

Nisichawayasihk Cree Nation
YEAR IN REVIEW

2004-



2004-05

Annual Report

November 2005

NISICHAWAYASIIHK CREE NATION *Vision*

*To exercise sovereignty that sustains a
prosperous socio-economic future for the
Nisichawayasihk Cree Nation.*

*Kita pimohtatiahk tipithimisowin
Kita ati mitho pathihtamasoiahk
Kewetaskihtowi pimatchowininow
Nisichawayasi Ithiniwak Ohci.*



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Where there are any discrepancies between the summaries of the financial statements contained in this report and the full audited reports, the information contained in the full audited reports will prevail.

OUR GOAL IS TO BUILD A STRONG FOUNDATION FOR
OUR FUTURE... BY IMPROVING OUR SOCIAL SERVICES
AND OVERALL WELLBEING AS A COMMUNITY.

CHIEF AND COUNCIL

MESSAGE FROM *the Chief*



The past year has been an exciting and challenging time for our community. In addition to the ongoing negotiations associated with the proposed Wuskwatim development, there have been a number of significant agreements settled.

Among them is the settlement of Claim 138 with Manitoba Hydro and the Canadian government relating to compensation for potable water. The agreement provides funds for water and sewer infrastructure, maintenance and upgrades, as well as training assistance to ensure our Members have the expertise to operate and maintaining these upgraded and new systems.

Our community has also come together to support our brothers and sisters of South Indian Lake as they move closer to finalizing an agreement to create a new and separate First Nation.

There have been many other positive developments as more people take part in community activities and events and

share their experiences with others. One such event was the Grief and Loss Conference held earlier this year, which was designed to help our people heal from individual experience as well as a collective pain and suffering resulting from 100 years of injustice.

We are moving forward together so we can begin to celebrate our many achievements of the past year and those yet to come, such as the Atoskiwin Training and Employment Centre, which is expected to open this fall. Our young people now have real opportunities to pursue their goals and career aspirations without having to move away from home.

Other projects we have been working on include a revision to our Election Code to keep pace with the expectations of our Members, the development of a new blueprint for the design of our community to improve our livings standards and other strategies to improve the health and social wellbeing of our Members.

The community is committed to improving our quality of life, evident by the many who competed in the Community Beautification Contest. There were many winners and honourable mentions, with Elizabeth and Norman Linklater taking first prize for their efforts.

Staff and volunteers have worked very hard to make this community a better place to live. Please review this Annual Year in Review for 2004/05 to learn more about what is going on in our community.

We hope to have an opportunity to discuss these issues with you as we plan for the future.

Best regards,

Chief Jerry Primrose
Nisichawayasihk Cree Nation



COUNCIL *Portfolios*



Chief Jerry Primrose

- External Affairs
- EMO
- South Indian Lake
- Finance
- Community Infrastructure
- Education



Councillor Shirley Linklater

- Employment & Training
- Administration & Personnel
- Social Services
- Economic Development
- Finance



Councillor Jimmy Hunter-Spence

- Justice, Law & Policing
- Bereavement
- Elders
- Forest Industries
- Public Works



Councillor Agnes Spence

- Family & Community Wellness Centre
- Medicine Lodge
- Band Membership
- Women and Elders



Councillor D'Arcy Linklater

- Bereavement
- Self-Government
- Resource Management
- Elders
- Culture
- Cree Confederacy
- Frame Agreement Initiative



Councillor Wm. Elvis Thomas

- Trust & Future Development
- Finance & Economic Development
- Housing
- External Affairs
- Self Government
- Communications & Public Relations
- Health & Personal Care Home
- Men and Youth
- Post Secondary Education
- Employment, Training and ATEC
- South Indian Lake

LEADERSHIP & PARTNERSHIP Roundtable

Message from the Executive Directors

We hope you enjoy reading the second edition of the Nisichawayasihk Cree Nation Year In Review, produced by the Leadership & Partnership Roundtable (LPR).

The LPR is committed to keeping you up-to-date on the activities of our NCN organizations. As part of this commitment, we have produced this Year In Review Annual Report and organized the third annual Year-In-Review Assembly to review the activities of our public services and organizations.

Last year's Assembly was a great success and has helped us make this year's gathering even better. This report has been produced as a direct result of the information and feedback we gathered there.

The feedback gathered at this year's Assembly will help our organizations develop plans to meet the needs of the community.

Thank you for attending this year's Assembly. We look forward to hearing your views on the services offered in our community.

The LPR is made up of the executive directors of NCN incorporated and non-incorporated organizations. The aim of the LPR, established in January 2003, is to maximize the effectiveness and efficiencies of NCN organizations to better address the needs of the community in a holistic manner.

NCN Leadership and Partnership Roundtable

Theresa Yetman

Band Administration, I/Chief Executive Officer

Shannon Yetman

Band Administration, Associate CEO

Marcel Moody

Future Development, Co-manager

Joyce Yetman

NCN Trust Office, Acting Executive Director

Jim Moore

Gilbert McDonald Memorial Arena, Manager

Matt White

Nelson House Education Authority, Director of Education

Ed Azure

Nelson House Medicine Lodge, Executive Director

Ezra Bogle

ATEC, Executive Director

Jeff Hunter

Human Resources Development, General Manager

Felix Walker

Family and Community Wellness Centre, Executive Director

Carol Prince

Personal Care Home, Executive Director

Mike Cullen

Housing, Executive Director

Leonard Linklater

Development Corporation, General Manager



NCN ADMINISTRATION

MESSAGE FROM THE *Interim Chief Executive Officer*



Theresa Yetman
Interim Chief Executive Officer

Greetings everyone! I hope you enjoy reading the second edition of NCN's annual report. NCN organizations and entities leadership, management and staff have worked diligently to present the membership with our 2004/05 annual report, which highlights the accomplishments, challenges and plans for the current year.

This past year, Chief and Council had 25 regular council meetings and passed 96 motions. Individual Council members and/or managers primarily carry out the tasks associated with the Council's decisions.

Just to give you a brief update on laws, policies and Band Council Resolution's approved by Council, on April 27, 2005, Council approved the first reading of the Finance Bylaw and the Nisichawayasihk Personnel policy, reviewed and prepared by managers, supervisors and workers. Council also reviewed the Education Authority organization's bylaws with its Board of Trustees and proclaimed National Addictions Awareness Week in

November. Some bylaws and policies are still in the process of being developed, including the Election Code, Housing Policy, Environmental Bylaw and Finance Bylaw.

Among the objectives for the new fiscal year, is to have a community meeting to review and get feedback from the Members as part of finalizing the Finance Bylaw and amendments to the Election Code. The community meeting to review amendments to the Election Code will be held once a report of the findings of the Election Code review is distributed to the membership. Priority will also be given to putting a Finance and Nisichawayasihk Trust Policy in place for the Nisichawayasihk Cree Nation agencies and department.

Over the past year, the Human Resource has focused on putting in place written employment contracts for managers and independent contractors, with 12 contracts being completed. Employment contracts are essential to understanding the terms and conditions of employment with NCN.



NCN Administration Staff

In the past year, NCN has made a number of significant capital investments including new VLTs, air conditioning/humidifier for the new VLT building, a new water delivery truck, a thermal imaging camera and truck for the fire department.

In 2004/05, we renewed NCN's five-year Canada First Nations Funding Agreement and are also working on updating the First Nations and Inuit Health Branch (FNIHB) consolidated Funding Agreement, as it pertains to medical transportation. The renewal of the FNIHB agreement is intended to better address the needs of the community as it relates to medical transportation to the local Nursing Station and Thompson. The ambulance service will continue providing medivac services.

We have maximized the use of resources, expending \$29 million last year on social assistance, education, economic development, band membership registration, capital, fire protection, roads and bridges, sanitation, water and community buildings. To address the deficit, we have developed a financial priorities matrix for this current fiscal year. The priorities focus on generating additional revenue and accessing additional funding for NCN through business opportunities and funding proposals.

Our primary objective for this fiscal year is to retire the accumulated operating deficit of approximately \$1.7 million, with minimal impact to the quality of services to the community. We need to demonstrate stability and consistency over a period of time and this is being done in cooperation with all NCN organizations, agencies and departments.



MESSAGE FROM THE *Associate Chief Executive Officer*

Welcome to the Nisichawayasihk Cree Nation Year in Review for 2004/05. We have had a successful and a challenging year as we have worked together to achieve many of the goals we set out in our last report. While I have been in this role for six years, this past year has been one of greater focus on specific areas of the NCN Administration, in order to provide leadership and guidance to the following areas:

- Probation and Justice
- Youth Initiative
- Membership, Electoral Staff
- Support Staff
- Wechewewin Program Policy
- Health Canada Contribution Agreement

YOUTH INITIATIVE

My personal highlight of the year was taking a hands-on role in assisting the Youth Initiative Program to achieve its goal of establishing a new youth resource and recreation centre. These facilities are already operating and are

well used by youth. I look forward to the official opening of the facility later this year, when all NCN members are invited to take part in the celebration of our youths' achievements.

The goal for the current year is to maximize our community's resources by removing duplication of programs and services for our youth. By working together, we can achieve more for our community.

PROBATION AND JUSTICE

Our Community Justice Program has also been very successful in bringing youth and families together to address crime in our community. Rather than going to jail, offenders, particularly young offenders, are referred to the Community Justice Program for mediation. It is an effective way to get people talking about the root cause of problems that have led to the offending in the first place.

ELECTRONIC BALLOTING SYSTEM

One of the most innovative projects I was involved in over the year in review



Shannon Yetman

Associate Chief Executive Officer

was the research into buying an electronic balloting system for our First Nation, which is the same used by the City of Winnipeg and for provincial and federal elections. We hope this new system would be place in time for our next vote, whether it be a referendum or an election.



Danielle Moose
Band Membership Clerk

NCN Membership

INDIAN REGISTRY PROGRAM

Duties and Responsibilities:

- Continue to maintain the NCN Band List
- Compile various lists and statistics
- Discover and report events to DIAND – MB Region on a monthly basis.
- Issue Certificate of Indian Status (CIS or Status Cards)
- Assist with the Annual Treaty Payments (usually held on first and second day of the NCN Summer Festival)
- Update and implement the NCN Membership Code, with assistance from the NCN Membership Committee (which has yet to be selected)
- Assist members with the completion of various forms, such as birth certificate and Social Insurance Number cards.

Other Duties Completed by the NCN Membership Clerk

- Photography as per request from NCN Band Administration
- Preparation and printing of various documents (ex. Order of Services, Signs, etc.)

NCN MEMBERSHIP STATISTICS

Residence:	Dec. 31, 2004	April 30, 2005
On Reserve:	2,472	2,552
On Other Reserves:	24	24
South Indian Lake:	1,024	1,019
Off Reserve:	1,489	1,445
TOTAL POPULATION:	5,008	5,041

Certificate of Indian Status Issued in 2004: approximately 600.

EVENTS COMPLETED JANUARY 2004 – DECEMBER 2004

Events:	In Office	By DIAND – MB Region
Births	74	13
Deaths	15	0
Marriages	5	0
Misc. Amends.*	27	1
New # Requests**	64	0
Divorces	0	0
BCR Transfer (IN)***	0	15

EVENTS COMPLETED JANUARY 2005 – APRIL 31, 2005

Events:	In Office	By DIAND – MB Region
Births	38	2
Deaths	11	1
Misc. Amends.*	110	1
Marriages	0	0
New # Requests**	0	0
Divorces	1	0
BCR Transfers (IN)***	0	2

* Misc. Amends. are personal information changes such as name, birth date and residence code amendments.

** New # Requests are requested by individuals who have reached the age of majority and require their own treaty number.

*** BCR Transfers (IN) are transfers that were approved by the NCN Chief and Council. There were only a few completed, and others will be reviewed once the NCN Membership Code has been reviewed and updated.



COMMUNITY Justice

This year the Justice Committee was active with youth and adults referred from different sources in the community, including the RCMP who took an active part in healing circles and the ongoing healing process with individuals. The Magistrate and Provincial Court also played a role with the healing process in our community with individuals attending court. Individuals referred to our program are obligated to complete all program requirements imposed by the committee or courts.

Community members referred to the Justice Committee are each given a disposition to complete counselling, community hours and/or face their victim in a healing circle. Committee members are actively involved with offenders in assisting them with their needs and capabilities to cope with their offence. Offenders that fail to comply with their disposition are

referred back to court or the referral source. Offenders in our program have the following advantages.

1. *No criminal record*
2. *Restoration to victim, offender and community*
3. *Victim and community involvement*

There are five Justice Committee members, with one representative from the Nisichawayasihk Police Detachment. Each committee member is obligated to attend scheduled meetings or spontaneous meetings. Each referral is different and handled according to each individual(s)' needs and circumstances.

Referrals from Crown (Post Charges) 28

Referrals from RCMP/Band Police/Community (Pre-Charge) 09

Note: These files are closed with referring sources.

The Community Justice Worker is responsible for opening, closing and presenting each file to the Justice Committee. The Community Justice Worker ensures each file is handled according to each individual(s)' needs. The Community Justice Worker attends each scheduled court sitting, or if the need should arise, attends court in Thompson to represent or support our community members, drawing on the following resources for additional support:

- NNADAP
- Pisimweyapiy Counselling Centre Program
- Domestic Violence Program
- Family and Community Wellness Centre Counselling Program

Each individual referred to community resources are obligated to return with a completion letter.

PROBATION *Services*

Probation Services networks with various resources of Nisichawayasihk Cree Nation where it enables the individual to serve their probation order or their conditional sentence in the community.

The conditions of the probation order/conditional sentence are to address problem areas on which the individual needs to focus on, to possibly eliminate his/her re-offending.

Probation Services also uses the restorative model where it operates in conjunction with the Community Justice Worker and the Justice Committee.

The Fine Option Program is also available, where individuals can work off their fines in the community.

CRIMINAL CODE OFFENCES

	2004/05	2003/04
General Assault	18	16
Partner Abuse	48	33
Sexual Offence	2	1
General Probation	5	-
Drinking and Driving	-	17
TOTAL	73	67

FINE OPTION PROGRAM

	Adult	Youth
Completion	6	5
Partial Paid Balance	1	0
Total Successful	7	5
Failed to Return to Work	1	0
Failed to Begin	2	0
Total Unsuccessful	3	0

COMMUNITY SERVICE ORDER PROGRAM

	Adult	Youth
Completion	0	2
Total Successful	0	2
Failed to Return to Work	0	0
Failed to Begin	1	2
Total Unsuccessful	1	2



Eleanor Dumas
Probation Officer



Kathy Fourre
Probation Officer



WECHWEWIN *Program*

The Nisichawayasihk Cree Nation believes people with grief or under duress concerning a loved one suffering with a serious illness or accident, and/or the loss of a loved one, may need community support. The financial obligations related to the serious illness, accident or loss is traditionally shared by the whole community.

From time to time, individual NCN members and families require funding for transportation, meal and accommodations during such circumstances. The Nisichawayasihk Cree Nation believes that every available resource, especially those within the community, should be used to support the family with its financial obligations.

It is expected that the family will build links to community resources to assist them with their circumstances. The Nisichawayasihk Cree Nation assumes responsibility to ensure financial assistance is available to families in need by using the revenue generated by Nisichawayasihk Gaming.

Chief and Council established the Wechewewin Program guidelines to ensure families are treated fairly and to achieve the best value of available funds. Chief and Council delegate the responsibility for the administration of the Wechewewin Program to staff, primarily the Associate Chief Executive Officer.

THE NISICHAWAYASIIHK CREE NATION APPROVED ITS
OWN ELECTION CODE ON JULY 7, 1998. NCN HAS HAD
TWO ELECTIONS UNDER THIS CODE.

ELECTION *Code*

Message from the Electoral Officer

My appointment as electoral officer was presented to me in the summer of 2004. After careful consideration, I assumed my duties as electoral officer on February 1, 2005. My primary duty is to ensure fairness and impartiality within the election system in Nisichawayasihk.

One of the first things any election official has to do is sign an oath that states the official is legally qualified to act as an electoral officer, deputy electoral officer or other officer and that the officer will act faithfully in his/her appointed capacity and perform all the duties required under the Election Code of the Nisichawayasihk Cree Nation without partiality, fear, favour or affection. And finally, that the official will maintain and aid in maintaining the secrecy of voting pursuant to this election code. This is the oath that governs my appointment, and it is with honesty and humility that I accepted this position. My appointment is for five years.

The highlights of the year include a visit to Winnipeg with Rick Linklater, the Deputy Electoral Officer.

We traveled to Winnipeg in April to observe the Winnipeg City By-election. We started our day at 8:00 a.m. with a behind the scenes look at the opening of the polls. The staff had already started at 7:00 a.m., so we had the opportunity to observe the election officials deal with the last minute glitches, such as candidates' posters being too close to the road, one polling station not having any pencils, another polling station without an extension cord long enough and so on. But even with these problems, the by-election went smoothly. We were escorted around the city by one of the employees from city hall.

Our visit ended when the results of the election were posted, within an hour of the polls closing. This was accomplished because the City has a voting machine that has the ability to count and post the results within minutes of the polls closing. My hope is that the



Jacqueline Spence
Electoral Officer

membership of Nisichawayasihk will adopt this system for the next Chief and Council election.

The plans for the next year include the selection and training of the election officials for our Cree Nation and the preparation for the Wuskwatim referendum and the election of Chief and Council in 2006.

I have an open door policy. I welcome community members to visit my office and voice any concerns you may have with regard to elections. The Deputy Electoral Officer and I will ensure your questions are answered.



ELECTION *Code Review*

During the Year in Review, the Nisichawayasihk Cree Nation conducted a review of the Election Code to ensure it continues to be responsive to the community and membership of NCN.

The overall review was facilitated by Band Interim Chief Executive Officer Theresa Yetman under the direction of Chief and Council. NCN Member Dr. Freeda Hart, compiled the results of the survey, conducted between April and June 2004, in association with Dorothy Hart and Bedla Francois.

Nearly 100 people responded to the survey and others took part in other activities related to the review. The results have been made available to Members in a newsletter and will be subject to of a meeting where Members will have an opportunity to make further comments before changes, if any, are made to the current Election Code.

Neither Indian and Northern Affairs Canada, nor the Minister responsible will be involved in amending the Election Code. It is up to NCN to decide.



NCN Youth Initiative

In 2004 the NCN Youth Initiative continued to use community resources, build and establish partnerships, in their efforts to stop the duplication of services. The NCN Youth Initiative also received two buildings to renovate and re-open to the youth. These buildings are the Youth Resource Centre, and Youth Recreation Centre.

The Youth Resource Centre will offer day-to-day programming and activities. In this building, you will find on-line computers, pool tables, foosball tables, an air hockey table, youth friendly resources and a workshop/presentation room. Here we will focus on seven program areas of education, employment, empowerment, teen health, music and dance and Cree culture and traditions.

The NCN Youth Initiative, in partnership with the Education Authority, will also renovate and re-open the Duncan Wood Memorial Hall to serve as new high school gymnasium and Youth Recreation Centre, after

school hours. Here you will find two change rooms, a canteen, an equipment storage room and two offices upstairs for the high school phys-ed teacher and NCN Youth Initiative Coordinator.

This year we continued to offer our Youth Trapping Program, where we took youth out to one of our local camps. The Trapping Program allowed our young people to get hands on experience in trapping. At camp, we learned winter survival skills, land management, resource management, various trapping techniques and trapping safety.

We also held our annual Cree-Ative Winter Survival Competition, where we had over 40 participants. The Cree-Ative Survival Competition consists of four phases of different creative skill testing activities.

The NCN Youth Initiative hired 30 students in partnership with our local Human Resource Authority. This year we had a Community Safety Watch where students monitored different areas of the community to ensure parks



Damon Yetman takes part in the Dog Derby

and basketball courts were safe and clean. We also did a Graffiti Clean-Up, where we partnered with the Housing Authority and painted over ALL the graffiti in the community.

Recently, the youth committee elections took place with three youth leaders re-elected and four new members elected.

YOUTH INITIATIVE PROGRAM COORDINATOR

Desmond Colomb

YOUTH LEADERSHIP COUNCIL

Sonny Hart, *Youth Speaker*

YOUTH LEADERS

Chantelle Spence

Kristen Dysart

Ganine Spence

Tyson Linklater

Herb Vystreil

Christopher Painter



Housing in R.C. Point

HOUSING Authority

Message from the Housing Director

The Nisichawayasihk Housing Authority Board has completed the governance section of the Nisichawayasihk Housing Authority policy. The governance section of the Housing Policy defines the roles and responsibilities of Chief and Council, the Nisichawayasihk Housing Authority Board of Directors and all employees of the Nisichawayasihk Housing Authority.

The Nisichawayasihk Housing Authority Board of Directors is currently scheduling final reading of the programs section of the Housing Policy. The Board will have the final draft of the policy completed for the community's review at this year's Annual General Assembly.

The Nisichawayasihk Housing Authority completed last year's six-unit and four-unit CMHC Housing construction program and all rental units are now fully occupied.

The six-unit project was constructed by McDonald Construction. The four-unit project was constructed by the Nisichawayasihk Housing Authority Apprenticeship Training program, using electrical, plumbing and carpenter apprentices.

IMPLEMENTATION

The Nisichawayasihk Housing Authority's current plan for implementation of the Housing Policy is being scheduled for early December. The Nisichawayasihk Housing Authority will visit each home at each housing unit to identify which program(s) tenants will be able to access. The purpose of home visits is to inform tenants of program options available to NCN Members. For example:

CMHC Housing Program

- A. Rental
- B. Rent to own

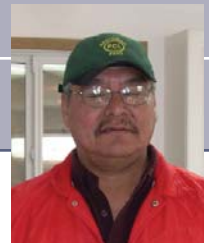
Trust Housing Program

- A. Rental unit
- B. Rent to own
- C. Mortgage (Purchase of existing)

It is the goal of the Nisichawayasihk Housing Authority to collect fees for all NCN Housing units by March 2006. Currently fees are collected by the Nisichawayasihk Housing Authority for CMHC units through payroll deductions or Social Assistance.



Michael Cullen
Housing Director



Jerry McDonald
Contractor

PLANS FOR THE CURRENT YEAR AUGUST 2005 - AUGUST 2006

- Construct a 24-unit apartment complex (proposal development for spring construction)
- Five-unit Muliplex N.H.E.A is currently under construction
- Four-unit CMHC Section 95 Rental Housing Program (currently under construction - tendered to McDonald Construction)
- Completion of the 2005 Trust Renovation Program
- Completion of water tank and sewage tank replacements
- RCMP housing unit and Police Station construction project
- Trailer court – R.C. Point
- 18-unit CMHC RTM Project (proposal for spring construction)
- CMHC six-unit Sec 95 new home construction project
- Implementation of Housing Policy and programs
- Five-year capital funds allocation plan (INAC)

The Nisichawayasihk Housing Authority will use the planned projects to continue our Apprenticeship Training Program.

VISION: FOUR WINDS SCATTERING AND NURTURING SEEDS OF SELF-RELIANCE

MISSION: YOUR TRAINING PARTNER IN EMPLOYMENT

HUMAN RESOURCE *Development Authority*

Message from the Human Resources General Manager

Greetings and Tansi. It is a pleasure to report to the community members on our department's activities. This past year has been a very exciting one, with many new programs, many partnerships, individual successes and shifts in the ways we provide programs and services.

Our team has done an excellent job in all aspects of working with our many partners, clients and associates, and I personally would like to thank them for their effort and commitment.

There were many opportunities in terms of employment and training that our leadership has initiated. It is our responsibility to prepare clients socially, in order to survive the change necessary to succeed in employment and training. We have put a lot of focus on the development and delivery of the life skills, emotional preparedness and cross-cultural programs for all HRDA clients.

Currently our government is evolving to new ways of doing business and providing effective and accountable services to our membership. To be consistent with NCN's new direction, our department and staff enhanced our vision and mission statements.

Below is specific information on all the activities of our department, with financial data included in the Financial Statements at the end of this Annual Report. If you have any questions or ideas to share, please don't hesitate to contact me or any of my staff.



Jeff Hunter

Human Resources General Manager



Cheryl Linklater
Comptroller



Karen Lewis
Administrative Assistant



Fred Prince
HR Executive Assistant



DEPARTMENT STRUCTURE & STAFF

NCN Office- Located on the 2nd Floor of the Main Band Office

General Delivery,
Nelson House,
Manitoba R0B 1A0

Phone 204-484-2332
Fax 204-484-2392

Board	Chief and Council		
Theresa Yetman	Chief Executive Officer for NCN		theresayetman@mts.net
Jeff Hunter	Department Manager	Ext 237	jmhunter@mts.net
Cheryl Linklater	Finance Comptroller	Ext 240	white_thunderbird@hotmail.com
Maggie Linklater	Employment Counselor	Ext 245	maggielinklater@hotmail.com
Karen Lewis	Finance Clerk	Ext 240	karenlewis@mts.net
Dr. Freeda Hart	Programs Coordinator	Ext 244	fahart@hotmail.com
Fred Prince	EI Programs	Ext 245	fgprince@hotmail.com

SIL Office- Located on the Main Floor of the OPCN Band Office

General Delivery, South Indian Lake,
Manitoba R0B 1N0

Phone 204-374-2271
Fax 204-374 2350

Jeff Hunter	Department Manager		jmhunter@mts.net
Nora Spence	Training and Employment Manager		noraspence@mts.net

FUNDING AGENCIES

- HRDC-Human Resource Development Canada /AMC Assembly of Manitoba Chiefs
 - AHRDA –Aboriginal Human Resource Development Agreement
- INAC-Indian and Northern Affairs Canada
 - Summer Student Employment & Youth Work Experience Program

2004-2005 PROGRAMS & SERVICES

Note: The following are the program areas used to fund projects as specified in the Aboriginal Human Resource Development Agreement with AMC and HRDC (Canada). Clients counted as South Indian Lake are/or were residents, physically living in South Indian Lake Community. All other Members, living elsewhere, were counted as NCN Members.

Programs	Services
1. Labour Market Programs	Employment Insurance Assistance
2. Youth Programs	Computer Insurance Assistance
3. Child Care Programs-Daycare	Computer Access for Resume Writing
4. Disability (Special Program)	High-Speed Internet Access
5. Urban Program	Job Search
6. Capacity Building	Training Research, Life Skills, Emotional Preparedness, Cross Cultural training, Business Skills

BACHELOR OF ARTS DEGREE (TEACHER) PROGRAM-PART-TIME

Delivery Agent:	University of Manitoba –Continuing Education Division
Coordinator:	Dr. Freeda Hart
Instructor:	Dr. Freeda Hart and U of M Instructors
Number of Students enrolled:	18 Nelson House 0 South Indian Lake
Program Partners:	O.K. School, Four Directions High School and ATEC

Description:

This is a part-time degree program geared toward training local NCN teacher aides in our school system to qualify to become full-time teachers. The program is in its

third and final year. Most students are expected to complete the program and move into the education degree portion at various universities in Manitoba that offer them their specific teaching specialties.

Outcome:

For 18 students from NCN to complete their Bachelor of Arts Degree in Nelson House.

Challenges:

Our current relationship with U of M is excellent, but it has required tremendous effort and time to achieve this. Universities frown on delivering community-based programs. Therefore, our department and leadership had to work hard to convince the U of M faculty to deliver this program, which is equivalent or better than the one delivered on campus. Another challenge was finding adequate classroom space, computer space and workspace. The students also had a difficult time getting daycare.



CERTIFIED GENERAL ACCOUNTANTS TRAINING PROGRAM

Delivery Agent:	Certified General Accountants Association of Manitoba
Coordinator:	Dayton Berenz
Instructor/Tutor:	Team Training Dayton Berenz
Number of Student Enrolled:	8 Nelson House 0 South Indian Lake
Program Partners:	Various NCN Employers

Description:

This is a part-time program in which current finance clerks from NCN organizations have the opportunity to train towards their CGA designation, while working full-time.

Outcome:

To have 8 full time employees attain their CGA designation.

Challenges:

This program is one of the easiest programs to deliver to the community, but one of the most challenging of all the programs for the students. It is very structured, non-lenient and requires a high degree of student commitment to the technical studies. Another challenge was finding adequate classroom space, computer space and workspace. The students also had a difficult time get daycare.

LIFE SKILLS –PROGRAM DEVELOPMENT AND TRAINING THE TRAINER PROGRAM

Delivery Agent:	Tulshi Sen. Consulting / Phaze Studios
Coordinator:	Jeff Hunter
Instructor/Tutor:	Tulshi Sen./Neil Thompson and Leona Sawicki
Number of Student Enrolled:	19 Nelson House 2 South Indian Lake
Program Partners:	Medicine Lodge, Wellness Center, O.K. School, N.N.O.C. High School, Social Services

Description:

To design, develop and present a life skills program based on Traditional Knowledge, using experienced consultants to facilitate. The program is designed to pass on Traditional Knowledge on visioning, goal setting, understanding of body, mind and spirit and using these to succeed in any training and employment situation.

Outcome:

Developing a life skills curriculum based on Traditional Knowledge and understandings, and training local trainers to be professional speakers to present the program.

Challenges:

One of the major challenges when delivering a program based on our culture is finding people or persons with enough integrity, understanding and knowledge of our culture that could assist in the development of the program and training trainers. Fortunately, we have an acclaimed international speaker working with our department to deliver the program. Another challenge was finding adequate classroom space, computer space and workspace. The students also had a difficult time getting daycare.

TRANSITIONAL YEAR PROGRAM

Delivery Agent:	University of Manitoba – Continuing Education Department and ATEC	
Coordinator:	Dr. Freeda Hart	
Instructor/Tutor:	Dr. Freeda Hart and U of M Instructors	
Number of Students:	13 Nelson House	6 South Indian Lake
Program Partners:	Nelson House Education Authority's Post Secondary Division NCN Social Services and ATEC	

Description:

To prepare and strengthen mature and grade 12 students from NCN and SIL for full-time university and college programs. The university program was enhanced to include life skills, emotional preparedness and cross culture training based on Traditional Knowledge and teachings to motivate, heal, vision and strengthen students belonging, identity and purpose.

Outcomes:

To have 19 students prepared to attend and succeed in any full-time university and college program.

Challenges:

Our current relationship with U of M is excellent, but it has required tremendous effort and time to achieve this. Universities frown on delivering community-based programs. Therefore, our department and leadership had to work hard to convince the U of M faculty to deliver this program, which is equivalent or better than the one delivered on campus. Another challenge was finding adequate classroom space, computer space and workspace. The students also had a difficult time getting daycare.



MISCELLANEOUS TUITIONS, BOOKS AND ALLOWANCES

Number	Program	Institution	Funding	Results	Employed
1	Aircraft Engineer	South Port College	Tuition/Books/Travel	Graduated-Honors	1
2	Cree Instructors	Lake Head University	Tuition/Books/Travel	Graduated	2
120	Life Skills	Soaring Eagles Seminars	Tuition	Completed	0
2	Cooks	Winnipeg Tech.	Tuition/Books/Travel	Graduated	2
3	International Trade Course	FNTDC	Tuition/Books/Travel	Completed	1
3	Business Admin.	KCC	Tuition/Books/Travel	Completed	3
1	Safety	Job Source	Tuition/Books/Travel	Completed	1
1	Mechanical Ventilation	Manitoba Training	Tuition/Books/Travel	Completed	1
1	Helicopter	BC Flight School	Match Contribution	Completed	1
1	Paramedic	Selkirk College	Tuition/Books/Travel	Completed	1
23	Basic Computer	Team Training	Tuition/Travel	Completed	15
1	Welding	Red River CC	Tuition/Books/Travel	Completed	1
1	Pre-Trades	Winnipeg Tech.	Tuition/Books	Completed	1
1	**Media Broadcasting	Texas University	Tuition/Books/Travel	Completed	0

Description:

To assist clients employed or unemployed in various trades and occupations by providing support to upgrade, enhance or recertify their skills or qualifications, to maintain or attain employment.

** Disability funds were used

Outcomes:

For clients to complete portions of the skill enhancement using our programs and services.

Challenges:

The current lack of funding in this area is one of the most challenging.

WORK EXPERIENCE, ELDERS & YOUTH PROGRAMS AND PROJECTS

Nelson House

Number	Program	Institution	Funding	Results	Employed
25	Youth-Elder Bridging	Four Winds-Minneapolis	Tuition/Travel	Completed	2
3	Apprenticeship Carpenter	NCN Housing	Work	Completed	3
1	Safety	Job Source	Tuition/Books/Travel	Completed	1
1	Mechanical Ventilation	Manitoba Training	Tuition/Books/Travel	Completed	1
1	Helicopter	BC Flight School	Match Contribution	Completed	1
1	Paramedic	Red River College	Tuition/Travel	Ongoing	1
23	Basic Computer	Team Training	Tuition/Travel	Completed	15
1	Disability	Global Television	Work	Completed	0

STATISTICS

Nelson House

Number	Program	Work Programs	Returned to Work	Training	Job Search
176	EI Clients	15	102	35	24
250	Youth	125	25	50	50
780	Regular Clients	25	100	50	605
1206		165	227	135	679

Note: A majority of the youth are employed seasonally in part-time work and/or training and workshops. As our role shifts from service provider to programs and service partner, our regular clients are registering with our new ATEC centre. Therefore, our client numbers should be starting to decline.

South Indian Lake

Number	Program	Work Programs	Returned to Work	Training	Job Search
132	EI Clients	2	56	4	70
33	Student Employment	33	0	33	0
243	Regular Clients	2	25	10	206
408		37	81	47	276

Note: A majority of these clients are based in South Indian Lake.



PROGRAMS & SERVICES FOR 2005-2006

Sponsorships:

# of spots	Program	Start date	Institution	Coverage	Criteria
10	Business Administration	Sept. 12, 2005	ATEC/KCC	Tuition/Books/Allowance	EI/Regular/Youth
18	Bachelor of Arts	On-going	ATEC/U of M	Tuition/Books-Tutor	Regular
06	CGA	On-going	CGA/ATEC	Tuition/Books-Tutor	Reimburse
26	Life Skills Trainers	On-going	T. Sen. Consulting	Tuition/Books	EI/Regular/Youth
25	Misc. tuitions/Books	On-going	Various	Tuition/Books/Travel	EI/regular/Youth

Work Experience:

# of spots	Program partner	Start date	Description	Coverage	Criteria
6	NCN Housing	August 2005	Carpentry Apprenticeship	Half Wage	EI/Regular/Youth
1	Abor-media	August 2005	Media Broadcasting	3/4 Wage	Disability
1	NCN Band Office	May 2005	Custodial	Full Wage	Regular
66	Student Employment	June 2005	Student Work Experience	Partnerships	Student/Youth
1	Public Works	July 2005	Plumbing Apprenticeship	Full Wage	Regular

Services:

Career Planning:

A full-time counsellor is available to assist clients with career planning. She has resources available to the general public on all institutions, training programs, funding availability and requirements, etc..

Four Winds Seminars:

A new entity within HRDA focused on providing life skills, cross cultural, motivational and business programs and workshops to community departments, organizations and businesses.

Special Project:

At various times the CEO and Chief and Council assign specific programs and projects for management and operations.

FUTURE PROGRAMS BEING DEVELOPED/NEGOTIATED**HELICOPTER TRAINING PROGRAM:**

Description:	To train 50 helicopter pilots from across the country in NCN and at Steinbach-based Provincial Helicopters
Current Coordinator:	Jody Linklater
Partnerships:	ATEC/Provincial helicopters/Province/INAC/Western Diversification
Start date:	April 2006
Status:	Feasibility study being done

LOG HOME BUILDING COURSE

Description:	To provide instruction in log home construction to 10-15 clients from NCN. One of the possible projects will be to build a high school.
Current Coordinator:	Jeff Hunter/Natalie Tays/ Matt White
Start Date:	May 2006
Status:	Meeting with International Association of Log Home Builders to develop a proposal for INAC



NCN Administration Finance Clerks Left to Right Cheryl Moore, Sarah Linklater and Barb McDonald



Yvonne Hart
Finance Comptroller



Support Staff Left to right Agnes Spence, Roberta Wood and Joyce Brightnose

INCOME Assistance

The Income Assistance Program has an open policy. Its goal is to help recipients find work, or to provide work experience. If recipients are unable to find work the following resources are available to them as a last resort.

NISICHAWAYASIIHK INCOME ASSISTANCE PROGRAM 2004/05

MTH/ YEAR	BASIC NEEDS	CMHC	USER FEE	HYDRO	GAURDIAN SOCIAL ALL	MONTHLY TOTAL	Number of Clients
4-Apr	\$289,024.89	\$32,792.00	\$9,500.00	\$44,361.24	\$19,064.34	\$375,678.13	1228
4-May	\$250,436.41	\$30,311.00	\$8,950.00	\$38,376.63	\$18,578.92	\$346,652.96	1241
4-Jun	\$238,028.06	\$25,428.00	\$7,600.00	\$24,940.24	\$18,723.38	\$314,719.68	1249
4-Jul	\$246,581.08	\$32,034.00	\$8,950.00	\$37,124.89	\$18,022.05	\$342,712.02	1259
4-Aug	\$203,380.60	\$33,261.00	\$8,600.00	\$22,296.95	\$17,177.12	\$284,715.67	1267
4-Sep	\$220,547.60	\$34,390.00	\$8,850.00	\$32,604.14	\$17,878.00	\$314,269.74	1275
4-Oct	\$224,497.26	\$34,666.00	\$9,000.00	\$36,282.47	\$18,562.42	\$323,008.15	1272
4-Nov	\$222,442.77	\$30,718.00	\$8,700.00	\$35,911.96	\$18,976.88	\$316,749.61	1290
4-Dec	\$239,997.66	\$31,561.00	\$8,800.00	\$35,762.24	\$18,257.00	\$316,120.90	1300
5-Jan	\$272,722.77	\$33,432.00	\$8,700.00	\$41,596.70	\$20,945.56	\$377,397.03	1312
5-Feb	\$242,097.46	\$35,516.00	\$9,050.00	\$41,304.95	\$18,931.42	\$346,899.83	1316
5-Mar	\$254,523.91	\$36,502.00	\$9,300.00	\$40,739.78	\$19,196.74	\$360,262.43	1327
TOTAL	\$ 2,904,280.47	\$ 390,611.00	\$ 106,000.00	\$ 431,302.19	\$ 224,313.83	\$4,019,186.15	15336



Diane Linklater
Income Assistance Clerk



Terrance Thomas
Income Assistance Clerk



POLICE *Services*

Message from the Police Chief Ryan Linklater

The NCN police were busy during the 2004/05 period, primarily focused of dealing with problems related to alcohol and drugs.

PEACE OFFICER NUMBERS HIGHEST EVER

The number of peace officers employed by the NCN Police Service was five throughout the year, but rose to six as David Kobliski completed a three-week training program in Portage la Prairie. Six constables is the most ever employed by the service and has helped us better respond during the busy periods, when family allowance and social assistance is paid. Even with the additional constable, the police service is struggling to meet demand. NCN Constables often feel overwhelmed by the high volume of calls and files coming in. At times we are dealing with six or more calls at a time, especially during summer festival weekends and socials when many people are out drinking.

At times it can be scary for NCN Police, because we don't know what is in store for us during our shift and even when we are off-duty. Many times we have to attend to drunk people walking around, harassing others, bumming money at VLTs, Northern, Family Foods and passing out on the road, trails, behind houses, inside public places and any other place that you can think of.

MOVE TO NEW LOCATION

The service relocated its base on August 8, 2004 to R.C. Point, where constables lodge and release prisoners. NCN Constables, with status, are the only constables that can arrest people.

Over the year, a total of 983 prisoners were lodged in cells. A total of 510 prisoners were transported to Thompson. While the cells were shut down, prisoners were driven half way to Thompson where they were met by RCMP and taken to Thompson cells. When it was time for their release, NCN Police would pick them up at the halfway point and return them to the community.

RCMP Officers or one of our NCN Police Officers escort all Mental Health Act prisoners to Thompson General Hospital or the Fanny Hartie Medical Centre (Nursing Station), where a doctor or nurse assesses them.

FOCUS ON DRUGS AND ALCOHOL

In the past year, the Police Service has focused on dealing with all suspected bootleggers and drug dealers. Some of the raids were successful, but the bootleggers adapted and started hiding their alcohol in better spots.

The RCMP and NCN have also been working together on the raiding of drugs. People have been supportive of the NCN Police in addressing bootleggers and drug dealing.

CRACK COCAINE A PROBLEM

NCN Police and the RCMP are working hard to educate the community about drugs and alcohol abuse and have distributed a brochure called Knock and Talk. The brochure explains the consequences about bootlegging and

drug dealing. Of particular concern is crack cocaine, because it's a serious problem in the community. The community has been invited to take part in forums about the dangers of crack cocaine. The community can ask questions or just listen and learn more about what they can do to help stop the use of this dangerous drug.

EDUCATION CAMPAIGN PROMPTS INCREASED REPORTS

Just recently the RCMP went live on our local TV and Radio station talking about crack cocaine. The community responses were good and positive. The Constables are opening files and taking statements as they are reported to the NCN Police.

In addition to the education campaign, the RCMP and NCN Police visited suspected bootleggers and drug dealers. All suspected dealers were advised that they are suspected of being involved in

illegal activity within the community. Then their homes are searched for alcohol and illegal drugs. In a couple of searches, the RCMP dog handler was called out to assist in these searches.

No significant seizures were made, but it scared some people to see the RCMP dog man in the community.

NCN COUNCIL SUPPORTIVE

Police officers have received support from the NCN Council with a Band Council Resolution in effect to address suspected bootleggers and drug dealers (BCR 313 08 97-005 E5468-4BAND).

The service's objective for 2005/06 is to fully enforce the Highway Traffic Act and Off Road Vehicle Act. Since there are now six Peace Officers, we can better monitor and fine people in breach of the law. This goal can be achieved with training for the NCN Police and a commitment from the RCMP and Chief and Council.

UNLICENCED DRIVERS A PROBLEM

There are a few individuals getting away with driving without a licence. It is a privilege to have a driver's licence, which some individuals don't seem to understand.

STATISTICS DON'T INCLUDE REPORTS TO RCMP

The following statistics are collected by the NCN Police, based on our files and the incidents reported to us. However, these statistics don't include files and calls reported directly to the RCMP. A greater number of cases are directly handled by the RCMP.

In conclusion, the NCN Police will continue to enforce the laws and serve and protect the well being of Nisichawayasihk Cree Nation.



NCN POLICE 2004 STATISTICS

Files	2004/05	2003/04
Total of Assaults	82	Assault 50 Assault Sexual 1 Assault Weapon 5
Total Assaults (Spousal)	51	59
Total Calls	22,742	16,751
Total Prisoners Lodged	983	1,579
Total Break and Enters	42	13
Total Minor Consumption	58	173
Total Mischief over/under \$5000	37	24
Total Mental Health Acts	34	50
Total Thefts	43	7
Total Vandalism	33	9
Arson	n/a	5
Breach of Conditional Sentence	n/a	4
Breach of Probation	n/a	4
Breach of Undertaking and Orders	n/a	4
Fraud	n/a	1
FIA	n/a	4
Impaired Driving	n/a	9
Liquor Control Act	n/a	2
Liquor seized (BCR)	n/a	1
Motor Vehicle Accident	n/a	3
Public Mischief	n/a	1
Bootlegging	n/a	1
Warrant	n/a	9
Utter Threats	n/a	5
Vandalism	n/a	9
Breach of the Peace	n/a	766
IPDA	n/a	324
Causing a Disturbance	n/a	70

PUBLIC Works

Message from the Public Works Director

I am pleased to present the Department of Public Works (PWD) 2004-2005 Annual Report. It has been a very exciting and productive year for the Nisichawayasihk Cree Nation Public Work Department. Our mission of providing services of the highest quality in the following areas:

- Water Treatment Plant
- Water and Sewer Delivery
- Recycling
- Animal Control
- Fire and Emergency Services
- Community Aesthetics
- Garbage Pick-up.

Our goal is to promote our services to the NCN community by protecting the health, safety and welfare of our people; this continues to be our driving force in our day-to-day operations.

WATER TREATMENT PLANT

Water is tested weekly to insure its purity. The PWD follows strict guidelines and regulations from the

Ministry of the Environment. These tests have been established to insure strict drinking water standards are met in order to insure that no contaminants or added chemicals exceed the standards. Raw, treated and distribution water samples are routinely tested for a wide range of parameters such as bacteria, e-coli, chlorine, and turbidity. The samples are forwarded on a monthly basis to the Enviro-test Laboratories in Winnipeg for further analysis.

WATER AND SEWER DELIVERY

Water and Sewer services are delivered to approximately 175 households and five businesses within the NCN community. These residents do not have access to regular water service and therefore need delivery service daily. Currently the PWD has a total of eight dedicated sewer and water vehicles. This enables the PWD team to efficiently and effectively provide this service to NCN households. Fortunately, this past year we had only experienced limited interrupted service.



Rick Linklater

Director of Public Works

RECYCLING

The objective of this program is to reduce the amount of waste entering our disposal grounds. Even though NCN residents are recycling more, there is still a lot of material that we aren't recycling such as aluminum cans. We continue to encourage and educate the community to utilize this program and become more environmentally conscientious.



Water & Sewer Truck Drivers



Water Treatment Plant Staff

GARBAGE PICK-UP

A new responsibility for the PWD is garbage pick-up. This service is provided on a weekly basis and caters to approximately 400 households. We are trying our best to accommodate every household in a given amount of time. Therefore, people need to be more accountable and keep garbage clear of animals at all times. For your convenience a schedule is provided on the local channel or contact the local PWD.

ANIMAL CONTROL

We continue to deal with the over population of stray dogs within our community. This is a concern due to the health and safety of our community member. We have destroyed a number of stray, nuisance and dangerous dogs. Still the numbers are growing at an alarming rate. We need to deal with this issue as a community and take responsibility for our pets, there has got to be a more humane way to control dog population within our community.

You can make a difference by having one or two animals per household and by properly restrain your pets in your yard.

COMMUNITY AESTHETICS

A number of local events have been held to support and encourage community beautification such as a yard contest and community clean-up (\$1.00/bag). These events have proved to be successful. A large percentage of community members participated. It was a job well done and I would like to take this opportunity to thank everyone who participated.

WORK OPPORTUNITY PROGRAM (W.O.P)

Work Opportunity Program is a program designed to give opportunities to people on social assistance. A total of 10 participants were hired this past year. They worked a 40-hour-week for approximately six months. Their duties included the community clean-up, cutting firewood, etc.

In closing, taking care of our community is a team effort. I would like to take this opportunity to thank all the staff for their hard work and dedication. I look forward to another challenging and productive year.

If you require any more information in regards to any of these services please do not hesitate to contact the PWD during regular business hours.



NCN Recycling Program's Graeme Linklater

COMMUNITY BEAUTIFICATION

Chief and Council commends and thanks all our citizens for their hard work and effort in beautifying our community.

This year we had 58 houses judged for the beautification contest, which are approximately 39 more houses than last year. We encourage more of our citizens to take part in beautifying our community.

Each address was judged as having the most attractive house, front and back yard. The judging was based on:

- Front and back yard - for garbage and junk pickup, maintenance of grass including having it mowed, weedless, green grass, square footage, landscaping, planting of perennials/annuals, ornaments and fencing.
- House – general maintenance of house including painting, colour coordination, condition of windows and doors, patio/deck, gazebo, garage, storage shed and drive way condition; and
- Overall effort, cleanliness and impact on the community.

Honorable mention is given to citizens who were considered for the awards, but didn't place.

COMPLETE LIST OF WINNERS

1st:	Elizabeth & Norman Linklater	\$5,000.00
2nd:	Debra Spence & William Linklater	\$4,000.00
3rd:	Marie & Marcel Moody	\$3,000.00
4th:	Leona & Earl Swanson	\$2,000.00
5th:	Melody & Ryan Linklater	\$1,000.00
6th:	Joyce Yetman	\$1,000.00
7th:	Ron & Angela Spence	\$1,000.00
8th:	Felix & Jackie Walker	\$1,000.00
9th:	Charlie & Flora Hart	\$1,000.00
10th:	Charlie & Clara Hart	\$1,000.00
11th:	Lou & Edna Moodie	\$500.00
12th:	Clifford Hunter & Carol Kobliski	\$500.00
13th:	Anna Spence	\$500.00
14th:	Henry & Madeline Spence	\$500.00
15th:	Jimmy & Cheryl Moore	\$500.00
16th:	Ron & Barb Moore	\$500.00
17th:	Karl Spence	\$500.00
18th:	Darlene Spence	\$500.00
19th:	Brian & Kim Beardy	\$500.00
20th	(tied): Fred & Carol Prince and Roslyn Moore	\$250.00 each

HONORABLE MENTION:

Terry & Diane Linklater
 Wayne & Lorraine Francois
 Oliver Wood & Bev McDonald
 Clark & Darlene Buck
 Jimmy Bunn & Wanda Spence
 Mary & Greg Bunn
 Mary Jane Linklater
 Alex & Joan Hart

Keith & Fonda Hart
 Durmond Spence & Clarissa Parisien
 Alfreda & Lyle Thorne
 John James & Lorna Spence
 Kimberly Spence & Clinton Moore
 Agnes & William Spence
 Jimmy & Sarah Spence
 Darcy & Lorraine Linklater



EMERGENCY Services

Report from Fire Chief Dave Moose Junior

Tansi, The past year was a fairly busy one in which our organization had prepared and trained our members for the various emergencies we respond to. We have increased our skills to be efficient in vehicle extrication and vehicle fires. We are also hoping to increase our capabilities at water emergencies, if we can receive the monies for such training.

Our organization has 10 full-time members and room for another 15 to join our ranks, though not all positions would be paid.

Our membership numbers are low and we are preparing to recruit new members. We need more members to respond to very serious emergencies. Hopefully in the next year or so we can attract additional members and keep those who have already joined our ranks.

For the period under review, we responded to 158 calls, which break down as follows:

Fire Alarm	26
House fires	9
Faulty electrical	7
M.V.As	2
Vehicle fires	2
Public assistance	6
Medical assistance	6
Suspicious fires	22
Grass fires	31
Bush fires	42
Garbage (box & dump)	7
Warehouse (shack)	4



Fire Department needs additional volunteers

NFA INITIATIVES: FUTURE DEVELOPMENT

FUTURE *Development Office*

Message from the Portfolio Holder and Co-Managers

Over the past year, the Future Development team has been focused on finalizing the Project Development Agreement (PDA) with Manitoba Hydro to build the proposed Wuskwatim Generating Station within our Resource Management Area on the Burntwood River.

The negotiators, under the leadership of Councillor W. Elvis Thomas and the guidance of our advisors and consultants, have been working on the fine details of the agreement and the many sub-agreements contained in the PDA. In addition, the federal and

provincial regulatory and licencing processes are ongoing. While the process has taken longer than expected, the Future Development team is committed to working through each and every detail to ensure the PDA covers every aspect of the project to the satisfaction of NCN. It is very important that the process isn't rushed, though we are working to have it completed this year.

VOTE ON THE PDA

Members will have an opportunity to review the PDA, attend meetings and get answers to their questions, prior to secret-ballot vote to ratify or reject the PDA. If the PDA is approved by a double majority of NCN Members and receives all necessary approvals, the Wuskwatim Generating Station would be built on the Burntwood River at Taskinigup Falls in NCN's Resource Management Area, about 40 kilometres southeast of Nelson House. The earliest date the project could begin producing power is 2011.



Community Consultant Fonda Berard talks over the Wuskwatim project with NCN Members



Councillor W. Elvis Thomas
Portfolio Holder



Marcel Moody
Co-Manager



Norman Linklater
Co-Manager



COMMUNITY CONSULTATION

Community consultation about the Wuskwatim project has been ongoing over the past year. There have been many small group meetings to talk over specific areas of the project, such as financials, resource management and training and jobs. Many hundreds of Members have also attended Meet and Greet dinners in Nelson House, Thompson, Leaf Rapids, South Indian Lake, Brandon and Winnipeg. The feedback from these meetings, indicates there is a high level of interest and awareness about the project. Over the summer of 2005, there has been a focus on creating awareness among our youth, with the employment of a group of Youth Community Consultants. The



Wuskwatim Falls

Future Development team is impressed with the enthusiasm and interest of these young people to ensure our youth are well informed about the project, and particularly the training and job opportunities available through the Atoskiwin Training and Employment Centre of Excellence.

TRADITIONAL CEREMONIES AT WUSKWATIM AND SUWANEE LAKES

Once again, the annual weeklong ceremony at Wuskwatim Lake was held in July to honour Mother Earth, NCN's ancestors and those who lost their lives in the nearby waters.

Many people attended, including NCN Elders, members of Council, the Future Development Team, representatives of Manitoba Hydro and the Manitoba Government.

An annual gathering of Elders at Suwanee Lake was held in August. Many took part in sharing circles, dancing and other activities as part of a process of sharing and healing from previous hydro developments.

SECTION 35 CONSULTATION PROCESS CONCERNING WUSKWATIM

As part of the development of the Wuskwatim project, NCN has been involved in consultation, concerning Section 35 of the Constitution, which protects treaties and Aboriginal rights. This process of consultation has been ongoing for the past year.

Representatives of Manitoba Water Stewardship, Manitoba Conservation, Manitoba Aboriginal and Northern Affairs and Fisheries and Oceans Canada (DFO) have gathered information and considered how community concerns about relevant



Beverly McDonald preparing food at Suwanee and Wuskwatim ceremonies

Aboriginal rights and treaties can be addressed before the governments consider issuing licences and permits for the Wuskwatim Generation Project. Their report is expected shortly.

Representatives from the Wuskwatim Environmental Management Team have also contributed to this essential part of the process in the development of the Wuskwatim project.

PROJECT DEVELOPMENT AGREEMENT NEGOTIATIONS ONGOING

In addition to the main body of the PDA, a number of supporting agreements, which are part of the PDA, have been negotiated.

These include the:

- Limited Partnership Agreement
- Management Agreement
- Project Financing Agreement
- Construction Agreement
- Power Purchase Agreement
- Maintenance and Operations Agreement
- Interconnection and Operating Agreement
- Systems Operations and Dispatch Agreement
- Taskinagahp Power Corporation (TPC) Financing Agreement
- NCN Financing Agreement
- Adverse Effects Agreement
- NCN Deed of Assignment
- Trust Agreement

- Various technical agreements regarding acquiring partnership units

OTHER CONTRACT NEGOTIATIONS

NCN is also finalizing negotiations on a number of contracts with Manitoba Hydro regarding the construction of Wuskwatim, as outlined in the Summary of Understandings.

NCN can bid on and negotiate a number of contracts, without these contracts going out to tender.

The contracts include:

- Access road contract
- Security contract
- Catering contract



Councillor W. Elvis Thomas discusses the Wuskwatim project with Manitoba Hydro at Traditional Gathering



NCN Cree Singers Leader Darcy Spence and Youth Community Consultant Dawn Dumas



Future Development Team with the Eagle Vision film crew



- Camp clearing and maintenance contract
- Cross-cultural training contract
- Main camp sewer and water contract
- Transmission clearing contract

The catering contract has already been awarded to a NCN joint venture with Sodexho, a major international catering company, which includes provision for catering job opportunities for NCN Members. This contract is dependent on a positive vote on the PDA by NCN Members.

Other contracts will provide for job opportunities in security, road construction and cross-cultural training. There will be more job opportunities during the busy summer construction season than in the winter.

THE BURNTWOOD NELSON AGREEMENT (BNA)

The BNA is a collective bargaining agreement that sets out the terms and conditions of employment and other related matters, which will cover the construction of Wuskwatim and other future Hydro projects that may be built

during the term of the BNA, such as Keeyask or Conawapa, if and when they occur.

Hydro and its representatives on the Hydro Projects Management Association are still negotiating the terms and conditions of the BNA with the Allied Hydro Council, which represents the unions and their members.

NCN's Terry Linklater has been acting as our observer at the negotiating table and is working together with our advisors to monitor the negotiating process.



Consultants and NCN Members share information about the Wuskwatim Project

XCEL ENERGY ANNUAL GENERAL MEETING

Leaders and representatives of NCN attended U.S.-based power utility company, Xcel Energy's annual general meeting of shareholders in Minneapolis in May.

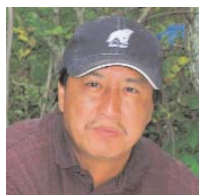
The purpose of attending the meeting is to ensure shareholders were aware that power sales from Manitoba Hydro would create opportunities for a brighter future for NCN and to give balance to the opinions expressed by opponents to the Wuskwatim Project.

Please contact the Future Development Office for more information about the Wuskwatim project or visit the NCN website - www.ncncree.com.



NCN Archeologist Charlene Spence

FUTURE DEVELOPMENT TEAM



Dennis D. Linklater
Office Manager



Annette Swanson
Finance Comptroller



Darcy Linklater Jr.
Finance Clerk



Monica Linklater
Administrative Assistant

NCN Council Portfolio Holder
Councillor W. Elvis Thomas

Management and Administration
Marcel Moody, *Future Development Co-Manager*

Norman Linklater, *Future Development Co-Manager*

Dennis D. Linklater, *Office Manager*

Violet Turner, *Future Development Recording Secretary*

Annette Swanson, *Finance Comptroller*

Darcy Linklater Jr., *Finance Clerk*

Monica Linklater, *Administrative Assistant*



Kevin Hart
Council Executive Assistant



Mark Linklater
Resource Liaison Worker



Jimmy D. Spence
Translator



Waylon Spence
Youth Representative



Conrad Moore
Community Consultant



Donna Moore-Linklater
Community Consultant



Charlie Joe Hart
Community Consultant



Earl Hart
Community
Consultant



Terry Linklater
Community
Consultant



Crystal Wood
Communications
Liaison



Henry Wood
Community
Consultant



Joe Moose
Community
Consultant



Rodney Spence
Community
Consultant



Charlie James Hart
Community
Consultant

Community Consultants

Kevin Hart, *Council Executive Assistant*
Mark Linklater, *Resource Liaison Worker*
Jimmy D. Spence, *Translator*
Waylon Spence, *Youth Representative*
Crystal Wood, *Communications Liaison*
Roberta Dysart, *SIL Consultant*
Val Dysart, *SIL Consultant*
Charlie James Hart
Charlie Joe Hart
Earl Hart
Terry Linklater
Conrad Moore
Donna Moore-Linklater
Joe Moose
Rodney Spence
Henry Wood

Youth Community Consultants

Dawn Dumas
Loretta Francois
Roseann Hartie
Craig Linklater
Natalie Linklater
Corey Spence
Jerry Spence
Tara Spence
James Warren
Eileen Dysart
Muriel Hart
Destiny Kobliski
Gladys Linklater
Shawna Linklater
Crystal Spence
Jordan Spence
Christa Templeton
Michelle Weber



Dawn Dumas
Youth Community
Consultant



Craig Linklater
Youth Community
Consultant



Natalie Linklater
Youth Community
Consultant



Shawna Linklater
Youth Community
Consultant



Jordan Spence
Youth Community
Consultant



Tara Spence
Youth Community
Consultant

NFA INITIATIVES: GILBERT MCDONALD MEMORIAL ARENA

OFFICE OF *the Arena Director*

Message from the Arena Director

The Gilbert McDonald Arena and Duncan Wood Memorial Hall have been used extensively over the year in review, fulfilling a goal of having year-round use of the facilities, established when I was first appointed to the position of manager.

Over the past year, the Arena has had some challenges to overcome, particularly after the Junior Hockey B Club was disbanded. We are now working on a proposal to hopefully set up a senior men's hockey league in Nelson House and we are also working with the Nelson House Minor Hockey Association to host a number of exhibition games at the Arena.

The Arena has hosted many community events and festivals, such as the Winter Festival and we continue to welcome such uses.

The Duncan Wood Memorial Hall is also busy year round, following the addition of a new gymnasium floor, which is primarily used by the

N.N.O.C. high school as its gym. The new facility has also been popular with other youth groups, who are using it for recreation and sporting events, such as badminton and basketball.

With the increased activity, we are now planning to put the canteen up for public tender. In the past, the canteen has been used by community organizations for fund raising activities, but that use has caused some gaps in service, due to a shortage of volunteers and interest. Once leased, the canteen will be able to make use of its fully equipped kitchen to offer a range of food and refreshments to patrons. There is always a demand for food and refreshments during tournaments and events.

Over the past year, there hasn't been any turnover in staff. Everyone has worked hard to improve the condition of the facilities. However, maintenance of the Arena remains a priority, as it is over ten years old. The goal remains to properly maintain, operate and



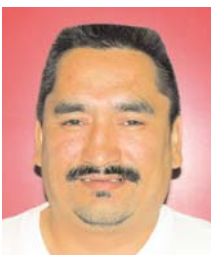
Jim Moore
Arena Director

safeguard the Arena. The Arena has received a good cleaning and we have made significant progress in upgrading the electrical system over the past year.

The Arena and Hall are excellent public facilities and we invite individuals and organizations to meet with us to discuss areas where we can accommodate your programs and events.



Arena Staff



Ken J. Brightnose
Assistant Manager

FUNDING AGENCIES

Nisichawayasihk Cree Nation
Manitoba Hydro

BOARD OF DIRECTORS

Norman Linklater
Marcel Moody
Jeff Hunter (alternate)
Jacquie Dram (Manitoba Hydro)
Rick McIvor (Manitoba Hydro)
Tim Kirkham (alternate
Manitoba Hydro)

ARENA MANAGER

Jim Moore

ASSISTANT MANAGER

Ken J. Brightnose

STAFF

Ovide Moore (Operator)
Roy Spence (Operator)
Al Francois (Maintenance)
Maurice Brightnose (Maintenance)
Louis Wood (Maintenance)
Cecil Hart (Security)

NFA INITIATIVES: NISICHAWAYASIIHK TRUST

NISICHAWAYASIIHK *Trust Office*



Joyce Yetman
Acting Director

Message from the Acting Director

Message from the Acting Director
Joyce Yetman, Acting Trust Director
The Trust Office 2004 fiscal year in review was a very motivating, productive and fun-filled year for management and staff, as we implemented change within our organization. As a group, management and staff had the opportunity to contribute in the following:

1. Developing an organizational strategic plan
2. Developing and implementing work-plans
3. Participating in the development NCN of policies
4. Developing Community Approval Process Funding policy and guidelines.

Strategic planning has brought a lot of change and challenges to our organization. It gave us the opportunity to reflect on program successes, identify the challenges that confront each program and the Trust inclusively, and the steps required to make the

challenges become successes.

Subsequently, it lead us back to our key purpose, which is to continue to work effectively and efficiently in administering and implementing programs funded under the Nisichawayasihk Trust, as well as to ensure the provisions of the Implementation Agreement are properly fulfilled.

In compliance with the Trust Indenture, the annual Narrative Report & Audited Financial Statements have been completed and distributed to the required resources and are available for distribution to the community. Furthermore the Community Approval Process was carried out in accordance to Article 3.5 & 8, with the Community Approval Process Allocation for 2004.



VISION: NISICHAWAYASIIHK TRUST INVESTMENT FOR SUCCESS.

MISSION: NFA TRUST, A STEP TOWARDS SELF-SUFFICIENCY

2004 COMMUNITY APPROVAL PROCESS ALLOCATION

AMOUNT FUNDED

Administration	\$400,000
Professional Services	93
Community Approval Process	23,000
Claims Account	5,000
Corporate Trustee	303,000
Nelson House Trustees	17,400
Personal Care Home (O & M)	200,000
Community Development Plan	35,000
NCN Achimowin Radio & TV Program	90,000
NCN Recycling Program	30,000
Nelson House Business Development	180,000
Housing Development	500,000
Justice Committee	30,000
Police Service	280,000
Country Foods Program	200,000
Fisherman Association	167,607
Resource Management	80,000
Trappers Association	100,000
NCN Emergency Services	185,000
Breakfast Program	50,000
Elders Traditional Program	100,000
Rediscoveries Of Families	100,000
Martial Arts Program	20,000
Junior B Hockey Club	125,000
Minor Hockey	125,000
Recreation Programming	300,000
Spirit Of Nations Powwow	25,000
Summer Adventure Camp	75,000
Youth Initiative Program	150,000
Elders Subsidy Program	67,1000
PCH Wheelchair Bus	25,000

Total CAP Budget

\$3,988,200



Nora Thomas
Finance Comptroller



Candace Hart
Finance Clerk



Joan Hart
Administrative Assistant



Jemima Moore
Trust Office Janitor

CLAIMS Program

The intent of the Claims Program is to compensate individual or group members of NCN for the damages caused by the Churchill River Diversion Project, as ratified through the 1996 Nelson House NFA Implementation Agreement. Additionally, Manitoba Hydro remains responsible for certain types of claims such as personal injury or death, illness caused by mercury contamination or manmade poisonous chemicals created by the CRD.

During the year 2004, in addition to the ongoing claims, we had 10 claims in total - four domestic fishing claims and the rest dealing with outboard motor impact-related events, for a total of \$10,681.70.



Ron Spence

*Claims Officer & Resource and
Land-use Coordinator*



COUNTRY FOODS *Program*

The program consists of a manager, field technician and four seasonal workers, who provide all services and the operations and maintenance of the program, both at the Distribution Centre and the Leftrook Lake facilities. The seasonal workers do all the manual labour in both facilities, providing such services as cleaning, smoking, dressing, weighing and handling all wild foods at the centre. The program operates year round.

The gathering and distribution of the Country Foods is based on the species the season provides. The variety of species depends on the daily/weekly and seasonal operation and implementation of the programs. During the spring season there are a variety of activities in the gathering of wild foods, such as goose and duck. In the winter, caribou is hunted farther north. Wild berries are gathered in the

summer months. The fall is extremely busy, when wild foods and waterfowl are plentiful. Moose hunts also provide an ample supply of wild food for the centre.

The program provides transportation costs and equipment supplies to the individuals and groups for these wild food gatherings. In return, they donate the wild foods to the centre.

All wild foods provided to the program are cleaned, dressed, weighted and



Doug Hart
Interim Country Foods Manager

stored at the Distribution Centre. The centre provides all the equipment for cleaning/weighing and storage for wild meats, as the centre has its own cutting equipment, meat grinder, sausage maker and refrigeration units.

The program also provides other services to the community, such as the use of a smokehouse at the centre and the Leftrook facilities, where individuals, families, special interest groups and students can enjoy and learn the traditional lifestyle of the Cree.



Country Foods Staff

WATER FOWL DISTRIBUTION

(Whole, fillet, or smoked)

Pounds (lbs)

Area	White	Jack	Pickereel	Sucker Heads
Foot Print River	1,028	71.2	4.1	66.4
Foot Print Lake	258	34	2.1	5.1
Baldock Lake	4.10	4.1		
Leftrook Lake	2,634	166	464	
Wapisu Lake	115	4.2	13	
Osik Lake	60			
Rat River	170	42		3
Lil Puc	507			
Suwannee River	33	77.3	25	9
Nelson House	78	23.3	24	
Granville Lake	811			
Southern Indian Lake				11.5
Totals	5,698.10	422.10	532.2	95

WILD FOOD DISTRIBUTION

Pounds (lbs)

Area	Moose	Beaver	Rabbit	Lynx	Caribou
Foot Print Lake	4.2	140.4	19.6	4	
Leftrook Lake	839	33.7	30		138
Foot Print River		49			24.6
Baldock	301.5				
Southern Indian Lake					916.4
Suwannee Lake		34			
Totals	1,144.7	257.1	49.6	4	1079



ELDERS TRADITIONAL *Program*

The Elders Traditional Program offers a unique connection between the Elders and the students of the O.K. School. It gives the Elders an opportunity share their knowledge and wisdom with the community. The Elders employed by the program are very thankful that they are part of the Trust organization, as they say they would have little or no chance of socializing with their peers without the opportunities offered by the program. The program depends on available local resources and skills the Elders are willing share in accomplishing the program goals. Cultural activities are

matched to the season, such as hunting expeditions, berry harvesting arts and crafts in the fall. In the winter there is fishing, trapping, preparation of pelts, outdoors survival skills, snowshoe making and teachings of the Cree language. In the spring there is duck/goose harvesting, tanning of hides and general outdoor activities.

The Grannies & Grandpas program has been busy making arts & crafts such as moccasins, gauntlets, slippers, snowshoes and other traditional handicrafts throughout the year and now has stockpiled some of the finest handicrafts available for sale to tourists and the global market.



Morley Moore

Trust Compliance Officer (Claims & Elders Traditional Program)



Dennis Spence

Grannies & Grandpas Supervisor



Grannies & Grandpas Program, Grannies left to right: Nancy Swanson, Lillian Hunter, Dorothy Linklater and Corrine Hart



Grannies & Grandpas Program, Grandpas left to right: Joseph Flett (helper), Jack Moore (grandpa), Dennis Spence (supervisor), Rudy Linklater (helper) and Horace McDonald (grandpa)

FISHERMAN'S Association

The Nelson House Fisherman's Association consists of a resource coordinator, manager, six board members, plant manager, who also does the running, and a packer.

In May, we had elections for a new board - two were existing members and four were new.

We are in the process of getting the NHFA to be an agent for the Freshwater Fish Marketing Corporation (FFMC). We are currently receiving .18 cents/kg as contract packers, but as an agency we would be receiving .36 cents/kg.

In order to become an agent we have to design a work plan that would include the following:

1. New Agency Fact Sheet
2. Pro forma Operating Statement
3. Balance Sheet
4. Seasonal Cash Flow Projection
5. Agent Administrative Fees

Agents for the FFMC grade, pack, purchase and ship fish under contract for the Corporation all across central

Canada. We would also be responsible for shipping an accurately graded, high quality product to Winnipeg. On the administrative side of the business, we would provide full payroll services for fishers and track fish production for provincial fisheries management authorities.

Program management and administration remains the same for the funds held in Trust allocated during annual budgeting and management planning. Management payroll, subsidy, equipment inventory and distribution, and fishers mobility (truck, gas and operation) remain.

OPERATING PERIODS

The NHFA commercial harvest runs through two main seasons per year. The spring harvest runs 5 - 9 weeks, from June 1 – mid-July, with the fall harvest in operation for 8 - 9 weeks, beginning late-August, ending October 20, depending on weather conditions.

Depending on how many fishers are interested, we will try to run a winter



Roslyn Moore

*Fisherman Program Manager and
Trappers Program Manager*

fishery. Because of equipment costs, we cannot run a plant with just a few fishers.

FIELD OPERATIONS

Traditionally, the fishers require assistance in getting started. Boat, equipment, men and supplies are transported to field locations. A runner provides this service in an NHFA-owned truck. The fishers pay for the expenses. The runner will continue to deliver supplies and pickup fish for the packing plant.

PRODUCTION

Production varies from lake-to-lake and species-to-species. The main species is Walleye (Pickerel) at 5.00/kg. Whitefish at 1.91/kg (standard or export), or \$2.00/kg (other or cutter) pending classification, and Northern Pike at .86/Kg. Production factors include



Fisherman Morris Bird



Ice Fishing Derby

high amounts of mercury levels and debris found on the CRD, and the high cost of transportation to and from inland lakes.

This year we had a harvest level of 57,786 kilograms. Spring harvest at 20,910 kilograms valued at \$45,033 and this fall harvest showing 36,876 kilograms at \$87,102 having a total value of \$132,135 for the year 2004.

Production levels continue to increase each year. Though challenges exist, achievements are present.

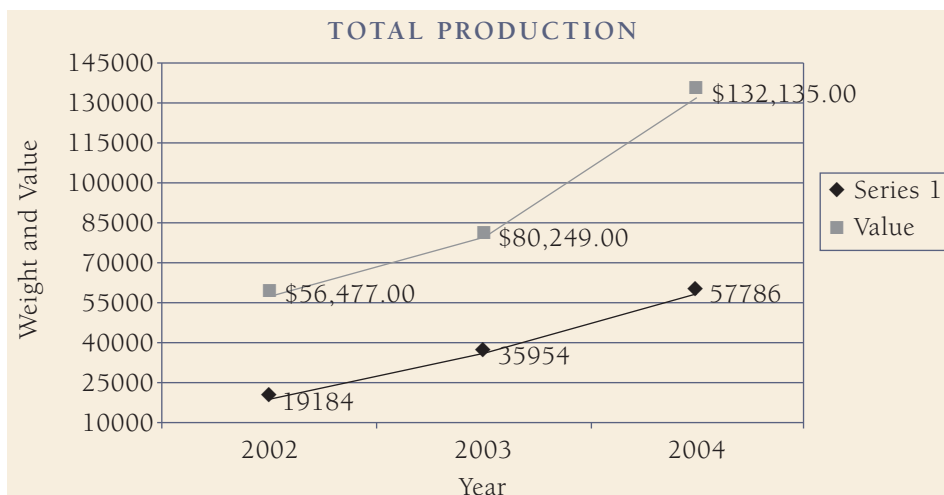
MEETINGS/WORKSHOPS

The NHFA Board, management and resource coordinator have regular meetings with fishers. Most of these meetings are focused on how to improve the fishery. The Department of Conservation and the Fisheries Manager attended one of our meetings to discuss their findings during the regular patrols after the fishing season was over. The fishers had an opportunity to ask general questions and to address concerns to conservation.

A workshop will be held for the Board regarding roles and responsibilities, in the near future.

PLANS FOR 2005

- To provide viable employment opportunity to NCN Members through the fishing industry.
- To mitigate and subsidize NCN fishers as compensation from the 1996 NFA Implementation Agreement.
- To encourage members to achieve an income through traditional and sustainable practices.
- To assist in expanding in the international and global economy.
- To continue using our renewable resources through traditional and sustainable practices.
- For the NHFA to be more aware of the needs of the fishers.
- To establish terms of reference for Fisheries Board.
- To promote the fishing industry and to have more fishers licensed.



TRAPPERS *Association*

The Nelson House Trapper's Association is comprised of a Resource Coordinator, Manager and Local Fur Council who oversee the operation of the Program.

OPERATING PERIOD

The operation runs throughout the year. The active trapping season opens in early October and runs until late May of each year. There are approximately 150 trappers who utilize the Nelson House Resource Area.

ACCOMPLISHMENTS

In total, we have approximately 150 licensed trappers in the community. We recently subscribed to the Trappers Magazine for all trappers, so they can get information on upcoming activities or any new regulations concerning the trapping industry.

During February the Local Fur Council, Elders and some active trappers along with their families attended the annual meeting and convention in Thompson, Manitoba where they had various

competitions and displays, as well as an opportunity to share knowledge with each other.

The Local Fur Council was involved in the fur display and promotion of the trapping industry during the Nickel Days festivities in Thompson.

In November, we had a trappers meeting/workshop. Representatives from the Department of Natural Resources were in attendance to make a presentation on enforcement regulations, humane trapping, First Nation Initiatives and general information on trapping. They also answered any questions the trappers had.

This meeting was a success, with a total of 39 trappers present. Door prizes were given, which consisted of snares, traps and knives that were donated by the Nelson House Trappers Association. Corky Peterson, President of Manitoba Trappers Association and certified instructor, instructed a Mandatory Trapping Course. A total of 70 students of the N.N.O.C. High School

and O.K. School as well as some community members were involved in taking the exam. The course is designed for first time trappers wanting licenses to trap. The exam consisted of 100 questions with all participants receiving a certificate. Mr. Peterson will be returning in January 2005 to hold a workshop with other trappers, as well as to instruct the Mandatory Trapping Course for members of the community.

A total of \$500,000 of funds was distributed to a total of 311 trappers, who attended the two-day Annual Fur Auction in Thompson.

In December, the resource coordinator and the manager attended a fur-grading workshop at the North American Fur Auctions (NAFA) in Winnipeg. The purpose of the workshop was to offer NCN trappers an alternate buyer of furs, where they will receive top dollar for their products. The trapping program will provide local trappers with an advance, which will be reimbursed by NAFA. The furs are then held till the big auctions take place.



The start-up program continues to be a success for trappers/youth during initial, primary and spring seasons. The maximum amount per trapper is \$400 per year, but during one of our meetings it was thought that trappers that travel farther should receive \$600 a year, due to the high cost of fuel.

An open loans account depends on the previous year's fur production and account balance. Payments toward start-up by trappers are made either directly or deducted from subsidy payments.

Equipment plays a major role in trapping. Equipment vouchers of \$150 are issued to trappers in order to purchase from the Trapper's Association's inventory of an assortment of traps, snares, knives, toboggans, chisels, etc.

A snowmobile was also purchased for the program to assist the trappers in breaking trails, transportation and for any emergencies that may arise.

The Trapping Program also has a truck that was cost shared by the Trust

Office. It is used to haul trappers, equipment and supplies from a central designated area, and to transport gear and equipment for the trappers at the start and end of the season.

PLANS FOR NEXT YEAR

- To mitigate and subsidize NCN trappers as a way to compensate for the adverse affects of the 1996 NFA Implementation Agreement.
- To establish terms of reference for Local Fur Council.
- To offer NCN an alternate buyer on furs other than the Northern Store.
- To keep updated on standards and changes in the trapping industry for NCN.
- To expand the local economy internationally and globally.
- To continue using our renewable resources, such as wild fur species, through traditional and cultural practices.
- To establish a fur buying market.
- Promote the trapping industry by having more trappers licensed.
- Educate youth on trapping standards.



Lynette Moore at the Youth-Adult Trapper's Event



George Howard tries his hand at the Youth-Adult Trapper's Event

RESOURCE *Management Program*



Bill Yetman

Resource Management Coordinator

The Resource Management Program Coordinator has been extensively involved in the proposed Wuskwatim project, specifically the Environmental Impact Statement (EIS). There were numerous committees that the resource management coordinator sat on such as the Access Management Committee, the Regulatory Committee, the Alternatives Committee and the Department of Fisheries & Oceans (DFO) Committee.

The Resource Management Board has been involved with the renewal of the Churchill River Diversion

Archaeological Program (CRDAP). We intend that the Heritage Resources Act and provincial policies established for the protection of heritage resources be applied to the Wuskwatim Project Archaeological Program Agreement in a manner that is consistent with customary law, beliefs, values and principles of the Nisichawayasihk Cree Nation, including ownership regarding human remains and artifacts.

Members of the Resource Management Board have been reviewing and applying Traditional Knowledge to the EnvPPs. The EnvPPs are environmental protection guidelines that supplement project design, construction and operating specifications to prevent or minimize adverse environmental effects arising from the construction and operation of the project. The EnvPPs are designated as “user friendly” documents for use as a reference document by field construction and operating personnel. EnvPPs prescribe practical responses to legislation, regulations, licenses, permits, standards, conditions, contracts,

agreements, designs and specifications for specific situations at specific work locations. They identify and describe environmental protection measures for sites of features of importance to Nisichawayasihk Cree Nation’s customary law, beliefs, values and principles.

The Resource Management Board met in February in Thompson. A presentation was conducted by Tai Lui of the Water Stewardship Branch of Conservation. The focus of the presentation was to explain the process of issuing licences for the Wuskwatim Project. The Resource Management Board also dealt with permits with Falconbridge Ltd., a mining company that has made claims in the NCN Resource Management Area.

In conclusion, the Resource Management Program has donated monies to various causes that benefited the community of Nisichawayasihk Cree Nation and will continue to support various community initiatives.



Achimowin Technician Wally Linklater

NCN ACHIMOWIN *Radio & TV Program*

The NCN Achimowin Radio & TV Station program provides entertainment, news, current affairs and upcoming events to the community. It also provides informative talk shows on such topics as Medicine Lodge issues and Future Development, in regards to the Wuskwatim Project, etc. The TV station provides cable services, but delivery is limited to a few homes and businesses. There is still work in progress to establish a wireless cable system to the whole community in the near future.

The Radio and TV program had employed four full and part-time workers, which include the manager, technician, certified broadcaster and a broadcasting trainee.

There was also a student from the Academy of Broadcasting that did his practicum at the radio station. A summer student was also hired.

One of the things that the radio station would like to see are more interest from NCN Members willing to pursue

careers in the entertainment industry, whether in broadcasting or acting. There are currently very few Aboriginal people in the industry and it would be nice to see more NCN Members in this field, like Russell Bonner, who will be attending the Academy of Broadcasting in the fall of 2005. The radio station is willing to give him sufficient work hours for training.

The radio station has undergone an expansion to the building in order to access running water.

A conflicting issue had also come up in regards to programming. Some people wanted to listen to NCI instead of the local radio station, during a period when all we played during the day was the gospel program, due to unfortunate losses. To resolve this issue, the radio station obtained its own radio signal, rather than having both NCI and the local station on the same frequency. The radio station, with the help of a technician from NCI, established its own frequency apart from NCI. The local station is now on 98.1 FM and



Kevin Wood
Manager

NCI is still on 96.9 FM. People can now switch between these two stations whenever they wish. The radio station will continue to provide services to the community into 2005.



Achimowin Announcer Russell Bonner

NCN CORPORATIONS: ATEC

ATEC Management

Message from the Executive Director

I am delighted to report on the activities of Atoskiwin Training and Employment Centre Inc. (ATEC) for the fiscal year ended March 31, 2005.

For the year under review, ATEC has offered a variety of training programs to Nisichawayasihk Cree Nation (NCN) Members in Winnipeg, South Indian Lake and Nelson House. These training programs fall under the following categories:

- Designated trades
- Non-designated trades
- Construction support
- Upgrading
- Life skills and
- Work experience.



ATEC Funding Signing Ceremony

ATEC is working in collaboration with a number of institutions to offer and certify its programs. Some of the institutions partnering with ATEC are the University College of the North, Red River College, Assinboine Community College, Winnipeg Technical College, the Academy of Learning and the University of Manitoba. ATEC is also working with the unions, members of the building industry, Apprenticeship Board, Manitoba Hydro, and Manitoba Advanced Education and Training to achieve its training objectives. It would be remiss if we did not acknowledge the invaluable support of the Nisichawayasihk Housing Authority



ATEC Sod-turning Ceremony



Ezra Bogle

ATEC Executive Director

(NHA) and Nelson House Human Resource Development Authority (HRDC). This organization is the main provider of work experience for NCN apprentices.

ATEC's primary focus continues to be on training and job initiatives for hydro-related projects, but is expanding the scope of its activities to other areas. Plans are already in place to offer Business Administration, Early Childhood Education, Healthcare Aide, Computer Software Applications, Pre-employment Basic Electrical



Training, Carpentry Level 1, Bachelor of Education and Arts programs in September 2005.

Construction of the \$8.1 million, ultra-modern ATEC facility began in August 2004 and is expected to be complete this fall. Winnipeg-based Parkwest Projects Ltd. has been constructing the facility, which is architecturally designed by Winnipeg-based Gaboury, Prefontaine, & Perry Architects.

The facility will be approximately 28,000 square feet, which includes administrative section, classrooms, science lab, vocational block, dormitory, day care centre and an Internet café.

Once complete, the facility will employ approximately 20 full-time staff and is likely to create some spin-off support jobs in the wider community.

The construction of ATEC has already created jobs and job-training opportunities for NCN and SIL residents. There have been training opportunities in a number of areas including concrete, framing, welding,

electrical, drywall and mechanical, such as h-vac and plumbing.

There have also been spin-off economic benefits to the community. For example, construction materials for ATEC are sourced from NCN's Meetah Building Supplies. NCN Housing also benefits from ATEC with wage subsidies and other assistance to hire apprentice trades people through ATEC's certified apprentice program. The ATEC training and employment initiatives are designed to build community capacity with people that are fully-trained and certified. This is consistent with NCN's vision to become a prosperous socio-economic community.

ATEC's training programs started in 2003 and many people have successfully completed various levels of training in variety of trade areas. The training initiative has seen an increase in the number of NCN residents getting recognized and certified training in the areas of designated trades, non-designated trades and construction support services. The main goal of this

approach is to get NCN Members qualified to optimally benefit from employment opportunities arising from the proposed Wuskwatim construction project.



Construction of ATEC took place throughout the year

The ATEC Apprenticeship Program is primarily focused on offering carpentry, electrical, plumbing, welding and other trades associated with the construction of hydro projects.

As a means of professional development, ATEC staff is involved in seminars and workshops on an on-going basis. This is helping to ensure delivery of the best possible services and outcomes for students.

ATEC will continue to work collaboratively with other organizations within the community to create a genuine community-driven education and training institution. As a part of its strategic objective, ATEC will both strengthen and widen the scope of community involvement by working with more community organizations as well as drawing on the experience of elders. The next academic year will see ATEC moving into longer term programming by beginning to operate as a Regional Center. Consequently, programs previously administered by NCN's Human Resource Development

Authority (HRDA) will now be administered by ATEC, but funded by HRDA, Nelson House Education Authority (NHEA), or other funders.

ATEC STAFF

Ezra Bogle leads a staff of six, including employment coordinator Alvin Yetman, financial controller Colleen Hunter, financial clerk Maryann Brightnose, South Indian Lake employment coordinator Wilbur Baker, database/retention support worker Veronica Buck and receptionist Ella Moose.



ATEC Staff



Alvin Yetman
Employment Coordinator



Colleen Hunter
Financial Controller



Ella Moose
Receptionist



Maryann Brightnose
Financial Clerk



Veronica Buck
Support Worker



TRAINING CYCLE

1. Registration and enrollment
2. Career planning
3. Assessment & educational upgrading
4. Life skills
5. Technical training
6. Work experience.

TRAINING OFFERED FOR 2005 – 2006

- Carpentry (Levels 1-4)
- Life skills
- Educational upgrading
- Plumbing
- Electrical
- Welding
- Catering
- Heavy equipment operator
- Work experience.

GOALS

1. Take necessary steps to establish and maintain high standards of technical and vocational training
2. Facilitate and supervise the placement of trainees in work experience projects

3. Ensure effective retention support services
4. Provide NCN and other northern Aboriginal communities with a highly-trained and competent workforce – short-term focus is Wuskwatim-related trades
5. Cooperate with other organizations and bodies in matters relating to trades, training and educational upgrading
6. Offer accredited/certified courses to all trainees registered with ATEC
7. Create an environment to nurture business principles and practices
8. Institute, review and maintain a system of assessments in relation to persons trained in the technical and vocational fields.

SERVICES PROVIDED

1. Life skills
2. Career planning & counselling
3. Development of Trainee Learning Plan
4. Educational upgrading
5. Training directly related to Manitoba Hydro jobs

6. Training for business and technological careers (non-Hydro related)
7. Training and retention support
8. Coordination of work experience processes
9. Job referral.

FREQUENTLY ASKED QUESTIONS

1. Who can apply?

Residents of NCN who are interested in training for employment on the Wuskwatim project can apply for enrollment in ATEC.

2. What education level is needed for enrollment?

The education level will vary depending on the entry requirement for training in different programs. However, if there is uncertainty about an applicant's qualification; a CAAT test will be administered.

3. How long are the training programs for ATEC?

The duration varies from program to program.

4. How much do I have to pay for the Wuskwatim related training?

There is no direct cost to the trainee. However, it is expected that the trainee will remain in training for the duration of the course, as this is preparation for lifetime employment.

5. Will I be paid as training allowance?

Yes, depending on your status. Persons who are EI-eligible will receive EI for the duration of the program. Others will be paid \$135 per week while in training.

6. What is a regional centre?

A regional centre is the community-based education arm of the University College of the North (UCN), which has created a presence in many northern communities. This has allowed UCN to develop a range of programs and courses specifically designed to meet the needs of the north. Community-based education is continuously expanding and

updating to meet the growing demands of northern communities. Accredited post-secondary courses as well as customized courses can be developed to meet the client's needs. Regional centers, through UCN, provide quality training and service to students.

7. Who will be able to apply for enrolment in the regional centre?

Any resident of northern Manitoba can apply for enrollment in the ATEC regional centre. However to be accepted into a program, the applicant must meet the educational requirement for that program and will need to be sponsored.

FACTS ABOUT ATEC

- ATEC has a seven-step process to register and train students.
- ATEC is also a job referral agency for the proposed Wuskwatim projects and other major construction projects.

- ATEC registers people for jobs on the Wuskwatim project and offers career counseling and retention support services.
- ATEC's partners and funders include Manitoba Hydro, the Province of Manitoba, Indian and Northern Affairs Canada (INAC), Manitoba Advanced Education & Training, Western Economic Diversification Fund and Human Resources Skills Development Canada.
- ATEC is an active member of the Wuskwatim and Keeyask Training Consortium.
- ATEC is an incorporated body.

For more information about ATEC training and job opportunities visit <http://www.ncncree.com/training.html> or call (204) 484-2886.



ATEC 2004-2005 TRAINING PROGRAMS (Overview of Completed Program Activity ending March 31, 2005)

ATEC 2004 - 2005 TRAINING OUTCOMES

Program	Started	Successful	In-Progress	Unsuccessful	Withdrawn	Terminated	% Successful
Educational Upgrading (NCN)	36	12	15		9		
Educational Upgrading (SIL)	36	11	25				
Truck Drivers - Class 1 Beginner	15	14		1			93%
Truck Drivers - In-Cab	11	8		1*	1	1	73%
Carpentry Level 1	8	2		1	2	3	25%
Carpentry Level 2	2	1		1			50%
Carpentry Level 3	5	2			2	1	40%
Carpentry Level 4	8	4	4				50%
Electrical Level 1	5	3		1	1		60%
Electrical Level 2	1	1					100%
Electrical Level 3	1		1				
Plumbing Level 2	1			1			
Welding Level 3	1	1					100%
Catering	1	1					100%
Work Experience							
Carpentry	23		23				
Welding	3	1	2				
Labourers	12	7				5	
Clerical	1	1					
Plumbers	5		5				
Electrical	8		8				
Rebar Worker	1	1					
Truck & Transport Mechanic	3		3				
Truck Drivers	8	8					
Heavy Equipment Operator	1	1					
Total for all completed programs	196	79	86	6	15	10	

The total starts of 196 do not represent 196 distinct trainees, but rather training spots/seat. For example, one trainee may have access to various training programs such as Life Skills & Carpentry Level 1 & 2.



ATEC 2004 -2005 TRAINING PROGRAMS

Designated Trades	Date	Possible Seats	Training Location
Carpentry			
Level 1	Aug 23-Oct 15	10	KCC
Level 2	Oct 25-Dec 17	9	KCC
Level 3	Jan 4- Feb 25	6	KCC
Level 4	Feb 28-Apr 22	8	KCC
Electrical			
Level 1	Apr 12-June 18	7	KCC
Level 2	Jan 31- Apr 8	5	RRC
Plumbing			
Level 1	Sept 7 – Nov 12	6	KCC
Level 2	Jan 4 – Mar 4	4	RRC
Level 4	Sept 7 – Oct 1	2	RRC
Welding			
Level 1	Jan 4 – Feb	5	ACC
Level 2	Oct 25 – Dec 17	2	ACC
Level 3	Aug 3 – Oct 22	1	ACC
Non-Designated Trades			
Truck Drivers			
Class 1Learner Permit	May 3 - 7	15	NCN
In-Cab	May 10-June 4, June 7- July 2, July 5-July 30	15 (3 groups of 5)	WPG
Construction Support			
Catering	Jan- Mar 2005	15	NCN

Work experience placements will be found for all trainees.



ATEC PROPOSED TRAINING PROGRAMS FOR 2005 – 2006

Trade	Intake	Date	Place	# of Weeks
Life Skills				
Labourers & Iron Workers	20	April 4 - April 15, 05	Nelson House	2 Weeks
Carpentry & Electrical Apprentices	20	Aug 8 - Aug 19, 05	Nelson House	2 Weeks
Plumbing & Truck & Transport	7	May 9 - May 20, 05	Nelson House	2 Weeks
Catering	15	May 23 – June 3, 05	Nelson House	2 Weeks
Technical Training				
Carpentry Level 1	12	Aug 22 - Oct 14, 05	UCN Thompson	8 Weeks
Carpentry Level 2	8	Oct 17 - Dec 9, 05	UCN Thompson	8 Weeks
Carpentry Level 3	5	Jan 2 - Feb 24, 05	UCN Thompson	8 Weeks
Carpentry Level 4	5	Feb 27 - Apr 21, 05	UCN Thompson	8 Weeks
Electrical Level 1	8	Aug 29 - Nov 4, 05	UCN The Pas	10 Weeks
Electrical Level 2	6	Aug 29 - Oct 21, 05	UCN The Pas	10 Weeks
		Nov 7 - Jan 13, 05	UCN The Pas	10 Weeks
Electrical Level 3	5	Aug 29 - Oct 21, 05	UCN The Pas	10 Weeks
Electrical Level 4	5	Aug 29 - Nov 4, 05	UCN The Pas	10 Weeks
Plumbing Level 1	3	Sept 5 - Nov 11, 05	RRC Winnipeg	10 Weeks
Plumbing Level 2	3	Jan 2 - Mar 10, 05	RRC Winnipeg	10 Weeks
Welding Level 3	2	Aug 29 - Oct 21, 05	ACC Brandon	8 Weeks
Iron Work Level 1	4	Oct 31 - Dec 23, 05	RRC Winnipeg	8 Weeks
Iron Work Level 2	4	Feb 27 - April 21, 05	RRC Winnipeg	8 Weeks
Iron Worker Level 3	4	Jan 2 - Feb 24, 06	RRC Winnipeg	8 Weeks
Truck & Transport Level 1	3	Aug 29 - Oct 21, 05	RRC Winnipeg	8 Weeks
Truck & Transport Level 2	2	Oct 23 - Dec 15, 05	RRC Winnipeg	8 Weeks
Labourers	16	May 24 – JUNE 29, 05	Nelson House	6 Weeks
Catering	15	June 6 - July 15, 05	Nelson House	6 Weeks
Work Experience				
Carpentry	18	Work Experience	Nelson House	6 Months
Electrical	8	Work Experience	Nelson House	6 Months
Plumbing	6	Work Experience	Nelson House	6 Months
Welding	2	Work Experience	Nelson House	6 Months
Labourer	16	Work Experience	Nelson House	6 Months
Heavy Equipment	12	Work Experience	Nelson House	16 Weeks
Iron work	4	Work Experience	Nelson House	13 Weeks
Catering	15	Work Experience	Nelson House	13 Weeks
Truck & Transport Mechanic	4	Work Experience	Nelson House	6 Months



Summary of ATEC Success and Challenges

In the past year, ATEC has continued to provide quality-training opportunities to residents of Nelson House and South Indian Lake. Through a suitable combination of technical training and practical work experience, residents of these communities are striving to become adequately prepared to meet the job requirements for the proposed Wuskwatim Project.

KEY SUCCESSES AND ACCOMPLISHMENTS

1. From April 2004 to April 2005 training opportunities at various levels have been accessed by Nelson House and South Indian Lake residents.
2. Trainees in designated trades have received valuable work experience in their chosen occupation both in and outside of Nelson House. This experience helps them to accumulate practical hours

toward the next level in their technical training.

3. One of four ATEC-trained journeymen is currently being considered for an assistant instructor position in the upcoming Construction Labourers course.
4. There is on-going assessment of individuals interested in pursuing ATEC registration. The Canadian Adult Assessment Test (CAAT) has proven invaluable in determining or verifying trainee's respective education levels.
5. Coordination and collaboration between ATEC and the Northern Apprenticeship Counsellor, and Apprenticeship Board itself, is close and effective.
6. An effective retention support program has been put in place.
7. ATEC was able to relocate from the NCN Band Office into an office trailer adjacent to the ATEC construction site.

8. Construction of the ATEC has gone as planned and the staff and trainees look forward to occupying their new accommodations.
9. ATEC staff and trainees actively and enthusiastically participate in a number of community meetings across the province in order to highlight training activities and opportunities.
10. The ATEC database administrator and one other staff were exposed to the Contact IV database system.
11. Two ATEC staff members received training in Prior Learning Assessment Recognition. This will help with the placement of trainees into appropriate programs.

CHALLENGES

Despite the accomplishments listed, there have been challenges along the way. ATEC and its staff have demonstrated a proven ability to adapt and thrive when faced with these challenges. These include:



1. The unwillingness of trainees to stay in their respective training programs for the entire duration.
2. Difficulties arising from the unwillingness on the part of some trainees to move out of the community in order to access work experience opportunities. The stress and strain of coping with new situations away from friends and family has been a substantial hurdle.
3. The absence of a training facility has created some difficulties. Throughout the year this impacted on both the number of individuals that could be trained, and also the training programs that could effectively be administered. ATEC staff and trainees look forward to moving into their new facility.
4. Unhealthy lifestyle practices. In some instances trainees have engaged in lifestyle practices that have adversely impacted their ability to succeed in training programs. It is absolutely crucial that a mechanism be in place to address issues of this sort.
5. Failure on the part of some trainees to display acceptable work attitude.
6. Difficulties in finding adequate commercial-type, on-the-job placements for trainees. Practical work experience is a vital component of the ATEC programs and trainees must be provided with these opportunities.
7. Suitable accommodations for out-of-town trainees and instructors.



NCN CORPORATIONS: NELSON HOUSE EDUCATION AUTHORITY

OFFICE OF THE NHEA

Message from the Director of Education

This Year in Review report offers us the opportunity to reflect on the successes enjoyed over the past year and to identify the challenges that continue to confront the Nelson House Education Authority.

The successes and/or failures of the educational system are reflective of the team process. Parents are very much part of the team and make a valuable contribution, so please take the time in the upcoming year to get involved in your child/student's education.

TEAMWORK AN ESSENTIAL PART OF EDUCATION

Successful students do not achieve their accomplishments on their own. They succeed because they have outstanding teachers, encouraging parents, and a supportive community. With these tools, students can do the best they can with the skills they have. Similarly, our educational system will only be as successful as each of us is enthusiastic and committed in the respective roles we play.

Success will be in direct proportion to the commitment to community education that is given by students, the community, parents and education and community leaders.

Only when all these forces come together, will our educational system become a provincial leader in First Nations education.

COLLECTION OF DATA KEY TO SUCCESS

The Education Authority is confident that as we continue to work together as a team and build new avenues to collect the type of data, outlined in this report, our educational system will quickly emerge as a leader of measurable school success. At the same time, we are cognizant of the many challenges that remain.

On a regular basis, the director, principals and teachers assess how the organization is doing and share this information with teaching professionals, students, parents and Board of Trustees so that the system can evaluate its strengths and weaknesses in given areas. The information gathered



Matthias White
Director of Education

includes statistics such as individual classroom attendance at the elementary school, subject attendance at the high school, numbers of students registered versus number of students retained (especially in the high school), credits earned in a semester versus credits earned in a previous semester etc.

Many of these statistics are included in this report and indicate an overall improvement in what we are hoping to achieve.

We know successful teachers are teachers who are enthusiastic and positive with their students. To be successful, our classrooms, like our organization, need to be positive, exciting places to work and learn. While this report acknowledges our



shortcomings, and evaluates our performance, it also celebrates our successes.

MEASURABLE RESULTS

These successes include increasing enrolment to some 250 students, from about 15 to 20 students, five years ago. The number of high school credits earned by students has also risen to over 500 credits, 10 times more than some 50 credits earned five years. More than 1,600 credits have been earned since our new high school was established in 2001.

Over the past two years, perfect attendance at the elementary school has doubled to 36 students. The number of students who have attended 95 percent of the time has also increased substantially to 136 students, from 80 students the year earlier.

The five-year review of the Nelson House educational system is the Education Authority's "Report Card". Over the next three months the Authority will be evaluating progress

that has been made in the five key areas identified for improvement in the system, as detailed in the following report of Marcel Moody, the Chair of the NHEA. Based on sessions with the staff and community, the Board will evaluate its Report Card and provide direction for new priorities over the next five years.

FOCUS OF YEAR IN REVIEW REPORT

In addition to the report from the Chair, this report details the achievements of the departments within the Nelson House Education Authority, which include the Nisichawayasihk Neyo Ohtinwak Collegiate (N.N.O.C.), Otetiskiwini Kiskinwamahtowekamik (O.K.) Elementary School and the Post-Secondary team.

Throughout this report we will also focus on initiatives undertaken to continue to encourage parental and community involvement in the educational process. It is imperative that our youth's education remains a

community, as well as a school concern. From the time they are toddlers until they are ready to make decisions regarding future life directions, children and youth must be taught the importance of education. In efforts to involve the community in the education process, NHEA has also continued to focus on strategies to ensure that the language and culture of the community is respected and taught to children in our schools.

MEMBERS CHALLENGED TO TAKE ACTIVE ROLE

It is hoped you will find this annual report to be both informative and thought provoking. We want to share with all of you the excellent work being done by the Nelson House Education Authority, but we also want to challenge you as a community member to become actively involved in the on-going process that will help shape the future of the educational process in our community.



Paul Bonner
Financial Comptroller

THE *Alice Moore Centre*

The highlight of the financial year ended March 31, 2005, was the budget surplus of \$30,727. The budget surplus was partly achieved by securing some additional funding and through cost-cutting measures. We will continue to seek additional funding sources and keep an eye on costs in order to keep within our budget for the current year. We are also pleased to advise that the reported budget deficit of nearly \$800,000 for the 2003/04 year has been more than halved. We were able to reallocate some funds and greatly reduce the actual budget deficit to just \$385,000.



Alice Moore Centre



NELSON HOUSE *School Board*

Message from the Chair of the Nelson House School Board of Trustees

As your elected Chair of the Board of Trustees of the Nelson House Education Authority it gives me great pleasure to report to you on the status of our Education Authority.

Five years ago, the NHEA conducted a formal and extensive review of its entire educational system. With staff and community input, five key areas of focus were identified.

1. The high school
2. Drug and alcohol use by staff
3. Discipline
4. Cree Immersion
5. Parental involvement in schools.

We are now in the first stage of reviewing our achievements of the past five years. Over the next three months, Intergroup Consultants, the agency that completed the first five-year review, will chair sessions with Trustees and the Education Portfolio holder, with school staff and the wider community. When these sessions have been completed, the Trustees and Education Portfolio holder will meet to establish educational priorities for the next five-year period.

Five-year reviews are extremely important as they provide trustees with an opportunity to step back from the day-to-day management of the educational system to acknowledge its accomplishments and identify and re-establish future goals and challenges. For example, five years ago, when our goals were being identified, the state of our high school was such that the Board considered closing the high school and sending students to Thompson for their education.

Because of community involvement and feedback, the Board was able to unequivocally identify “**An improved and vibrant high school program**” as its number one priority. Now five years later, the high school has succeeded beyond expectations. Talk now is not about closing the high school, but finding enough appropriate educational space so students and staff can be brought together to develop a still better sense of educational community and to provide better classrooms for instruction.



Marcel Moody

Chair of the Nelson House School Board of Trustees

I have been honoured to be the Chair of the Nelson House Education Authority over the past five years. There is much to celebrate, there is much to look forward to over the next five years and there is much yet to be achieved by all us working together for the best interests of our children's education.



OTETISKIWIN KISKINWAMAHTOWEKAMIK School

Otetiskiwin Kiskinwamahtowekamik has seen many improvements from last year. First and foremost are the improvements to our educational curriculum. The curriculum of every Manitoba school follows the curriculum established by the Manitoba Department of Education. While the delivery of every program tends to have supporting curriculum materials to help teachers deliver each subject area, such as language arts, no cohesive language arts program existed in our school until last year. Until then, teachers sought out their own supporting materials and usually photocopied what they required. This meant that there was no linear, logical curriculum to ensure all students mastered the required concepts as they moved from grade to grade.

To change this unsatisfactory learning environment, the school, in consultation with the Director of Education and finance personnel, allocated \$250,000 to new curriculum

materials. A vice-principal, Dr. Ed Godsell, was employed to take responsibility for curriculum and special education services. Language Arts Coordinator, Murdock Cole, was also employed.

This infusion of money into new curriculum materials has resulted in a new language arts program called "Open Court" for kindergarten to Grade 3 and a new corrective reading program for Grades 4 – 8. The Open Court program was introduced in early 2005, while the Corrective Reading program began in August 2005.

In addition, to the new language arts curriculum, new mathematics programs were introduced for kindergarten to Grade 3. A corrective math program will be introduced in August 2005 for Grades 4 - 8.

CHALLENGE TO MEET PROVINCIAL STANDARDS

These programs are intended to bring our children up to provincial standards in the core areas of language arts and math. This will be a phenomenal feat,



Lloyd Chubb
Principal

since our students may be as much as four or more years behind provincial standards by the time they complete Grade 8. We believe that with excellent teacher instruction and student attendance of 95 percent or better, this goal is achievable.

Student attendance remains a significant challenge in the O.K. School. Tables 1 and 2 highlight the noticeable drop in attendance from September to June. Most classes appear to have an attendance rate of over 85 percent at the beginning of the year, falling to around 60 percent by June.



TABLE 1
STUDENT ENROLLMENT AND ATTENDANCE NURSERY – GRADE 3

Grade	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Class Avg
N-AM	67.2	52.1	50.8	46.1	39.7	49.9	49.7	43.6	33.1	42.8	47.5
N-PM	76.3	76.9	76.7	75.1	66.8	73.9	71.6	62.8	66.3	72.0	71.84
K-AM1	97.2	81.9	82.8	72.1	73.7	70.1	68.4	52.4	59.1	65.4	72.31
K-AM2	88.4	74.9	70.1	59.3	59.5	54.3	50.3	38.5	46.3	54.5	59.61
K-PM1	82.2	76.9	76.6	65.0	84.5	82.0	56.9	65.6	58.9	51.5	49.79
K-PM2	71.3	59.4	56.9	49.4	52.9	56.2	37.8	31.9	39.4	42.7	49.79
1A	84.0	79.4	81.5	49.4	60.7	65.9	60.1	64.9	48.0	51.1	67.56
1B	89.8	88.1	87.9	80.7	74.4	88.9	81.1	64.9	63.4	69.5	78.87
1C	84.8	78.7	67.9	61.1	57.9	65.2	60.3	42.5	47.6	45.3	61.13
1D	85.0	88.5	91.2	75.6	67.1	73.9	79.1	71.1	63.1	60.4	75.50
2A	93.3	88.1	83.1	80.7	76.8	83.9	84.7	70.6	68.2	67.9	75.84
2B	84.3	89.7	88.1	79.1	75.2	73.9	77.5	70.7	67.9	60.0	76.64
2C	87.4	85.0	81.5	75.6	78.0	78.1	78.2	73.4	65.6	57.1	75.99
3A	93.0	90.8	97.3	56.7	95.5	77.1	86.6	84.6	79.3	69.5	83.06
3B	91.2	93.2	86.5	86.8	83.1	84.9	78.6	75.3	72.3	71.7	82.36
Overall Average											68.52

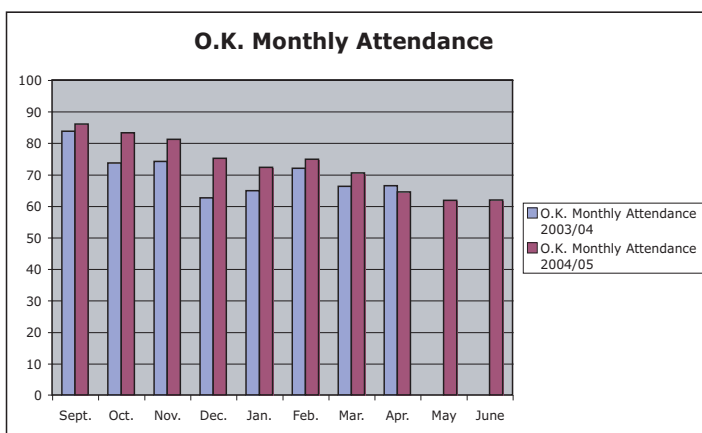
TABLE 2
STUDENT ENROLLMENT AND ATTENDANCE NURSERY – GRADE 4 - 8

Grade	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Class Avg
4A	87.6	89.8	88.0	86.1	86.2	77.5	75.5	70.8	57.1	49.2	76.78
4B	91.5	96.5	95.4	96.5	91.3	93.6	92.7	85.9	73.2	69.5	88.61
4C	87.2	97.8	96.9	91.0	77.1	87.1	88.3	82.5	89.1	82.5	87.95
4D	94.6	89.7	91.0	85.1	82.4	91.8	87.8	77.8	70.9	55.5	82.66
5A	90.1	95.6	93.3	85.7	91.3	91.4	80.2	81.6	73.7	73.5	85.64
5B	86.9	83.0	78.9	74.2	75.4	78.6	64.7	47.8	55.7	39.0	68.42
5C	84.1	86.9	85.7	78.6	73.1	73.7	75.2	51.7	57.0	44.0	71.00
5D	88.6	86.1	85.8	97.1	70.9	85.8	71.9	70.6	67.3	57.3	78.14
6A	83.7	73.8	60.1	60.8	52.5	69.9	55.7	60.2	56.8	38.8	61.23
6B	90.4	84.4	84.1	93.6	73.6	78.4	86.3	71.1	70.5	70.2	80.26
7A	91.0	84.5	90.5	77.2	81.0	73.4	66.9	83.4	82.1	81.3	81.13
7B	78.1	90.4	74.0	60.8	70.1	63.7	79.0	54.0	88.0	34.8	69.29
8A	76.2	64.5	65.8	72.3	58.6	72.9	80.2	89.8	85.7	95.9	76.19
8B	86.0	81.9	68.5	72.1	59.5	61.0	55.6	51.5	92.0	90.0	71.81
MAG1	92.9	90.2	86.5	91.3	61.5	69.0	79.7	74.8	73.9	70.1	79.00
MAG3	81.1	81.2	82.6	77.5	65.3	65.7	40.1	48.2	34.2	37.0	61.29
Overall Average											76.21

These attendance results appear to be consistent with the results from the previous year, as indicated in Figure 1. In 2003/04 the average monthly attendance was also over 80 percent at the beginning of the year and again there was a significant drop by the end of the academic year. In 2004/05, the O.K. School achieved an overall average attendance of 75 percent for those classes that reported attendance results. This suggests that between 25 and 30 percent of registered students do not attend on a regular basis.



FIGURE 1



ERRATIC ATTENDANCE A DETRIMENT TO LEARNING

This erratic pattern of attendance is creating a number of challenges for the elementary school and is very detrimental to the student's learning. A student who is regularly missing school is being deprived of the instructional time needed to facilitate his/her learning.

FUNDING ALSO IMPACTED

In addition, the high level of absenteeism makes it difficult to

maintain funding for both the regular students and those students with unique learning difficulties whose funding is dependent on their attendance in school. As noted in last year's report, the O.K. School continues

to urge all parents to be attentive to their child's attendance at school.

Other challenges the O.K. School is continuing to focus on include reducing the number of school closures, and in isolated instances,

issues regarding teacher attendance. We are extremely optimistic about the 2005/06 school year. We believe student attendance will improve with parental support, combined with exciting classroom teaching and supportive curriculum materials.

STRONG PARENTAL COMMITMENT REQUIRED

Our goal in 2005/06 is to have your child exceed the normal one-year of learning in language arts and math by between 50 and 400 percent. This objective will be impossible without your strong committed support. **Help us help your child. Aim for perfect attendance for your child for 2005/06.**



Otetiskiwin Kiskinwamahtowekamik (O.K.) Elementary School



NISICHAWAYASIHK NEYO OHTINWAK Collegiate

As principal of an ever-changing high school, I remain committed and honoured to serve the community and its students. Everyone in this school has learned and grown this year. Much has been accomplished and we all continue to dream of an even bigger and better high school in Nelson House one day soon.

One of the major highlights of the year was our presentation to the provincial Manitoba School Improvement Project, an organization that includes major provincial high schools focused on improving high school learning and educational outcomes. Our school is the only First Nation's school involved in the Manitoba School Improvement Project. This connection to Manitoba high schools offers staff an opportunity to compare our successes and challenges to other Manitoba high schools, as well as providing me with an opportunity to exchange ideas and information with other principals throughout Manitoba. The Manitoba School Improvement

Project considers our progress over the past five years as phenomenal and our presentation was well received.

Another highlight of the year was the completion and opening of the Duncan Wood Gym in April 2005. This feat was accomplished as a result of a cooperative effort between Nisichawayasihk Cree Nation's Recreation Department and the Nelson House Education Authority, which contributed \$70,000 for the new gym floor.

We also established a Literacy Committee in April 2005 with the intention of offering a literacy program in September 2005. The committee consists of the Director of Education, principals, high school and elementary teachers and human resources personnel. **Anyone interested in volunteering for this important initiative is invited to contact me at N.N.O.C. (484-2602).** You do not need to be a teacher to become a literacy instructor. We will be arranging workshops to train volunteers in the Fall. Our new Success Maker Lab is also up and running, with students already



Natalie Tays *Principal*

showing progress in math and reading.

Our Career Education program has had phenomenal success this year under the capable leadership of Mr. Rob Kostiuk, assisted by Mr. Eathel Carmichael. A total of 40 students participated in work placements in the community, with many of our students receiving exemplary evaluations from their placement supervisors. We acknowledge and thank the following organizations for assisting us in our Career Education program:

- The Northern
- Meetah Building Supplies



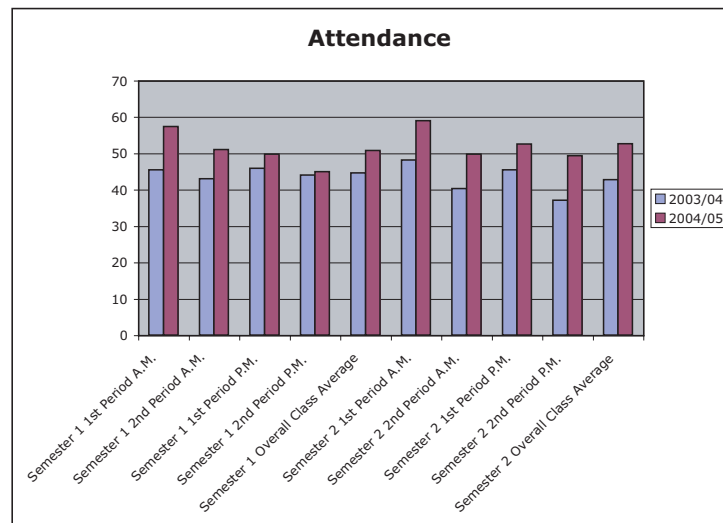
- NCN Personal Care Home
- Water Treatment
- Country Foods
- Head Start
- Nisichawayasihk Construction (formerly Forest Industries)
- Bus Garage
- Family Foods
- Our own N.N.O.C. high school.

N.N.O.C. believes it is very important to compare our successes from one year to another. To achieve this, objective data is collected each academic year in the areas of student attendance, student retention and the number of credits earned by students.

MEASURING RESULTS

The attendance results for the 2003 – 2004 and the 2004 – 2005 academic years are presented in Figure 2 and Tables 3 and 4 above. N.N.O.C. is pleased to note there is an average increase of over 10 percent in student attendance for both Semesters 1 and 2 in the 2004 – 2005 academic year compared with the year earlier. This higher attendance has resulted in a

FIGURE 2



ATTENDANCE 2003 - 2004

TABLE 3

	First Period AM	Second Period AM	First Period PM	Second Period PM	Average
Semester 1	45.40	43.02	45.87	44.00	44.58
Semester 2	48.14	40.26	45.45	37.04	42.72

ATTENDANCE 2004 - 2005

TABLE 4

	First Period AM	Second Period AM	First Period PM	Second Period PM	Average
Semester 1	57.32	51.0	49.7	44.9	50.73
Semester 2	58.9	49.7	52.5	49.3	52.6

noticeable improvement in the learning being achieved by students at N.N.O.C. and is providing the needed opportunity for even more students to achieve academic success in the high school.

Class drop out rates of registered students were down in the 2004/05 year over the year earlier as indicated in Figure 3. We are pleased to note a reduction in the number of classes dropped in Semester 1 to 48 percent in 2004/05 from 55 percent in 2003/04 and to 52 percent from 56 percent in Semester Two as indicated in Figure 4.

FIGURE 3

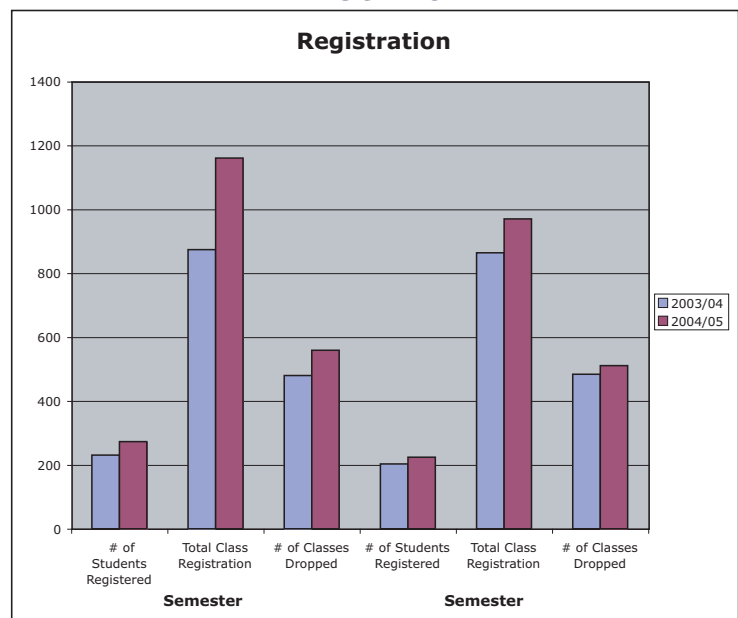


FIGURE 4

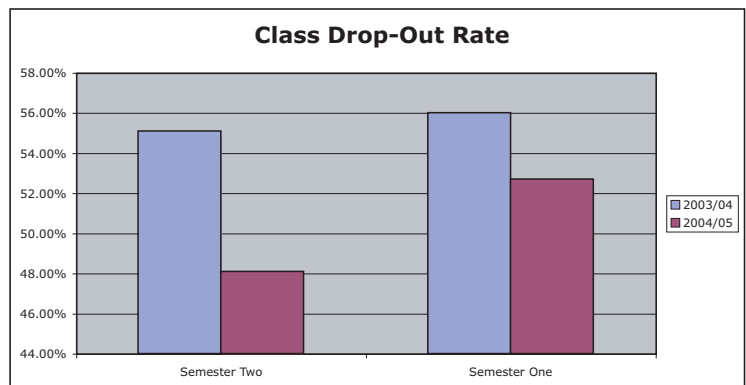




FIGURE 5

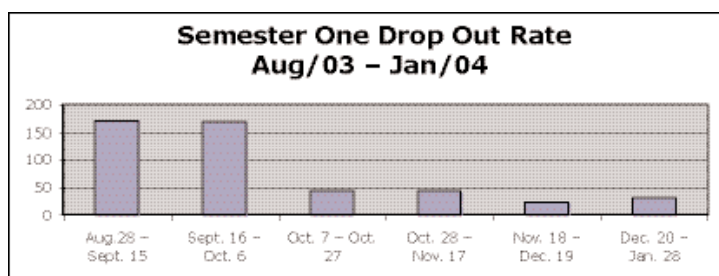


FIGURE 6

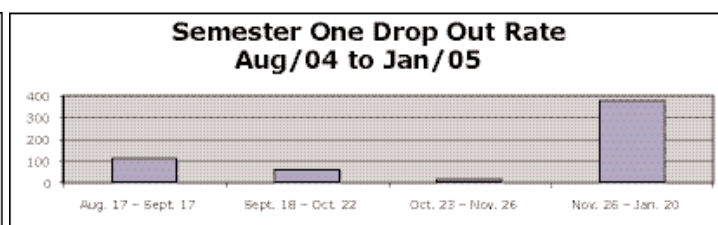


FIGURE 7

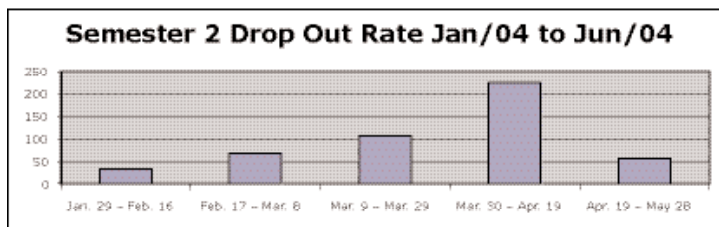
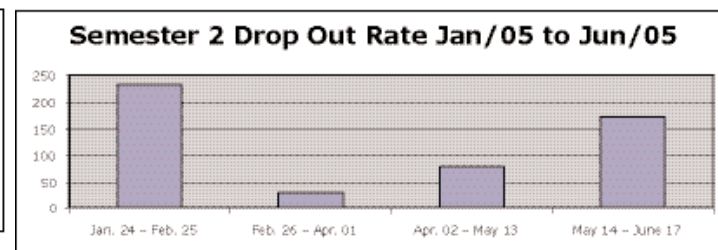


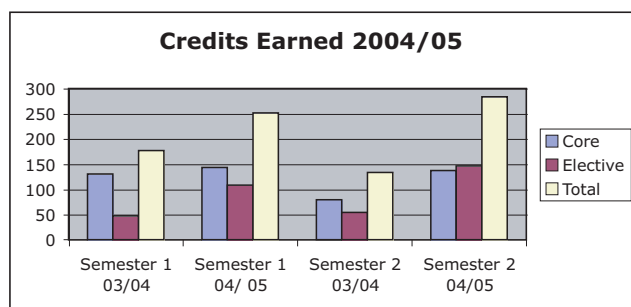
FIGURE 8



Timelines were established for each semester of the academic year and the drop out rate was calculated for each of these periods. Further evaluation of the data presented in Figures 5 through 8 is required to determine if there is any correlation between the drop out rate and the time of year.

While we are pleased with the overall results, students are still withdrawing from almost half of the classes they register for at the beginning of a semester. N.N.O.C. will continue to develop innovative approaches that will help to improve these results. These results are cause to be optimistic because they do suggest that more students are staying in school and undertaking to achieve academic success across a broader spectrum of courses, but is very important to seek out ways to improve these results.

FIGURE 9



In the report for the 2003/04 academic year, it was noted that there had been a significant increase in the number of credits earned by the students in the high school since it was established as a separate entity in 2001. Chair Marcel Moody has also made reference earlier in this report to the level of success achieved in this area during the 2004/05 academic year. Figure 9 and Table 5 outline the results for credits achieved by the high school students over the 2003/04 and 2004/05 academic years.

TABLE 5
CREDITS EARNED (SEMESTER 1 AND 2) 2004/05

	Jan/04	Jan/05	June/04	June/05
Core	130	143.0	79	137.0
Elective	47	108.5	54	146.5
Total Credits	177	251.5	133	283.5

It can be seen in Table 5 that credits earned in Semester One rose to 251.5, from 177 in 2003/04 and to 283.5, from 251.5 in Semester Two. This resulted in an increase of 225 credits earned by students over the corresponding academic years. We are very excited about these results and expect that these numbers will continue to improve with the growing popularity of the high school program in the community. We look forward to being able to graduate many more students.



The successes enjoyed by N.N.O.C. have also created some unique challenges in addition to those mentioned earlier in this report. The acute need for a high school science lab and more classroom space continues. Science programs suffer, as do students, without our own lab and without being located in a single building, because communication and isolation of staff and students hinders the teaching and learning process.

Last but not least, it is the dream of myself, teachers, students and many parents that we try and build a new log-cabin-style high school. It is a dream right now but I know that “a dream comes before any goal is reached”. I personally, do not want this dream to die – I want it to become a reality. Wish us all luck.



Nisichawayasihk Noyo Ohtinwak Collegiate

THE *Post-secondary* Team

Message from the Manager

The Post-secondary Team is pleased to report on some significant changes over the past year. As noted in prior reports, the biggest challenge to sustaining an exemplary post-secondary program continues to be the level of funding received from Indian and Northern Affairs Canada (INAC).

Despite continuing rising costs, there has been no significant increase in post-secondary funding since 1989. To address this challenge, the team has adopted measures to meet this increased demand for services with shrinking available resources. During the 2004/05 academic year the Education Authority created an in-house database program designed to help collect and guide the decision-making process for post-secondary funding applications.

This database continues to evolve to meet the changing demands of the Post-secondary Committee, comprised of one School Board Trustee, the Headman, South Indian Lake, the

South Indian Lake Human Resources Representative, the Nelson House Human Resources Manager, the ATEC Director, the Comptroller, two Post-Secondary Counsellors, the Post-Secondary Data Administrator and the Director of Education. The most significant changes to the data being reported to the committee reflect renewed attempts to budget the anticipated costs of funding a student against the limited monies received.

May 15 is the application deadline for students to apply for full post-secondary funding for the next academic year. The committee meets in June to review all applications and to decide which students will be funded. Funding applications are received from NCN Members across Canada and students are funded for post-secondary studies in almost all provinces.

The committee is presented with the expected cost of funding each prospective student for both the current fiscal year and costs for the following fiscal period. This includes tuition,



Bill Gamblin
Manager

living allowance for the student and/or dependents, books, supplies and education-related travel.

As these students are approved, the database maintains a running record of the monies required to fund these students. At the same time, the committee reserves a portion of its budget to accommodate the administrative fees required to run the post-secondary program and, where possible, reserve a portion of its budget for funding of part-time students and the proposed establishment of a Transitional Year Program in Nelson House.

Applications are grouped into seven categories reflecting the order of priority in the decision-making process.



These are:

- Category 1 – Continuing students
- Category 2 – Grade 12 graduates
- Category 3 – New mature
- Category 4 – Upgrading students
- Category 5 – Post graduate
- Category 6 – Students returning after graduation
- Category 7 – Students with incomplete programs.

The number of students funded from each of these categories is reflected in Figures 10 & 11. Figure 12 highlights the number of applications received against the number of students who are approved for funding. (Table 6 details the actual numbers for Figures 10 through 12.) It should be noted that of the 41 students listed as part-time, this included 15 students who were funded indirectly by the Education Authority as a sponsor for a Transition Year Program in Nelson House, administered through Human Resources.

FIGURE 10

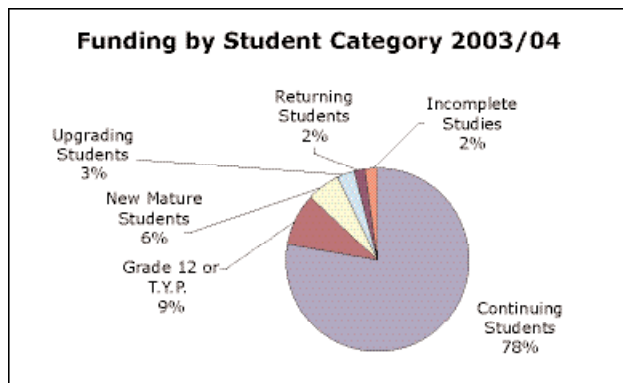


FIGURE 11

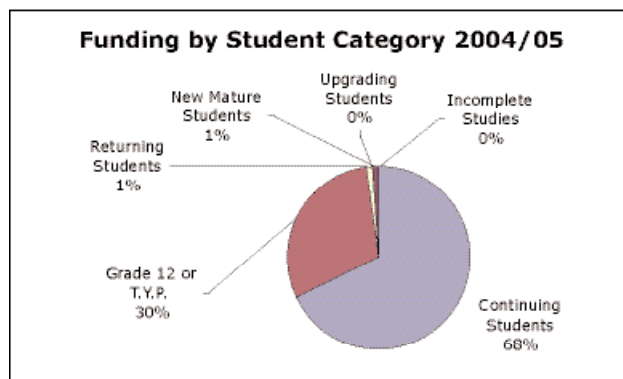


FIGURE 12

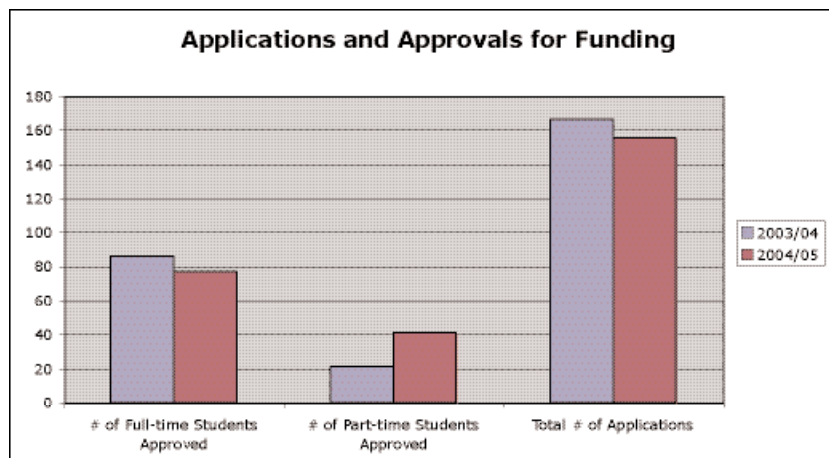


TABLE 6

Category	2003 - 2004	2004 - 2005
Continuing Students	66	52
Grade 12 or T.Y.P.	8	23
New Mature Students	5	1
Upgrading Students	3	
Post-Graduate Students	0	0
Returning Students	2	1
Incomplete Studies	2	0
# of Students Approved	86 – Full-time, 21 Part-time	77 – Full-time, 41 Part-time
# of Applications	166	155



Students receiving post-secondary funding from the NHEA have performed very well. The number of graduates and their respective institution areas are outlined in Tables 7 and 8.

TABLE 7

Graduates 2003 – 2004

Acadia University, N.S.	1
Assiniboine Community College	3
Brandon University	1
Grant MacEwan College, AB	1
Keewatin Community College	8
Red River College	2
University of Manitoba	9
University of Toronto, Ont.	1
University of Winnipeg	1
# of Graduates	27

TABLE 8

Graduates 2004 – 2005

Academy of Broadcasting	2
Articling (Law)	1
Fanshawe College	1
Federated Indian College	1
Keewatin Community College	2
Nelson House A.T.E.C.	12
Prairie Region	1
Red River Community College	2
Southern Alberta Institute of Technology	1
St. Malo (Religious College)	1
University of Manitoba	8
University of Winnipeg	1
Urban Training Circle	1
Yellowquill College	1
# of Graduates	35

The Post-secondary Committee always spend time endeavouring to find new ways to meet the growing challenge of trying to provide better resources with limited funds. The goals for the upcoming year must include looking for avenues to support arguments for improved funding and to challenge students who are fortunate enough to receive funding to be accountable for the monies they receive. On-going achievements in either of these areas will be the basis of future reports from the post-secondary team.



Elaine Smith

*Post-secondary
councillor*

VISION: PAVING THE RED ROAD TO WELLNESS

MISSION: MEDICINE WHEEL FIREKEEPERS EMPOWERING HEALTHY LIFESTYLES

NCN CORPORATIONS: NHML

THE BOARD OF *Nelson House Medicine Lodge*

Message from the Chair

This is the 16th year of operations for the Nelson House Medicine Lodge and I am pleased to report the organization has experienced a full year of development and growth. The few setbacks along the way have not prevented us from achieving some benefits for our centre and the people who entrust their health and well being to us.

In providing my report for the year in review, I have focused on our facility's development and growth, as well as some of the challenges over the past year and our plans for the coming years.

In terms of growth and development, I am proud to report our accrediting agent, the Canadian Council on Health Services Accreditation, extended accreditation status to the NHML through to November 2007. The accreditation surveyors were so impressed with the organization's ability to meet the 58 national standards and 242 criterion, it awarded an overall quality performance score 10 points higher than the national average for NNADAP treatment centres.

We revamped our annual planning sessions, by linking our planning to the three-year accreditation cycle. In so doing, the board, staff and clients have developed a three-year strategic directions plan, which includes a one-year operational plan.

Where the strategic directions plan provides guidance as to where we want to be in three years, our one-year operational plan addresses year one of our three-year accreditation implementation plan. This document is available for viewing at the NHML.

A significant challenge this year was the wind-down of the Pisimweyapiy Counselling Centre Program. Funds for this program stopped flowing from the Aboriginal Healing Foundation on January 31, 2005. Fortunately, NCN Human Resources Authority deemed this program worthy of support and provided sufficient resources to carry the program to March 31, 2005. With a much-awaited announcement from the Honourable Ralph Goodale, Federal Minister of Finance that the PCC program is most likely to receive extended funding to March 31, 2007.



Rick Linklater

Chair

In the coming year, not only will the NHML be negotiating renewal of our Health Transfer Agreement with Health Canada, we will also work to maintain two significant role model initiatives and the post-secondary bursary program we began last year. I look forward to the year ahead and hope the Creator will continue to guide us in our work and that the products of our labours will be recounted as significant in the ongoing wellness of our clients, community and our peoples as a whole.



Message from the Executive Director

It is my distinct pleasure to report on the activities of the Nelson House Medicine Lodge for fiscal year 2004-2005.

Many of the major undertakings of the NHML this past year are covered in the message from our Chair Rick Linklater, so my report will focus on some of the significant occurrences within the organization's three programs:

- Residential Treatment Program
 - Worked with 112 clients
- Pisimweyapiy Counseling Centre Program
 - Provided service to 65 clients
- NNADAP Prevention Program
 - Provided service to 124 local clients.

In all the NHML provided direct client services to 301 clients. In virtually every client contact, program participants were exposed to staff groups whose vision for health and wellbeing is summed up in the phrase "Paving the Red Road to Wellness".

For the NHML, Paving the Red Road to

Wellness is a serious undertaking. It entails making each client's efforts to reclaim their cultural identity as easy and rewarding as possible. This is critical, as the Red Road is considered by many to be a hard way of life. Still, the NHML persists in its direction as we have come to accept that if someone wants something good in their life you have to work for it - you have to put forth effort. Cultural identity and a sense of spirituality are now scientifically proven to be extremely important factors in achieving and maintaining sobriety.

This past year the NHML was part of a study conducted by Dr. Ken Hart of the University of Windsor. Dr. Hart's research sought answers to the importance of cultural identity and spirituality in achieving and maintaining sobriety. Dr. Hart was able to confirm the centrality of these factors in an individual's ability to achieve and maintain a sober, healthy lifestyle.

In reshaping NHML client services, as an easy and rewarding means to



Ed Azure
Executive Director

achieving sober healthy lifestyles, our organization offers ancestral practices and processes that span all seasons of the year. And we are working to expand on these in the coming year. It is the sincere wishes of the NHML that our chosen direction will continue to receive the support of clients, and our partners in the public and private sectors. Drop in and see for yourself, some of the rewarding experiences being offered by the NHML.

MEDICINE LODGE ORGANIZATION

NISICAWAYASIIHK CREE NATION BAND COUNCIL

(Forms the membership of the corporation)

- Chief Jerry Primrose
- Councillor Agnes Spence, NHML Portfolio Holder
- Councillor D'Arcy Linklater, NHML Portfolio Holder
- Councillor Jimmy Hunter-Spence
- Councillor Shirley Linklater
- Councillor Elvis Thomas

FUNDING AGENCIES

- First Nations & Inuit Health Branch (NNADAP)
- Aboriginal Healing Foundation

BOARD OF DIRECTORS (Consists of 5 directors)

- Rick Linklater, Chair
- Henry Wood, Vice-Chair
- Laurel Wood, Board Member
- Madelaine Spence, Board Member
- Cheryl Linklater, Board Member

EXECUTIVE DIRECTOR

- Ed Azure

ADMINISTRATION TEAM

- Sarazine Spence
- Wenda Clearsky

TREATMENT TEAM

- Ray Sandberg
- Marie Ballantyne
- Lorraine McDonald
- Lydia Penner
- Darlene Spence
- Dean Linklater
- Edna Spence
- Helen Linklater
- Charlene Bighetty
- Joshua Spence

PISIMWEYAPIY COUNSELLING TEAM

- Myra Hart
- Marty Nicholas
- Clara Yetman
- Pauline Primrose

NNADAP PREVENTION TEAM

- Judy Wood
- Victor Spence

KITCHEN and MAINTENANCE STAFF

- Christy Moody
- Lena Moore
- Linda Linklater
- Stanley Spence
- Joshua Spence



Sarazine Spence
Administration Manager



Stanley Spence
Maintenance Supervisor



Christy Moody
Head Cook



Wenda Clearsky
Administrative Assistant



Lena Moore
Cook



Linda Linklater
Cook



Joshua Spence
Maintenance-Night Supervisor



Marty Nicholas
Night Supervisor



Victor Spence
NNADAP Counsellor



Pauline Primrose
PCC Counsellor



Lydia Penner
*Residential Treatment
Counsellor*



Marie Ballantyne
Residential Treatment Therapist



Charlene Bighetty
Night Supervisor



Edna Spence
*Residential Treatment
Counsellor*



Elizabeth McDonald
PCC Counsellor



Helen Linklater
Night Supervisor

NEW STAFF



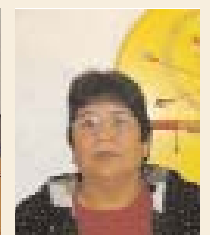
Ralph Alexander
*Residential Treatment
Counsellor*



Dave Sanderson
*Cultural & Traditional
Specialist*



Cynthia Swanson
Interim Office Assistant



Mary Alexander
*Residential Treatment
Counsellor*



Raymond Sandberg
*Residential Treatment Senior
Counsellor*

RESIDENTIAL *Treatment Program Activity Report*

As part of a network of some 48 NNADAP treatment centres across Canada, the NHML provides in-patient alcohol and drug treatment program beyond the boundaries of our primary target area of Northern Manitoba.

Our primary purpose is to provide services to those individuals experiencing alcohol and/or drug addiction. The NHML therapeutic facility is a non-medical unit. Our mission is to assist all people in their recovery from alcoholism and drug dependency, with special focus on providing services to persons of Aboriginal ancestry.

THE NHML RESIDENTIAL TREATMENT PROGRAM

- Long-term Residential Treatment Program (17 weeks)
- Emphasis on Aboriginal cultural, spiritual, and traditional practices
- Continuous intakes
- In-house workshops include:
 - Healing & Wellness

- Anger Management
- Grieving & Loss
- HomeComing - An Inner Child Workshop
- Personal Portraits
- Aboriginal Culture & Recovery
- Building Healthy Relationships, and
- Family Violence
- Cultural ceremonies include:
 - Fasting camps
 - Gathering medicines (sweetgrass, sage, cedar)
 - Sweetgrass ceremonies
 - Pipe ceremonies, and
 - Winter camp.

CHALLENGES OF THE NHML RESIDENTIAL TREATMENT PROGRAM

Treatment staff experienced some challenges during the year. Some of these challenges were:

- Staff shortages in the positions of traditional counsellor
- Attracting casual staff to cover the night supervisor

position when required (especially during summer months)

- Computer training is still required for some of the treatment staff.

ACCOMPLISHMENTS OF THE NHML RESIDENTIAL TREATMENT PROGRAM

Treatment staff have experienced many successes during the year. Some of the successes were:

- Developing and integrating workshops into a 17-week program
- More couples requesting Treatment for long-term programming
- Accepting couples into the program
- Filling vacant counsellor positions as they become open.



Nelson House Medicine Lodge in winter



- Filling night supervisor positions as they became vacant
- Providing in-house workshops for the clients of the NHML
- Treatment staff provided services to the community (presentations)
- Strategic planning workshop
- Fasting camp at Mile 33 (67 attended, 19 fasters)
- Winter camping at Leftrock Lake
- Some computer training was provided for treatment staff
- Trip with clients to Sapotawayak area to pick traditional medicines (sweetgrass, sage, cedar).

PROGRAM ACTIVITIES

- Provide one-on-one counselling for clients
- Provide group sessions (large and small)
- Traditional teachings provided on a weekly basis
- Weekly Sweat Lodge Ceremonies
- Provide eight In-house workshops
- All lectures are related to and pertinent to addictions (alcohol and/or drug education)

- Weekly arts & crafts sessions for clients
- A.A. meetings; ACOA meetings; CoDep meetings
- Accessing Community Resources (Wellness Centre Program)
- Recreational activities
- Sunrise ceremonies for clients in spiritual room
- Trip to gather traditional medicines
- Fund raising activities for client trips (e.g., A.A. roundups, movies)
- Graduation ceremonies.

PLANS IMPLEMENTED TO IMPROVE SESSIONS

Client evaluations of the treatment program provided suggestions for improvements of services provided and/or required:

- Development and Implementation of in-house workshops
- Providing opportunities for clients' fund-raising activities.

TRAINING CONFERENCES

- National Addictions Awareness Week (November 04)

- Residential School conference (August 04)
- National Addictions Partnership Foundation Conference in Saskatoon (February 05)
- Canadian Council on Accreditation meeting.

PLANS FOR THE COMING YEAR

- Continue to provide counselling and therapeutic services for participants entering the 17-week program
- Continue to explore new methods and techniques that would enhance the personal growth and professional development of the program staff
- Continue to maintain professional ethics and good working relationships with other community resources
- Add four more workshops to our treatment program to engage our clients more effectively
- Host Fasting Camp in May/June 2006.



Myra Hart

PCC Coordinator

PISIMWEYAPIY Counselling Centre

The PCC Program is one of three programs within the NHML. The PCC Program is an outpatient program that works with residential school survivors and those impacted by the intergenerational effects. The program offers a continuous intake of 15 people or more at any given time.

PURPOSE

PCC promotes and enhances holistic healing of residential school impacts on the Nisichawayasihk Cree Nation using traditional and contemporary practices.

Pisimweyapiy Counselling

Program offers a ten-week outpatient program that provides large group sessions from Monday to Thursday every week on a variety of topics related to the residential school impacts.

The topics offered are:

- Aboriginal Women
- Abuse of Persons With Disabilities
- Adult Survivors of Child Sexual Abuse
- Alcohol & Drugs
- Anger
- Anger Management
- Caring Community
- Child Sexual Abuse
- Co-dependency
- Communication Skills
- Cree
- Death, Bereavement & Healing
- Depression
- Divorce
- Emotional Abuse
- Family Violence and Substance Abuse
- Family Violence in Aboriginal Communities
- Fetal Alcohol Syndrome
- Give Away
- How Love is Expressed in Different Stages of Growth and Development
- Identity
- Loss, Grief and Support
- Love and Relationship Tips for Marriage
- Low Self Esteem
- Marriage – What Not to Say
- Marriage
- Multiple Victim Child Sexual Abuse
- Neglect and Abuse of Older Adults
- Our Way of Life
- Parenting
- Powwow
- The Seven Sacred Directions
- Relationship: Marriage Built on Compatibility
- Relationships of Marriage
- Self Care and Relationships
- Self Esteem
- Songs
- Stages of Growth and Development
- Suicide
- The Period of Dependence
- The Power of The Four Directions
- The Tipi
- Traditional Practices and Beliefs
- Turn Your Marriage Around
- Worldview

PCC SERVICES

- Pays for child-care cost for participants in the 10-week outpatient program
- Hires a bus driver to pick up the participants at home and to take them home after the sessions are over
- Provides individual counselling sessions
- Offers supper to clients at the NHML
- Encourages participants to attend



ceremonies and planned events

- Clients are given a graduation ceremony, certificate and medallion.

ACCOMPLISHMENTS THIS PAST YEAR

- The highlight of the year was the CCHSA's decision to showcase the NHML as one of the best treatment centres in Canada. We are very proud of this achievement. We were granted accreditation following a long process of preparation to ensure we met all the guidelines to qualify for accreditation. Our status is reviewed every three years.
- The PCC staff were also very busy with programs relating to Residential Schools. Among the highlights was a weeklong Residential School Conference in Edmonton in February. Two staff members also attended a MKO-hosted conference for resource people working with residential school survivors. We also hosted the Northern Residential School Conference at Mile 33.
- Gifted Elders visited NHML in June to give teachings and to build the

Medicine Wheel. All staff participated in the ceremonies.

- The PCC staff helped with National Addictions Awareness Week that was held from November 14 – 20, 2004. The events went really well and there was a big turn out of people each night for the planned events and activities.
- In July 2004, the executive director attended Day Of Commemoration Celebration that was hosted by the Aboriginal Healing Foundation in Edmonton.
- Staff were also involved in a variety of workshops through the year.

CHALLENGES FACED THIS

PAST YEAR

- The funding from the Aboriginal Healing Foundation for the PCC Program ended on February 1, 2005 and we operated without funding for three months.
- We were fortunate enough to be one of the programs across Canada that were chosen to be funded for another two years, until 2007. This will give the Board of Directors and the Executive Director time to negotiate permanent funding when they meet with Medical Services Branch to negotiate global funding for in-patient, outpatient, prevention and aftercare services in September 2005.



Rear view of the Nelson House Medicine Lodge



Judy Wood
NNADAP Coordinator

NNADAP Prevention Program

The NNADP Prevention Program focuses on prevention, intervention, counselling and aftercare.

Two NHML staff undertake the numerous activities of the NNADAP Prevention Program.

Of the NHML's three programs, the NNADAP program consistently maintains the highest number of direct client contacts over the year and yet, the two staff members still manage to conduct a host of community activities aimed at addressing the negative impacts of alcohol and drug abuse among members of the Nisichawayasihk Cree Nation. The following is a snapshot of the prevention, intervention and aftercare/follow-up activities of this team.

PREVENTION

Our prevention program has been very successful in the year in review in creating awareness and drawing feedback from our community. This has been particularly effective in dealing

with youth, who are increasingly recognizing that they can reach out for help in dealing with drug and alcohol related issues and problems of addictions.

One of the ways we have tackled the issue of prevention is by talking directly to the community, through workshops, one-on-one meetings, surveys and presentations on radio, which prompts many people to call with comments and suggestions.

The major difficulty we have in preventing more drug and alcohol abuse from occurring in the first place is enough funding for staff to proactively meet with at risk people in our community.

Still, we have been successful in setting up culturally appropriate programs, which are well received, and the annual National Addictions Awareness Week, which draws many people from the community.



Sweatlodge-Arbour-MedicineWheel at rear of the NHML



INTERVENTION

We have improved the methods we use to better prepare clients to enter a preferred treatment facility when intervention is necessary. While there is usually a waiting period, we have been successful in helping a number of people.

One area we are working on improving is to ensure clients, leaving a treatment program, have resources in place to re-enter the community, including having transportation home from the treatment facility. At the moment the responsibility tends to fall on NNADAP staff, which is taxing on an already overstretched resource.

COUNSELLING

Our short-term counselling program is used primarily in crisis situations and intervention. While the service is on-call throughout the week, additional community resources are teamed together to ensure an effective response to a crisis. The teamwork has resulted in an overall positive result for both the providers and receivers of this service.

STATISTICAL REPORT

	Treatment Center	Pisimweyapiy Counselling Center	NNADAP Prevention	Total
Clients served	112	65	124	301
Status	110	63	124	297
Non-status	2	2	0	4
Females	43	23	52	118
Males	61	42	72	175
Substances abused				
Alcohol	77	64	124	265
Hallucinogens	1			1
Narcotics	32	48	3	83
Prescription Drugs	1		1	2
Solvents	0		3	3
Other	28	4	3	35
Recidivism Rate	32.1%	3.1%	U/A	
Bed Utilization	97%	N/A	N/A	

AGE & SEX BREAKDOWN

Age @ Intake	Residential Treatment Programr		Pisimweyapiy Counselling Center Program		NNADAP Prevention Program*	
	Female	Male	Female	Male	Female	Male
Total	43	61	23	42	52	72
12 & under	2	7			-	-
12 - 18	0	3		2	-	-
18 - 25	3	10	4	6	-	-
25 - 35	18	16	11	12	-	-
35 - 45	13	17	6	12	-	-
45 & over	7	8	2	10	-	-

*Breakdown by age unavailable

NCN CORPORATIONS:

NISICHAWAYASIAHK *Construction*

Message from the General Manager

Nisichawayasihk Construction LP is NCN's newest corporation, created in May 2005, following the restructuring of NCN's Forest Industries.

Nisichawayasihk Construction is a limited partnership, wholly-owned by the NCN First Nation. It currently employs 11 full-time staff and up to 20 casual staff from Nelson House.

The company is working on a joint venture project with Dauphin-based Strilkiwski Contracting Ltd. on a \$2.3 million project to upgrade Provincial Trunk Highway 6 at Grand Rapids.

The joint venture is also picking up other contracts, including work on the Red River Floodway Expansion Project.

Other current projects include:

- Power-line clearing at Arborg
- Stone crushing work at INCO
- An upcoming project for Tolko

This is a big turnaround from May 2004, when a strategic planning session was held to determine the fate of Forest Industries. At that time, Forest Industries was making a loss and accumulating debt. It had no contracts and was forced to layoff 11 workers due to a lack of work.

Now we are making a profit and we have nearly paid off Forest Industries' debt.

We have met all the goals and objectives set out in our restructuring plan and have successfully completed the following projects, as set out in last year's report:

- Delivering sand for crawl space clean up in the community
- Backfilling houses in the community
- Excavating footings for new housing
- Road and garbage dump maintenance
- Installing the lift station at the ATEC site
- Rehab work at Farley Lake, near Snow Lake
- Setting up a Hydro camp for Conawapa at Fox Lake.



Nisichawayasihk Construction



Graded road

In addition to the construction projects, the equipment rental part of our business is also making a profit. Manitoba Hydro is leasing our Conawapa camp at Fox Lake, while Thompson-based Borland Construction Ltd is renting equipment from us.

Nisichawayasihk Construction intends to employ more qualified Members of NCN as our workforce gains the training and skills needed to carry out these construction contracts.



Laurel Wood
Finance Clerk



Johnny Parisien
Employee

MISSION: NISICHAWAYASIIHK PERSONAL CARE HOME'S MISSION IS TO PROVIDE THE HIGHEST POSSIBLE STANDARD OF HEALTH CARE TO THE ELDERLY OF THE COMMUNITY.

THE HOME SHALL PROVIDE CARE TO MEET THE PHYSICAL, SOCIAL, EMOTIONAL AND SPIRITUAL NEEDS OF ALL RESIDENTS.

NCN CORPORATIONS:

NISICHAWAYASIIHK *Personal Care Home*



Bathing facilities



PCH kitchen

Message from the Executive Director

The NCN Personal Care Home continues to provide quality health care to our Elders at our first class, purpose-built facility in Nelson House.

OCCUPANCY

During 2004/05 our occupancy was under 70 percent, or between 15 and 17 residents, which was little changed from our occupancy rate in 2003/04. Our goal for this year is to increase the occupancy rate of our 24-bed facility to at or near full capacity.

STANDARDS REVIEW

During the year in review the Personal Care Home received a visit from the Standards Review Committee, which made a number of recommendations to improve the policies and procedures of our facility. These include revisions to communications materials for residents and their families and professional educational materials for nursing staff.



PCH dance



Medical examination room



One of the goals for this year is to update and implement our policies and procedures in line with the requirements of the Manitoba Health Standards for Personal Care Homes.



Nisichawayasihk Personal Care Home staff



Nisichawayasihk Personal Care Home nurses

OTHER HIGHLIGHTS

Another highlight of the year was the establishment of the Advisory Council for Residents, which listens to their concerns and facilitates an appropriate management response.

We also acquired a mini bus and hired a driver to transport residents, primarily for dialysis treatment, but also recreation and other appointments.