



TEMAGAMI FIRST NATION

2019-2020 Annual Report



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, finalize the financial statements, and to share how the Chief and Council and all staff are interpreting achieving the strategic priorities moving forward.



TEMAGAMI FIRST NATION

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Who we are

Introduction to our community

Temagami First Nation community of Bear Island lies at the cultural heart of N'Daki Menan (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'Daki Menan, 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.

www.temagamifirstnation.ca



Citizenship

Our Temagami First Nation citizenship as of March 31, 2020 had a total of 851 members.

Citizenship for our entire Nation is being revisited.



Governing Council



TEMAGAMI FIRST NATION



Chief & Council

Elected July 2017 for 3 Year Term

Chief	Arnold Paul
Second Chief	John Turner
Councillor	Michael Paul
Councillor	Wayne Potts
Councillor	Alice Moore
Councillor	Jamie Friday
Councillor	Jamie Saville
Councillor	Doug McKenzie Sr.

Message from Ogimaa Shelly Moore-Frappier



Photo: Councillor Michael Paul, Second Chief John McKenzie, Councillor Joseph Katt, Councillor Douglas H. McKenzie, Executive Director Virginia Paul, Chief Shelly Moore-Frappier, Councillor Tom Mathias, Councillor Jamie Saville and Councillor Roxane Potts

Kwe Kwe, as the newly elected Ogimaa of Temagami First Nation I want to take this opportunity to acknowledge the leadership of the previous Chief and Council because these accomplishments are a testament to their leadership and priorities.

I also want to take this opportunity to acknowledge the leadership taken with the onset of the Covid-19 Pandemic. Temagami First Nation nimbly shifted gears in securing the safety of our community and began the onerous task of mobilizing knowledge from health authorities to making policy here in our community to stop the spread of Covid-19. They are to be commended in putting the health needs of our people before politics.

Highlights of 2019/2020 include the Lakeview Gathering Place completion and the Grand Opening of Minowaabandangiing Maawanjihidiwining in November 2019. Negotiations saw the hiring of the Director of Negotiations and Joint Council

working together towards the Citizenship Criteria through the Citizenship Committee. Covid-19 has slowed this process down but it is still on course.

As your newly elected Chief and Council we are looking forward to continue the good work of Joint Council to move our Nation forward. We are also committed to keeping our citizens informed and look at new ways to engage our citizens during this Pandemic with restrictions to gathering. Our highest priority is to keep our community safe during this upcoming year. As we get deeper into this Pandemic we acknowledge how hard it is to cope and that this upcoming year is full of unforeseen challenges. We continue to have hope and look forward to the grand opening of the new Bear Island Police Station in the Spring and more land based initiatives.

In Unity,
Ogimaa Shelly Moore-Frappier

Some Key Achievements / Milestones in the past year



- Completion of the Lakeview Gathering Place
- Implementing a Land Based Healing approach to Healthy Communities in serving the clients and families of the TFN.
- Home and Community Care program to optimize service delivery and capacity building utilizing external expertise; implementing of a new HCC Policy.
- Bi-weekly family language nights
- 9 Post-Secondary Graduates, 5 Secondary Graduates, 4 Elementary Graduates
- Elders Housing Complex Construction
- Bear Island Fibre Optic Extension
- Financial Management Systems (FMS) Certification

Strategic Plan

Temagami First Nation Priorities

Negotiations

Education/Youth

Housing

Resource
Development
Plan

Staff Training

Governance

Communication

Stewardship



Health Services

Health Planning and Quality Management:

1. Design and implement health programs and plans
2. Optimize flexibility for health programming and services for recipients.
3. In-service training
4. Orientation plans
5. Effective communication with other First Nation, partners and affiliates

PROGRAM AREAS

- The suboxone treatment harm reduction program demonstrating flexible and responsive health services for clients struggling with addictions
- Strong focus on youth activities towards addiction prevention and mental health supports
- Activities directed toward adult addiction prevention and mental health supports.
- Development of the Aboriginal Children's Health and Well Being (ACHWM) tool kit to help support and give our youth a voice (see www.ACHWM.ca)
- Virtual Hosting NOSM medical students
- Partnering with North Bay Indigenous Hub to bring in a Nurse Practitioner, mental health worker and social worker into the community as often as our COVID 19 protocol can accommodate.
- Integrated On-line Diabetes Care Team session with community members.
- Implementing a Land Based Healing approach to Healthy Communities in serving the clients and families of the TFN.
- Home and Community Care program to optimize service delivery and capacity building utilizing external expertise; implementing of a new HCC Policy.

Health Services Continued

In-service Training is on-going and held on the following topics:

- Counselling staff and identify community needs
- Community wellness and development team
- Reconnecting Your Spirit training
- Native Horizons training on opiates and addictions
- Trauma Informed Training
- Traditional Family Values training

The Health Services Manager, Wayne Potts has responsibility to:

- manage and assist in the everyday operations of the Doreen Potts Health Centre unit including social services
- Help facilitate the establishment of the First Nation Control Group in response to the Covid-19 Pandemic
- develop and approve annual activity plans for the new Community 10-year Health Plan
- support operational plans: strengthen and enhance the accountability of TFN regarding the management and the delivery of quality health programs and services
- Help co-ordinate the on going review of pandemic plan
- Review of Emergency Preparedness Plan
- attend meetings as required for Independent First Nation (IFN) Health, North East Local Health Integration Network (NE LHIN), COO Health Forum
- participate on the Health and Social Committee
- attend Manager meetings and training



Health Services Continued



Generally our Health services focus pre-COVID was maintaining and improving our ability to respond to our communities Primary Health Care needs. We also were developing our food security goals by supporting the work being put in to our Community Garden and Green House Project.

Thanks to our gardener Mark Sams and others who helped we were able to produce an amazing variety of crops and medicinal plants this year. We also had some apple trees planted along side our Community Garden. I was also very impressed with the size of some of the green peppers coming out of the Green House Project. This gives us great hope for the future as we work toward developing the year round Green House.

Two, huge developments were realized for our Community Health Services over this past year. The development and implementation of our new 10 year Health Plan and the adoption and implementation of our very own Community Support Services Policy. Thanks to the determination and perseverance of our Health and Social Committee members as well as our front line workers and community members who gave us the feed back needed to develop these documents. Meegwetch to all.

We were also able to develop our Land Based for healing facilities to the point of being functional in this past year. Thanks to the skills of Douglas Mckenzie Jr in putting together the Yurts that different programs and initiatives from the community can utilize. In spite of the COVID we were able to create a safe bubble group for our youth to participate in a canoe trip to Maple Mountain (Chi-Bajjiing) as well.

The COVID-19 Pandemic has set us back somewhat when it comes to our services and initiatives. However, the creativeness and hard work of the First Nation Control Group(FNCG), along with the input from community and front line workers we were able to get somewhat back on our feet and develop some level of programing and Health Services. It's far from what we have been used to but we are trying to maintain a level of service while staying safe at the same time, with limited resources. The patience and understanding of our community members really helps and is encouraging for our workers during these times. We will get through this, together. Everyone of us has a role to play in keeping our community safe. Following the protocols of limiting our travel, physical distancing, hand sanitizing and wearing a mask are ways we can all do our part. Once we come out of the other side of this, I believe as a community we will appreciate even more the services that we are able to access through our Health Care system on the Island. It is expected the North Bay Indigenous Hub will be more active when it comes to providing Primary Care to our community members once the Pandemic is lifted. Their Services will entail Nurse Practitioners, Mental Health, Traditional Medicine People and more. As it is they've been a great support in providing us with PPE when requested and also providing our nurse Delma with the swabs to test for the COVID virus.

John Wayne Potts
HSM , Temagami First Nation

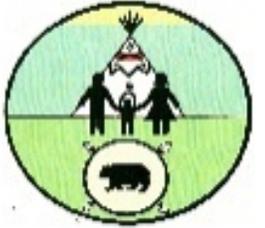
Social Services



Summary

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

FHWC is funded through the Indigenous Healing and Wellness Strategy, Ministry of child commu services (MCCSS) and Indigenous Service Canada.



Key Accomplishments/Achievements

- Move back to the Family Healing and Wellness Building in December 2019
- Hiring of a Cultural Resource Coordinator (focus on land base initiatives and cultural programming)
- Held our 1st Round Dance took place on February 29, 2020 at the MGM was a great turn out lots of fun!
- Another successful year for the Roots and Wings Group which was led by Christine Friday.

Evidence

Continue to work towards more land base/cultural programming and services for children, youth, families, and community (cultural camp, canoeing, quill box making, netting, skirt making, sewing, feasts, youth canoe trip)

Ongoing bi-weekly counselling services for community members

Ongoing referral services for community member

Family support service for our participants in HBHC program and child and youth programming.

Ongoing prevention/awareness programming for children, youth and adults provided (cultural, recreational)

On going children and youth programming (dance camp, water camp, beach days, her braid workshop, movie trips, bowling, youth trip)

Social Services continued

Reflection

There was a proposal for band representative funding sent in February 2019 and had been approved, we have new staff coming in to the FHWC team. The band rep funding is through Indigenous service Canada. We are continuing to work on the band rep program.

New staff hired for the band rep program:

- ❖ On reserve Band Rep worker - **Deva Belec**
- ❖ Off reserve Band Rep worker - **Jessica Mattias**
- ❖ Office Administrator worker - **Alyssa Paul**

*An update on the NNADAP program this program has moved out the Family Healing and Wellness Centre and has relocated back to the Doreen Potts Health Centre.

Department Strategic Alignment

The Family Healing and Wellness Centre team has collaborated and worked together with other departments on various initiatives over the year. We continue to work with the Doreen Potts Health Centre on various initiatives focusing on land base programming and activities.

Some next steps for the FHWC team is to continue to collaborate working with other departments along with developing and implementing Land base programming and activities. We have two Yurt locations that have been utilized for land base activities throughout the year. Our team will continue to work hard to providing safe programming and activities for children, youth, families and community.



Lands & Resources

Summary:

The Lands & Resources Department has a Strategic Plan, and Our Mission is ***“To implement our sacred responsibility for stewardship and co-existence of the people of n’Daki Menan.”*** Our Vision: ***“Daki Menan is a model of respectful co-existence, sustained life and sustainable development.”***

The L&R Strategic Plan is reviewed annually and is 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, Economic Development, Climate Change, Membership Water Tourism

Key Accomplishments/Achievements

During the 19/20 Fiscal Year, we accomplished the following:

Mining – negotiated 4 MOU’s, 42 permits and plans were reviewed, 4 closure plans were reviewed, 1 prospector course was held along with 1 Traditional Ecological Knowledge interview and 5 meetings with mining companies, hosted Community Mining Information Sessions; Mining attended 13 field visits and the Alamos Env. Committee meeting;

Land Code – we held 12 consultations on Bear Island, Temagami, North Bay, as well as conducted surveys to develop the Draft Master Land Use Plan (LUP) and 4 LUP Committee meetings; in addition we held 2 consultations on the Matrimonial Real Property Law (MRP) and 2 MRP Committee meetings; attended 2 Algonquins of Ontario meetings

Forestry – we continue to implement the TFN Forest Strategy, including Temagami Forest Management Planning implementation which includes harvesting our Temagami Unit allocations; we sit on the planning team of Timiskaming FMP, this includes 2 meetings/month; and we hosted an Annual Forestry Information Session in January, so that everyone can review the Work Schedules for Forestry on n’Daki Menan. We are still working towards a new tenure model for the Temagami Management Unit, likely still a Local Forest Management Corporation.

Water – Last year in the spring we participated in the Water Emergency Planning meetings relating to flood conditions; Note: we are doing other water sampling under Climate Change.

Lands & Resources Continued

Evidence

- Draft Master Land Use Plan for Bear Island and the Proposed Settlement Lands
- Forestry Background Report
- Hydro One D2L Traditional Land Use Study and Issues Document
- Energy Champion Funding
- Renewed New Relationship Funding with Province of Ontario
- Renewed Mineral Development Advisor (MDA) Contract
- TAA Cultural Heritage Protection from Mining Activities on n'Daki Menan
- OMB Hearing Ruling
- TFN Presentation to the Municipality of Temagami
- Draft TFN Economic Development Strategy
- GIS – GIS Intern Funding, Gazoduq Funding
- Transfer Payment Agreement to Study Forest Tenure on the Temagami Management Unit
- Reporting to all Funding Agencies;

Key Accomplishments/Achievements Continued

OPG – we negotiated a draft workplan and budget to review Past Grievances with OPG for the flooding and uses of our land; however, it has not been approved due to issues with Membership of the Teme-Augama Anishnabai; OPG's position is if our members have status in other bands they should not be represented in our Grievance, as those other Bands likely have Grievances in works or coming forward; therefore, they are settling twice with the same people;

Energy – the Community Energy Plan continues to be implemented; data collection for electricity usage for all TFN buildings from 2015 to present, started energy audits of all the TFN buildings, Monitoring and forecasting the energy usage for the LGP through the Building Automation System and utility data, Research on energy saving and green energy producing technologies and subsequent government and utility funding.

Economic Development – a Draft Economic Development Strategic Plan has been developed (5 consultation sessions), 3 small business grants were awarded, as well as holding 7 Economic Development Advisory Committee meetings; Gezhtoojig funding for 11 members for training and development; organized "Career in Justice Services" day;

Climate Change – The Climate Change Team has been monitoring n'Daki Menan and have been demonstrating their activities through the Climate Change Facebook page; the team held Community Information Sessions and a Climate Change Bingo and Sharing Circle; attended 4 Joint Health & Safety Committee meetings; 8 field trips and many field trips water sampling.

Monitoring – In addition to the Climate Change Monitoring, we often obtain assistance from Mike Paul to assist with monitoring, this year Mike assisted us with the following monitoring projects:

Mapping – Assessing the potential impacts of development to Watersheds on n'Daki Menan, as well as our cultural and spiritual places, by screening projects such a Gazoduq maps (a proposed natural gas pipeline north n'Daki Menan), MTO Projects; proposed municipal projects; TEK maps, mining permit/plan maps, forestry maps reviewing placement of harvesting areas and roads against our values; preparing maps for negotiations relating to economic lands;

Lands & Resources Continued



Key Accomplishments/Achievements Continued

Daki Menan Lands & Resources Corp. – Firewood business, storage, leasing land and offices, as well as harvesting our allocations on the Temagami Management Unit;

Municipalities – We worked with the Municipality of Temagami on projects such as: Briggs Landfill and Lake Temagami Access Point Landing; MOU meetings; as a result of the OMB Hearing in our favour on Lake Temagami lot creations, we offered to make a presentation to Municipality of Temagami re: TFN Rights and Responsibilities, Duty to Consult and TFN Cultural Heritage, the Planning Act, Heritage Act and Provincial Policy Statement, which seemingly was well received and it now understood that good planning principles must exist as neighbours; our relationship with the town is now more of working together and building common understandings;

Membership - 851 active members, 80 status cards were issued, held an Estate Planning Workshop and distributed templates for Wills and Power of Attorney for Personal Care;

Administration 10 staff meetings; L&R staff attended 26 workshops/training; assisted with Community Information Sessions, Annual Reports, and L & R Strategic Plan

Community Engagement: L & R staff wrote 110 submissions for the Blast articles, in addition to all the Community Information Sessions and attendance at Community Meetings;

Covid – our L & R Director participated in all the early planning stages of COVID, assisting to keep our community safe, and was a constant staff member at the office during this time. She was able to help support departments with less staff, with respect to year ends, budget and planning, as well as insurance renewal.

Lands & Resources Continued



Reflection

This past year watch COVID develop was new, and we are not over the COVID hurdle yet. We need to find more unique and interesting ways to keep moving forward our projects and duties, while keeping our citizens engaged and aware of the activities on n'Daki Menan.

While we have made great strides on the Temagami Management Unit with respect to economic opportunities, we must remain vigilant to look for more opportunities from other management units, such as Timiskaming, Nipissing and Sudbury Units.

The new reality of the Ford Government pushing back on consultation and accommodation with respect to mining and forestry developments need to be brought to the forefront, we have lost 20 years with this new government on the rights and interests of our people. While we may have internal issues, we have greater external issues with this new Government. The passing of Bill 197 is such an example.

Department Strategic Alignment

We have been working diligently to align with the Lands & Resources Strategic Plan objectives, as set out by Council, we have been building a Lands & Resources Team to create Resource Development Plans for n'Daki Menan, we have a Forest Management Plan for the Proposed Settlement Lands, we have been undertaking an Aggregate Inventory on n'Daki Menan. A new Economic Strategic Plan is under way, in addition Lands & Resources has a Strategic Plan that is reviewed annually and workplans and budgets are aligned with the Strategic Plan.

The Canoe House

Summary

Project Learning Tree and Temagami First Nation collaborated on a cultural stewardship initiative to hire 4 youth to work at Canoe House in summer of 2019. The Canoe House is a community cultural learning that supports and provided opportunities for youth and community to engage in our cultural knowledge practices.

Reflections:

The Canoe House is a cultural learning space that continues to promote our local indigenous knowledge and history of the area. This space is open all year round and strives to promote initiatives that will revitalize and preserve our culture and heritage through the practice of our traditional knowledge. The next steps of engagement are to promote sharing and discussion to better understand the reasonings of our cultural knowledge practices and the importance of transferring it on to future generations.



Key Accomplishments/Achievements:

The transfer and practice of traditional birch bark canoe building knowledge

The creation of a space and platform for important discussions and sharing from our own cultural perspective and engaging community and community school

The successful development of a funding partnership with Project Learning Tree

Evidence:

- Canoe House hosted 2 film screenings followed by discussion
 - The Grizzlies Film
 - Falls Around Her Film
- Hide Scraping & Cleaning Workshop engaging the LMLC Students
- Grades 4-8 engaged in the building of a 13ft. birch bark canoe build project
- Building of a 15 ft. Wiigwaas Jiimaan (rice harvesting birch bark canoe) approximately 1000 hrs. in total of scouting, harvesting, processing and assembling of the birch bark canoe project.

Summer Camp Fund 2019

Key Accomplishments/Achievements:

- 36 Youth impacted and participated in local summer camp programming
- Total of 91 weeks of camp programming for summer of 2019
- Successful funding partnership between TFN and 7 local camps on Lake Temagami



Summary:

The TFN Summer Camp Fund supports youth to participate in the local camp programming on Lake Temagami for 8 consecutive summers. The fund strives to take down financial barriers and to make accessible the local camp programming to our youth to participate in. Some of the camps in our local area have operated as early as the 1900's. Through the partnership the local camps and TFN each cover 50% of the tuition costs.

Evidence:

Camp Keewaydin – 2 Campers for 3 weeks each

Camp Wabun – 5 Campers (three @ 6 weeks and two @ 3 weeks)

Canadian Adventure Camp – 22 Campers (all @ 2 weeks)

Camp Wabikon – 5 Campers (one @ 3 weeks and four @ 2 weeks)

Camp Wanapitei – 2 campers (one @ 2 weeks and one @ 4 weeks)

Reflections:

It is highly recommended that the summer camp fund continues to grow as we invest in our youth. Summer camps have many benefits such as; develops life-long skills, promotes independence, makes time for play, teaches teamwork, teaches resiliency, provides opportunities for fun screen-free activities, encourages a connection to the land and water, fosters growth, builds self-esteem and nurtures friendships. Some of our youth who participate in the programming for a number of consecutive years are returning as staff at the camps they attend and also receive training while being employed by the local camps.

Esker Rangers (OYEP) 2019

Summary

The 2nd year of partnership between Temagami First Nation & Outland Camps to successfully deliver Outland's OYEP (Ontario Youth Employment Program) at Esker Provincial Park near Kirkland Lake, ON. The 6-week land-based camp program took a local, community-driven approach which included forestry-specific learning, training and work engagement for First Nation Communities in our local area. The 40 days of land-based education, training and work engagement introduces youth to potential career options with many transferrable skills that youth carry forward with them.

Key Accomplishments/Achievements:

- TFN hosted the 2019 OYEP graduation on Bear Island to recognize youth achievements
- 2nd year of TFN & Outland Camps successful implementation of the OYEP Program
- Youth build a 25ft Tee Pee harvesting poles from the land and sewing the canvas

Reflection:

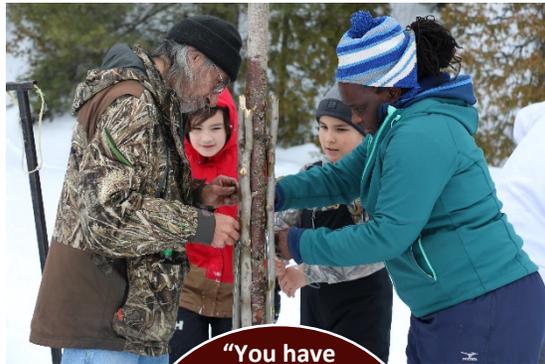
TFN continues to work with Outland Camps for a 3rd year of a successful implementation of the OYEP program. Further development in the cultural component of the program is recommended as many of the youth enjoyed the Tee Pee making the highlight of the summer. The creation of cultural spaces, especially by the youth themselves gives them a sense of autonomy and good work ethic.

Evidence:

- 18 OYEP graduates
- 13 communities represented
- 20,000 trees planted
- 3 drivers licenses earned
- 18 first aid certifications earned
- 3,920 hours worked in total
- 4 industry engagements
- 12 TYEP 2 forest fire fighter certifications earned
- 4 high school graduates
- 30 high school credits earned



Education



"You have
brains in your head.
You have
feet in your shoes.
You can steer yourself
Any direction you
choose."



Education Manager: Lynn Mongrain

Summary

The Bear Island Education Authority (BIEA) oversees Elementary, Secondary and Post-Secondary 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

Boshk Aguonia, Chairperson
Shelly Moore-Frappier
Tyler Paul
Delma Peshabo
Robin Potts

Student Enrollment 2019-2020

Elementary	42
Secondary	9
Post-Secondary	31

Key Accomplishments/Achievements

- 9 Post-Secondary Graduates
- 5 Secondary Graduates
- 4 Elementary Graduates
- A Group Application was sent to Jordan's Principle when the LMLC closed due to the Covid-19 Pandemic for devices for online learning. Approval for 22 Laptops and 15 iPads for the LMLC Students Grade 1-8. AT the end of the school year the students were able to keep them.

Reflection

Education is important to the BIEA and will continue to work hard on serving the TFN students to the best of their ability. Culturally appropriate programming for the LMLC is also important.

Department Strategic Alignment

The BIEA would like to see more land-based learning at the Laura McKenzie Learning Centre. We live in such an ideal environment that our children just need to step out the back door to learn!

The community infrastructure is in the planning stages of an extension to the LMLC.

The BIEA has been working on the BIEA policy over the past year. They will be starting a review on the secondary and post-secondary policies.

Tillie Missabie Family Centre: Daycare & Aboriginal Head Start



Summary

The Tillie Missabie Family Centre is a licensed daycare for 26 children from ages 18 months to 6 years old. The daycare has been approved recently for alternate capacity of 3 infants in the toddler room and 16 school aged children in the preschool room which gives us the flexibility to take alternate age groups when our numbers are low in the preschool and toddler age groups. The daycare provides culturally enriched programming for the children enrolled, to promote school readiness, in a safe, nurturing environment. The Tillie Missabie also engages parents and children in family programming as often as possible.

Key Accomplishments

- Continual land based programming for the children and families of the Tillie Missabie Family Centre
- 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.
- More parental involvement
- More focus on Anishnaabemowin

Evidence

- A variety of land based activities (setting net, ice fishing, attending culture camp, visiting the community garden, berry picking, boat and snowmobile trips out on the land).
- The TMFC staff participated in a variety of training opportunities throughout the year to enhance their planning, and programming skills. Professional development was our focus near the end of the fiscal year when we were required to close the daycare.
- Parents participate in family activities and workshops and activities for parents that occur at the daycare, in the evenings and on weekends. Some examples of the activities include: Family trips to Pow Wow, parent committee, attending land based activities with their children. During the shut down the TMFC staff shared their ideas for cooking, crafts, and stories and songs as often as we could with the families, sent home craft packages for the children, had Zoom circle time and the staff would check in regularly with the families.
- 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.

Tillie Missabie Family Centre: continued



Reflection

The Tillie Missabie Family Centre staff are pleased with the progress we have made in our land based activities and with learning and incorporating our language as much as we can in our centre. As the pandemic continues there is no better place to be than out on the land. We will continue to do land based activities with the daycare children as much as possible, learning about our traditions and language while being out on N'Daki Menan.

Department Strategic Alignment

The Tillie Missabie Family Centre has collaborated with other programs in the community to provide more enriched cultural programming for the families and the community and will continue to build on those relationships. Our next steps are to collaborate with the LMLC to hire a Native Language Instructor (half time at the school and half time at the daycare). Our goal moving forward is to do provide a safe environment for the children to attend daycare on a daily basis and do as much family programming as we can while adhering to the new policies and procedures for COVID-19.

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



Justice & Victim Services



Our Objectives & Goals

To ensure persons effected by crime, receive immediate support assistance . To assist victims to quickly return their lives to a desired degree of stability. To assist police and other emergence services providers in meeting the needs of the victim. To educate community about victimization be it historical trauma. To encourage personal empowerment growth and awareness

JUSTICE SERVICES
TEMAGAMI FIRST NATION



Key Accomplishments/Achievements

- Information exchange in regards to Indian Day School
- New Police Station
- Awareness of Human Trafficking
- Zucchini Contest, building relationships and restoring friendships
- Justice Services Career Day

Evidence

- Indian Day Settlement brought more awareness of historical trauma and healing
- The new police station generated more revenue into the community and will provide a healthy and safe work environment for the police officers
- The zucchini contest created a lot of positive interaction, and we had a lot of support and participants
- The justice service career day was successfully attended, our guest speakers were all Temagami first nation member and all have successful careers within the justice field.

Reflection

In reviewing the past year we had done a lot of capacity building and restoring relationships locally, provincially and federally. We were invited to be members of the OPP Indigenous Engagement Advisory Group. We have been invited to speak at the justice forum of the Union of Ontario Indians, as well as the Independent First Nations Youth Symposium.

Department Strategic Alignment

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

Justice Services Coordinator: Virginia McKenzie

Public Works/ Community Services

Public Works continues to be very busy. They are always there to assist and trouble shoot to make sure that any potential problems that may arise are handled with promptly and efficiently.

Public Works looks after services such as water, sewer, roads, garbage, recycling, heavy equipment operations, barging, shuttle service, tree removal, grass cutting, winter road maintenance, vehicle maintenance, boat maintenance, building maintenance and repairs, etc... so there's never any shortage of work to do.

Administrative Staff is always keeping an eye out for funding. We were unsuccessful in recent applications for the Sonny Moore Building, Rink and Ballfield upgrades and for roads upgrades. We will continue to look for funding for these community projects as well as for funding for a cell tower on Bear Island to bring cell service to the community.

Community Infrastructure Manager: Jamie Koistinen

Summary

Public Works includes all common infrastructure within our community such as the water treatment plant, as well as the administrative and health buildings.

Key Accomplishments/Achievements

- o Fill potholes, grading, calcium – dust suppressant
- o Water and Sewer operations and maintenance
- o Community Clean-up, Tree removal and brushing
- o Barging Operations
- o Barge Upgrades – new motor on both barges, new jib on red barge.
- o New Public Works yard surveyed
- o Numerous Staff/Community Trainings - (*Heavy Equipment Training, Hoisting Rigging, Fuel Handling, Chainsaw, Working at Heights, Plow Training, Barge Operator Training, computer training*)
- o Community Waste Management maintenance and recycling
- o Fuel Cubes for handling, hauling and storing fuel. These will allow us to move the large white tank away from the waters edge
- o Bear Island roads and Ice Road Plowing and maintenance
- o Collapsed building insurance settled, new building purchased
- o Purchase of new loader & snow blade, a slightly used PW Truck and plow, GPS Unit for Medical Trans Boat
- o Flyers Bay Clean Up Funding Secured

Evidence

Public Works and Infrastructure Staff are highly visible in the community and are doing a great job keeping everything going and providing great services to the community. Many of the accomplishments are visible in the community and many more are less visible but highly used and well taken care of (i.e. water and sewer services).

Reflection

We will continue to work on keeping the community clean and all services up and running to the best of our abilities. Our staff continues to receive ongoing training to increase their knowledge base in keeping the community going.

Department Strategic Alignment

By investing in our assets and proper care and maintenance practices, we will be able to maximize our efforts to operate effectively and efficiently. This will also help maximize the use of our infrastructure.



Capital Projects

2019-2020 has been another busy year for capital projects. We were able to secure funding for the Police Leasehold upgrades, Phase I/II ESA and Flyers Bay Clean Up. We are awaiting answers for funding for the Fibre Op project and the school addition. We continue to seek funding for community projects as opportunities arise. The Multi-Use Facility is occupied, the Elders Housing Complex is in the final year of construction, the Police Leasehold upgrades are underway. Capital Projects will continue to be aggressive in building up the community and supporting community and economic development on Bear Island.



Capital Projects Manager: Jamie Koistinen

Summary

The Capital Projects Department has been busy mainly with 2 large capital projects and with many other related projects as well as new projects.

Key Accomplishments/Achievements

- Multi-Use Facility - Lakeview Gathering Place
- Elders Housing Complex
- Docking Facility Upgrades
- Bear Island Fibre Optic Extension
- Police Leasehold Upgrades
- Phase 1 and 2 Environmental Site Assessment (ESA)
- Flyers Bay Clean Up
- New Teacherage Housing
- School Addition Planning
- Funding Applications

Evidence

The Lakeview Gathering Place was substantially completed, then occupied. A ribbon cutting ceremony was held and a tender for a back up generator was put out. The shovel was in the ground spring 2019 for the Elders Housing Complex. The building shell was put up and the roof completed before Christmas 2019. The existing Fibre Optic cabling was extended to all band buildings and is ready for future expansion. This included a new Voice over internet protocol (VoIP) phone system. Police funding for leasehold upgrades secured and upgrades underway. Phase 1 ESA reports complete, drill program developed for phase 2 for testing and monitoring for contaminants. Funding secured for clean up at Flyers Bay. Signage, gate and aggregate purchased. 2 new mini-homes were purchased and installed to increase teacherage housing. We continue to seek Funding for a school Addition. The plans have been prepared and the project is shovel ready.

Reflection

Capital Projects still have a lot more to do as many projects are just getting started. The projects that are being worked on are for the betterment of Bear Island and it's residents and will allow for economic development opportunities and will support a clean, refreshing community. It will help us become more efficient in how we are using lands and in the way we use energy.

Department Strategic Alignment

Capital Projects is working on projects that support and align with the community's Vision and Strategic Plan.



Finance



**GWAY-A-KO-
CHI-GEWIN**

Quote from Chief Arnold Paul:

“TFN are proud to achieve this extraordinary FMS Certification; a financial standard that solidifies accountability, good governance, economic development and a strong foundation for our nation for years to come. With the assistance of the FMB and all the hard work from Staff & Leadership, this achievement delivers confidence and transparency back to our people.”

Finance Manager: Vicky Blake

Summary

The Finance Department consists of Vicky Blake, Finance Manager; Joy Cooper, Finance and Payroll Clerk and Beverley St.Denis, Finance and Enrichment Program Clerk. The Finance and Audit Committee members for the 19/20 fiscal year consisted of Walter Ross, Chair, Councillors Doug McKenzie and Jamie Saville and community members Tom Mathias and Douglas H. McKenzie.

Key Accomplishments/Achievements

- Financial Management Systems (FMS) Certification was received from the First Nations Financial Management Board (FMB). This means that our finance and administrative governance practices now meet FMB standards which are based on internationally recognized standards of financial management. Through this certification process, the following was accomplished:
 - ✓ A Risk Management Plan was developed and approved by Council on December 16, 2019
 - ✓ A multi-year financial plan was developed to assist with better long-term planning
 - ✓ An Information Management Policy was developed and approved by Council on Sept. 24, 2019
 - ✓ An Administrative Governance Policy was developed and approved by Council on Dec. 16, 2019.
 - ✓ The existing Finance and Personnel Policies were updated
- Norming Fixed Assets software was added to our Accounting software program which will allow for better tracking and amortization of our tangible capital assets.
- A loan in the amount of \$5.532 million was obtained from the First Nations Finance Authority

Reflection

Becoming FMS certified has allowed TFN to enter into a 10-year grant arrangement with the government of Canada which started April 1, 2020. This agreement allows for more flexibility to meet the needs of TFN. Having this certification will also be beneficial for any future business partnerships.

Human Resources

Summary

The HR department is concerned with identifying employment gaps across TFN, advertising for positions, evaluating potential candidates, and hiring talent. HR also oversees redundancies in the work force and establishes work plans/goals to achieve the overall Strategic Plan of the organization. This department was managed by Katie Madore since April 27, 2019.

Key Aspects from 2019 – 2020

- Implementation of Personnel Policy and Procedure Manual (PPM) – approved by Chief & Council December 2019, implemented April 27, 2020.
- Introduction of HR Downloads Information System (HRIS) in February 2020 – addresses training & development concerns for employees. As well as provides current legislation and any applicable changes to said legislation.
- Canada Summer Student Jobs 2019: 24 students placed into positions between July and September – funded by the Government of Canada.
- 16.66% attrition rate (14 terminated/resigned employees this year) between April 1, 2019 and March 31, 2020.
- 29 individual job competitions including the onboarding of the Bear Island OPP Constable in December, Director of Negotiations in February 2020, and a full staff compliment for the LMLC except a Special Education Resource Teacher by September.

Evidence

- PPM has been reviewed by legal counsel, all managers, and Chief & Council. A period for comments was provided so that concerns could be brought forward and be addressed prior to circulating to staff.
- \$10k two-year HR Downloads contract expires January 2022. All staff have access to their employee profiles and training programs.
- All students that applied were hired into positions within the community.
- TFN maintains 84 employees, both contracted and permanent. Over the past year, 14 employees have left TFN employ. Of the 14, only 3 were terminated/contracts not renewed. 4.6% Termination rate.

Human Resources continued

EdTalent Job Fair in Toronto from March 2020



Human Resources Manager, Katie Madore

Reflection

The HR Department underwent a complete review regarding Best Practices, policies, approaches, and consistency in application of all aspects of employee management. The past year was dedicated to identifying areas of concern and developing tools/approaches to address these concerns including the development of new policies and procedures. The next year will be spent further developing these procedures and educating all employees on the involvement of HR in day to day activities. It has been identified that TFN membership application to positions has declined but the reason for this change is unsure; future development on encouraging TFN membership to apply for competitions will be ongoing. Further development of processes for this department is required and may involve policy review, document storage review and training in benefits & pension applications.

Department Strategic Alignment – TFN Chief & Council Strategy Planning (Nov.2017-June 2020)

Annual Training – completed: all employees have access to annual training including all legislatively required training courses.

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.

By building on media relations and brand marketing to enhance our public image thus widening our audience and enabling us to reach all TFN Citizens, communication brings the community together.



Key Accomplishments/Achievements

- Revamped BI Blast newsletter
- Completed training for website design
- Participated in Art Camp as both volunteer and recorded events
- Branded and Marketed 2019 Pow wow
- Directed LGP documentary
- Published booklet on Making of the LGP
- Press Releases and Media Advisories including LGP Opening and Declaration of State of Emergency
- Branded LGP for Rental Opportunities – Includes logo, advertisements, wrote news article for Temagami Times
- TFN print marketing material updates – BC's, letterheads, logos, etc
- Created modern recruitment branding for TFN employment – specifically for EdTalent Trade show but to be used in future recruitment processes includes:

- Handouts
- Video presentation
- Signage and display media
- Swag, give-aways



Reflection

Under the new Chief and Council a Communications Committee has been established and we look forward to collaborating and working towards a new in-depth Communications Strategy. We are excited to utilize more video communication in efforts to bring the community together.

Communications Officer, Heidi Jobson



Screen shots from LGP Documentary

Financials

Temagami First Nation Community Financial Report 2020

Summary

The consolidated financial statements of the Temagami First Nation (TFN) for the year ended March 31, 2020 have been completed by TFN financial staff and audited by BDO Canada LLP, Chartered Accountants. These statements include the Daki Menan Lands & Resources Corporation (DMLRC) and the Enrichment Program. This report summarizes and discusses the highlights of the financial situation of Temagami First Nation. More detailed information is contained in the audited consolidated financial statements and are available for review along with the BDO audit opinion.

Highlights

2020 was another very busy year on Bear Island. The Lakeview Gathering Place construction was completed and the building was occupied in October 2019. Construction of the OPP station within the Lakeview Gathering Place and construction of the Elders' Complex continues. Both are expected to be substantially completed by October 1, 2020. During the summer and fall of 2019, there were also two mini-homes constructed for Teacher rentals.

The Fibre Optics project was also completed during the fiscal year which connected all the Band offices for internet and a phone system. Plans continue to provide high speed internet to homes on Bear Island as well.

On March 27, 2020 TFN received Financial Management System Board Certification. Having this certification has allowed us to become a borrowing member of the First Nation Finance Authority at government borrowing rates. It has also allowed us to enter into a 10-year grant agreement with the Federal Government which started April 1, 2020. This will give TFN more flexibility in addressing the needs of TFN.

First Nation Finance Authority (FNFA) Borrowing

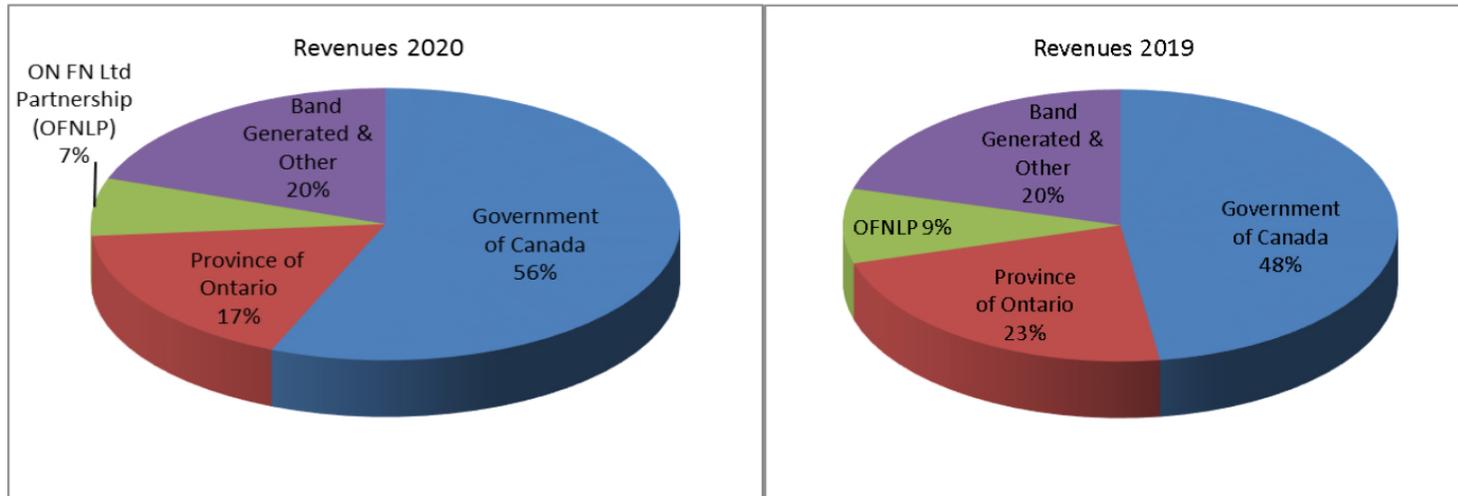
The final cost of the Lakeview Gathering Place was \$11.5 million and we have borrowed \$5,532,000 (\$5,255,400 received and \$276,600 has been placed in the Debt Reserve Fund). Interest paid to March 31, 2020 amounted to \$74,837 and principal payments of \$90,234. The debt reserve fund has earned \$3,474.44 in interest which we will receive once the loan has been paid in full. There is also a sinking fund whereby FNFA invests our principal payments on our behalf. The income earned on the sinking fund will reduce the amount that we have to actually pay back.

Borrowing for the Elders Complex in the amount of \$3.9 million will occur as well.

Our Major Sources of Operating Revenue and Grants Received

	2020	2019	Variance
Government of Canada (further breakdown below)	8,441,491	6,368,414	2,073,077
Province of Ontario	2,592,809	3,036,171	(443,362)
Ontario FN Ltd Partnership (OFNLP)	1,028,399	1,181,629	(153,230)
Band Generated & Other (further breakdown below)	2,929,660	2,757,299	172,361
TOTAL	14,992,359	13,343,513	1,648,846

Province of Ontario funding is from several different Ministries. The decrease is a result of Stewardship Program funding received in 2019 but not in 2020 from the Ministry of Agriculture as well as decreased one-time funding for the Lakeview Gathering Place construction.



Regular ongoing revenues from the OFNLP 2008 Agreement amounted to \$1,028,399 compared to \$977,875 in 2019, an increase of \$50,524. There was a special payment of \$203,754 for the OLG (Ontario Lottery & Gaming) Reserves Settlement in 2019.

Breakdown of revenues received from the Government of Canada.

	2020	2019	Variance
ISC Core	2,755,970	2,309,322	446,648
ISC Non-Core	2,884,230	1,318,273	1,565,957
Health Canada	1,783,316	1,481,896	301,420
Other Gov't of Canada	862,643	1,136,557	(273,914)
CMHC Subsidy	155,332	122,367	32,965
Total	8,441,491	6,368,415	2,073,076

Indigenous Services Canada (ISC)) core funding increased by \$446K mostly as a result of increased funding for education under the provincial funding formula model.

Non-core funding increased by approximately \$1.5 million due to increased education funding for remote schools, Canadian Human Rights Tribunal funding, housing renovations, negotiations and capital projects.

Health Canada funding increased as a result of deferred revenue brought forward from the prior year mostly related to funding received for Jordan's Principle.

Other Government of Canada funding consists of Canada Post, Employment and Social Development Canada, FedNor, Public Safety Canada. The decrease is a result of decreased one-time funding for the Lakeview Gathering Place.

Funding from CMHC increased this year because in 2019 there were no Residential Repairs Assistance Programs (RRAP's) but there were 2 in 2020.

Breakdown of Band Generated and Other Revenues

	2020	2019	Variance
Various Organizations	1,392,219	1,092,177	300,042
Rent	213,823	189,932	23,891
Rent - Construction Camp	630,538	556,113	74,425
Band Administration Revenues	386,323	353,631	32,692
IBA funding	15,400	25,305	(9,905)
Band Enterprise - Water/Sewer, Ferry, HE Rental	265,338	338,675	(73,337)
Interest and Investments	26,019	201,466	(175,448)
TOTAL	2,929,660	2,757,299	172,361

The increase in revenues from various organizations was due to DMLRC revenues for timber sales and funding for the Lakeview Gathering Place.

The increase in rent is for office space at the Lakeview Gathering Place and the new mini teacher homes. The construction camp rent increased because it started operations in July 2018 and operated for a full fiscal year in 19/20.

The band administration increase is a direct result of the additional funding received from various funders.

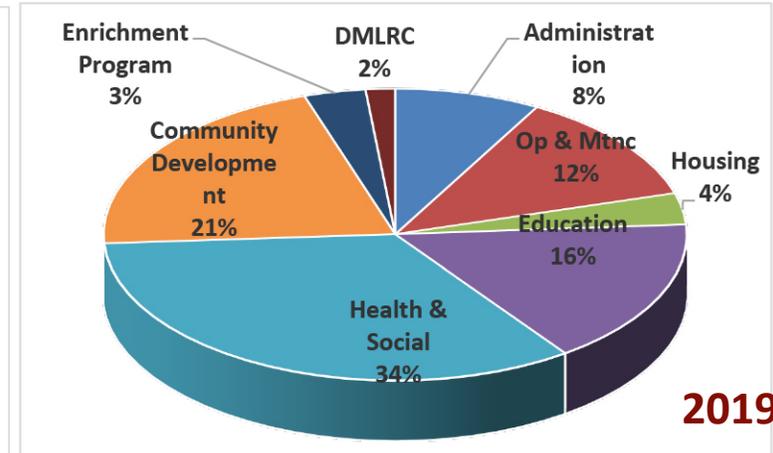
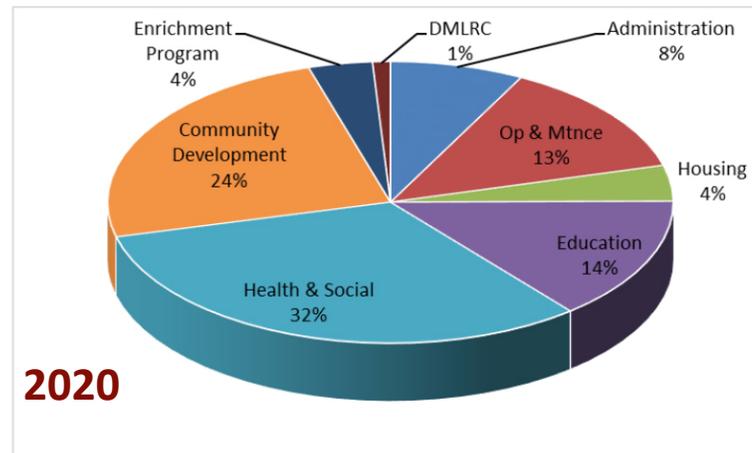
IBA funding decreased this year because the only funding utilized was for the Elder's allocations.

Band generated revenues consist of water payments, donations, heavy equipment rental. The decrease is a result of decreased barging for the Lakeview Gathering Place construction.

The Future Generations Fund had a market value loss of \$18,501 compared to a \$139,833 gain in 2019.

The Cost of Our Programs (including amortization but not the purchase of tangible capital assets)

Segment	2020	2019	Variance	% Change
Administration	919,685	868,330	51,355	5.6
Operations & Maintenance	1,579,801	1,330,388	249,413	15.8
Housing	495,959	375,293	120,666	24.3
Education	1,702,786	1,739,609	(36,823)	(2.2)
Health & Social	3,847,379	3,644,735	202,644	5.3
Community Development	2,923,305	2,253,368	669,937	22.9
Enrichment Program	440,128	366,801	73,327	16.7
Daki Menan Lands & Resources Corp	122,603	175,845	(53,242)	(43.4)
TOTAL	12,031,646	10,754,369	1,277,277	10.6



The cost of our programs includes amortization expenses of \$958,273 (\$783,328 in 2019) however it does not include the cost of the tangible capital assets (TCA's) purchased in the amount of \$10,463,359 (\$6,247,815 in 2019). The details of the TCA's are contained in this report.

Detailed segment results are reported in note 18 of the consolidated financial statements. Program details are provided in the supplementary schedules of revenues and expenses. These unaudited supplementary schedules are not a required part of the Consolidated Financial Statements but are presented for more detailed program information. Some of our funders also require this information.

Administration includes Band office operations and Chief and Council governance.

Operations and Maintenance includes the operations of the Water Treatment Plant, Heavy equipment, maintenance of our roads, buildings and infrastructure. The amortization costs alone increased by \$58K with additional equipment and the Lakeview Gathering Place. Staffing accounted for an increase of \$113K and there were added costs for the storm-water project and equipment rentals until the new loader was purchased.

Housing includes CMHC housing (14 Houses and 2 apartment buildings with 2 apartments each), band owned apartments and houses, the two trailers and two mini-homes for teachers. It also includes RRAP (Residential Repairs Assistance Program). Increased costs were for housing repairs that were completed with a housing grant from ISC.

Education includes the Laura McKenzie Learning Centre as well as funded secondary and post-secondary students.

Health and Social includes programs at the Doreen Potts Health Centre, Home & Community Care and the Tillie Missabie Family Centre.

Community Development covers a wide range of activities including our Lands and Resources Department, transportation services, Powwow, economic development, and community services such as fire control, emergency services and post office. Also included are special projects such as the Archives Project, Stewardship-Esker Lake, Roots & Wings, Negotiations, Victim Support program and operations of the construction camp. The Lands and Resources department had increased expenditures of \$165K due to the climate change monitoring program and land use planning. The construction camp ran for a full year in 2020 and had an increase in expenses of \$231K. The cost for negotiations increased by approximately \$200K mostly related to legal costs and the Daki-Menan Stewardship Program costs increased by \$100K.

The Enrichment Program costs above only includes the expenses paid directly from the Enrichment Program and does not include amounts transferred to TFN and DMLRC. The increase is mostly due to interest payments on the FNFA loan which started during the year and amounted to \$71,362 which includes interest earned on the debt reserve fund. The total spent from the Enrichment program was \$1,100,674 compared to \$2,172,787 in 2019 that included \$1.3 million contribution for construction of the Lakeview Gathering Place.

The main reason for decreased DMLRC costs is because there were road construction costs in 2019 but not in 2020.

Tangible Capital Assets

The tangible capital assets include such things as the water treatment plant, roads, buildings, equipment, computers, furniture and vehicles. As mentioned above, the cost of our programs includes amortization of our band assets but not the cost of the assets purchased during the year. The amortized cost is recorded as assets are used and are based on the purchase price and the estimated useful life of the asset. The amortization expense for the year was \$958,273 (\$783,328 in 2019). The increase is a result of increased infrastructure as the Lakeview Gathering Place has been added to our assets listing.

Assets purchased in 2020 amounted to \$10,463,359 (\$6,247,815 in 2019) and are noted below. The large increase is mostly related to the construction of the Elder's Complex.

Asset Category	2020	2019
Land Improvements - docks	21,540	
Buildings - Mini-teacherages, Yurt, warehouse Lakeview Gathering P	5,567,751	523,529
CMHC Houses	20,891	21,220
Construction in Progress - Elders Cmplx, Warehouse, OPP Station	3,759,723	5,106,366
Infrastructure - Fiber Optics	457,926	24,819
Vehicles - 2 trucks, ATV, Ski-doo, trailers	101,976	312,795
Furniture & Equipment -Lakeview Gathering Place, loader, container	472,033	190,753
IT Equipment - computers & video surveillance system	61,519	68,333
TOTAL	10,463,359	6,247,815

Net Result for the Year

For the year ended March 31, 2020 our expenses were \$2,960,713 less than our revenues, compared to a surplus of \$2,589,144 in 2019.

	2020	2019	2018	2017	2016
Surplus (Deficiency) for year	2,960,713	2,589,144	2,931,150	- 163,902	440,730
Accumulated surplus beginning of year	16,523,168	13,934,024	11,002,874	11,166,776	10,726,046
Accumulated surplus end of year	19,483,881	16,523,168	13,934,024	11,002,874	11,166,776

Calculation of the surplus includes amortization costs of \$958,273 (\$783,328 in 2019) but not the cost of the tangible capital assets purchased in the amount of \$10,442,468 (6,247,815 in 2019). The large surplus is a result of revenues received for the Lakeview Gathering Place and the Elder's Complex which are capital purchases with no offsetting expenses. Below is a summary of the Capital Grants received.

	2020	2019
Multi-Use Facility		
Government of Canada - ISC	154,830	
Government of Canada - Public Safety Canada	210,353	87,880
Government of Canada - FedNor	349,989	784,680
Province of Ontario - Min Indigenous Relations & Reconciliation		390,000
Province of Ontario - Community Safety & Correction Services	194,172	81,120
Province of Ontario - Northern Ontario Heritage Fund	235,867	764,133
Private Donations / IESO	225,000	
Elder's Complex - ISC	842,480	
Other		136,682
	2,212,691	2,244,495

Breakdown of the accumulated surplus

The accumulated surplus at the end of the year is not cash in the bank available for use (see note 5 of the consolidated financial statements). Much of the surplus is represented by TFN's infrastructure in the amount of \$17,339,537 (\$13,186,892 in 2019) which includes tangible capital assets less the CMHC debt and First Nation Finance Authority loan. Some of the surplus has been earmarked for special purposes (noted below) leaving an unallocated surplus of 634,920 at March 31, 2020 (1,770,377 in 2019).

Breakdown of the accumulated surplus

	2020	2019	Variance
Accumulated Surplus	19,483,881	16,523,168	2,960,713
Less Tangible Capital Assets net of Debt	17,339,537	13,186,892	4,152,645
Plus Contingent Liability	1,000,582	1,000,582	0
Less Reserve and Earmarked Funds	2,510,006	2,566,481	(56,475)
Unallocated Surplus	634,920	1,770,377	(1,135,457)

The contingent liability is a loan payable to Indigenous Services Canada incurred from 1976 to 1986 for land claim negotiations which is contingent on the settlement of the land claim.

Breakdown of the reserve and earmarked funds

	2020	2019	Variance
Doreen Potts Health Centre Assets		1,560	(1,560)
Water Treatment Plant	71,194	71,194	0
CMHC Built Houses	274,838	269,397	5,441
Future Generations Fund	1,977,117	1,995,618	(18,501)
Housing	23,825	22,469	1,356
Elder's Complex	-	131,851	(131,851)
Manitou Proceeds	74,392	74,392	0
DMLRC	88,640		88,640
Total	2,510,006	2,566,481	(56,475)

The Housing reserve has increased with the addition of the Housing Improvement Program interest earned to March 31, 2020.

The Elder's Complex reserve has been depleted as construction costs were \$3,090,412 during 19/20.

The DMLRC generated substantial revenues in 19/20 as a result of the sale of timber from TFN's harvesting blocks.

In addition, the TFN and the TAA have \$937,374 from the Impact Benefit Agreement (IBA) that is unallocated compared to \$673,540 at the end of last fiscal year. There is an allocation for 3-phase power, all of which may not be required. Disclosure of the details of the IBA and the specific amounts received are restricted by confidentiality provisions in the IBA agreement. Consequently, the details are presented in a separate report for the information of community members only. Details are available to members at any time at the Band office.

Our Investments

At the end of March 2020 we had cash and investments totalling \$4,165,337 compared to \$4,671,534 the previous year, a decrease of \$506,197 million. The decrease is a result of the ongoing capital projects.

The Future Generations Fund that is managed by Ridgewood Capital was valued at \$1,977,117 at March 2020 (\$1,995,618 in 2019), a loss of \$18,501 from last year and an overall gain of \$804,885 since the initial investment of \$1,172,323 in April 2008. The average return for the past five years is 2.9%. At June 30, 2020 the 5-year annualized return had improved to 5.1%. The Audit Committee reports quarterly to Chief and Council on the investment. Our investment advisor, is Robert Cruickshank of Ridgewood Capital.

Wages and Benefits

	2020	2019	Variance
Chief & Council	157,525	142,957	14,568
Senior Management	745,815	754,153	-8,338
Other Staff	3,878,271	3,302,832	575,439
Total	4,781,611	4,199,942	581,669

There is a decrease for Senior Management because the Infrastructure Manager position for part of the year in 2019 was eliminated in 2020 as it was combined with the Capital Projects Manager position.

The increase for other staff is due to more positions being created for special projects such as Climate Change, Stewardship program, Archives Project and Community Energy Champion. Additional staff were also hired for the infrastructure and health and social departments.

Accounts Receivable

There is \$2,630,135 in accounts receivable at March 31, 2020 compared to \$3,763,912 at March 31, 2019. This decrease is attributed mostly to a decrease in receivables for the Lakeview Gathering Place at the end of the fiscal year.

Of the total receivables, \$137,662 is owed from band members compared to \$146,956 at March 31, 2019, a decrease of \$9,294. This is a result of education re-payments and a reduction in housing arrears. There was no change in the doubtful accounts from last year.

The trend of decreasing receivables from band members over the past several years continues as shown in the breakdown below.

	2020	2019	2018	2017	2016
Daycare	371	431	371	667	910
Education	24,170	29,083	24,726	30,244	35,009
Water/Heavy Equipment	12,158	10,284	8,258	7,268	9,293
Medical Trips	12,363	10,773	10,107	11,875	12,470
Housing, Hydro, Rent	85,892	93,865	123,027	149,315	148,654
Court Orders, Employee Related	2,520	2,520	5,028	6,770	8,754
Total	137,474	146,956	171,517	206,139	215,090

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

March 31, 2020	2020	2019
Financial Assets		
Cash and cash equivalents (Note 10)	\$ 1,155,879	\$ 1,665,235
Investments (Note 2)	3,009,458	3,006,299
Funds held in trust by ISC (Note 4)	2,353	2,353
Accounts receivable (Note 3)	2,630,135	3,763,912
	6,797,825	8,437,799
Liabilities		
Accounts payable and accrued liabilities	2,043,586	1,965,962
Deferred revenue (Note 9)	1,754,267	2,247,396
Long-term debt (Note 10)	7,708,176	2,355,735
	11,506,029	6,569,093
Net financial assets	(4,708,204)	1,868,706
Non-Financial Assets		
Tangible capital assets (Note 8a)	24,047,131	14,542,045
Prepaid expenses	144,954	112,417
	24,192,085	14,654,462
Accumulated surplus (Note 5)	\$ 19,483,881	\$ 16,523,168

Commitments (Note 8b), Contingent assets (Note 12), Contingent liabilities (Note 14) and Subsequent Events (Note 17)

Approved on behalf of the Chief & Council



Consolidated Statement of Operations

	2020 Budget (Note 16)	2020 Actual	2019 Actual
For the year ended March 31, 2020			
Revenues			
ISC (Note 13)	\$ 4,570,321	\$ 5,640,200	\$ 3,627,595
Health Canada (Note 13)	1,608,083	1,783,316	1,481,895
Government of Canada	371,493	862,643	1,136,557
CMHC subsidy	-	155,332	122,367
Province of Ontario	1,866,648	2,592,809	3,036,171
Ontario First Nation Limited Partnership	833,414	1,028,399	1,181,629
Band Generated and other (Note 7)	2,381,726	2,929,660	2,757,299
	<u>11,631,685</u>	<u>14,992,359</u>	<u>13,343,513</u>
Expenses (Note 15)			
Administration	886,912	919,685	868,330
Operations and maintenance programs	1,341,342	1,579,801	1,330,388
Housing programs	480,473	495,959	375,293
Education programs	2,046,877	1,702,786	1,739,609
Health and social programs	3,596,063	3,847,379	3,644,735
Community development programs	2,978,742	3,045,908	2,429,213
Ontario First Nation Limited Partnership	419,000	440,128	366,801
	<u>11,749,409</u>	<u>12,031,646</u>	<u>10,754,369</u>
Annual surplus (deficit) for the year	(117,724)	2,960,713	2,589,144
Accumulated surplus, beginning of year	16,523,168	16,523,168	13,934,024
Accumulated surplus, end of year (Note 5)	\$ 16,405,444	\$ 19,483,881	\$ 16,523,168

Conclusion

Band members are encouraged to provide feedback on this report or suggestions for improvement to Vicky Blake, Finance Manager or Virginia Paul, Executive Director.

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Questions about this report or any matter dealing with the administration of Band financial resources are welcome at any time.

