



ANNUAL REPORT 2021-2022



TABLE OF CONTENTS

Message from the Chief	3
Message from Deputy Chief	4
Message from Director General	5
Treasurer's Report	6
Human Resources	8
Environment	13
Drinking Water	14
Waste Management	15
Capital Works Department	17
Housing Administrator	19
Public Safety	22
Fire Department	23
Airport Department	24
Public Health Department	26
Public Buildings and Maintenance	28
Public Works	30
Road and Walkways	30
Community Services	33
Wellness	34
Youth Department	35
C.O.O.L. After School Program	36
Sports and Facilities	38
Recreation	39
Arena and Complex	41
Fitness Centre	43
Minor Sports	45



Photo: Bruce Hughboy



Message from the Chief

CHRISTINA GILPIN

WACHIIYAK!

This past year has been quite eventful. We had an election in the fall of 2021. As a result, we have three new Councillors: George Natawapineskum, Rocky Georgekish and Roslyn Tomatuk. It has been a pleasure to work with them in the past couple of months.

I want to take this occasion to congratulate Deputy Chief Arden Visitor, Ernest Tomatuk and Stanley Shashaweskum, for their re-election. I am certain that we will continue to work well together. Karen Mistacheesick has always been reliable for us, and she has been the engine of our legislative efforts. Josephine Natawapineskum has been a great help for our meetings, sessions and correspondence.

Thanks to Bradley A.J. Georgekish, Elmer Georgekish and John Paul Murdoch for their work on the Council.

At the time of this publication, Katherine Moses has been promoted as the new Director General. She has been the Treasurer for many years, and she has done great work for us.

I want to thank Stella Lameboy-Gilpin for her valuable contribution as Director General for the past couple of years and to wish her good luck in her future endeavors. She has led a great team of directors and made great shifts in the organization.

I am very proud of the management teams of all departments for the development of a 5-year strategic plan. It will really set us in a direction of organizational progress in process development, inclusion, capacity building and providing quality service for our community. Year after year, we always take time to thank all the staff for all their hard work. We would be nowhere without them.

The Council has been meeting regularly and at times, we have had to call Special or Emergency meetings for

approval of projects, lockdowns, and renewing laws such as the Mandatory Self Isolation Law and others. We thank all the frontline workers, the regional entities and especially the Public Safety team for their commitment to working long hours to keep our community safe.

We have had sessions with various Committees: Miyupimaatisiun, Youth, Tawich Holdings Corporation, Housing, and Elders. We had a couple of sessions with a group of elders to clarify the role of elders in our community. Now is a very crucial time to nurture our language and culture. The elders are the knowledge keepers and language carriers: we need them and have always needed them. They have engaged a working relationship with our Youth and are in the development stages of establishing a Council so that they can have a more active role in our community. With this, I hope that they have an avenue to express themselves and show their love for our community through their teachings.

Housing has always been an outstanding issue in our community. We have over 100 people on the waiting list, and I am sure there is more demand. This number is climbing as our population increases each year. We will be working with the Rental Housing Committee to update laws, policy, and programs. We encourage our members to take advantage of the subsidies for home ownership.

We want to thank the people for their participation in providing feedback and identifying areas of improvement at General Assemblies, correspondence or in person at our offices. We always appreciate to know if we are serving our community well. It shows that you support us, and we love you for it.

The Council members are very passionate about making our community a great place to live. I am very happy that I will get to work with them for the next couple of years.



Message from Deputy Chief

ARDEN VISITOR

It gives me great pleasure to submit a brief message once again to the members of this community.

I will start by thanking the members for their confidence in renewing my mandate for another four years in the 2021 elections. I have deep respect for this position and I will perform its duties to the best of my abilities.

This year was eventful. We had to make bold decisions regarding COVID-19 in our community. Specific laws and measures that pertain to the management of COVID-19 have now been lifted. We now have the responsibility as individuals to protect the health and well-being of vulnerable community members with underlying health issues.

The anticipated project for sidewalks, curbing, and pavement on certain roads on the community's north end started this summer. Our access road is now on asphalt up to km 22. Another major project to be completed this year is the new arena. I want to thank the residents for their patience and understanding.

During the year, we had sessions with the Tawich Holdings Corporation board members to plan

development and economic growth within the community and to play a vital role within the region. I have the complete confidence of the employees and board to achieve these mandates.

I want to welcome back our post-secondary students who left home to pursue their academic goals this past year and encourage recent high school graduates to do the same and get training and higher education. Our community will need you soon to run our local affairs.

I have always reiterated the following statement in boardrooms and assemblies: "Wemindji is a land of opportunity." It is up to each member to do their part in making this statement true. I believe we can be extraordinary and achieve more if we all work together for the greater good of our community.

Let's express our love, gratitude, and thankfulness for each other wherever we meet in our beautiful community.

Thank you.



Message from Director General **STELLA LAMEBOY GILPIN**

On behalf of the staff of the Cree Nation of Wemindji, I am pleased to submit our Annual Report for the fiscal year that started April 1, 2021 and ended on March 31, 2022. This report highlights the administrative and operational activities that took place during that time.

This year is a pivotal one for management; it was in the fall of 2021 that we began our undertaking of developing a strategic process to shape and achieve our 5-year strategic plan, each department working diligently to plan for the growth capacity of our organization. The next fiscal year will see the implementation of the CNW's comprehensive 5-year plan.

As has been the case everywhere, the COVID-19 pandemic significantly reduced our ability to move forward on many of our capital projects. Our programs and community services were also impacted, yet our staff persevered and were able to carry out essential services that were much needed by the community. I invite you to take the time to review our report and see our staff's accomplishments this year!

Thank you to all our members for their continued support in our efforts to bring quality services and to increase the quality of life in Wemindji.

Wachiya missouwa.



Treasurer's Report

KATHERINE MOSES-BLACKNED

As Treasurer for the Cree Nation of Wemindji, I am very grateful and fortunate to work with a great team and I appreciate all of the work that they do. We believe that good governance requires transparency, honesty and accountability, in accordance with the Vision Statement: "All members of the Government understand and respect that the monies and funds entrusted to them belong to the Members of the Cree Nation of Wemindji; they commit to use these funds only in the most effective, fair and responsible manner." This is the vision we hold for our organization and our community.

Accordingly, our purpose is to provide the best possible services to our members within our approved budgets. This 2021-2022 fiscal financial performance has been strong and stable. Most departments were able to spend their funds in accordance with their budgets. Some capital projects were still affected by COVID-19 and the delays in the global supply chain. Materials and supplies were out of stock or on back order, which led to major delays in some projects. The lack of lodging facilities also affected the completion of capital projects that required specialized workers, engineers and environmental professionals.

We received and spent \$14.6 million to provide municipal, administrative and government services in our General Operating Fund. The Special Projects Fund (SPF) received \$80.1 million for capital projects, services, contracts, and programming. Approximately 65% of the SPF was spent and the remaining amounts will be deferred to be expended in the 2022-2023 fiscal year, in order to complete our projects (infrastructure expansion, new landfill, paving, housing renovations, etc.). The Rental Housing Fund had a balanced budget year and managed to recover \$197,232 in rental arrears. Many thanks to the Housing and Finance teams for collaborating on rental arrears collection.

We also received \$1 million in additional COVID-19 funding from the Federal Government to operate the access road gate, hire emergency public safety workers, rapid testing and monitors for our public buildings. We continued to provide food assistance for our members through the Wellness Center. We also received special COVID-19 funds for small local businesses for \$159,693 and we were able to provide that funding to our local businesses.

The Cree Nation of Wemindji's financial health remains strong; we have policies and procedures in place to provide accurate and timely reports and accounting of the funds. We work diligently and responsibly as a team to manage the funds and respect the terms of our agreements. For that, I am grateful for the professional level of work that Cheryl, Shalane, Hannah, Mara, John, Norma, Lianna, Daisy and Leah have persistently provided over the past year, it is greatly appreciated. I want to thank Stella for her work and collaboration over the past two (2) years as Director General and wish her all the best in her new endeavors. I would also like to thank all of our dedicated staff who provide support and services to the members each day. Your hard work contributes to building our Community and our Nation.

Thank you all.

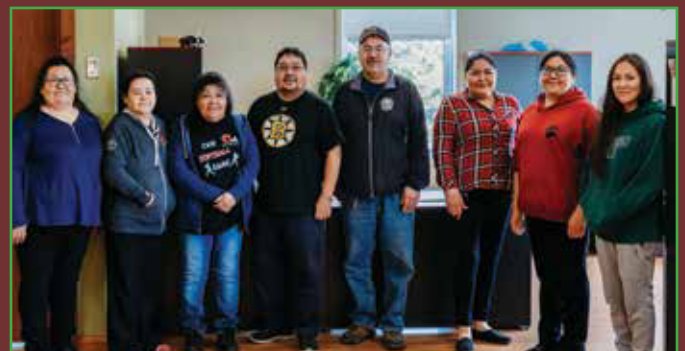




Photo: Bruce Hughboy



Human Resources

BRENDA BULL, *Director*

The past year has brought significant challenges for the Human Resources department. We remained inclusive and committed to ensuring a safe and welcoming environment that enables our staff to their best work every day.

Despite all the anxiety and uncertainty while coping with changes to public health protocols, isolation rules, and to extended office closures, we continued to focus on delivering consistent services and strove to minimize service disruptions with preventive measures.

I am extremely proud of the work from our resource team in support of the implementation of new policies, and their assistance to departments in the change in management, implementation of policies, hiring of new personnel, and the coordination of administrative activities related to practical and paperless operational projects.

Over the last year, Human Resource services played an important role in support of departments on training projects, and carried out sessions both virtual and in-house, raising awareness to the health and safety protocols and its practices.

This support encouraged essential services to continue with work projects while ensuring departments had the necessary tools to work and receive communication. While we continued to support managers on new tools, we worked on the multiple departmental changes in the addition of new positions.

In November, we participated in the preparation for the development of a strategic plan and identified key areas of focus for years to come.

During the year, we had the pleasure to welcome Arianna Atsynia and Karissa Hughboy to our team under the work experience program. Bertie Jolly also joined under the Cree Internship Program and was later

confirmed as Office Manager. I want to congratulate Drayden Mistacheesick on his new endeavor as Youth Deputy Chief and his assignment as the Economic Development Officer.

It is my privilege to lead and support the team and showcase the work and accomplishments of the past year. I want to present the following achievements and share important milestones in recognition of the employee in the Human Resources department.

I look forward to continued partnerships and collaboration for another busy year ahead.

New Positions and Additions

- Office Manager
- Program Assistant
- Lifeguard
- Supervisor of Wastewater
- Heritage Language Coordinator
- Parts Clerk
- Deputy Director General
- Garage Supervisor
- Assistant Clerk
- Environment Coordinator

New Policies and Updates

- Occupational Health and Safety - *New*
- Prevention of Discrimination, Violence and Harassment in the workplace – *Under development*
- Political Activities in the workplace - *New*
- Early Retirement - *Updated*
- Quality Policy – *Updated*

Projects

- Certificate in Accounting phase II
- Web page improvement continued with Bear IT
- Intranet development with Bear IT

Training and Development Projects

- Project Management PME-1 Introduction to Managing Projects
- Project Management PME-2 Resource, Communications and Stakeholder Management
- Performance Management
- Workplace Hazardous Material Information Systems
- Smart Objectives
- Occupational Health and Safety
- Prevention of Workplace Violence, Discrimination and Harassment
- Microsoft Office Programs
- Coaching Governance Workshop

Activities

- Energy sector assessment
- Staff activity and community clean-up
- Staff softball game
- Employees' recognition banquet
- Christmas banquet
- International Women's Day luncheon
- General staff meetings

Education Achievement

Katherine Moses obtained a Bachelor of Arts, Honors Law Concentration in Business Law and Minor in Business at the Carleton University of Ottawa, Ontario.

Years of Service

- **35 Years** John Mistacheesick
- **30 Years** Jeffrey Kakabat
Philip Kakabat
- **25 Years** Brenda Bull
Christine Kakabat
Dinah Asquabaneskum
Phyllis Tomatuk
- **20 Years** Dale Kelly Mark
Lindy Georgekish
Rusty Stewart

- **15 Years** Darryl Gilpin
Geraldine Mark
Josephine Natawapineskum
Juliet Mistacheesick
Victor Mistacheesick
William Stewart

Our Retirees

1- Brenda Matches-Mark

Brenda was a very efficient worker who preserved custodial services for the Fire Hall and Water Plant facilities. She will be missed for her work ethic, drive, and commitment. Her organizational skills made it possible for her to maintain both facilities.

2- Johnny Mark

As a leader, Johnny led his colleagues and teams with patience, respect and provided knowledge. These qualities helped him naturally carry out work in the environment field. He displayed passion for the Cree language, land, and culture. His work was committed to various environmental projects over his years of service: in the Wastewater Department, at Environmental Health as the Director of Environment, and through his representation service on committees for the Cree Nation of Wemindji.

3- Juliet Mistacheesick

Juliet went above and beyond to greet clients at the complex, and was a very punctual, reliable, and efficient worker. As one of the first employees, she worked many hours over 15 plus years on shift work in the day, evening, and on weekends. Her commitment to the complex as a custodial service worker contributed to the building's longevity.

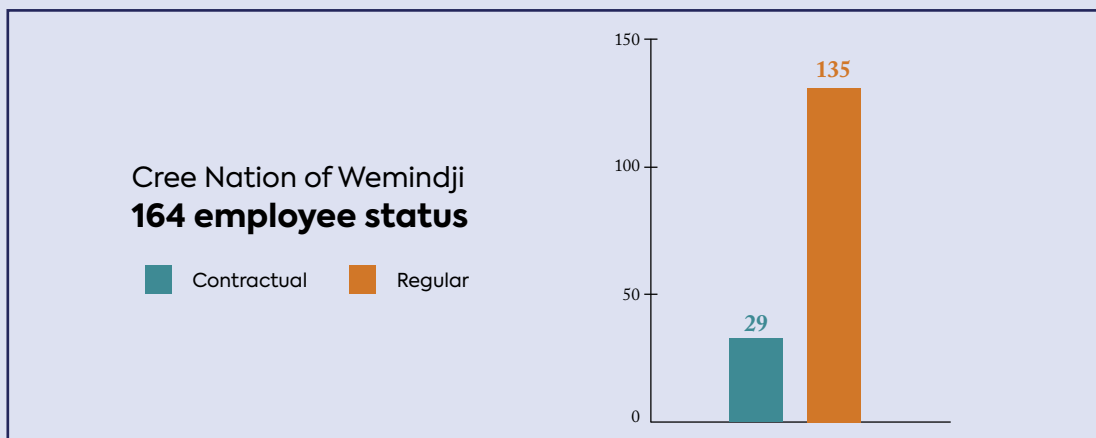
4- Wilfred Georgekish

Hired as a lineman and promoted to Supervisor in January 2009, Wilfred years carried out multiple projects with the community set up and energy distribution over the and now retires with 25 years of service. Wilfred, a very kind, humble and soft-spoken employee, was committed to the work within his department and the community's infrastructure. Over the years of his service, he ensured to that he spent time on the land to preserve and practice the Cree culture aside from his volunteer service work as a firefighter and Canadian Ranger.

We thank each of the retirees for their service and wish them an enjoyable retirement.

OPERATIONAL STATISTICS

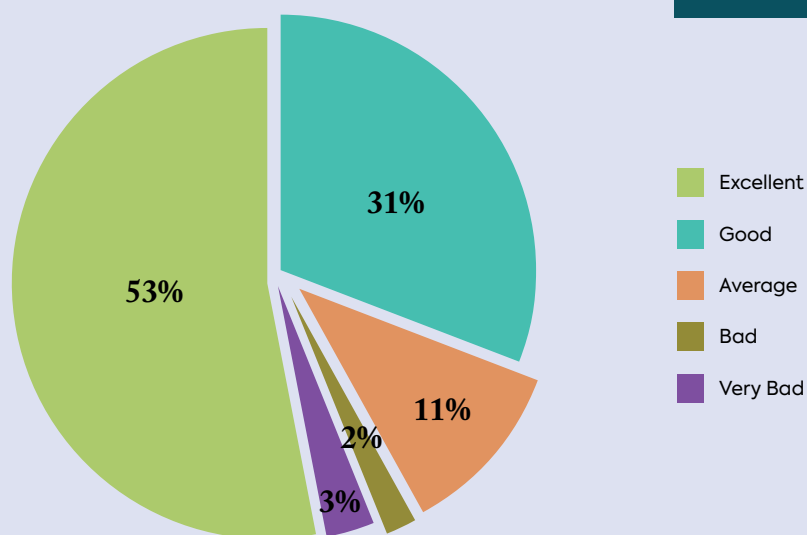
Workforce on
March 31, 2022:
164 employees

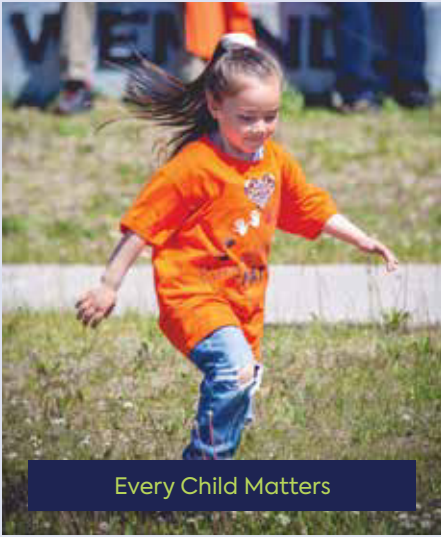


2021-2022
Overall customer
satisfaction

The chart below represents the results compiled from the services of Administration, Sports and Facilities, Finance, Environment, Public Buildings and Maintenance, Public Safety, Community Services, Public Works, and Housing.

Survey Item	Scale				
	Excellent	Good	Average	Bad	Very Bad
1. Are you satisfied with how you were greeted?	178	106	38	6	7
2. Were you satisfied with the quality of service that you received?	193	101	30	7	7
3. Were the necessary services available?	162	113	44	5	8
4. Were you comfortable with the environmental surroundings?	172	113	37	6	9
5. Were your expectations met?	188	95	32	8	12
	893	528	181	32	43





Every Child Matters



Education Achievement



Brenda Retirement



Employees Event



Wilfred retirement



Josephine Years of Service



John Mist 35 Years of Service



International Women's Day



Johnny Retirement



Juliet Years of Service



Staff event in every child matters flag



Photo: Katherine Dehm



Environment

HOWARD MACDONALD, Director

I am pleased to provide you my report for the 2021-2022 fiscal year as the new Director of Environment, succeeding Johnny Mark who retired last fall. We wish him the best in his retirement. Since August 2021, I have been familiarizing myself with continuing files and plans within the organization and have been working closely with the environmental capital projects listed below.

- Drinking water upgrades and reservoir repairs
- New landfill and closure of existing landfill
- Contamination sites - Riverside (Niipihtaakaapuu) Road and former MTL tank site
- New lagoons site and facility
- PRV room on Pine Street

Ongoing work includes the soil treatment facility that treats contaminated soils in our community as part of the soil monitoring program. The greenhouse pilot project planning is underway and will be ready by fall 2022 and fully operational in 2023. The composting platform will continue its planning and compost will be available in the future. Waste management site improvements continue, and incinerator consultations have shown results in reducing our carbon footprint. The Wastewater Department received a new dual vacuum truck under the revolving fund.

As part of an ongoing relationship with the senior management team, executing the 2022-2027 Strategic Planning aligned with our Cree values and the Cree Nation of Wemindji Mission and Vision, while strengthening its orientations clearly is moving us forward on the right path. Developing strategic goals within the departments of Waste Management, Water and Wastewater will support each department's yearly objectives and make them become reality. As part of the organizational effort, we will try to uphold our culture by including the Cree language while preserving and promoting environmental awareness to the community.

COMMITTEES

Opinagow Environment Committee: Appointed by Chief and Council as a representative of the Cree Nation of Wemindji in October 2021.

Advisory Committee on Climate Change and Local Environment Administrator Committees: Representative of the Cree Nation of Wemindji.

CLOSING

My brief time at my new position has been a great experience with new challenges and goals, as well as making new relationships. I encourage everyone to submit any suggestions or ideas you may have to our departments/organization.

Meegwetch.

Environment (Drinking Water)

JUSTIN GEORGEKISH, *Water Treatment Supervisor*

Good day everyone,

The Drinking Water Department had a very good, busy year. We had a few major maintenance projects during the fiscal year, starting with the installation of the new CIP tank with heating element, with the assistance of the Energy Department and a contracted plumbing company. We installed 31 new ultrafiltration membranes during the summer, and the hard drive for nanofiltration was also replaced. Following this, we worked on the distribution flushing program for the network. Water plant reservoirs 1 and 2 were cleaned and disinfected. New pumps were installed for raw water and distribution. During the fall season, I took the role of new (interim) water treatment Supervisor. Fire hydrant winterizing before winter's arrival was performed successfully for all hydrants in the community.

LIST OF MAJOR ACTIVITIES DURING 2021– 022 WTP OPERATIONS

- Replacement of nanofiltration hard drive with new one
 - Installation of 31 new ultrafiltration membranes
 - Unidirectional distribution flushing program
 - CNG 2021-2022 water sampling Program
 - Installation of a new raw water pump
 - Fire hydrant maintenance and seasonal winterizing
- Cleaning and disinfection of Reservoirs 1 and 2
 - New CIP tank and heating element installation
 - Installation of a new distribution pump

Thank you, we will continue to work hard for the Cree Nation of Wemindji.



Environment (Waste Management)

ROBERT VISITOR, Supervisor

Greetings to all eeyoud of the Cree Nation of Wemindji,

It is a great honor and pleasure to present another annual report to the members/residents of our beautiful community of Wemindji. This July marks my seventh year working under the Waste Management Department. It has been a privilege serving all of you in this administration as a supervisor in coordinating waste collection, recycling, and disposal facility; supervising waste management operations, ensuring compliance with environmental standards, and oversee staff.

Let me begin by commending the work conducted by the Waste Management Department. Even though there have been many challenges and learning experiences due to the pandemic impacting our department and our community; we still managed to continue our common duties and daily operations. We also made some great improvements in serving our community such as:

- Sustainable trash pickup services for homes organizations/businesses
- Development of contaminated and/or hazardous waste disposal procedures
- Development of storage protocols for hazardous materials
- Development of recycling programs
- Street cleaning operations
- Management of waste facilities
- Providing marketing/promoting on community radio

- Expanding our drop-off zone for garbage
- Putting up lights at the Eco-Centre
- Getting more storage for our recyclables
- Getting shelter for our machinery
- Recycling is ongoing at the Eco-Center, but improvements needed on our hazardous waste
- Gradually preparing for the closure of our landfill and looking forward to getting a new landfill on the Kakabat road soon

The waste management team would like to include a recommendation to the members of Wemindji to donate furniture/items that can be reusable to less fortunate families before putting them in the trash. This is to limit the waste going into our landfill.

RECYCLE, REUSE and REDUCE.



At this time, I would like to take the opportunity to express gratitude to our Chief and Council, Director General, Human Resources, Accounting Department and to our previous and current supervisors. On behalf of the waste management team, we thank you for all the help, guidance and support you have given us. It is a privilege to be part of an organization that deeply cares about its employees and members.

Also, a special thanks to my waste management team. The work environment can sometimes be challenging, exciting, collaborative, positive, but always feels like family. The team here is great and makes me feel proud of their work ethics, passion, and commitment in preserving the environment and serving the members/residents of our community. It has been a pleasure to collaborate alongside these individuals in our common

interest in protecting the health and well-being of future generations.

In closing, I would like to leave you with this: set a positive example to our younger generation and teach them the importance of taking care of our planet. As the population increases, teaching children in the community about recycling and reducing waste is the simplest way to change the habits of the community. Change progressively comes as we work together as a community to help prevent pollution and protect the environment.

Our heartfelt thanks to everyone and have a healthy and safe year!

Robert Visitor

Photo: Katherine Dehm



Capital Works

GILBERT GEORGEKISH, Director

The fiscal year of 2021-2022 saw major initiatives being undertaken in our department. I am proud of the groundwork we developed in a short period of time with our team. Our services are focused on delivering quality work to our community projects.

In today's stress-filled environment with COVID-19, I would like to thank our dedicated staff and professionals. Like everywhere else in the world, the COVID-19 pandemic has brought challenges to delivering our services. We are working to ensure that we respect and implement the public health protocols in place and learning how we can better adapt to the "new normal".

CAPITAL WORKS PROJECTS

- A new landfill access road has been under construction since June 2021 with Tawich Construction. The project should be completed by the fall in order to begin the new landfill operation by October 2022.

In the fall of 2021, CNW began the construction of a new landfill and composting platform. This landfill will receive solid waste for at least the next 50 years and the composting platform will extend the lifespan of the landfill even longer by diverting 50% of the waste.

- Decommissioning of the old treatment plant and well #2, with removal and disposal of all mechanical and instrumental parts of the old drinking water treatment plant located behind the Dormitory.

The concrete chambers will be kept until a decision is made on their future use. The demolition and removal of the building and mechanical parts of well #2, located to the west of Niipihthaakaapuu street, was completed in June 2021.

- Niipihthaakaapuu street lighting Addition of streetlights on Niipihthaakaapuu Streets in the new development

These streetlights will feature LED lighting attached to aluminum poles. The cables between lights will be buried behind future curbs and sidewalks. This project will be completed by the end of fall 2022.

- Eco Center improvements

Stabilization of the eastern hill with riprap was completed in May 2021; the public site lighting is coming in the fall of 2022.

- Paving of corrections to pipes phase 4

Replacement of sewer pipes with structural conditions were completed in August 2021, except for Indohoo Street due to upcoming works under the road.

- The firm Consultant S. Dufour was mandated by the Cree Nation of Wemindji (CNW) to conduct an analysis of potential borrow pits near the village of Wemindji. A high-potential site has already been identified west of the village, the Kakabat site, but it requires the construction of a 10 km road and a bridge to cross the Jibaub River. The construction costs of these infrastructures are very high. The objective of this study is to evaluate other potential sites that can be used in the short term and that have favourable accessibility, in order to give time and leeway to evaluate the future construction of the Kakabat road and the bridge. This report is intended as a summary presentation of the results of the current study. The final detailed report will follow.

- New Arena project

The works re-started with the authorization letter issued by CNW on May 21st, 2021. Since then, the contractor VCC was very proactive with the winter heating system removal, mobilization with subcontractors for steel rust treatment, roofing, exterior, prefab panel

installation, rigid insulation for the low slab, and rebars also for the lower slab. The project was closed for two weeks for the construction holiday and scheduled to re-start the first week in August to prepare for the pouring of 900 cubic meters of concrete.

Some highlights:

- COVID-19 stop between March 2020 and June 2021
- Contract amendment
- CNG COVID-19 claims 1 and 2
- Good quality of work on site
- Administration problem
- Provisional acceptance for October after the first ice
- Final acceptance for December 2022

We continue to plan for infrastructure and building projects for the upcoming years. I want to thank the team of the Cree Nation of Wemindji Capital Works Department for their hard work and dedication.

Photo: Katherine Dehm

Housing Administrator

ROBYN TOMATUK

WACHIYA!

The Cree Nation of Wemindji – Housing department is pleased to provide an annual report 2021-22 for the community members. This year was challenging, with the COVID-19 pandemic restrictions fluctuating throughout the year. This had an impact of the delivery of renovations and on new constructions for the year, but it did provide the department time to review other areas of strategic planning and of the housing organization chart, with the reflection of potential services required from our members and tenants.

DEVELOPMENT OF NEW HOUSING STRATEGIC PLAN / IMPLEMENTATION

The review of community growth and changing demands in services on a periodical basis requires the housing department to reflect on the staffing and resources needed to provide satisfactory results. The purpose of a Strategic Plan for Housing is to determine the short-, mid- and long-term objectives for the community relating to housing services, administration, maintenance, private housing support, and renovation programming all need assessments and a timeline of reachable and realistic goals, considering the local resources available at any given time.

Chief and Council, with Management, determined that the Housing department is a high priority for the community. A process has begun, with support of a Human Resource Specialist firm Waptum, to organize the functions of Housing and clarify any overlaps of services. The clarification of housing roles is being defined, but most importantly, the communication plan is being developed to ensure that community members and tenants are clear on the programs and services offered by Housing.

The Strategic Plan approach is to engage with the community's input, which was gathered with

a community survey during the fall of 2021 and establishes the baseline knowledge the community members have of the Housing Department programming and services. When reviewing the results, the main area of discussion was renovations and maintenance requirements, and this has been acknowledged during the restructuring process and clarification of responsibility within the Cree Nation of Wemindji Administration, which will be presented in the new fiscal year. The target for the presentation of the Strategic Plan is August 2022, during the General Assembly.

RESTRUCTURING OF THE HOUSING DEPARTMENT

The restructuring process is a complete review of the housing department and includes how it works in collaboration with other departments, such as Public Buildings and Finance. The main function of Housing is to ensure the management of the residential units and services to tenants/members (for clarification: tenants are members already with a unit, and members are currently without units). The department provides services to tenants/members in different ways and planning ahead is currently challenging, with day-to-day operations and urgent housing matters taking all the time, instead of proactive planning.

Once the new Housing Department structure and improves to existing programs and development of new services is completed and approved by Chief and Council, there will be an urgent need to update the housing policies to reflect the changes.

Although there seems to be many steps to this process, it is necessary to take these one by one and determine when reviews/renewals/updates are required to housing policies and organization. The processes will be built in these formal documents as amendments to policies or by-laws.

PLANNING FOR NEW HOUSING CONSTRUCTION DEVELOPMENT

The Cree Nation Government still provides the communities with the private homeownership subsidies for the construction of new private homes to Cree members. Starting the application process with the local Housing department can be complicated, so the encouragement for members is to start planning a year in advance, at a minimum.

Social Programs consist of two main programs, which include Canada Mortgage and Housing Corporation (CMHC) and Band Social, and additional funding has been provided through the Band Social program. Our community has been allocated 57 units over a period of 4 to 6 years starting 2022. However, the construction industry is experiencing a record of costs for all parts, materials and supplies, sub-trades, and availability of resources. The direction for the construction planning for the summer of 2022 was call for tenders inviting Cree communities from Eeyou Istchee. Only two companies were interested from a list of over 10 companies invited. Although new housing construction is needed to reduce the housing shortage, the social programming has rules to deliver, such as establishing a feasible rental rate, meaning the rental rate needs to cover the cost of the house over a period. In this case, if we had constructed the units based on the construction cost, the Housing department would have to charge \$800 to \$1000 per month in rent for 3-bedroom unit within a 5-plex.

The following was the target planning for the fiscal year of 2022-2023 (which has been delayed with tender calls for January 2023) and these housing allocations do not include the CMHC programming.

- **2022-2023:** Residential Development Plan
 - **Riverside:** 9 single units (Social or Private), 4 duplexes (8 units) and 1 Apartment (4 units)
- **2023-2024:** Residential Development Plan
 - **Painted Hills:** 4 Single Units (Social or Private) and 6 duplexes (12 units)
- **2024-2025:** Residential Development Plan
 - **BRAVO Project** – New development (phase 1) = approx. 30 lots
- **2025-2026:** Residential Development Plan
 - **BRAVO Project** – New development (phase 2) = approx. 30 lots

RENOVATION PROGRAMMING

The Cree Nation of Wemindji Housing Department has been managing the delivery of the housing renovation program in 2021-2022, which started last summer (2021) during the pandemic period and presented several existing and very new challenges interfering with successful delivery. The housing renovation program consists of three parts with different funding sources and different starting dates, that are referred to as (20) residential units, (6) basement and (3) bush units.

The original amounts for the approved contract values for the following renovation projects in 2021-2022 are as follows:

(20) Residential Units Renovations	\$1,570,221.81
(6) Basements – Additional Rooms	\$456,000.00
(3) Units on bush	\$305,161.32
	\$2,331,383.13

These projects are experiencing delays, foreseen from the impacts of the pandemic and from markets relating to construction being in an adjustment period with costing and availability of resources and suppliers. These delays also include the backorders items on specific projects, such as cabinets and countertops for example, so schedules get pushed back and impacts the families that are displaced during this period. Some units are delivered sooner than others: this is usually based on the backorder materials and, at times, different models are ready faster than others.

These delays also have an impact on the budget of these projects, for the wait time for materials results in losses of funds. A review of the delivery of the renovation program for 2023-2024 is underway to re-evaluate the methodology of delivery and to determine the best approach of management. The current contracts are with VCC to deliver these renovation projects, but the high level of administration of the contract is time-consuming for the Housing administration and change orders have many steps, in accordance with proper construction management. The renovation program might not require such a formal process, but an internal management approach would need to be developed if a change in management is required.

[illegible]



Public Safety

VICTOR BLACKNED, *Director*

This is the annual report from Cree Nation of Wemindji Public Safety department for the fiscal year of April 2021 to March 2022. Due to the ongoing worldwide COVID-19 pandemic, most of the goals and objectives slated for this fiscal year were delayed or postponed to a later date.

The CNW Public Safety department directed its efforts towards maintaining the measures from regional Public Health and the Cree Nation Government that were in place to help reduce the spread of COVID-19 in the community. The following measures were kept: Mandatory Self Isolation Law, designated “Areas of Risk”, the COVID-19 Rapid Testing protocol and the continuation of operations of the Check Point. With these measures, we were able to limit the outbreaks in our community; however, with the emergence of “variants of concern” it was just a matter of time. In the fall of 2021, we had our first outbreak and there were additional outbreaks in December 2021 and March 2022.

In February 2022, the regional Public Health and the Cree Nation Government developed the final Deconfinement Plan for the Cree Nation, in which there were 3 phases, leading to the total deconfinement of Eeyou Istchee. As of June 8, 2022, the Cree Nation of Wemindji Chief and Council repealed the Mandatory Self Isolation and the Mandatory Testing Laws. In addition to the repealed Laws, our Check Point was dismantled - it had been in operation for over two years.

The CNW - Public Safety Department would like to acknowledge and thank all of the individuals who worked during the COVID-19 Pandemic, the first responders, contracted workers, and all of CNW staff

who kept the CNW operations going in very difficult times. We also want to acknowledge the following entities and their employees: the Cree Health Board, Cree School Board, Tawich Development Corporation, and the Childcare Centers. Thank you for all of your support and wish all of you an enjoyable and healthy summer.

The following items were delayed due to the COVID-19 Pandemic and will resume as soon as conveniently possible.

- **Fire Smart Program** – Fire Barrier and Information Campaign
- **First Responder Training** – August 2021
- **Emergency Management Training** – CNW Employees - *Delayed*
- **Emergency Operations Center** – Equipment (Firehall) - *Delayed*
- **Public Health Officer** – As of June 14, 2021. Arita Mark
- **Dog Kennel Project** - *Delayed*
- **Rescue Boat** – Procurement and Training - *Delayed*
- **Coast Guard Auxiliary** - *Delayed*



Public Safety (Fire Department)

GREGORY VISITOR, *Fire Chief*

FIRE HALL VISITS

We received visits from the two daycare centers and from a Summer School Program group the. Sparky the Fire Department dog greeted them on their arrival. We gave them a tour of our building and showed them what kind of equipment we have, especially the fire.

One of our firefighters demonstrated how put on a personl protective equipment (PPE) along with a (SCBA) self-contained breathing apparatus. The children, however, were more interested in Sparky.

TRAINING

On September 13 and 14 of 2021, eight firefighters received the NFPA 1001 Level 2 training on Zoom. On November 12, they had their final pracical examination. An instructor came in from Firestart Services Inc. The certification was delievered by the College of the Rockies, an accredited agency in the National Professional Qualifications System. All firefighters passed their NFPA 1001 Level 2 training.

ANNUAL PUMP TESTS

A specialized company (Techno Feu) has the contract for annual pump tests. They go along the coastal communities and we share costs.

FIRE DRILLS

On December 3, 2021, we organized a fire drill at our local high school, Maquatua Eeyou School (MES). Both buildings (administration and high school) had a good performance, taking 2 minutes and 2 seconds to evacuate.

WEMINDJI FIRE DEPARTMENT

- 2 Full Time employees, Fire Chief and Fire Prevention
- 15 NFPA 1001-Certified Firefighters
- 2 Pump Operators





Public Safety (Airport)

WAYNE MORRISON, Manager

It is a great pleasure to present the 2021-2022 annual report on behalf of all the hardworking and dedicated airport staff. We are not a perfect group of employees, but with our different strengths, I would like to think that we complement each other to build a stronger team.

This past year has been pretty similar to the previous one due to the pandemic that caused some delays in works, projects, visits and training sessions from Transport Canada and NAV Canada.

SERVICES PROVIDED

Customer Satisfaction is the main priority of the Airport. Two contracts govern our activities: one with NAV CANADA and the other with the Cree Nation of Wemindji and Transport Canada.

The NAV CANADA contract requires us to provide hourly weather/meteorological reports during working hours, record all flights, landings/takeoffs, and to aid other air traffic and ground movements as requested. The issuing of NOTAMs is also provided to NAV CANADA to assist pilots on Airport conditions or situations that could be a danger to aircrafts.

Our main goal and objectives at the Airport with Transport Canada and the Cree Nation of Wemindji is to maintain the buildings, runway, taxiway, apron, and all other areas within the property while trying to prevent and reduce accidents and incidents in and around the Wemindji Airport.

HOW WE PREPARE

1. List the risks and dangers and take preventative measures

2. Have staff trained and prepared in all areas
3. Practice the emergency procedures and protocols
4. Maintain a fully operational Safety Management System in place
5. Review, assess and revise/update the Safety Management System annually or as needed

EMPLOYEES 2021/2022

Fulltime

- **Douglas Hughboy:** Observer/Communicator
- **Lawrence Ratt:** Maintenance/Operator
- **Delon Linklater:** Maintenance Operator
- **Wayne Morrison:** Airport Manager

Seasonal/Casual

- **James Whiskeychan:** Maintenance/Operator

Contract

- **Anthony Otter:** Security/Cleaner/Maintenance



ACTIVITIES AND WORKS COMPLETED 2021/2022

- **July 2021:** Dust control applications and compacting on Runway, Taxiway and Apron.
- **September 2021:** Annual inspections of all Airport equipment
- **July/September 2021:** Clean up and painting of Garage floor
- **September 2021:** Inspection of buildings by engineers and architects to review deficiencies.
- **September 2021:** Training for first aid
- **October 2021:** Conduct Restricted Operator Certificate-Aeronautical (ROC-A) examinations
- **November-April:** Snow removal
- **November 2021:** Training on wildlife management and Airport winter maintenance
- **March 2022:** Project Management Training
- Other regular maintenance, daily, weekly, and monthly tasks and reporting required by Transport Canada and NAV Canada

WORKS PLANNED FOR 2022-2023

- **May/June:** Spring clean up
- **July:** Dust control Applications
- **July:** Repairs and refill/patch gravel areas of Runway, Taxiway, and Apron
- **July/August:** Equipment inspections
- **July/August:** Repairs to perimeter fence
- **June:** Repairs to lighting
- **July/August/September:** Painting of Garage floor and parking spaces
- **August:** Recertification for Restricted Operator Certificate-Aeronautical (ROC-A) Examiner
- **August:** Conduct Restricted Operator Certificate-Aeronautical (ROC-A). examinations
- **September:** Cover all runway lights with protective plastic
- **October:** Slashing/Brush cutting
- **November-April:** Snow removal daily maintenance and reporting
- Hiring of seasonal operator/maintenance employee
- Installation of Fibre Optic Line to Airport

TRAINING PLANNED FOR 2022-2023

- Training as required by: Transport Canada Emergency Measures, SMS, etc.
- WHIMS, First Aid: As required
- Computer Training: As provided by CNW
- Observer/Communicator training planned for September in Fort Smith, NWT (requires 2 candidates)
- Conduct Restricted Operator Certificate Aeronautical (ROC-A). examinations (September October 2021).
- Sign up with Airport Manager: Wayne Morrison.

2021-2022	ARR	DEP	Total
April 2021	51	50	101
May 2021	52	53	105
June 2021	49	49	98
July 2021	49	49	98
August 2021	52	52	104
September 2021	46	46	92
October 2021	45	45	90
November 2021	41	41	82
December 2021	45	45	90
January 2022	36	36	72
February 2022	46	46	92
March 2022	51	51	102
Grand Total	563	563	1126

April 2021-March 2022 Yearly Statistics – Wemindji CYNC Airport

A special mention to Brigitte Legault who retired from Transport Canada last spring 2021. The Wemindji Airport staff worked with her very closely in training, emergency preparedness and other regular day-to-day operations. She will be greatly missed and has always shown great kindness and understanding personally and professionally. We would like to wish Brigitte all the best in her future endeavours.

I want to thank you for taking the time to read the 2021-2022 Annual Report and on behalf of all the staff at the Wemindji Airport, I wish you all good health and a safe summer!



Public Health

ARITA MARK, Officer

This department has been revived since June 2021. Due to the worldwide COVID-19 pandemic our department has not started anything new.

Animal Control is under the Public Health department. Its main responsibility is to control the dog population. All dog owners are responsible for registering their dogs with our Animal Control Officer, Ross Miniquaken.

This past year, we had an incident with a fox that tested positive for rabies. We strongly encouraged all dog owners to vaccinate their dogs.

I am also working with the Miiyupiiimaatisiiun Committee, as an observer, to help with community programs. I am looking forward to collaborating with all entities in our community to work on building a healthier lifestyle for all community members.

For more information on our Department of Public Health, feel free to contact us.

- **ARITA MARK**- *Public Health Officer*
819-978-7563
- **ROSS MINQUAKEN**- *Animal Control Officer*
819-978-7473





Photo: Katherine Dehm



Public Buildings & Maintenance

PHILIP MISTACHEESICK, *Director*

WACHIYA!

I am honored and pleased to submit the annual report for 2021-2022 fiscal year for the Cree Nation of Wemindji Public Buildings department. The past couple of years have been very challenging for the maintenance department, considering COVID-19 has been spreading in the community, making our duties as maintenance workers harder on our maintenance crew. I would like to acknowledge my maintenance staff for their hard work and for the determination they showed during these troubling times, and to thank them.

COMPUTERIZED MAINTENANCE MANAGEMENT SYSTEM (CMMS)

Our CMMS is a unique software that monitors the work orders received and completed, keeping track of inventory, and most important of all, provides a preventive seasonal maintenance plan for Maintenance to follow. This past year, we have been searching for a software that is user-friendly and easy to operate. Three software providers were selected to do an online presentation: Interval, Carl software and Guide TI. We selected Interval, as it was easy to use and is well known within the Cree Nation among which they have an existing clientele.

PROJECTS 2021-2022

- Water treatment building ventilation cleaning (Fire incident)
- Annual fire inspections (Chubb Fire and Security)
- Garage doors repair and maintenance
- Installation of a new cooler (Charnel House)

- Upgrading of stationary equipment (table saw and compressor)
- Upgrading of forklift, trading of the old one (CNW warehouse)
- New CNW uniforms
- Distribution of overstock disinfecting wipes (February 2022)
- Construction of three new storage sheds
- Repairs to the concrete ramp on the west wing by VCC (administration building)
- Adding a wind barrier on the north wing exit ramps
- Replacing old balconies for housing
- Minor interior renovations
- Installation of wheelchair ramps

ONGOING PROJECTS

- Asset tagging
- Radon testing for housing: 30+ units remaining out of 162
- Retesting housing for radon
- Radon testing for public buildings
- Modifications on public building (related to COVID-19)
- Cleaning and organizing the CNW warehouse's
- Oil furnace tank recycling (with AIM company)
- Universal access to public buildings
- Computerized Maintenance Management System
- Preventive maintenance

TIPS ON PREVENTIVE MAINTENANCE FOR RESIDENTIAL UNIT BY SEASONS

Spring

- Be sure to have your belonging stored away from your house in case if the spring thaw causes your basement to flood.
- The water line valve, electrical panel, and sump pit should always be always accessible in case of emergency.

Summer

- Clean your air exchanger every six months with warm water and dry thoroughly before installing the core. Also, vacuum the exhaust and intake which are located at the exterior of your house. Verify that the motor is running smoothly; if not, unplug the air exchanger and call the maintenance clerk to have it serviced. Avoid parking your ATV, snowmobile, or putting any gas containers in front of the air exchanger intake, as it can circulate the carbon monoxide or gases fumes in your home.
- Clean and vacuum the excess lint that accumulates in your dryer and dryer vent to prevent fire, as dryer lint is extremely flammable.
- Install your air conditioner correctly by following the manufacturer's recommendations. The air conditioner produces water condensation, which can cause water damage in your home if not properly installed.

Fall

- Clean and vacuum your dryer and dryer vent - this 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

- Be sure to have a 4-foot clearance around your oil furnace.
- Avoid storing items close to the baseboard heaters.
- 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 to expand, causing damage to your hose and bib.

- Inspect the weather strip around your windows and doors.
- 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 your furnace thermostat on and off during the cold months: always set the control between 20°C and 25°C, depending on what you feel comfortable.

ELECTRICAL

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

HOMEOWNER MAINTENANCE ADVICE

- If your hot water tank is more than 10 years old, it is time to replace it with a new tank.
- If the colour of the treated wood on your balcony is starting to fade, it is time to recoat it with exterior stain or paint to extend the life of your balcony and the wood itself.
- Always have spare parts for plumbing fixtures.
- Be aware of the main water line valve's location in case of busted pipes or leaks.
- If replacing a door, make sure to measure the old door before buying a new door.
- Avoid pouring grease down the drain: it will cause your plumbing system to clog and the repairs to your home can be costly.
- Use LED light bulbs to reduce electricity consumption.





Public Works (Road and Walkways)

ROY RATT, Supervisor

On April 1st, 2021, I was asked to lead the team while the supervisor was on leave. On October 27, 2022, I got the promotion with six months' probation, which ended on April 27, 2022, and passed my probation. It was a tough year for our department, with health issues of our main staff and COVID-19 hitting our department. We managed to work our way around without major effects of our daily operations. I want to personally salute the team, who that enjoy their tasks on a daily basis. Keep up the good work!

ROADS AND WALKWAYS MANDATES

Our main mandates are to maintain the roads and sidewalks in the community and pick up debris and garbage on the streets for transit to run safely.

During the winter we plough the streets, sidewalks and we spread sand and salt whenever the roads are icy and slippery. We remove snow from the streets after clearing the roads and sidewalks. We hired three seasonal workers to help during the last winter season. We assist other departments with their requests for machinery to unload, load, haul and transport equipment, and for snow removal (in winter).

Following are the Departments we assisted this past year.

Environment Health

- Equipment lending (generator, blow heater)
- Dump truck (10-wheeler)
- Excavator
- Loader
- Transport machinery (bulldozer, excavator)
- Haul material for landfill to backfill

Soil Treatment Platform

- Storage of contaminated material on the treatment pad
- Moving the material to be sterilized and fertilized
- Removing treated material to designated areas
- Delivering water to start the soil treatment plant

Energy System

- Installation of new hydro poles
- Removing of old hydro poles
- Mulching a new site for installation
- Hauling the base of a streetlight to new section of housing near the Maquatua River
- Snow removal when requested for emergencies

Drinking water

- Request for excavators to fix water leaks, stem valve casings
- Request for dump truck
- Blow heater to thaw out work sites in winter
- Backfill where excavated over the winter
- Snow removal on jobsites
- Maintain the road to access to the building

Wastewater

- Assistance in excavating sewer leakage, drainage
- Adjusting manhole and catch basins
- Fixing the landing at lagoon for the dumpsite wastewater

Youth Center

- Requests for safety barriers (gate, pylons, delineator post, traffic drums, signs)
- Hauling of material and supplies
- Transporting canoe brigade with their equipment to km 468

Arena

- Hauling of material and supplies
- Transporting scissor lift when needed
- Snow removal in front of the Zamboni and Casino entrances in winter
- Lending of material

Complex

- Transporting scissor lift when needed
- Snow removal
- Hauling of material and supplies
- Spreading of sand or salt in front of entrance to prevent people from slipping

C.O.O.L Building

- Transport of material and supplies
- Snow removal and sand spreading on parking area in winter
- Preparation of the backyard for fencing

Cultural Department

- Hauling of material and supplies
- Snow removal on culture sites
- Excavation at the culture site park located south of the municipal garage

Public Safety

- Installation of new stop signs and any other signs needing to be installed
- Removal of the old gate shed and installation of a new trailer
- Sand and salt spreading in front of the gate where vehicles and trucks stop
- Signs, pylons, delineator posts at the gate

Rental Housing

- Unloading and hauling of material and supplies
- Excavation around the housing to fix drainage
- Snow removal when requested on a worksite
- Transport of sea containers to a designated area

Cree Trappers Association

- Unloading of cabin material and supplies
- Request to pull a vehicle out of the ditch
- Snow removal on the north side of the building
- Transport of jet fuel to km 6 for spring airlift

Tawich Construction Inc

- Water tanker rental
- Bulldozer, roller compactor rental
- Request for fuel and material when needed
- Rental of computer for calibration on our dump trucks

Transport Canada

- Requests to borrow heavy machinery (grader, loader attached with snow blower) while TC machinery is not working.
- Borrowed empty 1000-liter container to put water in it, for outdoor watering

One of our objectives for this summer is installing a fence around the garage to prevent injuries inside our yard, and to minimize vandalism on band vehicles, trucks, and heavy machinery. We also plan to be finishing the backwall for our sand and salt storage building.

Last year, we purchased:

- 600 feet of fencing for worksites to promote safety
- New uniforms for the crew, such as pants, shirts, jackets, safety vests, footwear, safety goggles and glasses, etc.
- A new Caterpillar 140 grader and new WL32 Wacker/Neuson loader for maintaining sidewalks.

Our main goal is safety, wherever we work, and to provide a good service to everyone.



Photo: Katherine Dehm



Photo: Bruce Hughboy



Community Services

THOMAS MARK, *Director*

Greetings!

As the leader of the Community Service Department (CDS)'s team, this is my annual report for this past year. It has been challenging working and adapting to new ways of carrying out our programs and services and all departments had success in delivering them.

CSD consist of Youth Department/Youth Council, the C.O.O.L. After School Program and Wellness and Culture with Heritage Projects. You will see each department's activity report for their successes through the year.

The department's goal this year was to start planning a roadmap for the departmental strategic plan. We had two sessions: one in Val-d'Or, Quebec in early December 2021, as a kick-off to this work with our draft mission, vision, our values and themes for the department, all aligned with the Cree Nation of Wemindji Mission and Vision Statement and the IYYIYUCH Values. The other session held virtually; we worked on our questions for the community residents survey. The feedback is currently rolling in from online surveys and we hope to complete our plan by mid-year.

The Community Service, in partnership with the Miiyupiimaatisiun Committee, had a 2-day local engagement session to work towards a collaboration with local entities, to learn from each of what are we offering to our community residents and to look upon potential partnerships on local initiatives.

The Driver's Education program had its second year running the Secondary 5 Road Safety Education Program, in partnership with Maquatua Eeyou School's staying-in-school initiative, and will continue this coming year.

In closing, on behalf of the CSD, I would like to thank the community residents that participated in our events, programs, and services. Please remember we are always welcome your feedback on our activities.

HERITAGE PROJECTS

BRIEF REPORT 2021-2022

This was a busy year for Heritage projects, despite a lack of staff and the pandemic. The Cree Language Program continued a few online courses, and finally reinstated in-person and new online courses when the CNW employee was temporary assigned as coordinator at the end of February. The Mapping Project has made some progress with new recordings, but now requires outside expertise to update the platform and decide on data management issues. The Digital Museum's online exhibition, Listen! Our Language is in the Land, acquired audio and video recording for the fall season, as well as photos and interviews for other seasons. We developed the website design based on consultations with youth and elders. The Knowledge Center collections (artefacts, oral history, audio recordings, etc.) were catalogued and safely stored. A photo book about the elders and a film on traditional food preparation are also underway.



Wellness and Cultural

ANGELA STEWART, *Interim Manager*

Our department worked hard and created another successful year, despite COVID-19 still hanging around. We managed to come together as a team, thinking outside the box to bring a variety of programs to our community members. Our programs were a mixture of virtual, non-contact, and in-person events that found success through your participation. Our main goal was to help keep us all connected through this challenging year to ensure that we stayed strong in our mental and spiritual health. It was a challenging year for sure, but together, we pulled through.

I am excited and pleased to welcome new staff to the Wellness and Culture Department:

- **Betty Stewart**, *Cultural Coordinator*
- **Samuel Louttit**, *Programs Assistant*
- **Noreen Atsynia**, *Interim Programs Assistant*

Thanks to Marla Blackned for helping to mentor the new members of the team. Special thanks as well to our Mental Health Worker Mickey Decarlo for making sure we stayed focused on our mandate, and for support she brings to our clients.

It has been a pleasure learning from each other and strengthening our teamwork throughout the year. I look forward to being a part of our continued growth.

Now that people are once again starting to come together in social settings, it brings a sense peace in the atmosphere all around us. Being back together also provides comfortable sense of belonging that we

all missed in our lives, to be back together again as a community. The time we spend together lifts our spirits.

We are looking forward to celebrating the 35th Anniversary of Old Factory Visit: that special place brings people together and helps us with our mental health.

We still have a full year ahead of us, with lots of ideas and programs. We encourage everyone to participate so we can have continued success with the programming the Wellness and Cultural Department has to offer.

In summary for this year: new staff, new ideas, new approaches, new programming, and new beginnings, as we strive for a better tomorrow.

I wish everyone a great summer and a wonderful year.



Photo: Katherine Dehm



Youth Department

BETSY HUGHBOY, *Manager*

Despite the challenges of COVID-19, we still managed to achieve the following Youth Centre main projects and programs. Planning the programs, projects, and activities was challenging at times due to the lockdowns that took place through the fiscal year, and working around COVID-19 restrictions.

- Summer Student Employment Program
- Adopt a Youth Goose Break Program
- Young Families Goose Break Bundles Giveaway
- Old Factory River Annual Canoe Expedition
- Old Factory Annual Youth Summer Camp
- Youth Incentive Program
- Youth Achievement Awards
- Youth Work Experience Program
- Old Factory Youth Winter Camp
- Stay in School Afterschool Program

Other activities and events carried out by the Youth Department and Youth Council were:

- Annual bike marathon
- Running marathon
- Canoe race
- Mini fitness challenge
- Pride month activities
- Flag rise
- Pride parade
- Pride social night
- Car rallies
- Coffee breaks
- Capture the flag
- Mantrackers
- Virtual contests
- High school prom 2021

- Month of October Halloween activities
- Youth week
- Youth meet n'greet
- Drawing contest
- Photography contest
- Virtual weekend activities
- Family board game nights
- Lockdown activities
- Annual end of year grab n' go feast
- Turkey giveaway
- Movie nights
- Console game tournaments
- Beading nights
- Remembrance Day activities
- COVID-19 essentials giveaway
- Ice monitoring training
- Youth annual general assembly

In closing, the Youth Department and Youth Council would like to thank everyone who contributed their time to assist with the programs, activities, and events throughout the year, and especially the Youth who made all programs, projects, and activities successful. You made 2021-2022 a success despite the struggles we faced from COVID-19 from time to time.



Photo: Katherine Dehm



C.O.O.L. After School Program

TRUDY MARK-HUGHBOY, Manager

WAACHIIYAAHKW!

I present to you the C.O.O.L. Program Annual Report from the 2021-2022 fiscal year.

It seems that another year has passed by so quickly. Although we faced many obstacles during the pandemic and had to put some plans on hold, we were still able to offer client services. Here is an overview of our year.

- Facilitators received training that focused on Inclusive Planning and Behavioural Guidance for children that need adapted learning.
- Traditional Arts & Science Summer Camp was held from July 5 to August 6, 2021, with 28 registered. We usually have about 60 children, but we were glad to see many other camps that targeted the same clientele.
- The regular C.O.O.L. programming was held from August 16, 2021, to June 21, 2022, with 55 registered children.
- For childrens' safety, a backyard fence was installed to avoid incidents with recreational vehicles.
- In February of this year, we were finally able to open back to full capacity since the beginning of COVID-19.
- Although we had a few lockdowns resulting in the closure of our buildings, we were able to organize virtual activities to keep children entertained from home.
- New registrations for the 2022-2023 school year will be held during the second week of August.

I am hopeful that in the new school year, we can move forward with our long-term goals, such as offering a lunch program, starting the parent advisory committee and possibly, a drop-off service.

Lastly, we would like to thank the CNW offices and our clients for their support and encouragements while we were adjusting to the protocols this past year. We truly appreciate it.

WHAT QUALITIES, BEHAVIORS, AND ATTITUDES WOULD A COOL KIDS HAVE AT THE END OF THE PROGRAM?

- **Kichaahtaawaayitimuwin** – refers to children who are wiser beyond their years, very aware about life, are clear thinkers.
- **Composure** – children who stay calm; do not react negatively to other kids; have physical/verbal control.
- **Respect others and their property** – they respect age differences; weaknesses; faults; respect building property and other's feelings.
- **A sense of belonging** – building friendships, having a safe place to go; somewhere to play and learn.
- **Confidence and self-esteem** – are proud of their work; and to share their work with others; to have the confidence to express themselves and to be independent.
- **Being creative** – to be able to express themselves verbally, physically, and intellectually; to solve problems.



Photo: Bruce Hughboy



Sports and Facilities

THOMAS MOORE, *Director*

It's good to be back to normal! As I am writing this, it is June 2022, and the pandemic seems to slowly be winding down. Things are looking positive for the upcoming year and the Sports and Facilities Team is excited to be serving the community in the way in which we are used to. Once again, the 2021-2022 fiscal year was mired in closures and shutdowns due to sanitary isolation, but we were still able to pull off a few of our patented events, albeit with some curveballs thrown our way.

This year the department provided an estimated 6,938 service hours in the following facility areas:

- Arena – 1,342 hours
- Gym – 2,288 hours
- Pool – 240 hours
- Fitness – 3,068 hours

That's not including some of the areas that do not have operational hours such as the ballfield or outdoor basketball courts.

The department also provided programs in the following facilities for an estimated 943 hours:

- Sports Academy/ Minor hockey and broomball – 380 hours
- Minor softball tournament – 12 hours
- Softball league – 36 hours

- Train to Train – 90 hours
- Walk and run – 4 hours
- Physical activity camp – 210 hours
- Fishing derby – 24 hours
- Local tournaments – 56 hours
- Sports camps – 115 hours
- Annual special events – 16 hours

Those program hours do not include inter-departmental collaborations, such as Christmas and Extravaganza, sports week, senior tournaments, fitness classes as well as our virtual activities during the various closures and lockdowns throughout the year.

We had total of 1,336 registrations in the following areas:

- Recreation – 907
- Minor sports – 304
- Fitness – 125

I will now turn it over to the team, who will inform you on the details of how they go about filling in those hours of service and programs.

Looking forward to a great 2022-2023!



Recreation

BRIAN T. OTTEREYES, *Coordinator*

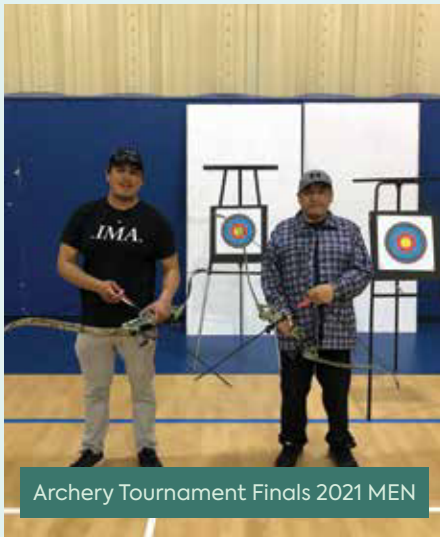
The Sports and Recreation Department hosted activities and tournaments throughout the year. Some of these events were successful and others were cancelled due to weather or non-participation. Here is the list of events we hosted, along with some pictures.

- Summer BBQ / softball game 2021 (June)
- Local homerun derby 2021 (June)
- Local senior softball registration and league 2021 (July-September)
- Summer games 2021 (Part 1 & 2)
- Local summer tournaments 2021 (softball, fastball, basketball)
- Local walleye derby 2021
- Senior fastball and softball tournament 2021 (September)
- Local volleyball registration and league 2021 (September-October)
- Senior volleyball tournament 2021 (September)
- Senior H/BB registration 2021-2022 (season and league)

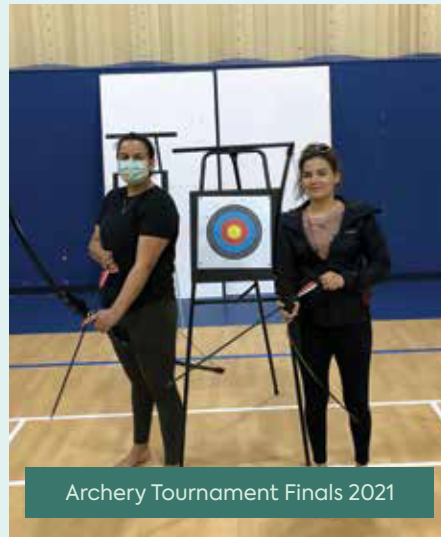
- Halloween festivities
- Christmas festivities
- Local winter tournaments 2021-2022 (broomball, hockey, poutine)
- Virtual games (COVID-19 protocol) January – February 2022
- Winter carnival

In conclusion, our department had fun and about 70% of our events were completed. We tried to hold mostly virtual events and other with distancing, limiting participants due to COVID-19 protocols.

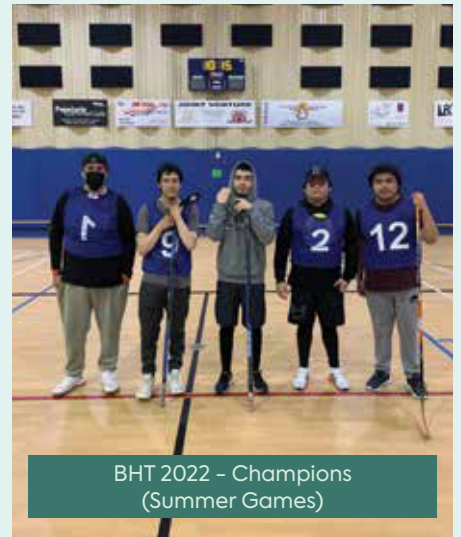




Archery Tournament Finals 2021 MEN



Archery Tournament Finals 2021



BHT 2022 - Champions
(Summer Games)



Blind Volleyball Tournament



Women's Fastball Finalist 2021



BHT 2022 - Finalist (Summer Games)



Men's Fastball Champs 2021



Men's Fastball Finalists 2021



VL Men's Champions 2021



VL Women's Champions 2021



Women's Fastball Champs 2021



Arena & Complex

DIANA SHASHAWESKUM, Manager

What yet another challenging year due to COVID-19! We were able to open our facilities to the public most of the time throughout the year. We however faced some forced shutdowns due to precautionary measures and also had to follow the set limited capacities in the various areas for programming to continue to deliver our services to our clientele.

I would like to extend my sincere thanks to all staff under our department working during this challenging phase, making sure our facilities were following safety measures and keeping our facilities clean and disinfected.

OUR SPORTS FACILITIES TEAM

- **Sammy Hughboy**, *Arena Supervisor Maintenance*
- **Daniel Asquabaneskum**, *Arena Maintenance*
- **Fred Asquabaneskum Jr.**, *Arena Maintenance*
- **Dean Shanush**, *Arena Maintenance*
- **Brandon Kakabat**, *Arena Janitor*
- **Brendan Shashaweskum**, *Arena Janitor*
- **William Stewart**, *Complex Supervisor Maintenance*
- **Warren Mistacheesick**, *Complex Maintenance*
- **Charlene S. Mayappo** (on leave), *Complex Janitor*
- **Juliet Mistacheesick** (retired), *Complex Janitor*
- **Dillion Chum**, *Complex Janitor*

CONTRACTUAL POSITIONS 2021-2022

- **Craig Visitor** (Outdoor Courts), *Groundskeeper*
- **Adrian Atsynia** (Arena), *Ice Resurfer*
- **Gerald Shashaweskum** (Complex), *Building Attendant*
- **Nick Otter** (Complex), *Building Attendant*
- **Kris Kakabat** (Arena), *Building Attendant*
- **Roman Georgekish** (Arena), *Building Attendant*
- **Craig Visitor** (Arena), *Building Attendant*

Our staff are designated in their specific areas.

SOME EVENTS / ACTIVITIES HELD IN OUR SPORTING FACILITIES

- Senior local/Invitational tournaments
- Senior local leagues
- Minor local tournaments
- Minor and senior practices (gym, arena, ballfield)
- Cree Nation of Wemindji staff – BBQ and softball game
- Community events
- Cree Nation of Wemindji – Local annual general assembly
- Cree Nation of Wemindji – Local special band members meeting
- Private swimming parties and birthday parties
- Private group activities and events
- Christmas staff party

TRAINING AND DEVELOPMENT

Our Sports Facilities Maintenance enrolled in a 3-day Certified Pool Operator training, instructed by A.S.I. Aquatic Expert, along with our local lifeguards. We extended the training invitation to other communities: we had Chisasibi and Waskaganish join with their pool staff.

The Ontario Recreation Facilities Association (ORFA) instructed a 2-day janitorial training. We extended the invitation to other departments janitorial staff and opened it to the public.

Our staff had the opportunity to enroll in the Project Management Training from the Algonquin College Corporate Training – geared to the management staff under Cree Nation of Wemindji.

Eeyou Istchee Sports and Recreation Association (EISRA) extended their training opportunities under ORFA to our Sports and Facilities Staff. We are fortunate that our staff has the occasion to expand their knowledge by participating in related trainings that will benefit to their work in our department.

We are looking forward to giving the staff more training opportunity identified on specific areas.

OUR FACILITIES

ARENA - *submitted by Sammy Hughboy, Maintenance Supervisor*

Maintenance and Operation divides into two seasons: off and in. **Off season** is when building maintenance repairs, repainting, carpentry, equipment preventive and corrective maintenance, cleaning and sanitizing, etc. happen.

In season, staff perform daily assigned tasks, preventive maintenance on building and Zamboni, refrigeration readings, ice maintenance and provide customer service, pro-shop service and ice resurfacing and to have the ice ready, as well as janitorial tasks to keep all areas clean.

Off season was little longer than usual this year. Because of the mold issue at the ceiling above the rink area, an air quality test had to be performed. Inside the facility the air was not bad, but we were instructed to sterilize the mold with a product called encapsulant to be sprayed onto the ceiling. A local contractor was hired to do the work.

In season: the ice was ready in late November. Sports Recreation is in charge of the rink scheduling and on-ice programming (rink schedule, local events). As the season

progressed, the arena would be closed at times due to COVID-19. A contracted worker was hired to help with clients entering/exiting the facility. In late March and into early April, we had problems with the refrigeration system and had to shorten the seasonal operation.

Between May and September- Arena staff are given the responsibility to maintain the ballfield. A maintenance worker is assigned to prepare and help with repairs. A groundskeeper was hired to perform the daily tasks, clean the dugout, maintain the field, cut grass, etc. All maintenance staff helped to prepare for the annual invitational softball tournament of July 2021.

At the annual inspection, the fire safety equipment, fire alarm, and smoke detectors were recertified 2021-2022. The building audit was completed.

COMPLEX - *submitted by Maintenance Supervisor, William Stewart*

As Maintenance Supervisor, I have three regular full-time employees under my supervision: one maintenance worker and 2 janitors under the Sport and Facilities Department. Sport Complex is operational all year round. Our job is to maintain and keep the facilities operational, clean and safe.

SOME MAJOR PROJECTS IN 2021-2022

- **In January 2021**, we had to close the swimming pool due to mechanical problems. The pool was closed for 5 months because we were unable to find replacement parts due to pandemic.
- **In May 2021**, the pool was reopened.
- **In June 2021** we adopted a new key system; we changed all doorknobs and locks and reorganized to keep track of the key sets.
- **In October 2021**, we repainted the walls on the first and second floors of the fitness centre.
- Throughout the year, we performed minor repairs and work orders.





Fitness Centre

NATASHA STEWART, Coordinator

I oversee the Fitness Centre, Gymnasium, and the Swimming Pool, and their employees. Lindy Georgekish replaced me during my leave from April to November 2021. I was excited to be back. However, the lockdown that occurred in December 2021 forced us to close our services to the public. The COVID-19 pandemic has affected a lot of our programming and our services and made it all very challenging for us. I still want to thank all who participated in our events, programs, and activities, and thanks to the staff for making it all possible in providing services to the community members. I would also like to encourage community members to engage and promote healthy and physical lifestyles and to utilize our services.

EVENTS / PROGRAMS

- Train to Train Program - June to August 2021
- Fitness Challenge - August 2021
- Annual Walk and Run - September 2021
- Snowshoe Challenge (Winter Carnival) – March 2022

MONTHLY PROGRAMS / ACTIVITIES

- *June and July 2021*
 1. Walk and Run Program
 2. Kettlebell Training
 3. Spinning Classes
 4. Ladies and Men's Night

– *August and September 2021*

1. Walk and Run Program
2. Circuit Training Program
3. Spinning Classes
4. Ladies and Men's Night

We had summer membership special for the month of July 2021 and special group rates in November 2021. Weekend Warriors was in effect from August to November 2021.

Our services reopened to the public in February 2022 when COVID-19 restrictions lifted. Our clientele needed to follow several protocols. Clientele were able to call and book their time slots when they needed to use the fitness centre. All clients were given one (1) hour to complete their workouts and the maximum was 5 people in the weight room, and 3 people in the cardio room (upstairs), excluding the attendant. Our opening hours changed a few times over the year due to building-wide restrictions. The fitness attendants are Lindy Georgekish and Carey Atsynia.

Below is the attendance report for the Fitness Centre. We started taking attendance to be able identify how many people were using the fitness centre, and when they are using it, so we will be able to adjust our hours in the future.

Column 1	April	May	June	July	August	September	October	November	December
Monthly Total	205	275	285	264	220	300	321	404	186
Daily Average	6.8	9.2	9.2	8.5	8.8	10.0	10.4	1.0	6.0
Days Closed	0	0	0	0	6	0	3	0	6

GYMNASIUM

The gymnasium has hosted events such as tournaments (invitational and local), the Annual General Assembly and Special Band Meeting, concerts, and Christmas banquets. Our two complex attendants are Gabriel Georgekish and Vanessa Gilpin. The complex attendants work to ensure that the environment is safe for users. The gymnasium is open to the residents of Wemindji to reserve free of charge. However, if there is secure programming occurring such as Sport Academy, this limits availability. The gymnasium opens 7 days a week from 4pm-10pm, and weekends/holidays from 1:00 pm to 9:00 pm. Our gym schedule slots include Open Gym, Basketball (16+), Volleyball (16+), Floor Hockey (16+) and Walking Program. When the gymnasium reopened to the public in February 2021, we had precautionary measures to follow. We did family bookings with 25 people maximum (3 households) and eventually did open bookings during which sports teams could train.

Gymnasium Total Attendance Monthly 2021	
April	66
May	212
June	321
July	283
August	n/a
September	219
October	700
November	638
December	157
Total	2,596

SWIMMING POOL

The swimming pool only reopened in September 2021 due to mechanical problems that started earlier in the year. It was opened 2-3 times a week in September/

October, then once a week until the aquatic supervisor Mathious Boulianne was hired (contract) and arrived in the office, which was at the end of November. We offered bronze, cross, national lifeguard, and first aid training. When the swimming pool reopened in February, we opened 5 times a week, from Tuesday to Saturday. We have two full-time certified national lifeguards, Tanner Gilpin and Marshall Stewart, who passed their training in March 2022, and our part-time National Lifeguard is Andrew Gibson.

Lifeguards that also worked with us over the year

- Cherliyn Georgekish
- Louis Bertrand

Total Attendance Monthly 2021	
September	229
October	185
November	n/a
December	58
Total	472





Minor Sports

SHAWNA MACDONALD, *Interim Coordinator*

We started the year with Sequan Visitor as Coordinator, who is now on leave for the year, and Deanna Hughboy as assistant, who is now in Recreation. I returned from school in June and was temporarily moved to the coordinator position, and we had hired Curtis Wadden as Assistant for Minor Sports.

For Sports Academy, we had over 150 children registered. The team we had this year was Daren Robertson-Lead, Nathaniel Vaillancourt-Head Hockey, Brittany Visitor-Head Broomball, Samuel Louttit-Head Dryland, and some who later moved to Wellness Department: Bailey Hughboy-Assistant, Cassie Hughboy-Assistant, and Delilah Stephen.

We started a Physical Activity Camp that ran throughout the summer. We had four contracted facilitators: Brittany Visitor, Justin MacDonald, Cassie Hughboy, and Samuel Louttit and three summer students: Serenity Hughboy, Keisha MacDonald, and Simon Matches. We had 30 children registered to the program.

Here is a list of activities that we ran throughout the year:

- **APRIL** - Cree hockey tournament in Val-d'Or
- **MAY** - Goose Break activities, badminton tournament
- **JUNE** - End-of-year banquet, football camp, Home Run Derby, Physical Activity Camp
- **JULY** - 4-week sports Camp (basketball, floor hockey, soccer, softball/ball hockey), training to our summer students and contracted employees
- **AUGUST** - Umpire clinic, fishing derbies,

minor softball tournament, helped with the Fitness Challenge that was held by Fitness Department, family game nights

- **SEPTEMBER** - Scavenger hunt, registrations for MH/BBL, hiring of Sports Academy
- **OCTOBER** - Girls/boys book club, soccer, baseball, floor hockey, family game night, Halloween activities, Sports Academy
- **NOVEMBER** - Minor volleyball tournament, floor hockey tournament, basketball tournament with Justice Department, Sports Academy
- **DECEMBER** - Christmas Activities, virtual and in-person throughout the month, Sports Academy
- **JANUARY** - Virtual activities with Sports Academy
- **FEBRUARY** - Scavenger hunt, creative sled contest, Sports Academy
- **MARCH** - Skills competitions, broomball and hockey tournament, virtual activities, Sports Academy

With that, we look forward to hosting more activities, events and programs in the coming months.

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
Tel: 819-978-0264 ext. 2248
E-mail: markgeraldine@niskamoon.org



21 Hilltop Drive, P.O. Box 60,
Wemindji, Quebec J0M 1L0

Tel: (819) 978-0264
Fax: (819) 978-0258
wemindji.ca