



ANNUAL REPORT 2023

**Treaty - Strengthening
Nations and Building
Relationships**

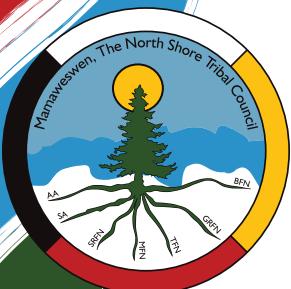
MAMAWESWEN

The North Shore Tribal Council



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Corporate Profile

Mamaweswen, The North Shore Tribal Council (NSTC) represents seven First Nations (FN). They are Batchewana First Nation, Garden River First Nation, Thessalon First Nation, Mississauga First Nation, Serpent River First Nation, Sagamok Anishnawbek and Atikameksheng Anishinawbek.

All First Nations are located along the North Shore of Lake Huron within the Robinson-Huron Treaty area. The North Shore Tribal Council Secretariat is the corporate arm of this collective of First Nations. It is responsible for the delivery of services to our member First Nations and their community members.

The Tribal Council provides technical advisory services to communities in the areas of second level education services, administration, financial management and employment and training services. The Head Office is located on

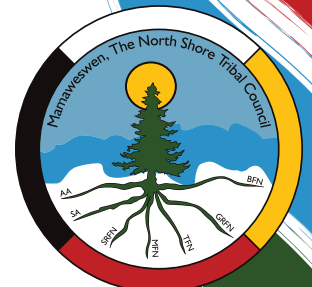
the Serpent River FN in Cutler, Ontario.

Under the umbrella of Mamaweswen, The North Shore Tribal Council, the health program is now its own corporation and received its Letters of Patent on May 23, 2014.

The Tribal Council's strategy is to continue to provide quality service to the First Nations.

As the needs of the First Nations change, the Tribal Council is ready to evolve and adapt to meet the new demands of an aspiring Nation.

The goal is to promote the cultural, spiritual, political, economic, and social well being of the member First Nations. Overall objectives of the Tribal Council are: 1) retain and expand government funding for current programs and services, and 2) continually work towards identifying, acquiring and providing new programs and services for members.



Mission Statement

“Mamaweswen, The North Shore Tribal Council shall deliver products and services that enhance the collective sustainability of our member communities.”

Vision Statement

“Mamaweswen, The North Shore Tribal Council is an organization that meets the needs of member communities in an atmosphere of unity and cooperation, in a socially, economically advanced society.”

Mandate

The mandate of Mamaweswen, The North Shore Tribal Council is to assist and facilitate the activities of the member communities of the North Shore Tribal Council. In a manner that promotes the cultural, spiritual, political, economic, environmental and social well being of the member First Nations, the Tribal Council will act to serve three primary functions:

(i) Research, develop and deliver regionally

based products and services to member communities when directed by NSTC member communities.

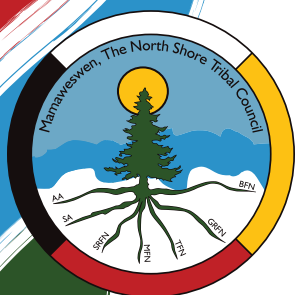
(ii) Provide advisory services to member communities.

(iii) Provide collective political support to advance the betterment of First Nations people.

The Guiding Principles

Mamaweswen, The North Shore Tribal Council will meet the needs of member communities by:

- Integrating organizational flexibility in our structure enabling us to effectively adapt to our everchanging environment;
- Working diligently and proactively to ensure sufficient resources are available to meet goals and objectives;
- Ensuring that the core beliefs and values held by our member population are maintained throughout our everyday activities; and
- Providing services in a truly fair and equitable manner.





Letter from the Chairperson Brent Bissaillon

Aanii, Bhoozoo,

Welcome to Mamaweswen, The North Shore Tribal Council annual report 2022/2023. Brent Bissaillon, D'nishnikaz Chi Genebek Zhibing D'onjibam, Myeegun Doodem, Chairperson of Mamaweswen, the North Shore Tribal Council.

This past year has continued to be one of forward momentum; with many outstanding projects continuing. Niigaaniin has moved forward with IFC designation for the Elliot Lake Friendship centre, providing an Urban support to our off reserve members. We have seen the continued development of Koognaaswin Law Development. 2022/2023 was also the year of Emergency Management within the Tribal Council area and supporting our communities with on the ground support and experience with Emergency Coordinators in each community.

The NSTC also held sessions with Chiefs on UNDRIP implementation; and conducted a successful Water First – Internship program

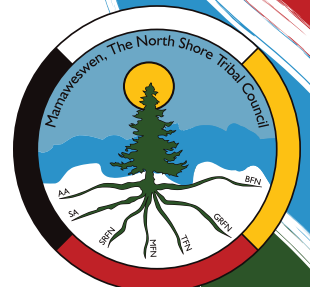
to support our local communities Water Treatment Plants.

This past year was also the year we asserted ourselves and undertook the process to deliver OW and ODSP directly to our members! We look forward to a new future; and potential partnerships. I hope you take time to view the reports from each sector and manager and find it informative and helpful. Every community should be proud of the work achieved during the last year, I continue to be grateful for the work Tribal Council staff and our communities have done. We continue to showcase best practices, innovative programming and continued excellence in serving our communities.

May the next year, be filled with growth, opportunities and continued good health.

Chi-miigwetch, Baamaapii

Chief Brent Bissaillon
NSTC Chairperson





Letter from the Vice Chair Peyton Pitawanakwat

Aanii, boozhoo! Peyton Pitawanakwat (Ominika) ndizhnikaaz, Misswehzhagging ndoonjibaa, Nimkii Bineshii dodem, niin Michi-Sagiig/Aanishinaabe kwe. Proud to serve as the Vice-Chair of Mamaweswen, the North Shore Tribal Council.

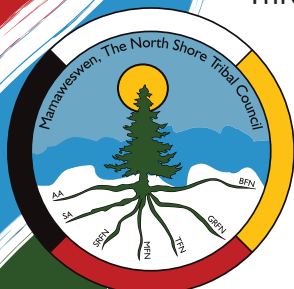
Each year, this is an exciting opportunity to reflect on the many events that have taken place. At the North Shore Tribal Council, we are committed to fulfilling our mission to deliver products and services that enhance the collective sustainability of our member communities. It is with the utmost importance that we achieve this mission through transparency, equity, and collaborative kinship.

As a First Nation-led organization, we recognize the barriers placed upon our people and diligently strive to reduce those barriers for safe, fair, and consistent access. Most notably, the opening of the first-ever indigenous-run Service Ontario in Serpent River First Nation. Through a longstanding effort, our organization

has also been able to finally announce the transfer and control of delivering the Ontario Disability Support Program.

There have been many historical triumphs this past year, and it has been with great pride that I have witnessed the changes made for the betterment of our people. We will continue to strive towards asserting our jurisdiction and move forward to promote the cultural, spiritual, political, economic, environmental, and social well-being of the member First Nations. I want to acknowledge all the incredible individuals on these significant achievements. I also want to recognize and honour the crucial individuals who paved the way for many of these initiatives. Your hard work and contributions have not gone unnoticed. This annual report will highlight the many accomplishments through hard work, dedication, compassion, and commitment.

Nimiigwechiwendam,
Peyton Pitawanakwat (Ominika)





Letter from the Secretary/Treasurer Harvey Petahtegoose

This past fiscal year has demonstrated to us that our people are resilient in so many ways. I am humbled to bring this report together to keep our stakeholders apprised of our financial progress and achievements. While the ongoing pandemic threats have subsided, we have been mindful and diligent in the types of activities and services that we offer to our communities. As the secretary/treasurer it is my responsibility to report to the membership of Mamaweswen, the North Shore Tribal Council, on the financial health of the corporation.

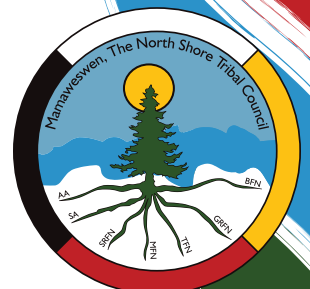
I am pleased to report that the financial health of Mamaweswen, The North Shore Tribal Council is sound and will undoubtedly expand as we work to provide our communities with the regional programming that is only strengthened when we are able to work together. As our services and program delivery are growing, we will look towards our communities for direction and assumption of program delivery when appropriate and timely. Ultimate focus for our program and services is to support and strength the collective of our 7 First Nations.

We aspire to even greater heights in the year ahead, fueled by our unwavering commitment to advocating for the needs of our communities and doing so with innovation, and our steadfast dedication to delivering exceptional programs and services that add real value to our relatives. Our goal is to remain at the forefront of progress, pursuing new opportunities and initiatives that benefit our members and the wider community.

I offer my deepest thanks to the staff, volunteers and contributors for all their efforts to support our standard-setting processes. It's a true testament to their dedication and belief in the importance of our mission to serve the public interest. Thanks to them, we have been able to accomplish a lot this past year.

Chi Miigwetch for the support and trust to serve once again as your Secretary-Treasurer.

Harvey Petahtegoose
Secretary/Treasurer





Letter from the CEO

Allan Moffatt

Aanii Kina Waya,
The best way to describe this past year is it was one of transition and renewal. Personally, I transitioned from the position of Comptroller and CAO to the position of CEO for the last half of the year. Our previous CEO, Angus Toulouse transitioned to the position of Chief in his home community of Sagamok Anishnawbek. Through his almost 10-year tenure with Mamaweswen, Angus saw us through many challenges including a significant cut in funding at the start to a global pandemic at the end of his time with us. Despite the challenges that Angus faced, Mamaweswen continued to flourish and grow under his leadership, and we look much different now than we did ten years ago. It was a real treat to work with someone with his experience and I consider him a mentor and a friend, and I know that his home community is in good hands.

My first six months as CEO have been filled with several great experiences including the grand opening of our very own Service Ontario site complete with a mobile Centre that travels to each of our communities. Providing key services to our communities is vital and we learned much from the experiences during the pandemic when communities were forced to close their borders. Having services such as Drivers License and Health Card renewals directly in the

communities is a response to a long-term need. Another accomplishment was the celebration of Maamwesying, North Shore Community Health Services becoming the host to the very first Indigenous lead Ontario Health Team. This Ontario Health team is in the transition phase and is a result of a lot of hard work from the Maamwesying team, close collaboration with the Ministry of Health and outstanding partnerships with our communities, health care partners and hospitals within our catchment area. This is an important step as we strive to keep Indigenous Health in Indigenous hands.

Near the end of the third quarter of the year, we publicly stated that we were going to begin administering Ontario's Disability Support Program through a news conference. After many years of politely requesting to administer the program, with no success, we decided to move forward on our own. We were successful in obtaining the support of the province and we will be administering the program on-reserve beginning in the summer of 2023.

Clean water is of utmost importance to our communities and our Water First interns have worked diligently to become qualified to provide this service to their communities. Providing opportunities for our youth has been an important part of Mamaweswen's history and we continue to work toward this through these kinds of partnerships as well as one that



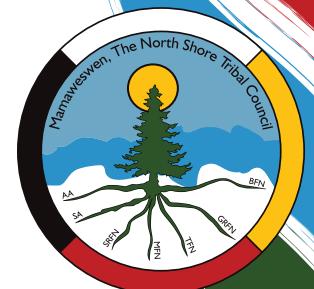
is just beginning for ECE training through our ISETP's program.

We continued to support Robinson Huron Waawiindaamaagewin as they transitioned from a department under Mamaweswen to their own Unincorporated Association. Treaty Education and reconciliation in the spirit of working together will be very important over the next year especially as the Annuities case transitions to the next phase of settlement. Our Child Law Development team with Koognaasewin have continued their great work in making our very own law for the protection of our children a reality over the next few years. On the horizon, we will continue to do much of the same work as we have in the past. We will work with and support our communities as required through the Annuities Settlement claim, and we will become more visible within our communities. Starting with Mississauga First Nation, we hope to have branch offices within our communities over the next few

years. We will also see the expansion of Benbowopka Treatment Centre with a new building to replace the aging one that's been in use for the past 33 years. Expanded treatment options including land-based options at Benbowopka and the Kinoomaagewin site, in cooperation with Thessalon First Nation, will become important aspects of the continuum of care for our community members who need addictions treatment. Integration and partnerships between Benbowopka, Niigaaniin and Maamwesying will help to make these treatment options much more successful.

In closing I would like to thank the Board for their faith and commitment during this year of transition and the staff and Program Managers whose support and knowledge make my job that much easier.

Miigwetch,
Allan Moffatt, CEO



ADMINISTRATION

The Administration Unit provides advisory, financial, human resource management and support services to the member First Nation communities and to the programs within the organization. *Mamaweswen*, The North Shore Tribal Council (NSTC) Programs and Services, promote the cultural, spiritual, political, economic and social well-being.

PRIORITIES

- To continue to support the organization's vision and mission through collaboration and innovative stewardship of public, human, business and support services.
- To work to improve sustainable practices such as modern data driven solutions and to be environmentally friendly in combination of creating a healthy and sustainable work environment. That includes multiple facets of the organization's operations.
- Measure the value of technology and governance frameworks.
- To continue to emerge and build capacity within the dominion of the ever more growing economy.

YEAR IN REVIEW

Fiscal year 2022-2023 presented a journey moving forward towards health and well being. As an organization we continue to establish common objectives and best practice within the department as well as establish and recognize protocols with our member First Nations.

The organization continues to build relationships with our member First Nations with collaborative network meetings with the Director Of Operations. This forum is for information sharing, policy and procedure development as well, to share regional and community updates.

Mamaweswen, The North Shore Tribal Council has been entrusted by the member First Nations with the delivery and administration of

programs and services since August 2, 1985. *Mamaweswen* The North Shore Tribal Council has demonstrated success in its ability to assist local First Nations communities across the North Shore of Lake Huron with the delivery and management of Indigenous Service Canada programs and services.

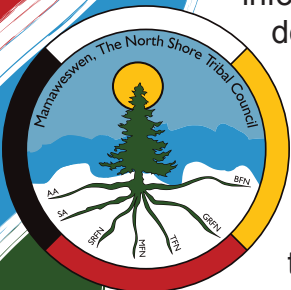
Human Resources

Mamaweswen, The North Shore Tribal Council's goal is to provide quality management, improve operations and streamline processes. Human Resources perform assignments in accordance with statutory and operational regulations as well as ensuring the Personnel Policy and Procedures provide clear and concise statements pertaining to rights and obligations as an employee. Other benefits include increased consistency, improved productivity/ measurement of performance, orientation tool, and legal protection.

Finance

The Financial services, under the leadership of a Comptroller for Administration, is responsible for all financial operations. This unit includes the Budget, Payroll and Purchasing. Together these areas provide the data, service and reporting necessary to:

- Provide valid and credible budget and revenue information to allow for effective planning
- Direct all organizational funded payroll efforts to ensure that payroll is processed efficiently
- Expedite the purchase of supplies and equipment for the organization in collaboration with the programs and policies
- Ensure prompt payment of all expenses incurred by the organization and its employees in conducting organization related business
- Monitor expenditures to ensure compliance and ensure spending is kept within budget
- Prepare timely and accurate financials



2023

Administration Staff:

Allan Moffatt, Chief Executive Officer
allanm@mamaweswen.ca

Patricia Abitong, Corporate Operations
and Quality Manager
patricia@mamaweswen.ca

Melanie Daybutch, Executive Assistant
melanie@mamaweswen.ca

Stephanie Nebaionoquet, Fleet
Coordinator
stephanie@mamaweswen.ca

Dustin Grant, IT Support Technician
dustin@mamaweswen.ca

Kyle Bender, IT Assistant
kyle@mamaweswen.ca

Nikoda Jeffords, Receptionist
reception@mamaweswen.ca

Finance Staff:

Michelle Martin, Comptroller
michelle@mamaweswen.ca

Sandra Rickard, Finance Manager
sandra@mamaweswen.ca

Sandra Pine, Finance Officer
sandrap@mamaweswen.ca

Christy Johnson, Finance Officer
christian@mamaweswen.ca

Stacey Wood, Payroll Officer
stacey@mamaweswen.ca

Shiela Commanda, Payroll Officer
shiela@mamaweswen.ca



NSTC EDUCATION ANNUAL REPORT 2022-23

OUR MANDATE

The Education Department will act to serve three primary functions: i) Research, develop and deliver regional education products and services to member communities; ii) Provide education advisory services to member communities; and iii) Provide collective political support to advance the betterment of First Nation Education.

PRIORITIES

- NSTC coordinates meetings, provides technical advisory services, and promotes ongoing communication/networking opportunities for its member First Nation Education Departments.
- NSTC promotes collaboration and partnership development with internal/external stakeholders to ensure NSTC First Nation education needs are advocated for and reflected in policies/procedures and funding opportunities.
- NSTC serves on various elementary, secondary, and post-secondary advisory committees to ensure culturally responsive curriculum and support services are available for First Nation students.
- NSTC hosts forums, workshops, and other professional development opportunities to build capacity and promote lifelong learning, career awareness, and science and technology.

YEAR IN REVIEW

Covid 19 Pandemic enters its third year and the effects of the pandemic continue to impact student learning. Strategies are implemented at the community and school levels to address gaps in student learning, support student re-engagement, and improve student mental health.

Addressing Systemic Racism in Provincial Schools

NSTC has Zero Tolerance on Racism, Harassment and Discrimination. NSTC took political action after reports were received of incidents of microaggressions, racial slurs and epithets occurring at provincial school boards. This attention propelled immediate action and concrete changes occurred. New relationships were forged between School

Board Trustees and First Nation Leadership. Guided by NSTC and First Nations alike, Algoma District School Board (ADSB) and Huron-Superior Catholic District School Board (HSCDS) created multi-year workplans to address systemic racism, harassment and discrimination and make wide systemic changes to support Reconciliation. Examples of milestones reached: a moratorium on using resources referencing Indigenous people in negative ways was issued; creation of a vetting tool to assess classroom resources to ensure it supports inclusion, equity, diversity, and reconciliation; professional development and cultural sensitivity training for school board trustees and staff to build relationships and increase cultural sensitivity; plus new relationships were forged between Trustees and First Nation Leadership as they attend First Nation teaching and learning lodges.

Two significant and notable events occurred:

1. May 17, 2022 Algoma District School Board Issues Public Statement on Racial Slurs and Epithets
2. May 18, 2022 NSTC Delegation presents at the Huron Superior Catholic District School Board Trustee Public Meeting



Left to Right:
Chief Brent Bissaillon, Marnie Yourchuk,
Chief Andy Rickard, Angus Toulouse,
Chief Dean Sayers, Peyton Pitawanakwat
and Harvey Bell

Native School Board Trustee Appointments

NSTC coordinates the appointment of the Native Trustee for ADSB and HSCDSB. These appointments coincide with the provincial municipal elections for school board trustees. The new 4-year term is from November 2022



2023

- October 2026. Incumbent Elaine Johnson is appointed as the ADSB Native Trustee and Chief Brent Bissaillon was appointed as the Interim Native Trustee for HSCDSB in February 2022, after the resignation of the former Native Trustee and was reappointed to serve another 4-year term as the HSCDSB Trustee.

Conceptual Future State Regional Education Systems Model and Costing Tool

NSTC Board Motion 2022-04-29-01

Motion for we, the Chiefs, direct North Shore Tribal Council to explore the coordination of a regional education agreement primarily concerning curriculum development, full language immersion, language protection, and our collective histories.

Moved by Alan Ozawanimke

Seconded by Andy Rickard

MOTION CARRIED

- NSTC hosted two community engagement sessions, facilitated by MNP, on October 2 & 3, 2022 and January 18 & 19, 2023.

- A conceptual Future State Regional Education Systems Model and Costing Tool was developed that First Nations can use to plan, develop, and cost out their own Education Systems.

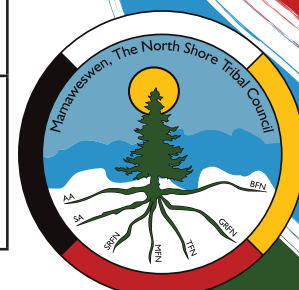
Post-Secondary and Life-long Learning

- Indigenous Services Canada conducted a national review of its Post-Secondary Student Support Program (PSSSP) in 2022. COO Ontario Region held a separate engagement process from the National Review.
- NSTC held their own engagement sessions on November 14 & 15, 2022, December 13 & 14, 2022, and January 23 & 23, 2023.
- NSTC also conducted a youth survey from August 22-26, 2022 to identify barriers youth have when accessing and attending post-secondary education.
- The NSTC Roll-up Data was submitted to COO for inclusion into the Ontario Region Post-Secondary Final Report.

Career Awareness and Promotion of Science and Technology

ISC Skills Link Proposal funding was received to build capacity, create career awareness, and promote science and technology. Activities under this proposal include:

Summer Students	10 summer students hired in various jobs for 8-week placements in July-August
Youth Mentorship	4 youth were employed for in 6 –11-month placements
Career Awareness	Indigenous Role Model Campaign 8 Indigenous Role Model posters have been translated into Anishinaabemowin and French
Science & Technology Promotions	Aki Kikinomakaywin (Learning on the land) July 17-23, 2022 Science Camp held in Thunder Bay at Lakehead University. Partnership with NSTC, Lakehead University, Sault College, Algoma University and First Nations in the Thunder Bay region 20 youth, ages 12-14, from NSTC member First Nations and 20 youth from Thunder Bay region attended
	Carpentry Skilled Trade Milwaukee Tool Kit Workshop NSTC Education and Niigaaniin Units partnered with Skills Ontario to offer youth the opportunity to learn about the construction industry and each participant received a Milwaukee Tool Kit. The workshop also included instruction on the use of each tool. 60 participants took part in these community-based workshops.
	Sault College Trade & Tech Day –October 25, 2022 75 youth in grades 6-9 participated from BFN, GRFN, TFN, MFN, SRFN and Sagamok 4 workshops were offered to promote the skilled trades – electrical, mechanical, power motive and civil/construction.



Aboriginal Advisory Committees

NSTC Education Program Manager sits on the following advisory committees:

- **Elementary/Secondary:** Algoma District School Board (ADSB), Huron-Superior Catholic District School Board (HSCDSB) and Conseil Scolaire Catholique Nouvelon (CSCNO) Indigenous Education Advisory Committee (IEAC)
- **Post-Secondary:** Laurentian University Native Education Council (LUNEC); Sault College Indigenous Circle on Education (ICE) and Algoma University Anishinaabe Peoples' Council (APC)
- **Political:** Anishnawbek Nation Lake Huron Region (Education)
- **External Partnerships:** Science North

3. Science and Technology Promotions and Career Planning

- Akikikinomakaywin Summer Camp July 17-22, 2023
- CNC Manufacturing and Robotics Summer Camp July 17-21, 2023
- Tools for Success – Plumbing and Welding July 26, 2023
- Level Up Career Fair September 26, 2023
- Skills Ontario Trade and Technology Day, September 27, 2023

Staff

Marnie Yourchuk, Education Program Manager
Email: marnie@mamaweswen.ca

Summer Bissaillon, Summer Student

PLANNING FOR THE FUTURE:

1. Student Re-engagement and Supporting Students at Risk

- Irlen Syndrome Screening and Irlen Filter Fittings Project
- Summer Camp Development to support students with learning disabilities.

2. Education Systems Model and Costing Tool that each First Nation can use to plan and develop their own Education System Model

- NSTC will work with its member First Nation to identify educational needs, gaps in programs and services and explore ways to fill those gaps by creating supports and services at a local and regional level.



Summer Bissaillon and Marnie Yourchuk



INDIGENOUS SKILLS AND EMPLOYMENT TRAINING PROGRAM/ FIRST NATIONS LABOUR MARKET STRATEGY (ISETP/FNLMS)

Our Mandate

Mamaweswen, The North Shore Tribal Council's Indigenous Skills and Employment Training Program/First Nations Labour Market Strategy (ISETP/FNLMS) will carry out labour market programs, services, and activities to our eligible clientele to help close the employment and earning gaps between Indigenous and non-Indigenous peoples. ISETP/FNLMS enables the North Shore Tribal Council and our First Nation communities to design and collaborate on the delivery of employment and training programs and services best suited to the unique needs of our First Nation clients. Emphasis is placed on maintaining the focus on training for higher quality, better paying jobs as well as assisting our First Nation members to gain higher level skills and find jobs that support their long-term sustainable goals.

The North Shore Tribal Council ISETP/FNLMS Agreement with Employment and Social Development Canada covers a period of ten years which commenced in the Spring 2019. The Indigenous Skills and Employment Training Program/First Nations Labour Market Strategy (ISETP/FNLMS) is a distinctions-based program under the ESDC/ ISET Program. The following outlines the overall objectives of the First Nations Labour Market Strategy (FNLMS):

- to support First Nations in developing employment skills by pursuing training for employment and longterm careers, and by recognizing their unique needs, with the ultimate objective of closing the employment gap by 25%, and a reduction in the skills gaps by 50% between First Nations and nonIndigenous people.
- provides access to training and employment supports to our First Nation members regardless of residency.
- provide minimum level of services to all working age Indigenous people who are not members of our First Nations with client assessment, access to labour market information, referrals and access to technical supports (computer/internet

usage within the resource centres to support job and training research).

- to support and enhance capacity of First Nations service delivery organizations and structures to customize culturally appropriate services to support their clients throughout the employment continuum by developing and improving skills and employment training.

Our Priorities

The NSTC Sub Agreement Holder communities of Sagamok Anishnawbek, Garden River First Nation, Serpent River First Nation, Mississauga First Nation and Atikameksheng Anishnawbek will continue to have the autonomy to design and deliver labour market programs that best meet the needs of their respective communities. We will continue to provide training and employment programs that will benefit our citizens within our respective First Nation communities.

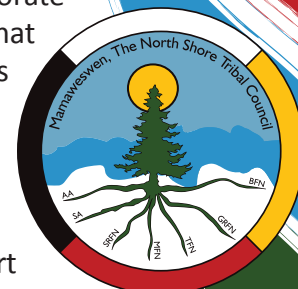
The NSTC ISETP/FNLMS team meets regularly to plan and collaborate on employment and training programs and activities at a regional level that benefits the community's human resource needs and community's program priorities.

Year in Review

Our Sub Agreement Holders continued to provide employment and training services to their respective community members with training opportunities either through group training in-person opportunities or on-line. employment placements continued throughout the fiscal year as well.

NSTC ISETP/FNLMS and our First Nation communities continued to plan and collaborate on training and employment programs that best meet the needs of our communities and our First Nation citizens.

The Employment and Training program unit continues with virtual sessions bi-monthly throughout the year to allow our First Nation communities to communicate and support



each other to promote collaboration capacity building. Some in-person sessions took place to provide in-service training opportunities for Sub Agreement Holder personnel and we also utilized these meetings for regional planning sessions.

The ISETP personnel continues supporting individual First Nation members to develop employment skills that support securing long term sustainable employment and long-term careers. The NSTC ISETP/FNLMS provided support and continued to manage and administer funds through our three Sub Agreements to Sagamok Anishnawbek, Garden River First Nation and Naadmaadwiuk LDM - comprised of Atikameksheng Anishnawbek, Serpent River and Mississauga First Nations. These First Nations delivered employment and training services to their respective communities to improve labour market outcomes for their members. Assistance included individual and group focused initiatives available to participants to enable them to prepare for, obtain and maintain employment. Employment programs and training were provided to adults (30+ years of age), for youth (15 to 30 years old), and for people with disabilities. Supports for and access to childcare was also provided.

Four First Nations have signed Agreements to participate in the National Indigenous Labour Market Inventory Pilot Program (ILMI). The First Nations continue to collect data that will assist to improve the labour market planning and the delivery of labour market services for their respective First Nation communities. Labour Market Surveyors were hired in three of the four First Nations, and they have been busy surveying their members who are 15+ and older from on and off reserve members. The ILMI Program has been successful to date and was extended into the 2023-2024 fiscal year.

In August of 2022, additional funding was announced for the First Nations Inuit Child

Care Initiative – Indigenous Early Learning & Childcare (FNICCI/IELCC). The additional funding announcement for 2022-2023 was for our First Nation Day care Centres to submit proposals for minor repair and renovations. The four Daycare Centres of Garden River First Nation, Mississauga First Nation, Serpent River First Nation and Sagamok Anishnawbek were all awarded repairs and renovation funding. Although the funding was received late in the fiscal year and the nature of the repairs and renovations, most projects will be carried over into the next fiscal year 2023-2024.

In November 2022, the NSTC ISETP Unit was approved for our regional submission for the Skills & Partnership Fund to deliver the Early Childhood Education Diploma Program. This program allowed for twenty-one First Nation members to obtain their diploma as Early Childhood Educators and secure employment within their respective community day care centres. This program is being delivered on-line from Sault College and is a 17-month condensed program with 600 hours of field placement included. The ISETP Manager along with our community partners began the marketing and recruitment phase in November and screening of applicants and one ECE Program Coordinator took place in January. The program began in February 2023 with seventeen successful registrants. The program will end June 2024.

Throughout the 2022-2023 fiscal year the NSTC ISETP/FNLMS continued to pursue capacity building opportunities for labour market personnel and promote the development of programs and partnerships that provided skills development and employment in the local NSTC area.

NSTC ISETP/FNLMS and First Nations continued to work with existing regional partners and formed new partnerships to support their membership with meaningful employment and training initiatives.

Generating Results

These Results are for the period April 1, 2022, to March 31, 2023.

Clients Served	Employed/Self-employed	Return to School/ Stay in School	Interventions Completed
243	116	34	607



Success Stories – Individual and Group Training and Employment



Atikameksheng Anishnawbek, Mississauga First Nation, Serpent River First Nation in partnership with Naadmaadwiiuk Employment & Training Services



Atikameksheng Anishnawbek

The collaboration between Naadmaadwiiuk personnel, Atikameksheng Anishnawbek Community Development Manager, Atikameksheng Anishnawbek Economic Development Office, and Northern Academy of Transport Training was able to come together and offer a 6-week Indigenous Skilled Trades Preparation Training to interested members. Advertising in the community flyers, open house information sessions were held, and phone calls were made to ensure that notice was out to the community and there were enough to hold the training. This training opportunity was a success and 4 participants received various certification in the following areas: Cultural Awareness, Understanding Safety Culture, Importance of Indigenous Presence in Mining, Working at Heights (Ministry Approved), Confined Space Entry & Awareness (Theory and Practical), WHMIS 2015, Accessibility for Ontarians with Disabilities Act (AODA), Ministry of Labour in 4 Steps, Respect in the Workplace, Personal Protection Equipment Awareness, Fit for Duty Awareness, Young and New Workers Awareness, Standard First Aid, Confined Space Attendant & Principals of Air Monitoring, Propane in Construction, Fire Extinguisher (Theory and Practical) Ladder Safety Awareness, Fire Watch, Fit Test, Forklift (Class 1-5), Power Elevated Work Platform, Class 7 Forklift (Rough Terrain), Hand and Power Tool Safety & Awareness, Lockout & Tagout Awareness, ASERT Fire and Spill Containment Training (Theory and Practical), Traffic Control Person Training, Book 7: Traffic Control,

2023

Chainsaw Safety Awareness, Rigging, Soft Skills & Workplace Readiness, Common Core Surface Miner, Book 7. There was a graduation held for these students and family members or their support persons were in the audience to witness all the success and hard work.

Serpent River First Nation

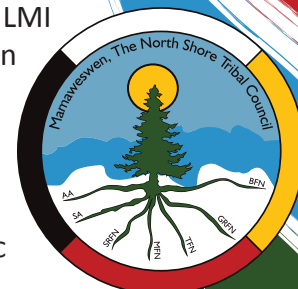


During the 2022-2023 FY Serpent River First Nation was busy with 14 Skills Enhancement clients. These individuals were able to obtain full time employment in the following sectors, Personal Support Worker, AZ Driver, Social Service Worker, Business Administrative, Early Childhood Educator, Dental Office Assistant, Truck and Coach Apprentice. Serpent River First Nation had eight individuals who were contracted into employment placements who have gained full time employment after completing their placement. SRFN assisted one individual with Self Employment Assistance, whose business is now up and running and is very successful. Naadmaadwiiuk/SRFN is continuing to assist First Nation members on and off reserve to obtain their employment and training goals.

Mississauga First Nation



For the 2022-2023 post covid year the Mississauga First Nation ISETP's program assisted community members in the following areas: Occupational skills training and Apprenticeships. Employment Supports/Startup; targeted wages subsidies; Skills enhancements/Direct Course Purchases and Youth Work experiences. As the community begins to recover from the pandemic, the ISETP's program has assisted clients in obtaining full-time employment within our first nation in the lands and Resource department. We have had a client move from our LMI coordinator position to Communication Coordinator. We have had a pre-apprenticeship from Alberta move to a plumbers' position. The MFN two clients in an Apprenticeship program are working towards becoming a Mechanic



and Electrician. We have assisted a trainee to obtain full-time employment with the First Nation as the Librarian/Archival clerk. In addition, we are assisting some employees with online courses to increase their knowledge to further assist them in their position of employment. As we move forward, we expect an increase in clients as they look for assistance in obtaining full time employment and develop their career path.



Sagamok Anishnawbek – Employment & Training Services

My name is Alexandra Toulouse. I am from Sagamok Anishnawbek First Nation and was raised in Ottawa, Ontario. I am Ojibway on my maternal side and Mohawk on my paternal side. I am fortunate to have been raised by a strong, determined, single mother, who has always instilled in my sisters and me; to pursue higher education because it will open the doors to an unlimited number of opportunities. I would like to express my sincere gratitude and appreciation for providing me with generous financial support from Sagamok Anishnawbek Indigenous Skills and Employment Training Program to help offset the cost of living, while I attended school this year. As well as, recognizing my achievements and goals in pursuing my education with Willis College in the Office Administration Program.

Returning to the world of academics was initially intimidating but so electrifying. I recall when I applied to this program, I was feeling very optimistic about my future. It was refreshing to undertake an opportunity where I could put myself first and enhance my education to build upon a better and brighter future for my son and me. The Office Administration program is a 24-week diploma program with an additional three months spent in a hands-on learning practicum placement. I officially wrapped up courses on

March 30th with an 86 average and will start my practicum placement on April 19th with the Canadian Government in the Public Service and Procurement department, as an Administrative Assistant. I am confident and hopeful that this practicum could lead to something permanent, once

completed. I would like to echo it once again and say thank you for the generous support and most importantly believing in me. Chi-Miigwetch, Alexandra



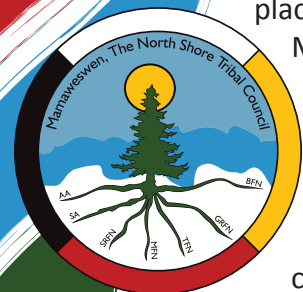
Garden River First Nation – Employment & Training Services

My name is Steven Nolan and I want to share my story with you as to my involvement with the Garden River skills, education, and training unit. First off, a little background on who I am and what I have been doing in terms of employment.

Most of my career I have worked in the economic development and project management in our communities as well as in public sector. In recent years I have spent most of my time in private project management opportunities. When Covid hit it had tremendous impact on my jobs and any future jobs. My financial situation was a day-to-day struggle because the world shut down. When the world reopened opportunities began to emerge, small contracts were available but nothing on a consistent basis. As a result, I began to apply for out-of-town jobs and this was when a decision was made by my wife and I that would change our world for the better.

A job offer was pending for an out-of-town position, and I had to make a choice to accept which would have enabled us to get back on track with our finances. In the meantime, I knew I needed to improve my skill set and I began searching for graduate programs in Project Management. I presented our options to my wife as what we had, take a job offer out-of-town or apply to a Project Management Post Graduate program. She looked at me without blinking, “take the course” and this is where the story really begins.

The following day I met with Lee Ann Gamble – ISET Employment Counsellor and Wanita Jones – ISET Supervisor at the Garden River Employment & Skills Development to discuss the possibility of funding me to apply into the project Management Program. After some discussion funding was approved soon after an acceptance letter to the program arrived. The encouragement and support I had received from Lee and Wanita cannot be overstated, they were



and are awesome. I completed and successfully met all the requirements to graduate from the program on June 6, 2023. The program was incredibly challenging and rewarding at the same time. After I completed the studies, I immediately got a job offer for Coordinator as Labour Market Information surveyor for Garden Rive First Nation and the opportunity to work alongside the people who funded my graduate program. I more recently accepted the Acting Housing Manager position for the First Nation. My brief time working alongside Wanita, LeeAnn and Darrel gave me a true understanding of how committed, dedicated and caring they are for the job they do. They truly want to help and want all the people they serve to succeed. They listen to clients and if they are unable to help, they guide them to people and or organizations who will. I cannot say enough positive things about them. They helped me when I needed help, they followed me through my journey right up to attending my graduation ceremony. Miigwetch, Miigwetch, Miigwetch, Steven Nolan, A/Housing Manager Garden River First Nation.

Partnerships

1. **Aboriginal Employment Services Inc.**

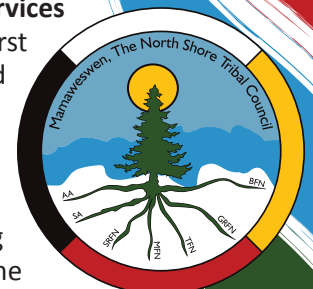
Naadmaadwiuk/Serpent River First Nation entered into a “Contribution Agreement for participation in the Indigenous Labour Market Initiative (ILMI). The ILMI survey is to collect community level data on an annual basis for the benefit of First Nation communities. The ILMI survey will result in the development of a database which will include skills inventory and labour market information of the working age population” (15+)

2. **Algoma Workforce Investment Corporation – Board member representing Indigenous community.**

The NSTC Unit Manager has been a Board member of AWIC for the past nine years representing the interests of the Algoma District’s Indigenous community. The Algoma Workforce Investment Corporation – or AWIC– serves the Algoma region through the delivery of objectives,

accurate and future-focused analysis on employment, workforce, and economic trends. AWIC has continued to provide labour market information and reports that are relevant to the area. Some of these activities are as follows:

- **Free seminars** – Remote Work Webinar Series 2023 –Follow Me. I’m right behind you! How to lead and influence others. Resources - [100 Feel-Good Habits](#)
- **Unlock the Future of IT: Harness the Power of Tech Trends, the Gig Economy and Remote Work.** Resources: [Overview | Loading: The Future of Work – Digital Think Tank by ICTC \(digitalthinktankictc.com\)](#).
- [Overview | Emergent Employment – Digital Think Tank by ICTC \(digitalthinktankictc.com\)](#)
- The Great Resignation: What is really happening with the Canadian Workforce and how to attract top talent. Resources: [erictermuende.com/awic](#).
- **2022 Dollars and Sense Guide** - providing relevant workforce information to employers to help individuals get the training, skills, and experience to achieve their career goals.
- **Bi-weekly Newsletter** of Labour Market news and opportunities is circulated to our First Nation communities.
- 3. **Nog-da-win-da-min Child & Family Services Organization** – Employer partnerships established for on-the-job training for a summer student who is studying in the Child Welfare field.
- 4. **Naadmaadwiuk LDM** – contracted twelve (12) summer student positions with Serpent River First Nation in various Administrative Departments.
- 5. **Water First and NSTC Technical Services Unit** – A continuation of training of First Nation members to become certified Water Treatment Plant Operators.
- 6. **Benbowopka Treatment Centre** – Employer partnership (TWS) established for on-the-job training opportunities that leads to full-time



employment for our community members.

7. **Niigaaniin (OW)** – partnership established for cost share opportunities for members of the NSTC First Nations on-reserve social assistance recipients. Each First Nation Niigaaniin case manager works in collaboration with the ISET Program Employment and Training personnel to provide individuals with opportunities that leads to higher education, training, and employment opportunities.
8. **Aboriginal Apprenticeship Board of Ontario – AABO**- continuation of membership and ongoing labour market programs and training opportunities for Indigenous members.
9. **Sault College** – delivery of the Skills Partnership Fund – Early Childhood Education Training to Employment Program. The program also established partnerships with the 5 First Nation Day Care Centres for the Field Placement hands on learning opportunities.
10. **Mamaweswen, The North Shore Tribal Council First Nations ISETP Sub Agreements** – Cost share for the delivery of the Early Childhood Education Training to Employment Program. All seven First Nation participants were provided 50% costs of tuition for the ECE program.

First Nation Day Care Support

The First Nation and Inuit Child Care Initiative (FNICCI) continues administration under the ISETP/FNLMS Agreement. The North Shore Tribal Council ISETP/FNLMS provides funding allocations to the First Nation communities with Day Care Centres. The funding allocation provided to the First Nations of Mississauga, Serpent River, Garden River, and Sagamok Anishnawbek is to promote First Nation child rearing practices through traditional/cultural enrichment; providing programs that promote healthy child development activities; providing opportunities for creative expression; and promoting early learning activities that help to shape the skills and knowledge of infants and preschoolers. A total of 191 childcare spaces are provided from infants to preschool age children.

As part of the ISETP/FNICCI administration,

the annual Indigenous Early Learning and Child Care (IELCC) report is circulated to the First Nation Day Cares for their input for reporting the annual data on Indigenous families and children accessing early learning and childcare programs.

First Nation Day Care Repairs and Renovations Funding

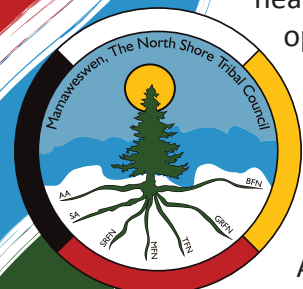
The FNICCI/IELCC additional funding announcement for 2022-2023 was for our First Nation Day care Centres to submit proposals for minor repair and renovations. The four Daycare Centres of Garden River First Nation, Mississauga First Nation, Serpent River First Nation and Sagamok Anishnawbek were all awarded repairs and renovation funding.

Capacity Development

Capacity development was also provided to build the ability of our First Nation employment and training personnel to deliver employment related programs and services to First Nation members. Some of the capacity building initiatives including ISET Program 103 – Client Case Management and Results Reporting, and ARMS Database training to new Sub Agreement staff.



ISETP/FNLMS/Naadmaadwiiuk Staff
Yvonne Lafreniere, Natalie Chiblow, Annie Austin



Years of Service



Annie Austin- ISETP/
FNLMS/Naadmaadwiiuk
Unit Manager – 15 years



Yvonne Lafreniere
– ISETP/FNLMS/
Naadmaadwiiuk
Employment
Development Officer – 4
years



Natalie Chiblow – ISETP/
FNLMS/Naadmaadwiiuk
Administrative Assistant/
Finance Clerk – 16 years

Early Childhood Education Program Coordinator – Violet Boissoneau

Planning for the Future

The ultimate outcomes of the First Nations Labour Market Strategy (FNLMS) are:

- Improved skills levels of First Nations and reduced skills gap
- Improved employment outcomes of First Nations and a reduced employment gap

We will continue to plan collectively with our First Nations ISETP personnel to develop our regional labour market initiatives and future training needs for the coming years ahead. These programs will align with the First Nations needs within their communities and keeping in mind the updated strategic plan for the North Shore Tribal Council 2022-2025. “The NSTC’s strategy is to continue to provide quality service to the member First Nations and as needs change, to adapt to new demands.” (*Mamaweswen, The North Shore Tribal Council Strategic Plan 2022 to 2025*)

The North Shore Tribal Council ISETP/FNLMS and First Nation personnel (Sub Agreement offices) are to be commended for their dedication and vision of which today allows our First Nation communities ongoing community growth and prosperity.

The North Shore Tribal Council Employment and Training Strategy has become a very important resource for our members to participate in the labour force, locally, regionally, and nationally.

“Helping Anishnabe people to obtain employment and careers to foster their personal goals”.



TECHNICAL SERVICES 2022/2023 Annual Report

TECHNICAL SERVICES – purpose is to provide technical support and advisory services to the member First Nations in the areas of capital asset and community infrastructure planning; operation and maintenance of community capital assets; and housing. The Technical Services Unit will strive to meet the expectations of the member First Nations, which include building capacity and promoting technical self-reliance through the transfer of skills and technology.

PRIORITIES – Asset Management – Finalizing the work with the First Nation on the Asset Management spreadsheet, Policies and Framework and training on utilizing these tools moving forward for years to come. Waste Management – support of waste management activities; assess MTSA's. Housing – inspection services, proposals and coordination of a Housing Conference. Water – training, capacity development; projects and proposal submissions as per First Nation direction.



YEAR IN REVIEW – So much to do, in so little time, the year has just flow by. We have made a lot of advancements in Waste Management, training and securing appropriate funding for the First Nations. Housing has brought in a few new projects to assist the First Nations with Funding Proposal readiness and architectural drawing

sets. Water has taken a strong focus in the areas of training and technical advisory service. Capital Project meetings and technical advisory services are keeping all staff busy in all areas of Technical Services. The Asset Management project is coming to a close, however will be tied into our next Climate Risk Assessment of Infrastructure in the upcoming year.

The First Nations have benefitted from networking with some of the industries best resources, Walkerton Clean Water Centre; CMO; Dr. Guy Felio, P.Eng Asset Management, Infrastructure Resilience. Climate Risk Assessments; OFNTSC, ISC and CMHC. Great partnerships and excellence in training and direction from these individuals.

WASTE MANAGEMENT 2022-2023

We continue to lead the way in the solid waste management program by securing accurate funding, breaking down the communication barriers and monitoring the evolving programs and the impacts on our First Nations.

Funding:

- 2021-2022 invoices for waste collection and disposal fees were compiled and submitted to ISC for reimbursement. A total of \$400,000+ will be reimbursed but not until mid to late 2023.
- Municipal Type Service Agreements (MTSA's) for the work being completed by our First Nations for waste collection and transportation and for landfill or transfer station attendants is now being considered for funding through an application process.
- Household waste bag limit changes may pose a challenge. To encourage recycling, service providers are moving from 4 bags to 2 bags limit (Aug 2023).

Communication: The WM Advisor plays an integral role in breaking down the barriers in communication: between our funders and First Nations, within First Nations and with organizations responsible for waste programs in Ontario.





Programs: We continue to work on minimizing the gaps in the producer run diversion programs, which diverts waste from our communities, at no cost. But the program still costs our First Nations money to manage.

Included is inadequate infrastructure, site equipment and management (collect, sort, stack, etc.) and the new Blue Box Producer Run program, where producers pay for residential, schools and some long-term facilities recycling. We still need to manage recycling from band offices, health and shelter facilities, businesses, etc.

The 6 R's for Zero Waste

Rethink – The way we purchase and use products

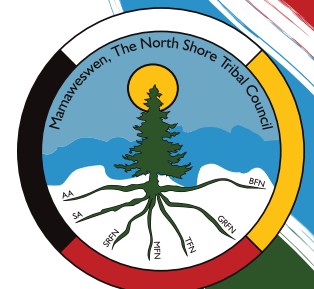
Refuse – Say NO to product nots that are environmentally friendly

Reduce – Produce less waste and avoid products with unnecessary packaging

Reuse – Take an end-of-life product and use the materials or parts for another purpose

Repair – Fix a product when it breaks down or doesn't work properly

Recycle – Transforming end-of life products and packaging into new products or packaging





Capital Asset Management Project Completed June 2023

Completion of Phase 1-Awareness: as we move from Phase 1, we are always creating awareness on Asset Management (AM). The awareness piece is ongoing as more people, employees, new staff, and interest from community members there is continued discussion on Asset Management and benefits this system offers.

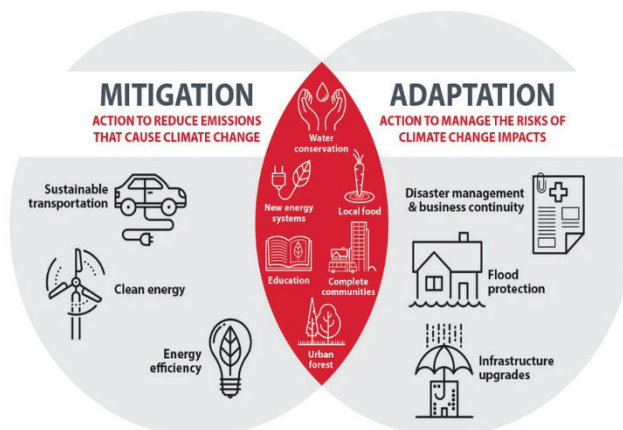
Completion of Phase 2 Planning: using the outcomes of the workshops and hands-on training, we begin to build and create the framework of asset management plans. AM Spreadsheet developed for six of our member First Nation communities. We also developed a User Guide for the AM Spreadsheet. This tool is a valuable resource as it will guide the end user with their AM Spreadsheet. The process of collecting asset data from each community, information, and engagement sessions with each community has been completed. The results internally with our member First Nations

is moving towards a complete analysis of what each FN owns, where it is, is it in use, what is the amortization, can it be disposed of, etc... is valuable information that will assist our member First Nations with decision making and risk analysis, life cycle of asset, and work towards level of

service in each community.

Completion of Phase 3 – Implementation: as we move forward, we continue community AM Capacity development and enhancement. We have tailored AM Policy for each First Nation to use for consultation and adoption by Chief and Council, developed a strategic plan, asset registry, and user guide, to help our member First Nations work towards implementing their Asset Management Plan. The project was a success!

Building Climate Resilience

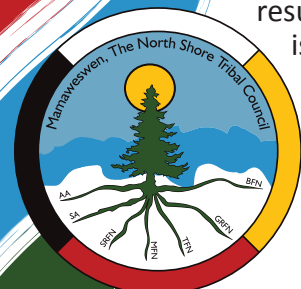


Proposal Development

Climate Risks Assessment Proposal - The main objective of the proposed project for the NSTC and its communities is to assess the vulnerability of the community infrastructure to the effects of current extreme weather and future climate change in two of the Tribal Council communities. Using the FN-IRT Climate Risks Assessment module developed by OFTNSC through previous CIRNAC-funded projects, the impacts and risks due to climate change would be identified and assessed for infrastructure assets and facilities to be identified in consultation with the communities during workshops.

The proposal has been approved through Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) Climate Change and Clean Energy Directorate, First Nation Adapt Program.

Water Hub Proposal – NSTC member First Nations water operators, NSTC technical services, and its Board of Directors has expressed the need to seek out its own Water HUB. NSTC Technical Services has developed this proposal to seek the capital to satisfy this requirement. Collectively, we believe the HUB is not only necessary but vital to ensure the



2023

successful operation of multi-million-dollar investments being made in water treatment infrastructure across NSTC member First Nations.

The proposal submission in March 2023 is favourable as we received a positive response from Indigenous Services Canada, they are currently assessing their budgets to support the Water Hub Proposal.



March 2023. Community Operators' input was included in the Water Hub proposal which would consist of a manager (Overall responsible Operator) and two experienced Water Operators. The team will rotate through the communities to provide hands-on training and support maintenance. We received positive feedback from ISC and they are reviewing budgets to find a way support our project



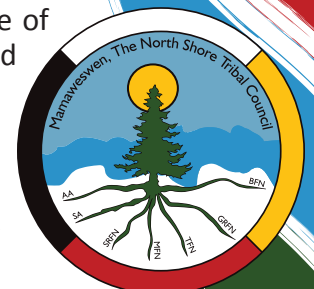
Capital Water Projects: All 7 communities are proposing or investing Capital Dollars into their Drinking water systems. Technical Services is on the project teams and providing resources for several of these projects including a new plant commissioning, New well installation, Replacing / Extending Water Mains, Cleaning Water Storage Tower, feasibility studies, Updating/Rehabilitation projects, new booster pump.

Quarterly Water Operator Networking Meetings: With the recent success of our water operator maintenance workshop in 2022. Our North Shore Operators built networking relationships. To keep the communities informed and continue working together we are holding quarterly meetings here at the Blind River Office. We are planning more training opportunities for the communities and working to upgrade their licenses. Some of our partners are Walkerton Clean Water Centre, OFNTSC, Water First and Ontario Clean Water Agency.

Hub Proposal: The NSTC Team developed a Proposal for a Water HUB and was submitted

Maintenance Management Plan (MMP): We are working to develop a MMP for the 7 communities – this process breaks down the major components of the system and helps identify maintenance schedules, records, budgets, inventory, and work orders. This is also a database to help operators identify suppliers, critical spare parts and other information to keep the assets maintained.

NSTC Satellite office: Technical Services Worked with Royal Homes to develop a 6000 sq ft 22 office building complete with a board room, lunchroom, IT room, courtyard, and barrier free design. The Land/ Business permit was approved by Mississauga First Nation to build west of the Community on the south side of Highway 17. Currently the lot is cleared and being developed to have a 40 car parking, lighting, landscaping, septic system and seeding for grass. The building will be a U-shape with Managers offices at the front a large reception area and two hallway wings for staff.





Housing

Housing inspections are continuing to be carried out by the Infrastructure Specialist, BCQ within each of the First Nation communities. Conditional Assessments that help each community with planning for renovations, repairs and proper upkeep of their rental units are completed. Inspections on the renovation and new construction projects that are funded through CMHC are completed as they are requested. These requests come from OFNTSC whom NSTC has a “Technical Services Inspection Consulting Agreement” to provide inspection services for all CMHC projects.

2022/2023 Inspections:

Inspections	CMHC/OFNTSC Professional Services Requests						First Nation Requests	
	RRAP	RRAP-D	RET-RO	ERP	SECT 95	PCR	CA	CMMTY BLDG
AA						5	28	
SA	5	1			13		17	4
SRFN	5					5	24	
MFN	2	1			1		1	9
TFN				1			1	2
GRFN	2			2			22	9
BFN	2			2		13	19	
WUT	6	1		12	11	20		
Totals	22	3		17	25	43	112	24

Through other departments and funding agencies, 2 Inspections for Jordans Principle were conducted, and 3 Niigaaniin inspection requests were completed.

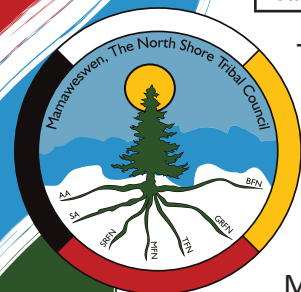
In addition to the above chart, a training program with Housing department Maintenance Staff was completed. The

Infrastructure Specialist, BCQ, provided Inspection Services Training in Serpent River First Nation and Atikameksheng Anishnawbek. In SRFN, 3 staff went through 24 training inspections and in AA, 1 staff member went through 13 training inspections. These were completed to enhance the skills of the maintenance staff to allow them to provide better services to their communities. This is an ongoing project that is open to the other First Nations to providing training and build capacity. With the rising costs of construction materials over the past few years, Housing Managers have had to adapt to be more cost efficient with their decisions within new construction. Better designs and layouts for new housing has been implemented within each First Nation that consider all aspects of what First Nation Housing needs are – elderly, youth, large families, people with disabilities, and accessibility needs. These are issues that the Housing Managers are planning for in their departments.

With that in mind, a funding opportunity from ISC for Capacity Enhancement was applied for and the proposal approved for 2 small, yet valuable projects:

- “The Architectural Drawing Set and Specifications” will provide a full set of plans for First Nations to attach to any new funding opportunities that they are applying for. This project is providing a variety of drawing sets that will be available from Technical Services free of charge. Currently each First Nation is paying up front costs of more than \$2,000.00 for a drawing set. Funds which the First Nation may not have available.
- “Housing Project Implementation Manual” will provide the First Nation with a guide that will bring them from start to finish of a housing project. This manual has templates, checklists, and valuable information that will assist them with ensuring that they have all the proper documentation for applying for funding. Especially those funding opportunities that have a very short turnaround time for applying.

There were 2 Virtual and 2 in-person Quarterly Housing Managers meetings. The Housing Managers were grateful for the in-person



2023

meeting as it had been a long time since they were all in the same room together. The meetings allow them the opportunity to share and hear what is happening in other communities. It also provides each Housing Manager with a platform where they can learn and teach one another on aspects of Housing Management in their communities. We also provide a presentation that is relevant to their needs at these meetings, such as ISC funding opportunities, ISC reporting requirements, and CMHC updates.

NSTC Technical Services Housing Program started planning in November 2022, for the “Waasnode Housing Conference”. As a member of the Ontario Building Officials Association which have a regional Chapter that is named “The Northern Lights Chapter”. This was brought to the Technical Services team when a name for the conference was discussed. The team searched for the anishnawemowin name of “Northern Lights”, we were advised

that “Waasnode” would be suitable, thus the conference name. This conference is being planned with the help of Waabanoong Bemjuwang Association of First Nations (WBAFN) and United Chiefs and Councils of Mnidoo Mnising (UCCMM). The conference was held May 30 to 31, 2023.

It has been a very productive year, providing assistance with planning projects, finalizing housing projects, attends meetings for construction projects, and providing assistance in other areas as requested.

Water First Internship

This is a 15- month paid internship that provides training and certification to become a licensed Water Plant Operator. By the end of the program, they will have the opportunity to obtain at least 5 Ontario Water Operator certifications and be trained in environmental water quality monitoring, GIS and mapping, and additional employment skills.



NSTC Water First Interns:

Nigel Debassige and Cierra Corbiere, Atikameksheng Anishinabek

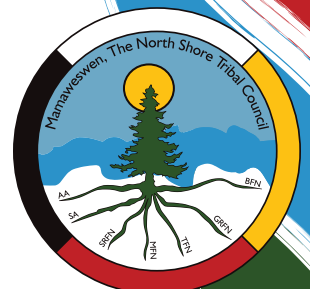
Elijah Toulouse Sagamok Anishinabek

Draye Chiblow and Jayvin Wilson, Mississauga First Nation

Blake Mills Thessalon First Nation

Anthony Boissoneau and Kyle Porter, Garden River First Nation

Austin Waboose and Jessica Boissoneau, Batchewana First Nation



Training Courses:

July 2022, Small Drinking Water Systems (SWDS).

August 2022, Operators-in-Training (OIT).

September 2022, Environmental Week.

October 2022, Entry Level Course (ELC 1) (ELC 2)

January 2023, GIS and Mapping

March and April 2023, Water Quality Analyst (WQA1) (WQA2)

June 2023 Level 1 course, All Interns challenged the Water Operator Level 1 Exam.

July 2023, Employment Portfolio

The Water First Team have been excellent partners/trainers working with our First Nation Youth. They have become lifelong friends and mentors to our Interns. By participating in this training program, each Intern will become part of the Water First Alumni and have future access to Water First resource and mentorship opportunities.

We anticipate all Interns to **Graduate** in September. Congratulations to all the hard work and accomplishments.

TECHNICAL SERVICES TEAM



Back row left to right: Christina Sayers – Water First Coordinator; Joey Jacobs, BCQ – Infrastructure Specialist; Louisa Chiblow, Technical Services Manager. *Front row left to right:* Melissa Shawbonquit Infrastructure Specialist; Ken Macleod, Infrastructure Specialist; Bea Rodh, Waste Management Advisor.

The Technical Services Team wish to congratulate our member First Nation on all the hard work, dedication to continually move projects for the betterment of the communities. We look forward to another year working alongside each of our counterparts.



2023

Biidaajimowini-Mizanagan

2022-23

Message from the Director

A year of growth for our team and Niigaaniin Services. 2022-23 saw many new operations come on board to serve our community members.

Kinoomaagewin has grown from camp based, seasonal sessions into a full-time regional hub for land-based activities, in partnership with Thessalon First Nation. The Community has taken proactive measures towards true food sovereignty for our communities. This year we have laid the groundwork for something special. A fulsome retrofit of the site and clean up of the grounds has us positioned to start growing healthy vegetables and other items to distribute to our communities through nutrition cupboards in 2023-24.

ServiceOntario launched in the Serpent River First Nation trading post. A mobile trailer is also on the road to serve our community members where they are at. This, along with the transition of the Ontario Disability Support Program has given our staff plenty of new challenges to overcome.

OntarioWorks is still a strong need in each of our communities, and along with ODSP, is still stuck in the colonial mold that only allows us to serve those living “on-reserve” in the words of the provincial government. We are continuing to advocate for our “off-Reserve community members and will come up with an approach to serve these folks in the next fiscal year.

Mino Bimaadizidaa, Aaniish Naa also grew past year. In their own ways, both programs have found new ways to ensure no one gets left behind. Our family program, Endayaan

Endazhi-takookiiyaan also saw many successes in allowing a healthy place for our families to heal.

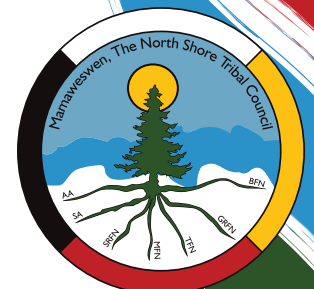
This past year our facilitated groups were welcomed back to the land and in person, reminding us of the spirit-to-spirit connection that is vital to living the good life. Virtual sessions have strengthened bonds between community members from our seven north shore communities and have become a great tool for our facilitators to ensure we are reaching everyone who wants to engage our programs.

As we prepare for what the next year will bring our way, I want to celebrate all that was achieved in 2022-23, some of which is highlighted in this annual report.

Moving forward, at Niigaaniin we are trailblazers who like to lead. Collaboration is at the heart of everything we do at Niigaaniin Services. We know we are stronger together, by utilizing existing knowledge and strengths of each community, we will create a culturally safe space for healing, recovery, learning and reconciliation.

Miigwech,

Elizabeth Richer



Communities

As a part of Mamaweswen, Niigaaniin Services provides social supports to the North Shore Tribal Council Communities. The ever-changing needs of each guide everything we do at Niigaaniin. As the last place for someone to go for help, we strive to leave no one left behind.

Atikameksheng Anishnawbek, Batchewana FN, Garden River FN, Mississauga FN, Sagamok Anishnawbek, Serpent River FN, and Thessalon FN



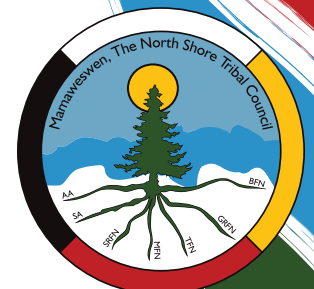
Niigaaniin Services are available to anyone in the Robinson Huron Treaty Area.

As a part of Mamaweswen, Niigaaniin Services provides social supports to Indigenous Peoples In the Robinson Huron Treaty Area – in Our Communities and Off-reserve.



Service Model

Based on the natural laws of the medicine wheel, everything Niigaaniin Services offers to communities is rooted in Kindness, Truth, Sharing and Strength.



Programs



Mino Bimaadizidaa

Is designed to promote and encourage living well, skill building, traditional Anishinabek knowledge and culture with land-based learning opportunities.

For anyone in the Robinson Huron Treaty Area that is under-employed, unemployed, or struggling. Community Members will build employment and life skills and can earn high school credits.



Focus Area: Life stabilization and development

Community Members Served: Total served: 1,006.

- Employment Services: 531
- Youth Job Connection: 127
- Literacy & Basic Skills: 348

Number of community members served resulted in:

- Funding increase of \$86,400.00 (YJC)
- Funding increase of \$38,618.00 (ES)

For the 2023-24 Fiscal Year/.

Comments from Manager:

The Mino Bimaadizidaa team services a total of 1,006 community members from the RHT over this past fiscal year. It was our first year offering cycle 4 programming. Our cycle 4 is our most employment focused full support program offering some group facilitation work in conjunction with a supervised employment placement. 70% of the community members in our cycle 4 program participated in full time employment placements and 60% of those placements were continued with the employer after the funding for wages was exhausted.

Our team moved into cultural safety training this year and provided our first session to mainstream LBS services. The session was a success, and we made many connections where mainstream providers are starting to better understand that we would be a fit for any community members looking to access services through an Anishinaabe lens.

Our program successes this year contributed to two new funding sources secured for this upcoming fiscal. For Underrepresented groups through LBS, we have secured \$226,263.00 to develop our own Anishinaabe milestones to assess progress in the LBS program in a more culturally appropriate way. For youth employment in collaboration with Kinoomaagewin and Kina Awiiya secondary school: \$515,734.04 for Youth employment placements and training.

-Michelle Seanor



Looking Forward to 2023-24:

We have recently expanded our team to include two new positions:

- 1) a cultural facilitator who will be rotating amongst our Mino Bimaadizidaa programs to support the cultural components of our programming and
- 2) a navigator who will support our community members with complex supports to help coordinate services.

We are currently planning two streams of workshops: Pathway2Employment and Pathway2Empowerment. These workshops were designed in response to services community members were seeking at intake. Given the increase demand for Mino Bimaadizidaa programming these workshops will help to keep wait times for program start dates to a minimum. These workshops will be offered in 6–8 week cycles throughout the fiscal year.

This fiscal, our full cycle programs will be organized in a hybrid fashion where community members across the North Shore Participate in services within their cycle group for 3 days a week and participate in their 4th day of programming within their community regardless of their cycle. Our in-person days will be opportunities for in person cultural learnings, community give back initiatives and participation in community events. We will assess how this hybrid approach worked with our community members throughout their participation in programming.

Anishnawbek Maajtada: Let's Start

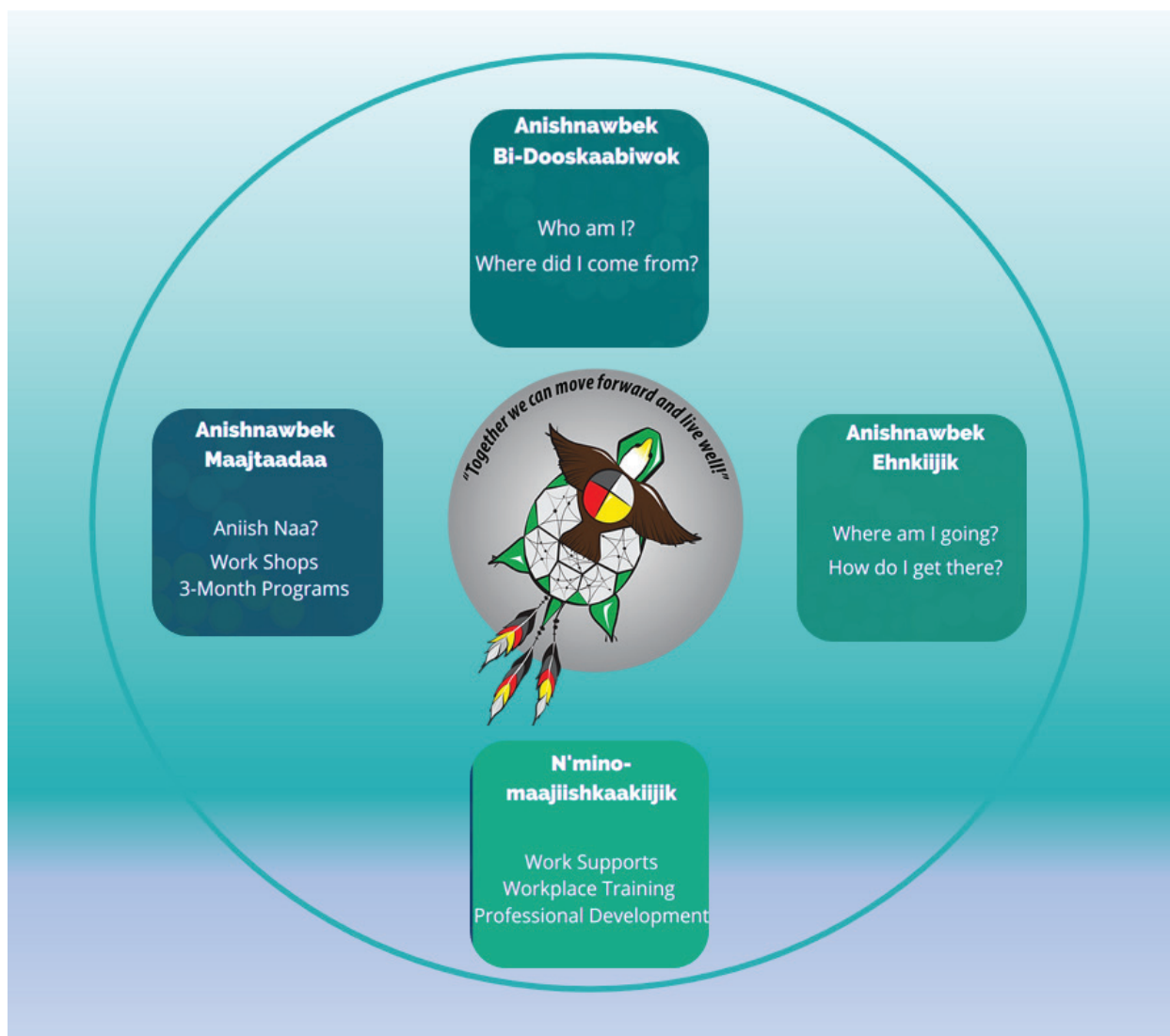
Our introductory program provides a safe space for community members to experience Mino Bimaadizidaa programming and decide if this is the right fit for their current needs and goals. We offer flexible program options such as one-time workshops and once a-week workshops and determine which of Niigaaniin Services is the right fit for each person.

Anishnawbek Bidooskaabiwok: Let's Grow

Community members who are interested in learning more about themselves, their strengths, and their history would benefit from participating in our full cycle Anishnawbek Bidooskaabiwok programming.

Over 6-months community members will be supported to learn life skills through an Anishnawbek lens to better support themselves and their families throughout their day to day all while developing a sense of pride and accomplishment.





Anishnawbek Ehnkijik: Let's Work

Community members who have developed their personalized goals and action plans and are interested in obtaining the essential skills for the work force participate in our Anishnawbek Ehnkijik programming.

Our 6-month cycles in this stream provide community members an opportunity to continue to build their confidence in themselves and their skills in a culturally safe environment to develop an understanding of what you want as a 'career'. We will help you develop an individualized action plan that can include workplace experience to help get you where you want to go.

N'mino-maajishkaakijik: Lets Move

At any point in someone's journey they may need some short-term supports to continue their path. This may include financial supports at the beginning of a new job, professional training such as cultural awareness or first aid/cpr

certification, or for external organizations looking to provide programs through an Anishinaabe lens to better support their own client base.

Our short-term transitionary services can support you in taking your first steps to independence or getting back on your feet after an unexpected life challenge.



Aanish Naa



Helping The Community.

Everyone experiences struggle in the journey of life. We're here to help you. Whether you need help with mental health, grief, addiction, or anything else, our GeNaadMoWik are here to lend an ear. Let us help you live a good life.



One to One Counselling

You don't know where to start your recovery journey. Something keeps getting in the way when you try to make the right decisions for your wellness.

You feel nervous, anxious, or scared thinking about asking for help. Your family and people that care about you are frustrated with what's going on in your life.



Specialized Group Programs

When it's easier to connect virtually. When you don't feel ready to share but you learn from hearing other's stories.

When you graduate from a residential treatment program and want to build an aftercare plan that fills your days with personal growth and learning. When you are just starting your healing journey and feel easily overwhelmed.

Case Management Services

We will walk alongside you when there is a need for more specialized services. It can be difficult to set goals we will make this process manageable and suit your needs in that moment. Who else can be included in your healing journey?

We will help you decide that and build your support network.

Advocacy Services

When you feel overwhelmed or confused by what's being asked of you by the child welfare system or the criminal justice system. Support to attend meetings or court dates.

Requests for case conferences to understand the situation and make clear attainable goals. Provide documentation of your journey and plans so the organizations that you are involved with can understand what you are working towards.



Focus Area: Mental health and Addictions Support

Community Members Served: **211 Community Members were referred to Aaniish Naa from the Seven Mamaweswen Communities.**

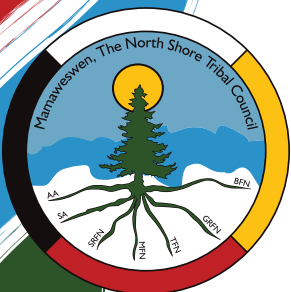
Comments from Manager:

The Aaniish Naa Team has continued to adapt and provide services to our 7 First Nations throughout the 2022-2023 fiscal. Our dedicated team of Genaad-mowik embrace the true concept of teamwork building rapport and trust with community members as they embark on their recovery journeys. Many goals were set and achieved during this fiscal. Such as establishing a team case management approach utilizing each team members strengths honouring the belief that we are stronger together. Aaniish Naa is different because you don't just get a worker you get a team of caring, knowledgeable, and skilled Genaad-mowik. Aaniish Naa has secured an in person weekly presence in 6 of our 7 communities which has increased overall referrals and caseload numbers. Aaniish Naa has increased court and jail supports to ensure wrap around services are available and barriers are addressed before treatment begins. Aaniish Naa has developed a consistent approach to services rooted in our 4 sacred laws of Kindness, Truth, Sharing & Strength reinforced by psychoeducational approaches in emotion focused methods encouraging community members to honour all parts of their identity. The 2022-2023 fiscal marked the development and implementation of Aaniish Naa's Gladue Report Writing Services and supports. Aaniish Naa is grateful for the trust and support from the NSTC communities and look forward to continued growth.

-Dorothy Coad

Looking Forward:

Looking forward Aaniish Naa is expanding aftercare supports to address the many community members with addiction and mental health challenges that also have inadequate housing by providing residential aftercare. Many community members start their recovery journey with us, doing the hard work of getting ready and attending treatment only to return to the same environment they left or on occasion losing the housing they had. During active addiction maladaptive behaviours that accompany substance use disorder often have irreversible social consequences. When a tenancy or housing situation cannot be salvaged the shelter system is not enough. This fiscal Aaniish Naa will focus efforts on providing residential space for community members to utilize as supported transitional housing following treatment completion and to support aftercare attendance and housing case management. There will be 2 locations for this service 1 in Sault Ste. Marie with accommodations for 3 community members and 1 at Kinoomaagewin in Thessalon for 6 community members. Aaniish Naa is also expanding in the West to reach our NSTC community members that reside in the urban areas of Sault Ste. Marie. Pathways will be established from mainstream social service supports in the Sault, such as shelters sites and community hubs (with priority given to NSTC communities) to access Aaniish Naa services. Aaniish Naa's case load includes many community members who currently reside in Sault Ste. Marie but hold membership within the 7 NSTC communities these partnerships will strengthen our presence and knowledge to navigate the mainstream systems that continue to hinder our community members from moving forward.



Total Case Load: 211 Assigns across the Seven Mamaweswen Communities.

More detailed community data is available, please contact Dorothy Coad at dorothy@niigaaniin.com to ensure any data required is shared confidentially.

May: 28 Assigns (14 Self-referrals)	June: 28 Assigns (15 Self-referrals)	July: 8 Assigns (2 self-referrals)	August: 36 Assigns (29 Self-Referrals)
September: 20 Assigns (18 Self-Referrals)	October: 13 Assigns (12 Self-Referrals)	November: 25 Assigns (20 Self-Referrals)	December: 16 Assigns (13 Self-Referrals)
January: 18 Assigns (15 Self-Referrals)	February: 9 Assigns (7 Self-Referrals)	March: 10 Assigns (10 Self-Referrals)	

Endayaan Endazhi-takookiiyaan (Family Program)



**Focus
Area:**

Substance Use, Disorder & Family

**Community
Members
Served:**

181 People

Land Based Detox – 33 people (Interested in Camp 68)

- Miiknaans 1 – 83 people
- Miiknaans 1 Professional Stream – 45 people
- Miiknaans 2 – 20 people



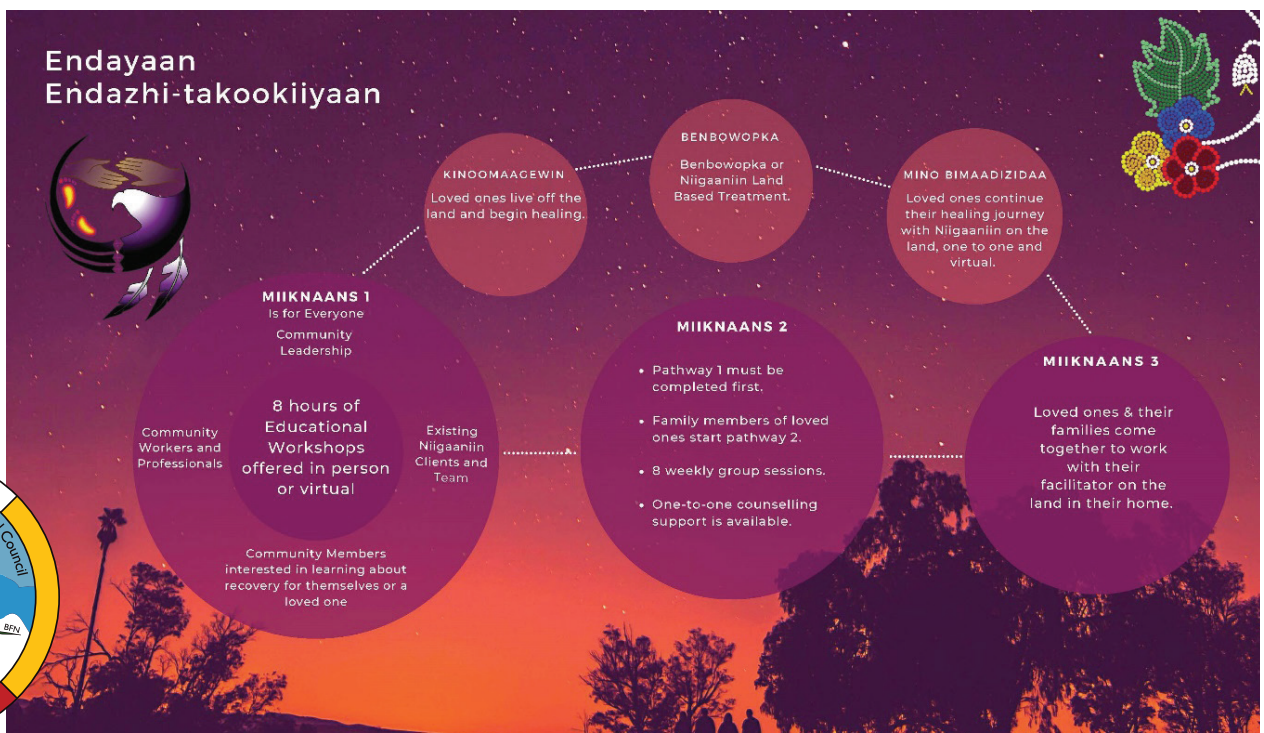
Comments from Manager:

Understanding substance use disorder and family dynamics Endayaan Endazhi-takookiiyaan aims to build a community members support network by supporting the family and the loved with an addiction to heal. This program has experienced significant outcomes and meaningful progress for the community members and families that have sought its support. The 2022 – 2023 fiscal included the celebration of 2 child welfare reunifications 1 with a full file closure and the other headed in that direction. 33 community members attended the detox camp, 83 community members completed our Miiknaans 1 workshop wanting to learn more about addiction and how it impacts the family and our brains. Our new professional stream Miiknaans 1 supported 45 professionals to further enhance their knowledge and 20 family members embarked on their own personal recovery journey from how addiction has impacted them and the family unit. Aaniish Naa continues to support 22 of the 33 community members that started their recovery journey at land-based detox. Aaniish Naa's approach to client centred wrap around services honour the difficult journey of recovery and the anticipated ups and downs of relapse. The land-based team embarks on their monthly 2-week journey of detox support with kindness and commitment to honour the vulnerability of the community members that have entrusted their first steps to Niigaaniin.

-Dorothy Coad

Looking Forward:

As the program evolves, Endayaan Endazhi-takookiiyaan is offering 6 detox camps and 6 aftercare camps this fiscal ensuring the continuum of care is offered to our campers and the land and support is never too far away. Continued team development and aftercare experiences are in the works. Our Miiknaans 3 will expand to include land-based offerings bringing the loved ones in recovery from addiction and their closest family members to the land to learn and grow and repair the damages that addiction has caused. The development of a self-study Miiknaans 2 is coming to help those family members that cannot attend group due to work schedules or family obligations.



Miiknaans 1

This pathway aims to support anyone in the community that has an interest either personally or professionally regarding addiction and mental health.

Virtual and in person psychoeducational workshops to the NSTC communities regarding the physical and mental aspects of addiction and mental health and how they impact the family dynamics that happen when addictions and mental illness are present.

All Community Members who attend our Land Based Detox Camp have at least one family member enter our Endaayaan Endazhi-Takookiiyaan Miiknaans 1 & 2 with the goal of changing the environment the Community Member returns to after treatment by providing the family with knowledge and skills around supporting their loved one and starting their own personal recovery journey.

Family Program - Miiknaans 2

This pathway requires the completion of

Miiknaans 1, and we gather some basic information regarding the family history and the Community Members current experience with substance use and mental health.

Miiknaans 2 is a weekly therapeutic virtual and in person group environment that supports family members who have loved one's at Kinoomaagewin or they have loved ones that are not ready to start their healing & recovery journey. Miiknaans 2 is a safe place for Community Members to go when they feel hopeless about their loved one's substance use/abuse/addiction.

Family Program - Miiknaans 3

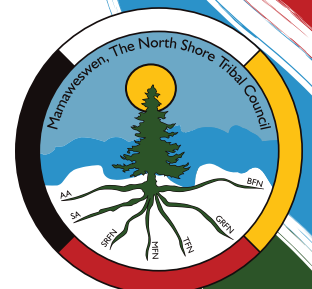
Miiknaans 3 brings families together on the land at Kinoomaagewin. The families begin working to restore and repair the family unit in a supported, therapeutic environment. This allows the family to work from a place of kindness and empathy. This pathway can be delivered on the land at Kinoomaagewin or in Community Members homes.

Kinoomaagewin



Kinoomaagewin is a partnership between Thessalon First Nation and Mamaweswen to utilize the site to lead the charge toward food sovereignty for our Communities. In 2022-

23 over 1.5 Million dollars was invested in the revitalization and modernization of the greenhouse facility, farmland acreage and the on-site buildings.



Focus Area: Food Sovereignty with impacts on Justice, Housing, and other social deterrents of well being.

Community Members Served: 5000** - Objective (on reserve population, approx.)

Comments from Manager: Kinoomaagewin is going to be the place that grows fresh food for our communities. Nutrition cupboards will put money back in the pocket of our people, who have worked hard to earn it & keep the money in our communities and out of neighbouring towns.
-Max Bissaillion

Looking Forward: In 2023-24 we will be feeding people fresh food with hopes of making a positive impact on family economics in our Communities.

Eating Healthy does not need to be costly, at least for those of us that live in the Mamaweswen Communities. Niigaaniin Services has been working to replace boxed carbohydrates and other foods with little nutritional value with healthy, fresh foods available in Our Communities.
Kinoomaagewin is a land-based learning site

designed to decolonize social services through our reclamation of Anishinaabe Culture and Language. Kinoomaagewin will become a land-based learning hub for all Our Communities to grow, learn and feel the spirit-to-spirit connections with others on the land at this site in Thessalon First Nation.

Calls To Action from Mamaweswen Communities for Kinoomaagewin:

What should the site offer? We heave heard:

- **Food Sovereignty**

Covid-19 pandemic taught us how quickly our supply chains can be affected and that in a close to home Nutrition Cupboard, Communities want meals that are:

- Ready to eat.
- Frozen.
- Take and go.
- Recipes and instructions.

- **Summer 2023 Community consultations**

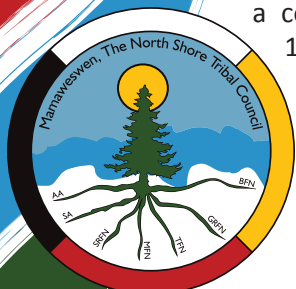
836 community members told us what they want to eat and what makes it hard to eat well. We defined a concept salad and stew and have developed 12 seasonal recipes to stock the nutrition cupboards.

- **Decolonized Social Services**

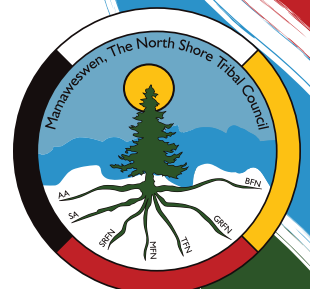
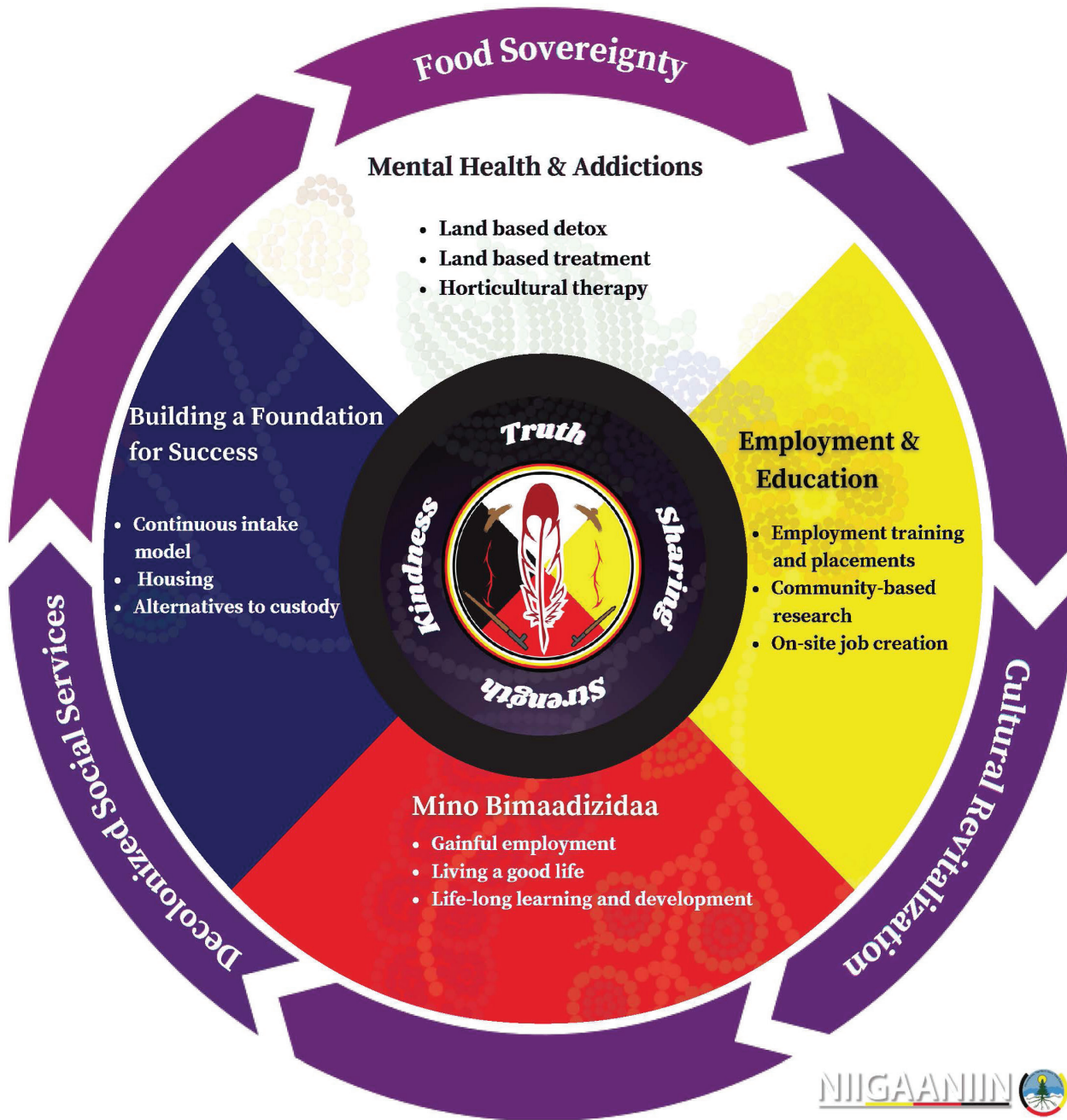
Land based camps to reclaim a communal way of life.

- **Anishinaabe Traditional Culture and Language**

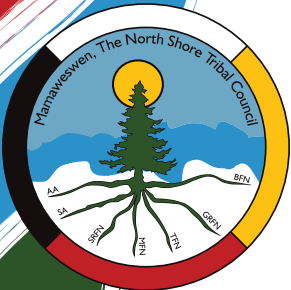
Aanishinabemowin language immersion and integration into all core service



Kinoomaagewin Service Model



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Kinoomaagewin Site



SRFN Community Garden

Nutrition Cupboard pilot project

Purpose: lived experience with Nutrition Cupboard in Serpent River First Nation

When we first started, we only dealt with bread, eggs, butter, and milk. Each person could take: 1 bread, 1 butter, 1 egg and 1 bag of milk. When crops were ready for harvest we had green peppers, radishes, green onions, jalapenos, tomatoes, cucumbers, beans, zucchinis, and squash. We also had a couple people donate plums and apples from their trees. Community members made jam and brought it to the cupboard for others to taste.

Background: When harvesting was complete, we started getting more people utilizing the Nutrition Cupboard.

- **meat products:** chicken cubes, ground chicken, ground beef, beef stewing, chicken legs, and pork in one-pound bags. With the price of meat going up we had to change the pricing at the food bank. Originally in 2022 the price of meat was \$5.99 for ground beef and in 2023 we paid the price of \$7.99.
- **Purchased bulk frozen fruits** to make frozen smoothie packages. We bought mixed berries, frozen pineapple, frozen mango, blueberries, and strawberries.

Purchased protein drinks for those who do not have teeth or have health issues and cannot digest foods right. We bought eggs, milk, yogurt for the smoothie packages and bread from the grocery store.

- **Canned goods and frozen vegetables in bulk** at National Grocer (Wholesale Club) in Sudbury. We had ketchup, salt, pepper, mustard, soya sauce (less salt) We also had shampoo, conditioner, body wash, toothpaste, toothbrushes, and shaving cream. Dish soap, cat food and dog food.
- **Two individuals on OntarioWorks and did employment experience.** We would have our local community members who were on assistance, working, elders come in a pickup a shopping basket and look through the nutrition cupboard and they would grab 2 meats, two things of frozen berries, one frozen vegetable, one milk bag, one carton of eggs, one bread and a couple canned goods.

2023

- We would **let the community members do the shopping** and wait at the receptionist desk as we did not want to hover over them, give them space, and let them grab what they wanted without feeling shame.
- They would bring them up to the counter and one of the wage subsidies would total everything for them that was a limit of \$30.00 and would put it in the reusable bag for them. Sometimes we would get phone calls and we would just package individual bags for community members who did not have a ride or if they were not mobile/handicap or elderly.

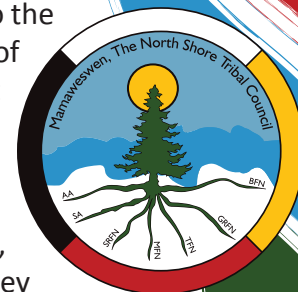
Learning Curve #1– When it came to the middle of the month for “Baby Bonus” most families would not be coming into the nutrition cupboard. We would always have more eggs, milk, yogurt during that time so I stopped grabbing more of that stuff less after that time of the week. A good relief for this was that we would donate all this to the after-school program and the Serpent River Daycare to prevent spoilage.

Learning Curve #2: We did a limit weekly for clients that was \$30.00, and we found it was getting misused as people were not being responsible with money and feeding addiction or spending money on other things. So, we made it so you could only use the nutrition cupboard twice a month and it really helped with the food shortage.

Learning Curve #3: We also noticed that elders were using the nutrition cupboard more and those who were working and single were coming to use it. Families were also coming to use the cupboard too. Everyone is always so biased about using it, but we would reassure them that times are hard, especially now with everything going up. You either feed yourself, pay your heating bill and electricity bill.

Learning Curve #4: We have a partnership with Elliot Lake Food Bank as we noticed people who are not on OW and ODSP are going to the Nutrition Cupboard with the rising costs of food. They help with canned goods, kraft dinner, meat, sometimes milk and bread if we cannot supply it.

Learning Curve #5: Most people usually look for easy stuff to cook like noodles, kraft dinner and soup in a can because they



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do not know how to cook either. I did do a mixture of foods as I did not want to leave all the “healthy options” there and no one utilizes it.

Challenges:

- Food prices are going up so that meaning the nutrition cupboard prices had to go up as well.
- Noticing that more people are not donating to the nutrition cupboard like before as it is getting expensive for them.
- Noticing more clients are not happy with the nutrition cupboard only being twice a month as before it was weekly. (Food cost jump).
- Noticing more elderly and working families are using the nutrition cupboard because of the price of food. Minimum wage has not gone up either so I can see why those who are working use it. I have also noticed that (Rent, Utility Bills vs Food). Those who have been able to support their families cannot anymore with the cost of living, rent, heat, and other utilities.
- Having to buy out of town shopping for bulk. Driving every so often and transporting the food here ourselves.
- Fruit and Vegetables do not seem to be going quick enough. It is mostly the essentials like milk, bread, eggs, and butter plus two packages of meat and fewer cans.

- Wanting it to be a healthy nutrition cupboard. Smoothies’ packages were a hit, and we did start making soups at one point and freezing them. You had to tell people who the cook was for them to grab it. (Depending on those who can cook.) Most people usually look for easy stuff to cook like noodles, kraft dinner and soup in a can because they do not know how to cook either.

The need for the Nutrition Cupboard:

- Access to food is a human right. If you are living below the poverty line, at a point you will be likely be unable to access sufficient, healthy food due to financials.
- Fixed income families and our elders are using the food cupboards as well. The cost of food is going up and they cannot keep up.
- OntarioWorks has not gone up since 2018. The struggle of \$343.00 is real for a single person.
- **No more stigma towards nutrition cupboards.** Have all kinds of programs and something for everyone in the community. A chance to give back. From planting vegetables, gathering, harvesting, canning, food storage for cupboards, how to cook and store food, help with mental health.

It is important to conduct this work as we are here to help them and not turn them away.

Ontario Works



The Ontario Works program provides financial and employment assistance for individuals who are unable to find employment and have no other sources of income. Financial assistance

provides families and individuals with support to help pay for items such as food, clothing, shelter costs and basic health care for those who may not have coverage anywhere else.



Total Cases for 2022-23 Fiscal Year	7050
Regular Cases	4890
Sole Support Cases	1476
Hostels/Shelters	53
Temporary Care	631
Total Funding for 2022-23 Fiscal Year	\$ 5,392,451.11

Month by Month Breakdown

Case Types	April 584 cases \$ 438,475.55	May 594 cases \$ 428,318.85	June 593 cases \$ 442,214.31	July 595 cases \$ 440,915.96
Regular	402	408	402	400
Sole support	117	121	127	130
Hostels/Shelters	5	6	5	5
Temporary Care	60	59	59	60
# children in temporary care	106	105	104	105
	August 605 cases \$ 420,987.28	September 598 cases \$ 463,407.41	October 581 cases \$ 445,436.97	November 578 cases \$ 444,899.54
Regular cases	405	408	398	405
Sole support cases	130	127	127	124
Hostels/Shelters	6	3	4	2
Temporary Care	64	60	52	47
# children in temporary care	114	109	95	84
	December 563 cases \$ 442,992.24	January 587 cases \$ 471,738.66	February 583 cases \$ 448,350.69	March 589 cases \$ 504,713.65
Regular cases	403	422	583	589
Sole support cases	114	118	417	420
Hostels/Shelters	4	4	119	122
Temporary Care	42	43	5	4
# children in temporary care	76	78	42	43
# children on social assistance	403	422	76	77



Service Ontario



Focus Area: ServiceOntario transactions with and Indigenous customer service lens.

Community Members Served: 1078 - SRFN Trading Post
78 - Mobile Service Hub in Community

Comments from Manager: Looking back at the stats I am blown away at how successful we were in our first year of opening. It makes me so proud to be apart of this service. We've all learned so much and it isn't an easy program to learn but I am proud of the staff for their strength and persistence to continue learning. The mobile is a huge success and we have received a lot of great feedback regarding convenience and how refreshing it is to see this type of service being provided by our indigenous people and that it gives a more welcoming presence.

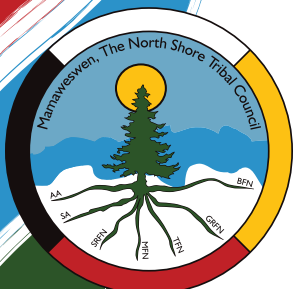
-Lexi Southwind

Looking Forward: I am looking forward to us growing and learning more about the communities we service, making more connections with our people and making sure each interaction is convenient and pleasant for our members, it is a great feeling when we can help our people.

A ServiceOntario Centre in partnership with the Serpent River First Nation Trading Post launched in July 2022. Community Members have long reported issues accessing Service Ontario for ID for Ontario Works, Ontario Disability and Employment Ontario. With COVID we have learned firsthand the services that our community members require should be provided in the community with minimal barriers.

Niigaaniin Services Trailer will deliver all Niigaaniin services, including Service Ontario to each village of every community of Mamaweswen.

This initiative launched in 2022 with strong direction and action from Mamaweswen Leadership. Niigaaniin Services Believes in Listening to the Communities and working with Tribal Council Leadership to deliver services that are for Indigenous People, led by Indigenous People.



Ontario Disability Support Program



Acquired in 2022-23, operational in 2023-24 fiscal.

Niigaaniin Services has begun delivering the Ontario Disability Services Program to community members who are: Disabled and can not work or looking for financial support while not working. Funding includes:

- Assistance with Appliances.
- Assistance with First/Last Months Rent.
- Moving Expenses

Additional Support: Endakenjiget

Niigaaniin Services has always made it the highest priority to meet the needs of our community members. Identifying opportunities to improve the lives of our community members who have been left behind is what we do

best. When we realized just how many of our people's homes were in severe need of repair, Niigaaniin hired an Endakenjiget. This person is responsible for completing any renovations or repairs to privately owned homes of clients that have little to no access to housing renovations for health and safety purposes.

Services offered by the Endakenjiget include minor plumbing, electrical, carpentry work, and finishing work. Endakenjiget works with the NSTC Housing Inspector to ensure all work is structurally sound and up to code. Clients of Niigaaniin Services often do not have access to housing programs as there is limited funding available to privately owned home and housing loans with financial institutions like banks are not accessible.

Enji-Maawinjidiyaang: The Elliot Lake Indigenous Friendship Centre

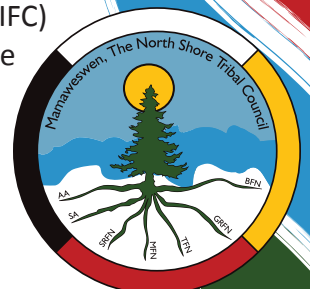


Enji-Maawinjidiyaang - The Elliot Lake Indigenous Friendship Centre is a partnership between Serpent River First Nation and its closest neighbour, the City of Elliot Lake. Enji-Maawinjidiyaang, referring to the places where we gather, is the official name of the Indigenous Friendship Centre in Elliot Lake.

In 2022-23 membership registration has netted over 300 members for the organization and two events, an August BBQ and March Powwow

Social along with numerous community events and consultations has provided evidence that the appetite for our services is large and the community is eagerly waiting for a full dose of Niigaaniin Services facilitated through Enji-Maawinjidiyaang programs.

Stay tuned for official Ontario Federation of Indigenous Friendship Centres (OFIFC) ratification and approval as the 30th centre in Ontario as well as a grand opening at



the Office located at 22 Mary Walk in the downtown core.

Digital Technology



GIIN

GIIN –Niigaaniin’s Own Case Management Software

Niigaaniin selected GIIN as the name of our software referring to the community members we serve. GIIN translates into English as “you”. GIIN is built on Microsoft Dynamics 365 platform. This platform is scalable within the Microsoft Digital eco-system and leverages Microsoft office 365 applications that Niigaaniin already uses. Niigaaniin can scale this system up to suit is evolving needs, utilizing new internal staff expertise and capacities.

Legislative Payments to Community Members

In 2022-23 GIIN became a daily must have for Mino Bimaadizidaa and Aaniish Naa case Management. Behind the scenes our team began to prepare to expand the system and begin processing payments to Community Members starting in the 2023-24 fiscal year.

Built In Assessments

The University of Rhode Island Change Assessment Scale, or URICA, is a self report measure that is used to assess an individual’s readiness to change when entering addiction treatment. An individual’s level of motivation for change and the information they reveal in the URICA can be used to guide treatment options.

The GAIN-SS is a screener to be used in general populations to quickly and accurately identify clients who would be flagged as having one or more behavioral health disorders on the

GAIN-I, which is a tool for clinical settings.

Website & App

www.niigaaniin.com and the android and apple mobile applications have been put under construction. While basic information and contact methods are available on the current website, we are retooling our website and app to serve Community Members more effectively. Stay tuned in 2023-24 for a revamped user experience.

Podcast

The highs, the lows, the dirty, the funny. We’re the best kept secret on the North Shore and we’re sharing it all with you here. At Niigaaniin, no one gets left behind. Staff and special guests from the North Shore of Lake Huron discuss social issues, life stories, and chat with special guests to bring you all the tea.

MAR 30, 2023, Bawating ‘The Gathering Place’
| Batchewana

MAR 20, 2023, Coming Home to Serpent River
with Kerri Commanda

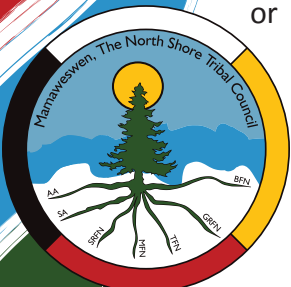
MAR 6, 2023, Coming Home to
Ketegaunseebee with Chris
Solomon

MAR 1, 2023, Speaker Series

FEB 1, 2023, We’re Back! The Best Way to
Fight the System is to Make
Your Own | KINOOMAAGEWIN.

JUN 23, 2022, A Dark Mark on Canada’s
History | Revisiting Residential
Schools & The Estimated 1,800+
Unmarked Children Gravesites

MAY 4, 2022, Revitalizing Anishinaabe
Language and Culture at



Team Development



Anishinaabemowin – Traditional Language

Primary goals of our Anishinaabemowin teachers are to get NSTC staff speaking and using the language more in their day-to-day work; to promote the language, and to model a language strategy that could eventually be used in all eight communities.

We have developed a comprehensive curriculum and host 1-hour weekly language classes to eight groups, in a small-group format. The Anishinaabemowin Teacher has made themselves available for “drop-in hours” each day for any staff who are looking or extra learning. Resources provided include: Anishinaabemowin “passport” to online flashcards with audio and pictures (Quizlet), YouTube lessons for non-synchronous learning, writeups/take-home for different lessons for staff, as well as lesson plans. They also support staff by offering translation services. They look forward to completing oral proficiency examinations with all the students and tracking their amazing progress.

Additionally, we have a dedicated Anishinaabemowin Teacher to our community members accessing Niigaaniin Services. Watch our website for exciting updates and new classes!

Seasonal Immersion camps where participants speak only Anishinaabemowin while working

together to prepare meals and take care of daily tasks at the site.

Ekinoomaaget

The Ekinoomaaget has dedicated another year to learning, supporting, and sharing his traditional knowledge with our team and community members alike. The Ekinoomaaget devoted their year to supporting our staff and clients through the challenges and uncertainties. They joined all our group programming services (Mino Bimaadizidaa, Aaniish Naa, Ehnkijik) to support participants as they navigate the learning and healing environment.

Speaker Series (Year Five)

Staff development is an integral part of what strengthens Niigaaniin service delivery. Niigaaniin continued to focus on the NSTC pillars, as well as invest in our team to continuously support the quality of services being provided to our communities.

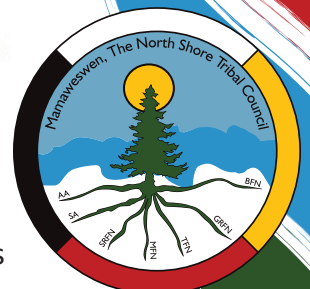
Speaker Series provides professional development to our employees. This training focuses on delivery of First Nations history and cultural practices to all staff. Sessions Take place on the 2nd Friday of every month. Content is curated to an equivalent level of an Indigenous Studies Undergraduate degree program in Canada. Each department under operation of Mamaweswen (NSTC) and communities are invited to participate.

Niigaaniin History



In 2005, Niigaaniin received its name and officially began talks about funding by the Provincial Government citing the 1965 Welfare Agreement between the Federal Government and Ontario.

In 2006, after about a year of negotiations, Niigaaniin received designation as a 3-year pilot project and opened its doors on April 1st, 2007. Niigaaniin became designated as an official social services



ANNUAL REPORT

agency in 2010.

This has made Niigaaniin, the first and only First Nation Social Services agency of its kind in Canada. Since setting this historical precedent, Niigaaniin has been active in changing the lives of the community member that it services. Niigaaniin continues to work towards devolution and self-reliance for First Nation Communities and its people. Niigaaniin has developed programs that allow community members to seek help or relief with financial

troubles, find employment, life skills, and connect to culture and community as well as mental health and addiction services.

In 2023 Indigenous led, the first of its kind in Ontario, ServiceOntario and Ontario Disability Support Program have devolved with fiduciary responsibilities attached. Devolution continues and Niigaaniin will continue to be innovative and active in finding ways to help the communities that it services and will continue to do so moving into the future.



2022-2023 – HIGHLIGHTS OF KOOGNAASEWIN CHILD WELL-BEING LAW DEVELOPMENT ACTIVITY

BACKGROUND

In 1987 the North Shore Tribal Council (NSTC) passed a resolution that began the child well-being law development initiative “... the development of a plan for the re-establishment of community care of children and families of North Shore Tribal Council-affiliated bands”.

Between 1987 and 2009, Nogdawindamin Family and Community Services organization developed and evolved towards being a full-service child welfare agency for the North Shore First Nations. Since its establishment, Nogdawindamin has pursued service objectives set out in the Letters Patent as:



The establishment and operation of a child and family care organization which will research, design, and deliver culturally appropriate services to children and their families in Indian communities and to Indian children and their families in other parts of the corporation’s catchment area.

In July 2009, the North Shore Tribal Council passed another resolution which authorized Nogdawindamin to seek designation as a full-service child welfare agency pursuant to Ontario child welfare legislation.

In April 2017, Nogdawindamin began functioning as a fully mandated child welfare agency in accordance with the laws of Ontario.

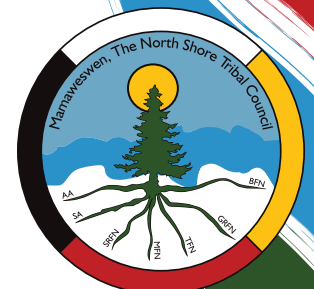
In October 2018, the North Shore Tribal Council

passed another resolution to proceed with the next phase of the developmental process to achieve the goal of restoring Anishinabe control and capacity for child welfare:

In recognition of the need to respond to evolving legislation, structures and relationships in Child Welfare, the First Nations of the North Shore of Lake Huron have expressed a desire to have their own Child Welfare (Child Well-being) Law. First Nations each have the inherent right to determine their own path forward in exercising their jurisdiction in providing care and support to children and families. Against the backdrop of broad provincial & national financial and legislative reforms the First Nations of the North Shore of Lake Huron wish to proactively chart their own course and choose the nature and impact of the regulations and programs intended to apply to them. The North Shore Tribal Council and Nogdawindamin Family and Community Services propose to undertake appropriate community engagement, consultation, planning and dialogue to ensure members are able to make informed decisions as full participants in defining their futures.

ORGANIZATION/CAPACITY

Since October 2020, based on a joint decision of the boards of the North Shore Tribal Council and Nogdawindamin Family and Community Services, the North Shore Tribal Council has taken the lead in advancing the work, including in relation to establishing a home for the project and building a project team.





The 2018 NSTC resolution mandates the establishment of a joint NSTC/Nogdawindamin Working Group to lead the process of the child well-being law development'. The Working Group has the important task of leading and guiding the process including community-based consultation. The Task Force members are appointed from the NSTC First Nations communities and includes the NSTC CEO, and the Nodawindamin CEO.

The project is also assisted by a Technical Committee which is made up of representatives from the North Shore First Nations communities, the NSTC and Nogdawindamin. The Technical Committee has been meeting monthly, while the Working Group has had two meetings consisting of an orientation session and an update on project activity.

COMPONENTS

The essential components are:

- Anishinabe law, customs, and traditions research
- Developing a new Anishinabe Service Model to control and manage community-based child welfare.
- Consultation
- Analyzing Costing and Financing Requirements
- Addressing Interim change opportunities and requirements
- Identifying Implementation and Transition requirements
- Developing a Negotiation strategy and plan

RESEARCH

a. Anishinabe Law

This aspect of the project was identified as the priority activity including consultations with elders and knowledge keepers about Anishinabe laws, customs and practices regarding child well-being and dispute resolution. The research is complete, and the research report will be issued, and community engagements will be held to share the results.

b. New Model Development

This aspect of the of the project will be aimed at developing and designing community-based child well-being systems based on building on existing child welfare capacity and organization in the communities.

In the past year, the activity included:



1. Mapping out the current Child Welfare regime as it relates to existing capacity
2. Preliminary visioning exercises with some communities for alternative ways for Child Well-being needs to be met
3. Research & gathering information from existing service providers in way of community engagement & consultation

c. Costing

In the past year, a preliminary report was produced Identifying and collecting data necessary for the costing of governance and program service delivery. The content of the report will be shared with communities in the coming year.



participating virtually.

This past year also included in-person sessions with “lived experience” people who volunteered to participate in the process by sharing their stories regarding their experiences in the child welfare system. This information is being synthesized in a report to be shared with the Lived Experience participants and others.

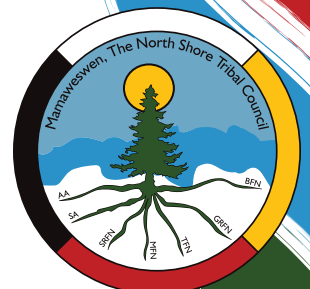
The project activity also had focused sessions with the Band Reps from the NSTC First Nations communities to receive their information regarding changes required now and in the future. The information from these sessions is informing meetings involving Nogdawindamin and the individual First Nations toward resolving issues by the Band Reps.

Photos from the meetings:



CONSULTATION

In light of the reduction of covid restrictions, the Koognaasewin Project team was able to engage in more in-person meetings to conduct consultation sessions on the various project components. As many as fifty-five meetings were held in communities and externally. The meetings have generally been held on a hybrid basis, meaning in-person attendance, or





MAMAWESWEN
Emergency Management

NSTC EM Annual Report



Sonya Cloutier

Regional Emergency Management

Coordinator

2021-2022



Program Outline

Mamaweswen, The North Shore Tribal Council (NSTC) is dedicated to assisting its 7 member Communities in achieving their Emergency Management objectives. Through an innovative program, FN communities endeavour to be well-prepared, mitigate risks, build resilience, and work collaboratively to achieve safe and healthy communities.

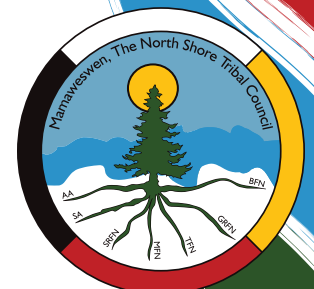
Virtual round tables conducted by Mamaweswen in 2020-2021 identified funding needs to support community emergency management.

NSTC Successfully achieved flow through capacity funding for Community Emergency Management Liaisons. This funding supports the update of Emergency Management Plans (EMP), community engagement well as assist in the response of emergency in community.

NSTC implemented a regionally funded community specific emergency alert program. Additionally, NSTC EM recognized the importance of delivering the Incident Management Systems (IMS) training, Evacuation hosting partnership development, and provided regional support to community emergency preparedness through connecting the regions community Emergency Management Liaison



Doreen Abitong
Sagamok Anishinabek Community
Emergency Management Liaison



Search and Rescue (SAR)



Ensuring a solid understanding of Canada's ground SAR system before certification. Training include

Navigation, Radio Operations, Maps, Night Navigation, Global Positioning Systems, Lost Person Behaviour and Search Patterns.

Basic and Advanced Ground School

Mamaweswen EM Learned to fly drones!

Training, and certification programs were developed, and participants earned a Canadian drone pilot certification and licensing through Transport Canada



Workshops and Course Development

Drone Workshop

The Emergency Management Team hosted a drone workshop in Sagamok Anishinabek to spark interest in youth (12+) in the emerging field of drone technology. Topics included licencing, safety, and training requirements for drone pilots. The workshop concluded with a commercial drone flight demonstration by Sky-Sci Geomatics.



Elected Officials Workshop

Workshop was developed to help Newly elected officials understand their rolls and responsibilities in times of emergencies. How to work with their Emergency Control Group

(EOC) and how communications are vital to any situation.



Physical Fitness for Wildfire and Emergency Workers

In response to Covid's inactivity, Mamaweswen developed a self guided physical fitness program to help Emergency workers achieve a high level of physical fitness and endurance. This program is specifically designed S 100 physical fitness requirements.

Regional Emergency's

Environmental

St Mary's Oil Spill

The June 9, 2022, an oil spill was reported from Algoma Steel that shut down shipping on the St. Mary's River, resulted in a quick warning from Algoma Public Health to well users close the shoreline that there may be a risk of contamination.

Recreational St. Mary's River water users, including swimmers, kayakers and anglers, were advised to avoid using the river. APH also advised people not to drink, swim, bathe or shower with the water.

Algoma Steel reported and estimated of between 1,000 and 1,250 litres of oil (264 imperial gallons) were discharged into the river while the U.S. Coast Guard called it a 5,300-gallon oil spill.

Critical Infrastructure

Rogers Communication Failure

On July 8, 2022, Rogers experienced a major service outage affecting more than 12 million users This followed another major national outage a year prior in April 2021.

The 2022 outage impacted internet service providers with wholesale access to the Rogers network, such as TekSavvy as well as various other information systems nationwide that relied on the Rogers network, including interact OLG and some federal government services.

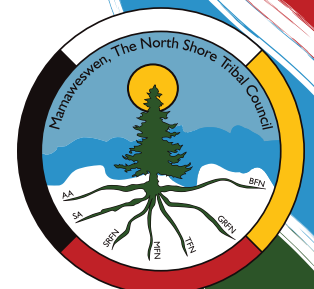
The event spurred new government policies requiring all telecommunications providers to provide mutual assistance to each other in the event of an outage, offer emergency roaming service for rivals' affected customers, and establish plans for how to communicate to the public about said incidents.

Highway Closures

Ministry of Transportation Closed highway 17 often over the 2021-2022 fiscal year. Weather related closures were most common, however serious MVA's did contribute to some of the closures over this period.

Power Outages

Power outages were common across the region. Contributing factors are high winds and heavy snow. Especially in the seasons where winter is turning to spring. The additional weigh to the snow contributes to the power outages.



Communication

Community alert system - Everbridge

What is the Emergency Alert Program?

everbridge™ This service allows NSTC membership to opt-in to receive notifications via phone calls, text messaging, e-mail, and more based on the locations you care about. You can choose to receive notifications about events that may affect your home, workplace, family schools, and more.

How will my information be used?

Mamaweswen and Everbridge will NOT share your information with ANYONE. It will be kept ONLY to send an ALERT and will otherwise be destroyed.

How much does it cost?

IT'S FREE!!

Sign up - <https://member.everbridge.net/index/1848833097072644>

Mamaweswen Emergency Management Website

Mamaweswen EM launched a website late in 2022. The website communicates the program, training, support, and tools available to communities as well as video documenting some of our activities. With the website, we also launched a Facebook page to keep membership informed about special weather statement, fire conditions and more. <https://emergencymanagement.mamaweswen.com/>

Relationships and Partnerships

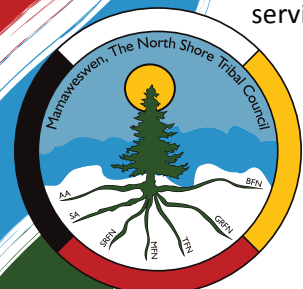
Membership



Together with our First Nations communities we provide a proactive approach to supporting the achievement of safe, prepared & resilient communities.

City of Greater Sudbury (Hosting Site)

Greater Grand Sudbury Mamaweswen EM worked closely with the City of Greater Sudbury to build relationship and create a wrap around service plan that would host evacuated communities providing a home away from home hosted by caring first nation services and individuals.



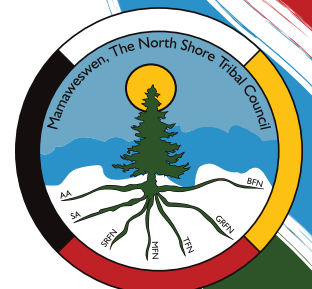
Gervais Emergency Consulting



A training partner, mentor, and leader in emergency management, Gervais consulting has helped lift the Mamaweswen regional emergency management liaison team. With their services in document review and certification. Our region has increased its capacity in Incident command and first nations hosting.

Leadership & Mentorship

NSTC Emergency Management Unit coordinates regional meetings biweekly for our community Emergency Management liaisons. The first meeting of the month is held virtually the second is in person OK our roundtables provide support and information sharing amongst communities and liaisons to enable them to achieve the finalization of their Emergency Management Plans, community all hazard risk assessment, liaise with the Tribal Council in terms of the needs of equipment training and other potential Emergency Management projects that the community brings forward.



Waawiindamaagewin Update

2021-2022 has been a year of growth and development for Waawiindamaagewin. This past year has seen the development of the organizational entity, an unincorporated association. This is an essential development for the organization as it formalizes our structure and governance. This development also helps position Waawiindamaagewin as its own transfer payment agency and allows us to undertake and manage federal funding and grants.

Waawiindamaagewin operations are managed by our Political Working Group (PWG) committee. At our Assembly in April 2023, our Ogimaak elected two new members: Ogimaa Warren Tabobandung of Wasauksing First Nation and Ogimaa-Kwe Linda Debassige of M'Chigeeng First Nation. We also host four Ogimaak assemblies each year where treaty issues, organizational strategy and direction are discussed. This year our Ogimaak met in November, April, and July. Our subsequent Assemblies are set for September at the Treaty Gathering and October 2023.

We have had great new projects underway, and current projects have progressed well. Recently our team has been busy planning the upcoming The Robinson Huron Treaty of 1850 Gathering for 2023, which Ketegaunseebee Anishinaabeg, Garden River First Nation, will host. This is a monumental year in our Treaty's history, and we expect this to be our largest gathering yet, with an expected participation of approximately 1,000 participants and guests.

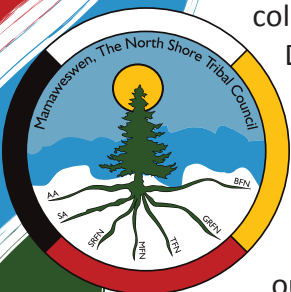
Our cornerstone project, The Use and Occupancy Study (UOS), has started the data collection phase and is gaining strong momentum within our communities. We have completed data collection in three communities (Nipissing, Dokis, and Atikameksheng) and starting our fourth community this Fall 2023, in Shawanaga First Nation. Our Use and Occupancy Study (UOS) is a series of individual map-based interviews which capture an individual's relationship with our land.

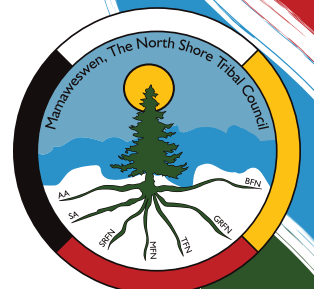
Our other projects have included completing an Operations and Maintenance Needs Assessment. This assessment was a desktop study. Working with a committee of technicians from Tribal Councils and independent and Large First Nations, Waawiindamaagewin, with the assistance of engineer Dr. Guy Felio, investigated the current and future capital and operations & maintenance requirements in our communities. RHW can utilize this study in future planning and negotiations.

We also commissioned a report from Drs. Celeste Pedri-Spade and Darryl Leroux, titled "An Exploratory Study of Métis Nation of Ontario's 'Historic Métis Communities' in Robinson-Huron Treaty Territory." The report explores the methodology the Metis Nation of Ontario uses when determining their membership. This report has been used as background information for our Ogimaak when determining to include Waawiindamaagewin as an intervenor in a judicial review involving the Wabun Tribal Council and a self-government agreement signed by the MNO and the federal government.

We look forward to completing Phase 1 Data Collection for the Use and Occupancy Study this coming year. We are also gearing up to undertake a new integrated resource management planning project. Equitable, Sacred, and Sustainable Use of Creator's Gifts in Robinson Huron Treaty of 1850 Territory. This multi-year project aims to help us understand the state of our Treaty lands and strategies for mitigation. It will include information gathering from Elders, Knowledge Keepers, and Treaty Experts; capacity development for communities; research collaboration; and relationship development.

To learn more about Waawiindamaagewin and the Robinson Huron Treaty of 1850, please visit www.waawiindamaagewin.com or visit us on Facebook at www.facebook.com/waawiindamaagewin.com







1-877-633-7558 toll free
705-844-2340



contact@mamaweswen.com
www.mamaweswen.com



473 Hwy 17 W
Cutler, ON POP 1B0