



ATIKAMEKSHENG
ANISHNAWBEK

Annual Report

2023-2024

Table of Contents

Gimaa Craig Nootchtai Report	5
Chief Executive Officer Report	8
Operations Overview	8
Education Department	10
Director of Education	10
Education Department Staff	10
Education Programs	11
Education Committee	11
Education Services Manager	11
Education Services Program	12
Library	13
Waasakwa Early Learning Centre Manager	13
Early Years	14
Social Services	15
Program Highlights and Successes	16
Restorative Justice	17
Child and Family Services Program	18
Child & Youth Services	20
Housing and Infrastructure	24
Lands and Economic Development	25
Lands Manager	25
Lands Registry Clerk	26
Species-at-Risk	27

Environmental Coordinator	28
Lands Management Technician.....	29
Natural Resources Coordinator	31
Economic Development	33
Health and Community Wellness.....	34
Primary Care Program	34
Case Management.....	34
Home Management – PSW Services	34
Non Insured Health Benefits – Medical Transportation Program.....	35
Community Health Nurse	37
Community Outreach Program / Hub	39
Outreach Worker.....	39
Wellness Coordinator – Mental Health.....	40
Wellness Coordinator – Addictions & Traditional Health	41
Health Promotions Team.....	41
Healthy Babies Healthy Children Program	41
Community Physical Activities Programmer	42
Adult Day Program	43
Diners Club Program.....	43
Resource Development	44
Mino Bimaadiziwin Department.....	49
Director of Mino Bimaadiziwin.....	49
Oshkaabewis (Helper)	49
Anishinaabemowin Program	49

Anishnaabe Aadziwin Team.....	49
Department Goals	50
Finance.....	51
Financial Results	51
Other Finance and Administration Accomplishments	52

Gimaa Craig Nootchtai Report

Aanii, Boozhoo, on behalf of Council, I wish to thank you for taking the time to read this annual report and for informing yourself on what has transpired from April 1, 2023, to March 31, 2024. Gimaa and previous Council worked very hard to advance our Nation's interests and to improve the quality of life of our membership. This report is an update on the progress we have made on the activities listed in our sovereignty exercise called "Atikameksheng Anishnawbek Sovereignty: A Road Map to our Independence".

Opening Remarks

Before we report on our activities, I wish to acknowledge the passion, dedication, and many accomplishments of former Councillors Jennifer Petahtegoose, Lesley MacNeil, and Harvey Petahtegoose. They sacrificed countless hours advancing Atikameksheng's interests at the local and regional levels; always representing our people with the utmost grace and professionalism. Their presence at the Council table brought over forty (40) years of combined political experience and wisdom. You have more than earned a well-deserved break, and we hope to see you in our future engagement sessions. On behalf of Atikameksheng Anishnawbek, we thank you for your service and wish you all the best in your future endeavours!

Now, please let me introduce you to our newly elected Council Members who started their term officially on July 1, 2024:

- Gimaa Craig Nootchtai (re-elected)
- Councillor-at-Large Vance Nootchtai (re-elected)
- Councillor-at-Large Tiffany Taylor
- Councillor-at-Large Monica Homer
- Councillor-at-Large Cheryl Miller-Martin
- Councillor-at-Large Arthur Petahtegoose (re-elected)
- Off-Reserve Councillor Darrell Grenier
- Youth Councillor Jayde Naponse

Our new Council brings a wealth of experience, skills, and passion that they will use to advance Atikameksheng Anishnawbek's interests. Congratulations and welcome to you all!

Summary of activities conducted during 2023-2024 Fiscal Year

Here is a general report on activities under the five (5) pillars of action we have identified under the sovereignty exercise:

1. G'Chi-Naaknigewin (Constitution)

- Ongoing development of the Governance Policy
- Ratification of Atikameksheng Anishnawbek Election Code: Amendment #1
- Development of Comprehensive Community Plan Implementation Plan

- Collaboration on Sudbury Indigenous Peoples' Court and Regional Restorative Justice Program
- Approval of Policing Needs Assessment
- Formation of Trust Development Working Group and hiring of Subject Matter Experts
- Start of Atikameksheng Legacy Trust Development engagement sessions
- Robinson Huron Treaty Annuities Claim Per Capita Distribution Engagement Sessions
- Commencement of Repatriation of Eagle Staff

2. Community Well-Being

- Approval of the Community Well-Being Report
- Advancement of strategies under Comprehensive Community Plan
- Expansion of Community Hub in Sudbury
- Committee Recognition & support of youth and athletes
- Inaugural Atikameksheng Golf Tournament Fundraiser
- Successful approval of funding for Quality Improvement Project – Development of a Cultural-based curriculum for Atikameksheng Anishnawbek
- CrimeStoppers Presentation and Town Hall Meeting on Public Safety

3. Independence

- Completed Intervention in Robinson Huron Treaty Annuities Claim – Supreme Court of Canada Appeals
- Completed Elders Oral History Report for Boundary Claim for Hearing in December 2023
- Preparation for Boundary Claim Summary Judgment Hearing in June 2024
- Completed financial expert reports for Timber Claim
- Presentation of Timber Claim counteroffer to Canada
- Approval of Robinson Huron Treaty Annuities Claim Settlement Agreement for Past Compensation
- Ongoing assertion of our true reservation boundaries and greater traditional territory
- Completion of Atikameksheng Anishnawbek Use and Occupancy Map
- Opposition of Bill-71: Building More Mines Act at Standing Committee

4. Atikameksheng Economy

- Advancement and support of Giyak Mishkawzid Shkagamikwe Development Corporation
- Advancement of Joint Venture Company Aki-eh Dibinwewziwin Limited Partnership
- Advancement and support of KGHM Victoria Mine Impact Benefit Agreement
- Advancement of Vale Relationship Agreement Improvements
- Formation of joint company Waasmoowin Energy Inc. (formerly Nshwaasi Energy Inc.) to design, build, operate, and maintain transmission lines in Atikameksheng territory
- Advancement and support of Business Park development
- Ongoing research into development of Atikameksheng Bank

5. Relationship Building

- Ongoing discussions with Wahnapiitae First Nation

- Ongoing discussions with City of Greater Sudbury regarding Boundary Claim and other collaborative opportunities including co-hosting event at Prospectors and Developers Association of Canada (PDAC)
- Participation in the ongoing development of Robinson Huron Waawiindaamaagewin
- Assertion of Atikameksheng's interests with KGHM in Poland

Looking Ahead

On behalf of our previous Council members and our newly elected Council members, I thank you all for reading this report. As you can see, there are many projects and initiatives that are ongoing each year and we anticipate that some of these existing initiatives, along with some new ones, will be completed over this fiscal year, such as:

- Start of Indigenous People's Court in Sudbury Court of Justice
- Ratification of Atikameksheng Legacy Trust
- Rollout of Robinson Huron Treaty Annuities Claim Per Capita Distributions
- Completion of Atikameksheng Governance Policy
- Evaluation and restructuring of Atikameksheng Committees
- Review of G'Chi Naaknigewin
- Completion and implementation of Cannabis Control Commission
- Implementation Plan for Policing Needs
- Introduction of repatriated Eagle Staff and other Community Bundle items
- Evaluation of Comprehensive Community Plan
- Research into development of Atikameksheng Community Hub Development in Toronto
- Commencement of Boundary Claim Trial
- Completion of Timber Claim Settlement
- Completion of KGHM Victoria Mine Impact Benefit Agreement
- Fully constructed Business Park, design for Phases 4&5
- Commencement of construction of Bypass Road in Atikameksheng
- Commencement of construction of two (2) new subdivisions in Atikameksheng
- Relationship Accord with Wahnapiitae First Nation

We look forward to engaging with you over the next fiscal year on these initiatives and all matters that affect our Nation.

Miigwetch,

Gimaa Craig Nootchtai

Chief Executive Officer Report

Operations Overview

During the fiscal year 2023 - 2024, Atikameksheng Anishnawbek continued to see further growth and development in operations, programs and service delivery, project management, economic development, policy development, community relations, networking and relationship building, partnerships, and other strategic initiatives. Noted below are just some of the highlights that can be found within this annual report:

- The Community Well-being Survey was finalized into a report and presented to Gimaa and Council and is a foundational document that will serve to guide future development of programs and services to improve the wellbeing of our members.
- The Elders Oral History project contributed to the further advancement of the Boundary Claim and will continue to serve as a valuable resource for other strategic initiatives.
- The Land Use & Occupancy Study was completed with members of Atikameksheng Anishnawbek and identifies areas for hunting, fishing, harvesting and ceremonial sites within the traditional territory.
- Further advancements were made towards the establishment of the Legacy Trust with the help of the Trust Development Working Group
- A 30 Year Housing Strategy was presented to Gimaa and Council for approval
- Proposal submitted and approved for the development of Early Learning Curriculum through an Indigenous lens
- Program and service delivery improvements included enhancements to the Justice program, Jordan's Principle and expansion and renovations to the Community Hub
- Community relations included the ongoing engagement sessions for the Robinson Huron Treaties (RHT) Annuities Claim, RHT Per Capita Distribution, and other departmental engagements for improved program and service delivery.
- Policy development included annual review and amendments to the Financial Governance Policy Delegation & Authority Table, clarification and improvements to the Funeral Policy, Human Resources Policy, and amendments to the Election Code.
- New positions include Human Resource Generalist, Executive Assistant to Chief Administrative Officer, Health Administrator, Junior Environmental Technician Tourism and Film Development Coordinator Position, Political Advisor, Public Relations Coordinator

- Strengthened relationships between Atikameksheng Anishnawbek, Wahnapiatae First Nation, City of Greater Sudbury were celebrated at the first annual luncheon hosted at PDAC in March 2024.
- Partnerships were built through the formation of ADLP which include Atikameksheng Anishnawbek, Wahnapiatae First Nation and Technica Mining.
- Economic development initiatives included the continued growth of GMS

As part of the annual budgetary process for the fiscal year, Atikameksheng Anishnawbek continues to implement and maintain fiscal and financial controls under the Financial Management System Certification obtained through the Financial Management Board and any Audit Review Findings provided by our auditing firm Freelandt Caldwell Reily.

Miigwetch,

Tammy Manitowabi

Education Department

The vision for the Education department is to support the community of Atikameksheng Anishnawbek as they navigate their educational journeys, from pre-school to post-secondary.

Director of Education

The Director of Education’s role is to oversee the Education Department, allocate financial resources, identify funding resources, ensure the successful implementation of programs and services, and advocate for the Debendagziwaad of Atikameksheng Anishnawbek in the sector of education services. The Education Department consists of the following programs: Education (Elementary/Secondary), Special Education, Secondary, Post-Secondary, Library, Daycare, and Early Years.

The Director of Education attends and participates in various meetings with the Kinoomaadziwin Education Body (KEB), school boards (Rainbow District School Board, Sudbury Catholic District School Board), bus consortium, and post-secondary institutions Indigenous education councils (i.e., LUNEC, NUICE). The Director of Education also oversees the Education Department for Atikameksheng Anishnawbek, attends meetings, and follows the direction of Atikameksheng Anishnawbek’s executive management and Chief and Council.

Education Department Staff

Director of Education
Administrative Assistant
Waasakwa Children’s Centre Manager
Education Services Manager
Education Support Worker – Special Education
Education Support Worker – Special Education
Education Programmer
Education Support Worker – Post-secondary
In-School Education Support Worker
In-School Support Worker
Secondary School Education Support Worker
Librarian
Library Assistant

As the Education Department has grown exponentially, this will allow us to further outreach into the community and provide more services.

Education Programs

The Atikameksheng Anishnawbek Education Program provides Debendaagziwaad with the opportunity to obtain an education. The program is designed to provide financial, academic, and personal support to students attending educational institutions. The purpose of the education program is to assist our Debendaagziwaad with reaching their career aspirations. This in turn enhances the quality of life for all Debendaagziwaad of Atikameksheng Anishnawbek.

Education Committee

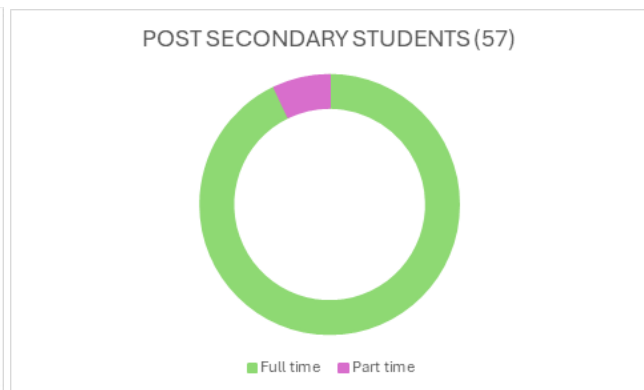
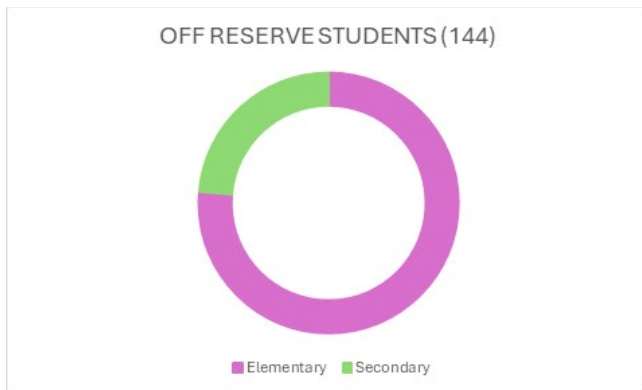
The mandate of this committee is to act in an advisory capacity on matters relating to the development of policy and strategic planning for the programs under the Education Department. The Director of Education meets with the Education Committee monthly.

Education Services Manager

The Education Services Manager oversees the daily operations of the Education Department and provides support to Debendaagziwaad. The Education Services Manager works alongside the Director of Education to prepare the annual budget, plan events, collaborate with external agencies, and seeks out opportunities for funding.

See graphs below that capture the student population serviced by the Education Department.





Education Services Program

The Education Services Program consists of four (4) Education Support Workers. During the 2023-2024 fiscal year, education services staff assisted students in a variety of ways including but not limited to arranging psycho-educational assessments, arranging specialized services, visiting schools, delivering homework, coordinating tutoring services, assisting in Jordan’s Principle referrals, arranging tutoring, processing payments of services, etc.



Staff also conducted regular school visits and ensured excellent communication between schools, parents/caregivers, and the Education Services Program. The Education Services Program also funded and assisted with the coordination of the School Lunch Market, providing a weeks’ worth of healthy drinks, snacks, and fruit to supplement student lunches. Approximately **100 students** accessed this program monthly. Additionally, the Education Services hosted a Snack & Homework Club after school once a week to provide academic help and facilitated PD activities throughout the year.

During the summer months, the Education Services Program assisted with facilitating the Summer Program and coordinating back-to-school registration for all students. As per the Education Policy, the Education Services Program coordinated the distribution of back-to-school gift cards to nominal roles and off reserve students to purchase school supplies. Education Services also assisted the Atikameksheng Trust with coordinating the Education Banquet, offering financial and staff support to celebrate the academic accomplishments of our Atikameksheng students.





A highlight for the Education Services Program in the 2023-2024 fiscal year was purchasing an Education Van to transport students to various events, psycho-educational assessments, and school trips.

Library

During the 2023-2024 fiscal year, the Education Department hired a Full-time Librarian and a Library Assistant. The Librarian and the Assistant have been working with cataloguing and organizing the library books and implementing the modernized borrowing system (JASI). In addition, they have been preparing the Library for the Grand Re-Opening during the summer of 2024.



Waasakwa Early Learning Centre Manager

The Waasakwa Early Learning Centre Manager continued to strive towards obtaining a childcare license. The Education Department hired a project management firm (S.Burnett & Associates) to assist with the process of licensing the daycare.

Atikameksheng Anishnawbek is still in the process of obtaining a childcare license to operate daycare services on the reserve. Much of the preliminary work has been completed to obtain the license, however, the Waasakwa Early Learning Centre building requires renovations, and an Operational Plan will need to be developed. The Education Department anticipates the launch of the daycare in 2025. Although the daycare is not operational, the Waasakwa Early Learning Centre Manager and staff have created a welcoming communal space to support our youngest Debendaagziwaad and their families. The Waasakwa Early Learning Centre has been used as a collaborative program space to assist the Social Service and Health Department in facilitating the following programs:

- Supervised Access Visits (Social Services)
- Counselling Services (Health)
- After School Program (Social Services)
- Drumming (Social Services)
- Chakra Dance (Health)

Early Years

Early Years programming was offered under the supervision of the Waasakwa Early Learning Centre Manager. The Indigenous Early Learning Child Care funding supports the Early Years program and ongoing developments. This program funding is managed by the Anishinabek Nation. During the 2023-2024 fiscal year, the Early Years section of the Waasakwa Early Learning Centre offered the following services:

- Children's Oral Health Initiative
- Healthy Babies, Healthy Children Home Visits
- Play Group – Drop-in Sessions
- Regalia & Shaker Making
- Weekly Speech Pathologist Visits
- Community Swimming Program Bi-weekly in Fall & Winter

In addition to offering these services to our youngest Debendaagziwaad, the Healthy Babies, Healthy Children Worker has created a welcoming space for our new families and babies to seek support.

Social Services

The Social Services Department provides services and supports to Atikameksheng Anishnawbek children, youth, and families.

During the 2023-2024, a large focus for the department was connecting families with services in other departments and external resources.



Current Programs under the Social Services Department

include:

Family Advocacy
Child and Youth Programs
Child and Family Services
Restorative Justice
Jordan's Principle

Our current funding sources include Indigenous Services Canada (ISC), Nogdawindamin Family and Services, and Anishinabek Nation.

Director of Social Services

The Director of Social Services continued to work on service priorities, which include program development, capacity building, and Child Well-Being Law Development. The Director Social Services has attended and participated in various meetings with partnering agencies and organizations including Nogdawindamin, Maamaawesying (North Shore Tribal Council), Anishinabek Nation (Union of Ontario Indians).

Family Advocacy (Band Representative) Program

The Family Advocacy Program (Band Representative) acts on behalf of Atikameksheng Anishnawbek on all child welfare matters with mandated child welfare agencies involving Atikameksheng families and children under the Child, Youth and Family Services Act. The agencies include Nogdawindamin Family and Community Services, Kina Gbezhgomi Child and Family Services; Native Child and Family Services of Toronto and other agencies within Canada where our families and children may become involved with.

The Family Advocacy Team

Family Advocacy Manager
Three Band Representatives
Clerk
Case Aid / Repatriation Worker

Family Advocacy - Band Representative Service	
Ongoing Family Service (Protection Files)	36
Investigations	79
Children in Care *	52
Alternative Caregivers/Kinship Caregivers	15

Program Highlights and Successes

The 2023- 2024 Fiscal year our Family Advocacy Team continued to be very successful in supporting our families and linking families to services and supports to aid in mitigating risk.

Christmas Boxes which consisted of Atikameksheng Swag, sweatshirts, Atik Bears, and other fun Christmas items were provided to all our Children in Care.

Collaboration on community outreach activities with Nogdawindamin Family and Community Services in various repatriation activities and community events such as the Back-to-School event, family gatherings, and celebrations.

Repatriation Activities

Repatriation Activities included facilitating family, sibling access, connecting grandparents and extended family. By utilizing the Sacred Grounds, and other resources in the community our program was used to facilitate Grandparent and sibling access.

Atikameksheng Anishnawbek also provides access space and support for families whose children are in care to visit for parenting time and reconnection.

Child Wellbeing Law Development

Atikameksheng Anishnawbek is part of the North Shore Tribal Council [Koognaasewin Project](#) and continues work on the development of our [own Child Wellbeing Law](#).

Atikameksheng Anishnawbek has held various information sessions, and reimagining Child Welfare sessions including participating in gathering historical knowledge of how we cared for children historically.

Restorative Justice

Department / Program Goals and Objectives

The restorative Justice program provides Diversion Circle processes to members of Atikameksheng. The services focus on healing and restitution through using a culturally competent, holistic and client centered approach. Clients are supported throughout the process using a circle of care framework to utilize services that best meets their needs.

The Atikameksheng Anishnawbek Restorative Justice Program's original contract was submitted to the Ministry of Attorney General in 2019 through the Indigenous Justice Division to provide services that help reduce the number of Indigenous People in the Criminal Justice System.

Restorative Justice Program also has a Gladue After Care program which provides one-on-one support to the individual. The Gladue Aftercare Worker will also make referrals to organizations as needed.

Department / Program Statistics

Diversion Circles	7
November 2022	13
December 2022	13
January 2023	14

Other Highlights and Successes



Two-Day National Conference was held from March 20-21, 2024, and was a great success.

Three adult individuals have successfully completed their Diversion with the Restorative Justice program. For all three clients, the Crown Attorney office agreed upon the recommendations provided by the Advisory Council. Two referrals came from the Crown Attorney office and one referral came from Defense counsel. To date, we

have served individuals residing in the City of Greater Sudbury, the Parry Sound jurisdiction, and a band member of a partnering First Nation.

Child and Family Services Program

Family Support Program

The Family Support Program is a voluntary prevention service that supports and advocates on behalf of the children and families. Family Support Workers work in collaboration with internal and external agencies to address the issues that place children at risk. The team works to educate and empower families to make positive choices that will keep their children safe and strengthen their families. Workers provide support and assist families in striving to reach their goals and create positive change.

The Family Support Workers & Family Well-Being Workers offer various services to Debendaagziwaad living on and off-reserve. Services may include but are not limited to the following:

- Family Support
- Advocacy
- In-Home Support
- Cultural Services
- Collaboration with Band Representatives and with other various internal and external agencies
- Referrals to other programs as necessary

The Family Support Provides three levels of prevention:

- Primary Prevention- Programming, workshops, family activities
- Secondary Prevention-In-home support
- Tertiary Prevention-Providing support to families in crisis

Family Well-Being Program

The Family Well-Being program works to reduce the number of families affected by the child welfare and youth justice systems by reducing the need to bring children into care. The Family Well-Being Workers are responsible for developing, coordinating, and delivering programs and services that focus on the reduction of the occurrence of violence in families, and the improvement of the overall health and well-being of communities.

The Family Well-Being Program is prevention focused, community -led, and addresses the root cause of violence, trauma, and over-representation of Indigenous children and youth in child welfare and youth justice system. The program is designed to support Indigenous families in crisis and help communities heal and recover from intergenerational violence and trauma.

The program aims to disrupt and prevent the cycle of violence against Indigenous women by developing policies and resources to support families with the communities as a whole such as Elders, adult, youth, and children

affected by violence, targeting all individuals regardless of gender, by the following objectives: the reduction of the number of families affected by Indigenous children and youth in the child welfare and youth justice systems by reducing the need to bring children into care, the reduction of the occurrence of violence in families, and the improvement of the overall health and well-being of communities.

Department / Program Statistics

FAMILY SUPPORT

April – June 2023	Six-week Coffee & Conversation (self-care). On average approximately eight people attended on a regular basis. Cultural Activities include Aboriginal Day.
July – September 2023	Summer Camp Moccasin making - 10 children Medicine pouch making - three children Annual Jiingtamok Family Support Worker attended Education Celebration and Back to School Week
October – December 2023	Talking Stick – 12 participants Beaded pop socket – 12 participants Tie blankets – 20 participants Christmas baking – 30 participants with 15 children
January – March 2024	Solstice Event – 50 participants Craft/Sewing Nights – 10 participants

FAMILY WELL-BEING

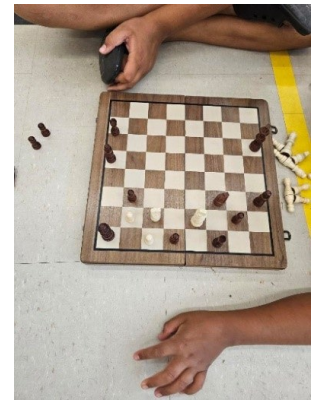
July – September 2023	Aboriginal Day Debendaagziwaad (BOHP) MMWIG Summer Programming Medicine Making Water Walk Mocassin Making Food Security Program
October – December 2023	Prevention Activities: <ul style="list-style-type: none"> - Six-week Nurturing Self-Esteem Program - Food Security Program x2 Cultural Activities: <ul style="list-style-type: none"> - Red Ribbon Skirt Making for MMIWG (approximately 30 people)

	<ul style="list-style-type: none"> - Assisted with tie blankets for Children in Care (Completed 40 blankets) - Assisted with the Sewing Program
January – March 2024	Budget & Finance Solstice event Wednesday night Sewing/Craft night Great Wolf Lodge Trip Attended Speech & Language Play group with Healthy Babies & Healthy Children Game Night (collaborated with Youth Well-Being Worker)

Child & Youth Services

Goals and Objectives

The Child & Youth Program is responsible for the health & social community-based promotion, prevention programs and services offered inclusively to Atikameksheng Anishnawbek. The team ensures holistic approaches to well-being and wellness are implemented within its programs and services. Starting April 1, 2024, our Child and Youth Programs team, and Community Well-Being Programs team became the “Child and Youth Services” team and has stayed under the Social Services Department. This one year has been an experience. Change is inevitable and adapting to change is what makes a team strong. Our year focused on creativity, innovation and collaborations with other programs and departments.



Staff Capacity Building Sessions Included:

Community Crisis Response (Thunderbird Partnership Foundation)	Emergency Response Training
Duty to Report Training	HR Training
3-Fires Camp and Program Management Certifies Training	Cultural Staff Onboarding
Medicine Walks	First Aid / CPR C
Safetalk – Suicide Prevention	#My Time Leadership Training
Case Works Training	D1 Difficult Conversations Training
Circle of Care	Indigenous Perspectives of Disability: A Primer on Fetal Alcohol Spectrum Disorder
Narcan Nasal Spray Training	Strengthening Families Training

Child & Youth Programs

The Child & Youth Worker will provide valuable, inclusive, creative, and safe programming for the children of Atikameksheng Anishnawbek. The Child & Youth Worker will create and provide culturally appropriate, social, and community-based programs that support children emotionally, physically, mentally, and spiritually.

In a wholistic approach, the Child & Youth Worker will work with a multi-disciplinary team that assists children build strengths and skills in living a life-long healthy and wholistic lifestyle.

Goals and Objectives

The Child and Youth Programs team worked together to create a safe space for children, youth, families, and community to interact and engage with each other. They also promote community sharing, how to support each other, and assist children and youth who are at risk or in care.

Program Statistics

Our new fiscal year started out with planning and implementing new program ideas and enhancing exiting programs to capture more attendees to our spaces. The Child and Youth Workers, and Well-Being Workers hold weekly programs, including the following highlights:

- Weekly Youth Centre Drop-in Nights are visited by an average of **8+** children & youth.
- Weekly Hand Drumming Social with an average of **12+** attendees/session.
- Monthly Board Game/Café Nights with an average of **14+** attendees/session.
- Child and Youth Volleyball Nights with **9 youth**, and **17 children** attending.
- Native Beaded Hat Workshop included **19 adults**, and **6 children**.
- Our Hand Drumming Group also led songs for the MMIW Walk in our community.

The Child and Youth Services Team was busy with collaborating with other departments for Cultural Supports, Drop-in's/Supports, Children's Thursday Night programming, Children's Mental Health collaboration, and the Summer Solstice that included a family meal, handmade copper cup necklaces, dream catcher making, and the traditional teachings by the Oshkaabewis (Helper), Brandon Pethategoose. Building relationships in the field enables our teams to collaborate and support each other in obtaining our program goals, objectives, and activities. The Summer Program brought in **54 children** who participated in group activities, field trips, traditional teachings, and so much more!

Highlights and Successes

We have had many successes in collaborating with other programs, and we are looking forward to the continuation of building more connections within the community.



Program Statistics

Program	Total Children	Total Adults	Total People
April 2024 Hand Drumming	22	53	75
May 2024 Hand Drumming	30	38	68
June 2024 Hand Drumming	32	25	57
Beaded Hat Workshop	6	19	27
Cultural Supports	5	22	27
Ojibwe Handbook	9	15	24
Feast Bundles	13	11	24
Children's Thursday Nights	46	0	46
Summer Solstice Event Collaboration	19	18	37
Children's Mental Health Event Collaboration	11	0	11
Children in Care Paint	18	2	20
Sudbury Rocks Run Marathon	0	59	59
Client Visits & Supports	0	4	4
Drop-ins and Misc Events	35	33	68
Total	246	299	545

Jordon's Principle Program

Atikameksheng Anishnawbek Jordan's Principle program provides one point of contact for families of Atikameksheng Anishnawbek to access funding to assist children, youth and their families to navigate multiple and complex health and social service systems.

The Jordan Principle program transferred to the Social Services department in January 2024, as part of the Atikameksheng Anishnawbek reorganization which took place in the fall of 2023. Collaborations were held with the Community Health and Wellness Department to support the program transferring to Social Services.



Jordan's Principle staff were hired to provide a better focus on individual and group applications for Atikameksheng Anishnawbek. The Jordan's Principle staff became part of family planning and support and are now better aligned to support and complete applications ensuring all supporting documentation is provided for each application. Contact and connections were made with Indigenous Service Canada to ensure smoother approval process for our Individual and group applications. By March 31, 2024, all families had been contacted and applications updated.

Housing and Infrastructure

Housing is pleased to report activities and are excited to share our accomplishments during the 2023-2024 fiscal year, supported by Portfolio Councillor Vance Nootchtai.

We would like to share the following highlights:

- Rapid Housing Initiative housing construction completed June 2023 Foster Care Home (5-bedroom unit) and Transitional Housing (3-bedroom unit) on Nora Road
- CMHC Section 95 housing Phase 10 construction completed on Nora two single dwelling 3-bedroom units and one 1-bedroom duplex.
- New construction Canada Mortgage and Housing four units. Acknowledgement to Julie Ozawagosh on blessing the new housing construction.
- Indigenous Services Canada new housing construction 1-bedroom duplex
- 30-Year Housing Strategy approved by Gimaa and Council on February 12, 2024
- Completed comprehensive legal review on revised Housing Policy
- Seniors Home Modification Grant Program Own Source Revenue Allocation eight (8) members accessed grant program addressing mobility issues, heating and electrical in the homes.
- Indigenous Services Canada Housing Management Subsidy approved in the amount of \$16,496.00.
- 2023-24 ISC On Reserve Child and Family Services funding letter Project in the amount of \$179,986.00

The current Housing Portfolio is **150 households**. The Housing Program is responsible for **62** tenant agreements representing a housing portfolio at 41% units within Atikameksheng.

One-bedroom	21
Two-bedroom	19
Three-bedroom	18
Four-bedroom	4

Housing department looks forward to continuing working within the Comprehensive Community Plan **Chapter 7 Goal 4: *To implement the approved 30-year housing strategy/plan in the new fiscal year and to generate and maintain housing stock appropriately to meet the needs of Atikameksheng Anishnawbek’s membership. The well-being of the community is enhanced through safe, secure, and affordable housing.***

Lands and Economic Development

Lands Manager

Program Goals and Objectives

The Lands Division is responsible for the management of reserve land and resources in a manner that embraces the economic, environmental, and social goals of Atikameksheng Anishnawbek in accordance with the Land Management Code (2008).

The division oversees the Natural Resources, Lands Registry, and Environmental Coordination program, and focuses on Chapter 5: Lands and Environmental Stewardship of the Community Comprehensive Plan (CCP). All land requests are facilitated through the Lands Office proceeding to the Director of Lands and Economic Development, Lands Committee, and to Gimaa and Council for approval process.

The gathering of data pertaining to all-natural resources, the environment, and lands management is a key function of the Lands Division. Mapping, monitoring, compliance of various land uses, and activities are the other key functions to ensuring that efficient management occurs. Other key components for the sustainability of a healthy forest ecosystem ensure that forest activities and decisions are always undertaken for the benefit of the community and for the interests of the next seven generations.

Program Highlights and Successes

During this fiscal, the Lands Department was able to secure funding with Indigenous Services Canada – First Nation Inuit & Youth Employment Strategy (FNIYES) for a contract training position. The Department was able to secure a Junior Environmental Technician position which helped support the Lands Staff with various project tasks related to various programming and projects. This position allowed for a strong focus with fieldwork, and conducting biological surveys for Species-at-Risk, assisting with community outreach events, and working as part of a project team. The creation of this position is reflected in the Community Comprehensive Plan in Lands and Environmental Stewardship Goal 5: To Fully resource a Lands and Environmental Stewardship department/program. The Lands Department is always exploring opportunities for funding to building its capacity.

2022-2023 Lands Department Positions

- Lands Manager
- Natural Resources Coordinator
- Environmental Coordinator
- Species at Risk Coordinator
- Lands Registry Clerk
- Lands Management Technician
- Junior Environmental Technician

The Lands Committee meets monthly to address the needs of our community in respect to the lands, environment, and resources. The committee’s mandate is to develop policy, procedures, structure, and guidance for Members as set forth in the Atikameksheng Anishnawbek Land Code and the Framework Agreement for First Nation Land Management.

Lands Registry Clerk

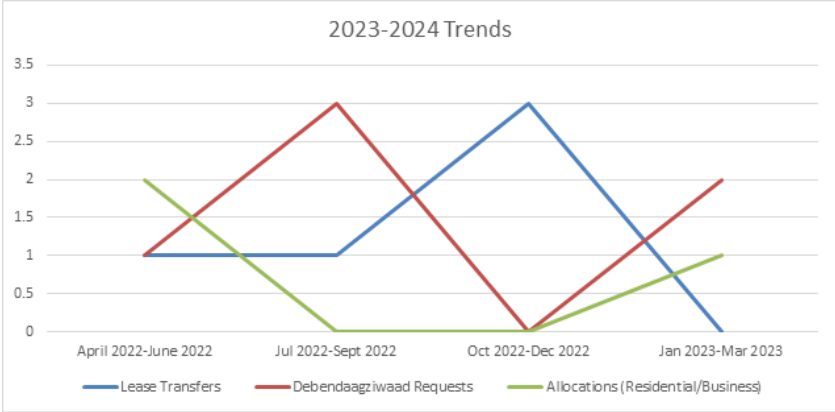
The Lands Registry Clerk (LRC) continued working with the Lands Committee, re-appointing returning members to remain on the committee on an interim basis. A call out was placed in the weekly flyers from May 12th, 2023, to June 9th, 2023, notifying band members of the vacant seat for interested members to submit their interest to join the committee. There were three Letters of Interest that were submitted and reviewed by the Lands Committee, their recommendations were brought to Gimaa and Council on August 14th, 2024, accepting Raymond Pilon as the **sixth member** of the Lands Committee.

The Lands Committee conducted a total of **10 meetings** this past year, working on completing their final review of the Lands Management Code with the assistance of Crystal Restoule, Manager Rist Nation Support Services East, and Danielle Alain, Land Code Governance Advisor from the Lands Advisory Board - Resource Centre. The next step in the Land Code amendment process will be to conduct a legal review, and then brought forward for community consultation, and ratification.

The LRC also had the wonderful opportunity to attend various conferences and workshops this fiscal year, starting with the 2023 National Conference on the enforcement of First Nation Laws hosted by the Lands Advisory Board Resource Centre. In addition, the Lands Registry Clerk completed a certification on Additions to Reserve Toolkit training which was hosted by the Ontario Aboriginal Lands Association, and attended the Geographic Information System (GIS), Land Use & Occupancy session hosted by the Anishinabek Nation.

The LRC also provided support and assisted with the Lands Department in organizing the 2023 Community Harvest that was hosted on October 2nd-5th, creating flyers, information packages, attending meetings, organizing participant information, and handing out gas cards during the event.

Throughout this fiscal year, the LRC had completed five Lease transfers, six Debendaagziwaad requests, and three lot allocations (business/residential).



Species-at-Risk

The Species at Risk (SAR) coordinator is responsible for the implementation of the approved Forestry Management Plan, Codes of Practice, Environmental Management Action Plan, and Forest Business Plan. The SAR coordinator also assists in the regulation and development of natural resources available to the First Nation. The SAR Coordinator supports the Natural Resources Coordinator and Environmental Coordinator in various project tasks with a strong focus on fieldwork.

Aboriginal Funds for Species-at-Risk (AFSAR) – Habitat Restoration and Habitat Protection Planning on Atikameksheng Anishnawbek First Nation:

In the 2023-2024 fiscal year, AFSAR funds were used to continue our bat tracking project. On July 25, 2023, mist nets were set at Halfway Creek, and on July 27, 2023, mist nets were set at the Twin Culverts location. These two nights had an outcome of **eleven bat captures** between five species (Big Brown Bat, Silver-haired Bat, Little Brown Myotis, Eastern Red Bat, and Northern Myotis). **Six** of these bats were fixed with transmitters, which were tracked throughout Atikameksheng Anishnawbek reserve using radiotelemetry, with some bats being tracked beyond our range with the use of the Motus network. On September 12 and 13, 2023, nets were set again at the Twin Culverts and Whitefish Pit, which resulted in no bat captures.



Invasive Species Action Fund – Reversing the Spread of Invasive Species in Atikameksheng Anishnawbek

The Invasive Species Action Fund was granted by the Invasive Species Centre in the 2023-2024 fiscal year. These funds were used to start the project *“Reversing the Spread of Invasive Species in Atikameksheng Anishnawbek,”* which focused on removing Japanese Knotweed from reserve lands. In 2023, approximately 350m² of Japanese Knotweed dominant areas have been treated, primarily in the Panache lease lot area. This is a project that will take several years to completely eradicate this invasive species.

Turtle Project

In the summer of 2023, fifteen turtle nests were excavated from five separate locations within Atikameksheng Anishnawbek reserve. A total of **339 eggs were housed** in the incubators in the Lands Office building, of which **259 eggs successfully hatched**. The annual turtle release was held at the Halfway Culvert, with over fifty people attending.



Funding Applications:

In the 2023/2024 fiscal year, the SAR Coordinator completed **six** funding applications for the Aboriginal Fund for Species at Risk, Aboriginal Fund for Species at Risk – Aquatic, Centre for Indigenous Environmental Research, and the Invasive Species Action Fund applications. **Five out of six** applications were successful, bringing a total of **\$108,468.45** for the 2024/2025 fiscal year. These funds will be used for continuing the Species at Risk related work within the Lands Department, as well as expand our research with new projects such as Monarch surveys, Lake Sturgeon/Deepwater Sculpin surveys, and a radio-telemetry project aimed at tracking the movement of Blanding’s turtles within Atikameksheng Anishnawbek First Nation.

Environmental Coordinator

Waawiindamaagewin Land Use and Occupancy Mapping

Mapping interviews were conducted in April and May 2023, in total **seventy-nine** community members were interviewed, producing 13,443 use-and-occupancy features. The Land Use and Occupancy maps are being used for our consultation and decision-making processes, when reviewing notifications for proposed project in our traditional and treaty land.

Guardians Project

Development of Surface Water quality management policy – Lands division staff along with the Lands Committee have been working diligently on the development of a Surface Water Quality Management Policy. The policy will provide guidance on how Atikameksheng Anishnawbek expects proponents to work with Atikameksheng Anishnawbek when it comes to project that may have an impact on water in our traditional territory and how we expect water to be protected, based on our used of water bodies within our territory.

Development of Standard operating procedures – Lands division staff and Lands Committee have developed draft standard operating procedures for our Land Guardians to follow when monitoring and working in our traditional territory and reservation land. The standard operating procedures include procedures to follow in case an emergency is encountered in the field, processes to follow when reporting environmental concerns that staff come across when completing patrols of our traditional territories and how to complete certain types of monitoring, and others.

Traditional Knowledge Monitoring – Lands Staff and summer students participated in traditional knowledge monitoring with an Atikameksheng Elder. This was done by visiting several locations where the elder has harvested blueberries and cranberries since he was young. We discussed with the elder if anything has changed in the environment throughout his years of going to that location. There were both positive and negative changes that were taking place. Positives included less air pollution from trains and mining activities, more trees. Negative changes included



more traffic and increased access to the area, berries becoming less accessible because more people harvesting in places they did not used to.



Lake Gold Mine

Lands, resource development, health department staff, and Ministry of Mines have been meeting regularly and providing updates when available. There was a community meeting on January 31st at the Community Centre, **27** community members attended the meeting.

Environmental Reviews

In the 2023/2024 fiscal year **four** Simple Environmental reviews were completed for recreation camp lots, one is in progress for a business lot.

Funding Applications

In the 2023/2024 fiscal year, two funding applications were completed, one was to the First Nations Land Management Resource Centre, for which we were **approved \$120,000.00** to complete our Environmental Assessment Law, Environmental Assessment Process manual, complete lake capacity studies on Whitefish Lake, Makada Lake, Wakemi Lake and Nemag Lake, and to support the purchase of a Deepwater boat for monitoring of Lake Panache.

We also applied the First Nations Guardians Initiative for which we were **approved \$174,809.14** for 2024/2025 fiscal year and 172,454.11 for the 2025/2026 fiscal year, for hiring of Land Guardians to monitor activities in our traditional and treaty territory. The Land Guardians will complete several types of monitoring activities such as patrolling areas in our traditional territories, traditional knowledge monitoring expeditions, and site/project specific monitoring of resource development-based projects (mining/forestry).

Lands Management Technician

The Lands Management Technician (LRC) works closely with the LRC and the Natural Resources Coordinator and coincides with other departments in Atikameksheng Anishnawbek. The LRC assists with special projects and conducts surveys with field work during all months of different seasons with a variety of work tasks. The LRC

position requires physical demands, overtime, and flexibility in normal work schedule and the multi-tasking projects and regular duties.

Lands Monitoring

The lands monitoring program is being implemented on Atikameksheng Anishnawbek Lands and Panache Lake Leases. In addition, community concerns that are brought forward are also addressed in a timely manner. This process is managed by way of Field Reports, in which all data is collected in sections of date, time, location (UTM coordinates), notes, actions taken and follow up/resolution. The reports are then submitted to the Lands Manager with a directive for correction.

This fiscal year we experienced a lot more rainfall than expected. The Lands Management Technician checked all the creeks and lakes within the boundary and as well as upstream to collect data.

Water Quality Monitoring Program

The Lands Management Technician along with the Environmental Coordinator have been working together with the Water Quality Monitoring Program. The first year of data collection is a baseline study with the second year allowing to develop a pattern for our Atikameksheng Lakes, specifically with Whitefish Lake being a major focus. This data collection process is completed by taking lake readings every metre in the water column to the bottom of the lake floor. The device used to do this is called a YSI ProDSS (Digital Sampling System) which reads Temperature (Temp C), dissolved oxygen (DO), Turbidity (FNU), pH (Acidic or Basic), and Conductivity (SPC).

Summer Students

This year we kept our students busy with many activities, one project they enjoyed working on was the Leaf Project, with the assistance of the SAR Coordinator. Our summer students gained a lot of hands on this year by making tobacco ties for the Annual Jiingtamok, Incubator check; cleaning eggs, adding water to the containers, and overall checking the progress of the baby turtles, clearing Japanese Knotweed; the invasive species in the Panache Lake area.

Annual Community Harvest

This year was the first year Lands Department hosted the Annual Community Harvest. The Natural Resources Coordinator took lead with the planning along with the Lands Management Technician. The area chosen was north of Cartier, by Benny on the seven hundred Road at Mile marker twenty-eight, which was named Camp 28. We had **fifty-two participants**; five camper trailers and **two moose were harvested** over the four-day period at this location.



Natural Resources Coordinator

The Natural Resources Coordinator (NRC) received a total of **10** camp lot requests in which **five** of these requests were submitted with all the proper documentation to Gimaa and Council and were approved. The NRC participated in the Vale and KGHM sub environmental meetings. Several other job-related duties in which the NRC and Environmental Coordinator (EC) were responsible for were site visits for tree removals, landscaping, animal/wildlife complaints, environmental inquires, lease lot requests/applications, and other general land base inquiries.

The NRC assisted the SAR Coordinator in applying for funding opportunities and was successful in being awarded one funding project:

- AFSAR Species at Risk Bat Monitoring Project Phase 3 (2 Year Program):

Our study focused on continuing to add the baseline data for future conservation to assist the population growth of these declining species within Atikameksheng Anishnawbek, as well as to engage our community members with some knowledge about bats and how to assist with their conservation.



Atikameksheng's Turtle Project

The NRC worked with the SAR Coordinator for the Turtle Project. Atikameksheng Anishnawbek used an innovative approach which incorporates stewardship, community monitoring, Traditional Ecological Knowledge, and western science to develop best management practices for mitigation strategies to aid with the SAR turtle recovery.



Atikameksheng evaluated the effectiveness of nest caging and artificial incubation to increase turtle egg hatching success by comparing egg hatching success between artificially incubated nests.

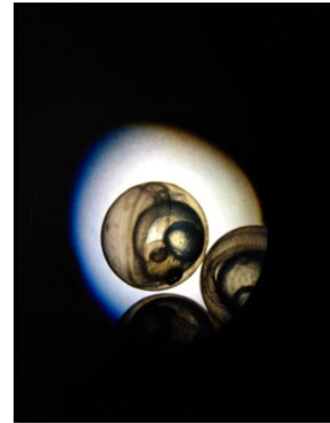
Atikameksheng will use data and results gained from the Project to update its Species at Risk Management Plan to most effectively manage turtle species at risk with Atikameksheng to aid their recovery.



The Lands Department held the community event, and a small group of community members came out to the turtle release at Halfway Creek.

Walleye and Brooke Trout Fisheries (Micro-Hatchery Project)

This project will promote Traditional Ecological Knowledge to aid in increasing stability of the fishing resources. The introduction of a micro-hatchery project will replenish and strengthen Walleye and Trout populations within lakes that they historically thrived in. It will also help improve and sustain the walleye and trout fishing resource in the lakes in and surrounding Atikameksheng Anishnawbek community.



To take action on replenishing the stressed sport fish populations, we continue the micro-hatchery program within the Lands Department of Atikameksheng and the Youth Centre. Developing this 2-bell jar micro-hatchery program opens a lot of potential benefits to the community including not only replenishing essential fish populations but also opportunities for community involvement and educational workshops. In 2023 we received Brooke Trout eggs by the MNRF, but we hope to collect and harvest trout, whitefish or lake trout eggs on our own in the next couple of years. Through the execution of this project, we expect to start seeing an increase in populations of walleye and trout after 3 years.



Community Harvest

Our Lands Department hosted the community harvest for the community to get members and their families out to be active, social, and generally enjoy the outdoors while harvesting wildlife. With COVID-19, the past four years the community has seen lockdowns, stay at home measures, border closures, and other restrictions. Now that covid measures are lessening the Lands Department decided to host the harvest event for the community.



The Lands Department will search for a more permanent location as the years go on and build off each year's success and failures. We aim to host a community event as to grow each year and include more community members and build some community pride. Last year we harvested two moose from the camp and was donated two other moose that were illegally harvested by non band members from the Ministry of Natural Resources and Forestry Conservation Officers. With all the moose meat, the Lands Department was able to distribute to **71 families**. Each family would receive ground meat, roast, and steaks. A few rough grouse were also harvested.

Economic Development

The Economic Development department consists of:

- Community Skills Development Manager
- Community Skills Development Coordinator
- Life Path Program Coordinator
- Tourism Coordinator

During the 2023-2024 fiscal year, Atikameksheng Anishnawbek administration implemented some organizational restructuring that saw the former Lands and Economic Development department transition to Community and Resource Development.

The Community Development Division of the Department oversees the successful implementation of programs that will enhance the employment skills of band members. This includes administering the Life Path Program (it completed its second cohort in March 2024 with **five members** successfully completing the program) and the Summer Student Program that hired twenty-two summer students.

Community Development also works with members being referred to our partners (Mamaweswen, The North Shore Tribal Council, Naadmaadwiuk Employment & Training Officer) for financial assistance in obtaining specialized training such as NORCAT making them highly employable. Staff also offer continuous resources for business counselling and entrepreneurship assistance services to members.

Our Tourism Coordinator was also quite active in finalizing the Tourism Feasibility Study with our Consultant and working on possible film projects within Atikameksheng Lands.

Other notable success in Tourism included:

- Secured two filming projects on Atikameksheng lands.
- Hosted a CION workshop for community members to explore careers in film.
- Organized a community consultation event with Urban Systems to gather feedback on infrastructure opportunities.

Health and Community Wellness

Primary Care Program

The Home and Community Care (HCC) Program assists Atikameksheng Anishnawbek community members to remain independent in their community by being the entry point to in-home health services and community support services. We assist people with health challenges to live at home within a network of support services.

Home & Community Care demonstrated that it is a program that is resilient and never wavering in its efforts to meet the needs of clients and their families. Significant efforts have been made as we modify the way we work to ensure that we are protecting our staff and clients.

Case Management

The Home and Community Care Manager links and coordinates assistance from both paid service providers and unpaid help from family and friends so that the client may have the highest level of care in their own homes and community.

- There were **30 clients** in Long Term Care Program who received home support services.
- There were **156 people** who are 50 plus living in the community, **75** are males and **81** are females. They are eligible to attend or participate in programs in the Home and Community Care Program.
- We welcome our off-reserve members who are 50 plus to participate in programming. There are **365** members with **156** being male and **209** females. Some have attended HCC programs, excursions, and Diner's Club.

Home Management – PSW Services

Home support services are direct care services provided by Personal Support Workers to clients who require personal care with activities of daily living such as: mobility, nutrition, lifts and transfers, bathing and dressing, cueing (providing prompts to assist with the completion of tasks), and grooming and toileting.

Home support services can also include homemaking activities as a supplement to personal assistance when appropriate. These activities may include clean-up, laundry of soiled bedding or clothing, and meal preparation. In addition, Personal Support Workers have also performed specific nursing and rehabilitation tasks as delegated by health care professionals.

Home support services can be provided either for a brief time while recovering from surgery or over a longer period, such as several months or years.

Successes in Home & Community Care Program:

- End of Life Funding Approved:

A proposal was approved to provide End of Life Care. One nurse and one Personal Support Worker were hired to enhance our services in Home Care. If you have an illness that cannot be cured, end of life care

makes you as comfortable as possible by managing your pain and other distressing symptoms. It also involves psychological, social and spiritual support for you and your family.

- Digital Health Funding Approved:

A proposal was approved in the amount of \$37,578.00 for e-health funding. This funding assists in the implementation of an electronic medical record system, as well as to provide support for improved data collection, analysis and reporting. The Home Care Manager was able to purchase electronic equipment for all the employees of the Home Care program.

- Supporting the Journey Home: The Process of Co-designing an Education Program to Strengthen Palliative Care Capacity in First Nations Communities:

The Primary Care Manager was chosen to be part of a co-design team composed of individuals with experience working in palliative care initiatives with First Nations communities. The co-design team reviewed the CAPACITI program and made recommendations. The CAPACITI program education material was redesigned according to several themes emerging from the co-design team recommendations which included incorporating culture, recognizing health care worker’s knowledge, and taking a wholistic approach to education. The program is now named Supporting the Journey Home: Growing the Community Bundle to Care for those with Serious Illness. This program provides practical resources for First Nations healthcare providers to operationalize this early palliative care approach into the existing Home & Community Care Program.

Non-Insured Health Benefits – Medical Transportation Program

A Consolidated Agreement with Indigenous Services Canada for Medical Transportation enables Atikameksheng band members to access medical services when transportation is an issue. A Health Services Clerk and two Medical Drivers are responsible for the program's daily operations. The program includes local, after-hours/urgent, and long-distance medical transportation coordination.



Number of Trips	2022 - 2023	2023 - 2024
Medical Appointments	552	678
Methadone/Suboxone related Appointments	2098	1765
Miscellaneous (prescriptions, lab samples, vaccine pick-ups, client deliveries etc.)	188	112
Total	2838	2555
Long Distance Out of Town Medical trips	95	140

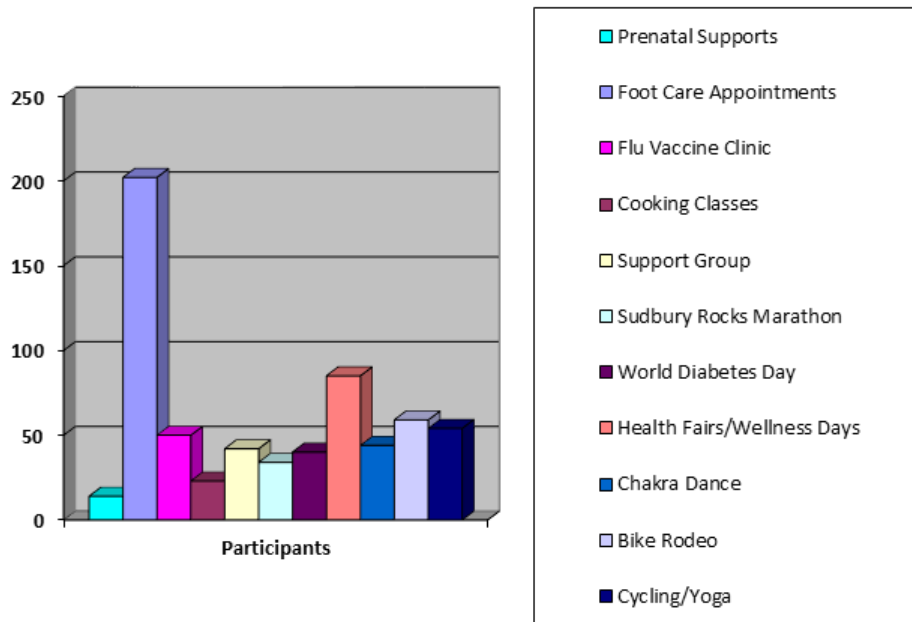
The role of the Health Services Clerk is varied and continued to play a vital role in the day-to-day operations of the health centre. As a first point of contact, the Health Services Clerk greets and refers clients to appropriate personnel and services.

In addition to the coordination of the medical transportation program (local, long distance, and after hours), the Health Services Clerk also:

- Supported the Director of Health and Community Wellness with health centre administrative duties completing a dual role as the Health Administrative Assistant/Health Services Clerk while the position was vacant. Provided training to newly hired staff members and participated in several other important initiatives delivered by the health centre.
- Provided administrative support to the entire health team by means of processing financial requests and program promotion via social media as requested.
- Continued to provide NIHB (Non-Insured Health Benefits) and Atikameksheng Trust advocacy to band members.
- Participated in a prevention and infection control committee with Maamwesying Health Team.
- Serve as an employee representative for the Joint Health and Safety Committee within.
- Completed a Performance Management Workshop and two-day training session in Project Management Training.

Community Health Nurse

Health promotion/maintenance and disease prevention are primary roles for the Community Health Nurse (CHN). The CHN has developed several programs designed to promote holistic health and wellbeing for members of Atikameksheng Anishnawbek. This report will highlight CHN initiatives over the past fiscal year.



One-to-one client visits with RN improve client’s self-efficacy and confidence in managing diabetes and preventing complications through education and use of motivational interviewing techniques.

Canadian Prenatal Nutrition Program is a program designed to provide education and support to pre- and post-natal mothers. Grocery cards are given to assist in purchasing healthy food.

Annual Flu Clinics are facilitated by the CHN. This year there were 50 people who received their annual Influenza vaccination in the community.

Diabetic Foot Care was provided through clinics offered every 4-6 weeks, additionally it was offered on a one-to-one basis, employed to take preventative steps to ensure clients with diabetes minimize risk of diabetes-related foot complications; proper foot care techniques taught during visit, appropriate referrals to primary care providers as needed.

Cooking Classes/Community Food Skills workshops program promotes food skills in children, teens, and adults, encourages healthy meals and snacks on a budget. To engage families who may be at risk for or living with

diabetes and obesity and promote healthy eating practices (e.g., eating together as a family). Offer blood glucose and blood pressure screening for those interested.

Taking Good Care of Yourself Support Group in collaboration with Alicia Topp, Tobacco Lead, Health Promoter to conduct in-person/virtual workshops. This program was offered to promote holistic health practice through sharing ideas and experiences of struggling with physical, mental, spiritual health. Participants were provided with snacks and new topics were covered over seven sessions.

Sudbury Rocks Marathon is an annual event in May which is well attended by Atikameksheng Anishnawbek members and there are representatives from each age group.

World Diabetes Day is an annual event in November. This year we had Nutrition Bingo, Booths, Canadian Diabetes Dietician keynote speaker, foot screening and care, reiki, and a traditional practitioner. Healthy lunches and snacks provided.

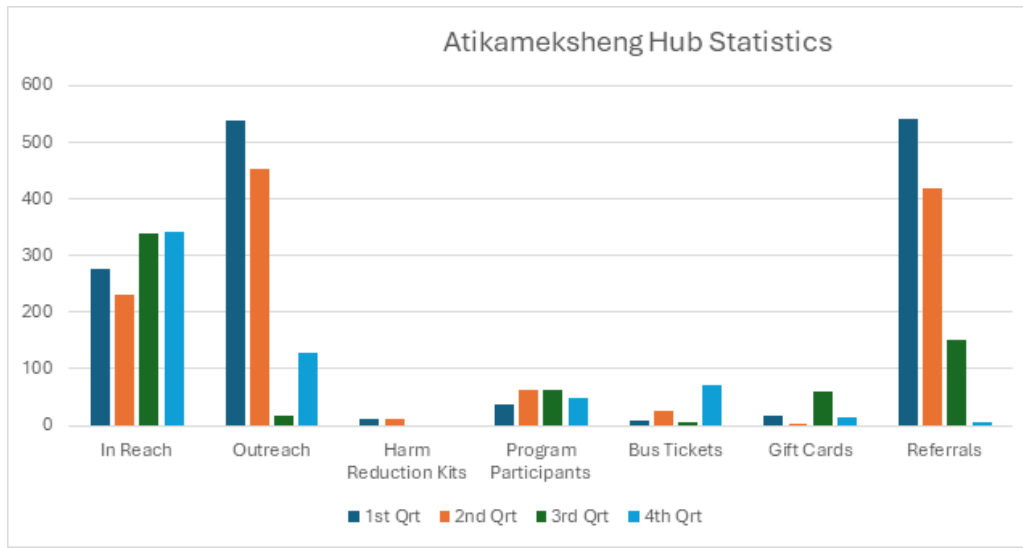
Health Fairs/Wellness Days increase awareness of health services in community. Increase awareness of common health risks affecting Indigenous population to promote broader community engagement and adoption of healthy lifestyle behaviors. This year the community was targeted during events on Treaty Day, Bringing our people home, Annual Gathering.

Chakra Dance was a program intended to promote physical activity and increase awareness about stress management in relation to holistic health practices. Participants had the opportunity to develop meaningful connections with each other and gain tools to manage stress and increase holistic wellness.

Bike Rodeo is an annual event focused on physical activity promotion and healthy lifestyles. Healthy snack foods were provided, bike tune ups and giveaways, and safe cycling sessions, for the community.

Cycling Sessions and Yoga were offered to encourage widespread adoption of regular physical activity, reinforcing the Canadian Physical Activity Guidelines. Community members gain confidence in preventing or self-managing chronic disease through daily activity. Providing access to free physical fitness activities, and promotion of seasonal and outdoor recreation activities.

Community Outreach Program / Hub



Outreach Worker

The Outreach Worker’s objective is to support the well-being of community members by addressing social, health, and economic challenges through relevant programs and services. We work to advocate for the community's needs and empower individuals to navigate systems and access resources that enhance their quality of life. Also conducting street outreach and wellness checks to ensure the safety and well-being of community members. The outreach worker meets people where they are, both physically and emotionally, to provide support and connection. The goal is to offer assistance and resources to those in need, while also respecting their autonomy. Through these efforts, the aim is to build trust and foster a sense of community that promotes healing and resilience.

Successes

- The Hub has reestablished contact with Public Health to resume the distribution of safe harm reduction gear to the community. We manage our inventory of gear and equipment, assemble our kits, and report to Public Health.
- Successfully re-established working relationships with other agencies (community partners) such as OAHAS, Reseau access, and Client Navigators. This has allowed us to resume street outreach in the Sudbury downtown core. During outreach, we provide community members clean harm reduction gear, access to resources, regular wellness checks, and snacks occasionally.
- We have established a reliable schedule for community members to access food banks using the Hub van. This initiative ensures that individuals have regular and dependable transportation to access this essential services.

- We've been involved in the Action Research for Chronic Homelessness Committee (ARCH), which aims to develop programs for youth transitioning out of care. Our goal is to identify gaps to prevent homelessness among this group (youth transitioning out of care into adulthood).
- We've able to maintain a safe and welcoming environment at the Hub for all community members. Whether individuals are here for programming, to relax and converse, or to access services and resources, we strive to provide a supportive space. Additionally, we offer snacks, clothing, select hygiene products, harm reduction supplies, condoms, and transient kits.

Wellness Coordinator – Mental Health

The Wellness Coordinator facilitates topics of mental health for the community's education and awareness that allows people in the community to see how to remove barriers and choose a healthy lifestyle.

Wellness coordinator will implement the promotional projects within the community of Atikameksheng Anishnawbek to achieve wellness in the daily lives of our people, our family(s) and our community as a whole.

Successes:

- Taking over Alex McPhee Counselling Supervision
- ASIST T4T Training
- Staff Emergency Preparedness Training
- Youth groups and activities
- Sexual Health Awareness Session
- NOSM, provided virtual programming, assisted with activities
- Treaty Day, assisted with activities
- Elder Boundary Claim
- Leisure Farms with Adult Day Programmer
- SSN World Suicide Prevention Day, showcased Atikameksheng Health Department with Outreach worker
- National Day for Truth and Reconciliation workshop at the Hub
- Debendaagziwaad Days
- CPI NCI Training (train the trainer) facilitated 4 sessions within the organization.
- MMIW Event, assisted with activities
- Canada's Wonderland Halloween Youth Trip
- Learn to Bead programming at hub
- Christmas Wreath Making at hub

Wellness Coordinator – Addictions & Traditional Health

The Wellness Coordinator Addictions worker facilitates many topics around addictions for awareness within the community with adding in education. The topics include how to safely use drugs with a harm reduction approach.

GAINS Q3 is a national addictions assessment for persons going into treatment, they are currently amending the process and training, we will not have access to training until this process is completed. We have reached out to Stephanie Kehoe, who is assisting with completing GAINS Q3 Assessments, as she bills to NIHB, for registered status individuals.

Successes

- Human Resources Modules completed
- PS Suites EMR Training
- HIV/HEP C community testing
- Community BBQ partnered with OHAS
- NOSM Students welcome
- Collaborate with other teams to facilitate programming.
- Treaty Day Participation
- Diner's Club Assistance
- Sound Bath Sessions (In collaboration with outreach worker)
- Narcan training

Health Promotions Team

As of January 1, 2024, the Health Promotions Team is back in the Health & Community Wellness Department.

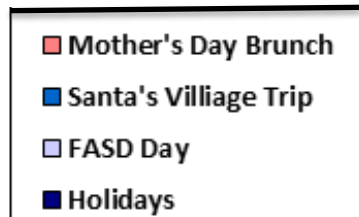
Healthy Babies Healthy Children Program

The Healthy Babies Healthy Children Program (HBHC) has returned to the Health & Community Wellness Department as of January 1, 2024, from the Department of Education.

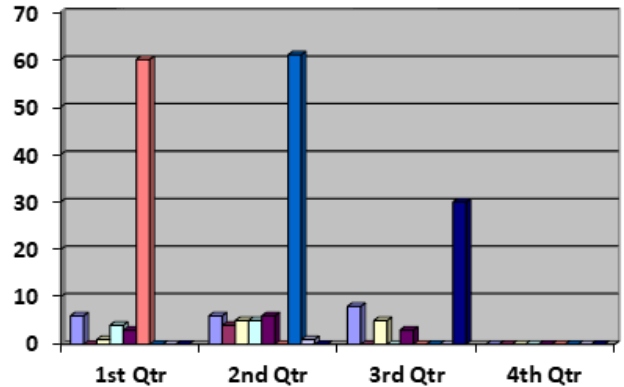
The purpose of the HBHC program is to establish relationships with families of Atikameksheng Anishnawbek and provide them with wholistic programming, health and social services supports, assessing their needs and eligibility for various types of internal and external agency supports. The HBHC will assist and guide families through processes that help strengthen their family unit.

The HBHC Program will work collectively and collaboratively with all programs and staff of Atikameksheng Anishnawbek, to fully serve and support the families with children aged 0-6.

For the 2023-2024 fiscal year, here are the statistics and programs delivered.



Successes



Special outings and celebrations have always been successful in the HBHC program. Celebrating and bringing together families in our community have always been a blessing to see.

Community Physical Activities Programmer

The Community Physical Activities Program provides opportunities for recreation and sport programs/activities that promote healthy lifestyles for the whole community.

The Community Physical Activities Programmer (CPAP) will research and develop quality sport, recreational/physical programs. As part of this process, the CPAP will collaborate with community and/or the Health Team to determine the priorities of programs/activities.

Successes

During the summer, you may have found yourself at the baseball diamond, watching our young youth learn and play the game of softball. **Jays Care Rookie League** is coordinated through Maamwesying's Health Promotion department. The First Nations that were involved in this league was *Sault Ste. Marie's Indian Friendship Centre, Batchewana, Garden River, Thessalon, Mississaugi, Serpent River, Sagamok, and Atikameksheng Anishnawbek.*

With this league, each first nation had a task:

- Recruit volunteers to manage and coach our teams,
- Have our Traditional Teachings a part of the team practices,
- Practice our traditional ways with our medicines before practices and games,
- Be respectful with our community and while visiting other communities,
- Strengthen our community pride

Our successful year was earned with all the practices, our coaching staff, our children and youth and our volunteers.

Adult Day Program

The purpose of the Adult Day Programmer is to provide health promotion and prevention activities to the adult and senior (Elder) population of Atikameksheng Anishnawbek. As part of the primary duties, this position will provide appropriate knowledge and skills through program activities. The Adult Day Programmer will incorporate physical, spiritual, mental, and emotional well-being into all programs and services offered.

Diners Club Program

The Diner's Club Cook provides nutritious meals once a week to Atikameksheng Anishnawbek elders and to train and educate those we serve on nutrition and healthy eating.

This consistent program is a long-standing program under the Home & Community Care Program, for our clients and aged 50+ people.

Resource Development

Program Goals and Objectives

The Community & Resource Development Department is responsible for managing all resource development in the traditional territory, as well as employment, training and entrepreneurship. Department staff work with the Atikameksheng Anishnawbek Negotiation Team (AANT) in carrying out consultations and negotiations, delivering project updates to Leadership and Debendaagziwaad.

During this fiscal year, there were staffing changes, organizational restructuring and a new Director was brought on board to manage the newly created Community and Resource Development Department.

Director of Community & Resource Development
Executive Assistant
Community Development Manager
Lead Negotiator
Community Consultation Lead
Mineral Development Advisor
Community Skills Development Coordinator
Life Path Program Coordinator
Tourism Coordinator

Relationship Building

Provincial Ministries:

Community & Resource Development continued to meet with the provincial ministries, including MINES, Ministry of Transportation (MTO), Ministry of Environment, Conservation and Parks (MECP), Ministry of Indigenous Affairs (IAO), Ministry of Natural Resources and Forestry (MNRF) to discuss various resource development projects and permits in the traditional territory.

Sister Nations:

Resource Development staff have been collaborating on proposed work for the OPG Coniston/Stinson projects with staff from Wahnapiatae. Resource Development staff have also met with staff from Sagamok Anishnawbek to discuss consultation processes and internal document management. Developing strong relationships with sister Nations is key to ensuring that industry and government are engaging in meaningful consultation in traditional lands shared by Nations.

Agreements and Negotiations

Atikameksheng Anishnawbek has and continues to be heavily impacted by resource development activity. There are nine operating mines, two mills, two smelters and a nickel refinery operating largely within the Red Line Boundary. The Crown has an obligation to consult and accommodate where there may be adverse impacts to potential or established treaty rights.

Atikameksheng Anishnawbek has gone through a process of vetting subject matter experts to assist and mentor AANT and the negotiation team in their ongoing efforts to negotiate a comprehensive agreement that maximizes the benefits for Atikameksheng Debendaagziwaad, whilst ensuring the natural environment is protected for seven generations. Impact Benefit Agreement (IBA) negotiation team members are recommended by AANT and approved by Council through a motion.

Highlights and Successes

Establishing relationships with proponents operating within Atikameksheng Anishnawbek Redline Boundary and in the traditional territory is important and a fundamental purpose of this department. Getting Atikameksheng Debendaagziwaad out on-site visits and tours at the different plants and projects is important to asserting Atikameksheng's position as a rights holder. This past fiscal year, the resource development department organized tours for Debendaagziwaad and staff to KGHM Victoria Project, Glencore's Craig Mine, NORCAT training Facility.

The Community & Resource Development Department will continue to develop relationships and create opportunities for AANT, Debendaagziwaad and staff to tour sites and learn about the resource development operations within the territory. The Department also continues to work closely with our Economic Development Corporation, Giyak Mishkawzid Shkagmikwe, on procurement and joint venture opportunities that will benefit not only the Nation as a whole but also Debendaagziwaad through employment and entrepreneurship opportunities.

Consultations and Project Updates

Aggregates:

Consultation regarding the Rintala Pit & Quarry Aggregate Resources Act (ARA) License that had begun in 2021 was completed in July 2023.

Also in July 2023, consultation began regarding an ARA permit application submitted by Future Wood Products for an aggregate pit near the east end of Agnew Lake. Consultation has featured significant and meaningful engagement with T. Bell Transport as representatives for Future Wood Products, including a site visit on November 22, 2023, as well as consultation with the Ontario Ministry of Natural Resources and Forestry (MNRF) regarding the Crown Land Use Policy Atlas (CLUPA) amendment required to allow new aggregate operations at

the proposed location. Consultation continued into the following fiscal year. Opportunity exists for an agreement with both proponents.

Energy:

Consultation was completed with respect to the Ontario Power Generation (OPG) Coniston and Stinson Generating Station (GS) Life Extension Projects in Spring 2024. Staff subsequently conducted a traditional use vegetation assessment at the Coniston GS and provided related recommendations for restoration of the laydown area required for the Life Extension Project and for invasive plant management at the site generally.

Forestry:

Community and Resource Development staff continued to build strong relationships with Northshore Forest, Spanish Forest, Sudbury Forest, and Timiskaming Forest this year through consultation regarding Annual Work Schedules (AWS) and Forest Management Plan (FMP) revisions and participation in forest audits during the summer of 2023.

During AWS review in early 2024, the Community Consultation Lead collaborated with the Environmental Manager to introduce the forestry sector to our Guardians Program and establish a plan for the Senior Lands Guardian to conduct site assessments on forest harvest blocks.

Mineral Exploration:

A total of nineteen (19) early mineral exploration plans and nineteen (19) early mineral exploration permits had been subject to consultation during the 2023-24 fiscal year. Following the completion of our Robinson Huron Waawiindamaagewin (RHW) traditional land use and occupancy study (TUOS) in Spring 2023, plan and permit review involves identifying overlapping or adjacent TUOS values and other environmental values and soliciting feedback from the Debendaagziwaad by sharing information in the weekly community flyer.

An interesting project requiring consultation this year was a proposal by Environmental Tailings Corp. to recover gold from the tailings at the Scadding Gold Mine and complete rehabilitation of the tailings management area.

City of Greater Sudbury:

Community and Resource Development occasionally interacts with the City of Greater Sudbury for consultation on public works requiring an environmental assessment. Staff also contributed to the 30x30 Task Force and the OECD Conference Working Group.

Long Lake Gold Mine Rehabilitation Project:

Engagement and collaboration with the Ministry of Mines (MINES) with respect to the Long Lake Gold Mine Rehabilitation Project continued throughout the year, including two community consultation sessions, one

specific to the Heritage Impact Assessment (HIA) and another for a project and environmental assessment update.

Negotiations Update:

SUMMARY OF RELATIONSHIP AND BENEFIT AGREEMENTS

2210985 Ontario Limited

Agreement (s): Resource Extraction Agreement – November 20, 2018.

Projects: Aggregate Pit/Quarry in Drury Township

Day Group

Agreement (s): Resource Extraction Agreement – August 9, 2017.

Projects: Aggregate Pit/Quarry in Levack Township

New Project: Aggregate pit/quarry in McKim Township (Application with MNRF currently)

Glencore Canada – Sudbury Integrated Nickel Operations (Formerly Falconbridge)

Agreement (s): Memorandum of Understanding – December 20, 2017

Existing Mines/Operations: Nickel Rim South Mine, Strathcona Mill, & Fraser Mine

New projects: Onaping Depth Project, Victor Project (Vale & Glencore JV)

KGHM International (FNX) (Formerly Quadra FNX Mining)

Agreement (s): Memorandum of Understanding – December 16, 2011; Advanced Exploration Project Agreement (Victoria Project) – November 7, 2014

Existing Mines/Operations: Levack Mine and McCreedy West

New Projects: Victoria Mine Project

MacDonald Mines Exploration Inc

Agreement (s): Memorandum of Understanding – May 24, 2019

Project: Early mineral exploration for Jovan and Powerline Projects in Scadding, Street, Davis Townships

Vale Canada Ltd (Formerly INCO)

Agreement (s): Relationship Agreement – December 19, 2018

Existing Mines/Operations: Copper Cliff Complex, Garson Mine, Vale Copper Cliff Refinery, North Mine, Clarabelle Mill, South Mine, Creighton Mine, Totten Mine & Coleman Mine

New Projects: Victor project (Vale & Glencore JV), McConnell project (Garson mine expansion), Stobie project, Kelly Lake deposits

Wallbridge Mining

Agreement (s): Memorandum of Understanding – March 24, 2011

Projects: Wallbridge Mining sold its portfolio of nickel assets to Archer Exploration Corporation (in Nov 2022), which is now called NorthX Nickel. The company holds 37 properties comprised of 309 square kilometers within 1412 mining titles located within the traditional territory; Broken Hammer Rehabilitation Project.

Details on each of the above noted agreements including benefits, commitments and obligations of each party are confidential and details can be provided to Debendaagziwaad upon request.

Mino Bimaadiziwin Department

Director of Mino Bimaadiziwin

The Department of Mino Bimaadiziwin was officially **founded on January 1, 2024**, and they are responsible for the vision and direction of the department, ensuring it is in line with the Atikameksheng Anishnawbek Community Comprehensive Plan and Atikameksheng Cultural Practices.

Oshkaabewis (Helper)

The Oshkaabewis is responsible for assisting with direct and indirect cultural services for the community, staff and external partnerships. Ensures that the department has the resources, materials and supplies required for the delivery of culturally appropriate needs. Programs and services are based on referrals, cycle of the seasons, facilitation of teachings/ceremonies, and collaborate with staff and external partners/agencies/organizations based on needs.

Highlights and successes throughout 2023-2024 include providing traditional opening and closings for various events, Sacred Fires for community, the establishment of the big drum group known as “Waasakwa Singers”, caretaker of the Teaching Lodge, support/coordination of Traditional Healers and the Onboarding Presentation for new staff.

Anishinaabemowin Program

The Anishinaabemowin Program is to develop a language learning approach for community and staff. To support fluent language speakers to increase their use of language and to assist with and/or teach the language in the community. Efforts in preserving Atikameksheng dialect through audio and visual means.

Highlights for the year included Language Class development, weekly language nights in the community, bi-weekly language nights at the hub, weekly Early Years Language programming, and completing requested translations/interpretations.



Anishnaabe Aadziwin Team

The Anishnaabe Aadziwin Manager is responsible for monitoring, management, and strong leadership of the Anishnaabe Aadziwin workers. Also to ensure that the delivery of the land-based program and services are in spaces to allow healing, options for healthier choices and ongoing evaluation is coordinated. The Manager is also responsible for Sacred Grounds use, including the Fire Arbor and

Chalet.

The Anishnaabe Aadziwin workers are responsible for coordinating land base programs in the Traditional area of Atikameksheng and that will encourage harmony and connection between community members and nature.

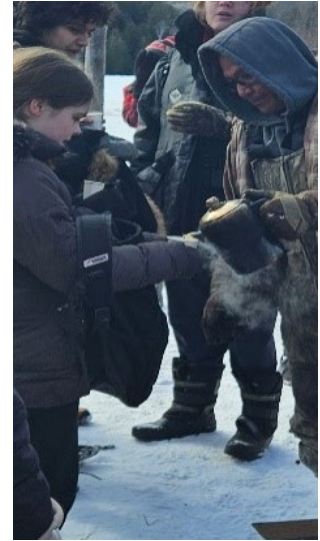
Department Goals

Chapter 1. Recovering Language, Historical Memory and Cultural Foundations

- Goal 1. To reconnect Atikameksheng Anishnawbek citizens to the knowledge of our history and an understanding and appreciation of our traditions.
- Goal 2. To re-establish our Anishnawbek cultural and spiritual practices and ceremonial life in the heart of our Nation
- Goal 6. To Build Anishnawbek traditional knowledge and wisdom teachings in our nation building process

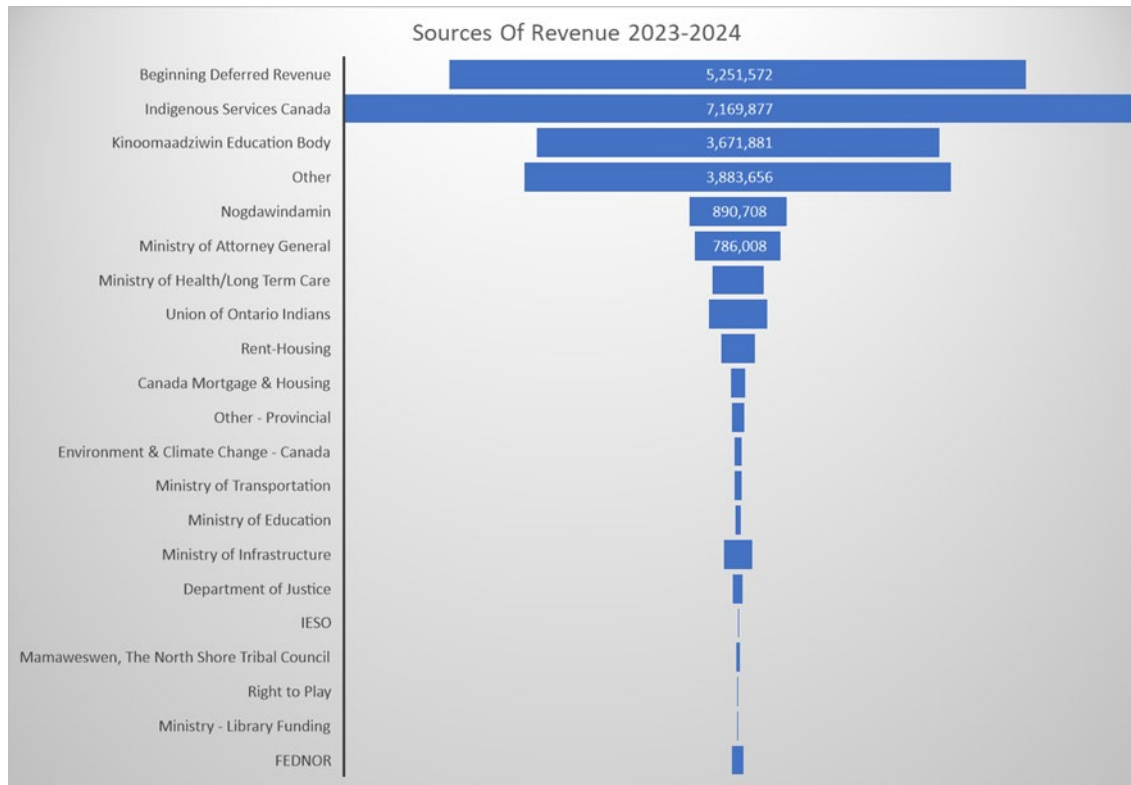
Chapter 6. Lifelong Learning

- Goal 1. To establish an Atikameksheng language culture and history learning initiative to serve the needs of all citizens regardless of where they live as well as the programs and services of the Nation

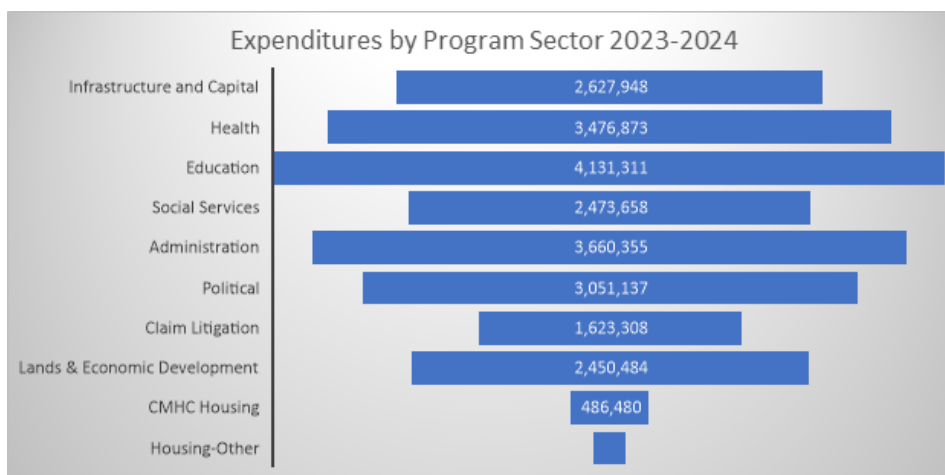


Finance

Financial Results



Total Revenues before deferred contributions	\$18,746,370
Net Deferred Revenue (Monies brought forward to Fiscal Year 2024 - 2025)	\$540,022
Total Revenues recognized in Fiscal 2023 - 2024	\$23,997,942



At the end of the fiscal year, we were in a surplus overall by \$1,204,989.

Other Finance and Administration Accomplishments

Financial and Financial Governance Policy

Atikameksheng Anishnawbek obtained a Financial Management Board System Certificate in 2023 and continues to strengthen the Financial Governance Policy by reviewing with the Finance and Audit Committee.

A Nation in good standing with the First Nation Financial Authority provides the opportunity for Atikameksheng Anishnawbek to access low-cost loans (debentures) in the same way other governments in Canada. This access is important when it comes to funding infrastructure and economic development projects.

2023-2024 Audit

Atikameksheng Anishnawbek has a year-end March 31. We are required by our Debendaagziwaad and various funding agents to have our books and records audited by an independent, licensed auditor. Our auditor on record is Freelandt Caldwell Reilly (FCR), they will be the auditors for the 2022-2023, 2023-2024, and 2024-2025 as approved by motion March 26, 2023. A request for proposals will commence for the 2025-2026 fiscal year.