



ANNUAL REPORT 2018/2019



TABLE OF CONTENTS



| | |
|---|----|
| Report from Chief and Council..... | 3 |
| Report from the Chief Executive Officer..... | 5 |
| Report from the Chief Financial Officer..... | 7 |
| Report from the Chief Operating Officer..... | 8 |
| NHCN Housing Report..... | 9 |
| Education, Training and Cultural Division Report..... | 13 |
| Health Division Report..... | 22 |
| Primary Care Program Report..... | 25 |
| NHCN Health Centre of Excellence..... | 29 |
| Human Resources Report..... | 36 |
| Treaty Land Entitlement..... | 41 |
| KSBDC Economic Development Initiatives..... | 44 |
| Manitoba Hydro..... | 48 |
| Healthy Living Division..... | 54 |
| NHCN Entertainment Centre..... | 61 |
| York Boat Inn..... | 64 |
| York Boat Diner..... | 65 |
| Waterfront Canopy..... | 66 |
| Sea Falls Park..... | 67 |

REPORT FROM CHIEF AND COUNCIL

On behalf of Council and myself, I am honoured to report on the past fiscal year 2018/2019. As we report on the year gone by, we share our successes and challenges and plans for the future.

Council and I are pleased to report that over this past year we have achieved a greater level of community engagement and it is our plan to continue to engage the membership as we go forward. Community engagement is key to ensuring we are all going in the right direction together as a community.

The challenges this past year continue to be the NHCN finances. Upon taking office the debt load of NHCN was a significant amount. The challenge we faced was to ensure creditors were being paid and programs and services were being delivered. It was critical to ensure our Finances were being managed professionally with transparency and accountability. Our first order of business was to review the Finance staffing and ensure the appropriate staffing was in place to deal with the reporting, debt restructuring and to access additional funding for community initiatives.

In order to further address the program and services needs of our nation a new organizational structure was developed and approved that identified three key senior level positions; Chief Executive Officer, CEO Clarence Paupanekis, Chief Financial Officer,

CFO Michael Ly, Chief Operating Officer, COO Wayne Anderson. Each of these individuals brings a wealth of knowledge, experience and a strong work ethic and desire to ensure our nation is successful. The Directors and Mangers report to the Senior Officers.

The past year has seen the Health Centre of Excellence moving forward in great strides. The funding for the Health Centre of Excellence was secured and NHCN members will be actively participating in the construction of the new facility.

Housing continues to be a challenge and a housing strategy has been developed and is being implemented. Housing staffing has been increased to provide more support and address the backlog issues. Our council is committed to developing affordable housing for all members.

A new school is desperately needed and work has commenced on the feasibility study which is the initial phase towards building a new state-of-the-art educational centre.

Council and I would like to express our sincere thanks to each of our staff for their enthusiasm and dedication in performing their work. Everyone has made a contribution to the success of our community this year. It is an honour and privilege to serve the members of NHCN.



CHIEF AND COUNCIL MEMBERS



**CHIEF LARSON
ANDERSON**

Audit & Finance Committee, KSBDC, York Boat Inn, Committee Development Initiatives, Pharmacy, Administration, KSIW (333 Maryland), Finance



**COUNCILLOR
JAMES DIXON**

Whiskeyjack Treatment Centre, Lands & Environment/KTS, Public Works, PDC, Special Projects, Housing



**COUNCILLOR
DEON CLARKE**

Minisowin, Membership, Multiplex, Broadband, Communications, Parks & Recreation, Community Events, Community Recreational Projects



**COUNCILLOR
HUBERT HART**

Post Secondary/Training, Land Based Programs, Social Services, TLE, Molson Lake Lodge



**COUNCILLOR
DARLENE
OSBORNE**

Frontier Partnership, Public Relations, Daycare/Headstart, Land Code Development, Jean Folster Place, Justice



**COUNCILLOR
ANTHONY
APETAGON**

Health Services, Pinaow Wachi, New Hospital Project, Muchipunowin Program & Funeral Home, Dental, NHHSI, Policing/Security



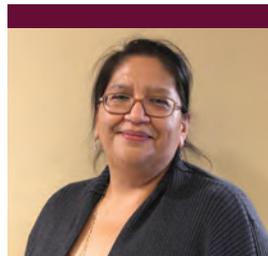
**COUNCILLOR
LANGFORD
SAUNDERS**

Entertainment Centre, Strategic Partnerships, Keenanow Trust Secretariat, Audit & Finance Committee, Gaming Commission, Emergency Services, NFA/MIA



**CLARENCE
PAUPANEKIS**

Chief Executive Officer



DENISE ROWDEN

Assistant to the Chief



**WAYNE
ANDERSON**

Chief Operations Officer



**JANICE
MUSWAGON**

Special Projects & Community Liaison



REPORT FROM THE CHIEF EXECUTIVE OFFICER

I am pleased to provide these brief comments for our 2018/2019 Annual Report.

I started my position as Chief Executive Officer for Norway House Cree Nation (NHCN) on April 23, 2018. My role here is as a result of a two-year secondment.

In this capacity, I have been grateful for the opportunity to work for NHCN during the Chief and Council's new term. I feel that as a Leadership team we are perfectly positioned to move our Nation forward on many fronts.

In that regard, I would formally like to congratulate Chief Larson Anderson and Council on successfully being elected to lead our great Nation. I look forward to working with our leadership in the coming year.

The 2018/2019 fiscal year has truly been a very busy time, and our Leadership hit the ground running in many areas. In this report, I have attempted to highlight some of the projects and initiatives we have been involved with over the past year. Our managers and directors have provided more comprehensive information in their year-end reports.

1. Finance

Finance is one of the critical areas for any organization, so it was imperative we seek the services of individuals with the experience and credentials to assist NHCN in putting in place systems that would bring fiscal responsibility, transparency and accountability.

We enlisted the help of Mr. Michael Ly, a Chartered Accountant I worked closely with for a number of years at KSMA. With Chief and Council's leadership and guidance, Mr. Ly and his Finance team have worked diligently with our financial institutions to bring our Nation into a better financial position.

While this continues to be an ongoing effort, things certainly look positive for the future as we continue with our work and our projects.

The removal of NHCN from co-management status has been one significant achievement, and we will continue to pursue our autonomy as an independent First Nation. Our financial team continues to work on many areas under the umbrella of NHCN; putting in much needed financial systems.

2. Norway House Cree Nation Health Centre of Excellence

One of the key announcements early in Chief and Council's term was the commitment by Indigenous Services Canada to proceed with the Health Centre of Excellence, a \$100 million state-of-the-art facility that will serve NHCN for years to come. Stakeholder meetings have been held on a quarterly basis to communicate ongoing progress. The economic spinoffs from such a tremendous project will create a significant benefit for NHCN as a whole.

3. Public Meetings

Leadership has committed to having regular band meetings to provide a forum for open dialogue and communication of information to the community on the projects Chief and Council are developing. Since commencing their term, Chief Anderson and Council have had several public band meetings, fulfilling a commitment Chief Anderson had made during his campaign. I would like to applaud his efforts to continue providing opportunities for open communication to the membership of NHCN.

4. Purchase of Festivities Tent

In this fiscal year, NHCN invested in a tent for our Annual Treaty and York Boat Days festivities. This huge tent, measuring 100' by 180', will allow activities to continue regardless of the weather. We look forward to a great year of festivities and many more in years to come.

5. Sea Falls Camp and Fort Island Bridge Enhancement

Chief Anderson has taken the initiative to focus on other projects that will benefit the community as a whole, and recently decided NHCN needed to create areas where families can enjoy the outdoors. The Sea Falls area is a prime example of this type of project. The initiative was further enhanced through a partnership with Kinosao Sipi Minisowin Agency, and by bringing in several cabins to the area, that can be used for a variety of events. Landscaping has been done to offer space for picnics and similar activities. In addition, the Fort Island Bridge is a popular area for fishing derbies. KSMA was able to obtain funding to enhance this area as well and we will see work starting in this area in the summer of 2019.

6. Pimmahtihswin Nipi Kistihkani

With leadership's support, we also brought in a hydroponic system to grow greens, such as a host of lettuces and herbs. This system will provide a constant source of fresh produce; and the growth period from seedlings to harvest is only five weeks. We are very appreciative to BDO, Food Matters Manitoba, Growcer Hydroponic Systems and Churchill Regional Economic Diversion Fund for supporting NHCN in this initiative.

7. Housing

Housing remains a big priority for leadership, although a number of units have been started since last year. Leadership continues to seek creative ways to increase the number of units built in order to address the long-standing housing backlog that has existed for some time.

8. Strategic Planning Sessions

Chief and Council also committed to having strategic planning sessions, so that a clear strategic path with all the necessary objectives could be clearly laid out during their term in office. Each member of council provided significant input

into the process, which was led by The Exchange Group. The plan continues to be developed, and a final report/document is expected to be completed in the next few months.

9. Strategic Partnerships and Creating Revenue for NHCN

Leadership has endeavored to create new revenue streams, using the partnerships they develop with other companies, and in the process, creating employment for our band members.

An example of this way of thinking is the joint venture agreement with the construction company Sigfusson Northern, in which we have created a newly formed partnership called Jack Nelson River (JNR). This arrangement creates significant benefits, especially for Playgreen Development Corporation (PDC). The partnership allows PDC to be involved in projects such as the 2 and 8 mile remediation projects, and the Health Centre of Excellence. The agreement with Sigfusson also includes a capacity building component, so our PDC staff will gain the necessary project experience to benefit NHCN in the long run.

Summary

While I have outlined some of the activities during this reporting period, it is certainly not a comprehensive list of the many good things we continue to pursue together.

I know our Strategic Planning Sessions with Chief and Council will highlight many of the other areas that will be addressed in the near future.

I want to thank Leadership and all our NHCN staff for working with me during this reporting period. I look forward to our next year.

Ekosani

Clarence Paupanekis
Chief Executive Officer
Norway House Cree Nation



REPORT FROM THE CHIEF FINANCIAL OFFICER

I am pleased to present the report for the 2018/2019 financial year. The finance team ensures operational continuity, while providing strategic financial advice and recommendations to support the decision-making process of the Chief and Council and Executive Management Committee. The finance team continues to work on ensuring accountability, transparency and sound financial management. In order to achieve these objectives, NHCN prepared and publicly presented a budget for 2019/2020.

A strong and stable financial foundation enables progress. During the 2018/2019 financial year the Cree Nation generated sufficient revenues to enable it to continue to meet its obligations.

Along with our community's growth over the same period, our prudent financial management has been positively noted by our funding partners in the government. In part, due to the sound financial management of Norway House, we have qualified for the 10-year grant model for Indigenous Services Canada (ISC) funding beginning in the 2019/2020 financial year. This will provide the nation with enhanced flexibility over the financial management

of ISC funds and reduced reporting requirements.

As our relationships with financial institutions have been improving alongside our financial health, the Cree Nation was able to successfully consolidate and restructure its debt from Royal Bank of Canada to the Bank of Montreal in 2019/2020 resulting in significant savings in interest. BMO has also provided the nation with enhanced flexibility for cash flow management.

As we continue to meet our financial obligations, ISC has approved our eligibility for Ministerial Loan Guarantees.

In 2018/2019, the funding for the Health Centre of Excellence (HCE) construction has begun to flow and its impact has been captured in the financial statements.

The finance team continues to recognize the challenges ahead and are prepared to continue to build a strong and stable financial foundation.

Mike Ly, CFO



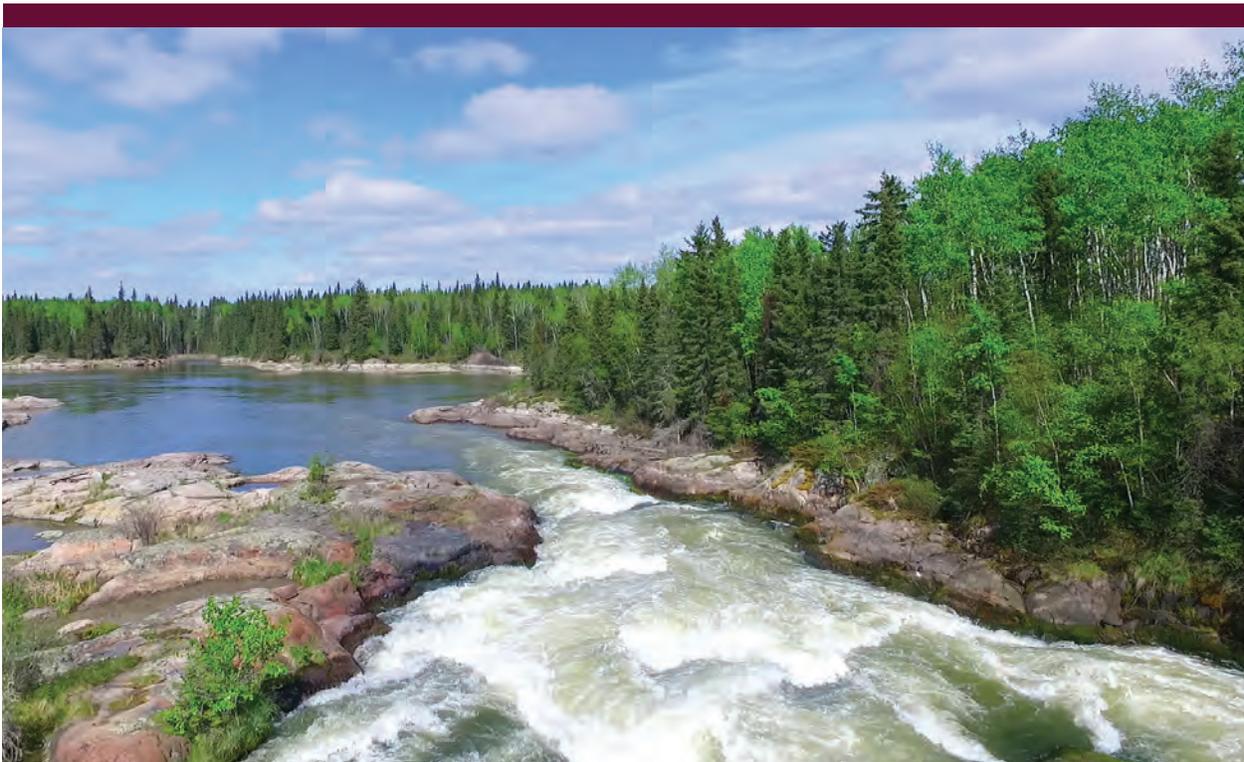
NHCN Audit and Finance Staff.



REPORT FROM THE CHIEF OPERATING OFFICER

As the Chief Operating Officer, I'm honored to provide this report on the state of the operations of Norway House Cree Nation, highlighting the accomplishments made while reflecting on those challenges that we had to overcome, and those we still face as we look toward the future. In addition, I provide strategic direction, supervision, and evaluation of the divisions that fall within the Operations of Norway House Cree Nation by implementing and ensuring proper functioning of all administrative policies as set by Chief and Council and Committees. I also attend meetings with Directors, Managers and staff to discuss methods that would assist them in strengthening their operating structures within their respective divisions to ensure effective and efficient services are provided. Included are the divisions of Programs and Services that are directly under my management:

- Health — Health Programs, Emergency Services-Fire, Medical and Policing, Muchipuniwin, NHCN Health Centre of Excellence).
- Housing and Public Works — Water, Sewer and Sanitation Contracts, Water and Sewer Maintenance, Community Infrastructure and Facilities.
- Kinosew Sipi Business Development Corporation — Kistapinanik Mall, York Boat Inn, Kinosew Sipi Ininew Waskahikan, York Boat Diner, Norway House Pharmacy, Molson Lake Lodge.
- Healthy Living — Parks and Recreation, Special Community Events, Multiplex, Hockey Programs, Youth Development.
- Education and Social — Employment and Training, Post-Secondary, Childcare, Basic and Special Needs, Work Opportunity Program.
- Keenanow Trust, Environment and Lands.



NHCN HOUSING REPORT

The Housing Department of the Norway House Cree Nation (NHCN) currently consists of the Housing Director, Administrative Assistant and Inspector/Supervisor. The department manages and oversees 1150 homes consisting of CMHC, Homeowners and band built houses. There are currently over 600 new applications for housing and our population is growing at a very rapid rate.

Housing Administration

The administration and management of all programs and services for housing are the responsibility of the Housing Division Manager under the Chief and Council Housing Portfolio – Councillor James Dixon.

Housing Director, Allan Albert
Manager, Frankie Clarke
Administrative Assistant, Shirley Muminawatum
Construction Technician, Stan S. Hart
Projects Supervisor/Inspector, Lorne Balfour
Electrical Maintenance, Larson Muskego
Inventory/Delivery Control, Bridgette Clarke
Receptionist, Sophie Menow
Warehouseman, Edmund Bradburn

The construction workers and labourers are an important asset to the housing division as they are instrumental in the delivery of housing projects.

Emergency Repairs and Maintenance

There are many houses in need of major renovations and many more in need of minor repairs. There are 3 crews of 2 men each that are trying to maintain the minor repairs with some supplies and at times, salvaged material. We receive at least 30 calls for various types of maintenance daily, and we try and schedule as required depending on the priority of the situation and health and safety of the tenants. We are currently able to perform electrical maintenance calls with the maintenance electrician but for the major projects we do have contractors to perform the required work.

Maintenance calls are often consistent to these types of calls:

- Repair and adjustment of doors
- Repair and replacement of windows
- Repair of steps and landings
- Garbage box repair or replacement
- Repair of interior walls (patching, painting, etc.)
- Repair and adjustment of cabinets
- Repair and replacement of interior doors
- Ramps
- Electrical – Heating, Ventilation

NHCN Housing Division is also working on an 8 Unit project that has been approved by CMHC and these homes will be constructed in 2 different areas.

Current Employees

- Ten Carpenter crews working on major housing renovations under 3 different programs and 2 maintenance crews performing some minor repairs
- Five crews of Drywallers/Painters

Projects

Projects currently being worked include; CMHC Section 95 11 Bungalows; CMHC Section 95 10 Duplexes, 6 Duplexes from our CAP funding and Insurance claim for the 5 unit complex destroyed by fire. There will a 6 unit renovation under the CMHC RRAP program and also a proposed 17-30 unit Retrofit under the Replacement Reserve program.

NHCN leadership is looking into other sources of funding as we are in dire need for housing.

NHCN Housing Division is also working on an 8 Unit project that has been approved by CMHC and these homes will be constructed in 2 different areas.

Other Business

Public Works Water and Sewer Garages - In the near future these will be used for materials storage for housing and will be closely monitored to prevent

loss. We have installed a dome structure that is also part of our storage proposal due to the vast amount of materials that will be processed through for construction and renovations. We will have a warehouse person to oversee and control materials going in and out.

All housing issues are considered and crisis situations are taken to Chief and Council for their deliberation and decisions. Band members consistently call for various issues regarding repair, housing, vacancies, etc., but at this time NHCN housing division are limited as to what can be provided for them.

| HOUSING DIVISION — SUMMARY OF PROJECTS | | | | | | |
|--|------------|----------|-------|---------|-----------------------|-----------------------|
| Project | # Units | Type | Size | Funding | Budget | Est. Cost |
| CMHC Section 95 | 11 | Bungalow | 28x48 | CMHC | \$2,100,860.00 | \$2,100,860.00 |
| NHCN Insur./CAP | 12 | Duplex | 28x84 | INS/CAP | \$1,492,500.00 | \$1,557,197.40 |
| CMHC Section 95 | 20 | Duplex | 28x84 | CMHC | \$2,521,200.00 | \$2,620,329.00 |
| CMHC Retrofit | 19 | Renos | | RR-CMHC | \$700,000.00 | \$820,000.00 |
| CMHC RRAP | 6 | Renos | | CMHC | \$310,953.00 | \$360,077.83 |
| ISC 10 Units | 10 | Renos | | ISC | \$400,000.00 | \$431,791.00 |
| Jordan's Principle | 10 | Renos | | ISC | | |
| Roof Repairs | 20 | | | NHCN | | \$64,000.00 |
| | 108 | | | | \$7,525,513.00 | \$7,954,255.23 |



A PLACE TO LIVE, WORK AND PLAY

Norway House Cree Nation (NHCN) is one of the largest Indigenous communities in Manitoba with a growing population of 7,500 community members and an additional 500 community council members.

NHCN has long been recognized as a progressive and vibrant community, boasting a large number of amenities as it serves as a gateway to Northern and Eastern communities of Manitoba.

Focused on building strategic growth opportunities, NHCN is concentrating its efforts in three key areas:

- **LIVE**
Building a community with the amenities and services and resources capable of attracting new residents
- **WORK**
Creating economic development opportunities that will provide employment and generate revenue for the community
- **PLAY**
Taking advantage of the natural resources at our fingertips to make this community we can all enjoy living in.

With these three goals in mind, we believe that NHCN has made great strides in recent years, and this Annual Report will reflect the success our community has had, including:

1. Our community NHCN is home to a state-of-the-art educational facility, post-secondary facility, Kinosaosipi Multiplex Recreation Centre, Entertainment Centre, Kistapinanihk Shopping Mall and provincially licensed Personal Care Home, Pinaow Wachi Inc.
2. In partnership with the Federal Government, NHCN recently secured \$100 M in capital funding for a new state-of-the-art fully integrated Health Centre of Excellence that will meet the current and future health needs of the community and surrounding area.
3. We also recognize the benefits and importance of self-determination through long-term sustainable economic development initiatives. Supporting various economic ventures over the years, which include the Norway House Pharmacy Ltd., KSIW Boarding Home (in Winnipeg), York Boat Inn and Diner, Molson Lake Lodge and Playgreen Development Corporation.

To have a healthy community, we must see the community as a whole when considering new opportunities for economic development, providing services to our members, and to the living and social conditions that affect families in our community. This is the basis of our long-term strategic community development plan.

As leaders, we strive to access resources to enhance programs and services for our members while maintaining a strong focus on economic development and special projects. Creating businesses and employment addresses many needs amongst individuals and families.

We are proud of our Nation and are pleased to present this annual report on our activities in the past year!

NORWAY HOUSE CREE NATION

SERVICES



Building a community with the amenities and services and resources capable of attracting new residents.

EDUCATION, TRAINING AND CULTURAL DIVISION REPORT

In March 2004, an agreement was signed between UCN and NHCN that made it possible for NHCN to become a partner with the Education Division of UCN to deliver university and college programming in Norway House. All of the programs we deliver are given by qualified personnel, complemented with computer hardware/software and distance education technology.

Our goal is continue to develop local and distance learning opportunities that will benefit the residents of NHCN, and position NHCN as an educational hub in the region.

We are pleased to present a summary of the work that has been done in the past year, as well as our thoughts for the future of the programs:

I. Programs and Training

Adult Education Program/Mature Student Program

(MSP): Since 2014 the program has run for 2 year periods, with Grades 9 and 10 offered in the first year, and Grades 11 and 12 offered in the second year. This academic year, we had the largest graduation class ever – 105 graduates. We were proud to host the graduation ceremonies for this group in June 2019.

Full-Time Bachelor of Arts 3-Year Program: This program provides students with important skills in the areas of written and oral communication, research, independent and critical thinking, problem solving, and team work. For the 2018/2019 academic year we had a total of 29 students enrolled in years one, two and three of the program.



Full-Time Bachelor of Education Integrated Stream

Program: We currently have 16 students enrolled in this program including an external student from Cross Lake. The students will be going into their 4th year of studies for the 2019/2020 academic year. This education program, by preparing local teachers for local jobs, will greatly benefit our community as there is currently 1700 students attending classes from Nursery to Grade 12 in the Jack River School and the Helen Betty Ininew Education Resource Centre.

Records show that we presently have 112 teachers in both schools. Sixty-three of these teachers are from Norway House and 12 are from other First Nation communities. It is our hope that one day the majority of our teachers will be local and Indigenous.

We have a long way to go, but we are confident this will become a reality in time. The Bachelor of Education Keenanow Model is perfect for our community as we want our future educators to also learn about our culture and history. (It is important to note that the Bachelor of Education Integrated Program was last offered in our community in 2010 and most of this group of 10 graduates are still currently employed.

Health Care Aide Program (HCA): This program prepares students to function as health care team members in institutional and community settings. Students are trained to provide the physical and emotional supports clients need to be as independent as possible in the community, hospitals or continuing care facilities.

We had 12 students that started this program in January 2018, who completed their studies in July 2018. This group participated in the graduation ceremonies this June.

A new group of 10 students started in the program in late June 2019, and the program will once again run for a period of six months.

Part-Time Bachelor of Business Administration

Degree Program: We currently have 2 students in the Part-time Bachelor of Business Administration Program. As this is a part-time program, students are able to choose how many courses they can take for each semester and these courses are offered in the evenings.

Aboriginal & Northern Counselling Skills Certificate

Program: This part-time, 13-month program was geared for NHCN Employees that are working in the Helping/Counselling Profession and who want to gain the necessary skills to become more effective in their job. We had 12 students enrolled in this program and they also participated in our annual graduation ceremony this year. Because most applicants are employed, the program ran from December 2017 to April 2019, offered two evenings per week and one weekend per month.

Carpentry/Woodworking Certificate Program (10

Months): We had nine (9) Carpentry students who completed their studies in July 20, 2018. These students had their own graduation ceremonies at the time they finished their program.

Basic Computer Training Program:

We had 20 NHCN employees from different departments who took this part-time evening program. All students completed this program this year.

Class 2F Bus Driving & School Bus Operator's Training Certificate Program:

This training program started November 5, 2018 in Norway House with 8 students which commenced with a two-week theory on Bus Driving & School Bus Operator's training.

Two Day Chainsaw/Brush Saw Handling Maintenance Training Program:

In November 2018, we offered this 2-day training program to help with paving the way for our new Health Centre of Excellence. We had so much interest in this training that we couldn't accommodate all that applied. In fact we had over 100 applicants, from which 35 were selected to participate. We are pleased to report that 33 individuals completed the program.

Post-Secondary Student Summer Employment Opportunity Work Experience Program:

This year we had over 30 applicants, but only had room for 25 students. Successful candidates were chosen based on two key criteria — that they are doing well in their Post-Secondary studies and that they are continuing with their studies in the 2019/2020 academic year. Most of the selected students began their summer employment on May 21, 2019 and worked until August 23, 2019. The objective of the Summer Student Employment is to assist our students gain valuable job skills and develop good work ethics that will enhance their life goal achievements.

Mentored & Information Communication Technology (MICT) Work Placements Program (formerly the Youth Work Experience Program): For this past academic year, 30 youth between the ages of 18 to 30 were selected for the program which included a four-week Life Skills course and then a work placements program.

Participating organizations were required to submit a brief proposal outlining employment duties for these individuals, as well as any specific training components that could be delivered during their placements. This program is delivered every year and we have over 100 youth apply for the 30 open positions.

The goal of the program is for the youth to gain skills in their work placements that will help them find a permanent job after completion of the program. If they are unable to find work, most of the youth should be eligible for Employment Insurance benefits.

CMHC Housing Internship Initiative for First Nations & Inuit Youth Program (HIIFNIY): Norway House Cree Nation Employment & Training Services funded two (2) Youth Intern Term positions which were open to qualified NHCN membership.

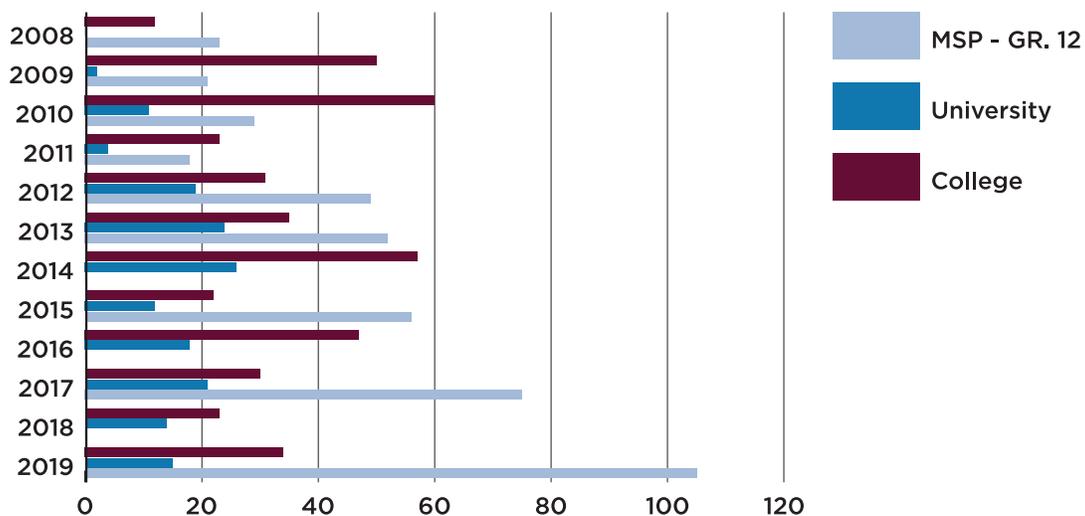
This program targets our youth by providing work experience and on-the-job training opportunities. The goal of the program is to assist youth in pursuing long-term employment in the housing sector.

The Secondary (High School) Summer Employment Opportunity Work Experience Program: This year we selected 70 students to work in four week blocks, 35 students will work in the first 4 weeks of the summer and 35 students in the last four weeks. This process enables us to give more students an opportunity to take part in the program.

Wherever possible we select students that didn't work the previous summer — to give all the youth an opportunity to work. To be eligible for summer employment, students must:

- Be doing well in their high school studies
- Have good attendance throughout the school year
- Be returning to either high school or post-secondary studies in 2019/2020
- Be between the ages of 15 to 21.

II. MSP and Post-Secondary Graduate Statistics (2009-2019)



III. Sponsored Student 2018/2019 Statistics

| COMMUNITY BASED STUDENTS | |
|--|-----------|
| Bachelor of Arts | 32 |
| Bachelor of Education | 16 |
| Bachelor of Business Administration | 2 |
| Educational Assistant (E & T) | 11 |
| Aboriginal & Northern Counselling Skills (E & T) | 15 |
| TOTAL # OF COMMUNITY-BASED STUDENTS | 76 |

| | |
|-------------------------------|------------|
| MATURE STUDENT PROGRAM | 135 |
|-------------------------------|------------|

| OUT OF COMMUNITY BASED STUDENTS | |
|---------------------------------|-----------|
| WINNIPEG | |
| University of Manitoba | 30 |
| University of Winnipeg | 11 |
| Red River College (E & T) | 5 |
| Yellow Quill College (E & T) | 4 |
| Winnipeg - Others (E & T) | 5 |
| TOTAL WINNIPEG STUDENTS | 55 |

| BRANDON | |
|-------------------------------|-----------|
| Brandon University | 12 |
| Assiniboine Community College | 2 |
| TOTAL BRANDON STUDENTS | 14 |

| THOMPSON | |
|---------------------------------|-----------|
| University College of the North | 23 |
| University of Manitoba | 1 |
| TOTAL THOMPSON STUDENTS | 24 |

| THE PAS | |
|---------------------------------|----------|
| University College of the North | 4 |
| TOTAL THE PAS STUDENTS | 4 |

| OUT OF PROVINCE | |
|---------------------------------------|----------|
| Misc. Institutions | 8 |
| TOTAL OUT OF PROVINCE STUDENTS | 8 |

| | |
|--|------------|
| TOTAL NHCN EDUCATION SPONSORED STUDENTS | 105 |
|--|------------|

IV. Helen Betty Osborne 2018/2019 Graduate statistics

There were 55 graduates from this academic year.

V. Cultural Education Program

The Cultural Education Program receives funding from the First Nations Confederacy of Cultural Education Centre (FNCCEC). This funding covers the Cultural Education instructor's salary and the supplies needed for activities the program offers. The instructor holds evening classes for community members that are keen on learning skills and she is also available to teach during the day for those that are able to come during working hours.

VI. UCN/NHCN Public Library

The Education Division, along with the University College of the North signed a Library Agreement in March 2009. While UCN provides staff and all the resources for the library, the Education Division provides the building, custodians, security and maintenance.

The Library serves as more than a traditional Library. It is a meeting place, and event centre, a source of programming, a support to our educational programs, and a link to information around the world.

VII. NHCN Post-Secondary Education Advisory Boards

The Post-Secondary Education Advisory Board meets every year to review the Post-Secondary sponsorship applications. For the 2018/19 academic year, we received 260 applications and we funded approximately 230 students for both the Education Division and NHCN Employment & Training Services.

VIII. NHCN Education Policy

Our current Education Policy has not been revised since February 2007 and is outdated. As it now stands, Indian Services Canada (ISC) amends their sponsorship guidelines annually every April and in

order to accommodate the status quo, we have to change our policy into a Guideline Manual which is currently under revision.

IX. Annual Community Graduation Ceremonies

On June 14, the department hosted the Annual Community Graduation ceremonies. We are thankful to the hard-working Education Staff who worked as a team to ensure that everything runs smoothly at the ceremony. This year we had 154 graduates that participated in the ceremonies (105 Mature Student Program graduates and 49 Post-Secondary graduates — 36 college graduates and 13 university graduates).

HBOIERC GRADUATES OF 2019

Albert, Brad
Anderson, Lara-Lee
Andeson, Adam
Arthurson, Corlis
Chartrand-Tait, Bailey
Chubb, Keira
Clarke, Ashlyn
Clarke, Robyn
Clarke, Shanae
Clyne, Martha
Crate, Kevin
Crate, Rychelle
Crate, Raelynn
Dixon, Alesha
Ducharme, Richard
Evans, Dekorah
Evans, Shaquille
Folster, Cassidy
Folster, Luke

Folster, Shyla
Folster, Tim
Hutchings, Liam
McDonald, Heather
McGregor, Marcus
McKay, Augustine
McKay, Makenna
Menow, Donovan
Moar, Bridget
Muskego, Ronald
Muswagon, Milan
Muswagon, Tyreshia
Muswagon, Amada Faith
Muswagon, Maria
Neepin-Tait, Halle
Omand, Quinton
Omand, Gregory
Osborne, Hope
Packo, Graham

Queskepow, Chance
Robertson, Chad
Ross, Keaston
Saunders, Keegan
Saunders, Keona
Saunders, Mark
Scott-Clarke, August
Scribe, Carvel
Scribe, Colbie
Simpson, Hunter
Simpson-Hart Juliet Tabatha
Sinclair, Jeweleigh
Swanson, Roman
Throop, Albert
Williams, Dwayne
Wilson, Jamie
Winter, Madison

NORWAY HOUSE CREE NATION EDUCATION 2018/2019 GRADUATION

2018/2019 COLLEGE GRADUATES

| LAST NAME | FIRST | INSTITUTION | PROGRAM | SPONSOR |
|-------------|-------------|-------------------|--------------------------------|---------|
| Apetagon | Iris Lucy | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Albert | Edward | U OF ALBERTA | INDIGENOUS REC. CERTIFICATE | ED |
| Anderson | Sheryl | COMMONWEALTH C. | CULINARY ARTS CERTIFICATE | E&T |
| Apetagon | Natalie | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Clarke | Donna | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Clarke | Justin | RED RIVER COLLEGE | ADV. CARE PARAMEDIC DIPLOMA | E&T |
| Clarke | Jenny | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Crate | Cassenova | COMMONWEALTH C. | CULINARY ARTS CERTIFICATE | E&T |
| Crate | Charlene | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Cromarty | Jessica | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Day | Sandra | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Ettawakapow | Leslie Ann | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Forbister | Angela | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Gunn | Kayla | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Hart | Esther | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Hart | Sandra | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Misawgon | Sam | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Moore | Winnifred | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Muminawatum | Cody | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Munroe | Kristen | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Muskego | Oliver | YELLOWQUILL | AB. FINANCIAL MGMT DIPLOMA | E&T |
| Muswagon | Alana | UCN - NH | HEALTH CARE AIDE CERTIFICATE | E&T |
| Muswagon | Margaret L. | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Muswagon | Pearl | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Osborne | April | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Richards | Julie | RED RIVER COLLEGE | CHILD & YOUTH CARE DIPLOMA | E&T |
| Robinson | Carla | IBROW ACADEMY | AESTHETIC SERVICES CERTIFICATE | E&T |
| Rowe | Deborah | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Sandberg | Edward | M.I.T.T. | CARPENTRY LEVEL I CERTIFICATE | E&T |
| Saunders | Jennifer | RED RIVER COLLEGE | ADV. CARE PARAMEDIC DIPLOMA | E&T |
| Saunders | Courtney | SASK. POLYTECHNIC | P. CARE PARAMEDIC CERTIFICATE | N/A |
| Scribe | Aimee | ACC | SOCIAL SERVICES DIPLOMA | E&T |
| Scribe | Rashida | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Simpson | Jerrica | UCN-THE PAS | BUSINESS ADMIN. DIPLOMA | E&T |
| Spence | Myrah | UCN - NH | A & N COUNSELLING DIPLOMA | E&T |
| Swanson | William | RRC | OUTDOOR P. EQP. CERTIFICATE | E&T |

2018/2019 UNIVERSITY GRADUATES

| LAST NAME | FIRST | INSTITUTION | PROGRAM | SPONSOR |
|------------|------------|-------------------|----------------------------------|---------|
| King | Katherine | U OF MB. WPG. | COMPUTER SCIENCE DEGREE | ED |
| Bradburn | Jennifer | UCN - NH | B. OF ARTS DEGREE | ED |
| Clarke | Rachael | UCN-THOMPSON | B. OF BUS. ADMINISTRATION DEGREE | ED |
| Crate | Ernestine | U OF MB. WPG. | MASTERS IN SOCIAL WORK DEGREE | ED |
| Cromarty | Amy | U OF MB. WPG. | B. OF ARTS DEGREE | ED |
| Dixon-Tait | Terrilyn | UCN-THOMPSON | B. OF EDUCATION DEGREE | ED |
| Hart | Brooks | UCN - NH | B. OF ARTS DEGREE | ED |
| Hart | Jera Leigh | BRANDON U | B. OF EDUCATION DEGREE | ED |
| Martin | Breanne | U OF MB. THOMPSON | B. OF SOCIAL WORK DEGREE | ED |
| McKay | Kelvin | | B. OF ARTS DEGREE | ED |
| Moore | Noah | UCN-THOMPSON | B. OF EDUCATION DEGREE | ED |
| Paupanekis | Tamara | BRANDON U | B. OF EDUCATION DEGREE | ED |
| Posch | Tyler | U OF SASK. | CHEMICAL ENGINEERING DEGREE | ED |

2018/2019 MATURE STUDENT PROGRAM GRADUATES

| | | | |
|----------------------|-----------------------|------------------------|--------------------------|
| Albert, McLure | Delorme, Elizabeth | Menow, Adrienne | Osborne, Caven |
| Albert, Tyrone | Dixon, Julie | Menow, Andrea | Osborne, Darrelynn |
| Anderson, Errol | Ducharme, Julia | Menow, Jenny | Osborne-Spence, Meric |
| Apetagon, Austin | Ducharme, Tyra | Menow, John Charles | Paupanekis, James |
| Apetagon, Sheena | Dumas, Zachary | Menow, Jordan | Paynter, Garrett |
| Arthurson, Travis | Duncan, Jonathan | Menow, Keifer | Queskekapow, Alexander |
| Balfour, Albert | Ettawacappo, Sally | Menow, Kera | Queskekapow, Ariel A.M. |
| Balfour, Marjorie | Ettawacappow, Karissa | Menow, Kissina | Queskekapow, Ariel S.M. |
| Balfour, Renay | Ettawakappo, Amanda | Menow, MaryLou | Queskekapow, Christopher |
| Black-Ducharme, Dean | Folster, Georgina | Mercredi, Shania | Queskekapow, Dawny |
| Bradburn, Michelle | Folster, George | Mink, John | Queskekapow, Denise |
| Budd, Hillary | Fontaine, Mitchell | Moar, Katherine | Queskekapow, Jonathan |
| Chubb, Dulas | Godwin, Vivan Sheena | Monias, Alec | Queskekapow, Kirstie |
| Chubb, Liberty | Halcrow, Candace | Monias, Jennifer | Richard, Shelby |
| Chubb, Shawna | Halcrow, Quenton | Monias, Megan | Ross, Sheena |
| Crait, Hilda | Harper, Diane | Monias, Tina | Ross, Troy |
| Crane, Sara | Hart, Daniel | Monias, William | Rowden, Samantha |
| Crate, Danielle | Hart, Jared | Muminawatum, Dre | Scott, Elissa |
| Crate, Melissa | Hart, Lorraine | Muminawatum, Toby | Simpson, Glen |
| Cromarty, Brittany | Henry, Bernice | Muskego, Albertine | Simpson, Savannah |
| Cromarty, Casey | Hudson, Maggie | Muskego, Dwayne Milton | Spence, Wayne |
| Cromarty, Cassie | Keam, Vince | Muskego, Pamela | Tait, Cheyenne |
| Cromarty, Felicia | Mason, Melanie | Muskego, Trent | Wilson, Betsy |
| Cromarty, Gina | McDougall, Devon | Muswagon, Kevin | York, Helen J. |
| Cromarty, Kristy-Lee | McKay, Cody | Muswagon, Lisa | |
| Cromarty, Sarah | McKay, Kaynena | Omand, Steven | |
| Cromarty, Suzette | McKay, Keeshton | Osborne, Cameron, Jr. | |

KANACHE AWASISAK HEAD START PROGRAM

The Kanache Awasisak Head Start Centre celebrated our 19th year of operations in January 2019.

On June 19, 2019, the Centre celebrated the graduation of 54 students, who will now be entering the Frontier School system in the Fall. We want to wish all our graduates the very best in their future endeavours.

At the Centre we are focused on providing our preschool children (ages 2-3) with a positive sense of themselves, a desire for learning and opportunities to develop fully and successfully as young people.

To accomplish these goals we offer the following program services:

- Early Childhood Education
- Elder teachings and participation
- Educational experiences through circle time
- Education on nutrition, dental and menu planning for families.
- Monthly field trips.
- Parental resource days
- Information booths and displays

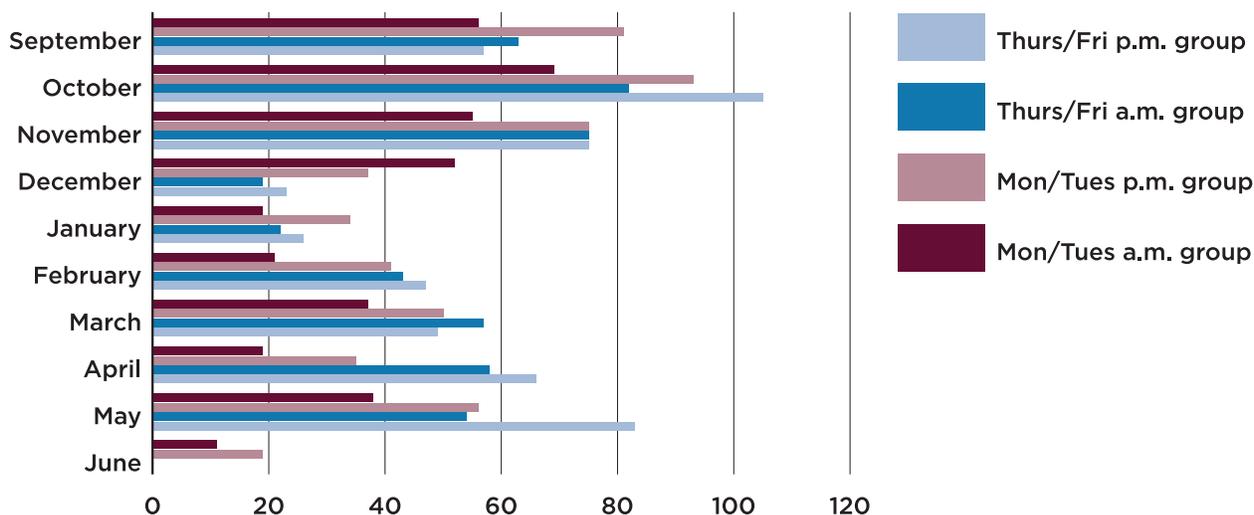
The Kanache Awasisak Head Start Centre offers the following Programs:

- Culture and Language
- Education and Preschool Readiness Skills
- Health Promotion
- Nutrition
- Social Support
- Parent and Family Involvement
- Safety

This year's activities:

1. As part of our program delivery process, the Centre has approximately six advisory committee members who are parents of children attending the program. They provide direction to the Supervisor and staff in regards to the daily operation. This year, the parents chose to try a new team approach that included input from the Head Start staff, parents, grandparents and guardians.

Attendance for Head Start: September 2018–June 2019



2. We did not have a formal fundraising committee this year, as the parents worked together with the staff and supervisor to co-ordinate and manage activities and funds. Funds raised by these activities support the purchase of Christmas gifts, extra toys and equipment, and the graduation celebration. By June 2019, the Centre will have raised \$6785.
3. The staff has outlined the following events to continue to enhance children's learning and sharing by the following activities:
 - Nursery School Readiness Program
 - Field Trips and Visits from local organizations and community workers.
 - Fundraising activities
 - Events such as parent nights, open houses, workshops and activity nights.
 - Nature/outdoor outings.
4. New programming — the growing community of NHCN has made it necessary to ensure that the Centre developed services to meet the needs of 60 children — a growth from the 40 children we have served in the past. The more children we can reach will receive early intervention and prepare them for their educational journey.

The future for The Kanache Awasisak Head Start Centre:

In the future we will require more staff to help with the changes we have made. In the coming year we are seeking to have certified staff working in the Head Start Program, along a revised salary scale.

Respite workers with the Jordan Principle Child First Initiative work alongside the Head Start staff in our program. Our program services many of their clients. The children and along with the special needs are enriched in an early education experience in a school setting.

Many children who attend the program are more likely to improve their learning cognition, language development and speech. In coming years, the children will receive dental screening and those who need further dental treatment will be referred to the dentist for immediate treatment.

In return, Jordan Principle Program representatives are providing workshops for behavior managements for the Head Start parents and staff. The educational workshops are much needed for both the staff and parents, they aid in the services we provide for the children in our program.

Our future goal is to ensure the continuous operation of the Aboriginal Head Start Program on Reserve. Eventually, we would like to have our own Head Start building.

We have made a lot of good progress in teaching and reaching 60 children is a significant milestone. The addition of a Cree teacher this year greatly assists the children in terms of learning the Cree language. It is an advantage to the parents and staff, some who need to hear the Cree language daily.

On behalf of NHCN, I would like to commend all my staff for their work this past year, as we end the year with a group of children we have all come to know — watching them grow up and succeed with the Head Start program.

HEALTH DIVISION REPORT

Norway House Cree Nation Health Division is mandated to “provide and promote healthy lifestyles through holistic and culturally-relevant programming.”

The Health Division administers many programs and services for the community and delivers activities that ensure the physical, mental, emotional, and spiritual well-being of the Norway House community. We're proud of our dedicated Health Division staff, who work hard to ensure all health needs are addressed in a professional and effective manner.

In the last year, the Health Division has experienced a number of challenges, as well as rewards, that have helped us identify the future needs of the department; so that we can enhance the delivery of health services to the people of the Norway House Cree Nation.

We are pleased to submit an overview of the Health Division programs in 2018/19:

Public Health: This program promotes and supports all public health-related issues within Norway House and takes the lead to prevent epidemic occurrences that can be managed or completely avoided. Public Health ensures child immunizations and vaccinations are administrated on schedule and conducts community-based Flu clinics annually with the focus on the elderly and most vulnerable. Our Community Health representatives work under the direction of the Public Health nurses assisting in the delivery of mandated services.

Community Wellness Program: Using a holistic approach, the program provides counselling, develops self-help support groups, court support for NADAP clients, intervention and prevention services to assist with clients' mental, emotional, physical and spiritual wellbeing. A 24-hour crisis team deals with crises after hours. Other services include - suicide intervention, alcohol and drug programming, treatment options, grief and loss support, and after-care services.

Home and Community Care Program: This program provides support and services to Norway House community members and elders in the comfort of their home. Services include nursing, personal care, homecare services and wound care. The program also helps support families by providing education and awareness on the health of their family members receiving the care. This program collaborates with the NHCN Pharmacy to order the medical supplies and equipment for their clients.

STAR/FASD Program: The STAR/FASD program is designed to create awareness and education of how alcohol or drugs can be detrimental to the unborn child. As a result of the heightened awareness, there has been an increase in client participation in the program through self-referral.

Maternal Child Health: This program provides support to expecting mothers and their infants and young children through educational awareness and training.

Canada Pre-natal and Nutritional Program: This program educates expectant mothers in proper parenting techniques and is focused on achieving overall safe and healthy child rearing practices.

Treatment Access Program (TAP): The Treatment Access program provides medical transportation to NHCN Band members that are referred for medical appointments in Norway House, Thompson and Winnipeg. The TAP program also administers all accommodation, traditional healing services and arranges patient escorts and interpreters.

Aboriginal Diabetes Initiative (ADI): This program is designed to provide a comprehensive, collaborative and integrated approach to decreasing diabetes and complications among Norway House community members. In addition, this program provides community based culturally-appropriate diabetes prevention and health promotion, education and

awareness. The focus of the program is to prevent diabetes by promoting healthy lifestyle choices, including: information related to the risk factors involved if diabetes is not controlled (kidney failure and other health complications that may occur).

Community Oral Health: This program is a partnership between NHCN and the University of Toronto to undertake a research study of *“Nistam Nipita (My First Teeth) – a Multi-Pronged Approach for Improving Mother and Child Oral Health in Aboriginal Communities”*. The study aims to work collaboratively with Norway House Cree Nation to strengthen the effectiveness and scalability of a multi-faceted early childhood caries (tooth decay) preventive intervention, consisting of oral health anticipatory guidance, delivered by means of motivational interviews with parents and caregivers, and fluoride therapies for their infants and toddlers.

First Nations Drinking Water Safety Program: This program monitors safe drinking water for NHCN by collecting, interpreting and disseminating drinking water quality reports, in addition to sampling results for bacterial, chemical, physical and radiological contaminants. Every NHCN business operation and building’s water is monitored regularly, including Whiskeyjack Treatment Center.

Jean Folster Place Women’s Shelter: A residential facility, the Shelter provides a safe environment for women and their children who are at risk of being victims of domestic violence. The Shelter provides education and awareness on healthy relationships and provides safety plans that lead to healthy lifestyles.

Philip Evans Memorial Shelter: This homeless shelter for men is administered through the Home and Community Care Program. The program is designed to assist the homeless with meals, accommodations, health-related issues including counselling, to enhance the spiritual, mental, physical and emotional well-being.

Other programs managed by the Health Division found in other sections of this annual report:

Norway House Primary Care Clinic: As a result of our partnership with Ongomiizwin Health Services, the Clinic provides comprehensive primary care, specialized services and allied health care services to patients for families seeking medical care.

Pinaow Wachi Personal Care Home: Pinaow Wachi Inc. Personal Care Home has been open since April 1974. It is funded by both the, Provincial and Federal governments. As a provider of long-term care, we believe in setting and achieving standards of care that will maintain and enhance the quality of life enjoyed by our residence. Residents and families have access to a common area for activities, entertainment, or just lounging on comfortable seating. The Center also has an outdoor yard that has a gazebo and a place to have campfires including recreational programs.

Kitisi Yawin Program: This program is a prenatal care group model where women of the same gestational age are organized in groups to participate in the sessions that include peer support and prenatal information for healthy pregnancy until the birth of their baby/babies. A doctor present for each session and a community elder accompanies the group of women through their journey and the postpartum period.

Jordan’s Principle Child First Initiative: Jordan River Anderson is a Norway House band member who was born October 22, 1999 with complex medical needs. As a result of the jurisdictional dispute over the cost related to Jordan’s care, legislation was enacted and passed that determined who would be financially responsible in the future for the care of children who have complex medical needs.

Norway House Cree Nation Jordan’s Principle Child First Initiative works with children first to provide attainable, comfortable services without delay to ensure their needs are met at home and within the community.

This program provides services and activities for children with various diagnosed disabilities, from complex medical needs, autism, ADHD, mental health issues, and developmental delay; all with differing requirements based on their needs.

This program now has its own building called *“Jordan River Anderson Resource Center.”* The long-term vision for the Jordan’s Principal Child First Initiative is to establish a long-term care facility in Norway House, so that no individual/child with complex medical needs is removed from their community and family.

Jordan's Principle Activities



PRIMARY CARE PROGRAM REPORT

Our focus this year has been on Continued Transformation.

Introduction

It is remarkable how much the Primary Care Program has grown. For that, we would like to commend the efforts of the staff at the Norway House Community Clinic.

And despite challenges such as fiscal restraints, resources that are well below what is needed, a steady growth in the population rate, and an increasing number of residents with complex health issues; we continue to meet the health challenges in the community.

Service delivery has improved in the last year, but we understand that we still have a long way to go. The Primary Care Program will continue to change and evolve as we move toward the new facility. And each day, we are reminded of the need to change to meet the needs of the community. Because if we remain static, all we will have is a nice building, while poor health outcomes will continue in Norway House.

The following Primary Care Program services were delivered in the last year:

Physician Services

- Physician services are provided by Ongomiizwin Institute of Health and Healing (U of M).
- The EFTs for family physicians was 5.83 in 2011. In 2012, EFTs increased to 7.85 which is welcomed but still not enough.
- The Clinic is fortunate to have the same physicians, essentially, since 2012. This allows physicians to build a relationship with patients over the years.

Specialist Services

- Ongomiizwin continues to supply physician specialists to Norway House.
- Specialist Services include: Cardiology (new this year), Colonoscopy, Pediatric Endocrinology, Internal Medicine, ObGyn, Ophthalmology, Orthopedics, Otolaryngology, Pediatrics and Rheumatology.
- Ophthalmology has stabilized in its delivery of service this year.

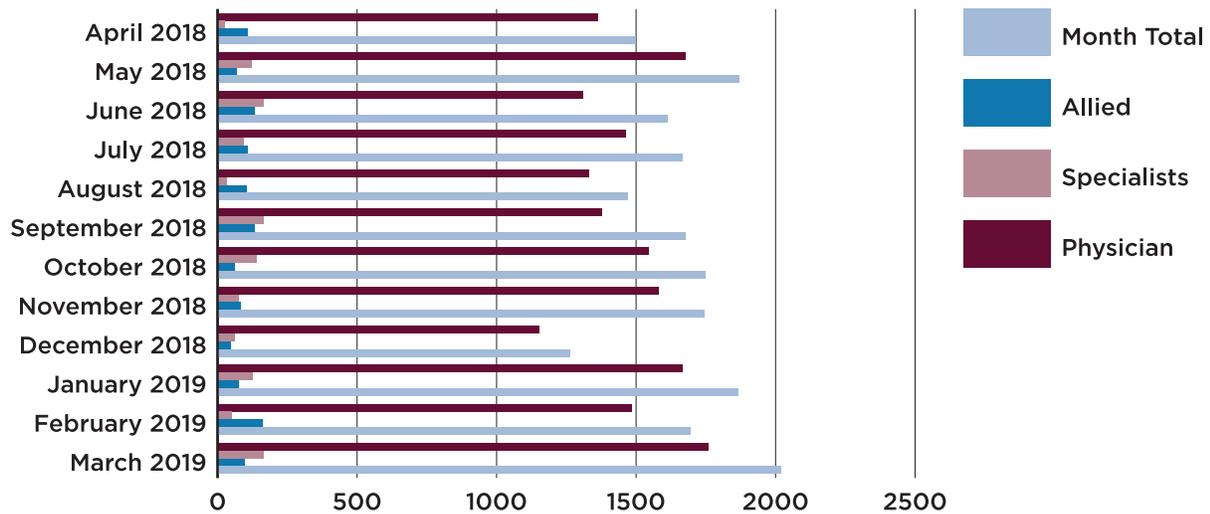
Allied Health Care Services

- There was an increase in Orthopedic Cast Services from four days to five (5) days a month
- This was a program that was operating out of the Hospital but has since moved into the Clinic
- Ongomiizwin supplies the following Allied Health Care services: Ultrasound, Orthopedic Cast Technician, Orthotics and Retinal Screening.
- Community Therapy Service (via Manitoba Health) supplies the Physiotherapist who comes every six weeks for three days at a time.
- Norway House Cree Nation also supplies an Allied Health Care program in Nursing.
- Nursing Service has significantly improved from two (2) to four (4) nurses one (1) LPN and three (3) RNs and one (1) Clinic Nurse Manager. All the nurses provide nursing care, and the three RNs are learning to work expanded roles.
- Nurses have received significant training opportunities (i.e., Foot Care, Wound Care, Pap Test Competency, and Behavioural Coaching) over the last year.



NHCN Chief and Council and Public Health Division Staff.

Statistical Information (Patient Encounters) April 1/18 to March 31/19



Summary

| | |
|------------------------------|----------------------------------|
| Family Practitioners: | 17,718 |
| Specialists/Consultants | 1,228 |
| Allied Health Care Providers | 1,193 |
| TOTAL | 20,139 patient encounters |

Changes and new services in Primary Care Programs

Lumps & Bumps Clinic

- This new addition operates every Tuesday morning — accommodating a maximum of 8 patients.

Elders Care

- Every Wednesday morning there is a physician who goes to Pinaow Wachi to provide geriatric care

Tele-Health Services

- There are additional new services being added to the Tele-Health program (i.e., Storm Forward Program which is an orthopedic program, Connect Program which is a concussion program)
- This allows physicians to receive an expert opinion on a patient.
- New equipment is being added to support this service (i.e., an otoscope, an electronic stethoscope, a camera). These additional items allows for Tele-Health program expansion
- In the future we hope this program will expand

by having a Tele-Health drop site located at the Elders Home (the clinic currently has two Tele-Health drop sites).

Learners Program

- Norway House became a learner's site for medical students and residents in 2016-17.
- In 2017 and 2018, the Northern Inter-Professional Experience occurred — a program in which six students (who may be from Medicine, Physiotherapy, Occupational Therapy, Nursing, Respiratory Therapy, Pharmacy, and Midwifery) come to Norway House for a learning experience that involves clinic and health programs and get to know the community. It will happen again in 2019.

ADHD Clinic

- This is a new program that started in fall of 2017. This off-site clinic is held at two school institutions in Norway House. This program was created because the current size of the Clinic was not able to accommodate the program.

Teen Clinic

- This new program has been developed to meet the needs of youth and is held at HBO once a month.

Mamokawatowin Sokawiyaspinewin

- This is a new program that demonstrates how primary care will be delivered in the future. This program is based on the NUKA System of Care.
- The program is currently limited in scope because our infrastructure will not support something that is broader in scope
- We have two teams (each with a RN, MD and admin support) and the focus is on patients living with Diabetes

Kitisii Yawin Prenatal and Postpartum Program

- This is a new program. It is a prenatal education program based on group sessions. These sessions were originally facilitated by a physician and a midwife (who recently retired). During the year we were not successful in hiring a successor.

- Group sessions are determined based on the woman's expected month of delivery. A family physician is assigned a group, who will follow them throughout their pregnancy, up to 6 weeks postpartum. This is another way we strive for continuity of care.
- This program is funded by a \$1M donation from the Rady family via Ongomiizwin. As this donation curtails capital use, the program has experienced space issues.

Medical Social Work Program

- There are two employees in this program
- In September 2018 a desk audit was ordered.
- The following information is based on a comparison between statistics of 2010-2011 and statistics of 2017-2018:
 - 49% of work load was due to medically related issues in 2010-11
 - 65% of work load was due to medically related issues in 2015-16
 - 78% of work load was due to medically related issues in 2017-18



NHCN Home Care Staff.

Closing Observations

- Currently the Primary Care Program is being delivered in such a way that the physician is meeting all health care needs - this increases waiting times and other health care providers are not working to their full scope of practice.
- More importantly, the current model of delivery has not improved health care outcomes in Norway House. So we believe that the model for Primary Care must change.
- It is our hope that in the future, Primary Care will be delivered by forming Primary Care teams to deliver the service.
- It is also our hope that by the time the new Health facility opens, our staff will have the experience and knowledge that will enable them to work in this case management approach.

The Primary Care Clinic has been strategic when it comes to professional development. We are planning for four (4) teams each with an approximate panel size of 1,500 to 1,750 patients. Each nurse will function in their own panel as nurse case managers. It is our

belief that nurses represent the best investment in community health.

It is important to note that due to the wage disparity between the Federal government (Hospital) and Norway House Cree Nation, the Primary Care Program will be losing an excellent RN this year.

Additional observations:

- There were significant increases this year — in the areas of Addictions (86, 652, 305) Family (102, 269, 238) and Trauma (0, 0, 28)
- These numbers and trends alone inform us that an additional social worker is required for the Primary Care Program.
- We also have recommended that key stakeholders in the area of mental health come together to share, discuss and strategize how Norway House will address the service gap.



Women's Shelter
A Safe Haven for Women & Children



NHCN Jean Folster Place Staff.

NHCN HEALTH CENTRE OF EXCELLENCE

NHCN HEALTH CENTRE OF EXCELLENCE SOD TURNING CEREMONY

On September 7, 2018, the Government of Canada announced an investment of \$100 million for the construction of the Norway House Cree Nation Health Centre of Excellence. It is the largest health infrastructure project ever to be announced by Indigenous Services Canada (ISC).

A sod-turning ceremony took place in NHCN on the day of the announcement. Joining NHCN Chief and Council at the ceremony was Minister of Indigenous Services Canada, AMC Grand Chief Arlen Dumas, MKO Grand Chief Garrison Settee and numerous other dignitaries.

Norway House Cree Nation has been committed to this initiative for over a decade. Through a formal partnership with the federal government and key stakeholders, the community is now in a position to execute this very important initiative.



NHCN HEALTH CENTRE OF EXCELLENCE PROGRESS

Through a community-led and community-managed process, this initiative continues to progress on time and on budget. The following key milestones were achieved in 2018-2019:

- \$100M capital funding commitment secured. Sept 2018
- Contribution Agreement Signed between Indigenous Services Canada and NHCN Health

Centre of Excellence Ltd. related to the \$100M capital funding commitment. December 2018

- Tree-Clearing and Grubbing work completed by NHCN. February 2019
- On-site and Off-site Civil Works were initiated. March 2019
- Future planning of Health Campus at Fort Island site underway inclusive of education and training programs with infrastructure being a key component.
- JNR Construction, with support from NHCN and Playgreen Development Corporation continue to lead all phases of construction.



NORWAY HOUSE PHARMACY LTD. SCRIPTPRO ROBOTIC DISPENSING MACHINE

Norway House Cree Nation is the first Indigenous community in Canada to own and operate a ScriptPro robotic dispensing machine.

Norway House Pharmacy Ltd. was awarded \$165,328 from the Western Diversification (WD) Program in 2018 by the Honourable Navdeep Bains, Minister of Innovation, Science and Economic Development through a federal initiative supporting Indigenous Economic Growth Opportunities. The WD Program aims to diversify the western economy while

improving the quality of life of Western Canadians through business development, innovation and community development. The funding enabled Norway House Pharmacy Ltd. to renovate the existing pharmacy in Kistapinanihk Mall, purchase the ScriptPro (including install) and train all the staff on its operations and use. ScriptPro is a technology company founded in 1994. Corporate headquarters are in the Kansas City area and offer a comprehensive line of over 200 pharmacy automation and management system products that have revolutionized pharmacy operations in the U.S., Canada, and many other countries. ScriptPro products operate in thousands of independent, chain, hospital, supermarket, and government pharmacies. Many large chain pharmacies have standardized operations around the ScriptPro robotic model.



NHCN Pharmacy ScriptPro Training sessions.

SOCIAL SERVICES REPORT

The Income Assistance program is focused on providing financial assistance to eligible on-reserve residents who have demonstrated a need for food, shelter, or other goods and services that are essential to the resident's well-being.

We provide funding when no other source of funding is available (from federal, provincial or other sources) to help meet the basic and or special needs and pre-employment supports of residents on-reserve.

Income assistance, which was previously referred to as social assistance, provides income support (welfare) as a last resort to eligible adults and their dependents who:

- Are unable to meet their basic and special needs
- Require support services of a non-medical nature
- Are receiving income assistance and will benefit from training and employment

Aside from the basic needs allowance, other benefits can also be paid:

- Children out of the parental home allowance
- Disability allowance
- Infant formula allowance
- Diets
- Special needs
- Hydro
- CMHC shelter allowance
- User fees-water
- Sewage and garbage pickup allowance

Vision of Social Services

Our vision in the Social Services Division is to take at least 2 to 4% of the income assistance clients off welfare and move them to the workforce by utilizing the Work Opportunity Program (WOP) and the Aboriginal Social Assistance Recipient Employment Training (ASARET).

We are seeking to help the people residing on Norway House Cree Nation who are on Income assistance to become more self-sufficient and capable of providing for and accessing services to meet their basic needs.

We believe that they can do this by taking maximum personal responsibility possible for achieving increased or complete financial independence:



NHCN Social Services Staff.

- If employable seek work, at all time and be available for all work for which they are qualified.
- If employable, participate in employability programs that may be available. Exhaust all available resources and income to support themselves.

In the future, we anticipate a decrease in the need for Income Assistance as more people will be coming off welfare when the NHCN major projects start hiring their own people, including those that are currently on social assistance.

Women Work Opportunity Program

The Work Opportunity Program (WOP) for women was a new initiative started by the newly elected Chief and Council. The program gives female band members on income assistance an opportunity to gain employment.

The women were selected from different sections of the community this year, and they were given the same type of tasks around the community that men would normally perform. The first intake of the women was done back in January 2018 and second intake took place in February 2019 (with each intake running for approximately six months).

The February intake of women was placed in various NHCN departments to assist with office work and to help in special events. In the two make-work projects, welfare dollars were used to top off the women's wages. The women work opportunity program (WOP) is the first of its kind and has never been done in Norway House Cree Nation (and perhaps not in Manitoba).

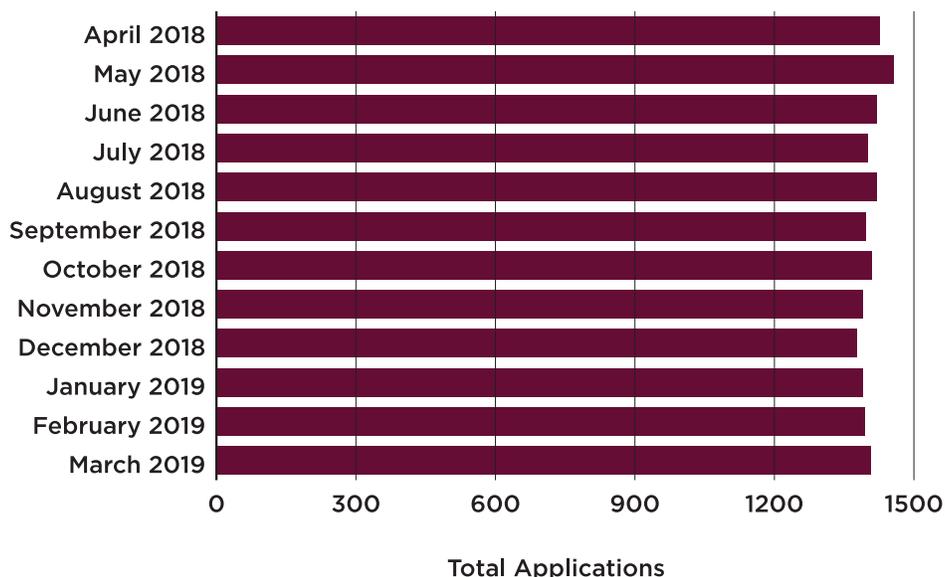
The main purpose of the WOP program is to have the women accumulate enough hours to go on Employment Insurance. It also provides women with the opportunity to gain work experience and skills and to have references when writing a resume.

Special Needs

Three percent of basic needs support is classified as Special Needs. In this category only one item is allowed per income assistance client (in this case, a fridge, kitchen table and chairs are supposed to last 7 years, while dryers, washers, stoves and freezers are to last 10 years)

In the fiscal year 2018/2019, we distributed special needs items to selected income assistance clients who met the requirements. There were 124 welfare clients that were supported in the Special Needs program (33 items in 2018 and 91 items this year). These items were given to singles, single parents and families.

STATISTICS - 2018/2019
Number of income assistance clients for each month



NIKANIHK ASCAHKOSAK DAYCARE CENTRE

The Nikanihk Ascahkosak Daycare Centre is committed to providing daycare services for children as a supplement to their home experiences, on behalf of parents who are working or studying and who require a substitute for home care.

We strive to provide a safe, loving and secure environment where children can develop socially, emotionally, physically and intellectually at their own rate. We believe that children learn most effectively through play; therefore our goal is to provide the guidance and stimulus for children to make their own choices of activities and allow them to experience the world around them.

The children have the opportunity to engage in group experiences as well as having time to themselves.

Elders are welcome to be involved in providing cultural activities to help promote the development of a positive self-identity in the children.

In addition to an exceptional staff, we have one individual from the Jordan's Principle program working in our Centre, with a child that has severe autism and requires one-on-one attention.

Our goal's at the Centre are to:

- Provide the care that each individual child needs.
- Provide a safe and caring environment.
- Provide social guidance.
- Provide a positive view of self and others.
- Enhance the child's overall development.
- Provide guidance and appropriate discipline procedures.
- Encourage children's sense of responsibility for their own actions.
- Encourage children to express themselves freely through material, movement and language.
- Provide a meaningful relationship with parents so that together we may discover, share and contribute to the child's growth.
- Implement developmentally appropriate activities.
- Create cultural related activities.

Daycare Program

We provide services to children three months to seven years of age.

All areas in the day care setting have their own daily schedules which are flexible to meet the parent's and children's needs. The Early Childhood Educators and Assistants provide daily activities based on their weekly themes. The children engage in physical activities two to three times per day. Part of this programming in the past has included outdoor activities in the "Jerome Wayde" Playground, but unfortunately, the Playground structure and fencing has been deemed unsafe, and the children have not had access to the Playground.

Our children participate in celebrations, and special events scheduled throughout the year. One popular day we have is our Year End Barbecue which is held in June each year. The Daycare Centre continues to provide two nutritious snacks and one meal per day.

Children's Enrollment

- The Centre provided services to 70 full-time children, as well as 14 children that are classified as occasional or emergency care.
- In addition, the infant area provides services to sixteen children (ages three to 20 months).
- The toddler's area provides services to 24 children (ages 20 months to three 1/2 years of age) with 4 occasional care children.
- The Preschool area provides services to thirty children (ages 3 1/2 to 6 years) with 10 occasional care children.

The registration list and occupancy level has exceeded full capacity as it pertains to the Manitoba Standards and Regulations for daycare centers.

Parent Advisory Committee

The Nikanihk Ascahkosak Day Care Centre is governed by the Parent Advisory Committee. This Committee consists of six individuals with various backgrounds and who are parents of children that are enrolled in the Centre. The Parent Advisory Committee meets on a quarterly basis or when emergency situations occur.

We are currently in the process of starting up the parent board committee again for September 2019. The Parent Handbook and Child Care Policy Manuals have been revised on August 2018.

Parent Participation

Parents are encouraged to participate in activities for special events, celebrations, fundraising and organizing fun family activity night for the children and their families.

Nursery Readiness Program:

The Early Childhood Educators continue to implement their preschool readiness program and getting the children ready for the school system in the fall. The children take field trips to the Helen Betty Osborne and Jack River School Elementary Schools to visit with the nursery students and teachers. In May-June, all children rode the Frontier School Division Bus.



HUMAN RESOURCES REPORT

The NHCN Human Resource department is the backbone of our organization, as it is responsible for dealing with all aspects of our employees; from recruitment to retirement, including wages and welfare.

Human Resources handles many necessary functions of NHCN. It is instrumental in providing the following primary functions to meet the essential needs of management and staff;

- **Labour Law Compliance** – Compliance with labour and employment laws is a critical function. Noncompliance can result in workplace complaints based on unfair employment practices, unsafe working conditions and general dissatisfaction with working conditions that can affect productivity and ultimately profitability
- **Recruitment and Training** – Recruiting includes posting job vacancies, screening applicants, scheduling interviews, interviewing candidates, negotiating salaries and benefits and providing guidance to Managers on hiring decisions and organizing the final stages of the review process for new employees. It is imperative for the HR department to provide skills training programs and professional development opportunities to every new employee based on the skill set required for their job.
- **Employer and Employee Relations** – The employee relations function identifies workplace issues, investigating employee complaints, ensuring HR compliance with employment laws and generally involves all the HR disciplines. HR's role is to establish a healthy relationship between employer and employee to minimize grievances and resolve conflicts.
- **Policy and Procedures** – HR must ensure all employees are following policies. All new hires are provided with the Operational Policy and Procedures Manual to use as a guide. The Manitoba Nurses Union (both NHCN and Pinaow Wachi) and the Manitoba Government Employee Union (Pinaow Wachi Support Staff) are not associated with the NHCN policy but have their own policies in place. Policies include; Respectful Workplace and Harassment as well as Use of

Electronic Technology and Social Networks. HR update, develop and negotiate policies.

- **Safety and Risk Management** – NHCN has an obligation to compile information related to safety, workplace injuries and hazardous materials. In addition to compliance activities, HR functions include mitigating risk by assisting in developing programs that improve safety for employees and our people.
- **Record Keeping** – Employee files, Payroll and Client information are strictly confidential, under lock and key or only accessible through passcode. Employee and Client information include, personal information, i.e., SIN#, DOB, beneficiaries, salary rate., employment agreement, job description, disciplinary actions etc. In accordance with the statutory regulations all files shall be kept for not less than six (6) years.
- **Compensation and Benefits** – The dispensation of Payroll comes under the responsibility of the Payroll Compensation and Benefits Supervisor. All payroll activities are entered, reviewed and processed on a biweekly period for each employee including reconciling all employee and employer source deductions and remit payment in a timely manner.

The HR Team is currently working on developing an Employee Recognition Program, building capacity and improving the Payroll System.

Membership

The Membership Office is responsible for maintaining an accurate and detailed account of pertinent information for Norway House Cree Nation. It maintains and updates the Registry and Band lists to ensure its records are up to date and kept in a secure location. Membership assists the community and reviews individual applications for eligibility of Indian status and issue certificate of Indian status to eligible members.

Membership also assists community members with applications for benefits such as child tax, old age pension, spouse allowance, guaranteed income

**Employee information for
period April 1, 2018 -
March 31, 2019**

| MONTH | TOTAL EMPLOYEES PAID |
|--------|-------------------------|
| Apr-18 | 642 |
| May-18 | 656 |
| Jun-18 | 721 |
| Jul-18 | 746 |
| Aug-18 | 814 |
| Sep-18 | 748 |
| Oct-18 | 761 |
| Nov-18 | 753 |
| Dec-18 | 797 |
| Jan-19 | 789 |
| Feb-19 | 783 |
| Mar-19 | 766 |

HR EMPLOYEE STATS

| | |
|-------------------------|----|
| FT Hire(s) | 37 |
| Appointed Position(s) | 6 |
| Term Hire(s) | 19 |
| Layoff(s) | 6 |
| Termination(s) | 2 |
| Suspension(s) | 4 |
| Internal Moves/Transfer | 0 |
| Reassignment(s) | 7 |
| Job Advertisement(s) | 44 |
| Short Term Disability | 3 |
| Long Term Disability | 14 |

PAYROLL EMPLOYEE STATS

| | |
|------------------|------|
| FULL- TIME | 263 |
| PART-TIME/CASUAL | 1141 |
| TERM | 35 |
| SEASONAL | 16 |

supplements, birth, marriage and death certificates. Record keeping for "Wills" and completing necessary forms and information for Indigenous Services Canada (ISC) for Estates are also done through the department.

NHCN maintains its own band membership which means anyone born on or after April 17, 1985 must apply to be members. For the 2018-year NHCN accepted 78 minor children, 7 Descendant and 6 traditional transfers were accepted by the Membership Committee with final approval from Chief and Council.

IMPORTANT INFORMATION FOR PARENTS

It is very important for NHCN parents to register their children at birth with NHCN membership office since they are not automatically registered. Registration is required to ensure their eligibility to receive non-insured health benefits from Health Canada's First Nations and Inuit Health which includes prescription drugs, dental care and medical transportation.

| REGISTERED CHANGES | 2017 | 2018 | POPULATION STATS | 2017 | 2018 |
|-----------------------|------|------|---------------------|------|------|
| Birth | 174 | 175 | On Reserve | 6237 | 6375 |
| Deaths | 53 | 31 | Off Reserve | 1757 | 1791 |
| Marriages | 28 | 25 | Total registered | 8150 | 8321 |
| Divorces | 9 | 4 | | | |
| Transfers IN | 2 | 6 | | | |
| Transfers Out | 1 | 3 | | | |
| Additions | 14 | 3 | | | |
| Deletions | 1 | 1 | | | |
| Misc. changes | 61 | 65 | | | |

Summary

NHCN is a growing community which requires more than two staff in the HR Department. Membership will be able to assist our membership with applications for the Secure Indian Status cards soon. However, there is no place in the City where you can obtain a status card on the same day. Hopefully there will be a time where the Membership Clerk can issue the Laminate status cards at the Winnipeg Supply office, possibly twice a year. In the meantime, appointments for the secure cards are only issued in Winnipeg and by appointment only.

There were 46 deaths reported for the year, however there were only 20 applications to administer the estate. Sadly only 6 estates were closed. Currently Indigenous Services Canada Estates are behind a few years and Estate matters will not be completed in a timely manner. They estimate it will take roughly ten years to complete an Estate file. We are currently working with Estates at ISC to have these matters dealt with accordingly.

KINOSAO SIPI MUCHIPUNOWIN PROGRAM

Overview

Kinosao Sipi Muchipunowin was created to provide financial assistance and resources to Norway House Cree Nation registered band members when they experience:

- Bereavement
- Life-threatening illness
- Life-threatening medical emergency situations.

In order to be eligible for assistance under the program, the individual must be a registered Norway House Cree Nation band member and must be an immediate family relation to the patient or deceased.

The Kinosao Sipi Muchipunowin Program is a 24/7 not-for-profit organization, and all funds required to operate the program are generated through lottery and special fundraising events.

2018/19 program year

In this report, we would like to extend our condolences to the families and friends who have lost their loved ones over the past year.

The Kinosao Sipi Muchipunowin Program experienced 62 bereavements in the 2018/2019 fiscal year, including still-births and miscarriages. Over the year, the program assisted approximately 1,500 NHCN band members; with travel, accommodation and meals (based on policy criteria).

Our dedicated group of volunteers is to be commended for their tireless energy and dedication in serving our band membership. They have served at

31 community bereavements for wakes and funerals during this fiscal period. Our community is extremely blessed to have such wonderful angels serving us.

Program challenges

Entering the 2018/2019 fiscal year, the Kinosao Sipi Muchipunowin Program was faced with a number of key challenges, that we were forced to address. The program had accumulated a tremendous amount of liability in previous years that we needed to address in this fiscal period.

Throughout the year, we have been dedicated to implementing policies that enables us to maintain healthy cash flows; so that we are able at all times to support the requests of NHCN registered band members.

In fact, 2018/2019 proved to be a prosperous year for the program. At the 2018 York Boat Days, the Kinosao Sipi Muchipunowin Program was a success; enabling us to completely address our outstanding liabilities.

The Kinosao Sipi Muchipunowin Program extends our appreciation to everyone that supported the bingo fundraisers and congratulates all the winners over the past year. The jackpot winners of the 2018 TYBD Kinosao Sipi Muchipunowin Program were:

| | |
|-----------------|----------|
| Marie Cater | \$20,000 |
| Eva Queskekapow | \$40,000 |
| Winnifred Moore | \$60,000 |

The Kinosao Sipi Muchipunowin Program operated 130 bingo fundraisers in the 2018/2019 fiscal years,

awarding a total of \$1,511,361.38 in cash prizes. The largest jackpot awards included the following:

| | | |
|---------------------|--------------|-------------------------------------|
| Crystal Bonner | \$27,928.40 | Lucky 7 Accumulator Winner |
| Mary Towers | \$13,321.00 | Masterbook Loonie Pot Winner 1 of 3 |
| Melissa Queskekapow | \$13,321.00 | Masterbook Loonie Pot Winner 2 of 3 |
| Joelle Moar | \$13,321.00 | Masterbook Loonie Pot Winner 3 of 3 |
| Myra Muminawatum | \$134,148.96 | Magic Top Hat Winner 1 of 2 |
| Barbara Wilson | \$134,148.96 | Magic Top Hat Winner 2 of 2 |

As the financial position of the program continued to improve, a 2017 Dodge Grand Caravan was purchased in January 2018 and a 2018 Ford Transit Van was purchased in October 2018. It was crucial to replace the aging vehicles to ensure the safe travels of our clients.

Finally, the Kinosao Sipi Muchipunowin Program, in collaboration with the Treatment Access Program, established an Activity Room in the basement of 333 Maryland in Winnipeg. The Activity Room is equipped with Shaw services that have been provided by the Kinosao Sipi Muchipunowin Program.

The program also funds activities for NHCN band members who are in Winnipeg for medical or Muchipunowin purposes. We extend our appreciation to the Patient Advocate who facilitates these activities for NHCN band members. The program supports service delivery that enhances the well-being of all NHCN band members.

Moving forward

The Kinosao Sipi Muchipunowin Program Board of Directors is continuously working to improve services for Norway House Cree Nation band members, both in and out of the community of Norway House. Many times, the program experiences multiple bereavement and life critical situations that must be addressed in a prompt and effective manner. It is at these times, we need to remember to be diligent and respect the policies of the program.

We are committed to ensuring the continuity of this much needed program by consistently implementing policy that allows for a healthy on-going cash flow.

We thank everyone for your support for the Kinosao Sipi Muchipunowin Program!!!



PINAOW WACHI INC.

Pinaow Wachi Inc. Personal Care Home has been in full operation since April 1974. It is funded by both Provincial and Federal governments. Pinaow Wachi Inc. PCH is one of only two Indigenous-licensed Personal Care Homes in Manitoba. (Nelson House being the other one). Pinaow Wachi Inc. PCH is a 26-bed facility, currently at capacity. There are six single rooms and ten double rooms.

Pinaow Wachi Inc. employs up to 40 staff members, full-time and casual. Nursing Staff are under the Manitoba Nurses Union (MNU) and all other support staff are under Manitoba Government Employees Union (MGEU).

As a provider of long-term care, we believe in setting and achieving standards of care that will maintain and enhance the quality of life enjoyed by our residents.

Residents and families have access to a common area for activities, entertainment, or just lounging on comfortable seating. In the yard we have a gazebo and a place to have campfires when prohibited elsewhere, also for recreation programs.

Pinaow Wachi has a physician that does weekly visits to the personal care home, and 24-hour physician coverage. The physician consults with our nurse and pharmacists to make sure the residents receive the medical care they need. Pinaow Wachi provides nursing care on a 24-hour basis. The nursing team consists of registered nurses, licensed practical nurses, and health care aides.

Under the direction of a Registered Dietitian, dietary staff provides healthy meals, that comply with Canada's Food Guide to Healthy Eating

The housekeeping staff keep the Personal care Home clean and attractive. Housekeeping staff also maintain common areas of the home such as the dining room and lounge areas.

The Laundry Department is responsible for laundering all clothing and linens at Pinaow Wachi Inc.

A variety of recreational daily activities are planned for our residents. We greatly encourage our residents and their family/friends to join in and become involved. Our activities are designed to enhance and promote individuality, independence and socialization while also respecting the resident's choice to not participate. Residents who choose not to attend large group activities will be offered 1:1 opportunities to meet their leisure needs. We also encourage the celebration of special family events at the Home. If you wish to hold an event at Pinaow Wachi Inc., please contact our Activities worker for assistance with any preparations.

For the security of the PCH, the doors are always locked. We have a buzzed-in system directly to the Nurse's desk. All outside doors have keypads that require entering a code for the door to open. Only full-time staff are given these access codes.

For the protection of our residents, we ask visitors to not enter the PCH in the event of personal illness. It may be necessary to isolate ill residents from well residents at times for everyone's health and well-being. Signs will be placed around the Home and on the Resident's door if there is a health concern that all should be aware of. We encourage you to wash your hands well and follow the directions of the Home when a concern is identified.

We welcome and invite your family and friends to visit you as often as possible.



NHCN Pinaow Wachi Personal Care Home Staff. Not all staff in picture due to shifts.

TREATY LAND ENTITLEMENT

Norway House Cree Nation Lands Department has the mandate to oversee environmental and lands on Reserve within the Norway House Resource Management Area. An Annual Workplan is developed each Fiscal Year. The focus of the workplan includes, Hydro Initiatives and Treaty Land Entitlement. The lands workplan does include many other areas however these are the main priorities.

Below is the summary of activities related to the work on the TLE file.

Between May 29, 1997 and December 1, 2019, only 64,459.08 of Norway House Cree Nation's 104,784.00 total entitlement under Treaty Land Entitlement (TLE) have been transferred to Reserve (approximately 61.51% per cent over 22 years).

22 selection were converted to reserve in 2018/2019. These were the first since 2011.

Norway house Cree Nation has selected 104,084.23 of the 104,784.32 leaving 699.77 acres left for selection. Of the 699.77 NHCN has sent a Band Council Resolution to Department of Indigenous services Canada for 25 acres to be transfer to reserve along Highway 6 .

Six Band Council Resolution has been mailed to Canada, 1 land selection and 5 affirming survey and naming of sections.

Five selection are under environmental site assessment.

In 2017, 1 selection was surveyed which was Province Road 383 A

In 2018, 1 selection was surveyed which was Gunisao River.

In 2019, 5 selection were surveyed which were

| LIST OF LAND CONVERTED TO RESERVE | | | |
|-----------------------------------|------------------------------------|---------------------------------------|---------------------------------------|
| Beach Lake | Costes Lake | Echimamish River A | Echimamish River B |
| Fairy Lake | Island River A | Island River B | Lawford Lake |
| Little Bolton Lake A | Little Bolton Lake C | Molson Lake Access Road | North Molson Lake Islands |
| Nelson River East Channel B | North Molson Lake East End Phase # | North Molson Lake North Shore Phase 1 | North Molson Lake North Shore Phase 2 |
| Ponask Lake | The High Rock | Painted Stone A | Painted Stone C |
| Gunisao Lake A | Gunisao Lake B | Gunisao Lake C | Gunisao Lake D |
| Bolton Lake A | Bolton Lake B | Butterfly Lake A | Butterfly Lake B |
| Little Bolton Lake B | Provincial Road 373 B | Hairy Lake | Hayes River Ridge B |
| Lebrix Lake B | Logan Lake A | Logan Lake B | Logan Lake North Shore |
| Max Lake | Max Lake South Shore | Opiminegoka Lake | Painted Stone Portage North Shore |
| Provincial Road 373 A | Provincial Road 373 C | Provincial Road 373 C Additions | |

Nelson River East Channel Addition, Bolton Lake C, Costes Lake A, Hayes River Ridge A, Painted Stone Portage B and Part Painted Stone Portage A.

During the Surveys a number of Norway House Community members were hired to assist with line cutting and bush cutting.

Norway House Cree Nation have 38 parcels that are impacted by Hydro Easement, 8 are eligible for creation of reserve. All Parcels are still being reviewed from all parties.

Treaty Land Entitlement is currently going through mediation with Canada, Norway House Cree Nation

has the most selection in this process. As of November 28, 2019, there has been 4 mediation meeting in Vancouver, Winnipeg, Ottawa and Toronto, where TLEC board of Director and Legal counsel have been attending. Special meetings has been schedule after each mediation meeting to update the Entitled First Nations.

If Members would like additional information for any Lands initiatives, please feel free to visit the Land Office or call (204) 359-4753.

Dennis Swanson
NHCN-TLE Coordinator



Fort Island Bridge

NORWAY HOUSE CREE NATION

DEVELOPMENT

Creating economic development opportunities that will provide employment and generate revenue for the community.

KSBDC ECONOMIC DEVELOPMENT INITIATIVES



PIMMAHTIHSWIN NIPI KISTIHKANI – LIFE WATER GARDENS

As you may be aware, during the last week of May, two large containers arrived in Norway House, and were installed in the following weeks. These containers are the results of a combined effort over the course of 6 months between Norway House Cree Nation Administration, Kinosao Sipi Business Development Corporation, BDO Canada LLP, Virginia Muswagon and Ian Maxwell in bringing a Growcer’s Hydroponic Growing System to the community of Norway House. Furthermore, we were able to have this project, with a cost of \$369,940 completely funded! Once fully operational, the unit will operate as Pimmahtihswin Nipi Kistihkani – Life Water Gardens: Hydroponic Garden, which will supply the community with 12,000 lbs. of produce every year.

Pimmahtihswin Nipi Kistihkani will be managed by James Apetagon and operated by Virginia Muswagon and Ian Maxwell. In March of this year, Virginia and Ian travelled to Churchill Manitoba to research and train on the operations of the Growcer’s Hydroponic Growing System and business. Over the course of the week, Ian and Virginia participated in the harvesting, cleaning, scheduling and planning required to operate the unit. Following the installation of the unit in Norway House, Ian, Virginia and James received additional on site training by Growcer technicians, which included planting the first greens. The first harvest of 900 plants due for harvest at the beginning of August, in time for the York Boat Festival; including Dragon Romaine, Monte Carlo



Norway House Cree Nation – Hydroponic Growcer

Romaine, Red Russian Kale, Pac Choi, Wildfire Spring Mix, and an Asian Greens mix.

Pimmahtihswin Nipi Kistihkani will first look to provide community organizations with the produce needs, and then expand to retail customer sales, with quality and affordability the top priorities. Through social media, Pimmahtihswin Nipi Kistihkani will provide regular plant updates and take customer suggestions. Pimmahtihswin Nipi Kistihkani will strive to be leader in health through various outreach programs such as cooking classes and hydroponic tours.



Virginia Muswagon - Training in Churchill



First Harvest - Pac Choi and Red Russian Kale



Ian Maxwell and Growcers Technicians - Installing Unit

BROADBAND ANNUAL REPORT

Overview

For the fiscal year of 2018/2019 NHCN Broadband added 260 Internet customers. Over the past year we were able to increase our current active subscriptions to 691 as of July 2019, that's up from 430 in April of 2018.

Recent Changes

In order to keep up with the demand for Internet, in December of 2018, we purchased additional bandwidth from Manitoba Hydro. The network was very taxed at the time, slowing down service overall. During this time we began to address the Network uses of individual customers and the role it was playing in the bandwidth use.

This program has been very successful in both generating revenue and providing a fair and balanced experience for customers on the Network. From the onset, we've had demand for data and people have been purchasing, covering the cost of Swiftfox, which has been a very essential tool in managing the Network for all staff, especially on the technical side.

Early in the fiscal year we learned of the "Connect to Innovate" funding granted to Manitoba to bring Fiber

access to rural areas in the province. Norway House Cree Nation and NHCN Broadband have been working very hard to secure our portion of the Fiber Network to improve services to our community. NHCN is one of the few First Nations in Canada operating their own Internet Service Provider, putting us in a prime position to be able to distribute Fiber Internet to the community, building on our current infrastructure.

In January of 2019, NHCN Broadband sent Shawn Scribe and Vincent Evans to NAIT in Edmonton, to take the Fiber Optic Technician course, which was successfully completed by both participants. This training was in addition to Tower and Climbing training, Network management and First aid training that Broadband staff has taken to improve our capacity to manage the Network with staff from the community.



Moving Forward

As we move forward, we've identified areas that we feel we need to focus on:

We will need to add Network Access Points on our towers to keep up with customer demand for Internet Service and to balance the Network to prevent overloading any one point and slowing down that portion of the network. This is essential to our network moving forward while at the same time, it will provide valuable hands-on experience for all staff in programming equipment and making it all work together with what we already have.

In preparation for when the Fiber network arrives, we have also identified and met with several larger companies that require much more Bandwidth than they can currently access. NHCN Broadband has been meeting and working with BellMTS to lay the groundwork to improve cellular service in the community. This means BellMTS would be a major client of NHCN Broadband once the Fiber arrives. In this regard, we have also met with representatives from Frontier School Division, Health Canada and Northern.

NHCN Broadband will also soon begin installing inter-community network fiber. While this primarily to ensure that we are prepared for an eventual Fiber optic connection, it will also speed up communication between the eight towers in the community.

Finally, we will need to begin training additional staff for the technical side of the operations. NHCN Broadband also provides the technical support for the Norway House Cree Nation staff, which covers approximately 275 different computers and 190 different accounts for email and software under Office 365. As our current staff delves deeper into managing the network, growth in the community, especially the construction of the new health centre and residence will require at least two more technicians for day-to-day operations.

Information Technology is finding its way into every aspect of Band Operations and NHCN Broadband has been working with this in mind. We will continue to do so as we move forward – focusing our efforts on doing our best to serve the our customers and all parts of the Norway House Cree Nation.



Norway House Broadband Staff.

MANITOBA HYDRO

NHCN Manitoba Hydro Relationship Report

Since April of 2018, with the support of Council, Councillor Langford Saunders has worked to establish a new approach to the long standing issues and challenges in the Norway House Cree Nation — Manitoba Hydro relationship. Looking to establish a structured approach that eliminates the fragmented and in adequate agreements and delays in addressing key issues, Councilor Saunders established the NHCN HYDRO Team and the corresponding resources to effectively move forward on equal footing in a collaborative manner.

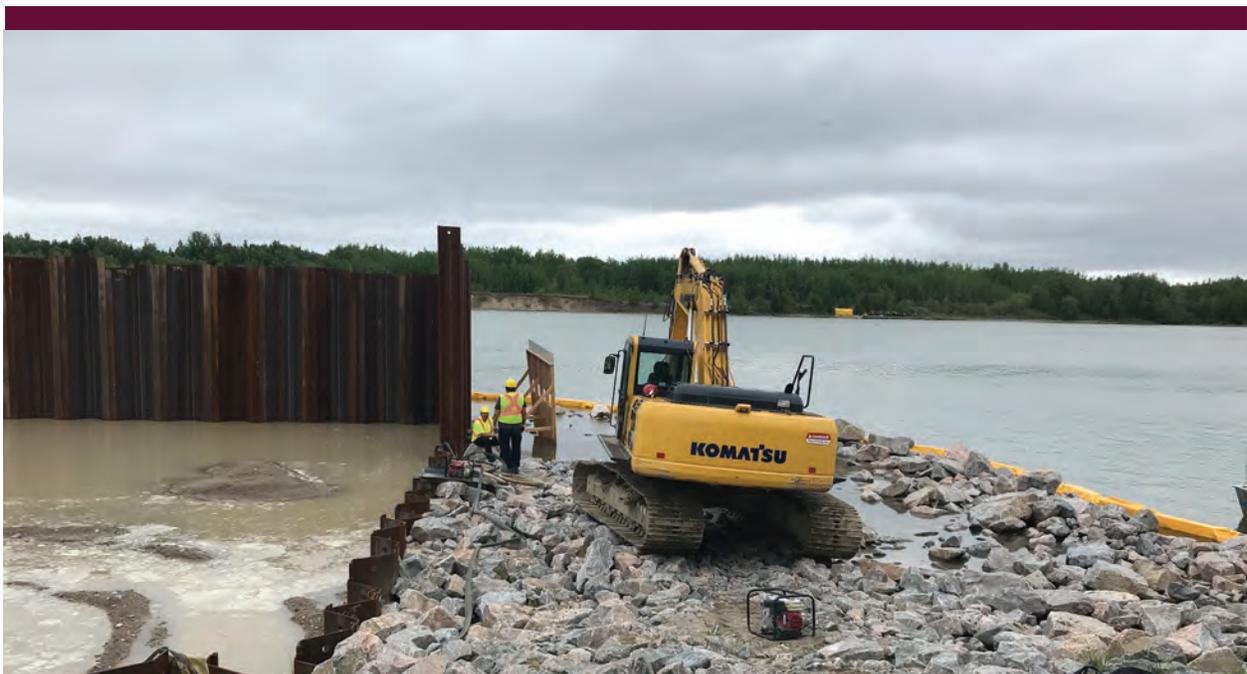
For over 40 years, Manitoba Hydro activities at 2 Mile and 8 Mile Channels has greatly impacted Norway House Cree Nation Resource Management Area. The devastation caused by constructing these projects includes ongoing erosion, sedimentation, construction debris, and hydro carbon contamination in the lands and waters of the region.

With the support of Council, Councillor Saunders set out to negotiate a strategic approach to finally

addressing these longstanding issues in a new, structured approach that included agreements to give NHCN the ability to negotiate, design, and deliver on the remediation activities at the sites. This new vision for the relationship finally puts Norway House Cree Nation and its members firmly in all aspects of the process for dealing with this very longstanding issue.

The new NHCN Hydro Plan includes an aggressive schedule for cleanup of Construction Debris within the lands and waters of the RMA. This new, accelerated schedule has already seen thousands of pounds of steel and other related materials removed or identified and scheduled for removal. At 8 Mile channel alone, well over 1400 debris sites have been identified and many already removed. Work on this aspect of the project will continue on for the next 18-24 months until ALL debris is cleaned up to NHCN standards.

Councillor Saunders plan also includes an urgent priority placed on removal of ALL contamination in the lands and waters of the NHCN Resource Area, with one very large project at 8 Mile Channel already



Coffer Dam at AREA 15.

complete. The site known as "AREA 15" was recently fully remediated by the community partnership, JNR Construction. This area of contamination required a comprehensive approach by the NHCN Team, to fully address this in water contamination site. The project was completed in August of 2019. This winter season, activities at 2 Mile Channel will include the remediation of contamination and debris at the outlet into Playgreen lake. This work at site will include redevelopment of the eroded shoreline to protect against future contamination and debris issues

The overall Comprehensive Multi Year strategy developed by Councilor Saunders and the NHCN Team was presented to Council and the Resource Users on October 4th and was unanimously accepted by Band Council Resolution (BCR). In separate presentations to the community, the Trappers and the Fishers, Councilor Saunders presented all aspects of the plan that includes a full review and redevelopment of agreements once all unforeseen impacts become known in the process.

With Council and Community support, the negotiation of the NHCN Hydro Program has created a current economic benefit of over \$11 Million Dollars through JNR and the established project plan with a much larger scope ahead over the next 36 Months.



Councillor Langford Saunders, Manitoba Hydro President Jay Grewal, Manitoba Hydro Vice-President Jeff Betker



8 Mile Site.



Manitoba Hydro and NHCN Leadership

PLAYGREEN DEVELOPMENT CORPORATION

Greetings, I would like to take the time now to provide an update on the last year from June 2018 to present for the operations of Playgreen Development Corporation.

Playgreen Development Corporation; is the NHCN local construction company which provides the NHCN with services such as road construction and maintenance both locally and to the seasonal roads (winter roads) of surrounding inland communities, we construct driveways, and foundations and do landscaping for housing projects. We do aggregate crushing and hauling as well we have concrete batching. PDC also does its own Long Haul Trucking and does regular picks ups of supplies and materials for departments weekly in Winnipeg, and other communities within the province.

PDC is a member of the Manitoba Heavy Construction Association — MHCA and is COR certified. PDC has a safety program that has to meet the MHCA and industry standards to maintain and hold the

COR certification; we are committed to working to uphold, and practice safe work to follow these standards. PDC throughout the past year has had the opportunity to work on many various projects. Each day brings new challenges and the employees at PDC are hardworking and are dedicated to the getting the projects done with professionalism and are committed to serving the NHCN.

Over the last year, we have been a part of a joint venture, this partnership between Norway House Cree Nation Playgreen Development Corporation, and Sigfusson Northern is known as JNR Construction LP and is proving to be a great team effort. Many of the projects taken on this past year were done so as a team unit and the JNR partnership continues to build and strengthen working together. The goal is to provide high standard of quality, professional service to the community with commitment and perseverance.

Below is a breakdown of some of the projects we had done throughout the year:



June 2018

- The Community Hall project: we started excavation, hauled pit run and soil for the project.
- The Sea Falls Camp: we provided hauling and placing of materials, landscaping of the area.
- Housing projects: we provided services to were the Billingkoff 16 unit project, where we Driveway upgrade, landscaping, and hauled debris from the sites.
- At St Mark's Church we extended and constructed the parking lot.
- NH Fisherman's Co-op: we upgraded the boat launch and barge docking area.
- Built house pads for home owner customers in Paupanekis Point and Mission Island.
- Crushing materials at our own crusher for projects.
- Demolition and hauled away debris of the old burnt Nurse's residence from the Norway Way House Hospital, and backfill and place landscaping materials.
- Road repairs with cold mix asphalt to the Paupanekis Pt Bridge and patching around other areas in the community.
- PDC employees also took part in First Aid/ CPR/ AED training.

July 2018

- The Community Hall project: Work continued with excavation, and placing of materials, hauling Pit Run Sand and Soil.
- Line cutting for the new Hospital: Site was started.
- Construction of house pads for home owners.
- Whiskeyjack Treatment Center: we did some landscaping and placing of new water/sewage tanks.
- Brush clearing for new 11 unit housing projects around the community.
- The 8 Mile Geomagnetic Survey for 2018 had started and work proceeded through the summer.
- The Sea Falls Park held a grand opening on CANADA DAY weekend.

August 2018

- The Community Hall project: work continued with Pit Run hauling and topsoil stockpiling.
- Road maintenance and grading in the community.
- Continued to do work for the 16-unit and 11-unit housing projects such as driveways, debris clean up and site preparations.
- The new hospital project continued with line cutting.
- York Boat Days preparations, along with the CMD, constructed and set up the big tent at the pavilion area.
- Crushing of aggregate materials continues at the crusher.
- Work at 8 Mile GMS continued.

September 2018

- The Community Hall project: work continued with Pit Run Hauling and placing.
- Continued work for housing on the 11 units and wrapped up work for the 16-unit Billingkoff projects such as driveways, site prep, debris hauling and landscaping.
- Winter sand stockpiling was done around the community for sanding roads in the winter.
- Road maintenance and grading around the community.
- Crushing of aggregate materials at the crusher.
- Work at the 8 Mile GMS continued. PDC/JNR did some work out there for erosion control and culvert placing.
- JNR using barge to transport equipment to and from the 8 Mile site.

October 2018

- The Community Hall project: work continued with PIT Run hauling and placing.
- Crushing of aggregate materials at the crusher.
- 8 Mile GMS wrapped up for the season.
- Snow removal and clearing.
- Road sanding.
- Site preparation and planning of the Commercial Cardlock site for government and business customers.

November 2018

- The Community Hall project has wrapped up until further work is required.
- The Start of construction of the MIT Winter Roads to Oxford House (0-km 80) and Island Lake (0-km 120) has begun with packing of snow, plowing and dragging of the winter roads and construction of the Ice bridges and flooding of sections.
- Flooding of the MIT Sea Falls Ice Crossing has started as well as Ice bailing to keep the ferry operational until the opening of the ice crossing by the province.
- Work began for the Commercial Cardlock site with hauling rock and soil/clay stockpiling.
- Soil and clay stockpiling was used to make a new sliding hill on the lake shore north of CKAMP/ Hubert Hart track.
- Snow removal and clearing, sanding of roads in the community.

December 2018

- Work at the MIT Sea Falls Ice crossing continued with flooding and ice bailing. The province opened up the ice crossing as a winter road the last week of December and ferry was shut down for the season.
- OHWR, ILWR opened for the winter road season, PDC maintained through the season.
- Snow removal and clearing, sanding of roads in the community and at NHCN facilities/offices.

January 2019

- Work on the OHWR/ ILWR continued as part of the contract to maintain the roads through the winter road season.
- Winter work at 8 Mile commenced with maintenance and construction of the winter road, and flooding of KM 40-43 ice crossing.
- Crushing/stockpiling of RIP RAP for the 8 Mile Erosion and Cofferdam construction.
- Snow removal, clearing and sanding in the community.
- Hauling of rock to the Commercial Cardlock site project.

February 2019

- Work continued at the new Commercial Cardlock site with rock hauling and placing.
- Work on the OHWR/ILWR continued as part of the contract to maintain the roads through the winter road season.
- Winter work at 8 Mile continued with maintenance of the winter road, and hauling of equipment and RIP RAP Hauling (PDC/JNR).
- Snow clearing, removal and sanding in and around the community.
- Work on housing projects for new driveways.

March 2019

- Crushing/Stockpiling and hauling of RIP RAP for 8 Mile was on Day and Nightshift schedule.
- Work at the Commercial Cardlock site continued with hauling and placing of rock and capping at the site.
- Grubbing for the New Hospital site has been done.
- Ditch clearing for flood control in Rossville and other parts of the community.
- Road maintenance and grading around the community, snow clearing.

April 2019

- Work continued at the Commercial Cardlock site with rock hauling and placing.
- Winter work at 8 Mile has come to an end for the

season and will continue at the end of the spring fishing season.

- Build house pads and driveways for new Duplex projects for housing around the community.
- Ditch clearing and flood control in some areas of the community.
- Road maintenance and grading around the community.

May 2019

- Road grading and maintenance, Calcium placed on Jack River road to help with dust control.
- Building house pads and driveways for housing projects.
- Build pad and placement for the new Hydroponic Vegetable produce project sea cans.
- New culverts and driveway for the Commercial Cardlock site access road.

This brings us up to date on some of the projects that PDC has worked on the past year. It was a busy year for the most part and one with great opportunity and accomplishments. Since the beginning of the 2019, PDC has been upgrading our heavy equipment with new additions to our construction fleet. We have 2 new Komatsu loaders, a new 490 Komatsu Excavator, 2 new dozers — a Komatsu D39 and D65. These new pieces of equipment have replaced some of our older aged-out equipment. We were able to upgrade and get three new service trucks which were in much needed demand. Also in our fleet we have 12 new skidoos which were used at the 8 Mile project. The new equipment and vehicles have proven to be useful and are important assets.

As we look forward, PDC is focused on continuing to serve the NHCN and take on new projects as they come. We are looking forward to the New Hospital project commencing. As a large-scale project it is an honour to see a dream become reality and we know that we, along with the JNR partnership and NHCN, have a lot to look forward to in helping building this New Hospital. One thing that PDC does try to promote is a strong safety program and continues to work with safety in mind and providing high standard, professional service to the NHCN.

Thank you,

Sterling Forbister
GM Playgreen Development Corporation

NORWAY HOUSE CREE NATION

RECREATION



Taking advantage of the natural resources at our finger tips to make this community we can all enjoy living in.

HEALTHY LIVING DIVISION

MISSION STATEMENT

NHCN Healthy Living Division strives to enhance the quality of life and nurture the health and well-being of our people, our community, our environment, and our economy through the delivery of physical, social and traditional programs in a safe and healthy environment.

STATEMENT OF VALUES

- We believe in demonstrating good leadership skills and good role modeling.
- We encourage supportive environments through participation in recreation and building strong caring communities to enhance community pride.
- We encourage and support the ideas and suggestions of the people we serve.
- We encourage and promote the benefits of leisure and recreation through holistic inclusion and access.
- We believe in good sportsmanship and fair play is essential to healthy growth.
- We care about the people we serve.
- We are committed to delivering positive recreation programs and active living.
- We respect, honour and promote the traditional lifestyles of our community.
- We encourage and support community groups in becoming independent.
- We believe in an open interactive and supportive community network.
- We celebrate volunteerism and the non-profit sector and we understand the value of serving the common good of our community.

GOALS AND OBJECTIVES

GOAL A: To provide annual sport-oriented programs to meet the needs of our community.

Objectives

1. To promote, support and provide an annual walking and running club by May.

2. To support, organize and implement sport programs to all age groups and all gender groups by June 1st:
 - a. Softball program in summer season
 - b. Hockey program in the fall and winter season
3. To support and host various sports tournaments annually for all age groups:
 - a. Recreation Hockey hosted every March/April.
 - b. Coed Volleyball support every March/April.
 - c. Rowing and Paddling Events during Canada Day and Labour Day.
 - d. Local Hockey Tournaments for minor and adult groups.
 - e. Local athletes attending out of town and/or Provincials tournaments and championships.
4. To provide sport-oriented activities throughout the year with local programs and leagues:
 - a. Soccer League
 - b. Basketball league
 - c. Volleyball league
 - d. Softball league
 - e. Ball hockey league
 - f. Ice hockey league

GOAL B: To enhance and/or develop community members' social skills through the implementation of community gatherings, team building and special events.

Objectives

1. To promote and support social interaction through dances, family-oriented activities and community gatherings:
 - a. Community Feast i.e. Elders, Veteran's, New Year's Day, Thanksgiving.
 - b. Community and Statutory Holidays Activities
 - i. Easter
 - ii. Mother's and Father's Day
 - iii. Victoria Day
 - iv. Aboriginal Day
 - v. Canada Day
 - vi. Treaty and York Boat Days

- vii. Labour Day
 - viii. Thanksgiving
 - ix. Halloween
 - x. Remembrance Day
 - xi. Christmas Holidays
 - xii. Pipoon Festival (Winter Festival)
 - xiii. Community driven activities (i.e. National Addictions Awareness Week, Family day, etc.)
 - xiv. Sasquatch Ice Fishing Derby
- c. Plan, implement and evaluate all activities as identified.
2. Support, plan, implement and evaluate Youth Gatherings annually in the community:
- a. Norway House Cree Nation Youth Gathering
 - b. Revival Center Youth Gathering
 - c. Youth Cultural Camps
3. To identify the needs of the community through one-to-one interviews, questionnaires, summative and formative evaluations.

GOAL C: To acquire and provide training and education opportunities for the community in the areas of recreation, youth leadership, science and technology.

Objective

1. In-conjunction with Frontier School, we host the Science and Technology Summer camp each year.

GOAL D: To provide mentored employment opportunities for youth ages 15-30 years of age.

Objectives

1. Recruit volunteers, summer students to assist in maintaining and protecting the environment or the community.
2. Mentor youth sponsored by Employment and Training from September to March.

GOAL E: To promote and provide annual traditional special events, activities and celebrations through recreational activities and tourism.

Objectives

1. Plan, implement and evaluate the annual Special Events such as; Treaty and York Boat Days (TYBD), Pipoon (Winter) Festival, National Addictions Awareness Week, Canada Day, Halloween Party, and long weekend statutory holidays.



NHCN Parks and Recreation Staff.

2. Assist in implementing the annual Powwow celebrations.
3. Market our community and TYBD at Tradeshows across Manitoba.
4. Host the Circus mid-May for all ages.
5. Host the Canuck Amusements every first week of June.

GOAL F: To promote, support and participate in partnership with community resources.

Objectives

1. Assist committees plan, implement and evaluate recreation, leisure programs throughout the community.
2. Assist other resource agencies/church groups organize, implement and evaluate related activities for the betterment of the community.

GOAL G: To promote, educate and deliver a clean, safe and health environment for the community of Norway House.

Objectives

1. Maintain and protect all recreation facilities year-round (ie., Softball diamonds, Drop-in centre, parks, etc.).
2. Promote and implement the environmental benefits of recreation.

Healthy Living Division (Parks and Recreation) plays a huge role making the community healthy personally, socially, economically and environmentally to address our stake holders (individuals, groups/teams, community, resources) eight marketing messages, supported by the evidence that articulated contributions of Recreation, Sports, Fitness, Arts, Culture and Parks (throughout the world) and they:

- Are essential to personal health as active living is a key determinant of health status.
- Are key to balanced human development
- Are essential to quality of life and place
- Reduce self-destructive and anti-social behaviour
- Build strong families and healthy communities
- Reduce health care, social service, and police/justice costs!
- Are significant economic generators in your community!
- Parks, open spaces, and natural areas are “Greenspace” essential to well-being and our environmental psychological survival

Over 1000 evidence-based references related to all categories of service is available if you are interested in being part of our resource team/stakeholders. One example of evidence based is include:



Pipoon Festival Square Dance Showcase.

For our health

A growing base of empirical evidence demonstrates that contact with nature offers powerful benefits for people's health. There have been a number of important findings proving that natural experiences help heal us. People exposed to nature recover from surgery faster, require fewer medications, and have shorter overall hospital stays. A two-hour walk in the woods is enough to improve sleep quality and help mitigate sleep problems. Prison inmates whose cells look out onto natural features rather than into a courtyard are sick less often.

Contact with nature has been found to lower blood pressure, strengthen the immune system, help mitigate disease, and reduce stress levels. Viewing natural images while exercising has been shown to reduce blood pressure by nine per cent compared to viewing images of the built environment. Blood pressure, pulse rates, and stress hormone levels have been shown to improve after walks in outdoor environments, including forests, parks and other green spaces, and viewing natural elements rather than built features. Time spent outdoors may also help mitigate cancer. Emerging work from Japan found that a three-day stay in a large intact forest increased participants' natural cancer-fighting proteins and cell activity linked to tumour reduction.

For our spirit and identity

Modern studies in a range of disciplines have all come to the same conclusion: nature offers something spiritual that is good for the soul. In nature, we can experience wonder, joy, thrill, and satisfaction all in a single hike in the woods. The beauty of the natural world, particularly those provided by mountains, deserts, waterfalls, forests and oceans have been shown to inspire episodes of ultimate happiness and spiritual fulfillment. The more natural the environment the more restorative power it has. The heightened sensory awareness acquired through contact with nature, especially wilderness, is associated with "peak experiences" — where people lose themselves in the wonder and awe of the moment.

For our personal development

A multitude of studies have shown that playing in natural environments is essential to our children's development of core skills, including observation, problem-solving and reasoning, categorization, creativity, imagination, risk-identification, along with emotional and intellectual development. Our current screen-dependent culture is interfering with natural human development. Children's biological affiliation with nature gives them a better sense of what they can do and control, makes them happier, and makes learning fun. Children that are not allowed to experience risk will, in turn, have less ability to



Pipoon Festival Alfred Laugher Memorial Co-ed Volleyball Tournament.

identify and manage risks in every aspect of their life as they age.

For our communities

Nature plays a pivotal role in nurturing relationships by bringing people together. Many studies have demonstrated that nature makes us happy and more generous. It improves our mood and stimulates feelings of pleasure. The “feel-good” factor facilitated by nature influences our relationships with others. Urban residents living near natural environments tend to know more of their neighbours, feel a stronger sense of belonging to the community, and have a more positive view of their neighbourhood. Neighbourhoods with parks in a major U.S. city reported higher levels of mutual trust and willingness to help one another than their counterparts living in neighbourhoods without parks. Community gardens, trails, outdoor running clubs are emerging in communities as a way to bring families and neighbours together. Nature brings out more social feelings, more value for community and nurtures close relationships among neighbours.

For our environment

Research confirms that a meaningful adult connection with the natural world develops in early childhood.

Interviews with thousands of adults concluded that their environmental attitudes and relationship with nature were developed as a child, usually by age 11. Children who engage in nature-based activities such as gardening, visiting parks, outdoor learning, and unstructured outdoor play were more likely to appreciate and protect nature as they get older. Children with this upbringing are more likely to seek ways to overcome barriers that prevent them from engaging with nature as an adult.

Source: Parks Canada. (2014). Connecting Canadians with Nature — An Investment in the Well-Being of our Citizens. Ottawa, ON: Parks Canada. 36 pp.

Healthy Living Division (Parks and Recreation)

Spring Activities

Easter

We all know the story: Christ was crucified and rose again on the third day as it is written in the New Testament of the Bible, we acknowledge and respect in the Christian faith. There are many that celebrate a non-Christian events such as the Easter egg and Easter bunny.



Junior Hockey Program is still alive and well in the KJHL.

The Easter Bunny is a known character who delivers candy and chocolate eggs to children Sunday morning. Staff and volunteers kick off the fiscal year with an Easter Bunny visit at the Multiplex. The community had an opportunity to have their pictures done with the Easter Bunny.

Hockey

As the hockey season come to an end, there are a number of athletes still participating competitively and representing the NHCN, namely:

- Julianna Albert and Kaila Powell were part of Team Manitoba in 2018 National Aboriginal Hockey Championships in Ontario.
- The Bruins Hockey Club took part in the 2018 Fred Saskamoose Senior Hockey Tournament and won the whole championship defeating Cross Lake Islanders.
- The Junior North Stars continue to be part of the meetings for the Keystone Junior Hockey League (KJHL) and there were some issues that transpired at the AGM:
 - a. St Malo, North Winnipeg, Selkirk, Lundar and Arborg submitted a letter to withdraw from the KJHL
 - b. The previous KJHL President accepted an unsigned and global letter to the remaining teams from the North.
 - c. The remaining teams of the North; Norway House, Cross Lake, OCN, Peguis and Fisher River continue to maintain the KJHL.
 - d. The North send a letter to Hockey Manitoba to file a misconduct action from the

Southern teams.

- e. Hockey Manitoba ruled to allow the Southern teams to leave the KJHL but the North have the right to hold the South's franchise and performance bonds
- f. Elected Sonny Albert for 2-months and Ed Albert from December, 2018 for (President), Bruce Sinclair - (Vice President), Tracy Sinclair - (Treasurer), John Henry Jr - (Secretary), Eric Ross - (Referee-In-Chief) until the next AGM in May, 2019

During this time of year, community members go out to their camps and prepare for the Spring hunt which has been a custom of the Cree. And many members that are unable to experience the tradition, we host the annual Goose Feast.

Preparations were completed for program delivery for 2018/2019 fiscal year and below are some of programs the were coordinated and implemented:

- Umpires Clinic (8-10 certified)
- Called out for volunteers for a Recreation Committee (6 individuals were interested)
- Victoria Day events (Coed Volleyball — sport flooring in the ice rink, Basketball, Fishing Derby, softball tournaments)
- Cindy's Circus Extravaganza once again entertained the whole community with two shows with acrobatic and thrilling show for the young and old.
 - a. The community received 15% of tickets sales as profit and with these profits, we convert it to program and equipment funds



Pipoon Festival Recreation Hockey Tournament

- Canuck Amusements (the Fair) was in town early June and the host community received 50 free tickets for Mega passes to our volunteers, draw giveaways throughout the year and provide one to our committed staff that work continuously during statutory holidays and band declared holidays, meanwhile other families enjoy the family gatherings and community events. We do this to thank them for their year-round contribution and commitment to the organization.
 - a. The community received 15% of tickets sales as profit and with these profits, we convert it to program and equipment funds.
- Indigenous Peoples Day was hosted on June 21st acknowledging our local artist in music, dance and gave away beautiful paintings.
 - a. Plus, we promoted and hosted canoe and York Boat events.
- Canada Day celebrations were hosted with the following events:
 - a. York Boat Races brought 8 teams to kick-start the training for some TYBD York Boat teams.
- Summer student employment commenced with students assisting in the program delivery as listed in the department's goals
- TYBD celebrations preparations were in order in July, as the Lakefront was already at festival atmosphere, teams of all ages practicing the York Boat or square dancing, children swimming and capturing breathtaking photos of the lakefront.

- Birthday Parties
- Minor Hockey Banquet
- Youth Church Services (Fresh I.E)
- MKO AGM
- Chief and Council Public meetings
- Treaty and York Boat Days
- HBO Graduation
- Community Graduation HBO Music Jamboree
- Cindy's Circus Extravaganza
- Vocational Bible School
- Northern Truckload Sale
- Jr. B Hockey Games
- F.A.S. Conference
- Church Services
- Bake and Rummage Sales
- Halloween Parties
- Community Feast
- Christmas Parties
- Concerts
- Pipoon Festival
- Spring Activities
- Keystone Sporting Goods Ltd.
- Nelson River Sports
- Kick It Sports

Multiplex Operations

Over the past year the multiplex has been the focal point of the community for almost every activity that has occurred in the community including the permanent lease tenants. There have been some major activities that we have hosted throughout the year. These include:

Lease Tenants:

Healthy Living Division (Parks and Rec)
 York Boat Diner
 CJNC Communications Broadband
 Dispatch
 Probation Services (Province of Manitoba)
 Manitoba Public Insurance (MPI)
 KS Fitness Centre
 Kick Boxing Room

Host Venue for the following:

Gunner's Furniture Sale
 Victoria Day Activities
 Canada Day Festivities

Along with hosting these events, the task of ensuring everything runs smoothly falls on the staff. These include program service delivery, security, maintenance and office personnel. These staff members are the backbone of the operations, which we operate 7-day week, and sometimes staff have to work 18-hour days, including week-nights, weekends and holidays. We have a committed group of staff members who really enjoy their work and take pride.

The multiplex provides community members with a facility that has a clean, safe and positive environment. The multiplex is the center of activity in the community that caters to all age groups and organizations. It provides employment opportunities to community members, while at the same time providing a facility to hold recreational and social activities.



Pipoon Festival Singing Talent Show.

NHCN ENTERTAINMENT CENTRE

Introduction

The new Norway House Entertainment Centre was constructed in 2013 at the new location adjacent to the York Boat Inn at Provincial Trunk Highway 373 and Kistapinanihk Drive. Norway House Cree Nation implemented plans to modernize its current video lotteries and constructed a facility to host 100 video lottery terminals.

The grand opening was held on July 17, 2014. Since then, the Entertainment Centre has proven to be successful with patrons visiting from neighboring communities. There are regular clientele from Cross Lake on a daily basis. During the Winter Road season we see an influx of visitors from the neighboring inland communities that enhances the economic impact of the Centre.

The Entertainment Centre's main strategic objective is to generate optimal revenue for Norway House Cree Nation by attracting clientele with our utmost professional and friendly service.

In 2017, sixteen existing terminals were replaced to modernize technology and improve gaming offerings. There are on-going system and game upgrades that continue to enhance gaming offerings for the clientele. Manitoba Liquor & Lotteries (MLL) continue to remotely troubleshoot the terminals and if required, provide on-site technical support within 48 hours. Technical support for our Centre is based out of Thompson, Manitoba and is efficient and prompt when required. MLL does not see any necessary new upgrades to our machines for a couple of years.



NHCN Entertainment Centre Staff.

Entertainment Centre operational hours are from:

Monday to Wednesday 11:00 am – 1:00 am, Thursday to Saturday 11:00 am – 2:00 am. Staff shifts are from 9:00 am – 5:30 pm, 5:00 pm to 1:30 am and 2:30 am on Saturday.

During Treaty and York Boat Days on Wednesday through Saturday, our hours of operations are extended to 3:00 am.

The Norway House Entertainment Centre is closed in observance of three (3) statutory holidays: Good Friday, Remembrance Day and Christmas Day.

Staffing

The Norway House Entertainment Centre currently employs 13 full-time and 6 part-time staff:

- 1 Full time General Manager
- 1 Full time Administrative Assistant (Vacant)
- 1 full time Head Security and Custodian Supervisor
- 2 Full time Head Cashiers
- 2 Full time Shift Coordinator (Security)
- 2 Full time Certified Security
- 2 Full time Cashiers
- 1 Full time Night Custodian
- 1 Full time day Custodian
- 3 Part time On-Call Security
- 3 Part time On-Call Cashiers

The Head Cashier/s are responsible for a broad range of functions that ensures the gaming aspect of the VLT/Entertainment Centre is exceptionally run for optimal service and customer satisfaction by performing specific accountabilities. In addition to providing excellent customer service, the cashier must accurately handle cash, balance and reconcile at beginning and end of shift.

Security personnel provide a broad range of security services for the clients, staff, property and vicinity of the Entertainment Centre as well as The York Boat Inn. Security assist cashiers in the retrieval of cash from the VLT machines and deliver the daily deposit to the bank after the cash count. They monitor events with the surveillance camera system. All inappropriate activities and incidents are documented and reported promptly to RCMP or Band Constables.

Three full-time cashiers and four full-time security have received training in Manitoba Lottery Retailers Training. Three full-time cashiers and three full-time security have completed the Manitoba Problem Gambling Assistance Training Program.

Five Full-time security have received certification in the Manitoba Security Officer course. Workshops are offered by Manitoba Lotteries Corporation that will continue to ensure the integrity of the center's financial reporting.

Current Activities

We provided live evening entertainment Fridays and Saturdays, featuring local bands like:

- Highway 373
- Cultural Freedom
- Drink me Pretty
- Vulgers
- Knock on Wood
- Joe Maxim Band
- A few other bands

We will continue to plan more fun entertainment such as New Year's Celebrations, Fun Nights, Celebrity Lip Sing, Country Legend Night, Old Time Rock and Roll dance off, etc, just to name a few where our local members and out of town guests can sit and enjoy entertainment.

The entertainment nights are occasionally held in conjunction with karaoke, good time jiggling and singing competitions. The Entertainment Centre will continue to upgrade equipment needs. We are looking to purchase full functioning stage equipment including drums, mike stands, etc.

Some events were co-sponsored by Parks and Recreation and the Entertainment Centre. Parks and Recreation continue to host weekly Texas Hold 'Em tournaments Thursday, Friday and Saturday evenings which attract many competitors. Eight poker tables were donated by Workplace Solutions' Kevin Whyte. The community enjoys the events and plan to continue with them.

We do have a full functioning kitchen with fridge and stove. We have done food sales in the past where we provide finger foods such as pizza, hot and honey garlic wings, wedges and chicken fingers. We would like to continue with this during

TYB Days where we offer soup and sandwich specials, taco in a bag, chili with bannock, nacho and cheese. Food items that do not require much preparation.

Customer Appreciation Days are hosted monthly. Customers are offered refreshments once a month throughout the day which include soup and sandwiches, bannock with jam and peanut butter, chili and bun, cake and donuts, etc. along with beverages including tea or coffee.

Staff Appreciation days usually happen once a month where we bring all the staff together for turkey and all the trimmings, breakfast cooked by Management and Supervisor or sit down meal at Salisbury House.

During our annual staff Christmas Dinner, all staff are presented with Christmas gifts for all their hard work, dedication and commitment. We will continue to show appreciation to our staff as we tend to have a high turnover, especially cashiers.

Future Activities

Norway House Entertainment's future initiative is to purchase a projector with large screen and

upgrade to our cable satellite services so we can plan activities such as:

- UFC fight
- Hockey games finals
- Super bowl
- Card game tournaments

Financial Reporting

All Financial Reporting is done by NHCN's Finance Department under Orville Apetagon. They are responsible for the financial aspects of the Entertainment Centre.

Closing

The Norway House Cree Nation Entertainment Centre has been successful in providing a substantial and increased source of revenue for the Norway House Cree Nation. With the increased revenue we will continue to see increased local community infrastructure development.

YORK BOAT INN

Located on Kistapinanihk Drive, near Provincial Trunk Highway 373, The York Boat Inn is a 32-room facility in operation since November of 1996. A number of services and amenities are within walking distance of the hotel, including the Entertainment Centre, Rossville Quickstop/Tim Hortons, Multiplex facility, Northern Mall, RBC and Band Offices.

Many improvements made throughout the years have included full Wi-Fi Internet service, new heating and cooling units and cable television in each room.

In 2017, we upgraded the interior with new paint for the lobby, hallways and rooms and added new tiled flooring behind the front desk. New furnishings, hardware, bedding and curtains were installed. New light fixtures were also added in both the hallways and guest rooms. A new industrial front-loading washer and dryer were both installed to improve laundry services.

In 2018, we upgraded three rooms with new carpet tiles, along with additional minor touch ups. New snack and vending machines were added to the lobby, and unused space under the stairs was converted to a storage area.

We are currently in the process of replacing the entire flooring in the hallways for both levels of the facility. Plans to upgrade our two Suites are ongoing, and include new carpet tiles for the floor and repainted walls. New heavy-duty vacuum cleaners were purchased as well as a new carpet extractor that is more suitable for cleaning hotel rooms.

Other upgrades under consideration include new exterior paint, landscaping around the building, stairway upgrades, more security cameras, an ice dispenser and new refrigerators and microwaves.

Business prospects remain strong for The York Boat Inn. The Pipoon Festival, York Boat Days, Norway House Pow Wow, Manitoba Trappers Association and Frontier School Sports/Jamborees bring a lot of business to the community. During these events, the hotel will often be fully booked in order to accommodate participants and community visitors.

Other regular business opportunities include visiting hockey teams utilizing our hotel and travellers from neighbouring communities such as Wasagamack, St. Theresa Point, Island Lake and Oxford House coming to town once the winter road is open.



York Boat Inn Staff.

YORK BOAT DINER

Shortly after taking office NHCN Chief and Council met with the Salisbury House Management Team to discuss improvements to the restaurant and the Management Agreement, which included negotiating to lower the high management fee. Several options were put on the table for consideration, however, each option that was in

the best interest of NHCN was not agreed upon. As a result, it was determined that the best option was to have NHCN operate the Diner as a band-owned business, operated by NHCN members. Davida Arthurson manages the new operation and it continues to be an important service for the community of NHCN and our guests.



WATERFRONT CANOPY

The waterfront has always been a community gathering place for NHCN. Over the years its been a place to gather for ceremonies, special events and a place for families to gather to enjoy each others company. Weather sometimes was a factor during the events and would cause delays and sometimes costly cancellations. In order to accommodate the need for shelter during the events a canopy was purchased for the waterfront.

The canopy was purchased and sent to NHCN in shipping containers to be installed by local labour. Several local labourers were hired to install the canopy and they worked late into the night to complete the work and a fantastic job. The canopy can accommodate up to 500 people.



SEA FALLS PARK

Sea Falls has always been a gem in NHCN territory. The location provides for relaxation, natural adventures, combination of forest beauty and natural flow of the falls. Identified as an excellent area for family gatherings, camping and a tourist attraction, many upgrades were made to the sea falls park. In celebration of the completion of the upgrades a feast was hosted by Chief and Council.

Buses transported community members out to the park along with those that arrived with their own vehicles. A blessing was held and the feast followed. Guests were served fresh fish cooked on an open fire along with all of the fixings.

The current upgrades are the first phase to the Sea Falls Park and more upgrades will follow this year.





NORWAY HOUSE CREE NATION

P.O. Box 250
Norway House, Manitoba
R0B 1B0

Tel: 204.359.6721

SUB-OFFICE

1475 King Edward Street
Winnipeg, Manitoba
R3H 0R7

Tel: 204.957.0968

