



2018 / 2019 Annual Report

Prepared for the Matawa 31st Annual General Meeting
July 30, 31 and August 1, 2019
Hosted by Constance Lake First Nation



CONSTANCE LAKE
FIRST NATION





ISO 9001 Quality

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Matawa First Nations Management Annual Report

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Matawa First Nations Management

Message

from the

President of the Board



Greetings and Salutations!

Every year at the AGM, we look back and say that during the past year the Matawa First Nations Management has had an unprecedented amount of activities and achievements on behalf of our First Nations communities. With this one being “another break-out” year, we are reaching out to new audiences and opportunities.

Education has always been a true testament to the success of our People. It was a few weeks back we celebrated the 6th cohort of the ASAP program. A former Chief said, “you are champions!” I would like to highlight that statement. Not only are the graduates champions—they are innovators, they are role models, and future leaders who will one day carry our Nation to prosperity. Che-miigwetch to former Chief Atlookan for those words. Anything is possible if you put your mind to it. Never let yesterday’s disappointments overshadow tomorrow’s dreams. Dream Big!

From what began as a dream, has become a vision of what the Matawa Education Learning Centre has accomplished. Our Tribal Council has become a trailblazer in paving the way for First Nations education and we will do the same in the area of broadband, a project that will have a huge impact in our First Nations.

The Matawa Health Co-op is also breaking ground in supporting our communities in providing health and wellness programming. There is a strong need for mental health support in our communities. I would like to share with you that I have battled mental health—I suffered with grief.

Multiple losses in our communities, cause ripple effects. Grief can affect you in many ways. But the best thing to do when you are healing is to reach out, when you’re ready. There is no time when you’re grieving—just life lessons. In the end, you will learn to live, but learn to live without. So, if you are feeling sad or alone—always remember you are not alone. Someone is always thinking of you. Sometimes a good gesture or a smile can turn that frown upside down and positive things can happen and will.

This year, I was given the opportunity to once again represent my community as part of the Board of Directors. Faithfully, opportunity followed, as I was elected as President for the Corporation. This has been a wonderful opportunity to fulfill and truly an honour to undertake these pivotal roles.

I would like to acknowledge the many contributions of all our Matawa First Nations Boards, (BOD, KKETS, Health Co-op, Education Authority, Agoke). Our success relies on the day-to-day activities that our boards carry out. To the Matawa Management staff, including KKETS and Education, your hard work and commitment is what makes our Tribal Council what it is—a “trail blazer” for other First Nations to follow.

It is my pleasure to present you with the 31st Annual Report at this year’s Matawa Annual General Meeting in the traditional territory of Constance Lake First Nation.

This I Remain,

Robinson S. Meshake



Matawa First Nations Management Board of Directors - 2018/2019

President

Robinson Meshake
Aroland First Nation

Vice President

Frank Onabigon
Long Lake #58 First Nation

Secretary/Treasurer

Charlie Okees
Eabametoong First Nation

Conrad Chapais

Ginoogaming First Nation

Stanley Oskineegish

Nibinamik First Nation

Sharon Sakanee

Neskantaga First Nation

Roy Spence

Webequie First Nation

Robert Moonias

Marten Falls First Nation

Rosemary Moonias

Constance Lake First Nation

(Appointed by CLFN Chief & Council in May 2019)



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Current Matawa Chiefs Council

The Matawa Chiefs Council is comprised of nine (9) First Nations Chiefs of the Matawa First Nations. The Council provides overall strategic direction to the organization and broad governance on collective issues.

For updates on Resolutions passed this year, refer to the 2018/2019 Matawa Chiefs Council Report which is available under separate cover.



Chief Dorothy Towedo
Aroland First Nation



Chief Celia Echum
Ginoogaming First Nation



Chief Chris Moonias
Neskantaga First Nation



Chief Rick Allen
Constance Lake First Nation



Chief Veronica Waboose
Long Lake #58 First Nation



Chief Johnny Yellowhead
Nibinamik First Nation



Chief Harvey Yesno
Eabametoong First Nation



Chief Bruce Achneepineskum
Marten Falls First Nation



Chief Cornelius Wabasse
Webequie First Nation

Note: Chiefs Elizabeth Atlookan (Eabametoong First Nation) and Chief Wayne Moonias (Neskantaga First Nation) sat on the Matawa Chiefs Council for a majority of the year (changes took place from April - June 2019)



Communications

STAFF:

Carol Audet, Communications Manager

OVERVIEW:

The Communications Department provides communications and advisory support to First Nations in Matawa, Matawa Chiefs Council, Matawa First Nations Management departments, services, corporations, and KKETS departments and services in the following areas:

- Media monitoring and support
- Development of informational materials and promotion
- Brand implementation and visual identity
- Website/cultural portal/intranet updates and training (shared role with Matawa IT)
- Social media updates and monitoring
- Radio broadcasting, recording, PA systems
- Translation equipment

ACCOMPLISHMENTS:

Community and MFNM Assistance

- Assistance to communities in employment recruitment
- CBC Morning Pop-Up Radio Show – MECC September 19, 2018
- Comms Support - KKETS LiUNA Agreement Signing - September 28, 2019
- Comms Support - Orange Shirt Day September 29, 2018
- Comms Support – Post Secondary Christmas Dinner – December 6, 2018
- Comms Support – Health & Social Meno Biimadeswin Meeting – December 20, 2018
- Comms Presentation – Matawa Health Co-op – January 17, 2019
- Comms Support – Neskantaga Water Treatment Plant (January to February 2019)
- Comms Support - Neskantag First Nation (Adam Capay Trial) - February 26, 2019

- Comms Support - Human Trafficking Workshop Feb 5 - 7, 2019
- Media Tour - Neskantaga First Nation - February 13, 2019
- Comms Support - Education Conference - March 5 - 7, 2019
- Comms Support – Crisis Intervention Workshop November 2018 and March 2019
- Comms Support - MECC and TBPS hockey game March 21, 2019
- Comms Support – MECC Media Conference – April 17, 2019
- Comms Support – Empowering Our Entrepreneurs Conference – May and June 2019
- Comms Support - MECC Remote FNs Student Orientation Week in Thunder Bay
- Comms Support - KKETS graduation - June 25, 2019
- Comms Support - Nibinamik First Nation Housing Situation - July 2019

Matawa Messenger Newsletter

- 4 issued this year (meeting target)

Radio Broadcasting

- 28 Bi-weekly radio shows ongoing providing continuous updates on Matawa programming via Wawatay (meeting target)

Media Monitoring and Support

Regular media monitoring and support was provided as follows:

- 16 media releases (20 issued last year)
- 10 media advisories (9 issued last year)
- 45 Bi-Weekly Ring of Fire Media clips (127 issued last year)
- Staff kept apprised of news items, published reports/studies, funding opportunities relevant to respective departments

Informational Materials and Promotion

- Matawa Monday Memo issued every Monday (or Tuesday, if it was a holiday) highlighting schedules of Matawa First Nations Management staff and upcoming events
- For Matawa First Nations Management, internal projects included: design of Thunder Bay bus sign and digital poster for Matawa Economic Development conference, social media posters, training on new email marketing platform (Mailchimp), design of PowerPoint templates for the Matawa Health Co-op, event programs, AGM reports, promotion of Agoke Development Corporation training/employment opportunities, assistance in design component of education brief to a parliamentary standing committee
- Participation in Thunder Bay Anti-Racism & Respect Committee
- Promotion of Matawa's support of LGBTQ2S Two-Spirit People during Pride Month in June 2019

Social Media Update and Media Monitoring

- Increasing followers and likes on social media platforms (Twitter and Facebook) and continuing to double or triple amount of likes/followers
- Creating content responsive to community/world events and efforts made to engage audiences and educate our Peoples

Website and Intranet Site Development

- Modernized Matawa corporate website completed (will continue to edit throughout the fall of 2019)
- Website to be fully translated in one of the Matawa Indigenous languages in 2019/2020
- For intranet site development, see page 16 under IT Services

CHALLENGES:

Maintaining Adequate Staffing Levels

- Department continues to be understaffed for the amount of users of the services
- Require a minimum of 2+ permanent positions and a 1/2 time translator to support the increased number of departmental/community requests and to fulfill some of the opportunities that are available



OPPORTUNITIES:

- Expansion of radio broadcasts and types of broadcasts (pre-recorded, etc.) and assistance to communities in establishing community radio programming
- Utilization of digital media technologies to keep the Matawa brand fresh, relevant and user-friendly to our Nations
- Expansion of video capabilities and web streaming of events, podcasts, etc.
- Development of publications/research papers/articles
- Development of Communications Training Manual to build capacity in various areas
- Development of a Speakers Series
- Collaboration with various NGOs and media companies on various advocacy campaigns
- Work with Matawa HR on an online talent acquisition component to the new modernized Matawa website
- Training for Matawa staff and interested First Nations in Adobe programs for graphic design (Photoshop, InDesign, Illustrator)



Human Resources

STAFF:

Betsy Ledger, Human Resource Manager(started in May 2019)

OVERVIEW:

The Human Resources Manager is responsible for providing Human Resources support to Matawa First Nations Management (MFNM) Organization as a whole. Additionally, Human Resources (HR) will assist Matawa First Nations (eg. Band Offices), when requested, with the review and update of Policies & Procedures.

KEY PRIORITY AREA:

- Develop, review and revise policies and procedures.
- When invited, participate in First Nations community meeting(s) pertaining to Policies and Procedures
- Coach/ advise on human resources matters

ACCOMPLISHMENTS:

- Invited to and attended meeting in First Nation community to assist with the review and revision of Policies and Procedures
- Assisted with revision of job descriptions and job postings, participated in interviews, reviewing and providing hiring documentation
- Continue to provide HR assistance to various departments, programs and First Nations

CHALLENGES:

Matawa First Nations Management recently hired its first Human Resources Manager (HRM) to assist with various Human Resources matters. The growing need for human resources assistance will require additional personnel for the HR department in the near future.

OPPORTUNITIES:

Should the HR department grow with personnel in the future, there's potential for other HR services being provided to Matawa member First Nations Communities.





Financial Advisory

STAFF:

Lloyd Wabigwan, CPA, CMA, Director Financial Advisory Services (started at the end of April 2019)

OVERVIEW:

The Financial Advisory Services Department works closely with the CEO and Band Managers Committee to manage and develop member First Nations' capacity in relation to accounting, finance, and governance. The department is community-based that provides outreach services, supports, and resources directly to the First Nations at the community level with a focus on Financial Management.

KEY PRIORITY AREA:

To provide support to member First Nations by providing information and capacity development in the area of accounting, finance, and governance.

ACCOMPLISHMENTS:

- Workplan completed and approved by Board of Directors
- Networking with Indigenous Services Canada (key contacts identified)
- Networking with the Financial Management Board (FMB) (key contacts identified, developed understanding of FMB process, understanding of legislative framework related to First Nations Fiscal Management Act)
- Networking with the First Nations Finance Authority (key contacts identified, developed understanding of FNFA processes, understanding of legislative framework ie. First Nations Fiscal Management Act and Financing Secured by Other Revenues Regulations)

- Developed an understanding of the current impasse First Nations may have in deciding whether or not to take part in the FMB certification process, i.e. signing on to Canadian Laws when a Nation to Nation relationship has not yet been fully established
- AFOA membership established
- Researched the Major Projects Coalition and how they could play a role with major projects alongside the member communities

CHALLENGES:

To establish a network that allows for member First Nations to share best practices and/or key success factors that allows each First Nation to learn from one another in unison so that each member First Nation can feed off one another and share their understanding of what works and what doesn't in terms of developing capacity in relation to accounting, finance, and governance systems.

Getting those member communities who are under the ISC Default Prevention and Management Policy out; with the ultimate goal of keeping them out (all communities) now and into the future. Ensuring member communities will no longer be at risk of insolvency and that funding and financing avenues are predictable and consistent.

OPPORTUNITIES:

To establish a capacity development process and system which will allow for current community-based staff to increase capacity and understanding of accounting, finance, and governance, and to ensure there will be others who are willing to apply for staffing positions responsible for these roles if and/or when they become vacant.

To improve member First Nations accounting, finance, and governance systems so that accurate and timely information to evaluate a member First Nations financial status is readily available to management for decision making purposes; and to third parties such as financiers in order to make confident decisions about a First Nations borrowing capacity. This will assist with long-term borrowing needs a First Nation may have, i.e. large infrastructure projects.



Health & Social Meno Biimadeswin

STAFF:

Francine Pellerin, Health Director
Leanne Whitehead, Health & Social Administrative Assistant
Tricia Atlookan, Approaches to Community Wellbeing Facilitator
Ila Beaver, Mental Wellness Team Facilitator/Coordinator
Nicole Jacob, Regional Crisis Intervention Coordinator
Simon Magiskan, Regional Victim Services Coordinator

OVERVIEW:

The Health and Social Meno Biimadeswin (HSMB) department oversees the management, administration and coordination of regionally funded programs and projects. We provide advisory, advocacy and technical support. The HSMB programs and projects offer education awareness, promotion and prevention in areas of wellness and healthy living. We also provide client advocacy and referral services and assist First Nations in area of training and capacity building. The HSMB works in partnership with several groups, organizations, agencies and institutions who are affiliated with our First Nations in Health and Social Programming.



KEY PRIORITY AREA:

To strengthen, enhance and promote health and wellbeing within our First Nations.

ACCOMPLISHMENTS:

- **Capacity building and Training.** Back to Our Roots Gathering VII was hosted by Nibinamik First Nation in May 2019. HSMB coordinated with First Nations to increase awareness, build capacity and sharing experience related to prescription drug abuse. HSMB also coordinated five other training sessions for community-based workers.
- **Continued implementation of Mental Wellness Teams and Crisis Supports.** The MWT/CS provides mental wellness services and crisis supports to all Matawa First Nations.
- **Development of Community-Based Case Management Model/Manual.** HSMB, through the MWT Program was able to bring key people to develop a community-based Case management model and manual. The plan is provide community-based workers with training and use this as a tool for developing their own First Nation Case Management System.

- **Increased Provisions for Anishinabe Supports and Healing.** Additional resources to support Traditional Healing and support for communities.
- **Increase Staff Professional Development.** Most all of the current staff were able to receive training.

CHALLENGES:

The overall challenge is accessing on-going resources for:

- Staffing, travel, training and programming
- Data collection, community engagements, communication and planning
- Finding full-time trained specialists
- Infrastructure for office space, meeting space, storage, etc.

OPPORTUNITIES:

1. To secure Jordon's Principle funding for Coordinator position
2. To secure Band Representative funding for Facilitator position
3. To secure resources for political advocacy and secure on-going funds through new initiatives and partnerships





Information Technology (IT) Services

STAFF:

Rob Wesley, Manager IT Services
Stefano Fata, IT Helpdesk Analyst

OVERVIEW:

1. Ensure corporate information technology is accessible and equipped with current hardware and software

- Perform professional, technical and analytical tasks to identify business requirements and to procure information technology-based enhancements that meet our corporate business needs and objectives
- Identify, select, design, and implement policies, conventions, and standards for server and network technologies and infrastructure
- Plan, organize, direct, control and evaluate the operations of information systems
- Hire and manage information technology personnel and contractors where required to design, develop, implement, operate, and administer computer and telecommunications software, networks and information systems
- Manage the IT Services budgets and expenditures
- Troubleshoot hardware, software and network operating systems
- Be familiar with all hardware, software and network operating systems
- Provide orientation to new users of existing technology
- Train staff about potential uses of existing technology
- Provide individual training and support on request
- Provide recommendations about accessing information and support
- Maintain current and accurate inventory of

technology hardware, software and resources

2. Manage, monitor and maintain technology to ensure proper and secure access

- Troubleshoot all technology issues
- Maintain logs of required repairs and maintenance
- Make recommendations about the purchase of technology resources
- Research current and potential resources and services
- Provide network access to all staff and students
- Maintain servers
- Install work stations
- Connect and setup hardware and install all required software
- Provide network accounts and passwords as required
- Configure and maintain network access requirements
- Implement and monitor security of all aspects pertaining to the network infrastructure
- Advise staff of security breaches and/or a change in passwords or security status
- Identify and prepare hardware for disposal by ensuring removal of all corporate data

3. Assist with overall management of corporate information technology and computer systems

- Assist with planning, organization, direction, control and evaluation of the operations of information systems
- Implement policies and procedures for IT management and computer systems operations and development
- Meet with program managers to discuss system requirements, specifications, costs and timelines
- Supervise information technology personnel

and contractors who design, develop, implement, operate and administer computer and telecommunications software, networks and information systems

- Operate within identified computer systems budgets, policies and procedures

4. Quality Management System (QMS)

- Adhere to, implement, review and improve Matawa First Nations Management's Quality Management System as it relates to all duties of the department

5. Prepare progress reports, briefs, work-plans, budgets and other reports as requested or required for the Chief Executive Officer and/or Board of Directors.

KEY PRIORITY AREA:

The IT Services department's key priority area is to provide secure, reliable and continuous access to Matawa's data and information systems to support the sustained delivery of Matawa First Nations programs and services to its partners and communities. IT Services strives to ensure connectivity to such resources by providing a well-designed and reliable network infrastructure.

ACCOMPLISHMENTS:

- Manage and maintain 20 individual servers
- Community Email Systems (have for life) with over 400 email accounts
- Community Web Sites
- Network reconfigurations necessary to keep up-to-date with newer technologies
- Adapting to new recommended ways in server use and server management
-

The Matawa IT department oversees the maintenance of the following in-house hosted web sites:

- <http://www.matawa.on.ca/>
- <http://community.matawa.on.ca/>
- <http://education.matawa.on.ca/>
- <http://www.ginoogamingfn.ca/>
- <http://www.gatheringofrivers.com/>
- <http://www.mocasintrailsadventures.com/>

CHALLENGES:

Learning technologies that have not been in use at Matawa First Nations before, they include:

- MaaS360 Mobile Device Management – to manage all cell phones
- SQL Server 2016 – For Finance Department's online Purchase Order system
- Windows Server 2019 – Operating and Using it like the old days of DOS
- Windows Admin Center – helps to simplify management of servers
- Mustimuhw Community Electronic Medical Record and Tele-Health

OPPORTUNITIES:

- Could easily host additional community web sites
- Intranet site (document sharing site) will have to be redeveloped from scratch, we have looked at potential replacement software and are awaiting on potential funding sources



Quality Assurance

STAFF:

Shelly Boudreau, Quality Assurance Coordinator

OVERVIEW:

Matawa First Nations Management is ISO 9001:2015 registered and has held an ISO Certificate of Registration since December 13, 2012. ISO is an internationally recognized certification which ensures quality services and products of an organization.

ISO registration increases credibility and recognition because it is known worldwide and there are specific Management System requirements that have to be followed in order to maintain registration.

Consistency in the services we provide, continual improvement, evidence-based decision making and ensuring satisfaction from our member First Nations are all important areas of the Quality Management System.

QA REPRESENTATIVES COMMITTEE:

The Quality Assurance Department has a Committee made up of Quality Assurance Representatives from each of the Matawa departments. They meet monthly to discuss issues/concerns, review current practices, give updates and identify areas of improvement to Matawa's Quality Management System.

KEY PRIORITY AREA:

The key priority of the Quality Assurance Department is to ensure that all requirements of the ISO 9001:2015 standard are being met in order to maintain our Certificate of Registration. Ultimately, satisfaction from our member First Nations will always be the focus.

ACCOMPLISHMENTS:

The annual surveillance audit done by SAI Global to ensure compliance took place in February 2019 and no concerns were identified.



Training of new employees and on-going training with existing employees has been very successful this past year. All employees are advised of the importance of Matawa's Quality Management system. By following the set requirements in their everyday work routine, they prove their willingness to contribute to the effectiveness of the system.

There have been many new resources developed recently that will assist employees understand the principles of ISO 9001:2015 and how they relate to our Quality Management System.

Awareness of the Quality Management System has increased and is promoted by signage throughout the organization. It is also promoted through the Monday Memo, the Matawa Messenger and at the bi-weekly staff meetings.

CHALLENGES:

There are no real challenges to report at this time. There are some areas of improvement that have been identified that require attention in order to add more value to the Quality Management System. While all requirements of the ISO standard are being met, it is beneficial to determine more current methods of collecting data and analyzing it. This is also true of our evidence-based decision making and goal setting processes.

OPPORTUNITIES:

Receiving feedback from our member First Nations, program managers and employees is a crucial way to identify opportunities. It is necessary to recognize what we are doing well and what can be improved on in order to meet the needs and requirements of the communities we serve.

Each department at Matawa has a process in place to accept feedback and is open to hearing and addressing all comments whether positive or negative. Compliments, concerns, complaints and suggestions will be recorded and acted upon accordingly.



Technical Advisory Services

STAFF:

Wesley Bova, P.Eng Manager of Technical Services
Aaron Wesley, Operations & Maintenance Technician

Lindsey Jupp, Environmental Technologist
Saverio Rizzo, Housing Inspector/Coordinator
Shane Ostamus, Housing Administrative Officer
Leah Echum, HUB Coordinator
Michael Bazdarick, Overall Responsible Operator HUB

Jeff Mitchell, HUB Technician
Karen Mcgoldrick, Environmental Health Officer
Oksana Ostrovska, Environmental Health Officer
Neil Neegan, Water & Wastewater Support

OVERVIEW:

Matawa Technical Services assists member communities in the development and maintenance of community infrastructure. This includes assisting communities with all aspects including the environmental component and Indigenous Services Canada (ISC) capital approvals process. Matawa First Nations respond to First Nation requests, services provided vary according to individual community needs, levels of individual capacity, technical proficiency, and management expertise. Consequently, the services we provide may vary and could include:

- Project Planning, Development and Reporting
- Operation and Maintenance of Water and Wastewater infrastructure
- Coordination of Water and Wastewater Operator Training
- Environmental Remediation Project support
- Housing Inspection and Programming
- Fire Safety and Protection
- ACRS and ICMS reporting
- Operator HUB program
- Environmental Health Officer Services
- Additional programs as they become available

KEY PRIORITY AREA:

Water and housing were the two main areas of focus this past year with several major capital projects underway and ongoing in Matawa communities.

ACCOMPLISHMENTS:

Drinking Water

NESKANTAGA (pictured below) - Construction underway of new water treatment plant. A new contractor has been retained to complete this plant. Current schedule has the BWA being lifted in October 2019.



MARTEN FALLS (pictured below) - Construction underway of new water treatment plant.



MARTEN FALLS (pictures below) - Construction under-way of new water treatment plant.



EABAMETOONG CONT'D - inside of water treatment plant (pictures above and below)



EABAMETOONG (pictured below) - Utilizing a design build process, construction underway of new water treatment plant.



NIBINAMIK - Detailed engineering design of new plant was commenced in June 2019. The current schedule has the plant design being completed in the fall with tendering and award to follow. Construction is set to commence in the spring of 2020.

Operator HUB

This program which started in November 2017 continues to be a great success. Staff have remediated a number of emergencies in a very quick and timely manner. We recently received confirmation of funding for this program through 2020/2021.

Housing Construction and Renovations (August 2018 - June 2019)

*Some of the items were completed after April 1 (not started during this period)

Aroland

- Completed 3 duplexes in Aug 2018 through ISC immediate needs funds
- Completed 5 RRAP (CMHC) in Sept 2018

Constance Lake

- Completed 2 RRAP (CMHC) in Oct 2018

Eabametoong

- Completed 6-plex in Jan 2019 through ISC immediate needs funds
- Completed 9 single units in Feb 2019 through Sec. 95 (CMHC)
- Completed 2 RRAP (CMHC) in Oct 2018
- Completed insurance replacement unit in June 2019

Ginoogaming

- Completed 3 duplexes in Apr 2019 through ISC immediate needs funds
- Completed 10 renovations through ISC immediate needs funds in Oct 2018

Long Lake #58

- Completed 2 RRAP (CMHC) in July 2018

Marten Falls

- Completed duplex, 2 single units April 2019 through ISC immediate needs funds
- Completed 2 RRAP (CMHC) in March and May 2019
- Completed 4 demo Supershell units in Aug 2018

Neskantaga

- Completed 6-plex in Dec 2018 through ISC immediate needs funds.
- Completed 5 RRAP (CMHC) in Jan 2019
- Completed 5 renovations through ISC immediate needs funds in May 2019

Nibinamik

- Completed 6 single units in April 2019 through Sec. 95 (CMHC)
- Completed 10 renovations through ISC immediate needs funds in Oct 2018

Webequie

- Completed 3 modular duplexes in Jan 2019 through Sec. 95 (CMHC)
- Completed 4 duplexes in Jan 2019 through special ISC funds
- Completed 1 duplex, 3 single units in Feb 2019 through Sec. 95 (CMHC)

Other Projects

Aroland

Waste Management – greenstone waste steering committee
School Tank Upgrade (Pending)

Constance Lake

School Repairs
Waste Management - bought garbage truck, doing recycling; long-term plan still be finalized

Eabametoong

IPA Tank Upgrades – finishing up
Remediation – excavation complete, treatment begins this season
Landfill – community has to choose location
New Generator Install (pending)

Ginoogaming

Waste Management – greenstone waste steering committee

Long Lake 58

Waste Management – greenstone waste steering committee

Marten Falls

School Repairs Project – need water connection restored to fire pump building (after commissioning of WTP)
Waste Management – Consultant awarded planning project

Neskantaga

Remediation
Waste Management – Consultant awarded planning project (by the time of AGM)



Technical Advisory Services

Nibinamik

DGS Switchgear Upgrade – additional work to be completed 2019

School Boiler Replacement (pending)

DGS & School Tank Upgrades (pending)

Waste Management – approved, need to put out RFP

Webequie

Remediation – treatment may be complete this year;

MTO/HORCI remediation to start at airport

Waste Management – community engagement and finalizing planning phase before site selection study

All Communities

Asset Condition reporting System (ACRS) 17/18

Integrated Capital Management System Reporting 17/18

Northern Ontario First Nations Environment Conference

Waste Coordinator

Winter Road Realignment



CHALLENGES:

The AFN has been retained to review the current operations and maintenance funding policy. This has been underway since March of 2018 with no significant progress being made.

OPPORTUNITIES:

Indigenous Services Canada appears to be overcommitted as a verbal commitment to extend the existing HUB program was rescinded.



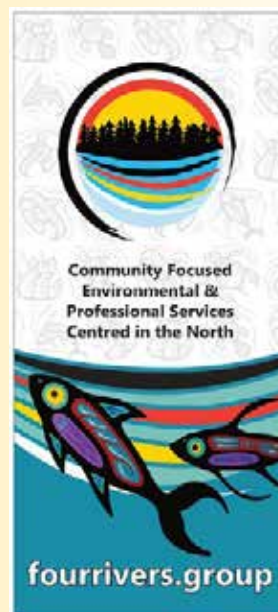


Four Rivers Environmental Services Group

Community Focused Environmental & Professional Services Centred in the North

STAFF:

Sarah Cockerton, Manager of Environmental Programs
 Kevin Wabasse, Linguistics Officer
 Peter Moses, Mineral Development & Information Support Officer
 Kimberly Jorgenson, Environmental Services Coordinator
 Erin Desjardins, Stewardship Intern
 Jennifer Duncan, Project Manager/Geomatics
 Jasmine Baxter, Geomatics Intern
 Kayla Atlookan, Administrative Assistant



OVERVIEW:

Four Rivers was established in 2011 as an environmental services group within Matawa First Nations Management (MFNM) to provide environmental support and technical services to the Matawa member First Nation communities facing unprecedented development within their shared traditional territories. In early 2017, Four Rivers Inc. was created as a stream of Four Rivers to expand our service offerings beyond the Matawa member First Nations in a cost-effective and competitive manner.

Since its inception, Four Rivers has delivered on many visionary and ground breaking projects. Four Rivers has been the proud recipient of an Environmental Stewardship award from the Thunder Bay Chamber of Commerce and a GIS Excellence Award from ESRI Canada.

Four Rivers supports capacity building in communities throughout northern Ontario by coordinating and supporting initiatives aimed to assist community-based land and resource management. Four Rivers uses a holistic, community-based approach to projects and strives to:

- Be open and honest in all aspects of our work;
- Be responsive to individual community needs and capacity barriers;
- Build capacity through training and create legacy projects for communities; and,
- Provide innovative, cost-effective and sustainable community-based solutions.



Four Rivers Environmental Services Group

Community Focused Environmental & Professional Services Centred in the North

Key Priority Area #1: Environmental Services

Four Rivers has developed and delivered numerous environmental programs to support community capacity in the areas of:

- Environmental monitoring;
- Environmental research;
- Environmental governance; and,
- Environmental planning

Four Rivers aims to help position communities into a place of active leadership relative to the stewardship of their lands and waters. Armed with the knowledge, working relationships, tested techniques, advanced partnerships, and expanded environmental networks, Four Rivers is well-situated to work with communities throughout the North to advance their environmental project and program visions.

Four Rivers has provided over 100 environmental presentations, training sessions and workshops at various events including community open houses, environmental conferences, university forums and Elder gatherings. Environmental support services have been focused in the areas of environmental assessments & policy; water, soils and sediment samples; vegetation surveys and assessments; acoustic surveying technology for monitoring frog, bird and bat populations; GIS/GPS for values collection & monitoring, benthic biomonitoring; and contaminated sites assessments. Four Rivers actively partners with organizations and institutions to bring enhanced environmental services to communities.

Key Priority Area #2: Geomatics & Mapping Services

Four Rivers offers award winning mapping and geomatics services which are comprehensive in nature.

The goal of these services is to provide the support that communities need to gather, store, analyze and display important land, resource and values data to ultimately make informed decisions about their lands and waters. These services can be customized and include map, data and project support as well and training opportunities.

Four Rivers has established secure data storage solutions for information including: GIS data, environmental research data, and traditional knowledge & values data.

It is crucial for communities to have access to an organized bank of environmental information in order to participate in climate change adaptation planning, community-based land use planning, source water protection initiatives and in the environmental assessment of proposed resource developments.

Four Rivers also provides assistance with Traditional Values Collection projects for First Nation communities. Four Rivers has developed a number of different methods for collecting community data depending on community and Elder preferences.

Customized training can be provided for communities to collect and manage their own data. Community members can also be provided with access to secure off-site servers to store highly sensitive information, without the worry of data and information being misplaced or lost in the community.

Key Priority Area #3: Project Support & Communications Services

Four Rivers works with communities to build internal capacity in the resource development sector to 'bridge the gap' from the community outwards. Major barriers often exist for communities in their efforts to lead lands and resource developments in their homelands. These challenges are often based in the absence of established communication processes to successfully link community members to the information required for informed decision-making. Communities also often seek support in developing project proposals, project coordination and reporting.

The ultimate goal of all Four Rivers' services is successful communities who are well-informed, knowledgeable, and able to fully participate in projects and initiatives that are happening within their homelands. Four Rivers has developed proven models of community communication and engagement processes that have been effectively applied by First Nations in Northern Ontario. We have also been supporting a number of communi-

ties with their projects for years. We work directly with communities to identify their capacity needs, which can include the development of lands & resource offices; environmental youth outreach and engagement; traditional knowledge values collection support; environmental monitoring training courses; and the development of community specific communication outreach/engagement initiatives.

Four Rivers' project support & communication services are wide-ranging and apply a holistic approach to community barriers. Every community's or project's unique constraints are considered when developing appropriate implementation strategies, and we regularly apply creative or innovative solutions in addition to tried and tested strategies to convey information. Our team has a proven track record of organizing and facilitating many successful large- and small-scale meetings, events, workshops and conferences. We are comfortable working with many different types of communication media and multiple languages.

ACCOMPLISHMENTS:

MINERAL DEVELOPMENT & INFORMATION SUPPORT OFFICER PROGRAM: Four Rivers has delivered the Mineral Development & Information Support Officer (MDISO) program through the MENDM MDA program since 2014. This program has mainly focused on providing mineral information and capacity building support to member First Nations, particularly those working with the minerals industry such as Community Communication Liaison Officers. An accomplishment of in the last year was to secure funding to extend this program an additional year (to March 31, 2020). Other accomplishments included provision of support to member First Nations according to each community's consultation protocol on up to one exploration plan application and 48 exploration permits. The MDISO also conducted 10 information and training sessions in member First Nations which included, mining 101 courses, planning and conducting a prospecting course, a mine tour and training on accessing and using the MLAS system for online claim staking. The MDISO also regularly attended and supported community outreach events including youth career fairs and mining weeks.

MATAWA WATER FUTURES: Four Rivers proposed and was awarded a national watershed research project as part of a first step on increasing capacity to actively steward over 300,000 square kilometers of watersheds within Matawa member First Nations traditional homelands. The Matawa Water Futures project (MWF) is a collaborative research project developed by Four Rivers and Wilfrid Laurier University that seeks to increase capacity to maintain the safety of the water in the face of climate change and potential industrial development. The overall objective of the work is the development of a cultural framework for watershed monitoring and stewardship that is developed by the Matawa member First Nations, which puts communities' priorities, concerns and visions for the future at the forefront. The project includes activities such as water stories mapping, water gatherings and new internships and education/training programs. Since the project launched, Four Rivers has hosted three gatherings with member First Nation representatives intended to help plan the project and future activities. Four Rivers has also recruited member First Nation students to participate in a new environmental education and internship program which will be piloted as part of this initiative.

GEOGRAPHIC INFORMATION SYSTEMS (GIS)
Over the past year, Four Rivers has expanded its use of Geographic Information Systems (GIS) both within their department and within the Matawa member communities. Four Rivers Geomatics Staff have been actively training and mentoring employees within the Lands and Resources Departments of Long Lake 58 First Nation and Ginoogaming First Nation. Geomatics staff have also continued their mentorship of Eabametoong First Nation's Data Collector and Land Use Planning Staff through the Community Based Land Use Planning Program. Geomatics staff have also expanded upon data collection and improved technologies and methodologies for collecting and storing Traditional Knowledge. Specific Traditional Knowledge data compilation projects have even included translation of traditional place names from Ojibway/Oji-Cree to English and have also included the use of syllabics on maps produced. Overall, Geomatics Staff are continuing to develop and expand their skills to better serve the Matawa communities and hope to continue to incorporate the Ojibway, Oji-Cree and Cree language wherever possible in GIS projects moving forward. Four Rivers also upgraded data storage capacity in anticipation of new exciting mapping projects in the upcoming year.



Four Rivers Environmental Services Group

Community Focused Environmental & Professional Services Centred in the North

CHALLENGES:

Since April 2016, Four Rivers has not received core program funds to carry out environmental programs to member First Nations. Four Rivers has maintained department capacity and connections through project-based funding which places heavy administrative strain on Four Rivers and has not allowed for significant advancement of member First Nation environmental proprieties. Facing the current uncertainty of a changing northern climate, the anticipated upswing in the mineral industry and associated infrastructure and mining interests in the Ring of Fire, the need for core environmental programing has never been greater. This need is underscored by the upcoming Government of Canada's environmental assessment legislation changes (Bill C-69), highlighting significant potential changes for Indigenous Communities in Canada. Without immediate core capacity support Four Rivers will not be able to support significant progress towards member First Nations long-term visions meaningful stewardship of their land and waters within their traditional homelands.

OPPORTUNITIES:

Government of Canada environmental legislation changes (Bill C-68, C-69) included changes for Indigenous Communities in Canada that include 1) new partnerships based on recognition of Indigenous rights and interests up front, 2) legislated requirements to consider impacts on Indigenous rights and culture in decision making, 3) opportunities for Indigenous jurisdictions to exercise powers and duties under the Act, 4) legislated provisions for greater Indigenous expertise on assessment boards and review panels, and 5) increased support for Indigenous participation and capacity development. In principal, these changes appear to provide excellent opportunity to member First Nations desiring to take more active stewardship roles within their homelands should they wish to pursue it.

New Four Rivers Climate Change Adaptation, Matawa Water Futures and Species at Risks projects all focus on establishing the community visions and priorities which will drive related western science and environmental planning within these themes in the future. These collective initiatives have leveraged significant academic support and other partnerships which we believe with aid in communities leveraging new opportunities in the future.

“Decolonizing water science and supporting Indigenous Peoples in maintaining the traditional role in water stewardship.”

A CO-LED WATER STEWARDSHIP RESEARCH PROJECT BETWEEN FOUR RIVERS ENVIRONMENTAL SERVICES GROUP OF MATAWA AND WILFRED LAURIER UNIVERSITY SPONSORED BY:



GLOBAL WATER FUTURES
SOLUTIONS TO WATER THREATS
IN AN ERA OF GLOBAL CHANGE





Regional Priorities & Jurisdiction

STAFF:

Kathy Brady, Manager
Alanna McKenzie, Policy Coordinator
Rosanna Peever, Logistics Coordinator
Holly Pyhtila, Information & Implementation Officer
Charlene Neegan, Administrative Assistant (started in July 2019)

OVERVIEW:

The Regional Priorities & Jurisdiction (RP&J) department provides support, assistance and advocacy to the Matawa Chiefs, Matawa Member Communities, Regional Priorities & Jurisdiction Working Group and fellow departments within the Matawa organization. The RP&J department's mandate is to focus on regional topics of jurisdiction, governance and opportunities while respecting the individuality of each Matawa member First Nation. The department is responsible to ensure the Matawa member communities have quality information on past, present and developing matters that may positively and/or negatively affect the communities. The department prides itself on being transparent, respectful, efficient and professional in their work. The Regional Priorities & Jurisdiction department operates as a team unit to ensure the Matawa member communities have useful information to inform their community decisions.

- Track political and governmental developments
- Track Aboriginal organizations and their directives
- Prepare detailed briefing notes and supporting documents
- Research and information gathering
- Large gathering and meeting coordination
- Capacity building

KEY PRIORITY AREAS:

Regional Priorities

The Matawa member First Nations people are committed to standing together and exploring how they can work collectively with regards to regional priorities, jurisdiction and governance. The RP&J department is responsible to take communities' direction on identified priorities and provide information and recommendations for consideration.

Jurisdiction & Governance

The Matawa member First Nation people are leaders in asserting their Aboriginal and Treaty Rights. It is the department's responsibility to stay informed on the ever-changing political landscape across Canada. This includes all levels of government, both Indigenous and non-Indigenous. The Matawa Chiefs passed resolution #03-24-01-19 "Matawa Regional Priorities & Jurisdiction-Next Steps" establishing the formation of the RP&JWG. The working group is directed to focus on important initiatives that fall within regional jurisdiction and governance.

Community-Driven Regional Decision-Making Framework

The Matawa member First Nation people have directed their leadership to revisit the Mamow-Wecheekapawetahteewiin (Unity Declaration/Standing Together) as it is the peoples' mandate of 2011. The people identified the Mamow-Wecheekapawetahteewiin as a priority and to give it a voice; the voice of the people. This will determine how we make decisions going forward by creating a Community-Driven Regional Decision-Making Framework.

Mamow-Wecheekapawetahteewiin

"We are united in sharing a common vision of being self-sufficient, self-governing peoples within a healthy, thriving culture, living in our homelands that shall sustain us for all times."

Community Champions

The Matawa member First Nation Chiefs and community members have fully endorsed the collaborative design process as it has brought the voice back to the people. The RP&J department is advocating for funding as directed by the Chiefs. This funding will support a full-time position in each Matawa member community. The Community Champion will coordinate the important community driven work in the community and cross-communities. The Community Champions will be the main point of contact for the Community-Driven Regional Decision-Making Framework.

ACCOMPLISHMENTS:

New Way of Working Together

Over the past five years our communities have worked with the Province under the Regional Framework Agreement (RFA). Another notable accomplishment included the development of a Matawa Jurisdiction Table and a Joint Jurisdiction Table with the Province. Although, both processes continue to be uncertain, a lot of quality work has been produced and valuable lessons learned. Regardless of the lack of the Province's involvement regionally, the Matawa community members have continued their work. The Matawa member people are proceeding with their chosen priorities. The main focus is strengthening their internal relationship within the Matawa communities, as directed by the people.

Today, the Matawa people are exploring, designing and creating together a decision-making framework that is being created by the people. The bringing together of people, to have conversation, in a comfortable, safe, creative and constructive way is working for the communities. The process allows them to recognize similarities and differences in order to plan the framework.



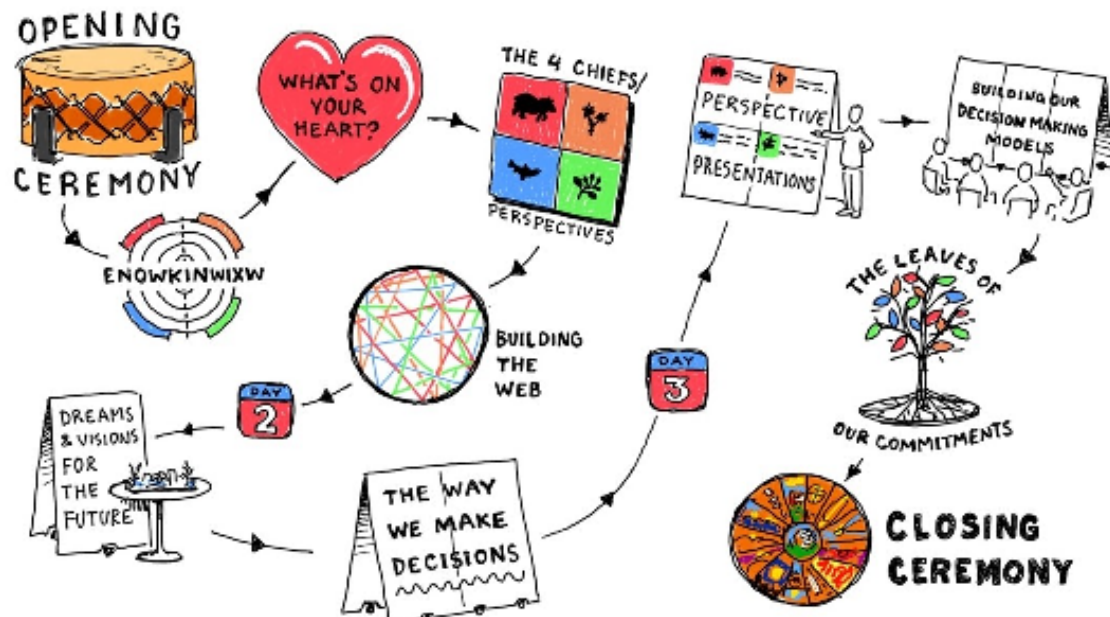
Community-Driven Regional Decision-Making Framework

The Matawa member First Nation Chiefs have committed to continue working with Matawa First Nations Management and the Watershed Partners' collaborative-design facilitation process. This unique collaborative-design process is 100% community driven and provides a safe environment for the people of Matawa to have conversations and build meaningful relationships on a strong foundation; standing together. This new way of talking and working is visual and hands-on. The communities have participated over the past year in the collaborative design process to direct their leadership on decision-making. May 3-5 marked the successful completion of Phase 1 and approval was given to enter into Phase 2 as a direct result of the Standing Together Gathering.





Regional Priorities & Jurisdiction



Standing Together Gathering

May 3-5 were the dates of the Standing Together Gathering held at the Nor'Wester Hotel, Thunder Bay. The gathering was attended by all 9 Matawa member communities with an average of 10 community members per group. The design facilitation was well received and clear directions resulted from the people.





Standing Together Gathering - May 3 -5, 2019

CHALLENGES:

- Government timelines and pressure
- Government internal policy and processes
- Regional Framework Agreement
- Jurisdiction Table and Joint Jurisdiction Table
- Community resources: funding and human
- Long-term resources to secure funding
- Communication and implementation
- Alignment of Aboriginal organizations



OPPORTUNITIES:

- Complete the Community-Driven Decision-Making Framework
- Matawa People to create their Governance System (Natural Law, Indigenous Law, Land Authority)
- Alignment of Treaty Partners (Tri-partite process, Explore new ways of working together, True Government to Government)
- Together, with the guidance of the Matawa People, to achieve the goals outlined in the Mamow-Wecheekapawetahteewiin; to be; "self-sufficient, self-governing peoples within a healthy, thriving culture, living in our homelands that shall sustain us for all times."



Membership

STAFF:

Barb Rabbit, Membership Indian Registration Administrator (IRA)

OVERVIEW:

Matawa Membership program provides membership services in areas of status card issuance (lamine Certificate of Indian Status), any changings occurring in the life of an individual registered as a status Indian such as reporting birth, marriage, divorce and death events. Other reports include miscellaneous amendments to amend, add and update information from an individual's existing Registry page. Matawa administers these services for the following First Nation communities:

- Aroland First Nation
- Eabametoong First Nation
- Marten Falls First Nation
- Neskantaga First Nation
- Nibinamik First Nation
- Webequie First Nation

The mandate for the Membership Service is to provide an accurate and updated Indian Registry. The Membership Indian Registration Administrator manages internal and external events required for Indian Registration reporting in accordance with the *Indian Act*, federal and provincial statutes and the policies and procedures of the Indian Registration System.

"The Indian Act is the Canadian federal legislation first passed in 1876 that sets out certain federal government obligations. It provides for the registration of person as Indians, identifies who is entitled to be registered and who is not, sets the requirements of Band Lists (membership) and makes provisions of protests of decisions concerning registration and membership and for appeals."

- INAC Indian Registration Administrator Manual

KEY PRIORITY AREA:

Certificate of Indian Status (CIS) Paper-Laminate Card

Membership Services-IRA provides status card issuance to the card holder that is still in circulation. The following reasons for issuance are as follows:

- Lost/Stolen/Damaged card
- New First card – New registrants such as infants, toddlers, etc.
- Renewals – Expired dated cards for both adults and children
- Replacement – Events for marriage, name/birth transfer changes, etc.

Event Reporting

Any changes occurring in the life of an individual registered as a status Indian are entered in the Indian Registry System (IRS). These changes are called events such as reporting a birth, marriage, divorce and death. Other reports include miscellaneous amendments to amend, add and delete information on the individual's existing registry page.

ACCOMPLISHMENTS:

Community Visits

Matawa Membership Services has provided annual community visits to the six First Nations communities. The visits ensure updates on status card issuance and registration of minor children.



Collaboration with First Nations Reps for Indian Registration Awareness

Matawa Membership Services along with FN Liaisons or Reps have been working on promoting and bringing awareness with FN's programs in both the Birth and Indian registration process. The HBHC program is an essential venue as the program is geared toward expectant mothers/caregivers that have children under six years old.

CHALLENGES:


Laminated Certificate of Indian Status to New Secure Certificate of Indian Status

The new transition in applying for a secure Certificate of Indian Status card is slowly moving ahead. The new roll out of the secure Certificate status card is now here and applications are available at any regional ISC office across Canada. ISC had simplified less ID requirements. As Membership Clerks/IRAs, we don't have the update training and we refer any matters to the ISC directly in regards to matters on the new secure status card. Currently, Membership is working on promoting identification awareness using Matawa Messenger, developing brochures /or pamphlets, etc.

Birth Registration


Registering a child is an important event. There are still issues arising in delayed birth registration of a child. When a delay in registering a child occurs the process becomes more complex. The parent(s) must pay an additional processing fees along with the cost of birth certificate and/or Live Birth Certificate. Once the delayed registration is processed, parents will require certain validation requirements such as a copy of mother's birth certificate, and it must be commissioned.

CERTIFICATE OF INDIAN STATUS LAMINATE CARD



- Currently in circulation until product (card) is terminated by INAC
- Most FN offices/Tribal units still carry the laminate card
- CIS expires 5 years for Adults
- CIS expires 3 years for Children
- May only renew to continue with laminate card

NEW SECURE CERTIFICATE OF INDIAN STATUS CARD



- Applications available at any regional INAC offices across Canada
- SCIS expires 10 years for Adults
- SCIS expires 5 years for Children
- Cannot revert back to laminate card

Identification Issues

The secure Certificate of Indian status requires valid government IDs and may require documentation in obtaining the new status card. Many people don't have proper identifications and may not be aware of what is required to get proper IDs. Many individuals are unable to get IDs due to lack of monetary funds or other situations. Matawa Membership Services is working on developing identification awareness by various media including newsletters, etc. We are currently working on a committee through Kinna-aweya Legal Clinic and other organizations to address these identification issues.

OPPORTUNITIES:

Birth Registration Venue

There are now programs for new mothers/caregivers to access programs within their communities such as Healthy Baby/Healthy Children program, Ontario Works, Service Ontario Outreach visits to the community.



Education

We Work Together to Make a Change

OVERVIEW:

The Matawa Education Department provides support and advisory services to Matawa First Nation community schools and Education Authorities that result in school improvements and have a positive impact on the quality of students' learning. The Education Department staff support local education authorities, schools and teachers, and network with Aboriginal organizations, Indigenous Northern Affairs Canada, the Provincial Ministry of Education, School Boards, and Post Secondary and Secondary/Elementary institutions. The Department continues to develop its capacity to provide second level services to schools, including IT support, under the Pathways to Achieve Student Success (PASS!) program. In addition, the Department operates the Matawa Learning Centre, an alternative secondary school approved by the Ontario Ministry of Education. The Matawa Post Secondary Program has responsibility for Post Secondary Administration for five Matawa First Nations; Aroland, Ginoogaming, Long Lake # 58, Neskantaga, and Webequie. Support Services are available as well to other Matawa First Nation students upon request. In order to enhance the quality of educational programs and services, the Department continues to have a strong focus on the use of new technologies in education to increase learning opportunities for all Matawa First Nations community members.

Advisory Services

The Education Department continues to provide technical support for Matawa First Nations leadership both directly and through the Matawa First Nations Education Authority which became incorporated in August 2017.

The Matawa Education Department Advisory program has focused this year on the First Nations Youth Inquest, the Matawa Education and Care Centre, the Education Interim Funding Formula, and the NAN Education Jurisdiction. The Education Department has provided technical support for Matawa leadership attending forums with Assembly of First Nations, Nishnawbe Aski Nation and Chiefs of Ontario and continues to liaise with other First Nation organizations.



Department Committee and Department Staff

Matawa First Nations Education Authority (Incorporated in August 2017) Tony Sakanee, Neskantaga, President Ennis Jacob, Webequie, Vice President Sandy Moonias, Marten Falls, Treasurer Mary Oskineegish, Nibinamik, Secretary Nancy Waswa, Eabametoong, Director Krista Bouchard, Aroland, Director Sherri Taylor, Ginoogaming, Director	Advisory Services Sharon L. Nate, Education Manager Angela Wapoose, Education Administrator Jeff A. Yellowhead, Education Reception
Pathways to Achieve Student Success Nick Shaver - PASS Program Administrator Aroha Watene - Indigenous Language Revitalization Specialist Bill Spade - Community Liaison Officer Christine Avgeropoulos - Intermediate/Senior Lead Chris Chunick - System Administrator Danielle Gibson - Parent-Student Engagement Lead Douglas Gagnon - Cultural Education Coordinator Gowtham Gajawada - Database Helpdesk Katherine Hughdie - School Success Lead Kelly Soulias - Junior Lead Lawrence Therriault - Indigenous Language Specialist Manish Agarwal - Human Resources Policy Officer Mary Ann Nawagesic - Mental Health Lead Michael Graham - Indigenous Language Revitalization Specialist Nancy Ritch - Indigenous Language Specialist Olivia Merko - Student Nutrition Program Coordinator Susan Sandau - Indigenous Language Specialist Skylene Metatawabin - Education Partnership Program Liaison Susan Zgolak - Primary Lead Wayne Slipperjack - IT Technician	Matawa Education Centre Brad Battiston - MEC Principal Jackie Corbett - Senior Vice-Principal Allyson Gilmour - Guidance Counsellor Angela Sofea – MEC Education Receptionist P/T Aly Wood - Student Activities Coordinator Brittany Kennedy - Curriculum Development Officer Charlotte Baxter - Student Nutrition Support Worker Dallas Watson - Teacher Derek S. Yellowhead - Student Activities Worker Elmer Atlookan - Cultural Worker Emily Jacob - Elder Ian Medwick - Trades Development Officer Jennifer Loranger - Mental Health Worker Jessica BuZanko - Art Teacher Joseph Miller - Outdoor Education Teacher Joseph Willis - Co-operative Education Teacher Marcel Bananish - Cultural Worker Malinda Staal - Mental Health Coordinator Norman Sid Okeese - Student Support Worker Paul Colosimo - Tutor Phyllis Goodwin - Teacher Rowena Moonias - Cultural Worker Samantha Renaud -Teacher Sarah Moonias - Elder Shilpa Dhankhar - Science Teacher Shirley Mekanak - Cultural Worker Shannon Linklater - Student Success Coordinator Stephanie Ritch - Youth Inquest Officer Steve Achneepineskum - Cultural Worker Steve St. Jean - Transition Coordinator Tamara Spence - Mental Health Worker Tim Sofea - Student Support Worker Wilma Goodwin - Education Systems Navigator Vacant – Mental Health Worker
On Call Program Aaron Beardy - On-Call Worker Ashley Nate - On-Call Worker Clinton Quisses - On-Call Worker Diane Gustafson - On-Call Worker Kayla Baxter - On-Call Worker Matilda Suganaqueb - On-Call Worker	Safe Sobering Site Sylvia Fisher - Coordinator Amanda Kavalchuk - Youth Residential Worker Vacant - Addictions Crisis Worker
Post Secondary Program Georgette O’Nabigon - Post-Secondary Coordinator Carly Perras - Student Support Worker	Building Maintenance & Custodians David Sutton - Facility Manager Frank Papah - Custodian Joseph J. Misewace – Custodian

Pathways to Achieve Success - PASS!

The Matawa PASS program provides support services and resources for Matawa schools and Education Authorities, primarily in the areas of literacy, numeracy, information technology, and student retention with funding from the federal First Nation Student Success Program (FNSSP). This program also supported annual school success plans through which schools identify their priorities and goals for each year. Regular feedback on PASS activities is received from on-site visits by PASS staff, from school principals (through the Principals Working Group), and through the Matawa First Nations Education Authority Board of Directors, which is comprised of Education Directors, or designated representative, from each of the Matawa First Nations.

Please note: FNSSP, along with the New Paths for Education Program, have been replaced with a single funding source generated by the Interim Funding Formula for the 2019-2020 fiscal year.

The PASS team includes a PASS Administrator, Primary Lead, Junior Lead, Intermediate Lead, Mental Health Lead, Parent-Student Engagement Lead, Cultural Education Coordinator, School Success Lead, Student Nutrition Program (SNP) Coordinator, Performance Measurement team (System Administrator, Database Helpdesk, IT Technician), Community Liaison Officer, Human Resources Policy Officer, the Language Revitalization team (two Indigenous Language Revitalization Specialists and three Indigenous Language Specialists – two for Ojibway and one for Cree), and an Education Partnerships Program (EPP) Liaison.

The **Primary Lead** is responsible for supporting programming, instructional strategies, classroom management practices and evaluation strategies to improve student success in the Primary Division (Junior Kindergarten to Grade 3). The Primary Lead also supports the effective implementation and evaluation of literacy and numeracy programs, and strategies to support student learning and achievement, including coordinating the Early Years Evaluation (EYE) with Kindergarten staff. Upon analysis of the data, the Primary Lead created personalized student reports,

recommendations, and activities to support areas of improvement. In the fall, all grade one students received 'Bird and Giraffe,' a free book sponsored by the TD Grade 1 Book Giveaway and the Canadian Children's Book Centre to promote literacy at home. Three schools participated in a program, coordinated by the Primary Lead, called 'Welcome to Kindergarten' which brings together parents, incoming Kindergarten students, schools and community service agencies to create the foundation for positive relationships and set the stage for a smooth transition to school and future success. Families receive early-learning and literacy resources, and learn how to use them at home. The Primary Lead continues to provide support in the implementation of the Early Years Policy Framework.



The **Junior Lead** has provided support to the Matawa First Nations community schools in the areas of literacy, numeracy, student assessment, and student success in the Junior Division (Grades 4-6). Through participation at conferences, and building relationships during community visits, the Junior Lead continues to create and maintain partnerships that support the educational goals of the grades 4-6 division. The Junior Lead has coordinated Matawa First Nations schools' staff attendance at the 'Reading for the Love of It' conference and helped promote, plan and organize the Matawa/Bowmanville Rotary Bursary Program and its awards banquet. In the fall, the Junior Lead went to Bowmanville Ontario, to meet with the Bowmanville Rotary Club members.



Education

We Work Together to Make a Change

During her time there, she paid a special visit to John M. James Public School where she facilitated a school presentation and shared some wonderful stories of the students and community schools of Matawa First Nations. The Junior Lead also began a working relationship with Roots of Empathy on behalf of the community schools. Roots of Empathy is a program that promotes emotional literacy, which focuses on empathy and kindness, and is a means to reduce bullying. Workshops for training began in May with participation from Simon Jacob Memorial Education Centre. Further training will be offered again in the fall of 2019 for other interested Matawa community schools. The Junior Lead has been part of crisis response teams travelling to Matawa communities and took on a lead role in the purchase of food and resources sent up to communities during times of crisis. She continues her role as the lead of the social committee for Education staff.



The **Intermediate Lead** continued to support the ongoing efforts of Matawa First Nations schools in the areas of literacy, numeracy, student assessment, and school success in the Intermediate-Senior Division (Grades 7-12). The Intermediate Lead coordinated the planning of the 2019 Matawa Education Conference and once again coordinated the Matawa schools'



staff attendance at the Ontario Association for Mathematics Education (OAME) conference. Additionally, the Intermediate Lead, along with the School Success Lead, has been delivering several workshops/follow-up sessions throughout the 2018-2019 school year based on the works of Dr. David Tranter (The Third Path). The Third Path, focuses on a clear, flexible and innovative teaching framework that fully integrates social/emotional learning (Path1) and academic development (Path 2). Within the workshops, educators learn how the Third Path model integrates social/emotional and academic development by focusing on strengthening the eight conditions for learning (i.e., emotional safety, emotional regulation, belonging, positivity, engagement, identity, master, and meaning). Throughout the follow-up sessions, educators have been gaining a deeper awareness of the specific eight conditions through table-talk and hands-on activities to identify the needs of their own students, focusing on strategies and implementation within their classrooms. It is through these follow-up sessions where educators have the opportunity to examine how they can deepen their relationships with their own students and be more successful at strengthening the conditions within their own

classrooms and schools. The Intermediate Lead has been reviewing questions related to an updated version of the CAT-4, a standardized test of literacy and numeracy used across the Matawa region. The Intermediate Lead is also a Quality Assurance Representative and has helped Matawa First Nations Management in being ISO 9001:2015 certified.

The Mental Health Lead has provided professional direction and support to Matawa schools by identifying and supporting the implementation of Mental Health initiatives, and working towards the development of a Matawa Mental Health Strategy that will come from a 'strength-based model' to help address mental health/ mino biimaadiziwin for Matawa schools. The Mental Health Lead has initiated a space in the schools to promote 'Mino biimaadiziwin' through mental wellness boards. Aroland First Nation's Johnny Therriault School has taken on the initiative and have displayed their board (see image at the top right of this page). Displaying colorful posters and positive quotes on how to influence their students to choose strong mental health strategies to effectively address their mental health concerns.

The Mental Health Lead continues to provides direction and support through ongoing community/ school engagements through various events. This past year the Mental Health Lead participated in various events that helped with identifying community Mental Health needs and how communities are addressing those needs through cultural activities, Spring Pow Wow, traditional cultural youth camps. The Mental Health Lead continues to search for programs and strategies that support Mental Health and Wellness for staff and students, and a few programs have been identified, including Stop Now and Plan (SNAP) a proven program that teaches children and their parents how to make better choices "in the moment." Programs being identified have evidence-based strategies that help build strong positive relationships and self-empowering techniques to improve self-regulation while in the school environment.



The **Parent-Student Engagement Lead** has continued to facilitate meetings and discussions with school staff and parents to review current strategies and best practices as well as barriers to parental and student engagement. The Parent-Student Engagement Lead (in collaboration with the Primary Lead) supported 3 schools and community partners in the implementation of the Welcome to Kindergarten Program.

Another major project taken on by the Parent-Student Engagement Lead during 2018-2019 is the Matawa Book Translation and Creation Project (in collaboration with School Success Lead). This project was designed to address the lack of community dialect-specific Anishinaabemowin books available to schools and families through the translation of existing books and the creation of new culturally relevant books. The Parent-Student Engagement Lead (and School Success Lead) secured 2 grants to fund this project (totalling over \$150,000). Work has been ongoing in the communities: identifying and co-ordinating translators, collaborating with families to photograph culturally relevant subjects and activities, co-ordinating printing/ publishing of final Anishinaabemowin books. This project is nearing completion; after some final translation and ordering, each community will have 12 translated and 3 newly-created books to share with school and family. These books will empower parents and families as their children's first and best teacher and supply the schools with community-specific resources to best support their students' literacy development.



Education



The **School Success Lead** works closely with the other Leads to support literacy, numeracy and student retention in Matawa Schools and identify strategies to engage and support students and staff. Main responsibilities include supporting schools in administering School Climate Surveys, which gauge equity and inclusiveness in the school environment, and standardized testing (EQAO and CAT-4). Both of these activities inform School Success Planning, for which a template has been created and circulated to the Matawa school principals. With the assistance of the Principals Working Sub-Group in the Fall of 2018, a cohesive School Climate Survey template was developed that reflects the needs of the Matawa community schools, and is available to all principals. Further, this template is customizable and can be changed to reflect individual school needs, either at the school planning level or with the assistance of the School Success Lead.

The Matawa Book Creation and Translation Project, in conjunction with the Parent Engagement Lead is in its 2nd year or implementation, seeing ready-made books translated into specific Matawa dialects, and newly created books based on Matawa community events and celebrations that are in the process of being translated. Discussions with printers are currently underway.

Authors Michael Kusugak and Helaine Becker visited 5 Matawa communities in the Fall of 2018

with funding secured by the School Success Lead from the Writers Union of Canada. A successful round of school visits were enjoyed by authors and students alike.

In conjunction with the Intermediate Lead, Relationship Based Education (Third Path) professional development workshops have been delivered in almost all Matawa communities, and further follow up sessions that feature hands on learning and discussion of specific strategies continue to be planned.

The **Cultural Education Coordinator** provides support to Native Language Teachers and Cultural Education/Outdoor Education Teachers in the Matawa schools. Once again, this position was vacant for a significant period of time this past year. Once the position was filled, the Cultural Education Coordinator has focused on determining how to best support the language and culture teachers, and has been developing age appropriate clan system lessons for use by Matawa teachers. He has helped in the book translation project and been involved in the planning of the annual Matawa Education Conference. The Cultural Education Coordinator arranged travel for teaching staff from the Matawa First Nations schools to attend the Anishinaabemowin Teg Language Conference in Sault Ste. Marie. Additionally, he has been supporting Matawa Waka Tere (language revitalization).

The Matawa **Performance Measurement** (IT) team provides the Matawa Education staff and Matawa schools with technical and/or user support in the areas of school data systems and school user systems including the internet infrastructure needed for these systems. They also implement technical, physical, and administrative security controls to protect the user and data systems. The team consists of a System Administrator, IT Technician and Database Helpdesk, each with specific roles and responsibilities to meet performance measurement requirements.

2018-19 saw turnover in two of the three IT positions: System Administrator and Database Helpdesk. This turnover resulted in some short-term disruptions to service to the Matawa communities as the new staff became familiar with the systems in place. Also, taking place during 2018-19 was the move of the Education Department to its new facility. This move brought its own challenges and time needs (e.g., needing to run new cabling, setting up the Internet infrastructure and telephone system, communication with Matawa First Nations Management's main office servers, etc.). School IT enhancements through purchasing of interactive whiteboards, Chromebooks and other technology commenced late in the year and is still being completed. Upgrades and ongoing maintenance to the internet infrastructure to improve speed and reliability continued to be a focus for the team. IT security improvements and upgrades, in addition to cleaning up data, were other areas of focus. The IT team was responsible for the set up and maintenance of the IT needs for the Matawa Education Conference, as well as being the helpdesk for registration and creating and maintaining the conference website. Additionally, the IT team has been maintaining cell phones purchased for students attending the MEC as a safety measure brought about by the Youth Inquest.

The goal of Matawa's Student Nutrition Program (SNP) is to provide nutritious food to support learning and healthy child and youth development. The SNP also receives a small amount of funding for food and nutrition related cultural activities. The SNP supports Ontario's Healthy Kids Strategy (2013) and Ontario's Poverty Reduction Strategy (2014). Students are fed one to two meals a day which consist of a nutritious breakfast, mid-morning meal or lunch. Matawa's participating schools and communities are:

- Simon Jacob Memorial Education Centre (Elementary and Secondary) in Webequie First Nation
- Nibinamik Education Centre in Nibinamik First Nation
- Neskantaga Education Centre in Neskantaga First Nation
- Migizi Wazisin Elementary School in Long Lake #58 First Nation

- Busing Program in Ginoogaming First Nation
- Matawa Education Centre in Thunder Bay, Ontario

The other Matawa First Nation communities operate their SNP independently.

Matawa's SNP Coordinator continued to provide program services (e.g., cooking for MEC students, flying food and supplies to our First Nations) and administration (e.g., monthly and quarterly reporting, paying cook salaries, etc.) to the Student Nutrition Programs operating in our participating communities.

In addition to these duties, the SNP Coordinator helped with planning for the annual education conference and setting up the new education and care facility's learning kitchen classroom.

MATAWA EDUCATION CONFERENCE 2019

The 12th Annual Matawa Education Conference was held March 5-7, 2019 at the Valhalla Inn in Thunder Bay, during which nearly 450 participants, presenters and vendors took part in making it another great conference. The conference spanned three days and included a wide range of professional development topics for school operations staff, administrators, teachers, principals and education leadership, nutrition program staff, parents, and community members that addressed the current needs identified by educators in Matawa schools. Participants came from all nine Matawa First Nations as well as Keewaytinook Okimakanak Board of Education (KOB), and many of Matawa's partner organizations. All PASS staff were involved in the planning of the Matawa Education Conference and many facilitated workshops during the conference. The 2019 conference continued with the inclusion of an Elders, Knowledge Keepers, and artisans area. Conference feedback acquired through surveys show that 97% of respondents thought the conference was good to outstanding.

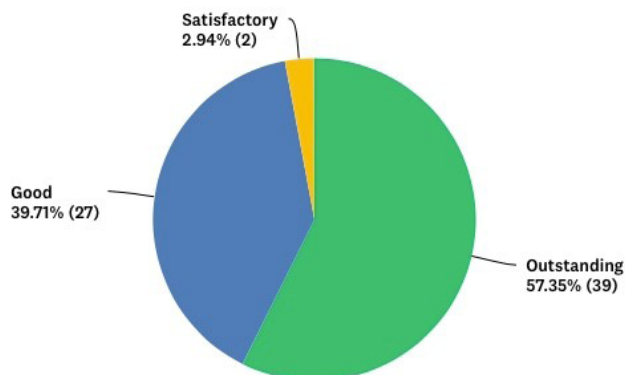


Education

We Work Together to Make a Change

What is your overall evaluation of this conference?

Answered: 68 Skipped: 6



The **Education Partnerships Program (EPP)** supports the collaboration among Matawa First Nations, the Ontario Ministry of Education, Indigenous Services Canada (ISC) and other stakeholders to advance First Nation student achievement in First Nation and provincial schools. Partnership arrangements aim to share expertise and resources and assist in the development of practical working relationships between the various stakeholders at the District School Board (DSB), school and First Nation levels. Funded in 2018-19 were the continuation of the EPP Liaison; meetings to be held between DSB staff, Matawa First Nations education support staff, and Matawa's EPP Liaison; and a Student Support Officer for Aroland First Nation who played the role of Education Counsellor to Aroland First Nation's students attending Geraldton Composite High School.

The EPP Liaison continues to hold seats on the Indigenous Education Advisory Committees (IEAC) of the Thunder Bay Catholic DSB and Superior North Catholic DSB, the Superior-Greenstone DSB's Aboriginal Education Advisory Committee (AEAC), and is an alternate on Lakehead DSB's

AEAC, which gives Matawa First Nations a voice in ensuring activities within the Board Action Plans are being delivered and are relevant. This past year, the EPP Liaison began bringing the DSB's First Nations, Metis and Inuit (FNMI) Leads together with Matawa First Nations' Education Counsellors in order to build relationships, promote collaboration, share best practices, and to provide other supports aimed at improving the educational experience of Matawa students in the provincial system. More work has been done at the provincial legislative level in regards to Education Service Agreements/ Reciprocal Education Service Agreements (ESA/ RESA) with participation by the EPP Liaison and MEC Principal. Working with FNMI Leads from the DSBs around the Geraldton area, several engagement sessions were held to promote attendance in school and gaining Matawa student feedback regarding their educational experience. The EPP Liaison also supported NAN in their Boarding Home Training and Student Orientation activities.



Under the funding provided through the 2018-19 Structural Readiness proposal, Matawa Education was able to continue the positions of Community Liaison Officer and HR Policy Officer, and secure funding for other activities (Regional Education Strategic Plan review, travel for education related forums/symposia, and establishing a process for curriculum review).

The responsibilities of the Community Liaison Officer include coordinating activities and meetings related to implementation of the Matawa Regional Education Strategic Plan and Education Department organizational readiness, and assisting in the development and implementation of a Matawa Education communication plan. The Community Liaison Officer has been involved in meetings with various agencies supporting Matawa Education, meetings relating to incorporation, and meetings related to ISC's Education Transformation.

The **Human Resources (HR) Policy Officer** provides assistance in personnel management and policy development. This includes every stage of the recruitment process as well as providing guidance and advice to staff so they feel fully supported and informed. Since the inception of the position in 2017, there has been a focus on health and safety to ensure the Education Department is in compliance with all government legislation and guidelines. Further, the goal is to provide the Department Human Resource help in an effort to ensure employee/employer relations remain at a high level.

The HR Policy Officer created a Health and Safety Policy, as well as Harassment and Workplace Violence Policy that was used organization wide. As stated, Health and Safety has been a primary focus where HR Policy Officer was the driving force of the Joint Health and Safety Committee and currently sits as Co-Chair on said committee. The position is involved in every aspect of the recruitment process including creating job postings, screening resumes, writing interview questions, setting up and conducting interviews and making recommendations as to candidates. Further, the HR Policy Officer developed various policies and procedures for On-call team and Safe Sobering Site, as well as created Missing Student Protocol Policy and Crisis Incident procedure. In addition, a new site Fire Plan was created, and with the assistance of the site Health and Safety Committee members, staff were trained on safe evacuation procedures. Quality Assurance is a major emphasis for this position and as such the HR Policy Officer is the lead quality assurance representative for all four divisions of the Education Department (PASS, MECC, Post-Secondary and IT). Finally, the position is a



a part of the Education Conference organizing committee, taking a much larger role for 2019 edition with coordinating travel, accommodations and cheques for all keynotes, presenters and delegates.

Matawa Regional Education Strategic Plan is in the process of being reviewed by a consultant to identify the progress made in implementing the plan and to provide recommendations as to how to achieve remaining goals.

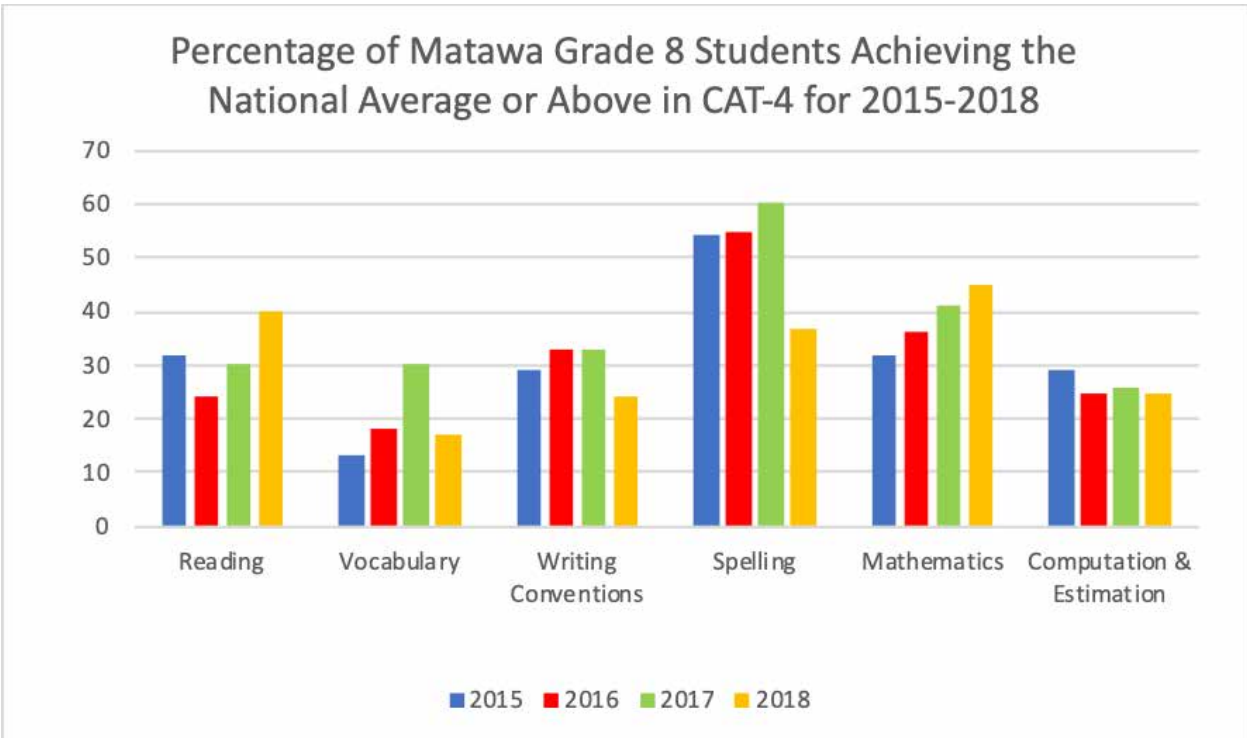
New Paths for Education funding in 2018-19 allowed for significant progress to be made on the language revitalization front (see Language Revitalization section to follow). Funding allowed for continuation of travel to education related meetings, online subscriptions to education job postings sites available to Matawa schools; MEC staffing and associated resources for a Cultural Worker, six On-Call Workers and two Student Support Workers, an Arts Teacher, a Student Activities Coordinator, an Outdoor Education Teacher and resources and materials related to 4 land-based leadership credits; and a canoe trip (Eabametoong First Nation to Marten Falls First Nation along the Albany River) and its associated land-based leadership credit. Activities delivered by the MEC and supported through New Paths for Education were open to any students from a Matawa community.

OVERALL ACCOMPLISHMENTS:

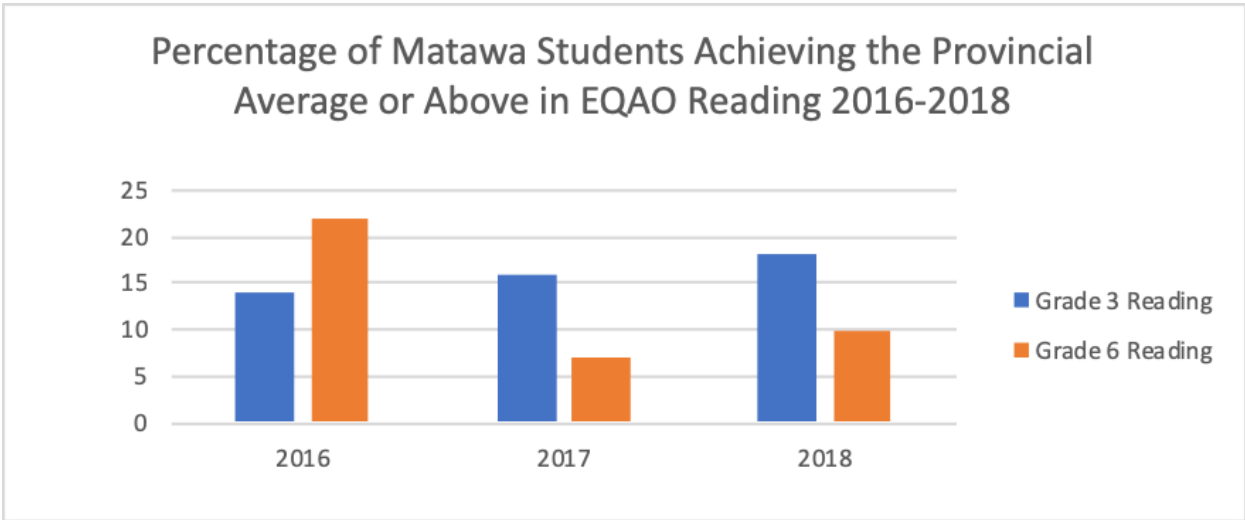
Once again, participation at the annual Matawa Education Conference remained high with nearly 450 participants. This past year's conference received a 2% increase in participant satisfaction with 97% rating the conference as "good" to "outstanding". The PASS staff continue to strive for improving the conference through reviewing feedback, taking note of best practices from conferences they attend, and conversations with Matawa First Nations schools' staff and education authorities.

Results from Canadian Achievement Tests, 4th Edition (CAT-4) standardized tests show Gr. 8 students achieving at or above the national average has increased in the broad areas of Reading and Mathematics. Each school will have their individual results for a direct comparison.





Results from Education Quality & Accountability Office (EQAO) standardized tests show both Gr. 3 and Gr. 6 reading scores have increased from 2017 to 2018. Gr. 3 results have shown steady increases year after year. Each school will have their individual results for a direct comparison.





Education

OVERALL CHALLENGES:

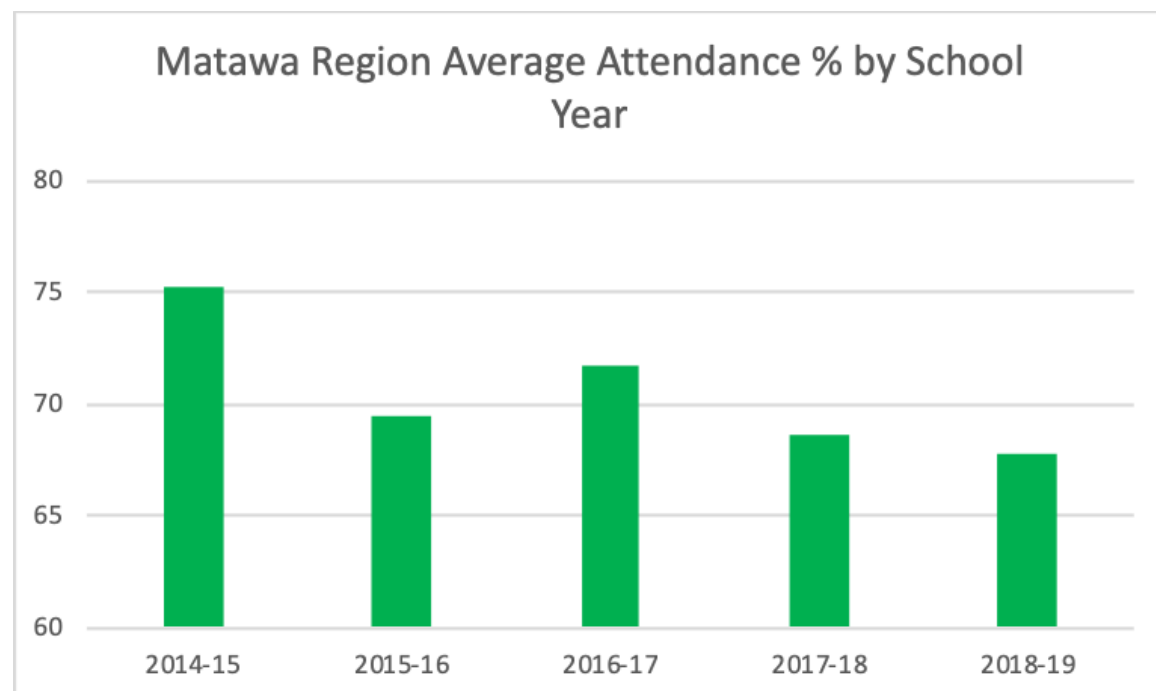
Standardized testing results continue to fluctuate from one year to the next and from one grade and one subject area to another.

Internet connectivity continues to pose a challenge for delivering education using the concept of 21st century learners. Matawa Education has been supporting the use of dedicated satellite internet (Xplornet) in the fly-in community schools and has been making network changes to increase efficiency but bandwidth demands outweigh the bandwidth availability.

The time between photographing community members and events for Book Creation and the printing of actual books is taking longer than anticipated and proving to be a challenge for the expected timeline of the project.

Funding was not secured for a 2nd round of author visits for the Fall of 2020, even though interest was communicated from the schools. While Matawa was not chosen to receive this funding at this time, attempts will be made to secure funding for future years.

Overall attendance within the Matawa schools dropped slightly from last year. Please note the 2014-15 and 2017-18 school year data is for six schools while the 2015-16 and 2016-17 data is for seven schools. Each school will have their own attendance results for a more direct comparison.



IT staff turnover shortly after the move to our new location led to time delays and continuity in service challenges. Similarly, Matawa schools saw significant turnover in staffing and experienced difficulty in recruiting suitable candidates.

OVERALL OPPORTUNITIES:

Matawa First Nations Chiefs approved a resolution allowing Matawa Education to analyze standardized testing trends in the Matawa region. The department looks to begin this analysis in the near future pending adequate staffing and applicable resources through government funding. Also, Matawa Education will continue seeking culturally appropriate means of assessing the education system within each school and across the region.

Matawa Education has been preparing to take advantage of the arrival of fibre-to-home internet in each community through the purchase of Chromebooks, internet infrastructure (e.g., Wi-Fi access points, updated servers), software supporting remote troubleshooting, etc. Once in place, avenues to engage students in their learning that were reliant on dependable and fast internet will be opened up.

With the sunset of the FNSSP and New Paths for Education programs, and funding being replaced by a single amount allocated through the Interim Funding Formula, Matawa Education will be better able to respond to immediate needs and activity priority changes of the Matawa First Nations schools within the funding year.

Mental health and wellness and parental engagement continue to see increased supports. Matawa Education staff continue to seek out new and innovative ways to address the needs of Matawa First Nations schools. More cross-discipline approaches are being utilized (e.g., building empathy for each other as a means of supporting academic improvement). We are establishing working relationships with the Matawa Health Co-op, Ministry of Education mental health staff, NAN mental health related activities.

Matawa's language revitalization project (Matawa Waka Tere) is expected to be launched for Ojibway in applicable Matawa communities by Fall 2019 pending sufficient government funding.

Matawa First Nation Educations Authority... Achieving the Dream

In August 2017, Matawa First Nations Education Authority received CRA approval to become a not-for-profit corporation with charity status. The Charity will allow Matawa Education to seek financial support for education programs, capital projects and individual students. Funds can be obtained to support the Matawa Education and Care Centre as well as educational initiatives within the communities.

MFNEA...Achieving the Dream is devoted to supporting and improving the life of Indigenous Youth through education, holistic student-centered programs, spiritual values and embracing connections to community, language and land in the affiliated Matawa communities.

Our Message to Donors - Indigenous Youth Need Your Support! MFNEA...Achieving the Dream will provide Indigenous youth with financial assistance to access their dream through education. When you donate, you are giving more than money. You are providing Matawa youth with the means to realize their full potential and empower them to make life changing choices that impact them and their community.

By creating a bursary, you are offering them access to post-secondary education; when you support a fund, these dollars enhance their learning opportunities and when you provide resources for clothing, computers, sports equipment and arts supplies you are making a difference one student at a time!

We have our own charity - The Matawa Education and Care Centre staff and students are excited to have their own charity to help support them in Achieving their Dream. "It is an opportunity for philanthropists, foundations and local businesses to invest in our youth's future. Gifts to the Charity will receive tax receipts and recognition and donors can make a contribution to a number of funds and projects including bursaries, cultural programs, emergency clothing, outdoor recreation and more," said Sharon Nate, Education Manager.



OTHER SPECIFIC EDUCATION REPORTS

Photo Credit: Sarah Sutherland, Constance Lake First Nation

Specific reports on Education programs including Language Revitalization, Matawa Learning Centre, Matawa Education & Care Centre, and Post Secondary continue in this Annual Report from pages 48 to 55.



Education

We Work Together to Make a Change

Matawa Waka Tere Language Revitalization

STAFF:

Nick Shaver, PASS Program Administrator
Aroha Watene, Indigenous Language Revitalization Specialist
Michael Graham, Indigenous Language Revitalization Specialist
Lawrence Therriault, Indigenous Language Specialist
Nancy Ritch, Indigenous Language Specialist
Susan Sandau, Indigenous Language Specialist

In 2012, Chief Johnny Yellowhead of Nibinamik First Nation visited New Zealand and upon his return shared information about these initiatives with the Matawa leadership. A formal request for assistance was made to Dr. Wetere to assist Matawa Chiefs and their communities in revitalizing their languages using the same pedagogical approach. This pedagogical or methodological approach is based on the Lozanov method of Suggestopedia that includes techniques such as relaxation and music to help students grasp and retain the language at a faster rate. This approach or strategy was developed in Bulgaria in the last century and was adapted and trialed in Aotearoa (New Zealand) as Ako Whakatere, which means “learning fast.” In addition to Maori, Dr. Wetere and his team have used it successfully for over 20 years in teaching English, Japanese and Indigenous languages from the Cook Islands and Samoa.

For this current project, the methodology has been adapted for Matawa First Nations communities and will be called Matawa Waka Tere, a potential program for all Indigenous languages.

The goal of the language revitalization project is to develop two language speakers from the three language groups Ojibway, Cree and Oji-Cree in the delivery methodology Matawa Waka Tere, develop the curriculums and related teaching and learning resources, deliver the program through fluent community speakers and accredit the 3 language programs.

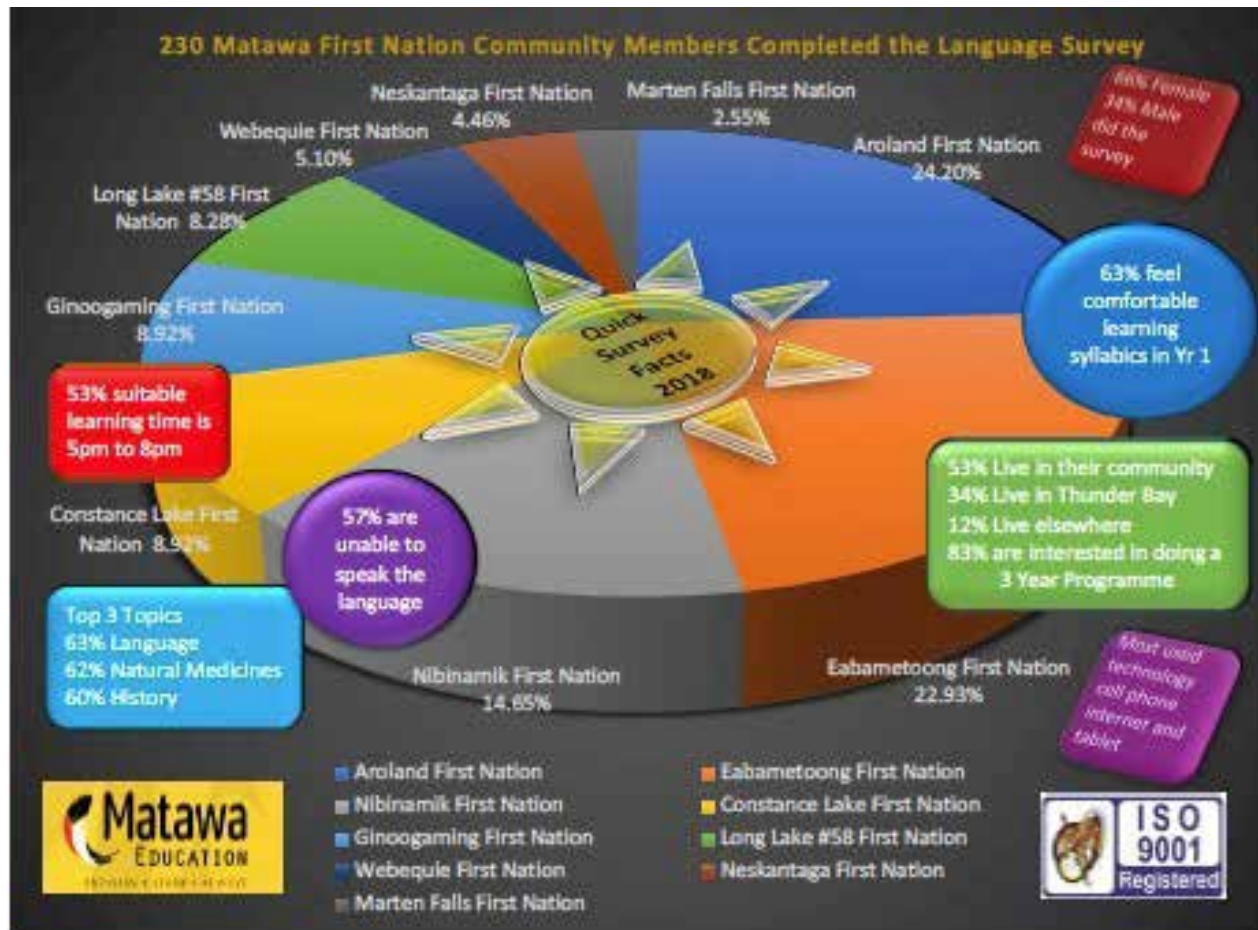
The three programs being developed are 1-year certificate, 2-year diploma and a 3-year bachelor’s degree over the three years. Each program will take 1-year to fully develop a curriculum and related resources.

Matawa Waka Tere
A fast-moving canoe on the rivers that meet

Matawa in Ojibway refers to the meeting place of the rivers
Waka in Maori is the word for canoe
Tere in Maori means moving fast

ACCOMPLISHMENTS:

A language survey was conducted amongst the nine Matawa communities including Thunder Bay to identify areas that would inform the development of the content and the delivery of the program. An overview of the survey results were published in the October 2018 edition of the Matawa Messenger. Verbal feedback was also taken into consideration regarding the writing of syllabics, and that it should be learnt in the diploma or the bachelor degree and that the Year 1 certificate would concentrate on speaking the language first and be communicated in Roman orthography.



230 Matawa First Nation Community Members Completed the Language Survey

- 53% live in their community
- 4% live in Thunder Bay
- 12% live elsewhere

Results indicate:

- 57% are unable to speak the language
- 63% feel comfortable learning syllabics in Year 1
- 83% are interested in doing a 3 Year Program
- 53% suitable learning time is 5pm to 8pm

Top 3 topics for programming to cover:

1. Language (63%)
2. Natural Medicines (62%)
3. History (60%)



Education

Language Revitalization Project Plan Ojibwe; Oji-Cree; Cree 4 Phase Overview - May 2019

Phase 1 Mar - May 2018	Specialist Selection	Curriculum Outline Ontario Framework	Intro training to accelerated learning	Identify & Select ILS	Ojibwe
					Oji-Cree
					Cree
Phase 2 June - Dec Nov - May 2018 - 2019	Curriculum Foundation Document	Align Mission and Vision Statement	Train ILS in Matawa Waka Tere	Develop Curriculum Content Year 1	Consultation
				Develop Yr1 Student Resources	Learning Outcomes
					Evidence Requirements Assessments
Phase 3	Accreditation	Partnership with Six Nations Polytechnic institute	Post- Secondary Indigenous Legislation	Dr Rongo Wetere - Accreditation Process for Conjoint Degree	Accreditation Outcome Achieved
Phase 4 May - Aug 2019	Tutor and Marketing	Tutor / Tutor Assistant Selection & Training	Delivery Sites	Marketing	Enrolments and IT Systems

Key	Completed Milestones	Current Status	To Be Achieved	Dr Rongo Wetere
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Two Ojibway Language Specialists started in August 2018 and that enabled the Year 1 Curriculum Document to be developed. A female Cree Language Specialist started in May 2019 and this now allows the Cree language curriculum translations to be developed.

The Curriculum Foundation Document - Certificate in Indigenous Pathways to Speaking the Language Year 1 and the Conjoint Support Document are in Draft 2 of 3 of the development.

Evidence Requirements and Assessments are now complete and are in the process of being moderated.

CHALLENGES:

Funding to secure an additional three more language specialists out of the six is yet to be achieved. The recent commencement of the Cree Language Specialist will require curriculum translation catch up and the Oji-Cree Year 1 Curriculum is currently on hold. Funding continues to be an obstacle in order to complete resource developments on time for the certificate Year 1 program. In addition to funding, late accreditation approval of the program documents would impact on the start date of the Year 1 certificate program and Phase 4 for the community tutor selection and training of them in the methodology. The incorporation of Anishnaabemowin to reflect and replace the use of English terminology within the accreditation documents is limited mainly because of the dialectal differences

across the three languages and the nine communities. This means that the English language is the language of communication in the Year 1 Certificate foundation Document and the Conjoint Support Document that will be submitted for accreditation.

OPPORTUNITIES:

The Language Team is able to develop and present the Matawa Waka Tere Indigenous Language framework for accreditation to a registered (Indigenous) accreditation body.

Should a budget allow for the development of the Year 1 resources to be completed on time, an estimated start date would be September 2019.

Although the foundation and supporting documents are communicated in English, Anishinaabemowin translations have been applied to words where applicable and provide an opportunity for the language to evolve in this educational space in its own unique way.

Dr. Rongo Wetere has sought funding opportunities with federal ministers in May 2018 and in March 2019 by submitting pilot funding proposals alongside the Matawa First Nations Management team. The Indigenous Language Revitalization Specialists have also attended meetings to demonstrate the project outputs from experience in working at the grass roots level. The opportunity to create a language curriculum that reflects and caters to community people's identity and dialect is a testament that the methodologies can be applied nationally and internationally.





Matawa Learning Centre

The Matawa Learning Centre had 135 students enrolled during the first semester, and 149 students during the second semester for the 2017-2018 school year. There were 6 graduating students this year, with celebrations being held at the Victoria Inn.

Staff comprised of a Principal, Vice-Principal, seven classroom teachers, four Mental Health Workers, five Cultural Workers, two Elders, two Student Activities Coordinators, Tutor, Youth Inquest Officer, Trades Development Officer, Co-Operative Education Teacher, Education System Navigator, Transition Coordinator, Guidance Counsellor, Student Achievement Officer, Curriculum Development Officer, two Student Support Workers, Safe Sobering Site Coordinator, two Safe Sobering Site support staff, six On-Call Workers, School Cook and a School Receptionist.

This was the second year of our partnership with St. Joseph Care Group, which provided two full-time Youth Workers and two Trauma Counsellors/Specialists for the school year. We also offer off-site primary care with a Nurse Practitioner, and academic and mental wellness testing with appropriate specialists.

During the past year, the Education Department Manager, Principal, and Youth Inquest Officer were active in meetings, discussions, and proposals based on the Jury Recommendations resulting from the First Nations Youth Inquest. The funding allowed for the continuation of extensive land-based programming, life skills workshops, cultural education and recreational needs for the students. The On-Call Workers continued to provide overnight support for students in need of safe transportation home, keeping intoxicated students out of the police station, and ensured students in need of medical care were taken to the hospital. This year saw the establishment and implementation of the Safe Sobering Site and continued expansion of programming with St. Joseph Care Group in the areas of Mental Health, Medical and Addiction support services for students.



Matawa Education and Care Centre

Phase II of the renovations at the Matawa Education and Care Centre have been completed, which included seven classrooms, fitness room, Art Room, Elders space and school administrative offices. Funding for the remaining 16 million was approved by Indigenous Service Canada, with Phase 3 will beginning in the summer. This phase will include the main entrance, lobby, cafeteria, and student accommodations with the goal to be completed by January 2020.

We also completed the renovation of the Safe Sobering Site in early April, allowing for additional supports, service and space for students under the influence of alcohol and/or drugs. A major set-back occurred in March when a pipe broke in the basement resulting in extensive water damage to the primary elevator and fitness room. These issues will be addressed during the summer.



ACCOMPLISHMENTS:

We completed our first official school year in our new location, with our highest enrolment and credit count. We also had six graduates, with the ceremony held at the Victorian Inn. This past year included enhanced land-based cultural credits, cultural programming, and expanded partnerships for our recreational and life skills programs. We also completed the second year of our partnership with St. Joseph Care Group providing extensive mental health, addiction and primary care supports to our students. This funding has also been approved for next school year. We also received news that a five-year 5-million dollar inclusion proposal submitted with the City of Thunder Bay, Fort William First Nation and other city-wide organizations was approved by Public Safety Canada. Beginning next school year, we will be receiving \$50,000 a year for student programming, employment training and recreational supports.

We were also successful in a proposal submission with the Thunder Bay Police Services through the Proceeds from Crime Grant, which enabled police constables and Matawa Learning Centre staff to visit our isolated communities via the winter roads. The program engaged elementary students in a variety of activities and presentations. It supported students, parents, community members and police officers to better understand each other and build stronger connections. We also completed the second phase of our work with Critical Thinking Consortium, by engaging in community visits to receive input in our continued work to reshape the provincial curriculum to better meet the academic and personal needs of our students. This funding was also approved for next school year. We also worked Youth Fusion, an environmental group that supports schools across the province with outdoor education projects. Our students built a sweat lodge receiving academic credit for their work as well as a trip to Toronto in May to celebrate their achievements.

CHALLENGES:

While it was exciting for students and staff to move to our new location, it was difficult at times when the renovation work was happening. The students were patient and supportive, but it was hard due to some of the delays. This will be an on-going concern until the renovations and new gym is complete. The Seven Youth Inquest recommendations continues to require a lot of time from staff to attend various meetings, complete proposals and follow up reports. Most of the funding provided by the federal and provincial governments is set to expire this August. We have yet to hear if funding will continue for the next school year, with nearly half of our staff positions possibly be lost. More work is necessary to ensure stable and predictable funding is provided by government. This can only happen through policy changes within government and their willingness to engage in multi-year partnerships with us.



Education

Matawa Post Secondary Program (MPS)

OVERVIEW:

The Matawa Post Secondary (MPS) Program provides services to the following five communities: Aroland, Ginoogaming, Long Lake #58, Neskantaga and Webequie First Nations. It was established in March 1997.

MPS is currently staffed by Georgette O’Nabigon, Program Coordinator supported by Carly Perras, Post Secondary Program Assistant. MPS Staff work closely with the Advisory Committee (comprised of one representative from each participating First Nations).

MATAWA POST SECONDARY ADVISORY COMMITTEE:

Krista Bouchard	Aroland First Nation
Sheri Taylor	Ginoogaming First Nation
Patrick Patabon	Long Lake # 58 First Nation
Tony Sakanee	Neskantaga First Nation
Ennis Jacob	Webequie First Nation

KEY PRIORITY AREA:

The MPS program provides financial, counselling support services, visits students at local post secondary institutes, maintains a database, a liaison for the MPS Advisory, Students and Post-Secondary Institutes. The MPS staff continues to be a member on various committees to represent our students throughout the year.

For the 2018 – 2019 year the MPS had honored 30 Post-Secondary Graduates from the five participating Matawa Post-Secondary Communities. The banquet was held at the Victoria Inn on June 6th, 2019 to honor the graduates and the Matawa/Rotary Award winners.

For the 2018 – 2019 Post-Secondary School year the MPS program had enrollment of ninety-seven (97) students with sixteen (16) student withdrawals throughout the year. Enrolment is based on the number of applicants the MPS program budget can fund.

ACCOMPLISHMENTS:

In October 2018, the MPS Program changed the monthly newsletter to an electronic format using “Mailchimp”, which seems to be more beneficial to students. The purpose of this newsletter is to keep students informed of events, resources, deadline dates, bursaries etc., along with links provided for students to access a variety of information.

Maadaadizi Post-Secondary Student Orientation:

In 2013, a Committee was formed in Thunder Bay consisting of representatives from local Post-Secondary Institutes and participating Post-Secondary administering agencies. Maadaadizi means “he/she starts a journey”, in the Ojibwe language. It’s a special day to welcome post-secondary First Nation students and their families to the post-secondary institutions and to the City of Thunder Bay. The event includes Aboriginal role models as keynote speakers and musical performances. Information booths by various organizations are set-up with information and resources for students, children’s activities, prizes and refreshments. This event is free and everyone is welcomed to attend.

This event is hosted annually at the beginning of the post-secondary school year. The 2018 Maadaadizi orientation was held at the Marina Park on September 8th with keynote Dr. Niigaan Sinclair, Professor, commentator and author. Dr. Niigaanwewidam James Sinclair is Anishinaabe, originally from St. Peter’s (Little Peguis) Indian Settlement near Selkirk, Manitoba, and is an Associate Professor and current Head of the Department of Native Studies at the University of Manitoba.

The 2019 event will be held at the Marina Park on September 7th. This year's keynote will be Jordin Tootoo. Jordin John Kudluk Tootoo MSM is a Canadian former professional hockey player. His final contract was played with the Chicago Blackhawks of the National Hockey League. Tootoo has previously played for the Nashville Predators, Detroit Red Wings and New Jersey Devils. After his 15-year career, Tootoo now travels to First Nation communities across Canada to share his life story as a former professional hockey player and to advocate for mental health awareness, at-risk youth supports and suicide prevention.

The Maadaadizi orientation is funded by various organization donations along with the three (3) post-secondary institutes that donate financially and in kind. The Committee also hosted student gatherings and a feast at the three (3) local post-secondary institutes. The purpose of the gatherings is to get the students and support staff together to get familiar with the resources available.

Matawa Rotary Bursary Program:

The Bowmanville Rotary Club and Matawa Education Department have been in partnership since 2008 to administer the annual bursary program. The award categories are: Elementary, Secondary, Post-Secondary, Apprenticeships/ Training and Adult Education. The bursary award criteria are based on literacy, class participation and personal achievements. The bursary award criteria were determined by participating Matawa School representatives and the Bowmanville Rotary Club Mandate. The Matawa Education Staff facilitate the application process, recruit a judging panel with representatives from local post-secondary institutes and teachers. The intention of the bursary is to honour our community members and encourage them while they work towards their educational journey. The 2019 awards event was held on June 6th at the Victoria Inn along with the MPS Grad Recognition.

Aboriginal Youth and Recognition Awards (AYARA)

AYARA was established in 2004 with community partners and generous sponsorship from various organizations and companies. Matawa Post-Secondary Staff continue to be members on this committee. Matawa First Nations Management is a sponsor for this event as well as the Education department and MEC.

AYARA believes that recognizing a person for their achievements is a great way to build self-esteem and showcase our role models. The awards are based on efforts made by youth and not necessarily always on accomplishments. AYARA recognizes a wide variety of achievements in areas of academic, artistic, athletic, community leadership, volunteering, personal achievement and culture. AYARA recognizes youth that have been nominated from the local schools as well as Northwestern Ontario.

The 2019 AYARA Banquet was held in Thunder Bay on May 1st at the Italian Hall. We are pleased to say that thirteen (13) students from our Matawa Communities were recognized.

OPPORTUNITIES:

The past year the Post Secondary Coordinator had the opportunity to work with the PASS Administrator and Education Manager to partner with the University of Ottawa to deliver an ITEP (Indigenous Teacher Education Program) for the Matawa Communities. Although the program won't run this summer it is the hope that this will be offered next July 2020 if there are enough eligible students.

The MPS Student Support Worker has been appointed by the Board of Governors' of Confederation College to sit on the College Access Program Advisory Committee. The Vice President from Confederation College, Centre for Policy and Research in Indigenous Learning, would like Matawa Post-Secondary on the Negahneewin Council in the upcoming year.



Economic Development

Advancing Economic Opportunities by Helping Create Opportunity-Ready Matawa Communities

STAFF:

Jonathan Neegan, Economic Development Advisor
Brent Edwards, Business Support Officer
Audrea Sturgeon, Business Support Officer
Alexandra Kavalchuk, Economic Development Assistant

OVERVIEW:

The Matawa Economic Development Department works with our membership communities to promote and foster sustainable economic development through the delivery of quality information products capacity building initiatives and collaborative working projects throughout our region.

We believe in sustainable economic development and that what we do today will impact the next seven generations and we wish to leave them a testimony of our commitment to business excellent and a legacy for which our people will be renowned for.

We also assist our membership communities and aspiring entrepreneurs with business planning, financing, negotiating and strategic planning.

COMMITTEES:

See next page for a listing of the various committees the Matawa Economic Development Department works with.

KEY PRIORITY AREA:

The Matawa Economic Development Department will get key community feedback and work with our Economic Development Officers and other Matawa Departments to look at infrastructure and capacity building projects which will include the following:

1. Sustainable Energy
2. Housing Project
3. Water Treatment & Sewage
4. Communications
5. Training & Capacity Building

ACCOMPLISHMENTS:

Sustainable Energy

CHALLENGES:

Rapid Lynx Broadband Project

Province of Ontario Agreement

Due to Ontario province's delay in approving the final budget and contribution agreement for the project, we experienced delays in ordering fiber materials for long-haul construction, for which lead time is expected to be 12-14 weeks. In addition, tariffs on U.S. steel entering Canada could raise the price significantly. We were able to work with AFL and its Canadian distributor such that Rohl could place a cancellable order for fiber for the first 120 kms of the network. This allowed AFL to order raw materials, including steel, to manufacture fiber for the Rapid Lynx project, and provide enough materials to meet the need for delivery this year.

OPPORTUNITIES:

Next Steps:

1. Community Survey & Feedback
2. Economic Development Inventory
3. \$2 Billion Pre-approval Financing Available
4. Community Infrastructure Building
5. Community Training & Capacity Building
6. Regional Economic Development Strategy

All concepts have been developed as proven projects but will be adapted to need the needs and wants of the community.

MATAWA ECONOMIC DEVELOPMENT COMMITTEE:

Vacant (Aroland First Nation), Lorraine Wesley, Economic Development Officer (Constance Lake First Nation), Ben Waswa, Economic Development Officer (Eabametoong First Nation), Leslie O’Nabigon, Economic Development Officer (Ginoogaming First Nation), Darcy Waboose, Economic Development Officer (Long Lake #58 First Nation), Robert Moonias, Economic Development Officer (Marten Falls First Nation), Edward Moonias, Economic Development Officer (Neskantaga First Nation), Byron Wapoos, Economic Development Officer (Nibinamik First Nation), Glen Wabasse, Economic Development Officer (Webequie First Nation).

MATAWA ENERGY WORKING GROUP:

Mark Bell (Aroland First Nation), Lorraine Wesley (Constance Lake First Nation), Wayne Neegan (Constance Lake First Nation), Ben Waswa (Eabametoong First Nation), Joseph Waswa (Eabametoong First Nation), Leslie O’Nabigon (Ginoogaming First Nation), Peter Raseych (Ginoogaming First Nation), Darcy Waboose (Long Lake #58 First Nation), John Onabigon (Long Lake #58 First Nation), Robert Moonias (Marten Falls First Nation), Lawrence Baxter (Marten Falls First Nation), Byron Wapoos (Nibinamik First Nation), Edward Moonias (Neskantaga First Nation), Gary Quisess (Neskantaga First Nation), Glen Wabasse (Webequie First Nation), James Suganaqueb (Webequie First Nation).

MATAWA BROADBAND WORKING GROUP:

Mark Bell (Aroland First Nation), Lewis Nate (Eabametoong First Nation), Ben Waswa (Eabametoong First Nation), Robert Moonias (Marten Falls First Nation), Lawrence Baxter (Marten Falls First Nation), Gary Quisess (Neskantaga First Nation), Byron Wapoos (Nibinamik First Nation), Matthew Sofea (Nibinamik First Nation), Harvey Yellowhead (Nibinamik First Nation), James Suganaqueb (Webequie First Nation), Glen Wabasse (Webequie First Nation)



Health Co-operative

Circle of Belonging



MATAWA HEALTH
CO-OP

COMMITTEE:

The Matawa Health Co-operative is a legal entity and has its own board of directors. The board consists of Health Directors representing the nine communities:

- Robert Baxter, Chair/President, Eabametoong First Nation
- Annabelle Mendowegan, Vice-Chair, Aroland First Nation
- Sheri Taylor, Secretary/Treasurer, Ginoogaming First Nation
- Lydia Iserhoff, Constance Lake First Nation
- Sharon Sakanee, Neskantaga First Nation
- Jeffrey Jacob, Webequie First Nation
- Evelyn Baxter, Marten Falls First Nation
- Judy Desmoulin, Long Lake #58 First Nation
- Annie Oskineegish, Nibinamik First Nation

The Matawa Chiefs in Assembly, 2016, mandated the Health Directors to establish the Matawa Health Co-operative.

“A health co-operative means ownership by us and our communities. It is about providing the best services for our people, sharing resources and managing/operating our own health system. We choose to work together in unity to break the barriers, to close the gaps and to find true pathways to healing.”

STAFF:

Frances Wesley, Executive Director
Leanne Whitehead, Administrative Support (shared with Health & Social Meno Biimadeswin)
Ila Beaver, Mental Health (shared with Health & Social Meno Biimadeswin)
Waverly Purrunen, Mental Health Worker
Pierrette McLeod, RN, Acting Clinical Supervisor
Kelly-Rae Kabatay, RN, CDE
Sacha Torkelli, RN, Footcare (contract)
Justin Chapdelaine, RN
Daisy Sugarhead, RN
Alison Linklater, RN, CDE Specialized Nurse Consult (contract)

OVERVIEW:

To improve health services to the nine Matawa First Nation communities by enhancing existing health services to achieve long-term health and well-being for all Matawa community members.

KEY PRIORITY AREA:

Through the knowledge and experience of the Health Directors and engagement sessions in all nine First Nation communities—the Matawa Health Co-operative has been directed to give priority to three main areas of health:

- Mental health and addiction services
- Diabetes services
- Chronic diseases

ACCOMPLISHMENTS:

- Established our Primary Care Health Team (4 Registered Nurses, one certified as a Diabetes Educator, one Footcare Specialist and two part-time physicians, two are pending).
- Mental Health Wellness and Support initiative will have three full-time Mental Health Workers; currently have one position filled
- Branded our Health Co-operative, own logo and promotional materials
- Tripartite Agreement with Matawa, Eabametoong First Nation and Northern Ontario School of Medicine for the Remote Residency Program
- Working in partnership with Nishnawbe Aski Nation Health Transformation
- Partnership with Anishnawbe Mushkiki Health Access Centre, walk-in clinic
- Member of Health Care Co-operatives Federation of Canada and Physician Recruitment Committee of Thunder Bay
- Developing our Nursing Transfer initiative

CHALLENGES:

- Infrastructure in the communities
- Staffing (need a Nurse Practitioner)
- Need F/T Physician
- Community Engagement Liaisons
- Accommodations in the communities
- Travel costs to communities
- Scheduling community visits

OPPORTUNITIES:

- Our Health Co-operative Hub Model is the first of its kind in Canada, and works for our First Nations--being owned by our First Nations we are breaking new ground in our communities being the first at some of the initiatives we are undertaking
- We consider practical, on-the-ground solutions, directly impacting our people—as some of the major tenants of health transformation
- Collaborative care model
- We can better incorporate our cultural knowledge and ways of healing into our health system
- The nine First Nation communities work together to plan, design, and promote community-based services largely focusing on health promotion and disease prevention, including: chronic disease prevention and management, mental wellness and substance use, diabetes prevention, environmental health, and traditional healing
- Open to other innovative practices and patient-centred solutions
- Can better incorporate our cultural knowledge and ways of healing into our health system
- Will continue to travel to our communities and will continue to hire additional staff (ie. Nurse Practitioners, etc.) to reach our full complement



Matawa First Nations Management

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The Power of Unity
The Dignity of Difference