



N i s i c h a w a y a s i h k C r e e N a t i o n

YEAR IN REVIEW

Annual Report 2003-2004

October 2004





NCN VISION

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

Kita pimotatayahk tipithimisiowin kakiki kita
mithowayacih mina kitawithotisicik
Nisichawyasihk Ithiniwak.

TABLE OF CONTENTS

| | |
|--|-----|
| CHIEF AND COUNCIL | |
| - Message from the Chief | 2 |
| - Council Portfolios | 3 |
| LEADERSHIP AND PARTNERSHIP ROUNDTABLE | 4 |
| NCN ADMINISTRATION | 5 |
| NORTHERN FLOOD AGREEMENT INITIATIVES | |
| FUTURE DEVELOPMENT | 6 |
| NCN TRUST | |
| - Executive Director | 10 |
| - Claims Program | 12 |
| - Country Foods Program | 12 |
| - Elders Traditional Program | 13 |
| - Commercial Fisherman Program | 14 |
| - Trappers Association | 15 |
| - Resource Management | 16 |
| - Achimowin Radio & Television Station | 16 |
| GILBERT MCDONALD MEMORIAL ARENA | 17 |
| BAND ADMINISTRATION | |
| OPERATIONS | 18 |
| MEMBERSHIPS | 18 |
| PUBLIC WORKS | 19 |
| - Water Treatment Plant | 19 |
| - Water and Sewer | 19 |
| - Waste Water | 20 |
| - Funeral Preparation | 20 |
| - Recycling | 20 |
| - Animal Control | 21 |
| - Emergency Services | 21 |
| FOREST INDUSTRIES | 23 |
| YOUTH INITIATIVE | 24 |
| HOUSING AUTHORITY | 25 |
| COMMUNITY JUSTICE | 26 |
| PROBATION SERVICES | 26 |
| POLICING | 26 |
| SOCIAL SERVICES | 27 |
| HUMAN RESOURCE DEVELOPMENT | 28 |
| NCN CORPORATIONS | |
| ATOSKIWIN TRAINING & EMPLOYMENT CENTRE | 32 |
| EDUCATION AUTHORITY | 38 |
| FAMILY & COMMUNITY WELLNESS CENTRE | 50 |
| MEDICINE LODGE | 64 |
| PERSONAL CARE HOME | 81 |
| FINANCIAL STATEMENTS | |
| NCN TRUST FINANCIAL REPORT | 87 |
| NCN TRUST OFFICE FINANCIAL REPORT | 88 |
| BAND ADMINISTRATION | |
| - Budget (2004 – 2005) | 89 |
| - Audited Financial Report | 97 |
| EDUCATION AUTHORITY FINANCIAL REPORT | 101 |
| MEDICINE LODGE FINANCIAL REPORT | 102 |

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.

MESSAGE FROM THE CHIEF

Our goal is to build a strong foundation for our future... by improving our social services and overall wellbeing as a community.

Tansi. The past year has been a challenging time for NCN as we work to secure our future.

The spotlight has been on us as we move towards developing a partnership with Manitoba Hydro. Lots of things are happening in our community and the activity will continue as we fulfill our mission to be as accountable to you as possible, as far as our resources allows.

Our goal is to build a strong foundation for our future. One of the ways we are doing this is by improving our social services and overall wellbeing as a community.

The Family and Community Wellness Centre is an example of how we are trying to provide a holistic approach to healing and nurturing our community and making it strong for the future.

We are also focusing on economic development through the Wuskwatim hydroelectric project.

As we prepare for the ratification vote on the Wuskwatim Project Development Agreement (PDA), we hope Members have trust and faith that our technical team has evaluated the detail and are acting in the very best interests of NCN.

We will have many opportunities to meet and discuss the issues before our final vote on the Project Development Agreement, which will probably be held early next year.

Another major activity Council has undertaken is the review of NCN Election Code with NCN Members. A heartfelt thanks to all the people who participated in the workshops, radio talk shows and surveys. Your feedback and participation was greatly appreciated.

Thank you to the Leadership and Partnership Roundtable for planning and implementing this first edition of the NCN Year-In-Review Report and organizing our second annual NCN General Assembly.

It gives us an opportunity to review the services provided to our community and to update



Members on the work of the NCN Trust. As you may know, we sold our bond for a profit of \$13 million and reinvested the money in the hope of maximizing potential revenue gains from investment. However, because of market conditions, our returns from our investment were initially less than we expected. They are now slowly climbing and we are hoping to make gains on our investments.

Profits from Mystery Lake Hotel have been reinvested into NCN programs, such as the Zummer Adventure Camp, our baseball diamond, homeless shelter and RCMP station.

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

Best regards,

A handwritten signature in black ink, reading "Jerry Primrose".

Chief Jerry Primrose
Nisichawayasihk Cree Nation



COUNCIL PORTFOLIOS



Chief Jerry Primrose

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



Councillor Jimmy Hunter-Spence

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



Councillor D'Arcy Linklater

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



Councillor Shirley Linklater

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



Councillor Agnes Spence

- Family & Community Wellness Centre
- Child & Family Services
- Day Care & Headstart
- Community Health
- Counselling & Rediscovery of Families
- Fitness & Recreation
- Women & Elders
- Medicine Lodge (NNADAP Treatment & Prevention & Pisimweyapiy Counselling programs)
- Band Membership
- Future Development



Councillor David Spence

- Housing
- Economic Development
- Recreation
- Trust
- Public Works
- Community Infrastructure
- Public & Media Relations
- South Indian Lake



Councillor Wm. Elvis Thomas

- Trust & Future Development
- Finance & Economic Development
- External Affairs
- Self Government
- Communications & Public Relations
- Health & Personal Care Home

LEADERSHIP & PARTNERSHIP ROUNDTABLE

NCN Leadership and Partnership Roundtable

*Theresa Yetman, Band Administration,
Interim Executive Director*

*Shannon Yetman, Band Administration,
Associate Executive Director*

*Marcel Moody, Future Development,
Co-manager*

*Joyce Yetman, NCN Trust Office Acting,
Executive Director*

*Jim Moore, Gilbert McDonald Memorial
Arena, Executive Director*

*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, Executive Director*

Message from the Executive Directors

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

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.

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 second annual Year-In-Review Assembly to review the activities of our public services and organizations.

Our first Assembly, held in October 2003, 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.



*Top - (Left-right) Shannon Yetman (NCN), Matt White (NHEA), Ed Azure (NHML),
Bottom - Ezra Bogle (ATEC), Dr. Freda Hart (HRD), Shirley Linklater, (NCN Councillor), Theresa
Yetman (NCN), Morley Moore (Trust Office) and Felix Walker (FCWC).*

NCN ADMINISTRATION

Message from the Executive Director

Theresa Yetman, Interim Executive Director

I was appointed Interim Executive Director of NCN Band Administration in June 2004, following 18 months as NCN's Policy Analyst.

In this new role I look forward to learning more about NCN and the community's needs, and continuing the work I started as a Policy Analyst.

I began my role as Policy Analyst in February 2003, when Chief and Council seconded me for two years from the Medicine Lodge.

While I worked as the Policy Analyst, I facilitated the process of completing the Management and Technical Assessment and Plan. Fourteen NCN organizations and 44 individuals participated in the assessment and the development of the plan. I would like to thank those who participated as a representative of their organization.

The Management and Technical Assessment and Plan is also known as the Capacity Development Plan, which has two goals:

- 1) To clarify roles and responsibilities - the distinct functions between Council and administration
- 2) To develop an accountable administrative structure that is responsive to the community.

As part of this Assembly, I would like to share the plan with you and receive the membership and community's feedback. Some tasks I will focus on in the upcoming year will be to complete a final report on the findings from the Election Code Review, develop a Financial Administration Bylaw, revise the Dog Bylaw and put in place a User Fees Bylaw for water and sewer.



Theresa Yetman
Interim Executive Director

NCN VISION

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

Kita pimotatayahk
tipithimisiowin kakiki kita
mithowayacih mina
kitawithotisicik
Nisichawayasihk Ithiniwak.

FUTURE DEVELOPMENT



Marcel Moody
Co-manager, Future Development



Norman Linklater
Co-manager, Future Development

Message from the Co-managers

Marcel Moody and Norman Linklater, Co-managers

The Future Development team has made a great deal of progress over the past year towards the development of a Project Development Agreement with Manitoba Hydro to build the proposed Wuskwatim Generating Station within our Resource Management Area on the Burntwood River.

Last year our focus was mainly on getting ready for the Clean Environment Commission hearing on the project, which finally began March 1, 2004 after many months of delay. The hearing lasted nearly four months and was regularly attended by many members of the Future Development Team, led by Councillor W. Elvis Thomas.

General Band Meeting in Nelson House

The hearing concluded June 9, 2004 and was followed by a General Band meeting in Nelson House on June 22, 2004, to bring Members up-to-date on the project development and negotiations between Manitoba Hydro and NCN.

Members had an opportunity to ask questions and make comments about the project. NCN's Council, Future Development Team, Environmental Management Team, Community Consultants, legal, technical and scientific advisors and Manitoba Hydro attended.



Chief Primrose set the tone for the day with his opening address: "Let's open our hearts and our minds today, so we can plan for our future, with confidence that we have the facts, and we are free from outside interference in our decisions."

Councillor Thomas presented an overview of the project and the Summary of Understandings, to help Members understand what is currently being negotiated.

"For the past five years our Future Development Team has used all the resources at its disposal to negotiate what your Chief and Council believe will be an historic agreement that will benefit our people and reflect the expressed values and expectations of our community and our Members," he said.

Manitoba Hydro Power Planning and Operation Division Manager Ed Wojczynski told NCN Members that Hydro acknowledges the Churchill River Diversion had a major adverse impact on NCN's environment and its people and that the impacts had been greater than expected.

"We regret the harm that these impacts caused to your Nation, Elders, resource harvesters and community," he said.

He praised the First Nation for its progressive attitude and said Hydro appreciated the opportunity to work with NCN as a partner in seeking the potential development of Wuskwatim.

South Indian Lake Headman Chris Baker told Members that their leaders were working in the best interest of the community and encouraged Members to support the Chief and Council through the process.



Meeting in South Indian Lake

NCN's Council, Future Development Team, Environmental Management Team, Community Consultants, legal, technical and scientific advisors and Manitoba Hydro also meet with Members in South Indian Lake to discuss the Wuskwatim Project and answer questions on September 28, 2004.

Traditional Ceremonies at Wuskwatim and Suwanee Lakes

A 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.

About 60 people attended, including NCN Elders, members of Council, the Future Development Team and Manitoba Hydro.

An annual gathering of Elders at Suwanee Lake was held in August and attended by around 50 people who 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

NCN is now involved in the next stage of consultation, concerning Section 35 of the Constitution, which protects treaties and Aboriginal rights.

Representatives of Manitoba Water Stewardship, Manitoba Conservation, Manitoba Aboriginal and Northern Affairs and Fisheries and Oceans Canada (DFO) have been gathering information and considering how community concerns about relevant Aboriginal rights and treaties can be addressed before the governments consider issuing licences and permits for the Wuskwatim Generation Project.

Representatives from the Wuskwatim Environmental Management Team have also been providing information.

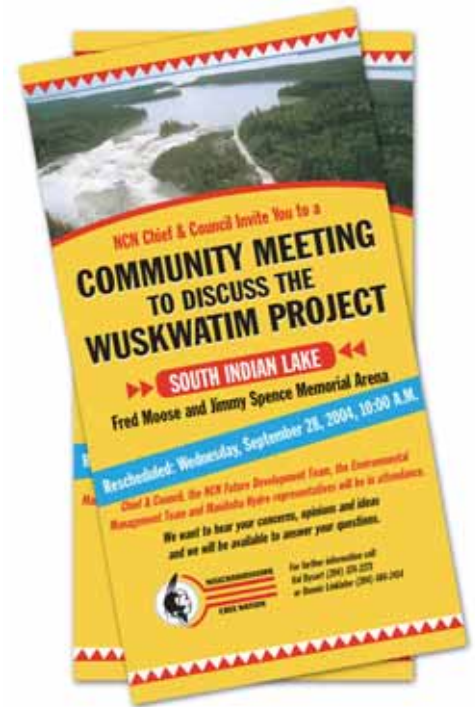
This consultation process is separate from the Clean Environment Commission hearings, but also an essential part of the process in the development of the Wuskwatim project.

Project Development Agreement Negotiations Ongoing

Negotiations are continuing between NCN and Manitoba Hydro over the Wuskwatim Project Development Agreement (PDA) and are expected to be complete by the end of the year. When completed, NCN Members will have an opportunity to ratify the PDA in a secret ballot vote.

In addition to the main body of the PDA, a number of supporting documents to the PDA are also under negotiation. These include agreements dealing with:

- Limited Partnership Agreement
- Construction Agreement
- NCN Financing Agreement
- Systems Operations and Dispatch Agreement
- Interconnection Agreement
- Adverse Effects Agreement
- Various technical Agreements regarding acquiring partnership units
- Management Agreement
- Project Financing Agreement
- Power Purchase Agreement
- Maintenance and Operations Agreement
- Project Lands Lease
- Trust Agreement





Dennis Linklater
Office Manager



Waylon Spence
Youth Liaison Worker



Other Contract Negotiations Underway

NCN is currently negotiating 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. If the negotiations are successful, NCN Members would get an opportunity to work on these contracts.

We are currently negotiating the:

- Access road contract
- Catering contract
- Cross-cultural training contract
- Transmission clearing contract
- Security contract
- Camp clearing and maintenance contract
- Main camp sewer and water contract

The Burntwood Nelson Agreement (BNA)

Preliminary negotiations between NCN and Hydro with respect to the BNA have been completed.

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 now negotiating the terms and conditions of the BNA with the Allied Hydro Council, which represents the unions and their members.

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

CEC Concludes Wuskwatim Projects are Justified, Viable and Economic

The Clean Environment Commission supports construction of the Wuskwatim Generating Station and Transmission projects, following nearly four months of public hearings on the projects that concluded early in June 2004.

The CEC's report to the Minister of Conservation, released October 4, 2004, found that Manitoba Hydro and the Nisichawayasihk Cree Nation have adequately justified the projects and concluded they are viable and economic. The CEC report also stated that, if managed in an appropriate manner, the benefits for Aboriginal people, northerners and all Manitobans could be significant.

The CEC made a number of additional recommendations, which the Manitoba Minister of Conservation is reviewing and may or may not include as conditions of the licence to construct the dam and transmission lines.

"We are pleased the Commission was able to separate fact from fiction in reaching its conclusions and apparently was not swayed by some of the arguments against the project that were driven by ideology or political agendas," said NCN Councillor and Future Development Portfolio Holder W. Elvis Thomas who represented NCN at the Clean Environment Commission hearing.

Our proposed partnership with Hydro represents a new way of doing business that ensures the people of our First Nation, and other northern communities and Aboriginal people closest to the resources, have a share in the benefits of development."



If the project 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 2010.

Representatives of a majority of First Nations and Aboriginal groups, which appeared before the CEC, expressed support for NCN including the:

- Assembly of Manitoba Chiefs
- Southern Chiefs Organization
- Mosakahiken Cree Nation
- Fox Lake First Nation
- Manitoba Keewatinook Ininew Okimowin
- Chemawawin Cree Nation
- Tataskweyak Cree Nation
- Swampy Cree Tribal Council

A number of business leaders, local government, unions and others also gave testimony in support. They include the:

- Winnipeg, Manitoba and Thompson Chambers of Commerce
- Mayors of Thompson and The Pas
- Manitoba Federation of Labour
- Allied Hydro Council of Manitoba
- Operating Engineers of Manitoba
- International Brotherhood of Electrical Workers
- Manitoba Industrial Power Users Group
- INCO
- NORMAN Regional Development Corporation
- North Central Community Futures
- Northern Association of Community Councils
- Keewatin Community College

NCN Attends 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 Denver in May 2004.

They attended the meeting to ensure shareholders were aware that power sales from Manitoba Hydro would create opportunities for a brighter future for NCN.

Shareholders were told that while some First Nation people are acting with U.S. environmentalists against future hydroelectric development in northern Manitoba, in fact, development would benefit Manitoba Cree Nations, such as NCN.

NCN representatives and leaders also met with senior Xcel Energy executives to discuss the issues.

Community Consultation on Wuskwatim Ongoing

Community Consultants and other technical advisors have been meeting with NCN Members over the past summer in one-on-one and small group meetings.

They will continue to meet with Members in one-on-one and small group meetings and through activities planned with Elders, youth and the general public in Nelson House and other locations where Members are resident.

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



Annette Swanson
Finance Comptroller



Tara Spence
Finance Comptroller Assistant

Community Consultants

Dennis Linklater (Manager)
Kevin Hart (Council Administrative Assistant)
Mark Linklater (Resource Liaison Worker)
Jimmy D Spence (Translator)
Waylon Spence (Youth Representative)
Crystal Wood (Communications Liaison)
Roberta Dysart (SIL)
Val Dysart (SIL)
Charlie James Hart
Charlie Joe Hart
Earl Hart
Terry Linklater
Conrad Moore
Donna Moore-Linklater
Joe Moose
Rodney Spence
Henry Wood

TRUST OFFICE



Joyce Yetman
Acting Trust Director



Candace Hart
Finance Clerk



Francine Spence
Administrative Assistant

Message from the Acting Director

Joyce Yetman, Acting Trust Director

Administration

The NCN Trust Office Annual meeting for the community was held in April 2004 at the Gilbert McDonald Memorial Arena. In attendance was Trust Office staff and Corporate Trustee Scott Hamilton. Unfortunately, community members did not attend the meeting, though they were welcome to attend.

In 2003, over \$4.9 million was allocated to programs and services through the Community Approval Process, including, \$300,700 for the purpose of administering and implementing programs funded under the Nisichawayasihk Trust, and to ensure the provisions of the NFA Implementation Agreement were properly fulfilled.

A total of eight full-time staff is employed with the Trust Office to assist in this work and several temporary support staff were hired through the year. The Trust Office Administration is comprised of the following:

- Professional Services
- Community Approval Process
- Claims
- Corporate Trustee
- Nelson House Trustees
- Personal Care Home O & M.

In accordance with Articles 3.5 and 8 of the Trust Indenture, meetings were held with Members to determine the CAP 2003 Budget. In a normal situation, CAP meetings should be conducted prior to the new year, but due to extenuating circumstances beyond our control, meetings were not held until early February 2003. Surpluses were used to carry most programs over until the new budget was finalized. Staff was laid off in those programs that didn't have a surplus.

Copies of the 2003 Narrative Report & Audited Financial Statements are available for distribution to the community and can be picked up at the NCN Trust Office. Organizations are invited to meet with us to discuss areas where we can accommodate your programs.



Community Approval Process Allocation 2003

A total of \$4,926,582 was allocated to fund a variety of programs as follows:

| | \$ Amount Funded |
|--------------------------------------|--------------------|
| Administration | 300,700 |
| Professional Services | 15,000 |
| Community Approval Process | 15,000 |
| Claims Account | 25,000 |
| Corporate Trustee | 34,000 |
| Nelson House Trustees | 14,400 |
| Personal Care Home (O & M) | 200,000 |
| Elders Cultural Program | 120,000 |
| Rediscoveries of Families Program | 100,000 |
| Elders Subsidy | 120,000 |
| NCN Achimowin Radio & TV Station | 100,000 |
| Investment Savings | 350,382 |
| Wuskwatim Equity | 1,500,000 |
| Human Resource Development Authority | 80,000 |
| Special Education Services | 50,000 |
| Housing Renovations | 300,000 |
| Justice Committee | 25,000 |
| Police Service | 275,000 |
| Bay Road Baseball Field Upgrade | 2,100 |
| Minor Hockey | 80,000 |
| Junior B Hockey | 125,000 |
| Recreation Program | 250,000 |
| Country Foods | 180,000 |
| Trappers Program | 125,000 |
| Resource Management | 100,000 |
| Commercial Fisherman | 140,000 |
| Emergency Services | 200,000 |
| Youth Initiative | 100,000 |
| Total CAP Budget | \$4,926,582 |



Nora Thomas
Finance Comptroller

Under the 1996 NFA Implementation Agreement, resource and land-use planning is in place to effectively coordinate all resource programs that are existing and or otherwise created. Such programs include Claims, Country Foods, Fisheries, Trappers, Shoreline Debris and other related resource projects such as shoreline surveillance.



Ron D. Spence
*Claims Officer and
Resource and Land
Use Coordinator*

Claims Program

Ron D. Spence, Claims Officer and Resource and Land Use Coordinator

The purpose of the Claims Account is to compensate individual Members of NCN for damages caused by the Churchill River Diversion Project, which was ratified through the 1996 Nelson House NFA Implementation Agreement.

Manitoba Hydro is responsible for certain types of claims (i.e., personal injury or death, illness caused by mercury contamination or poisoning, etc).

NCN Members may make a claim for direct or indirect losses attributable to the CRD project (i.e., loss or damage to boats, outboard/inboard motors, snowmobiles, etc.).

In 2003, an additional \$5,000 was allocated for deposit to the account, including a carryover from the previous year, to insure a minimum yearly balance of \$50,000 is maintained as per Article 12.2 of the Trust Indenture.

Funds in excess of \$50,000 on the last business day of any fiscal year are transferred to the Investment and Heritage Fund.

During 2003, the Trust spent \$5,963 for legal and equipment repairs. Legal costs are absorbed through the Claims Account.

It should also be noted that there are ongoing claims from last year and the previous four years (consistent with the agreement).



Irvin Swanson
*Country Foods
Manager*

Country Foods Program

Irvin Swanson, Country Foods Manager

The Country Foods Program is operated by a manager, field technician and four seasonal workers who provide services and maintenance and operation of the program at the distribution centre and the Leftrook Lake facilities. The seasonal workers do all the manual labour in both facilities, including cleaning, smoking, dressing, weighing and handling all wild foods at the Centre. The program operates all year round. Three workers were laid off due to a shortage of funds, and because the low water level at Leftrook affected production of food.

The gathering and distribution of 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, local members are involved in a variety of activities in gathering wild foods. In the winter, caribou is hunted further north.

During the spring, individuals and groups take part in the goose and duck hunting program. Where possible, seasonal staff members are encouraged to do most of the hunting. The program provides transportation costs and equipment supplies to individuals and groups for these wild food gatherings, after they have donated the wild foods to the Centre.

The Community Gardens Program operates in the summer months when the gathering of wild foods is limited to berries, i.e. raspberries, blueberries, cranberries. Berries were scarce last year.

The fall season is extremely busy in the gathering of wild foods, when waterfowl is plentiful.



This past season, the program provided equipment, i.e. Skidoos, two outboard motors and a new vehicle to use for hunting and fishing.

The Distribution Centre provides all the equipment for dressing, cleaning/weighing and storage of wild meats, using its own cutting equipment, meat grinder, sausage maker and refrigeration units.

The facilities at Leftrook Lake include five cabins, a new cooking cabin and a teepee for special learning/teaching of traditional Cree Culture. The program provides equipment, food supplies, transportation costs for First Nation members that travel to Leftrook. The traditional tanning of moose, caribou and elk hides is provided by the program. The proper use of equipment, i.e. boat/motor, Skidoos, generators, gas stove, lamps, chainsaws, sleds and other miscellaneous items is mandatory.

The procedures/guidelines reflect the way the Country Foods Program should regulate and redistribute wildlife and its products to members of the community. It also outlines the procedures/guidelines for providing assistance to Members who wish to offer their hunting expertise and skills to provide country foods to those who are incapable of providing wild food for themselves.

Elders Traditional Program

Morley Moore, Elders Traditional Program Manager

The Elders Traditional Program provides a unique connection between the Elders and the students of the Otetiskiwin School. It gives Elders an opportunity to share their knowledge and wisdom with the community. The Elders employed by the program are thankful they are part of the Trust organization, as they say they would otherwise have little or no chance of socializing with their peers and the wider community.

The program depends on local resources and the skills Elders are willing to share in accomplishing the program goals. Cultural activities are designed for each season;

- Fall hunting expeditions, berry harvesting and arts and crafts
- Winter fishing, trapping, preparation of pelts, outdoor survival skills, snowshoe making and teachings of the Cree language
- Spring duck/goose harvesting, tanning of hides and general outdoor activities.

The Grannies & Grandpas Program has been busy making moccasins, gauntlets, slippers, snowshoes and other traditional hand-crafts throughout the year and have stockpiled some of the finest handicrafts for sale to tourists and export to the global market.



Morley Moore
*Elders Traditional
Program Manager*



Roslyn Moore
*Fisherman Program
Manager*

Commercial Fisherman Program

Roslyn Moore, Fisherman Program Manager

The Nelson House Fisherman's Association (NHFA) is operated by a manager, six board members, resource coordinator, plant manager, grader and packer.

The NHFA's commercial harvest operates over three seasons. The winter harvest runs approximately 6-8 weeks from late February to mid-April, depending on ice and weather conditions. The spring harvest runs 5-8 weeks from June 1 to mid-July, the fall harvest is in operation for 8-9 weeks from late August to October 20 of each year, subject to weather conditions.



Production varies from lake to lake and species to species. The main species remains Walleye (Pickerel) at \$5.04/kg., Whitefish at either 1.91/kg (standard or export) or \$0.91/kg (other or cutter) pending classification, and Northern Pike at \$1.03/kg. The main factors affecting production include high amounts of mercury levels and debris found on the CRD, and the high cost of transportation to and from inland lakes.

The 2003 harvest was approximately 35,954 kilograms. The spring harvest was 13,903 kilograms valued at \$25,597 and the fall harvest was 22,051 kilograms at \$54,652, for a total value of \$80,249 for the year 2003.

The production level was almost double that of the year earlier.

NHFA has continued to keep an inventory of equipment, offering fishers convenient access to equipment as needed.





Trappers Association

Roslyn Moore, Trappers Program Manager

The Nelson House Trappers Association oversees the operation of the Trapping Program, comprised of a resource and land use coordinator, manager and Local Fur Council.

The Program runs throughout the year, with the active trapping season open from early October until late May of each year. There are approximately 250 trappers who use the NCN Resource Management Area.

In total, we have approximately 150 licensed trappers in the community. We have subscribed to the Trappers Magazine to provide all trappers with information on upcoming activities or any new regulations concerning the trapping industry.

During March, the Local Fur Council, Elders and some active trappers, along with their families attended the annual meeting and convention in Ashern, Manitoba where there were various competitions and displays, and an opportunity to share knowledge with each other.

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

In November, representatives from the Department of Natural Resources made a presentation and answered questions on enforcement regulations, humane trapping, First Nation initiatives and general information on trapping at a Trappers Meeting/Workshop. Darryl Headman also made a presentation on moose management and wild fur policies.

This workshop was a success, door prizes were given, which consisted of snares, traps and knives donated by the Nelson House Trappers Association, as well as caps donated by the Manitoba Trappers' Association. Corky Peterson, President of Manitoba Trapper's Association and certified instructor, instructed a mandatory trapping course. Students of the NNOC High School and O.K. School, as well as some community members were involved in taking the exam.

The Annual Fur Auction in Thompson was attended by 311 trappers. A total of \$497,407.50 of funds were distributed among the trappers during the two-day event.

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. Start-up payments to trappers are paid directly or deducted from subsidy payments.

Equipment plays a major role in trapping, so the Trappers Association keeps an inventory of an assortment of traps, snares, knives, toboggans, chisels, etc. Equipment vouchers are issued to trappers to purchase equipment from the inventory.

The Trapping Program purchased a snowmobile to assist trappers in breaking trails, transportation and for any emergencies.

The Trapping Program also has a truck that is cost-shared with 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 trapper at the start and end of the season.





Bill Yetman
*Resource Management
Coordinator*

Resource Management Program

Bill Yetman, Resource Management Coordinator

Resource Management Program Coordinator Bill Yetman has been extensively involved in the proposed Wuskwatim project, specifically the Environmental Impact Statement (EIS). He was a member of numerous committees, such as the Access Management Committee, the Regulatory Committee, the Alternatives Committee and the Department of Fisheries & Oceans (DFO) Committee.



The Resource Management Board met four times as part of its annual meeting - twice in Nelson House and twice in Thompson. There were many proposals that needed to be reviewed such as highways and transportation, upgrading roads and the use of gravel pits. Inco Ltd., Falcon Bridge Industries and Hudson Bay Mining & Smelting did some exploratory work in the NCN Resource Management area.

The Resource Management Program invested in Wasasihk Beach for sand delivery and the spreading of sand. Summer students devoted a lot of time in spreading the sand.

The theme for the 2003 summer students was to beautify and enhance the community with grass cutting, painting and cleaning the garbage dump. Thanks and appreciation for the good job performed by the six summer students that took part.



Kevin Wood
Manager

Achimowin Radio & Television Station

Kevin Wood, Manager

The Radio & TV Station provides communication services to NCN Members and local organizations. It also provides entertainment, music and television programs for the community.

During 2003, the Radio & TV Station underwent some upgrades with the purchase of new equipment, including a 300-CD player, a new mixer, computer and camera. The station also received a new extension to its building, with construction beginning in early spring of 2004. The extension will be used as a kitchen and lounge area with bathroom facilities.

The radio station, in conjunction with the Medicine Lodge, created some talk shows and also worked with the NCN Future Development Team to keep the community up-to-date with new information on the Wuskwatim Project.

The Radio & TV Station will continue to start new talk shows with other organizations that wish to use the station. The Radio & TV Station will continue its program well into the new year and is also in the process of starting regular television talk shows.

GILBERT MCDONALD MEMORIAL ARENA

Message from the Executive Director

Jim Moore, Executive Director

I assumed the position of Manager in November 2003. These past few months have been quite rewarding and challenging, and I want to thank the Arena Board for their confidence in my abilities to take over the management of the Arena.

The Arena operates under the 1996 Comprehensive Agreement Article - "Operation Maintenance & Replacement of Special Remedial Works and the Arena".

The Arena employs seven people including the full-time manager. Our goal is to properly maintain, operate and safeguard the Arena.

Since assuming the duties of Manager, I have started on a succession plan for our staff. I created and offered a position of assistant manager to a staff member and began training him to assume managerial responsibilities in my absence. I am happy to report that the assistant manager is working out quite well.

The Arena is over ten years old and required much needed cleaning.

Over the next year we plan to work with organizations to fully utilize the Arena year round. We invite individuals and organizations to meet with us to discuss areas where we can accommodate your programs.



Jim Moore
Executive Director

The Arena's Organization

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)

MEMBERSHIP



Shannon Yetman
Associate Executive Director

Message from the Associate Executive Director

Shannon Yetman, Associate Executive Director

Tansi! Welcome everyone to the General Assembly. This past year has been a very positive teamwork effort with management and staff working diligently to provide Chief and Council with the support required to build NCN.

Nisichawayasihk Cree Nation Administration is comprised of the following:

- Policies & Bylaws
- Trust Funded Projects
- INAC Contribution Agreements
- Health Canada Contribution Agreements
- Capacity Development
- Management



Danielle Moose
Band Membership Clerk

NCN Membership

Daniel Moose, Band Membership Clerk

For 2003, there were numerous transfers of individuals out of NCN and into other bands. However, there were no transfers into NCN. Transfers will be reviewed after the NCN Membership Committee is formed and the NCN Membership Code is amended.

Miscellaneous amendments include personal information changes such as name, birth date and residence code.

The total population of Nisichawayasihk Cree Nation Members was 4,869 as of December 31, 2003.

Vital Statistics

| Type of Event | Completed by NCN | Completed by INAC | Total |
|--------------------------------|------------------|-------------------|-------|
| Birth | 109 | 34 | 143 |
| Marriage | 5 | 8 | 13 |
| Death | 25 | 4 | 29 |
| Misc. Amendments | 18 | 4 | 22 |
| Certification of Indian Status | 544 | | 544 |

| Age | On Reserve | Other Reserves | South Indian Lake | Off Reserve | Total |
|------|------------|----------------|-------------------|-------------|-------|
| 18+ | 1,278 | 12 | 546 | 839 | 2,675 |
| 0-18 | 1,125 | 12 | 464 | 593 | 2,194 |

PUBLIC WORKS



Message from the Director

Rick Linklater, Public Works Director

In the past six years, I have been the Director of Public Works, responsible for administering and maintaining all aspects of public works throughout the community. I report directly to the Chief Executive Director and supervise approximately 30 people. The following services are part of the Public Works Department:

- Water Treatment Plant
- Sewer and Water Delivery
- Recycling Animal Control
- Fire and Emergency Services
- Waste Water
- Funeral Preparation

The Public Works Department's mission is to provide services of the highest quality in the area of water supply and distribution, sewer, animal control and fire and emergency. Our goal is to promote our services to the community by protecting the health, safety and welfare of our people.



Rick Linklater
Public Works Director

Water Treatment Plant

The staff of the water treatment plant is committed to providing residents of NCN with a safe and reliable supply of high quality drinking water.

Water is tested on a daily basis for chlorine levels, turbidity and tested for the presence and absence of bacteria. Water samples are submitted monthly to the Enviro-test Laboratories in Winnipeg for comprehensive testing. Maintenance is scheduled on a regular basis.

- Holding tanks at the WTP are cleaned semi-annually
- Household water tanks are also cleaned semi-annually
- Monthly water main flushing for entire reserve

Last fall, the community was without water for approximately four days, which was due to an electrical disturbance to our water intake. Unfortunately, it was an incident that was beyond our control.



Clifford Hart
Water Treatment Plant Staff



Robert Spence
Water Treatment Plant Staff



Dorothy McDonald
Water Treatment Plant Staff

Water and Sewer

This division currently has three water and three sewage trucks to pickup sewage and deliver water on a daily basis. The truck tanks are maintained daily, which involves greasing and inspections. Water truck tanks are cleaned on a regular basis. Although fleets are getting older and require more repairs we have experienced a limited uninterrupted service to the residents. All operators hold a class 1 license. Recently, this division took on the responsibility to maintain the entire fleet.

Our goal is to purchase our own fuel tank and another water and sewage truck.



Waste Water

The Public Works department is responsible for the operation and maintenance of a sewage lagoon and three lift stations. The lagoon, lift stations and manholes are inspected on a weekly basis. Sewage samples are also submitted semi-annually to Enviro-test Laboratories in Winnipeg to safely discharge into the environment.

The main cause of sewer backup and pump malfunctions is that residents continue to flush grease rags and other objects into sewer lines.

This past year, the main sewage lift station and pumps have been rebuilt. We have successfully flushed the entire community sewer lines. Vegetation was removed from each cell at the lagoon to prevent the dike from breaching.

Our goal is to have both pumps rebuilt at the lift station near NCC radio station and to train more staff in the sewage treatment process.

Funeral Preparation

Whenever we lose a loved one, the Public Works staff ensures holes are dug and a rough box is prepared for the funeral. We also ensure the facility is ready prior to the funeral service.

Recycling



In 2002, a recycling service was introduced to the NCN community. We recycle to preserve our non-renewable energy and material resources. We also educate NCN staff on recycling trends and to obtain the necessary supplies, equipment and transportation.

Although the majority of residents do not participate in this service, we managed to collect four tons of recyclables. The recycling bins are collected once a week.

Our goals are to continue to educate the community about the importance of recycling and improve the level of participation of the service.



Graeme Linklater & Norm Donkey
Recycling Staff



Animal Control

The Animal Control Officer provides a regular service from Monday to Friday during normal business hours. His main role is to protect the public from stray, nuisance and dangerous animals. The Director provides oversight and planning. After-hours emergencies are carried out through the NCN Police Station.

There is an over-population of dogs in our community and dogs are running astray. We destroy approximately 3-5 dogs every week, though we expect the situation to improve once the Animal Control Bylaw is updated.

We need the support of NCN community to get this problem under control. You can help by:

- Having one animal per household
- Properly restraining your pet in your yard. Dogs should not be allowed to stray from their property
- Any neglect of animals should be reported to the Animal Control Officer.

Our goal is to have a service similar to Thompson's Animal Control service that includes a dog impound, a second Animal Control Officer and a dedicated transport vehicle.



Wilson Hartie
Animal Control Officer

Emergency Services

Nisichawayishk Emergency Services has a full-time Fire Chief, Deputy Fire Chief, four Captains and part-time firefighters on weekends.

The Nisichawayishk Emergency Services was busy over the past year training and responding to various emergencies during 2003.

We started the year with additional monies from our Community Approval Process, in which community members decide which programs need additional funding to help meet their goals and level of service. Our organization was one of the many programs needing assistance.

The year began with a lot of planning and organization to provide our volunteers, part- and full-time firefighters with various courses. Some training programs offered are:

- Firefighting levels one and two
- Hazardous materials awareness
- First aid/CPR
- Ground search and rescue (GSAR)
- Ground search and rescue team leader and rescue practices.

Emergency Services team members are cross-trained with firefighting levels one and two, and emergency medical responder (EMR). We have two instructors in the organization to instruct new recruits and other members in various emergency services courses.

Our organization has established a full-time (24/7) shift schedule for our members to staff the fire station. We in the Emergency Services feel more confident knowing the station is manned with qualified personnel.

Our department is always looking to train new recruits in order to increase our manpower in times of emergencies.



This year, we responded to 245 calls. We assisted in numerous medical and public assistance calls, which ranged from accidental falls, to children getting stuck in between the steps of their homes. A large number of calls were for wild land and garbage dump fires. There were seven house fires. One house was lost because it was in the process of being renovated and the framing burnt quickly, leaving the department at a disadvantage in extinguishing that fire. One night saw four back-to-back house fires. These houses were also in the process of renovation, but the firefighters were able to extinguish each fire with minimal damage.

We have two fire trucks. One is an 800-gallon pumper and the other is a combination foam/water quick response unit, which we use for motor vehicle accidents and initial attack for small fires. The department also has Jaws of Life, which are used for vehicle extrication. Training with the Jaws of Life is done on a weekly basis.



(Left to Right) Front Captain Quenton Hill, Captain Jason Swanson, Firefighter Norman Ryan, Firefighter Kelly Linklater. Back – Captain Duane Swanson, Firefighter Rodney Hart, Firefighter Leo Linkater, Firefighter Bradley Spence, and Fire Chief David Moose.

FOREST INDUSTRIES

On May 19, 2004, the Nelson House Forest Industries had a strategic planning session to review its status. The findings were such that the NHFI had to layoff employees due to a shortage of work and funds to retain staff. The planning, control and review of the NHFI includes the following:

Annual work plan with specifics

- Goals and objectives
- Cost strategies incorporated into the plan

Reporting requirements

- Monthly report on the progress of the work plan
- Monthly financial report

The NHFI is currently strengthening its organizational structure as a result of the review.

Currently Forest Industries is working on the following projects:

- 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
- Setting up a Hydro camp at Conawapa.



YOUTH INITIATIVE

Life Our Creator gave us life
on Mother Earth. With Life, our
Creator gave us spiritual
knowledge, language and values.
Children are cherished as sacred
gifts, each that possess a voice
to be heard. To remain
connected as a family, as a
community, we must hear our
Youth when they speak

This past year the NCN Youth Initiative has worked on many projects throughout the community and built many strong partnerships with local youth service providers and resource people.

The NCN Youth Initiative held elections for a Youth Leadership Committee to voice concerns, issues and recommendations made by the youth of Nisichawayasihk. The Youth Leadership Committee has one youth speaker, three female youth leaders and three male youth leaders.

We have directed our focus on empowerment, employment and training, intervention and support services, and crime prevention through the Youth Leadership Committee, youth gatherings, career awareness and promotion, youth work experience programs, training opportunities, mentorship programs, youth retreats and an annual Cree-A-tive survivor competition.

One of our major projects, has been to provide the youth of NCN with a Youth Resource Centre and a recreational facility. Through the Youth Resource Centre we address youth issues and concerns along with providing support people and resources. We also envision that all youth service providers will be housed out of this Resource Centre.

Youth Trapping Program

We have also started a Winter Trapping Program, which is a partnership between the NCN Youth Initiative, the Granny Program, N.N.O.C. High School and Recreation. In this program, local trappers demonstrated how to set various traps, skin animals, pick traditional herbs, cook, prepare and preserve wild meats. Youth are also taught about land and resource management. Youth who were regular students had an opportunity to receive a credit towards their high school diploma for taking part in this workshop.



HOUSING AUTHORITY

Message from the Executive Director

Michael Cullen, Executive Director

The Nisichawayasihk Housing Authority has been extremely busy this year with a restructuring of the entire department as part of our new Housing Policy.

The board of directors is currently completing the required documentation following community acceptance of our new policy and program delivery. We will continue to focus on planning and development of community-based meetings to keep Members informed about our activities.

Training and Development

We are very pleased that 23 new trainees have been employed under our apprenticeship carpentry-training program. This year we will be training electrical and plumbing apprentices in association with ATEC and Human Resource Development.

We are currently finalizing a proposal for the construction of our first 24-unit apartment complex.

Report on Housing (August 2003 to August 2004)

| Type of Housing/Project | Number of Unit Project | Cost of Project | Percentage of Completion |
|---|------------------------|--------------------------------|--------------------------------|
| CMHC SECTION 95 | 4-Unit Project | \$428,000 | 70% |
| RRAP | 4-Unit Project | \$60,000 | 100% |
| TRUST | | | |
| Renovations | 120 Units | \$300,000 | 100% |
| BAND | | | |
| Mold & mildew | 180 Units | Labour Payment \$15,684 | 100% |
| Emergency repair by NHA i.e. crawl space | 82 Units | Labour Payout \$47,735 | 100% |
| RTM Project | 3 Units | \$321,000 | 2 Units @ 95% 1 Unit @ 100% |
| Renovations | | Labour Payment \$141,087.19 | |
| Materials | | \$108,003.85 | |
| Appliance Repair | | \$31,299.50 | |

Housing Construction (August 2003 to August 2004)

| Trust Houses | Band Houses | CMHC Houses | Total Houses |
|--------------|-------------|-------------|--------------|
| 73 | 227 | 110 | 410 |

RRAP – Residential Rehabilitation Assistance Program

CMHC – Canada Mortgage Housing Corporation



Mike Cullen
Housing Director



Jerry McDonald
Contractor

COMMUNITY JUSTICE, PROBATION SERVICES AND POLICE



Eleanor Dumas
Community Justice Worker

COMMUNITY JUSTICE

The Justice Committee consists of five members, including Bill Yetman, Darlene Mason, Elder Dolly Hart, Rev. Nelson Hart and Madeline Spence. The committee receives referrals from Chief and Council, community organizations, the RCMP, the Magistrate and Provincial Courts.

Eleanor Dumas, Community Justice Worker for the Nisichawayasihk Cree Nation, attends court and checks the docket for possible referrals and others who meet the committee's criteria.

The committee gives members of the community an opportunity to make amends to others for the wrong they committed and allow them to heal in the community without having a criminal record.

The following is a breakdown of the referrals received and dealt with in our community.

| Criminal Code Offences | | 2003/04 | Fine Option | |
|---------------------------|--|---------|--------------------------------|-----------|
| | | | <i>January – December 2003</i> | |
| Assaults | | 24 | FOP Adult | 7 |
| Assaults with Weapon | | 5 | FOP Youth | 3 |
| Breach of Probation | | 1 | CSOP Adult | 3 |
| Mischief | | 2 | CSOP Youth | 1 |
| Theft Under \$1,000 | | 1 | Total | 14 |
| Uttering Threats | | 9 | <i>January – May 2004</i> | |
| Domestic Violence | | 2 | FOP Adult | 6 |
| Break & Enter | | - | FOP Youth | 4 |
| Failure to Keep the Peace | | 2 | CSOP Adult | 0 |
| Fire Prevention Act | | 2 | CSOP Youth | 2 |
| Sexual Assault | | 1 | Total | 12 |



Kathy Fourre
Probation Officer

Probation Services

| Criminal Code Offences | 2003/04 |
|------------------------|-----------|
| General Assault | 16 |
| Partner Abuse | 33 |
| Sexual Offence | 1 |
| General Probation | - |
| Drinking & Driving | 17 |
| Total | 67 |

Policing

Eleanor Dumas, Community Justice Worker for the Nisichawayasihk Cree Nation, also works with Kathy Fourre and supervise and monitor clients that serve a Probation Order or a Conditional Sentence Order. The Fine Option Program operates in conjunction with the Community Participation Program, whereas individuals are able to work off their fines in the community. They have the opportunity to work with resources, Elders or any non-profit organization.

All finished or closed fines or orders are returned to Winnipeg for closure. Winnipeg then pays the Nisichawayasihk Cree Nation for any closed files.

SOCIAL SERVICES

The following is a breakdown of the fines and community services orders.

January 2003/2004 Police Report

| | | | | | |
|---------------------------------|----|------------------------------|-----|-------------------------------|--------|
| Nisichawayasihk Cree Nation | | Fraud | 1 | Warrant | 9 |
| January 2003/2004 Police Report | | FIA | 4 | Theft | 7 |
| Assault | 50 | Impaired Driving | 9 | Utter Threats | 5 |
| Arson | 5 | Liquor Control Act | 2 | Vandalism | 9 |
| Assault - Sexual | 1 | Liquor Seized (BCR) | 1 | Breach of Peace | 766 |
| Assault - Spousal | 59 | Minor Consumption | 173 | IPDA | 324 |
| Assault - Weapon | 5 | Mischief Under & Over \$5000 | 24 | Causing a Disturbance | 70 |
| Break & Enter | 13 | Mental Health Act | 50 | Total Persons Lodged in Cells | 1,579 |
| Breach of Conditional Sentence | 4 | Motor Vehicle Accident | 3 | Total Calls to the NCN Police | 16,751 |
| Breach of Probation | 4 | Public Mischief | 1 | | |
| Breach of Under Taking & Orders | 4 | Bootlegging | 1 | | |

Social Services

Social Services Administration Staff

| | |
|----------------|-----------------|
| Rhonda Spence | Gordon Hart |
| Marilyn Spence | Diane Linklater |



Social Services Report

| Month | Basic Needs | CHMC | User Fees | Hydro | GSAs | Families | Single Persons |
|---------|-------------|----------|-----------|----------|------|----------|----------------|
| Apr-03 | \$268,999 | \$29,645 | \$8,300 | \$31,422 | 66 | 212 | 309 |
| May-03 | \$273,017 | \$30,240 | \$8,400 | \$36,963 | 58 | 224 | 319 |
| June-03 | \$238,028 | \$25,428 | \$7,600 | \$31,182 | 62 | 213 | 253 |
| July-03 | \$249,056 | \$29,290 | \$8,050 | \$37,355 | 66 | 237 | 267 |
| Aug-03 | \$25,000 | \$28,067 | \$8,150 | \$24,496 | 69 | 226 | 202 |
| Sept-03 | \$237,578 | \$29,940 | \$8,000 | \$22,380 | 78 | 221 | 233 |
| Oct-03 | \$252,327 | \$30,117 | \$9,000 | \$29,104 | 71 | 229 | 306 |
| Nov-03 | \$260,000 | \$29,433 | \$8,800 | \$30,826 | 50 | 222 | 327 |
| Dec-03 | \$265,187 | \$29,397 | \$8,450 | \$35,563 | 77 | 238 | 349 |
| Jan-04 | \$278,504 | \$32,466 | \$9,800 | \$37,806 | 78 | 224 | 346 |
| Feb-04 | \$290,700 | \$33,047 | \$9,850 | \$46,203 | 71 | 228 | 361 |
| Mar-04 | \$297,041 | \$32,372 | \$9,200 | \$32,372 | 69 | 223 | 374 |

CHMC - Canada Mortgage Housing Corporation

User Fees - Water Services & Sanitation Pickup

Hydro - Hydro bill that has been paid by Social Services

GSA - Guardian Social Allowance

Number of families - Annual monthly average of number of families receiving social assistance

HUMAN RESOURCE DEVELOPMENT



Jeff Hunter
General Manager



Cheryl Linklater
Comptroller



Karen Lewis
Administrative Assistant

Message from the General Manager

Jeff Hunter, Human Resources General Manager

As one of the NCN's service providers, our department continues to progress towards NCN's vision of socio-economic prosperity.

We do this through the Human Resource Development Programs and Services support to membership, according to the Aboriginal Human Resource Development Agreement (AHRDA), the master agreement with the Assembly of Manitoba Chiefs and Canadian government.

During this fiscal year we have been transferring our training programs to the new training agency, Atoskiwin Training and Employment Centre of Excellence (ATEC). The transition has been extremely exciting and challenging. We look forward to continuing to work with ATEC and the Education Authority's Post Secondary Division.

In closing, I would like to offer my gratitude, appreciation and congratulations to all the students that have completed, or currently working hard on their studies, as well as the HRDA staff for their exceptional work throughout the year.

2003-2004 Programs & Services

Programs

Labour market
Disability
Youth
Child care programs - daycare
Urban program
Capacity building

Services

Life skills programs
Employment Insurance assistance
Computer access for resume writing
High-speed Internet access
Job searches
Training research

2003-2004 Funders

CAP-Community Approval Process
INAC-Indian And Northern Affairs Canada

2003-2004 Training Programs

Education Degree Programs

- Ongoing program with 18 Teacher Aides and Education Assistants
- Delivered locally by University of Manitoba
- Currently about 45 percent complete

Business Administration Degree Program

- Ongoing Program with 12 students
- Delivered locally by Keewatin Community College and Inter-University North
- Currently 50 percent complete

Certified General Accountant Program

- Ongoing program with eight students working towards their CGA designation
- Delivered locally by Dayton Berenz Certified Accountant and tested by the CGA of Manitoba
- Currently 10 percent complete



2003-2004 Youth Programs

Youth Work Experience Projects

Provides work experience for youth in the following areas:

- Heavy equipment/junction road
- Housing renovation/housing department
- Administrative assistant
- Teacher aides.

2003 Summer Student Employment

Provides funding to organizations to hire post secondary, junior and senior high students.

- Students are placed with employers in and around the NCN community, according to their career aspirations.
- 50/50 wage-partnerships are given first priority before fully-funded positions. Last year 52 students were hired using AHRDA, INAC and CAP funds.



Fred Prince
HR Executive Assistant

Employment Insurance

Human Resource Development Authority General Manager, Jeff Hunter, is responsible for handling all Employment Insurance matters, job postings, representation of Human Resource Development in interviews and other duties.

During 2003-2004, approximately 63 EI applicants applied for benefits through the Nelson House HR office. Various others applied off reserve, but are now living on reserve and receiving their benefits. The executive assistant assists EI clients with their claim reports on the Teledec system.

Throughout the year there have been only two applicants who have had difficulties with the EI process and needed assistance from HR with their appeal letters. One of these applicants is currently scheduled for an appeal hearing with the Employment Insurance Appeals Board.

Throughout the year, 21 EI clients have had Job Creation contracts, which are designed to assist EI clients in continuing with training in their respective fields, during their weeks of entitlement on EI.

Employment Opportunities

2003-2004 has been relatively slow in terms of employment opportunities. Human Resources has not participated in an interview panel since December 2003.

The Human Resource Development Authority is seeking cable Internet access for the office to assist with on-line EI applications, which can be slow using current dialup and network connections. It would also like to make use of two kiosk terminals for job searches and other EI applications and Teledec reporting.

South Indian Lake Training & Employment Office

The Training & Employment Manager has many duties and responsibilities as part of its contract with the local Keewatin First Nations Employment and Training Board (KFNET).

The services provided are:

- Pre-registering clients
- The office assists clients with enquiries and the completion of Employment Insurance applications and Social Insurance Number applications
- Complete statistical and benefits forms for clients
- Match and refer clients to training programs administered by Advanced Education & Training Services.

- Refer potential clients for training programs and local employers seeking workers with matched qualifications, experience and transferable skills for possible local and nationwide employment
- Serve on an interview panel for local employers
- Job advertisements
- Provide information and resource services for university programs and serve on the selection committee
- Student support services
- Liaison between HRDC, province and other agencies, as well as NCN Human Resources.

Challenges

- Understaffed
- Minimal employment opportunities in the community
- Require Retention Support Worker for students
- There are no childcare services for children under the age of two
- Ongoing professional development required e.g. Income Security Programs, proposal writing
- Local job placements for apprentices is difficult
- EI clients require education/information to understand the Top Off program, where clients can work and still get supplemented from EI
- More open communication between ATEC/SIL/HRDC, as getting information into our community is a challenge.
- Full pre-requisite information for upcoming courses is required, so clients can be prepared ahead of time.

Statistics – Number of Graduates

| | |
|---------------------------|----|
| Carpenter | 7 |
| Heavy duty mechanic | 1 |
| Heavy equipment operators | 14 |
| Truck driver | 13 |
| Security guard | 1 |
| Labourer | 4 |
| Business administration | 2 |
| Licensed practical nurse | 2 |
| Total | 44 |



2003 Employment Opportunities

- Manitoba Hydro Sweep Boat Operator (1)
- Training & Employment Manager (1)
- Administrative Assistant (1)
- Summer Student 2003 (20 students & 2 supervisors)
- Big Sand Lake Lodge (30 staff)
- Pre-employment Coordinator (1)
- Community Council (Public Works Drivers)

2004 Employment Opportunities

- Skyward Agent
- NADAP Worker
- Community Consultant
- Mithwayatan Project: Healing Foundation
- 1 full-time Executive Director
- 2 full-time Wellness Workers
- 2 part-time Wellness Workers
- Case Manager
- Big Sand Lake Lodge (35 staff)
- Whitefish Spawn Monitoring Project (4)
- District Fire Ranger (FR2)
- NCN opportunities (posted)

2003 Training Programs

- Trades & Qualification Program (Professional Development)
- Carpentry Training Institute (1 student completed and is now an instructor)
- Class 1 Truck Driving (2 completed)
- Security Training Program (1 completed)
- Adult Ed. Program (36 students enrolled)
- Labourer Training Program (4)
- Heavy Equipment Work Experience at NCN (2)

2004 Training Programs

- Heavy Duty Mechanics, Level 2 (1 student)
- Licensed Practical Nurse Program (2)
- Truck Driving (1)
- Business Administration (2)

Future Programming

- Catering/Cook (August - October 22, 2004)
- Clerical Business Skills (September - June 2005)
- Designated trades:
- Electrical (1)
- Plumbing (1)
- Welding (1) Adult Education Program (September 2004)
- Set up a home base program for certified journeypersons in carpentry, plumbing and pipe fitting
- Obtain funding from Manitoba Hydro for the Residential Housing Repair
- Program for carpenters to obtain their hours.

ATOSKIWIN TRAINING & EMPLOYMENT CENTRE



Ezra Bogle
*ATEC Executive
Director*

MISSION STATEMENT

To provide technical and vocational education in the NCN community and other First Nation communities, so as to produce and sustain a competitive workforce, consistent with the need for economic growth and development and to promote quality, relevance, efficiency and equity in the training system.

Message from the Executive Director

Ezra Bogle, ATEC Executive Director

The Atoskiwin Training and Employment Centre of Excellence (ATEC) is a non-profit, community-based, fully-accredited, post-secondary training facility at Nelson House.

ATEC's operations will focus on training and jobs initiatives for hydro-related projects in the immediate future and expand its scope of its activities to other areas in the future.

ATEC is conveniently located on NCN's reserve to make it accessible for NCN Members and residents of other First Nations in nearby communities.

Construction of the \$8.1 million ATEC facility began in August and is expected to take 10 months to complete. Winnipeg-based, Parkwest Projects Ltd. will construct the facility, which has been architecturally designed by Winnipeg-based Gaboury, Prefontaine, Perry Architects.

It will open as soon as it is ready to accept students, next summer.

The facility will be around 28,000 square feet and include the ATEC campus, dormitory, day care centre and an internet café.



The construction of ATEC will create job-training opportunities for NCN Members. Around \$500,000 will flow into the local economy, benefiting business and creating employment for Members during construction. There will be training opportunities in the areas of concrete, framing, welding, electrical, drywall, and mechanical, such as h-vac and plumbing, for example.

The federal government committed \$3.26 million towards the project, with additional funding for training provided by Manitoba Hydro and the provincial government, (including Indian Affairs, Northern Development, Western Economic Diversification and Human Resources and Development). The province also brought forward the construction date of the access road to Nelson House to provide earlier on-the-job-training and work experience for NCN Members.

ATEC's training programs started in 2003 and many people have already completed training. ATEC offered training to 166 NCN and South Indian Lake residents in the year ended March 31, 2004. About 90 NCN and South Indian Lake residents successfully completed various levels of training in designated and non-designated trades and construction support.

Their skills have already been put to good use. For example, the PR-260 access road to Nelson House was completed ahead of schedule using NCN and South Indian Lake heavy equipment operator trainees under the Work Experience Program.

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



ATEC Staff

Ezra Bogle currently leads a staff of five, including Employment Coordinator Alvin Yetman, Financial Controller Colleen Hunter, Financial Clerk Maryann Brightnose, Retention Support Coordinator Jo-Anne Spence, South Indian Lake Employment Coordinator Wilbur Baker and Administrative Officer Veronica Buck. Career Guidance Councillor Maggie Linklater and Retention Support Coordinator Jacqueline Hunter are no longer with ATEC and we wish them well in their new endeavors.

ATEC is a non-profit, community-based, post-secondary training facility. In the short-term, it is focusing on providing training to NCN residents for employment in the potential Wuskwatim hydroelectric project.

The training cycle is:

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

Training is being offered in the following areas:

- Carpentry (Levels 1-4)
- Life Skills
- Educational Upgrading
- Welding
- Management and Administration
- Heavy Equipment Operator
- Truck Driving
- Security Guard
- Plumbing
- Catering
- Iron worker.

Goals:

1. Take the 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.



Alvin Yetman
Employment Coordinator



Wilbur Baker
*South Indian Lake,
Employment Coordinator*



Veronica Buck
Administrative Officer



Maryann Brightnose
Financial Clerk

Services Provided

1. Life Skills
2. Career Planning & Counselling
3. Educational Upgrading
4. Training directly related to immediate Manitoba Hydro jobs.
5. Training for business and technological careers (non-Hydro related)
6. Training and retention support
7. Coordination of work experience processes
8. 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?

Upon applying, the prospective trainee will be Canadian Adult Assessment Test CAAT-tested to determine their level of education. If the CAAT test indicates the level of education to be below that required by the trade of choice, the prospective student would be registered in the educational upgrading program.

3. How long are the training programs for ATEC?

The duration may vary 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 stay 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 continue on EI for the duration of the program. Others will be paid \$135 per week during the course of the training.





ATEC 2003-2004 Training Programs (Overview of Completed Program Activity ending June 2004)

| Program | Started | Completed | In-Progress | Unsuccessful | Withdrawn | % Successful |
|--|------------|------------|-------------|--------------|-----------|--------------|
| CAAT Testing Administration | 4 | 4 | | | | 100% |
| Educational Upgrading (NCN) | 36 | 18 | 18 | | | 50% |
| Educational Upgrading (South Indian Lake) | 36 | 12 | 24 | | | 33% |
| Life Skills HEO & Security | 13 | 13 | | | | 100% |
| Life Skills Security | 12 | 12 | | | | 100% |
| Life Skills Labourers | 16 | 16 | | | | 100% |
| Carpentry Level 1 | 2 | 2 | | | | 100% |
| Carpentry Level 2 | 3 | 3 | | | | 100% |
| Carpentry Level 3 | 5 | 3 | | 2 | | 60% |
| Carpentry Level 4 | 8 | 6 | | | 2 | 75% |
| Welding Level 1 | 2 | 2 | | | | 100% |
| Welding Level 2 | 1 | 1 | | | | 100% |
| Electrical Level 1 | 1 | 1 | | | | 100% |
| Truck Drivers - Class 1 Learners (3 groups of 5) | 13 | 13 | | | | 100% |
| Truck Drivers - In-Cab Training (3 groups of 5) | 15 | 11 | | 2 | 2 | 73% |
| Security Wilderness First Aid (Gilliam) | 5 | 5 | | | | 100% |
| Security Technical Training | 12 | 12 | | | | 100% |
| Heavy Equipment Operators | 13 | 7 | | 6 | | 54% |
| labourer Training | 16 | 16 | | | | 100% |
| Ironworker | 2 | 1 | | | 1 | 50% |
| Database Training | 3 | 3 | | | | 100% |
| Security Work Experience | 11 | 11 | | | | 100% |
| Carpentry Work Experience | 23 | 23 | | | | 100% |
| Electrical Work Experience | 5 | 5 | | | | 100% |
| Total for all completed programs | 257 | 200 | 42 | 10 | 5 | 63% |
| Total programs still in progress | 2 | | | | | |

The total of 257 starting does not represent 257 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.



Jo-Anne Spence
*Retention Support
Coordinator*

ATEC 2003-2004 Training Programs Dates

| | Date | Possible Seats | Training Locations |
|------------------------------|--|--------------------|--------------------|
| Designated Trades | | | |
| Carpentry | | | |
| Level 1 | 8 wks Aug 23 - Oct 15 | 13 | KCC |
| Level 2 | 8 wks Oct 18 - Dec 10 | 10 | KCC |
| Level 3 | 8 wks Jan 3 - Feb 25 | 6 | KCC |
| Level 4 | 8 wks Feb 28 - Apr 22 | 13 | KCC |
| Electrical | | | |
| Level 1 | 10 wks Varying Training Dates | 9 | KCC & RRC |
| Level 2 | 10 wks Aug 30 - Oct 22, Nov 8 - Jan 14 | 5 | RRC |
| Plumbing | | | |
| Level 4 | 4 wks Sept 7 - Oct 1 | 2 | RRC |
| Welding | | | |
| Level 2 | 8 wks Oct 25 - Dec 17 | 2 | ACC |
| Level 3 | 8 wks Aug 3 - Oct 22 | 1 | ACC |
| Non-Designated Trades | | | |
| Truck Drivers | | | |
| Class 1 (Learner Permit) | 4 wks May 10 - May 13 | 15 | NCN |
| In-Cab | 4 wks May 17 - June 11, June 14, July 7 - Aug 8 | 15 (3 groups of 5) | WPG |

N.B. 1. Catering and Clerical Technical Training might be added during this cycle.

2. Work experience placements will be found for all trainees.

Summary of ATEC Successes

- Construction began on the ATEC facility in August 2004.
- ATEC provided 257 training opportunities for NCN and SIL residents (status and non-status) in 2003 – 2004.
- Trainees have successfully completed training in 200 of the 257 opportunities that were provided during 2003 -2004.
- 90 NCN and SIL residents have successfully completed various levels of training in designated, non-designated trades and construction support.
- 72 NCN and SIL residents participated in educational upgrading.
- 12 SIL and 12 NCN adult education (upgrading) students graduated on June 18, and June 30, 2004 respectively.
- 54 NCN and SIL residents have received Life Skills Training. Life skills provides ATEC trainees with positive awareness in various aspects of life to better equip them to successfully complete their training.
- 4 NCN persons were trained in the administration and interpretation of the Canadian Adult Assessment Test (CAAT).
- 11 NCN and SIL Members successfully completed class 1 truck driver training.
- 12 NCN and SIL Members have successfully completed security training.
- 16 NCN and SIL Members have successfully completed labourer training.
- Labourer trainees have gained and are gaining on-the-job training (work experience).
- NCN PR620 access road project was completed ahead of schedule using NCN and SIL heavy equipment operators trainees under the work experience program.
- 7 NCN and SIL heavy equipment operators trainees successfully completed a 26-week heavy equipment operator work experience program.
- 3 ATEC staff members have been trained in the use of the database.
- 1 NCN Member has successfully completed level 2 welding and will be attending level 3 to gain his journeyperson certification.
- 5 carpenter apprentices have successfully completed level 4 training and have gained journeyman status.
- An ATEC training database has been developed to track trainees and training programs. To date 547 trainees have been added to the database.
- All trainees have received and are receiving work experience in their chosen occupations.
- An effective retention support program is in place, which has improved retention rates in our training program.
- ATEC has achieved a 78 percent completion rate of all the training opportunities that were provided.
- Temporary classrooms have been furnished, including teleconferencing and Internet capabilities, and are currently in use.
- ATEC's office is currently in a trailer located near the site for the construction of the facility.
- A 15-seater van to assist in transporting trainees has been acquired.
- ATEC is working closely with other First Nation communities to optimize training opportunities and to foster networking.
- A strong working relationship with unions, industries and other training providers has been forged .
- Employees went to Thompson, Leaf Rapids, Brandon, South Indian Lake and Winnipeg to register NCN Members residing in those communities for possible training opportunities.
- In conjunction with Manitoba Hydro, ATEC held a successful job fair in Thompson on March 11, 2004.



Challenges

- Difficulty tracking trainees manually (the training database has been designed to simplify this process).
- Unwillingness of trainees to stay in training or to access training outside of the community.
- Absenteeism and tardiness of trainees during training.
- Dealing with lifestyle practices, which negatively impacted training.
- Reluctance of spouses to agree for their partner to access training (both within and outside the community), which results in family pressure on some trainees.
- Reintegration of trainees into a formal learning environment after being out of school for many years.
- Assisting trainees to overcome their fear of re-entering a learning environment.
- Unwillingness to sacrifice in the short-term for a greater long-term benefit.
- Obtaining reliable daycare or childcare for children.
- Finding suitable accommodations for out-of-town trainees and instructors.
- Securing work experience opportunities in some trades outside the community.
- Absence of a training facility not only impacted on the number of trainees we could train, but also on the training programs we were able to deliver.
- Limited office space for ATEC employees has contributed to a stressful working environment.
- Limited staff has resulted in overload of tasks to employees and has hindered work performance.



EDUCATION AUTHORITY



Matthias White
Director of Education

The Education Authority
has also continued to
focus on strategies to
ensure the language and
culture of the community
is respected and taught
to the children who come
into the care of the
Education Authority.

Message from the Director of Education

Matthias White, Director of Education

This *Year In Review Annual Report* offers the Education Authority an opportunity to reflect on the successes enjoyed over the past year and to identify the challenges that confront the Education Authority as steps continue to be taken to make our educational system a success story to share with all First Nation communities.

The Nelson House Education Authority Teams

This report focuses on the work of the different departments within the Nelson House Education Authority. It includes reports from the Administration Team at the Alice Moore Centre, the Principal of Nisichawayasihk Neyo Ohtinwak Collegiate (N.N.O.C.), the Otetiskiwin Kiskinwamahtowekamik (O.K.) Elementary School and the Post-Secondary team. However, no report would be complete without mentioning the importance of the community as an integral member of all our teams.

Throughout this report we will focus on the initiatives undertaken to encourage parental and community involvement in the educational process. It is imperative to note that the education of the children and youth at Nelson House remains a community 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 having a good education. In efforts to involve the community in the education process, the Education Authority has also continued to focus on strategies to ensure the language and culture of the community is respected and taught to the children who come into the care of the Education Authority.

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.

A Report from the Nelson House School Board

The 2003 – 2004 goals established by the board were intended to build the support framework needed for each of the other teams to meet the goals that were set for each of these departments. One of the primary mandates of the board, as noted by the current Board Chair Marcel Moody, is to remain attentive to the external influences that impact on the work being done by the Education Authority and to shape the needed responses to these issues as they become identified.

During the community planning process undertaken through 1999 – 2000, five major goals were established for the Education Authority. The review of these goals led to the development of three major goals for the board during the current academic year. These were:

1. To continue to lobby INAC for a new high school.
2. To maintain and continue to increase academic standards in our schools.

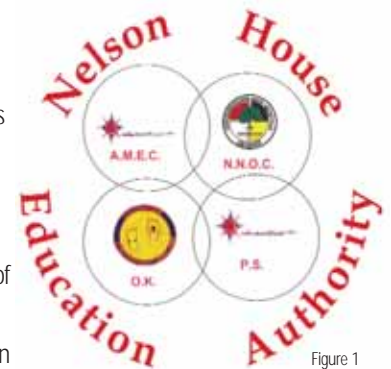


Figure 1



3. To develop plans to improve the condition of teacherages.

Goal 1: A New High School

One of the biggest obstacles in obtaining the necessary funding support for a new high school is the absence of consistent attendance by the current high school students. This issue will be addressed in detail by the N.N.O.C. principal, but it should be noted here that educational funding from Indian and Northern Affairs Canada (INAC) is based on student attendance at the end of September for inclusion on the yearly nominal roll. Although 220 students registered for high school classes in August 2003, only 162 sustained an attendance record to allow their inclusion on the nominal roll. If the high school was able to maintain an enrolment of over 200 students, this would bolster arguments for a new high school in the community.



Nisichawayasihk Noyo Ohtinwak Collegiate

Goal 2: Standards

To maintain and increase current academic standards requires a detailed analysis of what the current standards are. Over the past few years the board has increased its commitment to the use of technology within the educational system. Of note, pertaining to this increased use of technology, is the development of an in-house database system to collect the information and data needed to guide effective decision-making and to establish baselines against which we can measure future successes. This report will highlight the different types of data being collected by the Education Authority departments and show how each of these departments is endeavouring to use this data to assist the board in raising the academic standards.

Goal 3: Teacherages

It was announced in our previous annual report that the board has received approval from INAC for \$446,000 for renovations and \$1,389,752 for new construction. The board is pleased to announce this work is continuing. The project has been awarded to Ininew Project Management from Winnipeg and construction is expected to begin within a year. An on-site visit by the project manager for Ininew led to the recommendation that the existing six-plex needs to be demolished and this has added to the anticipated building costs for this project.

Plans are currently being developed for the construction of between 15-19 new teacherages. The board remains optimistic that once this construction is completed, all teachers who wish to reside in Nelson House will have this opportunity.

In conclusion, the board would like to acknowledge the accomplishments of the many individuals who have helped shape the goals of the Education Authority over the past year. As the board shares in these successes, we also need to share responsibility for those areas that continue to challenge our teams. The board wishes to thank the teams for their excellent work over the past year, and that should a school board election be called in the near future, we wish to offer assurances that an incoming board will also be prepared to support the many initiatives that have been developed over the past few years to improve the quality of education in Nelson House.

A REPORT FROM THE OTETISKIWIN KISKINWAMAHTOWEKAMIK (O.K.) ELEMENTARY SCHOOL

The O.K. School is pleased to have an opportunity to reflect on all the successes that have occurred over the past year and to develop strategies to more effectively address those areas where challenges still arise. This report will examine the goals established in the previous annual report, highlight the new initiatives that are occurring at the elementary school, and formulate some new goals for the next academic year.

The goals set by the O.K. school for the previous academic year included:



Otetiskiwin Kiskinwamahtowekamik (O.K.) Elementary School





Susan Buchanan
*Educational Consultant
For Creating Socially
Responsible Schools*



Lloyd Chubb
O.K. Principal

- To develop effective discipline strategies
- To increase student attendance
- To increase instructional time between students and teachers
- To improve academic standards.

Developing effective behaviour intervention strategies remains one of the most important concerns for the elementary school. A major new initiative was directed towards curbing the level of bullying in the school. As noted in last year's report, Susan Buchanan, an educational consultant for Creating Socially Responsible Schools, was brought in to help students, teachers and the community learn ways to create a bully-free school. Susan met with teachers, staff and parents and shared a number of strategies aimed at developing ways to curb bullying behaviour. O.K. School became a bully-free school on January 5th, 2004, with zero tolerance towards any and all bullying behaviours.

Bully-free Environment

The teachers at the school have spent much of the academic year continuing the work done by Susan and following through on her recommendations. The topic of bullying has now been integrated into the curriculum. Each month a different theme is taught to the students. Themes have included listening skills, talking kindly to each other and being friendly to each other. In addition, special emphasis has been placed on maintaining a zero tolerance policy towards bullying. Students who are found bullying are sent to the office for counselling. In many cases parents are involved in disciplining the child, and depending on the severity of the behaviour, the student could face possible suspension. In any event, there is now always a consequence for students who engage in bullying behaviour and repetitive incidents of bullying behaviour will result in expulsion from the school.

Community resources have also been identified as an effective means of curbing many of the behaviour concerns that have been identified at the school. The Elders in the community are invited to talk to students on a regular basis. Also, resources at the Family and Community Wellness Centre are used as the situation warrants. Susan is expected to return to the school this year for a review of the work that has been done to create a bully-free environment. Students, teachers and the community should all benefit greatly from further instruction in this area.

Bullying is only one of many behaviour issues that arise in the school on a regular basis. Often it is more difficult to deal with less overt behaviours than bullying. Students coming to school appear to be developing negative attitudes at a very early age about the importance of education. This often is expressed in verbal abuse towards teachers and/or other students, and overall general lack of respect to anyone in authority.

A new initiative by O.K. principal, Lloyd Chubb is to develop a Parent Discipline Group in the fall of 2004. This would be comprised of 10 parents who would be asked to develop discipline strategies for those students referred to this committee by the principal. For example, they may develop a new approach to deal with students who are consistently truant from school in order to curb this type of behaviour. This promises to be a very exciting committee and if you feel you may be interested, please do not hesitate to contact the principal at the elementary school.

The O.K. School has developed a number of initiatives this year directed towards reinforcing the behaviours and skills needed for the children to be more successful in the school. This has resulted in the creation of a monthly Student Award Program held the first Friday of each month to acknowledge the positive aspects of student behaviour from the previous month.



There are four major awards given out to each class.

1. Student of the Month awarded to the student having the best overall academic score, with good to excellent attendance and a good role model for other students in the class.
2. Most Effort and Achievement awarded to the student demonstrating the most effort over the month.
3. Most Improved awarded to the student who may have had a slow start to the month, but became more studious as the month progressed.
4. Perfect Attendance for the Month. (In addition to monthly awards, the school has also developed an award program for students demonstrating perfect attendance over the year. A walkathon was held recently to raise money for bicycles to be given out to those students with perfect attendance.)

There is an open invitation extended by the O.K. school for all interested parents and Elders, such as Lillian Hunter, to attend these monthly award ceremonies. As a sign of respect for the Elders who take time to attend these events, the students present them with small packages of tobacco to honour their attendance and support. The presence of these Elders is an important step in building better connections between the community and the teachers in helping shape the educational process at Nelson House.

Parental involvement in school programs will remain an important objective during the next school year. Community members have worked with teachers to develop a vision and mission statement to guide future growth of the O.K. School.

A renewed focus on improving the instructional time between teachers and students has led to a closer analysis of the overall attendance patterns demonstrated by students in the school (see Tables 1 and 2).

The current student enrolment at the O.K. school is 691 students. Tables 1 and 2 demonstrate the variance in monthly attendance for many of these classes. Some months, the teachers report over 90 percent attendance, while in other months attendance can fall to less than 50 percent. Attendance is noticeably low in December and January (see Figure 2). As of April 30th, the overall average attendance for the year is 70.5 percent. As noted earlier in this report, efforts at dealing with student attendance must consider not only those students who have not been registered at the school, but also the level of truancy.



Lillian Hunter
NCN Elder

Table 1: Student Enrollment and Attendance Nursery – Grade 3

| Grade | Students | Sept. | Oct. | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | Class Avg |
|-------------------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|--------------|--------------|
| N-AM | 25 | 78.08 | 65.10 | 71.49 | N/A | 51.04 | N/A | N/A | N/A | 66.43 |
| N-PM | 34 | 74.19 | 60.41 | 65.99 | N/A | 47.29 | N/A | N/A | N/A | 61.97 |
| K-AM | 32 | 87.70 | 69.71 | 78.52 | 60.98 | 48.45 | 51.52 | 48.80 | 63.02 | 63.59 |
| K-PM | 31 | 88.75 | 65.43 | 72.47 | 59.66 | 64.09 | 65.57 | 65.73 | 62.87 | 68.07 |
| 1/2 A | 22 | 82.48 | 61.78 | 69.96 | 39.17 | 52.03 | 59.50 | 47.94 | 52.49 | 58.17 |
| 1/2 B | 22 | 88.13 | 72.48 | 82.93 | 61.44 | 67.74 | 73.69 | 68.10 | 68.90 | 72.93 |
| 1A | 24 | 77.16 | 68.24 | 82.92 | 49.60 | 47.95 | 64.35 | 60.19 | 58.62 | 63.63 |
| 1B | 22 | 86.05 | 68.94 | 76.14 | 63.42 | 65.84 | 64.29 | 64.81 | 66.32 | 69.48 |
| 1C | 23 | 88.03 | 75.74 | 82.38 | 58.84 | 68.86 | 75.24 | 71.80 | 62.77 | 72.96 |
| 2/3 | 22 | 81.36 | 70.03 | 79.04 | 52.96 | 64.30 | 74.29 | 63.23 | 65.79 | 68.88 |
| 2A | 26 | 88.28 | 88.41 | 86.01 | 74.43 | 83.75 | 83.30 | 76.81 | 73.85 | 81.86 |
| 2B | 25 | 93.03 | 73.68 | 81.14 | 58.11 | 73.70 | 72.71 | 71.59 | 82.12 | 75.76 |
| 3/4 | 26 | 97.18 | 83.23 | 88.27 | 74.64 | 76.36 | 87.89 | 87.11 | 78.57 | 84.16 |
| 3A | 22 | 82.08 | 84.33 | 89.09 | 73.91 | 75.70 | 84.57 | 79.24 | 82.55 | 81.43 |
| 3B | 26 | 91.39 | 93.39 | 83.29 | 79.71 | 83.25 | 93.85 | 77.37 | 84.61 | 85.86 |
| Primary Averages | 382 | 85.59 | 73.39 | 79.31 | 62.07 | 64.69 | 73.14 | 67.9 | 69.42 | 71.68 |

Table 2: Student Enrollment and Attendance Grade 4 – Grade 8

| Grade | Students | Sept. | Oct. | Nov. | Dec. | Jan. | Feb. | Mar. | Apr. | Class Avg |
|---------------------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 4A | 26 | 92.65 | 92.51 | 87.11 | 90.00 | 82.55 | 88.57 | 79.95 | 89.89 | 87.90 |
| 4B | 26 | 84.18 | 96.18 | 79.47 | N/A | 83.16 | 81.73 | 80.23 | N/A | 84.16 |
| 5/6 | 22 | 88.25 | 72.41 | 72.38 | 47.25 | 49.41 | 56.59 | 42.51 | 37.34 | 58.27 |
| 5A | 25 | 86.42 | 77.30 | 80.82 | 60.14 | 70.55 | 79.31 | 77.74 | 81.42 | 76.71 |
| 5B | 17 | 89.79 | 77.12 | 74.30 | 64.31 | 73.05 | 78.32 | 74.29 | 82.05 | 76.65 |
| 6A | 23 | 83.23 | 66.45 | 78.11 | 68.96 | 69.21 | 72.45 | 60.12 | 66.96 | 70.69 |
| 6B | 24 | 95.02 | 88.30 | 90.12 | 97.34 | 82.66 | 88.46 | 85.58 | 78.22 | 88.21 |
| 7A | 23 | 76.52 | 72.24 | 62.33 | 73.24 | 68.77 | 73.47 | 66.47 | 50.08 | 67.89 |
| 7B | 30 | 65.85 | 57.05 | 50.63 | 53.13 | 40.29 | 57.96 | 60.12 | 63.33 | 56.05 |
| 8A | 19 | 80.04 | 91.06 | 71.53 | 75.22 | N/A | N/A | 53.81 | 59.12 | 71.80 |
| 8B | 27 | 67.00 | 61.54 | 64.10 | 54.10 | 53.29 | 55.77 | 56.61 | 53.27 | 58.21 |
| MAG-1 | 16 | 84.21 | 63.66 | 27.94 | 44.60 | 58.52 | 81.21 | 60.21 | 71.40 | 61.47 |
| MAG -2 | 13 | 85.27 | 90.29 | 82.93 | 60.15 | 76.85 | 66.03 | 73.67 | 58.39 | 74.20 |
| MAG-3 | 18 | 63.71 | 28.24 | 36.75 | 31.08 | 35.54 | 38.65 | 34.51 | 32.96 | 37.68 |
| Middle/ Junior | | | | | | | | | | |
| Averages | 309 | 81.58 | 73.88 | 68.47 | 60.79 | 56.05 | 60.42 | 64.7 | 61.21 | 69.28 |
| School | | | | | | | | | | |
| Averages | 691 | 83.66 | 73.63 | 74.07 | 62.55 | 64.79 | 71.90 | 66.24 | 66.42 | 70.52 |

The O.K. school is seeking ways to develop more effective, timelier communication with parents in to alert them when their child is not in school. Many schools have found one of the most effective means of curbing student absenteeism is parental support to ensure children are attending school as required. If a student is playing truant, it is often more effective for the parent to discipline the child, than the school.

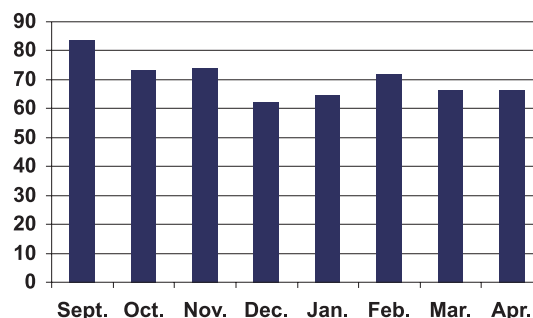
O.K. teachers have divided themselves into smaller groups to discuss the unique challenges facing the different grade levels in meeting the goal of improved academic standards. The groups are:

- Nursery to Grade 3
- Grades 4 to 6
- Grades 7 to 8
- Special Education.

These group meetings are useful in helping identify the challenges faced by the teachers in offering a first-rate educational program to the students. These challenges range from student conduct in the classroom, the level of special needs in the classrooms, to the types of resources required by the different groups.

The large number of students with learning difficulties in the elementary school has had an adverse effect on the teaching offered by many teachers, for several years. New directions to resolve these concerns over this past year have

OK Average Monthly Attendance 2003 - 2004





led to the creation of multi-age group classes that bring larger numbers of these students into their own class for specialized instruction. These classes are reported to have gone well, but it is very difficult for the teachers to deal with large numbers of these students at the same time. The elementary school has recently hired a new Special Education Coordinator and there are renewed efforts to properly identify all students who should be receiving special education funding. If the school is successful in receiving this extra funding, new initiatives, such as the hiring of teachers specifically for the special education students, should help address the special needs of these students and alleviate the stress these students often place on other classrooms.

Plans for 2004 - 2005

The goals identified for 2003 – 2004 will be carried forward to the upcoming academic year. The elementary school is pleased with the progress made over the past year, but recognizes that considerable work remains. The most significant shift in the upcoming year will come with a renewed commitment to improve parental and community involvement in the educational process. Parents and community members are always welcome at the school. Please plan to participate more actively in school bazaars, student activities and to attend the many teacher-parent meetings held over the next year. Together, we can build a community school we are proud to send our children.

A REPORT FROM THE NISICHAWAYASIHK NEYO OHTINWAK COLLEGIATE (N.N.O.C.)

The N.N.O.C. has had a very exciting year during 2003 – 2004. Many gains have been made in meeting the goals set in the previous annual report and to identify many of the unique challenges to the growth of a renewed high school program for all interested community members at Nelson House.

The 2003 – 2004 goals set by N.N.O.C. included:

- To obtain more high school classrooms
- To encourage more parental involvement in the high school
- To encourage extra curricular activities
- To retain current high school enrolment
- To increase the number of credits earned
- To increase student attendance
- To encourage a student council.

School Space

With such a large number of goals to draw upon, priorities needed to be set. This report covers those areas that have received the most attention over the past year. The need for a new high school, or more classrooms have not decreased, and this matter has been referred to the board for further action. To alleviate some of the present space constraints, negotiations are currently underway with the Band Council for the use of the Duncan Wood Memorial Hall as a gym.

Semester System

The high school converted to a semester system over the past academic year. Previously there were 2.5-hour class periods held twice per day for approximately a two-month period. Under the semester system, classes are now held for 1.25-hour-periods, four times a day for approximately five months. Supporters of the semester system suggest the slower pace gives students more time to learn, as the retention is better than in the previous system.

Together, we can
build a community
school we are proud
to send our children.



Attendance

Attendance 2002 – 2003 (Table 3)

| | AM | PM | Average |
|--------|-------|-------|---------|
| Term 1 | 73.80 | 64.28 | 69.04 |
| Term 2 | 72.80 | 56.00 | 64.40 |
| Term 3 | 52.90 | 58.66 | 55.88 |
| Term 4 | 60.20 | 49.69 | 54.90 |

As can be seen in Table 3, the attendance patterns were fairly consistent across all terms of the 2002 – 2003 academic year. There was a noticeable drop in Term 3 and an overall drop from Term 1 to Term 4. In general, there is a fall in attendance in the afternoon suggesting students may have been having difficulty sustaining an interest in attending longer classes prior to adopting the shorter class periods under the semester system.

The conversion to the semester system was partly based on feedback provided by the students.

Attendance 2003 - 2004 (Table 4)

| | AM-1 | AM-2 | PM-1 | PM-2 | 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 |

The data outlined in Table 4 shows a significant fall in attendance rates over the longer instructional period. The average attendance over the term has dropped by almost 20 percent from attendance during 2002 – 2003.

The high school implemented an attendance policy last year that advises students they are no longer eligible to receive a credit for a class after 10 absences. This policy appears to have resulted in many students choosing to stop attending. Efforts are now being made to allow students to make up missed time and possibly still earn a credit. Further analysis will determine whether this revised policy is successful in curbing the above attendance patterns.

In looking at these attendance patterns, a further analysis of the drop out pattern for different classes has been undertaken for the 2003-2004 academic year. Time lines were established for each of the semesters and the drop out rate was calculated for each of these periods (see Figure 5 and Figure 6). Class transfers are not included in these calculations.

Semester One Dropout Time Lines (Figure 5)

Semester One Aug/03 – Jan/04

Period 1 Aug.28 – Sept. 15

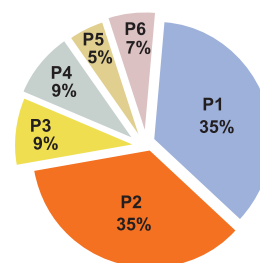
Period 2 Sept. 16 – Oct. 6

Period 3 Oct. 7 – Oct. 27

Period 4 Oct. 28 – Nov. 17

Period 5 Nov. 18 – Dec. 19

Period 6 Dec. 20 – Jan. 28



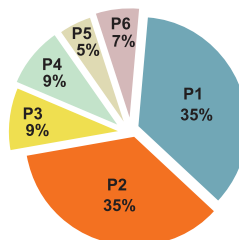


Class Attrition Semester 1 (Table 5)

| | Students Registered | Total Class Registration | Classes Dropped | Class Reduction Rate |
|--------------|------------------------|-----------------------------|--------------------|-------------------------|
| Semester One | 231 | 874 | 480 | 55.1% |

Semester Two Dropout Time Lines Jan/04 – May/04 (Figure 6)

Period 1 Jan. 29 – Feb. 16
 Period 2 Feb. 17 – Mar. 8
 Period 3 Mar. 9 – Mar. 29
 Period 4 Mar. 30 – Apr. 19
 Period 5 Apr. 19 – May 28



Class Attrition Semester 2 (Table 6)

| | Students Registered | Total Class Registration | Classes Dropped | Class Reduction Rate |
|--------------|------------------------|-----------------------------|--------------------|-------------------------|
| Semester Two | 203 | 864 | 484 | 56.0% |

As can be seen in Table 5 and Table 6, the overall class attrition has remained consistent across the two semesters. Approximately the same number of students registered for each semester. It is interesting to note that 45 percent of the dropouts in the second semester occurred in the fourth period. Again, this would support suggestions that students who exceeded 10 absences lose their motivation to attend classes. The data presented in Figure 4 and Figure 5 provides an important baseline to measure future growth in attendance patterns for the next academic year. Monitoring attendance patterns in view of the changes to policy, as well as being responsive to students' feedback, will be helpful in developing strategies for future successes in this area.

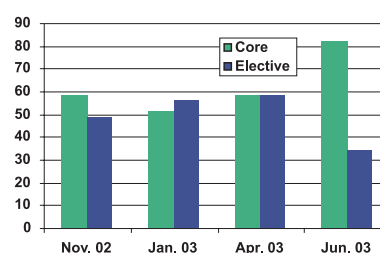
High School Credits

The creation of a separate high school in 2001 has led to some noticeable successes for many students at Nelson House. There has been a significant increase in the number of high school credits being earned by the students since the separation of the elementary and high school programs in 2001 (see Figure 7 and Figure 8).

Credits Earned 2002 - 2003 (Table 7)

| | Nov/02 (Q1) | Jan/03 (Q2) | Apr/03 (Q3) | Jun/03 |
|----------------------|-------------|-------------|-------------|--------|
| Core | 58 | 51 | 58 | 82 |
| Elective | 48.5 | 56 | 58 | 34 |
| Credits per Quarter | 106.5 | 107 | 116 | 116 |
| Total Yearly Credits | 445.50 | | | |

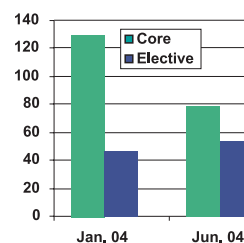
Credits Earned 2002 - 2003 (Figure 7)



Credits Earned Semester 1 and 2 2003 - 2004 (Table 8)

| | Jan/04 | Jun/04 |
|---------------|--------|--------|
| Core | 130 | 79 |
| Elective | 47 | 54 |
| Total Credits | 177 | 133 |

Credits Earned Semester 1 and 2 2003 - 2004 (Figure 8)



As noted in Table 7, a total of 445 high school credits were awarded in the 2002 – 2003 academic year.



Natalie Tays
N.N.O.C Principal

Table 8 indicates 177 credits were awarded to students in the first half of the year compared with 213.5 for the year earlier. There were 133 credits awarded in the second semester, compared with 232 the year earlier. As the students become adjusted to the introduction of the semester system it is expected that the number of credits being earned in the future will exceed those earned in previous years.

Developing new avenues for parental involvement has gained special attention by the principal at the N.N.O.C., Mrs. Natalie Tays. In seeking out avenues for better communication with parents, Mrs. Tays has created a monthly newsletter for parents and students to keep everyone apprised of school events. In addition to keeping parents informed, it has proven useful to share student contributions with the larger community.

The high school team has also created a Parent Advisory team and a Student Advisory team over the past year. Both of these groups have become very active in shaping activities and planning at the high school.

The high school held regular monthly meetings throughout 2003 – 2004 with parents and interested community members to discuss strategies to improve the educational system being offered to high school students. The work of this group has led to the formulation of three goals for the upcoming academic year.

Goal 1 : Increase Community Involvement

Measurement: 30 percent of the parents of high school students will become involved in school activities.

Goal 2 : Student Retention

Measurement: 60 percent of the students who register will successfully complete one credit or more by the end of the semester.

Goal 3 : Literacy

Measurement: Get the school newsletter into every household. Create 60 percent awareness of the importance of literacy.

These goals will be further refined and discussed during the upcoming planning sessions at O.K. School. It is important to reiterate that the education system at Nelson House must remain responsive to the needs of the community. The challenge for the high school team is to help the community identify what they would like to see in the future regarding a high school at Nelson House.

Creating avenues for improved student involvement has also been an important objective during the 2003 – 2004 year. A student council was created under the name of the Student Voice Committee and the first edition of the N.N.O.C. yearbook was produced. Discussions with students pertaining to extra-curricular activities are ongoing.

The goals for the 2004 – 2005 academic year will build on the successes of the past year and several new initiatives are already being formulated to address the many challenges still facing the high school program. Identifying and measuring the school's success in meeting its goals is an invaluable tool as it moves forward.



A Report from the Post-Secondary Team

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 is 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. This report will highlight some of the unique approaches the team has adopted to meet the increased demand for services with shrinking available resources.

The Post-Secondary Committee meets in June to review all applications and to decide which students will be funded. The committee is comprised of one School Board Trustee, South Indian Lake Headman, 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. Applications are received from band members across Canada and students are funded for post-secondary studies in many institutions across Canada. One student is studying in the United States. Students must apply by May 15 for full post-secondary funding for the next academic year.

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 – Postgraduate
- 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 9 and 10. Table 9 highlights the number of applications received against the number of students who are able to obtain funding.

Students Funded (Table 9)

| Category | 2002 – 2003 | 2003 - 2004 |
|------------------------|--------------|--------------|
| Continuing Students | 68 | 66 |
| Grade 12 or T.Y.P. | 15 | 8 |
| New Mature Students | 8 | 5 |
| Upgrading Students | 0 | 3 |
| Post-Graduate Students | 2 | 0 |
| Returning Students | 8 | 2 |
| Incomplete Studies | 0 | 2 |
| Student Approved | 91 Full-time | 86 Full-time |
| | 23 Part-time | 21 Part-time |
| Student Applications | 187 | 166 |



Elaine Smith
Post Secondary Counsellor



Bill Gamblin
Post Secondary Counsellor



Paul Bonner
Financial Comptroller

In July 2001, the Education Authority purchased a database program to help collect and guide the above noted decision-making process, and continues to evolve to meet the changing demands of this committee. The most significant changes reflect renewed attempts to budget the anticipated costs of funding a student against the limited monies received.

The committee considers funding requests for each prospective student, including such costs as tuition, living allowance for the student and/or dependents, books, supplies and travel.

As students are approved for funding, the database maintains a running record of the monies required to fund these students. For the first time, decisions regarding which students will be funded will be aided by comparing the expected cost of funding Student A versus Student B and the overall total monetary impact on the post-secondary budget. At the same time, the committee will reserve a portion of its budget for funding part-time students, a Transitional Year Program in Nelson House, and to accommodate the administrative fees required to run the post-secondary program.

Students receiving post-secondary funding from the Nelson House Education Authority have performed very well. The number of graduates and their respective institution is outlined in Tables 10 & 11.

Table 10: Graduates 2002 – 2003

| | |
|-------------------------------|-----------|
| Alberta Business College, AB | 1 |
| Assiniboine Community College | 5 |
| Brandon University | 2 |
| Confederation College, Ont. | 1 |
| Keewatin Community College | 12 |
| Red River College | 1 |
| University of Caribou, B.C. | 1 |
| University of Manitoba | 7 |
| University of Winnipeg | 2 |
| Total Graduates | 32 |

Table 11: 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 |
| Total Graduates | 27 |

The post-secondary committee is considering new ways to meet the growing challenge of providing 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.



Concluding Remarks

This concludes the report of the Nelson House Education Authority over the past year. It has been a good year and we are happy to share our successes with you. At the same time, we are cognizant of the many challenges that remain for the upcoming year. As noted at the beginning of this report, the Education Authority requires your involvement as a member of our team. Please take time in the upcoming year to get involved in your child/student's education. The successes and/or failures of the educational system are reflective of the team process. The Education Authority is confident that by continuing to work together as a team and building new avenues to collect the type of data outlined in this report, the Nelson House educational system will quickly emerge as a leader of measurable school success.



FAMILY & COMMUNITY WELLNESS CENTRE



Felix Walker
Executive Director



Nisichawayasihk
Mithwayawin

Message from the Executive Director

Felix Walker, Executive Director

I am pleased to report on the activities of the Family and Community Wellness Centre for the 2003-2004 fiscal year. This report demonstrates our continued efforts to implement our strategic plan. The Centre has made a commitment to delivering services and developing programs, which build upon the strengths and gifts of all our children and families, wisdom of our Elders and our ability to be self governing.

Change is a process that occurs over time. The Centre recognizes that change is inherent to the transition to a holistic, community-based, integrative approach and this change will involve successes and challenges, innovation and evaluation. We recognize and acknowledge the importance of family and community in this transition and thus have continued to incorporate five strategic directions into program planning and delivery. Change will only happen when we create a community that reflects our values, beliefs and responsibility to each other.

Our goals, objectives and performance measures have not changed over the course of this year as we continue to develop programs and services based on three key principles:

1. Programs and services will build on existing strengths and successes and will work within a relationship based collaborative model.
2. Financial accountability and the adoption of a planned investment model to ensure that funds generate measurable benefits to the people. Decisions about priorities and about the design and delivery of services will be based on reliable information and an understanding of community needs as defined by the community.
3. Develop a safe, supportive and empowering environment to build on community capacity.

I am excited about moving forward with our work and the implementation of the Circle of Caring over the course of the next year. We will continue to work with the community to ensure there is a strong voice and a strong vision to guide us through challenging times. I would like to thank our Elders, the community, the board of directors and the staff for their hard work. It is important that we continue this work as a family and as a community as "it takes a community to raise a child".





A Message from the Chair

On behalf of the board of directors, it gives me great pleasure to present the NCN Family and Community Wellness Centre Annual Report for the fiscal year ended March 31, 2004. This year, the board has begun an intensive review and rejuvenation process. We recognize the need for the board to establish a clear understanding of our role with a strong voice, given the expansion in programming we continue to experience within the Centre.

The board of directors would like to thank the community for their courage in sharing their stories and tears and in making a commitment to build a better future for our children. In addition, we would like to thank the staff of the Family and Community Wellness Centre for working with and supporting our families.

We would finally like to thank everyone for their support and confidence in our abilities. We look forward to our work, as we believe that everyday we are taking one step closer to "Nisichawayasihk Mithwaywin".



Nora Thomas
Chair



VISION

Nisichawayasihk

Mithwayawin

MISSION

In unity, we promote
community awareness,
empowerment, and a safe
environment towards
holistic wellness.

Executive Summary

The annual report has been prepared to provide an overview of programming implemented by the NCN Family and Community Wellness Centre. The Wellness Centre has expanded and redefined programming over the course of the year to support our ongoing work with the community. The elements of this report are as follows:

- 1) Governance (strategic directions, service delivery plans)
- 2) Narrative program descriptions
- 3) Statistical data for Health-related and child and family services.

An Introduction to the NCN Family and Community Wellness Centre Inc.

In March 2000, the NCN Family and Community Wellness Centre Inc. was established following an intensive community consultation process, which culminated in the release of the Community Wellness Strategy: "A Pathway to Restoration" in June of 1999. This strategy highlighted the importance of developing a fully integrated health related and child and family services system, acknowledging the strength of NCN and recognizing how much we can accomplish as a community, by working together.

Our facility is unique as it uses this strength-based approach to support children and families and views relationships between programs, individuals and families as paramount to change. The Centre has adopted a mandate to reflect this commitment as follows:

1. To promote the development of new ideas and innovative measures to bring about meaningful change for the children and families of NCN within a holistic approach to human services policy development and service delivery, which incorporates the traditions, culture, language, customs, and teachings of the community's Elders.
2. To deliver mandated child and family services within a community capacity building and health promotion orientation.
3. To oversee the implementation of health related services and assume a leadership role in the transfer process of a local health authority.
4. To promote community wellness and individual well-being.

The implementation of the mandate is expressed through the wide range of community-based health related and child and family services designed to support holistic wellness from conception to Elder. The Centre continues to work toward this model of integrated service delivery and the development of meaningful and effective programs, which reflect our community values and beliefs.



Core Values

- **Social Justice:** We will treat all residents of Nisichawayasihk Cree Nation equally.
- **Self-reliance:** We will promote personal and family responsibility first.
- **Intrinsic Worth of People:** We will think of everyone as having abilities, talents and skills that are essential to the overall health of the community.
- **Sustainability:** We will provide services in a way that does not threaten our ability to meet basic human needs over the long term.
- **Cooperation:** We will work together to achieve community wellness.
- **Community Wellness Focus:** We will commit to a holistic health promotion orientation to program design and implementation.

NCN Family And Community Wellness Centre Service Plan

The five strategic directions, tenets, standards and program-measures of the Family and Community Wellness Centre Service plan have not changed significantly since their initial introduction in 2002. The Centre continues to review and evaluate programs to ensure they are meeting community priorities. We continue to view education as of primary importance to the development of a sense of personal wellness and community responsibility. We continue to work to enhance programs and integrate our service delivery systems. Finally, we continue to work with the strengths in our community, in our language, values and traditions. The following chart summarizes the five strategic directions and goals as outlined in the service plan.

Five Strategic Directions

- | | |
|-----------------------------------|--------------------------------|
| 1. Traditional Values and Beliefs | 4. Building Community Capacity |
| 2. Restoration of Language | 5. Family |
| 3. Self-determination | |

Goals And Objectives For 2003/2004

Goal One: We believe community members should have more opportunities to realize their dreams and make a contribution to the development of the Centre and its programs.

Objective: To establish a public education system to maintain an awareness of the purpose and activities of the Centre.

Goal Two: To plan and deliver services in the most efficient and effective manner.

Objective: To undertake an organizational review with a focus on making changes to the Centre's administrative support systems, program configurations and supervisory structures.

Goal 3: To promote integration of services, with a focus on building individual and community

capacities and overall community wellness.

Objective: To shift from an individualistic funding model in which funding determines program focus (i.e family violence), to an integrated funding approach where for instance, the family violence funding is applied to enhance a broader family support/mental health coordinated wellness approach.

Goal 4: Centre Expansion

Objective: To assess the feasibility of Phase 2 construction of the Wellness Centre, or assessing the needs of the various program-needs of the Centre.

Organizational Structure

The Family and Community Wellness Centre is an incorporated entity. Chief and Council are members of the Corporation.

The Centre has a seven-member board of directors. The members are :

- Nora Thomas
- Edward Ballantyne
- Morley Moore
- Henry Wood
- Lena Dysart
- Glen Francois
- George C.R. Spence

Each member is selected by one of the Centre's seven advisory councils. These advisory councils consist of three members who support the Board in developing new initiatives and policies.

The executive director is responsible for the overall management and administration of the Centre. The direct administration of programs is the responsibility of 10 program directors. Each program director is responsible for staffing management, program specific budgets, reports and program development. The Centre currently has 63 full-time staff and 10 casual staff. The Centre is responsible for delivering programs and services in the following areas:

- Public Health
- Daycare
- Midwifery
- Recreation
- Finance
- Child and Family Services
- Support Services
- Counselling Services
- Head Start
- Elder Enrichment
- Home and Community Care



Program Narratives And Statistics

The following section of the Annual Report provides:

- A summary description of each program
- The accomplishments and challenges experienced over the course of the year
- Program statistics.

Recreation Services Division

The Centre has always viewed recreation and leisure activities as integral to the development of a strong sense of physical, mental, spiritual, social and emotional well-being. Consequently, a large aerobic exercise area, athletic equipment, a therapeutic hot tub, showers and saunas was a central feature of our new building. As a result of our commitment to develop community-based wellness strategies and an integrated service delivery system, the NCN Parks and Recreation department was transferred to the Centre in January 2004. The new Recreation Services Division has begun work to develop an integrated and consistent recreation and leisure program for children, youth, adults and Elders. The following chart highlights this years activities.

Recreation

| Activity | Male | Female | Total |
|-------------------------------|------|--------|-------|
| Basketball Tournament | 30 | 15 | 45 |
| Weight Training | 232 | 100 | 332 |
| Badminton | 30 | 24 | 54 |
| Badminton Tournament | 16 | 10 | 26 |
| Sliding Party | 15 | 17 | 32 |
| Strong Man Club | 10 | 1 | 11 |
| Circuit Training | 15 | 10 | 25 |
| Sliding Relay Race | 12 | 12 | 24 |
| Skidoo Rides | 12 | 14 | 26 |
| Floor Hockey | 30 | 4 | 34 |
| Fishing Derby | 50 | 26 | 76 |
| Sponge Puck Hockey Tournament | 75 | 15 | 90 |
| Powwow Club | 63 | 34 | 97 |
| Canoeing | 22 | 3 | 25 |
| Movie Nights | 11 | 9 | 20 |

Home And Community Care Program (HCCP)

Background and Current Program Status

In January 2000, Health Canada and First Nations & Inuit Health Branch requested that First Nations prepare a Home and Community Needs Assessment report. Upon completion of the Home and Community Needs Assessment, NCN received \$110,273 to develop a service delivery plan for the Home and Community Care Program.

The Family and Community Wellness Centre prepared four draft Home and Community Care Program submissions and was successful in obtaining early implementation funding. The Centre is currently awaiting response with regard to a fifth draft program submission, as full implementation and full funding is expected.



The Program has experienced a turnover in staff as the director of Home and Community Care, Maria Neepin, resigned in January 2004 and was replaced by Bernadette Weber, who has begun conducting initial client assessments, following a program review.

HCCP Activity Status

1. The Home and Community Care Program provided foot care services until January 2004. Foot care services will recommence, once the nursing supervisor is hired and receives foot care training.
2. The Home and Community Care Program continues to conduct home visits and home assessments to address current home care issues.
3. The Aboriginal diabetes worker, in collaboration with the Public Health team, has continued to provide one-on-one diabetes counselling, deliver prevention and awareness activities, monitor diabetic clients and develop a community garden.
4. The program director is involved in addressing health issues at the regional level through participation on the AMC Health Technicians team and the LPN working group.
5. A site has been selected and the architectural plans have been completed for the Home and Community Care building.
6. Arrangements have been made with the Personal Care Home to use the handi-van and the bathing facilities until construction on the new site is complete.

Community Health Nursing

The Community Health Nursing program focuses on illness prevention, health promotion and health protection across a lifespan.

The illness prevention and health promotion programs are managed by a public health nurse, based out of the Family and Community Wellness Child and Family Resource Centre.

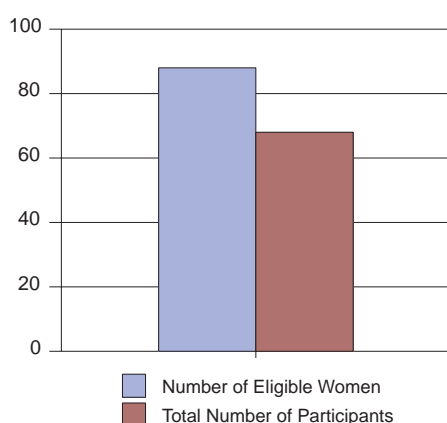
The health protection program is based out of the Community Nursing Station and is also staffed by a qualified public health nurse. In addition, both programs are staffed with community health representatives, who have specialized functions in balanced illness prevention, health promotion and health protection. These include a CHR pre/postnatal Care, a CHR environmental care and a CHR nursing support.

The Community Health Nursing Program consists of two components, each of which has a designated set of responsibilities.

Component 1- Family and Community Resource Centre

The Early Childhood Resource Centre provides education and support to pre- and postnatal women as well as individuals living with chronic conditions, such as diabetes. The Centre primarily receives its funding from the Brighter Futures Initiative Program and the Canadian Prenatal Nutrition Program. The Centre is staffed with one registered public health nurse and one community health representative. Programs include weekly pre- and postnatal classes, home visits, baby assessments, traditional cooking classes and nutrition classes.

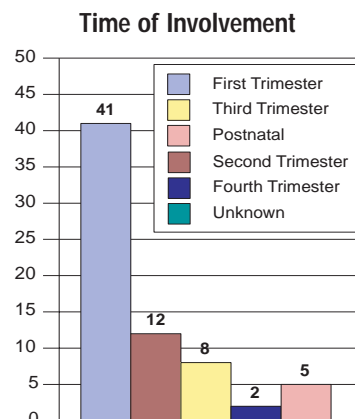
**Family and Community Resource Centre
Number of Participants**





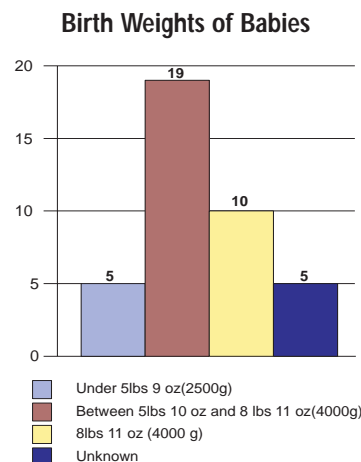
Time of Involvement

The Early Childhood Resource Centre views early and consistent prenatal care as essential to a healthy pregnancy and necessary to prevent postnatal complications with mother and baby. The chart details when women became involved in the program for the first time.



Birth Weights of Babies

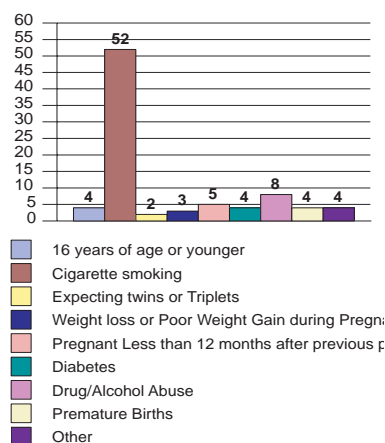
Healthy nutrition and good prenatal care are primary factors in healthy birth weights. The chart details the birth weights of babies whose mothers were involved in the program.



Risk Factors of Pregnant Mothers

The Early Childhood Resource Centre has become increasingly involved with women who are experiencing a variety of risk factors during pregnancy, as indicated on the chart. These risk factors, whether preventable or not, may impact the pre- and postnatal health of mother and baby.

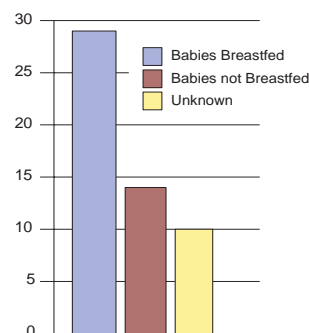
Risk Factors of Pregnant Mothers



Breastfeeding Rates of Mothers

Breastfeeding has been linked to better overall mental and physical development of babies. Breastfeeding protects babies from certain illnesses, promotes weight loss in mothers and is considered to be a complete nutrient. The Early Childhood Resource Centre, therefore promotes and supports breastfeeding as a primary feeding method during the first year, as indicated by the chart.

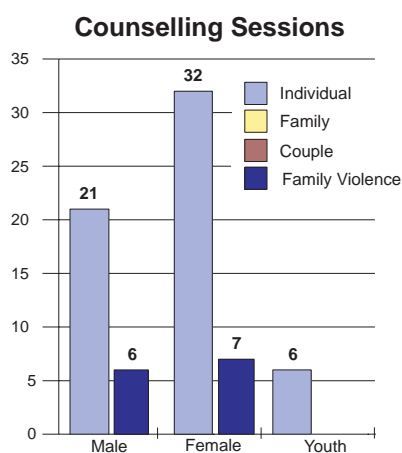
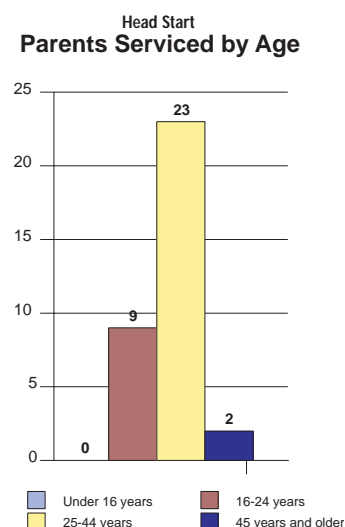
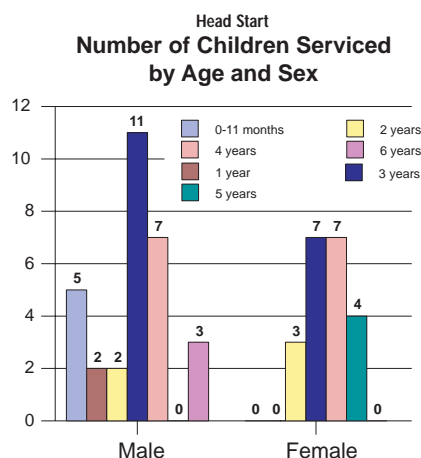
Breastfeeding Rates of Mothers



Component 2-Clinical Practice

The Clinical Practice component of the Community Health Nursing program is housed at the Nursing Station. This component has several objectives designed to promote prevention, support community members experiencing chronic health conditions and address health issues before they escalate. The objectives include:

1. Mandatory immunizations and communicable disease control such as TB and sexually transmitted diseases.
2. Housing issues and environmental concerns.
3. Identify and maintain individuals with high-risk health problems.
4. Medication distribution and home visits.
5. To hold preschool clinics with a theme and promote immunizations in a fun and supportive environment.



The following table highlights the type and participation rates in all clinical component activities for the 2003/04 fiscal year.

Clinical Component Activities

Total Participation Rates

| Support Services to Community Health | Home Visits | Clinical | Activities Events | Prevention & Promotion |
|---|----------------|----------|----------------------|---------------------------|
| 121 | 2,427 | 1,322 | 1,419 | 3,517 |

First Nation Head Start Program

The First Nations Head Start Program delivers a number of parent and child-focused services designed to empower parents as the first and best teachers of their children and improve school readiness skills.

The program has been successful in incorporating the six Head Start components into program planning and delivery. These components are:

1. Culture and language
2. Education
3. Nutrition
4. Health
5. Social support
6. Parental involvement

The Head Start Program has been very active developing curriculum and parent/staff training, this year. The Centre believes it is important to have strong and varied learning opportunities for our children and to empower our teachers and parents. Examples of education and training activities for the year include child development, American Sign Language, communication skills, policy development, high risk kids, nutrition and hygiene.

In addition, the program has organized several field trips and events, in and out of the community, including, but not limited to seasonal parties, Thompson Zoo, Nelson House Police Station, Thompson Bowling Lanes, Pizza Hut, camp and the Fire Hall.

Counselling Service Division

The Counselling Services Division provides innovative and holistic programming to support and empower individuals and families.

Programming offered includes the Lefthook Lake Rediscovery of Families Project, individual, couple and family counselling, critical incidence stress debriefing, bereavement support, advocacy, assessments workshop training, wellness retreats and community development projects.

We have also developed the Summer Camp Program, a summer recreation program for children and youth to ensure healthy alternatives and opportunities for learning are available throughout the summer.

COUNSELLING STAFF

The Counselling Services Division staff includes a Director of Counselling, two Community Counsellors and one First Nations and Inuit Health Branch therapist.

COUNSELLING SERVICE DELIVERY 2003- 2004

The Counselling Centre offers a variety of counselling options depending on the needs of the individual, couple or family. The chart on the left details the number of community members who were involved in counselling based on type.



Prevention Initiatives

In order to effectively address the needs of the community, it is imperative community members are able to participate in relationship building activities, which promote healthy lifestyles and address issues before they escalate. The Counselling Services Division implemented a number of prevention activities designed to meet these needs. Of note is National Addiction Awareness Week, in which 1,500 participants took part in activities, including Don Burnstick and a hypnotist.

Critical Incidents Stress Debriefing

Critical Incident Stress Debriefing is a process, which supports community members through a traumatic experience, such as the death of a loved one. A total of 540 of participants attended three sessions held over the course of this year.

Suicide Incidents

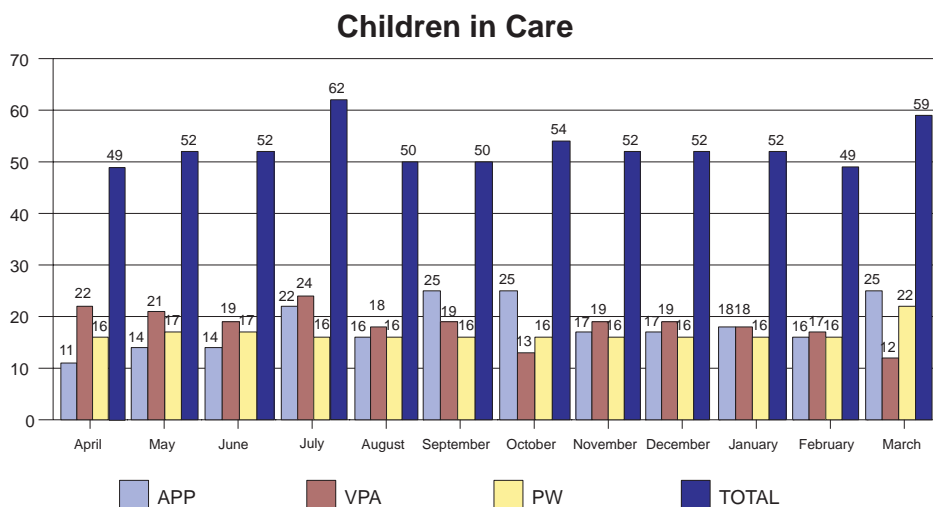
Suicide continues to be a serious issue in our community. The chart (bottom right) identifies the number of interventions, attempts and individuals with suicide ideation divided by sex.

Child and Family Services

Since receiving our mandate in 2000, the Family and Community Wellness Centre Child and Family Services Division continues to work to build healthy relationships, effective community-based partnerships, and strengthen and integrate services for our children and families.

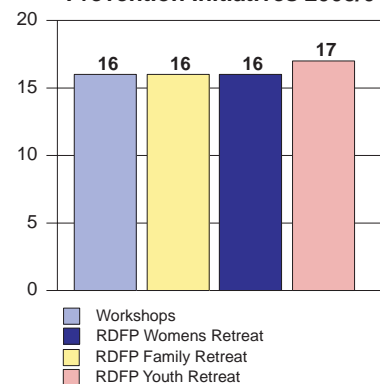
The ultimate goal of our division, in keeping with the mandate, goals and objectives and vision of the Centre, is to build our capacity to look after our members. This approach necessitates looking at innovative ways of addressing child and family services issues, improving our integrated service delivery systems, building on our strengths as a community, incorporating our values and beliefs into all aspects of programming and working with our people.

Although we have made significant progress in delivering child and family services, we continue to face many challenges, which are indicated in the following statistical charts. The following chart represents the monthly totals of children in care in our community by types of orders or agreements.

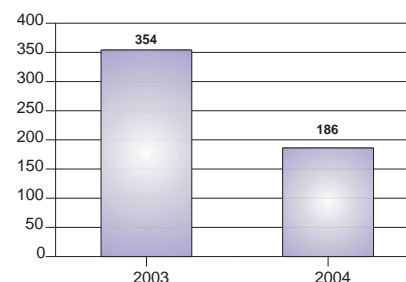


(APP = Apprehension, VPA = Voluntary Placement Agreement, PW= Permanent Ward)

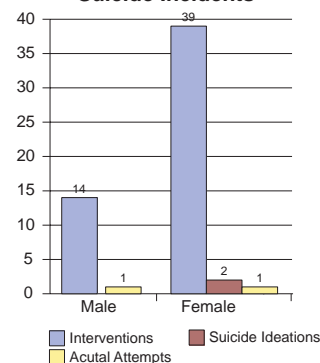
Prevention Initiatives 2003/04



Critical Incident Stress Debriefing



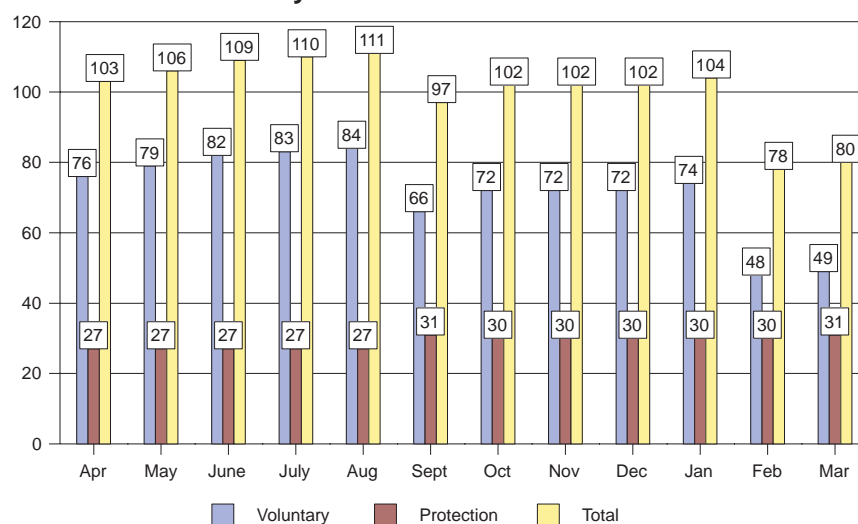
Suicide Incidents



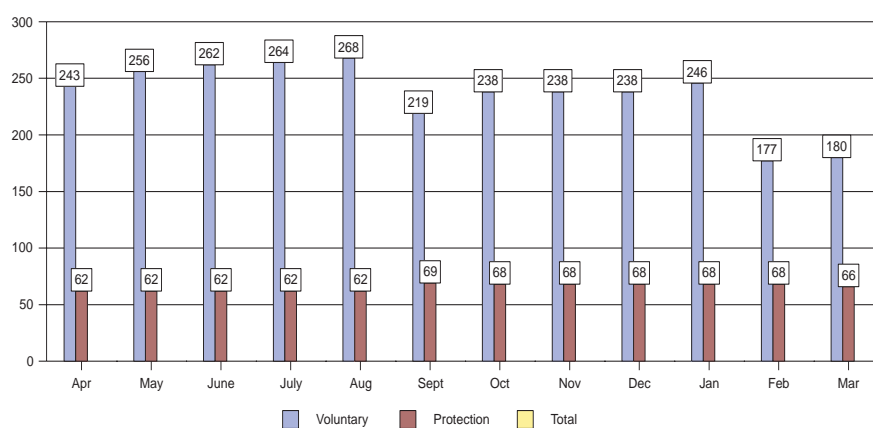
Family Service Cases

There are a number of families who receive support from the Centre in these cases Family Service files are opened. The following two charts illustrate the number of family services cases by type and the number of individual children involved by type.

Family Service Cases 2003/04



Number of Children Involved 2003/04

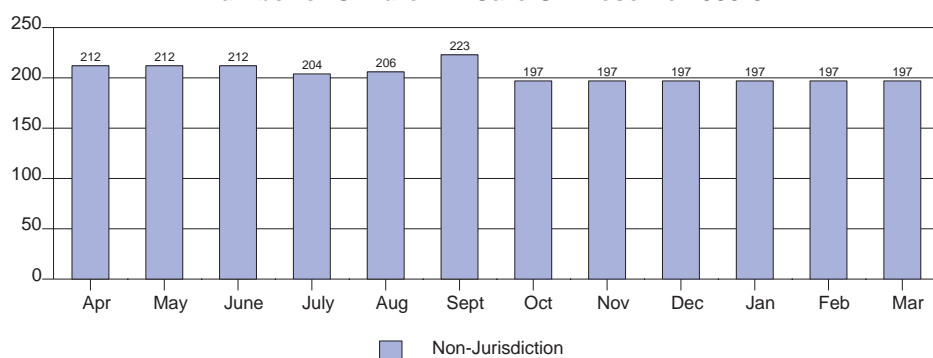




Number of children in care living off-reserve

It is important to track children and families living off reserve as changes to jurisdiction and service delivery, as outlined in the Aboriginal Justice Inquiry Child Welfare Initiative, will require the involvement of the Centre, both on and off reserve. In preparation for these changes in jurisdiction, the Family and Community Wellness Centre Child and Family Services Division opened a sub-office in South Indian Lake, in early 2003. There is a standing agreement between Thompson CFS and the Centre to deliver community-based services in South Indian Lake.

Number of Children In Care Off-Reserve 2003-04



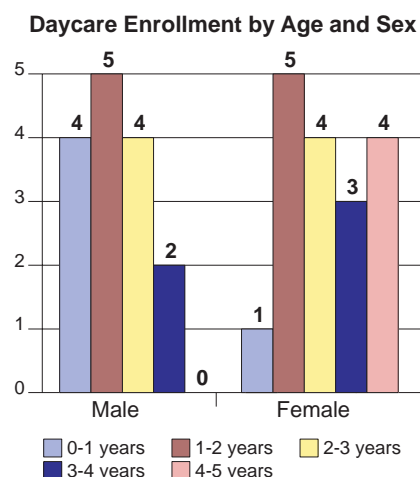
Aboriginal Justice Inquiry-Child Welfare Initiative (AJI-CWI) Update

The AJI-CWI requires a restructuring of the Provincial Child Welfare System. Four Child and Family Service Authorities have been established (First Nations Northern Authority, First Nations Southern Authority, Métis Authority and the General Authority) and have begun the process of developing and implementing culturally appropriate services.

There are still outstanding jurisdictional and infrastructure issues, which the Centre is currently working with the First Nations Northern Authority and other First Nations Child and Family Services to address. The next fiscal year will involve several internal strategic planning sessions to ensure we have the capacity to meet the challenges of this restructuring process in a manner responsive to the needs of our children and families.

Community Care Program

There are 40 families providing Community Care services to our children and families. We would like to take this opportunity to thank them for supporting our children and allowing our community to continue developing our own system of care. The Community Care Program is always looking for new families willing to open their homes and their hearts to children in need. If you are interested, please contact the Family and Community Wellness Centre Community Care coordinator.



Jean McDonald Treasures of Hope Daycare

The daycare provides services to families with infants and children, ages 4 months to 5 years. The daycare continues to work to improve the delivery of an age appropriate, theme-based curriculum.

Training priorities have been set for both the current and next fiscal year. Early childhood educators received workshop training in lesson and activity planning, First Aid/CPR and attended the Manitoba Child Care Conference in Winnipeg. In addition, the daycare partnered with the Head Start program to provide a wide range of learning opportunities for our children, in and out of the community.

- Field trips give the children an opportunity to leave the community and experience new things.
 - The children see various northern wildlife, such as moose, deer, wolves and eagles. They also learn about water safety, i.e. not to play around water without adult supervision, and also not to run in wet areas, because it could be slippery.
- Arts and crafts are enjoyable and educational. Before an activity takes place children are encouraged to discuss the topic being created.
 - Children practice fine motor skills with eye-hand coordination by using scissors.
- The children go on nature walks, giving them a chance to see the community.
 - As the children collect leaves, they learn colours.
- Circle/story-time activities benefit children because they are educational and fun at the same time. The children are also able to express their own opinions when they hear a story. They also let you know what they like to sing.

Challenges

Parental involvement is progressing slowly, however we will continue to strive to make this relationship stronger. We would like the parents to feel welcome to participate in special events.

Daycare needs new materials, such as bins for Lego and mats for napping. We also need a small area rug for story-time, because the floor is too cold.

Day Care Enrollment by Age and Sex

| Age | Male | Female | Total |
|-----------|------|--------|-------|
| 0-1 years | 4 | 1 | 5 |
| 1-2 years | 5 | 5 | 10 |
| 2-3 years | 4 | 4 | 8 |
| 3-4 years | 2 | 3 | 5 |
| 4-5 years | 0 | 4 | 4 |



NCN Otinawasuwak Program

The NCN Otinawasuwak Program is funded by the Aboriginal Healing Foundation. This program is designed to support residential school survivors and inter-generationally impacted women in making healthy choices during pregnancy, and addressing issues which have or may impact individual and family function. Services offered by this program include participation in traditional ceremonies and sharing circles, prenatal and maternity support during labour. The team has also been training in the areas of counselling and childbirth.

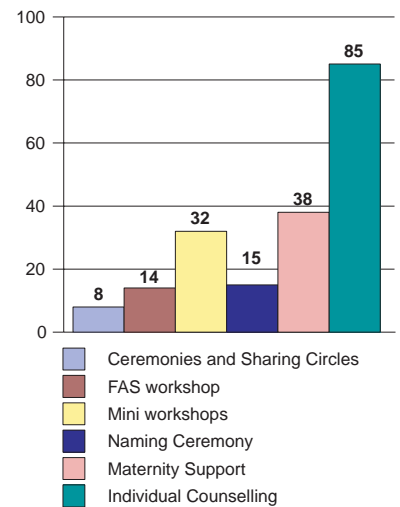
Conclusion

The Family and Community Wellness Centre continues to deal with a community in crisis. We hear and are affected by incidences of violence, neglect, drugs and alcohol abuse, sexual abuse and suicide attempts that have become a part of our daily lives. The Centre will continue to look at new ways to support our families and to develop effective and meaningful community-based services. We will continue to look to the community for guidance.

We need you to be there to listen and to share your ideas. We are a community with values, with beliefs and families. It is imperative we take an honest look at ourselves and the future we are creating for our children.

It takes a community to raise a child and it is up to us as a community to decide what kind of child we want to raise.

NCN Otinawasuwak Program Activities



NELSON HOUSE MEDICINE LODGE



Ed Azure
Executive Director

VISION STATEMENT
Paving the Red Road
to wellness

MISSION STATEMENT
Medicine wheel
firekeepers empowering
healthy lifestyles

Message from the Executive Director

Ed Azure, Executive Director

The Nelson House Medicine Lodge boasts three distinct programs. It has been in operation for 15 years and is situated in the traditional territory of the Nisichawayasihk Cree Nation. The 2003-2004 fiscal year was a time of change, challenge and excitement for the board of directors, staff and clients of the NHML.

We have had changes in the composition of the board of directors, the staff of our three programs and in the client group we serve. Challenges include maintaining quality programs and services in the face of unplanned demands on our fixed revenues. Our revamped vision and mission statements raised excitement most significantly.

Change visited the composition of our board of directors with the departure of Pauline Primrose and the addition of her replacement, Cheryl Linklater. Our staff groups in treatment, prevention and outpatient programs also witnessed change. In all cases, the staff groups were strengthened with the recruitments at the management and front-line levels of the organization. The mix of clients in our three programs - the 21 bed inpatient, non-medical alcohol and drug treatment program, the NNADAP prevention/referral program and the Pisimweyapiy Counselling Centre outpatient/residential school program - have seen a constant movement of clients in and out of programs.

As indicated in the chair of the board's address, action by the board of directors, relative to the First Nation's user fee directive, has resulted in fiscal stability for the organization for the current fiscal year. There is some optimism across the organization that this stability will be enduring.

The NHML undertakes an Annual Strategic Planning session involving all levels of the organization from clients to the board of directors. This year's efforts netted a revised vision and mission statement, which captured the essence and direction of the NHML. This essence and direction ensuing from the planning sessions reaffirmed the organization's commitment to cultural practices as a substantive means to promoting substance abuse-free lifestyles for our clientele. Along with the revised vision and mission statements, the board of directors saw fit to restructure the NHML salary grid, thereby making the organization a more competitive employer in the First Nations and Aboriginal addictions field.

Finally, 2003-2004 marks the final year of our accredited status from the Canadian Council on Health Services Accreditation. Next year, the NHML embarks on a new three-year accreditation cycle with the CCHSA. In this way, the NHML remains committed to providing the highest level of services commanded of us by clients and funding agencies alike.



Message from the Chair

On behalf of board of directors, staff, clients and volunteers of the Nelson House Medicine Lodge (NHML), I am again honored to report on the challenges and successes for the fiscal year ended March 31, 2004. In addition, I will share some of our plans for the coming fiscal year.

In this, our 15th year of operations as a non-medical, inpatient alcohol and drug treatment centre, the organization was confronted with a number of matters demanding the board of directors' attention. The most significant of these was the 10 percent user fee collected from the NHML by the Nisichawayasihk Cree Nation Governing Authority.

Under the user fee directive, the NHML contributed \$109,674 towards the First Nation's general revenue in the fiscal year. Decisive action by the NHML board of directors resulted in organization reclaiming \$87,739 annually, thus allowing the organization to proceed with plans to strengthen program and service delivery. Another difficult challenge proved to be our closed intake experiment, which, for this fiscal year, resulted in a below normal bed utilization rate. In response to this challenge, the board would support a return to a continuous intake of program clients.

Successes for this past fiscal year included a Annual Strategic Planning Session, which gave us revamped vision and mission statements: *Paving the Red Road to Wellness* and *Medicine Wheel Firekeepers Empowering Healthy Lifestyles*, respectively. In addition, the planning sessions produced sound plans for the current fiscal year. Staff turnover has been kept at a minimum, but we did lose one of our board members, due to a career change. I will take this opportunity to welcome Cheryl Linklater as our newest member of the board of directors.

A major success has been our ability to pay off our building expansion loan and in the process, acquire an electrified sign, revise our staff's salary grid and support a major powwow, held in Nelson House, in August 2004.

All in all, the year has been an exercise in change management. We have moved through some trying times only to see a brighter future for those we serve. In the current fiscal year, not only was the NHML a key sponsor of our major competition powwow, but we will also strengthen our staff's internal and external communications abilities. In the current fiscal year, the NHML will initiate two significant role model initiatives, plus implement a post-secondary bursary program that will encourage graduates of institutes of higher learning to seek out the NHML for career opportunities.



Rick Linklater
Chair

MEDICINE LODGE ORGANIZATION

NISICHAWAYASIHK CREE NATION BAND COUNCIL
(Forms the Membership of the Corporation)

- Chief Jerry Primrose
- Councillor Agnes Spence, NHML Portfolio Holder
- Councillor Darcy Linklater, NHML Portfolio Holder
- Councillor Jimmy Hunter-Spence
- Councillor Shirley Linklater
- Councillor Elvis Thomas
- Councillor David Spence

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 Director
- Madelaine Spence, Board Director
- Cheryl Linklater, Board Director

EXECUTIVE DIRECTOR

- Ed Azure

ADMINISTRATION TEAM

- Sarazine Spence
- Wenda Clearsky
- Audrey Dumas

TREATMENT TEAM

- Ray Sandberg
- Lorraine McDonald
- Edna Spence
- Helen Linklater
- Marie Ballantyne
- Lydia Penner
- Counselor (vacant)
- Joshua Spence

PISIMWEYAPIY COUNSELLING TEAM

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

NNADAP PREVENTION TEAM

- Judy Wood
- Anna May Linklater

KITCHEN and MAINTENANCE STAFF

- Christy Moody
- Lorna Spence
- Joshua Spence
- Lena Moore
- Stanley Spence

Quality Improvement Plan

The Quality Improvement Plan (QIP) is an ongoing initiative of the NHML. Last year the NHML provided an update on the QIP and will update again this year. Twelve areas of the NHML were identified by our accrediting agency, the Canadian Council on Health Services Accreditation, as areas for improvement. These areas and corresponding updates are as follows.

1. The board of directors will regularly evaluate how effective its quality improvement system is and make improvement(s) to it as they deem necessary.

- Last year we reported the NHML board of directors requested a change in reporting format. The resulting change has proven to be problematic in that the reports became overly detailed. Again the board has requested a revamped reporting system. Staff is now tasked with producing a system that informs and is mindful of time constraints. Formerly, monthly reports were provided and this was replaced by quarterly updates on the staff's implementation of quality improvement plans. The new system will maintain the quarterly reporting system, but instead of details, the report will be a synopsis of quarterly activities.
- As in past years, program managers' activity reports will continue to focus on the progress of the implementation, the annual work plan and board of directors' suggestions. Input and approval are instituted as an integral component of the quality improvement plan.

2. To develop a new policy on research activities and infection control procedures.

- Last year, we reported an Infection Control Policy/Manual was provided to the NHML in December 2002, which was subsequently implemented across the organization.
- A draft research policy was received and has been implemented by the NHML, despite the fact the board has had but one reading of this policy. A second and third reading of the research policy is scheduled for the current fiscal year.

3. The board of directors will complete an annual self-assessment.

- The very first NHML board self-assessment was conducted in February 2004. The process produced some significant learning for the board members and senior management. From this assessment, the board and staff will work together to better serve the clients our organization is intended to serve.

4. To provide staff training on infection control, first aid and high-risk behavior

- Staff received training on the Infection Control Policy/Manual in the fiscal year ended March 31, 2002. Each new staff joining the NHML team after December 2002 was given a copy of the Infection Control Policy/Manual as part of their orientation to the job.
- While all staff was trained in First Aid and CPR in September 2003, not all would pass the requisite examination. Due to what would become a concern for financial constraints, First Aid and CPR training was deferred to fiscal year 2004-2005. In April 2004, all applicable NHML staff was successful in passing the First Aid examination. Charlie Hart, a certified First Aid/CPR instructor, was the trainer who worked with the NHML staff.



5. NHML will have a process for preventing and controlling infections based on current knowledge and accepted practice, and meet legal requirements.

- As reported above, and in last year's annual report, Kris Breckman, developed the NHML Infection Control Policy/Manual in September 2002.
- The policy and manual were subsequently reviewed and adopted by the board of directors. All NHML personnel have received training in its contents, practices and procedures.
- A final note in this regard is that appropriate staff must check off and initial a washroom facilities cleaning schedule.

6. The NHML participate in and support activities that teach the community how to reduce the risk and spread of infection.

- Last year, we reported that educating the community at large on how to reduce the risk and spread of infection is well beyond the NHML's scope of practice, though we have undertaken to maintain such an effort with our own staff and clientele on this matter. Such activity has resulted in praise from our accrediting agent, The Canadian Council on Health Services Accreditation.

7. To develop a Human Resource plan.

- During our Annual Strategic Planning session in November and October 2003, the NHML board of directors and senior managers produced a Human Resources Plan for the NHML.
- In early 2004, the board of directors would formally adopt the Human Resources plan as an integral component of the NHML.
- The Canadian Council on Health Services Accreditation has reviewed and accepted the Human Resource Plan as a standing means by which the organization addresses and responds to its Human Resource needs.

8. To review and revise the NHML communication strategies to ensure timely and appropriate feedback to all staff on human resources and all other issues.

- Communication across the organization remains problematic. The problem remains the timely and informative communiqués to staff, clients and board members on matters of importance to the organization as a whole. Measures have been proposed to address this problem and positive results are anticipated.
- At present, the front desk continues to serve the vital function of the nerve-centre for the organization. Such details as day-to-day programming/services, client and client-counsellor lists, client room assignments, program activity and intake schedules, referral package, data station for SAIS, staff contact information and work schedule, client chore/cleaning schedule, policy and procedures manual, all administration forms, medication storage, dispensation/administration and disposal site, incoming/outgoing correspondence, messages for staff and clients and the visitor/client/staff sign in and out book are all positioned at the front desk.
- This year the board of directors approved the purchase and deployment of an electronic sign to display the organization's service options to clients, staff, board members and the community at large.
- Half-hour radio talk shows are regularly held to inform the public about the organization's service offerings.

9. To have all are files kept in a central location of the building.

- A multi-functional filing system has been purchased and installed by New Millennium, an information management systems firm based in Winnipeg. The system became fully functional in September 2003. Client files for all three programs of the NHML are housed in the unit.

10. Develop a formal policy to deal with high-risk clients. The policy should define high-risk, outline procedures that should be used to address high-risk situations and establish a protocol for situations involving clients who are suicidal.

- From our report on this matter in last year's Annual Review, a policy has been developed and implemented across the organization. Also, all staff of the NHML has undergone training in the area of dealing with high-risk clients. Our accrediting agency, The Canadian Council on Health Services Accreditation, has urged this policy be supported by a risk management plan. The NHML Management team, comprising the NHML managers, has included the risk management plan on their task list for the current fiscal year.

11. To develop and implement clear policies on the dispensation, storage, administration and disposal of medication.

- As reported in last year's submission, the board of directors have adopted and implemented the dispensation, storage administration and disposal of medication policy. Staff has acted on the board's direction by acquiring the necessary equipment - sharps container, expired pills containers, small fridge and a logbook to note dispensation of client medication.

12. To train our counselling staff on evaluating the results of service and determine if clients have achieved set goals and expected results.

- Last year we reported senior staff received training in Stages of Change - a six-stage planning/monitoring tool applied in assessing clients' progress towards identified treatment goals. Senior staff will be providing this training to line-staff in October 2004. The Stages of Change tool will become a functioning aspect of our treatment services by the new fiscal year.
- In keeping with this initiative, counsellors' monthly client progress report formats are undergoing modification so measures can be readily made of client's progress.

TREATMENT CENTRE 2003/04 ACTIVITY REPORT

As part of a network of some 48 NNADAP Treatment Centres across Canada, the Nelson House Medicine Lodge 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 Nelson House Medicine Lodge is a non-medical unit.



The Nelson House Medicine Lodge In-Patient Treatment Centre 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 Nelson House Medicine Lodge Treatment Program

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

- Maintaining required bed utilization because some clients were not returning after the client's 10-day break during closed intakes, or not arriving as expected
- Changing program format from 20 weeks to 17 weeks
- Staff shortages in the positions of treatment counsellor and night supervisor
- Attracting casual staff to cover the night supervisor position when required
- Computer training is required for some of the Treatment staff.

Accomplishments of the Nelson House Medicine Lodge Treatment Program

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

- Changing program format from 20 weeks to 17 weeks
- Developing and integrating workshops into the 17-week treatment program
- More couples requesting treatment for long-term programming
- Accepting couples into the treatment program
- Filling vacant counsellor positions as they become open

- Filling vacant night supervisor positions as they became vacant
- Providing in-house workshops for the clients of the NML
- Treatment staff provided services to the community (presentations)
- Strategic planning workshop
- Treatment staff team-building retreat
- Fasting camp at Mile 33 (67 attended, 19 fasters)
- Purchase of 16 sleeping bags for clients' use (winter weight)
- Purchase of two pop-up tents for clients' use at fasting camp
- Winter camping at Leftrock Lake
- Some computer training was provided for treatment staff
- New beds, mattresses and furniture were purchased for clients' use
- New tables and chairs were purchased for dining room
- 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)
- House meetings for clients to voice bouquets, concerns and beefs
- 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.

Suggestions or Plans Implemented to Improve the Sessions

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

- Development and implementation of in-house workshops
- Accepting couples into the treatment program
- Converting program from 20 weeks to 17 weeks (August 2003)
- Providing opportunities for clients' fundraising activities.

Meetings

- Treatment staff meetings occur each morning and afternoon
- The purpose of these meetings is to provide and/or obtain information about clients as written by night supervisor in log book, and to debrief as a way of dealing with issues or concerns of clients
- Regular staff meetings where all treatment teams participate
- Screening committee - screens all applications to assess client suitability prior to being accepted into the program
- Attend community meetings or presentations as requested.

***Training Conferences***

- National Addictions Awareness Week (11/03)
- Troy Lake Residential School conference (8/03)
- National Addictions Partnership Foundation Conference in Saskatoon (February/04)
- 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 more workshops to our treatment program to engage our clients more effectively
- Host fasting camp in May/June 2004
- Co-Host NCN Annual Powwow.

What Else Should the Community Know About the Program

- The Nelson House Medicine Lodge is a Canadian Council on Health Services Accreditation (CCHSA) Accredited Treatment Facility
- The NHML Treatment Centre is now accepting couples
- All NHML treatment staff are First Nations members
- The NHML treatment team consists of four treatment counsellors, one traditional counsellor, one therapist and one senior counsellor
- We also have two full-time night supervisors and one part-time night supervisor
- The NHML now operates on a continuous intake basis (bed space is filled as they become available)
- The NHML practices Continuous Quality Improvement and Best Practices approaches to addressing our client needs.

Treatment Centre Plans For 2004/05 Fiscal Year

1. To continue to deliver the Residential Treatment Program
2. To clarify the tradition and cultural activities provided by the Nelson House Medicine Lodge
3. To provide potential clientele with the full spectrum of care pre-treatment, treatment and after care
4. To explore the possibilities to utilize satellite facilities to provide a outing for clients and deliver the NHML program while at the satellite facility (eg. Moak Lake).
5. Revamp program content and program schedule
6. Utilize external resources that specialize in specific topic(s).
7. Have one annual weekend gathering for Nelson House Medicine Lodge Treatment program graduates
8. Develop an orientation package for clients
9. Develop a professional poster size clients' rights and responsibilities and have it framed and posted in the clients' living areas.
10. Develop an extensive evening/weekend program of activities for clients in the NHML
11. It is recommended that a formal policy be developed to deal with high-risk clients. The policy should define high-risk, outline procedures that should be used to address high-risk situations and establish a protocol for situations involving clients who are suicidal
12. The organization develops and implements clear policies on the dispensation, storage, administration and disposal of medication
13. Teams' clients achieve their set goals and expected results
14. That the team receive training on evaluating the results of services and determining if clients have achieved goals and expected results
15. To work with the Treatment Centre and Pisimweyapiy to develop an aftercare and continuing care program for local clients who attend treatment programs.



PISIMWEYAPIY COUNSELLING CENTRE 2003/04 ACTIVITY REPORT

The Pisimweyapiy Counselling Centre is one of six top programs in Canada and uses the best practice approach. The Aboriginal Healing Foundation funds the PCC Program. The PCC Program works with residential school survivors. The program focuses on healing of the individual, family and community as a whole. The program has a continuous intake and can accommodate 15 or more people at any given time.

The staff consists of:

- Myra Hart, Program Coordinator
- Pauline Primrose, Counsellor
- Martin Nicholas, Counsellor
- Clara Yetman, Intake Worker

The Residential School Advisory Committee consists of:

- Emily Spence
- Phyllis Hart
- Maggie Linklater
- Donald Hart
- Shirley Linklater
- Anna May Linklater

The Residential School Advisory committee provides advice and guidance to the PCC Program. The Program Coordinator meets with the committee on a monthly basis.

Purpose

To promote the healing and wellness of the individual, family and community, using holistic and western methods of healing.

The PCC Program has changed and is now offered as a ten-week program. The topics offered are as follows:

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

What the Community Should Know About the PCC Program

- The PCC Program pays child care costs for participants who want to take part in the ten-week program
- There is a bus that picks up and takes participants home after the sessions are over
- The program provides individual counselling sessions
- The clients can have supper at the Lodge
- The clients are encouraged to participate in the spring and fall ceremonies, (the Troy Lake Residential School Conference is held in August and other camping trips are planned)
- Guest speakers are sometimes asked to come and talk to the participants
- The participants take part in sharing circles, outings and are encouraged, but not forced to partake in ceremonies such as sweats and pipe ceremonies
- When a participant completes the ten-week program, there is a graduation ceremony conducted and the participants are presented with a certificate. Afterwards the clients and his/her family are invited to stay for lunch.

Accomplishments This Past Year

- Residential School Survivors Conference in Troy Lake, August 11 - 15, 2003
- Wellness Fair held at the arena in Nelson House – August 19 - 20, 2003
- Attended Elder's gathering in Suwannee – August 28 - 29, 2003
- Martin Nicholas and Judy Wood, NNADAP Worker did a presentation for the teachers at the high school on the inter-generational impacts of residential school - August 21, 2003
- Pipe ceremony in the school gymnasium, Otetiskewin Kishinwamahto Wekamik School – August 31, 2003
- Formed crisis intervention teams in association with the Family and Community Wellness Centre. Some teams visited schools and had sharing circles
- NNADAP work and staff continue to follow up with clients
- Strategic planning sessions were held at Kikiwak Inn, The Pas, November 11 - 13, 2003
- Managers of each department met in Winnipeg November 20 - 24, 2003 and worked over the weekend. The Board of Directors joined meeting Monday, November 24, 2003
- National Addictions Awareness Week – November 15 - 22, 2003. A committee of volunteers from various community resources were formed (NNADAP, PCC, Family and Community Wellness Centre). A week of various activities was planned
- South Indian Lake community visit – November 24 - 26, 2003
- Dr. Joseph Gone was hired by the Aboriginal Healing Foundation to evaluate the PCC Program. Dr. Gone interviewed staff, participants and residential school survivors. He also gathered as much information as he could on the PCC Program, November 24 to December 12, 2003
- Three feasts were held. The first feast was to honour residential school survivors for the whole of Canada. The second feast was to honour residential school survivors for the whole of Manitoba. The third was to honour residential school survivors from Nisichawayasihk Cree Nation – October, November and December 2003
- Personal and Community Development Workshop for 34 teachers and administrative staff. Martin Nicholas, Counsellor, and Judy Wood, NNADAP Coordinator, conducted the workshop – January 21, 2004
- Drafted a proposal to the Indigenous Healing Fund – March 10, 2004



- Youth Workshop, South Indian Lake. Workshop was well done and there was a large group of resource people on hand from NCN (PCC, Human Resources, Counselling Services, Family and Community Wellness Centre) – March 15 - 16, 2004
- Work with NNADAP Coordinator to conduct Women's Group – every second Thursday
- Meet with Residential School Advisory Committee on a monthly basis – on-going
- Dr. Joseph Gone completed evaluation on PCC Program. He also evaluated the NHML in-patient program and the NNADAP Prevention Program
- Pipe ceremony, sweat and feast – May 8, 2004
- Distributed information on role models – May 18, 2004
- Trip to South Indian Lake – May 25 - 27, 2004
- Fasting Camp – May 30, 31, June 1 - 4, 2004
- The training and conferences the staff attended are as follows:
 - Grammar & Writing Skills Workshop, Sheraton Hotel, Winnipeg, Manitoba February 1 - 4, 2004
 - International Residential School Conference, The Shaw Conference Centre in Edmonton, Alberta, February 12 -16, 2004
 - Attended a conference that was hosted by MKO. MKO paid for travel, meals and hotel accommodations. The conference was for resource people working with residential school survivors, February 24 - 26, 2004
 - Microsoft Windows Basic training at TEAM Training and Development, Thompson, Manitoba, April 1 - 3, 2004
 - First Aid Training, April 26 - 27, 2004

Challenges Faced This Past Year

- To recruit clients, staff makes telephone calls and go out and talk to different community resources. An announcement is also made on the local radio station.
- The funding for the PCC Program will end January 2005
- The Executive Director and the Program Coordinator will have to negotiate permanent funding.

Pisimweyapiy Counselling Centre Plans For 2004/05 Fiscal Year

1. To promote an alcohol and drug free lifestyle in Nisichawayasihk by linking such abuse as an impact of residential schools.
2. To provide support groups for those impacted by residential schools.
3. PCC will network with the Family and Community Wellness Centre's Rediscovering Families to coordinate utilization of CFWS as required.
4. To have a linkage and partnership with the local residential school committee and other programs associated with residential schools.
5. To develop and promote an educational program explaining the inter-generational impacts of the residential school system.
6. To build a conversational Cree component into the program activities to address the loss of language resulting from the residential school system.
7. To network with various organizations, committees and councils.
8. Maintain established linkages and partnerships with organizations outside the community to the benefit of former, current and future PCC program participants.
9. Continue to use the services of the local tv and radio station.
10. Develop a proposal towards re-profiling the PCC program into a mobile treatment component of the NHML.
11. Institute a wall of fame in the NHML that recognizes community role models.

NNADAP PREVENTION 2003/04 ACTIVITY REPORT

The NNADAP program is one of three significant programs offered under the auspices of the NHML. As an integral component of the Medicine Lodge continuum of care, leading to an addictions free community, NNADAP conducts three core functions: prevention, intervention and aftercare.

Our prevention activities are intended to provide culturally appropriate programs to educate and promote addictions awareness and addiction free lifestyles.

Program Activities (Community Awareness, Alternatives, Direct Client Services)

- Initial contact with clients involves a contract, which is signed by the client and counsellor. It stipulates the conditions and activities that the clients are expected to live by while he/she is in the program. There is also a consent for release of information that the clients can sign. The alcohol/drug assessment begins immediately after the contract is signed and the process is thoroughly explained to the clients.
- Clients are seen once a week for short-term counselling during the waiting period, prior to entering a treatment program. As soon as a bed becomes available at the recommended program, travel arrangements are made with the local Nursing Station and Medical Services.
- Follow-up home visits are done soon after the clients return to the community, to ensure that the continuum care plans are being followed through.
- Sobriety Support Group meetings, women's support group, and the local radio station announces other NNADAP activities.
- Prevention staff will provide informational sessions on the local radio station every Wednesday afternoon. Staff will also do presentations at the school and other organizations upon request. Topics vary, but all pertain to drugs/alcohol, i.e. family violence, life skills or drunk driving and bullying.
- Prevention staff and Pisimweyapiy did a presentation for all the teachers in both schools about the generational effects of residential schools, in August 2003.
- The prevention staff participated in the NCN Career Day and disseminated information and pamphlets, with the support of visual aids on drugs and alcohol abuse. The participants asked questions about the physical effects of alcohol. This event is very informational for the community.

Program Development: (Administration and Community Involvement)

We had a "Community March" to promote wellness, which community resources and the schools participated. The march took place in July 2003. There was also a camp-out at the school grounds where we provided various mini-workshops. Many of our members came out to these sessions. The Prevention Program did a community needs survey, which was circulated in August 2003. We use the feedback to implement new activities for the community and clients.

Prevention staff started planning the National Addictions Awareness Week in October 2003. We had a committee of ten resource people from the community and many volunteers. NCN had another successful National Addictions Awareness Week 2003.

The program networks and works closely with the other service providers in the community, for example the Probation Services, the Family and Community Wellness Centre, the schools and the Pisimweyapiy Counseling Program. The local clergyman is also very helpful and participates in the cultural aspect of the program, where he shares his wisdom with our clients.



The Sassi assessments are done with all clients who use the prevention program. The program uses the Sassi system to input client statistics for the funding agency.

We participate in the strategic planning with all the programs under the NHML, and we learn a great deal from each area of the organizational structure, i.e., kitchen, maintenance, treatment and outpatient program, managers and the board. Each program has plans and tasks to implement before the year-end.

The staff evaluations are done at the end of each year and the feedback we receive helps our staff to identify their strengths and where we need to improve as individual assets to the organization.

Meetings

- Staff meetings occur every two months. This is where we resolve any concerns or address new developments in the organization.
- Staff also attends community resource meetings, where we strategize for the well being of our community at large. Prevention staff will attend the band meetings and other community events to ensure we are informed about community matters.
- Prevention staff was invited to attend a meeting with the high school's mapping future of N.N.O.C. meeting. This meeting involved meeting with the new teaching staff and the new plans for the high school.
- National Addictions Awareness Week committee weekly meetings started early October 2003. To ensure that all the planned activities were assigned and the funding was secured for each event. There were a lot of volunteers from each organization in the community.
- Co-creating preferred solutions training was introduced and presented by Myriad Consultation and counselling staff from Thompson. This training involved a new approach to counselling and motivating clients. Our staff already practiced some of the information and some new ideas were interesting.
- The coordinator participated in a Life Skills Program and is now a certified trainer.
- All the NHML staff received the First Aid/CPR training in September 2003.

Conferences/Workshops

- Prevention staff was involved in the Incident Stress Debriefing Sessions the community had for the youth and young adults in our community. Most of the resources took part and we had a huge number of participants.
- We also attended the Elder's Gathering and participated in the cultural events. Staff invited some of the outpatient clients to participate in this event. The Elders shared their knowledge and wisdom about life skills.

Activities Most Effective in Reaching Clients

The community survey conducted by prevention staff is one of the most effective ways to reach our clients. This survey specifically pertains to alcohol/drug abuse and what kinds of activities NNADAP can host to create awareness for the community. Home visits and follow-ups continue to be a good way to see and reach our clients. We also are fortunate to network with the local radio station to help us announce the events hosted by NNADAP.

Current Year Activities

- To work with the school and implement a school curriculum on topics related to the effects of alcohol and drug abuse. The coordinator made an initial visit to the school to meet with the principal and was invited to participate in the School's strategic planning workshop (June 14 -15, 2004).
- Prevention staff will also design and deliver group sessions for Residential School Anonymous, Alateen, Alanon, and Aftercare. We have already started some sessions with people affected by family members struggling with addictions.
- Staff will establish a gambling support group and will work with the group until it becomes established as a self-help group.
- NNADAP staff and the Pisimweyapiy Program will establish a Hall of Fame for the role models of our community. There is a committee who will take care of the nomination process for the people who will be included in the Hall of Fame. Nomination forms are currently circulating in the community.
- The prevention program will also plan to host an A.A. Round-up in our community in conjunction with the Fasting Camp at Mile #33.

Challenges of the Program

- Resources are scarce for youth and there are a growing number of young people who are using and abusing drugs and alcohol. Many already have chronic problems before they end up in our office. We need more youth programs.
- The waiting period is a challenge for a lot of our clients and they get discouraged and will sometimes void their contract with NNADAP before they get a chance to get treatment.
- Funding is also a challenge, as we always need funds to initiate activities for the community.

Other Comments

- NNADAP Prevention Programs are a much-needed resource in our communities and the funding is very minimal. The programs serve many community members and there is a lot of work involved to ensure the activities are implemented.

Major Problems or Successes Encountered

- Not having access to programs needed for our youth.
- Not having enough funds to initiate ongoing community activities.

**NNADAP Prevention Plans For 2004/05 Fiscal Year**

1. To work with the Treatment Centre and Pisimweyapiy to develop an aftercare and continuing care program for local clients who attend treatment programs.
2. To network with the Treatment Centre and PCC to host an annual AA Round up.
3. Network with CHRs, Mental Health, public health nurse to provide informational sessions on FAS/FAE and HIV/AIDS.
4. Network with the Treatment Centre and PCC to establish a gambling support group.
5. Develop a written schedule well in advance (six months) on weekly, monthly and annual activities.
6. To ensure translation services are available for community activities coordinated and hosted by NNADAP.
7. To work with the local school and the Pisimweyapiy program to develop a school curriculum that will educate the youth on the effects of alcohol and drug abuse.
8. To engage in outreach efforts by advertising on the local radio station the impacts of residential school including the inter-generational impacts.
9. In collaboration with PCC, educate the community on the addictions-residential school linkage.
10. Work with the PCC program to have past and current NNADAP and PCC clients attend annual healing gatherings and events.

STATISTICAL REPORT

| | Treatment Centre | Pisimweyapiy Counselling Centre | NNADAP Prevention | Total |
|--------------------|---------------------|------------------------------------|----------------------|-------|
| Clients served | 125 | 59 | 98 | 282 |
| Status | 120 | 59 | 114 | 293 |
| Non-status | 5 | 0 | 5 | 10 |
| Females | 50 | 24 | 39 | 113 |
| Male | 75 | 35 | 59 | 169 |
| Substances abused | | | | |
| Alcohol | 98 | 57 | 108 | 263 |
| Hallucinogens | 6 | 0 | 8 | 14 |
| Narcotics | 49 | 21 | 8 | 125 |
| Prescription Drugs | 3 | 0 | 55 | 3 |
| Solvents | 3 | - | 0 | 3 |
| Other | 0 | 7 | 1 | 8 |
| Recidivism Rate | 20.8% | 100% | 41.9% | |
| Bed Utilization | 86.9 | - | - | |

Age & Sex Breakdown

| Age @ Intake | Treatment Centre | | Pisimweyapiy Counselling Centre | | NNADAP Prevention | | Total |
|--------------|---------------------|-----------|------------------------------------|-----------|----------------------|-----------|------------|
| | Female | Male | Female | Male | Female | Male | |
| 12 & under | 2 | 4 | 3 | 0 | 0 | 1 | 10 |
| 12 - 18 | 0 | 3 | 0 | 0 | 5 | 5 | 13 |
| 18 - 25 | 9 | 11 | 4 | 3 | 9 | 12 | 48 |
| 25 - 35 | 16 | 18 | 11 | 13 | 31 | 37 | 126 |
| 35 - 45 | 16 | 21 | 5 | 13 | 10 | 25 | 90 |
| 45 & over | 7 | 18 | 1 | 6 | 0 | 15 | 47 |
| Total | 50 | 75 | 24 | 45 | 55 | 95 | 334 |

PERSONAL CARE HOME

Message from the Executive Director

Carol Prince, Executive Director

The NCN Personal Care Home opened its doors in March 2003, receiving 18 clients in its first year of operation. We have worked very hard to provide our Elders with a first class facility and are very proud of our accomplishments. In addition to offering a much needed service to our community, the Personal Care Home has created jobs and an opportunities to work with our elderly people.

Objectives

1. Since we opened on March 3, 2003, the Personal Care Home's beds have never been completely full. The high turnover of residents is due to clients returning home, death or transferring elsewhere. Our main objective is to fill the Personal Care Home to its full capacity of 24 residents. We currently have 18 residents. These include:
 - a. Eight level 2s
 - b. Eight level 3s
 - c. Two level 4s
2. To have an official grand opening of the Personal Care Home.
3. To obtain full funding from Indian Affairs. We currently need funding for a back-up generator for power outages, and a bus driver and maintenance for the bus.

Residents Bill of Rights

Every resident in the care of NCN Personal Care Home is entitled to the highest quality of life possible. They have the right:

- To be treated with consideration, respect and with full recognition of their dignity and individuality, including privacy in treatment and care
- To live in a safe, home-like and healthy environment
- To wear their own clothing and keep and use personal possessions in their room
- To be accepted for their personal values, cultural practices, language and religious beliefs
- To form friendships and enjoy relationships in private
- To have a choice to receive visitors during the day or evening
- To pursue social, cultural, religious and other interests on a voluntary basis and to be given the opportunity to develop to their full potential



- To participate in decisions concerning their care and/or obtain an independent medical opinion
- To receive or reject medical care or other services, except in the case of those for whom legal authority has been established
- To be told who is responsible for providing their immediate care
- To designate a person to be informed immediately concerning any transfer or emergency hospitalization
- When being considered for restraints, to be informed about the procedures and the consequences associated with same and where they are deemed mentally incompetent, the family or significant other(s) must be informed of these procedures
- To express their feelings and concerns at any time without fear to management, staff or outside agencies
- To have a peaceful and dignified death surrounded by loved ones
- To manage their own financial affairs or to appoint a power of attorney, except in the case of those for whom legal authority has been established
- To leave the facility at anytime, except in the case of those for whom legal authority has been established.

Prior To and Upon Admission

The Director of Nursing will telephone the contact person when a room becomes available. There is very little notice given when a room becomes available. You may only have one or two days' notice.

Each room is adequately furnished, but a home-like environment is encouraged and residents are urged to bring artwork and other knick-knacks and ornaments, as well as a quilt and pillows. Residents may also bring an armchair and footstool, radio and television (cable access is available at the resident's expense). All electrical appliances must be CSA approved. Although the Personal Care Home is fairly lenient on what is allowed to be brought in, residents are cautioned against bringing too much as overcrowding creates safety hazards.

We discourage the keeping of excessive amounts of money or valuable items e.g., jewellery, as we cannot assume responsibility for these articles when left in the resident's room.

Residents are required to bring sufficient clothing (day's supply) to get dressed each day. Basic toiletry items are provided by the Home. Personal equipment, such as wheelchairs, walkers and canes, is the family/resident's responsibility to buy or replace, as well as additional clothing. If the family is unable to assume this responsibility, the home will purchase clothing for the resident and it will be charged to the resident's account.

Care Planning

On admission to the home, a history of the resident's is obtained to facilitate care planning. Families and residents are invited to assist in the development of the care plan. A regular review of the care plan is held to assist in modifying care plans to meet specific and changing needs.

Conferences involving all departments are held to review the status of all residents within eight weeks of admission. Residents will be contacted and invited to attend this and all subsequent annual conferences. The conference involves a brief review of the resident's daily routine as well as weekly assessments or concerns from all disciplines. The purpose of the conference is to have an opportunity to discuss these observations together, in order to get to know the resident better and to meet their individual needs.



Issues and concerns may be addressed to the Director of Nursing at any time, so they may then refer families or residents to the appropriate department. You may at any time bring forward a concern with the care plan to the nurse-in-charge.

Health Care Services

1. Nursing Assistance

For those requiring assistance, nursing and supportive services are provided 24 hours a day. A licensed nurse dispenses all medications and families are required to check with the nurse before providing over-the-counter medications to residents.

2. Medical Services

Dr. Duggal, who has admitting privileges, is available to care for the medical needs of all the residents. Medical services are available 24 hours per day.

3. Occupational and Physical Therapist

Therapists are available for consult and treatment when necessary at the Thompson General Hospital.

4. Dietician

A dietician from Thompson General Hospital visits regularly and consults with the cook at the Nisichawayasihk Personal Care Home.

5. Other Services

a. Recreation

There is recreation staff available to help develop leisure activities. They arrange entertainment programs, group outings, a variety of games and many other activities of common interest to our residents. Therapeutic recreation programs are offered to residents based on need.

There is a common lounge for all residents to use for their enjoyment and entertainment. There

is also a multipurpose room is for group projects, a self-contained courtyard and resident kitchen. Any of these rooms can be booked for a gathering with family and friends through the Activities Coordinator.

b. Dietary Services

All meals are served in a common dining room. Refreshments, including a beverage and light snack, are offered during the day and early evening.

It is permissible for residents to have extra nourishment in their rooms. Please check with the nursing staff as to whether or not foods may be brought in for a resident, as they may be on a restricted diet.

Electric kettles, toasters, coffeepots etc are not permitted, due to fire hazards.

Visitors may join residents for lunch or supper. Meal tickets can be purchased from the Business Office or Nursing Station, who will arrange this service.

c. Pastoral Care Services

Inter-denominational, Roman Catholic and United Church services are offered regularly and everyone is welcome to attend.

d. Volunteer Services

The program creates opportunities for volunteers to contribute to the quality of life of the residents. Volunteer applications can be obtained from the activities coordinator.

e. Laundry Services

The laundry staff does personal laundry every day. All articles of clothing, quilts and slippers must be marked. On admission, please mark initials on all articles with laundry pen. The laundry staff will then apply the appropriate nametag on each article as it comes in for cleaning.

f. Telephones

Local phone service is available for residents' use and is located at the nurse's desk.

Policies

The home has policies on Health Care Directives, abuse, complaints and restraints that you should be aware of.

1. Health Care Directives

The Nisichawayasihk Personal Care Home respects the right of any resident to have their health care decisions expressed through a health care directive. The home will provide care in accordance to the instruction outlined in the directive and the Health Care Directives Act.

2. Abuse

It is the duty of the Nisichawayasihk Personal Care Home to protect the residents of the home from abuse. If there is a reasonable basis to believe that a resident is or is likely to be abused, it shall be promptly reported to a supervisor in the home and/or the minister of health or his/her delegate.



3. Complaints

There shall be a procedure for a resident and family member to identify, record and report any complaint, problem or concern, which arises in the Nisichawayasihk Personal Care Home. A completed resident comment and concern form will serve as a communication tool between Nisichawayasihk Personal Care Home and the resident and family member.

4. Restraints

Restraints, if necessary, are kept to a minimum for safety purposes and should allow the resident as much freedom of movement as possible. The need for protective safety devices will be evaluated on an individual basis.

Monetary Issues

1. Residential Charges

There is a standard residential charge, which is the responsibility of the resident. Manitoba Health pays the remaining costs.

Manitoba Health sets the per diem rate according to the individual's ability to pay. The basic minimum rate will apply for residents who receive Social Assistance, the maximum combined OAS/GIS and Provincial Supplement. Above this level of income, the rates rise in gradual increments to a maximum determined by the provincial government. The rate will be assessed yearly each August 1st and is based on the resident's previous year's income. Monthly residential charges are payable in advance to Business Office. The daily charge covers the cost of meals, accommodation and any medication covered by Manitoba Health that may be prescribed by an attending physician.

The residential charge will continue to be collected for any period of leave from the home as follows:

a. Social Leave

Social leave is the absence of a resident of not more than three days during the course of one week. These days are exclusive of the annual 21 days of extended leave.

b. Extended leave

Residents are entitled to 21 days of extended leave (vacation) during each fiscal year (April 1 – March 31). In cases where a room is being held after 21 days, the resident is responsible for the Manitoba Health portion of their charge, plus their own portion of the charge until they return.

c. Hospital Leave

Hospital leave is the absence of the resident from the Personal Care Home because of admission to a hospital. This absence may not exceed 21 days for each period of hospitalization, except under certain conditions. A bed-holding policy is in place with Manitoba Health, if further leave should be required. It is the responsibility of the Personal Care Home to cancel the room when it is determined that the resident is unlikely to return to the Personal Care Home or if hospitalization will be for a prolonged period. The Personal Care Home will notify the resident of the family of cancellation of the room.

2. Resident Expenses

The resident is responsible for the following expenses:

- Purchase of clothing
- Purchase of labels for clothing
- Major clothing repairs and alterations
- Dry cleaning of clothing and privately-owned items such as drapes, sheets and blankets
- Cosmetics and deodorants
- Hairdressing
- Support hose
- Newspapers
- Telephone
- Cable TV
- When the following items are purchased solely for residents use, they remain the property of the resident, e.g., canes, walkers, wheelchairs and wheelchair repairs, slings for mechanical lifts.

3. Transportation Charges

The following two categories of resident transportation are covered as insured benefits under the Personal Care Home:

- Transportation costs relating to some group activity programs
- Transportation costs where a resident is taken by ambulance from a Personal Care Home to a hospital, power of attorney and committee-ship.

It is Nisichawayasihk Personal Care Home's policy that all residents have a power attorney appointed on admission. A lawyer can do this for a small fee. If the resident has become unable to manage their own affairs and has been declared "incompetent" by a physician, the next-of-kin may apply through the courts for committee-ship.

NCN TRUST FINANCIAL REPORT

NCN TRUST

(Year Ended December 31, 2003)

| | GENERAL FUND | COMMUNITY DEVELOPMENT FUND | CLAIMS FUND | INVESTMENT & HERITAGE FUND | 2003 TOTAL | 2002 TOTAL |
|--|--------------------|----------------------------------|-----------------|----------------------------------|---------------------|---------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | | | | |
| Cash from interest income | \$1,802,147 | \$31,876 | \$1,023 | \$858,480 | \$2,693,526 | \$2,201,120 |
| Cash from Hydro excursion revenue | - | - | - | 65,111 | 65,111 | 9,884 |
| Cash transferred to Trust Office | (4,621,967) | - | - | - | (4,621,967) | (3,960,189) |
| Cash transferred from Trust Office | 588,000 | - | - | - | 588,000 | - |
| Cash transferred to/(from) General Account | 2,972,500 | - | 27,500 | (3,000,000) | - | - |
| Cash transferred to Commercial Fishermen | (140,000) | - | - | - | (140,000) | (175,000) |
| Cash transferred from Claims Account | 12,500 | - | (16,349) | 3,849 | - | - |
| Cash transferred to Claims Account | (25,000) | - | - | - | (25,000) | (25,000) |
| Net cash received from (paid for) operating activities | 588,180 | 31,876 | 12,174 | (2,072,560) | (1,440,330) | (1,949,185) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | | | | |
| Proceeds from sale of bond | 34,050,020 | - | - | 9,737,730 | 43,787,750 | 16,874,610 |
| Purchase of investment | (28,609,148) | - | - | - | (28,609,148) | (52,511,083) |
| Net cash received from (paid for) investing activities | 5,440,872 | - | - | 9,737,730 | 15,178,602 | (35,636,473) |
| INCREASE (DECREASE) IN CASH FOR THE YEAR | 6,029,052 | 31,876 | 12,174 | 7,665,170 | 13,738,272 | (37,585,658) |
| Cash, beginning of year | 3,892,430 | 1,126,577 | 25,139 | 4,504,268 | 9,548,414 | 47,134,072 |
| CASH, END OF YEAR | \$9,921,482 | \$1,158,453 | \$37,313 | \$12,169,438 | \$23,286,686 | \$9,548,414 |

NCN TRUST OFFICE FINANCIAL REPORT

COMMUNITY DEVELOPMENT FUND

SUMMARY STATEMENT OF FUNDING, EXPENDITURES AND SURPLUS

(Year Ended December 31, 2003)

| PROGRAM | NISICHAWASIIHK TRUST FUNDING | OTHER REVENUE | DEFERRED FUNDING 2002 | DEFERRED FUNDING 2003 | TOTAL REVENUES | TOTAL EXPENDITURES | SURPLUS |
|-------------------------------------|------------------------------------|------------------|-----------------------------|-----------------------------|-------------------|-----------------------|----------------|
| Agreement Implementation | \$ 371,100 | \$ 154,849 | \$ 119,786 | \$ (30,000) | - | \$ 756,798 | \$ (756,798) |
| Habitation | 500,000 | 209,040 | 258,996 | (469,113) | - | 498,923 | (498,923) |
| Safety Measures | 200,000 | - | 8,748 | (46,544) | - | 162,204 | (162,204) |
| Aboriginal Heritage | 340,000 | 120 | 45,526 | (59,722) | - | 325,924 | (325,924) |
| Governance | - | - | 924 | (924) | - | - | - |
| Justice | 300,000 | - | 1,415 | (12,015) | - | 289,400 | (289,400) |
| Economic Development | 1,000,000 | 18,947 | 1,219,582 | (1,895,081) | - | 343,448 | (343,448) |
| Recreation | 457,100 | 17,548 | 37,248 | (73,168) | - | 438,728 | (438,728) |
| Community Infrastructure | - | - | 8,380 | (8,380) | - | - | - |
| Resource and Land Use Planning | 545,000 | 81,430 | 141,044 | (119,146) | - | 648,328 | (648,328) |
| Radio Station Announcer and Upgrade | 100,000 | 11,322 | 9,514 | (36,489) | - | 84,347 | (84,347) |
| Transportation | - | - | 100 | (100) | - | - | - |
| Youth Council Initiative | 100,000 | - | 6,833 | - | - | 106,833 | (106,833) |
| Education | 50,000 | 372 | 84,658 | (40,704) | - | 94,326 | (94,326) |
| Shoreline Debris Clean-up | - | 155,469 | 13,118 | (2,978) | - | 165,609 | (165,609) |
| | \$ 3,963,200 | \$ 649,097 | \$ 1,955,872 | \$ (2,794,364) | - | \$ 3,914,868 | \$ (3,914,868) |



BAND ADMINISTRATION BUDGET (2004-2005)

OPERATIONS FUND

BUDGETED STATEMENT OF REVENUES AND EXPENDITURES (Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|---------------------------------------|----------------------|-----------------------|
| REVENUES | | |
| Band Support Administration | \$ 2,813,661 | \$ 3,140,507 |
| Social Services - NCN | 4,925,449 | ,734,594 |
| Social Services - SIL | 2,491,020 | 2,559,471 |
| Education | 7,349,992 | 8,044,482 |
| Community Economic Development | 337,091 | 318,029 |
| Membership | 38,378 | 37,519 |
| Treaty Land Entitlements | - | 8,000 |
| Roads and Bridges | 72,792 | 71,295 |
| Family Violence | - | 35,467 |
| Capital Projects | 1,300,285 | 1,581,278 |
| Sanitation and Water | 727,154 | 584,947 |
| Fire Protection | 53,066 | 51,975 |
| Policing | 367,086 | 293,336 |
| Health Services | 1,499,189 | 1,311,691 |
| Probation | 35,000 | 16,464 |
| | <u>\$ 22,010,163</u> | <u>\$ 22,789,055</u> |
| EXPENDITURES | | |
| Band Support Administration | 2,935,864 | 3,076,277 |
| Social Services - NCN | 4,926,773 | 5,120,794 |
| Social Services - SIL | 2,464,683 | 2,596,079 |
| Education | 7,349,992 | 8,472,417 |
| Community Economic Development | 337,091 | 365,828 |
| Membership | 37,966 | 39,006 |
| Treaty Land Entitlements | - | 54,902 |
| Roads and Bridges | 72,792 | 77,873 |
| Family Violence | - | 32,517 |
| Capital Projects | 1,198,066 | 1,215,080 |
| Sanitation and Water | 729,884 | 879,547 |
| Fire Protection | 71,551 | 95,470 |
| Policing | 358,903 | 598,920 |
| Health Services | 1,499,189 | 1,315,431 |
| Probation | 25,065 | 26,211 |
| | <u>\$ 22,007,819</u> | <u>\$ 23,966,351</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ 2,344 | \$ (1,177,296) |

BAND SUPPORT ADMINISTRATION

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|---------------------------------------|---------------------|---------------------|
| REVENUES | | |
| INAC | \$ 1,217,753 | \$ 1,194,030 |
| Administrative fees | 854,338 | 1,204,907 |
| Grants | 56,139 | 56,139 |
| Interest income | 262,518 | 262,518 |
| Miscellaneous | 112,534 | 112,534 |
| Personal Care Home | 149,685 | 149,685 |
| Youth Initiative Program | 160,694 | 160,694 |
| Other | - | - |
| | <u>\$ 2,813,661</u> | <u>\$ 3,140,507</u> |
| EXPENDITURES | | |
| Advertising | 20,000 | 23,889 |
| Bank charges and interest | 40,000 | 68,949 |
| Chief and Council honoraria | 472,500 | 381,625 |
| Child care subsidy | 20,000 | - |
| Consulting fees | 20,000 | 44,354 |
| Cree gathering | 10,000 | (780) |
| Dog control | 5,641 | 5,641 |
| Policy development | 60,000 | 70,871 |
| Employee benefits | 64,847 | 64,847 |
| Equipment leasing | 4,854 | 4,854 |
| Gilbert McDonald Arena | 30,000 | 54,243 |
| Hydro | 100,000 | 122,378 |
| Insurance - buildings | 12,812 | 12,812 |
| Insurance - vehicles | 28,000 | |
| Office | 40,000 | 71,988 |
| Professional fees | 30,000 | 52,374 |
| Recycling program | 21,484 | 21,484 |
| Repairs and maintenance - vehicles | 38,457 | 38,457 |
| Salaries | 1,200,000 | 666,590 |
| Summer employment | 15,000 | 117 |
| Security | 67,271 | 67,271 |
| Telephone | 57,605 | 57,605 |
| Pow Wow | 50,000 | 121,340 |
| Transfers to Personal Care Home | 200,000 | 711,849 |
| Transit services | 30,710 | 30,710 |
| Travel | 145,000 | 215,276 |
| Youth Initiative Program | 96,683 | 96,683 |
| AGM | 25,000 | 41,542 |
| Workshops and training | 30,000 | 29,308 |
| | <u>\$ 2,935,864</u> | <u>\$ 3,076,277</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ (122,203) | \$ 64,230 |

**SOCIAL SERVICES - NCN**

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|--------------------------------|---------------------|---------------------|
| REVENUES | | |
| INAC | \$ 4,925,449 | \$ 4,734,594 |
| Interest and other income | - | - |
| | <u>\$ 4,925,449</u> | <u>\$4,734,594</u> |
| EXPENDITURES | | |
| Administration fee | 246,272 | 473,459 |
| Homemakers | 137,795 | 137,795 |
| Income support | 4,353,192 | 4,353,192 |
| Office and general | 10,002 | 10,002 |
| Salaries and travel | 125,000 | 138,448 |
| Work opportunity program | 50,000 | 3,386 |
| Workshops and training | 4,512 | 4,512 |
| | <u>\$ 4,926,773</u> | <u>\$ 5,120,794</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | <u>\$ (1,324)</u> | <u>\$ (386,200)</u> |

SOCIAL SERVICES - SIL

| | | |
|--------------------------------|---------------------|---------------------|
| REVENUES | | |
| INAC | 2,491,020 | 2,559,471 |
| Interest and other income | - | - |
| | <u>\$ 2,491,020</u> | <u>\$ 2,559,471</u> |
| EXPENDITURES | | |
| Administration fee | 124,551 | 255,947 |
| Income support | 2,101,972 | 2,101,972 |
| Office and general | 4,513 | 4,513 |
| Salaries and travel | 216,897 | 216,897 |
| TLE coordinator | 16,750 | 16,750 |
| | <u>\$ 2,464,683</u> | <u>\$ 2,596,079</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | <u>\$ 26,337</u> | <u>\$ (36,608)</u> |

EDUCATION

| | | |
|----------------------------------|---------------------|---------------------|
| REVENUES | | |
| INAC | 7,349,992 | 8,044,482 |
| Other | - | - |
| | <u>\$ 7,349,992</u> | <u>\$ 8,044,482</u> |
| EXPENDITURES | | |
| Transfers to Education Authority | 6,982,492 | 7,667,969 |
| Administration fee | 367,500 | 804,448 |
| Other | - | - |
| | <u>\$ 7,349,992</u> | <u>\$ 8,472,417</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | <u>-</u> | <u>\$ (427,935)</u> |

COMMUNITY ECONOMIC DEVELOPMENT

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|-----------------------------------|-------------------|-------------------|
| REVENUES | | |
| INAC | \$ 337,091 | \$ 318,029 |
| Other | - | - |
| | <u>\$ 337,091</u> | <u>\$ 318,029</u> |
| EXPENDITURES | | |
| Transfers to NCN Development Corp | 320,236 | 334,025 |
| Administration fee | 16,855 | 31,803 |
| Other | - | - |
| | <u>\$ 337,091</u> | <u>\$ 365,828</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | - | \$ (47,799) |

MEMBERSHIP

| | | |
|--------------------------------|------------------|------------------|
| REVENUES | | |
| INAC | 38,378 | 37,519 |
| Other | - | - |
| | <u>\$ 38,378</u> | <u>\$ 37,519</u> |
| EXPENDITURES | | |
| Administration fee | 1,919 | 3,752 |
| Office | 4,988 | 4,988 |
| Telephone | 656 | 656 |
| Travel | 1,403 | 1,403 |
| Salaries and benefits | 29,000 | 28,207 |
| | <u>\$ 37,966</u> | <u>\$ 39,006</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ 412 | \$ (1,487) |

TREATY LAND ENTITLEMENTS

| | | |
|--------------------------------|----------|------------------|
| REVENUES | | |
| INAC | - | 8,000 |
| Other | - | - |
| | <u>-</u> | <u>\$ 8,000</u> |
| EXPENDITURES | | |
| Administration fee | - | 800 |
| TLE eligibility negotiations | - | 30,287 |
| Management plan development | - | 23,815 |
| | <u>-</u> | <u>\$ 54,902</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | - | \$ (46,902) |

**ROADS AND BRIDGES**

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|--------------------------------|------------------|------------------|
| REVENUES | | |
| INAC | \$ 72,792 | \$ 71,295 |
| Other | - | - |
| | <u>\$ 72,792</u> | <u>\$ 71,295</u> |
| EXPENDITURES | | |
| Administration fee | 3,640 | 7,130 |
| Repairs and maintenance | 69,152 | 70,743 |
| Other | - | - |
| | <u>\$ 72,792</u> | <u>\$ 77,873</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | - | \$ (6,578) |

FAMILY VIOLENCE

| | | |
|----------------------------------|----------|------------------|
| REVENUES | | |
| INAC | - | 35,467 |
| Other | - | - |
| | <u>-</u> | <u>\$ 35,467</u> |
| EXPENDITURES | | |
| Administration fee | - | 597 |
| Transfers to Health and Wellness | - | 31,920 |
| | <u>-</u> | <u>\$ 32,517</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | - | \$ 2,950 |

CAPITAL PROJECTS

| | | |
|--|---------------------|---------------------|
| REVENUES | | |
| INAC | 1,300,285 | 1,581,278 |
| Other | - | - |
| | <u>\$ 1,300,285</u> | <u>\$ 1,581,278</u> |
| EXPENDITURES | | |
| Capital purchases | 200,000 | 19,787 |
| Information management system | 2,500 | 382,209 |
| Housing costs | 683,566 | 132,672 |
| W.T.P. equipment | 20,000 | 46,779 |
| 450 Cat bulldozer | - | 128,437 |
| Office | 1,000 | 1,089 |
| Public works equipment | 30,000 | 20,624 |
| High speed internet and cellular service | 100,000 | 5,145 |
| Repairs and maintenance - vehicles | 25,000 | 13,632 |
| Repairs and maintenance - buildings | 70,000 | 121,029 |
| Checkstop rental | 6,000 | 43,948 |
| Feasibility study | 25,000 | 72,464 |
| Police Office | 35,000 | 185,151 |
| Fuel tank | - | 42,114 |
| | <u>\$ 1,198,066</u> | <u>\$ 1,215,080</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ 102,219 | \$ 366,198 |

SANITATION AND WATER

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|---------------------------------------|-------------------|-------------------|
| REVENUES | | |
| INAC - Sanitation | \$ 245,005 | \$ 239,966 |
| INAC - Water | 287,149 | 265,307 |
| User fees | 180,000 | 79,674 |
| Health and Welfare - Drinking Water | 15,000 | - |
| | <u>\$ 727,154</u> | <u>\$ 584,947</u> |
| EXPENDITURES | | |
| Administration fee - sanitation | 12,250 | 23,997 |
| Administration fee - water | 14,357 | 26,531 |
| Community clean-up | 5,000 | 29,676 |
| Drinking water safety program | - | 32,878 |
| Garbage contract | 60,000 | 47,291 |
| Repairs and maintenance - water | 50,000 | 77,322 |
| Repairs ad maintenance - garbage dump | 10,000 | 13,076 |
| Supplies | 60,000 | 95,127 |
| Salaries and benefits | 390,000 | 390,619 |
| Telephone | 1,776 | 6,303 |
| Tank cleaning | 6,500 | 6,398 |
| Vehicle | 120,000 | 130,329 |
| | <u>\$ 729,884</u> | <u>\$ 879,547</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ (2,730) | \$ (294,600) |

FIRE PROTECTION

| | | |
|--------------------------------|------------------|------------------|
| REVENUES | | |
| INAC | 53,066 | 51,975 |
| Other | - | - |
| | <u>\$ 53,066</u> | <u>\$ 51,975</u> |
| EXPENDITURES | | |
| Administration fee | 2,653 | 5,198 |
| Office | 1,500 | 23,755 |
| Supplies | 15,000 | 11,212 |
| Salaries and benefits | 38,000 | 35,788 |
| Telephone | 3,259 | 3,259 |
| Travel | 5,000 | 10,119 |
| Vehicle | 6,139 | 6,139 |
| Workshops and training | - | - |
| | <u>\$ 71,551</u> | <u>\$ 95,470</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ (18,485) | \$ (43,495) |

**POLICING**

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|------------------------------------|-------------------|-------------------|
| REVENUES | | |
| Solicitor General | \$ 87,086 | \$ 87,086 |
| NCN Trust | 280,000 | 206,250 |
| Other | - | - |
| | <u>\$ 367,086</u> | <u>\$ 293,336</u> |
| EXPENDITURES | | |
| Administration fee | 4,354 | 8,709 |
| Capital expenditures | - | 96,073 |
| Office and general | 1,500 | 7,492 |
| Repairs and maintenance - building | - | 533 |
| Salaries and benefits | 300,000 | 410,536 |
| Telephone | 3,049 | 3,049 |
| Fuel | 30,000 | 41,721 |
| Vehicle | 20,000 | 30,607 |
| Workshops and training | - | 200 |
| | <u>\$ 358,903</u> | <u>\$ 598,920</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ 8,183 | \$ (305,584) |

PROBATION

| | | |
|--------------------------------|------------------|------------------|
| REVENUES | | |
| Province of Manitoba | 10,000 | 16,464 |
| Trust Office | 25,000 | |
| Other | - | - |
| | <u>\$ 35,000</u> | <u>\$ 16,464</u> |
| EXPENDITURES | | |
| Administration fee | 500 | 1,646 |
| Salaries and benefits | 21,571 | 21,571 |
| Telephone | 895 | 895 |
| Travel | 2,099 | 2,099 |
| | <u>\$ 25,065</u> | <u>\$ 26,211</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ 9,935 | \$ (9,747) |

HEALTH SERVICES

(Year Ended March 31, 2005)

| | BUDGETED 2005 | ACTUAL 2004 |
|---------------------------------------|---------------------|---------------------|
| REVENUES | | |
| Health Canada - Security | \$ 89,292 | \$ 37,205 |
| - O & M | 54,271 | 26,063 |
| - Diabetes | 25,656 | 25,656 |
| - Head Start | 237,235 | 237,235 |
| - Brighter Futures | 192,290 | 192,650 |
| - B H C | 189,659 | 189,659 |
| - CHPP - CHR | 111,993 | 111,993 |
| - Nursing | 74,848 | 74,844 |
| - Support | 48,150 | 47,802 |
| - FNIHCC - Phase 1 | 358,052 | 265,627 |
| - HCN | 15,005 | |
| - NIHB - Medical Trans | 71,930 | 71,932 |
| - HIV and Aids | 10,062 | 10,062 |
| - Pre-natal care | 35,751 | 5,958 |
| | <u>\$ 1,499,189</u> | <u>\$ 1,311,691</u> |
| EXPENDITURES | | |
| Health Services - Ambulance | 89,292 | 135,294 |
| - O & M | 54,271 | 4,893 |
| Diabetes - Admin fee | 1,283 | 642 |
| - Transfers to Awasis | 24,373 | |
| Head Start - Admin fee | 11,862 | 5,330 |
| - Transfers to Awasis | 225,373 | 21,632 |
| Brighter Futures - Admin fee | 9,615 | 4,807 |
| - Expenses | 182,676 | (48) |
| BHC - Admin fee | 9,483 | 4,741 |
| - Transfers to Awasis | 180,176 | 180,970 |
| CHPP - Admin fee | 9,342 | 23,464 |
| - Support | 48,150 | 137,821 |
| - Transfers to Awasis | 177,499 | 795,630 |
| FNIHCC - Phase 1 - Admin fee | 17,903 | |
| - Transfers to Awasis | 340,149 | |
| NIHB - Medical transport | 71,930 | - |
| HIV & Aids | 10,062 | |
| Pre-natal care | 35,751 | 255 |
| | <u>\$ 1,499,189</u> | <u>\$ 1,315,431</u> |
| SURPLUS (DEFICIT) FOR THE YEAR | - | \$ (3,740) |

BAND ADMINISTRATION FINANCIAL REPORT (2003-2004)

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING (Year Ended March 31, 2004)

The accompanying combined financial statements of the Nisichawayasihk Cree Nation and all the information in this annual report are the responsibility of management and have been approved by the Chief and Council.

The financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles. Financial statements are not precise since they include certain amounts based on estimates and judgments. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material respects.

The Cree Nation maintains systems of internal accounting and administrative controls which are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and the Cree Nation's assets are appropriately accounted for and adequately safeguarded.

The Cree Nation's Chief and Council is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the financial statements.

The Chief and Council reviews the Cree Nation's financial statements and recommends their approval. They also meet periodically with management, as well as the external auditors, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities, and to review the annual report, the financial statements and the external auditors' report.

The combined financial statements have been audited by Hemenway Silver in accordance with Canadian generally accepted auditing standards on behalf of the members. Hemenway Silver have full and free access to the Chief and Council.

COMBINED STATEMENT OF FINANCIAL POSITION

(Year Ended March 31, 2004)

| | 2004 | 2003 |
|---|---------------------|---------------------|
| ASSETS | | |
| CURRENT ASSETS | | |
| Advances receivable | \$64,312 | \$71,293 |
| Accounts receivable | 4,007,822 | 2,821,850 |
| Marketable securities | 505,557 | 546,508 |
| Inventory | 2,650 | 2,000 |
| Distribution receivable - Pe Ta Pun Trust | 614,991 | 357,020 |
| Capital construction in progress | 1,939,451 | 1,255,357 |
| Prepaid expenses | 86,554 | 88,384 |
| Deferred expenditure | - | 7,023 |
| Loans receivable | 3,073 | 3,073 |
| | <u>7,224,410</u> | <u>5,152,508</u> |
| RESTRICTED CASH AND DEPOSITS | | |
| Cash in Ottawa Trust | 26,216 | 24,868 |
| LOANS RECEIVABLE | - | 10,787 |
| INVESTMENTS | 1,051,899 | 1,243,129 |
| PROPERTY AND EQUIPMENT | 27,512,070 | 26,683,053 |
| PROMISSORY NOTE RECEIVABLE | 68,539 | 281,039 |
| LAND | 650,000 | 650,000 |
| INCORPORATION COSTS | 2,415 | 2,415 |
| | <u>29,284,923</u> | <u>28,870,423</u> |
| LIABILITIES | | |
| CURRENT LIABILITIES | | |
| Bank indebtedness | \$620,450 | \$797,579 |
| Operating line of credit | 2,635,000 | 1,000,000 |
| Accounts payable and accrued liabilities | 943,337 | 1,287,889 |
| Employee deductions payable | 140,938 | 89,453 |
| Capital costs payable | 187,853 | - |
| Security deposits | 1,900 | 1,900 |
| Deferred revenue | 784,695 | 986,245 |
| Accountable advances | 1,711,403 | 1,126,297 |
| Current portion of long-term debt | 2,570,326 | 1,547,764 |
| | <u>9,595,902</u> | <u>6,837,127</u> |
| LONG-TERM DEBT | 6,736,526 | 7,519,767 |
| DUE TO RELATED ENTITIES | 3,570 | 352,421 |
| SICK LEAVE RESERVE | 74,401 | 28,449 |
| REPLACEMENT RESERVE | 442,873 | 401,115 |
| SUBSIDY RESERVE | - | - |
| | <u>16,853,272</u> | <u>15,138,879</u> |
| NET ASSETS | | |
| RESTRICTED | 26,216 | 24,868 |
| UNRESTRICTED | 19,656,061 | 18,884,052 |
| | <u>19,682,277</u> | <u>18,908,920</u> |
| | <u>\$36,535,549</u> | <u>\$34,047,799</u> |



| | (Year Ended March 31, 2004) | |
|--|-----------------------------|--------------------|
| | 2004 | 2003 |
| REVENUES | | |
| Indian and Northern Affairs Canada | \$21,907,191 | \$21,096,501 |
| Health Canada | 2,667,859 | 2,505,356 |
| Canada Mortgage and Housing Corporation | 337,622 | 455,471 |
| Solicitor General | 87,086 | 87,086 |
| Tobacco tax refunds | - | 62,460 |
| Rental revenue | 384,556 | 340,515 |
| Recoveries | 2,500 | 2,362 |
| Miscellaneous | 1,541,448 | 1,245,860 |
| Nisichawayasihk Trust Office | 255,083 | 983,802 |
| Nisichawayasihk TLE Trust | 250,000 | - |
| Nisichawayasihk VLT Program | 18,360 | - |
| Community distribution - Otetiskiwin Trust | 63,854 | 63,854 |
| Interest income | 17,834 | 68,526 |
| Grants | 56,139 | 56,362 |
| User fees | 110,282 | 151,922 |
| Province of Manitoba | 12,224 | 12,370 |
| R.R.A.P. | 65,180 | 37,298 |
| Administrative fees | 18,866 | 16,862 |
| Pe Ta Pun Trust | 50,000 | 66,685 |
| ABC Capital Corp. | 79,000 | - |
| Education and Youth | 43,650 | - |
| T.L.E.C. Ltd. | 8,000 | 8,000 |
| Deferred revenue | 201,550 | 1,112,115 |
| | 28,178,284 | 28,373,407 |
| TOTAL EXPENDITURES | 27,461,912 | 28,754,365 |
| SURPLUS (DEFICIT) FOR THE YEAR | \$716,372 | \$(380,958) |

| | (Year Ended March 31, 2004) | |
|---|-----------------------------|---------------------|
| | 2004 | 2003 |
| EXPENDITURES | | |
| Administration | \$2,639,477 | \$3,500,331 |
| Social Services - N.C.N. | 4,906,508 | 4,860,821 |
| Social Services - S.I.L. | 2,711,623 | 2,589,612 |
| S.I.L. - Special Projects | 21,034 | 42,626 |
| Education | 8,094,581 | 8,436,909 |
| Community Economic Development | 1,046,371 | 924,119 |
| Regional Partnerships Fund | - | 378,333 |
| Housing Authority | 1,371,476 | 985,273 |
| Membership | 35,038 | 24,953 |
| Nisichawayasihk Personal Care Home | 593,284 | 12,303 |
| Treaty Land Entitlements | - | 20,744 |
| Treaty Land Entitlements - land selection | 54,102 | 11,483 |
| Capital Projects | 1,157,967 | 2,536,575 |
| Capacity Development | 98,739 | 7,662 |
| Advocacy | - | - |
| Lands Management | - | - |
| Water | 543,501 | 590,065 |
| Sanitation | 293,868 | 248,713 |
| Community Buildings | 122,836 | 124,344 |
| Fire Protection | 88,878 | 78,604 |
| Policing | 619,735 | 509,783 |
| Roads and Bridges | 70,743 | 61,500 |
| Maintenance Management Systems | 53,264 | 50,912 |
| Nelson House Medicine Lodge | 987,066 | 1,005,345 |
| Brighter Futures | 173,061 | 173,061 |
| Building Healthy Communities | 492,940 | 385,380 |
| Family Violence | 31,920 | 31,920 |
| Health Services | 893,690 | 830,397 |
| Probation | 25,359 | 22,727 |
| Aboriginal Head Start | 213,511 | 236,880 |
| Summer Students | 121,340 | 72,990 |
| TOTAL EXPENDITURES | \$27,461,912 | \$28,754,365 |

NELSON HOUSE EDUCATION AUTHORITY FINANCIAL REPORT

COMBINED STATEMENT OF REVENUES, EXPENDITURES AND SURPLUS (DEFICIT)

(Year Ended March 31, 2004)

| FUND | INAC REVENUE" | OTHER REVENUE | TOTAL REVENUES | TOTAL EXPENDITURES | 2004 SURPLUS (DEFICIT) | 2003 SURPLUS (DEFICIT) |
|---|------------------|------------------|-------------------|-----------------------|---------------------------|---------------------------|
| BAND OPERATED SCHOOL | \$4,577,244 | \$218,065 | \$4,795,309 | \$4,532,483 | 262,826 | 79,809 |
| BAND OPERATED SCHOOL PENSION PLAN | 211,747 | 0 | 211,747 | 401,502 | (189,755) | (175,571) |
| GUIDANCE & COUNSELLING | 60,857 | 0 | 60,857 | 65,628 | (4,771) | 2,267 |
| PROVINCIAL SCHOOLS | 94,396 | 0 | 94,396 | 66,878 | 27,518 | 50,949 |
| STUDENT ACCOMODATION SERVICES- PROVINCIAL | 64,585 | 0 | 64,585 | 55,709 | 8,876 | 21,893 |
| POST SECONDARY | 1,652,300 | 9,514 | 1,661,814 | 1,672,074 | (10,260) | (19,293) |
| STUDENT TRANSPORTATION | 319,609 | 0 | 319,609 | 220,898 | 98,711 | 103,147 |
| OPERATIONS & MAINTENANCE | 535,765 | 138,585 | 674,350 | 868,780 | (194,430) | (267,337) |
| CAPITAL CONTRIBUTIONS | 150,000 | 0 | 150,000 | 40,235 | 109,765 | 105,308 |
| EDUCATION REFORM | 0 | 0 | 0 | 0 | 0 | (85,868) |
| ENHANCED FUNDING - CONTRIBUTION FUNDING | 80,986 | 0 | 80,986 | 80,986 | 0 | 0 |
| SPECIAL FUNDING - CONTRIBUTION FUNDING | 447,810 | 0 | 447,810 | 875,929 | (428,119) | (20,278) |
| TOTALS | \$8,195,299 | \$366,164 | \$8,561,463 | \$8,881,102 | (\$319,639) | (\$204,974) |

MEDICINE LODGE FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION - MARCH 31, 2003

| | Operating Fund | Capital | Replace | 2004 | 2003 |
|--|-------------------|-----------------------|-------------------|---------------------|---------------------|
| CURRENT ASSETS | | | | | |
| Cash - unrestricted | \$72,250 | - | - | \$ 72,250 | \$ 805,513 |
| Cash - restricted | - | - | 12,6132 | 126,132 | 126,132 |
| Funding receivable - NNADAP | 14202 | - | - | 14202 | - |
| Accounts receivable- Other | 29,5918 | - | - | 295918 | 101,646 |
| Due from Operating Fund | - | - | - | - | 23,524 |
| Due from replacement Reserve fund | 23,636 | - | - | 23,636 | - |
| Prepaid Expense | 3,861 | - | - | 3,861 | 9,136 |
| | <u>\$ 409,867</u> | <u>-</u> | <u>\$ 126,132</u> | <u>\$ 3,861</u> | <u>\$ 1,065,951</u> |
| CAPITAL ASSETS | | | | | |
| | - | 171,826 | - | 1,718,269 | 1,662,475 |
| | <u>\$ 409,867</u> | <u>\$ 1,718,269 5</u> | <u>\$ 126,132</u> | <u>\$ 2,254,268</u> | <u>\$ 2,728,426</u> |
| CURRENT LIABILITIES | | | | | |
| Accounts payable & accrued liabilities | \$ 71,206 | - | - | \$ 71,206 | \$ 61,089 |
| Accrued interest payable | - | - | - | - | 1,985 |
| Security deposits | 600 | - | - | 600 | 600 |
| Wages & vacation pay payable | 125,387 | - | - | 125,387 | 63,433 |
| Deferred revenue | 52,482 | - | - | 52,482 | 680,107 |
| Due to Aboriginal Healing Foundation | - | - | - | - | 55,780 |
| Due to related parties | 72,672 | - | - | 72,672 | 72,672 |
| Due to Operating Fund | - | - | 23,636 | 23,636 | - |
| Due to Replace Reserve Fund | - | - | - | - | 23,524 |
| Current portion of long term debt | - | 4,869 | - | 4,869 | 38,223 |
| | <u>\$ 322,347</u> | <u>\$ 4,869</u> | <u>-</u> | <u>\$ 350,852</u> | <u>\$ 997,263</u> |
| LONG-TERM DEBT | | | | | |
| | - | 486,777 | - | 486,777 | - |
| | <u>\$ 957,055</u> | <u>\$ 526,985</u> | <u>-</u> | <u>\$ 1,484,040</u> | <u>\$ 1,004,679</u> |
| NET ASSETS | | | | | |
| Unrestricted | 87,520 | - | - | 87,520 | -40,760 |
| Invested in Capital Assets | - | 1,701,376 | - | 1,701,376 | 1,135,490 |
| Restricted | - | - | 102,496 | 102496 | 149,656 |
| | <u>\$ 409,867</u> | <u>\$ 1,718,269</u> | <u>\$ 126,132</u> | <u>\$ 2,254,268</u> | <u>\$ 2,728,426</u> |

**COMBINED STATEMENT OF REVENUES AND EXPENDITURES**

| | 2004 | 2003 |
|---|---------------------|---------------------|
| REVENUES | | |
| Health Canada Transfer Agreement | \$1,096,740 | \$1,096,740 |
| Health Canada NNADAP Funding | 85,220 | 85,220 |
| AHF Funding | 418,234 | 407,298 |
| Health Canada Agreement - Building Expansion | - | 39,400 |
| Health Canada Agreement - Bathroom Renovations | - | 1,764 |
| Mileage Revenue | 19,093 | 5,244 |
| Staff trailer rentals | 14,754 | 15,228 |
| Administration charges | 76,188 | 74,280 |
| Miscellaneous | 5,835 | 38,018 |
| | \$ 1,716,064 | \$ 1,763,192 |
| Add: revenues deferred from previous year | 680,107 | 600,806 |
| Less: revenues deferred to following year | (52,482) | (680,107) |
| Less: recovery of AHF funding | - | (8,072) |
| | \$ 2,200,819 | \$ 1,675,819 |
| EXPENDITURES | | |
| Administration | 74,231 | 75,281 |
| Administration fees - NCN | 109,674 | - |
| Audit and accounting | 10,600 | 10,000 |
| Bank charges and interest | 2,718 | 14,809 |
| Capital expansion | 32,970 | 798,071 |
| Equipment and fixtures | 32,669 | - |
| Food (Net of recovery: 2004 - \$12,215, 2003 - \$4,129) | 60,977 | 23,150 |
| Freight | 7,107 | 67,646 |
| Honorariums | 34,450 | 8,928 |
| Kitchen and janitorial | 10,642 | 48,164 |
| Laundry | 9,887 | 6,484 |
| Loan Payment | 557,434 | 4,509 |
| Miscellaneous | 22,861 | 41,752 |
| Office supplies | 22,157 | 12,704 |
| Printing supplies | 958 | 3,688 |
| Program materials | 51,520 | 22,122 |
| Rent and utilities | 114,097 | 98,053 |
| Salaries and benefits | 877,732 | 828,093 |
| Training | 32,167 | 27,962 |
| Transfer to Replacement Reserve | 24,622 | 24,622 |
| Travel | 115,004 | 73,651 |
| Vehicle Upkeep | 8,101 | 12,019 |
| Workshops | 2,831 | - |
| | \$ 2,215,409 | \$ 1,676,708 |
| SURPLUS (DEFICIT) FOR THE YEAR | \$ (128,280) | \$ (889) |





For more information please contact the NCN Band Office
Nisichawayasihk Cree Nation
General Delivery
Nelson House, Manitoba
R0B 1A0
Phone: (204) 484-2332
Fax: (204) 484-2392
www.ncncree.com