



**TEMAGAMI  
FIRST NATION**

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# ANNUAL REPORT 2022/2023

Publishing this Annual Report is part of our governance process that allows Temagami First Nation to review the past year and reflect on the achievements towards the strategic objectives and financial performance.





# TEMAGAMI FIRST NATION

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## Introduction to our community

Temagami First Nation community of Bear Island lies at the cultural heart of N'dakimenan (Our Homeland), which is the historic 10,400 square kilometre traditional territory of the Teme-Augama Anishnabai.

The Teme-Augama Anishnabai have documented 7000 years of occupation of their homeland, N'dakimenan, surrounding the Lake Temagami area in what is now called northeastern Ontario.

The Temagami First Nation Chief and Council is the governing body of the Temagami First Nation community under the *Indian Act*. The Temagami First Nation represents the interests of community members (on and off Bear Island) who have been recognized to have Indian status under the *Indian Act*. The Temagami First Nation is responsible for the administration of all programs and are responsible for the political agenda for the Temagami First Nation and its members.

# WHO WE ARE



[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



# Membership

- As of March 31, 2023 Temagami First Nation had a total of 1028 members comprised of 249 living on-reserve and 779 living off-reserve.
- Citizenship for our entire Nation is being revisited.

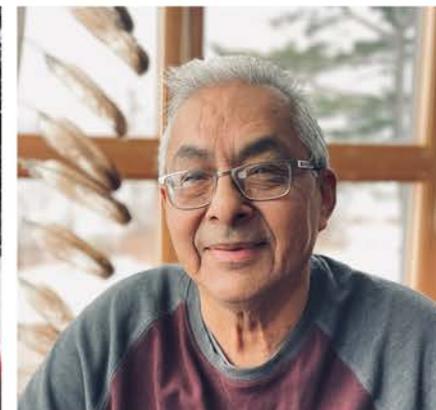


2022/2023

# Governing Council

Chief & Council as of March 31, 2023

Chief	Shelly Moore-Frappier
Second Chief	John McKenzie
Councillor	Michael Paul
Councillor	Paula Potts
Councillor	Kim Montroy
Councillor	Douglas H McKenzie
Councillor	Jamie Saville
Councillor	Joseph Katt



2022/2023

# Message from Chief Shelly Moore-Frappier

Kwe Kwe kina wiya,

The past year was filled with more certainty globally as lessons learned were applied accordingly to the pandemic. As for Temagami First Nation we continued to plan and make steps towards our future.

This year we saw the introduction of the Guardians Program. This will bring us one step closer to where we want to be in monitoring what is happening on N'Daki Menan by our own people. As well, the community ratified the Land Use Plan for Bear Island, Teme Augama Anishnabai Akii N'Zhit Te Win.

Other noteworthy happenings include the opening of four new family units on Bear Island and the Grand Opening of The Daki Menan Lands and Resources on June the 30<sup>th</sup>.

Leadership also supported the review of the Organizational Chart and Salary Grid in an effort to keep Temagami First Nation as an organization which can remain competitive in an ever-changing job market.

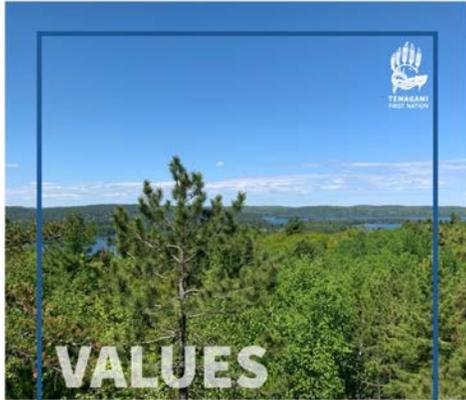


This year has been challenging as we see and feel the impacts the pandemic has had on us emotionally, spiritually, mentally and physically but we also remain hopeful for the new opportunities which lie ahead.

In Unity,  
Ogimaa Shelly Moore-Frappier

# Akina Teme-Augama Anishinaabewimin nii-wizhitoomin gaaminod ezhiga-endamin. Wi-miikimomin gwayakochigemin akiikan.

All Teme-Augama Anishnabai want to build something that is good where we live. We will work at doing right by the land.



## VALUES

**Gizoongidehemin  
ezhi-winaakonigemin.  
Wi-mikwendamamin akina  
weshkat gaa bimaadiziwog  
shij wii gaadaadiniziwog.**



We will be of strong heart when  
we make decisions.  
We will remember all long ago who lived  
and who will be born.



## VISION

**Akina Teme-Augama  
Anishinaabewimin  
nii-wizhitoomin gaaminod  
ezhiga-endamin.  
Wi-miikimomin  
gwayakochigemin akiikan.**

All Temagami People want to  
build something that is good where  
we live. We will work at doing  
right by the land.



## MISSION

**Mino niigaanizimin  
shij ni-wiidamaagemin  
gaa-ezhi-widoodamaagemin.**



Good leadership  
and we will tell  
everyone what we are doing.



## OBJECTIVES

1. To Strengthen Governance Structure and Processes
2. Maintain and Plan for Infrastructure that Serves the Needs of Community and Members
3. To Support Opportunities that Enhance the Culture, Language and Traditions of Our People
4. To Live in Balance with all Natural Resources on n'Daki Menan
5. Sustainable Programming and Services that promote Inter-Dependence

# Strategic Plan

2022/2023

## Some Key Achievements & Milestones in the past year

- Established a digital data base for electronic medical record system being set up.
- Youth trip to Maple mountain was completed, land base programs and services NNADAP program.
- Hosted Northern Ontario School of Medicine (NOSM) medical students for another year.
- TFN Career Fair – 2 events (Bear Island & Temagami)
- Continue delivering cultural and land-based activities throughout the Covid 19 Pandemic; activities and caring for those in isolation, addressing food security and transportation needs
- 2 Elementary Graduates, 3 Secondary Graduates, 8 Post-Secondary Graduates; 6 adult education learners working towards obtaining Ontario Secondary School Diploma
- Updated TFN/BIEA Secondary Policies and Procedures Manual (Nov. 2022)
- Anishinaabemowin Lessons for children and families as well as community lessons
- Red Dress Day Luncheon
- Concrete Truck purchased
- Broke ground on Public Works building





- Programs include:
- ☑ Non-Insured Health Benefits
  - ☑ Medical Transportation (On-Reserve)
  - ☑ Community Health Nurse
  - ☑ Environmental Health and Safety Advisor
  - ☑ Drug and Alcohol Worker
  - ☑ Health Promotions
  - ☑ Diabetes Prevention
  - ☑ HIV/Aids and Hep C Prevention Program
  - ☑ Ontario Works Program
  - ☑ Enrichment Health
  - ☑ COVID-19 Rapid Testing Unit

Home and Community Care / Community Support Services including:

- ☑ Elders
- ☑ Disabled

[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)

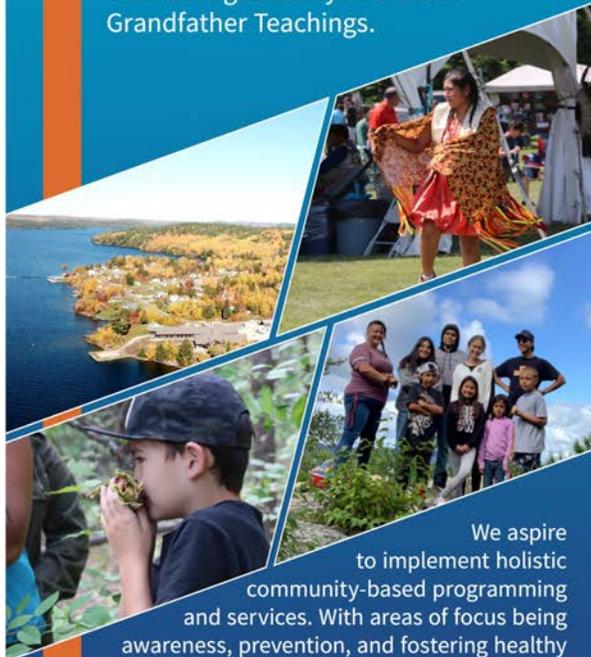


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## FAMILY HEALING & WELLNESS CENTRE

The Family Healing & Wellness Centre promotes a positive lifestyle within the families of its community members guided by The Seven Grandfather Teachings.



We aspire to implement holistic community-based programming and services. With areas of focus being awareness, prevention, and fostering healthy connections for all that access our services.

We are rooted within N'daki Menan, our homeland. Preserving our language and traditions of the Teme-Augama Anishnabai for future generations to come.

[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



## TFN Community Infrastructure

Community infrastructure is the set of physical facilities that help the community live and work together, both in the present and future. Our department includes:

- ☑ Public Works and Heavy Equipment
- ☑ Infrastructure and Capital Projects
- ☑ Housing
- ☑ Recycling and Solid Waste Management
- ☑ Water and Wastewater Treatment
- ☑ Shuttle Service
- ☑ Community Roads and Ice Roads
- ☑ Emergency First Response
- ☑ Emergency Fire Services
- ☑ Animal Control
- ☑ Community Energy Champion



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## LAURA MCKENZIE LEARNING CENTRE

While honouring the Anishinaabe heritage of its students, the Laura McKenzie Learning Centre strives to provide a culturally appropriate, well-rounded program that meets the needs of all students and encourages them to become lifelong learners who attain academic excellence and life balance in school, community and the world.



[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



## DMLRC Forestry Initiative

### Activities Include:

- ☑ Tree Planting
- ☑ Brush Saw Thinning
- ☑ Chainsaw Thinning
- ☑ Sawmilling
- ☑ Firewood Production

Daki Menan Lands & Resources Corp.  
General Delivery,  
Bear Island, ON P0H 1C0

[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



## Temagami First Nation Victim & Justice Services

TFN Victim and Justice Services support people affected by crime and trauma. We aim to empower victims on their journey to safety and healing.

We assist in restoring relationships and justice in a culturally sensitive manner that brings bounce back to one's life in the community that they live in.



[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



**TEMAGAMI**  
FIRST NATION

## Seeking Explorers, Adventurers, and Dreamers!

### Offering:

- ☑ Career growth and development opportunities
- ☑ On-the-job training to support in your role
- ☑ Positive, supportive, and professional work culture
- ☑ Open and honest communication
- ☑ Emphasis on health, family, and environment
- ☑ Positive reinforcement

And so much more!



[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)



2022/2023

# Doreen Potts Health Centre

## Summary

The Doreen Potts Health Centre encompasses health promotion, communicable disease control and management, prevention programs to improve health outcomes and reduce health risk. Programs include; environmental & public health; client home and community care program/services, NNADAP/mental health program/services, diabetes programs/services, medical transportation program, Ontario works program.

*Health and Social Services Leader: Annette Paul*

## Key Accomplishments/Achievements

- Established a digital data base for electronic medical record system being set up.
- With the Covid-19 Pandemic, over the past year the DPHC continues to house our testing unit, which has been set up properly and has been running throughout the year.
- Youth trip to Maple mountain was completed, land base programs and services NNADAP program.
- Hosted Northern Ontario School of Medicine(NOSM) medical students for another year.
- The suboxone treatment harm reduction program is ongoing over seen by NNADAP program.
- Roots and Wings program ran another year, revitalizing the old 1991 production.
- Our team won the pumpkin carving contest 2022!



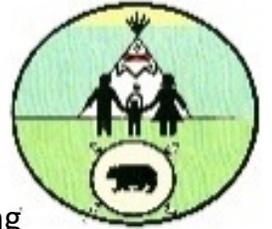
## Evidence & Reflections

On going prevention and promotion programming for health and wellness done throughout the year. Work with the First Nation Control Group in response to the ongoing Covid-19 Pandemic. Ongoing partnership with North Bay Indigenous Hub Primary Care services we have a Doctor, Nurse Practitioner, Dietician coming to the community monthly.

## Department Strategic Alignment

Ongoing Leadership, accountability, fiscal management, administration, planning & organizing of the health dept. On going programs services and delivery for community throughout the year. Established a digital data base for medical records and statistical purposes.

# Family Healing & Wellness Centre



## Summary

The Family Healing & Wellness Centre social services department focuses on the health and wellness, traditional and cultural awareness through a variety of programming and services for children, youth, families, women and men. FHWC promote health lifestyles and deliver cultural-based programs and services promoting holistic healing and wellness.

## Key Accomplishments/Achievements

- Continue delivering cultural and land-based activities throughout the Covid 19 Pandemic; social distancing/remote community events, activities and caring for those in isolation, addressing food security and transportation needs
- Offering and promoting mental health & wellness workshops, youth workshops and projects, gathering within Pandemic restrictions and regulations for a stronger and healthier community. Assist in the promotion of Language activities
- Continue outreach to clients and making referrals, family support services, transportation services, both remote and combined activities for children, youth and adults as needed.

## Evidence & Reflections

Support the needs and deliverables of the First Nation Control Group; Department host for the Roots & Wings 2.0 Youth Project; deliver cultural and community events including the TFN Pow Wow 2022. Began organizing for the TFN Round Dance 2023, continue navigating Child Welfare, Child Human Rights Tribunal initiatives. Commence with travel and logistical needs of the community during the changing times of Covid 19 pandemic.

## Department Strategic Alignment

“3. To Support opportunities that enhance Culture, Language and Traditions of our people”

*Social Services Manager: Virginia Paul*

# Lands & Resources

## Strategic Plan

**Mission:** To implement our sacred responsibility for stewardship and co-existence of the people of n'Daki Menan.

**Vision:** n'Daki Menan is a model of respectful co-existence, sustained life and sustainable development.

The Lands and Resources Strategic Plan and budgets are reviewed annually and are used to inform and develop our workplans. Our Workplan Strategic Goals are:

1. Community Engagement and Communications;
2. Education and Awareness;
3. Collaboration and Partnership (Internal and External);
4. Research and Risk Management;
5. Monitoring and Evaluation;
6. Strengthen Capacity;
7. Youth Involvement.

We also have the following priority areas: Mining, Land Code, Forestry, Energy, Climate Change and Monitoring.



Photos: showing water sampling

## KEY ACCOMPLISHMENTS/ACHIEVEMENTS

**Mining** –The Resource Development Advisor (RDA) received and responded to two early exploration plans, 27 early exploration permits and multiple amendments to existing permit applications. The RDA visited monitoring areas, attended numerous site visits and committee and council meetings discussing different stages of mining exploration. The RDA also discussed potential agreements with proponents at the Advanced Exploration Stage and was successful in signing an agreement with Inventus, which was accompanied by a community communique. A Mining Information Session was held virtually in March 2022. The RDA also applied to the Aboriginal Participation Fund and was successful in the first five-year agreement for the RDA position. There was continuous training to upgrade and gain certifications to benefit the quality of assessment of cumulative effects on the land and in the water. Building relationships with other First Nations, discussing successful agreements, and providing new strategies for negotiations was also performed by the RDA.

**Land Code** The Land Use Plan (LUP) for Bear Island, Teme-Augama Anishnaabeg Akii n'zhit te win (Deep Water People, Our Land Plan), was ratified by a community vote on October 15<sup>th</sup>, 2022. The ratification of this plan by the community allowed for the department to collect information for the Draft Environmental Management Plan (EMP) for Bear Island. We expect that the EMP will be presented to the community to be voted on in Winter 2024. The ratification of the LUP for Bear Island also allowed the department to begin working on the Implementation Plan for Zoning. Over the course of the year, 10 engagements were held for the LUP and EMP. The department has continued to work on our own non-legalized Matrimonial Real Property Law (MRP) for Bear Island, as we are currently under a provincial MRP. An Additions To Reserve (ATR) process has been started for the Daki Menan Lands & Resources Corporation (DMLRC) property. The first step of the ATR process is a Phase 1 Environmental Site Assessment (ESA). The Phase 1 ESA for the DMLRC property should be completed by December 2023. Legacy surveys were completed on Bear Island and concluded in March 2023.

**Forestry** – The TFN Forest Strategy continues to be implemented, including Temagami Forest Management Planning implementation, which includes harvesting our Temagami Unit allocations. TFN has a forestry strategy for the Lands Set Aside, which could be implemented if the community voted in favour of it. L&R staff regularly accompany Interfor to the operating areas to verify values and discuss protection of values. One Forestry Info Session was held in February 2023 virtually (due to weather). Organized a community discussion for the community elders with the Temagami Forest Management Corporation, to address community concerns and begin to build a relationship between the community and TFMC.

**OTF Digitizing Project** – The Ontario Trillium Foundation (OTF) funded a one-year project for digitizing documents in order to safeguard them while at the same time providing better access to them for the future. We acquired scanners to enable to digitize even the largest documents along with irreplaceable maps. We organized two information sessions to highlight the innovative project. Our extensive knowledge of data security, digital file management, and SharePoint administration enabled us to provide the group with invaluable information. As part of our dedication to quality, we use Microsoft Suite and with teamwork are able to easily manage and investigate our digital files with minimal upkeep and maximum efficacy. As we approach the final phases of the project we are prepared to accomplish our final objectives: the careful rehousing of our invaluable documents and careful preserving and archiving these artifacts and historical information.

2022/2023

# Lands & Resources Continued

## Reflection

As we look back over the past year, the Lands & Resources department has continued to diligently carry out work as directed by Chief & Council, in order to promote the community's interests and ideas regarding the land. The land guardians program began this year. This project is an important milestone for our department, allowing us to collect information, and to observe and report on all activities happening within n'Daki Menan. The land guardians project gives us a greater presence on the land and takes the guardians all over n'Daki Menan. The Land Use Plan for Bear Island was ratified by the community on October 15th, 2022. This ratification by community allows the department to move forwards with the Implementation Plan, and Environmental Management Plan for Bear Island. Lands & Resources continues to collaborate with local proponents and stakeholders, such as the Daki Menan Lands and Resources Corporation, as well as the newly established Temagami Forest Management Corporation.



*Assistant Lands & Resources Manager: Mike Molyneux*

## Department Strategic Alignment

We continue to work aligning with the Lands and Resources Strategic Plan objectives, as set out by Council, and have been building a Lands and Resources Team to create resource development plans for n'Daki Menan.

## Key Accomplishments/Achievements Continued

**Guardians Program** - The Lands & Resources Guardians program got up and running in 2022-23, purchasing monitoring equipment and developing workplans. The mandate of the Guardians is to observe, document and report, they serve as the eyes and ears and have the honour and responsibility to care for the lands and waters of n'Daki Menan. The Guardians have been directly involved with fish and wildlife monitoring programs. They have also been actively setting up a wildlife monitoring program specifically tracking species at risk on n'Daki Menan. Eight species at risk have been observed on the territory to date.

**Species at Risk** – The species at risk program is underway, eight species have been identified on n'Daki Menan so far. We are continuing to monitor using game cameras, audio recording devices, and eyes out on the land to ensure we collect the data needed to protect these species and their environment so that our future generations will continue to live in harmony with all that call n'Daki Menan home.

**Environmental Monitoring – Cumulative Effects** – The two-year Cumulative Effects Project is focused on gathering data to determine the extent of impacts on the environment from resource extraction on n'Daki Menan and the impact that these extractions have had on the land and its people. An interactive map will be created based on the data collected, interviews with elders, and community members.

**Fish and Wildlife** – The Lands and Resources department issued Inter-Tribal Harvesting permissions in 2022-2023. Eighteen (18) moose tags were granted, of which eleven (11) moose were reported harvested.

**Mapping/GIS** – Provided mapping support for several areas of concern, and created updated mapping of all mining claims, permits and plans. Provided support to the Resource Development Advisor when reviewing exploration plans and permits with the values screening tool (Traditional Ecological Knowledge values). The screening tool was also applied to screen several municipal applications. Attended meetings with the Impact Assessment Agency and Agnico Eagle to obtain information regarding the proposed Upper Beaver Gold Mine in Kirkland Lake, and submitted comments to the Impact Assessment Agency of Canada to outline TFN's concerns with the project.

Organized the loan of five TFN/TAA items from the Canadian Museum of History and curated an exhibit with these and the additional loan of two items from community members. Spoke with Elders and Knowledge Holders in order to gain background information about these historical items and create write-ups to accompany the displayed exhibit.

Began the process of seeking an avocational archaeological license and participated in archaeological assessments.

# Esker Rangers (OYEP) 2022



## Summary

In 2022, the Esker Lakes Youth Program, a collaboration between the Outland Youth Employment Program (OYEP) and Temagami First Nation (TFN), achieved remarkable success. Six TFN youth participated in OYEP, a renowned initiative offering Indigenous youth valuable experiences, including training, certifications, and paid summer work. The TFN youth received certifications in areas like first aid, canoeing, firefighting, and chainsaw operation, expanding their career opportunities. They also contributed to the community through conservation projects, earning Ontario Trail Specialist certifications. Their hands-on work in forestry and land management not only enhanced their knowledge but instilled a strong work ethic and environmental stewardship. Overall, the program transformed TFN youth, equipping them with new skills, certifications, and a deeper connection to nature, promising a brighter future and continued community and environmental contributions.



Mark Kmill, OYEP National Manager

## Key Accomplishments/Achievements:

- **Successful Partnership:** The dynamic partnership between the Outland Youth Employment Program (OYEP) and Temagami First Nation (TFN) resulted in a tremendous success.
- **Empowering Indigenous Youth:** Six TFN youth actively engaged in OYEP, marking a significant milestone in empowering Indigenous youth with life-changing employment opportunities.
- **Paid Work Experience:** OYEP's unique approach provided paid summer work to Indigenous youth, allowing them to gain valuable hands-on work experience while receiving financial support.
- **Training and Certifications:** TFN youth received diverse training, including certifications in first aid, canoeing, emergency firefighting, and chainsaw operation and maintenance.
- **Life Skills Development:** The program emphasized the development of essential life skills, enhancing the career prospects of TFN youth and increasing their awareness of local employment opportunities.
- **Community Contribution:** TFN youth actively collaborated with the Hershey Lake Conservation team on a TransCanada Trail project, earning Ontario Trail Specialist certifications.
- **Work Experience:** TFN youth participated in various projects, such as tree planting, pre-commercial thinning, and cone picking, significantly increasing their knowledge of forestry and land management.
- **Work Ethic and Stewardship:** The program instilled a strong work ethic and a sense of environmental stewardship among TFN youth.
- **Transformational Journey:** The 2022 Esker Lakes season was transformative for TFN youth, as they gained work experience and acquired new skills and certifications, along with a deep connection to nature.
- **Promising Futures:** The dedication and hard work of TFN youth have positioned them for promising futures and continued contributions to their community and the environment.

2022/2023

# Education



The Spirit of the child is always at the heart of learning.



**Summary** The Bear Island Education Authority (BIEA) oversees Elementary, Secondary and Post-Secondary education for the Temagami First Nation. The BIEA was established in 1998 when the Laura Mckenzie Learning Centre (LMLC) transferred from Timiskaming Board of Education to a Band Operated School. In 2005 the TFN Education Committee for Secondary and Post-Secondary was dissolved and the BIEA took over these duties.

### Bear Island Education Authority Members

- Cindy Hare, Chairperson
- Alice Moore
- Alison Jackson
- Lynn White
- Wayne Potts
- Chief Shelly Moore-Frappier, Ex-Officio

### Student Enrollment 2022-2023

Elementary	39
Secondary	14
Post-Secondary	37



### Key Accomplishments/Achievements

- 2 Elementary Graduates, 3 Secondary Graduates, 8 Post-Secondary Graduates
- Updated TFN/BIEA Secondary Policies and Procedures Manual (Nov. 2022)
- 6 adult education learners working towards obtaining Ontario Secondary School Diploma
- LMLC staff training (outdoor education, special education, cultural, First Aid & CPR, Fountas & Pinnell Literacy)
- Collaborating with community partners/programs
- Successful partnerships with school boards, colleges and universities to support our secondary and post secondary students
- Working on the development of a Regional Education Agreement to improve the way ISC funds K-12 education, while supporting our local diversity and the principle of First Nations control of First Nations education

**Reflections** Our staff is committed to providing quality learning experiences to support the educational needs and well-being of our students. Staff continually seek opportunities to incorporate Anishnabemowin, land-based learning opportunities and cultural knowledge into daily learning.

### Department Strategic Alignment

The BIEA will continue to work diligently on supporting the education journeys of our children and youth. The BIEA will also work to support educational opportunities that enhance culture, language and the traditions of Our People.

Acting Education Manager: Maranda Mathias

# Tillie Missabie Family Centre:

## Daycare & Aboriginal Head Start



### Summary

The Tillie Missabie Family Centre is a licensed daycare for 26 children from infants to 6 years old. The daycare provides culturally enriched programming for the children enrolled, to promote school readiness, in a safe, nurturing environment. We currently have 14 children registered at the daycare. TMFC also engages parents and children in family programming as often as possible. The staff at the Tillie Missabie Family Centre include a daycare supervisor/RECE, a Registered Early Childhood Educator, 3 Early Childhood Assistants, a Family Cultural Coordinator, a Cook, and a Janitor.

### Key Accomplishments/Achievements

- Continual land-based programming and Anishinaabemowin for the children and families
- Training for the staff to implement programming based on the children's interest and on the Early Learning Curriculum. The staff participated in a variety of online conferences and webinars to enhance their knowledge and skills in early learning.

### Evidence & Reflections

- A variety of land based activities including ice fishing, garden at the daycare, berry picking, visiting the sugar bush, language camp, boat and snowmobile trips.
- The TMFC staff participated in a variety of training opportunities throughout the year to enhance their planning, and programming skills.
- Parents participate in family activities. Some examples of the activities include: online parent workshops, ribbon skirt making, belt making, fishing derby, provided supplies for family gardens, language camp, stained glass, trips to Pow Wows and round dances
- Online Bi-weekly family language nights were well attended by the TMFC staff & families.
- Anishnaabemowin has been incorporated on a more regular basis at the daycare. Word and phrases have been posted and used by the daycare staff.

**Department Strategic Alignment: 2B, 3A, 4A**



R.E.C.E. Program Supervisor: Michelle Polson

2022/2023

# Justice & Victim Services



Justice & Victim Services Coordinator: Virginia McKenzie

## Our Objectives & Goals

- To be a service to our Nation and ensure justice and equality within all of our affairs.
- To be there to assist when someone is victimized.
- To create more awareness so that our community is a safer place to live.
- To empower through awareness and sharing our sacred teachings.

*"It is not how one falls it is how they stand back up that is important."*

## Key Accomplishments/Achievements

- We have assisted with numerous applications for Indian Day School, most individuals successfully received compensation.
- Partnership with Bear Island Police, children's Bicycle and Snow Machine safety courses.
- Red Dress Day Lunch was well attended, creating awareness.
- Successfully building partnerships with other care givers: Bear Island Education Authority, DPHC and Family Healing and Wellness Centre community dinner and presentation on Bear Island have been very well attended.
- We continue to bring awareness regarding Human Trafficking. We supported clients that have been physically, emotionally, verbally or spiritually abused. Our accomplishment has been building a stronger and more trusted service within our community and partners.
- More Restorative Justice Circles, that develop healthy relationships and re-establishes friendships.

## Evidence & Reflections

- September 2022 Justice Days very well attended it is becoming an annual event.
- Our doors are open to the community, as we work in Restoring Justice. Living up to our part of Truth and Reconciliation, knowing that we all survived Historical Trauma.
- More community members are utilizing Justice & Victim Services

## Department Strategic Alignment

Ensuring that we keep our core traditional values and ethics in all of our affairs through practice and promotion.

2022/2023

# Public Works/ Community Services



Community Infrastructure Manager: John Charyna

## Summary

The TFN Infrastructure Department is responsible for the operations and maintenance of the community infrastructure. The department delivers a wide range of services to the community including the Water Treatment Plant, Water and Sewer distribution, Roads, Vehicle, Building Maintenance and Repairs, Housing, Capital Projects, Heavy Equipment, Barging, Shuttle Services, Animal Control, Emergency First Response, Fire, Recycling, Solid Waste, and Community Energy Champion.

## Key Accomplishments/Achievements

- Concrete Truck purchase - to help in future subdivision development.
- Public Works building - broke ground near lagoon; this building will be base of operations for Public Works as garage and office space
- Home purchase and renovation – 3-bedroom housing unit for family
- New Fire Truck waiting to arrive- larger capacity
- Successful and safe ice road season
- Shuttle boat motor purchase
- Donated statue erected at MGM
- Temp Band Office Renovation- transformed into two 3 - bedroom apartment units for families
- Community Infrastructure Administrative Assistant, Housing Supervisor and Emergency First Response Co-ordinator's positions filled.

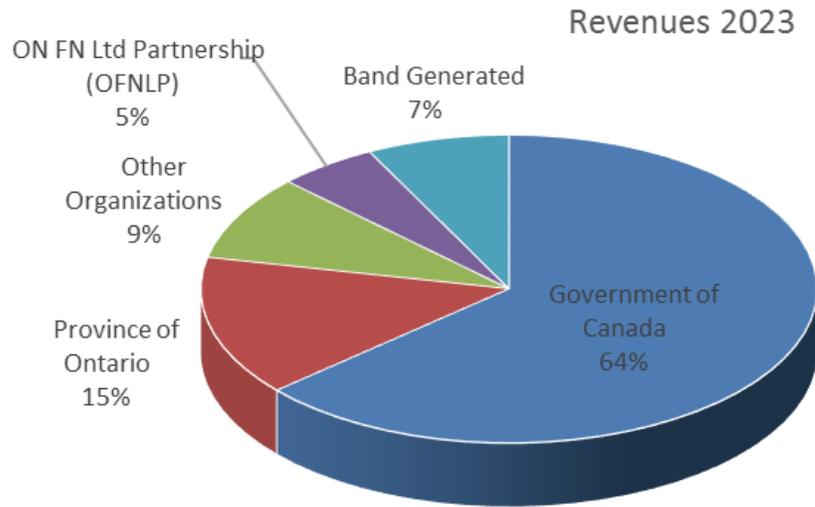
## Evidence

Public Works and Infrastructure Staff provide essential services to the Community on a daily basis. It's the daily duties required to keep our community safe, clean and running that the staff provide. Daily shuttle services for members and visitors to and from Bear Island ensures everyone's needs can be addressed in a timely manner. Road and Ice Road upkeep is routine, as well as garbage/recycling maintenance and emptying. Public works assists community members in any capacity as required through heavy equipment services and aggregate delivery and dispersion. The Team works well together and are valued employees of the Organization.

**Reflection** The department emphasizes value and quality and adapts in our Community to constantly improve operations.

**Department Strategic Alignment** Managing Public Works Infrastructure and providing high quality services that inspire pride, deliver a safe and sustainable environment for our Community.

# Finance



Financial Statements are located at the end of this report along with additional information and charts. BDO Canada has audited the financial records of TFN since 2010.

## Summary

The Finance Department consists of Vicky Blake, Finance Manager; Joy Cooper, Finance and Payroll Clerk and Beverley St.Denis, Finance and Enrichment Clerk. Bev continues to fulfill the role of the Enrichment Program Clerk however during the reorganization process this was removed from her job scope.

The Finance and Audit Committee (FAC) for the 22/23 fiscal year consisted of Walter Ross, Chair, Councillor Douglas McKenzie and Kim Montroy who initially served as a community member and then as a Councillor following the bi-election in July 2022. Russell Evans filled the community member position with his first meeting on March 2, 2023.

The third year of the 10-year grant arrangement with Indigenous Services Canada has been completed. TFN has greater flexibility in spending to meet the needs of Temagami First Nation members.

## Department Strategic Alignment

Improve organizational processes through policy review and development. The TFN Financial Administration Law was registered in the Fiscal Management Act Law Registry on January 29, 2019. A review of this document and associated policies will be undertaken.

# Communications

## Summary

The Communications Officer supports the development and effective communications for Temagami First Nation through multiple communication vehicles including our monthly newsletter, brochures, advertisement flyers, website and social media.

## Goals & Objectives

- To increase the two-way sharing of information with on/off-reserve community members in alignment with Chief and Councils objective to strengthen governance structure and processes.
- To increase understanding of community history, culture and instill pride in the community in alignment with Chief and Council's objective to promote interdependence.
- To foster positive, respectful relationships between Chiefs and Councils, administration, and community members.

## Key Accomplishments/Achievements

- Production of evolving monthly BI Blast newsletter
- Branded and marketed many events and programs, pow wow, round dance, job fair, etc.
- Support all departments and committees in communications requirements such as event promotion and/or tech facilitation
- Communications Committee created an extensive Communication Strategic Plan within a TFN Communications Toolkit, which houses all communications and better engagement guiding documents.
- The BI Blast introduced a community member highlight article in each issue, allowing members to connect and inspire one another. In addition, a departmental highlight was introduced.

## Communications Committee. Members Include:

Paula Pott – Ex-Officio, Chief Moore-Frappier - Alternate, Executive Director; Communications Officer - Heidi Jobson, Katie Laronde, Tammy Cole, Tessa Hope and Haley Laronde.

## Reflection

Communications between organization and membership is steadfastly improving. Work to connect the entirety of the Temagami First Nation membership has improved attendance and we see more positive, unified and engaged members. New communications efforts and technologies are being introduced regularly to connect and help inform membership and other interested parties.



Communications Officer: Heidi Jobson

# TFN/TAA Negotiations



*Geneva Lloyd, John Turner, Guy Ginter, Shelly Moore-Frappier, Natasha Fortin, Leanna Farr, Bruce McIvor, John McKenzie*

## KEY ACTIVITIES

1. Relationship Agreement Strategy
2. Citizenship Law
3. Land Tenure
4. Robinson Huron Treaty (RHT) Annuities Case
5. Metis Assertion (MNO)

*Negotiations Consultant: Guy Ginter*

## Summary

Joint Council has proposed a new approach to negotiating an agreement that respects our inherent right to self-government and our stewardship responsibilities to N'dakimenan. This new approach would lead to the development of a relationship agreement with Ontario and Canada. The Relationship Agreement would be a living, open ended agreement that evolves and renews over time.

We have proposed a Shared Decision-Making Process which is consistent with our new approach to negotiating a Relationship Agreement that respects our inherent right to self-government and our stewardship responsibilities to N'dakimenan, a shared decision-making agreement between Temagami First Nation/Teme-Augama Anishnabai, Ontario and Canada will allow each party to exercise their respective jurisdiction and decision-making authority in relation to the lands, waters, and resources within N'dakimenan. Under a shared decision-making agreement, the parties will agree to make decisions on a consensus basis.

As you may be aware the Robinson Huron Treaty Chiefs announced they negotiated a settlement. The settlement agreement announced by the RHT Chiefs' does not affect Temagami because Temagami intervened in the court case. Canada and Ontario must reach a separate settlement agreement with us. The RHT Chiefs' settlement agreement only applies to the RHT Chief's claim for past compensation for the governments' failure to increase the annuity.

## Reflections

The Negotiation Team met several times with Ontario and Canada. A great deal of the focus has been on the Robinson Huron Treaty (RHT) Annuities Case. (Restoule Litigation) Due to the confidential nature of the case we have not been able to communicate many of the details. There are two complicating factors in our negotiations, Canada and Ontario will need to change their negotiation mandate as we have introduced new elements to the negotiation, specifically the Shared Decision-Making Process. The other complicating factor is the need for a decision by TAA/TFN on allowing us to negotiate a Relationship Agreement. For all of this to come together, it requires our combined effort. The Negotiations Team, Joint Council, and all of TFN/TAA. We have a wonderful opportunity to move things forward in ways that did not exist before.

# The Annual Audit

The TFN Financial Statements for the year ended March 31, 2023 were prepared by the TFN Finance Department, audited by our independent auditors BDO, reviewed by the TFN Finance and Audit Committee and approved by Chief and Council. BDO's opinion on the Financial Statements has been "unqualified", that is without any reservations noted for the past several years.

The Audited Financial Statements are available for review at the Band Office and on the TFN website. A detailed Community Financial Report prepared by Vicky Blake, Finance Manager, analyzing in detail the results for the year is also available

## Financial Highlights for the year ended March 31, 2023

The surplus increased as a result of New Fiscal Relationship funds received from Indigenous Services Canada. These funds are received through a 10-year grant that commenced April 1, 2020. Any surpluses are not owed back at the end of the agreement.

The accumulated surplus at March 31, 2023 amounted to \$26.3 million but that is not cash in the bank. Below is a breakdown that adjusts the accumulated surplus.

	2023	2022
Accumulated Surplus	26.3	24.4
Less Tangible Capital Assets net of Debt	16.0	15.2
Plus Contingent Liability	1.0	1.0
<b>Adjusted Accumulated Surplus</b>	<b>11.3</b>	<b>10.2</b>

Much of the adjusted accumulated surplus is for specific purposes however there is some flexibility with respect to the New Fiscal Relationship funding and our own source revenues.

	2023	2022
Reserve and Earmarked Funds	2,935,562	3,207,731
New Fiscal Relationship Funding	4,084,639	3,052,545
OFNLP Agreement	1,485,843	1,610,000
Land Code Management	796,196	690,030
Band Generated & Other Programs	1,418,038	977,295
<b>Total</b>	<b>10,720,278</b>	<b>9,537,601</b>

A further breakdown of the reserve and earmarked funds is as follows:

	2023	2022
Water Treatment Plant	71,194	71,194
CMHC Built Houses	395,648	353,125
Future Generations Fund	2,365,039	2,491,710
Housing	29,289	27,750
Manitou Proceeds	74,392	74,392
Daki-Menan Lands & Res Corp.		189,560
<b>Total</b>	<b>2,935,562</b>	<b>3,207,731</b>

**Long Term Debt** A total of \$9.474 million has been borrowed from the First Nations Finance Authority for construction of the Multi-Use Facility and the Elder’s Complex. The balance of the loan owing at March 31, 2023 is \$8.374 million (\$8.763 million at March 31, 2022) with \$225,369 in interest payments made.

### TFN Sources of Revenue

The main sources of TFN revenue are as follows (in millions of dollars):

	2023	2022
Government of Canada	10.7	11.5
Province of Ontario	2.5	2.3
Ontario FN Ltd Partnership (O	0.9	0.6
Other Organizations	1.5	0.4
Band Generated	1.2	1.6
<b>TOTAL</b>	<b>16.8</b>	<b>16.4</b>

Expenses are closely monitored on a department and program basis. The details of the expenses are found in the supplementary schedule of revenues and expenses in the financial statements.

## Tangible Capital Assets

At March 31, 2023 the TFN had capital assets totaling \$26.9 million. This amount represents the original cost of the assets less amounts depreciated to date. The yearly depreciated amount is calculated by dividing the cost of the asset by the number of years the asset is expected to be used. The following summary shows the major TFN assets, net of depreciation at March 31, 2023 (in millions of dollars):

	2023	2022
Band Buildings & Houses	19.4	19.3
CMHC Houses	2.9	2.9
Infrastructure (water, wastewater, roads)	1.9	2.2
Machinery and Equipment	1.0	1.1
Vehicles (also includes boats and trailers)	1.0	0.9
IT Equipment (computers, TV's, cameras, phones)	0.2	0.2
Land Improvements (parking lots, docks)	0.5	0.2
	26.9	26.8

Asset management plans will be developed as well as a process to set aside funds to do major repairs and ensure assets remain in good condition.

## Investments

At the end of March 2023 we had cash and investments totaling \$16.4 million compared to \$12.7 million the previous year, an increase of \$3.7 million. This increase is primarily the result of deferred revenues meaning funds that we have received and have not spent by year end.

The First Nations Finance Authority (FNFA) investment at March 31, 2023 was earning 4.8% interest and totalled \$8.806 million (\$8.252 at March 31, 2022). During the year \$280K in interest was earned. Scotiabank GIC's amount to \$3.456 million and are earning between 2.5% to \$4.65% interest.

The Future Generations Fund that is managed by Ridgewood Capital was valued at \$2.365 million at March 2023 (\$2.492 million in 2022), a loss of \$126,671 (gain of \$134,604 prior year) from last year and an overall gain of \$1.193 million since the initial investment of \$1.172 million in April 2008. The 5-year annualized return is 5% which is below the fund objective of 6%. The Finance and Audit Committee reports quarterly to Chief and Council on the investment. Our investment advisor, is Robert Cruickshank of Ridgewood Capital.

## Impact Benefit Agreement (IBA)

Note 8 of the Financial Statements describes the TFN/TAA funds that are not included in the TFN Financial Statements. At March 31, 2023, assets including cash and cash equivalents, investments and amounts receivable total \$2.8 million (\$2.3 million March 31, 2022). Remaining commitments of approved allocations include \$24K for membership work, \$18K for youth and \$296K for 3 phase power. Subsequent to year end there was an additional commitment of \$500 thousand for the Pond Lake Land Defense Fund. Further information is available to Band members at the Band office.

### COVID-19

During the year TFN received an additional \$310 thousand (\$1.2 million in 2022) in special funding to address Covid-19. A total of \$2.8 million in special Covid funding has been received to date. With the exception of \$181,000, these funds have been fully utilized at March 31, 2023.

## Daki Menan Lands & Resources Corporation (DMLRC)

The DMLRC is a non-profit economic development and social purpose corporation controlled by the TFN. All activities of DMLRC are included in the consolidated financial statements of the TFN. There was a separate review engagement of the DMLRC and there are also more detailed financial statements for the DMLRC available upon request.

The Board of Directors of the DMLRC include Robin Koistinen, President, Vicky Blake, Secretary-Treasurer, Doug McKenzie, Jamie Saville and Michael Paul. The General Manager is Jeff Barton.

At March 31, 2023 and consistent with the prior year, DMLRC has total assets of \$1.2 million consisting of land and buildings, vehicles, equipment and cash. Operations include tree planting and thinning contracts, fuelwood, an early-stage sawmill and an office and yard site. Operations are running at a deficit however employment opportunities and training is the main objective of the DMLRC. The DMLRC will continue to rely on government and wage subsidies.

BDO conducted a review engagement of the DMLRC. This and the more detailed management statements are available upon request.

**Temagami First Nation**  
**Consolidated Statement of Financial Position**

March 31, 2023	2023	2022
<b>Financial assets</b>		
Cash and cash equivalents	\$ 2,081,454	\$ 1,650,212
Investments (Note 3)	14,280,756	11,037,573
Funds held in trust by ISC (Note 5)	2,353	2,353
Accounts receivable (Note 4)	2,895,844	2,615,279
	<u>19,260,407</u>	<u>15,305,417</u>
<b>Liabilities</b>		
Accounts payable and accrued liabilities	1,660,576	1,579,081
Deferred revenue (Note 10)	6,434,431	3,603,076
Long-term debt (Note 11)	11,971,274	12,538,433
	<u>20,066,281</u>	<u>17,720,590</u>
<b>Net financial debt</b>	<u>(805,874)</u>	<u>(2,415,173)</u>
<b>Non-financial assets</b>		
Tangible capital assets (Note 9)	26,953,440	26,754,069
Prepaid expenses	179,499	117,404
	<u>27,132,939</u>	<u>26,871,473</u>
<b>Accumulated surplus and re-measurement gains</b>		
Accumulated surplus (Note 6)	26,135,666	24,089,878
Accumulated re-measurement gains	191,399	366,422
	<u>\$ 26,327,065</u>	<u>\$ 24,456,300</u>

Commitments (Note 9), Contingent assets (Note 13), Contingent liabilities (Note 15)

Approved on behalf of the Chief & Council

  
Chief Shelly Moore-Frappier

  
Councillor - Kim Montroy

Consolidated  
Statement of  
Financial  
Position

## Temagami First Nation Consolidated Statement of Operations

	2023 Budget (Note 17)	2023 Actual	2022 Actual
<b>For the year ended March 31, 2023</b>			
<b>Revenues</b>			
ISC (Note 14)	\$ 9,282,967	\$8,141,015	\$ 8,983,217
Health Canada (Note 14)	1,541,927	1,770,317	1,875,930
Government of Canada	846,450	443,574	509,545
CMHC subsidy	-	348,196	101,730
Province of Ontario	2,086,628	2,479,620	2,317,302
Other Organizations	608,500	1,509,722	409,470
Ontario First Nation Limited Partnership	559,668	886,241	617,957
Band Generated	1,237,515	1,260,202	1,661,415
	<u>16,163,655</u>	<u>16,838,887</u>	<u>16,476,566</u>
<b>Expenses (Note 16)</b>			
Administration	602,584	673,048	806,202
Operations and maintenance programs	1,239,194	1,704,303	1,744,376
Housing programs	753,512	797,144	516,078
Education programs	2,519,019	2,568,365	2,070,264
Health and social programs	5,090,288	5,199,358	4,651,786
Community development programs	3,842,520	3,192,279	2,442,394
Ontario First Nation Limited Partnership	614,369	658,602	590,305
	<u>14,661,486</u>	<u>14,793,099</u>	<u>12,821,405</u>
<b>Annual surplus</b>	1,502,169	2,045,788	3,655,161
<b>Accumulated surplus, beginning of year</b>	<u>24,089,878</u>	<u>24,089,878</u>	<u>20,434,717</u>
<b>Accumulated surplus, end of year</b>	<u>\$ 25,592,047</u>	<u>26,135,666</u>	<u>\$ 24,089,878</u>

Consolidated  
Statement of  
Operations

For the year ended March 31, 2023

## 18. Segmented Information (continued)

	OFNLP	Community Development	Health and Social Administration	Operations & Maintenance	Education	Housing	Daki Menan Land and Resource Corporation	2023 Total	
<b>Revenues</b>									
Indigenous services Canada	\$ -	\$ 1,480,967	\$ 905,120	\$ 577,988	\$ 1,206,777	\$ 3,231,853	\$ 738,310	\$ -	\$ 8,141,015
Province of Ontario	-	363,239	2,074,731	-	18,919	-	-	22,731	2,479,620
Health Canada	-	-	1,770,317	-	-	-	-	-	1,770,317
CMHC subsidy	-	-	-	-	-	348,196	-	-	348,196
Government of Canada	-	210,270	-	-	-	-	-	233,304	443,574
OFNLP and other transfers	886,241	-	-	-	-	-	-	-	886,241
Band Generated	105,893	588,596	31,070	7,317	88,625	13,547	238,417	186,737	1,260,202
Other Organizations	-	834,205	600,462	-	3,500	10,410	-	61,145	1,509,722
	992,134	3,477,277	5,381,700	585,305	1,317,821	3,255,810	1,324,923	503,917	16,838,887
<b>Expenses</b>									
Salaries, wages and benefits	-	792,004	2,059,903	507,281	550,665	972,704	47,257	241,550	5,171,364
Materials and supplies	333,988	38,469	136,380	295,746	223,406	98,970	162,001	36,744	1,325,704
Contracted services	21,071	1,409,522	2,177,807	293,396	95,408	319,636	131,082	111,246	4,559,168
Rents and financial expenses	212,330	72,956	63,408	18,850	90,449	584,369	96,614	71,510	1,210,486
Travel and training	51,513	298,363	527,564	70,913	102,486	524,180	2,509	32,469	1,609,997
Other	39,700	(48,653)	-	(616,856)	(99,767)	-	-	-	(725,576)
	658,602	2,562,661	4,965,062	569,330	962,647	2,499,859	439,463	493,519	13,151,143
<b>Annual surplus before amortization</b>	333,532	914,616	416,638	15,975	355,174	755,951	885,460	10,398	3,687,744
Amortization	-	76,490	234,296	103,718	741,656	68,506	357,681	59,609	1,641,956
<b>Annual surplus (deficit)</b>	\$ 333,532	\$ 838,126	\$ 182,342	\$ (87,743)	\$ (386,482)	\$ 687,445	\$ 527,779	\$ (49,211)	\$ 2,045,788
<b>Tangible capital assets purchased</b>	\$ 62,389	\$ 388,312	\$ 324,123	\$ 11,606	\$ 159,769	\$ 123,634	\$ 677,160	\$ 143,291	\$ 1,890,284



Temagami  
First Nation  
Segment  
Disclosure



## Feedback

Feedback from Band members is welcome and encouraged. Any questions relating to matters dealing with TFN Finances, or the administration of the TFN, will be responded to promptly.

Please do not hesitate to contact the Finance Manager if you would like a copy of the Financial Statements or more details pertaining to any of the financial information presented.

Vicky Blake. Finance Manager

Walter Ross, Chair of Finance and Audit Committee



**TEMAGAMI  
FIRST NATION**

[www.temagamifirstnation.ca](http://www.temagamifirstnation.ca)