

$$\Delta \sigma \int_{\Omega} V \leq \Delta \rho \int_{\Omega} L \cdot \Delta^{\alpha}$$

Table of Contents

About Nishnawbe Aski Nation 4

Executive Council 6

 Grand Chief Alvin Fiddler 6

 Deputy Grand Chief Anna Betty Achneepineskum 8

 Deputy Grand Chief Bobby Narcisse 10

 Deputy Grand Chief Victor Linklater 12

 Chief Administrative Officer 14

NAN Advisory Councils 16

Oshkaatisak (All Young Peoples) Council 17

Affiliated Organizations 18

Administration 18

Department Updates

 Communications, Media & Information Technology 19

 Governance and Treaty 22

 Health Policy and Advocacy 25

 Infrastructure and Housing - Infrastructure 27

 Infrastructure and Housing - Housing 44

 Community Wellness 48

 Early Years 56

 Justice Research and Policy 66

 Reclamation and Healing 70

 Women’s Initiatives 74

 Homelessness 77

 Education 81

 Education Jurisdiction 87

 Seven Youth Inquest 95

 Sustainable Initiatives 97

 Social Services 99

 Youth Initiatives 112

NAN Offices 115

Staff Directory 116



ABOUT NISHNAWBE ASKI NATION

Nishnawbe Aski Nation was established in 1973, and was originally known as Grand Council Treaty No. 9 until 1983. Grand Council Treaty No. 9 made a public declaration – A Declaration of Nishnawbe-Aski (The People and the Land) – of our rights and principles in 1977.

NAN territory encompasses James Bay Treaty No. 9 and the Ontario portion of Treaty No. 5, a landmass covering two-thirds of the province of Ontario, spanning 210,000 square miles.

NAN represents 49 First Nations with a total population (on and off-reserve) of approximately 45,000 people grouped by Tribal Council. Six of our member Nations are not affiliated with a specific Tribal Council.

Our people traditionally speak Cree and Algonquin in the east, Ojibwe in the west, and Ojibway in the central south area.

NAN advocates on behalf of our member First Nations for self-determination with functioning self-government through partnerships and agreements with our Treaty partners - the governments of Canada and Ontario.

FIRST NATIONS & TRIBAL COUNCILS

Independent Bands

- | | |
|--|------------------------------|
| 1. Hornepayne | 4. Sandy Lake |
| 2. Mishkeegogamang | 5. Apitipi Anicinapek Nation |
| 3. Moccreebec Council of the Cree Nation | 6. Weenusk (Peawanuck) |

Independent First Nations Alliance

- | | |
|----------------|---------------|
| 7. Lac Seul | 9. Pikangikum |
| 8. Muskrat Dam | |

Keewaytinook Okimakinak

- | | |
|-----------------|-----------------------|
| 10. Deer Lake | 13. McDowell Lake |
| 11. Fort Severn | 14. North Spirit Lake |
| 12. Keewaywin | 15. Poplar Hill |

Matawa First Nations

- | | |
|--------------------|------------------|
| 16. Aroland | 21. Marten Falls |
| 17. Constance Lake | 22. Neskantaga |
| 18. Eabametoong | 23. Nibinamik |
| 19. Ginoogaming | 24. Webequie |
| 20. Long Lake #58 | |

Mushkegowuk Council

- | | |
|-------------------|---------------------------|
| 25. Attawapiskat | 29. Missanabie Cree |
| 26. Chapleau Cree | 30. Moose Cree |
| 27. Fort Albany | 31. Taykwa Tagamou Nation |
| 28. Kashechewan | |

Shibogama First Nations Council

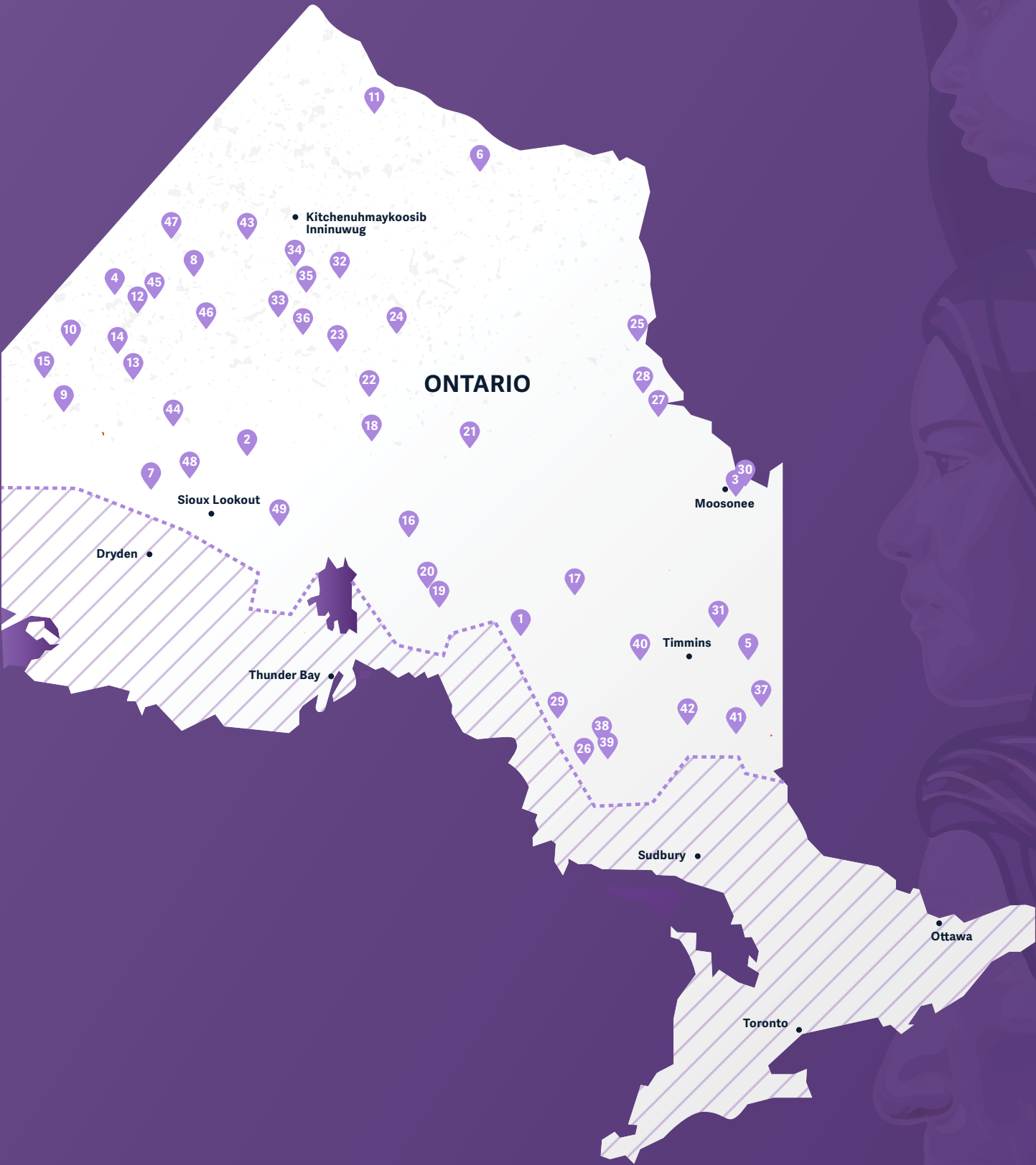
- | | |
|---------------------|-------------------|
| 32. Kasabonika Lake | 35. Wawakapewin |
| 33. Kingfisher Lake | 36. Wunnumin Lake |
| 34. Wapekeka | |

Wabun Tribal Council

- | | |
|----------------------|-----------------|
| 37. Beaverhouse | 40. Flying Post |
| 38. Brunswick House | 41. Matachewan |
| 39. Chapleau Ojibway | 42. Mattagami |

Windigo First Nations Council

- | | |
|------------------------|------------------------|
| 43. Bearskin Lake | 47. Sachigo Lake |
| 44. Cat Lake | 48. Slate Falls Nation |
| 45. Koocheching | 49. Whitewater Lake |
| 46. North Caribou Lake | |





GRAND CHIEF

Alvin Fiddler

I was acclaimed as Grand Chief of NAN about 11 months ago, and I knew at that time it would be challenging.

First, I would like to extend my sincerest thank you to the Executive Council—Deputies Achneepineskum, Linklater and Narcisse—for welcoming me and working together as your Executive Council since last August to close off this term. It is important that we stop and think about what we have accomplished as a collective, even when the days and weeks seem especially daunting with our own individual portfolio items. I reflect on the monumental draft Final Settlement Agreement to reform the Child and Family Services Program and our work on remoteness, how close the Nishnawbe Aski Police Service is to being constituted under provincial legislation, and our work on Education Jurisdiction. I stand strong on the belief that we are only able to serve the people of NAN if we work together as a collective.

I am very proud of the work in the portfolio areas that I held this year. Health Transformation has made incredible strides, working closely with the NAN Chiefs Council on Health Transformation to develop a draft framework for a transformed health system in NAN territory. We have so much work to do to ensure that all our communities and organizations are reflected in this work, and we have the required input to move forward, but we are working to move this mandate forward in a good way, and this is so incredibly important for the health and wellbeing of our communities. While we do this, it is also important that we continue to support the immediate priorities that will support our overall vision of Health Transformation and I am so proud of the efforts of the Weeneebayko Area leadership in securing full commitment for their new health campus. It is truly monumental. I think back to late January, when we travelled to Ottawa for the emergency meeting on mental health, and we simply cannot lose sight of the big picture of taking ownership of health in our communities so that we can refocus our efforts from, in the wise words of the NAN Youth Council members, 'surviving to thriving.'

I also want to acknowledge the work of the Housing and Infrastructure team, who work tirelessly to bring home the vision of the NAN Housing Strategy, remote airport safety, water, emergency management, and fire safety, amongst other things. From the weather station pilot project to the work on water legislation, they are constantly showing up for our communities.

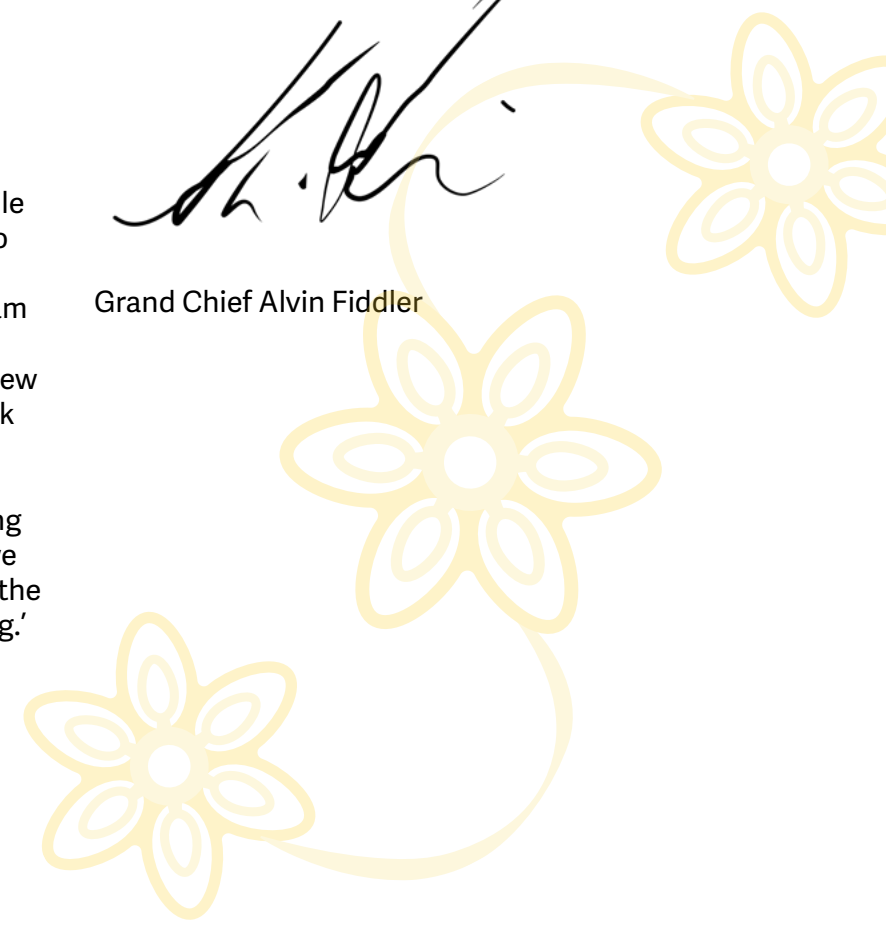
Our Governance and Treaty Implementation department held a very important gathering this past winter—the Additions to Reserve Forum—with community-led feedback positioned to government for meaningful change to a system that just does not work for us. Their support and expertise on all aspects of our most sacred promise—the Treaty—is invaluable, and I cannot thank them enough for always being there when a call is made.

To all the staff at NAN, it has been a tough year, and I want to personally thank you for all of your dedication to the work and our member Nations. Without you, we could not do this work. To my small team at NAN, I appreciate your hard work and commitment to supporting me, even if I forget to buy you Christmas presents.

Finally, thank you to my wife Tesa and our kids Jace and Allie, who keep me grounded and remind me why we need to do this work together.

A handwritten signature in black ink, appearing to read 'A. Fiddler', with a stylized flourish at the end.

Grand Chief Alvin Fiddler





DEPUTY GRAND CHIEF

Anna Betty Achneepineskum

*Wachiya and Boozhoo,
Ogimakanak, Elders, Women,
Youth and Citizens of
Nishnawbe Aski,*

I am honoured to complete another year as your Deputy Grand Chief and member of the NAN Executive Council.

We are pleased to present you with the NAN Annual Report for 2023-2024. It is through this annual exercise that we get to see all the incredible work that NAN undertakes and accomplishes, made possible by the committed people who do this work. I want to acknowledge all the NAN staff, Advisory Councils, committees, and community-based workers who support NAN programs, for their contributions and dedication to serving the people of Nishnawbe Aski.

As political leaders, we know the value of going to communities to hear firsthand about the issues and concerns important to Chiefs, Councils, and citizens. Community visits also allow us to see the good things that communities are doing for their people, be it a grand opening, festival or graduation ceremony. It was an honour to go to 30 communities in the last three years, some more than once, and I am grateful that I was welcomed in every single one of them. I look forward to many more.

In fall 2023, I was honoured to travel with a group of 20 Elders to the National Gathering of Elders in Edmonton, Alberta. Every Elder was appreciative of the opportunity to attend and participate in sessions about child welfare, language and culture, trauma and addictions, justice and climate change with other Elders from across Canada. I hope NAN will do more for Elder initiatives in the future.

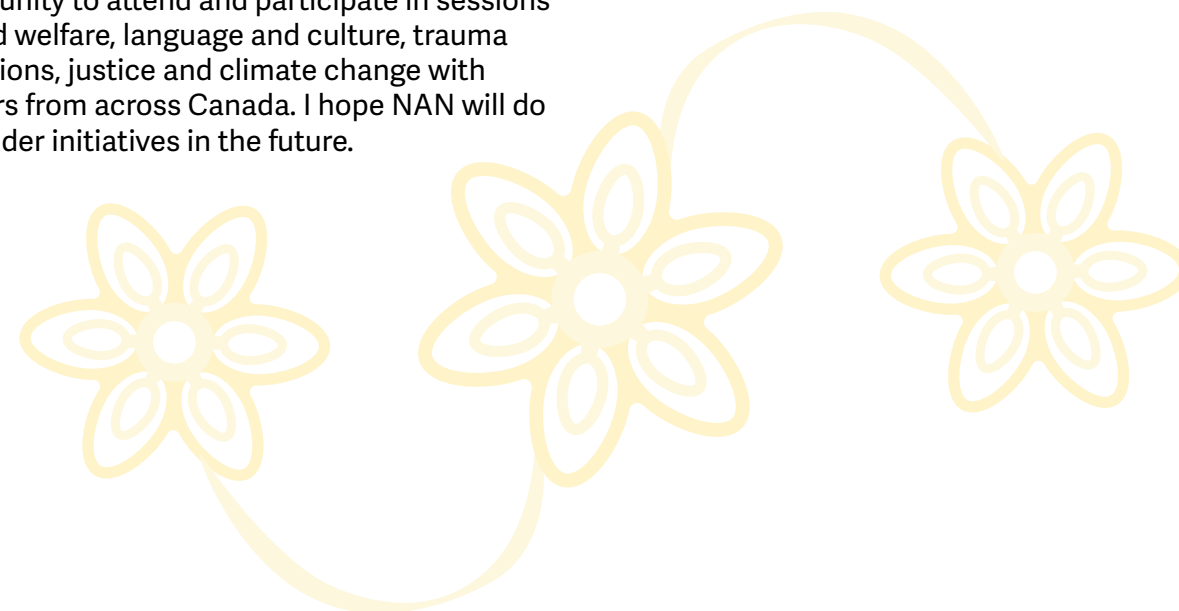
We continue to liaise or advocate for NAN communities with coroners, pathologists, and police to seek answers and justice for deceased NAN citizens and the families they leave behind. Long-term challenges exist in the death investigation system in Ontario, but we remain steadfast in pursuing solutions that will work for the North alongside advocates within the system, because if we are to fix a system, we need partners.

We continue to advocate for the deaths that warranted further investigation in the "Broken Trust" related reports. The 13 cases being investigated by the Ontario Provincial Police as part of "Project Cedar" are ongoing. However, challenges persist in the support provided to their family members. We are working to have reliable resources in place in the long term, and we will not stop until we achieve a service for families falling through the cracks because no services exist for them currently.

In closing, I want to say that it has been my great honour to serve as Deputy Grand Chief of Nishnawbe Aski Nation for the last three years. As a leader, mother, grandmother and great-grandmother, my heart is always with our people, and I promise I will continue to do my best alongside the NAN Executive Council.

Miigwech, egwa, ninanâskomon,

Deputy Grand Chief Anna Betty Achneepineskum





DEPUTY GRAND CHIEF

Bobby Narcisse

Boozhoo, Wacheya and Chi-Miigwetch to all Nishnawbe Aski Nation Chiefs, Citizens and Organizations

As the third year of my term as Deputy Grand Chief for NAN comes to an end, I am reflecting on how blessed I have been to work for all of you. Our Chiefs have shown unwavering commitment to the growth and health of our communities and citizens, our citizens are resilient and are finding the supports, education and healthy lives needed for family and nation growth, and our organizations are continuously finding ways to grow and serve us all in the ways that our culture intended. Although we still have much work to do, your work does not go unnoticed and I want to congratulate and thank you for your incredible contributions to our people. I look forward to working with you all on this extremely important work well into the future.

I am honoured to present you with the 2023-2024 Annual Report, which summarizes all the incredible work we've done collaboratively. This year was a historical year for the future of our children, youth and families with the Long-Term Reform of the First Nations Child and Family Services (FNCFS) Program and the Final Settlement Agreement (FSA) which aims to end the discrimination against our children, youth and families and respects the inherent jurisdiction we have in child and family services. As a result of this work NAN has established a Coordination and Oversight Team (COT) that will support NAN First Nations during the implementation of these remedies and reforms over the next year. In addition to COT, NAN has also established another high-level political table between NAN and Canada on Choose Life, which will ensure the continued programming and funding for Choose Life in NAN First Nations.

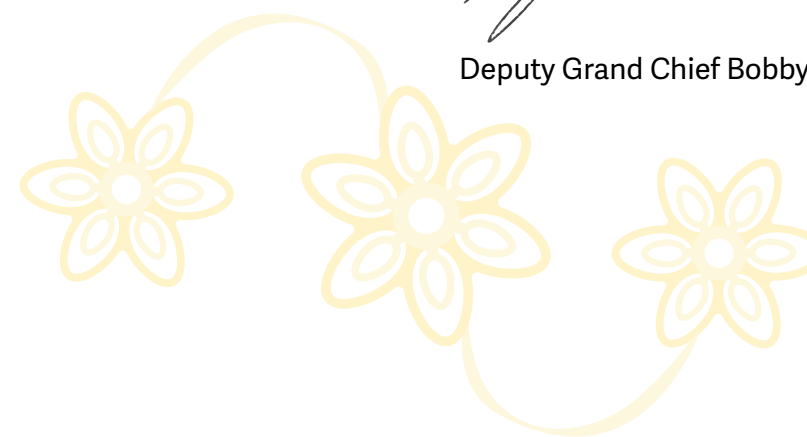
As we have been at the negotiation tables for these important issues, we have also been working with NAN First Nations and all your programs. We have spent a considerable amount of time supporting NAN First Nations with the development and implementation of their First Nation Representative Services (FNRS) "Band Rep" programs. We are in the process of forming a Band Rep advisory who will guide the on-going work NAN does to support NAN First Nations in Band Rep, such as the development of a NAN Band Rep manual and curriculum. In addition to Band Rep our team has also been supporting NAN First Nations in all the CHRT immediate measure outcomes such as prevention, post-majority, and CHRT 41 Capital which is funding accessible to NAN First Nations to meet their service delivery needs for FNCFS programs.

Our teams in Jordan Principle and Choose Life have been busy supporting NAN First Nations in application support and advocacy, while prioritizing community visits to support programming in your communities and planning other training events and opportunities. Our Family Well-Being team has received additional funding through the National Action Plan to End Gender-Based Violence, you will hear more about this at upcoming events and community visits. Our Youth Initiatives and Oshkaatisak Council have been busy visiting communities and supporting NAN First Nations youth in organizing and developing community-based youth councils, while providing opportunities for youth.

We have had an exciting year, of course not without challenges and heartaches, but we are determined to work hard, collaboratively, and with our hearts full for you the NAN Chiefs, Citizens and organizations.

Chi Miigwetch and always in reciprocity,

Deputy Grand Chief Bobby Narcisse





DEPUTY GRAND CHIEF

Victor Linklater

Greetings to all Chiefs and citizens of Nishnawbe Aski Nation!

It is a great honour to be completing my term as a member of the NAN Executive Council, and I am pleased to present my update for 2023-2024. I would like to express my sincere gratitude to Grand Chief Alvin Fiddler, NAN Executive, the NAN Chiefs, the NAN Administration, Elders, women and youth for the invaluable guidance and knowledge shared with me over the past term.

As I look back upon my role as Deputy Grand Chief and the incredible learning experience it has been, I am humbled by your trust in me and the invaluable support I have been given. Your words inspire me each and every day and help me to keep in perspective what this work is all about.

As a lifelong advocate for First Nations education, I had a keen interest in taking on responsibility for the Education portfolio this past year. It has been a busy year, and we were able to continue making strides toward Education Jurisdiction. Together, the NAN and Canada negotiation teams were able to substantively complete the draft Education Agreement, and work has started on fiscal and implementation planning. Over the last year, we are happy to report that community engagement has been and continues to be incredible, with 19 communities identified as wanting to continue onto the next stages of the Education Jurisdiction process.

Education is the key to the future, yet it's a priority issue that continues to be shuffled behind other emerging priorities. Within NAN, we continue to work closely with all education partners as we strive to achieve equitable education programming, services, and funding for our students and education authorities.

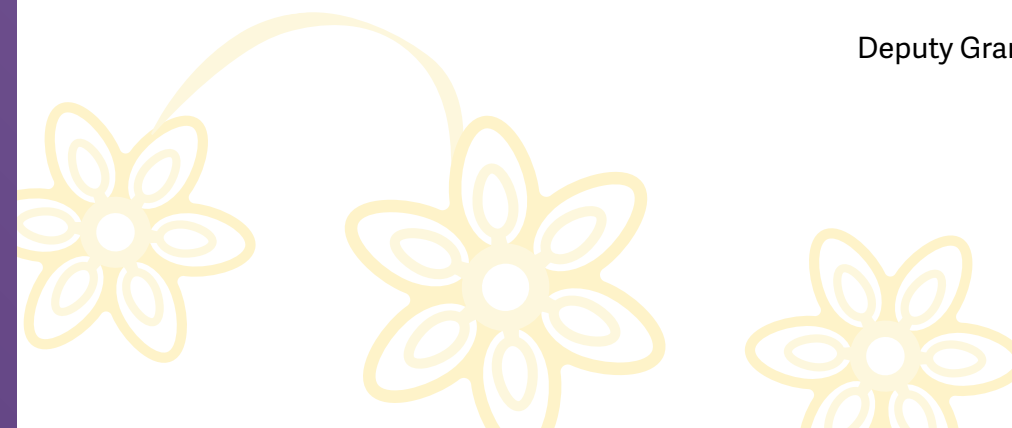
In May 2024, we established the Sustainable Initiatives Department at Nishnawbe Aski Nation to foster a holistic approach to economic development, environmental stewardship, climate change response, food strategies, and resource management. Guided by the wisdom of our Elders, the leadership of our Chiefs, and a steadfast commitment to our youth, language, and culture, we strive to enhance the quality of life within NAN-affiliated First Nations.

Our department is dedicated to securing sustainable funding for ethical economic growth and moving our communities from poverty management to sustainable development. We focus on empowering our youth, engaging them in creating a youth declaration on sustainability, and hosting events to inform future decisions.

We actively participate in climate leadership, advocating for a NAN-specific critical minerals strategy, and monitoring nuclear waste management to safeguard our communities' rights. Our commitment to sustainable development, community empowerment, and environmental stewardship ensures that our initiatives reflect the needs and aspirations of our communities.

While I have decided not to seek re-election as Deputy Grand Chief, I remain committed and dedicated to supporting the critical and important work of our First Nations across NAN territory and Turtle Island. I look forward to continuing to build relationships with all NAN First Nations, our leadership and our partners. I will continue to promote accountability, transparency and progress across the portfolios I have been fortunate to carry alongside my team. I want to send a special acknowledgement to my wife and family for their love and support and to my team at NAN, who have kept me focused on our collective goals.

Deputy Grand Chief Victor Linklater





ACTING CHIEF ADMINISTRATIVE OFFICER

Sabrina Marion

As Acting Chief Administrative Officer, I am pleased to present the 2023-2024 Annual Report and Audited Financial Statements for Nishnawbe Aski Nation.

The work highlighted in the Annual Report highlights the success and progress we have made over the past fiscal year. It reflects the direction of the Chiefs, the leadership of the Executive Council, and the dedication of NAN staff.

NAN has ended the past fiscal year in a positive financial position, carrying a fiscal surplus into the 2024-2025 fiscal year. We have continued to increase core funding and additional sources of revenue, allowing us to better support the work of the Executive Council for our members and member Nations. The continued guidance of the Chiefs Finance Committee has helped ensure this strong financial position.

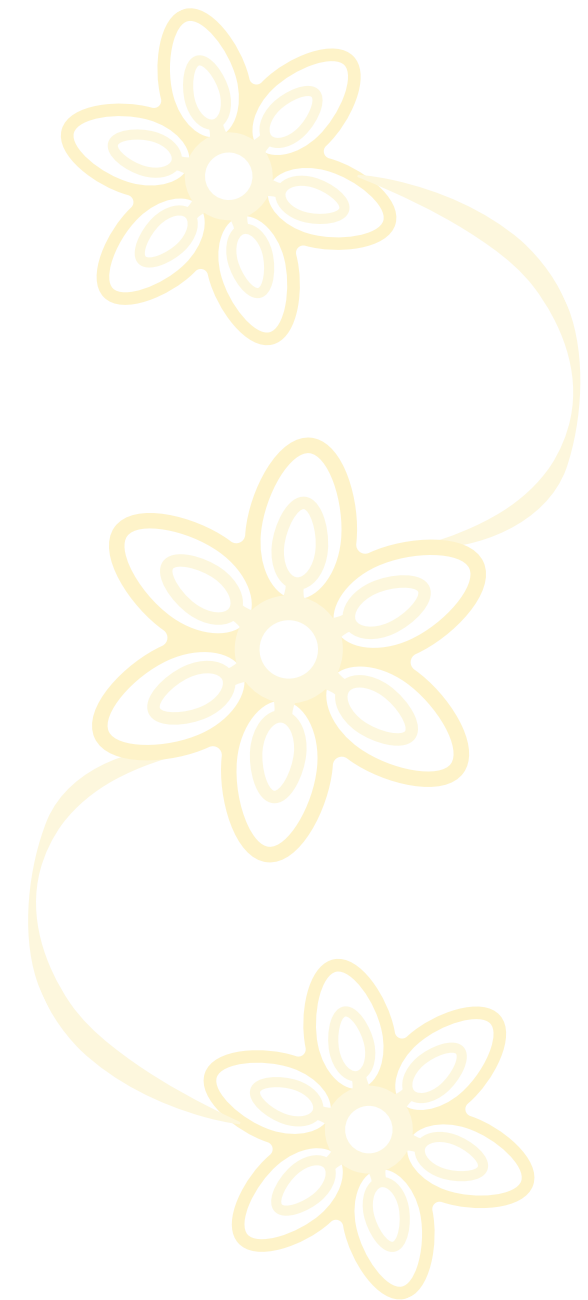
Over the past year we have continued to review and revise internal policies and procedures and have restructured some departments to improve efficiency and strengthen the organization. I am confident that this work will continue under the leadership of the next Chief Administrative Officer.

The past year has presented many challenges, for NAN First Nations and the organization itself. I commend my colleagues - the directors, managers and all staff - for their hard work and dedication to improving the lives of the people of Nishnawbe Aski. It is the collective effort that has propelled us forward, enabling us to overcome challenges and celebrate our milestones. I am truly inspired by the passion and resilience that our team consistently exhibits.

Meegwetch

A handwritten signature in black ink that reads "Sabrina Marion".

Sabrina Marion, CAO



Nishnawbe Aski Nation Advisory Councils

Nishnawbe Aski Nation has several advisory councils that advise and support the work of the Executive Council and staff.

NAN ELDER'S COUNCIL

The Nishnawbe Aski Nation Elder's Council was established on March 24, 1988. The NAN Elder's Council consists of 12 members selected from all geographic areas of NAN territory.

They are selected for their vision and experience, and range from 60 to 80 years old. The Elder's Council mandate is to review NAN resolutions and to provide guidance and advice to the NAN Chiefs, NAN Executive Council, and all other people of NAN on major issues.

Our Elders provide direction on their understanding of Treaty No. 9 and Treaty No. 5, stating that the treaty arrangement would protect First Nations way of life, and that First Nations never surrendered their title to their land.



NAN WOMEN'S COUNCIL

The NAN Women's Council represents women and families in the governance of NAN. The primary purpose of this leadership role is to ensure that women's issues, family issues, concerns, priorities and needs are identified and addressed within NAN.

The NAN Women's Council honours its leadership role by:

- ▶ Ensuring that women have meaningful participation in the strategies and initiatives led by NAN.
- ▶ Promoting and facilitating community-based and governmental action required to address women's issues by leading forums, advocating for resources and embracing leadership.
- ▶ Providing support to the Deputy Grand Chief responsible for the Women's Initiatives portfolio.
- ▶ Representing women and families in the decision-making process of NAN Chiefs Assemblies.
- ▶ Working to support the collective needs of women's issues, concerns and priorities.

Current Women's Council:

Theresa Fiddler (Elder-West)	Shirley Sutherland
Stella Tookata (Elder-East)	Dinah Kanate
Theresa Sutherland	Lucy Spence
Celine Sutherland	Rachael Anishinabie
Brenda Fox	Mallory Solomon - Youth Rep
Bertha Sutherland	

Oshkaatisak (All Young Peoples) Council

The Oshkaatisak (All Young Peoples) Council represents the youth of Nishnawbe Aski Nation. The Oshkaatisak Council strives to promote youth empowerment and engagement with the goal of improving the livelihood and hope for the future of all NAN youth.

Current Oshkaatisak (All Young Peoples) Council

Kohen Chisel

Daylan Chookomolin

Kathryn Jeremiah

Ramon Kataquapit

Erickson Owen

Tehya Quachegan

Summer Scanlon

Mallory Solomon

Andrea Yesno-Linklater

The Oshkaatisak Council supports its fellow youth in the following ways:

Advocates for NAN youth at the local, regional, national and international level.

Shares and promotes the successes of NAN youth and other First Nations youth.

Creates opportunities for NAN youth to enhance leadership skills and healthy behaviours.

Identify ways to increase advocacy, coordination and strategic ways to increase resources and supports for NAN youth.

Affiliated Organizations

Support and lobbying efforts throughout the 1980s and 1990s helped to establish several important institutions and agencies that NAN is proud to consider part of a strong partnership network.

Child Welfare

Kunuwanimano Child and Family Services, Timmins

www.kunuwanimano.com

Tikinagan Child and Family Services, Sioux Lookout

www.tikinagan.org

Payukotayno: James and Hudsons Bay Family Services, Moosonee

www.payukotayno.ca

Education

Oshki-Pimache-O-Win: The Wenjack Education Institute, Thunder Bay

www.oshki.ca

Media & Culture

Ojibway Cree and Cultural Centre, Timmins

www.occc.ca

Wawatay Native Communications Society, Timmins-Sioux Lookout

www.wawataynews.ca

Economic Development

Nishnawbe Aski Development Fund, Thunder Bay

www.nadf.org

Policing & Justice

Nishnawbe Aski Police Service, Thunder Bay

www.naps.org

Nishnawbe Aski Legal Services Corporation, Thunder Bay

www.nanlegal.on.ca

Health

Ka-Na-Chi-Hih Special Solvent Abuse Treatment Centre, Thunder Bay

www.kanachihih.ca

Sioux Lookout First Nations Health Authority, Sioux Lookout

www.slfnha.com

Weeneebayko Area Health Authority, Moose Factory

www.waha.com

Administration/Human Resources

Our fulltime equivalent staff level is at 146 employees.

Our staff complement is approximately 62% First Nation overall. Approximately 53% of NAN's First Nation employees are registered members of NAN First Nations.

Communications, Media & Information Technology

OVERVIEW

The Nishnawbe Aski Nation (NAN) Communications, Media & Information Technology Department produces and distributes information to support the work of the Executive Council's advocacy on the issues and events affecting the people and communities of NAN. Department staff ensure that information and perspectives of NAN are effectively and consistently communicated and received throughout NAN territory, to NAN First Nations, members of the public and to news media on a local, regional, national and international level. The department also provides strategic planning for a variety of publication and communication materials, social media, media relations, special events, photography and branding.

The Communications Department focuses on increasing awareness of NAN and NAN First Nations through conventional and emerging media. It maintains effective media relations to communicate the needs, challenges and positions of NAN and NAN First Nations to various levels of government and the public. On an ongoing basis, the department recommends specific internal and external communication initiatives/strategies to the NAN Executive Council, NAN Leadership (Chiefs), First Nations Councils, First Nations members and other departments in NAN.

In coordination with the NAN Executive Council, the Communications Department utilizes media relations to advocate on behalf of NAN First Nations and supports their initiatives including:

- Strategic planning through consultation with Executive Council, Chiefs, Elders, community representatives and department managers.
- Preparation and distribution of news releases, coordination of press conferences, promotion of all NAN Assemblies and events.
- Promotion of positive news stories while positively addressing detrimental issues at the community level.
- Advocacy through media to support First Nations following tragedies and declaration of States of Emergency.

OVERVIEW

The Department remains at five staff members with each position tailored to address the work that is needed to advocate for and support our communities. **Currently, the positions in the department include:**

1. Director of Communications

- Responsible for all Communications staff.
- Provides support to Executive Council offices and Chief Administrative Officer.
- Leads critical &/or high-level issues.
- Lead major projects & long-term initiatives that require a sustained effort.

2. Digital Communications Manager

- Brand management & marketing.
- Management of social media, scheduling & posting.
- Oversee in-house Multi-Media Designers/external vendors.
- Management & coordination of website content with departments.

3. Communications Coordinator

- Coordination of Annual Report, Chiefs Kits, submissions, reports, etc.
- Coordination of special events and E-Commerce lead (NAN Web Store).
- Edit submissions, projects, submissions to cabinet, government, proposals, reports.

4. Multimedia Designer (x2)

- Design posters, graphics, infographics, newsletters, brochures, ads, videos, campaigns & other communications materials.
- Prepare weekly production schedules for review & prioritizing with manager.
- Website and social media.

NAN WEBSITE

The NAN website (nan.ca) provides information on NAN advocacy, programs, departments, history and culture along with reports, photos, videos and publications. Also included on the website are media releases, media conferences and information on upcoming events.

Since Communications revamped the website to reflect the enhanced NAN image, information has been easier to find for NAN Leadership and members of the public to learn about the people of Nishnawbe Aski. To enhance the user experience, all information has been updated to ensure it is current and presented in a manner that is informative to all of our audiences.

Communications also maintains NAN's social media presence primarily through:

- Facebook (@Nishnawbe Aski Nation)
- Instagram (@nishnawbe_askination)
- X (formerly Twitter) (@NANComms)

These accounts are updated regularly and receive new followers daily.

Facebook is used extensively to:

- Promote political positions of NAN and NAN First Nations
- Highlight issues and challenges faced by NAN First Nations
- Publicize NAN events and events of NAN First Nations
- Advertise employment opportunities within NAN and NAN-affiliated organizations

X (formely Twitter) allows NAN to communicate directly with news media, political figures, members of the public. Instagram allows Communications to share photos, videos and stream from our events.

NAN E-STORE

There is a demand for NAN merchandise by community members and members of the public. To ensure that the NAN E-Store becomes sustainable, shipping is calculated at Canada Post rates, as opposed to a flat rate. Local pickup option eliminates shipping fees.

Our E-store has a wide range of products designed by talented NAN artists. These items include: hoodies, t-shirts, ball caps, pride shirts, joggers, toques, polo shirts, water bottles, NAN flags, NAN's pride flag and Orange Shirt Day lawn signs/decals. Every purchase supports the creation of new products, ensuring a continuous flow of new items.



INFORMATION TECHNOLOGY

The Information Technology (IT) unit consists of the IT Manager, Network Administrator and Document Imaging Assistant who manage the NAN network including the Thunder Bay offices, the NAN Timmins office and remote locations.

The IT unit:

- Oversees and implements strategy, planning, acquisition and deployment of the NAN network
- Supports ongoing training, network and end user support, hardware and software updates

Additionally, the unit supports Communications with NAN members and partners through video conference, webcasting, online and in-person meetings.

HIGHLIGHTS

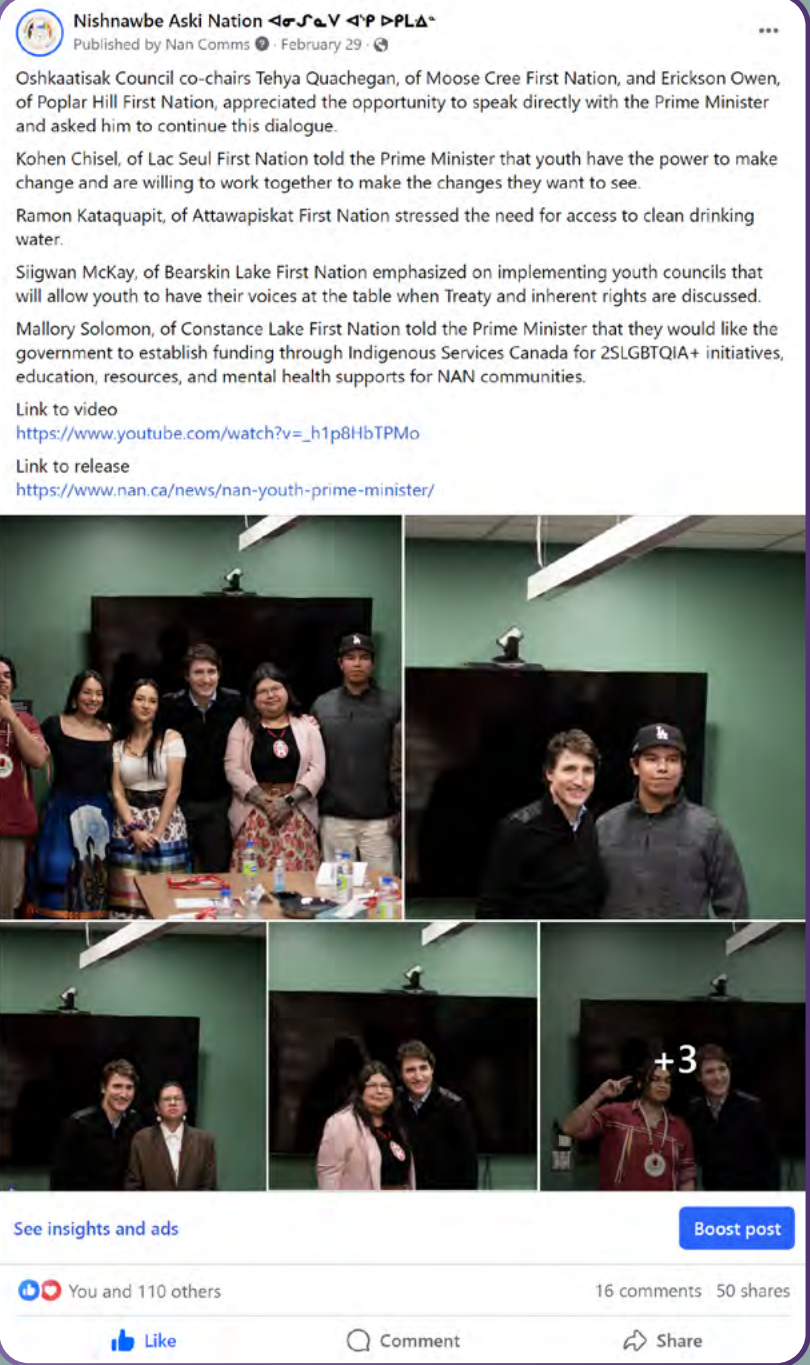
- Promoted and supported leadership at the Second National Gathering of the National Assembly of Remote Communities
- Promoted and supported leadership at the First Nation Representative Services (Band Rep) Conference
- Promoted and supported the First Choose Life Annual General Meeting
- Participated in dozens of community events including the Wawakapewin and Bearskin Lake Energization Celebrations
- Promoted and supported Oshkaatisak Council when they met with Prime Minister Justin Trudeau

NAN website visits: 224,863
Average number of visits per day: 616

Instagram Followers: 2,773
(372 Increase from last year)

X Followers: 13.6K
(200 Increase from last year)

Facebook Followers: 13,622
(1,966 Increase from last year)



Governance and Treaty

OVERVIEW

The programs and activities of the department include the Specific Claims Research Program, Recognition of Indigenous Rights and Self-Determination (RIRSD): Treaty Table Discussion and Mechanisms, Fur Trapping & Licensing Program, Canada-Ontario Resource Development Agreement as well as monitoring the hunting and fishing, trapping and harvesting activities of its member communities.

The main objective is to protect Treaty and Aboriginal rights held by the communities and community members of Treaty No. 9 and No. 5 and to ensure these rights are not infringed upon. It is also intended to move beyond programming and focus on assisting Nishnawbe Aski Nation First Nations move beyond the Indian Act's governance systems to become self-governing Nations.

PROGRAM ACTIVITIES

Treaty Table Discussions

NAN continues to engage with Canada on the co-development of a Treaty dialogue mechanism that could lead to the establishment of a NAN and Canada Treaty Table. This was mandated by NAN Chiefs-in-Assembly through Resolution 14/04: Treaty Implementation, "to explore a process to reconcile the Treaties" and Resolution 14/38: Treaty Implementation and Treaty Community Tables, "to set-up a Treaty table and/or community Treaty tables with our Treaty partners".

A draft MOU was presented to the NAN leadership in May 2022 for their review and input. An update was made in our recent Winter Chiefs Assembly in February 6-8, 2024. We reported that Canada was ready to sign, and the government officials were engaging with the Minister's office. We also reported that NAN was ready to sign and that the signing of the MOU would occur in early June.

We are also continuing the treaty education initiative. On November 6, 2023, we officially launched the NAN Treaty website. We have heard from NAN citizens that First Nation's perspective needed to be included. To this end, we are adding new content to include NAN First Nation's perspective on Treaty understanding and knowledge. Historical material such as elder interviews, and video recordings will be added.

In 2021, Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) was mandated to accelerate ongoing work with First Nations to redesign federal policies on ATR and the Specific Claims Process. A budget is provided for \$43 million over three years for the redesign of the policy: \$10.8 million allocated to CIRNAC to work with Indigenous partners and other stakeholders to redesign the federal Additions to Reserve Policy; and, \$32.2 million for Indigenous Services Canada (ISC) to accelerate work on existing requests from First Nations across the country.

As part of the ATR redesign engagement process, the Government put a call out to First Nations to provide input on the ATR policy review. NAN held a forum to discuss ATR and seek input from its 49 member First Nations. Forum participants included First Nation leadership, Tribal Council representatives, and community members. It was held in Thunder Bay, March 19-20, 2024. Thirty-nine delegates representing 11 First Nations attended.

The participants were provided with presentations on day one of the forum and an opportunity to offer feedback and provide recommendations in smaller groups on day two.

The consolidated feedback is currently being prepared which will form the final report along with community priorities and recommendations. The final report will be distributed to NAN communities and other stakeholders, including our funding partner.

Specific Claims

The specific claims research program is funded by CIRNAC to advance the research, development, and presentation of the claims to the Minister (Canada). The specific claims deal with the historical grievances of First Nations and the Crown (Canada). It is a negotiation process rather than litigation.

NAN continues to assist NAN First Nations in researching and submitting their specific claims. NAN receives funding from Canada (CIRNAC) to pay for the research and legal costs related to the development of a claim.

During the fiscal year, we have researched five claims, consisting of:

- A TLE claim
- Reserve surrender
- Timber
- Agricultural benefits (more specifically cows and plows)
- Education promise

We continue to experience delays in accessing First Nation records held at various government archives. There are several NAN First Nations in negotiations (TLEs) and experiencing delays.

NAN First Nations have had success in reaching their settlements with a range from \$12 million to \$150 million. These involved settling the outstanding Treaty Land entitlement claims. Four of the NAN First Nation are currently in negotiations. There are claims that have been developed over the years and some First Nations have decided not to file. Some of these files have been transferred to First Nations and currently under their management.

NAN Licensing and Fur Management Agreement

The NAN Fur Management and Licensing program is responsible for administering and issuing Fur Harvesters licenses to NAN fur harvesters. Furthermore, NAN has continued operating the NAN Fur Depot, which is available to NAN trappers. The NAN Fur Depot provides our trappers with an opportunity to access international markets through the auction houses by assisting them with support and logistics for getting their fur to the market. The program also provides technical support with access to private and crown lands, trapline allocation, and building trap and incidental cabins for member First Nations. We also continue to assist NAN members that had issues related to accessing their traplines due to resource use conflicts by third parties.

The agreement recognizes the first right of refusal of traplines that become vacant in Ontario. This means that First Nations can acquire vacant lines if they have ancestral ties to the line. NAN First Nations have been successful in retaining vacant lines and reinstating back to original families/communities.

The fur industry has been dismal over the last three years due to supply and demand, global pandemic, Russia's invasion of Ukraine and the demise of the North American Fur Auction. Some wild fur (particularly marten and beaver) have bounced back. Recent auction sale in March 2024 has improved. For example, sable (marten) average from \$77 to \$132 (high). The beaver also made an improvement, averaging \$40 to \$105 (high).

We are currently in the process of training new (First Nations) instructors so that they can deliver First Nation specific led training.

Canada Ontario Resource Development Agreement (CORDA)

CORDA is a tripartite initiative between Federal, Provincial, and First Nations in Ontario. The First Nation partners include:

- Grand Council Treaty #3
- Anishinabek Nation
- NAN
- Association of Iroquois and Allied Indians
- Independent First Nations

CORDA was established to assist the First Nation people of Ontario to utilize renewable natural resources to their economic benefit. It supports projects that foster economic development and natural resource management for future generations. It has an annual budget of \$1 million.

NAN Chiefs have prioritized land-based activities (hunting, fishing, and trapping) as a priority. Target group includes the youth and women. We average about 8 to 10 projects annually, with just over \$240k in funding support.

Canada and Ontario are discussing the possibility of increasing their budget contribution. The program is oversubscribed.

OTHER ACTIVITIES

NAN continues to participate in community events. Some examples include auction house conventions, beaver festivals, and community trappers’ gatherings. We also set up a NAN booth to promote the fur program. The booth draws in a lot of people and provides for networking, and for trappers to inquire about trapping issues.

NAN also continues to participate with the Ontario Human Rights Commission (OHRC) Indigenous Reconciliation Advisory Group (IRAG). The Advisory Group was created by OHRC to engage in and sustain trusting relationships with Indigenous peoples built on dignity and respect and to work together to advance reconciliation and substantive equality.

We continue to participate with the Return of our Ancestors project. This work relates to the heritage and burial sites in Ontario that gave rise to the Ipperwash Inquiry (one of the key recommendations). The Chiefs of Ontario (COO) provides the coordination, and the Ministry of Tourism, Culture and Sport (MTCS) provides funding support. The MTCS is the lead Ministry and responsible for the Return of our Ancestors project.

Health Policy and Advocacy

OVERVIEW

The NAN Health Policy and Advocacy department focuses on facilitating improvements to the health care system; spearheading initiatives to create more equitable health services across the territory. The department strives to work in accordance with the mandates bestowed upon NAN by the Chiefs-in-Assembly. This past year has been a time for assessment and improvement within the department, including the Health Transformation project which has been better aligned and strategically advanced by the Chief Council on Health Transformation.

DEPARTMENT ACTIVITIES

With resolve, the department embarked upon a progressive strategy to address the mandates set forth by the Chiefs-in-Assembly. In partnership with other stakeholders such as Tribal Councils, Health Authorities, the Matawa Health Co-op, and federal and provincial governments, NAN hosted a four-part summer series to address immediate needs surrounding topics of:

- Mental health and addictions
- Dialysis (renal care)
- Emergency medical services (paramedicine)
- Public health

The urgent nature of identified shared priorities led to the provincial government to seek financial support from the treasury board. Defined investments are due to be announced.

This year, advocacy efforts led to securing funding for NAN Hope operations as well as two mobile mental health units to service Thunder Bay and Sioux Lookout through partner organizations. In the early stages of development, NAN Health Transformation project funded the development of the Independent First Nations Alliance (IFNA) Emergency Medical Services (EMS) model. Recently, the department received exciting news that IFNA EMS has been recognized by the Ministry of Health as a full paramedic service now in Pikangikum First Nation.

In partnership with the Toronto Design Lab, the Continuum of Care project progressed to the second stage, designing and delivering a workshop series for community members to engage in the planning and design of care models which keep members at home longer with the services and supports they need.

The Health Transformation project achieved a substantial amount of work this year:

- The NAN Chiefs Council on Health Transformation developed a draft framework for a transformed health system with the technical support of the department. This draft is not a final product, as NAN Health Transformation is committed to bringing the work to NAN communities for thorough engagement. Input from everyone is essential to ensuring the framework reflects the needs and perspectives of all members.
- Communications strategy was developed and initiated.
- Various engagement sessions were held.

HEALTH TRANSFORMATION

During the Keewaywin Chiefs’ Assembly in August 2023, the Chiefs-in-Assembly passed Resolution 23-28 Reaffirmation of Charter of Relationship Principles Governing Health System Transformation in NAN Territory. This mandate demonstrated the ongoing commitment to the process of Health Transformation and built upon the previous mandates going back to 2017.

NAN Winter Chiefs' Assembly – Resolutions

The following three health resolutions were passed during the NAN Winter Chiefs' Assembly:

Resolution 24-09: Access to Health Program Funding Data to Support Informed Decision-Making on Health Transformation.

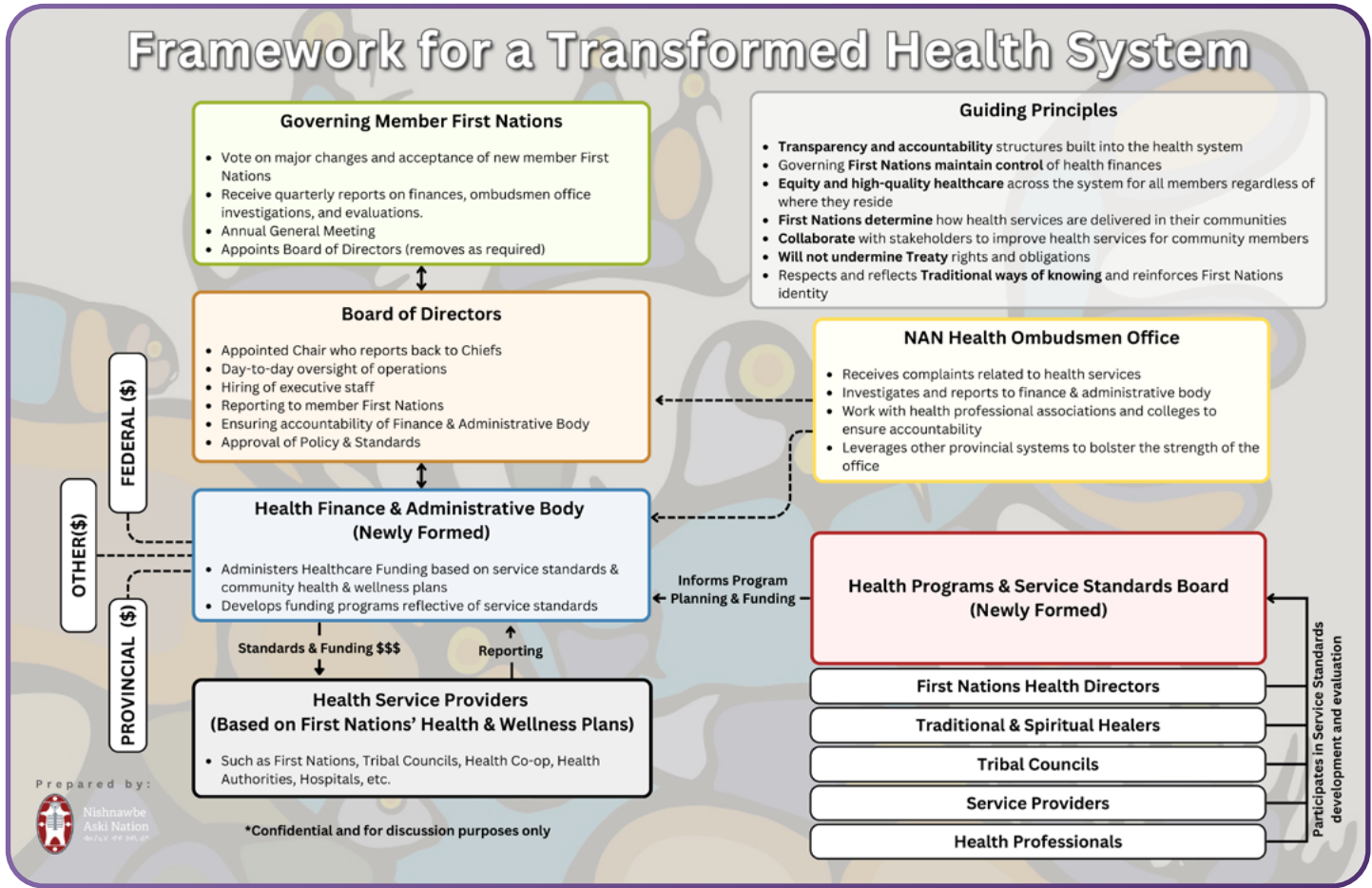
The resolution was mandated to address the need for comprehensive health system transformation within the Nishnawbe Aski Nation territory. It stemmed from previous resolutions approving a Charter of Relationship Principles and asserting health self-determination. To fulfill these commitments, specific funding data was required to assess current health programs, identify gaps, and forecast future needs accurately. The resolution authorized NAN to gather non-aggregated funding data from various health service providers, ensuring informed decision-making by NAN Chiefs regarding health transformation. It emphasized confidentiality, community involvement, and non-interference with existing projects.

Resolution 24-10: Transformative Mental Health and Addictions Model of Healthcare.

The resolution was mandated due to the longstanding mental health crisis in the Nishnawbe Aski Nation territory, which has been worsening over decades. Previous resolutions highlighted the urgent need for comprehensive mental health and addictions funding and strategies. These resolutions underscored the severity of the crisis and called for action to address its root causes. Specifically, recommendations from the Moses Beaver Inquest emphasized the need for culturally safe mental health care plans and land-based programs. The resolution mandated the NAN Executive Council to develop transformative mental health care service standards as part of Health Transformation, in collaboration with advisory groups, health partners, and First Nations/Tribal Councils. It aimed to enhance existing efforts without detracting from other initiatives at the community level.

Resolution 24-11: Declaration of Health State of Emergency in NAN Territory.

The resolution was mandated in response to the ongoing and worsening healthcare crisis faced by communities in the Nishnawbe Aski Nation territory. It highlighted the limited access to quality healthcare, including emergency services, and the lack of accountability within the healthcare system. Recent incidents, such as preventable deaths and child suicide pacts, underscored the urgent need for action. Previous declarations of territorial states of emergency, including those related to prescription drug abuse, public health, and mental health crises, further emphasized the severity of the situation. NAN's advocacy efforts, including an emergency meeting in Ottawa, aimed to raise awareness and secure support to address the active mental health and addictions crisis. The resolution declared a Health State of Emergency across NAN territory and mandated the establishment of a NAN territorial First Nations health services Ombudsperson's Office to investigate barriers to equitable healthcare and advocate for solutions. It aimed to provide a safe avenue for reporting incidents of discrimination within the healthcare system and directed continued advocacy for systemic healthcare change through the Health Transformation process.



Infrastructure and Housing

Infrastructure Update

OVERVIEW

The Nishnawbe Aski Nation Infrastructure and Housing Department provides advocacy and support related to infrastructure, water, transportation, fire protection, emergency management and housing needs and issues.

KEY ISSUES

- The COVID-19 pandemic exacerbated the inequity faced by Indigenous children living on-reserve in accessing broadband for online education. Online learning became mandatory during the pandemic, and without a proper broadband connection, students on reserve cannot participate.
- Broadband connections are also necessary to remotely monitor community infrastructure systems, such as water treatment plants.
- The current fiber network serving NAN territory has exceeded its capacity. Significant upgrades are required to improve connection speeds for NAN communities, and achieve the Canadian Radio-television and Telecommunications Commissions Universal Service Objective of 50 Mbps download and 10 Mbps upload speeds.

PROGRAM ACTIVITIES

Spacex Starlink Connectivity Project

As mandated by NAN Chiefs-in-Assembly, the Infrastructure and Housing Department is working towards the completion of the SpaceX Starlink Connectivity Project, providing 1 year of internet service to students in NAN communities.

Mandate:

Resolution 20/11: Support for Broadband Upgrades COVID-19 Global Pandemic

KEY ACTIVITIES

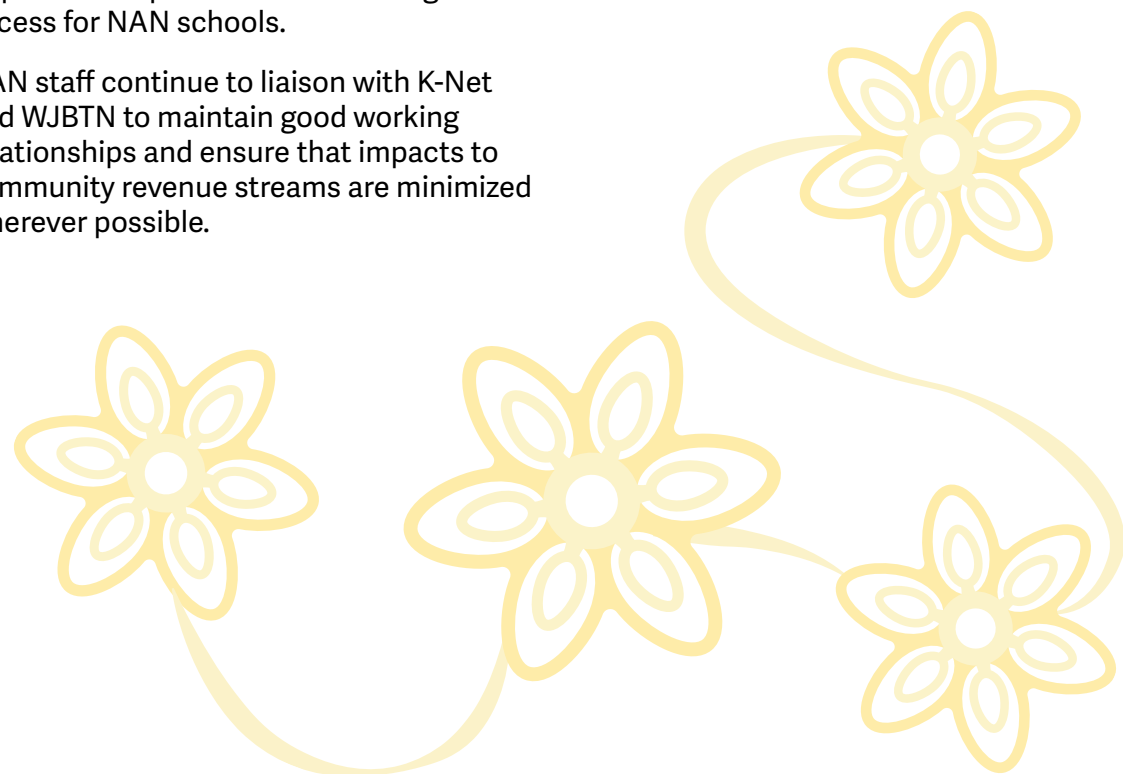
- NAN Executive Council are updated upon request.
- Meetings and calls were scheduled with all NAN communities and leadership and external partners. Including FSET, K-Net, Western James Bay Telecom Network (WJBTN), Ministry of Education and others.
- Each NAN community determined how they would like to engage with the project based on community need.
- 40 out of 49 NAN communities, and Pelican Falls First Nation High School, were engaged in some element of the project.
- To date, NAN has ordered approximately 2,498 Starlink units to 40 NAN Communities. Each Starlink unit was shipped to community with a Pipe Adaptor, Cable Kit, and J-mount to mount the dishes securely and safely to each home.
- NAN will continue to procure and deliver replacements for outdated Starlink units and mounting materials as needed.
- NAN is currently working with project partners on upgrading IT architecture required to improve remote learning access for NAN schools.
- NAN staff continue to liaison with K-Net and WJBTN to maintain good working relationships and ensure that impacts to community revenue streams are minimized wherever possible.

NEXT STEPS

- Continue to procure and deliver replacements for outdated Starlink units and hardware to NAN communities as needed.
- Continue to work with communities to ensure that Starlink units are installed in a secure, safe, and sustainable manner.
- Continue to ensure that communities are provided resources to install Starlink units.
- Continue to work with community Education Directors and education authorities to prioritize and plan IT architecture upgrades for NAN schools.
- Provided direction regarding using Jordan's Principle and Choose Life funds to offset Starlink service costs.

OTHER ACTIVITIES

- NAN staff worked directly with communities to get individuals signed up for Starlink deployment.
- Work with Tribal Council and technology partners to develop cloud-based IT solutions for NAN schools.



Water Projects

Mandates:

Resolution 20/09: Support for Clean Drinking Water Class Action

Resolution 22/07: NAN Infrastructure Needs Assessment

Resolution 23/05: Increased Involvement in Federal Water Legislation Process

Resolution 24/18: Development of a NAN Water Standards Toolkit

KEY ISSUES

- As of May 2024, there are 12 long-term drinking water advisories (LTDWAs) in 11 NAN communities and 6 advisories in 5 communities that have been in place for less than a year.
- The governance framework within the NAN territory fails to ensure sustainable access to clean drinking water.
- On December 11, 2023, Bill C-61, An Act addressing drinking water, wastewater and related infrastructure in First Nations lands was introduced into Parliament as a result of the Safe Drinking Water for First Nations Class Action Settlement Agreement.
- Bill C-61 is only framework legislation, but the act includes a section that establishes default minimum water quality standards, impacting every water system in NAN Territory.
- Bill C-61 is currently progressing through the House of Commons. NAN staff, in collaboration with ISC, Tribal Councils and other infrastructure partners are ready to address water concerns in this process.
- There continues to be an ongoing shortage of qualified water and wastewater operators serving NAN communities.

KEY ACTIVITIES

- Meet regularly with Tribal Council water leads, Ontario First Nations Technical Services Corporation (OFNTSC) and Indigenous Services Canada (ISC) to discuss issues related to water operations, maintenance, and governance within NAN territory.
- Work with First Nations Engineering Services Limited to develop a comprehensive Water and Wastewater Needs Assessment for all NAN communities.
- Worked with Maheegan Armstrong to complete an overview of potential water and wastewater governance options for NAN territory.
- Attend events organized by Chiefs of Ontario (COO) and Assembly of First Nations (AFN) to receive information on the ongoing development of new First Nations water legislation.
- The NAN Water Education Fairs, funded by ISC, aims to educate NAN youth by bringing water education content into community schools.
- The one-day Water Fair, designed by NAN and EcoSuperior, offers hands-on learning about the water cycle, drinking water, wastewater, and stormwater management.
- The program may also include a tour of the community water treatment plant, hosted by the Tribal Council or Ontario Clean Water Agency.
- The Fairs are held in the school gymnasium. Grades 1 to 8 are invited to participate in hands-on activities. NAN and EcoSuperior staff guide groups through four stations.
- Completed Fairs:
 - Aroland First Nation – June 7, 2023
 - Bearskin Lake First Nation – June 13, 2023
 - Fort Severn First Nation – November 21, 2023
 - Kingfisher Lake First Nation – May 15, 2024

Community	Number of Starlink units delivered to each community
Fort Severn	60
Mattagami	40
Marten Falls	60
Brunswick House	48
Ginoogaming	60
Eabametoong	60
Aroland	63
Deer Lake	60
Keewaywin	62
Weenusk	63
Muskrat Dam	61
Mishkeegogamang	63
Sandy Lake	59
Attawapiskat	63
Slate Falls	57
Fort Albany	32
Moose Cree	65
Kasabonika Lake	61
Kingfisher Lake	61
Wapekeka	64
Wunnumin Lake	64
North Caribou Lake	64
McDowell Lake	5
North Spirit Lake	61
Cat Lake	28
Nibinamik	60
Apitipi Anicinapek Nation	23
Sachigo Lake	52
Bearskin Lake	64
Neskantaga	60
Matachewan	15
Poplar Hill	60
Lac Seul	60
Webequie	60
Pelican Falls First Nation High School	2

NEXT STEPS

- Continue to monitor developments in drafting of First Nations water and Wastewater legislation.
- Develop concept for NAN Water Authority as directed by the NAN Chiefs Committee on Infrastructure and Housing.
- Continue regular meetings with Tribal Council and other partners on water projects.
- Continue to work with EcoSuperior to present additional Water Education Fairs to NAN communities.
- Facilitate water governance discussions with NAN Chiefs.
- Ensure NAN leadership is informed on the upcoming regulatory changes and provide support as needed.



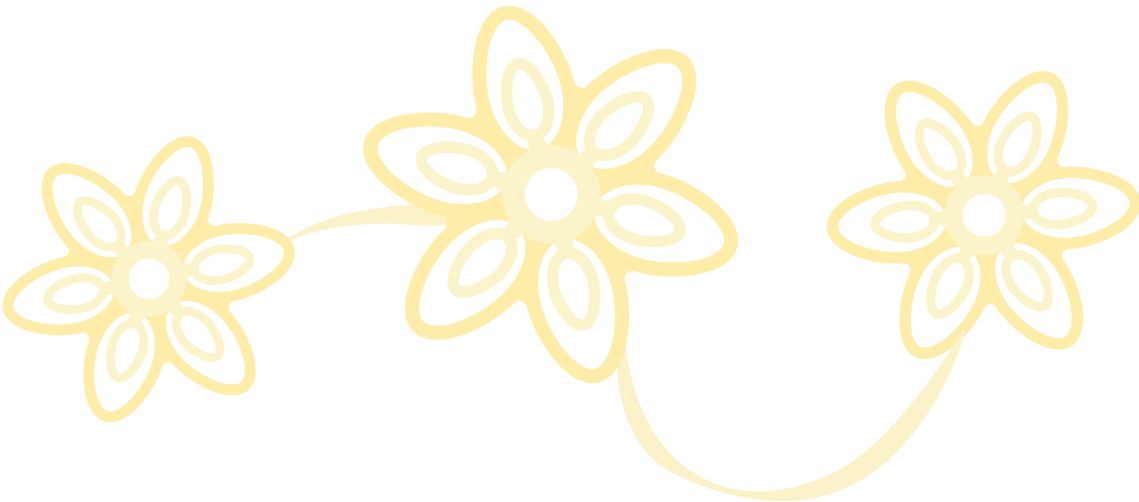
Remote Northern Airports

Mandate:

Resolution 16/48: Aviation Safety in First Nation Communities

In 2016, Chiefs-in-Assembly passed Resolution 16/48 that stated, "NAN is committed to the improvement of safety standards for public and commercial air service in NAN First Nations by upgrading current radar systems in remote airports to meet the Canadian standard."

- NAN has been lobbying both the federal and provincial governments for essential upgrades to the infrastructure at remote northern airports.
- The airports require additional staff and a year-round on-call provision to guarantee service as well as Localizer Performance with Vertical Guidance (LPV) approaches coupled with high intensity runway lighting, runway extensions, additional Automated Weather Observation Stations (AWOS), formal de-icing services, and terminal improvements/replacement.
- Achieving these goals would result in safer air travel in northern Ontario and improved access to remote community's dependent solely on-air travel.



KEY ISSUES

- Medevac access to remote airports is being impacted by the lack of LPV approaches, and formal de-icing services.
- Current runway lengths cannot support larger aircraft with full loads of cargo, resulting in higher prices per pound of cargo shipped, further exacerbated by the recent addition of the carbon tax on aviation fuel.
- The current federal funding under the Airport Capital Assistance Program (ACAP) is fatally flawed in providing adequate funding to remote airports nationally to support necessary upgrades to infrastructure.
- Geographic location of the airports results in a low ceiling height for a large part of the year and without LPV approaches, NAN remote communities will continue to face challenges with accessing remote airports during inclement weather conditions.
 - Runway recertification, including widening and lengthening of runways is required in order to utilize the newly designed LPV approaches.
- The AFN Closing the Infrastructure Gap by 2030 Report did not include airports.

KEY ACTIVITIES

- NAN is co-chairing the recently reinstated Northern Ontario Aviation Committee (NOAC) with regional carriers, Medevac service providers, TC, ISC, MTO, NAV Canada, and other relevant partners to work collaboratively in identifying priority investments for remote airports that will improve access and safety in strengthening advocacy efforts.
- The MTO has completed LiDAR surveys of its airports to inform an assessment of remote airport site layout to look at the potential at each airport for future runway reclassification to non-precision (including LPV approaches) and respectively what decision heights could be achieved (lowered) with the addition of this upgrade.
- The MTO has also completed an assessment of AWOS coverage to identify gaps in coverage where additional AWOS would provide the most benefit to pilots when making the decision whether they can safely access the airport in inclement weather.
- The MTO is looking at future replacements/upgrades to remote airport terminal buildings and NAN has identified the need to prioritize improvements that increase access and safety.
- NAN, through the Ministry of Indigenous Affairs Relationship Table, has requested the cooperation of the Ontario Ministry of Transportation (MTO) in conducting a Capital Needs and Operation and Maintenance Assessment of all 29 remote northern airports to identify deficiencies and future upgrades required to meet the needs of the communities they serve.
- The MTO implemented seasonal (winter) stand-by pay for remote airport staff in November 2022, and NAN will continue to advocate for standby coverage year-round at remote airports.
- NAV Canada has received funding to begin designing LPV approaches for all remote airports across Canada and has started with the MTO Remote Northern Airports in Ontario, as preliminary survey work was already completed.
 - ▶ The first four NAN communities in the queue for NAV Canada were Kasabonika First Nation, Kashechewan First Nation, Fort Severn First Nation, and Weenusk First Nation.
 - ▶ Slate Falls Nation is scheduled for 2024, and the following communities are scheduled for 2025: Kingfisher Lake, North Spirit Lake, Round Lake, Wunnumin Lake, Attawapiskat, Bearskin Lake, Deer Lake, Marten Falls, Pikangikum, and Nibinamik.
- NAN participated in the MTO's Northern Ontario Transportation Task Force (NOTTF) to inform the ongoing implementation of and updates to the Northern Ontario Transportation Plan; The final report is now available.



NEXT STEPS

- The NAN Chiefs have called for a Resolution on remote airport infrastructure that will be tabled at the annual Keewaywin Conference in August 2024.
 - ▶ Resolutions will also be put forth at COO and AFN in summer 2024.
- NAN will continue participating in the NOAC in identifying priority investments for remote airports that have the most benefit to improving access and safety with the input of regional carriers and relevant government partners.
- Utilize the MTO's NOTTF Report in advocacy efforts to identify NAN's priorities for improving transportation safety and access.
- NAN will be seeking a meeting with the MTO Minister Prabmeet Sarkaria, to advocate for improvements to remote northern airports, in addition to other transportation concerns impacting NAN territory.
- NAN will be advocating for federal funding increases for remote airport infrastructure to support the necessary upgrades with the federal Minister of Transportation, Pablo Rodriguez.
 - ▶ Development of an Essential Airport Standard under the National Airports Policy (NAP) would ensure remote airports across Canada are funding appropriately.
- Continue advocacy with both levels of government for the funding needed to support remote airport infrastructure improvements.
- Continue to monitor capital projects and maintenance at remote northern airports and maintain advocacy for a comprehensive Capital Needs and Operation and Maintenance Assessment of the airports.

Transport Canada Flight Duty Regulations

Mandate:

NAN Resolution 24/15: Relief from Transport Canada Flight Duty Regulations for Remote NAN First Nations

In February 2024, Chiefs-in-Assembly passed Resolution 24/15 that mandated the NAN Executive to "call upon Transport Canada to immediately reevaluate the flight duty regulations, taking into consideration the unique needs and circumstances of fly-in remote communities, and to work collaboratively with small airline carriers, NAN and other Indigenous organizations to develop alternative solutions".

Transport Canada (TC) introduced new Pilot Flight Duty Regulations to address pilot fatigue for smaller aircraft that came into effect in December 2022 and in December 2023 for remaining classes of aircraft; the new regulations, combined with a global pilot shortage, have resulted in limited flight availability, shorter hold times in community, and higher flight costs.

COO Resolution 23/16A: Relief from Transport Canada Flight Duty Regulations for Remote First Nations

- The Resolution was passed in June 2023.
- Moved by two NAN Chiefs.

AFN Resolution 96/2023: Transport Canada Flight Duty Time Regulation Impacts

- The Resolution was passed in March 2024.
- Moved by two NAN Chiefs.

KEY ISSUES

- NAN and small regional carriers were not consulted in the development of these new regulations.
- The new regulations have impacted the ability and efficiency to evacuate and repatriate NAN community members during the 2023 flooding and wildfire season.
- Shortening a pilot's duty day has required carriers to staff up in pilots by 30% to meet the same demand for service, making it difficult to compete with larger national carriers.
- Implementing these new regulations during a global pilot shortage has resulted in limited flight and crew availability in the north.
- The new regulations have resulted in decreased service to remote communities, higher fares, and delays in receiving critical supplies for remote communities.

KEY ACTIVITIES

- NAN has written to the previous Minister Omar Alhabra and the current Minister of Transportation, Pablo Rodriguez regarding the impacts of the new Pilot Flight Duty Regulations and global pilot shortage, requesting an interim exemption to allow time for small carriers to work with TC on a prescriptive application of the new regulations.
- NAN is participating in the Coalition of Northern Air Services and Stakeholders (CNASS) Group in a collaborative effort to advocate for Transport Canada regarding the impacts of a one size fits all approach to the new regulations.
- NAN is co-chairing the recently reinstated Northern Ontario Aviation Committee (NOAC) with regional carriers, Medevac service providers, TC, ISC, MTO, NAV Canada, and other relevant partners to work collaboratively in finding solutions to issues impacting aviation service in northern Ontario.
- NAN will be making a submission to TC's Preliminary Issue and Consultation Assessment process in spring 2024 reflecting the impacts across NAN territory.

NEXT STEPS

- NAN has requested a meeting with TC Minister Pablo Rodriguez to advocate for changes to the Flight Duty Regulations to prevent disruption of service to NAN communities.
- NAN will continue to work collaboratively with all partners in addressing the impacts of the new regulations.

MTO Remote Airport Employee Taxation Support

OVERVIEW

- NAN has been working with employees from airports located off-reserve or partially off-reserve to address the longstanding issue of payroll taxation.
- 11 remote airports in NAN communities are located off-reserve or partially off-reserve and their staff have been subject to payroll taxation since the airports were constructed.

KEY ISSUES

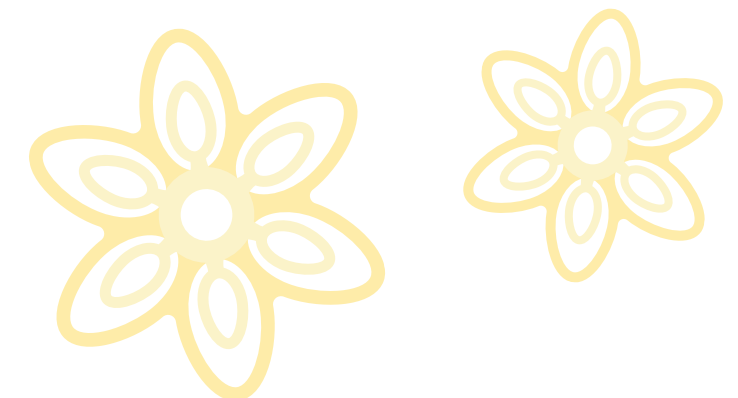
- The affected employees should not be subject to payroll taxation since the airports were constructed in those locations simply because the geography was more suitable.
- The Canada Revenue Agency (CRA) applies the "Connecting Factors Test" to determine if an employee's wages can be placed on-reserve and therefore, not subject to taxation.
- The affected employees met the requirements of the CRA's Connecting Factors Test, placing 100% of their income on reserve for the year objected to.
- The CRA will only review 10 years previous from the date the objections were filed to apply the ruling.
- The key components of the Connecting Factors Test include:
 - Status Indian under the Indian Act.
 - Live on-reserve.
 - Employed by the MTO.
 - Duties performed both on and off-reserve.
 - Proximity of the airport to the reserve.
 - Creation and use of the airport in relation to the reserve community.

KEY ACTIVITIES

- In March 2023, the CRA made a ruling to exempt the staff from payroll taxation moving forward.
- The MTO provided all staff with a CRA form (TD1N) to change the status of their income tax to place 100% of their time "on reserve" for tax purposes.
- Staff can file an Objection to their previous tax year and an Adjustment Request for tax reimbursement for up to a maximum of ten years retroactively.

NEXT STEPS

- NAN continues to support the staff in filing the remaining CRA paperwork for reimbursement for previous years and assisting with completion of the TD1N form to prevent further employee taxation.



Commercial Vehicle Safety

Mandate:
Resolution 19/46: Commercial Vehicle Safety and Improved Driver Training

Identified key areas of focus to improve commercial vehicle safety includes:

- Standardization of driver training across Canada.
- Implementation of dash cameras be required for all commercial vehicles.
- Addition of pedestrian crosswalks along provincial highways adjacent to First Nation communities.
- Winter road safety, driver training and enforcement.

KEY ISSUES

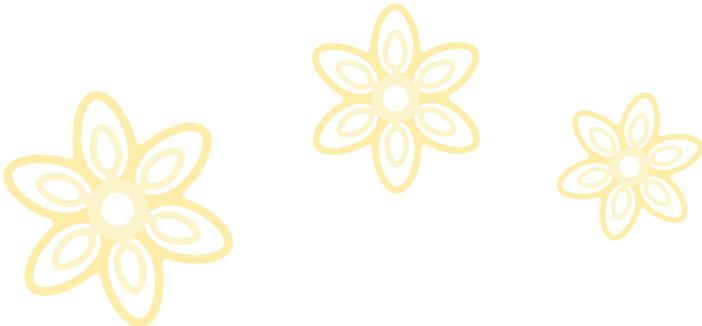
- Currently, commercial driver training is not standardized across Canada and requirements vary provincially.
- Dash cameras are not currently required by commercial vehicle operators.
- Commercial vehicles 25 years old or newer have in-vehicle monitoring systems and a fatality must occur for law enforcement to obtain the device for evidence.
- First Nation communities located adjacent to provincial highway networks require pedestrian crosswalks to allow safe crossing.
- School buses in remote First Nations are not consistently receiving semi-annual safety inspections.

KEY ACTIVITIES

- NAN participated in the MTO's NOTTF to inform the ongoing implementation of and updates to the Northern Ontario Transportation Plan; NAN has provided input to the MTO's NOTTF regarding improvements to commercial vehicle safety and highway maintenance as it relates to our mandates.
- As a member of the MTO NOTTF, NAN was able to provide input on the Class A Commercial Truck Driver Training in an effort to enhance the MTO's Entry-Level Training requirements.
- Transport Canada has mandated commercial drivers be required to have electronic logging devices on their vehicles as of June 12, 2021. The system will now allow the MTO to track driver's hours accurately and ensure regulations are being followed.
- The MTO has increased inspection frequency of buses, school purpose vehicles and accessible vehicles to semi-annually, rather than annually.

NEXT STEPS

- Continue to raise the required commercial vehicle safety changes through various processes as they relates to the provincial highway network and the winter roads in NAN territory.
- Utilize the MTO NOTTF Final Report and Class A Commercial Truck Driver Training revisions as a tool for advocating for improved highway safety.
- Continue advocacy to ISC and Ministry of Energy, Northern Development and Mines (MENDM) regarding improvements to commercial driver training to include a winter driving component and safety improvements to winter road travel.



Winter Roads

Mandates:
Resolution 24/17: Support for Northern Roads Summit Report and Calls to Action
Resolution 12/67: Winter Road Standards in Nishnawbe Aski Nation Territory

In October 2023, NAN hosted the Northern Roads Summit, which brought together remote First Nations in Ontario to discuss the challenges and provide direction to government partners on how they can improve safety and access to remote communities along the winter road network.

Six main recommendations were developed from the event:

1. Immediate winter road funding reform.
2. Establish a First Nations-led Far North Agency to coordinate strategic planning, funding advocacy, permitting and the development of technical and safety standards for the winter road system.
3. Complete a comprehensive assessment of Far North transportation system vulnerabilities, integrating both scientific and traditional knowledge in collaboration with remote communities and winter road users.
4. Imbed climate change impacts into all policy, planning, funding, and decision-making processes for winter and all-season road networks.
5. Establish one-window, streamlined provincial and federal environmental assessment and permitting processes for roads and water crossings.
6. Improve traffic safety on winter roads immediately by working with the Ministry of Transportation and commercial transport companies to enhance safety practices.

KEY ISSUES

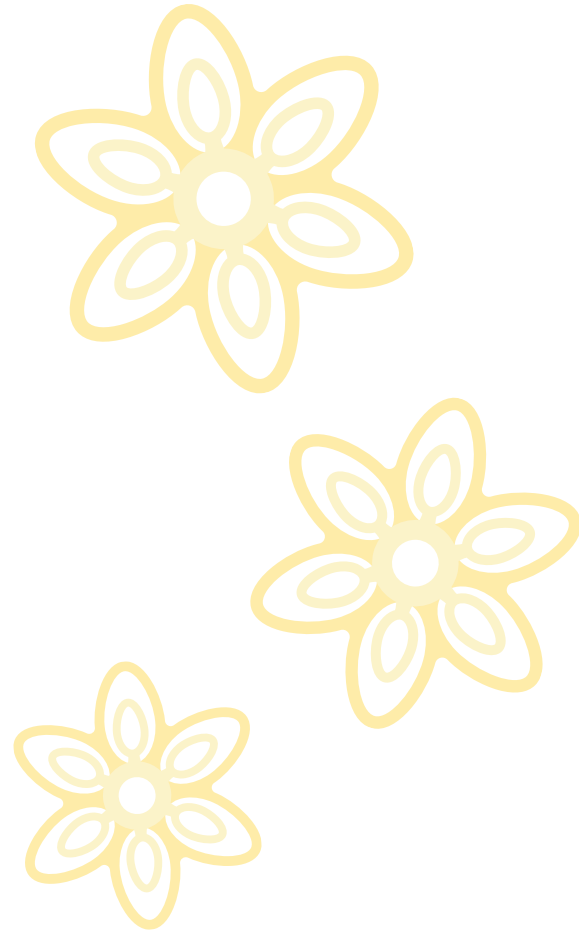
- The National Research Council (NRC) identified large gaps in weather data collection in northern Ontario.
- Ontario does not have a winter road standard and long-term funding program that is reflective of the actual needs.
- Weather trends have become more unpredictable due to climate change, shortening the winter road season in NAN territory.
- Rising costs of inflation have resulted in increased maintenance costs due to fuel prices, equipment maintenance, and a lack of capacity.

KEY ACTIVITIES

- NAN has received funding through CIRNAC's First Nation Adapt Program for a Weather Station Pilot Project to deploy a remote satellite operated weather station in a NAN remote community to begin filling in gaps in data collection and showing climate trends in the north.
- NAN continues to advocate for increased, long-term winter road funding, permanent water crossings and the development of a winter road standard.
- In October 2023, the Ministry of Northern Development (MND) announced an additional \$5 million in funding under the new Bridges and Culverts Stream in addition to the base funding for winter roads.
- At least one NAN remote community has already been successful in accessing funds through this new stream for a new bridge along the winter road network.

NEXT STEPS

- NAN will be deploying the weather station in summer 2024 and data collected will be fed into the national climate monitoring database.
- NAN will also be submitting a larger climate monitoring proposal to CIRNAC to support the deployment of additional weather stations, ground penetrating radar (GPR) units, along with other weather monitoring devices to remote NAN communities to collect more extensive data and provide the ability to also measure ice thickness along winter roads.
- NAN is seeking a remote community to participate in an economic assessment of winter road funding to create a case study that shows the actual costs of building and maintaining winter roads for funding advocacy.
- NAN will continue to advocate for the Northern Roads Summit Report Calls to Action to be implemented.



Nuclear Waste

Mandates:

Resolution 23/23: Approval of Chiefs and Technical Action Committee on Nuclear Waste Terms of Reference

Resolution 22/13: Opposition to Nuclear Waste Management Organization's (NWMO) Proposed Deep Geological Repository

KEY ISSUES

- The location of the proposed Deep Geological Repository (DGR) is within the watershed that flows north and west through NAN territory.
- Transportation of the high-level waste vast distances poses serious risks to NAN communities along the Provincial Highway network.
- NAN has serious concerns about the potential negative environmental impacts during transport of the nuclear waste, during the repackaging of the waste on site, and from the underground DGR itself.
- NAN is not recognized by the NWMO as a "host" and the NWMO has not sought NAN's consent for the proposed site location of the project near Ignace, ON.
- The NWMO will be selecting the site location by fall 2024.
- NAN met with the Canadian Nuclear Safety Commission (CNSC) in December 2023 to discuss potential for funding meetings with leadership in NAN territory to learn about the proposed project and raise credible risks to NAN territory.
- NAN and JFK Law prepared a legal strategy to approach the NWMO and the CNSC about recognition of NAN as a "host" and therefore requiring NAN's consent to move ahead with the proposed Ignace site location.

NEXT STEPS

- NAN will be meeting with both the NWMO and the CNSC to discuss our concerns.
- NAN will explore capacity options to support the work in opposing the proposed DGR site near Ignace.
- NAN will provide education to the communities on the project and potential risks to NAN territory.
- NAN will advocate for Treaty Rights to be honoured in recognizing the need for NAN's consent to move ahead with the proposed site location near Ignace.
- NAN will continue to advocate for the "Proximity Principle" in storing nuclear waste as close to the site of generation as possible to eliminate exporting problems to other regions and allow for continuous monitoring.
- NAN will establish the Chiefs and Technical Action Committee to support the work and provide an avenue for keeping leadership updated on the file.

KEY ACTIVITIES

- NAN formed the Chiefs and Technical Action Committee (CTAC) on Nuclear Waste in 2023, as per Resolution 22/13: Opposition to Nuclear Waste Management Organization's (NWMO) Proposed Deep Geological Repository.
- The NAN Chiefs-in-Assembly passed Resolution 23/23, supporting the CTAC's Terms of Reference in August 2023.
- NAN attended a meeting hosted by Anishinabek Nation in November 2023 to learn more about the proposed project and raise concerns from NAN territory.
- NAN has retained JFK Law to represent the organization in opposing the DGR site near Ignace.

Emergency Management

Mandates:

Resolution 24/19: First Nations Emergency Management Level of Service Standards

Resolution 20/10: First Nations Emergency Management

Resolution 19/30: NAN Fire and Emergency Management Service

Resolution 06/11: Pandemic Planning

KEY ISSUES

- The funding for NAN Emergency Management positions, provided by the Emergency Management Assistance Program (EMAP) through ISC Ontario Region Branch continues to be unconfirmed for this fiscal year.
- NAN continues to attempt to seek clarity on how ISC is determining which communities will receive CEMC position funding and advocating for every NAN community to be eligible for this initiative.
- NAN continues participation in government hosted engagement sessions on development of multilateral service agreements for the delivery of emergency management supports in Ontario region. The last all partners meeting took place March 14, 2024, where the need for a technical level working group as well as clear communication with community Leadership was identified as next steps.
- The current hosting capacity within Ontario region that serves NAN communities is unknown. The portal used by both levels of government to track this information and share it with partners is unmonitored and leaves the information input by host partners unverified and inaccurate.
- NAN is working with Emergency Management Ontario who hosts this site to determine the best way to ensure a measure of accountability for the data provided there.
- With no transparent reporting process from either level of government reflect the gaps and concerns within emergency response and evacuation operations for NAN First Nations. To support discussion on addressing these issues NAN will facilitate discussions with host sites, evacuated communities, and service providers engaged in emergency events to record experiences and amalgamate data.



KEY ACTIVITIES

- Updated Emergency Management webpage on the NAN website, including downloadable resources and virtual emergency management training modules applicable to NAN Territory.
- Forest fire awareness social media campaign ongoing.
- NAN Emergency Management, along with the Indigenous Relations branch of the Ministry of Natural Resources and Forestry's (MNRF) Aviation, Forest Fires, and Emergency Services (AFFES), hosted a virtual Wildland Fire Summit for NAN Territory on March 26-27, 2024. This brought together NAN territory representatives to discuss ongoing needs, best practices, network and hear from funders.
- NAN Emergency Management supported a community-led Wildland Firefighting training initiative in Weenusk First Nation alongside the community, Keewatinook Okimakanak Chiefs Council and the Ministry of Natural Resources and Forestry's (MNRF) Aviation, Forest Fires, and Emergency Services (AFFES) Indigenous Relations Team that took place October 2023.
- NAN Emergency Management attended the AFN Emergency Management Forum to hear about ongoing initiatives, best practices from other regions and support a network of industry connections that aid NAN in data collection to support ongoing advocacy.
- NAN Emergency Management participated in the Canadian Wildland Fire Prevention and Mitigation Strategy Engagement Session hosted by Natural Resources Canada to advocate for the inclusion of NAN Territory specific needs.
- NAN Emergency Management established a NAN Territory Discussion Table with regional emergency management representatives for information sharing and a network of support.
- NAN continues to support communities as needed, attending coordination calls and supporting access to resources and individual funding applications.
- NAN Emergency Management also sits on the following regional initiatives:
 - ▶ Emergency Management Ontario: Basic Emergency Management (EM200) Advisory Group and Scenario Working Group.
 - ▶ Emergency Management Ontario: Amethyst Sector Planning .
 - ▶ Indigenous Services Canada/Emergency Management Ontario: Joint Emergency Management Steering Committee.
 - ▶ First Nations Emergency Response Association (FNERRA).
 - ▶ Emergency Management Ontario/FNERRA: First Nations All Hazard Working Group.
 - ▶ Sioux Lookout First Nations Health Authority: Emergency Management Network.
 - ▶ Ontario Association of Emergency Managers: First Nations Advisory Team.
 - ▶ Health Canada: SmoKE Team and Advisory Committee.



Fire Safety

Mandates:
Resolution 16/35: Amber’s Fire Safety Campaign
Resolution 19/30: NAN Fire and Emergency Management Service

KEY ISSUES

Fire safety on reserve continues to be restricted by limited funding opportunities and funding for fire services in First Nations communities.

KEY ACTIVITIES

- Delivery of smoke alarms and carbon monoxide detectors upon community request.
- Delivery of fire safety education and training during community visits.
- Distribution of fire safety educational materials at NAN-hosted events.
- Structural firefighting training delivery in community.



NEXT STEPS

- Amber’s Fire Safety Campaign will continue in its partnership with NAN Emergency Management to develop the Vegetation Management media campaign.
- AFSC continues to deliver fire safety education and smoke alarm units to communities.
- AFSC continues to advocate for sufficient funding for firefighter training, employment and retention on reserve.
- AFSC will seek direction on the Campaign’s mandates from its Working Group members.

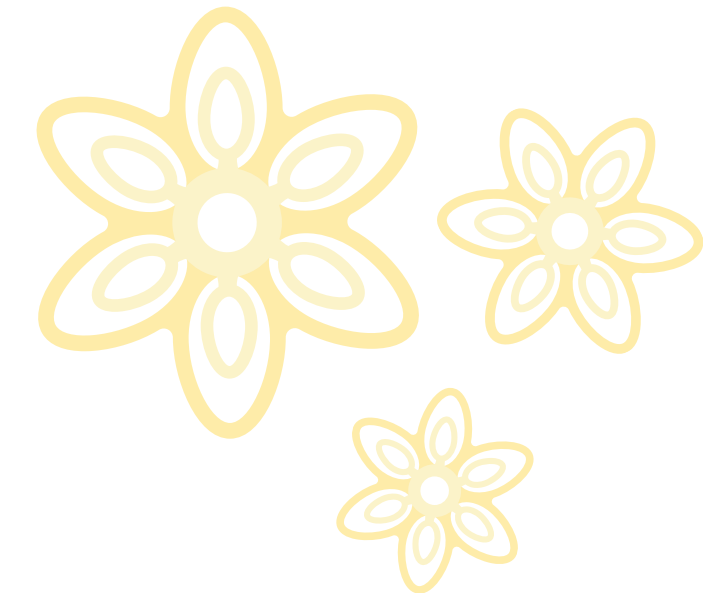
NRCAN Woodstove Replacement Project

MANDATE

- Building upon the success of NAN Woodstove Exchange Pilot Project of 2018-2019, this project continues to build community bioheat programs, training and capacity.

KEY ISSUES

- This project captures NAN’s vision of building a stronger local economy, energy efficiency and independence, fire safe practices and lessening community impact on the climate and aligns with the Amber’s Fire Safety Campaign goals.
- This project also aims to increase community capacity for wood harvesting and provide additional infrastructure for harvesting, processing, curing and storing firewood.



KEY ACTIVITIES

The following tasks have been completed for the project in 2023-2024.

- Installations & Inspections were completed in Sachigo Lake (September 25-29, November 7-10, 2023) and Kingfisher Lake (September 11-15, 2023).
- Hands-on training was completed in Kingfisher Lake (May 15-20, May 29-June 2, 2023).
- WETT Training was completed in Nibinamik (July 24-28, July 31-August 4, 2023) and Kingfisher Lake (May 15-20, 2023).
- Chainsaw Safety training was completed in Nibinamik (February 3-5, 2023), Sachigo Lake (January 24-25, 2023), Neskantaga (June 13-14, 2023), Sandy Lake (July 4-5, 2023), and Wunnimun Lake (September 11-13, 2023).
- First Aid Training was completed in Nibinamik (February 15-17, July 24-August 4, 2023), Sachigo Lake (January 25-27, 2023), Neskantaga (June 7-9, 2023) and North Caribou Lake (July 12-14, 2023).
- Ordered equipment supplies from Kubota Thunder Bay.

The following tasks are anticipated to be completed within the 2024-2025 year:

- Installations and inspections for Big Trout Lake, Wapekeka, Nibinamik, Neskantaga, Sioux Lookout.
- WETT Training for Wapekeka, Sachigo Lake, Neskantaga, Deer Lake, Sandy Lake, North Caribou Lake, Wunnumin Lake, Sioux Lookout, Kasibonika and Poplar Hill.
- First Aid Training for Deer Lake, Sandy Lake, Fort Hope, Wunnumin, Sioux Lookout, Kasibonika and Poplar Hill.
- Hands-on training for Wapekeka, Nibinamik, Sachigo Lake, Neskantaga, Fort Hope, Sioux Lookout, Kasibonika and Poplar Hill.
- Chainsaw Safety Training for Deer Lake, North Caribou Lake, Fort Hope, Sioux Lookout, Kasibonika and Poplar Hill.

Infrastructure and Housing

Housing Update

OVERVIEW

The Nishnawbe Aski Nation Infrastructure and Housing Department provides advocacy and support related to infrastructure, water, transportation, fire protection, emergency management and housing needs and issues.

As mandated by NAN Chiefs-in-Assembly, the Infrastructure and Housing Department is working on various plans, initiatives and projects involving infrastructure, fire protection and safety, transportation, water, housing and emergency management.

PROGRAM ACTIVITIES

NAN Housing Strategy

Mandate:

Resolution 18/18: NAN Housing Strategy

In 2014, Nishnawbe Aski Nation (NAN) Chiefs-in-Assembly declared a Collective Housing Emergency, describing existing conditions as “deplorable” as a result of limited housing lifespans, overcrowding and extreme mould growth amongst other factors.

In 2018, Chiefs-in-Assembly reaffirmed the ongoing housing emergency and mandated the “development of a modern NAN Housing Strategy, focused on supporting community-defined need and NAN communities’ self-determination in their housing systems” and “mandated [the NAN Executive Council] to advocate with the provincial and federal governments and other partners, for the resources required to develop the Housing Strategy.”

Development of the NAN Housing Strategy began in September 2018 with the release of a NAN Housing Position Paper written in response to First Nations National Housing and Infrastructure Strategy. In early 2019, NAN successfully applied to the Canada

Mortgage and Housing Corporation’s National Housing Strategy – Solutions Lab funding to develop NAN Housing Strategy over a three-year project that proposed a path forward for creating community self-determination in housing. NAN partnered with Toronto Metropolitan University’s (formally Ryerson University) Together Design Lab in developing the strategy. This project began to define the scope of housing needs across NAN First Nations identified through workshops and seminars in communities to develop housing metrics and overall support First Nation self-determination of their housing systems. The findings from the NAN Housing Strategy will provide community advocacy tools that reflect the priorities and values of each community.

Upon completion of this project in 2021, a Roadmap to implement the NAN Housing Strategy was developed with seven themes for action. The implementation of the NAN Housing Strategy was presented to NAN Chiefs-in-Assembly in 2022 and a mandate was passed to continue work on addressing the housing emergency in NAN First Nations.

Mandate:

Resolution 22/12: Acceptance and Implementation of the NAN Housing Strategy

Objectives in developing the NAN Housing Strategy include:

- Work at the community and regional level to develop housing solutions and action plans that recognize the unique needs, geographies and cultures of NAN First Nations.
- Create a community-led approach for data collection and problem identification.
- Support of NAN First Nation’s right to self-determination in their housing systems.
- Encourage flexibility and creation of design solutions rooted in local lived experience.

KEY ISSUES

- Existing standard housing solutions have not met immediate need, have not addressed future needs, and have not promoted or created wellness in the communities.
- Existing assessments of housing needs are conducted using national-level indicators not relevant to the climate, geographic and cultural needs of NAN members.
- Without appropriate indicators, the ongoing housing crisis cannot be properly defined, and solutions cannot be created addressing the mental, physical and psychological needs of community members.

KEY ACTIVITIES

- NAN applied to CMHC’s Housing Supply Challenge application which was successful in funding the Community-Led Designs for Specialized Housing in the North project. NAN is continuing to work in partnership with First Nations, Tribal Councils and licensed architectural firms to develop shovel-ready housing plans.
- NAN met with CMHC representatives throughout the 2023/24 fiscal year to present the NAN Housing Strategy and updates on the Community-Led Designs for Specialized Housing in the North (CLDSHN) project. Multiple meetings were held to discuss the next steps and potential funding opportunities for NAN Communities to utilize when building the shovel ready designs.
- Michael McKay, Director of Housing and Infrastructure presented the NAN Housing Strategy at the 1st annual Northern Economic Development Gathering, on February 28, 2023. The Strategy was shared with Tribal Councils, Community Development Corporations and Community Members.
- NAN attended the Assembly of First Nations event in May 2023, to present the NAN Housing Strategy in partnership with Together Design Lab at the National First Nations Housing and Homelessness Forum.

- NAN attended the First Nation Housing Conference in October 2023 to present the NAN Housing Strategy and the Community-Led Designs for Specialized Housing in the North project.
- NAN attended the CMHC National Housing Conference in March 2024, where the Housing Department was invited to showcase their work at the Innovation Zone and share the NAN Housing Strategy with the Deputy Secretary of the United States of America, who oversees the office of Housing and Urban Development.
- NAN’s Infrastructure and Housing Department has participated in the Chiefs of Ontario Housing Tripartite Meetings, which are attended by Chiefs of Ontario representatives, Indigenous Services Canada, Ontario Ministry of Municipal Affairs and Housing, and other Housing & First Nation affiliate organizations.
- NAN hosted the second annual Housing Summit in Thunder Bay in April 2024.
- NAN continues to work on its subprojects supporting the development of the NAN Housing Strategy.

NEXT STEPS

- Continue to work on subprojects that address the NAN Housing Strategy’s 7 themes.
- Search for new funding opportunities that will assist in the implementation of the NAN Housing Strategy across the territory.



ACTIVITIES SUPPORTING NAN HOUSING STRATEGY

During the development of the NAN Housing Strategy, the project team began subprojects that supported the housing and infrastructure needs identified by NAN First Nations.

The following subprojects supporting the NAN Housing Strategy are listed below with updates:

Community-Led Designs for Specialized Housing in the North

- NAN applied to CMHC's Supply Challenge and was successful in its application in September 2022.
- The project is working to develop "shovel ready" housing plans and toolkits specific to NAN First Nations and populations identified as experiencing the greatest housing need:
 - Single Adults
 - Housing with Supports
 - Emergency Housing
- For each specific population, co-creation teams have been created and comprised of NAN community members with lived experience and professional frontline workers whose work is specifically tailored to the needs of the target populations. The teams have worked together to co-create these "shovel ready" housing plans for NAN First Nations to use in constructing specialized housing in the north.
- Since the first Co-Creation workshop hosted in February 2023, NAN has hosted 2 more in person workshops and 12 virtual sessions. An in-person workshop was hosted May 4, 2023, where the NAN & TDL project team introduced the Architects who would be working with each co-creation team to develop their vision of housing. This workshop saw the shift from designing for three populations to designing four housing typologies that fit the needs of each population. The typologies that were formed were: the Family Home, Living & Gathering, Lodge for Independent Living (Group Home), and 1 & 2 bedroom home.

- In September 2023, a third and final in-person workshop was held in Timmins to finalize the designs and provide any final feedback to the Architecture Teams. This event also provided the opportunity to collect participant interviews which will help to support advocacy in the department.
- The technical team has provided support in ensuring that the designs are easy to implement yet flexible to NAN's climates, cultures, and geographies. This technical team is made up of four tribal council representatives and a few NAN housing professionals. Northern Housing Suppliers such as Mistik North, Olympic, McMunn & Yates and Mushkegowuk Development Corporation were also consulted to better understanding building and shipping systems of the NAN Territory.

True Cost of Housing in the North

- Following recommendations from community workshops and Chiefs and Councils, the NAN Housing Strategy is continuing to identify the true cost of building and completing housing projects across NAN territory.
- Numerous housing professionals have identified that there is a growing gap between government funding and the total cost to build an adequate home. This sub-project is working with Tribal Councils and individual communities to identify housing costs from the last few years in order to advocate for increased funding that recognizes the growing materials, freight and labour costs experienced by First Nations.
- In March 2022, a short survey was sent to all communities to identify:
 - Current housing wait lists
 - Types of future housing planned
 - Number of existing or serviceable lots
 - Future growth plans

This survey was resent to those who attend the Housing Summit in April 2024.

Creating a Home for our Youth

Creating a Home for Our Youth is a response to the overwhelming feedback of NAN Housing Strategy participants that youth are facing the least equitable housing outcomes.

- This project focuses on the experiences of NAN youth (age 15-29), their interactions with institutions and their journey to access safe housing. Both on- and off-reserve youth are struggling to secure adequate and appropriate housing and it is having significant impact on their well-being. This project looks to understand from the perspective of youth what solutions are most needed and desired.
- In particular, NAN co-examined the housing being provided through a number of institutions (education, healthcare, child and family services, policing) which force youth out of their communities and look to understand how it can be evaluated and improved.
- The interviews have now been completed, with 27 interviews done to date with NAN youth, aged 14-29, and 5 interviews completed with service providers.
- NAN and its partners at TDL have worked together to complete this project in February 2024. A copy of the report was provided to CMHC upon completion.
- This project is also working towards creating recommendations, which will be co-developed with the Oshkaatisak Council and other departments at NAN.

OTHER ACTIVITIES

National First Nations Housing and Infrastructure Strategy

- Continuing to share Immediate Needs Report Technical Report 1.0 with partner organizations, AFN, COO, and NAN Communities as well as external Government Organizations (Indigenous Services Canada, Canada Mortgage and Housing Corporation). This report is available upon request, please reach out to the Infrastructure and Housing Department at NAN.
- NAN's Housing Department, continues to work towards the completion of the True Cost of Housing project. In order to determine the true cost of housing in NAN communities, a quantity surveyor will be hired to work with the NAN Housing Department. If you would like to be involved with this project please reach out to Michael McKay, Director of Housing and Infrastructure for more information.
- In February 2024, NAN requested Rapid Housing Initiative Data from CMHC to increase advocacy efforts. A Resolution was passed at the NAN Chiefs Assembly in February, calling for a fourth round of RHI Funding (Resolution 24-25 Call for Additional CMHC Rapid Housing Funds).



Community Wellness

OVERVIEW

The Community Wellness department hosts a variety of programs that provide support to communities to build capacity and sustain culturally appropriate services and support for Nishnawbe Aski Nation communities while continuing to promote a model of well-being and highlighting the spirit and resiliency of NAN members. Community Wellness aims to foster the creation of community-based programs in the areas of prevention and intervention, with a focus on self-efficacy and self-determination. Community Wellness looks to NAN communities, Tribal Councils, and partner organizations to collaborate on the issues that affect communities and work towards advocacy to elect change for funding and policy-related barriers.

The Community Wellness department works in alliance with NAN member communities in the following programs and initiatives:

- NAN Crisis Response Team.
- NAN Crisis Training Program.
- Men’s Healing Initiative.
- Health Emergency and Management.

KEY OBJECTIVES

- Respond to community traumatic events or social emergencies in a timely and sufficient manner, and in a collaborative approach with appropriate service providers and supports.
- Provide ongoing training and professional development to Community and Tribal Council Crisis Coordinators and frontline staff.
- Enhance and empower the natural skills of community members and continue to build upon their strengths and capacities.
- To take guidance, direction, and the pace most appropriate for each unique community. Communities know what is best for their members and are the experts. It is essential to respect each community as to their individual needs, customs, norms, and traditions.

Crisis Response Team

OVERVIEW

The NAN Crisis Response Team (CRT) provides immediate, short-term support and assistance to NAN communities that have suffered a traumatic event or are experiencing a social emergency, while long-term support is determined through collaboration. Crisis response includes responding to emergency requests by offering crisis management and coordination, navigating resources and services, referrals, and advocacy. The CRT networks and coordinates with the NAN communities, Tribal Councils, health authorities, and social service agencies in conjunction with provincial and federal governments to ensure continuity of services, address gaps and barriers, map out resources and promote cost-effectiveness.

PROGRAM ACTIVITIES

NAN CRT continues to take guidance from and work with communities to support them in challenging times of crisis and emergencies contingent upon community needs. The CRT participates in a variety of activities and day-to-day tasks to serve NAN communities and members living in or visiting urban centres.

Tasks of the CRT include, but are not limited to:

- Arranging accommodations, groceries, meals, travel, and supplies for family members.
- Arranging debriefing sessions for the NAN Crisis Response Team and Community Crisis Coordinators.
- Arranging monthly conference calls with Community and Tribal Council Crisis Coordinators, Health Directors, and additional frontline staff.
- Arranging travel and coordinating shipment of tangible equipment and supplies to communities.
- Assisting with missing person searches by setting up command centres, providing necessary tools and equipment, and coordinating efforts with family, community, affiliated organizations, police services, and municipalities.
- Assisting communities with funeral arrangements.
- Connecting and supporting Community Liaison Workers during an evacuation to provide relief.
- Identifying and arranging travel and accommodations for mental health services to support individuals and families in need.
- Maintaining case notes and record-keeping statistics and data.
- Observing and partaking in flood or fire evacuation calls to monitor and address any gaps or challenges the communities experience throughout the evacuation process.
- Providing advocacy and mediation with funders, other agencies, and supportive services.
- Providing culturally appropriate mental health resources for communities needing in-person clinical or traditional services.
- Providing respite and relief for Community Crisis Coordinators and frontline staff experiencing burnout.
- Supporting communities with Crisis Team funding reports.
- Hosting monthly networking calls with Community and Tribal Council Health Directors and Crisis Coordinators.

OTHER ACTIVITIES

- Resolution 23/04: Advocacy and Support for the NAN Community Crisis Team Program and the NAN Crisis Response Team was passed at the NAN Chiefs Winter Assembly in February 2023, which mandates the NAN Executive Council to seek funding for the Crisis Team Program and to advocate for a comprehensive review of the existing gaps and barriers in NAN territory that affects crisis response.
- Data Project: The data project intends to analyze how using a database to capture information can help the Community Wellness department to share data interdepartmentally for quicker, more accurate, up-to-date statistics and reporting. It is also an attempt to collaborate and share data cross-departmentally. CRT staff completed training on the data project on October 24-26, 2023. The next steps in implementing the data project are under consideration due to the need for additional ongoing funding for full implementation.

- The NAN CRT is currently reviewing, updating, and creating policies and procedures to accurately reflect the support that community leadership and frontline staff need from NAN and for the team to operate effectively and efficiently.
- The policies and procedures currently in review includes, but are not limited to:
 - NAN Crisis Response Policy.
 - NAN CRT Workplan.
 - NAN Crisis Response Manual.
 - NAN CRT On-Call Protocols.
 - NAN Training Orientation and Onboarding for Crisis Coordinators.

HIGHLIGHTS

NAN Crisis Incident Stats 2023-2024

Incident	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Ceremonial Support – Vigil						2		1	1			1	5
Community Coordination	2						1	2	2	1	1	2	11
Community Addiction & Crisis	3									1	1	2	7
Court Support													0
Elder Support		1		3		2	3	4	3	1	1	1	19
Emergency Shelter		1				1				1	2	3	8
EVAC		2	2										4
Family Support		1		1	1	2	1					1	7
Fire	3	1					1						5
Homicide	2							1	1	1	1		6
House Fire	1			1			1						3
Medical – Emotional Support		1	1	1		2	1	1	1	1	3	2	14
MH Support	2	1	3		1	1	9	5	3				25
Missing Person	1	2	3	1			5					1	13
MV Injury													0
MVA Death				2						1	1		4
OD	2			1	1	5	1	1	1	1	1		14
Palliative	1		1	1		1	1	1	1				7
Sexual Assault							2						2
Sudden Death	4	3	2		1	3	2	3	3	1	1	3	26
Suicide	1	2	3	1	2	1	1	1	1	5	5	1	24
Suicide Intervention						1	2					1	4
Water Emergency Community				1									1
Total Per Month	22	15	15	13	6	21	31	20	17	14	17	18	209

Crisis Training Program

OVERVIEW

The Community Wellness Training Program fosters excellence by encouraging and promoting the personal and professional growth of Crisis Team Program workers who serve NAN communities, while also offering specialized training intended to meet the educational needs and skill development of NAN frontline workers at the community and Tribal Council level.

PROGRAM ACTIVITIES

In 2023-24, the Community Wellness Training Program offered a variety of training courses such as:

- Mental Health First Aid - Basic.
- Mental Health First Aid – First Nations.
- Applied Suicide Intervention Skills Training.
- safeTALK.
- Community Crisis Response.
- Debriefing.
- Opioid Poisoning Awareness and Naloxone Training.



OTHER ACTIVITIES

The Community Wellness Training Team also hosted well-attended conferences geared to the training program's target audience – Crisis Team Coordinators, Regional Crisis Coordinators and Mental Health Workers. Conferences included:

- “Honouring Our Families” – Inspiring Mental Wellness within our Families.
- “Seeds of Opportunity” – Practical Approaches for Understanding and Dealing with Grief.
- Mental Health Worker Gathering “Safeguards for our Youth”.
- Silver Lining Conference Crisis Coordinator Retreat.
- Harm Reduction, Prevention, and Intervention Conference.
- “Mahmow-gah-boom-seh-min: We Walk Together” Conference.

To keep target audiences engaged with the training program, the Community Wellness Training Team also created various craft kits as follows:

- Red Dress Pin Beading Kits.
- Orange Shirt Day Beading Kits.
- Remembrance Day Beading Kits – Honouring Indigenous Veterans Beading Kits.
- Suicide Awareness – Prevention Beading Kits.
- Ribbon Skirt and Shirt Sewing Kits.
- Youth-focused activity kits – Karaoke Night.

HIGHLIGHTS

11

Training courses completed in the community

15

Training courses and conferences hosted in urban centres

5

Virtual events

16

Group-based activities



Mental Health Training Coordinator providing training



Delegates enjoying a selfcare activity as part of the Seeds of Opportunity Conference

Men's Healing Initiative

OVERVIEW

The Men's Healing Initiative (MHI) supports and advocates on behalf of men from NAN communities who are survivors of historical childhood sexual abuse. The MHI provides programming that promotes healing and well-being at all stages of an abuse survivor's healing journey. The mission of the MHI is to provide a safe and supportive environment where men can access resources, reclaim agency, and nurture holistic wellness.

Mandates:

Resolution 05/16: Support for Victims of Ralph Rowe passed by the NAN Chiefs-in-Assembly mandated the NAN Executive Council to advocate for and ensure programming and support for Rowe survivors and their families.

Resolution 09/70: Support for Victims of Ralph Rowe was passed following the guilty verdict and Rowe's designation as a "sex offender" which in turn saw more victims come forward. NAN Chiefs-in-Assembly reaffirmed their mandate to the NAN Executive Council to advocate for more programming and support for survivors, and to negotiate for funding from all levels of government and denominations to support the growing group and their families with short and long-term needs for healing.

Resolution 24/13: Support and Advocacy for MHI and Apology Project passed at the NAN Chiefs Winter Assembly in February 2024. The Resolution mandated the NAN Executive Council to seek funding to support the MHI and survivors with implementing the Apology Project: Debwe Boonendamowin.

PROGRAM ACTIVITIES

- The Wellness Exploration Retreat: The Wellness Exploration Retreat was held on June 6-8, 2023, and was attended by 25 survivors and two family members, integrating Indigenous healing and modern therapies (Cognitive Behavioural Therapy and Eye Movement Desensitization and Reprocessing Therapy) led by Indigenous Elder Fred Thomas and experts to empower participants with culturally sensitive healing methods.
- Weekly Healing Circles with Ka-Na-Chi-Hih Treatment Centre: Throughout the year, MHI hosted weekly Men's Healing Circles with Ka-Na-Chi-Hih Treatment Centre. The Healing Circle offered men with a safe space for sharing experiences. Due to limited resources and remote participant access, the weekly healing circles could not continue. MHI is considering alternatives to accommodate the participants ongoing healing.
- Formation of the Survivor Apology Committee: MHI formed a survivor apology committee in September 2023. This committee prioritized survivors' voices for a forthcoming apology by the organizations responsible for Ralph Rowe's access to communities, allowing him to commit his crimes.
- Ralph Rowe/Anglican Church/Scouts Canada Class Action Lawsuit: On October 27, 2023, a judge approved the settlement terms of the class action lawsuit involving Ralph Rowe, the Anglican Church, and Scouts Canada. MHI provided crucial support and eased discussions between survivors and class counsel, concluding with a blanket ceremony to honour survivors.



OTHER ACTIVITIES

- **Class Action Claims Support:** MHI is actively guiding and supporting survivors during the claims process with class counsel (Koskie Minsky) and with service providers to offer therapy, and give information, ensuring access to support services.
- **Collaborative Event: Nimbaabaa Fathers Gathering:** The Nimbaabaa My Fathers Gathering held on November 6-8, 2023, and brought together Indigenous fathers and father figures for skill-building, networking and culturally based teachings, empowering them to foster healthier relationships.
- **Survivor Apology Committee Meeting with Scouts Canada Board:** In November 2023, the MHI's Survivor Apology Committee met with Scouts Canada Board of Directors in Ottawa, where six survivors shared their experiences of being abused and the lasting impacts the abuse had on their lives, leading to a commitment in furtherance of a survivor-led apology process.
- **Founding of Debwe Boonendamowin Project:** Through MHI's work with the Survivor Apology Committee, Debwe Boonendamowin Project was founded to create a platform for Scouts Canada and the Anglican Church to deliver an apology via in-community engagement events where survivors share their stories, mental health professionals detail the lasting impacts of Rowe's crimes, and First Nation service delivery agencies showcase their services.
- **Debwe Boonendamowin Community Awareness Campaign:** The Survivor Committee and MHI are tasked with creating awareness and promoting the Debwe Boonendamowin Project at Chiefs Assemblies, IRS Gatherings, and Youth Gatherings. The group has, and continues to present survivor stories, the NAN Men's Healing Initiative, and the Debwe Boonendamowin Project.
- **Debwe Boonendamowin Initiation Phase:** The Debwe Boonendamowin is currently in its Initiation Phase. As such, the MHI is currently identifying key stakeholders and the capacity of their participation in the project.
- **Survivors & Archbishop Sharing Circle:** As part of MHI's efforts in promoting healing and reclaiming agency for survivors, MHI has organized a meeting between a group of survivors and leaders of the Anglican Church to take place on June 10, 2024.
- **Hiring Support Staff:** As part of MHI and Scouts Canada's efforts to advance Debwe Boonendamowin into its planning and implementation phases, Scouts Canada has agreed to contribute funds to secure a full-time Administrative Coordinator.



Health Emergency Management

OVERVIEW

The Health Emergency Management (HEM) Program is funded through Indigenous Services Canada (ISC) to support NAN communities with capacity building and policy creation in responding to health and social emergencies, and to assist in the development of emergency preparedness plans.

The HEM Program intends to collectively address health and social emergencies in NAN territory by coordinating and collaborating with communities, Tribal Councils, partner organizations and internally with other NAN programs.

Program activities work toward the inclusion of:

- Alignment of services and resources.
- Identifying appropriate contacts.
- Establishing roles.
- Mapping out existing supports.
- Conducting capacity building through training.
- Reviewing, updating or developing emergency preparedness plans in the areas of prevention, mitigation, and response.

Mandate:

Resolution 16-25: Social Emergency Response supports the intent of the HEM program. Through collaboration of emergency preparedness plans, whether through natural disasters, social emergencies, disease outbreaks, substance use and mental health crises, the HEM Program strives to support community needs by being proactive and having the proper channels in place, and collaborating with other internal programs and external partners to serve communities experiencing crises.

PROGRAM ACTIVITIES

The HEM Program complements other internal programs to ensure communication throughout NAN departments to look at all aspects of a situation; in turn, formulating a fulsome approach to health emergencies. Every crisis, regardless of the origin or cause, has the potential to result in health emergencies thus it is of the utmost importance to support and collaborate with other department programs to support NAN communities.

The HEM Program has also provided various communities with supplies and resources during crises. These resources include:

- Cots
- Blankets
- Groceries
- Gas
- Other supplies specified by the communities in need

There have also been simultaneous search efforts for missing persons, supported by the NAN Crisis Response Team. HEM and CRT found that other items could be beneficial to support future searches should the situation arise. These items include:

- Prospector tents
- Wood stoves
- Flashlights
- Lanterns
- Cots
- Blankets
- Sleeping bags

These items could support searchers in both urban centres and the community.

The HEM Program proactively bought a limited supply of these items for future use during search efforts, health/social/natural emergency management situations, and for more lodging in the community during an influx of visitors during these events.

Early Years

OVERVIEW

The Early Years department supports community-led initiatives that enhance capacity, skill building and mentorship at the community level to meet the needs of families and children within communities, and establishes collaborative relationships with children service providers across the region, province and nationally to build better pathways of service, reduce duplication and enhance better practices. The department advocates at the federal and provincial level to develop and implement long-term sustainable community solutions to close gaps in services for children, including early learning and child care initiatives. The department has successfully engaged diverse people across Nishnawbe Aski Nation (NAN), including parents, caregivers, Elders and Knowledge Keepers, in working together on implementation of identified priorities and actions.

PROGRAM ACTIVITIES

Children’s Integrated Rehabilitation

Resolution 16/20: Support for the Development of NAN Children and Youth Services Model

The Mamow Sakinichinitoonanoowan Awashishaak Onci (“Together Holding Hands for the Children”) Regional Network held a strategic planning session in November 2023 to revisit the purpose and direction of the Regional Network and to streamline the process to ensure accountability and capacity to address priorities. Network members identified the following focus areas over the next three years.

- Lived Experience: Ensuring more parents, caregivers, youth, Elders, and Knowledge Keepers are engaged.
- Expanding educational and training opportunities and resources for families and ensuring it is practical, hands on and culturally relevant.
- Enhancing Community Engagement: Providing (autism) education and training in communities.
- Improving Resource Sharing and Accessibility: Reducing barriers to accessing services for children and young people.
- Innovative Service Models: Exploring tiered service models and land-based initiatives.
- Enhance Networking and Communication: Share resources and emerging and better practices across communities.
- Revisit “The Forgotten People Report” released March 2016: Revisit the priorities identified, determine what has been accomplished, identify emerging priorities, and prepare a follow-up report.

NEXT STEPS

- Complete the strategic planning session in May 2024 to build on the framework and develop specific action items based on the priorities.

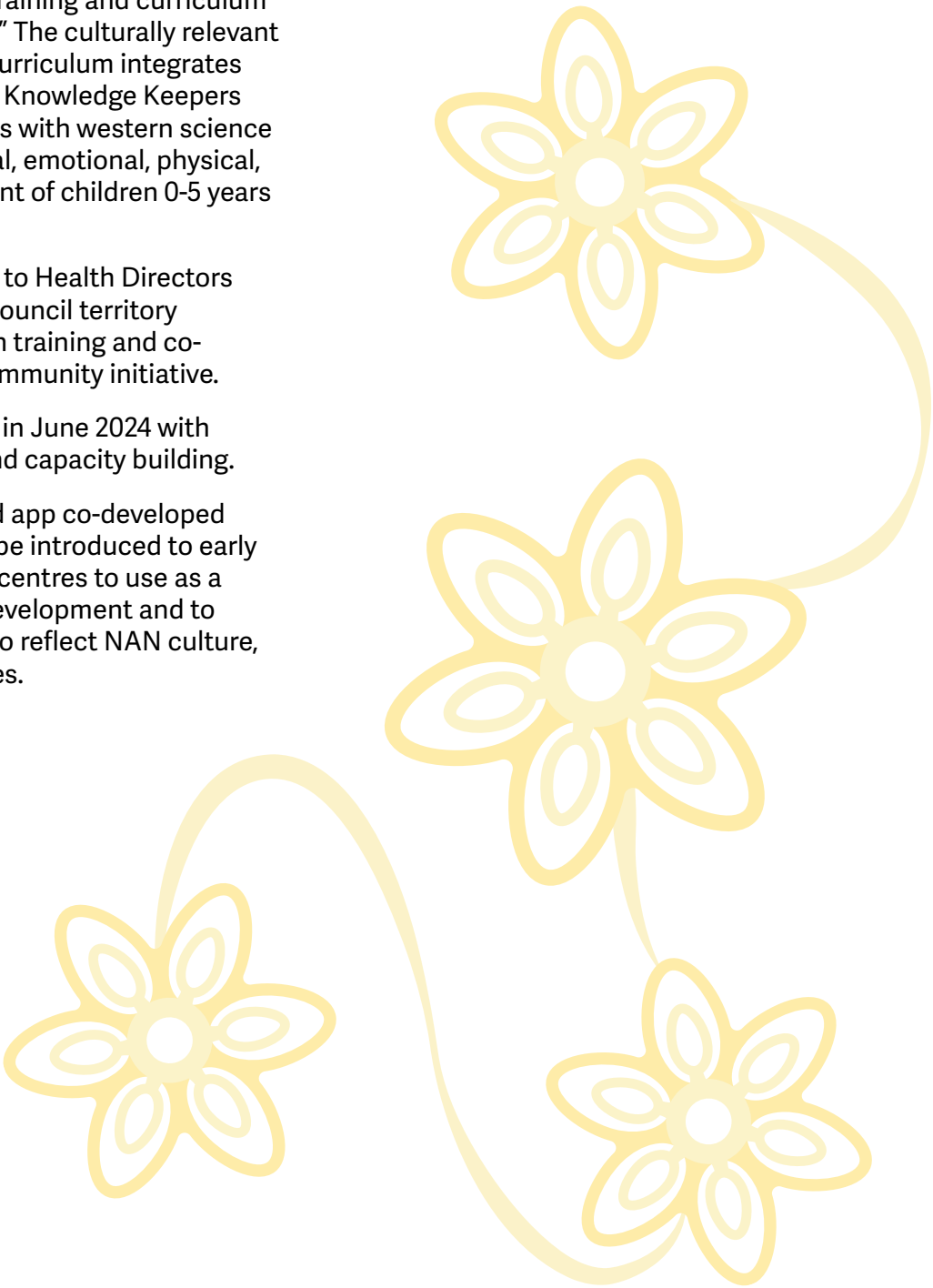
INFANT MENTAL HEALTH

Resolution 19/13: Support for the Development of NAN Specific Infant Mental Health Promotion Strategy

- The Early Years department continues to partner with Infant Mental Health Promotion (IMHP) at the Hospital for Sick Children, Payukotayno Child & Youth Milopemahtesewin Services (CYMS), and community partners in further expanding the community-led and community-designed training and curriculum titled “Natural Helpers.” The culturally relevant Infant Mental Health Curriculum integrates community, Elders and Knowledge Keepers teachings and practices with western science that supports the social, emotional, physical, and mental development of children 0-5 years of age.
- CYMS has reached out to Health Directors in the Mushkegowuk Council territory to determine interest in training and co-designing their own community initiative.
- Training will take place in June 2024 with ongoing mentorship and capacity building.
- The Nurturing the Seed app co-developed by NAN and IMHP will be introduced to early learning and childcare centres to use as a tool to support child development and to further revise the app to reflect NAN culture, languages and practices.

NEXT STEPS

- Continue working in partnership with CYMS and IMHP to expand or modify the curriculum and training in First Nation communities along the James Bay area, and early learning and childcare centres across NAN.
- Develop a similar approach with other NAN communities who are interested and committed to the process.



Autism Spectrum Disorder

Resolution 19/04: Support for the Development of NAN Specific Autism Spectrum Disorder Strategy

- The Ministry of Children, Community and Social Services (MCCSS) indicated a willingness to consider a northern approach to the Ontario Autism Program (OAP). Work continues to develop a proposal on a northern approach so that NAN families can easily access OAP, ensure children can access the streams of programs available without age restrictions, and access timely assessments and diagnosis. Currently, few NAN families are accessing OAP.
- NAN continues to collaborate with Autism Alliance of Canada to ensure NAN is meaningfully engaged in all aspects of the National Autism Strategy.
- NAN and Holland Bloorview Rehabilitation Hospital lead researchers have started initial discussions on a research project to determine increasing rates of autism and/or autistic behaviours across NAN territory and determine “why”. This concern has been raised by the NAN Chiefs-in-Assembly.
- Training and information sessions were held in Apitipi Anicinapek Nation, Sandy Lake First Nation and virtually in Fort Severn First Nation for parents and caregivers on autism and other neurodiversity.
- The NAN Parent Support Network (PSN) held 10 virtual meetings for parents providing opportunities to connect, support each other and learn strategies to help their children with neurodiversity, including Attention Deficit Hyperactivity Disorder, and Autism Spectrum Disorder. Currently, 106 parents and caregivers are registered in the PSN.
- The NAN Parent Facebook page offers information and resources on neurodiversity and opportunities for training are provided for parents and caregivers to access. Currently, 146 NAN members are registered.

- NAN hosted a two-day gathering in September 2023 for 38 parents and grandparents. Opportunities for sharing, learning and networking were provided. There was a presentation on autism, recognizing our strengths and celebrating our gifts, discussions on the realities of parenting a child with autism, and how to apply for family directed respite service through Wesway.
- A two-day gathering was held in March 2024 in Timmins for parents, caregivers and respite supports to learn first aid, crafts, and activities to do with children, information on neurodiversity, and increasing networking opportunities.

NEXT STEPS

- Continue work with Holland Bloorview Rehab Hospital to develop a research framework to present to NAN Chiefs for review.
- Advocate for First Nation specific funding and resources under the National Autism Strategy.
- Support communities in education and training on neurodiversity and assist communities to access services.



Family Directed Respite Services – Jordan’s Principle

- 676 children were provided services this year, surpassing the target number of 500. This is an increase of 251 from last year.
- 825,719 hours of respite support have been provided by family respite workers in communities.
- Crisis respite assisted in 241 emergency family situations resulting in 53,411 hours of crisis respite, a 41% increase from last year.
- The program continues to have positive impacts on NAN families, and Wesway teams continue to visit communities and provide information booths at various events.
- Wesway has expanded their service by providing families with themed kits full of craft supplies, game and activity ideas, resources and special gifts for the caregiver. These have been well received and appreciated.
- Wesway conducts a survey every year to determine if needs of families are being met and if any adjustment to the program is required. The following family quotes came out of the 2023-2024 annual survey:
 - ▶ “My family is a lot more independent, happier and healthier since we’ve received respite. The world was so sheltered for us before, with the three kids getting so overstimulated whenever we went out. Going out was not enjoyable for any of us, just stressful and painful. We now have more hands to help my children feel well supported when outside our home. Respite has helped us get to know more of our community and it’s made the world of difference to us all.”
 - ▶ “With this help, I feel relief now like I can breathe. Having that extra support, my sister beside me, helps a lot. It gives my kids with special needs a positive life.”
 - ▶ “It hasn’t been easy raising three children with FASD. Before respite...it was just me struggling whenever I went out with the kids. Now I can ask for help and support from others without feeling indebted to them as I can now pay them for their time.”

NEXT STEPS

- Submit group application to Jordan’s Principle to increase services to 1,000 children for 2024-2025.
- Training for family directed respite workers – autism and First Aid.
- Find ways to increase support for children aging out of respite services.

Indigenous Healthy Babies Healthy Children Program (IHBHC)

- Virtual monthly meetings were held with community IHBHC Coordinators to provide ongoing support and build networks. The monthly meetings provide opportunities to share, assist in program planning, identify key training priorities and assist with completing report documentation.
 - ▶ In November 2023, NAN hosted a two-day strategic planning session in Thunder Bay for the IHBHC community-based workers and Health Directors. Key themes were identified, and further strategic planning will take place in May 2024 to complete a 3-year plan that will further enhance and support the program. NAN took the opportunity to celebrate IHBHC workers who have provided service to children and families in their communities for the past 10-25 years. Each worker was presented with a stained-glass eagle feather.

NEXT STEPS

- Strategic planning session in May 2024.
- Final 3-year strategic plan and implementation.



Elder Maggie Chisel offers gifts to IHBHC community-based workers.

“Advocate for holistic approaches to supporting individuals and communities, emphasizing the interconnectedness of family, culture, spirituality, and tradition in promoting the well-being of children, families and community”

- Elder Maggie Chisel

HIGHLIGHTS

based on reports received by communities

2,993

Individuals and Families who received Client-Based Services

1,012

Client-Based Services: Face to Face

8,194

Client-Based Services providing Supplies and Transportation

4,039

Group Based Activities

1,645

Community Outreach, Engagement, Relationship Building

For more information contact earlyyears@nan.ca

Barriers to Government Issued ID: Birth Registration, Birth Certificate

Resolution 07/42: Birth Registration-Documentation Blitz

- Deputy Grand Chief Anna Betty Achneepineskum met with Deputy Ministers from the Ministry of Indigenous Affairs (IAO) and the Ministry of Public and Business Service Delivery (MPBSD) to present NAN's "Barriers to ID: Proposed Action Plan 2023-2024 Report" and highlights of the "NAN Pilot ID Clinic 2022-2023 Report."
- NAN requested \$4.2M over the next five years to support NAN, Tribal Councils and Independent First Nations to hire and train staff and cover fees and travel costs to continue with community-based ID clinics.
- Both Ministries agreed to only provide NAN with one year funding in the amount of \$491,882, despite NAN's protest that the funding was not sufficient nor could NAN and Tribal Councils recruit staff, provide training and reinstate the ID clinics in less than 12 months.
- MPBSD is proposing a mobile trailer model as an option to increase access to services based on North Shore Tribal Council's model. NAN and IAO have repeatedly stated that most NAN communities are remote and fly-in, and a mobile unit will not be successful.
- MPBSD is also proposing direct service agreements with Tribal Councils and that is being explored with the Tribal Councils.

NEXT STEPS

- Facilitate a meeting with MPBSD, IAO, Tribal Councils, First Nation Health Authorities, and Corrections in April 2024 to discuss how to move forward.



Indigenous Early Learning and Child Care

Resolution 14/09: Nishnawbe Aski Nation Early Learning Framework

- NAN Early Years maintained observer status at the Assembly of First Nations (AFN) National Expert Working Group (NEWG) on Indigenous Early Learning and Child Care (IELCC). The NEWG is mandated by AFN Resolution 39/2016: First Nations National Working Group on Early Learning and Child Care (ELCC) to lead the work on IELCC at the national level.
- The NEWG contracted the Institute of Fiscal Studies and Democracy (IFSD) to research a new funding formula for IELCC. IFSD has presented eight new options for the NEWG to consider, along with the status quo. All the formula options result in lower funding for Ontario First Nations. NEWG is seeking consensus to bring forward a resolution at the AFN Annual General Assembly in July 2024.
- NAN continues to advocate for needs-based funding based on Remoteness Quotient Adjustment Factor work and increased capital funding needed to ensure the children and families have access to an Early Learning and Child Care system comparable to off reserve Ontario residents. Deputy Grand Chief Anna Betty Achneepineskum requested a meeting with Minister of Families, Children and Social Development Jenna Suds, which was confirmed for early April 2024, and Ontario regarding the Ontario Canada Wide Early Learning and Child Care Agreement with no response to date.
- All NAN First Nations received \$10,410,858 IELCC Program and Services funding in 2023-2024. NAN received \$1,288,494 in Partnership and Governance funding to support the development of the NAN designed systems and structures needed to support First Nation ownership and control of ELCC by 2028.

- NAN was approved for a \$2 million IELCC Quality Improvement Project (QIP) from Employment and Social Development Canada (ESDC). The two-year project will have three specific goals:
 1. Define the standards, best practices and localized policy development in designing high quality IELCC programs through meaningful engagement with NAN First Nations.
 2. Develop a strategic framework to assist NAN First Nation members in the formation of local or regional IELCC licensing standards, policy and protocol agreements as integral to IELCC ownership and control by 2028.
 3. Develop an education and training strategy that builds on and integrates the knowledge and wisdom of Elders, Knowledge Keepers, families and early learning practitioners.
- With support from the Group’s Elder, the NAN Early Learning and Child Care Technical Working Group was renamed to “Embracing: Our Children, Our Way.” The Working Group met four times over the year providing input, considerations and guidance in all aspects of the work. The Group will take an Advisory role for the QIP Project.
- A NAN Early Learning and Child Care Gathering was held on June 15-16, 2023, in Thunder Bay. Over 50 childcare staff from 11 NAN communities joined for two days of connection and inspiration. The Ojibway and Cree Cultural Centre joined for a day of land-based learning and all participants reported a positive experience that enhanced their own well-being or their work with children.
- Seven of the nine childcare centres who were granted repair and renovation funding have received all requested funding. Most childcare centres report they have completed most renovations. NAN will continue to support centres to obtain their funding and work with Tribal Councils to support the renovation process as requested.

- A preliminary report was received from First Nations Engineering Services Ltd, who were contracted by NAN to conduct a NAN Child Care Facility Capital Needs Assessment to develop recommendations on the capital, infrastructure, and preliminary land requirements for Early Learning and Child Care in NAN territory. A full draft report is expected in June 2024.
- NAN Early Years hosted four virtual information sessions where federal funding partners presented funding and reporting requirements with opportunities for NAN community members to ask questions and voice concerns.
- NAN Early Years in collaboration with NAN Men’s Healing Initiative and NAN Health Emergency Management hosted the 1st Annual Nimbaabaa: My Father’s Gathering in Thunder Bay in November 2023. Fathers and father figures from 15 NAN First Nation communities and urban centres attended and shared their fatherhood journey and stories. The gathering received an overwhelmingly positive response. NAN Early Years continues to prioritize involving men and fathers in the conversation and the work.
- NAN Early Years were invited to visit and support ELCC centres in Ginoogaming, Constance Lake and Fort Severn First Nations. NAN ELCC centres across the territory are encouraged to reach out for support in developing tailored initiatives based on each community’s culture, language and values.
- NAN Early Years supported Apitipi Anicinapek Nation to open their first ELCC centre in March 2024. A short documentary chronicling the process will be released in Fall 2024 as an aspiration to other NAN communities.
- A NAN ELCC Community of Practice was established on social media to connect and support NAN childcare staff across the territory. The private Facebook Group “NAN ELCC Gathering Place” is a resource library and open forum with live events and opportunities to connect and engage. Support to NAN Early Learning and Child Care centres continues with resources, opportunities for collaboration and increased access to training opportunities.

- The Early Learning and Child Care Professional Network monthly meetings continued for IELCC Coordinators and managers, after a brief pause. The year’s meetings focused on sharing strengths and successes, identifying needs, and brainstorming solutions. The most common challenges for all centres continue to be staff retention and burnout.
- NAN Early Years piloted the Circle of Security for Educators training program with the Little Lambs Child Care Centre in Constance Lake. Eight childcare staff graduated from the program. Circle of Security for Educators focuses on developing relationship capacity. Children who can experience a secure relationship with a trustworthy adult, learn about positive relationships, emotion regulation, executive functioning, security, trust, patience and cooperation.

NEXT STEPS

- Opportunities for all communities to contribute and provide input into the NAN ELCC Framework, licensing work, and Education and Training strategy.
- Mentorship program for NAN ELCC practitioners.
- Three-day ELCC Wise Practices event in Thunder Bay for all NAN childcare staff including a full day of land-based learning.
- Circle of Security Virtual Training pilot program for two remote First Nation ELCC staff.
- Four information sessions sharing information, support and teachings about children 0-6 from Elders, Knowledge Keepers, men, women, and early learning experts.
- Social Media campaign on the importance of the Early Years and the role ELCC programs play in preservation and revitalization of language and culture and community wellbeing.
- Development of a toolkit to support ELCC staff to facilitate land-based learning for 0-6.

OTHER ACTIVITIES

- Deputy Grand Chief Anna Betty Achneepineskum, NAN Women’s Council member Shirley Sutherland, and Oshkaatisak Youth Council member Mallory Solomon have been invited to attend the Canadian Autism Leadership Summit in Ottawa in April 2024 to advocate for NAN voices at the table in designing and implementing a National Autism Strategy.
- World Down Syndrome Week: NAN shared a post and wore mismatched socks for the week raising awareness and teaching others about life with Down Syndrome. This will continue again the week of October 20-26, 2024.

“I’m just so excited for the person I’m going to be in a few years, after I have this opportunity to work with children in the daycare and grow and learn together.”

- Apitipi Anicinapek ELCC staff

“Children hold the key to wellness of our communities.”

- Chief June Black, Apitipi Anicinapek Nation

“The first thing I notice is commitment. When you create a life and you are given a child, you are committed to that child for the rest of your life, and you are responsible for that person. You must do whatever you need to do to ensure this child will be able to care for themselves as adults in a good way.”

- Elder Sam Achneepineskum on Fatherhood

“We need more workshops for men, more training and opportunities for single fathers with children, more resources for men with children - emergency housing, food, so on.”

- Nimbaambaa Father’s Gathering Participant

“It’ll take some time to implement everything and work on my trauma, but I’ll get there.”

“Everything was great! Amazing program!”

-Circle of Security Participants



Language is a gift

At Little Lambs Daycare in Constance Lake, Language teacher Hannah Bear speaks Ojibway to the child, strengthening his connection to his culture and traditions.



Baby and dad listen together during the First annual Nimbaabaa: My Father’s Gathering.

HIGHLIGHTS

1,261

Children have been provided 4,379 books through the Dolly Parton Library

676

Children receiving respite services

2,300

Hats and mitts received sent to communities in December

19

Communities attended virtual IELCC gatherings

26

Communities attended IELCC in person gatherings

16

Community visits to support IELCC work

108

Requests for ELCC resources from community staff

Reports are from the Indigenous Healthy Babies/Healthy Children program.

Justice Research and Policy

OVERVIEW

Many Nishnawbe Aski Nation citizens still seek justice and do not find it within Canada’s legal system. This reality motivates the NAN Justice Research and Policy department to deliver on the significant mandates given by the NAN Chiefs-in-Assembly.

PROGRAM ACTIVITIES

Moses (Amik) Beaver Inquest

In April and May 2023, the Justice Research and Policy department helped support NAN’s participation in the Moses (Amik) Beaver Inquest as a party with standing. The Inquest reminded people of the caring and positive man that Moses was, and how he contributed so much to his community and across Turtle Island. He faced injustices from the health care, mental health care, and justice systems that did not provide for him when he needed help. The department remembered Moses throughout the year.

In June 2023, NAN wrote to organizations named in the recommendations to ask for a meeting. At the Keewaywin Conference in August, the NAN Chiefs-in-Assembly passed resolution 23/25 calling for full implementation of all 63 recommendations. Starting in September 2023, the Justice Research and Policy department attended monthly working group meetings with stakeholders to discuss Recommendation 26. In November 2023, NAN met with Indigenous Services Canada Minister Patty Hajdu to raise the need to implement the Moses Beaver Inquest recommendations and to advocate for a collaborative approach. In NAN’s Indigenous Justice Strategy submission to Justice Canada, several pages were included on the Moses Beaver Inquest and the need for better mental health care within the justice system. Advocacy on the implementation of these recommendations will not end.

Recognition of Rights through the UNDRIP

In May 2023, Canada published their draft five-year UNDRIP Action Plan. While some of NAN’s priorities were included, many were unfortunately ignored in favour of restating existing positions and actions of the federal government. NAN responded to the draft Action Plan by continuing to advocate for Free, Prior and Informed Consent and the priorities that NAN Chiefs had determined at the September 2022 engagement on UNDRIP. The 2023-2028 UNDRIP Action Plan was published in June 2023.

NAN wants to note the February 2024 Supreme Court of Canada decision in *Reference re: An Act respecting First Nations, Inuit and Métis children, youth, and families, 2024 SCC 5* as the first time Canada’s highest court has discussed the UNDRIP in a ruling. NAN hopes this will further recognize Inherent Rights in the UNDRIP such as self-determination, self-government, free, prior, and informed consent, and much more.



Envisioning a NAN-Wide Justice Strategy

The federal government has promised an Indigenous Justice Strategy, and the NAN Justice Research and Policy department’s goal has been to ensure the unique needs of NAN communities are part of that strategy. To do this, a “Chiefs Engagement on Envisioning a NAN-Wide Justice Strategy” was held in September 2023. Resources and analysis from the Justice Research and Policy department and other experts were shared while providing time for Chiefs and proxies to discuss the justice issues impacting their Nations.

The Justice Research and Policy department also engaged with the Nishnawbe Aski Police Service (NAPS) and Nishnawbe-Aski Legal Services Corporation (NALSC) to ensure their priorities were also included in the Indigenous Justice Strategy. A government-imposed deadline was set for December 31, 2023, and NAN submitted the results of its work in a report to Justice Canada in December 2023.

NAN called on the justice system to:

- Take people’s health and wellness seriously.
- Implement ready-to-go recommendations.
- Strengthen First Nations justice institutions.
- Recognize NAN First Nations have the solutions and the jurisdiction.

Copies of the report were provided to NAN Chiefs electronically in December 2023 and physical copies were distributed at the 2024 Winter Chiefs Assembly. To date, funding for this project has not been extended past March 31, 2024.

Anti-Racism

NAN secured funding from Ontario’s Ministry of Citizenship & Multiculturalism, Anti-Racism Directorate for 2023-2024 and hired its first policy analyst position for Anti-Racism. This project gathers resources on anti-racism, and anti-Indigenous racism to build resources for internal and external resources. With the Anti-Racism Project being the first of its kind within NAN, year one has focused on:

- Creating the necessary relationships—both internally and externally.
- Creating capacity for the department by conducting anti-racism and anti-Indigenous racism research, which also helps inform the Justice Research and Policy department’s projects.

On top of research gathering and analysis, the Anti-Racism Policy Analyst provided a workshop in February 2024 at the annual Oshkaatisak Youth Council gathering for NAN youth. Engagement and information sharing internally and externally have helped inform future research considerations and opportunities for collaboration. The Anti-Racism Policy Analyst has represented the department at NAN community visits, shared information at career fairs, and set up booths at NAN events to introduce the anti-racism work to promote the project and collect feedback.

The department is set to launch an educational and information-sharing website on anti-racism and anti-Indigenous racism, and about projects the department is involved with. Research from a trauma-informed “do no harm approach” is built in, so resources will include links to mental health supports.



The department’s first Call to Art contest is part of the foundational pieces to gather visual representation of the following:

- Anti-Racism
- Overcoming Adversity
- First Nations Policing
- First Nation Self-Determination
- First Nation Self-Governance
- Seven Grand Father Teachings
- Strength, Healing, Reconciliation

Funding in 2024-2025 is not committed for the full year and NAN will be pursuing resources to continue project activities on public education and research. Engaging with NAN communities ensures department work is done and directed from a NAN community perspective, that the voices of communities are heard, and leadership is informed on opportunities to provide input into existing and developing policies and laws that can potentially affect First Nations people.



OTHER ACTIVITIES

- Confederation College Aboriginal Community Advocacy Program includes a six-week placement component for their students. In April 2023, the Justice Research and Policy department said goodbye to their first placement student Malcolm Sagutch and are pleased to see him back at NAN in a different role! The department welcomed its second placement student Ana Brown-Mantha in March 2024.
- Learning from the Navajo Nation is a new part of the Justice Research and Policy department’s work. In April 2023, department staff joined with NAPS for a capacity-building exchange with the Navajo Police Department. A follow-up meeting in February 2024 was held to strengthen ties and learn more from them.
- In September 2023, the Justice Research and Policy department attended the “Healing from the Outside In” event held outside the Thunder Bay District Jail.
- In February 2024, the Anti-Racism Policy Analyst Lucas Livingstone-Sitch provided a workshop at the annual NAN Youth Gathering.
- The Justice Research and Policy department also supported NAN events including the August 2023 Keewaywin Conference, the February 2024 Winter Chiefs Assembly, and the March 2024 Forum on Additions to Reserve.
- In March 2024, NAN, NAPS, and NALSC met along with other stakeholders to discuss the issues surrounding the enforcement and prosecution of First Nation laws and bylaws. Work on this and other policing-related issues will continue in 2024-25.



Vision 2024 - 2027

Equitable and Customized Services tailored to communities needs

Culturally Safe Pathways, Tools and Resources

Community Engagement and Enhancing Capacity: Increase Communication

Person Centered Approaches and Accountability



Reclamation and Healing

OVERVIEW

Through funding agreements made in partnership with the Ministry of Indigenous Affairs (IAO), Indigenous Services Canada (ISC), and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), the Reclamation and Healing department was able to fulfill their mandate from Resolution 21/10 in 2023-2024 and provide support and capacity to survivors, their families, initiatives, and communities within the NAN territory in response to Indian Residential Schools and Day Schools. The Reclamation and Healing department engaged in activities that addressed these institutions’ lasting impacts and legacy in a way that fostered healing, reclamation, reconciliation, and repatriation.

The Reclamation and Healing department staff is comprised of:

- Director
- Policy Analyst
- 2 Health Support Officers
- 1 Cultural Support Officer

The staff services NAN territory by providing:

- Technical support in assisting communities, initiatives and individual survivors on searches of former IRS sites and missing children.
- Health and cultural support, and helping survivors and intergenerational survivors access and navigate services.
- Education and raising awareness regarding the truth of Indian Residential Schools and the 94 Calls to Action from the Truth and Reconciliation Commission (TRC).
- Ongoing advocacy and support for relevant settlement applications.



PROGRAM ACTIVITIES

From April 2023 to March 2024, the Reclamation and Healing department achieved several key deliverables. It formulated a comprehensive work plan outlining the objectives, tasks, and strategies for the technical support unit to develop.

Funds were allocated to create resources and educational materials focusing on the history of Indian Residential Schools and Indian Day Schools in NAN territory, hold a successful Orange Shirt Day in Thunder Bay, promote program services, and maintain the department website. The SAFE Council convened as needed, engaged in comprehensive discourse, and provided recommendations regarding the department, events, survivor wellness, and the future of NAN territory. Additionally, engagement was undertaken with regional and national bodies to enhance knowledge and support community initiatives.

The Reclamation and Healing department hosted two regional gatherings in Thunder Bay to engage IRS survivors:

1. “The Knowledge is Sacred; Truth is Healing Gathering” on November 28-30, 2023.
2. “The NAN Annual IRSS Gathering” on February 26-29, 2024.



The department hosted the “Residential School Site Search Forum” in Thunder Bay, which was an information-sharing gathering of the 18 lead sites and survivor initiatives. The department provided technical and health support to survivors in Brantford at the “Mohawk Institute Gathering”, and in Sault Ste. Marie at the “Survivors of Shingwauk Gathering.” Department staff made community visits to Fort Severn, Chapleau Cree, and Moose Cree.

In 2023, NAN Chiefs-in-Assembly passed two resolutions:

1. Resolution 23/30: Supporting the Full Implementation of TRC’s Calls to Action within NAN.
2. Resolution 23/29: Focused on Research on Indian Residential Schools.

Competence and ability in navigating the holdings of the National Centre for Truth and Reconciliation (NCTR) Archives increased through the Reclamation and Healing department's Memorandum of Understanding with the University of Manitoba, which made it possible for the department to undertake research for NAN territory and survivors. The department supported coordination between NAN survivors and caretaker communities in their IRS processes, as were related gatherings and events, acknowledging that former students within NAN territory attended schools across the country.

Several ongoing deliverables were worked on, including support for the Nikanigawbowin Council, formerly known as the SAFE Advisory Council. Nikanigawbowin means 'to lead the way; to stand up for something'. The council changed its name per Resolution 21/10 to better reflect the purpose of the council in the language.

Key focuses included the implementation of the TRC Calls to Action pertaining to unmarked graves in NAN territory, the development of the NAN IRS Response Strategy, and the establishment of a support network of technicians and survivors to share information. Additionally, there was information compiled to assist community initiatives and to help survivors and their families identify and access resources for identifying burial sites, locating lost loved ones, and repatriating remains.



OTHER ACTIVITIES

- The Reclamation and Healing department collaborated extensively with the Men's Healing Initiative and the Youth Initiatives at NAN and collaborated with the 18 Lead Communities in Ontario and survivor initiatives beyond NAN. The department also engaged with the Chief Coroner of Ontario and partnered with various external organizations, including Know History, Lakehead University, Laurentian University, the NCTR, and Geophysics for Truth.
- Rachel Kakegamic, Director of Reclamation and Healing, sits on the Thunder Bay Museum Indigenous Advisory Group and serves as the Chair of the We Are Connected Ontario Lead Community Meetings.
- Ocean Moberly, Reclamation and Healing Policy Analyst, sits on the Thunder Bay Harm Reduction Working Group, the Thunder Bay Opioid Response and Surveillance Task Force, the Thunder Bay Drug Awareness Committee, and the Lakeshore Psychiatric Cemetery Working Group.



The framework for the IRS Response Strategy was developed in consultation with the Nikanigawbowin Council and includes a six-pillar approach. Under the direction of the Nikanigawbowin Council, the department has initiated a consultation on the IRS Response Strategy, focusing on the pillars of Research and Communications.

Collaborative consultations brought together community leadership and survivors to identify key concerns and areas of interest under those pillars. Emphasizing evidence-based research, they aimed to document the IRS system impacts while developing a communication plan to raise awareness and dialogue, ensuring the strategy was data-driven and effectively shared to support healing and reconciliation. Further engagement and dialogue are necessary under the remaining four pillars to complete the strategy.



Women's Initiatives

OVERVIEW

The Women's Initiatives department is responsible for mandates specific to Women's Issues including family violence prevention, ending violence against Indigenous women, the implementation of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) Calls for Justice, and the empowerment of Nishnawbe Aski Nation women. The Women's Initiatives department works closely with the NAN Women's Council and receives ongoing guidance and input from its members.

PROGRAM ACTIVITIES

On February 8, 2024, the NAN Chiefs-in-Assembly passed a resolution to adopt the use of the phrase "Missing and Murdered Indigenous Peoples" (MMIP) across NAN. NAN recognizes the importance of inclusivity and respect for all members. Raising awareness about the MMIP crisis in NAN is a priority. The issues surrounding missing and murdered First Nations people must be brought into the public's awareness to increase the accountability of the justice systems and to show support to the families and communities of those who have been taken.

MMIP awareness increasing activities included presenting on the issue at NAN gatherings, honouring the memories of MMIP from NAN through social media posts, and coordinating small-scale remembrance vigils for NAN MMIP.



Women's Initiative's staff Jamilee Wanakamik & Loretta Sheshequin with MMIWG/MMIMB Awareness Walkers Cameron & Charity West, June 2023.

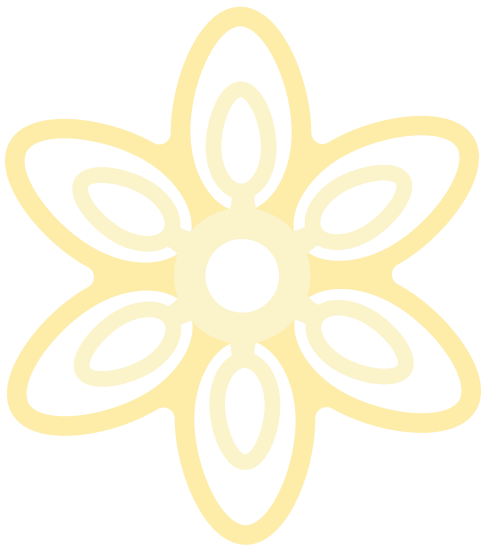


Members of the NAN Women's Council prepare a meal for clients of the Thunder Bay Shelter House.

The Women's Initiatives department and the NAN Women's Council continue to work closely to prioritize and address the many issues women face within the NAN territory. Over the course of the year, several activities and initiatives were coordinated and implemented:

- Convening monthly meetings of the NAN Women's Council to discuss priority issues and receive input and guidance on activities and initiatives throughout the year.
- Creating awareness of violence against women, girls, and 2SLGBTQQIA+ people through social media posts on NAN's Facebook, Instagram, and X platforms.
- Hosting public engagement events to bring awareness to days of recognition:
 - Moose Hide Campaign Day (mid-May annually).
 - International Day for the Elimination of Violence Against Women (November 24 annually).
 - Sisters in Spirit Day (October 4 annually).
- Continuing to highlight women leaders from NAN via the NAN Women Leadership campaign.

Securing core funding for the Women's Initiatives department and the NAN Women's Council is an ongoing priority. It is critical to ensure that work on mandates and priority issues can be sustained and increased in scope which will result in more impact at the NAN community level.



OTHER ACTIVITIES

NAN continued to participate in both provincial and federal processes to support ongoing advocacy work specific to violence against Indigenous women, girls and 2SLGBTQQIA+ people via membership on:

- Ontario's Indigenous Women's Advisory Council (IWAC).
- Chiefs of Ontario First Nations Women's Council (COO FNWC).
- Assembly of First Nations Women's Council (AFN WC).
- The Thunder Bay Coalition to End Human Trafficking.
- The Regional Anti-Human Trafficking Committee for the Cochrane-Temiskaming Districts, (including the James Bay Coast).
- Naadmaagewin Violence Against Women Coordinating Committee (NVAWCC).

Collaborative relationships continue with:

- Ontario Native Women's Association (ONWA).
- Nishnawbe Aski Police Service (NAPS).
- Survivor Assistance Support Program (SASP).
- Sioux Lookout First Nations Health Authority (SLFNHA).
- Iikwe Mashkowziwin (Woman's Strength) project team.

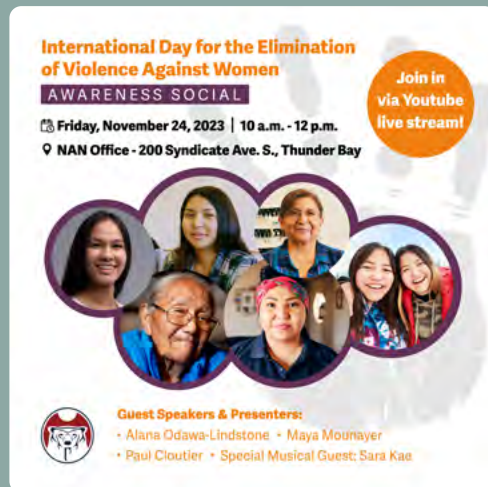
New relationships were established with:

- Beendigen Women's Shelter.
- Nokiiwin Tribal Council.
- Thunder Bay District Health Unit.
- Anishnawbe Mushkiki.
- Equay Wuk Women's Group in Sioux Lookout.

Women's Initiatives looks forward to building more relationships and collaborating on initiatives in the coming year.

Women's Initiatives co-hosted the first ever Thunder Bay Moose Hide Campaign Day Awareness Walk with ONWA on May 11, 2023. The event was a great success with approximately 70 people in attendance.

HIGHLIGHTS



October 4th Sisters in Spirit Day display at reception. The Women's Initiatives department encourages family members to send in photos of their loved ones so we can honour them and continue to raise awareness.



Homelessness

OVERVIEW

The Executive Office of Deputy Grand Chief Anna Betty Achneepineskum provided support and advocacy on homelessness-related issues experienced by NAN citizens in urban centres in northern Ontario.

PROGRAM ACTIVITIES

Homelessness Strategies and Initiatives

Mandates:

Resolution 17/37: NAN-Wide Homelessness Strategy and Prevention

Resolution 22/24: Affirmation of Homelessness Strategy

KEY ISSUES:

Homelessness and housing precarity continue to impact NAN citizens off-reserve. Homelessness and encampments are on the rise in Canada, and it is no different in urban centres in northern Ontario as more and more First Nations people are resorting to sleeping outside or living in tents and encampments. Safety is also a major concern; homeless people are vulnerable and experience harm and violence but are often afraid to report incidents to the police.

Adequate and safe housing is a fundamental human right affirmed in international law, including in UNDRIP. All government levels and key stakeholders must be held accountable for their human rights obligations related to homelessness and housing because homeless individuals are significantly experiencing human rights violations. Homeless NAN citizens experience human rights violations as demonstrated, for example, by the growing encampments or the NIMBYism mentalities that can influence policymakers or decision-makers.

A First Nations homelessness strategy and database system were mandated in Resolutions 17/37 and 22/24. NAN requires homelessness data for NAN citizens off-reserve, i.e., the number of homeless NAN citizens across the region, the reasons for being homeless, the gaps and barriers they face, their needs, etc. This data would help to identify solutions and develop a good strategy for NAN Chiefs-in-Assembly to support. While data is collected through point-in-time counts, this data so far does not support the needs of NAN and its mandates.

Partnerships are key for collaboration in preventing and ending First Nations homelessness. Building and maintaining relationships with Ontario and Canada as Treaty partners, municipalities, Indigenous organizations including the Assembly of First Nations and the Chiefs of Ontario, and other stakeholders are necessary if NAN is to effectively support NAN communities wanting to create strategies and initiatives or to advocate for NAN citizens struggling with homelessness and housing precarity off-reserve.



Community members walking in support of the 2023 Moosehide Campaign in Thunder Bay.

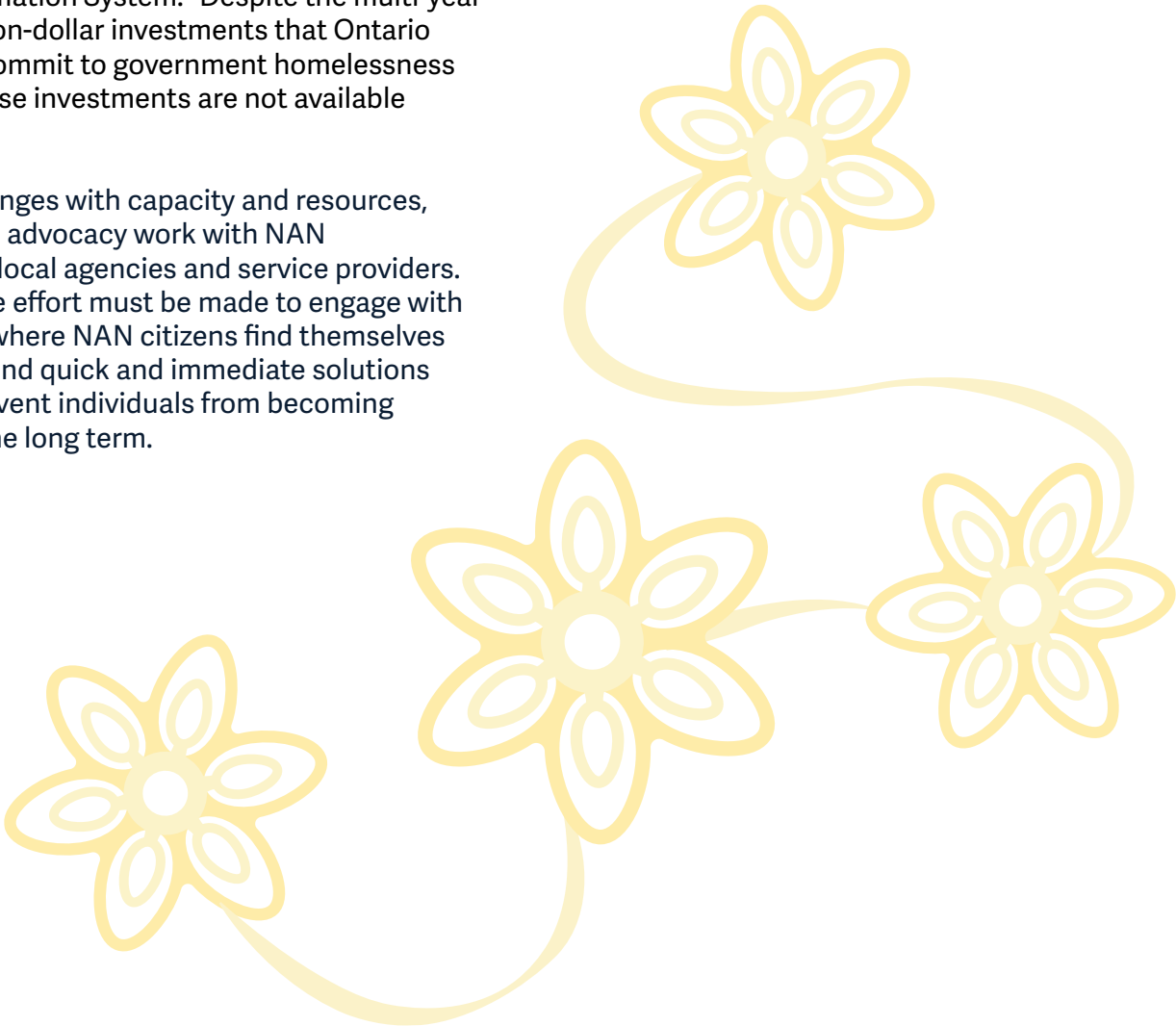
NAN signed memorandums of understanding (MOU) with the Thunder Bay District Social Services Administration Board, the Cochrane District Social Services Administration Board (CDSSAB), and the Kenora District Services Board in 2019. So far, the MOUs are underutilized. In January 2024, NAN met with all three DSSAB CEOs to discuss the partnership and the potential for forming one steering committee considering the issues are similar across the districts and potentially address priority areas through this forum.

The biggest hurdle for NAN continues to be the lack of resources to dedicate 100% attention to the homelessness file. In early 2024, NAN applied for capacity funding to Housing, Infrastructure and Communities Canada's Reaching Home funding opportunity administered through the Lakehead Social Planning Council. NAN was not approved because NAN is not a homelessness service provider that uses the "Homeless Individuals and Families Information System." Despite the multi-year and multi-billion-dollar investments that Ontario and Canada commit to government homelessness strategies, these investments are not available to NAN.

Despite challenges with capacity and resources, NAN did some advocacy work with NAN communities, local agencies and service providers. However, more effort must be made to engage with stakeholders where NAN citizens find themselves homeless, to find quick and immediate solutions that could prevent individuals from becoming homeless in the long term.

NEXT STEPS:

- Continue to seek resources for one full-time staff position to focus on the homelessness file and conduct research and policy analysis, collect required data, develop the database system and strategy on First Nations homeless, and support advocacy efforts.
- Build partnerships with all government levels, Indigenous organizations and stakeholders including the district social services administration boards for the MOU partnerships.
- Collaborate with the NAN Infrastructure & Housing department (which has the lead for the NAN Housing Strategy) and other NAN departments that can contribute to the issue.



OTHER ACTIVITIES

Committees and Homelessness Initiatives

- NAN participated in committees in Thunder Bay including:
 - Homelessness Prevention Program Advisory Table.
 - Community Homelessness Prevention Initiative.
 - Housing and Homelessness Coalition.
 - Drug Strategy Implementation Panel.
 - Opioid Response and Surveillance Task Force.
- NAN attended the following meetings or sessions:
 - Elizabeth Fry Society of Northwestern Ontario (November 2023).
 - "Lessons Learned from Finland" presentation (January 2024).
 - Engagement Session for the National Advisory Council on Poverty (January 2024).
 - "Enabling equity in poverty reduction efforts" (February 2024).
 - Assembly of First Nations Chiefs Update on Housing and Homelessness (March 2024).
 - Elevate NWO (January 2024).
- Deputy Grand Chief Anna Betty Achneepineskum hosted two feasts at the Shelter House in Thunder Bay and one feast at the Living Space emergency shelter in Timmins, as well as making donations to several local agencies serving homeless populations.

The Office of the Federal Housing Advocate

- The Office of the Federal Housing Advocate released a final report titled, Upholding Dignity and Human Rights: the Federal Housing Advocate's review of homeless encampments in February 2024 and recommended that the Government of Canada create a National Encampment Response Plan by August 31, 2024.
- NAN attended a webinar on the "Human Rights Solutions to Homelessness: A National Encampment Response Plan" in March 2024 that featured the Federal Housing Advocate, homeless advocates and people with lived experience.

The Living Space Relocation Review

- NAN, Mushkegowuk Council and Wabun Tribal Council participated in the Living Space Relocation Review Report completed by Third Party Public Inc. in collaboration with Eagle Cree Consulting and funded by the CDSSAB. The review considered options for relocating the Living Space emergency shelter located in Timmins. The final report released in March 2024 included 36 recommendations. A steering committee is to develop an action plan and NAN will continue to monitor developments regarding this issue.
- NAN acknowledges the contributions of the late Jean Sutherland from Eagle Cree Consulting, who played a big role in facilitating discussions leading to the recommendations.

The National Indigenous Collaborative Housing Inc. (NICHl)

- In early 2024, NICHl received \$281.5M in funding from the government of Canada to address the critical need for safe and affordable urban, rural and northern Indigenous housing projects. NICHl opened a call for funding applications. Approximately 447 applications were submitted, and 65 projects were approved totalling \$250M. NAN did not apply, and it is unknown if any NAN communities were able to apply.
- NAN will be attending a NICHl membership meeting in Fredericton, Nova Scotia in April 2024.

HIGHLIGHTS

In Thunder Bay, as many as 15 encampment sites existed by early spring 2024 with approximately 100 individuals accounted for at these sites.

District social services administration boards (DSSABs) in Kenora, Thunder Bay and Cochrane reported that for individuals facing housing challenges and homelessness, approximately 80-90% identified as First Nations or Indigenous.

Based on information shared at various homelessness committees, the number of individuals facing homelessness and housing challenges continues to rise.

In December 2023, the Assembly of First Nations (AFN) presented their Homelessness Action Plan to the AFN Chiefs Assembly. Based on statistics included in their action plan, existing data indicated that 9,191 First Nation individuals are experiencing homelessness on any given night, which was likely a low estimate given limitations on existing data, and the lack of data within First Nation communities. Furthermore, 1 in 38 First Nations individuals face homelessness each night – a rate 23 times higher than their non-Indigenous counterparts.

2021 Point-in-Time Count	Thunder Bay	Kenora/Sioux Lookout	Cochrane/Timmins
Number of individuals surveyed	221	221	312 + 85
Identify as Indigenous	65%	88%	82%
Youth	11%	15%	22%
	Ages 16 - 24	Under 25	Ages 18 - 29
2SLGBTQ+	7%	13%	1%
Male	63%	42%	62%
Female	34%	54%	37%

Comparative Data from the Housing and Homelessness Coalition Community Advisory Board Annual Report 2023-2024

People who experienced chronic homelessness for at least one day (that month):



Indigenous peoples who experienced homelessness for at least one day (that month):



Education

Education Programs and Funding

OVERVIEW

The NAN Education Department advocates for quality education programs and services for NAN First Nations, adequate and sustainable funding from the Government of Canada and provides educational advocacy for the NAN First Nations and First Nation organizations. The Education Department is mandated to work with the NAN Education Committee and the newly reinstated Chiefs Committee on Education (CCOE).

The Education Department provides information, analysis and coordination related to First Nations education to Chiefs-in-Assembly, the NAN Education Committee, NAN education organizations and NAN First Nations. This includes analysis and coordination of information from Indigenous Services Canada (ISC), the Ontario Ministry of Education (EDU), Assembly of First Nations (AFN), Chiefs of Ontario (COO), and other relevant Ministries, organizations and initiatives as required.

PROGRAM ACTIVITIES

Ontario Technical Table for the Interim Funding Approach (OTTIFA)

- Mandates:
- Resolution 17/48: NAN Specific Process for Education
- Resolution 18/08: Interim and Regional Education Funding Formula
- Resolution 18/22: New Interim Funding Approach for First Nation Interim Education

The Interim Funding Formula was created on the principle of ‘provincial comparability’ and uses the Ontario Grants for Students’ Needs (GSN) funding model as a base. First Nations schools have unique needs and requirements that are not supported in the GSN and therefore, the GSN alone does not achieve comparability. To address this gap, the OTTIFA table was created to allow First Nations and federal government partners to work together to identify areas of the formula that remain outside of ‘provincial comparability’. NAN works with COO and other partners on the OTTIFA Table to review the Interim Funding Formula and makes recommendations for improvements to make the formula more reflective of the First Nations reality within Ontario.



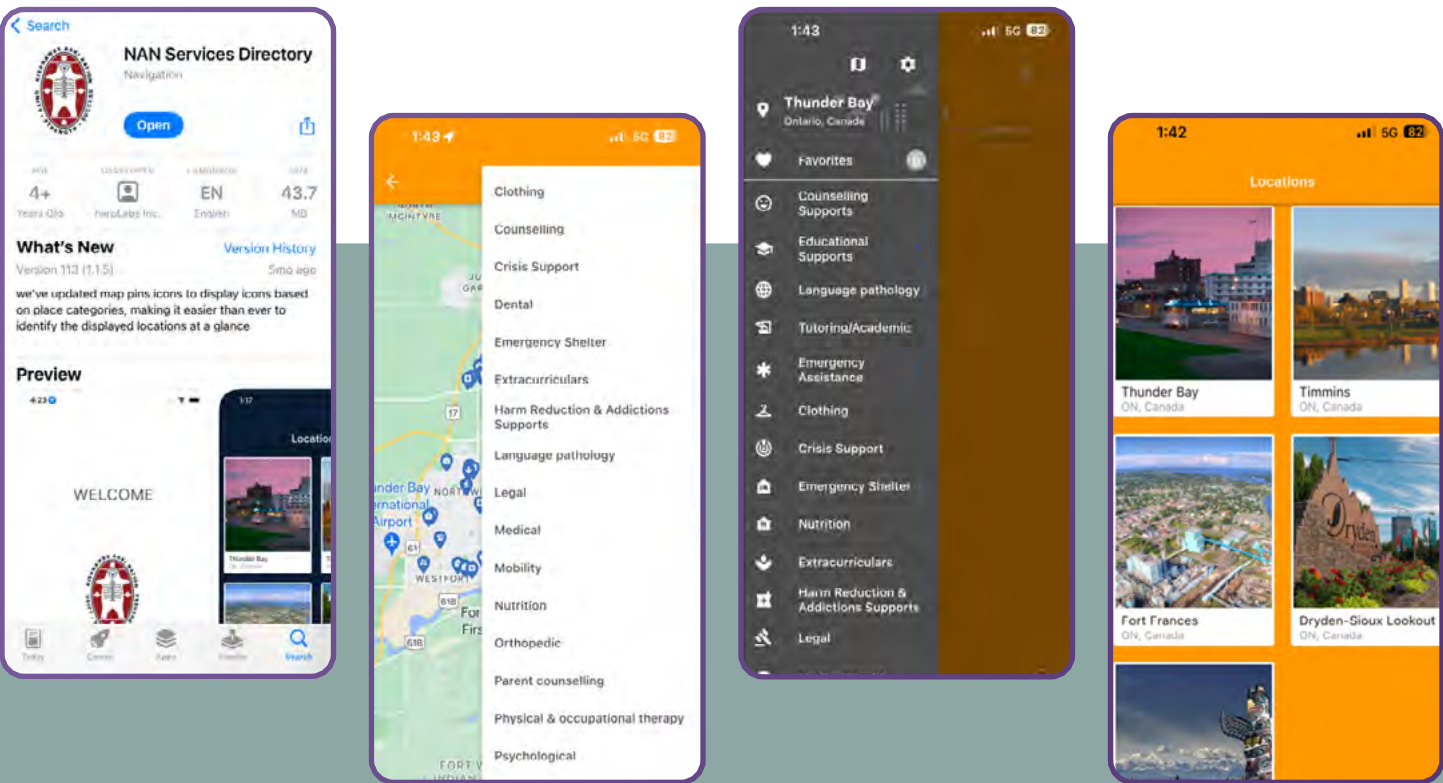
Student Safety

Mandates:

Resolution 17/49: Chiefs Special Emergency Meeting on Education Action Plan

Resolution 16/78: Implementation of the Seven Youth Inquest Recommendations

- A Student Safety Working Group held several meetings with a focus on continued issues, challenges, barriers, gaps, and best practices relating to student safety and strategies for coordination between First Nations and provincial schools.
- The Continuity of Care App was developed for student support workers as a means of accessing a directory of services to support students in their educational journey. The directory provides a comprehensive listing of all programs that are available within specific catchment areas (Thunder Bay, Sioux Lookout/Dryden, Timmins, Fort Frances, and other) that may support a student’s transition into an urban learning centre. The app, “NAN Services Directory” is available on both iOS and Android app stores.



- Student Transition Workbook Series – The Student Transition Workbook Series continues to be a beneficial resource to support students in their transition in leaving their home communities to attend high school in urban centres.
- Currently, NAN has developed and distributed 3 workbooks in this series including:
 - ▶ Boarding Homes.
 - ▶ Mental Health and Self Advocacy.
 - ▶ Life in the City & Independent Living.
 - ▶ Workbook #4 is currently under development.
- Community Building Campaign is an artistic display of panels created with the goal of reducing racism through education by addressing potential biases in a neutral and non-threatening way. The Community Building Campaign continues to be a significant tool in addressing the myths and misconceptions about First Nations People.

NAN Language Strategy

Mandate:

Resolution 18/07: NAN Language Strategy

The NAN Language Strategy was created to provide strategic advice and recommendations to the NAN Executive Council, NAN Chiefs-in-Assembly and First Nations to promote the use of the languages spoken in the NAN Territory to strengthen access and the preservation of language in NAN Communities. The strategy is comprised of work and recommendations by Elders, youth, educators, and the Language Committee.

In an attempt to help address the decline of traditional language speakers, NAN has been providing online language classes in each of the three NAN languages: Ojibwe, Cree and OjiCree. These online classes continue to attract a high number of registrants, which speaks to the desire and need for more language classes within NAN.

A pilot for the NAN Children’s Language Session, Little Speakers, is currently under development and set to launch in the upcoming months. NAN is working with an expert technician and expert language Knowledge Keeper to finalize the children’s curriculum.



First Nations Lifelong Learning Table (FNLLT)

FNLLT is a bilateral initiatives partnership between NAN and the Government of Ontario. The partnership responds to specific priority areas to address the achievement gap and the needs of First Nation students and communities by creating holistic educational initiatives, policies, enhancement of supports and accessibility of resources available to First Nation students and their families in provincially funded schools. As a partner in this initiative, NAN acts as a central entity to accomplish the objective of identifying priority areas through coordinated actions with communities, as well as advocating and creating processes that will promote student success and wellbeing while increasing First Nation students’ access to meaningful education.

Currently, initiatives being reviewed through NAN are:

- Ontario curriculum review.
- Youth and Educators’ Learning Forum.
- Supporting Student Wellbeing.
- Professional Learning – Framework Development for Land-Based Learning.

OTHER ACTIVITIES

Land-Based Learning Gathering, May 17-18, 2023

On May 17-18, 2023, the NAN Education Department hosted the annual two-day event which was themed Oshki-Maachiibimosewin (“Beginning of a New Journey”). The conference had a total registration of 279 delegates from NAN communities, schools, and district school boards. The event inspired educators to incorporate the gifts of the land, cultural traditions and practices, and language in all areas of the Ontario curriculum.

Annual Youth Art Contest 2023

NAN Education’s Annual Youth Art Contest 2023 allowed NAN youth to participate and submit art creations that reflected their view of the concept “Beginning a New Journey”. NAN received 29 art submissions, all of which showed off the amazing talent of our youth!



Artwork submitted by David Myles of Fort Severn in our 2021 art contest was used as the branding artwork for the 2023 Land based Learning Gathering.

Education Reset Table

NAN Education continues to meet with high-level bureaucrats at ISC to work together in addressing gaps and barriers within education and education jurisdiction. Funding for Seven Youth Inquest remains one of the top priorities under discussion at this table.

Chiefs and Technicians Committee on Language and Learning (CTCLL)

NAN Education is an active participant at CTCLL meetings. This is a regional-level committee that is run by Chiefs of Ontario and focuses on education issues impacting students and communities beginning in early years to post-secondary and beyond.

Professional Development Opportunities

Chiefs of Ontario Education Division offers several learning opportunities to educators and education technicians including:

- Language and Education Forum.
- Special Education Forum.
- Learning the GSN/IFA.



NAN staff spent three days in Neskantaga First Nation and joined in the Indigenous Peoples Day festivities.

HIGHLIGHTS

- 279 delegates from NAN communities, schools and District School Boards attended the 2023 Land-Based Learning Gathering.
- 29 submissions to our annual youth art event. This year’s theme was “Beginning a New Journey”.
- Post-Secondary Education Report completed and approved by both Education Committee and Chiefs in Assembly. First review of report at first annual PSE Forum in October 2023.
- Education Directors’ Forums in-person meetings now held twice per year to give NAN Education Directors the opportunity to network and obtain education-related updates and information. Held in May and October 2023.

Christmas Carol and Video Contest

Our fourth annual Christmas Carol and Video Contest received a lot of great submissions. Prizes went to the following schools:

Christmas Videos

Christmas Carols (In the language)

1st Place Prize: A Day on the Lake

Included: rods, reels, hooks, auger, ice scoop, blankets, chairs, hats, mitts.

Mary Jane Naveau Memorial School

Mattagami First Nation

Ministik Public School

Moose Factory Island DSB

2nd Place Prize: Class Carnival

Included: Class Size Cotton Candy Machine and mixings; Theatre Popcorn Machine and popcorn

Kattawapiskak Elementary School

Attawapiskat First Nation

Mamawmatawa Holistic Education Center

Constance Lake First Nation

3rd Place Prize: Cordless Earbuds

John George Martin Memorial School

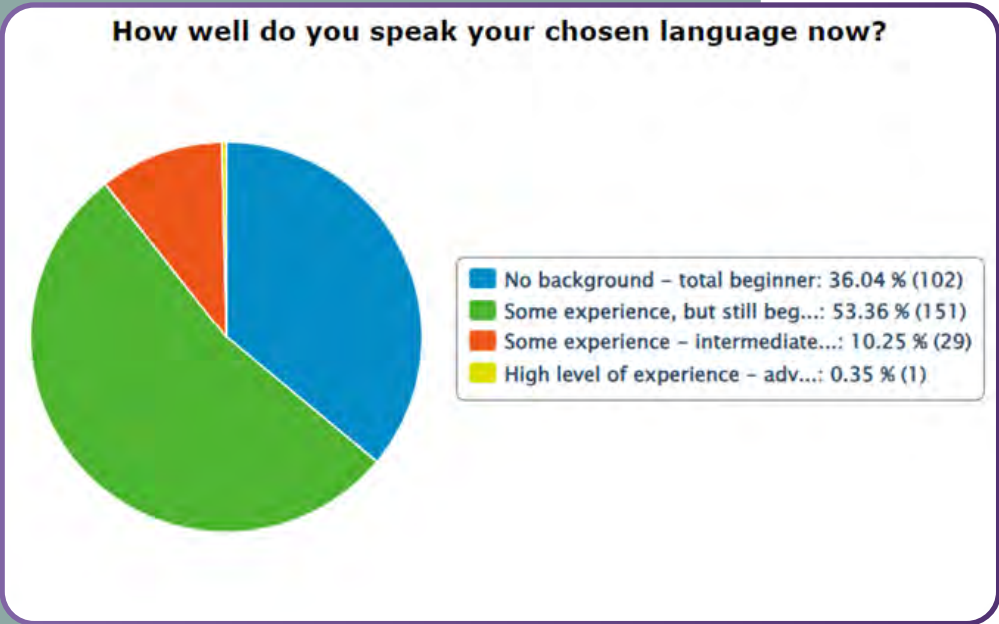
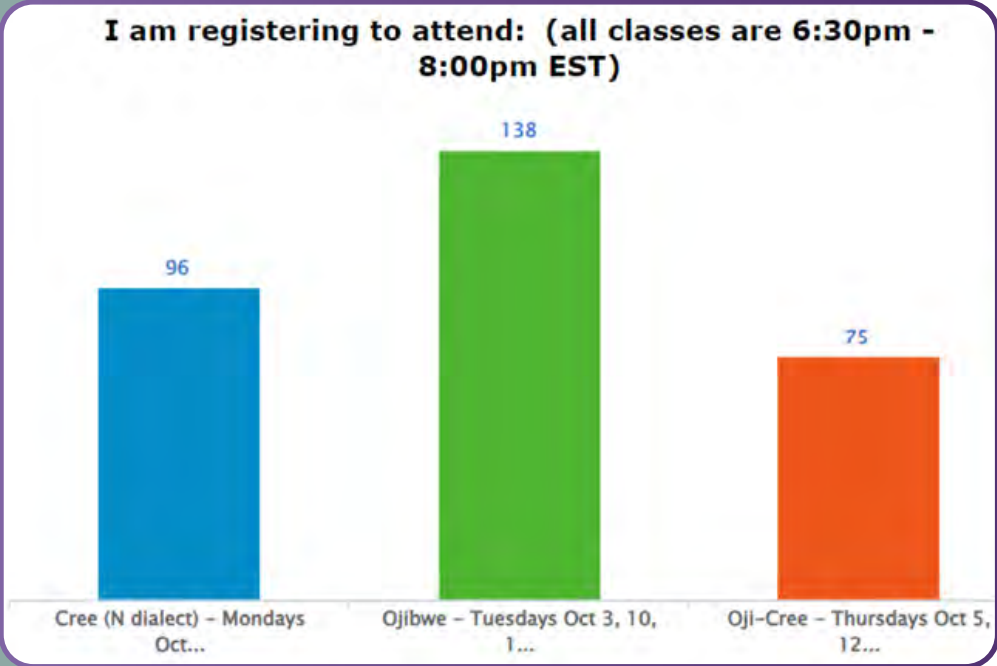
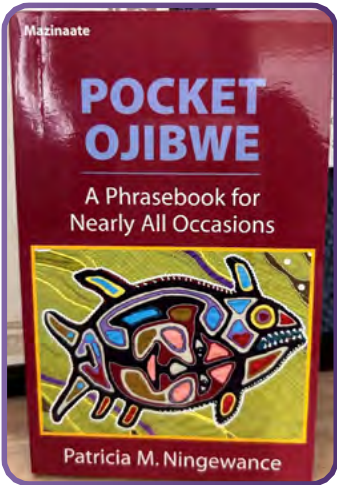
Wunnumin Lake First Nation

Sherbrook Elementary School

Thunder Bay

Language Classes – Dagwaagin Registrations

The importance of language learning is already known and is further highlighted by the below registration information. When we asked registrants their language level on entering the sessions, 89% of registrants indicated they have very little to no background in the language, and 10% stated they had some experience. Only 1 registrant indicated they had a high level of experience in the language.



*309 registrants attended the fall online language sessions.

*89.4% of all learners have little to no language background.

Education Jurisdiction

OVERVIEW

NAN Education Jurisdiction is mandated to better First Nations education through the development of an education system for Participating First Nations that meets parity and exceeds standards seen in the provincial school system. Through negotiation processes with Canada and other First Nations education partners, the Education Jurisdiction Department advocates for the Participating First Nations by obtaining First Nations-specific needs through consultation.

Within Education Jurisdiction are several initiatives working to support the Education Jurisdiction processes:

- 1. Negotiations team works to negotiate with Canada on the Education Agreement.

The Education Agreement includes three phases:

- The Education Agreement
 - The Fiscal Agreement
 - The Implementation Process
- 2. Interim Measures is a project that supports the community capacity and awareness of the process, allowing communities to make a well-informed decision when the Education Final Agreement ratification vote is required.
 - 3. Structural Readiness (SR) is a program within Education Jurisdiction that ensures capacity building and community inclusion in our work toward education jurisdiction.

PROGRAM ACTIVITIES

- Mandates:**
- Resolution 24-04:** Active Support of Community Engagement Phase of Education Jurisdiction
 - Resolution 18/23:** Support of Participating First Nations: Education Jurisdiction Agreement-In-Principle
 - Resolution 16/79:** Education Jurisdiction
 - Resolution 07/68:** Education Jurisdiction
 - Resolution 06/40:** Education Policy Framework
 - Resolution 00/05:** Governance and Education Jurisdiction
 - Resolution 98/75:** Nishnawbe Aski Nation Governance and Education Jurisdiction
 - Resolution 98/31:** Nishnawbe Aski Nation Education Jurisdiction Negotiation Budget
 - Resolution 97/11:** Reaffirmation; NAN First Nations Jurisdiction Over Education
 - Resolution 90/31:** NAN First Nations Jurisdiction Over Education



KEY ISSUES AND ACTIVITIES

The Education Jurisdiction Negotiation Team has reached a substantively completed draft of the Education Agreement.

We are now in the next phase of negotiations, which includes two outstanding chapters:

- Fiscal Relations, which includes a Fiscal Transfer Agreement
- Implementation Plan

Implementation Planning Working Group

- Launched December 7, 2023
- 6 meetings to date

Fiscal Agreement Negotiations Table

- Launched November 23, 2023
- 6 meetings to date



HIGHLIGHTS

- Draft Education Agreement substantially complete
- Implementations and Fiscal Negotiations have commenced
- Exponential growth to community outreach and consultation

NEXT STEPS

- Negotiation team to work with Canada to negotiate and finalize Fiscal Chapter and Fiscal Transfer Agreement.
- Negotiation team to work with Canada to negotiate and finalize Implementation Chapter and Implementation Plan.
- Review Draft Education Agreement with NAN Education Committee, NAN Advisory Councils, and First Nation Members.
- Continue to participate in the Collaborative Education Sectoral Policy Table.
- Continue to coordinate with our team, leadership, and First Nation Education Authorities to collaborate on advancing community engagement and consultations.



Interim Measures

Community-Based Coordinators

The Education Jurisdiction team has been actively promoting awareness on the funding and resources available to interested First Nation communities for the Community-Based Coordinator (CBC) position and community engagement and consultation activities.

We are actively engaging with 20 NAN First Nation Local Education Authorities:

- | | | |
|---|-------------------|----------------------------|
| • North Spirit Lake | • Missanabie Cree | • Ginoogaming |
| • Marten Falls | • Kasabonika | • Neskantaga |
| • Constance Lake | • Muskrat Dam | • Mishkeegogaming |
| • Matachewan | • Wunnumin Lake | • Bearskin Lake (Michikan) |
| • Apitipi Anicinapek Nation (Wahgoshig) | • Kingfisher Lake | • Aroland |
| • Mattagami | • Attawapiskat | • Lac Seul |
| | • Chapleau Cree | • Eabemetoong |

Communities have been able to contact the department directly to invite us for a community event or engagement session aimed at building awareness on Education Jurisdiction while also promoting the CBC position. There is funding that communities can access to continue to build awareness and capacity on the jurisdiction process or start a Local Education Code Committee. Our team continues to promote awareness on education jurisdiction and promote the utilization of the funding and to work with each community identifying what path works best for their vision, values, and capacity.

TRAINING & ACTIVITIES

As more communities begin to actively participate and assign members to the role of CBC, our team will continue to provide each new member community with orientation and training sessions. CBCs also receive portable office equipment, materials, and resources for beginning community activities, and are regularly updated to keep them engaged and informed on the process.

NEXT STEPS

- Continue to assist communities in hiring, orienting, and training CBCs.
- Continue to actively engage with membership and coordinate activities such as open houses and information sessions to build awareness and understanding, while also seeking feedback on the Education Agreement, the Territory Wide Education Body, and the development of Local Education Codes Module.

HIGHLIGHTS

- Actively engaging with 20 First Nations who are interested in furthering their knowledge of Education Jurisdiction, and their capacity to work toward the creation of their own Local Education Code.

Structural Readiness (SR)

KEY ISSUES AND ACTIVITIES

Local Education Code Toolkit

The Education Agreement currently being negotiated by NAN on behalf of the Participating First Nations will create a new First Nation education system for those communities who choose to participate. To allow for communities to define how education is run independently from the Education Agreement, each community must create a Local Education Code, or constitution. This Code will define, in part, the community’s local educational structure, how education laws are created, and how it will interact with the territory-wide education body.

Creating a new First Nation Education System represents a change from the current status quo; for the process to be legitimate, community members must have the opportunity to be included in the process. To support this process Structural Readiness has been developing activities with data collection, and best practices that can be used to draft a Local Education Code.

We are aiming for completion of the Local Education Code toolkit by the end of the summer, with the first review of the new sections done by the NAN Education Committee. Currently, Structural Readiness is supporting the Community Based Coordinators facilitating the activities, reviewed this year by the NAN Education Committee and the NAN Advisory Councils, in their community visits.

2022-2023 Education Jurisdiction Summit

The Summit was held on February 22-23, 2023, at the Delta Marriott Hotel in Thunder Bay. With over a hundred registrants, last year’s Education Jurisdiction Summit included two special guests:

- Davin Dumas, Director of Language and Culture from Manitoba First Nations Education Resource Centre Inc.
- Dr. Brian Wildcat, Assistant Superintendent of Maskwacis Education Schools Commission.

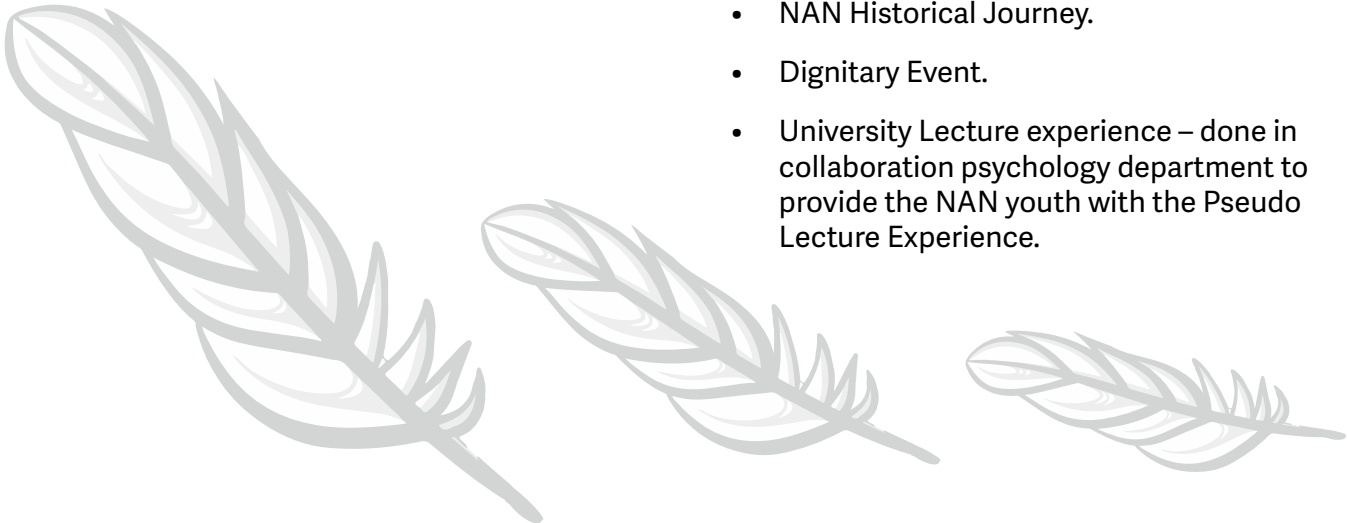
These presenters shared their successes and struggles in providing culturally relevant education services. Delegates also heard updates on the Education Jurisdiction file from DGC Narcisse and the Lead Negotiator, Derek Chum.

NEXT STEPS

- SR activities will continue work to prepare NAN First Nations for the implementation of the framework for a First Nation education system.

HIGHLIGHTS

- NAN-Carleton Youth Leadership Program.
- Youth Leadership Panel.
- NAN Historical Journey.
- Dignitary Event.
- University Lecture experience – done in collaboration psychology department to provide the NAN youth with the Pseudo Lecture Experience.



Education Partnerships Program Update

OVERVIEW

The Nishnawbe Aski Nation Education Partnerships Program (EPP) is a partnership between NAN, Canada and Ontario which supports the advancement of First Nation student achievement in First Nation and provincial schools at the elementary and secondary levels. As a proposal-based program, a Joint Implementation Workplan is developed annually in collaboration with NAN partner organizations, Tribal Councils and the EPP Steering Committee.

PROGRAM ACTIVITIES

Mandate:

Resolution 20-12: Education Partnerships Program

The NAN Chiefs-in-Assembly passed Resolution 20-12 in support of maintaining adequate funding levels for the NAN EPP Partners Project. In addition, the NAN leadership directed that Indigenous Services Canada (ISC) secure a separate source of non-proposal-based funding for the Seven Youth Inquest outside of the EPP funding allocations. Discussions continue at the Education Reset Table level to accomplish this direction.

EPP Activities for Students

Various activities were coordinated for NAN students attending urban schools in the three catchment areas:

- Thunder Bay
- Timmins
- Sioux Lookout

Service providers from the respective catchment areas were invited to present and share their organizations’ programs and services with students. These include:

- NAN Student Orientation Sessions.
- NAN Youth Outreach Extracurricular Activity Strategy and Culture Days.
- NAN Secondary Transitions Program APP Development.

EPP Activities for Educators

Professional development opportunities are planned annually for educators and student support workers.

Topics of interest include:

- Best practices in curriculum and classroom development.
- Land-based learning, evaluation and assessment strategies.
- Student safety and wellness
- How best to support students in their education journey.

Activities held during the 2023-2024 year include:

- NAN Educators as 2SLGBTQQIAP+ Allies.
- NAN Best Practices Forum.
- NAN – KPDSB New Teacher Induction Program.
- NAN – KPDSB Principal Leadership Program.
- NAN – KPDSB Mental Health Champion Program.
- On-Call Worker Training.

EPP Activities for Partners

Activities are also coordinated annually for EPP Partner organizations and District School Boards. The participation of both groups in these joint events strengthen partnerships and promotes collaboration amongst all partners.

Activities undertaken in 2023-2024 include:

- NAN Seven Youth Inquest coordinators and assistants.
- NAN EPP Liaison Worker and District School Board Indigenous Leads Meetings.
- NAN EPP Liaison Collaborative Working Group sessions.
- On-call student support worker training.

In addition, the following resources addressing First Nations student safety and awareness of urban living environments have continued to be distributed on an ongoing basis:

- Attendance, retention, and First Nation student success.
- City orientation curriculum.
- Life skills and transitions curriculum.
- Grade 8 Summer High School Transition Program.
- Know Your Rights and Responsibilities resource document (Thunder Bay and Timmins versions).
- Know Your Rights and Responsibilities pocket card.
- Parent-Student Communication Guide (Oji-Cree, Ojibway, Cree, and English).
- Student Accommodation Provider Guide.
- Boarding Home Parent Training Online Module.
- Secondary Transition handbook and mobile app.
- Tutoring Programs Best Practices toolkit.

In 2023- 2024, NAN EPP continued to implement and deliver initiatives as outlined in the Joint Implementation workplan despite staffing challenges, and a delay in ISC approvals. Nevertheless, events and training sessions were successfully delivered to partner organizations, NAN students and NAN communities.

OTHER ACTIVITIES

NAN continued to receive a small portion of the former First Nations Student Success Program (FNSSP) funding to continue minimal second-level services, such as continued advocacy and support for some former FNSSP partners under the NAN agreement. Those partners include:

- Mattagami First Nation
- Lac Seul First Nation
- Weenusk First Nation
- Keewaytinook Okimakanak (KNET)

Funding agreements allowed these partners to continue their various student success initiatives in 2023- 2024, while K-Net provided data management services for two partners.

HIGHLIGHTS

NAN EPP continues to provide support for multiple education-related activities including capacity development, partnership establishment, and partner maintenance.

520

NAN students attended Student Orientation sessions in the three catchment areas of Sioux Lookout, Thunder Bay and Timmins.

170

Registrants for the Best Practices in First Nations Education Forum.

65

Delegates attended the NAN Educators as 2SLGBTQQIAP+ Allies Professional Development session. Delegates included DSB teachers, NAN community teachers, Tribal Council and Education organization partners.





NAN students attending the Thunder Bay Student Orientation at the Valhalla Hotel on September 14, 2024.



Seven Youth Inquest

OVERVIEW

Seven Youth Inquest, Nishnawbe Aski Nation Inquest Projects Coordination

The Seven Youth Inquest examined the circumstances of the tragic deaths of seven NAN youth who died while attending high school in Thunder Bay. The outcome resulted in 145 Inquest recommendations focusing on preventing similar deaths and improving educational outcomes for First Nations students, including their health and safety.

Subsequently, the NAN Chiefs-in-Assembly passed Resolution 16/78, calling upon the governments of Canada and Ontario to fulfill their moral and legal obligations and provide resources to the identified Inquest Parties to implement all Inquest recommendations. The Nishnawbe Aski Nation Inquest Projects Coordination oversees the Seven Youth Inquest Recommendations implementation process.

PROGRAM ACTIVITIES

Mandate:

Resolution 16/78: Implementation of The Seven Youth Inquest Recommendations.

145 Recommendations made by the Office of the Chief Coroner

Continuity of Care Forum - This event was held on April 26 & 27, 2023 and was designed to be a Circle of Care that would contribute to the ongoing healing of families, communities, and our people. During this event, inquest families and partners received progress updates, highlights on the key successes of Continuity of Care, and effective ways to continue supporting students in their education journey. (Recommendation 87)

The development of resources continued this

year. This recommendation calls for health promotion materials to be developed, to address First Nation student safety and awareness of urban living environments. As a result, an Anti-sex trafficking information sheet has been completed for distribution and a Healthy Habits: Drug Use Prevention booklet developed over 2023-2024 will be available for distribution in 2024-2025. These resources have been made available at various events throughout the year. (Recommendation 40)

The NAN Inquest Coordination mandate necessitates the ongoing facilitation of an established Inquest meeting process. This process ensures that Inquest Parties and others can collaborate in taking crucial collective action towards the full implementation of Inquest recommendations. The structure and process include Inquest tables, working groups or ad hoc groups.

First Nation Inquest Parties include:

- Matawa Education and Care Centre
- Northern Nishnawbe Education Council
- Keewatinook Okimakanak
- Nishnawbe Aski Nation

All parties named to the Inquest remain committed to working together for the successful implementation of Inquest recommendations. The three Task Teams, currently in place, work under the direction of the main Education Table. These include:

- Programs, Services and Funding
- Infrastructure
- Student Well-Being

Each Task Team met three times this year from September 2023 to March 2024, to discuss and assess the work completed to date and to plan for the next steps in each area. Meetings focus on different topics around the respective categories. The members of each Task Team are knowledgeable and experts in the three Task Team groupings and include Inquest partners and coordinators.

NEXT STEPS

- Assess the overall status of Inquest Recommendations to determine the level of completion
- Obtain predictable, sustainable and sufficient funding to ensure all recommendation initiatives are met and ongoing funding is available to ensure continued delivery of these initiatives

OTHER ACTIVITIES

Political Table

The Political Table meeting held on March 7, 2024, was well-attended by high-level representatives from:

- Federal and provincial governments.
- NAN leadership.
- Inquest family members.
- First Nation Inquest partners.
- Various Ministry representatives.

A meeting of Inquest Partners and key government decision-makers is crucial for accountability, to ensure the continued implementation of the recommendations.

In addition, this forum was an opportunity for First Nation partners to provide updates on their progress in implementing the recommendations and for bringing forward the challenges and barriers they face in meeting students' needs, particularly around funding and staffing levels. Funding commitments by provincial and federal funding bodies are among our top needs.

HIGHLIGHTS

- The inclusion of student voices at the Continuity of Care Forum 2023
- The Anti-sex trafficking information sheet is available for distribution
- The Missing Persons Search Toolkit Index Cards are available for distribution
- The Seven Youth Inquest team added a new member to the inquest team Richard Sherlock, in March 2023. Richard Sherlock is currently NAN's Acting Inquest Coordinator, and has a background in education, mental health and addictions care, and project management.



Sustainable Initiatives

OVERVIEW

In May 2024, the Nishnawbe Aski Nation established the Sustainable Initiatives Department to foster a holistic and integrated approach to economic development, environmental stewardship, climate change response, food strategies, and the management of lands and resources. This department aims to enhance the quality of life within NAN-affiliated First Nations through sustainable and ethical practices.

GUIDING PRINCIPLES AND PRIORITIES

Our work is guided by the wisdom of our Elders, the leadership of the Chiefs in Assembly, and a steadfast commitment to our youth, language, and culture. We strive for a future of regeneration, honouring our responsibilities to creation, our ancestors, and future generations.

KEY DEVELOPMENTS AND ACHIEVEMENTS

Leadership and Capacity Building:

We are excited to welcome Alison Anderson as the Director of Sustainable Initiatives. Alison will play a crucial role in expanding our capacity and supporting the Nishnawbe Aski Amik Institute, which was established by a resolution at the 2024 Winter Chiefs' Assembly. The Institute will provide direction and services to our communities, ensuring that development aligns with the needs and values of our people.

Economic Development:

Securing sustainable funding for the Institute is a top priority. We have initiated discussions with Indigenous Services Canada (ISC) to support an Economic Development Strategy. This strategy will focus on ethical economic development, moving communities from poverty management to sustainable growth, and ensuring sovereignty and self-determination.

Youth Engagement and Empowerment:

We are working to secure funding for a Youth Coordinator, responding to the Youth Council's keen interest in contributing to NAN's sustainability vision. A youth event, preceding the first NAN Economic Summit, will develop a youth declaration on sustainability. This summit, supported by the Indigenous Affairs Office (IAO), aims to inform future sustainability decisions.

Climate Leadership and Environmental Stewardship:

The department is actively engaged with the Chiefs of Ontario and the Assembly of First Nations on the First Nations Climate Leadership Agenda. We are forming a NAN Sustainability Circle of Experts, including youth, Knowledge Keepers, and Chiefs, to provide guidance on critical environmental and climate change issues.

Critical Minerals:

Recognizing the significance of First Nations in Ontario’s critical minerals strategy, we advocate for a NAN-specific strategy. This initiative will reflect our communities’ priorities and ensure First Nations lead in development that aligns with their values and needs.

Nuclear Waste Management:

The department is carefully monitoring the NWMO’s site selection process for the underground nuclear waste facility. We emphasize the importance of community consent and the protection of NAN communities’ rights and interests in this process.

CONCLUSION

As we look to the future, the Sustainable Initiatives Department remains committed to advocating for the 49 First Nations we represent, fostering a sustainable and ethical future, and providing resources to bridge existing gaps. Our participation in key discussions, such as the First Nations Climate Leadership Agenda meeting in Ottawa, underscores our dedication to meaningful dialogue and collaboration.

We continue to uphold our mandate, ensuring that our actions reflect the needs and aspirations of our communities. Together, we will build a resilient and prosperous future for all NAN-affiliated First Nations.

This report highlights our ongoing efforts and achievements, demonstrating our commitment to sustainable development, community empowerment, and environmental stewardship. We welcome any input from the Chiefs and leadership to further refine and enhance our initiatives.

Social Services

OVERVIEW

The Social Services Department is now comprised of two distinct teams: Implementation and Support, and Strategic Advancement and Strategic Advancement. The Implementation and Support Team oversees crucial programs and initiatives, including Jordan’s Principle, Choose Life, the Family Well-Being Program (FWBp), and Youth Initiatives. The Strategic Advancement Team was established to focus on federal and provincial negotiations, advocacy, and collaborative policy development.

Key Focus Areas for 2023-2024

Implementation and Support Team Update

- Expanding and enhancing Jordan’s Principle services to support community efforts, ensuring timely and effective support for children and families.
- Supporting Choose Life coordinators with training and education, providing necessary resources for suicide prevention and mental health support.
- Strengthening the Family Well-Being Program (FWBp) by supporting coordinators in the community to address the holistic needs of families and promote resilience and stability.
- Developing and implementing new Youth Initiatives that foster leadership, education, and cultural engagement.
- Establishing a monitoring and evaluation framework to assess program impact and identify areas for improvement.

Strategic Advancement Team Update

- Negotiating a Final Settlement Agreement on Long-Term Reform of the First Nations Child and Family Services Program.
- Initiating the re-negotiations of the 1965 Indian Welfare Agreement.
- Creating a Coordination and Oversight Team for the First Nations Child and Family Services.
- Negotiating a Final Settlement Agreement for the Choose Life Pilot Project.
- Leading the development of the Remoteness Quotient Adjustment Factor to inform funding in the First Nations Child and Family Services Program.

The Chiefs Committee on Children, Youth, and Families (CCCYF) oversees the department’s work to ensure that approaches specific to NAN meet the unique needs of our communities.

NAN Social Services remains committed to enhancing community well-being through innovative, culturally appropriate programs and strategic advocacy.

Choose Life Update

OVERVIEW

The NAN Choose Life Program, launched in April 2017, was established to support the wellness of NAN youth. Initially a pilot project under Jordan’s Principle, it has since become an integral part of the Agreement in Principle (AIP) with the Government of Canada, focusing on improving services for First Nation Child and Family services.

Choose Life Programming is community-driven, allowing each community to tailor services to their specific cultural, social, and individual needs. It is a NAN-specific initiative designed to assist youth under the age of 18 who are at-risk of suicide. The program provides funding for mental health services and emphasizes well-being through land-based activities and cultural programs. Funding is sourced from Indigenous Services Canada (ISC), First Nations and Inuit Health Branch (FNIHB) through the Jordan’s Principle Child First Initiative.

Choose Life aligns with recommendations aimed at enhancing youth welfare, particularly focusing on suicide prevention and harm reduction. These efforts aim to improve accountability, safety, and educational outcomes for all NAN youth, demonstrating the program’s commitment to comprehensive youth wellness.

PROGRAM ACTIVITIES

The 2nd Annual Choose Life AGM was held in Thunder Bay from August 29-31, 2023. This event featured presentations and discussions on:

- Mental health
- Suicide prevention
- Life promotion
- Grief
- Loss
- Special guests and performances, including:
 - Josh DePerry and Natasha Fisher.
 - Deer Lake Youth and the Walking Bear Drum Group.

In February 2024, the NAN Choose Life Team organized Pink Shirt Day, an anti-bullying recognition presentation at the NAN Syndicate office. Elder Aaron Therriault shared songs, drumming, and teachings, emphasizing unity and respect in addressing bullying and lateral violence.

The Choose Life Team organized the “Healing the Spirit” Suicide Awareness Conference from March 4-6 at the Nor’Wester Hotel and Conference Centre. Specifically tailored for NAN Community Coordinators, Chiefs, and Health Directors, the event provided a platform for group discussions and featured guest speakers. Keynote speaker Theo Fleury shared his powerful journey of addiction, ideations, and recovery, inspiring attendees.

Discussions also addressed the serious issues of bullying and lateral violence, highlighting their detrimental effects on mental health and well-being. The event facilitated the sharing of resources and tools to support ongoing initiatives within NAN communities.

In May 2024, the Choose Life Team attended the Annual National Suicide Awareness and Prevention Conference in Vancouver, B.C., gathering valuable insights and resources to support at-risk individuals. During this event, plans for the upcoming conference in Toronto in May 2025 were announced, highlighting its importance for sharing best practices and addressing critical issues.

The planning for the 3rd Annual Choose Life AGM is in progress, scheduled for October 8-10, 2024, in Niagara Falls, ON. The focus will be on empowering youth voices as future leaders, providing them with an opportunity to share feedback, suggestions, and challenges regarding Choose Life Programming in their communities.

Attendees will include:

- Chiefs or Proxies.
- Health Directors.
- Choose Life Coordinators.
- Two youth representatives.
- Parent/legal guardian for each youth attendee.

The event will feature an evening feast with live music by the “POETS” and an awards/recognition segment.

Discussions will cover various topics including:

- Bullying and lateral violence.
- Celebrating community successes.
- Fostering connections.
- Embracing change.
- Promoting mental health.
- Self-esteem among youth.



OTHER ACTIVITIES

The NAN Choose Life Team remains committed to offering guidance and support to NAN communities and affiliated organizations throughout the Choose Life process, including reporting requirements and training opportunities. We provide assistance to Choose Life Coordinators in various capacities, offering training virtually or in-person, and are available to travel to communities upon request for in-person support.

Throughout 2023/2024, our team conducted community visits upon request, engaging with First Nations including:

- Aroland
- Constance Lake
- Ginoogaming
- Sachigo
- Kingfisher Lake
- Deer Lake
- Muskrat Dam
- Chapleau
- Brunswick House
- Beaverhouse
- Mattagami
- Webequie
- Long Lake #58
- Kashechewan

These visits allow us to connect directly with communities and address their specific needs and concerns.



We also facilitate monthly networking calls with Community Coordinators on the third Wednesday of each month, providing a platform for sharing successes, concerns, and questions. These calls cover specific themes and offer an opportunity for peer-to-peer support and collaboration. Chiefs and Health Directors are encouraged to join to stay informed and engaged in the Choose Life process.

Looking ahead, the NAN Choose Life Team has scheduled two informative training sessions for the fiscal year 2024-2025. These sessions, designed for Community Choose Life Coordinators, Health Directors, and other relevant personnel, aim to ensure continuity and proficiency in managing the Choose Life program within communities.

Details for the training sessions are as follows:

- June 11-13, 2024: Valhalla Inn, Thunder Bay.
- January 2025: Timmins, Ontario (Date and Venue to be determined).

Furthermore, the Choose Life Manager actively participates in key meetings and committees, including:

- Chiefs Committee for Children, Youth and Families (CCCYF).
- NAN Choose Life/ISC Political Table.
- NAN Choose Life/ISC Working Group.
- The Annual 7 Youth Inquest Table.

This ensures effective coordination and advocacy for the Choose Life program at various levels.

HIGHLIGHTS

The Choose Life Program funding table illustrates the financial support allocated to NAN Choose Life, enabling the team to offer direct assistance to Choose Life Program Community Coordinators. The table also references the funding accessed by NAN First Nations to support Choose Life programming. This funding, flowing from ISC, facilitates the provision of Choose Life programming. Applications for funding are submitted annually, within the period of April 1 to March 31, with additional funding options available throughout the year, including Supplemental, Surge, and Appeals (reconsideration).

Fiscal Year	NAN Choose Life Funding	Choose Life Funding Accessed by NAN First Nations
2018 – 2019	\$1,350,437	\$69,976,198
2019 – 2020	\$1,642,545	\$76,677,130
2020 – 2021	No funding request	\$61,412,248
2021 – 2022	\$2,029,886	\$78,073,696
2022 – 2023	\$1,218,047	\$105,333,917
2023 – 2024	\$2,400,362	\$107,258,402 (As of September 26, 2023)
2024 - 2025	Will be submitted for 2024-2025	\$2,194,032 (As of September 26, 2023)
TOTAL	\$8,641,277	\$500,925,623

Additionally, Choose Life Community Applications data indicates:

- As of March 29, 2024, eighty-three (83) applications were completed with two under review.
- Currently, there are 29,726 youth supported with \$148,347,511 in approved funding dollars.

In conclusion, the annual report reflects the ongoing dedication of the NAN Choose Life Program to the wellness and empowerment of youth within NAN communities. Through a range of initiatives, events, and ongoing support, the program continues to make significant strides in addressing mental health challenges, promoting resilience, and fostering community engagement.

Family Well-Being program Update

OVERVIEW

The Family Well-Being (FWB) program, funded by the Ministry of Children, Community and Social Services (MCCSS), has been delivered in 47 NAN First Nations since 2017. This prevention program aims to eliminate family violence, reduce the number of children entering child welfare, decrease youth involvement in the criminal justice system, and improve overall health and well-being through safe spaces and land-based activities. FWB is a grassroots, community-led initiative with 51 coordinators providing support, programs, activities, and events for all age groups, from infants to Elders.

PROGRAM ACTIVITIES

In-Person Training Sessions:

- Mental Health First Aid: Held on June 27-29 in Timmins, attended by 12 coordinators from the Northeastern Region.
- Mother Encouragement and Father Engagement Gathering: Held on July 11-12 in Thunder Bay, with 70 attendees.
- Trauma-Informed Care: Held on August 9-11 in Thunder Bay, attended by 11 coordinators from the Western Region.
- Mother and Father Wellness: Held on March 19-21 in Thunder Bay, attended by 25 coordinators from the Central Region.
- Annual Conference: “Stories of Our Journey; Community Realities,” held on March 5-7, 2024, in Toronto, with 75 attendees.

Virtual Sessions:

- Conversations on Suicide: April 25, 2023.
- How to Talk with Children About Grief and Loss: August 29, 2023.
- Feedback and Discussion on Domestic Violence: September 26, 2023.
- Bullying Presentation: December 12, 2023.
- Suicide Prevention & Supports: January 30, 2024.

Family Well-Being Week

Celebrated from July 3-9, 2023, across NAN territory, Family Well-Being Week honoured babies, children, youth, Elders, women, and men. Community Coordinators organized activities to strengthen family bonds and celebrate culture, language, land, spiritual beliefs, life, and creation. Promotions included ads in Wawatay for June and July and 11 radio commercials from July 3-9. Supplies were shipped to each program to engage families in various activities.

Community Engagement

The FWB team visited 17 NAN First Nations and held seven in-person meetings to provide support and assistance with training, reporting, community events, and gatherings.

Additional Funding

The FWB program received additional funding to address gender-based violence, focusing on increasing awareness and strengthening existing prevention programs. This funding was established through the Ontario-STANDS Strategy and the National Action Plan to End Gender-Based Violence (NAP GBV) framework, and is administered by the Ministry of Children, Community and Social Services (MCCSS). The funding aligns with the program’s goals and is secured for four years, from 2023-24 to 2026-27.

OTHER ACTIVITIES

The FWB program provided assistance to 18 NAN families who requested support for:

- Bereavement
- Emergencies
- Food
- Accommodations
- Travel
- Resources
- Supplies

Additionally, the program supplied resources and support to 11 communities affected by emergencies including:

- Spring flooding
- Forest fires
- House fires
- Suicide
- Youth prevention initiatives
- Cold/flu season
- Community gatherings
- Holiday celebrations

To foster family bonding, strengthen relationships, teach new skills, and improve overall health and well-being, the program distributed various supplies and resources to community programs.

These shipments included:

- Socks and underwear
- Cameras
- Indigenous craft kits
- Painting kits
- Hide/fur/bead packages
- Hygiene hampers



HIGHLIGHTS

Community stats and engagement:

- Provided an estimated 1,700 individual support, family support and group activities.
- Reached over 15,000 community members including infants, children, youth, adults & Elders.
- Hosted over 1,000 large community events reaching over 95,000 community members including infants, children, youth, parents, adults and Elders.

Engaged in 5 Focus Group consultations on Mother & Father Wellness Model with 153 First Nations people that included:

- Community members
- Family Well-Being community coordinators
- Front line workers
- Elders
- Health Directors
- Leadership

Themes and Outcomes:

- Mental Health Addictions/Crisis
- Domestic Violence Awareness
- Healthy Communication
- Parenting Roles & Responsibilities
- Trauma Bonding/Codependency
- Self Confidence Identity

Phase 1: Consultation and feedback on men’s and women’s programming, roles and responsibilities.

Phase 2: Create and pilot training to be delivered in community.



Jordan’s Principle Update

OVERVIEW

On October 21, 2020, NAN Chiefs-in-Assembly Resolution 20/18: Support for Full and Meaningful Implementation of Jordan’s Principle, was passed. The resolution provides the directive to implement Jordan’s Principle with NAN communities and represent the interest of NAN communities at the regions, provincial, and federal tables. The objective is designed to provide assistance and advocacy including information on Jordan’s Principle.

As Jordan’s Principle is a child first principle recognized by the Canadian Human Rights Tribunal (CHRT) to ensure that First Nations children have equal access to Health, Social and Educational services required to have a better equality of life. Jordan’s Principle is not limited to children with disability challenges, it is available to children and youth up to the age of 18, that required help to access essential needs and resources.

Funding from Jordan’s Principle can help with a wide range of health, mental health, wellness, social and educational needs, to support the unique cultural requirements of First Nation children and youth. It is imperative that all children from NAN First Nations have equal opportunity to access medical care, support, and services when and where the need is.

PROGRAM ACTIVITIES

In the Social Services Department, the Jordan’s Principle Manager position was established to provide support and direction to the Coordinator and Training Coordinator, ensuring the optimal delivery of Jordan’s Principle within the NAN communities and among partners.

The application process with Indigenous Service Canada (ISC) continues to pose challenges, including response times, approval processes, and reimbursement submissions. NAN Jordan’s Principle has been actively advocating for applicants, which has proven effective in receiving responses from ISC.

NAN Jordan’s Principle hosted a Gathering and Training event on December 6-7, 2023, and February 27-28, 2024, in Thunder Bay, Ont. ISC provided clarification on the application processes, contacts, and covered services. Presentations on child development, early years, vendors, and self-care provided resources and opportunities to network and share best practices.

Jordan’s Principle In-Person Training event February 27–28, 2024 Thunder Bay, ON



OTHER ACTIVITIES

Community engagement efforts led by Deputy Grand Chief Bobby Narcisse involved departmental presentations on program support and initiatives available to NAN communities.

Visits and presentations were conducted in several communities including:

- Flying Post
- Ginoogaming
- Long Lake 58
- Beaver House
- Brunswick House
- Mattagami
- Sachigo Lake
- North Spirit Lake

During these engagements, resources and contact information for Jordan’s Principle were distributed to community members.

NAN’s Jordan’s Principle actively participated in national and regional discussions, such as the Jordan’s Principle Operations Committee (JPOC), which includes representatives from ISC, the Assembly of First Nations, the Chiefs of Ontario, and NAN. Participation in these forums ensures effective implementation of Jordan’s Principle and allows NAN to provide input into processes to ensure that members receive the full range of services available for the well-being of families and children.



May 10 is Bear Witness Day recognized at NAN office Thunder Bay. It is to honour the principle in the memory of Jordan River Anderson.

HIGHLIGHTS

Increased Training: Online training has expanded for onboarding, application processes, and Service Coordination to facilitate the implementation of Jordan’s Principle within communities.

Community-Based Training: Training conducted within NAN communities offers firsthand insight into various social dynamics, enabling effective advocacy and understanding.

Effective Presentations: Presentations on Jordan’s Principle have garnered interest from communities and individuals, providing clarity on the application process, available services, and eligibility criteria.

Assembly of First Nations Gathering: The Jordan’s Principle Service Coordinator Gathering in Montreal in March 2024 featured informative speakers discussing First Nations-designed pathways for implementing Jordan’s Principle, current research, and future directions. Discussions included sharing best practices and tools to better serve First Nations youth.

Strategic Advancement Team Update

OVERVIEW

The Social Services Department was reorganized in 2023 to have a Strategic Advancement Team that focuses on negotiations, advocacy, and policy. There is another team that concentrates on program support and implementation.

The Strategic Advancement Team provides advocacy, coordination, strategic planning, and support to assist NAN First Nations and Tribal Councils to achieve their goals. The department interfaces with the federal, provincial, and municipal governments in its advocacy role. The work involves negotiations, policy development, program implementation and evaluation. A key priority is ending discrimination for NAN members and promoting substantive equality in social service-related funding, policy and legislation.

PROGRAM ACTIVITIES

Resolution 18/36: Support for Choose Life Pilot Project

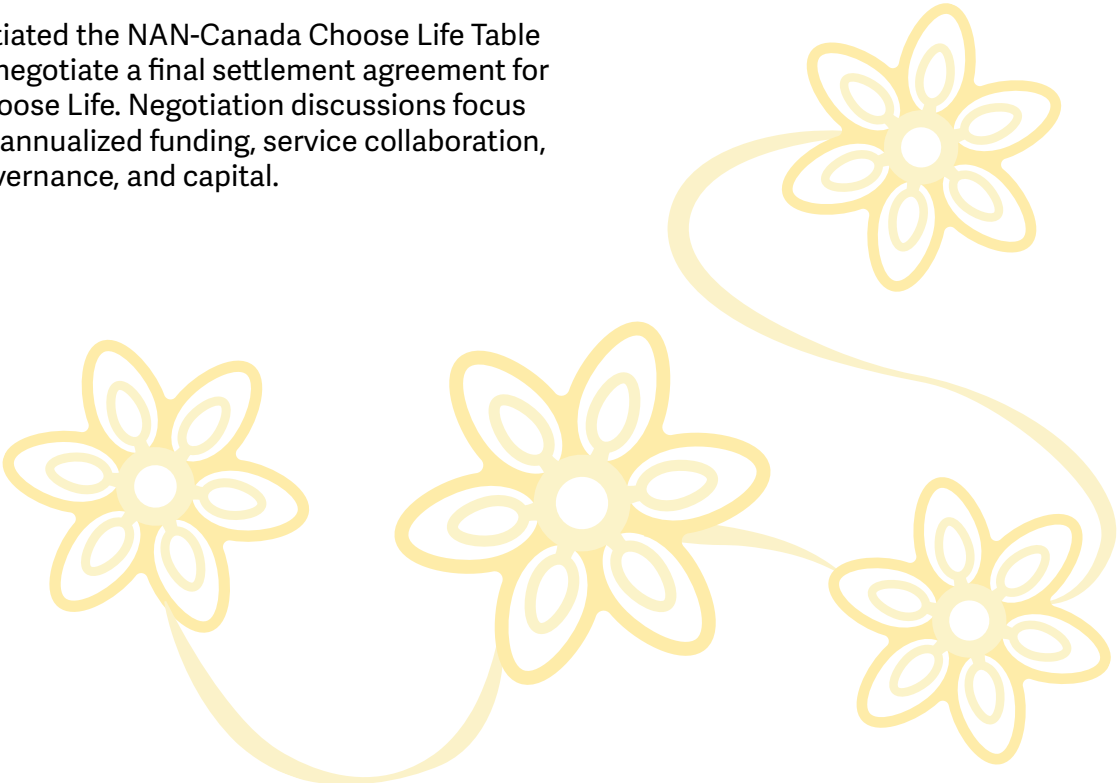
- Initiated the NAN-Canada Choose Life Table to negotiate a final settlement agreement for Choose Life. Negotiation discussions focus on annualized funding, service collaboration, governance, and capital.

NEXT STEPS

Engagement with youth, Choose Life Coordinators, Chiefs and communities. Work toward a final agreement for June 2025.

Resolution 23/19: NAN’s Role in 1965 Indian Welfare Agreement Re-Negotiations

- NAN achieved equal standing to re-negotiate the 1965 Indian Welfare Agreement on behalf of NAN First Nations.
- NAN will have its own seat at any future negotiations on the 1965 Indian Welfare Agreement alongside Chiefs of Ontario.
- NAN has begun discussing priorities and principles for a reformed 1965 Agreement with the Chiefs Committee on Children, Youth, and Families.
- The re-negotiation of the 1965 Agreement has not yet gotten underway. These negotiations will begin once all governmental partners receive mandates to negotiate.



NEXT STEPS

Continue discussions with NAN Chiefs Committee on Children, Youth, and Families on the reform of the 1965 Agreement, and continue updates to the NAN Chiefs-in-Assembly on 1965 Indian Welfare Agreement reform. Once negotiations commence, NAN will discuss the structure for receiving technical advice on the reform of the 1965 Agreement.

Resolution 24/08: Final Settlement Agreement on Long-Term Reform of the First Nations Child and Family Services Program

- Achieved a draft of the Final Settlement Agreement with the First Nations Parties and Canada. This historic deal is a pivotal moment in healing and moving forward to create a hopeful future for our children.
- Hosted a three-day Band Rep Conference.
- Hosted monthly NAN-wide Band Rep Support and Information calls.
- Developed information materials and distributed to communities to support implementation.
- Visited communities in NAN territory to share information and learn about their strengths and needs. Made presentations on the reforms of the First Nations Child and Family Services program as requested by Chiefs, staff and community members.

NEXT STEPS

Continue discussions with NAN Chiefs to prepare for a resolution to accept the Final Settlement Agreement. Continue to support the implementation of the reformed funding and policy changes.

Resolution 24/07: Approval of the Creation of a Coordination and Oversight Team: First Nations Child and Family Services

- Developed a Terms of Reference for COT Main Table and two subcommittees.
- Recruited necessary policy analysts and manager.
- Identified COT Main Table members and drafted invitation letters.
- Procured subject matter experts via request for proposals.
- Recruited Knowledge Keepers, Elders and youth member.
- Initiated the Compensation Subcommittee composed of Knowledge Keepers and subject matter experts who will develop a plan to ensure all eligible NAN members receive their compensation.

NEXT STEPS

Continue with regular Compensation Subcommittee meetings; recruit for and initiate Band Rep Advisory Committee to inform training materials; appoint members of the COT Main Table and initiate regular meetings.

OTHER ACTIVITIES

Resolution on Chiefs Committee on Children Youth and Families (CCCYF).

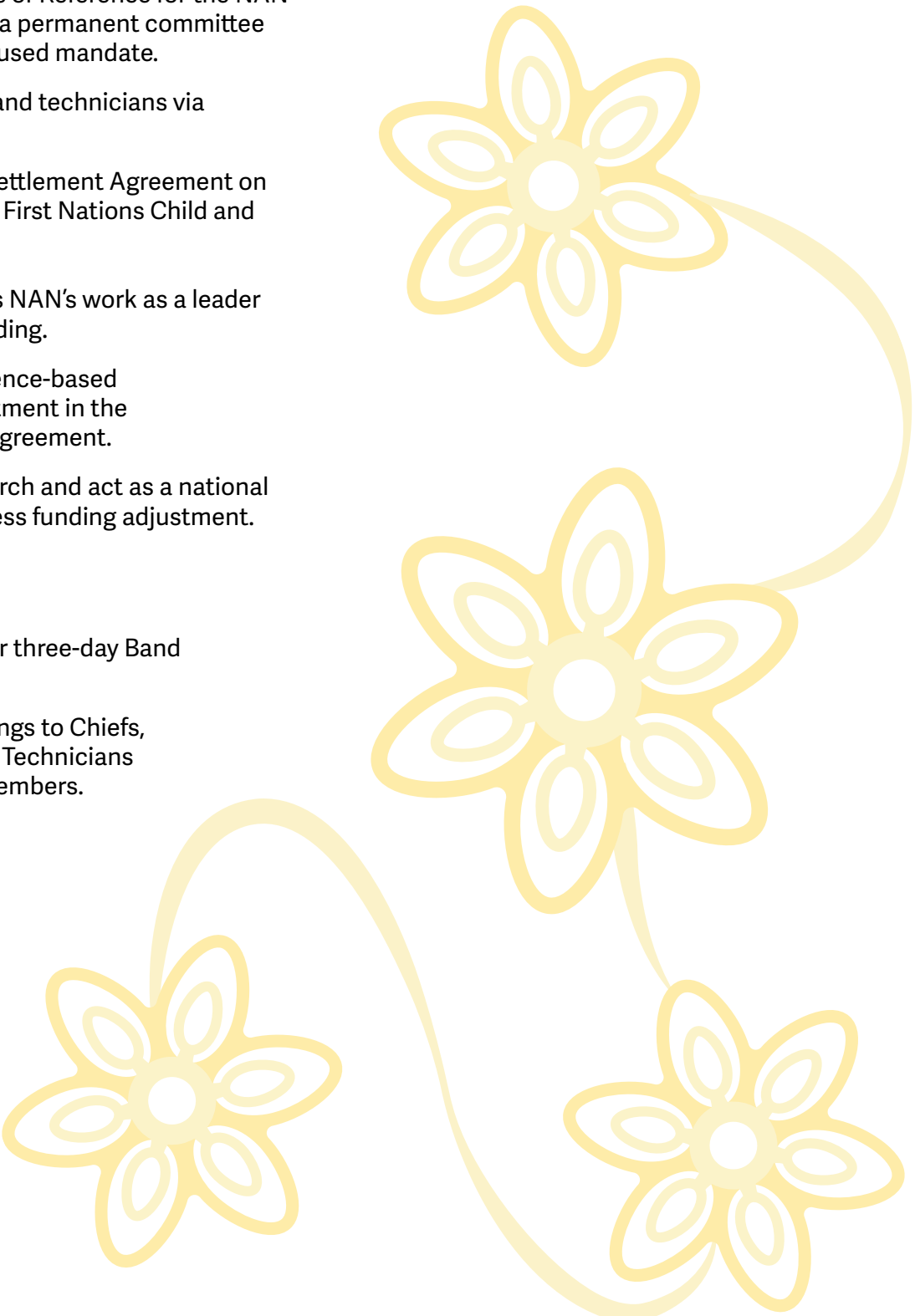
- Updated the Terms of Reference for the NAN CCCYF. Made this a permanent committee with a current, focused mandate.
- Consulted Chiefs and technicians via the committee.

Resolution 24/08: Final Settlement Agreement on Long-Term Reform of the First Nations Child and Family Services Program.

- The team supports NAN's work as a leader in remoteness funding.
- Advocate for evidence-based remoteness adjustment in the Final Settlement Agreement.
- Share NAN's research and act as a national leader in remoteness funding adjustment.

HIGHLIGHTS

- 185 Participants for three-day Band Rep Conference.
- 43 Technical Briefings to Chiefs, Council Members, Technicians and community members.



Youth Initiatives

OVERVIEW

The Nishnawbe Aski Nation Youth Initiatives program supports First Nations youth aged 14-29 across the NAN territory, offering programs in urban hubs and communities. The team aims to create opportunities that nurture NAN youth leaders who can advocate for a brighter future.

In collaboration with the Oshkaatisak Council, the Youth Initiatives team addresses gaps in current programming by developing new initiatives focused on mental and physical health, educational awareness, gender identity and inclusivity, cultural connectivity, and anti-bullying activism. These programs are based on the Medicine Wheel teachings, targeting mental, physical, spiritual, and emotional development.

The team has formed numerous partnerships across Northern Ontario, incorporating healthy Indigenous role models to provide a holistic engagement experience for youth. Through a mix of in-person, online, and indirect programming, they have extended their reach and effectiveness. In the 22/23 fiscal year, the NAN Youth Engagement department served more than 800 youth through these varied approaches.



PROGRAM ACTIVITIES

Oshkaatisak Annual Youth Gathering

The Youth Initiatives Team, alongside the Oshkaatisak Council, welcomed more than 100 NAN youth and their chaperones to the Annual Youth Gathering that was held at the Best Western Nor'Wester in Thunder Bay, ON.

They had the opportunity to gather, learn, and share their experiences through workshops that were in the areas of:

- Culture and land-based
- Financial literacy
- Wellness
- 2SLGBTQ+
- Arts
- Many others

The participants had the opportunity to answer surveys, where they shared their thoughts and feelings regarding issues they face and how they would like those to be addressed. That information, along with direction from Oshkaatisak and from other interactions with young people, directly shapes our work now and in the future.



Culturally Focused Programming

Throughout the 23/24 fiscal year the Youth Initiatives team sought to increase the access and variety of cultural programs traditionally offered by the Youth Initiatives department. The Youth team worked with a mix of Knowledge Keepers, Elders, drummers, teachers, educators, crafters, dancers, story tellers, etc., to provide unique programs that offered opportunities to learn and engage with cultural opportunities relevant to the Nishnawbe Aski Territory.

Some of the events include:

- Powwow dance teachings virtual tutorials
- Painting
- Drumming
- Singing
- Crafting and leather work
- Language learning
- Ceremonies
- Firekeeper teachings
- Land-based teachings
- Traditional sports and recreation
- Monthly community drum nights in the last year in multiple locations



Partnerships

The Youth Initiatives Team has diligently worked to foster and expand partnerships both within the NAN departments and with more than 30 external organizations and individuals. These collaborations have significantly enriched the current programming and facilitated the introduction of additional programs, thanks to the enhanced support.

Some notable partners include:

- Anishnawbe Mushkiki
- Wabshkaa Animkii Benesii (WAB) Program
- Regional Multicultural Youth Centre (RMYC)
- Sioux Lookout First Nations Health Authority (SLFNHA)
- Survivors' Secretariat
- Indigenous Friendship Centres
- CCM (an organization)
- Indigenous Hockey
- Various schools and tribal councils
- Drum groups and performers

These collaborations have unlocked a plethora of opportunities for youth, encompassing a wide range of activities and initiatives, such as:

- Land-based programming
- Sport tournaments and equipment donations
- Conference engagements
- Advocacy and awareness events
- Cultural programming
- 2SLGBTQIA+ initiatives
- Support for Indian Residential School Survivors

Additionally, the Youth Team has engaged with more than 50 individual Knowledge Keepers, educators, and Elders to provide cultural support and guidance across all these programs. These efforts ensure that the programs are culturally relevant and supportive, enhancing the overall impact on the youth involved.

OTHER ACTIVITIES

The NAN Oshkaatisak Council was also able to hold their level of engagement during the 23/24 year, where they acted as the voice/representatives of NAN Youth at nearly 100 events. The NAN Oshkaatisak Council has permanent seats on the Chiefs of Ontario (COO) First Nations Young People Council and Assembly of First Nations (AFN), which has allowed the Oshkaatisak Council to champion the voices of NAN Youth at the Regional, Provincial, and National level. In addition to the Oshkaatisak Council attendance at COO and AFN, the Council has seats on or has attended meetings and events to represent NAN in the areas of:

- Education
- Health
- Early years
- Climate
- Economics
- Rights
- Justice
- Housing
- Much more

HIGHLIGHTS

The NAN Youth Initiatives team, in partnership with the Oshkaatisak Council, will continue to work with NAN Youth and community partners to implement several key initiatives:

- Regular youth programming aimed at enhancing the mental, physical, spiritual, and emotional well-being of NAN Youth.
- Increased direct community visits to strengthen on-the-ground support.
- Expanded land-based programming and sports and recreation activities to promote healthy lifestyles, goal setting, and intercommunity connections.
- Enhanced programming in Eastern communities and Timmins to match the success seen in the West from the 22/23 period.
- The Oshkaatisak Council has all positions filled with 10 fully on-boarded members.
- Monthly calls with the Oshkaatisak Council, community partners, and NAN leadership to ensure the youth voice is included at all relevant discussions.
- The Oshkaatisak Council extends its representation to national and global levels:
 - Meetings with Prime Minister Justin Trudeau.
 - Tehya Quachegan elected to the AFN Youth Council.
 - Mallory Solomon, co-chair, attended United Nations Gathering 79 in New York City.
- Trainings for NAN youth, the Oshkaatisak Council, and staff to continue building capacity.



NAN Offices

HEAD OFFICE

100 BACK STREET UNIT 200

THUNDER BAY, ON

P7J 1L2

ADMINISTRATIVE OFFICE

200 SOUTH SYNDICATE AVENUE

THUNDER BAY, ON

P7E 1C9

BALMORAL OFFICE

600 BALMORAL STREET

THUNDER BAY, ON

P7C 5G9

EASTERN OFFICE

145 WILSON AVENUE

TIMMINS, ON

P4N 2T2

Office of Grand Chief Alvin Fiddler

Krystyn Ordyniec
Lead Senior Policy and Legal Advisor

Meagan Beardy
Executive Assistant

Office of the Deputy Grand Chief Anna Betty Achneepineskum

Martha Loon
Senior Portfolio Advisor

Diane Beaver
Executive Assistant

Jessica Gacsi
Senior Policy Analyst

Office of the Deputy Grand Chief Victor Linklater

Georjann Morriseau
Senior Portfolio Advisor

Shaylan Knapaysweet
Executive Assistant

Office of the Deputy Grand Chief Bobby Narcisse

Theresa Ruth
Senior Portfolio Advisor

Lydia Meekis
Executive Assistant

Jessica McLaughlin
Senior Policy Analyst

Office of the Chief Administrative Officer

Wendy Caruk
Senior Administrative Lead

Charlene Yerxa
Senior Administrative Coordinator to the CAO

Administration and Human Resources

Sabrina Marion
Director of Human Resources

Ian Beardy
Human Resources Advisor

Taraisa Schultz
Human Resources Advisor

Jill Harju
Recruitment & Training Coordinator

Nancy Neves
Receptionist

Jennifer Kakekapetum
Receptionist

Sherry Winters
Receptionist

Kevin McKay
Building Manager

Jamie MacLeod
Office Custodian

Communications, Media and Information Technology

Mike Heintzman
Director of Communications

Tamara DeLuca
Digital Communications Manager

Paige Guzzell
Multimedia Designer

Kevin Lewis
Multimedia Designer

Nicole Dixon
Communications Coordinator

Angela Crozier
IT Manager

Stirling McIntosh
IT Analyst

Regan Ferris
Document Imaging Asistant

Community Wellness

Alarice Petawanikweb
Director of Community Wellness

Clarence Fisher
Men’s Healing Initiatives Coordinator

Lillian Suganaqueb
Crisis Manager

Courtney Mamakeesic
Community Wellness Manager

Destany Johns
Crisis Response Coordinator

Tina Scocchia
Crisis Support Administrative Coordinator

Delores Walker
Crisis Coordinator

Stewart Kamenawatamin
Crisis Coordinator

Amanda Desaulniers
Logistical Crisis Response

Summer Reilly
Crisis Response Program Training Coordinator

Cheyenne Tibishkogijig
Community Wellness Training Coordinator

Rauslyn Laviolette
Community Wellness Coordinator

Brian Edwards
Mental Health Training Coordinator

Rebecca Moore
Crisis Response Training Coordinator

Education

Sherry Britton Director of Education
Natalie Sault Education Office Coordinator
Jennifer Wrigley Education Manager
Kathy Beardy Education Initiatives Manager
Bryan Achneepineskum Education Jurisdiction Manager
Katrina Fiddler Education Initiatives Coordinator
Richard Sherlock Inquest Project Officer
Ankasha Kaur Education Partnerships Program Coordinator
Kevin Kakegamic Lifelong Learning Analyst
Emma-Lea Krakower Education Policy Analyst
Giiwedin Kekagabon Student Safety Coordinator
Lorie Vanbuskirk Language & Cultural Coordinator
Claudia Stein Structural Readiness Coordinator
Bazil Batise Education Jurisdiction Administrative Assistant
Serenity Perry Research Coordinator
Malcolm Sagutch Territorial Coordinator
Rheana Marino Territorial Assistant

Early Years

Wendy Arseneault Director of Early Years
Kristy Hankila Learning & Childcare Manager
Polly-Anna Francis Early Years Manager
Hilairy Walters Early Years Advisor
Tobie-Lynn Karst Early Years Training Coordinator
Tara Pedersen Early Years Office Coordinator
Lena Shawinimash Early Years Coordinator (Healthy Babies)
Laura Baxter Early Learning & Childcare Analyst
Shelley Franceshini Early Years Infrastructure Advisor
Morgan Bannon-Ogima Early Learning & Childcare Coordinator
Lorraine Mashongoane Early Learning & Childcare Coordinator
Wendy Luoma Early Years Training Coordinator
Tiffany Sullivan Office & Data Coordinator

Finance

Jeff Forneri Director of Finance
Matt Winters Finance Manager
Paulette Desmoulin Senior Finance Manager
Ryan Desmoulin Finance Officer
Pam Fayrick Payroll and Benefits Analyst
Jennifer Thompson Travel Coordinator

Final Settlement Agreement

Firstname Lastname Job Title
Firstname Lastname Job Title
Luke Hunter Directof of Governance and Treaty Implementation
Joe Wheesk Licencing Coordinator & Research Assistant
Andrew Solomon Treaty Research Senior Advisor
Justine Waite Policy Analyst
Grace Winter Special Initiatives Manager
Melinda Sault Coates Governace & Treaty Implementation Policy Analyst

Health Policy and Advocacy

Monika Konrad Director of Health Policy and Advocacy
Kaitlin Keikkinen Legal Policy Analyst
Lauren King Health Transformation Policy Analyst
Narene Barkman Health Policy Analyst
Krista Sergerie Senior Policy Analyst
Moe Cordiero Communications Policy Specialist
Matthew Wapoose Health Coordinator
Kim Pajamaki Office Coordinator

Infrastructure and Housing

Mike Mckay Director of Infrastructure and Housing
Jennifer Guerrieri Senior Policy Analyst
Jamie Saunders Infrastructure Advisor
Erin Mellor Project Coordinator
Ashley Atatise Infrastructure & Housing Manager
Katelin Cella Infrastructure Project Assistant
Zachary Adams Project Coordinator
Maya Boivin Emergency Management Policy Analyst
Kevin Ramcharan Emergance Management Coordinator
Nicole Morgan Project Assistant

Justice Research and Policy

Natalie Binguis Director of Justice Research and Policy
Stephen Lee Justice Policy Analyst
Fay Pettypiece Senior Administrative Coordinator
Lucas Livingstone-Sitch Anti-Racism Policy Analyst
Amanda Mannella Policing & Community Safety Policy Analyst

Reclamation and Healing

Rachel Kakegamic
Director of Reclamation and Healing

Tanya Forneri
Reclamation & Healing Manager

Ocean Moberly
Reclamation & Healing Policy Analyst

Brittany Stinson-McGee
Health Support Coordinator

Felicia Sagutch
Health Support Coordinator

Nicole Baxter
Cultural Health Support Coordinator

Sustainable Initiatives

Director of Sustainable Initiatives
Alison Anderson

Social Services - Strategic Advancement

Nichole Kinzel
Director of Social Services - Strategic Advancement

Aurora Smith
Policy Analyst

Christa Piscopo
Office Coordinator

Joanne MacMillan
Final Settlement Manager

Maggie Rismondo
Child Well-Being System Reform Manager

Kennedy Ling
Senior Policy Analyst

Skye Neekan
Final Settlement Agreement Administrative Assistant

Rebecca Allison
Policy Analyst

Ashley Wilson
Child Well-Being System Reform Coordinator

Lytic Allin
Policy Analyst

Lakshani Perera
Policy Analyst

Social Services - Support & Implementation

Robin Quachegan
Director of Social Services - Support & Implementation

Sheila Marcinshyn
Family Well-Being Manager

Marla Murray
Choose Life Manager

Joyce Spence
Jordan's Principle Manager

Joseph Carew
Youth Engagement Manager

Micheal Belmore
Family Well-Being Program Coordinator

Margaret Wesley
Family Well-Being Administrative Coordinator

Cindy McKay
Family Well-Being Administrative Coordinator

Shelly Fugere
Choose Life Training Coordinator

Shannon Furioso
Choose Life Data Officer

Bibianne Charles
Choose Life Coordinator

Ashley Scocchia
Jordan's Principle Training Coordinator

Cheyenne Dindial
Youth Initiatives Coordinator

Samantha Crowe
Policy Analyst

Kelsie Jaworski
Administrative Coordinator

Janine Frogg
Anishnawbe Watisiiwin Development Officer

Women's Initiatives

Loretta Sheshequin
Director of Women's Initiatives

Karissa Michano
Women's Initiatives Coordinator

Jamilee Wanakamik
Women's Initiatives Policy Analyst

Financial Statements

Nishnawbe Aski Nation Corporate Services
Financial Statements
For the year ended March 31, 2024

	Contents
Independent Auditor's Report	2
Financial Statements	
Statement of Financial Position	4
Statement of Revenue and Expenses	5
Statement of Changes in Net Assets	6
Statement of Cash Flows	7
Notes to Financial Statements	8

Independent Auditor's Report

To the Board Members of Nishnawbe Aski Nation Corporate Services

Opinion

We have audited the accompanying financial statements of Nishnawbe Aski Nation Corporate Services (the "Organization"), which comprise the statement of financial position as at March 31, 2024, and the statements of revenue and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other Matter

We have not audited, reviewed or otherwise attempted to verify the accuracy or completeness of the schedules on pages 19 through 22 of the Organization's financial statements.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Independent Auditor's Report (cont'd)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



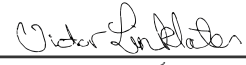

Chartered Professional Accountants, Licensed Public Accountants

Thunder Bay, Ontario
TBD

Nishnawbe Aski Nation Corporate Services Statement of Financial Position

As at March 31	2024	2023
Assets		
Current		
Cash and cash equivalents	\$ 48,775,588	\$ 38,098,148
Accounts receivable (Note 2)	11,212,519	9,946,604
Prepaid expenses and deposits	110,190	215,560
	<u>60,098,297</u>	<u>48,260,312</u>
Tangible capital assets (Note 3)	<u>10,006,688</u>	<u>9,699,459</u>
	<u>\$ 70,104,985</u>	<u>\$ 57,959,771</u>
Liabilities and Net Assets		
Current		
Accounts payable and accruals (Note 4)	\$ 32,390,596	\$ 28,121,827
Deferred contributions (Note 5)	20,180,285	14,762,258
Current portion of long-term debt (Note 6)	218,326	327,388
Current portion of capital lease obligations (Note 7)	385,841	331,818
	<u>53,175,048</u>	<u>43,543,291</u>
Capital lease obligation (Note 7)	<u>98,361</u>	<u>526,350</u>
	<u>53,273,409</u>	<u>44,069,641</u>
Net assets		
Unrestricted net assets	7,227,416	5,076,227
Internally restricted (Note 10)	300,000	300,000
Investment in tangible capital assets	9,304,160	8,513,903
	<u>16,831,576</u>	<u>13,890,130</u>
	<u>\$ 70,104,985</u>	<u>\$ 57,959,771</u>

On behalf of the Board:

	Grand Chief
	Deputy Grand Chief
	Deputy Grand Chief
	Deputy Grand Chief

The accompanying notes are an integral part of these financial statements.

Nishnawbe Aski Nation Corporate Services Statement of Revenue and Expenses

For the year ended March 31	2024	2023
Revenue		
Government of Canada		
Indigenous Services Canada	\$ 31,901,169	\$ 30,409,420
Canada Mortgage and Housing Corporation	1,268,829	2,342,797
Other Federal	1,282,807	-
Province of Ontario		
Ministry of Attorney General	350,000	350,000
Ministry of Children, Community and Social Services	11,774,399	12,548,057
Community Service (IHWS)	12,457,239	8,555,364
Ministry of Education	2,004,189	6,984,479
Ministry of Health	5,804,793	5,719,193
Indigenous Affairs	1,751,952	1,394,628
Ministry of Natural Resources and Forestry	286,133	149,632
Other grants	1,499,496	1,393,735
Interest	2,265,554	1,536,923
Other income	415,060	490,859
	<u>73,061,620</u>	<u>71,875,087</u>
Funds transferred for First Nations operations (Note 9)	<u>(30,021,228)</u>	<u>(29,667,334)</u>
	<u>43,040,392</u>	<u>42,207,753</u>
Expenses		
Amortization	768,908	854,982
Bank charges and interest	104,658	160,480
Conferences, workshops and reports	13,602,903	13,569,416
Consulting and professional fees	6,986,647	4,967,597
Public relations	264,623	310,109
Rent and utilities	1,356,853	1,284,701
Salaries and benefits	12,871,545	12,822,003
Supplies and resources	1,188,179	4,167,748
Travel	2,954,630	3,331,128
	<u>40,098,946</u>	<u>41,468,164</u>
Excess of revenue over expenses	<u>\$ 2,941,446</u>	<u>\$ 739,589</u>

The accompanying notes are an integral part of these financial statements.

**Nishnawbe Aski Nation Corporate Services
Statement of Changes in Net Assets**

Year Ended March 31

	Unrestricted	Internally Restricted	Investment in Tangible Capital Assets	2024	2023
Balance, beginning of year	\$ 5,076,227	\$ 300,000	\$ 8,513,903	\$ 13,890,130	\$ 13,150,541
Excess of revenue over expenses for the year	2,941,446	-	-	2,941,446	739,589
Balance	8,017,673	300,000	8,513,903	16,831,576	13,890,130
Investment in capital assets	(1,076,137)	-	1,076,137	-	-
Amortization	768,908	-	(768,908)	-	-
Payment of long-term debt and capital lease	(483,028)	-	483,028	-	-
Net assets, end of year	\$ 7,227,416	\$ 300,000	\$ 9,304,160	\$ 16,831,576	\$ 13,890,130

The accompanying notes are an integral part of these financial statements.

**Nishnawbe Aski Nation Corporate Services
Statement of Cash Flows**

For the year ended March 31

2024

2023

Cash flows from operating activities

Excess of revenue over expenses	\$ 2,941,446	\$ 739,589
Item not involving cash		
Amortization of tangible capital assets	768,908	854,982
	3,710,354	1,594,571
Changes in non-cash working capital balances		
Accounts receivable	(1,265,915)	4,532,245
Prepaid expenses and deposits	105,370	255,337
Accounts payable and accruals	4,268,769	(34,334)
Deferred contributions	5,418,027	(7,265,710)
	12,236,605	(917,891)

Cash flows from financing activities

Repayments of capital lease obligations	(373,966)	(362,457)
Repayments of long-term debt	(109,062)	(243,977)
	(483,028)	(606,434)

Cash flows from investing activities

Purchase of tangible capital assets	(1,076,137)	(1,925,882)
-------------------------------------	-------------	-------------

Increase (decrease) in cash during the year

10,677,440 (3,450,207)

Cash resources, beginning of year

38,098,148 41,548,355

Cash resources, end of year

\$48,775,588 \$ 38,098,148

The accompanying notes are an integral part of these financial statements.

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

1. Significant Accounting Policies

Nature and Purpose of Organization	Nishnawbe Aski Nation Corporate Services (the "Organization") is a First Nations political organization that advocates and operates projects to protect and promote the government and socio-economic interests of its member First Nations. The Organization receives funding through contribution arrangements and contracts with various funding bodies and First Nations. The Organization was incorporated in Ontario on February 19, 2009 as a not-for-profit organization without share capital. The Organization is dependent on grants and transfer payments from various government agencies to finance its continued operations.												
Basis of Accounting	These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.												
Cash and Cash Equivalents	Cash and cash equivalents include balances with chartered banks and short-term investments with maturities of three months or less.												
Revenue Recognition	<p>The Organization follows the deferral method of accounting for contributions.</p> <p>Government funding provided to the Organization is accounted for as a contribution. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.</p> <p>Restricted investment income is recognized in the year in which the related expense is incurred. Unrestricted investment income is recognized as revenue in the Unrestricted Fund when earned.</p>												
Tangible Capital Assets	<p>Purchased tangible capital assets are recorded at cost less accumulated amortization. Expenses for repairs and maintenance are expensed as incurred. Betterments that extend the useful life of tangible capital assets are capitalized.</p> <p>Amortization based on the estimated useful life of the asset is calculated as follows:</p> <table><tr><td></td><td>Method</td><td>Rate</td></tr><tr><td>Buildings</td><td>Declining balance</td><td>4%</td></tr><tr><td>Computer equipment and software</td><td>Declining balance</td><td>30%</td></tr><tr><td>Furniture and equipment</td><td>Declining balance</td><td>20%</td></tr></table> <p>Artwork is not subject to amortization.</p>		Method	Rate	Buildings	Declining balance	4%	Computer equipment and software	Declining balance	30%	Furniture and equipment	Declining balance	20%
	Method	Rate											
Buildings	Declining balance	4%											
Computer equipment and software	Declining balance	30%											
Furniture and equipment	Declining balance	20%											

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

1. Significant Accounting Policies (cont'd)

Tangible Capital Assets (cont'd)	When a tangible capital asset no longer contributes to an Organization's ability to provide goods and services, or the future economic benefits or service potential of the tangible capital asset is less than its carrying value, the excess of its net carrying amount over its fair value or replacement cost is recognized as an expense in the statement of operations. Any unamortized deferred contribution amount related to the tangible capital asset is recognized in revenue in the statement of operations, provided that all restrictions have been complied with.
Financial Instruments	<p>Financial Instruments are recorded at fair value at initial recognition. In subsequent periods, financial instruments are reported at cost or amortized cost less impairment. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items measured at fair value and charged to the financial instrument for those measured at amortized cost.</p> <p>Financial assets are tested for impairment when indicators of impairment exist. When a significant change in the expected timing or amount of the future cash flows of the financial asset is identified, the carrying amount of the financial asset is reduced and the amount of the write-down is recognized in net income. A previously recognized impairment loss may be reversed to the extent of the improvement, provided it is not greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously, and the amount of the reversal is recognized in net income.</p> <p>Related party financial instruments quoted in an active market or those with observable inputs significant to the determination of fair value or derivative contracts are recorded at fair value at initial recognition. All other related party financial instruments are recorded at cost at initial recognition.</p>

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

1. Significant Accounting Policies (cont'd)

Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future. Significant estimates in these financial statements include the estimated useful lives of tangible capital assets and accounts payable and liability accruals and deferred contributions which are estimated based on management's review of revenue received but not spent at year-end.

2. Accounts Receivable

	2024	2023
Government of Canada		
Indigenous Services Canada (ISC)	\$ 2,452,152	\$ 535,683
FedNor	-	42,732
Canada Mortgage and Housing Corporation	33,776	146,425
Department of Natural Resources	488,190	11,105
Province of Ontario		
Ministry of Children, Community and Social Services	1,623,501	-
Ministry of Natural Resources and Forestry	250,378	71,927
Ministry of Indigenous Affairs	160,094	108,000
Ministry of Education	3,075,364	5,861,740
Other		
IESO	94,041	366,918
Other	620,835	488,728
Government remittances receivable	2,414,188	2,313,346
	\$ 11,212,519	\$ 9,946,604

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

3. Tangible Capital Assets

	2024		2023	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Land	\$ 396,681	\$ -	\$ 396,681	\$ -
Buildings	8,452,747	963,740	8,249,174	736,787
Computers	1,216,660	930,519	1,034,018	795,027
Furniture, fixtures and equipment	3,211,680	1,947,795	3,121,053	1,596,655
Artwork	31,002	-	27,002	-
Graham road	405,356	35,521	-	-
Dog Lake	189,939	19,802	-	-
	\$ 13,904,065	\$ 3,897,377	\$ 12,827,928	\$ 3,128,469
Net book value		\$ 10,006,688		\$ 9,699,459

4. Accounts Payable and Accrued Liabilities

	2024	2023
Trade payable	\$ 20,595,135	\$ 16,646,617
Wages and benefits payable	573,933	594,333
Repayable to funders	11,061,845	10,696,866
Government remittances payable	159,683	184,011
	\$ 32,390,596	\$ 28,121,827

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

5. Deferred Contributions

Deferred contributions reported represent restricted operating funding received in the current period that is related to expenses of a subsequent period. Changes in the deferred contributions balance are as follows:

	Balance March 31, 2023	Funding Received/ Receivable	Revenue Recognized	Repayable to Funder and Adjustments	Balance March 31, 2024
Federal Government					
Indigenous Services Canada ("ISC")	\$11,411,431	\$35,351,835	\$(31,901,169)	52,423	\$14,914,520
Canadian Mortgage and Housing Corporation	81,667	1,912,526	(1,268,829)	-	725,364
Other Federal	-	1,282,807	(1,282,807)	-	-
Total Federal	11,493,098	38,547,168	(34,452,805)	52,423	15,639,884
Provincial Government					
Ministry of Attorney General	-	350,000	(350,000)	-	-
Ministry of Children, Community and Social Services	973,133	13,527,429	(11,774,399)	473,864	3,200,027
Community Service (IHWS)	-	12,713,411	(12,457,239)	-	256,172
Ministry of Education	1,269,418	955,032	(2,004,189)	(92,401)	127,860
Ministry of Health	-	5,804,793	(5,804,793)	322,642	322,642
Indigenous Affairs	773,908	1,176,609	(1,751,952)	(330,430)	(131,865)
Ministry of Natural Resources and Forestry	147,363	495,001	(286,133)	-	356,231
Other Provincial	105,338	1,769,483	(1,499,496)	34,009	409,334
Total Provincial	3,269,160	36,791,758	(35,928,201)	407,684	4,540,401
	\$14,762,258	\$75,338,926	\$(70,381,006)	\$460,107	\$20,180,285

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

6. Long-term debt

	2024	2023
RBC term loan	\$ 218,326	\$ 327,388
Less: current portion	218,326	327,388
	<u>\$ -</u>	<u>\$ -</u>

The term loan payable has terms of monthly instalments of \$9,915 plus interest of prime plus 2% - 9.20% (2023 - 8.70%). The loan matures in August 2024. Land and building at 200 Syndicate Avenue South, having a net book value of \$5,292,310 (2023 - \$5,501,670) is pledged as collateral.

7. Lease Obligation

	2024	2023
Scotiabank lease obligation payable	\$ 484,202	\$ 858,168
Less: current portion	385,841	331,818
	<u>\$ 98,361</u>	<u>\$ 526,350</u>

The lease obligation payable has terms of monthly installments of \$32,958 including interest at 3.13%, due July 2025. Furniture and equipment having a net book value of \$715,627 (2023 - \$894,534) is pledged as collateral.

8. Related Party Transactions

The remuneration for the year for elected officials and senior management totalled \$631,550 (2023 - \$659,433). Amounts paid to elected officials and senior management for reimbursed corporate expenses amounted to \$34,591 (2023 - \$47,690). The Grand Chief and Deputies are provided salaries of \$151,200 and \$145,600 respectively plus 12% pay in lieu of vacation. Travel allowances include mileage reimbursed at \$0.575 per kilometre and meals/incidentals at \$104.10 per day. Specific salary, benefits and reimbursements were:

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

8. Related Party Transactions (cont'd)

	Salary and Benefits	Reimbursed expenses	2024	2023
Grand Chief Alvin Fidler	98,724	9,084	107,808	-
Deputy Grand Chief Anna Betty Achneepineskum	150,276	12,119	162,395	134,326
Deputy Grand Chief Bobby Narcisse	150,011	4,865	154,876	140,007
Deputy Grand Chief Victor Linklater	149,915	8,523	158,438	143,768
Derek Fox (former Grand Chief)	24,965	-	24,965	150,249
Chief Administrative Officer	59,859	-	59,859	110,223

9. First Nations flow-through

The Organization receives funding as agents for distribution to member First Nations and First Nation organizations for specific projects and initiatives. The First Nations and specific organizations report on the expense of these funds. During the year, \$29,964,172 (2023 - \$29,667,334) was transferred to member First Nations and specific organizations.

	2024	2023
Indigenous Services Canada		
First Nation Student Success Program	\$ 304,207	\$ 307,443
Education Partnerships Program	2,374,662	2,844,748
Canada Ontario Resource Development Agreement	103,398	-
National Assembly of First Nations	-	2,000,000
Wesway Respite Services	9,496,676	6,511,553
Health Transformation - Tribal Councils	429,812	2,056,590
Sexually Transmitted and Blood-Borne Infections	57,056	428,932
Nation Rebuilding	75,338	-
Mino Bimaadizi	716,214	-
Treaty Five Group	-	55,920
	13,557,363	14,205,186
Ministry of Children, Community and Social Services		
Family Well-being	6,157,576	5,764,531
Customary Care	1,176,905	1,068,436
Fetal Alcohol Spectrum Disorder	728,762	680,909
Crisis	2,512,476	2,422,266
Healthy Babies Healthy Children	1,468,592	1,423,268
Ginoogaming/Bearskin	-	41,767
	\$ 12,044,311	\$ 11,401,177

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

9. First Nations flow-through (cont'd)

Ministry of Education		
Student Achievement Officer	447,855	511,867
Tribal Council Flow-Through	138,000	359,485
Virtual Learning Environment	250,000	-
	835,855	871,352
Ministry of Health		
Diabetes	2,153,142	1,949,552
Health Transformation	943,063	925,000
	3,096,205	2,874,552
Ministry of Natural Resources and Forestry		
Canada Ontario Resource Development Agreement	103,397	149,632
Miscellaneous		
First Nation Request	21,324	165,435
NAN Charitable	250,000	-
Natural Resources Canada	32,773	-
Nutrition North Canada	20,000	-
IAO Inquest	60,000	-
	384,097	165,435
	\$ 30,021,228	\$ 29,667,334

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

10. Restrictions on Net Assets

During the year ended March 31, 2023, council restricted \$300,000 for contingencies. This internally restricted amount is not available for other purposes without approval of Council.

11. Contingencies

The Organization has entered into contribution agreements with various federal and provincial government departments. Funding received under these contribution agreements is subject to repayment if the Organization fails to comply with the terms and conditions of the agreements.

In addition, in the normal course of operations, the Organization becomes involved in legal actions. Some of these potential liabilities may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense recorded on the Organization's financial statements. As of March 31, 2024, no contingent liabilities have been recorded in the financial statements.

12. Commitments

The Organization has entered into a building lease agreement at \$9,677 per month plus HST. The lease commenced July 1, 2022 and expires June 30, 2032.

The Organization has entered into another building lease agreement at \$6,623 per month plus HST with annual increases for operating costs each year. The lease commenced May 1, 2021 and expires April 30, 2026.

The Organization's approximate obligations for the next five years, under the various operating leases are as follows:

Year	Amount
2025	\$ 201,000
2026	203,000
2027	123,000
2028	123,000
2029	125,000
	<u>\$ 775,000</u>

Nishnawbe Aski Nation Corporate Services Notes to Financial Statements

March 31

13. Financial Instruments**Interest Rate Risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Organization is exposed to interest rate risk on its floating interest rate financial instruments. Floating rate instruments subject the Organization to a cash flow risk.

A substantial portion of the Organization's cash equivalents bear interest at a floating rate. Rate fluctuations will impact the investment income received in the future.

The organization holds long-term debt with a variable interest rate which involves risks of default on interest and principal and price changes due to, without limitation, such factors as interest rates and general economic conditions.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Organization is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligations; if there is a concentration of transactions carried out with the same counterparty; or of financial obligations which have similar economic characteristics such that they could be similarly affected by changes in economic conditions. The Organization's financial instruments that are exposed to concentrations of credit risk relate primarily to its accounts receivable and cash.

The Organization maintains all of its bank accounts with one financial institution and therefore all deposits are not covered by the Canadian Deposit Insurance Corporation (CDIC). The Organization is subject to credit risk on the excess deposits over CDIC coverage.

Liquidity Risk

Liquidity risk is the risk that the Organization encounters difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Organization will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value, which is less than what they are worth; or may be unable to settle or recover a financial asset. Liquidity risk arises from accounts payable. Management believes they are not exposed to significant liquidity risk.

It is management's opinion that that Organization is not exposed to significant currency or other price risks arising from the financial instruments except as otherwise noted.

March 31

14. Economic Dependence

Approximately 77% (2023 - 72%) of the Organization's funding comes from two government organizations, Indigenous Services Canada and Ministry of Children, Community and Social Services. The loss of a significant amount of funding from these organizations could have a material adverse effect on operations.

15. Comparative Amounts

The comparative amounts presented in the financial statements have been reclassified to conform to current year's presentation.

Nishnawbe Aski Nation Corporate Services
Notes to Financial Statements

Nishnawbe Aski Nation Corporate Services
Schedule 1 - Grand Chief Alvin Fiddler
Schedule of Revenue and Expenses
(Unaudited)

March 31

	Administration (unaudited)	Health Policy & Advocacy (unaudited)	Special Initiatives (Summer Students) (unaudited)	Aboriginal and Treaty Rights (unaudited)	Infrastructure (unaudited)	2024 Total (unaudited)	2023 Total (unaudited)
Revenue							
Government of Canada	\$ 720,402	\$ -	40,881	1,233,210	677,725	2,672,218	1,849,186
Indigenous Services Canada - FNIHB	-	7,960,331	-	-	-	7,960,331	6,713,235
Canada Mortgage and Housing Corporation	-	-	-	-	1,912,526	1,912,526	-
Province of Ontario	-	-	-	-	-	-	70,721
Community Service (HWS)	-	100,067	-	-	-	100,067	-
Ministry of Education	-	4,099,000	-	-	161,515	4,099,000	4,094,700
Ministry of Health	-	53,125	-	-	-	53,125	222,400
Ministry of Indigenous Affairs	-	-	-	309,001	-	309,001	212,140
Ministry of Natural Resources and Forestry	230,000	-	-	-	186,000	416,000	1,536,923
Interest	2,265,554	-	-	-	-	2,265,554	1,536,923
Amounts repayable to funders	507,873	(680,979)	-	-	-	(173,106)	(882,644)
Other	263,616	127,600	434,420	415,060	718,729	1,959,425	518,504
Change in deferred revenue	1,785,059	(1,067,037)	37,401	(144,988)	1,563,071	2,173,506	2,387,827
	5,772,504	10,592,107	512,702	1,812,283	5,219,566	23,909,162	16,722,992
	(271,324)	(3,583,072)	-	(206,795)	(32,773)	(4,093,964)	(5,503,385)
Funds transferred for First Nations operations	5,501,180	7,009,035	512,702	1,605,488	5,186,793	19,815,198	11,219,607
Expenses							
Bank charges and interest	104,658	-	-	-	-	104,658	160,480
Conferences, workshops and reports	3,352,791	1,478,197	150,196	65,592	1,435,684	6,482,460	2,834,435
Consulting and professional fees	636,486	2,086,613	-	394,754	1,836,500	4,954,353	2,381,077
Amortization	768,908	-	-	-	-	768,908	854,982
Inter-program allocations	(5,614,022)	1,126,856	35,230	134,027	532,331	(3,785,578)	(2,610,493)
Public relations	66,413	1,997	-	-	2,360	70,770	53,928
Rent and utilities	115,500	98,849	19,070	274,276	100,242	607,937	516,534
Salaries and benefits	2,067,040	1,926,252	107,721	339,183	837,037	5,277,233	4,959,649
Supplies and resources	663,738	42,664	120	153,835	136,877	997,234	739,097
Travel	927,106	233,523	19,612	205,125	289,144	1,674,510	734,548
	3,088,618	6,994,951	331,949	1,566,792	5,170,175	17,152,485	10,624,237
Excess of revenue over expenses before capital allocations and transfers (to) from reserve	2,412,562	14,084	180,753	38,696	16,618	2,662,713	595,370
Capital allocations	(432,816)	14,084	180,753	38,696	16,618	682,967	1,790,068
Excess (deficiency) of revenue over expenses	1,979,746	-	-	-	-	1,979,746	(1,194,698)

Nishnawbe Aski Nation Corporate Services
Schedule 3 - Deputy Grand Chief Bobby Narcise
Schedule of Revenue and Expenses
(Unaudited)

March 31

	Administration (unaudited)	NARC (unaudited)	Social Services SB&J (unaudited)	Social Services (unaudited)	Youth (unaudited)	Total (unaudited)	2024 Total (unaudited)	2023 Total (unaudited)
Revenue								
Government of Canada								
Indigenous Services Canada								
Indigenous Services Canada - FNIHB								
Province of Ontario								
Ministry of Children, Community and Social Services								
Community Service (IHWS)								
Ministry of Education								
Ministry of Health								
Ministry of Indigenous Affairs								
Amounts repayable to funders								
Other								
Change in deferred revenue								
Funds transferred for First Nations operations								
Expenses								
Conferences, workshops and reports								
Consulting and professional fees								
Inter-program allocations								
Public relations								
Rent and utilities								
Salaries and benefits								
Supplies and resources								
Travel								
Excess of revenue over expenses before capital allocations and transfers (to) from reserve								
Capital allocations								
Excess of revenue over expenses								

Nishnawbe Aski Nation Corporate Services
Schedule 2 - Deputy Grand Chief Victor Linklater
Schedule of Revenue and Expenses
(Unaudited)

March 31

	Administration (unaudited)	Energy/Environment (unaudited)	Education & Jurisdiction (unaudited)	Resource & Economic Development (unaudited)	Total (unaudited)	2024 Total (unaudited)	2023 Total (unaudited)
Revenue							
Government of Canada							
Indigenous Services Canada							
Indigenous Services Canada - FNIHB							
Canada Mortgage and Housing Corporation							
Province of Ontario							
Ministry of Education							
Ministry of Indigenous Affairs							
Amounts repayable to funders							
Other							
Change in deferred revenue							
Funds transferred for First Nations operations							
Expenses							
Conferences, workshops and reports							
Consulting and professional fees							
Inter-program allocations							
Public relations							
Rent and utilities							
Salaries and benefits							
Supplies and resources							
Travel							
Excess (deficiency) of revenue over expenses before capital allocations and transfers (to) from reserve							
Capital allocations							
Excess (deficiency) of revenue over expenses							

March 31

March 31

Administration (unaudited)	Justice (unaudited)	Community Wellness (unaudited)	Women's Initiatives (unaudited)	Childhood Development & Planning (unaudited)	Reclamation & Health (unaudited)
\$ -	\$ -	\$ -	\$ 50,000	\$ -	\$ 1,084,107.9
-	-	250,000	-	11,734,837	-
-	-	250,000	100,000	-	-
-	-	-	-	2,458,571	-
-	-	8,757,956	-	3,349,653	-
-	-	368,605	-	-	-
-	62,741	-	65,000	52,023	50,000
-	-	(149,386)	-	670,455	10,000
-	357,358	-	452,665	698,885	(673,000)
-	186,596	(2,816,832)	(71,667)	(2,414,328)	1,550,000
-	606,695	6,660,343	596,198	16,550,096	-
-	-	(2,512,476)	-	(12,863,092)	1,550,000
-	606,695	4,147,867	596,198	3,687,004	1,550,000
70,764	54,671	1,614,257	214,475	81,134	677,000
10,000	48,303	67,250	63,304	337,480	32,000
(879,409)	43,099	833,906	(47,182)	2,066,179	163,000
119,230	2,135	(12,286)	4,342	2,000	2,000
24,800	31,200	131,300	29,050	102,100	44,000
419,164	364,169	1,256,388	274,769	842,924	474,000
22,858	3,891	6,523	3,853	57,557	69,000
212,593	49,173	232,049	45,211	194,915	82,000
-	596,641	4,129,387	587,822	3,685,816	1,546,000
-	10,054	18,480	8,376	1,188	4,000
-	10,054	18,480	8,376	1,188	4,000
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

