homes, purchase and repair existing units which meet the Building Code.

Residential Rehabilitation Assistance Program (RRAP Grants)

Since 1995, through the CMHC RRAP Program, the Housing Department has assisted NFN members with repairs to their homes to bring the units up to today's code standards. The total amount of funds approved through this program is \$1,379,768.89.

Repair Loan

This program was developed to assist NFN members with accessing funds to complete repairs to their homes for emergency purposes. This year, fifteen (15) members qualified for the program to complete various repairs.

Seniors' Minor Repair Grant Program

This program allows seniors who are over sixty years of age and have a total household income of less than \$42,500.00 to access a one-time grant to a maximum of \$5,000.00 to make necessary repairs to their home. A total of 51 grants have been approved since the program was implemented 2008.

Apartment Rental Units

Our Department has been busy inspecting, renovating, and repairing our NFN apartment units this past year. We aim to address all tenant requests in a timely manner. The goal is to improve our services for tenants to feel secure, enjoy their living space, and assist in beautifying the apartment properties.

Regular inspections help with preventive maintenance, which in turn ensures the longevity of units and the beautification of properties, while also improving tenant relations through regular communications and proactive, planned maintenance.

For more information contact the housing department at 705-753-6973 or housingdepartment@nfn.ca.

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Sarah Goulais, Housing Administrator

705-753-2050 ext. 1259 | sarahg@nfn.ca

Ellie Penasse, Apartment Coordinator

705-753-2050 ext. 1272 | elliép@nfn.ca



HUMAN RESOURCES

The Human Resources department serves a dual function within the organization, providing advice and support to both individual employees and to the Nipissing First Nation management team with respect to employee related matters.

Additionally, the Human Resources Manager is responsible for the maintenance of the Human Resources Management Policy by ensuring both the employer (manager) and the employee are knowledgeable and aware of the policy and its provisions.

The Human Resources (HR) department works closely with each department on the following areas:

- Employment Opportunities
- Attendance Management
- Benefits
- Pension
- Recruitment & Selection
- Employee Engagement
- Training and Development
- Policy Compliance
- Health and Safety

For our staff, we offer a wide variety of events throughout the year, such as Staff Appreciation Day and a Christmas Luncheon. The Social Committee organizes these events to enhance teambuilding and also to create an opportunity to promote our Employee Family & Assistance program.

The HR department also organizes training for the Employees of Nipissing First Nation throughout the year, so the staff can enhance their skill set and target specific training for their designated areas of employment. This past year we have arranged workshops for managers and staff to attend on conflict resolution and human rights, and continue with annual health and safety related training.

Also, the Human Resources Department administers components of the Summer Student Employment Program, which employs Post-Secondary and Secondary students. This program works on developing their skills and giving them the opportunity to explore different careers which will enable to choose rewarding careers in the future. This past summer, we hired 34 Students and they were assigned to various departments within NFN and gained valuable work experience.

This past year, we have employed 32 contract/casual employees in various positions from nursing to labour-intensive work, with some of these positions leading people into long-term employment with NFN. We have also had great recruitment success and hired 24 salaried positions within Nipissing First Nation this year. Our workforce now totals 125 full-time employees, which grows to nearly 200 when we include the seasonal contract and student workers that we engage throughout the year.

To view all job postings for Nipissing First Nation, please visit our website at www.nfn.ca and click on the Jobs tab. NFN job postings are sent out with the monthly newsletters as well as the mid-month mail-outs to the membership.

Contacts:

Jennifer Lalonde, Human Resources Manager
705-753-2050 | jenniferl@nfn.ca

Dennis Jr. Goulais, Human Resources Clerk
705-753-2050 | jrg@nfn.ca

Employment applications should be sent to:

36 Semo Road, Garden Village ON P2B 3K2
Fax: 705-753-0207 | resumes@nfn.ca

NATURAL RESOURCES

The Natural Resources Department continues to be committed to the sustainable management of the Nation's resources. This report summarizes some of the main responsibilities of our department, with the majority of our work being focused on the sustainable management of the Lake Nipissing fishery and protecting our inherent rights that are protected by the treaty.



Memorandum of Understanding (MOU)

The 2016 season was very busy as we embarked on a new working relationship with the Ministry of Natural Resources and Forestry (MNRF) following the signing of a MOU. We have experienced some misunderstanding within the Nation as to what the MOU is and how it will affect our management activities.

The following bullets summarize what the MOU is and how it will benefit NFN.

- Signed in March 2016 and assists in implementing Nipissing Nation Fisheries Law
- Ultimate goal is the recovery of the Lake Nipissing walleye population
- Nipissing Nation Fisheries Law and Chi-Naaknigewin are recognized by Government of Ontario
- MOU upholds our values and principles of sustainability as reflected in the Chi-Naaknigewin
- MOU does not degrade, derogate, revoke or diminish existing Treaty Rights
- MOU provides training, financial and technical support to assist NFN fisheries management and assessment needs



NFN's First Fully Trained Conservation Officer

On April 5, 2017, Clayton Goulais graduated from the Ontario Police College (OPC) and will be NFN's first fully trained conservation officer.

Clayton now has the same training and qualifications as any police officer or conservation officer.

We commend him for his commitment to the Natural Resources Department and to the protection of Lake Nipissing.

Hunting

The Natural Resources Department also manages the hunting activities on NFN Lands. As part of the NFN Hunting Policy, the Natural Resources Department reviews and processes Inter Treaty requests by First Nation People from other Treaty Areas wishing to harvest in our Traditional Territory.

Our main goal with wildlife is to ensure sustainable populations that meet the needs of NFN members and their families.

Forestry

NFN is an independent operator and is assigned a harvest allocation in the Forest Management Plan for the Nipissing Forest. NFN receives an administration fee for each metric tonne harvested by companies who have agreements with NFN to harvest. The goal is to increase the health of the forest stand(s) to increase the value of these stands in the future.

Within NFN lands work is currently being conducted by one NFN member.



NATURAL RESOURCES

Fall Walleye Index Netting (FWIN)

FWIN is an Ontario standardized fisheries assessment method used to assess the health of the walleye population. Every year since 1998 the NFN Natural Resources Department has worked in partnership with the MNRF to carry out this project.

FWIN began October 2, 2016 and ended on October 14, 2016. There were three field crews, two boats from the MNRF and one boat from NFN. MNRF crews were responsible for a total of 32 lifts from the east side of Lake Nipissing and NFN was responsible for 16 lifts from the west side of Lake Nipissing. Nets consisted of different mesh sizes and were set in deep and shallow areas of the lake (one-third shallow and two-thirds deep). Each day, field crews lifted and set two nets; fish were brought back to NFN and biologically sampled for total length, fork length, and weights. Age structures were also collected, and sex and maturity of walleye were recorded. All edible fish were filleted and donated to the NFN food bank.



Shoreline 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 (i.e. that degrade or destabilize) are made to shorelines as they cause harm to fish and other wildlife habitat. Shoreline applications are available at the Natural Resources Department.



Ice-out Trap Netting

With support from the Anishinabek/Ontario Fisheries Resource Center (AOFRC), we completed an ice-out trap netting assessment at Iron Island in the spring as soon as the lake was free from ice. This project helps monitor the health of the spawning walleye population by comparing data to previous studies completed at this location. A total of 293 walleye were captured and biologically sampled (measured for lengths and weights) then tagged and live released. Previous trap netting assessments at Iron Island were completed in 1997-98 and 2002-03.

Other projects

Other projects completed in 2016 include the walleye hatchery run by NFN. Eggs and milt were collected from walleye caught in trap nets set during the spring walleye assessment(s).

A lake whitefish assessment completed by the AOFRC was also a highlight in 2016. A total of 15 nets were set. All lake whitefish were measured for fork and total lengths and weight. Sex and maturity were also recorded. All edible fish were filleted and donated to the NFN food bank.

Contacts:

Jeff McLeod, Natural Resources Manager
705-753-2050 ext. 1325 | jeffm@nfn.ca

Clayton Goulais, Enforcement Officer
705-753-2050 | claytong@nfn.ca

Nikki Commanda, Fisheries Biologist
705-753-2050 | nikkic@nfn.ca

SOCIAL SERVICES

Nipissing First Nation Child Care Services

Both the Couchie Memorial Daycare Centre in Duchesnay and the Nipissing Ojibway Daycare Centre in Garden Village offer quality child care and opportunities for children aged 18 months to 5 years of age to learn through play. Our teachers provide excellent learning opportunities for the children to grow socially, emotionally, physically and intellectually. 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. The daycare centres promote and encourage the learning of Native culture, language and arts.

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
- Various celebrations, including Naming Ceremony, Kindergarten Graduation and Aboriginal Day Celebration
- Fundraising events

Both daycares offer space for 5 toddlers and 16 pre-school children, and operate Monday to Friday from 8:00am to 5:00pm. Our daycares aim to provide a safe, secure and nurturing environment that fosters independence and responsibility to meet the needs of each individual child. We continued to focus on enhancing the indoor and outdoor environments of both centres.



Couchie Memorial Daycare Centre

The Couchie Memorial Daycare Centre has recently undergone a number of renovations, including installing a new hot water tank, air conditioning and HRV system and replacing the duct work. We also just had the daycare freshly painted this spring.

All staff have recently updated their First Aid/CPR certification, and one staff member attended the Native Early Childhood Education Conference in Kingston this year. We have two little gardens that are successfully maintained by the preschool children, with the help of their teachers, and recently added a wooden teepee for the children to freely play on.

Nipissing Ojibway Daycare Centre

The Nipissing Ojibway Daycare is in the process of making many positive changes to the daycare environment and programming. We are replacing all of the plastic, brightly-coloured, one purpose toys with more earth-tone, natural, raw materials and more open-ended multi-purposed toys to encourage creative play.



Both daycares are working to strengthen friendships by bringing the centres together more often so that children can build relationships with members at the other end of Nipissing Nation. Both daycares participated in Aboriginal Day celebrations and held a trip to Santa's Village in the summer with the children and their families.

Contacts:

Couchie Memorial Daycare Centre

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

Nipissing Ojibway Daycare Centre

Brandie Fong, Interim Supervisor
705-753-4052 | brandief@nfn.ca

SOCIAL SERVICES

Nipissing First Nation Ontario Works

Nipissing First Nation's Ontario Works department follows the directives of the Ontario Works Act to provide Financial and Employment assistance. The program is designed to address the needs of both status and non-status community members who are facing financial hardships and/or employment barriers.

Application for Ontario Works Assistance

Ontario Works performs intakes on Mondays and Wednesdays to ensure full review of the file, and accurate processing of the application. The satellite office at Nipissing Secondary School is available for intakes and updates every second Wednesday by appointment. On average, an intake takes one hour to complete and requires applicants to provide the following information:

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

Financial / Income Assistance

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

Employment Assistance

- Assists individuals to prepare for and find employment
- Focuses on assisting clients with training, education, upgrading, referrals to substance abuse programs and offering assistance to secure employment.

Through the Ontario Works Employment Assistance program, recipients can gain employability credentials within the local labour markets. This includes all Nipissing First Nation departments and services. Working together with all internal and external agencies will act as a catalyst for change.

Nipissing First Nation will refine the current delivery strategies as the program continues to implement services within the community. The program primarily operates on a referral basis and will only provide services which are not currently available to community members.

All services are provided with the end goal of assisting Ontario Works clients to become more employable. To successfully implement the strategies, the program needs to communicate its intent and objectives to the local community. This occurs through Employment Information Sessions and individual discussion while updating the Participation Agreements with Ontario Works clients. Individuals are encouraged to update their Participation Agreements every 3 months or sooner and to follow a progressive, goal-oriented action plan to increase employability. The use of case management strategies help to measure the increase in employability. A.D Morrison software also provides data entry that allows our Ontario Works department to measure and track results.

SOCIAL SERVICES

Employment Service Delivery Profile/Seminars or Workshops

Workshops and Training	Attendance
Life and Work Skills	11 OW Mandatory Clients/ 1 OW non-mandatory Client/ 1 ODSP
Community Kitchen	4 OW Mandatory Clients/ 2 OW non-mandatory Clients
Service Excellence	5 OW Mandatory Clients/2 OW non-mandatory Clients
Art Therapy	1 OW Non-Mandatory Client
Contact North/NAPT	2 OW Mandatory Clients / 1 ODSP
Children's Healthy Snacks	0 OW Mandatory Clients/ 12 OW Non-Mandatory Clients/ 33 NFN Community Members
First Aid & CPR/ WHMIS	4 OW Mandatory Clients/ 1 OW Non-Mandatory Client
Resume Writing	4 OW Mandatory Clients/1 OW Non-Mandatory Clients
Information Session	6 OW Mandatory Clients/ 3 OW Non-Mandatory Clients
Firearm Safety	2 Mandatory Clients/ 9 NFN Community Members
Walking Your Own Path	10 OW Mandatory Clients

Employment Assistance Supports:

Employment Related Expenses (ERE): is available to support participants as they progress towards sustainable employment. Payments may cover out-of-pocket expenses associated with participation in employment assistance activities, including but not limited to: clothing, transportation, supplies and equipment, criminal reference checks, medical exams and certifications. The maximum that is provided for each eligible participant is \$250 per month.

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

- ✦ Work-related items required when starting or changing part-time or casual employment
- ✦ Work-related items required when starting or changing training programs
- ✦ Work-related items required to participate in Employment Assistance Activities
- ✦ Work-related items required when changing employment or work-related duties

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

Full Time Employment Benefit (FTEB) is available for recipients who are:

- ✦ Starting Full Time Employment (30 hours or more per week)
- ✦ Have been in receipt of Ontario Works for 3 Months

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

Success Stories

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

April 1, 2016 to March 31, 2017

5 Employed- Voluntary Withdrawal
 9 Employed – Income Precludes- Employed
 4 Clients secured employment through the Social Assistance Transfer Funding (Beautification and Maintenance)
 4 Clients were granted ODSP

Transitional Support Fund Statistics for Fiscal Year

50 Ontario Works clients received assistance
 12 Non-Social clients (ODSP/Low Income)
 Highest Average Months were Jan 2017- March 2017

SOCIAL SERVICES

Nipissing First Nation Food Bank

Our Food Bank gathers and provides food, hygiene products and clothing to community members who are in need.

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. Access will be granted to those that meet the following requirements;

- Clients must be a resident of Nipissing First Nation (excluding the residential leased lands)
- Clients must meet the income requirements set out on the Low Income Cut-off Chart
- Clients are eligible for 1 (one) visit per month per household. (Excluding emergencies)

We are open Mondays 1pm to 4:30pm and Fridays 8:30am to 12pm. If a holiday falls on a Monday, we are open Tuesday from 8:30am to 12pm instead; and if a holiday is on a Friday, we are open on Thursday from 12pm to 4:30pm. We have also started to deliver to those in the other parts of the community that need access but have no means of transportation to Garden Village. This service is available every 2 weeks.

Providing Healthy Meals

We provide families with a wide variety of canned, fresh, and frozen foods. Children's lunches are provided for a week, as well as breakfast. With the help of our donations, we also have a baby food cupboard available. Baby food, Pablum, formula, diapers, wipes, etc. are provided free of charge to community members of Nipissing First Nation.

Providing Clothing & Household Items

We have a good selection of clothing for everyone. Families are welcome to look through the selection of gently used clothes and household items and take what they need.

Good Food Box Program

Our clients also receive a monthly Good Food Box. The box has a value of \$10.00 and provides healthy choices to our community members. The Good Food Box can be picked up on the third Thursday of each month by Garden Village residents at the Lawrence Commanda Health Centre or Friday at the Food Bank, and is delivered to all other areas of the community.

Fundraising & Donations

In 2016-17, the Food Bank raised \$14,443.89, plus 1,110 lbs. of 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:

- Staff Food Challenges
- Spring Raffle
- Penny Sale
- Food Bank/Lil NHL Fundraiser Golf Tournament
- Movie Nights
- Thanksgiving Baskets
- Snowman Raffle
- Staff Food Challenge
- Donation Bins at various community events



Contacts:

For more information, please don't hesitate to contact the Food Bank at (705) 753-6972.

SOCIAL SERVICES

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 visits, office visits, and court attendance in our district. The Child Welfare Program also helps in the recruitment of new foster parents within the community as an important step in keeping Nipissing member children within their home community.

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

Youth Cultural Retreat

Educating youth about how violence affects families is strategic in ending or preventing the cycle of violence in our community. The approach taken was in the form of a youth cultural retreat that consisted of female youth of Nipissing First Nation. The Youth Prevention Retreat also provides a professional development opportunity that supports our youth to develop into active, healthy contributing members within our community, and to encourage youth to make healthy lifestyle choices.

In February 2017, youth participated in the annual retreat that provided: cultural awareness training with George Couchie, teachings and making hand shakers and medicine pouches, snow shoeing, as well as self-care, self-esteem and self-identity exercises.

"I Saw, I Shall Speak" Family Retreat

This annual program promotes an opportunity for children as well as their mothers and fathers to explore their thoughts, behaviours, and physiological responses to challenging or unhealthy relationships they have experienced or been exposed to in their home or community. This culturally-based program supports traditional, cultural, and therapeutic opportunities for families in need. Program is free and voluntary. Child and parent/guardian participation is voluntary.

Within a therapeutic setting, participants experience the program according to the depth of involvement they choose.

After School Kids Social (ASKS)

ASKS is a program that runs throughout the school year once a week, providing a safe and educational place for children to attend. Children will 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.

Other Programming included:

- Babysitting Course;
- March Break activities;
- Youth Programming: bi-weekly Youth Socials, Nerf Wars, Girls Night In, Cooking;
- 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 in various educational activities throughout the year, including:

- Welcoming Babies with the Lawrence Commanda Health Centre (LCHC);
- National Aboriginal Day Celebration with various NFN departments;
- Movie Nights with NFN Food Bank;
- Partnership activities with the Library and Recreation programs

Contacts:

Wendy Lariviere, Native Child Welfare Supervisor
705-753-2050 ext. 1322 | wendyl@nfn.ca

Tamara Penasse, Native Child Welfare Worker
705-753-2050 ext. 1323 | tamarap@nfn.ca

SOCIAL SERVICES



OJIBWAY WOMEN'S LODGE
Respect, Security, Harmony

"Everyone should be able to live without fear of physical, emotional, psychological, sexual, verbal or elder abuse. Abuse of any kind is wrong.

Aboriginal Women have the right to live in peace and harmony, be secure and respected, and be honoured as cultural carriers and life givers of our nations.

This message has been brought to you by the Ojibway Women's Lodge. Be part of the solution to end violence against all women". (Ongoing local Radio Ad)

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 web site www.ojibwaywomenslodge.ca for more information.



On August 12, 2016 we celebrated our **4th Annual Family BBQ** and we shared food, games and laughter with current and past residents. At the end of the day, each child left with a new back pack filled with items needed for the new school year. Ojibway Women's Lodge receives generous donations for this event from the Ministry of Correctional Services employees who helped fill the back packs. A big miigwech to Donna McLeod for organizing this generous contribution.

On September 13, 2016 **George Couchie** from Redtail Hawk Training & Consulting, along with 25 students from Nbisiing Secondary and Our Lady of Sorrows School, helped build our first **sweat lodge** at the shelter. The students took pride in building and receiving teachings on the importance of the connection to mother earth and the healing that will take place in this sacred lodge. We are grateful for the work that George shares such as the teachings of respect.



October 4, 2016 marked Ojibway Women's Lodge's **3rd Annual Sisters in Spirit Candlelight Vigil** to honour the lives of Missing and Murdered Aboriginal women and girls.

The violence experienced by Aboriginal 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 for coming out and supporting this important event.

Our 6th annual **International Women's Day celebration** was held on March 10, 2017 in Garden Village. The celebration was to honour women from all the four directions. Elders Michael Couchie and Lorraine Whiteduck-Liberty offered prayers for healing. Lorraine spoke about women as protectors of the water, and what this means to each individual woman, her family, her community and her nation. This year, staff handmade copper water vessel necklaces for the giveaways. Each guest was presented with a necklace.



Other highlights from the past year at OWL include: Kanawayhitowin Staff presentations, Full Moon ceremonies, ongoing Grief support groups and women's circles. Outreach also provides public education and awareness within the community including Nipissing University, Indian Friendship Centre, North Bay Jail, NFN Health Fair, Annual Community Meeting and Tea with Emily in Garden Village.

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, Nbisiing Secondary School, YMCA Youth Exchange Program, and Women's Auxiliary Pro Cathedral. Donations include gift cards, phone cards, bus passes, personal supplies, household start-up items, diapers, teddy bears, fresh and frozen food, handmade quilts, Christmas gifts and hampers.

SOCIAL SERVICES



True Self Debwewendizwin Program

True Self Debwewendizwin opened its doors in January 2007 as a project designed by women for women to provide an array of services rooted in First Nation Culture. The program was created to support women on their healing journey to overcome the trauma associated with domestic violence and prepare them for training, education or employment. The program has grown over the past ten years to offer services to both men and women in the Nipissing District with outreach to Mattawa, Sturgeon Falls and Garden Village supporting an individualized journey of claiming or reclaiming ones right and capacity to choose, get and keep meaningful career paths.



Staff Grand Opening January 5, 2007



Staff 10 Year Anniversary Celebration

From April 2007 to March 2017

- * 1607 individuals have received support through the program *
- * 1055 started workshops or individual service plans *
- * 72% successfully completed *
- * 94% of those that completed obtained employment or continued on to Post-Secondary Education *

Thursday Evening Women's Circles



Making Centrepieces for Christmas Dinner



Sharing Cards of Inspiration



Making Chocolates for Valentine's Day



Making Nourishing Natural Skin Care Soap



SOCIAL SERVICES

ABC's to Heal Your Life Graduation – March 29, 2017

This year 164 Women Accessed Support Services, 36 enrolled for the ABC's to Heal Your Life workshop, 27 graduated, 21 women found employment and 14 returned to school.

Outreach Programs

In the fall of 2015, True Self launched two projects designed to empower individuals as they move forward on their healing journey toward educational or employment goals.

True Paths is a project directed at youth and adult, women and men in Mattawa and Sturgeon Falls who have experienced trauma or are struggling with mental health, addiction or financial issues.



2016-17 Grads

True Paths Participant Testimonials

True Paths has helped me in my personal life and since I am Metis I have enjoyed the cultural piece and the guest speakers with crafts and different workshops. SL Sturgeon Falls

I wish True Self was here every day of the week not only Thursdays, since attending group and one-on-one, my relationship with my husband has improved, we don't argue as much and we are closer. I am not afraid to talk about my feelings and he supports me in everything I do. I want to become more romantic with my husband and I feel more comfortable about intimacy after talking with staff. I am not afraid to take chances; I feel positive and love life, thanks to True Self. LK Sturgeon Falls

The Empowering Paths project is directed at empowering youth and adult, women and men within the North Bay area who are homeless, unemployed or underemployed, have experienced trauma or are struggling with mental health, addiction or financial issues.

Empowering Paths Men's Circles Participant Testimonial

I have been dealing with True Self, specifically the Empowering Paths, for the past 16 months and they have literally been helping me emotionally and mentally to the point that I have maintained a sober environment along with a job and mostly to keep my family together since first contact. For anyone who understands the detail and commitment involved to accomplish this will know this program has been a blessing.

True Self Debwewendizwin Christmas Feast

On December 20th staff hosted a Christmas Feast for all our program participants and their children. Through donations from the community and the hard work of two Nipissing University Placement Students, approximately 45 women and men with 38 children were able to enjoy a traditional dinner and receive a gift from Santa.



SOCIAL SERVICES

True Self Debwewendizwin Program

Participant Reflections — Looking back over the past 10 years...

In 2007 the True Self program opened a window of hope and encouragement out of my prison of worthlessness and self-loathing. Over the process I began to peek outside my little world feeling and knowing that there had to be something more in my life, that I could be something more. The True Self program was a beacon with support in a non-judgemental approach of understanding taught me that although we make mistakes/choices in our lives it is not the sum of me. I still had worth and was on the path of discovery at 47yrs. I was a powerhouse for all matters of others, but powerless to help myself. Therein I began to see the light in applying and learning new strategies of implementing into my life, and became an active member of my community with a softer voice and deeper value of me, enabling me to truly share of myself to enjoy working in an environment that I love, 10 years later. WOW!

Participant 2007

If it wasn't for True Self's unwavering support and dedication, I wouldn't have gained the confidence and courage to leave the abusive relationship I was in, learned to value myself, embrace my flaws and my past, to find my motivation to finish my grade 12 and get my diploma (which I did in June 2014- after 12 years, 2 kids and 5 attempts!) They helped me navigate the Canadore College website and apply for post-secondary education; also they have some really good connections to other places in town, and helped refer me and other women to these programs, to further our paths to happiness and goals! Including their connection to the Nurture North Clinic and Dr. Dell'Aquila- located under True Self's office. During some of the programs with True Self, Dr. Dell (as he's affectionately known) has come up and had an information session, letting us know what the clinic offered and how we could go there. They were a pain management clinic who help addicts using both methadone and suboxone - depending on each patient's needs. There are four doctors - 2 part-time, 2 full-time - so there is always a doctor there to help if you need your meds tweaked a bit. Also Dr. Dell has been leading research studies on pain management meds; to better understand addiction and how to not only treat addiction but the underlying issues leading up to being addicted to drugs and/or alcohol. This impressive collaboration between True Self and Nurture North Clinic is exceptional and very much needed in North Bay! I even did my 40 hours of credits I needed to get my diploma. True Self saved me and can help other women too.

Participant 2009

True self was the gateway to my spirituality and wellness.

All the women that I encountered helped me heal in various ways and have guided me on my path. True Self allowed me to find my passions again. At first I went in because it was an Employment and Training Centre, but it is so much more. With the programs and the environment it offers openness and acceptance. The programs were not only educational in a practical manner as resumes and cover letter workshops but healing as in WRAP, Talking circles, laughter yoga etc...

I have more confidence and self-esteem. I am writing - - which is a passion - - and creating and facilitating workshops. I am now compiling some poetry for a book I plan to self-publish. I credit True Self for reminding what my passions are and for encouraging me to go for it. They essentially gave me the tools to live a happy and productive life. True Self is an amazing organization.

Participant 2012

Contacts:

Donna Forget, Manager
705-474-4058 | donna@trueself.ca

General Inquiries - 239 Main St. E, North Bay
705-474-4058 | info@trueself.ca | www.trueself.ca

FINANCIAL AUDIT

NIPISSING FIRST NATION

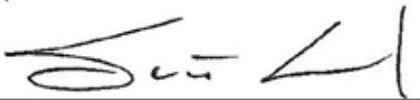
Exhibit A - Consolidated Statement of Financial Position

March 31, 2017, with comparative information for 2016

	2017	2016
Financial assets		
Cash and cash equivalents	\$ 6,615,472	\$ 7,639,682
Short-term investments (note 3)	3,614,434	3,078,527
Accounts and grants receivable (note 4)	2,634,189	4,053,660
Housing mortgages and other long-term receivables (note 5)	6,244,092	4,687,304
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 6)	85,008,641	87,787,921
Funds held in trust by the Government of Canada (note 7)	290,779	290,779
	<u>104,407,607</u>	<u>107,537,873</u>
Financial liabilities		
Accounts payable and accrued liabilities (note 8)	3,281,301	5,031,709
Prepaid leases	128,317	150,101
Deferred program revenue (note 9)	3,355,173	3,281,271
Long-term debt (note 10)	5,819,447	6,074,411
	<u>12,584,238</u>	<u>14,537,492</u>
Net financial assets	91,823,369	93,000,381
Non-financial assets		
Tangible capital assets (note 11)	39,815,147	37,125,855
Prepaid expenses	227,042	62,842
	<u>40,042,189</u>	<u>37,188,697</u>
Commitments and contingent liabilities (notes 12)		
Accumulated surplus (note 13)	\$ 131,865,558	\$ 130,189,078

See accompanying notes to consolidated financial statements.

Approved:



Chief



Chief Executive Officer

FINANCIAL AUDIT

NIPISSING FIRST NATION

Exhibit B - Consolidated Statement of Operations

Year ended March 31, 2017, with comparative information for 2016

	2017	2016
Revenue:		
Indigenous and Northern Affairs Canada (note 14)	\$ 8,171,199	\$ 9,759,777
Other	5,198,426	5,414,191
Health Canada	1,575,526	1,469,959
Ministry of Community and Social Services	1,653,225	1,690,704
Ontario First Nations Limited Partnership	1,288,430	1,139,394
Ministry of Education	571,145	415,072
Other Provincial	1,330,266	1,004,596
Union of Ontario Indians (note 15)	807,161	552,277
Canada Mortgage and Housing Corporation	336,600	316,003
	20,931,978	21,761,973
Expenses:		
Education	6,257,308	6,120,556
Other	3,261,775	3,139,679
Community Operations	3,931,683	3,889,897
Health Services	2,717,371	2,590,800
Social Services	2,530,216	2,426,758
Capital	1,330,986	1,544,851
First Nation Enterprises	804,446	772,986
Housing	433,503	673,370
	21,267,288	21,158,897
Annual surplus (deficit) from operations before the undernoted	(335,310)	603,076
Gain on sale of tangible capital assets	-	14,522
Vacation (expense) recovery	(29,364)	36,274
	(364,674)	653,872
The Nipissing 2013 Boundary Claim Trust:		
Investment income	3,822,943	5,477,165
Per capita distributions	(873,236)	(594,699)
Nipissing First Nation expenditures	(305,896)	-
Other expenses	(602,657)	(562,935)
	2,041,154	4,319,531
Annual surplus	1,676,480	4,973,403
Accumulated surplus, beginning of year	130,189,078	125,215,675
Accumulated surplus, end of year	\$ 131,865,558	\$ 130,189,078

See accompanying notes to consolidated financial statements.

FINANCIAL AUDIT

NIPISSING FIRST NATION

Exhibit C - Consolidated Statement of Changes in Net Financial Assets

Year ended March 31, 2017, with comparative information for 2016

	2017	2016
Annual surplus	\$ 1,676,480	4,973,403
Acquisition of tangible capital assets	(4,491,708)	(2,357,951)
Amortization of tangible capital assets	1,788,159	1,627,960
Loss (gain) on sale of tangible capital assets	-	(14,522)
Proceeds on sale of tangible capital assets	14,257	69,967
	(1,012,812)	4,298,857
Change in prepaid expenses	(164,200)	36,759
Change in net financial assets (debt)	(1,177,012)	4,335,616
Net financial assets, beginning of year	93,000,381	88,664,765
Net financial assets, end of year	\$ 91,823,369	\$ 93,000,381

See accompanying notes to consolidated financial statements.

FINANCIAL AUDIT

NIPISSING FIRST NATION

Exhibit D - Consolidated Statement of Cash Flows

Year ended March 31, 2017, with comparative information for 2016

	2017	2016
Operating activities:		
Annual surplus	\$ 1,676,480	\$ 4,973,403
Adjustments for non-cash items:		
Amortization of tangible capital assets	1,788,159	1,627,930
Gain on sale of tangible capital assets	-	(14,522)
	3,464,639	6,586,811
Changes in non-cash working capital:		
Increase in accounts and grants receivable	1,419,471	(2,076,002)
Increase (decrease) in accounts payable and accrued liabilities	(1,750,408)	2,305,389
Decrease in prepaid leases	(21,784)	(9,085)
Increase in deferred program revenue	73,902	150,308
Decrease (increase) in prepaid expenses	(164,200)	36,759
	3,021,620	6,994,180
Capital activities:		
Acquisition of tangible capital assets	(4,491,708)	(2,357,951)
Proceeds on sale of tangible capital assets	14,257	69,967
	(4,477,451)	(2,287,984)
Financing activities:		
Principal payments on long-term debt	(254,964)	(192,253)
Proceeds on issuance of long-term debt	-	7,315
	(254,964)	(184,938)
Investing activities:		
Decrease (increase) in restricted investments	2,779,280	(1,963,057)
Housing mortgages and other long-term receivables	(1,556,788)	(64,482)
Decrease in short-term investments	(535,907)	(48,829)
	686,585	(2,076,368)
Increase (decrease) in cash	(1,024,210)	2,444,890
Cash and cash equivalents, beginning of year	7,639,682	5,194,792
Cash and cash equivalents, end of year	\$ 6,615,472	\$ 7,639,682

See accompanying notes to consolidated financial statements.

NOTES



Department	Contact	Position	Phone Number
Administration	Dwayne Nashkawa	Chief Executive Officer	(705) 753-2050 ext. 1222
Administration	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	Wendy Lariviere	Supervisor	(705) 753-2050 ext. 1322
Communications	Geneviève Couchie	Communications Officer	(705) 753-2050 ext. 1270
Community Liaison	Tyler Couchie	Community Liaison Officer	(705) 753-9184
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
Finance	Renée Commanda	Finance Officer	(705) 753-2050 ext. 1280
Food Bank	Ann Boissoneau	Coordinator	(705) 753-2050 ext. 6972
Health Services	Kimberly Lalonde	Manager	(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	Monique Sawyer	Principal	(705) 497-9938
Nipissing Ojibway Daycare	Brandie Fong	Interim 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



Nipissing First Nation
Administration



Nipissing_FN

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