



CREE NATION OF
WEMINDJI

ANNUAL REPORT

2020

—

2021

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Message from the Chief
Christina Gilpin, Chief

Wachiyak!

We are in our fourth year in our term. It has been a great four years; the Council members maintain a good working relationship. We mostly agree and at times have opposing views, but we always know that our objective is to keep Wemindji's collective best interest as our priority. In my view, it is problematic when people always agree, striving to improve and progress as a community means that we need change and adaptability and that comes with having thought provoking discussions and feedback. This feedback also comes from active community members that express their beliefs and opinions at the General Assemblies and at any given time that they speak with one of the Council members. We welcome this feedback. It is our hope that nurturing strong conviction in others promotes capacity-building for individuals and eventual growth for the community as a whole.

One of the principal mandates of a Council is to work on legislative development and amendments and we have made some important improvements in updating laws and in our process by establishing a system that Council members are able to reflect on the document presented by having 2-3 readings before approval.

The Council members and I are very fortunate to be able to work with such a dynamic and effective team. Our Executive officers Stella Lameboy-Gilpin - Director General, Katherine Moses - Treasurer and Karen Mistacheesick - Corporate Secretary provide great support to the

Council and to the administration team. Thank you to them and to Josephine Natawapineskum - Executive Secretary for your work.

Over the years, we have been able to use our resources more effectively. The Committees established under laws with members that are appointed by the Council have had our support by utilizing their knowledge, trusting their judgment, and upholding the decisions that they recommended, which also supports the intent of committees. The administrators then have had extra support to carry out their work.

This past year has not been easy for all of us due to the pandemic and this caused disruption to operations and services. The team has been very resilient, and they managed to provide exceptional services despite the challenges that they faced. I want to thank all the essential workers within our organization, our businesses, regional entities and especially, Victor Blackned and the rest of our Public Safety team.

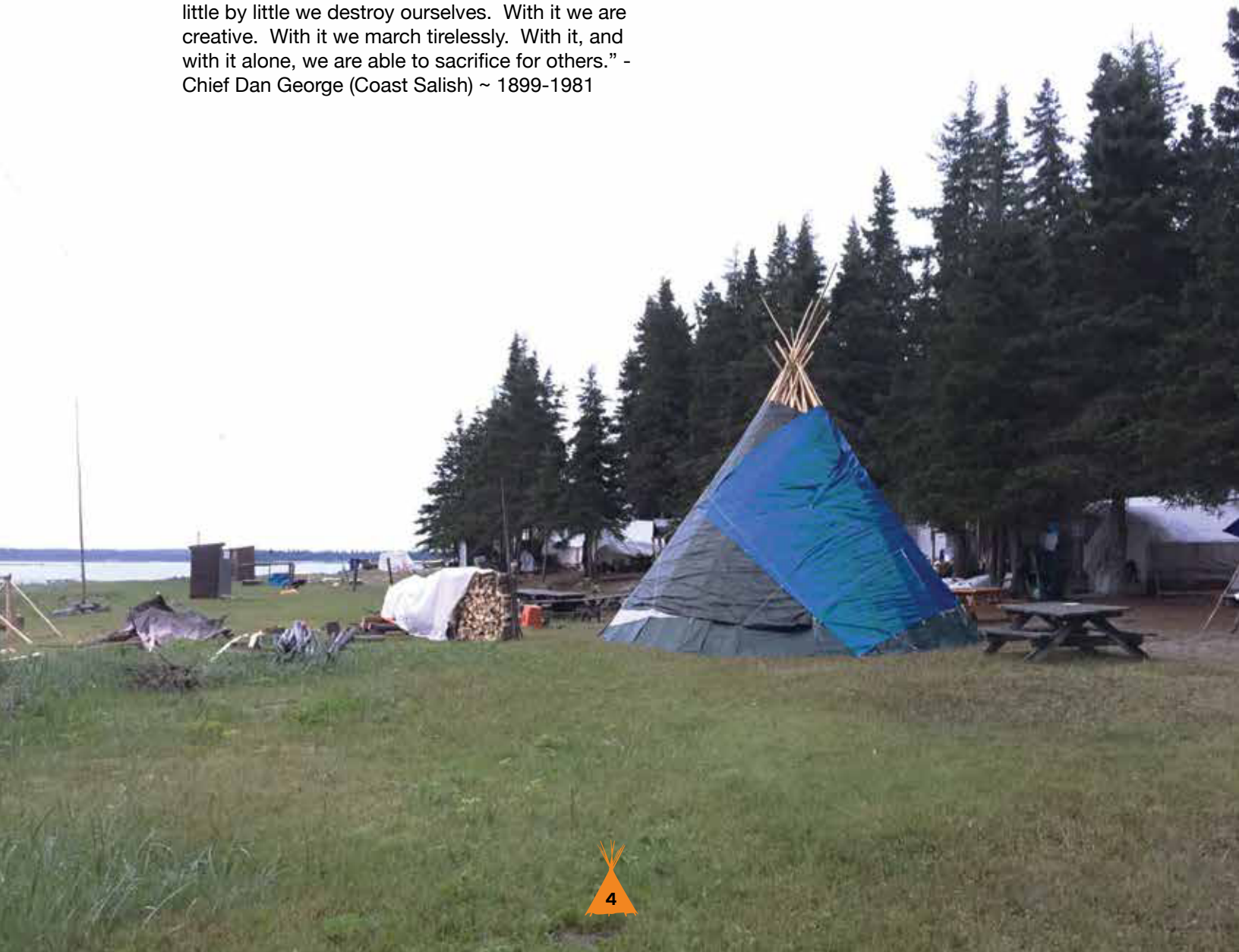
The Council managed to hold sessions with our Youth, Miyupimaatisiun Committee and Tawich Holdings Corporation so that we can make known our expectations, support their planning and setting priorities. I am sure that the entire Council shares this sentiment with me. I am very proud of the Youth Chief and Council and department for their innovative ideas and the progress they have made. The Miyupimaatisiun Committee have made compelling strides in their work. Tawich has made significant transformations in the way they manage and invest our community's wealth.

I came upon the following quote and it made me think about how challenging it is to love everyone all the time when you are in a position of leadership especially when facing criticism. We all mature as time progresses and we must remember that we must love everyone no matter what. Love is the greatest healer.

“My friends, how desperately do we need to be loved and to love. Love is something you and I must have. We must have it because our spirit feeds upon it. We must have it because without it we become weak and faint. Without love our self-esteem weakens. Without it our courage fails. Without love we can no longer look out confidently at the world. We turn inward and begin to feed upon our own personalities, and little by little we destroy ourselves. With it we are creative. With it we march tirelessly. With it, and with it alone, we are able to sacrifice for others.” - Chief Dan George (Coast Salish) ~ 1899-1981

We have arrived at a time that we need healing in our community due to various heart-breaking occurrences. Each one of us wants the ‘normal’ that we had back. We have had to adapt our way of life, it is through this that we have become more resilient and grew as individuals and as a community. As the years pass, I find myself loving Wemindji more especially the people in it. My heart is here.

The Council would like to honour the memory of three Chiefs that have passed on to the spirit world all within a span of a year, in the order of the time that they served our community: Chief John Mark, Chief Fred Blackned and Chief Reggie Mark. We appreciate their service to the community. May you rest in peace.



Message from the Deputy Chief
Arden Visitor, Deputy Chief

Waachiyaahkw!

It gives me great pleasure to submit another brief message to the members of this community.

The 2020-2021 year was indeed challenging. We came together as a community to continue to fight the COVID-19 pandemic threat in our community. Many thanks to our members who responded positively, adhering to the protocols during uncertain times. In collaboration with Cree Health Board, our Cree Nation Government reacted quickly to protect our health and began the vaccination program in March. The vaccination numbers and data indicate that we want a healthy community. I want to thank the people who chose to get vaccinated and help prevent the risk of virus spread. I still believe that we will see things going back to the way they were, before this pandemic.

Many construction activities and significant projects, namely the new arena, were put on hold; however, they have resumed this year. Our members were very understanding and patient, and I wanted to acknowledge that.

Some students were away from home this past year and will be returning to our community for the summer. I encourage community and family members to continue supporting them to complete their studies. I also want to encourage this year's graduates to pursue post-secondary studies. Wemindji will always be waiting for you to come back home with your diplomas and degrees. The future still looks bright for Wemindji.

As a leader of this community, I recognize the hard work of our frontline workers from different organizations. I want to thank them for dedicating their time and energy to our people's safety and well-being.

I also want to take this time to pay tribute to our former Chiefs; Fred Blackned, John Mark and Reggie Mark, who left Wemindji a better place for all of us and many generations to come.

In closing, I would like to encourage members of this beautiful community to maintain and promote healthy lifestyles, so our children will follow our examples and thus lead to their own healthy life choices.



Wachiya missouwa, greetings to all:

At the Cree Nation of Wemindji, we aim to provide customer satisfaction and quality services to all our members, employees, and clients. Our mission is to provide the best possible services in accordance with our policies, and to manage the funds entrusted to us in a responsible and accountable manner consistent with our guidelines, workplans and resources, with the support of our Chief and Council.

Our CNW team have been working hard to meet the expectations of the community, to provide services and programming based on the workplans that each department has developed and budgeted for. So, it is with pleasure that we submitted the Cree Nation of Wemindji annual activity report for the fiscal year 2020-2021.

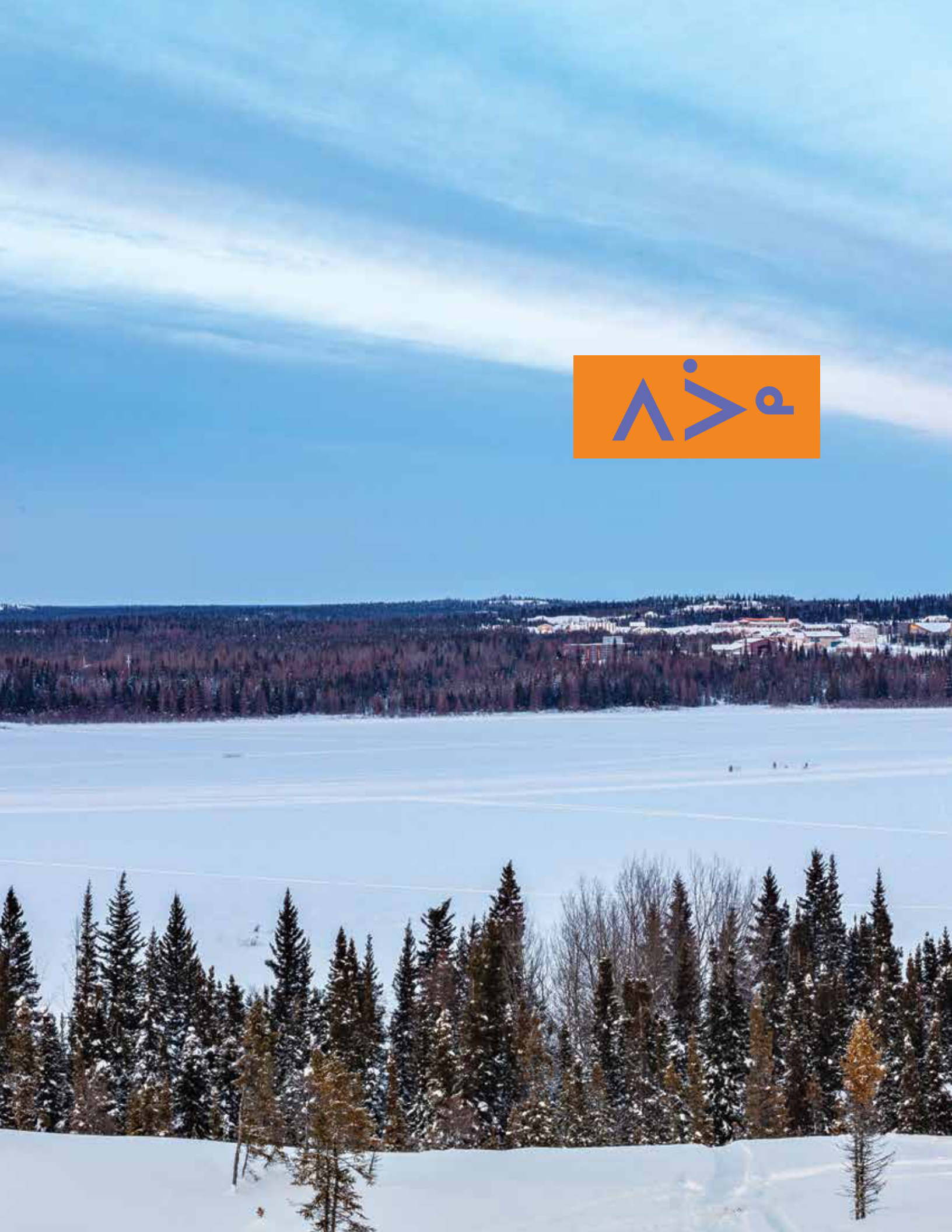
Our team has been working diligently to carry out mandates and directives, all the while dealing with the stressors that the pandemic had brought. Our staff is a dynamic one, with a mixture of new and experienced staff members, all who have come together to dedicate themselves to the service of our community, and people.

I want to extend my sincerest appreciation to our all staff for their dedication, and hard work throughout the year. Our team made great efforts, and succeeded, in ensuring that essential services continued without interruption, and that we continued to provide quality services to our community members and clients.

Together, with Chief & Council, our operations and administrative teams were able to rise to the task of adjusting to changing protocols, which were necessary to safeguard the wellbeing of our community and its members. This was always our priority, when we learnt of COVID-19 hitting our Nation, to make every effort to assure and maintain a safe and secure environment for all our members and residents.

I invite you to visit our annual report and see all the good work that is carried out by our dynamic departments. Working together, we look to the future, and we are excited to bring to you new projects, services, and continued programming to Wemindji!

Thank you Wemindji!





Treasurer's Report

Katherine Moses-Blackned, *Treasurer*

The Cree Nation of Wemindji exists to serve its Members. Our purpose and reason for being, is to provide the best possible services to our Members within our approved budgets. 2020-21 however, was a year that challenged everyone's ability to provide the best possible services in the middle of a global pandemic.

Financially, the 2020-21 fiscal year resulted in a surplus, which will be deferred in our audited financial statements to the 2021-22 year. Capital projects were put on hold, travel was halted, and many programs and activities could not take place. We did try some new initiatives such as the Youth Shed Building program and the Woodcutting program but many of our projects and activities were not able to occur.

To assist with the pandemic response, Wemindji received special COVID-19 funding from the Federal Government of over \$1.5 million dollars to operate the access road gate, hire Emergency Public Safety workers and building monitors for our public buildings. Funds were also used to help provide food and the basic necessities for our members during the pandemic through the Wellness Center. This assistance will continue to be available until all funds are spent.

We also received special COVID-19 funding relief for small local businesses in the amount of \$143,292. With this new funding, we were able

to provide financial assistance to ten (10) local businesses who had lost revenue during the COVID lockdown or did not qualify for the CERB wage subsidy payments.

In retrospect, I believe all of our departments did the best we could with the public health restrictions in place. I am thankful for the dedicated staff in each and every department that adapted to the new measures and reported to work every day, regardless of the stress and restrictions. Thank you to the Public Safety team for their continued efforts 24/7 to ensure that our members were kept safe. Even though we were able to keep COVID-19 out of our community, we still suffered unimaginable losses.

On July 25, 2020, our finance department Controller, Jennifer Morrison passed away after a long battle with cancer. Informing my team of the seriousness of her illness, coordinating her funeral with her family, and helping to pack up her office were the most heart-breaking tasks I have ever done. Jennifer and I worked closely together for almost 20 years. She was a dedicated, respected colleague and a dear friend. She was a great team leader, mentor and advisor for our staff and I could rely on her with complete trust in her abilities. Her presence is deeply missed every day. Thank you Jen for your contributions, your compassion, your friendship, and your dedicated service to Wemindji. We miss you.

I also want to thank my team for their tireless work during this difficult year. Thank you all for stepping up and taking on extra tasks when needed. Even during a pandemic, there are some areas that must keep operating. In the finance department, we were trying to close the year-end, open a new fiscal year, conduct an audit remotely, payroll had to be processed and bills needed to be paid. Special thanks to Cheryl, John, Hannah, Norma, Betty, Mara and Lillian for reporting to work in the middle of a pandemic to help complete the audit process and keep the financial wheels turning.

In December 2020, our Accountant, Lillian Atsynia retired after 23 years of dedicated service. Lillian is a very polite, respectful and honest person to work with. She has a kind heart and the compassion she has for her co-workers and community members shines through in her smile. It has been an honour and a pleasure to have worked with her. We wish Lillian all the best in her retirement! I would also like to welcome new members Shalane and Lianna to our finance

team, I hope you find your new roles challenging and rewarding. Welcome Aboard!

As the Treasurer of the Cree Nation of Wemindji, I remain committed to fiscal responsibility and transparency. Our detailed financial statements will be presented at the Annual General Assembly and I will be available to answer any questions you may have.

Thank you,



A portrait of Brenda Bull, a woman with long dark hair and glasses, wearing a floral patterned scarf. The background is a blurred outdoor setting with greenery.

Human Resources

Brenda Bull, Director

INTRODUCTION

My annual submission covers activities from the past year as the World Health Organization declared the pandemic on March 11, 2020, and the global COVID-19 unfolded with much uncertainty. The days following the announcement, we were officially sent home on March 17, 2020. The essential services initiated, and our teams led remotely into the beginning of the fiscal year. First off, being part of a motivated team makes it all worth it, Deborah, Tassa, Arlene and Drayden keep up the appreciated work.

A glimpse of the months working home, we worked while staying in tune to regional guidance in preparation to adhere the health and safety procedures and coping to manage through a pandemic. Providing support remained our prime focus, which starts at the hiring process and continues throughout the employment cycle.

The fiscal year April 1, 2020, to March 31, 2021 presented unique challenges and noticeable events occurred. Although, the offices were closed, and projects were put on hold. We couldn't have the social functions as we did before. However, the employees participated in the community cleanup, Christmas luncheon held in a recognition of the retirees, and attended "grab and go" coffee breaks at different sites.

In mid-June, the employees returned to the workplaces on reduced work schedules into December, and to the new building protocols. It was great to be back at the offices with our colleagues and meeting clientele in person.

Our department resources continued services and responded to the management of staff employment situations. The employee assistance programs were available, virtual training resources were set up, and technical services expanded to support the organization. In early August, Drayden Mistacheesick joined our team as the Information Technology Technician.

The Accounting project paused a few months in March, and eventually resumed classes in July with new terms and without a fellow student.

In memory of Jennifer Morrison, a colleague and fellow student. A big supporter of the Accounting project and believer in continuing education. Her kind-heartedness, someone who treated everyone with respect. Jennifer always took time to listen and talk with encouragement.

The following includes planned initiatives and statistics over the year.

PROJECTS

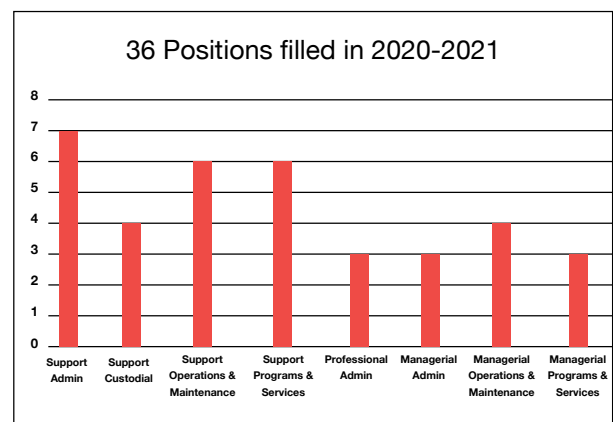
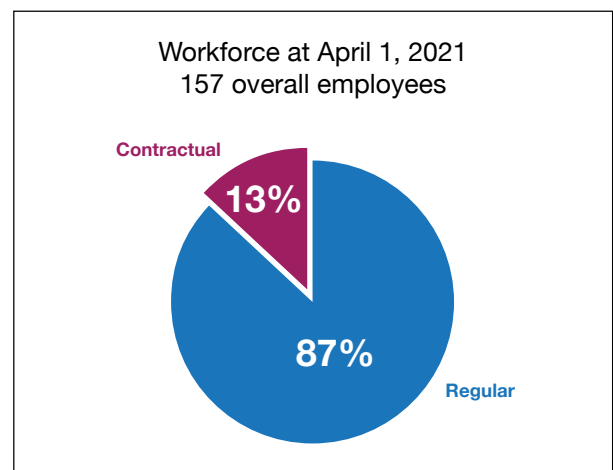
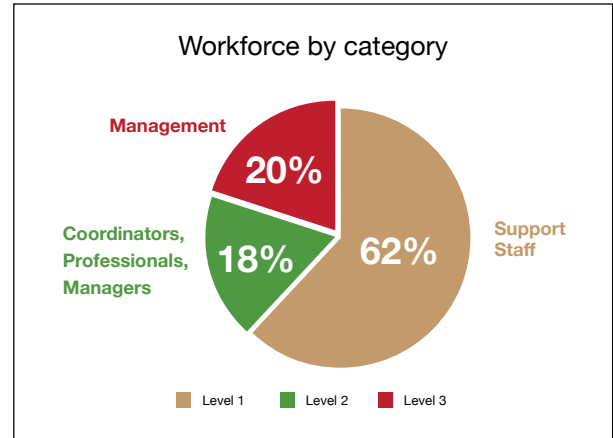
- Departmental reviews
- Implementation of compensation structure
- Job descriptions maintenance
- Local Annual General Assembly planning on recognitions of the essential workers and setting up the technical virtual support
- Employee Voluntary screen testing COVID-19
- Youth department Career Fair
- Flu shot campaign
- Policy changes and maintenance
- Cleaning of the CNW Offices and Buildings, Wolf Camp
- Expansion - Prevention of Harassment Violence in the Workplace Policy Development of Occupational Health and Safety
- COVID-19 Program
- Webpage improvements
- Conference room improvements
- Accounting program project

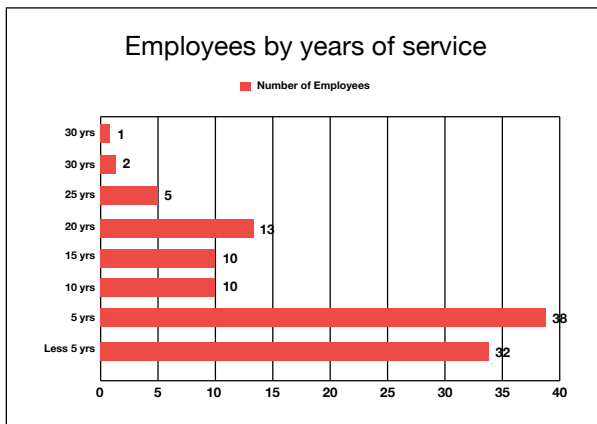
ORGANIZATIONAL CHANGES

- Waste Management Assistant (two additional)
- Public Health Officer
- Housing Clerk
- Janitor – Arena
- Program Assistant – Wellness & Culture
- Manager of Recreation Facilities
- Janitor – Community Hall
- Wastewater Technician (one additional)
- Director of Capital Works

STATISTICS (April 2020 – March 2021)

1- Current Work force 157 (regular and contractual)





2- Years of Services acknowledgements

April 1, 2020

25 Years of Service

- Christine Kakabat
- Brenda Bull
- Dinah Asquabaneskum

20 Years of Service

- Kelly Mark
- Rusty Stewart

15 Years of Service

- Victoria Mistacheesick
- Geraldine Mark

10 Years of Service

- Sherman Visitor

April 1, 2021

30 Years of Service

- Philip Kakabat
- Jeffrey Kakabat

25 Years of Service

- Phyllis Tomatuk

20 Years of Service

- Lindy Georgekish

15 Years of Service

- Josephine Natawapineskum
- William Stewart

- Juliet Mistacheesick
- Charlene Miniquaken
- Daisy Hughboy
- William Atsynia
- Darryl Gilpin

10 Years of Service

- Irvin Kakabat

3- Special acknowledgement to employees on the retirement.



Mr. Willard Matches started as Operator in April 1996, and in 2004 the Supervisor.

He served over years of road maintenance and witnessed the community's infrastructure growth. **A respected colleague who retires with 24 years of service.**



Ms. Lillian Atsynia began her career in August 2006, as Receivable Clerk, then Accountant.

She is appreciated for the support she provided during the audit and missed for the joyful moments with the team. **She retires with 23 years of service.**



Thomas Linklater, hired December 1, 1995 as Maintenance Operator.

He spent years ensuring runway safety and reliability and will be missed for his teamwork and skills in field. **He retires with 25 years of dedicated service.**

TRAINING

- Accounting 1, UQAT
- Microsoft (Excel, One Drive, Office 365, Teams, Adobe Acrobat) ASMP Multimedia
- Precautionary measures COVID-19, Cree Health Board
- Management and Supervision – crucial skills, Achieve
- Disinfecting Measures COVID-19
- Financial Management, UQAT
- Introduction to Managing Projects 1, Algonquin College
- Career Development, UQAT

ACTIVITIES

- Staff meeting, June 2020
- Employees participated in the community clean up, June 2020
- Local Annual General Assembly, July - September 2021
- Career Fair, November 2020

- Management Planning session, November 2020
- Christmas Luncheon, December 2020

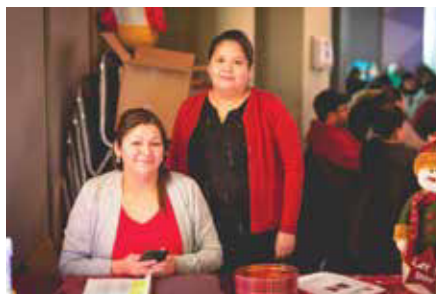
CLOSING ACKNOWLEDGEMENTS

Looking ahead with purpose, we must keep in mind that communication is vital, as it helped our resource teams adapt to the challenges to ensure service continuity with minimal interruption. We must strive to include everyone in the planning stages throughout any progression.

In closing, as the employees reach new milestones, I would like to acknowledge the employees who worked throughout the months, and the employees for their patience, and the leaders who prepared the teams with new protocols.

I would like to congratulate the students of Joy Ottereyes Rainbow Memorial School, Maquatua Eeyou School, and community members on the school year, studies, and graduation.

Onward, we must continue to stress the value of maintaining a positive, progressive culture.





Environment

Johnny Mark, *Director*

First of all, I want to thank all the people I worked with this past year and in the previous years. I want to wish all the best to the CNW staff, especially Drinking Water, Environmental Health, and Waste Water personnel.

Listed are the activities of Environment and Land Management, Drinking Water, Environmental Health and Waste Water departments:

- Eeyou Planning Commission.
- Opinagaw Environment Committee.
- Protection areas in Eeyou Istchee.
- Countless meetings with Waptum, Braser Engineering, Englobe and Alphard regarding future projects such as the new Lagoon and new Landfill, as well as the management of Local upgrades at various facilities.
- Check daily readings at the Gilpin Lifting station and Maquatua lifting station.
- Gilpin lifting station was upgraded.
- Flushing of the newer system was done twice in the springtime and fall.
- Clean manhole at various places including at the lifting stations and at the lagoon.
- Responded to sewer backups numerous times.
- Wastewater samples are done twice a month.
- Do maintenance with the aeration blowers at the lagoon station.

Meegwetch,



Environment

Howard MacDonald, Drinking Water Technician

On behalf of the Water Department, I am pleased to present to the Cree Nation of Wemindji a summary of our department activities and highlights from April 1, 2020 to March 31, 2021, and words of appreciation.

Our Staff - (All staff hold the certificate of qualification in complete surface water treatment-OST)

- Justin Georgekish, Water Operator
- Bill Stewart, Water Operator
- Alvin Katapatuk, Water Operator

During the COVID-19 Pandemic shut down, we had our challenges to keep our community safe. To not have service specialists enter the workspace from high-risk areas, it was decided to perform all necessary work at water treatment plants to provide the safest drinking water possible. Our staff has shown remarkable performance with day-to-day operations and maintenance during the lockdown.

ACTIVITIES/HIGHLIGHTS

- February/March 2021 – Reservoir Inspections and Cleaning. Future repairs needed
- March 2021 -Continuance of Regional Water Sampling Program -Certified Lab reopen
- January 2021 – Installed new high-lift distribution pump

- November 2020 - Drinking Water Internal Audit
- October 2020 – Fire Hydrant Relocations at Hillside/Bush Rd. – TCI contracted (Capital Project)
- October 2020 – Purchased new work vehicle
- August 2020 - Old Water Treatment Plant decommissioned – Structures spared for future use
- August 2020 - Water Treatment Plant Exterior Repair – VCC contracted
- Approval for Drinking Water Plant Upgrades and Pine Street PRV Room- (Capital Project)
- Purchased 84 new NF270-400/34i membranes

In closing, I would like to thank the Water Department staff for their commitment and enthusiasm to ensure minimal impacts and in meeting the requirements to provide safe drinking water to our community. Also, I would like to express gratitude to the Director of Environment, Director General, Treasurer, and Chief and Council for trusting and providing support when needed to meet our mandate and mission during these trying times.

Respectfully,



Environment

Robert Visitor, Waste Management Technician

On behalf of the environmental health department, it is a great pleasure to present to you the annual report and activities of our department 2020/2021.

I have been working here since July 6, 2015, I have attended Conferences down south and have undergone trainings, and I also did studies on my own and have done a lot of research for environmental health.

This year was different, and I had to do things differently because of COVID-19. During the year, we had to make a lot of changes in our work schedules and how we work, always wearing our safety equipment. This was especially important in the sorting room, as we had to sort each bag of the community's recycling and we managed to send recycling over ten times this year and two trips of tires.

We purchased 9 containers this year. For storage, three of the containers will store our sorted recycling like tin cans, plastic, aluminum, and our cardboard and paper is stored in the Bailer building. The tan containers will install our small incinerator and the rest of the containers will go to the hazardous waste section. Each item will have his own department for storage like gas Fuel batteries, propane tanks, oil, and extra.

Our set up at the Eco-Centre, starting on the left includes the following: we have 5 green bins for garbage, 5 blue bins for recycling, 3 blue bins for glass, and 4 big bins for the roll-off truck where you can put wood, metal, unburnable waste, and burnable waste. In addition, there is a 60-foot container where we store are electronics, and on the outside of the container there is a sign there to indicate where you can place propane tanks, tires, and appliances. All of these places have

clear signage to indicate where you can store your items.

Our daily schedule is from Monday to Friday. On Mondays we pick up garbage and recycle in section 1, sorting and bailing as well on Tuesday. We then proceed with section 2; where we pick up garbage and recycle it. We do bail and sorting as well on Wednesdays. We pick up bulk and grease and do sorting and bailing and empty out the roll-off containers. On Thursday, we go back to section 1 to pick up garbage and recycle again, then do sorting and bailing. On Fridays, we do section 2, and we perform other activities like hazardous waste removal, front yard cleanup, outside cleaning up, in and outdoor building clean up, daily-weekly-monthly reports are done as well. In the wintertime, we do our own plowing for our yard and our road, and we bury garbage waste all year round.

It has been a very busy fiscal year and looking forward to the next fiscal year, I know it is going to be a busy and challenging year again, knowing that we have a plan for a better and Brighter Future for our Community of Wemindji.

Before I close, I would like to take this opportunity to thank everyone - Road and Walkways, Human Resources, Capital projects, Director of Environmental, Johnny Mark, Payroll department and the Secretaries and our Treasurer, and Director General.

On behalf of the environment health department, thank you all for all your help and special thanks to our team of environment health. You do an awesome job each day and you should be proud of what you do, because you make a difference in this Community everyday.



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A portrait of Charlotte Ottereyes, an economic development officer. She is a woman with long dark hair and glasses, wearing a patterned top. The background is a blurred office setting with a staircase and a bulletin board.

Economic Development

Charlotte Ottereyes, Officer

WORD FROM THE ECONOMIC DEVELOPMENT OFFICER

I am very proud of the entrepreneurs that are in operation at this moment, they never stopped focusing making their dreams a reality. As an economic development officer, I make sure to equip them by providing trainings, not only them, but also the potential entrepreneurs.

I enjoy what I do and providing the service to the community. The economic development strategy must focus on improving the skills of the needs of the entrepreneurs.

As we are pursuing economic growth and economic development, we have to make sure it happens with and by and for everyone; that everyone gets opportunity.

Set your personal goals and evaluate yourself as who are you as an entrepreneur. It is important to balance your personal life and business, you have probably created your business with specific goals in mind, objectives you want it to achieve, and of course, some important values you want it to live by. The problem is, many who start their own business forget to create their own personal goals.

ROLES AND RESPONSIBILITIES

In my years working as an economic development officer, I have seen entrepreneurs and their struggles to start their businesses, and I struggle along with them as well. Providing a service to the community can be challenging, but when you have passion in what you do, you will determine to see them starting their business and succeed.

Economic development officers promote economic growth and sustainability in a

community. There are many different roles an economic development officer can take. The most common is supporting and encouraging existing businesses while working to attract new entrepreneurs for business start-ups.

Economic development in local service departments is all about improving the economy of an area, by attracting new businesses, encouraging, opportunities, then increasing job opportunities, identifying opportunities for sustainable growth and development, etc. Economic development officers draw up local economic development strategies and implement actions to achieve all this.

SURVEY SOCIO-ECONOMY COMMUNITY PROFILE

The community of Wemindji suffers significant economic leakages towards southern cities and non-Native businesses, and this considerably affects the local economy.

Therefore, the Cree First Nation of Wemindji wanted to identify new business opportunities for the community and evaluate the potential market for existing and future businesses to be created.

In May 2019, the department of economic development of the Cree Nation of Wemindji was working on developing a socio-economic profile in order to identify the needs of the population, new business opportunities for the community, as well as to evaluate the potential market for existing and future businesses to be created in the community, according to their respective activity sectors.

THE SURVEY HAS BEEN COMPLETED BY THE FOLLOWING TEAMS:

CNW - Economic Development Department – Ida Gilpin, Brigitte Asquabeneskum (they did a very good job doing the interviews) and Edo HumanOr Services Conseils -Annie Gareau.

ECONOMIC DEVELOPMENT OFFICER ACTIVITY REPORT

The pandemic was very challenging for all departments. Everything we did for work was through virtual. I could not organize any conferences for the past year.

- The emergency group committee: for updates on the local private businesses to make sure they follow the protocols
- FNQLEDC Zoom meetings and AGA 2021
- Eeyou economic group executive and board of directors' meetings
- Radio Shows (David Ratt and Julia Gilpin)
- Interview by Kathy Shecapio - survey for the Societe de Development de Baie James James Bay Development Corporation (SDBJ)
- Computer online training
- School committee conference call meetings
- Making arrangements for Dany Gauthier to deliver the orders
- FNQLEDC Training/Workshop – selling to the Federal Government
- Meeting with Holly Danyluk (TDC)
- CNG Trucking Association- conference call meeting
- Local AGA
- CNW Planning Session with director general
- Joint Zoom meeting with Joanne Snell – Algonquin College
- Cree-Maheux Autobus joint meeting with André D'Astous, Jim McLeod and Vincent Malkar
- Virtual business exchange day
- Zoom meeting with Annie Gareau
- Project management training (CNW)

ENTREPRENEUR TRAININGS

2-DAY TRAINING

CONFLICT RESOLUTION – DEVELOPING YOUR CORE SKILLS - ALGONQUIN COLLEGE

Conflict is a normal part of the workplace. When handled appropriately, conflict can result in better solutions and effective problem solving.

But managing conflict is not always easy – it requires self-awareness, solid communication skills and the motivation to resolve uncomfortable situations.

This interactive training workshop will provide insight into your own emotional triggers, help you understand the dynamics of conflict, and provide tools to productively managing difficult conversations to effectively resolve conflict and maintain relationships.

ATTENDEES

- Lee Visitor
- Karen Cheezo
- Randy Kakabat
- Travis Visitor
- Bernard Stewart
- Charlotte Ottereyes (EDO)

I look at their SWOTS to determine what kind of training to bring in for them.



ENTREPRENEURS RECOGNITION DINNER

In our community it is essential to recognize the work of our entrepreneurs. To do so the Economic Development department decided to host a recognition dinner and gifted them a framed picture to show them how proud we are. Despite what they faced and all the challenges in front of them, they kept moving forward with their business.

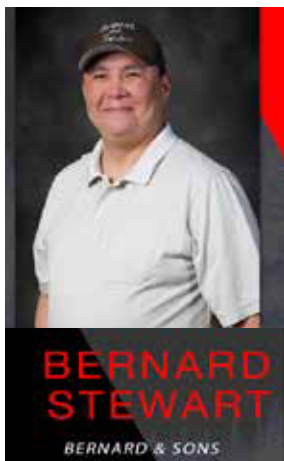
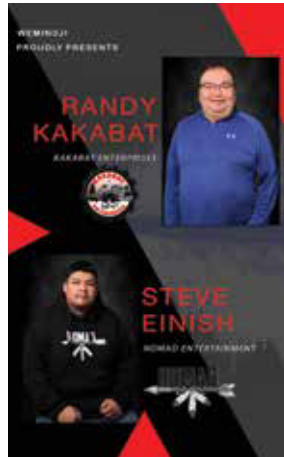
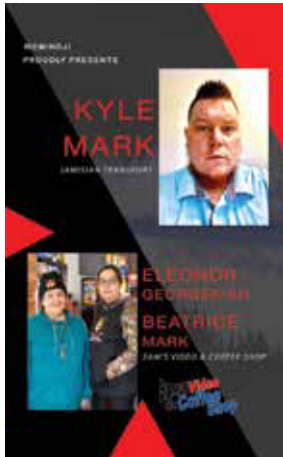
"The only way around is through."

– Robert Frost

There are not shortcuts to starting a business, you must go through it all and when you do that is where you will find your strength and success.

"There are no secrets to success. It is the result of preparation, hard work and learning from failure."

–Colin Powell



CONCLUSION

It's no secret that owning a business can be an incredibly enriching experience, but it is not as easy as some may think.

But through all of the ups and downs a business owner may face, there remains one constant ingredient to success:

Motivation:

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it." - Lou Holtz

Failure:

"I failed my way to success." - Thomas Edison

Perseverance:

"A successful man is one who can lay a firm foundation with the bricks that other throw at him." - David Brinkley

Leadership:

"Fight for the things that you care about, but do it in a way that will lead others to join you."

- Ruth Bader Ginsburg

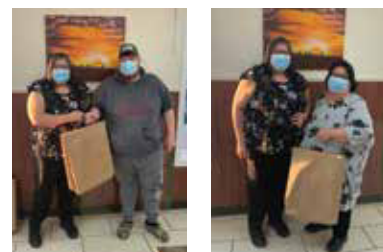
Goals:

"If you want to be happy, set a goal that commands your thoughts, liberates your energy, and inspires your hopes." - Andrew Carnegie

Challenge:

Oftentimes, the biggest challenges involve learning how to treat your business properly. making changes early on for the betterment of your business will help set the stage for success and, in the end, make you a better human and a more effective entrepreneur.

I would like to thank William Atsynia and Andrew Mistacheesick for helping me with the orders during this pandemic. Awesome teamwork.





Housing Administrator
Robyn Tomatuk, Housing Administrator

Greetings to all! It's been a quiet year for the Housing Department this fiscal year in terms of construction due to the pandemic. Nevertheless, there were some projects we were still able to do and complete this year.

CREE NATION OF WEMINDJI BAND HOUSING/CMHC UNIT

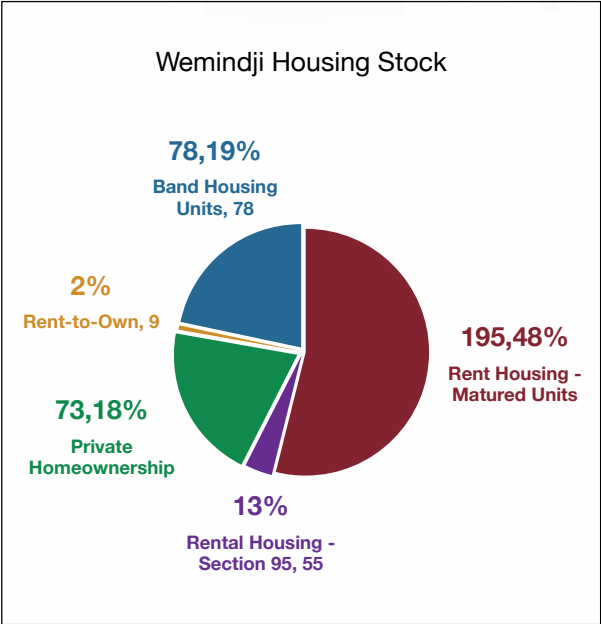
The Cree Nation of Wemindji and Canada Mortgage Housing Corporation together constructed a new duplex this fiscal year at 100 Niipihtaakaapuu Street. The contract was awarded to VCC Inc. The construction of the duplex started November 2020, it was completed by April 2021 and ready for occupancy by this spring/summer. Despite the difficulties we've faced this fiscal year and project barriers due to the pandemic, we are happy that this project came through this year. With this new duplex, we are able to slightly decrease our housing back log. Not much but it's still something.

WEMINDJI HOUSING STOCK

The housing stock in Wemindji consists of Band Housing, Rental Housing, Rent-to-Own and Private Homeownership Units. The total number of houses in Wemindji is 410. Just to briefly explain each: Band Housing units are homes that are built and completely paid for by the CNW whereas Rental Housing units are funded from Canada Mortgage Housing Corporation (CMHC) and mortgaged through Bank of Montreal. Rental Housing units that have mortgages matured (paid in full) are considered as band units and transferred to Band Housing.

The Rent-to-Own and Private Homeownership is self-explanatory, these units are occasionally built

and paid for by the band and sold to its members. A community member also has that option to build and design their home on their own.



	# of Units
Rental Housing - Section 95	55
Rent Housing - Matured Units	195
Band Housing Units	78
Rent-to-Own	9
Private Homeownership	73
Total Houses	410

CANADA MORTGAGE HOUSING CORPORATION (CMHC) FUNDING – YOUTH INTERNSHIPS

Our Interns under this youth internship, Maggie Kakabat and Tommy-Lee Ottereyes were able to continue into the second year this fiscal year, but due to the closure of the band office last spring/summer, they were only able to start their second year in July 2021. Tommy-Lee, who worked as Preventive Maintenance, withdrew from the internship in August to focus on his college studies. Maggie Kakabat, who worked as Housing Clerk, completed the internship in February 2021. This internship gives our youth the opportunity to have hands-on learning and work experience in Housing & Maintenance. We are thankful these youth have given us the opportunity to teach and provide this experience for them and we wish them luck with their future endeavors.



Tommy Lee Ottereyes

"If I could describe my experience on my youth internship with the housing department in one word, it would be amazing! I had the privilege to meet and know my fellow coworkers. I had gained a lot of helpful experience working with this department as I am studying in this field of work! Thank you for this wonderful opportunity."

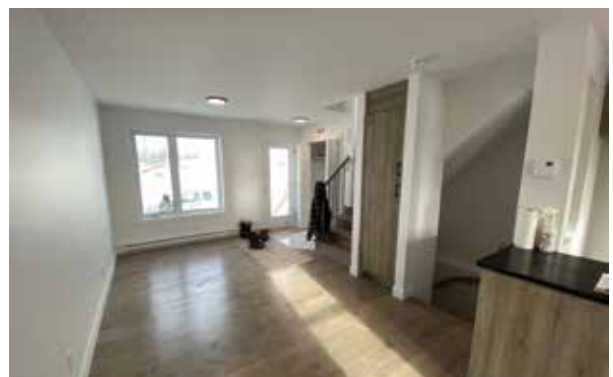
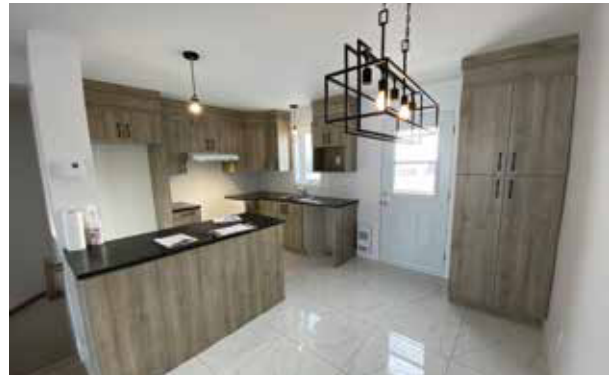


Maggie Kakabat

"My experience for the youth internship for the housing department was fun and always busy. I loved helping people, meeting clients, responding to emails/phone calls. I learned new roles that I wanted to learn, gained new skills, and improved my communication skills. Co-workers and supervisors were willing to help when needed. It was a great working experience and great environment."

Overall, I believe I can still say we've had a great year, although we were faced with a few difficulties here and there. The housing department continues to make every effort each year, so that the needs and goals of housing can be met.

Thank you. I wish you all a great year.





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Public Safety

Victor Blackned, Director

This is the annual report from the Cree Nation of Wemindji Public Safety Department for 2020-2021. The departments under Public Safety are the following, Fire Department, Airport, Animal Control, Ambulance Services, Emergency Planning and Search & Rescue.

In March 2020, when the World Health Organization declared the worldwide pandemic, in response to the W.H.O. declaration, the Cree Nation of Wemindji Chief and Council passed an "Emergency Response Plan" on March 24th, 2020 that is still in effect.

The local response was to follow the recommendations from Public Health and the Cree Nation Government; access to the community was restricted to Wemindji residents only and Essential Services personnel. In addition, the Mandatory Isolation Law was adopted in May 2021 for individuals returning from designated high-risk areas. Throughout, the year, we were challenged with numerous scenarios and the application of the new Mandatory Isolation Law.

This past year, Public Safety concentrated in dealing with the COVID-19 pandemic and its focus was maintaining the services under its department. All departments were challenged and had to adapt to new protocols to ensure the safety and well-being of our personnel and the clientele we service. It was an evolving situation which was stressful and demanding especially for

our First Responders, who have stepped up to the challenging situation.

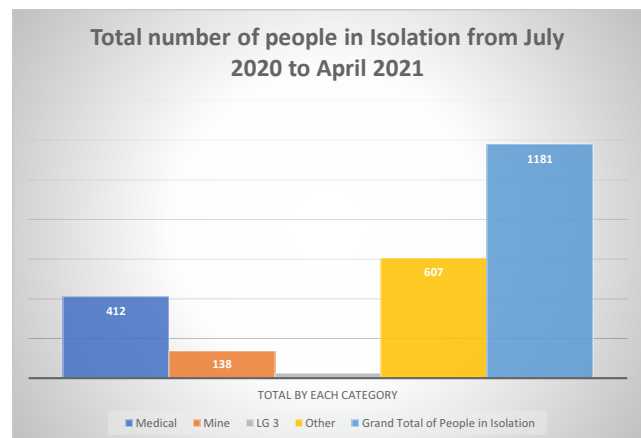
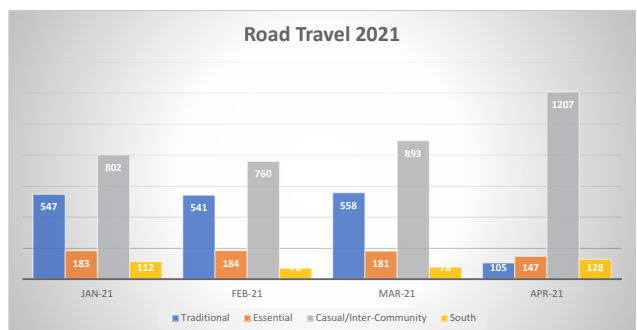
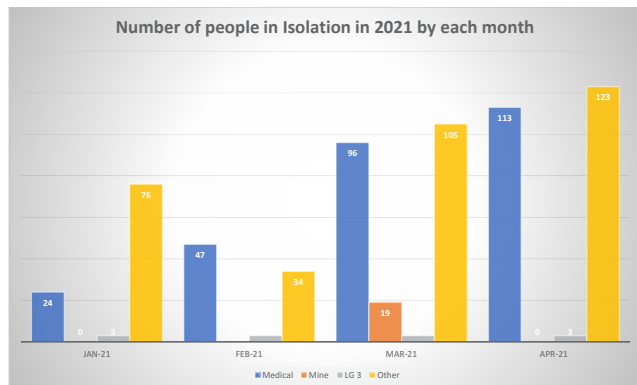
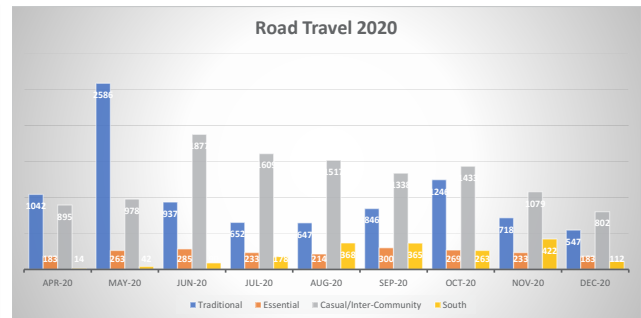
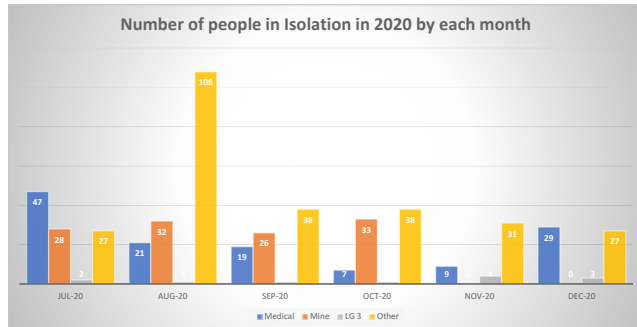
I would like to acknowledge all the department heads and managers for adjusting to the new way of providing the services the we are required to deliver and the professionalism that they showed throughout the year.

The following is a timeline of events and measures that C.N.W. took this past year.

- Establishment of Check Point – March 2020
- Hiring of personnel under C.N.W. Public Safety, Communications and Check Point
- Closure of all C.N.W. Public Buildings and Programming
- Mandatory Isolation Law – In effect as of May 2020
- Weekly meetings at the regional level with Public Safety Officers, Public Health officials and Emergency Management teams from all the Cree communities.

As a result of the on going pandemic, the Goals and Objectives that were submitted by C.N.W.- Public Safety were put on hold during the past year. However, with the successful vaccination campaign in Eeyou Istchee and the rest of the province, we will refocus and continue in completing our goals.

COVID-19 Statistics



The following is a summarized report by the following:
Fire Department, Airport and Animal Control.



Public Safety (Fire Department)

Gregory Visitor, Fire Chief

TRAINING

For the past two years nothing really happened in our department because of the restrictions of COVID-19. Cree Nation Government (CNG) suspended all the trainings NFPA 1001, Officers level 1 & 2 and Fire Prevention. There was supposed to be a training on the refilling system air bottles (SCBA Tanks) and that was put on hold.

Now that the regions are opening up, we will be having a training for our department NFPA 1001 Level 2, a 5-day course for a class of 15 Firefighters. The dates are not confirmed yet but, we're looking at the end of August or in early September.

- 2 days of theory review from the IFSTA Textbook in class
- 2 days of hands-on practical
- 1 day of testing for both the written and practical exam

EQUIPMENT

Back in December we had a problem with one of the fire trucks. And again with this pandemic we couldn't ship it out right away until the end of April and it was ready by May 10, 2021.

At the end of the fiscal year, with what was left in our budget, we bought a few pieces of equipment for our department.



FIREFIGHTERS

- 2 Full Time – Fire Chief, Fire Prevention
- 16 Volunteer Firefighters Certified NFPA 1001 Level -1
- 2 Pumper Operators

Fire Department will be doing a recruiting over the summer (New Recruits). Candidates must be 18 years of age, in good health and physical condition.

FIRE PREVENTION

Home Inspections: Inspections were carried out but on appointment only as requested by the tenants and by the housing department. This was done because of COVID-19 protocols.

School Visits were put on hold as well as other Public Education in fire prevention that were usually carried out here at the fire hall.



Public Safety (Animal Care)

Ross Miniquaken, Officer

First I would like to start by saying I was hired in the fall of September 2020 under the Public Safety Department and supervised by Public Health Officer. I must admit it is very challenging adjusting to a new position, but I am willing to learn and gain experience within the coming years. Over the months I have been trained by Lori Adams-Mercer to fulfill my duties as Animal Care Control and it is a pleasure learning from her. A big thank you!

And I would also like to thank all dog owners and community members on assisting us to keep the dog situation(s) under control.

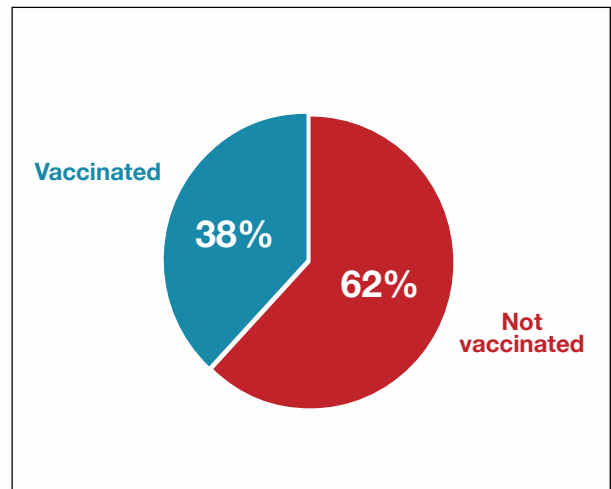
Over the years, Animal Care Control has had their annual spay and neuter program with IFAW but this had to be put on hold due to the COVID-19 pandemic. Hopefully we can have one later this summer (we are targeting August 2021). As for our dog pound, we are still waiting for the infrastructure to be started then the construction can get underway. I hope it will be up and running soon.

Due to the pandemic we had to schedule appointments for our dog vaccinations because of the protocols that were in place for the safety of our community.

A few statistics from this past year

- **137** dogs in the community that we know of
- **49** females and **88** males
- **79** dogs that have been spayed and neutered since the last program

- **52** dogs vaccinated as of June 2021
- **11** dogs and **3** cats transported to be re-homed
- **3** litters born this year with a total of **21** puppies (all house dogs)
- **7** deceased since I started my position
- **0** Spay and Neuter dogs in 2020/2021 due to the pandemic



We at Animal Care and Control are always here to listen and support our dog owners with any questions or concerns they have of domestic animals. Our goal is to achieve a safe and healthy environment between domestic animals and members of the community.



Public Safety (Airport)

Wayne Morrison, Manager

It is with great pleasure to present the 2020/2021 annual report on behalf of all the hard-working dedicated airport staff. We are not a perfect group, but we have different strengths that compliment each other to build our team.

As the whole world struggled with different situations during the pandemic, I think we have all learned that working together and following rules and regulations are a little challenging at times. Overall, with respect to the Airport, I think the Wemindji Airport team, Public Safety, and Transport Canada did a good job and found areas where we could improve should we ever need to do this again.

At the Airport we hired a Security/Cleaner/Maintenance staff member to help keep and ensure that passengers of arrivals and departure were separated as much as possible, and that all surfaces were cleaned after each flight. This will continue for now until Transport Canada lifts the restrictions, because the Airport Terminal is small.

SERVICES PROVIDED:

- Customer Satisfaction is our main priority at the Airport, that is established through two contracts with: Transport Canada and NAV CANADA.
- NAV CANADA's contract requires us to provide hourly weather/meteorological reports during

working hours, record all flights, landing take offs, and aid other air traffic and ground movements as requested. The issuing of NOTAM's is also provided to NAV CANADA to assist pilots on Airport conditions as they change.

- The main goal and objective at the Airport with Transport Canada and the Cree Nation of Wemindji is to prevent and reduce accidents and incidents in and around the Wemindji Airport and try to be prepared for them.

HERE IS HOW WE PREPARE:

1. List the Risks and Dangers and take preventative measures
2. Have Staff Trained and prepared
3. Practice the Emergency procedures and protocols
4. Having a Safety Management System in place that is continually functioning
5. Review, assess and revise/update the Safety Management System annually or as needed

EMPLOYEES DURING 2020/2021:

- **Douglas Hughboy:** Observer/Communicator (Full-time)
- **Lawrence Ratt:** Maintenance/Operator (Full-time)
- **Delon Linklater:** Maintenance Operator (Full-time)
- **Rita Atsynia:** Cleaner (Transferred to garage)
- **James Whiskeychan:** Maintenance/Operator (Casual)
- **Robert Miniquaken:** Maintenance/Operator (Fall/Winter)
- **Robert Matches:** Security/Cleaner Maintenance (Fall/Winter)
- **Anthony Otter:** Security/Cleaner/Maintenance (Spring/Summer)
- **Wayne Morrison:** Airport Manager (Full-time)

ACTIVITIES AND WORKS COMPLETED 2020/2021:

- May/June 2020: Dust control applications and Compacting on Runway, Taxiway and Apron
- July/August 2020: Annual Inspections of all Airport equipment
- August 2020: Installation of New Transport Canada Sign
- September 2020: clean up and Painting of Garage floor
- November 2020: Conduct Aeronautical Radio Licence exams
- November-April snow removal
- March 2020: Training on Wildlife management and Airport Winter maintenance
- All Transport Canada and CNW Training postponed
- Other regular maintenance, daily, weekly, and monthly tasks and reporting required by Transport Canada and Nav Canada

2021-2022 PLANNING:

- May/June: spring clean up
- June: Dust control Applications
- June: Repairs and refill/patch gravel areas of Runway/Taxiway/Apron
- July/August: Equipment Inspections

- June fixing perimeter fence
- July: Repairs to lighting
- July/August/September Paint Garage Floor, and parking spaces
- September: Cover all runway lights with protective plastic
- October: Slashing/Brush Cutting
- November-April Snow removal daily maintenance and reporting
- Installation of Fibre Optic Line to Airport

TRAINING 2021/2022:

- Training as required by: Transport Canada Emergency Measures, SMS, etc.
- Internal training WHIMS, First aid
- Observer/Communicator training planned for September in Fort Smith, NWT. (Require 2 candidates) Conduct Exams for Aeronautical Radio Licence (July 2021) Sign up with Airport Manager: Wayne Morrison.

Below are some statistics that are recorded by the Observer/Communicator: **Douglas Hughboy**

LOCAL MOVEMENTS STATISTICS

MONTH	ARRIVAL	DEPARTURE	TOTAL MOVEMENTS
January 2020	62	62	124
February 2020	67	67	134
March 2020	55	55	110
April 2020	37	37	74
May 2020	45	45	90
June 2020	53	53	106
July 2020	57	57	114
August 2020	65	65	130
September 2020	53	53	106
October 2020	53	53	106
November 2020	50	50	100
December 2020	46	46	92
YEARLY GRAND TOTAL	643	643	1284

LOCAL MOVEMENTS STATISTICS

MONTH	ARRIVAL	DEPARTURE	TOTAL MOVEMENTS
January 2021	42	42	84
February 2021	41	41	82
March 2021	41	41	82
April 2021	51	50	101
May 2021	52	53	105
June 2021			
July 2021			
August 2021			
September 2021			
October 2021			
November 2021			
December 2021			
YEARLY GRAND TOTAL			

NOTE – Arrival and departure movements are one movement each. Same aircraft with arrival and departure are 2 movements.

A special mention and big thank you to Mr. Thomas Linklater, who retired in December 2020 after 25 years of service at the Airport while working for the Cree Nation of Wemindji. Thomas has acquired a great deal of maintenance and technical knowledge while working at the airport and has passed it on to other employees as well as myself. Just like being a LEAFS FAN, Thomas has been a dedicated employee to the Cree Nation of Wemindji over the years while working days, weekends, and being on call a many a night. We would like to wish Thomas the best in retirement again and will try to not call on him too much for advice.

I want to thank you, for taking the time to read the 2020/2021 Annual Report and on behalf of all the staff at the Wemindji Airport, I wish you all a safe Summer!





Wachiya, As the Director of Public Building & Maintenance for the Cree Nation of Wemindji, it is a privilege to report on our department operations and projects for 2020-21. We were able to deliver our services during this challenging year with the transition as a new Director for myself and with the COVID-19 pandemic situation. This required the teamwork of the entire staff of our department, and an acknowledgment of their support should be recognized, which I would like to thank them all for now.

The main objective for our department is to ensure we always create safe workplace environments for the members of Wemindji and employees of our facilities and throughout the different seasons we experience. To ensure we can provide the highest levels of services, we had to adjust our delivery of services depending on the needs of the users of the facilities and tenants of the residential units under the responsibility of Cree Nation of Wemindji. With a growing community, we need to upgrade

the Housing Maintenance Workshop, which includes the equipment, and tools, so as to meet safety regulations. This also requires that our department not provide these resources to the public anymore, since our resources are limited and we will likely develop a policy regarding the equipment and supplies for the Public Building & Maintenance Department.

GENERAL OPERATIONS

The department of Public Buildings & Maintenance is ensuring a safe working environment, conducting the necessary tasks in monitoring the useful lifespan of each facility under our responsibility with the eight (8) field maintenance technicians and managers. This includes both the Public Buildings and Residential Units and has the different types of the procedures of management requirements. The management of residential units needs coordination with the housing department, with which a review will be conducted soon.

RADON MITIGATION HOUSING PROJECT

The Radon Housing Project started off very slowly for 2020 & 2021 with COVID-19 restrictions that are in place, but we have managed to make progress on this project as this is a department goal that we would like to achieve. As of today June 30, 2021, our department, along with our helper, have managed to install about 64 Radon mitigation units in the community and yet we have 60 houses remaining. I would like to say that I am grateful to have an awesome team that shows commitment, resilience, great work ethic, and prioritizing this project.

For your reference, Radon is an odorless, tasteless, and invisible gas that can cause lung cancer and is the second leading cause of lung cancer in Canada (smoking is first). We need the tenant, occupants, and homeownership to comply when you are contacted by our team to have the Radon mitigation system be installed.



RADON PUBLIC BUILDINGS

This past winter & spring the maintenance department conducted radon testing for the public buildings, including for the administration building, community hall, youth center, and the sport complex. The long-term testing was done for beginning of February until after goose break. We sent all the testing devices to the lab to be analyzed. I anticipate delays in receiving the results as they were sent to the states.

PREVENTIVE MAINTENANCE WORKSHOP

The maintenance department planned a Preventive Maintenance workshop that was planned at the beginning of this year in January 2021. However, due to unexpected circumstances we could not have the workshop. The instructor requested to postpone until fall this year. The workshop would touch base on the fundamental of maintaining your home and encourages all homeowners to attend the workshop. This workshop will be on a weekly basis for a minimum of 3 hours per session for once a week for 12 weeks.

PROJECTS OF 2020 & 2021

- Completion of 7 Vacant units interior finishing
- 10 Exterior Finishing Housing
- Radon Housing (on-going)
- House Numbering (178 units)
- Preventive Maintenance Public Buildings

UPCOMING PROJECTS 2021 & 2022

- Exterior Finishing
- Roof Renovations
- Radon Public Buildings
- Emergency shelter
- Universal Access Public Building (Planning Process)
- Preventive maintenance Public Building
- Inventory Management
- Work order process improvements

TIPS: COMMUNITY PREVENTIVE MAINTENANCE FOR RESIDENTIAL UNIT BY SEASONS

SPRING

- Please be sure to have your belongings stored away properly in your house in case the spring thaw causes your basement to flood.
- The water line valve, electrical panel, & sump pit should always be accessible in case of emergency.

SUMMER

- Clean your air exchanger every six months with warm water, and dry it before installing the core. Also, vacuum the exhaust and intake which is located on the exterior of your house. Inspect if the motor is running smoothly. If not, unplug the air exchanger and call the maintenance clerk to have it serviced. Avoid parking your ATV, Skidoo, or any gas can in front of the air exchanger intake, as it can circulate the carbon monoxide or gases fumes into your home.
- Please clean and vacuum the excess lint that accumulates in your dryer and dryer vent to prevent fire.
- Please install your air conditioner correctly by following the manufacturer's recommendations. I would like to remind you that the air conditioner produces water build up, which can cause water damage in your homes.

FALL

- Clean and vacuum your dryer and dryer vent, which should be done regularly.
- Vacuum up the dust build in and around your washroom fan by unplugging the device. This will prevent the fan from breaking down.

WINTER

- Please be sure to have a 4-foot clearance around your oil furnace.
- Make sure to remove your hose from your exterior hose bib as the freezing temperature will cause the water that is trapped inside the hose bib to expand, causing damage to your hose bib.

- Inspect the weather strip around your window and door.
- Be sure to report a broken door sweep, as cold air can come through.
- Always make sure that all windows are closed during the cold winter months.
- Avoid turning on and off your furnace thermostat during the cold months always set the control between 20c to 25c, whichever the user feels comfortable with.

ELECTRICAL

- Always report broken light fixtures, plugs, switches, and covers.
- Avoid making electrical upgrades.
- Clean your range fan regularly.



CORRECTIVE ACTION REQUESTS (SUMMARY)

Reference	Revision Date	Request #	Title	Risk Analysis	Description	Action Plan
		(YY-##)				
ACT-F01	06-Mar-19	19-230	Verbal Requests	6	Tenants Request work orders to be made during after hours	Send a public notice to the tenants regarding Verbal requests for Work orders and to call during working hours
		19-231	Human Error	6	Maintenance clerk/staff/supervisor director forget to make work order for tenant that request work order to be made during after hours	To have the tenant call the next day to have there requested documented
		19-232	Time Management	6	Wapturn was mandated to help with time management on projects (Renovation,radon)	
	06-Mar-19	19-233	Deficiencies (Fix Handicap door)		Ramp - Poor design (community hall), Public Buildings - Discontinued parts to maintain the equipment, lack of manuals for maintenance, New Public Buildings - Parties involved in major projects (designs, planning, maintenance), & Housing - housing administrator should do follow ups on project (renovations)	1. Hired housing inspector and training on the job
		19-234	Infrastructure	16	This is at the initial set up contractor capital project coordinator CNW	
ACT-F01	06-Mar-19	19-235		25		
ACT-F01	06-Mar-19	19-236	Radon, Carbon Monoxide	25	CHB Public health report - Weminsji high level on radon	Monitoring in process, Training Maintenance staff in process, Planning next three months to utilize training and set up housing & Projected radon completion
ACT-F01	06-Mar-19	19-237	Resources (i.e. Manpower)	12	Maintenance Staff require to work on too many projects. (Radon, Renovation, Work Orders)	To transfer files to housing administrator (Renovation), To have a team to focus on radon project, & To focus on Work orders
		19-238	Inventory	9	Out of stock on Janitorial supplies - delay in order	Create a procedure in place on ordering and delivering janitorial inventory to the public buildings (Administration and C.O.O.L Buildings)
		19-239	Storage	4	Lack of storage within a few public building, this lack of space allocated in constructing new facilities, Fire hazardous, safety concerns blocking walkways and exits, storage in mechancial, Safety and fire risk in certain public buildings, fore sites to declutter and storage at warehouse, build sheds necessary	Create a logbook for inventory for each department that used the warehouse (for storing and signing out of equipment, material and supplies), After completing logbook, email to Quality to register form, Send email to all facility managers that they are required to control their department logbook. Send email to all facility managers for their designated storage section (floor plan) for their departments.
ACT-F01	06-Mar-19	19-240	Accidents/Incidents	9	Complaints from employees and building managers/Snow removal contract not respected	1. Write a memo to janitorial employees and meet with them to explain the memo to ensure all exits are clear from debris interior and recycle.
ACT-F01	06-Mar-19	19-241	Mould/Deterioration of buildings (i.e. lifespan of building material)	20		1. Request to council and the management to include key individuals on all future projects. Director for design and product selection, manager for maintenance. Important that suppliers are identified for future needs. Ensure that all manuals are available when building is transferred to owner. Ensure the building manager and maintenance are trained on mechanicals system.
		19-242	Damage/Vandalism	12	Children vandalizing (Windows, Doors, Exterior Light Fixtures)	1. Whenever a vandalism occurs, Facility manager reports the incident to the Police and Director of PB and completes an incident report (QF10-014 Rev 2 Incident Report) 2. Video surveillance is available in Public Buildings (Interior-Band Warehouse, Administration, Sports Complex, Community Hall, Arena) (Exterior-Arena, Administration, Community Hall, Garage, Water Plant, Youth Centre, C.O.O.L Building) Proof can be provided if any vandalism occurs in any of the buildings. 3. Create a letter template to send to the parents of the person vandalizing of any occurrence of vandalism. Communicate the letter template to Facility Managers (Include Date of occurrence, Damages, Location, Costs) 4. If any occurrence, Facility Managers or Director of PB sends the letter to the parents.
		19-243	Budget (Unplanned dependitures)	20	Affects budget whenever there is a vandalism incident	1. Invoice those that vandalize CNW Property to recuperate unexpected expenditures
ACT-F01	06-Mar-19	19-244	HVAC System (i.e. energy efficiency)		Lack of knowledge, training and no manuals	Request training, set up training for maintenance and ensure mauals are available, traininig on mechancial system
ACT-F01	06-Mar-19	19-245	Emergency Exits (i.e. Snow Removal)	25	Exits not shovelled or spread sait (sand)/Contract note respected (contractor)	Assigned maintenance to public buildings, make schedules, and temporary porches
ACT-F01	06-Mar-19	19-246	Flood, Leaks			
		19-247	Lack of Communication	9	Customers not respecting procedures (call ins, on call number)	1. Develop & Draft a new on call procedure the customers to follow and the maintenance workers, 2. List what is an urgent call & non-urgent call, 3. Present the new On-call procedure to the general public during the AGA 2021 and 4. Print out Brochures/Pamphlets
ACT-F01	06-Mar-19	19-248	Infrastructure of prem-ises (le leaking roof)			
ACT-F01	06-Mar-19	19-249	Unauthorized access of keys	8		
ACT-F01	06-Mar-19	20-010	Charnel House	N/A	Improper floor plan for the body coller, No space on top of the body coller compressor heat is trapped on the ceiling, no space around the cooler as well, air conditioner for the building was for residual only and need to purchase a new body cooler.	Demolished the walls and remove the double door, rearrange the wiring if any wire are in the existing walls to be removed, arrange another servicee call for the fix the old body cooler, and replace the new body cooler.





Public Works

Gilbert Georgekish, *Director*

During this past year, many major initiatives were undertaken in all our departments. I am proud of the groundwork and we developed a clear line of accountability to all our employees to assure our services are clearly focused and that we understand how to deliver value to our community. We remained focused on the priorities of developing an Action plan that can help changemakers turn their visions into reality and increase efficiency within our departments, and the most important activities we can do to provide vision and achieve success. Planning is vital to take control of our future and to proactively create the future that we want in our departments. One of the objectives is continuing training in health and safety, and following the importance of providing service satisfaction to our community members and to all Cree Nation of Wemindji departments.

In my role as Public Works Director, I oversee three departments: Municipal Garage, Road & Walkways, as well as the Energy System in the Community.

The Municipal Garage services all Cree Nation of Wemindji vehicles, emergency vehicles such as Fire Department and others as such as Road & Walkways, Cree Heath Board, Wemindji Trapper's Association and Coach Bus. Other works carried

out at the Garage are welding works for variance Equipment during summer or winter preparation.

The Road & Walkway Department has many tasks over the course of the year, most importantly road maintenance for all seasons. The department assists in excavations such as pipe repairs, drainage repairs, fuel tank spills & dust control. During the winter snow removal months, the department has four (4) local operators and two (2) flagmen.

The Energy Systems' duty is to maintain the Hydro electrical power lines for the community and oversee the maintenance of the local Mini-dam. They oversee the hydroelectric distribution grid to where it is needed, such as the commercial buildings, residential areas, new developments, and street lightings.

I would finally like to thank our dedicated staff. Like everywhere else in the world, the COVID-19 pandemic has brought with it challenging times in how we deliver our services. We are working to ensure that we respect and implement the public health protocols in place and are learning how we can better adapt to new ways of working during this pandemic.

Meegwetch

BUILDING INTERIOR

- Major clean-up and organizing of the garage floor, stored/disposed of aging broken equipment and tools. rearranged certain equipment to repatriate floor space
- “Foot protection required” and “safety glasses required” signs installed on doors allowing access to the garage floor
- “Do not enter” ribbon barriers installed on key access points to limit traffic through certain areas such as the welder’s corner in the garage (*example: picture below*)



- Mechanics now have an office in which to do their paperwork
- On-going: electrician from radisson is installing ceiling fans, re-installing shop heaters
- Garbage bins are now identified for non-contaminated waste and fuel/oil contaminated waste

BUILDING EXTERIOR

- Clean up and dispose of any garbage, broken equipment, containers and lumber in the yard
- Rearranged storage containers for better access for machines and mechanics
- Resurfaced and prepared pad for three (3) new storage containers
- Decontaminate fuel/oil spills on the ground



Road and Walkways Department Report Bernard and Sons

- We received a work order from Bernard and Sons to remove a shed from inside a warehouse to put outside. This project was for Youth shed building. Starting from March to May, all together he had 10 sheds to be moved.

Environment

- We received a work order for contaminated snow on Mayaupiu Street. We removed the contaminated snow and hauled it to a designated area. Also, we excavated the ground where it was affected and hauled the contaminated material to the designated area and back filled with Sand, MG20.
- Requested for Excavator to make a pathway for future sampling on lot 21 at Nipihtaakaapuu Street.

Rental Housing Department

- Cleared the snow around the warehouses, shop area.
- Cleared the driveways for residential housing where they need to work.
- Remove snow around residential housing to prevent flooding. They provided a list of housing to be cleared.
- Moved two sea containers to residential housing for renovations.

Mawabou Gardens

- Cleared snow Zamboni entrance area.
- Cleared snow compressor room overhead door area.
- Remove snow on casino entrance to prevent flooding

Public Safety

- Check point shack levelling.
- Blocking the by-pass of the gate.
- Requested to put calcium at the gate (dust control).



Cree Trappers Association

- Unloading jet fuel drums at km-6 for Helicopter spring Airlift.

Wellness and Culture

- Snow removal in front of culture site across youth center.
- Relocate firepit to the Gazebo near the MSDC.

Youth Department

- Requested closure of Georgekish Road for Indigenous Day activities and provided them with safety barriers and Pylons.

Water Treatment Department

- Assist them with Machinery to excavate on the ground to fix water leaks.

Wastewater Department

- Clean oil spill at lagoon.
- Clean up the spillway where they dump the sewer from the truck.

Energy Department

- Requested assistance for installing new Hydro poles near Tawich Construction garage.

- Requested brush cutting using the mulcher attached on the Excavator PC200 along the power line heading towards MTL.

Waste Management Department

- Assist them with machinery when they need it.
- Requested to put calcium (dust control) on in front of recycling and office area.
- Transport their machinery for maintenance to the garage.



A scenic autumn forest landscape. In the foreground, a rustic wooden bridge with log railings crosses a small stream. The surrounding vegetation is in full autumn foliage, with many trees displaying bright yellow and orange leaves. In the background, several tall, dark green evergreen trees stand against a cloudy, overcast sky. An orange rectangular box is overlaid on the right side of the image, containing the text 'n.6r' in a dark, stylized font.

n.6r



Community Services

Thomas Mark, *Director*

This past year has been a good learning experience working through the Global pandemic from home, to gradually returning to work at offices, and implementing our department goals according to protocols recommended by the Public Health in collaboration with Regional and Local Governments on the de-confinement plan.

The team consist of three departments: Youth Department – Youth Council, Afterschool Program and the Cultural and Wellness, along with Heritage Projects. The Community Service provides programs and services to its members and residents of all ages. You will see each department's annual reports for details of what they have accomplished over the year on its programs and activities.

This past year was challenging working through the COVID-19 situation and adapting to the changing of protocols in each phase to implement our programming and events. My team did an awesome job in thinking outside of the box in

executing their objectives from virtual to land based initiatives, and in managing a number of persons in the facilities or outside gatherings in its activities.

The staying-school Driver's education program for Secondary 5 students working in partnership with Maquatua Eeyou School was launched this past school year, through zoom instructions. As for driving sessions, this has been a challenge due to COVID-19 protocols. However, in regards to this initiative, both the Cree Nation of Wemindji along with the School decided to have another new group this coming school year.

In closing, on behalf of my department I would like to thank everyone that enrolled their children in our programs & services and those that participated in the events and activities. Any suggestion to improve or share your ideas for our programs and services are welcome to please fill out our surveys.

HERITAGE PROJECTS

Brief Report 2020-2021

Although COVID-19 brought the whole world to a complete stand-still, we were able to carry on with some work virtually with our partners. Plans and programs were able to get some extra attention during this time as well. Here's a brief list of what we were able to achieve amidst the pandemic:

- 2 Culture & Heritage Advisory Group Meetings
- Wemindji Elders Gathering (2 days) in late October 2020
- Elders Logo – Contest was open to All (Elders chose the winning Logo)
- Initiated Elders Book project & portraits in November 2020 (on-going)
- Organizing, archiving, cataloguing elder's interviews
- **Mapping:** developing a more secure and user-friendly way to manage the map and its information locally. Paper maps and other documents and books have been catalogued for easy access. Interviews continued when covid restrictions permitted, cataloguing maps and documents
- An exhibit in Community Hall featured a small carved wooden boat found at Moar Bay and three new beautifully detailed model boats carved by Johnny Natawapineskum

- **Listen! Our Language is in the Land virtual museum** (Digital Museum of Canada) moved into development stages. Community consultation and content will drive this exciting project about sound, language and traditional knowledge of the land.

Language Program: Innovative approaches to teaching and learning Cree were required during the pandemic. Theresa Georgekish began classes online for advanced, Cree beginners, and non-Cree speakers, which proved very popular with adult and younger learners. Attendance was higher for these classes than pre-pandemic in-person classes. She posted sing-along videos for adults and book-reading sessions for children, as well as flashcards to help parents work with their children at home. In addition, Theresa Georgekish wrote, produced, and filmed popular puppet shows to post for young learners. Support for these teaching-learning activities came from the National Indian Brotherhood.

During this time, we had to find inventive ways to remain in contact with our clientele seeing as we needed to be extra vigilant working with the most vulnerable (our Elders). Nonetheless, we can be grateful that regardless of the situation, we do not sit and wait to see what happens. We respond with action in the best capacity we are able given the circumstances. I am very proud to have been part of a team that shows great leadership, putting our people as priority before anything else.

Thank you.

Shannon Atsynia & Katherine Scott





Wellness & Cultural

Angela Stewart, *Interim Manager*

Good day Wemindji Eeyouch,

It is my pleasure to report to you on behalf of the Wellness & Culture Department, 2020/2021 Annual report. This was a very challenging year for everyone, but together we managed to keep ourselves safe in our bubbles. First, I would like to congratulate the Cree Nation of Wemindji for another year of success, despite the challenges we faced during the pandemic.

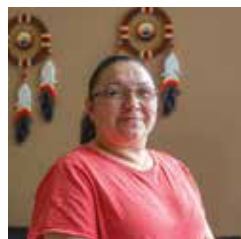
I started as Wellness & Cultural Interim Manager in November 2020. This year has been a learning experience. I am thankful for the support and hard work of our department staff. Linda Stewart, our Manager, has taken a leave for personal reasons. We would like to acknowledge her leadership and service to our department and our community. Linda, know that you are in our prayers and thoughts as we send you our love and wish you all the very best.

Like everyone else in this pandemic, we were forced to adapt so that we could continue providing services and programs to the community. Since we couldn't gather in person, we held virtual activities during the lock down. We focused on planning that would bring families to spend time with each other and enjoy meals together. One of my favourites was when we provided vouchers to encourage people to be active and be around family. We tried to provide a theme for each voucher, such as picnics, ice fishing, and other family activities.

Mickey Decarlo continued to serve Wemindji by working remotely to meet clients by zoom or by phone. This was an important service that many of our community members were able to access. It was great to have her back in the community in June. The clientele needs were met. She also helps out with the team at the wellness to offer workshops, one on one sessions, and overall guidance.

- Mental Health Interventions: **17**
- Direct Counselling (virtual/telephone): **105**
- Referrals: **32**
- Individuals attending Mental Health Support Groups: **146**

The Wellness and Culture Dept. partnered with many other organizations for programs, including Sports and Recreation, Justice and Correctional Services, Cree Health Board, Youth Department, Youth Council, C.O.O.L., and the Local Women's Association. We had a lot of fun bringing departments together to create awesome events and programs for the community of Wemindji.



Here is a summary of our activities:

- Wellness Conference
- Mental Health Services & Counselling
- Crisis Counselling
- Wemindji Cares Elder's Assistance
- Jr Café Lunch Program (Anti Bullying)
- "Light of Hope" Wellness Conference
- Gookums & Friends, longest running program under the CNW
- Community Kitchen
- Meal in a Bag, focus on nutrition
- Virtual Men's & Women's groups
- Resources & Referrals for drug and alcohol addictions
- Suicide Prevention Workshops
- Food Assistance
- Spa In A Bag, Self-Care initiative
- Hair Cutting Services
- Men's Gift Bags, Self Care initiative
- Weekly Youth Drop-In Group
- Shelter Assistance
- Red Playground Program (Anti-Bullying)
- Family Violence Awareness
- Grief Workshops
- Couple & Family Sessions
- Young Women's group
- Community Meat Package Give Away
- Water distribution during the water crisis
- Winter Carnival
- Old Factory Visit
- Land Based Programs
- Positive Vibes, Women's Support Group
- A New Day, Men's Group
- Learning, Living, and Loving Through Loss
- A True Love, Couples Group
- Youth Suicide Prevention
- Zoom Workshops with Shibastik

Welcome Marla Blackned to the Department! Marla is our new Programs Assistant and we look forward to working with you. Also, thank you to all the workers who have helped us part-time, as replacements, or as short term staff; you have been a great help!

Finally, I would like to acknowledge our community members for their attendance and participation at our programs and events. You are our motivation. As we continue to work together, we will keep the Wellness & Culture Dept. a place of safety, healing, and well-being.



Youth Department

Betsy Hughboy, Manager

Greetings to all. It is that time of the year again to present the Annual Report for the Youth Department and Youth Council, for the fiscal year 2020-21. Despite the challenge of the COVID-19 Pandemic, the listed activities still managed to take place from the Youth Centre; the planning for this year's programs, projects and activities were challenging at times due to the restrictions that were in place that we needed to follow, and we also were challenged with waiting for the de-confinement of phase 3 plan, to open and proceed with activity from the Youth Centre.

- **SUMMER STUDENT EMPLOYMENT PROGRAM:** Total of Ninety (90) both Post Secondary and High School Students enrolled in the program. Employment resumed on June 2 to September 11, 2020.
- **YOUTH ANNUAL CANOE EXPEDITION:** The Canoe Expedition was a huge success attracting fifteen (15) youth and four (4) guides for a total of nineteen (19), who paddled down the Old Factory River on July 18-27, 2020. This expedition was its 26th Annual.
- **YOUTH SUMMER CAMP:** This year's Old Factory Youth Summer Camp took place at the Old Factory Island on August 15 to 24, 2020 with a group of ten (10) in total, seven (7) youth and three (3) guides.
- **YOUTH INCENTIVE PROGRAM:** The Incentive Program is for two (2) top high academic students from each class from secondary 1 to 5 at the Maquatua Eeyou School, every year they would go on the summer trip. Since a trip was not possible for the 2019-20 school year due to the Pandemic, the sixteen (16) students each received 128g iPad Air, \$200 gift card, face masks, and hand sanitizer. They received their gifts they earned on February 22nd, 2021

- **YOUTH ACHIEVEMENT AWARDS:** Youth Council along with Youth Department hosted the awards on December 18, 2020, and presented twenty (20) awards in different categories to the Youth of Wemindji.
- **YOUTH WORK EXPERIENCE PROGRAM:** resumed on September 27, 2020 and ended on March 26, 2021 with a total of seventeen (17) youth hired under the program and placed in various departments of the CNW and other entities within the community.
- **YOUTH WINTER CAMP:** was a success; overall everything went well, from planning, implementing and with all to consider, the completion of the ten (10) camping trip went well like every other year. This took place from March 4 to 13, 2021 and had fourteen (14) youth participants and five (5) guides. The group travelled with eight (8) Skidoos to Old Factory.

Other Activities carried out by the Youth Department and Youth Council were the Annual Bike, Running, Canoe Races, Mini Fitness Challenge First Aid & CPR, Galas, Moose Hide Cleaning, Moosehide Slippers Making, Car Rallies, Coffee breaks, Moose Hide Mittens Making, Goose Break Bundle, Adopt a Youth Goose Break Program, Muujigkin Bingo, Capture the Flag, Mantracker, TikTok Challenges, Virtual Contests, CNYD Sports Day, High School Prom 2020, Youth Week, Radio Show, Sliding Races, Breakfast Bundle Giveaway, Co-ed Sports Tournaments, Turkey Giveaway, Movie Nights, Valentine's Day Activities, Month of October Activities and many others....

In closing, the Youth Department and Youth Council would like to thank everyone who contributed their time to help out in our programs, activities and events throughout the year, especially to the Youth, you all made 2020-21 a success.

Due to new restrictions changing our policies and procedures, our department had no problem adapting to the “new normal”. We’ve used the pandemic’s limitations to creatively modify our program delivery. We’ve taken new initiatives and changed details in our programs to continue to provide programming and activities for our youth.

1. Adopt-a-Youth Goosebreak Program

2. Youth Summer Camp

3. Summer Student Employment Program

4. Old Factory Annual 26th Canoe Expedition

5. Youth Incentive Program

6. Youth Work Experience Program

7. Local Career Fair

- 7.1. A one-day career fair where local businesses and organizations connect with youth. The objective was to bridge the gap between youth looking for jobs and to encourage them to go to college and university for their dream job.

8. 10 Weeks to Health Program

- 8.1. A 10-week online program that started on January 25 and finished on April 2, 2021 Facebook group page with 30 members were given daily health challenges to complete every Monday to Friday with some weekend challenges. The program’s objective was to get our community members to try out different challenges by creating and maintaining new healthy habits. The Youth Department collaborated with our local CMC Nutritionist, Joyce Chang and the Fitness Centre to run this successful health program!

9. Youth Winter Camp

10. Youth Shed Building course

- 10.1. Four (4) youth were selected to have hands-on learning experience with our local carpenter, Bernard Stewart, to learn how to build a shed from start to finish. The program ran for 3 months, starting in mid March and they were able to build 10 sheds by the end of June 2020.

11. Youth Appreciation Week

- 11.1. A week long event that was held on March 1 to 5, 2021. Each day had different themes and activities for youth to participate virtually or in-person. On the fifth (5th) day, our Youth Achievement Awards were held virtually on Facebook live, and we also had a grab-n-go supper for our youth. With the help of the Youth Council, the week long activities were a success!

12. Tipaachimuu Project, Cree traditions through the eyes of Wemindji Youth

- 12.1. A group of 7 youth and 4 elders were selected to participate in the first phase of the project. Youth Department collaborated with Nafisa Sarwath, Concordia University PhD candidate student, and Concordia University’s Initiative for Indigenous Futures (IFF). The objective of the project is to engage youth with Cree teachings of the land, cultural traditions and Cree language through digital media and to empower and encourage youth to preserve our stories, language and culture.

Annual events we host: Coffee Breaks: Drive-Thru and themed, Back-to-School Bonfire, Movie nights, Letters to Santa, Annual Youth Feast and more. We’ve added new events: Holiday Brunch, Movie Night Snacks Coupons, Drop-In’s with Katherine Dehm & Mickey DeCarlo and so much more.

Annual contests that we host: Running Marathon, Bike Marathon, Canada Day celebrations, Wemindji’s Birthday celebrations, Halloween Scavenger Hunt, Pumpkin Carving Contest, Xmas Tree Decorating, Scarecrow Contest, Halloween Window Decorating contest, Snowman Contest, Ping-Pong & Pool tournaments, NHL13 tournament, Human Sorry game and lots more. New contests we’ve introduced this year: Photography Contest, Spring Hunt storytelling contest, Family & Youth Scavenger Hunt, Family Yard BBQ, Ski-doo Rally and many more.



C.O.O.L. After School Program

Trudy Mark-Hughboy, *Manager*

Greetings,

The year has gone by so fast, and I am glad to have the year of the pandemic behind us as we look forward to another exciting year of C.O.O.L.

We are excited to announce that we received funding to be able to provide more Cree Language/Culture based programming, and we will be on the look out for any "Cree Experts" that may want to work with us. In other news, while we are saddened to announce our janitor, Justin Diamond leaving C.O.O.L. to further his career, we wish him all the best. We are also pleased to welcome our new replacement, Mariah Atsynia, who has done an exceptional job so far.

Even with the reduction of services during 2020, we had another successful school year, which started from August 27th, 2020 to June 16th, 2021. The past year, we were not able to run at full capacity, and were not able to offer any clubs. We hope in this new year we will be able to resume normal operations, meaning 100% services. With any luck, we can commence with our long-term goals as planned which include the Lunch Program, Drop-off Services and more.

The annual Traditional Arts & Science Summer Camp operated at Phase 3 of the deconfinement plan last summer from July 13th to August 20th with a total of 34 children registered; this is only half of what we usually have. We are optimistic that this summer we will have more clients that can use our summer camp services. The 2021 Summer Camp will be running from July 5th to August 6th. Registrations for the 2021-2022 school year are expected to be done on the second week of August.

Although it has been a tough year we continue to persevere and strive to offer our services as best we can. Here's to hoping we have a wonderful year ahead that is full of endless possibilities for our department and yours.

Take care,

HERE IS A LOOK AT OUR YEAR:



TikTok Challenge
Pool Winners



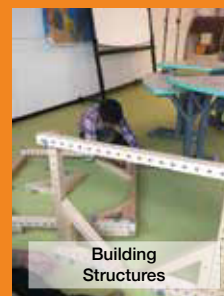
Learning
Centers



Community Workers
Activity



Building
Structures



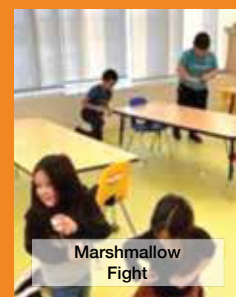
Building
Structures



Traditional
Snowman



One of our favorites,
make SLIME!



Marshmallow
Fight



Sports and Facilities

Thomas Moore, Director

An infectious disease emerged from Wuhan, China in early 2020 and would go on to spread throughout the international community and Canada. Most of the world would then go into various versions of isolation or confinement resulting in the Summer Olympics being postponed, NHL playoffs being held in August and September, Blue Jays playing their season in Buffalo, NBA playoffs being held in a Disneyland bubble and the National Indigenous Games being postponed. Overall, this would result in the cancellation of CNW Sports and Facilities tournaments and events such as Challenge Cup, Minors and Class Tournament, Annual Basketball Tournament, Fastpitch and Softball, and Volleyball.

Our 2020-2021 fiscal year would start with non-essential workers working from home and essential workers working on rotation. This time was primarily spent on learning skills required to work from home and deconfinement planning, as well as running virtual activities. We would gradually return to work late June, starting with a 3-day work week, closing again in January, and working our way back to normal hours in April 2021. To put that into perspective that is a year spent: figuring out work schedules, what was open, what type of activities we could do and how many people we could have in the facility. In a normal year, you might do 2 or 3 schedules. That is not including personal things like figuring out how to shop, go to medical appointments without spending a month in isolation, getting your kids to do something other than tv or games, figuring out when/if the school or daycare would be open.

Although we did not achieve all our objectives we had set out for the year, our team worked

harder than ever to ensure that we were providing a service to the community. We were able to get the Recreational Facilities reopened multiple times and provide programs and services there. We were not able to reopen the pool at the designated stages of the deconfinement as our supplier has been experiencing extended lead times due to the pandemic. We had issues getting some work done on the facilities as we could not bring in specialists for the majority of the year. The year was quite challenging and required multiple schedule changes but we were able to adapt with outside the box thinking and plans A-Z.

It was not all bad, we learned to wash our hands, not cough on other people, stand 6ft apart and avoid social gatherings. Personally, this played right in my wheelhouse, as I have been avoiding gatherings for most of my life. On a brighter note, this year has allowed us to really focus on what we're doing locally and it gave us a chance to try new things. For this upcoming year, we hope to finalize our strategic plan, improve internal and external communications, further develop our local instructors and officials, consistent activities, minor sports committee elections, seasonal maintenance planning and preparations for the opening of the new arena.

I want to thank the Sports Facilities team for their determination and professionalism throughout the year. I also want to thank our users and participants who remained patient with us as we navigated through the pandemic this year.

I will pass it on to the team so they can talk about their achievements for this year.



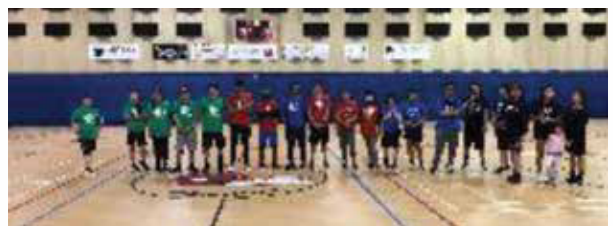
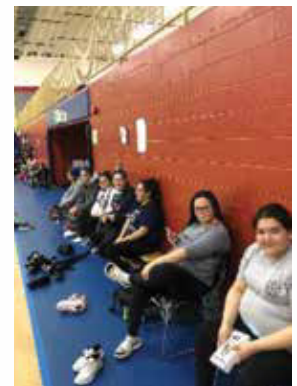
RECREATION

Brian T. Ottereyes, Coordinator

The Sports and Recreation department hosts Activities and Tournaments throughout the year. Some of these events were successful and others were cancelled due to weather or non-participations. Here is the list of events we hosted along with some pictures:

- Sports Week (Basketball, Volleyball, Floor Hockey, etc.)
- Senior H/BB Registration 2020-2021 (Season and League)
- Local Floor Hockey Tournament
- Halloween Festivities
- Local Coed Broomball Tournament
- Christmas Festivities
- Virtual Games (COVID-19 protocol) Bingo Week
- Senior League (Hockey and Broomball)
- Family Scavenger Hunt
- Winter Carnival
- Senior League Playoffs (Hockey and Broomball)

In Conclusion, our Department had fun and about 70% of our events were completed and we tried to hold most virtual and distanced events with limited participants due to COVID-19 protocols this past year.





Sports and Facilities (Arena & Complex)

Diana Shashaweskum, Manager

Our goal was to provide services and programs for our members in the community. Although it was a challenging year with following COVID-19 protocols, our departments offered various virtual activities that can be done from home and through social medias. It was a new challenge adapting through working from home to provide programming/activities. It was difficult to adapt in some areas where we were so used to hosting for regional events for our members and invited guests. We struggled with having participants to create consistent attendance from our Sports Academy programs, as our children were adapting to not being able to enter certain places and following new guidelines that were set for our safety precautions. Overall, it was a successful and yet a difficult year for all of us.

STAFF:

- Recreation Coordinator (Position was vacant until March 2020)
- Recreation Assistant, **Brian T. Ottereyes** (hired September 2020)
- Minor Sports Coordinator, **Sequan Visitor**
- Minor Sports Assistant, **Shawna MacDonald** (Education leave August 2020)
- Interim Minor Sports Assistant, **Deanna Hughboy**
- Fitness Programs Coordinator, **Natasha Stewart**
- Fitness Attendant, **Lindy Georgekish**
- Fitness Attendant, **Carey Atsynia**
- Gym Attendant, **Gabriel Georgekish**

- Gym Attendant, **Vanessa Gilpin** (hired March 2020)

Manager of Recreation Facilities (December 2020-present)

I was offered a promotion in December 2020 to the position as the Manager of Recreation Facilities, my role is to oversee our Sporting Facilities. I am very excited to take on this new role and set new goals with this position.

Our goal is to have a clean and safe environment for our cliental of various ages. Also, to maintain understanding and meeting our expected services for departments that utilize our facility space.

We are excited to open our New Arena – building construction started Fall of 2018. Construction delayed due to COVID-19. Construction will resume Spring/Summer 2021.

Just to list some of our goals for 2021-2022 for both of our facilities:

- Creating a workstation for our maintenance staff and identifying their equipment needs.
- Create a guideline for requesters for the facility.
- Identify necessary repairs.
- Preparation of New Arena Operations and Grand Opening.
- Additional Janitorial Staff (Arena).
- Creating a contracted position for Groundskeeper (ballfield/outdoor courts).
- Staff input towards our Working groups for Parks & Playgrounds, Trails & Walkways.

MANAGER OF RECREATION FACILITIES:

- Arena Supervisor Maintenance, **Sammy Hughboy**
- Arena Maintenance, **Daniel Asquabaneskum**
- Arena Maintenance, **Fred Asquabaneskum Jr.**
- Arena Maintenance, **Dean Shanush**
- Arena Janitor, **Brandon Kakabat**
- Arena Janitor, **Brendan Shashaweskum** (hired March 2021)
- Complex Supervisor Maintenance, **William Stewart**

- Complex Maintenance, **Warren Mistacheesick**
- Complex Janitor, **Charlene S. Mayappo**
- Complex Janitor, **Juliet Mistacheesick**
- Complex Janitor (Interim), **Tiffany Visitor**

This August 2021 will be my 15 years with the Cree Nation of Wemindji, and throughout my years the Organization has given me the opportunity to gain experience in my work tasks and trainings, which I am truly thankful for. Also, I would like to thank all the colleagues I worked with throughout the years, in the Recreation Department, and filling the Interim Sports Manager position.



Fitness Centre

Lindy Georgekish, Interim Coordinator

We started the year off with the workplace closed. We would return to work, but the Fitness, Gym and Pool would remain closed until August. We attempted to work around this by providing outdoor activities such as the 30-Day Walking Challenge and recording workouts by video. By August we were permitted to have indoor activities in the gym, pool, and fitness with precautionary measures in place. In September we had the Annual Walk and Run with big help from Minor Sports. Through October and November we were able to run our monthly class Calendars at the fitness centre. The pool would experience mechanical issues and would close for the rest of the fiscal year. We would go into a period of confinement once again in January, which resulted in the closure of the gym and pool.

Overall, it was a tough year, especially with the pool mechanical issues. Our user rates have trended downward this year as we and our clientele adjusted to the “new normal” and precautionary measures. We want to thank our loyal members who were patient with us as we worked this year.

- **Lindy Georgekish**, Interim Fitness Coordinator
- **Carey Atsynia**, Fitness Attendant
- **Jean-Claude Georgekish**, Fitness Attendant

- **Louis Bertrand**, Lifeguard
- **Cherilyn Georgekish**, Lifeguard
- **Tanner Gilpin**, Lifeguard
- **Vanessa Gilpin**, Gym Attendant
- **Gabriel Georgekish**, Gym Attendant





Minor Sports

Sequan Visitor, Coordinator

2020-2021 season was very different. Like all other departments, COVID-19 limited us to many things, and we had cancelled many of our events and activities due to the restrictions that were placed within our community.

However, the activities and small events that we were able to proceed with were successful. Our year had begun with virtual activities that the Community members enjoyed. It was nice to see many of our regular faces and even nicer to see new faces come out participate in the activities.

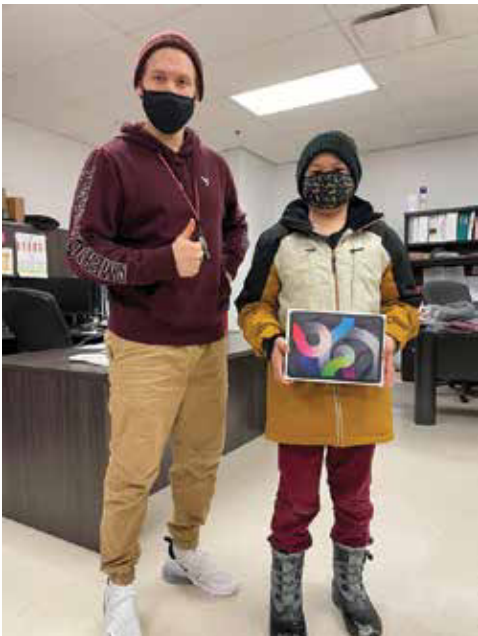
Our Minor Sports Registrations were not as successful as we had hoped it would be, but we were able to still run a successful year of Hockey and Broomball by our Sports Academy

team. After the lockdown in January 2021, our participation levels went down, which was hard to recover from.

We were able to have a few local tournaments that were a huge success, such as the Local Hockey and Broomball, Floor Hockey, Badminton. etc. Every season we host an Annual Christmas and End of Season Banquet, but regrettably we could not have that this year. However, we did manage to still do a little something by handing out deliveries and, a grab and go style barbeque.

We look forward to hosting more activities, events and programs in the next coming months.

Thank you.





In Memoriam

We remember our loved ones we've lost during the global pandemic

MAY 2020 – JUNE 2021

- | | |
|--------------------------|-------------------------|
| - Fred Blackned | - Terry Georgekish |
| - Jennifer Morrison | - Evelyn Georgekish |
| - Sinclair Georgekish | - Iris Miniquaken |
| - Myrna Natawapineskum | - John Mark |
| - Marjorie Mistacheesick | - Reggie Mark |
| - George Sealhunter | - William Mistacheesick |
| - Beulah Miniquaken | - Frank Ratt |
| - Mervyn Swallow | - Minnie Mark |
| - Fred Stewart | - Josie Etherington |
| - Marlin Blackned | |

One of the most difficult and heart-breaking aspects of the pandemic was losing community members and being unable to physically be together and grieve together. Our traditions and practices had to change in order to keep our people safe. Not being able to provide comfort or to receive comfort during a time of grief has been painful and difficult to bear.

As community members, we have all suffered incredible loss and as we try to move on without our loved ones, we will continue to seek to find meaning after such heart-breaking loss. As our hearts grieve and begin to heal, we must try to look forward to the future and those brighter days to come, ***“Wherever a beautiful soul has been there is a trail of beautiful memories...”***

If you have a project in mind and would like to submit it or put a proposal together, do not hesitate to stop by my office at:



**CREE NATION OF WEMINDJI
ADMINISTRATION OFFICE**

East Wing, 21 Hilltop Drive
Wemindji, QC



NISKAMOON OFFICE

Geraldine Mark, Local Niskamoon Officer
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