



Cree First Nation of

WASWANIP

ANNUAL
REPORT
2017-2018







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Vision and Mission



VISION

The Cree First Nation of Waswanipi is a sustainable and prosperous Nation within the global environment; it remains strong and healthy by preserving our Cree way of life.

MISSION

We are a self governing people. Our identity is reflected in a distinct system of Government, laws, philosophy, language, culture, heritage and customs. We are a proud Nation with strong values, traditions and beliefs.

We are the caretakers and the guardians of Waswanipi Cree Lands. We work together to provide a prosperous future for generations to come. We respectfully pass on our knowledge and expertise.

We are good citizens. We support and respect each other.

We protect and promote our culture through the wisdom and teaching of our Elders.

We provide an economical, beneficial, and sustainable environment and society.



From left to right: Andy Metabie, Allen Cooper, John Jolly, Deputy Chief Mandy Gull, Chief Marcel Happyjack, Marlene I. Kitchen, Marcel Martin, Bianca Albert, Michael Grant

Chief's Message



Marcel Happyjack,
Chief

The past four-year term has been very challenging and demanding regarding the status of our local governance. Our governance strategy has been successful in meeting these challenges and making necessary changes to meet the requirements and modifications for our departments, employees and for the people.

Back in December 2017, the Cree First Nation of Waswanipi received a letter from the federal government to our

Management Action Plan. The content of the letter was to inform the CFNW that they will no longer monitor the implementation of our Management Action Plan. This is a positive achievement and was a collaborative effort from all those involved in working with the MAP.

One of our greatest achievements was bringing down our debt of \$3,835,224.00 in March 31, 2018.

As of today, a total of \$8,160,024.00 debts have been recovered.

Also, back in November of 2017, the CFNW appointed a new negotiating team to represent them at the Impact Benefit Agreement (IBA) negotiations with Osisko Mining. A Cree Nation Government (CNG) representative also sat at the negotiating table. Our local Council appointed Mr. Jack Blacksmith as lead negotiator, along with Director-General,

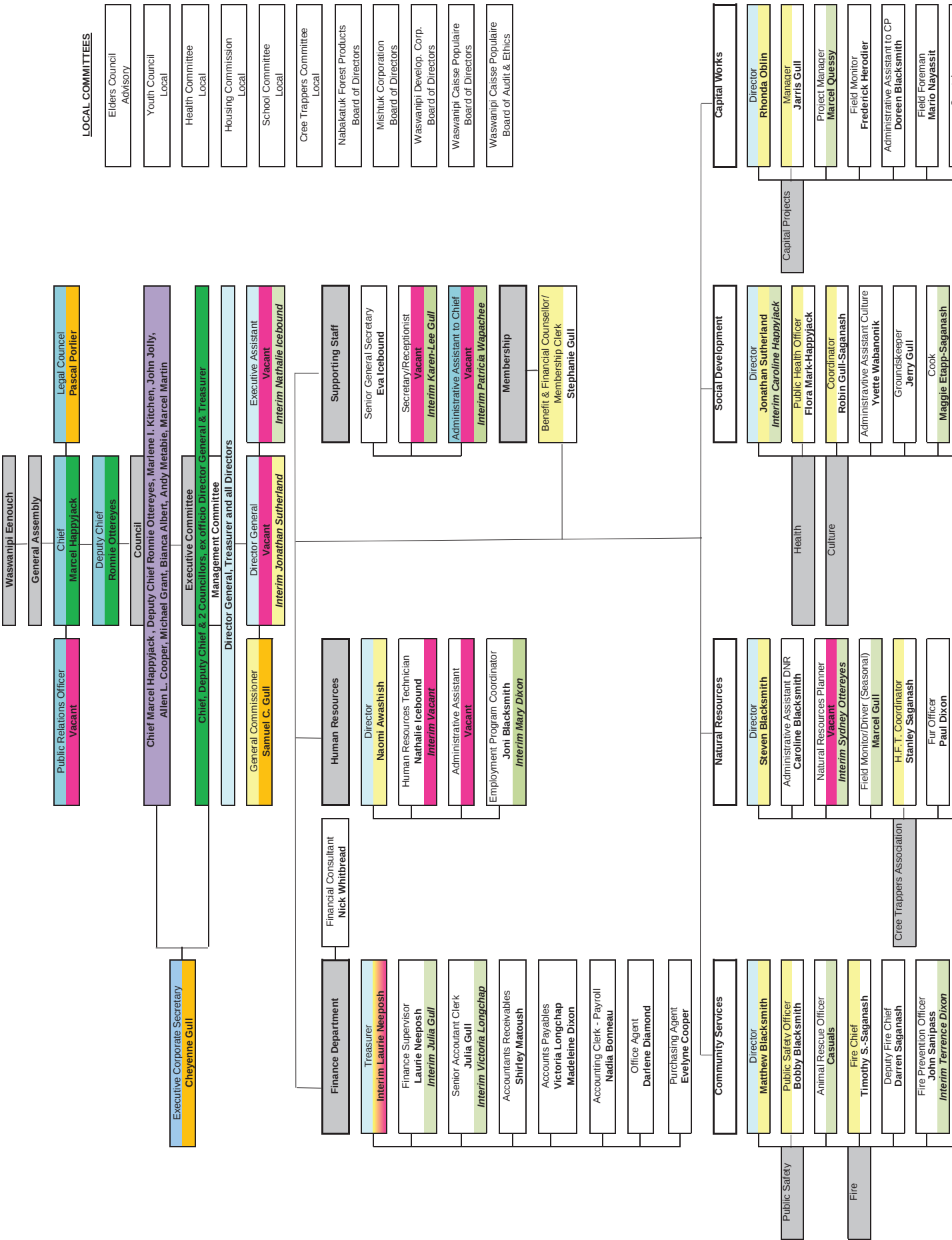
Mr. Jonathan Sutherland and our Human Resources Director, Ms. Naomi Awashish. The first meeting was held on December 19, 2017 in our community.

Private housing has been a new development and a new direction to address the lack of housing. We expect new units to be built in the community, and for individuals who can purchase these private homes.

The local Council approved the much-needed Cree Trappers Association policies to assist our hunters, trappers and fishermen. Tallyman ship and stewardship of hunting grounds is of great significance.

I must thank the past local Council for their involvement and work during our governance together. Each member had much to share and wisely make difficult and challenging decisions. I also, thank all our people for trusting us and directing our plans and endeavours.

Cree First Nation of Waswanipi
Governance Structure



Captain Timothy Happyjack Terrence Dixon <i>Interim Tiffany Happyjack</i>	Field Monitor/Driver Roderick Happyjack	Economic Development	Economic Development Officer Marlene I. Kitchen <i>Interim Marlene S.-Dixon</i>	Caretaker Allan J. Cooper
Lieutenant Frank Dixon <i>Interim John Saganash</i> <i>Interim Tiffany Happyjack</i> <i>Interim Terrence Belanger</i>	Radio Operator Christopher Happyjack		Administrative Assistant to EDO Marlene Sam-Dixon <i>Interim Vacant</i>	Commissioning Supervisor Kenny Cheechoo
Announcer/Broadcaster Charlie W. Ottereyes	Secretary/Receptionist (C-FA) Serena Snowboy		Office Agent Rachel Diamond	Zoning & Insurance Liaison Officer Sally M.-Cooper
Office Agent Nelson Martin	Niskamoon Coordinator Marcel Happyjack <i>Interim Joshua Blacksmith</i>	Social Assistance	Social Assistance Administrator Diane M. Cooper <i>Interim Melinda Gull</i>	Manager Bruce Saganash
Computer Technician Casuals/Contract	Forest Enhancement Coordinator Norman Ottereyes		Administrative Assistant to SA Melinda Gull <i>Interim Larissa Cooper</i>	Garage Monitor Kevin Gunner <i>Interim Willie Ottereyes</i>
CHFC Manager Jacob Ottereyes	Manager Vacant <i>Interim Michel Ares</i>	Wellness	Wellness Coordinator Caroline Happyjack	Operator Jerry Stephen Steve Coulombe
CHFC Operational Supervisor Marcel Rupert	G.I.S. Operator Georgette Blacksmith		Cook Mary Ann Otter Mary Jane Otter	Garbage Truck Operator Albert Trapper Ernest Saganash <i>Interim Jocelyn Niqay</i>
CHFC Operational Staff Clarence Trapper <i>Interim Shane Weichold</i> Mark Cheechoo	Field Monitor (1) Dennis Gull	Suicide Prevention	Suicide Prevention Officer Jack Otter	Mechanic Nathan Martin
CHFC Attendant Jimmy Happyjack Benjamin Ottereyes	Forestry Advisor Michel Ares	Brighter Futures	Brighter Futures Coordinator Nellie Icebound	Office Clerk Calvin Gull
CHFC Customer Services Supervisor David Happyjack	Local Environment Administrator Johnny Cooper Jr.		Brighter Futures Assistant Glorianna Neeposh	Wastewater Operator Allan Happyjack Jr.
CHFC Customer Services Attendant Terrie-Lyne Blacksmith Danielle Grant	L.E.A. Assistant Vacant <i>Interim George Ottereyes</i>	Youth	Youth Chief Aaron Happyjack	Water Operator Willie M. Ottereyes
Leisure & Sports Coord. Charissa Happyjack	Coordinator Jackie Barney		Youth Development Coordinator Vacant <i>Interim Dallas Blacksmith</i>	Maintenance Foreman Vacant
Leisure & Sports Program Agent Amy H/Jack-Cooper			Administrative Assistant Rosi Jolly	Building Caretaker Jack Happyjack
Leisure & Sports Attendant Willis Rodgers Kyle Blacksmith			Youth Center Activities Program. Alex Cooper	Maintenance Stanley Mlanscum Albert Blacksmith
			Manager Aaron Happyjack	Janitor Betsy Happyjack Dorothy Longchap Wabin Gull-Cooper
			Secretary/Receptionist Daisy Ottereyes	Administrator Flora Gull
			Maintenance Kevin Martin	Senior Accounting Clerk Sandra Icebound
			Maintenance Vacant	Accounting Clerk Vacant
			Evening Attendant/Janitor Mario Lord Jr.	Information/Collection Agent Jack Ottereyes
			Evening Attendant/Janitor Naveron Cooper	Private Housing Officer Henry Dixon
			Night Attendant/Janitor Casuals	Maintenance Coordinator Vacant <i>Interim Matthew Ottereyes</i>
		Social Extra Resources	Night Attendant/Janitor <i>Interim Roy Ottereyes</i> <i>Interim William Kitchen</i>	Preventative Maintenance Matthew Ottereyes
		Elders/Tourism	Elders Coordinator Irene Otter	Carpenter/Maintenance Claude Gull Joshua Mathias
			Elders Driver Johnny Awashish	Maintenance/Plumber Neil Gull
		Planning/Programming	Planner/Programmer Erica Ottereyes-Eagle	Electrician/Ventilation Terry Kitchen
				Warehouse Clerk Curtis Blackned
				Inspector Casual Contract

LEGEND
LEGISLATIVE
ADMINISTRATIVE
DEPARTMENT HEAD
DEPARTMENTS
ELECTED
APPOINTED
VACANT
PERMANENT
TEMPORARY

Report from the Director General



Jonathan Sutherland,
Director General

The office of the Director General is proud to share the 2017/2018 annual report. I encourage you to read each section, as they are a reflection of the hard work our individual departments have undertaken. Each of the Directors have proudly highlighted their respective department's key activities and accomplishments over the past year.

Below are two key items I would like to share with our community members. One will impact the way we conduct our affairs and the other is an opportunity for us to move forward and take the first steps towards Self Government.

The Management Action Plan was enacted by Indian and Northern Affairs of Canada (now called Indigenous Services Canada) on April 2014, as the Cree First Nation of Waswanipi had accumulated a deficit of \$8.9 million. The finance

committee created a Management Action Plan. The administrative section was implemented through the office of the Director General to help recover the existing cumulative deficit and ensure compliance with funding agreements. Through this process, the Good Governance and Financial by Law was developed, adopted and passed by the community members.

For the third quarter of the fiscal year of 2017-2018, with the collective effort of the Administration and the Governing body, the Minister deems us financially responsible and has released us from the Management Action Plan. We are no longer under the close monitoring and scrutiny of Indigenous Services Canada. I would like to thank all the Directors, Coordinators, Managers

and staff for their commitment and support of this recovery plan; this is a major turning point in our history as we can now move forward in developing new priorities and positions and managing our own affairs.

The other main legal framework that will have an impact on the way we conduct our affairs in the future was the signing of the Cree Nation Governance Agreement, on July 18, 2017. With the new Governance Agreement, we the Cree Nation of Waswanipi will now be responsible for reporting directly to the Cree Nation Government and no longer the Minister of Indigenous Services Canada. It is a positive step towards Self Government for the Cree of Waswanipi and the Cree Nation as a whole.



Administration



Laurie Neeposh
Treasurer

FINANCE REPORT

The Finance departments goals are to provide assistance and support to all the needs and requests of the Band members of Waswanipi and to provide accurate and

timely financial information to Chief and Council, the Executive Committee, Directors and Project Co-ordinators in order to assist in the decision-making process.

In 2016-2017 the department was reorganized to improve operations. Instead of having a staff member responsible for all aspects of accounting for a specific fund, staff members were given specific accounting functions such as Accounts Payable and Receivable Clerks. 2017-2018 was the first full year of this reorganization and an improvement in the efficiency of the department was very noticeable.

An objective of 2017-2018 was to have better accountability and control of the Residential User Fees. An Accounts Receivable sub ledger account was opened for each Band and C.M.H.C. Housing Unit in order to keep an accurate record of specific amounts owing. Considering the amount of housing units in the Community, this process was very time consuming to set-up, but was completed with success.

As the Community grows, the responsibilities of the Finance Department grows with the addition of new departments and projects. This is a challenge that the department is ready to accept.





Naomi Awashish
Director of Human Resources

HUMAN RESOURCES

I am pleased to present a report on the activities of the Human Resources department of the Cree First Nation of Waswanipi to the members of the community for the fiscal year of 2017-2018 which has been an assortment of new and interesting challenges.

The Human Resources department is comprised by the Director of Human Resources, Naomi Awashish, the Administrative Assistant, Elisa Icebound and the Employment Programs Coordinator, Joni Blacksmith.

The main objective of the department is to implement the office policies of the Cree First Nation of Waswanipi in fairness and consistency to its full-time permanent, full-time temporary, part-time temporary, contractual, seasonal, elected, appointed

employees which totals 238. We have printed a total 575 T4 slips for the year 2017.

Moreover, we would also like to take this opportunity to recognize and acknowledge the commitment of all employees to achieving our primary goal which is to serve the community to its fullest and at its best.

The Human Resources department has been providing services not only to all the employees of the organization but to all the members of the community in search of employment and/or training. The Employment Programs Coordinator manages the following programs;

1. Youth Work Experience Program
2. Community Employment Skills and Partnership Program

3. Summer Work Experience Program
4. Adult Summer Student Program
5. Part-Time Work Experience Program
6. Limited Ability Work Experience Program
7. Continuing Education and Work Experience Program

In conclusion, we would like to once again thank all who have supported and helped realize the Department's goals and objectives. We look forward to another year of challenges and successes as the Department of Human Resources continues to serve and provide the members of the community with its needs for employment and training.



M. Neeposh



MEMBERSHIP

(Stephanie Gull, Membership Clerk and Financial Benefits Counsellor)

As our community growing annually, the membership department has the responsibility to ensure the continuous updating of our local beneficiary list and issuance of Certificate of Indian Status.

As of March 31, 2018, we have a total of 2,410 registered Waswanipi Cree beneficiaries. However, we have a total of 1,895 Cree beneficiaries living on reserve.

The other 515 individuals are either living off reserve or in our neighbouring communities.

During this fiscal year, we have had 26 births and 12 deaths.

The Membership Department also offers Financial Benefits Counseling services which includes annual income tax reports, old age security pension benefits, child tax benefits and/ or any other government benefits available.

Our goal is to serve you adequately and to provide you with comprehensive information.

We encourage community members to register your children as soon as possible when they are born as the annual funding that we receive from the Cree Nation Government is calculated based on the number of community members registered in the preceding year.

Thank you.

Community Services



Matt Blacksmith
Director of Community Services

It is an honor to submit the Community Service report for 2017-18. As Director, my role is

to meet the needs and demand of the departments through positive feedback and especially through teamwork. Everyone's input is key to many of the successes in 2017-18.

One of the highlight from my office was sending a delegation to Beijing, China for the official planning of the 2022 Olympics. Several community members participated through a cultural exchange project with a group from St-Adele, QC. This was quite an experience!

Towards the end of the fiscal year, we had the privilege to work with Osisko Mining in obtaining jackets for ALL our hockey and broomball teams, including the Chiefs and Eagles adult teams. Thank you to Eva and Alex for their tremendous contribution towards this special and very kind gesture.

Here is an overview of what has been accomplished in the departments under Community Services.

COMMUNITY HEALTH AND FITNESS CENTRE



Another year has passed and the Community Health & Fitness Centre continues to improve. We are focused on bringing good and positive services to our clients in a clean and well-maintained

building. We focus on our new and current staff by providing training and helping them grow. We look forward to the new swimming pool that is being constructed in the coming year.

Here are some of the highlights from 2017-2018:

1. Transfer of the Parks & Recs
2. Purchase of new equipment for the Outdoor (Park & Recs)
3. Successful strategic planning sessions
4. Low rate of incident report
5. Successful catering of healthy food with continuous canteen services
6. Reliable day to day operations and maintenance
7. Delivery of successful recreational activities, events and programs for all ages

LEISURE & SPORTS SERVICES (LSS)



LSS delivers and implement activities, events and programs at the Community Health & Fitness Center (CHFC) for community members of all ages. The department oversees a variety of leisure, sports and recreational gatherings through our programming and community events. Some of the highlights for our children and youth for the year were MSA Outings, Cree Minor Hockey and Broomball, and Minor Softball Tournaments in collaboration with the Minor Sports Association (MSA). Each year, the MSA and LSS organize an annual banquet and awards for all registered minor hockey and broomball players where players in both hockey and broomball are recognized and celebrated.

Our Summer Camps and Programs consists of the following:

- Rising Stars delivers the multi-sports, track and field, softball and basketball camps.
- Soccer Program with 2 soccer teams
- ActivNation delivered the annual hockey and broomball programs
- Our local teams (Chiefs Hockey) and (Eagles Broomball) provide development hockey and broomball camps and programs for children
- Tigori's Karate runs the school-year karate programs

LSS also engages in adult programming for the community including: Hockey and Broomball; Softball Leagues; Basketball and Volleyball; Low Impact Fitness Program; Outings and Tournaments (Senior hockey, broomball, Sibi Cup, softball, basketball, volleyball, traditional and cultural summer games)

We also coordinate a number of community events such as: Waswanipi Day (Community Anniversary); Canada Day; Chiiwetau Traditional Gathering; Halloween Festivities; Christmas Festivities; and New Year's Celebrations.

Thank you to all the people involved in the planning and coordination of our activities and events.



FIRE PROTECTION DEPARTMENT



Our three (3) major functions as the Fire Protection Department are administration, operations and fire prevention. Our Firefighters consist of 27 members with 5 Full-time, 2 Employees under a Funded Program and 20 volunteers. Some of the notable accomplishments in 2017-2018:

- Fire Chief Stringer was invited to the **House of Commons** to let the Government know the realities of First Nations Fire Departments
- FireSmart Canada is a national initiative to help communities understand and address potential of wildfire in homes and communities. Waswanipi is the first community in Quebec to achieve FireSmart Canada in 2017
- We have two Certified Instructors: Tim Stringer-Saganash Fire Chief and Darren Saganash Deputy Fire Chief

- Two local firefighters obtained their National Fire Protection Association Standard 1001
- First Responder Certification
- Community assisting
- Fire suppression
- Attended various meetings (local, Cree Nation Government, Canadian Association of Fire Chiefs
- Fire Prevention Educational and Preventive Sessions. Our Firefighters and volunteers spend countless hours in the community, supporting various fundraising events and charities. Our goals are to support those who are in need as well as enhance quality of life for all.

The Fire Protection Department is dedicated to making a positive difference in the lives of the people we serve and protect.

PUBLIC SAFETY

- **Dog Vaccinations.** Public Safety Department and MAPAQ organized a dog vaccination clinic in the community and 78 dogs were vaccinated against rabies.
- **Animal Control.** Received and responded to complaints concerning animals which were at large, stray, vicious, abandoned, creating a nuisance and/also finding them a new home as part of the adoption program.
- **Emergency Measures Program.** Four band employees participated in a full-scale exercise in Quebec City, organized by AANDC (now called Indigenous Services Canada) and the Notre-Dame-de-Foy College. 3 of our employees also took the Risk Management and Emergency Planning for First Nations training in Montreal.



In closing, I would like to thank everyone involved in the delivery of services through activities, events and programs from ALL the departments under community services. Without your support and committed we would not be able to accommodate the needs from our community members. Keep working for the people.

A special thanks to ALL the employees who took the time to write up their annual reports 2017-18.

- Jacob Ottereyes-CHFC Manager
- Clarissa Happyjack-Leisure & Sports Services Coordinator
- Tim Stringer-Saganash-Fire Chief (Fire Protection)
- Bobby Blacksmith-Public Safety Officer



Natural Resources

Departmental Report



Steven Blacksmith
Director of Natural Resources

HUNTING, FISHING, TRAPPING

(Stanley Saganash, Coordinator)

I am pleased to submit our Annual Report for the fiscal year of 2017-2018 under the Hunting, Fishing, and

Trapping Department for the Cree First Nation of Waswanipi. Here are briefly what we have implemented for that fiscal year mainly on;

- CTA constructed 9 cabins in summer 2017 under ISP CTA NRA, Cabin Employee Program, and Eeyou Yuitun Fund,
- Last Spring 2017 CTA gave gas to Non-ISP Members approximately \$30,000.00 worth of gas 111 members,
- CTA contributed \$25,000.00 in the Winter Arts Festival/ Pepun Eenou Yutuini and this event was a success,
- CTA and Trappers' Committee worked on the CTA Policy during their 4 year term and Chief and Council adopted the

CTA Policy on May 2018.

- CTA provided gas subsidy to all ISP members 3 times and distributed the gas in April, September and January, approximate value around 100,000\$.
- CTA assisted ISP Members in equipment subsidy and repair subsidy.

Cree Trappers' Association has an important role to play in maintaining and protecting our Cree Way of Life and to ensure that our traditional practices continue. I would like to thank the Cree First Nation of Waswanipi for their continued support.



FOREST ENHANCEMENT

(Norman Ottereyes, Coordinator)

At the local level, we do the coordinating of all projects and do the monitoring when the projects are done.

The highlight for the F.E department is when I went to the Toronto Boat Show in 2017. I met a company from Tweed, Ontario and asked for two quotations for a 16' boat with a trailer and one with 30 HP motor. Once I got the two quotes, I submitted them to CNG for approval.

There are currently 62 trap lines for 2018-2019. In 2017, we purchased

equipment for all of the trap lines, up to a maximum of \$10,000 each totalling 620,000.00\$. Each trapline received 25,000.00\$ that year, totalling 1,550,000.00\$ for all traplines. Next equipment purchase will be in 2020.

We have until February 2019 to submit all the proposals from each trap line for the fiscal year 2018-2019. To finish the projects, the final deadline is June 2019. In July 2019, CNG will be doing their spot checks for 3 trap lines.

FOREST AUTHORITY

(Michel Ares, Interim Manager)

Waswanipi Category 1 land management is one of our major mandates as specified in BCR 094. More precise inventory is needed to achieve the state of the regeneration, to plan an intensive and comprehensive non-commercial silviculture budget and to complete the five-year management plan 2019-2024. Other resources are also needed to update the five-year management plan such as the purchase of new aerial photography. We prepared several scenarios to the council regarding category I land forest harvesting for 2017-18. Our recommendation remains that until a complete intensive silviculture plan is done and included in a comprehensive five-year plan no harvesting should be done on category 1 land.

Two other projects initiated in 2016-17 are also part of our mandate on category 1 land. These include the carbon credit assessment project on category 1 land and the marten monitoring-youth program. This project was funded by CHRD and SFI Inc. This initial project was downsized in order to respect the available funding. A final report was produced for this unique initiative..

Other mandates were given to the forest authority department. These mandates include TGIRT VOIC preparation, Road H-I



COMEX recommendations, the Mishigamish conservation area project, woodland caribou protection plan, mining exploration activities, the Waswanipi lake campground and other issues on Waswanipi territory.

Finally, the main activity of our department remains to support the joint working group (JWG). This includes providing support for the geodatabase management and update and consultation meetings preparation and follow-up. We were also involved in the analysis and the implementation of amendment No. 6 (finally agreed to in September 2017). Many aspects of this new agreement are still not available Wildlife habitat directives, mixed stands development strategy, unregistered biological refugees, etc. even though MFFP was committed to deliver by April 2018. We applied the new agreement while being under pressure by the MFFP for the

consultation of the PAFIO (5 years)¹. We took time to consult the tallyman on the draft PAFIO including issues and concerns by tallymen related to residual forest location, road network, spawning sites and harmonization measures. We provided internal spatial analysis on the state of the Cree wildlife site of interest (25%), the state of the forest mixed stands (in and out the 25%) area and the unregistered biological refuges. These analyses showed how much the Cree wildlife sites of interest are disturbed and how threatened are the remaining old mixed forest stands specially in the 25% area. All this analysis was done for the entire Waswanipi territory and classified per MU and trap line. Many reports were produced and reviewed by the JWG (30th day report). We accomplished a lot of work in forestry, land and land use management for the best interest and benefit of the community.

ENVIRONMENT

(Johnny Cooper Jr., Local Environment Administrator)

Environment Department has been active in keeping the community clean and going Green.

We started with the community clean-up with all of the employees in administration as well as employees at the Cree School Board and Cree Health Board involved in the initiative. We continue to do the water testing for the community to ensure safe drinking water for the whole community. We work closely with Public Works as we continue to the next phases of water treatment and distribution.

The recycle program is still on-going with the drop off program coordinated from the office as well as the bin located at the Band Office parking lot.

We also started analyzing a long term recycling program where we would provide recycling bins for each house, entities and businesses. We would pick up the recycled items and drop them off at the recycling containers. We are hoping to start this project in 2019.

We continue to monitor the dump and also the community for any hazards and contaminates. We also do follow-up on requests or concerns from community members or anyone who sees something that could affect the community environmentally.



MINING

(Jackie Barney, Coordinator)



- GeoMega – PDA – this agreement has expired
- Bonterra/Metanor – Memorandum of Understanding (MOU), Mining Exploration Agreement (MEA) and IBA with Metanor
- IAMGOLD – MEA – they are willing to sign but will meet after Chief is elected

The Mining Section accomplishments are based on the number of agreements signed with the mining companies. The following agreements have been signed with Waswanipi so far:

- Osisko – Impact Benefits Agreement (IBA)/ Pre-Development Agreement (PDA)

The following are the functions and duties for Coordinator's position: implementation of agreements, IBA, MEA and PDA; assisting in Negotiation Process when required; work with and attend the multi-community Coordinators sessions implemented by CNG; and to

better inform the community and Tallyman of all developments and updates.

Community has approximately 150-160 potential mining sites/ companies working within the Waswanipi territory. Companies are carrying out exploratory work at most times. This exploratory work determines if a mine and or camp will be formed. Prior to the exploratory work, the companies are obligated to obtain a permit from the Minister of Forestry and Parks (Ministère **des Forests, de la Faune et des Parcs**). The band is informed through this office as well as the Tallyman on which the exploratory work will be carried out.

NISKAMOON

(Joshua Blacksmith, local Niskamoon Officer)



Wachiya. I would like to take a moment to say hello to all! It is with great pleasure to submit to you my annual report for 2017-2018

March 2017 is when I began working under The Natural Resources Department as your Local Niskamoon Officer. It is my duty to give feedback about our Niskamoon Projects. First of all I would like to thank The Cree First Nation of Waswanipi for having the trust in selecting me as the Local Niskamoon Officer. The mission of the local Niskamoon Officers is to provide a wide range of office support services, operations and functions to our local land users and community members. Here are some information on certain projects that I thought benefitted our people, our community, and most importantly our culture.

At the beginning, one of my main tasks was to complete overdue projects, submit past project reports, and then move on to submitting brand new projects for our Tally-man and our community.

Old Post Gathering: It's always good to bring back this community event at its original location the Waswanipi Old Post. After 2 years, this event was funded by Niskamoon Corporation. It was a successful event for our people and there were many participants day in and day out. This event also employs our Elders who are traditional knowledge keepers. During the event, Niskamoon also funded the Traditional Fishing Project, Paddle and Axe Making and both these projects were facilitated by the people of Waswanipi. The purpose of these projects is to promote Cree traditional knowledge and skills that can be passed down to our future generations.

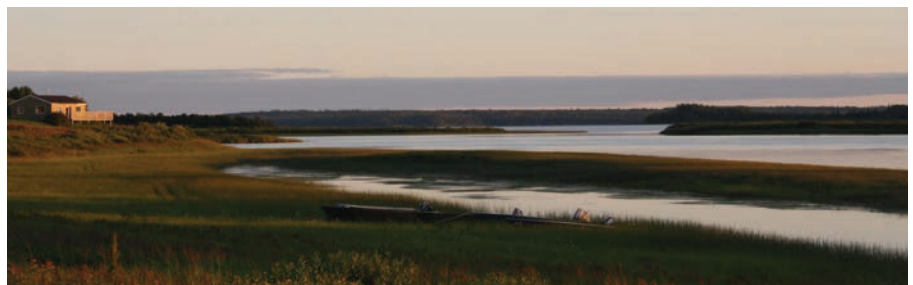
Trans-Eeyou Istchee Regional Multi-Purpose Trail: This is an on-going project. I can say that this was something new to our Tally-men and it was also brand new to me. It was quite the experience coordinating this project, connecting trails, planning with the Tally-man, where and how the trail will go. This project is one of the popular ones that have been introduced since I began in March 2017.

I am already excited to prepare for the upcoming projects.

Elders Woodcutting: Each year Niskamoon funds this project for the community of Waswanipi. Elder's woodcutting was a success this year; I was getting a lot of positive feedback from our local elders. This program is designed to help our community members that are living in the bush year round. It gives our Elders an opportunity to continue a traditional way of life on their respective trap-lines. Employment was also created within the community.

I now have a better understanding of how funding and projects operate, and our Cree Way of Life is something I will always promote while working under CFNW and Niskamoon. Overall, the projects were a success and I want to thank the Cree First Nation of Waswanipi for their continued support.

As always, I look forward to another wonderful year.



Social Development

Department Report



Caroline Happyjack
Interim Director of Social Development

WELLNESS

(Caroline Happyjack, Wellness Coordinator)

Wellness focuses on the following: promoting healthy lifestyles; provide workshops for community members; support community members and refer them to the appropriate entities in the area of their needs; and assist the suicide prevention coordinator when help is needed on suicide prevention. We also work in collaboration with Brighter Futures, Elders program and other entities in the community.

We have children's Lunch program geared for children going to school and also Meals on Wheels for the elders 55 plus (which is delivered to their homes twice a week) Lunch program has been running since 2004.

Children's Christmas goes on yearly; our list of children grows every year. We use to provide gifts for all children, for the last two years we have been giving out stockings to ensure all children get a stocking. We are very grateful for all the financial help that we receive from Waswanipi band employees.

We have AA meetings twice a week open to all who would like to come and join us. The meeting is run by community members. Sometimes we bring in speakers to share their life stories. We honor people on their anniversary by having cake and snacks.

Community garden started in 2006. Every year we have a small budget to do a community

garden. Last year we worked with a nutritionist from Waswanipi Cree health board and we gave out vegetable plants for people to take care of at their homes.

Over the year we have contributed financially towards activities in the community including women's wellness, men's wellness, Waswanipi day, Chiiwetau and helping community members to attend graduations for family members graduating from treatment programs.

Under Wellness we have one head cook, assistant cook covered by Brighter Futures, and the wellness coordinator.





SOCIAL ASSISTANCE

(Melinda Gull, interim administrator)

The social department is the last resort for income. We issue cheques twice a month, on the 1st and on the 15th for a new applicant. We also have a program called S.A.T (social assistant transfer).

S.A.T is when we transfer our client to work in other departments. We help cover the salary of the clients that are transferred to S.A.T.

YOUTH

(Dallas Blacksmith, Youth Coordinator)



The Youth Department of Waswanipi coordinates projects, workshops & activities for the youth of Waswanipi. We focus on all different types of programs such as Traditional, Healthy Lifestyle, educational & several more. We separate them into all four seasons.

We also had a Youth Canoe Expedition; we had 13 youth sign up for the expedition and was accompanied by three guides. The youth paddled from the camps of Lac Goeland to the river of Waswanipi. The journey lasted 10 days; it was a great experience for the youth that paddled thru this journey.



This year we introduced some new programs for the youth and is available to the community members as well. What started new this year was "Don't Fear the Podium" where we teach the youth not to be scared when talking in public.

In addition, we have the Eeyou Warrior Club, this is one of our programs that was very successful and it is still on going. We introduced this program to promote a healthy lifestyle for the youth. We hired our local youth Elijah Mianscum to run this program. We took 15 youth to the Spartan Race in Ottawa. Proud to say that all 15 youth completed the course.

For our activities at the Youth Center, we have an activities programmer that plans out our gym schedule. He hosts League games in sports such as Floor Hockey & Basketball, which are the two most popular sports at the Youth Center. We have board games, two ping-pong tables & a pool table that occupy them during the evening. We also have two electronic devices that we keep open for the youth in the evenings. We use them for gaming, showing movies as well. We recently starting doing social nights with youth men & youth women on every Monday.

BRIGHTER FUTURES

(Glorianna Neeposh, Interim coordinator)



Here are some of the success stories.

Waa Zah Zaa: provides meaningful workshop with our community. People enjoy coming to the self-care that includes: Manicure; Pedicure; Facials; Hair cutting; Massage; Therapeutic Touch; and One on One Counselling.

Lunch Program: provides hot meals for students who register in the Lunch Program. Limit of 40 elementary students are able to register every beginning of the school year

Summer Day Camp: provides interactive 6-week Summer Day Camp activities to children ages 5-12 to keep them occupied and allow them to explore. Every year we plan a trip with all the children who registered. This year we introduced some new programs for the youth and is available to the community members as well. What started new this year was "Don't

Fear the Podium" where we teach the youth not to be scared when talking in public.



ELDERS

(Irene Otter, Elders coordinator)

The Elders Department works with the Elder community programs/ Activities/Events. There are 155 Elders on our list which is updated every year in December. We also work closely with other entities on ongoing and upcoming projects/programs/Activities/ Events/Workshops to promote the benefits of having the Elders participate in the development and implementation of community projects/ programs such as: the Elder Council WCFN and other community Elders; in collaboration with other Entities of WCFN; Cree School board; Cree Health Board; Youth Council WCFN, S.R.V.T.C. (Vocational Training), and Youth Fusion; Regional Entities:

Niishiiyuu Council of Elders; Cree Women Of Eeyou Istchee with Grandmothers' Gathering

Elders Department & community Elders work to strengthen and promote capacities, procedures, and programs that were previously in place for the Elders needs. Examples: Woodcutting for Elders, Transfer of Traditional Knowledge.

Since the Department was created, we have also promoted on-going Elders' Abuse Awareness and developed a Meals on Wheels program to ensure that the Elders' well-being is taken care of. We serve hot meals two times per week to a maximum of 55 Elders.

The program closes during the months of July and August and for two weeks during Christmas Holidays. A Driver was hired and delivers the meals to Elders' homes and he also drives Elders to any Activity/ event/ meeting/ appointment/errand during the week. A van was purchased for to be used exclusively for the Elders. A budget was set aside for maintenance, gas/fuel, and salary.

Activities/ Events are planned with other entities under the Social Development. There are others that are planned in collaboration with Regional Entities as requested.

PUBLIC HEALTH

(Erika Eagle, Public Health)

Each year Public Health organizes the Waswanipi Health Fair. The Health Fair usually takes place in the month of February or March. During the event we usually have different departments and entities such as Cree First Nation of Waswanipi, Local Cree Health Board of Health and Social Services, local Cree School Board, local Department of Justice and

Correctional Services. The purpose of the Health fair is to bring holistic health awareness of programs and services that are available locally. Each year we make the health fair as educational and interactive as possible. We get between 100-150 participants from all ages. The Health Fair will continue to be an annual event in collaboration with different entities in the community.



ECONOMIC DEVELOPMENT

(Marlene S. Dixon, Interim Economic Development Officer)



The Economic Development Department focuses on the community's growth and expansion of local businesses. It is committed to assisting entrepreneurs in developing viable and sustainable businesses. It encourages each business to show, display or reflect respect for our culture, our community and for themselves. The department also provides a socio-economic database and a community profile. It represents our community's Economic Structure.

Waswanipi Entrepreneur Assistance Fund

The Waswanipi Entrepreneur Assistance (WEAF) is intended to help and assist the members of the Cree First Nation (CFNW) in their business ventures, by providing financial, professional and technical support. Loans and/

or grants program are available to local entrepreneurs and their main objectives are to promote local economic development, long term sustainable projects, entrepreneurship and create employment.

Eligible entrepreneurs will receive loans and/or grants to plan or evaluate the feasibility of their business project, to start a business, or to consolidate or expand their existing businesses. The support for submitted projects varies according to the specific needs of the entrepreneur, availability of the fund, viability and economic benefits of the project and probabilities of the WEDD to retrieve its financial investment. Contact the Economic Development office for more information on eligibility.

Programs available through this fund are:

Micro-Financing

- Micro-financing is available for entrepreneurs with no, or very little equity, interested in testing a business idea and build their equity to start up a business. Applicants may receive Micro-financing for up to 100% of the total project costs (up to \$5,000).

Professional Fees for Business Plan or Feasibility Study

- Grant-financing is available for entrepreneurs who need to hire a professional consultant to do a Business Plan or Feasibility Study for business project. Applicants may receive financing for a maximum of 50% of the total professional fees (up to \$5,000).

Start Up a New Business, or Expand or Consolidate and Existing Business

- Financing is available for local entrepreneurs interested in consolidating or expanding an existing business in Waswanipi. Applicants may receive financing for a maximum of 10% of the total cost of the projects (up to \$20,000).
- Financing will be disbursed partly as a loan (50%) and partly as a forgivable loan (50%) where the balance will be forgiven, subject to certain conditions.

We have provided support for Entrepreneurs from the Cree Nation of Waswanipi through 9 Micro financing projects, 10 Start up projects and one business expansion.

Other Economic Development Activities

- Work Session with Entrepreneurs
- How to Start a Business Plan Development
- Updating Entrepreneur Files
- Provided templates for business revenues and expenses
- Attending workshops (outside the community)

New and expanded businesses in the community:

- 1 business in manufacturing cabinets-- Waswanipi Eenou Cabinets
- 1 business in food service--Waswanipi Chicken n Pizza
- 1 business in Second Hand field--Micheal Neeposh
- 2 business in retail field--Waswanipi Grocery Reg'd (Expansion) and
- Ungava Gourmande
- 1 business in consulting field--Sky Community Economic Development Services
- 1 business in arts & crafts--Nellie's Arts & Crafts
- 1 business in hair dressing--Mel's Beauty Salon
- 2 businesses in Construction--Amisk Excavation and
- Sibi Construction



Message from the Director of Capital Works



Rhonda O. Cooper
Director of Capital Works

Our annual report provides us with an opportunity for reflection and goal setting. As the Capital Works Department, we strive to keep the public informed in all that we do to beautify, maintain and enhance the functionality of the community. We are happy to communicate the department's important responsibilities and the constant pursuit of improvement and efficiency in the areas of Capital Projects, Housing and Public Works.

These reports summarize the organized efforts and diverse functions of the Capital Works Department. The reports reflect on the key initiatives, projects, programs and accomplishments that have taken place over the past year by the Capital Works Department in an effort to maintain and enhance the quality of life within the community of Waswanipi.

CAPITAL PROJECTS

(Jarris Gull, Capital Projects Manager)

The Capital Projects department had several projects in the last fiscal year that we did internally as well as projects under contracts with engineering firms, architectural firms and our local construction contractors.

Some of the projects initiated last fiscal year were:

- The Jackpine Extension was nearly completed this year by our local contractor Waswanipi Eenuch Construction. They built roughly 8 lots and 4 lots are already allocated to private housing. This project should be completed by Summer 2018.
- The cemetery was started in 2016 and completed in the fall of 2017 by one of our local contractors SIBI Construction.



- Well #3. This project started in 2016 and is projected to be completed in the spring of 2018 by Waswanipi Eenuch Construction.

Other projects are in the works and Capital Projects has undertaken studies and plans as part of future planning, and the planning for the upcoming Summer construction of 2018.



HOUSING

(Flora Gull, Housing Manager)

The Housing Department continues to offer services to our community members. We strive to provide healthy homes for our community members. This past year we worked on the following projects:

Administrative: Budget Preparations (CMHC and renovations), Audit Requirements, Tenant Calls & Rent Collection Report (88%), Mold Inspection Requests, Housing Commission Meetings.

CMHC Programs/Projects – Applications & Reports: New Housing Program (301 Form Preparation), Mortgage Renewals & Verifications, CMHC Youth

Internship Program – Plumbing Project, RRAP Renovation Program – 4 Approvals, Ventilation Training (Air Exchanger).

AANDC Projects: Immediate Needs (Mold) – 10 Unit Approval, Plumbing Project – Hands On Training, Training – Lean Management 1, Microsoft Project

Budgeting Workshops: CNG by Ryan Rice and FNMHF by Scott Flammand.

First Nations Housing Market Fund: Private Housing Promotion, Transfer of Article 95 Units – End of Agreements Policy, CAPA (Certified Aboriginal Professional

Administrator) Training – Graduate of AFOA 2017

Other Projects: Eeyou Miichuwaap Meetings – Attended 3 out of 4 Meetings, Naskapi Visit Exchange



PUBLIC WORKS

(Bruce Saganash, Public Works Manager)

It is with great pleasure that I present this report on behalf of the Waswanipi Public Works department for 2017-2018.

The Department consists of:

- Waste water
- Water works
- Maintenance for commercial and public buildings
- Maintenance of public areas
- Heavy machinery
- Heavy machinery mechanics
- Environmental
- Landscaping
- Night security
- Janitorial services
- Garage inventory

I am proud to say that, in this department, we provide teaching and learning experiences on a day to day and yearly basis.

We share our weaknesses and strengths, and use this to make improvements within our department. We have made a lot of changes and improvements in the years I have been with the department.

In order to be more efficient, we needed to purchase more heavy machinery, tools, equipment, as well as hire more personnel and bring on seasonal contract workers.

Here are some highlights:

Waste and Water

Department: Built new water waste plant; clean out of all sanitary drains twice a year; Storm drain clean out; Purge water system twice a year; Street valve repairs; Hydrant repairs; Entrance valves maintenance, repair and locate; New third well; Check and repair leaks.

Maintenance of Public

Buildings: Preventive maintenance and regular checkups; Maintenance requests; Contract out some work (Generators, Ventilation system, fire equipment); Modifications, repairs and renovation of buildings; Help other departments for any other requests.

Maintenance of Public Areas:

Beautify Parks, resting areas and surroundings of public areas and buildings; Clean up; add more seating areas.

Heavy Machinery Department:

Regular check-ups and maintenance; Check all attachments for all machinery; Repairs on the machinery.

Environmental Health

Department: Regular garbage pickups; Big garbage debris (eg. Appliances, furniture, etc.); Maintain/clean the dump site.

Janitorial Services

Department: Maintain cleanliness of public buildings; Decorate on different occasions.

Garage Inventory Department:

Ordering pieces and equipment; Keeping track of stock

Landscaping Department:

Beautify the community (planting and ordering flowers and grass); Cut grass, clean and maintain public grounds and partial residential areas; Fence repairs and installations; Community clean up; Road repairs and driveways.

We had a successful work year, I look forward to working with my great team in 2018 -2019 to continue providing the best service we can in Waswanipi.





Local and band-owned entities and businesses



M. Neeposh



*First Administration Office
built in 1975*



*Diom Blacksmith Administration
building 1985*



*New office administration
building, 2009 houses 60 working
stations*



*Arena constructed in 1987 currently
used for Post Office, Rental Housing
Maintenance Office and Storage of
Equipment and Material*



Community Health and Fitness Centre Construction completed in 2015





*Local Cree Trapper's
Association Administration
Building 2011*



*Log cabin Constructed 2004 now is the office of the Culture Department,
hosts special events that normally require a traditional setting (feasts,
walking out ceremony, etc)*



Waswanipi Fire Department



*Municipal Garage, Public Works
constructed 2016*



*Waste Water Treatment Plant
constructed 2012*



Waswanipi Mishtuk Corporation



Waswanipi Youth Centre

In memoriam

April 1, 2017-March 31, 2018



Marie G. Albert
July 18, 1944 - April 15, 2017



Janie Capissisit
June 27, 1942 - Nov. 5, 2017



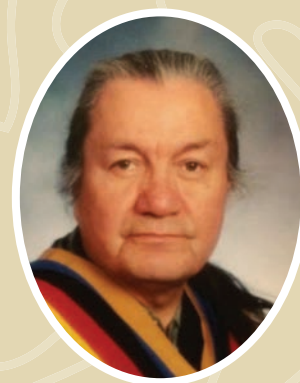
**Flora Kitchen
Icebound**
Jan. 14, 1948 - Nov. 26, 2017



Louise Icebound
Nov. 20, 1941 - April 2, 2017



Maria Icebound
March 10, 1938 - August 9, 2017



Abel S. Kitchen
Jan. 24, 1943 - February 2, 2018



Peter Walter Longchap

July 23, 1961 – March 7, 2018



Edward Nayassit

Feb. 11, 1962 – Dec. 10, 2017



Joseph Neeposh

June 10, 1926 – Oct. 13, 2017



Edward Ottereyes

Oct. 14, 1934 – Oct. 17, 2017



Robert Ottereyes

July 31, 1961 – November 17, 2017



Billy Saganash

Sept. 9, 1949 – February 11, 2017



Cheryl L. Trapper

Sept. 5, 1968 – February 19, 2018

Memorial for Cheryl L. Trapper



Cheryl Trapper

This past year has been very emotional for the Finance Department due the passing of our team leader, the CFNW's Treasurer Cheryl Trapper. Cheryl was an employee that any organization could only hope to have. She was truly dedicated to her work and as Treasurer she was a great listener and resolver of complicated and difficult issues.

Going to school, joining an organization and working your way to the top is what most of us dream of doing. This is what Cheryl accomplished.

The Cree First Nation of Waswanipi hired Cheryl in 1991 as a payroll clerk. At that time, the payroll

function was just becoming automated. With her recently completed education, Cheryl took it upon herself to implement a payroll system that met the needs of the Nation. It was a success.

In 1993 Cheryl was given added responsibility. She became the accounting clerk for the Capital Additions Fund and this is where Cheryl's bookkeeping skills started to develop. She went back to school and graduated from University with an Accounting degree and a diploma in Project Management from Algonquin College.

In 1998, Cheryl was promoted to Senior Accountant and was responsible for overseeing all the Nations funds. Over the next few years Cheryl became a true accountant; learning and understanding all aspects of the profession. She joined AFOA and took online courses to improve her skills. Later on she became an organizing committee member of an AFOA national conference in Montreal.

The only accomplishment left was to become Treasurer of the Nation. In 2008, this became a reality. Cheryl served as Treasurer until her passing in 2018. She

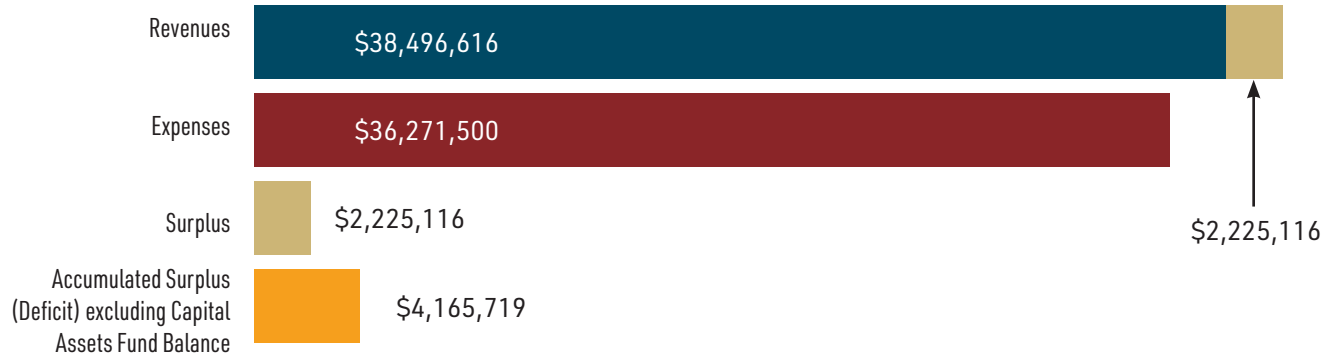
most likely could have retired as Treasurer thanks to her work commitment and joy she gained collaborating with others to build a stronger Nation. She led and participated in many working committees to help develop and advance our local governance including the Good Governance By-Law, Purchasing By-Law, Finance Policies, Private Housing Policies, Social Housing Policies and others. She always had a heart for her community.

More important than work, is family. Cheryl was a loving wife, mother and grandmother. Nothing brought more pleasure to Cheryl than spending time with family in the bush or going on family spiritual trips to the United States. Her job as Treasurer was stressful but whenever she took time away with her family, she always returned to work rejuvenated. In addition to her work responsibilities, she still took the time to be involved and serve as President of the Quebec Native Women Ministries.

A memorial for Cheryl has been set up in the Finance Department office. Cheryl will stay on our minds and hearts forever and will always be watching over us.

Condensed Annual Financial Report

STATEMENT OF OPERATIONS - OVERALL RESULTS



WORKING CAPITAL (CASH DEFICIENCY)



WORKING CAPITAL (CASH DEFICIENCY)

Guaranteed	\$71,007
Non-guaranteed	\$0
TOTAL	\$5,803

BAD DEBTS – BY CATEGORY

User Charges - Category 1	\$71,007
User Charges - Category 2	\$0
User Charges - Category 3a	\$5,803
User Charges - Category 3b	\$0
Rents	\$241,046
Other	\$0
TOTAL	\$317,856

RENTS RECEIVABLE:

\$3,117,085

RESULTS OF OPERATIONS BY FUND

	Revenues	Expenses	Excess (Deficiency)	Accumulated Surplus (Deficit)
GOF	\$12,220,779	\$12,585,231	(\$364,452)	\$212,646
SPF (net of subsidiaries)			\$847,503	\$7,505,478
SPF (subsidiaries)	\$976,884	\$0	\$29,218,923 \$28,371,420	\$976,884 (\$10,700,907)
CF	\$754,033	\$753,392	\$641	\$480,517
CAF	\$9,524,920	\$8,688,470	\$836,450	\$7,508,075 \$92,696,082 ⁽¹⁾
RHF	\$1,227,547	\$1,299,386	(\$71,839)	(\$1,176,317)
CCF	\$0	\$71	(\$71)	\$336,227

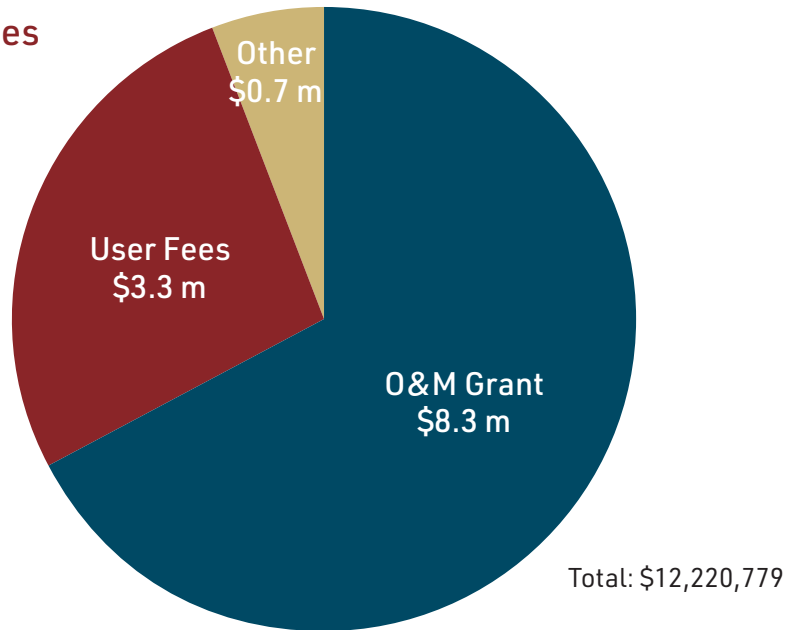
⁽¹⁾ Capital Assets Fund Balance

REMUNERATION OF MEMBERS OF COUNCIL

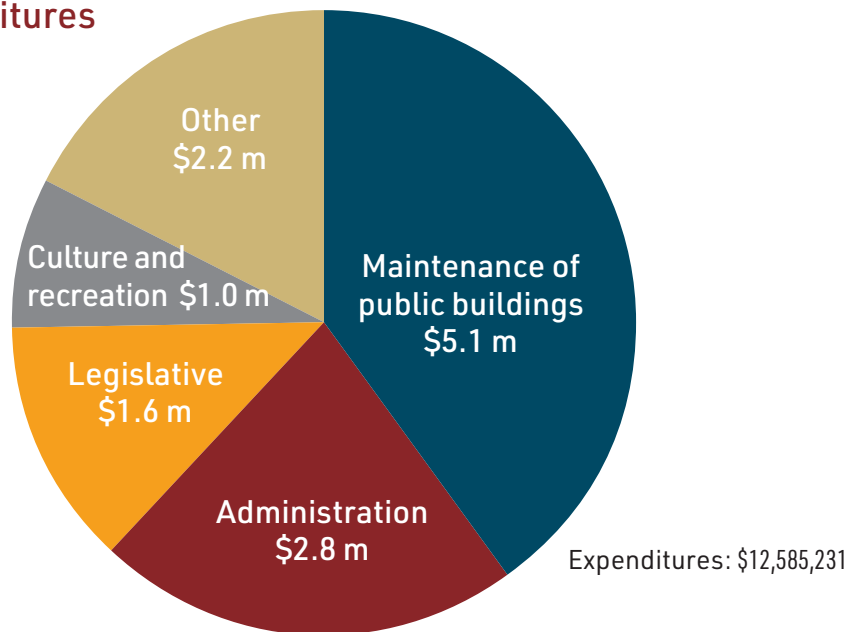
		Cree First Nation	Subsidiaries	Total
Chief	Marcel Happyjack	\$181,920		\$181,920
Deputy Chief	Mandy Gull	\$87,195		\$87,195
Deputy Chief	Ronnie Ottereyes	\$48,379		\$48,379
Councillor	Marlene I. Kitchen	\$26,025		\$26,025
Councillor	John Jolly	\$25,550	\$192	\$25,742
Councillor	Michael Grant	\$24,825		\$24,825
Councillor	Bianca Albert	\$22,725		\$22,725
Councillor	Allan L. Cooper	\$22,461		\$22,461
Councillor	Marcel Martin	\$25,675		\$25,675
Councillor	Andy Metabie	\$25,717		\$25,717

GENERAL OPERATING FUND - MAJOR REVENUES AND EXPENDITURES

Revenues



Expenditures



The day that Waswanipi children went to residential school



In the 1940s, several children from Waswanipi were sent to Residential school. This is the story of how that happened.

Mr. Herve Lariviere, the Indian Agent from Amos, Quebec came to Waswanipi Post in the mid 1940s and announced to the Hudson's Bay factor Ron Thierry that he was authorized to take 20 children from Waswanipi to Moose Factory to the Anglican residential school there.

There was no criteria for choosing the children; basically the Indian agent went from tent to tent and took the children until he had 20 of them, which was the capacity of the float plane.

There was no consideration for keeping the children in Waswanipi

Post as a school had been built there. The Indian Agent insisted that the children had to go to Moose Factory.

One day after the Indian Agent arrived, the families brought their children down to the dock. One boy escaped into the bush and did not get on the plane but 19 children were crying and wailing and terrified; parents were distraught and upset. The families emptied out the HBC store of candy to give to the children as farewell treats, which they promptly threw up once they got on the plane. It was a five hour

plane ride to Moose Factory and the children were quickly taken to the school.

Back in Waswanipi Post, the village was grieving. There was no more joy, no laughter in the community and mothers continue to cry for their children for many months afterwards.

It would be a wound that would affect those children who attended, and for those who were left behind, for many years and the inter-generational effects of residential school are still felt in Waswanipi today.







WASWANIPi

**ANNUAL
REPORT**
2017 - 2018