



# Annual Report

## 2015-2016





# Vision

Nipissing First Nation will be a well-balanced, healthy, politically and economically independent, culturally strong and self-governing nation.

# Mission

Our mission is to continue to protect our Nation's inherent rights and to empower the membership of Nipissing First Nation to work together in a positive, progressive manner to improve well-being and quality of life, to be socially and economically independent, culturally strong, and self-governing.

# Values

We will be guided by our seven grandfather/grandmother teachings.

## **Respect- Minaadendamowin:**

*"To honour all creation is to have respect."*

## **Wisdom- Nibwaakaawin:**

*"To cherish knowledge is to know wisdom."*

## **Love- Zaagi'idiwin**

*"To know love is to know peace."*

## **Humility- Dabaadendiziwin**

*"Humility is to know yourself as a sacred part of creation."*

## **Bravery- Aakode'ewin**

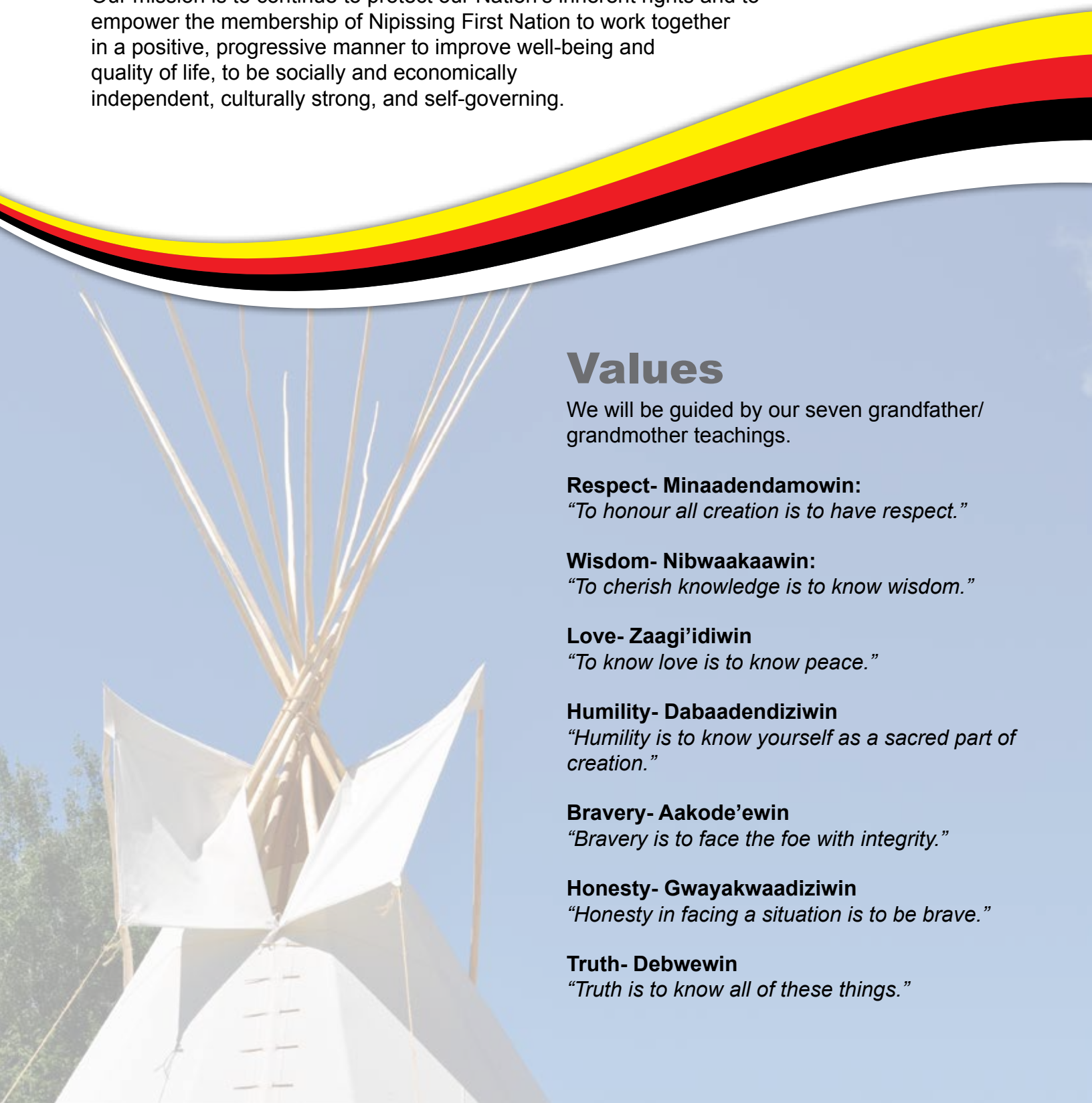
*"Bravery is to face the foe with integrity."*

## **Honesty- Gwayakwaadiziwin**

*"Honesty in facing a situation is to be brave."*

## **Truth- Debwewin**

*"Truth is to know all of these things."*



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# Message from the Chief

Aaniin Nbisiing Debendaagziwad,

Since taking office on August 4<sup>th</sup>, 2015 our Council has been working hard on the priorities you identified through the election campaign and through community events and meetings. It is an honour and pleasure to serve alongside my fellow Council members to do the important work you have entrusted us with.

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 Council strives to continue empowering our membership, protecting our inherent rights and strengthening our reputation as a progressive and accountable nation. We foster positive relations with all levels of government, and always aim to act in the best interests of our nation and Debendaagziwad.

We also benefit greatly from our NFN committees, which help bring the voices of the membership to current issues and priorities. Our committees include: Anishinaabemwin, Community Development, Community Wellness, Culture & Pow Wow, Education, Economic Development, Lands & Bylaw, Natural Resources, Health & Social Services, Housing Finance & Audit and Policy. This year, we will be adding an Elder, Youth and Women's Advisory Council to provide valuable feedback and context to our decision-making process.

This report seeks to highlight some of the successes of the 2015-16 fiscal year and provide a snapshot of the various projects and priorities that our staff are working on, including, but not limited to:

- Continuing to make health and social services of utmost priority – child welfare, elders, community-based initiatives;
- Undertaking sustainable economic development projects for our communities, including expanding natural gas infrastructure and developing solar projects that generate revenues for our nation. We will continue to pursue opportunities to create revenues, as well as employment and training opportunities for our citizens;
- Investing in education by eliminating the post-secondary funding waitlist using some of the interest monies generated from the 2013 Boundary Claim Trust fund;
- Investing in community infrastructure projects such as expanding the Band Office to house most services under one roof, building a new outdoor rink in Garden Village and plans to build new rinks in Duchesnay and Yellek;
- Providing direct benefits to our citizens, including enhancing Christmas Distribution and the Medical Support Fund, as well as extending the Recreation Reimbursement to off-reserve members to help support their child(ren)'s recreational activities;
- Strengthening our culture, language and heritage through continued programming in Garden Village and Duchesnay, including language classes, cultural arts and events, and the continued success of the archaeology project in Beaucage;
- Continuing to build capacity within our Natural Resources Department, strengthening our Fisheries Law and reviving our Fish Hatchery;
- Continuing to implement our Chi-Naaknigewin (Constitution) and Financial Administration Law.

There are many other projects and successes worthy of highlighting, as you will see in the following pages. On behalf of Council, I'd like to commend all our staff for the various ways they put policies and plans into action, and for working diligently towards our shared goals.

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 members. I am humbled by the support of our citizens and staff, and am honoured to serve as the Chief of Nipissing Nation.

Chi-Miigwech,



Scott McLeod – Gimaa (Chief)



# Report from the CEO

Aanii kina,

It is with great pleasure that we present the Nipissing First Nation Annual Report for 2015-2016. As we have come to expect, it's been another eventful year. As you can see in the reports contained, our departments have been very busy.

Nipissing First Nation has a vision to be a well-balanced, healthy, politically and economically independent, culturally strong and self-governing community. As Chief Executive Officer (CEO), one of my functions is to receive and review departmental work plans, budgets, and goals within the context of the Nipissing First Nation Strategic Plan. This ensures our daily work is driven by and focused on meeting the strategic vision of Nipissing First Nation. Our leadership and staff are committed, accountable and focused people with a clear mission in mind: to continue to protect our Nation's inherent rights and to empower the membership to work together in a positive progressive manner.



One example of this commitment to accountability is the process of testing NFN administration has engaged in to become certified by the First Nation Financial Management Board (FNFMB). The FNFMB is Canada's only legislated body that develops and publishes Financial Performance and Financial Management System Standards for First Nations. The FNFMB is an Aboriginal institution that provides financial management tools and services to First Nations governments seeking to strengthen their fiscal stewardship and accountability regime and develop necessary capacity to meet their expanding fiscal and financial management requirements. We will continue with testing in November 2016, as we move closer to receiving certification in early 2017.

Nipissing has excellent capacity to create, maintain and develop programs and services for its Debendaagziwaad, as is evident in our day-to-day dealings, programs, services, annual community events, policies, strategies, mission, vision and values. Chief McLeod and Council provide good governance in ensuring the Debendaagziwaad's best interests are reflected by NFN.

While operations are running smoothly, it isn't to say we haven't been presented with challenges throughout the year. Funding levels, changing government relationships, capacity issues and even the local geography present challenges. However, we strive to improve our planning and community engagement processes consistently to ensure we are improving our levels of service to all of NFN communities, and the Debendaagziwaad, both on and off reserve.

Your comments on this report are welcome and I invite you to discuss its content with me at your convenience.

Miiwech,

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

"Miskaanakwat" Dwayne Nashkawa  
Emyaa'Wsed  
Chief Executive Officer

# Accomplishments & Medicine Wheel of Goals

## Nipissing First Nation Accomplishments

- Development of the Chi-Naaknigewin;
- Settlement of the Land Claim;
- Establishment of the Board of Trustees and the development of a new Trust Agreement;
- Development of the Financial Administration Law;
- Language restoration, with on-reserve language classes and programs introduced into off-reserve schools;
- New Daycare in Garden Village;
- Development of playgrounds;
- Housing Loan Program with RBC;
- Completion of the water and sewer project;
- Recycling program;
- Lake Nipissing Stewardship Summit;
- Fishing Law Moratorium;
- Land Code;
- Language infused in the workplace and across the community;
- NFN Pow Wow and annual Aboriginal Day celebrations;
- Wiidooktaadyang initiative;
- More opportunities to help the elderly stay home longer (continuing care model);
- NFN Child Welfare department working to keep our children in our community;
- Seniors home improvement program;
- Ontario Works is working as a holistic program;
- Keeping community involved and informed through our communications strategy;
- Small Business Loan Program and;
- Natural Gas Installation Duchesnay.





# Culture and Heritage

## Anishnaabe Gaa bi-Naadzwaad Gamig (Nbisiing Anishnabek Culture Centre)

### Culture Staff

**Evelyn McLeod** Bineshii Ndoodam, Enweyang Enkiid/Language Worker

Zhinkaazo, Jashk Ndoodam

**Jules Armstrong** Naangaanzid enkamgik /Culture Events Coordinator

Zhinkaazo, Waabizheshi ndoodam

**Christina Beaucage** Kendaaswin enkiid, Library/Literacy Worker

Niin /giizhgaate kwe Mnidoo danoozwin, shagi ndoodam,

**Glenna Beaucage**, Zhinkaazo, Enaagdawenjiged/Culture and Heritage Manager

### Mandate

Our Culture Center has the mandate of restoring Nbisiing dialect and culture back to the people, by recommendation of the people of Nbisiing.

Our culture center works to do this in three different streams:

#### Nishnaabemwin:

1. Our culture center hosts **weekly nishnaabemwin classes** in Ktigaaning (Garden Village) and Duchesnay. This was our 4<sup>th</sup> year of hosting weekly language classes for Nipissing Nation and other interested local people. In Ktigaaning, we had our famous six fluent speakers who attended voluntarily every week to help our students learn our quite complicated language;
2. Twice monthly **immersion workshops** (no English) that were designed to assist our second language learner teachers, and open to the community members and other first nations who were interested in working on their fluency. These were facilitated utilizing the knowledge of a small group of our fluent speakers who are committed to help our community restore our language. We have a fair amount of audio recordings from these sessions which will soon be uploaded to YouTube and linked to [nfncculture.ca](http://nfncculture.ca) website for easy public accessibility;
3. We host monthly **anishnaabemwin Giigdong committee meetings** who meet to translate band documents and requests. They also work at planning events and activities aimed at language restoration;
4. Language teachings are included in the **summer youth program**;
5. Monthly nishnaabemwin submissions of **language to the newsletter** and employee newsletter;
6. We hosted a two day **language immersion camp** in February that was funded by June Commanda, our language committee chairperson, by donating her residential school education credits for this purpose. Miigwech June. The camp was attended by 40 people, including children.
7. We create an every growing collection of **language resources** that are now available for sale at cost price (cost of printing and recording) from the culture department.



**Language Program Sponsors:** Nipissing First Nation, Canadian Heritage.

**Community Partners:** Community Volunteers.

## Culture:

We have a community that is thirsty for the old knowledge and some of the old ways. Not necessarily moving back in time, but who know that our traditional values are necessary in these modern days, now more than ever.

At our culture center, we work to restore culture by:

1. Researching **the culture of Nbisiing Anishnaabek** and reviving these values. This is done by researching Library and Archives Canada, old historical documents of Nipissing, reviewing old reports where our elders were interviewed; and by interviewing elders regularly now.
2. We host **consistent monthly ceremonies and gatherings** that promote families, spirituality and culture: Full Moon Ceremony, Family Drum Socials, Grandmother Circles with Isabelle Meawaasige, and cultural arts workshops.
3. We also **host annual culture events** such as the spring Water Ceremony, the Round Dance with the North Bay Regional Hospital, Annual Art Show, Memorial Feast or Feast of the Dead, Clan Gathering, National Aboriginal Day, and our annual pow wow which is now in its 27<sup>th</sup> year. We also host traditional medicine camps with Joseph Pitawanikwat. All are well attended.
4. We have an active **Culture and Pow Wow Committee** that works to set guidelines, plan events and volunteer at culture events.



These events, gatherings and ceremonies are very important in reinstalling self-identity and empowering our people, many who struggle with the effects of inter-generational disruption brought on by harsh assimilation tactics by the government and by residential school trauma. We see first hand our young people and people of all ages become stronger and empowered by ceremony and teachings.

**Culture Program Sponsors:** Nipissing First Nation, Canadian Heritage, Aboriginal Healing and Wellness, and Ontario Arts Council.

**Community Partners:** Community Volunteers

## Nbisiing Heritage:

At our culture center, researching and preserving our heritage is a high priority. We have been working hard to seek old documents and photos that have been within the band files, in the archives, by elder interviews, around the community and bring these together to be available to our community. Knowing our heritage will empower our people. Compared to the history we learn of ourselves in the school systems, ours is a true history, with elders stories backed up by documents from the archives. We are doing this work by:



1. Glenna Beaucage, Culture and Heritage Manager and Katrina Srigley, professor of History at Nipissing University and a researcher and author, **are authoring a book entitled, "The history of Lake Nipissing and the People It Was Named After"**. This will be a book of six chapters: Introduction, Chapter 1: Since Time Immemorial; Chapter 2: Family & Community; Chapter 3: Governance; Chapter 4: Education; Chapter 5: Recreation & Leisure; Chapter 6: Our Land; Calls to Action (For the Next Seven Generations) and Appendices. It will be a published book and will be available soon.
2. **The Nipissing Warriors 1972.** We have produced a very good quality **Exhibit** of the origin of the Nipissing Warriors, including photos, interviews, stories and recordings which is now on display at Nbisiing Secondary School. At this time, we are involved in a **Documentary** of the Nipissing Warriors at this time.
3. The **Nipissing Indian Homemakers Club** (Original name). We are presently conducting interviews and research to create an Exhibit and story of this historic club.
4. We have recently been approved another successful grant to create **educational curriculum** of the history of Nbisiing to be used within the school system.





5. Each month, we meet with our famous 6 (the women committed to helping us with language and history restoration) to create a **Community Photo Gallery**. Each month we meet and set up a large screen of old community photos and these wonderful ladies identify the people, places and events that occurred at Nipissing. They also share their community photos with us to add to our growing collection. This is a fun project with a lot of work, but a lot of laughter and nostalgia.

**Heritage Program Sponsors:** Nipissing First Nation, Nipissing University Humanities Department.

**Community Partner:** Nipissing First Nation Lands Department., Community Volunteers

**The Famous 6:** Geraldine McLeod, Sylvia Restoule, June Commanda, Kathleen McLeod, Marlene Barnes and Marie McLeod attended all weekly classes and twice monthly immersion workshops and committee meetings to help us with our language retention. Without the dedication of our fluent speakers, we would not have the best opportunity for the restoration of our language that we have going now. These same famous 6 also attend all of our monthly heritage meetings to create our community photo gallery. They are unmatched and indispensable when it comes to their dedication to sharing their knowledge with us. Gchi miigwech nishnaabe kwewag. Your work is immeasurable. These 6 women are fluent speakers and strong advocates for nbisiing language and heritage restoration and retention. Pictured here with their teacher students Tory Fisher, Blair Beaucage and Patsy Turner, along with project coordinator for 2015, Jane Commanda. Missing from this picture, is Language Portfolio holder and language committee chair, June Commanda. June is also official spokesperson for our residential school experience.



**"The Famous 6".**

**What our community can do to ensure the restoration of language, culture and heritage:**

1. Understand the high importance of language restoration. **Our values, world view and understanding of the land is embedded in the language. Make it a priority for your family.** Your children will be grateful you did. It is empowering.
2. **Understand the high importance of culture restoration.** At the heart of our traditional ceremonies and culture are our original values. These values create a strong foundation and empowered self identity for our families. A strong culture has less dysfunction and social problems. Our people attest to this everyday.
3. **Share your old family photos and documents of people, places and community events with our library** so that we can someday have a full picture of Nbisiing. What we have now is a collection of photos and stories of those who have chosen to share.
4. **Become a volunteer** at our annual pow wow where we host a couple of thousand people annually. This is Nbisiings largest community event. Become a part of it with your family. The best way to see your vision in the restoration of culture and language is to become actively involved.
5. **Donate fabric, ribbon, thread, beads, trimmings, etc to the Culture Centre.** These materials go to help volunteers make basic regalia for children.

# Library

## Library Services and Collections

- Wireless internet (WiFi)
- DVDs
- iPads
- DVD cleaner
- Play-a-ways
- Toy library
- Top selling novels
- Cuzwel
- Teen Health and Wellness
- Ancestry
- Auto Repair Manual
- Early Literacy Computer

The Library is always looking for ways to upgrade and offer the most for our community. We will be updating our Library with Apple Technology. We were able to get 7 New iPads last year and will be work towards Mac Computers; this will be able to help our students with homework, research and faster service. Mac Technology will provide less break downs and the children will be able to learn the newest technology.

We are now pleased to offer new cards that not only allow access to our Library, but also the Nipissing University Library. Our new JASI system allows users to access our collection online and through a smart phone app. Come in and get your new Library card and come see the wide collection of books, resources and DVDs we have available for loan.



## Library Programs

Homework Assistance Centre for Kids (HACK): The HACK program takes place from 3:30 – 6:00 p.m. Monday to Wednesday beginning in September and ending in June. The education department helps us host this program throughout the year.

After School Kids Social: The preschool kid's social is a weekly event on Thursdays from 3:30 – 6:00 p.m. which also begins in September and ends in June. The Child Welfare department helps us host this program throughout the year.

Teen Night: Teenagers of our community aged 12 to 18 join us once a month on a Friday to socialize, use the computers, and play games (board games and Wii).

## Computer Access

We provide our community with computer access to help resume development, job search, basic computer training and literacy testing. Having this available for our community is important for personal development and growth. We have drop in times, scheduled appointments, private lessons and workshops.

## Literacy

Literacy skills can be defined in many different ways. It could be as easy as talking, reading books, writing a shopping list, following instructions or surfing the Internet. Some of the literacy resources at the Library include:

- Basic computer training
- Contact North
- Book clubs
- Daisy Reader
- Common Assessment of Basic Skills (CABs) Program for Literacy

## Literacy Programs

Summer Program: Once a week we go to the summer program to conduct literacy activities with the children. We incorporate our Ojibway language along with our English language.

Women's Night: This program is provided monthly and is a time for women to relax, watch movies, scrapbook, and socialize. The literacy program also takes part on this night where we set up a book club. The women decide on a series of books and read them on their spare time. When we meet up on the next women's night, we talk about the events that occur in the books.





Toddler Play Group: We provide this program for parents to bring their children to the Library during the day for story readings and activities. This event happens monthly and is a great opportunity for parents to get involved in playtime and for children to interact with each other. The Ojibway Daycare Centre is also invited to visit the Library to join the program.

Family Literacy Day: This annual event happens on January 28<sup>th</sup> where families come in for dinner with their children and play board games, read books, drum and sing, and learn about and try new children literacy technology. We have a Wii Station, Leap Pad Spot, and Play-a-ways. Children and parents learn new technology and collectively with family, learn to play together.

Family Craft Night: This monthly provides families the opportunity to enjoy a quality craft. Working together, spending time with each other and creating something is great involvement in children's development and understanding. Crafts are chosen by the season and Holiday surrounding that month.



Bedtime Stories: This event occurs once a month and encourages reading to children and for story telling ideas for parents. Children take part in story telling in a creative way, using props, puppets and story boards to encourage children to be active in the story. Children come with their pajamas on, their favourite teddy or stuffed animal, and enjoy a healthy bedtime snack. We read three short stories that stick to the theme of the season and holidays. Reading aloud to children helps them learn listening skills, vocabulary, and language skills, as well as developing imagination and creativity.

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





# Community Liason

Service Highlights	2015 Stats
Bylaw Infraction Warnings/Fines	28
Calls for Service	112
Animals Delivered to Humane Society	10
Rabies Shots given out during annual clinic (June 9th 2016)	<b>66-Total</b> <b>32-Duchesnay</b> <b>34-Garden Village</b>

## 2016 Rabies Clinic



This year we had another great turn out for the animal rabies clinic 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. 12 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.

The Blitz and the spay and neuter program is to help members register their animals with Nipissing First Nation at a discounted price, while also helping the to control the pet population here on NFN.

A big thanks goes out to the Verzijlenberg Veterinary Hospital that helps with the annual rabies clinic. Anishinabek Police Service and the North Bay and District Humane Society that help out with day to day operations here in Nipissing First Nation.



# Economic Development

## **Mission Statement**

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

## **Economic Development Strategic Plan**

### **Goals**

1. Raise the standard of living for NFN families to match or exceed the Canadian median family income of \$76,000 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 \$27,600;
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 business to NFN by providing certainty on land management and Nipissing Nation governance;
4. Develop the skills of the NFN work force so they are qualified to fill existing employment opportunities as well as the ones created by future economic development projects;
5. Develop partnerships to develop 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 law 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:

1. It ensures that public health and safety regulations are addressed by businesses when the public has access;
2. It provides a fair environment for all businesses operating on Nipissing First Nation;
3. It provides a registration system where NFN can track its economic development and businesses can use the registry as a resource for business planning;
4. 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**

Program designed to financially assist NFN Band Members in creating new small businesses and expanding existing businesses. This program will provide a source of financing which has greater flexibility in regards to repayment schedules and security as compared to lending institutions. A few highlights of the NFN Small Business Program include:

- Loans up to \$15,000 at Prime plus 2% interest;
- Maximum 5 year term;
- Formal application process.

## **Projects**

### **Bineshii Light Commercial Industrial Park**

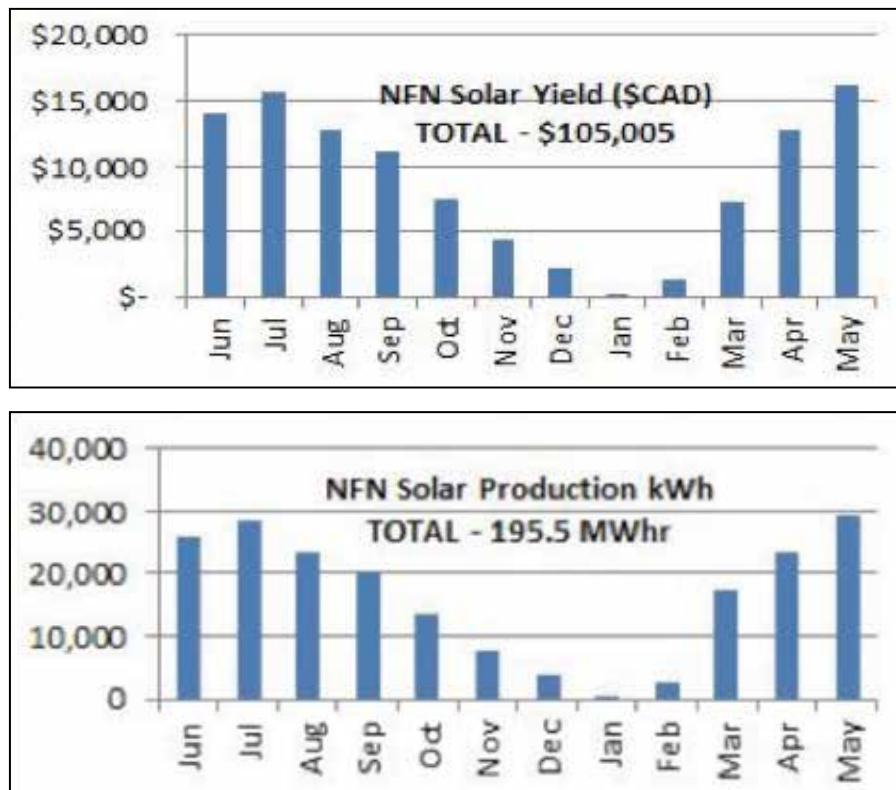
The Bineshii Light Commercial Industrial Park is located north of highway 17 between Young Forestry and the Union of Ontario Indians at Yellek. Work is ongoing to determine the cost of developing infrastructure services including roads, electricity, and natural gas. To date 3 phase hydro services was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

### **Natural Gas Service for the Remaining Nipissing First Nation Communities**

Community information sessions for Natural Gas service for the residence of Yellek, Lower Beaucage, Jocko Point, VLA and Garden Village.. The start dates for the installation of services in 2017 are for Art's Lane, Yellek, Bineshii Light Commercial Industrial Park, Lower Beaucage Sub and Jocko Point. The potential dates for installation of services for VLA and Garden Village to be determined. More research will be conducted to determine the feasibility for the services.

### **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. Jun 2015 to May 2016 production and yield are shown below.



### **NFN - Solar Power Network (SPN) Partnership**

Nipissing First Nation and Solar Power Network (SPN) have partnered to develop and operate a portfolio of roof mounted solar PV systems located throughout central and southern Ontario. The project portfolio consists of 50 FIT contracts totaling 14.2 MW AC With an equity share of 15% and a FIT rate of \$0.316 per kWhr, NFN is expected to receive an annual cash flow of approximately \$231,450 (before loan payment). These projects are currently in development with construction planned for the summer of 2016. Employment opportunities for NFN members available (in southern Ontario mostly)

### **Gidaabik Wind Project (NFN / Innergex Partnership)**

The Gidaabik Wind Project was not awarded a contract (power purchase agreement) in the recent Large Renewable Procurement process due to constrained transmission lines in the North. The ieso is planning LRP II in the spring of 2017, but the Gidaabik Wind Project will not be participating unless the constrained transmission line issue can be resolved.

### **NFN Owned Business**

#### **Beaucage Park**

The archeological assessment will resume in 2015 and to be completed in 2016. 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.



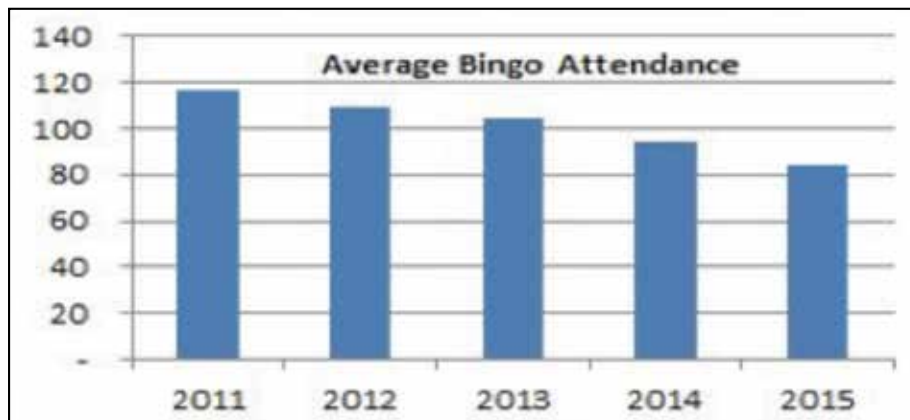


### **NFN Bingo**

NFN Bingo operates for the benefit of recognized Nipissing First Nation charities and Service Groups. Bingo funds available for distribution each year consist of 100% of the annual net profit of the Bingo and Canteen. This year (2015-2016) no distributions were made due to the bingo running a slight deficit due to poor attendance. Adjustments were made to the bingo program to compensate for the declining attendance. Disbursements for 2016-2017 fiscal year are expected.



NFN Bingo operates 3 evenings per week on Sunday, Tuesday and Thursday and employs 1 full time and 6 part time staff.



### **Contact Information**

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## Education Department Annual Report 2015-2016

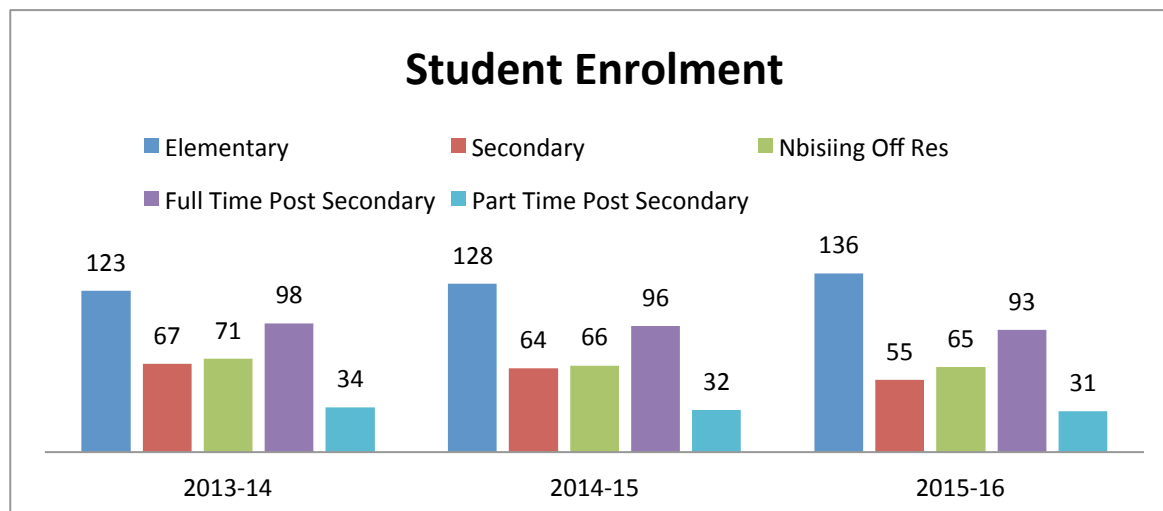
The Education Department has one of the largest NFN budgets and is responsible for a variety of Education matters related to our approximately 380 full and part time students at the elementary, secondary and post-secondary levels. **Table 1** provides a brief look at our student populations over the past three school years: 2013, 2014 and 2015.

The majority of our funding goes to covering the costs of tuition fees to the provincial School Boards and post-secondary institutions, in other words, paying for direct education services for our students. The administrative responsibilities are many and varied, from providing safe and efficient school bus services on a daily basis, establishing adequate education service agreements with the School Boards, addressing student special learning needs, meeting the reporting requirements of various funding agencies: INAC, Ministry of Education, Kenjgewin Teg and Ministry of Children and Youth Services, to the work done 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 is also very important.

Besides the day to day work it is also important that we are mindful of the bigger picture of First Nations Education, especially for us at this time, as preparations begin for the ratification vote on the Anishinabek Education System.

**Table 1**

We have students enrolled in 4 local provincial School Boards as listed below. Nipissing First Nation pays 'tuition fees' to the Boards for each of our students who are enrolled in those Boards. The figures below indicates the tuition fee per child that we pay to the Boards for on-reserve students. We receive '*reverse tuition fees*' for each student who lives off reserve that attends Nipissing Secondary School. The Ministry of Education pays us the same amount of tuition per student as we pay to the Boards for our on-reserve students who attend local provincial high schools.



School Board	Year	2013-14	2014-15
Near North District School Board	Elementary	\$11,546.50	\$11,770.24
	Secondary	\$12,517.84	\$12,615.23
Nipissing-Parry Sound Catholic District School Board	Elementary	\$12,685.34	\$12,617.91
	Secondary	\$13,260.57	\$13,301.54
Conseil Scolaire Publique du Nord-Est de l'Ontario	Elementary	\$15,744.00	*
	Secondary	*	*
Conseil Scolaire Catholique Franco Nord	Elementary	\$14,258.06	\$14,229.16
	Secondary	\$15,663.88	\$16,735.27
	University	\$8,489.95	\$9,397.21

**Table 2** \*No students enrolled

Nipissing First Nation can be proud of our student graduation rates! Although we hear about many First Nations falling below the provincial average with their high school graduation rates, we are easily at the provincial level. That does not mean to say there's not room for improvement but overall we can certainly celebrate the academic success of our students. The chart below (**Table 3**) compares the numbers of *on reserve* students at key transition times in their educational journeys. Unfortunately at this time we do not have the ability to track our off reserve student numbers. Our post-secondary applications for September 2016 include twenty priority 2 students (those just graduating from Grade 12) so almost twice the number of Grade 12 students indicated below.

**Table 3**

Graduates	SK	Grade 8	Grade 12	Post Secondary
2013-2014	12	14	14	34
2014-15	16	7	8	22
2015-16	11	13	12	19

### **Post-Secondary Program**

Over the past year Nipissing First Nation students were enrolled in 19 Colleges and 20 Universities, mainly in Ontario but also in Nova Scotia, British Columbia and a few in the USA. Students are choosing broad ranges of topics such as Art & Design, Digital Cinematography, Massage Therapy, Forestry and Wildlife Management, Commerce and Marketing, Music, Education and various Health Sciences. We have students working at all levels of academic qualifications: one year Certificate programs, 2-3 year College Diploma programs, 3-4 year University Degree programs, to Master's and Ph.D. level work.

We were fortunate to receive additional funds from Chief and Council in December this year as a result of interest earned on the Land Claim Settlement Investment Funds. These 'new dollars' were directed towards book costs and our Priority 3 & 4 students specifically. Of the 15 students contacted who were on a waiting list from spring 2015 eight (8) were able to begin – or continue programs in January 2016 with the help of these new funds. **Table 4** provides a sample of the funding a single student would be eligible to receive through our Post-Secondary Education Assistance Program. This assistance is not intended to cover all costs but it does provide significant support for students pursuing post-secondary education.

**Table 4**

Full Time Single Post-Secondary Student	Average Tuition	Allowance	Books	Application Fees	TOTAL
College 2014-15	\$4,853.87	\$10,000.00	\$1,000.00	\$95	\$15,948.87
College 2015-16	\$5,087.00	\$10,000.00	\$1,000.00	\$95.00	\$16,182.00
University 2014-15	\$9,397.21	\$10,000.00	\$1,000.00	\$140	\$20,537.21
University 2015-16	\$8,673.00	\$10,000.00	\$1,000.00	\$140.00	\$19,813.00

### **NFN Education Department Partners**

In 2015, the Education Portfolio became the responsibility of Deputy Chief Muriel Sawyer and she was appointed Chair of the Education Committee. Members include Jan Couchie, Jackie Folz, Judy Manitowabi, Jules Armstrong, Jane Commanda and Marianna Couchie. Much discussion at Education Committee meetings this year has been focused on the up-coming Ratification Vote for the Anishinabek Education System, with several presentations made by UOI Education Restoration of Jurisdiction staff. In addition Nancy Allaire attended one of our meetings to discuss and seek input on strategic planning work she was doing with the Principal and Staff at Nbisiiing Secondary School.

The Education Department 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 teacher on site in Garden Village at the Library and at Nbisiiing Secondary School once a week to support individuals seeking to



complete their Ontario Secondary School Diploma in a timely manner. Because adult students can be awarded “maturity” and PLAR (prior learning assessment and recognition) credits, considerable time can be saved and achieving an Ontario Secondary School Diploma can be a much more attainable goal. We have had one participant graduate to date through this program – and that individual is off to Post Secondary studies in the fall of 2016. We wish her every success!! We encourage the other students whose studies are ‘in progress’ to continue to pursue this goal.

The Education Office and Nbisiing Bus Lines collaborated once again in the summer of 2015 with the Lands Department and Employment and Training on the Second Archeological Field Project at Beaucage Park. Once again thanks to Enhancement Funds, we were able to provide a very worthwhile learning experience for a number of our secondary and post-secondary students in July and August 2015. Students learned a great deal about the earlier days of the Beaucage settlement and the use of archeological field study practices. This in turn led to some short term employment with consultant firms doing other archeological work in this area and a little further afield. Besides accumulating artifacts and confirming historical data we hope this project will result in Nipissing First Nation’s rich history being incorporated into other potential developments, school curricula and even some career choices for our young people in the field of archeology and/or cultural resource management!

The Education Office participates with the First Nations Advisory Committees of the Nipissing Parry Sound Catholic District School Board and the Near North District School Board as well as Nipissing University’s Aboriginal Council on Education and Canadore College’s Indigenous Council on Education. The Office of Aboriginal Initiatives at Nipissing University and First People’s House at Canadore College maintain regular contact with our Office regarding various educational matters and opportunities. Judy Manitowabi, First Nation Trustee to the Nipissing Parry Sound Catholic District School, continues to keep us informed about various Ministry of Education and Board initiatives. The Education Committee is making an effort to increase communications with the First Nations Trustee from the Near North District School Board, Carol Stevens. In the meantime we do have very good working relationships with both the Board Directors and Superintendents with the Aboriginal portfolios and Special Education.

### **Nbisiing Bus Lines**

Nbisiing Bus Lines continues to be as busy as ever. We operate as part of the Education Department, with our main responsibility being to provide regular and safe student transportation. Our fleet consists of eight vehicles ranging in size from our two 7-passenger vans to our 72 passenger buses. This year we purchased a new, larger para-bus (48 passengers + wheelchair accommodation). These vehicles are required to transport our students to 17 different schools in Sturgeon Falls and North Bay. Nbisiing Bus Lines also provide 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 and our Bussing Coordinator. There are a surprising number of variables that go into operating our Nbisiing Bus Lines!



### **Anishinabek Education System (AES) – Education Self Determination: Time to move forward...**

Nipissing First Nation continues to participate in the discussions and planning with the ROJ-Education team from the Union of Ontario Indians and other First Nation communities throughout Anishinabek Territory, in preparation for the **Anishinabek Education System ratification vote in November 2016**. Because the majority of our students attend provincial schools, plans are being made that will enable both the Anishinabek Education System and the Ontario education system to work collaboratively. This will ensure that our students benefit, regardless of where they attend school. The *Master Education Framework Agreement* with Ontario can only be implemented if First Nations choose to move into education self-government. We have the potential to significantly impact education in this province, for our First Nation students on and off reserve, and in fact, for all Ontario students. Most importantly, we will have the potential to implement education self-determination as envisioned in the 1972 paper, “Indian Control of Indian Education”. It’s been a long time coming. *Anishinabe Pane!*



## NBISIING SECONDARY SCHOOL

www.nbisiing.ca

### About our school:

Nbisiing Secondary School operates under the jurisdiction of Nipissing First Nation. Our goal is to provide a solid educational foundation for the 21<sup>st</sup> century that is grounded in traditional values held by Nipissing Anishinabek. Our students come from Nipissing First Nation Territory and from the surrounding area. Because we grant secondary school credits and Ontario Graduation Diplomas, the Ministry of Education “inspects” Nbisiing every two years. We must maintain “approved” standards related to courses offered, student evaluation procedures, hours of instruction and other administrative expectations required by the Ministry. We have always had very successful inspections, a good indication of the commitment and dedication of our Staff!



### CONGRATULATIONS TO OUR 2015 GRADUATES!



*Sara Gagnon*

*Dakota Heon*

*Monti Jansen*

*Samuel Potts*

*Meaghan Rancier*

*Steven Rickard*

*Lyn Quiring*

*Desiree Sands*

*Brittnay Meunier-Gauthier*

*McKenzie Ottereyes-Eagle*

*Tyler Ottereyes-Eagle*

*Tashina Maingowi*

*Sheldon Manitowabi*

*Brayden Quachegan*

*Samantha Therrien*

*Aaron Wabano*

*Shannon McLaren*



*Congratulations to  
Brittnay Meunier-  
Gauthier who received  
the FIRST Robotics  
Scholarship for  
Nipissing University.!*



*Congratulations to Tyler  
Ottereyes-Eagle who received two  
\$1,000.00 Canadore College  
Tuition bursaries.*



**Nbisiing Secondary School staff and administration are proud of all our Graduates and we wish you success in your future endeavours!**

### **This year at our school:**

As usual, we had an event filled year. As part of our community involvement initiative, we invited parents and community members to visit on a regular basis. Each month the school hosted information nights in regards to curriculum, literacy and numeracy. Community members of all ages were invited to attend our Literacy and Numeracy game nights. It was fun for all ages and a good way to introduce fun learning activities for use at home. We look forward to hosting more in the 2015-2016 school year.

Nbisiing has completed its third year partnership with Kenjgewin Teg Education Institute (from Manitoulin Island) as part of the First Nations Student Success Program. We are establishing baseline data for literacy and numeracy using a variety of education materials. Our goal is to use this data to determine the areas of need and to guide teacher instruction.



### **Culture at our School**

Throughout the year local Elders came and shared their knowledge with staff and students on a variety of topics including Midwinter Ceremony, Maple Sugar Ceremony and acknowledging those who were in Spring and Fall Fasting.

We spent time visiting a variety of local areas to develop a community-based connection with *Nipissing Territory*. Some examples included the Yelleck sugar bush, local sweat lodges (i.e . Beaucage and Jocko Point), Garden Village Remembrance Day, Garden Village Spring Spawning Ceremony, Garden Village National Aboriginal Day, Garden Village Fundraising.





Our affiliation with post-secondary education included visits to the Union of Ontario Indians (Anishinabek Education Institute), the Nipissing University/Canadore College campus. We had visitors to our school including the President of Nipissing University, Dr. M. DeGagne, and Judy Manitowabi and Gerard Peltier from Canadore College to name a few. We worked with the Robotics Team 1305 from the Near North Board, attended the Nipissing University/Canadore College Pow Wow, and the Union of Ontario Indians Chiefs' Assembly held here at Nipissing First Nation. Our Drum was invited to open for that important political event!



Staff members and students had the opportunity to attend ceremonies including Sweats, Pipe Ceremonies, Feast of the Drum and the Spring Water Ceremony. We have been given Teachings about the Grandfather Drum, the Creation Story, the Thirteen Grandmothers, the Seven Fires Prophecy, the Pow Wow - Dancing to Connect with Mother Earth, Sacred Medicines, and the Anishinaabek calendar year.

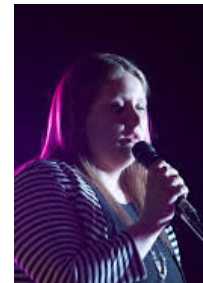
### 2015 Robotics TEAM 5035 "E-Nimkii"

Nbisiing Secondary School was proud to participate for a second time in the Regional FIRST Canada Robotics competition, held at Nipissing University.



### Music Business Program

Students hosted a concert in early June 2015 entitled "Nipissing Beats."



The students of the Music Business course had the opportunity record their songs in Coalition Music's professional studio in Toronto, and had a blast doing it!

**Student Success** As part of recruitment and student success programming, Nbisiing offered summer school programming from July 6 – 29, 2015.

# Employment & Training

## Local Delivery Mechanism (LDM)

NFN Employment & Training Unit was established in April 1998, and since has served many members receiving EI benefits, CPP. We complete client assessments, wage subsidies and provide and suggest training. Funding to NFN Employment & Training from Service Canada enables the membership to access 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.

As the Employment & Training Unit moves forward, these valuable services will continue to be provided to the membership; in addition we will continue to work alongside with NFN Programs, the local community colleges, local businesses to develop programs that will provide the training and skills to meet the employment demands of today's and future labor market. Through support from different amalgamation and teamwork, the opportunities will arise, enabling the membership to be competitive in securing full time employment.

## Employment & Training Statistics 2015

Employment & Training Unit assesses many requests that are being submitted by the members. This past fiscal year the figures below highlights the support that was provided by the program such as training, employment supports, wage subsidies:

10 Females 30+ Years of Age	18 Female Youth
1 Male Affiliates	11 Males 30 + Years of Age
21 Females On Reserve	7 Females Off Reserve
19 Males On Reserve	12 Males Off Reserve
21 Male Youth	

78 Employment Referrals	35 Assisted with Resumes and Cover Letters
100 Employment Counseling Sessions	150 Attended our Workshops / Career Fair

The programs being delivered are similar to the third party deliverers, Service Canada/Human Resource Development Canada.

## Employment Readiness and Self Development Workshops

The workshops are coordinated in partnership with True-Self Women's Employment, Ontario Works, and Employment & Training Departments.

**CHANGING DIRECTION**

**Workshop Provided by:**  
True Self  
(Donna & Mark)

**Time:**  
12:00pm - 3:00pm

**Location**  
Church Basement,  
Garden Village

**Transportation Provided**

**Lunch & Refreshments  
will be provided.**

**2016 Dates:**  
**Wednesdays;**  
**February 24th**  
**March 2nd**  
**March 9th**  
**March 23rd**  
**March 30th**

**Call Karen to Register at**  
(705)753-2058  
or karenm@nfn.ca

OW Employment Assistance Program - Workshop

**NFN Resource Session**

Thursday November 19th, 2015

10:00AM-2:00PM

**Location**  
Church Basement, Garden Village

**\*\*Note: Attendance at Workshops / Trainings is mandatory  
for all employable clients\*\***

**Bus Arrangements :**  
9:00am @ Duchesnay (Nbising S.S.)  
9:05am @ HWY17W (Necessities)  
9:10am @ Yellek (How Convenient)  
9:20am @ Jocko Point (Ojibway Snacks)

**Lunch & Refreshments will be provided.**

Contact Karen at Ontario Works to Confirm attendance and to make necessary  
travel / child care arrangements if required. (705)753-2058 or karenm@nfn.ca

Child care assistance is available to those eligible.  
Please contact Karen at 705-753-2058 or karenm@nfn.ca for details

### **Community Beautification 2015**

Employment & Training in partnership with NFN Administration and Public Works, hired a team of 11 members for a 32 weeks project. The work consisted of providing assistance in maintaining Elders properties, public areas and for the members who required assistance with outdoor clean up throughout the Community. This program provided the members with hands on work experience, team work, leadership skills, operations of certain machinery and other valuable skills that can be transferable when seeking and securing other employment.

In the interim the Beautification Crew learned of the importance of keeping our community beautiful and taking pride in their work. The team provided valuable services throughout in maintaining our Elders properties, the public place, parks and making our community beautiful for everyone to see and to enjoy.

### **Beaucage Park Archaeological Study**



The student Archaeology program is in partnership with the Lands, Education, and Employment & Training Unit. This three year study of Beaucage Park allows the students to experience and work alongside their peers in selected areas for the digs. As they unearth, screen the sandy, granular materials the students are amazed of the artifacts that are being found. Not only are they learning of the process, they are learning about their ancestry's history and their way of living.

Ken Swayze is the team lead on this study. Ken having many years of experience in this field is able to share his skills and experiences with the students. Throughout his experiences he has unearthed many artifacts, through his continuous research he is able to determine what the artifact item/tool is, what it was used for and provide a little history when the item/tool was developed and utilized. The steps that the students must take once the test pits have been completely excavated, the proper closing documentation of carefully, detailed labeling, photography, and written recording was demonstrated, which is part of good archaeological practice. This is an exciting experience for the team wondering what would be found next. This experience may spark an interest for one of these students to further their studies in archeology and a career in this field of work.

### **Stewardship Youth Rangers/Junior Rangers-**

The Junior Rangers program is in partnership with the Ministry of Natural Resources and Employment & Training. The Rangers are 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, fish and about the natural resources. The youth gain a valuable experience in protecting and sustaining the precious natural resources we have for future generation to come.



The Steward Lead, Briana Chevrier and 4 Rangers; Angel Armstrong, Erick Beaucage, William Michaud and Hanna Penasse experienced 8 weeks, of working outdoors on natural resource management projects in and around our community. They also took part in 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.



# Facilities Management

E-Niigaanzid / Gimaagamgoon

## Facilities Management

Our department includes: Public Works, Infrastructure, Maintenance and Information Technology (IT)

### Gwajing Nokiiwin – Public Works

The Public Works consists of a staff of 10. We are fortunate to have on staff a licensed mechanic to preform Safety Checks and repairs on all NFN Fleet vehicles. NFN holds a license from the Ministry of Transportation and is a Qualified Motor Vehicle Inspection Station. This provides time and cost savings for NFN as well as Nbisiiing Bus lines, as all inspections can be done in house. Public Works takes direction from Chief and Council and implements the strategic plan and goals via the Chief Executive Officer. Each year, we develop an Annual Work Plan which includes bringing the roads to MTO Standard Grade and building, upgrading and maintaining infrastructure. There is an ongoing process of creating policies in regards to Waste Management (Garbage Collection, Recycling, Waste Collection Rules and Regulations), Salt Management and Storage, Roads and Winter Maintenance, Culvert Installation, Municipal Drainage, and Site Work. Public Works also maintains street lights, 911 signs, permits, tree brushing and removal and in-road allowance.



Public Works and Maintenance continue to install new LED Energy Savings street lights in all communities. The Yellek community boat launch and floating dock installed each spring and removed each fall. New cemetery fencing has been added around layout plots in the Garden Village Cemetery.



### Community Signage

All the signs for administration buildings which include the Anishnaabemwin language and incorporate the four colours have been installed. All stop signs read “Nook Shkaan” throughout our 9 NFN communities.

### Capital Management Study

In June 2015, we completed and analyzed 230 completed surveys for NFN’s Capital Planning Study with First Nations Engineering Services Ltd. We created a Community Needs Ranking from Questionnaire, Population projections, biophysical Terrain Analysis, and a Water Servicing Analysis. NFN Had a previous study conducted in 1995, and this update reflects the current conditions and needs of the community.



### Road Maintenance and Upgrades

Sweetgrass Miikan	Gravel Lift
Nova Beaucage	Bypass road around contaminated site
Jocko Point	Gravel Lift
Mooze Miikan	Gate installation, Brushing, Ditching
Duchesnay	Hard Topping

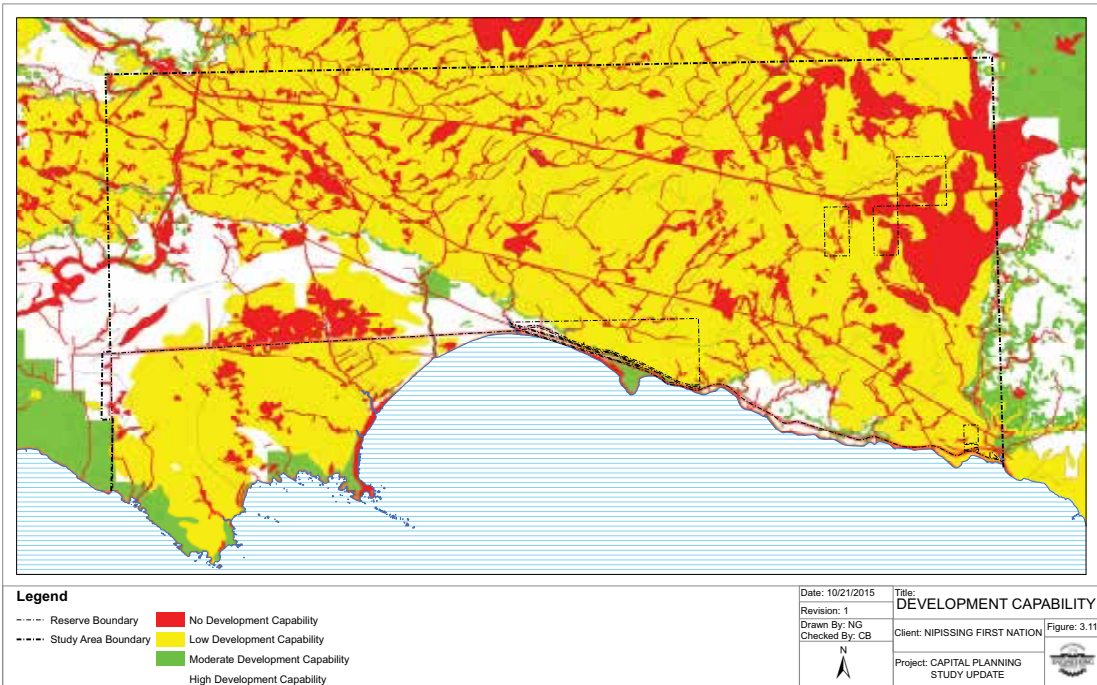
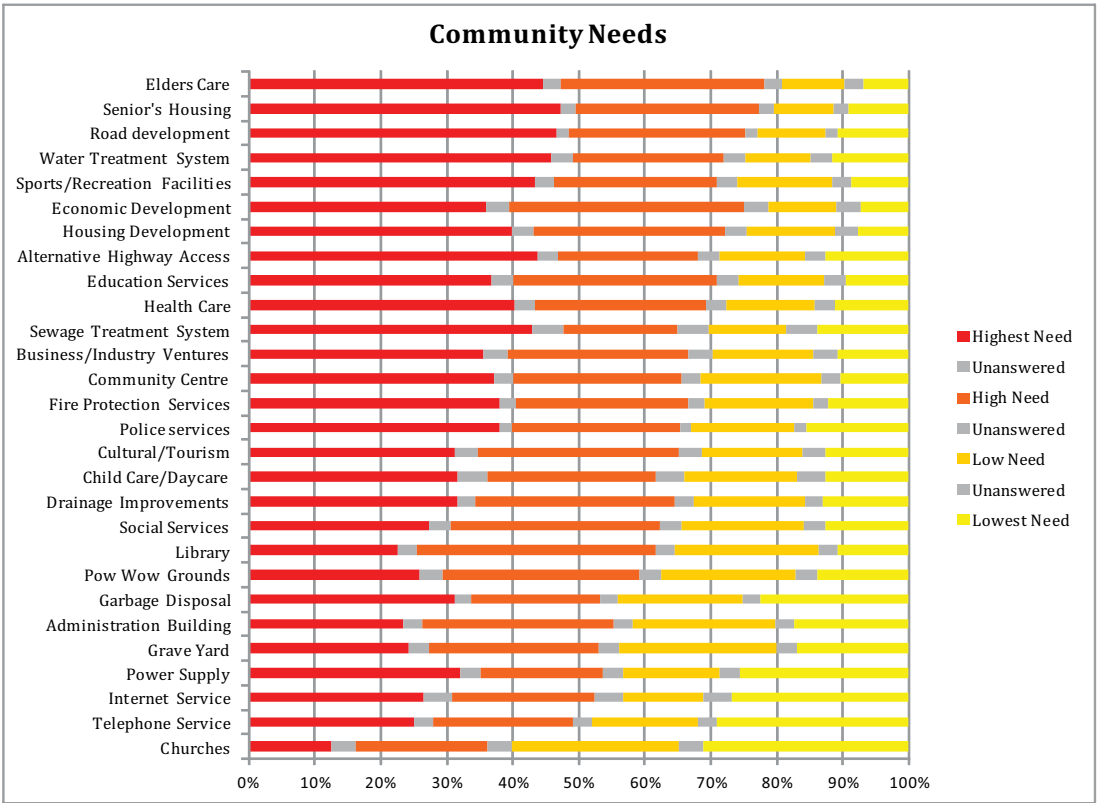


Water Treatment

Our water Treatment Operators are continually upgrading their licensing to enhance operations and installations. We monitor all NFN water daily and Health Canada performs tests weekly. Reservoirs are cleaned out in the main plant.

Sewage Treatment

All processes at the Waste Water Treatment Plant (WWTP) have been working very well. We have implemented the use of the Maintenance Management System schedule used to monitor certain pumps and valves to keep them running smoothly and extend their life span.



## **Aanji-Aapichitooyang**

### **Recycling Program/Waste Diversion**

NFN's Recycling Program continues to be a success since its inception in 2012. We currently have agreements with two Materials Recycling Facilities (MRF's) that receive our recycling and continue the supply chain by creating new products and materials. NFN residents participate in a 2-stream recycling system (Fibers and Plastics) with a bi-weekly pick up. Since the Recycling Programs inception in September 2012:

- Approximately 3,000 tires have been diverted from our landfill;
- We have diverted 526,560 lbs of metal from our landfill;
- More than 600, 660 lbs of electronics have been diverted from the landfill.



### **Maintenance and Community Buildings**

The Maintenance department consists of Supervisor, Brian Stevens and four fulltime staff: Joe Beaucage, Dave Beaucage, Erick Beaucage, and Stacey Fisher. The team provide janitorial maintenance and complete landscaping, minor repairs, painting, drainage, dry walling, carpentry, small engines repair, snow removal, plumbing, heating and cooling troubleshooting, event set up, cleaning and other duties as required around our Community Buildings.

### **Beautification Crew**

Each year a staff of 10-11 contract workers are hired to work on multiple projects for the Maintenance and Beautification Program. They conduct repair work on public spaces and with maintenance assistance for Elders, and work with Maintenance and Public Works as needed. The Beach in Garden Village was cleared of rocks and weeded. Beautification worked on cleaning, repairing and improving: traditional grounds, cemetery, beaches, brushing, playgrounds, recreational areas.

A staff of 2 Information Technologists, Steven Commanda and Charles Goulais, manage technical issues for NFN. They set up work stations, internet connections, telephone connections, and manage information databases and servers. They update security policies, procedures and handle computer related questions and issues. IT is also called upon to assist in workshop set ups, website updates, and to live stream events.

### **Community Building Projects and Planning**

As usual we had a variety of projects such as: Cemetery Planning, Asset Condition Reporting System (ACRS), rebuilding structures, and seasonal work such as seniors lawn cutting, and during the winter seniors driveway plowing.



# Fire & Emergency Services

The Emergency Services Department is responsible for the Emergency Preparedness, Fire Protection and Health & Safety areas for Nipissing First Nation. With regards to the **Emergency Preparedness** role: Update the Emergency Preparedness Plan annually, test certain functions of the Plan for responses, update the contact information for identified members of the Emergency Response Team as well as obtain 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. Other areas of responsibility are training, tactical fire suppression exercises, maintenance of equipment, administrative functions such as, fire agreements, training documentation, automatic aid agreements and collaborating with area fire departments to offer support and receive support when required. **Health & Safety** responsibilities consist of documentation of incidents, mandatory meeting requirements, and all due diligence required to make Nipissing First Nation a safe place to work, but most importantly to support the employer and employees of Nipissing First Nation with any awareness of Health & Safety updates and any training required for all.



The Duchesnay Fire Hall has been completed and we have occupied the fire hall since October 2014. There are 17 volunteers for this fire hall and training is being carried out to have all volunteers trained for external fire suppression and other training that may be required for this area. We will be working with the Ontario Fire College to support our volunteers for training to the NFPA Standards and we are targeting a September 2016 date to activate fire responses for the Duchesnay and Yellek areas. There is a time commitment for our volunteers but this service is very important to Nipissing First Nation and its residents as we want to make sure that we can offer the highest level of services

from our Fire Departments. We currently have 12 Firefighters in Garden Village, 13 Firefighters in Jocko Point and 17 Firefighters

We will now have a fleet of 3 Fire trucks. In Garden Village we will have 2 Trucks, one truck will remain in Garden Village at all times and the second truck which is the 3000 gallon tanker will always be responding to any call within Nipissing First Nation boundaries as this vehicle can transport a lot of water as a shuttle is needed to extinguish fires.



The New Duchesnay Fire Hall will have use of the Pumper Tanker which has a ready to use foam for quick suppression of any type of fire as foam works much faster than just water. This truck will also be ready to use for a two man operation as they can have a water monitor installed to spray water from the top of the truck without needing someone to hold a hose.



In Garden Village, we will have a newer model Pumper/Tanker which will always be in service to the Garden Village area. This truck also has the option to have a water monitor on the top of the truck to spray water upon immediate arrival to a fire scene.

For the year of 2015-2016 Nipissing First Nation Fire Services has responded to 8 structural fires within the boundaries on Nipissing, 3 brush and grass fires, and 2 carbon monoxide calls. To date we are working on the final stages for our Duchesnay Fire Station that will go Live and start responding to calls in September 2016.



# Health Services:

## Community Health Program & Maternal Child Health

### INTRODUCTION

This introductory section offers a brief summary of some of the overall activities the health department is involved with. The core of this report provides an overview of the efforts of the health programs to achieve work plan goals and objectives and alignment with the NFN Strategic Plan.

The 2015-2016 year was another busy one with more than 140 events. Considering some of the direct services such as the 16,065 client hours provided by Home and Community Care, the 570 Good Food Boxes assembled, the 1,676 Medical Transportation trips booked and the 561 Foot Care appointments, the level of dedication for service to the community of Nipissing First Nation is evident. Achieving many of our intended goals and objectives in 2015-2016 was made possible by the efforts of the 38 health services staff. The many internal and more than 20 external partnerships/committee representations enhanced 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 the children and adults, ultimately affecting the health of the family as a unit. Some highlights and updates in the Community Health Program demonstrate how the efforts being made are leading to improved health.

We said farewell to Sharon Barkley as she retired and welcomed Kayla King in July 2015 as the new Community Health Nurse.

#### 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. Thirteen influenza clinics were held, with a total of 178 individuals immunized. Influenza clinics were held equally between Garden Village and Duchesnay, as well 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.

The Vaccine Contingency Plan was revised in November 2015. The working group consisted of the Community Health Nurse, Maternal Child Health Nurse and administrative staff. The plan outlines the "Storage and Handling" of vaccines in the event of a power outage or equipment malfunction.

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.

#### Health Promotion and Other Services

Students at Nipissing were audited for immunization status and three clinics were held for the purpose of updating immunizations. A total of 33 students were immunized for a total of 57 vaccine preventable diseases. Students enrolled at Nipissing will continue to be assessed and follow up clinics will be planned in collaboration with school staff. In order to promote the importance of immunizations, a campaign was created to encourage people to visit the CHN to have their immunization record reviewed and/or received a vaccine. Seven people participated in this event and each had a chance at winning a gift card. The CHN made a presentation to Chief/Council on "The Importance of Immunizations in our Community" as part of immunization campaigning. This presentation is also planned for principal/teachers at Nipissing Secondary School and all health services staff.

### MATERNAL CHILD HEALTH (MCH)

Aboriginal Healthy Babies and Healthy Children Program under the Maternal Child Health Nurse is to ensure families from prenatal period to children age six have access to a wide range of prevention and early intervention services to give children a better start in life. It is to link families with children requiring assistance with problems to appropriate supports and services in the community and to offer screening to identify those at risk. Education is offered to prepare mothers in their pregnancy and this is done through Baby Bundle information packages given at the Intake visit. 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. Participation in this program is voluntary.



Support and Linkage services include information of possible community resources needed to meet needs: Canada Prenatal Nutrition Program (CPNP), Breastfeeding Peer Support, Breastfeeding support by Maternal Child Health Nurse, Postnatal Home Visits, Immunizations, Aboriginal Healthy Babies Healthy Children (AHBHC) - Milk Coupon Program.

**Postpartum Support services** are offered to those who have given consent to the local Public Health Unit to be contacted by the Maternal Child Health Nurse and home visit shortly after hospital discharge is offered. Ten new born 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.

**Aboriginal Healthy Babies Healthy Children Milk Coupon Program**—AHBHC coupons are distributed every month.

**Prenatal Classes**—The Maternal Child Health Nurse (MCH) worked closely with the Registered Dietitian, Midwife and Community Health Nurse with a planning session to develop the new Prenatal Classes. Two classes were held on March 2016 with two prenatal moms and one partner. We also had an elder come in to do the opening drum song and to share some traditional teachings.

**Welcome Baby Celebration**—This annual event was held in Garden Village and honoured 15 babies out of 18 babies born in 2014. The Maternal Child Health Program had two display tables on Traditional Parenting and Postpartum Mood Disorders. The display table had some giveaway items and information. The MCH Nurse assisted the elder with traditional component: water and strawberries and did the prayer before the meal with the elder doing the smudging of the food and feast plate. Again we had a male elder who came to do some traditional teachings and do drumming.

**Focus Group Participation**—This year the focus group of 8 reviewed “Infant Formula: How to Safely Prepare Formula and Feed Your Baby”. This was an opportunity to ask questions from the MCH Nurse and Dietitian; to meet and socialize with other moms who are bottle feeding. There were many good suggestions for improvement. Each participant received a gift card as a “Thank You”.

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

**World Breastfeeding Week Displays**—To promote World Breastfeeding Week, the MCH Nurse set up a mobile display in the reception lobby areas of the Lawrence Commanda Health Centre and Band Office. A total of 59 people came by to view the display and ask any questions and enter for a free prize draw at each location. There was also a contest for the longest breastfeeding mom and top winner was 2.5 years, and two runner-up were 21 months. The three winners were awarded gift cards and the top winner also received potted mums. An article: “Nonasowin-Breastfeeding, Good Medicine” was put into the newsletter.

**Immunization Program**—The Maternal Child Health Nurse provided 54 vaccines to children, school children and adults. Two tuberculosis tests were done.

**The Early Child Development** 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, 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.

The program works to address the following two areas of Nipissing First Nation’s Strategic plan: to develop capacity for education and lifelong learning and; to development of a holistic strategy to enhance community health and well-being.

By offering the school readiness program, we are preparing children for the best start on their journey through the education system. Entrance level evaluations are completed on each child who enrolls within the first two days and again in the last two days of the program. By completing the evaluations, we can see and determine growth in the areas of: social development, language skills, self-help, and reasoning (or cognitive functions).

Working with families to build their parenting capacity and support the building of healthy families works to address community health and well-being. By offering guidance, and sharing information on local resources, education, Fetal Alcohol Spectrum Disorder (FASD) awareness, special needs resources, and materials, parents are better able to access services.

# Health Services: Early Child Development

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

## **Welcoming Babies**

In April 2015, Nipissing First Nation's annual event "Welcoming Babies" took place. This event saw more than 60 people come out to honour and welcome the 13 Babies in attendance. Each year, this event is held to celebrate and meet the babies born in the previous year. George Couchie is seen here speaking to the parents and families about roles and parenting. 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 2015, the Early Child Development program implemented a school readiness program, now called "Ready to Learn." The program has been offered for Nipissing First Nation children for 12 years and in partnership with The Nipissing Parry Sound Catholic District School Board—Our Lady of Sorrows School. The program's objective is to aid in the transition to school for our little ones by facilitating routines, familiarizing the children with busing, offering school-based learning, and even helping parents or caregivers with the transitions. The program staff also offers screening of the children. Screening them early helps to address any issues or need for referrals early on, to avoid long wait lists, where possible.



# Health Services:

## Diabetes



### 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, complications and ways to prevent diabetes and complications.

2015 World Diabetes Day celebrated the second year of a 3-year theme “Healthy Living and Diabetes”. The 2015 campaign specifically addresses the topic of healthy eating and its importance both in the prevention of Type 2 diabetes and the effective management of diabetes to avoid complications.

The key messages of the campaign include:

- Act to change your life today.
- Healthy eating is an important part of managing diabetes.
- Act to change the world tomorrow.
- Access to affordable healthy food is essential in reducing the burden of diabetes.

World Diabetes Day was celebrated on November 13, 2015 with a healthy breakfast for the community. Encouraging healthy eating habits in young children is key to halting the rise of the diabetes epidemic. Children from our 2 Day Care Centres were in attendance to begin that step in preventing diabetes in our future generations. Guest speaker George Couchie/Redtail Hawk Consulting reinforced the message of the importance of Healthy Living and Diabetes. Physical activity was included and coordinated by Ashley Couchie, Recreation Activator, fun was had by all. Participants were asked to wear Blue and a human blue circle was formed at closing of the event with a prayer by Rosella Kinoshameg. 92 participants attended and offered very positive feedback to the event.



**World Diabetes Day—November 2015**

This same theme was honored at the Annual Health Fair on November 16, 2015 to appeal to the hearts of concerned individuals and the general public to achieve these goals.

**Blood Glucose screening** for the community is an initiative that assists in the early detection, management and prevention of diabetes. 19 adults were screened in 2 screening sessions. Initiatives were done to facilitate program elements of Care and Treatment, Prevention and Promotion and Lifestyle Support, including Advanced Nursing Foot Care Services for individuals living with diabetes. In 2015-2016 twelve Foot Care clinics were held providing for 561 appointments.

In February 2016 at the annual “A Love for Yourself Program” event, the theme was “Think Positive”. Guest speakers were Cheryl Shawana/Mental Health Therapist and Erica Weidl/Community Nutritionist. LCHC offered information in areas of acknowledging our own strengths, setting manageable goals and the benefits of positive thinking in healthy living and self care.



### **“A Love for Yourself”—February 2016**

A Pre-Diabetes session was held in October 2015. Commonly known as borderline diabetes, this session was held to offer information on what it is and the healthy lifestyle choices one can make to help prevent or delay prediabetes from becoming type 2 diabetes.

“Just Move It” is a campaign to promote physical activity for Indigenous Peoples in North America in prevention of Diabetes. This activity was celebrated for a second time with an 8 week Walking challenge. Upon registering for the program, blood pressure, random blood sugar and weights were taken and recorded. Participants were given a pedometer and recorded their daily walking amount on a calendar. At the end of the 8 weeks, participants returned with their calendar and had their blood pressure, blood sugar and weight taken again. Accomplishments and awareness were both demonstrated with 47 participants registering and 32 completing the activity.

In the 2015-2016 fiscal year, two Integrated Diabetes Care Team Clinics were held. Following the completion of the Health Services Integration Funding Project (HSIF) and using the project developed tools and processes, 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. 18 clients were seen and 6 referrals facilitated.

Diabetes Prevention and Management—“It’s a Family Affair” This event was held for the community and their families with the objective to enable community members to develop skills to practice healthy lifestyles in the areas of education, nutrition and physical activity. Guest speakers were:

- Nazneen Mehdi/HCC Nurse—Spoke about the benefits of Healthy Living as a Family Unit.
- Erika Weidl/Registered Dietician—Spoke about diabetes and healthy eating for Family.
- Ashley Couchie/Recreation Activator—Spoke about the benefits of activity in our daily lives.
- George Couchie/ Redtail Hawk Consulting —Spoke about traditional teachings.

Program development relevant to both the clinical and education aspects of care is an ongoing task that will support the diabetes program goal of facilitating care and treatment for those people living with diabetes and those at risk of developing diabetes. This activity aligns with the NFN strategic plan Goal #7: to develop a holistic strategy to enhance health and social services.

## **NUTRITION**

### **Nutrition Assessment and Counselling (CPNP)**

This year the Registered Dietitian provided nutrition assessment and counselling services to 29 individuals or families. Topics included general healthy eating, diabetes, weight management, blood lipids management, and hypertension.

### **Canada Prenatal Nutrition Program**

This program services pregnant women, new mothers and babies. This year there were 23 participants in the CPNP program. Of those, 10 were new to the program and 13 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 140 Good Food Boxes and Milk Coupons were delivered to CPNP participants.

### **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, 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 of 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.

### **General Nutrition Programming**

This year, the nutrition program had the opportunity to provide some activities for the Summer Children's Program. The children took part in strawberry picking and jam making, smoothie making, and some participation with an experimental vegetable container garden. These activities gave the children the opportunity to learn some food skills, participate in some traditional food practices, learn about why some foods are important and try new foods. The jam making seemed to be a hit with many kids and we look forward to hopefully doing it again next year!



**Summer Children's Program Jam Making (June 2015)**

### **Community Kitchens**

These workshops give participants hands on experience preparing different recipes to help build skills in the kitchen and for some, 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 7 workshops were held throughout the year, 5 of which were in collaboration with Ontario Works, with a total of 48 participants. Each community kitchen focused on a different collection of recipes, such as slow cooker recipes, homemade soups, budget-friendly family meals, easy breakfasts and lunches, and quick suppers.

### **Nutrition Month**

March is Nutrition Month and this year the theme was Make Small Changes: One Meal at a Time. Events were organized throughout the month. One community kitchen was held with a focus on homemade soups, which also included a discussion on reducing salt intake. Two nutrition label reading workshops were held where attendees learned more about reading and using nutrition labels to choose healthier foods. Lastly, a Taste Test was held at the Lawrence Commanda Health Centre (LCHC), where community members were encouraged to stop by and have a chance to taste a selection of healthy recipes, from healthy drinks, to snacks, to a spin on burgers and dessert. In March, healthy foods were even purchased to include in the Diner's Club penny sale!



### **Other**

Over the year, the Community Nutritionist continued to work closely with other NFN programs:

- This included diabetes education to Home and Community Care staff, consulting, as requested on healthy snack or meal ideas for various programming, participating in the annual health fair, and presenting at various diabetes events.
- The Community Nutritionist and Maternal Child Health Nurse collaborated to develop up-to-date Prenatal Classes and were able to offer a set of classes in March 2016. These classes will be revised and continue to be offered in following years based on need in the community. The Breastfeeding BINGO session was open to staff and community members to learn more about breastfeeding and its benefits. A Gestational Diabetes workshop was held in partnership with Southern Ontario Aboriginal Diabetes Initiative to help gather stories for a gestational diabetes resource they are developing. Community members were invited to share their experiences with gestational diabetes or pregnancy and share traditional knowledge on pregnancy.

# Health Services:

## Right Path Counselling & Prevention Services

### GIYAK MOSENG—RIGHT PATH COUNSELLING & PREVENTION SERVICES

Giyak Moseng—The Right Path continues to strive to offer professional, culturally safe counselling services to members of the community across the life span. There was a position vacancy within our Child & Youth Mental Health and Addictions Worker (CYMHAW) team from October 2015 to March 2016. As a result, a waitlist was established with regular reviews that resulted in a triage component to ensure child and youth needs were being met during this time. The position vacancy was filled effective April 4, 2016 and a full team complement has resumed. The four (4) CYMHAW continue to experience high demand for services as noted through steady referrals. They focus on integrating culturally based wellness services for our community youth and the 8 additional communities they serve. A core philosophy of the entire Right Path program is culture as treatment with demonstrated effort at facilitating access to traditional resources in the community in addition to opportunities to increase staff knowledge in this area. Once again, our outcome data indicates the use of traditional services as a strong component to mental health and addiction services as demonstrated through consistent number of referrals to traditional services (both internal and external) in the past year.



**8th Annual Mental Illness Awareness Week**  
**“Let’s Face This”**  
**October 7, 2015 — 17 Attended**  
**Community Guest Speakers:**  
**June Commanda & Judy Couchie**



**Survivor of Suicide Awareness Day—**  
**November 30, 2015**  
**5th Annual Embrace Life Event**  
**Guest Speakers: Lisa Beaucage & Mike**  
**Sawyer—24 attended**

Funding allowed for the extension of the Elder In Residence program, developed last year for each of our member communities to better connect available Elders and Traditional Knowledge Keepers to children/youth and their families for support and guidance. This program was also extended to our adult services to support treatment plans. In addition, National Aboriginal Youth Suicide Prevention Strategy (NAYSPS) funding has been identified for The Right Path with a mandate of youth suicide prevention and intervention. Efforts to plan and offer community programming for youth to build resilience and life promotion activities is anticipated.



**Mental Health Awareness Week—May 2015**  
**Chili Cook Off—28 attended**

Several in house training sessions occurred for our program staff which focused on trauma informed approaches, motivational interviewing and “Seeking Safety” model for the treatment of intergenerational trauma and addiction for Indigenous peoples.

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 2 long standing committees; Drug Strategy Committee,

Alliance Center Program Advisory Committee and West Nipissing Suicide Task Force. These committees support partnerships, collaboration and contribute to improving local services and systems that are accessed by NFN citizens. The Right Path has also participated in recent consultation sessions with the North Bay Regional Health Centre for improved service delivery as well as with the Center for Addiction and Mental Health (CAMH) toward an anticipated Service Collaborative for the Nipissing District.

The senior clinical staff of the program participated in 2 scheduled Diabetes Integrated Care Clinics within the Health Centre in September 2015 and March 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 who may not have a primary care provider.



**Kids Can Cook with Confidence—Level 1  
May 2015—6 participants**



**Kids Can Cook with Confidence—Level 1  
February 2016—7 participants**

The Right Path program continues to coordinate and support the Niwiidooktaadmin CIRT Team for NFN with ongoing efforts aimed at recruitment. Wiidooktaadyang is moving forward with full band staff training/orientation held in November 2015. Identified champions from each department attended a meeting in February 2016 with a mandate toward implementation and communication. This long standing initiative for NFN has reached a thoughtfully prepared approach to better serve community members requiring extensive supports to address their health and social needs from a coordinated community based response strongly rooted in cultural knowledge.



**5th Annual National Suicide Prevention Day  
September 20, 2015  
Guest Speaker: Debbie Denard / Youth Suicide  
Coach for Ontario Centre for Excellence  
for Child & Youth Mental Health**



**ARGS Senior Lunch & Learn  
—Gambling Awareness  
September 16, 2015—20 attended  
Guest Speaker: Jonathon Collins & Darren Moulaison  
of Community Counselling Centre North Bay**

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, addictions through dedicated awareness sessions to specific groups and large community events over the course of the year.



**Annual Walk Against Drinking & Driving  
June 2015—46 attended**



The Right Path program has developed, delivered or partnered on a number of information sessions and workshops to community in the last year; some of which are annual events the community looks forward to as noted through the high attendance. Throughout this article are just a few highlights/pics of various events held throughout the 2015-2016 year.



**Community Wellness Dance/February 2016—58 attended**

The Right Path is an active department offering services from promotion, prevention and intervention services. We strive to remain current in our program philosophy and design that aligns with national and provincial dialogues such as the First Nations Mental Wellness Continuum Framework (FNMWCF). Our work also builds on Indigenous knowledge and best practices in trauma informed care that is intended to strengthen wellness in the community.



**ARGs Poker Walk—Garden Village  
February 2016—15 attended**



**ARGs Poker Walk—Duchesnay  
March 3, 2016—9 attended**

As NFN Strategic Plan notes the significant importance of culture and language (Goal #3) so too has The Right Path dedicated our efforts to ensure that 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 coordination strategy 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 and look forward to enhancing partnership and collaborative opportunities. Both of these goals, cultural and collaboration across departments, are central components to the Right Path program philosophy and match the national work of the FNMWCF.

In the upcoming year The Right Path remains committed to finding pathways to increase access to alternative therapies to address wellness including meditation, continued relationship building/partnering and offering groups or workshops dedicated to common mental health and addictions issues presented within the community. Wiidooktaadyang will be a priority for implementation in better supporting our members who have complex needs and/or requiring the services of multiple departments.



# Health Services: Home & Community Care

## HOME & COMMUNITY CARE



The Home and Community Care (HCC) Program works towards Nipissing First Nation's overall vision, strategies and goals to enhance the health and wellness to strengthen the individual, family and community. This is achieved by supporting our member clients in their ability to live independently in the community by offering various services such as case management, referrals, and linkages, client assessment, home care nursing, home support services (personal care and home management/maintenance), in-home respite services, transportation and the medical loan equipment program.

### Home Support 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.

Over the past year, HCC has assisted with approximately 63 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 the 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.

Our HCC Nurses provide assessments in order for us to meet the needs of our clients and assist with the medical and health issues with the clients.

\*9768 hours of home support services were provided in 2015-2016 fiscal year.



### Help Line

HCC also offers 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 neighbor, relative or ambulance.

### Transportation Services

The Home and Community Care 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.

\*852 transportation trips were provided in 2015-2016 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.

\*560 hours of seasonal services were provided in 2015-2016 fiscal year.

### Respite

HCC program also provides respite services for those member clients that have a caregiver living with them but is 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.

\*417 hours of respite services were provided in 2015-2016 fiscal year.

### Security Checks

HCC program offers security checks for those member clients who are alone in the home. This service provides the member client with a check in from the PSW at a time in which they may be in need of assistance and to ensure they are safe in their homes.

\*410 security checks were provided in 2015-2016 fiscal year.

### Medical Loan Equipment

HCC 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 may be required for the member client to remain safely in their home.



### Assisted Living

This fiscal year was our second full year offering this program. Assisted Living Services provide member senior clients with a full range of personal support services on the 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.

\*4058 hours of assisted living services were provided in 2015-2016 fiscal year.

The Home and Community Care Program supplements but does 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 to be *close to their loved ones as long as possible*.

## NON-INSURED HEALTH BENEFITS

### Local Medical Transportation

In the 2015-2016 fiscal year, there were 1,676 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, 534 trips were recorded. Overall, there were 48 'no shows' and 280 cancellations documented. For this report 132 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 Coordinator is responsible to facilitate prior approvals, make accommodations arrangements where required, calculate advances, finalize detailed reporting for each trip and issue any remaining disbursements to clients. The NIHB Coordinator often acts as liaison between clients, services providers (pharmacies, physicians, etc.) and the First Nations and Inuit Health. For this report, 326 long distance medical referral trips were facilitated by the NIHB Coordinator.

# Health Services: Traditional Healing & Student Placements

## TRADITIONAL HEALING

During the 2015-2016 fiscal year, Traditional Healing Services was able to provide 273 appointments for healer visits. There are currently 13 Healer and 10 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. 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 linkage healer access with OWL, Right Path Counselling & Prevention Services as well as the Child & Youth Mental Health and Addictions programs.

## RECREATION

In accordance with the Nipissing First Nation Strategic Plan, Recreation strives to offer programs and activities which reflect upon “Developing a holistic strategy to enhance community health and well-being.”

### Annual Events

Annually, the Recreation Program hosts the Fun for the Health of It event in May. In May of 2015 the event was hosted differently. We hosted a bubble soccer event. Because we alternate the event, the 2015 event was held in Duchesnay. The bubble soccer was a hit! So much fun was had by those who attended.



In addition, the Recreation Program partners with other programs to offer events by supporting them through the inclusion of sport, fitness or physical activities. This year, Recreation partnered in the following community events: Walk Against Drinking and Driving, A Tribe Called Red Rez Tour, Personal Trainer Sessions, Gambling Awareness Poker Walks, Physical Fitness/Activity and Diabetes Presentation, Solidarity Day, GPS work with Archeology summer students, and our Annual NFN Bike Rodeo.



### Survival Walk in Dokis

Youth took part in an outdoor survival walk in Dokis First Nation with an experienced guide, Norm Dokis. He shared stories and legends and brought the group to a trail called “The Warriors Trail” where the Nipissing Warriors would come to get ready for battle by chipping stones into arrow heads for their battles. These chips can be seen at the location today. The Group enjoyed walking trails identifying shrubs and vegetation that the group could use for first aid, what to eat, and where to find local aquamarine gemstones.

### Paint Ball

The Recreation Program has hosted a couple of paintball activities this year. The event is geared towards youth aged 13 and up and is a fun-filled day competing as a team against friends. The group traveled to Pyramid Paintball in Bonfield and each time this activity has had rave reviews!





### **Gym Nights**

During the school year from September to June, gym night is offered in both Duchesnay and Garden Village. Garden Village gym nights operate at the Band Complex Gym on Mondays and Wednesdays from 4:00pm – 6:00pm. Duchesnay gym nights operate at Nipissing High School on Tuesdays and Thursdays from 4:30pm – 6:30pm. During this time, children aged 6:30pm – 18 can participate in a variety of planned and self-selected physical activities.



### **Drum Fit**

The Drum Fit Program was offered to the children's summer program again in 2015. The Recreation Activator visited on a weekly basis for three age groups. Drum Fit offers a fun alternative physical activity by incorporating the use of exercise balls, drumsticks and body movement. The summer program is split into three groups so our Recreation Activator got a good workout by offering 3 sessions in a row!

### **March Break Events**

Each Year the Recreation Program Coordinator, in partnership with other programs works to coordinate the dates and events of the March Break. Throughout the week, events are offered each day for children and families to partake in. This year, the schedule included: Family Movie Day, Billiards, A Fun Gym Day, and Bowling.



### **Fitness Centre**

The Recreation Program oversees the general operations of the Fitness Centre. This year, Chief and Council, with interest from the land claim, eliminated the fee for fitness centre memberships. By eliminating fees, it may result in an increase in physical activity and personal wellness of our community members.

### **Recreation Reimbursements**

The Recreation Reimbursement was established to assist families and encourage the healthy, active lifestyle and promote growth in recreational activities to the children on Nipissing First Nation. In the 2015/2016 year, Chief and Council dedicated some funds from the interest of the land claim to open up the recreation reimbursement to those children residing off of Nipissing First Nation.

## **STUDENT PLACEMENTS**

Northern Ontario School of Medicine—The relationship with NOSM continues to build. The Northern Ontario School of Medicine (NOSM) and Nipissing First Nation have a partnership agreement and is now its 10th year where NFN hosted two (2) 1st year Medical Learners for a one month placement. In April 2015, Oksana Motalo and Sean C. Thomas were welcomed to NFN for the Integrated Community Experience.

The Community Health Nurse acted as preceptor for a 6-week placement for Misty Arbour. Misty was a Registered Practical Nurse working towards a degree as a Registered Nurse (RN BScN) with Nipissing University.



# Health Services:

## Activities Summary – 2015-2016

APRIL 2015	May 2015
Gym Night @ Duchesnay—8 Gym Night @ Garden Village—18 Milk Coupon Program—47 Survival Skills With Norm Dokis—11 Paint Ball Group Outing—8 Good Food Box—45 Diner's Club—44 CPNP Milk Coupons—13 Foot Care—49 Let's Talk Alcohol & Drugs—8	Gym Night @ Duchesnay—4 Milk Coupon Program—47 Good Food Box—50 Diner's Club—55 CPNP Milk Coupons—12 Foot Care—43 NFN Chili Cook Off—28 Meditation—10 Kids Can Cook with Confidence Level 1—6
June 2015	July 2015
Milk Coupon Program—46 Geocaching GV—18 Geocaching North Bay—5 Bike Rodeo—22 Lacrosse—25 Good Food Box—49 Diner's Club—52 CPNP Milk Coupons—11 Foot Care—52 Walk Against Impaired Driving—44	Milk Coupon Program—45 Drum Fit/Children's Summer Program—48 Geocaching @ Duchesnay Falls—53 Intro into GPS and Geocaching—12 Good Food Box—49 Diner's Club—62 CPNP Milk Coupons—13 Foot Care—38 Just Move It (Start)—51 Bullying Presentations—43
August 2015	September 2015
Open Water Wisdom—33 Family Geocaching—7 ATCR/Youth Meet & Greet—83 Milk Coupon Program—44 Good Food Box—46 Diner's Club—45 CPNP Milk Coupons—13 Foot Care—44 Elder's Celebration—50 NOSM Student Visit(1 <sup>st</sup> year)—100 Girl/Boy Power—10	Gym Night @ Duchesnay—4 Gym Night @ Garden Village—22 Milk Coupon Program—44 Good Food Box—46 Diner's Club—51 CPNP Milk Coupons—12 Foot Care—48 Just Move It (wrap up)—40 Integrated Diabetes Care Clinic—8 National Suicide Prevention Day—20 ARGS—Staff Lunch & Learn—18 ARGS—Senior Lunch & Learn—10
October 2015	November 2015
Gym Night @ Duchesnay—6 Gym Night @ Garden Village—20 Paint Ball Event—12 Milk Coupon Program—44 Pre-Diabetes Group Session—3 Good Food Box—59 Diner's Club—61 Ontario Works (OW) Community Kitchen (Budget-Friendly Family Meals)—8 CPNP Milk Coupons--14 Foot Care—31 Pre-Diabetes Session—3 MIAW—17	Gym Night @ Duchesnay—8 Gym Night @ Garden Village—13 Milk Coupon Program—45 Gestational Diabetes Storytelling W/Shop—4 Good Food Box—50 Diner's Club—45 CPNP Milk Coupons—13 World Diabetes Day—91 Health Fair (Diabetes Program)—80 Foot Care—48 Survivors of Suicide—24
December 2015	January 2016
Milk Coupon Program—45 Slow Cooker Workshop—8 Diner's Club—88 Foot Care—41	Gym Night @ Duchesnay—5 Diabetes Presentation Gym Night @ Garden Village—17 Milk Coupon Program—48 Good Food Box—44 Diner's Club—45 CPNP Milk Coupons—14 Foot Care—52 Diabetes "It's a Family Affair"—68 Bell Let's Talk Day

February 2016	March 2016
Gym Night @ Duchesnay—7 Gym Night @ Garden Village—15 Walking After Hours Club Duchesnay—5 GV Poker Walk—15 Lunch Hour Walkers—6 Wellness Dance—58 Milk Coupon Program—50 Kids Can Cook with Confidence—7 OW Community Kitchen (Slow Cooker)—7 OW Community Kitchen (Homemade Soups)—5 Prenatal Classes—3 Good Food Box—62 Diner's Club—53 CPNP Milk Coupons—13 Foot Care—49 A Love for Yourself—15 Feb 4 Meditation—5 Feb 8 Meditation—4 ARGS/Student Lunch & Learn—54 Feb 18 Meditation—0 Feb 22 Meditation—0 ARGS/Poker Walk for Health—15 Kids Can Cook with Confidence Level 1—7	Gym Night @ Duchesnay—7 Gym Night @ Garden Village—20 Poker Walk Duchesnay—8 Milk Coupon Program—50 Billiards Game Day—7 Walking Lunch Hour—7 OW Community Kitchen (Quick Breakfasts and Lunches)—6 OW Community Kitchen (Easy Suppers)—7 Nutrition Month Homemade Soups Workshop—7 Label Reading Workshop—6 Nutrition Month Taste Test—23 Vaccine Clinic @ Nbisiing—33 Good Food Box—65 Diner's Club—44 CPNP Milk Coupons—12 Integrated Diabetes Care Clinic—11 Foot Care—55 Blood Glucose Screening (2 day event)—18 March 3 ARGS Poker Walk for Health—9



# Housing

The Nipissing First Nation (NFN) Housing Department in conjunction with Chief and Council continue to strive towards providing housing programs & services to the Nipissing First Nation Membership.

The Housing Department has provided the following programs and services which assisted First Nation Members with their housing needs:



- **NFN Housing Loan Program**

The total amount of funds that were borrowed through this program, since it was amended in 2005 was \$3,951,117.00. These loans assisted First Nation members to construct new homes, purchase and repair existing units which meets the Building Code.

- **Royal Bank of Canada On-Reserve Lending Program**

The Royal Bank of Canada Program was implemented in 2005 since then the total amount of funds loaned through the program totals \$7,599,403.26. 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 First Nation 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 \$1,296,218.89.

- **Repair Loan**

This program was developed to assist First Nation members with funds to complete repairs to their homes for emergency purposes. The maximum loan amount for this program is \$25,000.00. This year seven members qualified for the program to complete various repairs.

- **Emergency Repair Loan**

This program was developed to assist First Nation members with funds to complete minor repairs to their homes for emergency purposes. The maximum loan amount for this program is \$5,000.00. This year two members qualified for the program to complete various emergency repairs.

- **Senior's Minor Repair Grant Program**

This program provides seniors who are over sixty years of age and have a total household income of less than \$42,500.00 a onetime grant to a maximum of \$5,000.00 to make necessary repairs to their home. A total of thirty-nine grants were approved since the program was implemented 2008.

## **MESSAGE TO MEMBERSHIP**

### **HOUSING MANAGER**

The Housing Department has hired a new Housing Manager to manage and direct the housing program and service functions within the Administrative policies and procedures established by the First Nation. Shawn Anderson was hired as the Housing Manager in July 2016.

If you have any questions regarding Nipissing First Nation Housing programs or Apartment you can call the housing office at (705) 753-6973.



# Human Resources

The Human Resources department serves as a dual function within the organization, providing advice, and support to both individual employees and to the Nipissing First Nation management team in respect of 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 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 and
- Health and Safety.

We have a growing relief list of members, which are called in on a short-term basis in different departments. This helps short-term staff to grow their skill sets, and to keep an updated resume including relief work. It is important for NFN to keep this list, as we will always have someone available to assist the departments, on call. Nipissing First Nation employed 117 Full-Time Salaried Staff and 65 hourly contracts (Part-time and Full-Time), over the 2015-2016 year.

The Human Resources Department administers components of the Summer Student Employment Program, which employs Post-Secondary and Secondary students. This program works on developing the skills and giving them the opportunity to explore different careers. This past summer we hired 32 Students and they were assigned to various departments within NFN where they gained valuable work experience.

This past year we have had the opportunity to employ 33 contract employees in various positions and have also had great success and hired 17 salaried positions within Nipissing First Nation in the areas of Social Services, Finance and Public Works. To view all job postings for Nipissing First Nation, please visit our website at [www.nfn.ca](http://www.nfn.ca) and click on the jobs tab, the NFN job postings are also sent out with the monthly newsletters as well.



# Lands Management

Nipissing has been operating under its land code since June of 2003. Previous to the Land Management Act and the Nipissing Land Code, Nipissing operated since 1982 under Sections 53 & 60 of the Indian Act to administer its land base.

<b>Nipissing Land Base as of July 2016</b>					
No.	Land Tenure	Specific site tenure		Total Land Base	
		Acres	Hectares	Acres	Hectares
1	Nipissing I. R. #10			15,978.97	6,466.459
2	Repatriation Unsold Surrendered Lands				
a.	Remaining Unsold Surrendered with Nipissing underlying interest:				
	Total Remaining Unsold Surrendered			567.45	229.63
b.	Fee Simple Lands Under Corporate Trusts from Specific Agreement				
	Purchased from Ontario Sch. 'J'	958.50	387.89		
	To be returned Corp ATR Sch 'I'	1,992.00	806.13		
	Total Corp. Specific Agreement			2,950.50	1,193.630
3	Lands to be returned Additions to Reserve Specific Agreement:			33,798.08	13,677.65
	Total Nipissing I.R #10 & Specific Agreement 1995 Lands			53,295.00	21,567.721
	Corporate Fee Simple Purchases 1978 Mandate				
	Purchased <i>prior</i> '97 Exempt. Ach. ATR	3,680.21	1,489.328		
	Purchased <i>after</i> '97 No Exempt. ATR	3,101.30	1255.051		
	Former Railway Lands No Exempt.	265.30	107.363		
	Pending final Corporate purchases	47.0	19.020		
	Total Corporate Fee Simple Purchases			7093.81	2,870.762
	<b>Total Nipissing Land Base</b>			<b>60,388.81</b>	<b>24,438.484</b>
5	Treaty land base set aside 1853	89,400.00ac	<b>Processes of repatriation since 1982 have steadily increased Nipissings' land base but Nipissing remains 67.54% of its former (1853) size.</b>		
	Land Base ALL	<b>60,388.81ac</b>			

The above chart includes lands purchased in the townships of Springer and Patterson which are not former treaty lands, but are lands that have attained tax exemption either by Ontario law exemption prior to December 1997 or by use as a 'burial ground'. At present 15,978.97 acres are subject to the laws enacted under the Nipissing Nation Land Code. When the federal order in council is achieved these lands will be under the self government laws of the Nipissing Land Code. The timeline to completion of the federal order in council is early 2016. The previous timeline date of September 2014 has been delayed due to environmental reviews. Toronto Regional Office of Aboriginal Affairs Canada has at the time of this report commissioned the environmental review to an independent consultant.

Land purchases fall under rules and guidelines as set out in the 'Nipissing Land Selection Criteria'. A draft Land Purchase Policy has been placed before Policy Committee for review and will be placed before Council to set in place the procedures that will govern administrative roles. Nipissing Nation purchases property for repatriation in accordance with a 1978 Land Mandate. The Selection Criteria sets out basic principles on the purchasing and repatriation efforts of Nipissing Nation.

## Nipissing Land Laws

Since the enactment of the Land Code in June of 2003, land laws have been developed and adopted under the Nipissing Nation Consultation, Voting and Enactment Law. The Consultation, Voting and Enactment Law, Grants of Entitlement, ATV/off road vehicle, Business Licensing and Matrimonial Law are all laws enacted under the Land Code.

### Final Law requiring Ratification; Nipissing Zoning and Land Use Law

A requirement for the Zoning Law to correlate to the Nipissing Gichi-Naaknigewin has provided for the language of our Nation to be included in index and definitions. The zoning and land use laws of Nipissing will require ratification and community consultation.

As reported in previous annual reports, once this 'greater' law is enacted, laws of general application, regulations and policies will be developed to ensure that the 'greater protection' laws are always adhered too. This land law requires greater scrutiny with regard to land use development and must encompass projections contemplated by the Nipissing 'Community Plan' presently being finalized by a consultant under contract.

The mapping for this law is in its final stages. As the law itself is finalized the mapping will mirror the law. The mapping process will ensure that all present day land uses are grandfathered into the law. All efforts are being made to ensure that environmental issues concerning the mapping of wildlife (fauna), medicines, plants (flora) and species at risk are completed in advance of law enactment.

### Nipissing Nation Environmental Enforcement Law

Nipissing Nation operates under its Environmental Management Plan. As the Zoning Law is a priority for finalization, other laws must be deferred. The final draft of the Nipissing Environmental Enforcement Law has been completed to final draft stage. This law will be coming forward this fall of 2016 for enactment.

### Amendments and Revisions

The Grants of Entitlement is being revamped and updated to review requirements for allotments. Nipissing Land Code is being reviewed for greater certainty clauses. The Land Code is being reviewed also for amendments and updating to suit changes that may be required for the Nipissing *Chi-Naaknigewin* (Constitution). Conduct and Nuisance Law to be amended to separate out the provisions for noise for greater clarity and the inclusion of timeframes for activities and fines. The Smoking Bylaw is now in its final stages before consultation process. It is expected that once this law has achieved legal review, it will then take place and Chief and Council to enact the law.

### Deferred Laws

The Residency Law, Estate Process and Mortgage Law have been deferred. A Landlord Tenant law is being drafted and is on the agenda for review by Land Law Committee. Policy and Rules Regarding Lease Agreements and Land Use Permits have been slated for development. A review is scheduled for fire and fire device procedures and for fines and enforcement inclusion.

### New Law for Development

Nipissing Land Staff have drafted a 'Building Code'. This draft had been resurrected from a draft developed in the year 2000. This law was referred to another outside agency and as no new recommendations have been received, this law will go forward to the Land Law Committee. It is anticipated that Nipissing Housing Staff will participate in this laws finalization.

### Mineral Study

A request for funding to a federal authority has been made to conduct an update on a mineral study at Nipissing is ongoing. This is a fact finding study on what class of minerals are on Nipissing lands as well as lands off reserve in the Nipissing land selection area. Nipissing staff have included in the Zoning Law a resource section for rock and minerals. Funding is the key to completion at this study. Until funding is achieved, a Ministry of Northern Development and Mines map has been geo-referenced for use by the Nipissing Land Staff. This project is ongoing and Nipissing Nation is in talks with federal authorities for budgeting of these special needs.



### Nipissing Archaeology Summer School Project

This year the **2016 Archaeological Summer School** continues on the former trailer park grounds and the homestead of Moses Beaucage at the point will be the focus of this year's study. It is with hope that this study will culminate with government(s) support in upcoming years and the data collected will be utilized in curriculum development for our schools. Seven (7) students participated in this summer employment experience this year.

Archaeology contractor Kenneth Swayze, of Kinickinick Heritage Consultants, and Sarah Hazell a Member of Nipissing Nation make up the team of archaeologists providing to the students knowledge, guidance, protocols and processes in conducting, documenting and managing an archaeological study area. Mr. Carl Ralph, Mr. Swayze's assistant and an adult supervisor, usually an accredited professional teacher provides supervision and safety monitoring. Adult supervision was provided by Nipissing Nation Member, Zachary Beaudette.



Nipissing Enhancement funding is being utilized to support and conduct the field study that builds capacity, provide employment and add opportunity for students in choices for a post secondary stream of study. This is a partnership employment opportunity developed, organized and supported by Nipissing Land, Education and Employment Offices. You will find additional information in the Education and Employment Office reports in this Annual Report.

The Nipissing Beaucage Archaeological School has been operating since the summer of 2014. This project was a project initiated by the Nipissing Land Office and this project was conceived and motivated into development for different reasons. Nipissing Enhancement funding was utilized for this project. No other government, department or ministry contributes to the development or management of this summer school. We wish to thank the Chief and Council and the Nipissing People for providing the sole funding to date of this very important building block to preservation of our Nipissing heritage. There were three priorities for achievement. Nipissing Land, Education and Economic Development. Finance Staff participated in the development, planning, organizing and review of the summer school activities. This Committee set strategic goals to ensure that the Strategic Goals of Nipissing Nation were met under the Enhancement Funding Goals. This summer school has met all seven goals cited under the funding requirements. The summer school provided the following:

1. enhance capacity building for the participant students;
2. provide a strategy for sustainable development of the site and surrounding lands;
3. strengthen culture;
4. provided for the development of capacity for education and lifelong learning;
5. provided a broad based communications strategy;
6. enhanced community health and well being by providing historical documentation that our Nation was a proud, caring and vibrant People;
7. promoted responsible stewardship and protection of our lands, waters and other natural resources.

Three priorities were cited in the funding application. **First**, a priority to fulfill the requirements of the Nipissing Archaeological Plan to ensure that before any proposed development of land it be subjected to an archaeological survey. The survey would ensure that any land occupation would not destroy heritage sites or in the very least recommend mitigation. Beaucage Park fit the description of a heritage site requiring protection, and it was in transition to be revamped into other proposed uses. Beaucage Point was the site is one of the oldest villages or gathering places of the Nipissing People and was the location of the cabins of Our People, a Church and a school for our children. The *Beaucache* Village School was built at the request of the Nipissing People that was received by the Indian Affairs Department on August 25, 1885. The school location at the 'centre' of their Reserve, 'to assist us regarding education for our children'. The Nipissing Capital Account which held timber revenue, paid for the \$200.00 expenditure for the school.



The memoirs and journals of these first explorers and missionaries related the first description of the Nipissing. The request was signed by 22 of Nipissing's Principal Men. The school was built in 1888 along with a teacher dwelling house. From the Jesuit Relation of 1636, Orr extracted the following description of Our People; *"The members of the Nipissing tribe were strongly attached to each other: they helped one another with generous liberality, and they were all on a common plane of equality. The children of a family were affectionate to their parents and to each other, and among the units of the tribe, there was an admirable solidarity. Their intercourse with each other was always marked by respect and civility. Among them there is an affability and a courtesy almost incredible."* The summer archaeology school has found mortar utilized in the cabins on the site and were probably produced from the stone product found on the islands of Lake Nipissing. In the Geological Survey of Canada published in 1857 the Nipissing cabins were described as *"tidy and orderly, and have an air of comfort about them which I scarcely have witnessed amongst Indians anywhere else."*

Our Nipissing Elders have informed us that this site was an important gathering place. Families came from all over our territory and gathered here to exchange news, renew acquaintances, broker marriage alliances and trade. This site has also been recorded in federal government reports of the Department of Indian and Northern Affairs or its precursor branch within the Citizenship and Immigration Department, documented this site as being utilized as a place for meeting with the Nipissing, elections and ratification votes and for treaty pay distributions.

The **second** priority was to conduct a summer school where our youth may encounter leading educators and learn about a profession that they may want to pursue in their college or university studies. Two archaeologists, one assistant and a university education student were on staff this 2016 summer to ensure that our youth received the best instructions in archaeological techniques to conducting a survey. The students received instructions in field study, best practices, ethics, cleaning and inventory of the artifacts.

The **third** priority was to provide employment to archaeologists, teachers, post secondary and secondary school students. This project has provided contracts to local businesses for supplies, transportation and a celebration activity with our Nation Members where our participating youth provide presentations to the public on their artifacts collected. Nipissing Nation Lands Office will continue to seek out new funding arrangement for this summer school. A proposal is now before the federal government to provide financial support under the land management funding arrangement. New provincial interest in preserving culture and heritage may provide an avenue to new relationship building that may provide an avenue of attaining new financial avenues.

On a recent August 2016 field trip with the summer students and archaeological team to the Frank's Bay Site and the Manitou Islands, one very important glaring omission was seen on the Manitou Island Provincial Park sign. This sign gave a geological significance description of the islands and noted ownership by the Province and a previous land owner. There was no historical significance of these islands to the Nipissing People. The Nipissing Land Office will pursue with the Province a need for an updated study on these islands for the following description requires that the historical, cultural and heritage significance to the Nipissing must be acknowledged.

Nipissing Nation is requesting that a 'research archaeology program' be conducted on the Manitou's to ensure that the history, heritage and culture of their People is safeguarded and properly documented. In the Geological Study of Canada published in 1857 it was reported that, ***"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."*** The Summer School mortar findings and historical documentation by Nipissing Land Staff provides a direct correlation with the Nipissing People.

The Nipissing were an integral part of a vast trade system. Their strategic location on the Lake named for them encountered all four directions of trade routes. It is the 'trade' that would lead to devastating results of war. For years, the description of the Nipissing as 'black magic' conjurers, sorcerers did abate European interest in the traditional lands of the Nipissing. The Nipissing Land Office will pursue with the Province, an updated study on the Manitou Islands, and Frank's Bay Site: To ensure the sign includes historical significance to the Nipissing People.

Champlain in 1615 reported a two day visit with the Nipissing made reference to the riches of the Nipissing's' central position on Lake Nipissing and the vast territory. Of the lake he noted the beauty and abundance of game. He shared the following observations; ***"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 ordinarily 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, Page 95, Jaenen, (Sieur de Champlain, Voyages et Discoververtures 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.)

The Manitou Islands are and were a part of the Nipissing traditional teachings of Our People. The Late Lawrence Commanda's account of the Legend of the Manitou's was described by Leatherdale in his book Nipissing "From Brule to Booth." This legend gained prominence after the Nipissing Iroquois wars in the 17<sup>th</sup> century (1641-1652) as a deterrent from these islands being developed. These islands are remarkable in their location and as a strategic battle position. From these islands, the LaVase, Silver Creek, French River and Sturgeon River could be access monitored. This strategic position, the stronghold of the Nipissing became their burial ground during the Nipissing Iroquois battles over the French trade that ensued shortly after the visit with Champlain.

This first contact began the removal of the Mohawk Iroquois as the eastern middle men of the vast network of trade routes. Reports such as Champlain's of the bounty, beauty and resources abundance did lead to a change in alliances and ultimately end in war, destruction and devastation. The Manitou's became a burial ground during these native battles over trade.



## **Research**

On-going research is conducted by Nipissing Land Staff. The Land Office has been conducting research on treaty 'pay lists' before 1911. Census and employment research on Nipissing Nation Members prior to 1911 have been completed. Other research are on-going. Sensitivity of research topics curbs detailed reporting and for more information on these research projects, please contact the Lands Manager.

## **Beaucage Mine Site and Radon Impacted Lands**

Aboriginal Affairs and Northern Development Canada and the Ministry of Environment have set in place budgets to contract AMEC to provide studies on the utilization of a sorting system for remediation. Joint feasibility studies were conducted in Fall Winter of 2014-2015 for a Soil Sorting System as a Remedial Action. This soil sorting is one avenue for remediation.

The AMEC Study has been completed. This study's completion provided recommendations for certain contract work to be completed before remediation takes place. A contract was awarded to Nipissing Nation for a new road constructed in the Winter of 2016 to avoid the remediation site. Another contract was provided to Nipissing Public Works to uncover the cement foundations. These foundations were constructed pre processing at this site and no radon was found near the foundation areas. Another contract is being reviewed as two bids have been received from local Nation Member businesses for the removal of the foundation to appropriate approved site. This work is scheduled to be completed late summer early fall 2016. A contract for tree removal from site is contemplated to be awarded in the future once foundations have been removed. A tentative but not yet finalized plan to remediate the Beaucage Mine site and the Provincial site located next to the land leased to the Union of Ontario Indians within the same time lines. These contracts require completion for pre remediation activities whether it be soil sorting or extraction of all soils.

This contemplated joint remediation will be subject to Federal and Provincial funding and processes. Federal funding has been approved and we are awaiting provincial approvals. There are two reasons for this joint effort. First, to ensure that all lands requiring remediation are finalized; and secondly, to implement cost sharing and cost saving for remediation for both sites.

## **Grants in Lieu & Payments in Lieu**

Permits for easements for utilities have existed since 1930 and the major easements that cross our lands number 9. Meetings have taken place with regard to the values under the Grants in Lieu provided by Hydro One. Both parties have exchanged land appraisals in June of 2014. Mapping of areas under consideration for lease and grants in lieu were completed in 2015. Values for lease rentals and grant in lieu payments were put forward by both parties in June of 2015. A new lease agreement has been drafted and is awaiting appointment by Hydro One for their legal advisor. Nipissing has commissioned Denton Associates as their legal advisor on this file.

Another lease arrangement will be set in place on the remaining 356.07 acres of land on three transmission lines once federal authorities transfer the land to Nipissing Indian Reserve No. 10 under the provisions of the federal Additions to Reserve Policy.

A blanket permit on distribution lines to our communities of Nipissing will be negotiated and set in place once the leases for the transmission lines have been finalized. The obtaining of fair and equitable lease arrangements are a priority of our Nation Chief and Council, Administration and Land Staff.

## **Nipissing Land Office Employees**

Nipissing Land Office employment numbers 6 positions and is as follows: Lands Manager, Assistant Lands Manager, Registration and Records Clerk, Land Membership Clerk, Lands GIS Clerk and Reception File Clerk. Two contract positions have been provided in the spring of 2016. A contract for the Membership position to replace staff on leave and the other contract for the Trans Canada Pipeline's engagement process and co-ordination for Nation Member input.

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

## **For more information**

Nipissing Land Office Staff may be contacted by telephone at 705-753-2922 or by facsimile at 705-753-5762. The following Land Staff email addresses may also be utilized to obtain information or receive comments. Staff may be contacted as follows: Joan McLeod, Land Manager at joanm@nfn.ca; Cathy McLeod, Assistant Land Manager cathym@nfn.ca; Leda McLeod, Lands Registration Clerk at leef@nfn.ca; Joanne Gibleau, Lands Technician at joanneg@nfn.ca, Juliette McLeod, Lands Membership Clerk at juliettem@nfn.ca and Diane Lachapelle, Reception and File Clerk at daniel@nfn.ca.

# Natural Resources Department

The Natural Resources Department is committed to the management of the Nation's resources and the sustainability of those resources. The following report will summarize a few of the responsibilities carried out by the Natural Resources Department in 2015. Although the responsibilities mentioned on the list below are very important to our membership and to the Natural Resources Department the majority of our work is focused on the sustainable management of the Lake Nipissing Fishery and protecting Treaty rights.

- Meeting conditions of our Sustainable Forestry License with Nipissing Forest.
- Shoreline Work Permits.
- Hunting Permits for on-reserve and Inter Treaty Harvesting Permissions.
- Conducting and reporting on Species at Risk Projects.
- Operating the Fish Processing Facility and Meeting Fish Food Safety Standards.
- Protecting Treaty Rights.
- Conducting and reporting on a variety of fish assessment projects on Lake Nipissing.

## On Reserve Forestry

The Natural Resource Forestry Department also manages the forestry operations that occur on Nipissing First Nations Lands. We are currently working with a band member to "clean up" different forest stands located within the First Nation. This work consists of a forester evaluating the stand, and writing a prescription regarding maintenance that can take place within the stand. The area is then tree marked and thinned or harvested. This work will help lower the competition for prime species, as well as help a First Nation businesses keep its band members employed during slower periods.

## Hunting

The Natural Resource Department manages the implementation of the Hunting Policy. Permits and reporting are required by anyone hunting with a band member. Furthermore, our office processes all inter-treaty requests and the activities of those requests are monitored to ensure the sustainability of the resource. The natural resources department with Chief and Council make recommendations on all inter-treaty requests.

## Commercial Fishery

As a result of community consultations, Chief and Council have approved the following changes to the Nipissing Nation Fisheries Law and attached Regulations.

- Spear fishing temporarily closed.
- Open season coincided with sports fishery.
- Fishing season closed August 22, 2015 (3 months early).
- Reduced number of nets permitted from 5 panels to 3 panels.
- Changed the mesh size to 3.75 inches.
- Mandated negotiates with MNR to find a mutually acceptable approach to managing the fishery, and
- Continue to seek legal advice to use the Chi-Naaknigwewin to strengthen our fisheries laws and regulations.

## Fall Walleye Index Netting (FWIN)

FWIN is an Ontario standardized method used to assess the health of the walleye population and provides valuable information on the health of other fish populations. Every year the Natural Resources Department assists the Ministry of Natural Resources in efforts to collect data needed for this annual project. In total there were 48 nets for FWIN set in Lake Nipissing for 2015.

FWIN nets are made up of different mesh sizes and completed in the fall when surface water temperatures have cooled to 15°C. All fish caught are removed from the nets, counted and identified. Biological data is recorded from walleye and all other sportfish. Measurements includes: fork length, total length, and round weight. In addition, scales and at least one other structure are collected for ageing and growth rates. The sex and maturity is also determined. All data is then entered into a software program and analyzed so that results are provided.



Data from FWIN has been collected since 1998 on Lake Nipissing. Having data over a long period of time allows us to compare changes over time. Data can be organized into different groups to help determine the characteristics of the population. e.g. adult and juvenile or male and female.



### **Shoreline Permits**

Shoreline permits continue to be issued to all resident (e.g. members and non-members) when working in or around water within Nipissing First Nation. The purpose of permits for shoreline work is to guarantee that no harmful alterations are being made to shorelines that interfere with spawning fish habitat and the development of eggs and fry.

Shoreline applications are available at the Natural Resources Department or Lands Department: (705) 753-2922



# Social Services: Daycare

## 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 for children aged 18 months to 5 years of age. Opportunities for children to learn through play, and to grow socially, emotionally, physically and intellectually in a safe, nurturing and cultural environment are offered. Both Centers are non-profit organizations, operated by Nipissing First nation. Both Daycares are licensed by the Day Nursery Branch of the Ministry of Education. The daycare centers promote and encourage the learning of First Nation culture, language, art, and legends.



### Highlights

- Professionally trained Registered ECE (Early Childhood Education) staff.
- Field trips, special activities and guest invitees.
- Age appropriate social skills, spiritual, physical and emotional development activities.
- Nutritious hot lunches, morning and afternoon snacks.
- Ojibway language and cultural components.
- Celebrations: Including Naming Ceremony, Kindergarten Graduation and Aboriginal Day, and
- Fundraising Events.

### Couchie Memorial Daycare/Nipissing Ojibway Daycare

Each Daycare Center offers space for 5 toddlers and 16 preschool children each.

The children had a busy year of learning about self-care, dental hygiene, eating healthy, learning the aboriginal culture through our native language teacher. All staff enjoy working with all our little people, making fun lasting friendships and memories.

*HiMama* is an electronic application that allows us to update parents/care-givers in real-time on the progress of their children throughout the day. It provides an easy platform for parents to access what their child has eaten, how long they've slept, their bathroom schedule, activities, and care providers can let parents know if their child needs supplies. Both the parent and the provider can enter notes on the child's day/progress or any other important information. HiMama has been a great way to reinforce a child's in-program learning at home by providing inside into what they've been learning throughout the day.

Duchesnay Daycare is scheduled to connect to Union Gas soon, and repairs will be made on the daycare kitchen and in the toddler play space. Two staff attended the annual Native Early Childhood Education conference held in Sault Ste. Marie this year. As a result of the networking, prior to any new plans and improvements we will be touring some different daycares. The Duchesnay Daycare held two pizza fundraisers, earning \$500.00 each time. The Christmas dinner penny sale and 50/50 draw combined, earned \$342.00. The money was used to cover some of the costs of the family Christmas dinner.

Both Daycares participated in Aboriginal Day and held a trip to Santa's Village in the summer.



# Social Services:

## Ontario Works (OW)

Nipissing First Nation Ontario Works department follows the regulations of the Ontario Works Act to provide Financial and Employment components for its service delivery catchment area. The program is designed to address the needs of community members both status and non-status, who are facing hardships of financial and employment barriers.

### Application for Ontario Works Assistance

The Ontario Works Department has specified Monday and Wednesday from 8:30am – 3:30 p.m. as intake Days. This is to ensure full review of the file and processing of the application. Every second Wednesday, the Union of Ontario Indians Satellite Office is available for Intakes and Updates. By appointment only.

Applications are given a timeframe of one hour for single applicants and a family benefit unit is 1.5 hours timeframe to complete all necessary documentation. It is necessary for applicants to provide personal identification, bank information, shelter costs for rent and utilities, any earnings or income documentation, 12 month employment and address history information, previous taxation year documents and school registration for dependent children.

### Financial / Income Assistance

- Assists individuals to cover the costs of basic needs and housing costs;
- Provide emergency assistance e.g. waiting for Employment Insurance (EI) benefits;
- Transitional Support Fund>Housing related arrears e.g.: based on household income;
- \$200.00 new exemption implemented for earnings, plus additional 50% (3 months consecutive of OW entitlement to receive the exemption rate) and/or;
- Temporary Care Assistance.

#### Ex. 1: Single Person receives max of \$681/month

(With income earnings).

Net Monthly Income \$500.00

Flat Rate Earning Exemption

-\$200.00

\$300.00

Earnings after Flat Rate Exemption

\$300.00

50% Partial Exemption

- \$150.00

Total Deductions \$150.00

Ontario Works Max Entitlement \$681.00

Total Deductions

\$150.00

Total Entitlement \$531.00

Total Ontario Works Entitlement \$531.00

Total Monthly Earnings

\$500.00

Total Monthly Income \$1031.00

#### Ex 2: A parent with one child receives a max entitlement of \$951.00 (with income earnings).

Net Monthly Income \$800.00

Flat Rate Earning Exemption

-\$200.00

\$600.00

Earnings after Flat Rate Exemption

\$600.00

50% Partial Exemption

- \$300.00

Total Deductions \$300.00

Ontario Works Max Entitlement \$951.00

Total Deductions

\$300.00

Total Entitlement \$651.00

Total Ontario Works Entitlement \$651.00

Total Monthly Earnings

\$800.00

Total Monthly Income \$1451.00

This indicates the client benefits from securing employment. As their earnings increase, the amount of Ontario Works decreases which eventually leads to client exiting the program and attains self-sufficiency.

## Employment Assistance

- Assist individuals to prepare for and find employment, and
- Focus on assisting clients with training, education, upgrading, referrals to substance abuse programs and offering support and 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 provide the implemented 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.



## Employment Service Delivery Profile/Seminars or Workshops

Workshops and Seminars are intended to assist clients in building and developing both Life and Work Skills in order to better prepare them to gain and maintain employment/education. Workshops and Seminars are mandatory to employable clients however are recommended and encouraged to all Ontario Works clients as well as the Ontario Disability Support Program (ODSP) clients.

### Work Skills Workshops

Learning Style Inventory  
Changing Directions 'who do you blame for your life?'  
Financial Literacy  
Ontario Works Information Session  
Community Kitchen- Healthy Living  
ODSP  
Kid's Back To School – Healthy Snacks/Lunch Session

### Attendance

12 OW clients/ 1 NFN community member  
7 OW clients/ 1 ODSP  
09 OW clients  
16 OW clients  
9 OW clients/ 3 NFN community members/ 1  
14 Children / 2 OW clients

### Life Skills Training

Chainsaw Safety Training  
Occupational Health & Safety  
First Aid, CPR & AED Training  
WHMIS Training  
NFN Resource Session  
Contact North: Online Learning  
Employment Preparation Workshops  
- "Resume & Cover Letter Writing"  
- "Job Searching & Interviewing Skills"

### Attendance

4 Employment Experience clients  
10 OW clients/ 4 Employment Experience clients  
10 OW clients/ 3 Employment Experience clients  
16 OW clients  
7 OW clients/ 1 ODSP  
13 OW clients  
16 OW clients  
17 OW clients

### Social Assistance Transfer Funding

- 4 Workers hired with NFN- Beautification and Maintenance
- Partnership with Employment & Training, and Facilities Departments

All services will be provided with the end goal of assisting Ontario Works clients to become more employable. To successfully implement the strategies the program will need to communicate the intent and objective of the program to the local community. This will occur through Employment Information Sessions and individual discussion while updating the Participation Agreements with Ontario Works clients. Individuals will be encouraged to update their Participation Agreements every 3 months or sooner and to follow a progressive, goal-orientated action plan to increase employability.

The use of case management strategies will help to measure the increase to employability. AD Morrison software will also provide data entry that will allow for our Ontario Works department to measure and track.

### **Supports to Employment Program (STEP)**

The intent of Support to Employment Program is to encourage and assist Ontario Works clients towards financial independence. This is made possible by providing financial incentives for participants to earn income through employment and training in the form of exemptions and recognition of child care costs.



### **Success Stories**

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

#### **April 1, 2015 to March, 31 2016**

6 clients secured permanent full time employment.

6 clients returned to post-secondary education.

2 clients secured full time employment for more than 6 months' time frame.

4 clients exited for other income sources e.g.: government benefits.

4 clients were granted ODSP.

### **Transitional Support Fund stats for fiscal year**

Ontario works clients received assistance = 50

Non – social clients = 7

Highest average months – October to December 2015



# Social Services:

## Nipissing First Nation Food Bank

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

Our Objectives:

### HELPING OUR COMMUNITY

Our most important objective is helping everyone that walks through our doors. Individuals and families are provided with food that will help them through a couple days of meals. We are open to help our community, Mondays 1pm to 4:30pm and Fridays 8:30am to 12pm. We have also started to deliver to those in the other areas of the community that need access but have no means of transportation to Garden Village.

Statutory holidays are posted in the Nipissing First Nation newsletter.

### PROVIDE HEALTHY MEALS

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



### PROVIDE 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 is at 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, and is delivered to all other areas of the community.

### FUNDRAISING & DONATIONS

In 2015-2016 the Food Bank was able to raise \$11,000.00 plus 1,443.8 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:

- Spring Raffle
- Penny Sale
- Food Bank/Lil NHL Fundraiser Golf Tournament
- Movie Nights
- Staff Food Challenges
- Donation Bins at various community events
- Thanksgiving Basket
- Scratch Ticket Tree





# Social Services:

## Native Child Welfare and Prevention Services

### **Native Child Welfare and Prevention Services**

The Child Welfare Program provides family and child support as well as advocacy to the community members on and off reserve with home visiting, 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 children and youth with programs in the community to enhance the physical, emotional and spiritual wellbeing of our children and youth utilizing a holistic approach.

### **Youth Cultural Retreat**

Educating youth on violence affecting 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 male 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 life-style choices.



In the 2015-2016 year, youth from Nipissing First Nation had the pleasure of taking cultural awareness training with George Couchie, learned how to make a pair of winter leather mitts, went snow shoeing, and participated in self-esteem and self-identity exercises. Youth also had the opportunity to practise using an opening and closing in circles as well as acquire the appropriate teachings.

### **“I Saw, I Shall Speak” Family Retreat**

This program promotes an opportunity for children as well as their mothers and fathers to explore their thoughts, behaviours, and physiological responses to challenging relationships experienced or have been exposed to aggressive relationships 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's participation is voluntary.
- ◆ Within a therapeutic setting participants experience the program according to the depth of involvement they choose.

### **After School Kids Social**

After School kids Social is a program that runs throughout the school year once a week. 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. The After School Kids Social also provides a safe, educational place for children while their parents are working.

### **Roots of Empathy**



Roots of Empathy is an evidence-based classroom program that has shown significant effect in reducing levels of aggression among school children while raising social/emotional competence and increasing empathy. In partnership with Our Lady of Sorrows School, this past year we had the pleasure of learning and watching baby Finnely Beaudette grow (son of Zach Beaudette and Lee Galsworthy).

### **Other Programming included:**

- ◆ Babysitting Course;
- ◆ Operation Hope;
- ◆ March Break activities;
- ◆ Youth Programming such as; Nerf Wars, Girls Night In, Glowing the dark Bowling, outdoor movie nights;
- ◆ Family Programming such as; moccasin making, Shaker & Rattle making;
- ◆ Youth cultural drive for Pikangikum Youth;

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.

- ◆ Welcoming Babies with Lawrence Commanda Health Centre (LCHC);
- ◆ National Aboriginal Day Celebration;
- ◆ Movie Nights with NFN Foodbank.

# Ojibway Woman's Lodge

## Respect, Security, Harmony



OJIBWAY WOMEN'S LODGE  
Respect, Security, Harmony

The Ojibway Women's Lodge (OWL) provides women and their dependents a safe, secure and confidential shelter stay. Services include: 24 hour crisis line, counselling, grief groups, safety planning, women's circles, ceremonies, traditional healers, court support/accompaniment, and transportation to access services, advocacy, and assistance in securing safe long term accommodations. Visit our web site [www.ojibwaywomenslodge.ca](http://www.ojibwaywomenslodge.ca) for more information.

On August 21, 2015 we celebrated our 30<sup>th</sup> Anniversary with an Open House. The theme of the celebration was "Healing". We commemorated the anniversary with the unveiling of a jingle dress which is now on display in the lodge. A sacred obligation is carried by women who wear this dress. Jingle dress dancers are called upon to dance for community members or families in need of healing. The spiritual power of this dress is said to originate as an energy emanating from the sound of the cones which 'sing out to the spirits' as the dancer moves in time with the drum.



We began the celebration with an opening ceremony conducted by elder Lorraine Liberty. It began with a smudge, followed by a teaching

about the significance of the jingle dress. A special miigwech to Brenda Lee for making the jingle dress. Christina Beaucage danced beautifully to the sound of the drum wearing her jingle dress. The drummers were from Nbisising Secondary School. The open house included a tour of the shelter, traditional feast, cedar tea, and giveaways.

In attendance were Ministry of Community and Social Services (MCSS) representatives Warren Hutchings, Kelly Huntington and Lisa Graham, Chief Scott McLeod, former Chief Marianna Couchie, and Council Members Cathy Bellefeuille and Brian Couchie, Elder Banakonda Kennedy-Kish Bell, and community members.

Highlights from the past year at OWL include: Summer Family BBQ, Sisters In Spirit Candlelight Vigil for MMIW, Kanawayhitowin Community presentation, International Women's Day Tea, Full Moon ceremonies and Outreach also provides education/public awareness in community.



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***"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, 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)

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# True Self/Debwewendizwin Employment & Training

## True Self/ Debwewendizwin Employment & Training

Nipissing First Nation's True Self / Debwewendizwin Employment & Training Program continues empowering women to achieve economic independence. The program offers women an opportunity to discover their true strengths and abilities, to work within a safe environment and to develop an individualized plan of growth.

### ABC's to Heal Your Life Graduation – March 29, 2016

This 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. 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.

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

### True Paths

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.

True Paths Mattawa Participant



*"Tuesday is our special day*

*True Self is our only way*

*The girls are friendly, fine and true*

*They teach us well and absolute.*

*You'll leave here full of happiness."*

*Laughing yoga is a hoot*

*You laugh until you bust your sides*

*It's good for your heart, soul and mind*

*When you come, if you are depressed*

Evelyn Gibson



### Empowering Paths Men's Circles Participant

*I just wanted to say that the Men's group held at True Self in North Bay has so far been useful in my everyday life. It has been helpful with my self-esteem and with my relationship with my girlfriend. I enjoy learning about First Nations teachings such as the Grandfather Teachings. Marc Jodoin is a knowledgeable and patient facilitator and I'm looking forward to working with him in the upcoming sessions as the course continues. Alanah is also friendly and helpful and adds insight to our group discussions. Thank-you for offering this course as I'm sure it will be helpful to other men in the North Bay area.*

### True Self Debwewendizwin Women's Christmas Feast

On December 17th staff hosted a Christmas Feast for the women and their children; through donations from the community and the hard work of two Nipissing University Student Placements approximately Twenty-nine women and thirty-two children were able to enjoy a traditional dinner and receive a gift from Santa.



International Women's Day—"Join Us on the Bridge"



Marc Jodoin Empowering Paths Support Services



### In the Words of the Women

*"My name is Louise, in April of 2015 I enrolled in the True Self workshop, this workshop provided me with the ABC's of life skills and a computer course too. I was so grateful to have been given this opportunity to go to such a safe environment while I learned and healed. I completely believe that had I not been given this opportunity; I would still be struggling to get my life together. This is such a vital and important part of our healing and learning, and we are so lucky to have this available in our community. It is a safe place to go and be able to heal, learn and grow. Furthermore, after taking this workshop, I gained the confidence to go and get my high school diploma and I am enrolling in university for Sept 2016 admission. I hope this wonderful place keeps getting the much needed funding it so richly deserves.*

*Thank you again the wonderful angels of True Self*

*Sincerely*

*Louise"*

### My journey at True Self

*"My name is Ginette and I'm a mature woman that has been given a second chance at life.. Before starting my time at True Self I was very depressed and not sure where I was going. My life had no direction. The event that led me to True Self was the unfortunate incident of being a victim of rape. After charging my aggressor, he then became my stalker. Consequently my life was in danger, and I was left with no choice but to leave my place of employment, my home and the life I had built for myself.*

*At True Self I learned how to set goals, deal with painful issues such as Forgiveness, Anger and Self Esteem which are valuable tools I use in my life today. Despite great tragedy in my life. True Self has help me reconstructed my life and have found happiness and freedom once again by working on the trauma crated by emotional and physical abuse of the event. I have established a personal support system with True Self, returned to school, I work part-time, volunteer and achieved all my individual goals; in fact, I have rebuilt a new life for myself. Without True Self none of this would have been possible.*

*I know what it means when someone says that the potential of the human spirit is unmeasurable. For although faced with personal challenges, I am now, with the help of True Self, determined to succeed. I truly believe that when someone is given a second chance, the outcome is definitely unmeasurable.*

*Yours truly,*

*Ginette"*



True Self Supports Education Partners through student placements



Honouring and Celebrating Women and Culture



Teaching Circles with George Couchie





# Financial Audit

## NIPISSING FIRST NATION

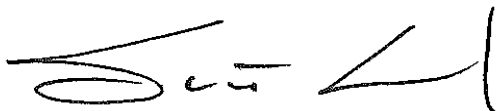
Exhibit A - Consolidated Statement of Financial Position

March 31, 2016, with comparative information for 2015

	2016	2015
<b>Financial assets:</b>		
Cash and cash equivalents	\$ 7,639,682	\$ 5,194,792
Short-term investments (note 3)	3,078,527	3,029,698
Accounts and grants receivable (note 4)	4,053,660	1,977,658
Housing mortgages and other long-term receivables (note 5)	4,687,304	4,622,822
Restricted assets - Nipissing 2013 Boundary Claim Trust (note 6)	87,787,921	85,824,864
Funds held in trust by the Government of Canada (note 7)	290,779	290,779
	<u>107,537,873</u>	<u>100,940,613</u>
<b>Financial liabilities:</b>		
Accounts payable and accrued liabilities (note 8)	5,031,709	2,726,320
Prepaid leases	150,101	159,186
Deferred program revenue (note 9)	3,281,271	3,130,963
Long-term debt (note 10)	6,074,411	6,259,379
	<u>14,537,492</u>	<u>12,275,848</u>
Net financial assets	93,000,381	88,664,765
<b>Non-financial assets:</b>		
Tangible capital assets (note 11)	37,125,855	36,451,309
Prepaid expenses	62,842	99,601
	<u>37,188,697</u>	<u>36,550,910</u>
Commitments and contingent liabilities (notes 12)		
<b>Accumulated surplus (note 13)</b>	<b>\$ 130,189,078</b>	<b>\$ 125,215,675</b>

See accompanying notes to consolidated financial statements.

Approved:



Chief



Chief Executive Officer

# NIPISSING FIRST NATION

## Exhibit B - Consolidated Statement of Operations

Year ended March 31, 2016, with comparative information for 2015

	2016	2015
Revenue:		
Indigenous and Northern Affairs Canada (note 14)	\$ 9,759,777	\$ 8,489,817
Other	5,414,191	5,710,498
Health Canada	1,469,959	1,640,892
Ministry of Community and Social Services	1,690,704	1,663,432
Ontario First Nations Limited Partnership	1,139,394	1,131,558
Ministry of Education	415,072	443,039
Other Provincial	1,004,596	1,198,876
Union of Ontario Indians	552,277	717,605
Canada Mortgage and Housing Corporation	316,003	200,824
	<u>21,761,973</u>	<u>21,196,541</u>
Expenses:		
Education	6,120,556	6,360,641
Other	3,139,679	2,971,539
Community Operations	3,889,897	4,144,710
Health Services	2,590,800	2,834,816
Social Services	2,426,758	2,392,779
Capital	1,544,851	1,574,117
First Nation Enterprises	772,986	604,110
Housing	673,370	447,933
	<u>21,158,897</u>	<u>21,330,645</u>
Annual surplus (deficit) from operations before the undernoted	603,076	(134,104)
Gain (loss) on sale of tangible capital assets	14,522	(1,793)
Vacation (expense) recovery	36,274	(18,688)
	<u>653,872</u>	<u>(154,585)</u>
The Nipissing 2013 Boundary Claim Trust:		
Investment income	5,477,165	3,332,835
Per capita distributions	(594,699)	(569,090)
Other expenses	(562,935)	(975,236)
	<u>4,319,531</u>	<u>1,788,509</u>
<b>Annual surplus</b>	<b>4,973,403</b>	<b>1,633,924</b>
Accumulated surplus, beginning of year	125,215,675	123,581,751
<b>Accumulated surplus, end of year</b>	<b>\$ 130,189,078</b>	<b>\$ 125,215,675</b>

See accompanying notes to consolidated financial statements.

# NIPISSING FIRST NATION

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

Year ended March 31, 2016, with comparative information for 2015

	2016	2015
Annual surplus	\$ 4,973,403	1,633,924
Acquisition of tangible capital assets	(2,357,951)	(2,302,324)
Amortization of tangible capital assets	1,627,930	1,501,347
Loss (gain) on sale of tangible capital assets	(14,522)	1,793
Proceeds on sale of tangible capital assets	69,967	19,000
	4,298,827	853,740
Change in prepaid expenses	36,789	15,610
Change in net financial assets	4,335,616	869,350
Net financial assets, beginning of year	88,664,765	87,795,415
<b>Net financial assets, end of year</b>	<b>\$ 93,000,381</b>	<b>\$ 88,664,765</b>

See accompanying notes to consolidated financial statements.



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	Debbie McLeod	Supervisor	(705) 753-2050 ext. 1322
Communications	Shayla Brunet	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	Renee Commanda	Finance Officer	(705) 753-2050 ext. 1228
Food Bank	Lisa Vega	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	Library Workers	Librarian	(705) 753-2050 ext. 1256
Natural Resources	Jeff McLeod	Manager	(705) 753-2050 ext. 1224
Nbisiing Secondary School	Monique Sawyer	Principal	(705) 497-9938
Nipissing Ojibway Daycare	Julie McLeod	Manager	(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





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



Nipissing First Nation  
Administration



Nipissing\_FN

Nipissing First Nation, 36 Semo Road, Garden Village, ON P2B 3K2  
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