



ANNUAL REPORT 2019-2020



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MESSAGE FROM THE CHIEF

CHRISTINA GILPIN, Chief

Watchiyak to the members/Eeyouch of Cree Nation of Wemindji.

We, as a Council, have been in office for almost 3 years. I am enormously delighted that I have the honor of working with a remarkably efficient Corporate Secretary and knowledgeable Council members with their varied education, experiences and talents. They are certainly regarded and appreciated contributors to the decision making of this beautiful community.

We all have a shared love and our own part, to make this community a place where our children have a good quality of life and are happy.

We are living through a pandemic and we must take care of ourselves, our children, elders and each other. Our strength as Eeyouch stems from our shared concern and love for each other. Resilience has always been in our blood as Eeyouch and historically, we have survived many challenging times as individuals and as a society, with strong roots in culture and language that we must hold onto.

I would like to recognize the Management team: to our newly hired Director General Stella Lameboy-Gilpin and Treasurer Kathy Moses-Blackned. Stella brings a lot of knowledge, experience and tenacity to this organization. Congratulations to Kathy for completing her degree in Business Law. Thank you to Stephanie Jonah for her service as the Director General. Good luck in your future endeavours.

At the time of writing this report, Jennifer Morrison passed away and she had served as the Interim

Treasurer on her last day of work. She was also the Interim Director General for approximately three months. She cared for this community and I would like to acknowledge her hard work and willingness to serve it. May she rest in peace.

On behalf of the Council, I would like to acknowledge and express my gratitude to all the directors and staff of all the departments at Cree Nation of Wemindji for their hard work and commitment.

Much appreciation to Tawich Holdings Corporation, and the subsidiaries Board members and management teams, for providing opportunities for our community members through job creation and a sustainable economy.

I would like to thank: the Cree Nation Government, Cree Board of Health and Social Services, Cree School Board and Eeyou-Eenou Police Force for their leadership, and special thanks to all the essential workers of this community for their dedication in providing services to our members.

I especially would like to thank my family and friends, and the families of our Council for providing much needed moral support.

Lastly, to the people of Wemindji, thank you for your confidence and inspiration. I love the people of our community and I am extremely proud and privileged to serve you.

In Friendship and Great Regard,





MESSAGE FROM THE DEPUTY CHIEF ARDEN VISITOR, Deputy Chief

Dear Members:

It gives me great pleasure to submit another brief message to this community. This year was indeed challenging and dramatic for our community. We had to come together as a community to address the nationwide COVID-19 pandemic threat. It meant we had to respond and act quickly to protect the health and wellbeing of our members. I am very grateful our members reacted and responded in a very positive manner and adhered to the measures and protocols that are now in place. Many activities and significant projects had to come to a halt for the health and safety of members.

This spring, many community members left for their bush camps early and returned to the community late, giving them more time to harvest and spend time together. It was certainly a very positive thing to see, and it confirms that we still enjoy and occupy our traditional territories.

As an elected leader of this community, I am always grateful to see firsthand the hard work of

our frontline workers from different organizations. I want to acknowledge and thank them for dedicating their time and energy to our people's safety and wellbeing.

As we look into the future, it is still very bright, despite the challenges and setbacks. I still believe that we will see things going back to the way they were before this pandemic.

I want to take this time to acknowledge the hard work and dedication of the staff of CNW, who worked tirelessly despite new challenges.

I also want to take this time to pay tribute to our beloved colleague, Jennifer Morrison, who left this world a better place for all of us. I will always remember her encouraging words and compassion.

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





MESSAGE FROM THE DIRECTOR

STELLA LAMEBOY GILPIN,
Director General

It is an honour and a privilege to once again present the Annual Report in my capacity as Director-General. The role of Director-General was a dynamic one over the course of the fiscal year 2019-2020, with great movement and change that took place. In January 2020, I returned to the Cree Nation of Wemindj and began my tenure as the Director-General.

I would like to take this opportunity to recognize the work of my predecessors: the late Jennifer Linklater-Morrison and Stephanie Jonah. Both have made substantial contributions to the community through their time and service with the organization.

First, I want to acknowledge Ms. Stephanie Jonah for her leadership and dedication to the Cree Nation of Wemindji and its members during her time as Director-General. On behalf of our organization, I wish her all the best in her future endeavours. We thank you for your hard work, thoughtfulness and the care you have shown our staff and community.

In the past, Jennifer Linklater Morrison assumed interim roles for both Treasurer and Director-General. Mrs. Morrison's commitment and loyalty to the organization was demonstrated through leadership and kindness. She provided a caring and welcoming atmosphere to those who visited her office, including myself. Mrs. Morrison always carried herself with grace and professionalism. She was a valued and key employee who will

be greatly missed by her colleagues, friends, and associates. Thank you for the kindness, friendship, and expertise that you provided to our staff, organization, and community. You are dearly missed.

I want to extend my sincere appreciation to Chief Christina Gilpin, Deputy Chief Arden Visitor, and Councillors: Bradley A.J. Georgekish, Elmer Georgekish, John-Paul Murdoch, Stanley Shashaweskum and Ernest Tomatuk for their continued support and encouragement in our efforts to bring quality projects and programs to our community.

In this report, you will find information from our departments and sectors – all of whom have eagerly prepared their reports to share with the community. I invite you, the reader, to take time and review what our staff has accomplished for our community thus far. More exciting projects and programs are in the plans for our future.

We thank each and every Wemindji Eeyou for their continued support and encouragement. Our staff and management sincerely appreciate the kind words and positive feedback that they receive – it helps to motivate the team to strive to exceed the expectations set before them.

I am happy to be back, and am looking forward to many years with the organization.

Wachiyaoug Missouwa!



TREASURER'S REPORT

KATHERINE MOSES-BLACKNED,

Treasurer

This annual report summarizes the financial highlights of the Cree Nation of Wemindji's programs and services.

The Cree Nation of Wemindji receives funding from three (3) main sources, and each funding agreement comes with specific rules and policies that outline how these funds are to be spent.

1. Federal Government – Department of Indigenous Affairs: Operations and Maintenance Agreement – General Operating Fund (GOF)

Wemindji received \$10.1 million from Indigenous Services Canada to provide basic municipal services; Government, Accounting and Administration Services, Fire Protection and Public Safety, Maintenance of Public Buildings, a municipal Garage, Public Health, Environment and Land (Garbage collection and recycling services), Community Services (Youth and Culture), Recreation, Economic Development, Water and Sewage services and the Benefits and Finance office. (See GOF Department #3 to Department #22 in the financial statements). The balance of our funding received (\$3.2 million), comes from regional and local Users Fees, fines, infractions, and permits.

2. Quebec Agreement “Paix Des Braves” - Special Projects Fund (SPF)

Under the 2002 Paix Des Braves agreement with the Quebec Government, funding is provided to the Cree Communities every year to cover Section 28 obligations of the James Bay and Northern Quebec Agreement (JBNQA). These funds are allocated on a project by project basis. There is also a Community and Economic development portion of funding that the community may allocate for programs and projects. Funding received last year was \$3,742,577, and the details of the expenses

are found in the financial statements under SPF-Department 122. This year, most of the funding goes towards local programs for youth, culture and recreation activities, the Wemindji Trappers Association, and Tawich Development Corporation.

3. Federal New Relationship Agreement - Special Projects Fund (SPF)

The New Relationship Agreement, signed with Canada in 2008, was an agreement to take over the federal government's responsibilities under the JBNQA related to Essential Sanitation Services. Last year, Wemindji received \$22.5 million; of which \$16.9 million was for the construction of the new arena, with the balance to be used for paving our streets, corrections and replacement of waste water pipes, drainage measures, street lighting, sports complex programming and heavy equipment purchases. A detailed breakdown of the costs are listed in SPF Department #119 New Federal Relationship Agreement.

I would like to thank the accounting department for all of their hard work, dedication and commitment to the community. This past year was very challenging, and we have lost two key members of our accounting team. We were deeply saddened by the loss of our Accounts Receivables Clerk, Sophia Asquabaneskum and our Controller, Jennifer Morrison.

Twenty years ago, Sophia and Jennifer both started working for the Cree Nation Wemindji in the accounting department. They were very dedicated, reliable and hard-working employees who were well respected and valued by our staff. Their contributions to the growth and development of our community are greatly appreciated. We have many fond memories of Sophia and Jennifer that we will treasure always, and their presence in the office is deeply missed every day.

HUMAN RESOURCES

BRENDA BULL, Director

Our Mission

I speak for the entire department staff when I say that it has been another busy year, and it's been a pleasure to assist departments with their initiatives. It is our goal that a successful resource team carries out front line services, providing resources in administrative, human resources, and technical support. All that we do has the end goal to encourage, to provide, and serve.

Our Theme

Each day we work to support the organization; our team has the motivation and drive to carry out our goals. This year starting with an emphasis on capacity-building, we monitored the assessment developments while setting up training resources, and took part in policy maintenance and review of the administrative procedures and forms.

Our team reports on numerous projects in Human Resources, including technical support, while monitoring its Quality services.

Training activities

- Certificate in Accounting with UQAT started in January 2020
- Communication & Writing for Administration Assistants by Canadian Training Resources January 23 & 24, 2020 with 14 participants
- Advanced Minute Taking for Better Meetings by Performance Management Consultants November 27, 2019, with 2 participants
- Getting Organized and In Control by Performance Management Consultants – November 28, 2019, with 3 participants
- WHMIS work hazardous material information systems - October 2019
- Group Insurance plan – October 2019

- Observer Communication course at Aurora College in Fort Smith, NWT. – September 2019
- Microsoft Programs training – June 2019

Work Plans

- New projector set up at the Community Hall – April 2019
- New Cisco Phone System - June 2019
- Department sessions on Public Buildings, Sports and Facilities, and Human Resources
- Internet set up at the Fire Hall (new section) – June 2019
- Updated HR Policies with the new labor law changes
- Quality Management system integration to 9001-2015
- Administrative document review and updates
- Integration of Windows 10 and Office 365

Employee Acknowledgments and Recognitions

Years of service

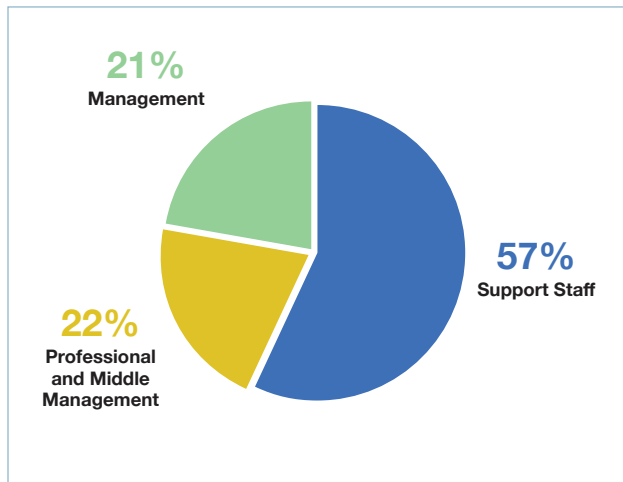
- 15 years of service to Gary Georgekish, Fundraising Coordinator
- 15 years of service to Juliet Asquabaneskum, Janitor
- 15 years of service to Christine D. Atsynia, Maintenance Clerk
- 15 years of service to Hannah Georgekish, Accounts Payable Clerk
- 15 years of service to Henry Stewart, Director of Public Works
- 20 years of service to Samuel Hughboy, Maintenance Supervisor
- 20 years of service to Karen Mistacheesick, Corporate Secretary
- 20 years of service to Gregory Visitor, Fire Chief
- 25 years of service to Norma Shashaweskum, Accounts Payable Clerk

Employees of the Year

- Deborah Diamond: Administration
- Justin Georgekish: Maintenance field worker
- Charlene Swallow: Janitor
- Juliet Asquabaneskum: Community Volunteer
- Gayle Shashaweskum: Programming
- Howard MacDonald: Manager of the Year
- Henry Stewart: Special Recognition and retirement

Department of the Year "Public Works"

- Cree Nation of Wemindji has 145 employees

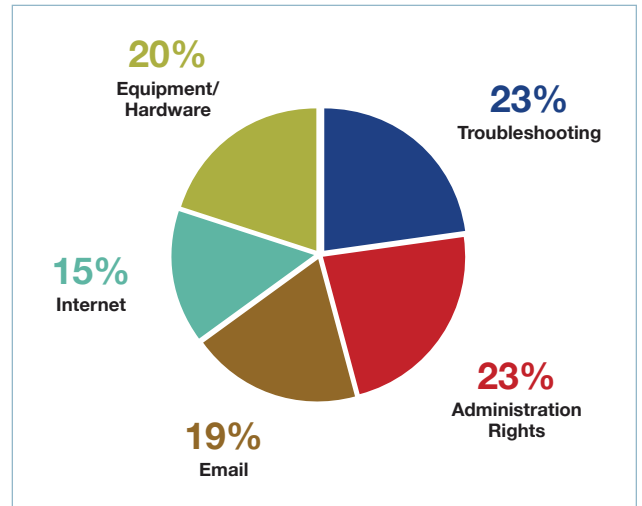


Message from Tassa Danyluk, IT Technician:

It is with great pleasure that I submit this report for the IT support sector. I was hired in July 2018. I have gained knowledge and skills working under this organization. It is a privilege to work with the Cree Nation of Wemindji.

In my everyday workload, I assist the organization, which includes setting up and configuring workstations, troubleshooting printers and copiers, providing network access to all employees, and on-going technical maintenance of equipment.

Technology work orders:



There was a total of 304 work orders from April 2019 – March 2020



Henry's retirement



Great chapter
February 2020



Community Services session with Economic Development and Human Resources



Directors planning session November 2019



WHMIS training in October 2019



Opening prayer C.O.O.L. building



UQAT students in class – Accounting certificate program in February 2020



Summer student orientation and visit to the Capital Projects sector and the plans of the new arena

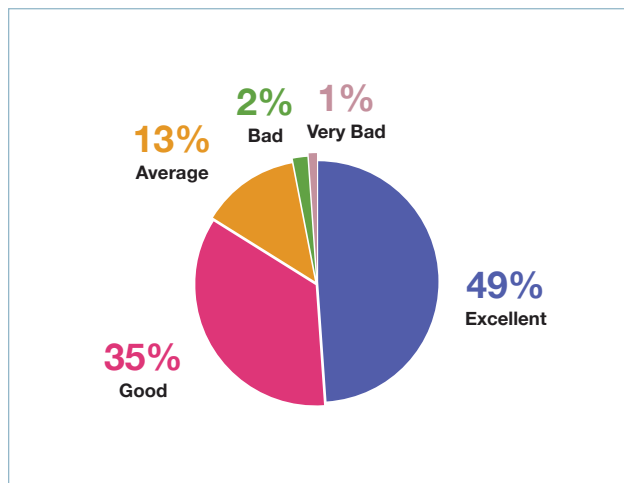


2019-2020 Overall Customer Satisfaction

The chart below represents the survey results compiled from the following departments and their services.

Administration, Sports and Facilities, Finance, Environment, Public Buildings and Maintenance, Public Safety, Community Services, Public Works and Housing.

Surveys were also submitted during the Annual General Assembly that was held on August 12 to 15, 2019.



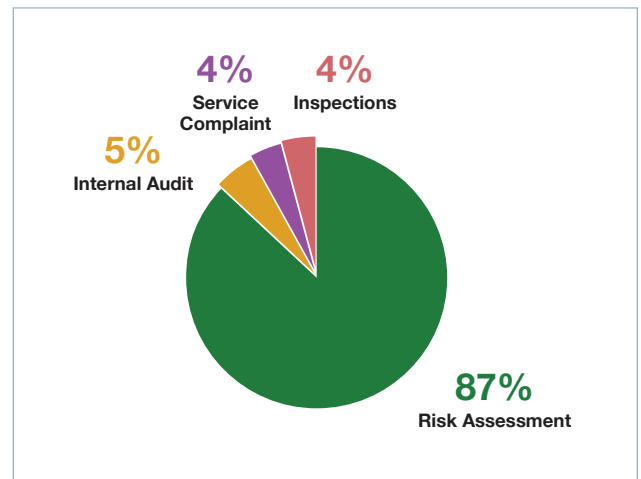
100% Resulted from Very Bad to Excellent

Thank you to all the department services, customers and band member that submitted completed surveys. I would also like to encourage each department to continue the delivery of the best possible services.

The revised CNW Quality Manual System ISO 9001:2015 was in effect as of August 28, 2019, and was approved by Council resolution #2019-140 on August 28, 2019.

2019-2020 Overall Corrective Actions

The chart below represents the Corrective Actions that were opened from (Risk Assessment, Internal Audit, Service Complaints, Inspections by External Providers).



A Risk Assessment Training Session was held for all department Directors, Coordinators and Managers to identify risks and opportunities for each department/service, and was lead by a consultant from Delta Quality Solutions that specializes in ISO 9001.

Identified Risks were determined by Risk Analysis rating by Probability and Impact.

Below is the table that explains if a Corrective Action is required or not.

Total RPN-(PxI)	Priority	Corrective Action (CA) Required?
[15-25]	1	YES - risk must be eliminated, otherwise reduced.
[08-12]	2	YES - if judged necessary. A justification is required if CAR is not initiated.
[01-06]	3	NO - No corrective Action required.

I would like to thank each department for taking part in this important session to meet the requirements of ISO 9001:2015. Thank you all for your support!

I would also like to thank my supervisor for her never-ending support and providing me with the training needs to take on the role as a Quality Coordinator.

Mission of the Cree Nation of Wemindji Administration:

"To provide the best possible services and programs for the members, consistent with the policies, work plans and budgets approved by the Chief and Council"





ENVIRONMENT

JOHNNY MARK, Director

On behalf of the Environment Department, I am pleased to submit this fiscal year's annual report.

As Director of Environment, I supervise Drinking Water, Wastewater and Environmental Health departments. We are pleased to have provided our community members with quality service. Though at times it may have been challenging, we pulled through with your help.

This is the list of this past fiscal year's activities:

- Attended the International Association of Impact Assessment conference in Australia
- Attended 4 Newmont Environment Committee meetings
- Attended Conservation Strategy on Protected Areas of Eeyou Istchee
- Attended Eeyou Planning Commission meetings and training as Alternate Commissioner
- Wastewater department responded to Sewer back-ups in the system
- Wastewater department conducted an annual flushing program of the community infrastructure
- Departments of Drinking Water and Wastewater attended an Operators meeting organized by Capital Works department of Cree Nation Government
- Opened the Soil Treatment Facility in June and winterized the Facility in October
- Environmental Health department cleaned Bulky waste at the Landfill site
- Attended the Prospectors and Developers Association of Canada convention in March. After my return, I was required to self-isolate, at which time I worked from home.

The Environment Department encourages you, the Community Members, to continue your environmental efforts to keep a safe and clean Community.



ECONOMIC DEVELOPMENT

CHARLOTTE OTTEREYES, Officer

As an Economic Development Officer, my responsibility is to help our potential entrepreneurs start businesses in our community. In addition to this, I am tasked with evaluating the training needs required for these community members to start a business, and provide an after-care program.

Business development in the community builds up Economic Growth. By starting your own business, you are doing it for yourself and for the community. Most importantly, you are creating jobs for the people.

“Community Economic Development is development of the community, by the community and for the community.”

Set your personal goals and evaluate yourself. 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 personal goals.

SOCIO-ECONOMY COMMUNITY PROFILE

Why is it important?

The Socio-Economy Community profile: Wemindji suffers significant economic leakages towards southern cities and non-native businesses, and this considerably affects the local economy.

Therefore, by doing the survey, it will allow us to identify new business opportunities for the community and evaluate the potential market for existing and future businesses to create.

The survey will also help gather information about the population's consumption habits and needs. It will then help Chief and Council in the decision-making about future development.

The Socio-Economy Community Profile was last updated in 2005, and we need to update it to see how much our generation grew and how many businesses have developed in our community.

Wemindji Economic Development Department

- Eeyou Economic Group – Board of Directors Executive Committee conference call meeting
- Making arrangements with Dany Gauthier for delivering orders
- Radio shows
- Emergency group committee meetings
- FNQLEDC conference call meetings
- Management meeting (by conference call/video)
- School committee conference call meetings
- Computer online Training
- Organizing a local business conference in 2020
- Interview by Kathy Shecapio - survey for the Societe de Development de Baie James/James Bay Development Corporation (SDBJ).

I have not travelled or attended a face-to-face meeting outside of our community due to the COVID-19.

Motivational Speaker

Kendal Netmaker

Kendal has founded and invested in 5 businesses, is the author of *Driven to Succeed*, and has won over 25 business awards, including runner-up at the YBI Global Entrepreneur of the Year and one of Canada's Top 40 Under 40®. Kendal speaks professionally to thousands of people each year on topics such as resilience, leadership, and the power of telling your story.

He lives with his wife and two children in Saskatoon, Saskatchewan, where he continues to run his company and provide executive leadership coaching to organizations.

Kendal is on a mission to empower entrepreneurs and leaders around the globe by demonstrating that regardless of where you come from and what you have gone through in your life, you have the power to enact change. Become who you were born to be!

Workshop Facilitators

Kendal Netmaker (How to Launch and Grow Business)

- How to publish a book
- How to become a paid public speaker
- How to get financing
- How to become a paid coach/consultant
- Business foundation
- How to make your business look BIG
- How to brand your business for the long run
- How to launch an online store/retail store



Annie GAREAU, MBA, PRESIDENT OF HUMÄN'OR SERVICES CONSEILS

Mrs. Gareau has a solid background and training in administration, accounting, business start-up and commercial credit. She completed her Master's Degree in Business Administration in 2018. In 2015, she founded AG Consulting; a consulting firm focused on capacity-building and empowerment, offering integrated and personalized services in business and economic development, marketing, communications and project management. In 2017, AG Consulting became Humän'Or Services Conseils. She's also accredited to perform and analyze psychometric tests in HR Management.

Over the last 15 years, Mrs. Gareau worked as Account Manager for Socca for the Abitibi-Témiscamingue, Outaouais and Eeyou Istchee regions, participating in the evaluation of projects originating from Aboriginal Affairs and Northern Development Canada clientele. She was raised in the community of Chisasibi, which allowed her to acquire a good understanding of the realities, priorities and challenges inherent to an Indigenous (Cree) community and organization.



Workshop

- What you need to know before starting a business (both days) Annie assisted with the conference and the ice breaker games.

Presenters

- Chantal Hamelin (Director General) - Secretariat to the Cree Nation Abitibi-Temiscamingue Economic Alliance
- Frederick Martel (Youth in Business) - First Nations of Quebec and Labrador Economic Development Commission
- Roger Lacroix (CNG/Service Quebec) - Service Quebec and Redseal Certification
- Nichele Compertino (Marketing Advisor) - Plan Nord Quebec
- Frederick Martel (Taxation) - FNQLEDC
- Benjamin Loon and Stephan Petawabano - Apatisiwin/CHRD
- Alfred Loon - Eeyou Mobility

FUNDERS Presentation

- Philip Mattawashish- CNG - Department of Commerce and Industry
- Olivier Gill Sioui - SOCCA-Native Commercial Credit Corporation

Entrepreneur Panel

Mediator: Annie Gareau and Kendal Netmaker

- Randy Kakabat - Kakabat Enterprise
- Bernard Stewart - Bernard & Sons Woodwork
- Stanley Shashaweskum - S&M Motorsport

Conclusion

You have just started on your journey to entrepreneurship, and you have been on this adventure for some time now. You have probably come in contact with some bumps on the road that have set you back.

You may also find it hard to balance the multitude of entrepreneurial tasks you have with your personal life. Either way, as an entrepreneur, it's easy to lose motivation. The key is to not give up and to find ways with which you can lift yourself up on those long and difficult days.

"Opportunities don't happen. You create them."

- Chris Grosser

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

- Colin Powell

Businesses in Operation

- **Randy Kakabat**
Kakabat Enterprise
- **Lee Visitor**
Lee's Garage
- **Darcy Georgekish/Melanie Jacobs**
Uptown Market
- **Kyle Mark**
Jaimesian Transport
- **Steve Einish**
Nomad Entertainment
- **Bernard Stewart**
Bernard & Sons Woodwork
- **Miller Travis/Ecomet Visitor**
Muyaubuu Convenience Store
- **Stanley Shashaweskum /Michel Martel**
S&M Motorsport





HOUSING ADMINISTRATOR

ROBYN TOMATUK,
Housing Administrator

It is with great pleasure that I present you the housing department activity report for the 2019-2020 fiscal year. The following are the list of projects and funding sources we have done and received at the housing department:

Cree Nation of Wemindji Band Housing

Last fiscal year, we built another six-plex under the CNW Band Housing, which is located at 15 Mihiikin Road. It consists of six (6) apartments with two (2) bedrooms and a bathroom, all of which have been allocated, and tenants have moved in as of September 2019. This has been our third six-plex constructed under the band housing since the year 2017.

Homeownership Program

For the past few years, the Cree Nation of Wemindji has been very successful in promoting the homeownership program, and made it accessible to its community band members. Homeownership has played an important role in helping to build a strong and stable community, along with its many benefits.

To this date, we have approximately eighty (80) private and rent-to-own homes in our community. We achieved a considerable increase in homeowners over the past few years, and those numbers are going up each passing year.

This year, there were six (6) houses that were constructed under the homeownership program; five (5) of which were built by the Cree Nation of Wemindji, and VCC was awarded the contract to build these homes. The model of these 5 homes is Pike with 6 bedrooms, and 2 baths (as seen below) and all are located at lots 49-59 hillside drive. They were made available for sale to community band members on a first-come, first-serve basis; all have been sold. The sixth one was designed and privately built by a community member as well.

There is always a great need for housing within the community. The homeownership program helps in opening the social housing units to those that are not able to afford homeownership. Both the band housing projects and homeownership programs have significantly improved in slightly decreasing our housing backlog each year.

Indigenous Service Canada (ISC) Funding

We have applied and been approved for funding from ISC for two (2) projects this year:

1. **Exterior Renovations for ten (10) housing units:** the costs covered from ISC for this project are \$280,000, which will include renovations for siding, roofing, windows and doors. The selection of which units to renovate was based on the year the homes were built and the last renovations done by projects. The renovations will begin by summer 2020.
2. **Interior Renovations of six (6) housing units:** additions of two (2) bedrooms and a washroom in the basement. For this project, a mandatory radon testing is required for the basement of the selected homes before we can start the project. The funding costs covered by the ISC will be \$62,200 for each unit. The radon test results will determine when this project will begin, but a target date of fall 2020 is set. The selection of which units will benefit from the project was based on the overcrowding of band/rental housing units.

Canada Mortgage Housing Corporation (CMHC) Funding – Youth Internships

We have had the opportunity to get funding again from the CMHC-HIIFINIY to have two (2) youth internships available within the housing and maintenance department for two (2) years. The two positions we've posted under this

internship program were Housing Office Clerk and Preventative Maintenance Worker. We have hired Maggie Kakabat for the Housing Office Clerk position, and she is assisting with the administrative duties for both the housing and maintenance department. Tommy-Lee Ottreyes has been chosen for the Preventative Maintenance Worker position. He works alongside the maintenance workers, has on the job training, and performs maintenance procedures on houses regularly as per the maintenance worker plan. Both interns will have the option to continue for a second year, or they can explore other job opportunities with their newly developed work skills from the internship.

In conclusion, despite the busy and challenging year we've been having within our department, I can honestly say we've managed to get past the difficulties and continued to learn as we go. I have a strong belief that we learn from colleagues by collaborating as often as possible and by showing appreciation for one another's work. Housing plays a vital role in the community's infrastructure and growth.

I look forward to the years to come with the team.

Thank you, and I hope you all have a great year.



CAPITAL PROJECTS

The Capital Projects team is pleased to provide you with an update on our progress over the past year; a summary of what we are working on for this year; and our plans for the future.

The 2019 year was slower than usual for Capital Projects; however, several priority infrastructure and environmental works were completed. These works include:

- Upgrades to the infrastructures and surfacing of Spruce, Indoho and Hilltop Roads as part of the Correction to Pipes Phase 4 project (paving has been deferred to 2021 due to COVID-19 and will be coordinated with the Arena project);
- Closure of open drainage ditches behind Mayapuui and Hillside Roads as part of the Drainage Phase 7 project;
- Recuperation of recyclable metal and concrete construction materials as part of the Bulky Waste Platform Clean-up project;
- Extension of the lifespan of the landfill with the implementation of a new continuous trench design and the use of residual waste materials from the Bulky Waste Clean-up Project to close filled trenches; and,
- Repair of deficiencies to complete the Riverside Development Area project including soil remediation works and studies in one area.

Due to COVID-19 protocols, we are proceeding with a limited construction season in 2020, focusing on essential projects that can be done with local labour and physical distancing. These projects include:

- Relocation of 2 fire hydrants on Brant and Hillside Streets to ensure fire truck access during winter months;
- Installation of street lighting in the new Riverside Development area and at the Eco-Centre;
- Decontamination of the old soil storage area near the Kakabat Road entrance and construction of a road section to connect Maquatua Road to the

Kakabat Road;

- Construction of the first section of the Kakabat Road;
- Construction of the Access Road to the New Landfill, located in the Kakabat area;
- Decontamination of the hazardous waste storage area; and,
- Treatment of contaminated soils on the Soil Treatment Platform and the use of cleaned soils as cover for the landfill site.

We are also busy planning for projects that will be completed in the coming years, including many priority infrastructure and building projects. These projects will provide critical services to the community and enable our future growth and development. These projects include:

- Development of the Access Road and Bridge to the new aggregate deposits in the Kakabat area;
- Construction of a New Landfill in the Kakabat area, and the closure of the existing landfill, which is almost at capacity;
- Relocation of the current wastewater treatment lagoons to the Kakabat area;
- Development of a new residential development area “BRAVO,” featuring 40 new lots;
- A community residence for members in need, also known as a “Almshouse;”
- Universal Access Upgrades to the Community Hall, Youth Centre and Sports Complex;
- Construction of a Waste Recovery Centre building at the site of the old incinerator;
- Installation of fencing, improved signage and the construction of a new hazardous waste platform at the Eco-Centre;
- Waste Management program expansion projects including a community composting program;
- Decommissioning of the Old Drinking Water Treatment Plant; and,
- Upgrades to the equipment at Gilpin Station.
- And more...!



PUBLIC SAFETY

VICTOR BLACKNED, Director

This is the annual report from the Cree Nation of Wemindji Public Safety Department for 2019-2020. The departments under Public Safety are the following: Fire Department, Airport Maintenance, Animal Control, Ambulance Services, Emergency Planning and Search and Rescue. The following are each department's highlights and statistics in the past year.

Ambulance Service Report

The Cree Nation of Wemindji and the Cree Board of Health and Social Services of James Bay signed the Ambulance Service Agreement in October 2018. The contract between C.N.W. and C.B.H.S.S.J.B. is to be renewed yearly hereafter.

The Ambulance Service operates on a 24/7 day schedule with 2 First Responders on call for 72 hour periods. At the moment, we have four (4) teams of two (2) First Responders operating on a 3-day on-call schedule. The First Responders work on a "paid-on-call" system throughout the year. In addition to serving the community, the First Responders are contracted to serve in local events.

This past year, the Ambulance Service was called in for **150 incidents** occurring on Category 1, 2 and 3 Lands. (Chisasibi Hospital, Access Road and the James Bay Highway).

With the COVID-19 Pandemic, numerous measures were taken by C.H.B.S.S.J.B. to ensure the safety of all First Responders by providing safety protocols and procedures for all interventions, as well as the use of personal protective equipment. Presently, we have 12 active First Responders.

COVID-19 PANDEMIC

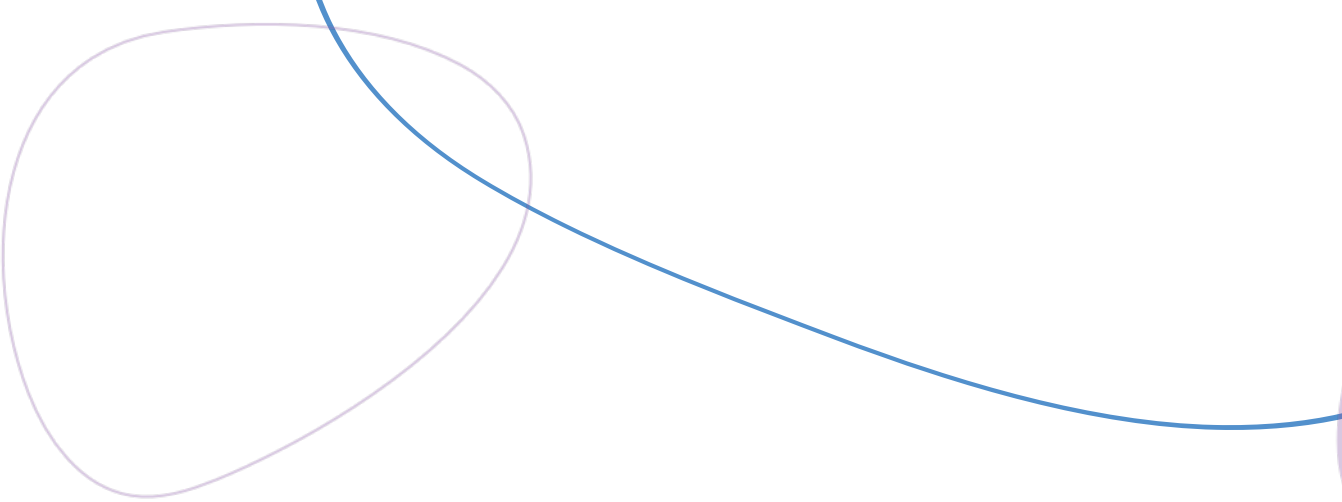
In March of this year, the World Health Organization declared a worldwide pandemic due to the COVID-19 virus. Canada and Quebec followed suit, and since March 16, 2020, the Cree Nation has been on a "State of Emergency" mode. Since there was no "Worldwide Pandemic Plan," countries, states, provinces and regions have had to react and create measures to ensure safety for the population.

The measures taken by the Cree Nation of Wemindji were to close all public buildings and sports facilities to protect their employees, residents and professionals working in our community. The following additional measures were taken; Activation of the local Emergency Coordination Group, the establishment of a checkpoint at the entrance of town. Creation of CNW Communications Team.

We must acknowledge and recognize all the frontline workers at every level and organization for adhering to the measures set by Public Health, Cree Health Board and the Cree Nation Government.

This includes recognizing the Gatekeepers, First Responders, Nurses, Police and support staff for all organizations, the Cree Nation of Wemindji Chief and Council, the Administration and all other departments, for their commitment to serving and protecting our Community Members.

Also, we must acknowledge all the individuals who followed the isolation protocols. By following the self-isolation protocols, you showed tremendous character, courage and respect in protecting your loved ones and our community members.



Emergency Measures By Law and Plan Updates

The existing Emergency Measures Plan was updated in April 2019 and was approved by the Chief and Council. The updated version mainly consists of personnel changes locally, regionally and at the provincial level and verification of all contact information. An update on our Emergency Response Plans was made in July of last year on the following scenarios; Forest Fires 1-3, Power Outage, Fuel Spills, Water Shortage, and Power Outages.

Search and Rescue

In October 2018, at the Cree Trappers Association general assembly, there was a proposed resolution by members for Public Safety to waive the 12 hour wait time for missing or overdue individuals within the Cree Nation of Wemindji traditional hunting territory. The proposed resolution was adopted and was forwarded to Chief and Council, who then adopted a supporting resolution for the C.T.A. members resolution.

This resolution gives the Public Safety Department authority to initiate Search and Rescue missions as soon as they are reported. The Public Safety Department works with our local 2nd Canadian Rangers Patrol for all SAR missions within our Cree Nation of Wemindji's traditional territory and any local Talleyman and family.

This past year there were four (4) calls for SAR operations under Public Safety.

Animal Care and Control – Submitted by Lori Mercer

A contract was signed with Lori Mercer to work as Animal Care and Control from September 2019 to March 2020, and was extended as a result of the worldwide COVID-19 pandemic and additional duties.

This past year Lori Mercer was contracted to work as Animal Care and Control from September 2019 to March 2020.

111 dogs in Wemindji at the end of March 2020
22 intact (not fixed) 7 of them are female.

During this year, Animal Care Control has collected dogs from the streets by patrolling, as well as by responding to community complaints. The procedure for the collection and impounding of dogs are as follows:

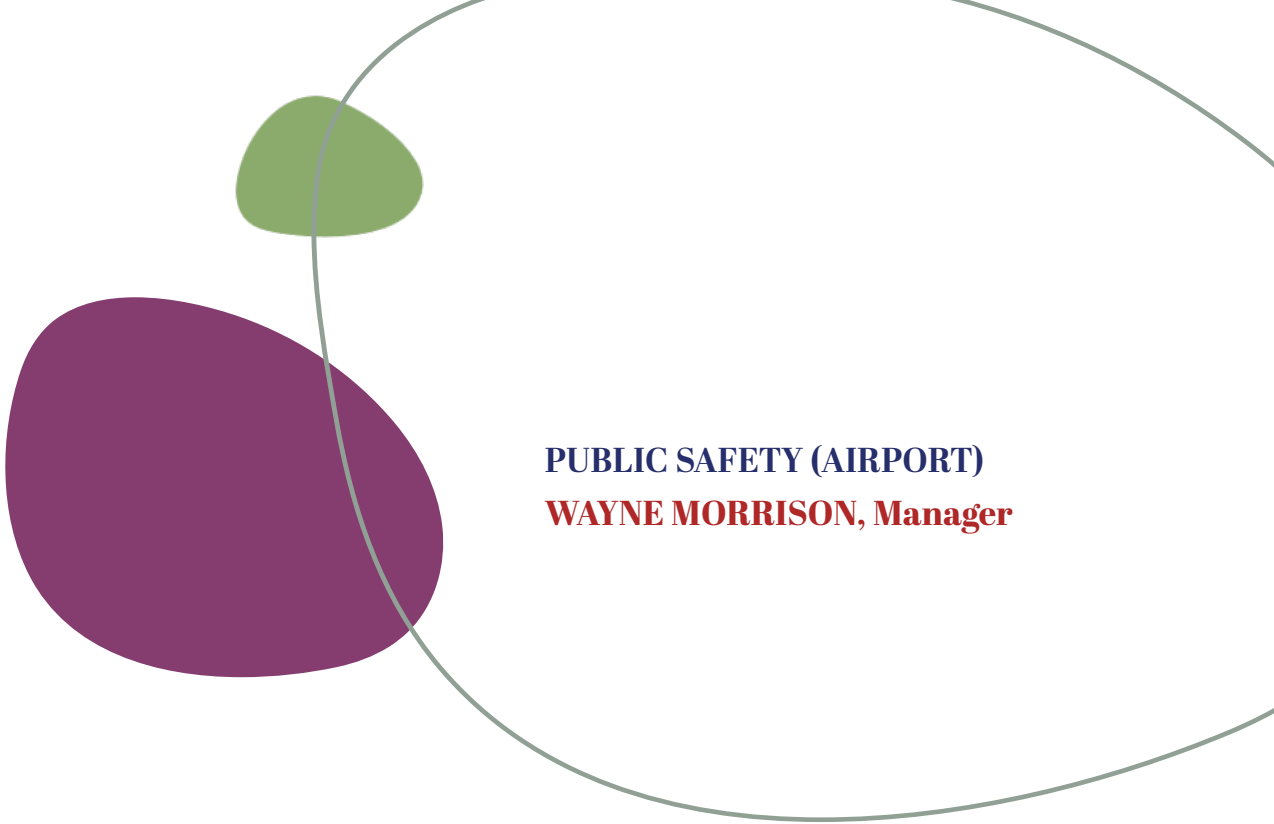
1. Collect dog running at large
2. Notify owner immediately
3. Give the owner a verbal warning to collect their dog before the beginning of the next business day (no ticket or fees issued)
4. If a dog has not been collected, pound fees apply as well as a bylaw infraction issued
5. If the dog is at the pound for more than five (5) days, it becomes “abandoned” and property of the CNW

16 fewer dogs in the community:
6 surrender, 5 seized, 4 died, 1 unknown

Fire Department submitted by Fire Chief Gregory Visitor

- **April 5, 2019**, The company in Val-d’Or **TOMLIN**, who does the inspection of the SCBA bottles (air tanks), came in to upgrade our refilling system from two to four big air cylinders, so we can fill up more tanks. Also, they took back 17 bottles for inspection and hydrostatic tests, which are done every 5 years.
- **April 16, 2019**, Fire Department hosted a coffee break (3 pm); it was a good turn out. We handed out souvenirs and also smoke detectors and fire extinguishers for the people with bush cabins.
- **May 1, 2019**, Fire Drill – For both schools (high school and elementary).

- **May 13, 2019**, Water crisis – Fire Department had to set up a portable water tank for two days, May 13 and 14, near where the old clinic used to be, so that people could come with their pales to flush their toilet bowls.
 - **May 14, 2019**, Dump fire – Even with the water crisis, we managed to put out the fire with one full tank (800 gals) with help from a bulldozer.
 - **June 4, 2019**, Fire Department BBQ meeting (6 pm)
 - **June 16, 2019**, Assisting the divers from Montreal when a vehicle went in at the mini dam.
 - **June 16 – 22, 2019**, NFPA 1001 final practical in Rouyn for Claude Georgekish, Andy Atsynia and Tanner Gilpin.
 - **July 8, 2019**, Training Emergency Measures Plan and updates.
 - **August 7 and 8, 2019**, Training with Sopfeu 12 Firefighters.
 - **August 13, 2019**, Airport Emergency Response Plan Tabletop Exercise.
 - **September 11 and 12, 2019**, Fire Chief's and Fire Prevention's meeting in Montreal.
 - **September 20, 2019**, visit from C.O.O.L. Program, they had 16 kids, and all had a ride back with our three (3) fire trucks back to their building.
 - **September 29, 2019**, Ladder truck was delivered to Val-d'Or, and somebody from Drummondville came to pick it up for a pump test and inspection.
 - **October 9, 2019**, Annual Pump test for Pumper 2 and Initial Attack.
 - **October 16, 2019**, Annual Pump test for Pumper 2 and Initial Attack.
 - **October 23, 2019**, Ladder truck was returned from Drummondville.
 - **October 24-26, 2019**, 3-days pumper training for eight (8) Firefighters – Derek Mark, Elmer Atsynia, Rusty Stewart, Leon Asquabaneskum, Philip Mistacheesick, Lindy Georgekish, Kerri Stewart and Angela Stewart.
 - **November 5, 2019**, Fire drill for both elementary and high school.
 - **November 27, 2019**, Fire Chief's meeting in Gatineau, Quebec.
 - **November 28, 2019**, Graduation for Claude Georgeish and Andy Atsynia certified NFPA 1001 firefighters.
 - **December 16, 2019**, Christmas Holiday Schedule started for 3-weeks, ended on January 5, 2020.
 - **August 15, 2019, to January 24, 2020**, Fire Prevention and Fire Department did ten (10) public building fire inspections.
 - **WHMSC (sports complex)**
Community Store
 - **Wemindji Youth Centre**
Wemindji Sibi Gas Station
 - **Wemindji Trappers Building**
Maquatua Inn/Dormitory
 - **Daycare F1**
Daycare F2
 - **Tawich Garage**
Community Hall
 - **April 2019 – December 2019**, Home Inspection 5-year cycle, 100 houses per year. This goal had a shortfall of the set goals, and we will continue to work on home inspections after the pandemic for COVID-19 passes.
- There were only four (4) minor brush fires during the summer of 2019.
- Three (3) in town and two (2) of those started from kids playing with matches after coming back from spring goose break.
 - One (1) from John Mark's camp during his clean up before heading back to town.



PUBLIC SAFETY (AIRPORT)

WAYNE MORRISON, Manager

Hello Wemindji,

We hope everyone had a great year, despite COVID-19, and it gives us great pleasure to submit this year's 2019/2020 Annual Report.

The Airport Employees include:

- Douglas Hughboy: Observer/Communicator: Replacing: Airport Manager (6 Months)
- Rita Atsynia: Cleaner
- Thomas Linklater: Operator/Maintenance
- Lawrence Ratt: Operator/Maintenance
- Seasonal Maintenance/Operator (Delon Linklater 2019/2020)
- Wayne Morrison: Airport Manager

Hello, my name is Douglas Hughboy, and I was an Interim Airport Manager for 6 months from July 2019 to January 2020. It was a good learning experience, as there is so much information we need to know about the airport and its regulations. During my interim position, I had to continue to perform my regular position as Observer Communicator while doing the manager duties. I want to thank the Cree Nation

of Wemindji for giving me a chance to work as an Interim Manager, although it was challenging having to perform both positions.

At the airport, safety is our number one priority for our partners, clients and customers. We work diligently to ensure all requirements are met with the regulations that are in place with Transport Canada and Nav Canada. Our tasks each day are: checklists that need to be done inspecting the runway, taxiway and apron—reporting any animal sighting in the area, in/around the airport, providing hourly weather reports and specials when weather changes, etc.

The training that we did during my interim position included:

1. E-sprayer - Dust Control Training.
2. ERP – Emergency Response Plan – Tabletop Exercise. August 2019
3. Wildlife Management Plan – Review
4. Winter Maintenance Plan – Review
5. Wemindji Airport Spill Management Training. November 2019

2019-2020	APR	DEP	TOTAL
April 2019	66	66	132
May 2019	77	77	154
June 2019	63	64	127
July 2019	82	78	160
August 2019	73	72	145
September 2019	75	76	151
October 2019	82	83	165
November 2019	64	65	129
December 2019	66	66	132
January 2019	62	62	124
February 2019	67	67	134
March 2019	55	55	110
	832	831	1663

Yearly Statistics – Wemindji CYNCAirport

The airport's funding comes from two contracts that the Cree Nation of Wemindji negotiates with NAV CANADA and Transport Canada.

As Douglas mentioned, over the years, Transport Canada has introduced a great deal of training and safety standards, but they are not just introducing these measures. They are starting to ensure we utilize and practice what they put in place, similar to larger airports in the south.

We undergo emergency planning, audits, and inspections from Transport Canada personnel throughout the year, and we provide them with the documents they request monthly to ensure we are in compliance.

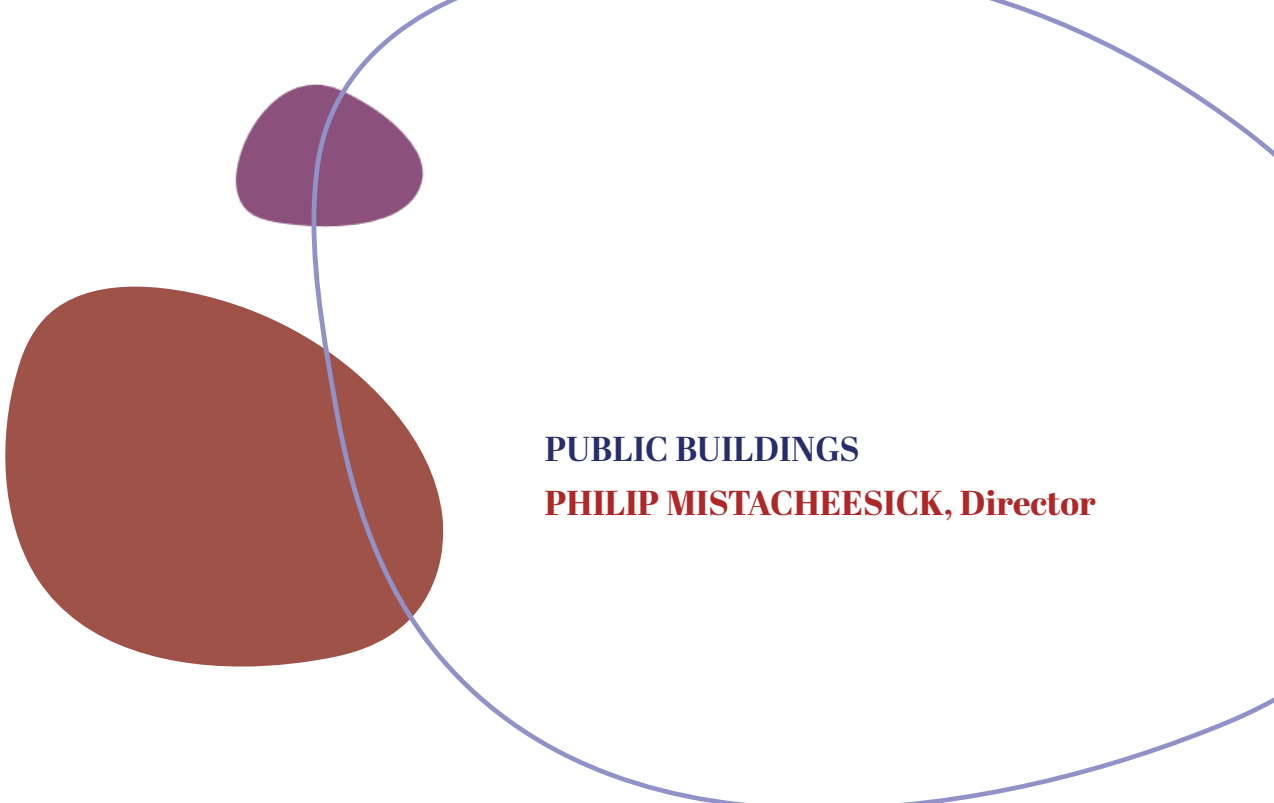
During the recent COVID-19 pandemic near the end of March, the regular flights stopped for about a week. Still, the staff continued to work as needed because they had to ensure that the airport runway was ready, providing radio communication, weather reports, and keeping the buildings clean.

If you think you would like to be a replacing Observer/Communicator, please contact us. You will need to take and pass a little math test with our Human Resources Department. If you pass the test and keep showing interest, you could also attend Aurora College in Fort Smith to become an Observer/Communicator.

If you want us to place your name on our list for a replacement Maintenance/Operators (Equipment), you will need to obtain a Radio Operators Certificate and a little training one on one with the manager.

It's not easy trying something new and stepping out of your comfort zone, and I want to take this time to thank Mr. Douglas Hughboy for stepping up when needed, and building his experience and knowledge in a management position.

Stay safe, and on behalf of all the staff at the airport, thank you.



PUBLIC BUILDINGS

PHILIP MISTACHEESICK, Director

It is an honor and privilege for me to submit my very first annual report for the Cree Nation of Wemindji Public Building and Maintenance Department. The past couple weeks have been very overwhelming with the transition phase from working in the housing maintenance field to working in the administration. I've been busy coordinating and gathering up material and supplies for upcoming projects that require urgent renovations on vacant units.

Radon Mitigation Project

During the summer of 2019, the Cree Nation of Wemindji maintenance staff participated in the Radon mitigation training that was held here in the community. The training was conducted by Radon Solutions, instructed by Mr. Marcel Beaucoup. Just to give you a brief background on Mr. Marcel Beaucoup, he did a radon mitigation project for The Mike Holmes show, and he was highly recommended for providing the course. There were 3 housing units that were selected that had a high amount of radon gas that were over 200btu. The maintenance staff were trained in conducting testing, drilling, and installation of the radon mitigation system.

In 2011 and 2014 there were radon gas tests conducted in our community. It has been reported

that 133 houses had a high amount of radon gas. The Canadian housing cooperation recommends the level should be under 200btu. Radon gas is an odorless gas that seeps through the cracks in the foundation, sump pit or even through the plumbing system in our homes. Radon gas is the second leading cause of cancer according to the Canadian statistics, which is why it is important to have the system installed.

In the past couple of months, the maintenance staff managed to install 36 radon mitigation systems in our community. On March 16, 2020, the Cree Nation of Wemindji administration building, and operations were closed to prevent the spread of COVID-19. We had no choice but to stop working and to isolate.

We need the general public to cooperate with our radon mitigation team to safely execute the work that needs to be done to make our air quality better for tenants. If you were contacted by a maintenance staff or clerk by letter or a phone call, please don't hesitate. Just call us and we can schedule a radon mitigation system to be installed. Please follow the instructions given by our radon mitigation team. This is for your safety and the safety of our children.

Upcoming Projects 2020 and 2021

- Washroom renovation
- Roof Renovations
- Siding, Windows, Doors and Roofing Project
- Balcony Replacement Project
- Preventive Maintenance (Housing and Public Buildings)
- Radon Public Buildings

Skytrak

The Cree Nation of Wemindji maintenance department purchased a new Skytrak to help with the hard to reach places for the maintenance staff to make the necessary repairs that need to be done. It has helped relieve the workload that the Cree Nation of Wemindji Public works department used to provide us, but we are always grateful that they were always there when we needed them. The Skytrak is very useful in transporting materials to the job site, reaching the hard to reach places and has helped our community members during their difficult times.

Preventive Maintenance Tips

Spring

- Please be sure to have your belongings stored away in your house, in case the spring thaw causes your basement to flood.
- Please be sure to have your sump pit accessible at all times.
- The water line valve should always be accessible.

Summer

- Clean your air exchanger every six months with warm water, and dry 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 it is not, unplug the air exchanger and call the maintenance clerk

to have 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 gas fumes in 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.
- Vacuum the dust that accumulates in and around your washroom fan by unplugging the device.

Winter

- Please be sure to have a 4-foot clearance around your 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 feels comfortable for the user.

Electrical

- Always report broken light fixtures, plugs, switches and covers.
- Avoid making electrical upgrades.

PUBLIC WORKS

GILBERT GEORGEKISH, Director

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

The Municipal Garage services all the Cree Nation of Wemindji vehicles, emergency vehicles such as Fire Department and others as such as Road and Walkways, Cree Health 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 and Walkway Department has many tasks over the course of year, most importantly road maintenance for all seasons. The department assists in excavations such as pipe repairs,

drainage repairs, fuel tank spills and dust control. During the winter snow removal months. The department has four (4) local operators and two (2) flagmen.

The Energy Systems crew is responsible to monitor the power plant (mini Dam), as well as the lineman work in the community. They oversee the hydroelectric distribution grid to where it is needed, such as the commercial buildings, residential areas, new developments, and street lightings.

The Activity Report and projects for 2019-2020 fiscal year were street maintenance and dust control in the community and check-points, assist other departments with their tasks such as furnace tank spills and mowing.



Activity 2019-2020

Road and Walkways

- Annually the first and last snow removal done around Rental Housing Units that are prone to Spring flooding.
- Soil Testing at Kakabat road with the firm Poly-Geo for Four (4) days, As requested by Capital Projects.
- Road Maintenance: grading gravel roads and street sweeping paved roads from April or May -October annually.
- Dust Control Applications two (2) – three (3) times during the summer months.
- Relocate sand stockpile for storage building location.
- Haul in Class B material for the base of the storage building foundation.
- Excavate for the foundation.
- Haul in and scale MG-20 material as finishing layer around foundation;
- Relocate Loading/unloading ramp due to being right in front of the building;
- Prepare to develop a Snow Disposal Site behind the Fire Hall by:
 1. Mulching trees and other vegetation.
 2. Remove topsoil and stockpile for later hauling. Backfill with dry suitable material (Class B).
- Installed Heavy Vehicle Access sign at Snow disposal sites.
- Started partial ditching of Tawich Road.
- Ditching on the south side of CNW Warehouses.
- Paint Crosswalks and install speed limit signs, Requested by Public Safety Office.

- Doing excavation for Wastewater Dept. Environment health Dept. Fuel spill decontaminations.
- Heavy equipment mobilization and other deliveries as requested.
- Heavy equipment mobilization for Drinking water Department.
- Road maintenance, Snow removal, hauling and Disposal site maintenance with Loader and Bulldozer. On riverside, we removed old poles as they're no longer needed.

The Energy Systems

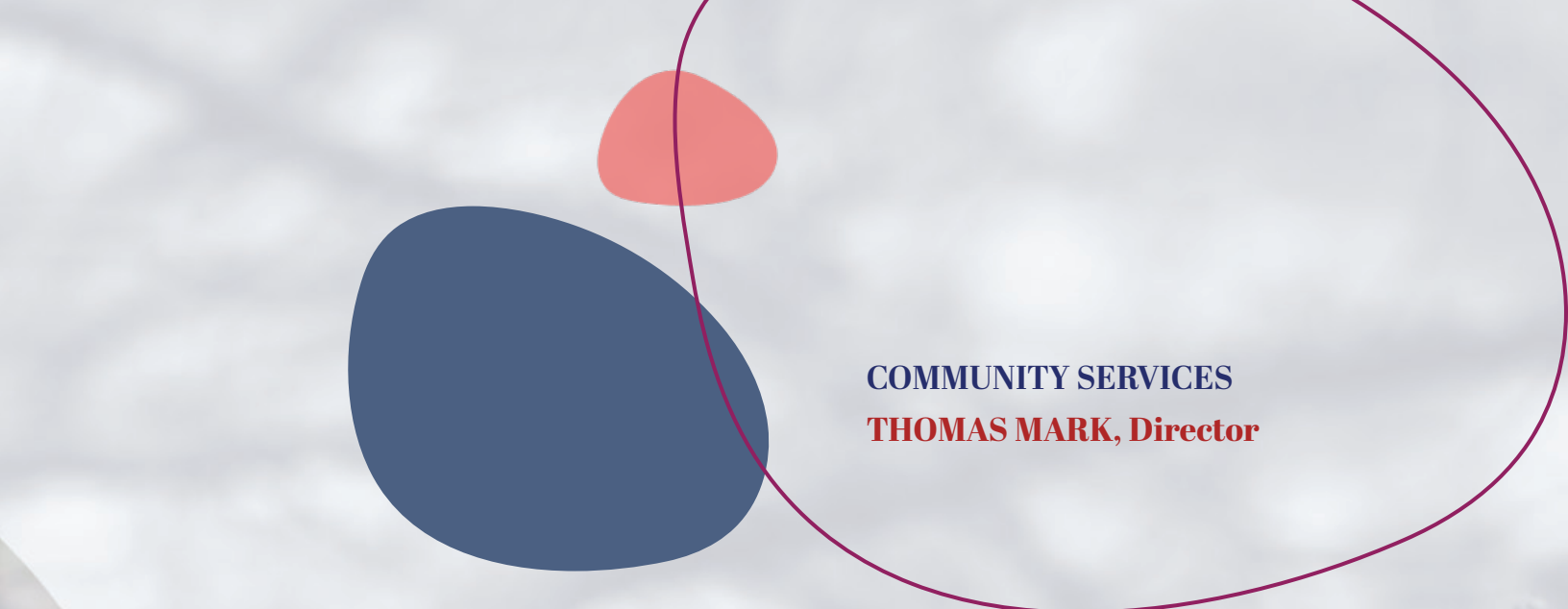
- Callouts, we had a few.
- Kepa knocked down a secondary line on paint hills rd, taking out 2 service entrances to houses which needed to be reconnected.
- We had two other calls on lights flickering at Bush Rd and Stone Rd.
- Installed a streetlight at the new Mawabou convenience store.

As a new employee for the Cree Nation of Wemindji, I have the privilege of working for our community. I look forward to continuing to work closely with the staff and other departments in the Cree Nation of Wemindji. For the last three months, much of my time and efforts were spent observing, reading,

learning and, most importantly, getting to know all my team and the departments. 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.







COMMUNITY SERVICES

THOMAS MARK, Director

Greetings

It's been a wonderful learning experience since coming on board with the Cree Nation of Wemindji in the Fall of 2018. It's been 18 months time, which seems fast as it feels like I just started.

As the Director of Community Services, I am responsible for leading the three departments, Wellness and Cultural, Youth Centre and Youth Council, and the C.O.O.L. Afterschool Program. The Community Services team provides and implements programs and services for the community members and residents in Wemindji from children and youth to elders. You will see each department's annual reports for details about what they have accomplished over the year with their programs and activities.

This past year, the Cree Nation Government Social and Cultural department invited me to a working session for the purpose of disseminating information and engaging with their department, other regional entities, and Cree Communities. The engagement was very important to establishing a common goal with local and regional entities on moving forward on the development of healthy communities. From there, the group had put together working groups to develop a tool kit on funding programs, in which the local communities can access the programs for its services at the local level, working in partnership with local entities.

We had celebrated the 60th Anniversary of Wemindji with weeklong, fun social and cultural

activities, from Arrival of the Canoe expedition, the Grand Opening of the COOL Building, Tawich Day, Tawich/VCC BBQ and a lot of music entertainment in July.

The leadership of Mayuipui Board, which consists of Deputy Chief Arden Visitor, Carmen Faries and myself, worked in partnership with Community Service and the Wemindji Training centre on Class 5 Driver's Education, as the leadership saw the need in the community due to the fact we don't have services in the Community as many community members travel to Chisasibi. We needed an external driver school to help us implement the program in Wemindji; we had two groups of 30, and started one in November and the other one in December 2019. The driving school informed us that currently, 90 community members and residents are in different phases of the program. The program will continue into next year, and we will inform the public when the next new group will start. We will also have a monitors training program in the community for two local community members.

To conclude, this year has been challenging for the community service team as everyone knows. Because of the Global Pandemic of Covid-19, some of our work plans had to be postponed until further notice, even into the new fiscal year. Our facilities were closed to the public, and the staff was instructed to work from home, as it was not essential. However, the departments did an amazing job on thinking outside of the box, such as in providing activities to the community without physical contact.



WELLNESS

GAYLE SHASHAWESKUM,

I am happy to report that our team at Wellness and Culture have been very busy this year, from hosting 4 Regional Conferences to initiating new programs.

Our team includes myself, Manager Linda Stewart-Georgekish, Mental Health Worker Mickey DeCarlo, Program Assistant Angela Stewart-Georgekish, Program Assistant Audrey Nottaway-Otter, and Culture Coordinator Gayle Shash-Georgekish. Our group also includes the Heritage Research Program (Shannon Atsynia), and the Language Program with Theresa Georgekish.

In June, we began the Red Playground Program that involved the Recreation Dept. to address bullying that happens on the playgrounds. We

made a short video and went to the playground twice a month for activities and lunch. We invited elders and community members to get involved too. We reported on the radio some of the stories about bullying that were happening. Our goal was to involve parents and community members and be present at the playground. The program will start up again in May.

A volunteer started a new monthly program to provide the food and cook lunch for elders isolated or unable to get out. Staff and other volunteers deliver the lunches. This program is appreciated, and it is an opportunity to look in on the wellbeing of our elders, who let us know if they are ok. They are all delighted to have a meal cooked and delivered for them.

Our regular programs include Jr. Café, where children 9 to 11 years old meet bi-weekly for lunch and a lesson/activity about bullying, and a monthly Community Kitchen, where adults learn and make new recipes. Gookums and friends, our long-standing program, meets weekly and takes part in activities and workshops with an average of 25 Gookums.

Mental Health Worker Mickey DeCarlo provides counselling for individuals, couples, and groups. She also offers sand play therapy, provides support around addictions and treatment, offers Life Skills training, delivers related workshops, supports staff, gives workshops and provides individual support on suicide prevention, and takes care of the young women's group. She also writes proposals for Celebrate Life events four times a year and helps with Dialogue for Life Conference.

We host women's events, including Murdered and Missing Indigenous Women, have men's groups, and family programs. We offer counselling sessions by Cree counsellors, who come for a week four (4) times a year.

Heritage Project: Looking back on the year's progress of Wemindji's heritage project, our developments have been very exciting. We continue to work closely with our elders advisory group, who remain to be the backbone of our efforts towards the development of more cultural and heritage programming. Currently, we are working to build our repertoire of programming from ideas that our elders have shared and want to see flourish in our community. A few examples include the Elders Storytelling, Senior's Cafe, heritage podcast, etc. These are a few of the new programs that will be housed in our future Knowledge centre here in Wemindji. It can take a

lot of time and effort to get things moving forward and keeping momentum, but the overall will be well worth the wait. We encourage the community to participate in future consultations regarding the project.

Shannon Atsynia, Project Leader

Cree Heritage Project
Cree Nation of Wemindji

Language Program: We were very busy last summer and fall planning and hosting the CSB's Language Symposium, which was attended by about 250 people. Our classes for beginners, advanced and non-Cree speakers resumed at the beginning of October, with more people joining in the winter session. In February, we applied for a three-year renewal of our funding. After reviewing the program in March and based on the program's success, our application was accepted by the National Indian Brotherhood for a second three-year term.

The Mapping Project made further progress this year with interviews, sound editing, and a one-day canoe trip with youth. We engaged community members from youth at the Literacy Camps to elders and visitors from other communities with storytelling around the interactive map.

Community Archaeology: excavations continued at the historic Kakabat Road sites. A beautiful stone pipe and tiny glass beads were among the many objects uncovered there.

This year Culture, Wellness and Heritage Program staff invited elders to visit the Heritage Institute in Chisasibi with them, as well as the Six Nation Woodland Cultural Center in Brantford Ontario, and the McCord Museum in Montreal.



CULTURE

GAYLE SHASHAWESKUM, Coordinator

On behalf of the Cultural Department, I pleased to share the activities and events that were conducted over the year in our department. The Cultural Department focuses on promoting Cree traditional activities and events within and for our community.

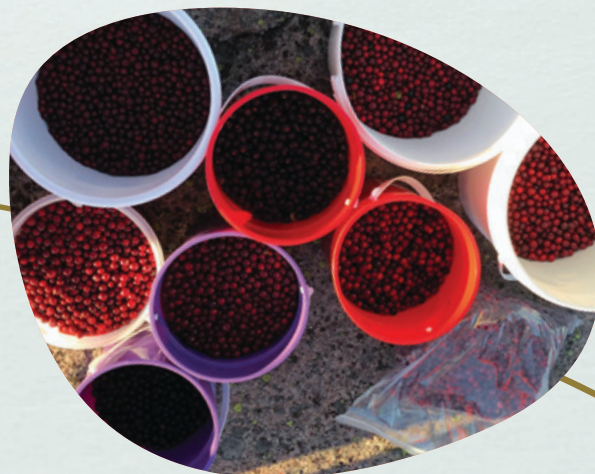
Our usual programming and local activities continued throughout the year, such as Craft Afternoons and Nights, Beading and Multi-Craft Nights, Teepee Cover and Door Making, Down Feather Duvet Making, Moose Head Cleaning, Traditional Ribbon Skirt Making, Old Factory Visit 2019, Wild Berry Excursion, Poppy Making, Local Square Dance Competition, Christmas Ornament Making, Traditional Coffee breaks, Elders Socials and Traditional Food Sharing at the Cultural Camp, Halloween and Christmas Festivities, Elders Trip to Chisasibi's Heritage and Cultural Center in January 2020, to name a few. We also had several Regional events, which we had the privilege to host. The Cultural Department also hired seven women to do some traditional sewing arts and crafts bi-weekly for several months, who were also occasionally instructors to certain programming. It was a very challenging year for our department, as we had three major events to host during the summer and unfortunately,

our Invitational Square Dance Competition was unable to happen due to timing and other regional events.

This year we worked closely with other departments such as our Local Justice Department, Sports and Recreation Department, Cree Health Board, Wemindji Tourism, Cree School Board, Wemindji's 60th Anniversary Planning Committee and other Regional Boards such as Nishiiyuu Council of Elders, to bring events together. Our department was honoured to host the Regional Nishiiyuu Cultural Gathering of Elders in August 2019, along with the Cree Language and Culture Engagement Session in September 2019 and The Regional Suicide Conference, which was held in September 2019.

We had a very challenging year hosting three major events, which we all learned a great deal from. We met new people and picked up and learned new, valuable information. We all enjoyed our experiences through it all. We wish everyone the best and will continue to try our best in bringing and planning meaningful programs to meet our community needs.

MEEWETCH!!





YOUTH CENTER MANAGER

BETSY HUGHBOY, Manager

The following list of activities and programs were carried out by the Youth Department:

- **ADOPT A YOUTH GOOSE BREAK PROGRAM:** Held from May 6th to May 17th, 2019. One (1) youth enrolled where his adoptees were the Asquabaneskum family. The youth's groceries and flights were covered under the Program.
- **SUMMER STUDENT EMPLOYMENT PROGRAM:** A total of seventy-two (72) both Post-Secondary and High School Students enrolled in the program. The program ran from May 20th to September 6th, 2019.
- **CANADA DAY CELEBRATION:** took place on July 2nd, 2019 (due to weather). Youth Department planned activities at the Youth Centre.
- **OLD FACTORY 25th ANNUAL CANOE EXPEDITION:** The Canoe Expedition was once again a success, attracting sixteen (16) youth, along with four (4) of their guides and six (6) participants from Eastmain. A total of twenty six (26) paddlers went down the Old Factory River on July 5th to July 13th, 2019. The Canoe Expedition 25th Appreciation Feast was held at the Community Hall on July 15th, 2019, which included a recognition ceremony for years of service and participation. Recognition includes recognizing all the past guides that assisted throughout 25 years for the Canoe Expedition to reach its 25th Anniversary.
- **WEMINDJI'S 60th BIRTHDAY:** Celebrated from July 15th, to July 21st, 2019, the Youth Department assisted other Departments of the CNW with events and activities.
- **YOUTH INCENTIVE PROGRAM:** The Youth Incentive Program targeted the top two (2) high academic students from each class from Maquatua Eeyou School Secondary 1 to 5, who were selected to go on the incentive trip by the CNW organized by the Wemindji Youth Department and the Wemindji Youth Council.

The trip took place from August 11th to 16th, 2019, with fifteen (15) students along with five (5) chaperones and one (1) bus driver.

- **YOUTH WORK EXPERIENCE PROGRAM:** a total of eighteen (18) youth enrolled in the program. The program started on July 22nd, 2019 and ended on March 31st, 2020. The participants of this program were placed in various departments of the CNW and other organizations and entities within the community.
- **LOCAL CAREER FAIR:** The Youth Department, along with Newmont Eleonore, hosted a two (2) day local career fair on October 1 and 2, 2019, where the community came together from local businesses to represent a variety of careers and jobs.
- **YOUTH APPRECIATION WEEK:** The Youth Department, along with Youth Council, hosted a long week of various activities, events and workshops from October 21st to 26, 2019, where the community came together to celebrate and appreciate our Youth of Wemindji.
- **WINTER HARVEST CAMP:** The Winter Harvest Camp attracted a total of Ten (10) campers. The camp took place at Old Factory Spring Camp from March 16th to 23, 2020.

Other Activities carried out by the Youth Department include: Bike, Running, Canoe Races, Mini Fitness Challenge, Mapping Project, Coffee Houses, Movie Nights, Social Board Game Nights, Sports Nights at CWHSC, Haunted House, Galas, out on the land outing, Monthly Cultural Demonstrations and others, including small contests like Snowman Contest, Pool Tournaments, Photo Scavenger Hunts, Nutrition Workshops, Elders and Youth Feast, Etc.

In closing, the Youth Department would like to Thank everyone who contributed their time to help in our programs, activities, and events throughout the year, and especially to the Youth, you all made 2019-2020 a success.



C.O.O.L. AFTER SCHOOL PROGRAM

TRUDY MARK, Manager



Photo 1 – C.O.O.L. Facilitator experimenting with “Elephant Toothpaste” during our summer science camp.



Photo 2 – “Robin’s Nests” activity facilitated by Christine Stocck to display for the Grand Opening.



Welcome to another year of the C.O.O.L. Program!

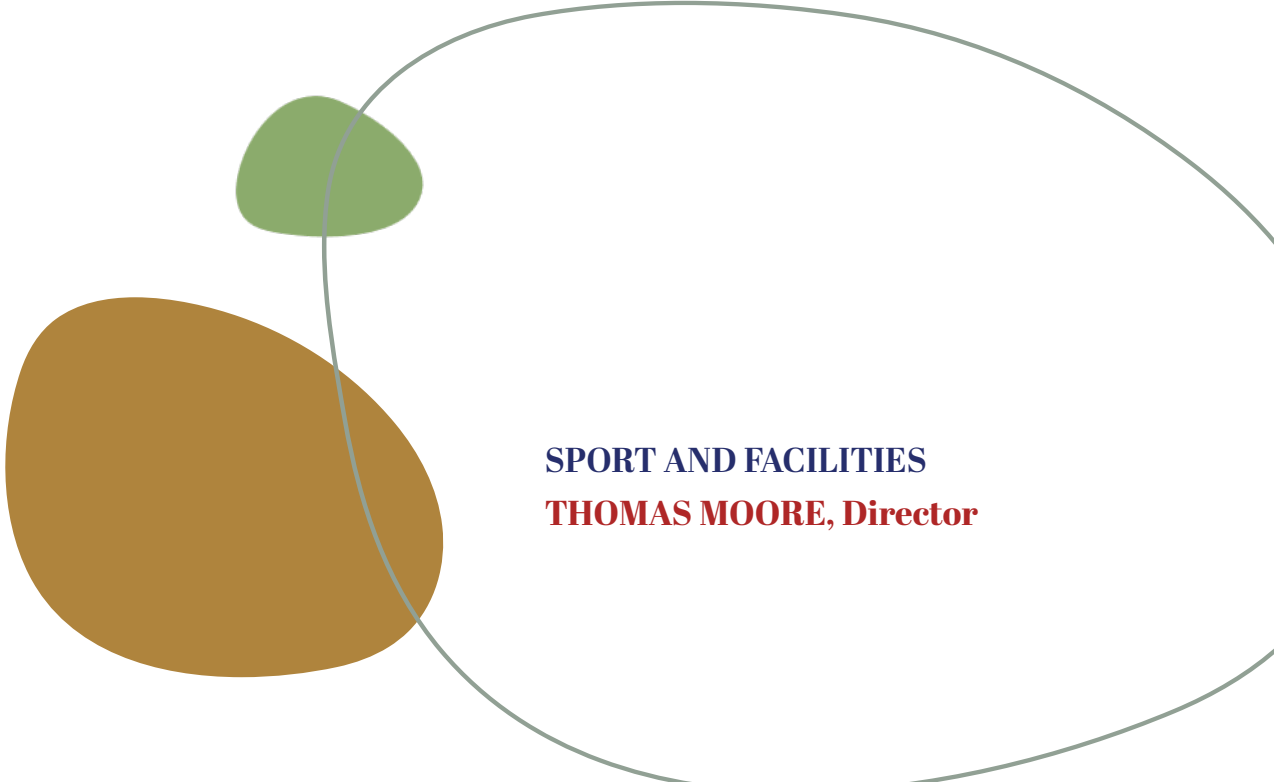
This year the after-school program services ended the week of the 24th in June 2019. Shortly after, starting on July 2nd, we ran the Summer Science Camp until August 9th. We had a total of 60 children registered for our camp. Children were able to have a fun, safe place to play, learn and experiment. This year we hope to provide the same experiences, but with a focus on more traditional activities that will be taught by the C.O.O.L. facilitators and our local Cree experts. We also held our Grand Opening during our summer camp on July 18th to coincide with Wemindji's 60th Anniversary celebrations. A total of 300 community members attended our event.

Registrations for the 2019-2020 school year took place on Tuesday, August 13th. We added ten (10) more spaces from last year and had a new total of 60 registered full-time and a few part-time. Since August 2019, we have had 11 different clubs operating at

six (6) weeks at a time, all of which were very well received by both parents and children.

It seems the school year has gone by very fast because of the COVID-19 pandemic. This has brought our programming to a halt. It is not easy planning events that require us to practice social distancing. We were, however, able to hold a snow castles contest in March and a Campsite LEGO Contest during goose break. Look for more events in the near future from C.O.O.L., which includes this summer's Traditional Arts & Science Camp for ages 5 to 12 years. We will be having registrations for summer camp hopefully by the first week of July, and new school year registrations coming the second week of August.

We hope you have a happy and safe summer and remember to wash your hands and protect our loved ones by practicing social distancing!



SPORT AND FACILITIES

THOMAS MOORE, Director

Wachiya,

I started as interim Director of the Sports and Facilities Department on December 2, 2019, and as of March 17, I will be beginning to work officially as the Director. Furthermore, I am currently in an adjustment period, as my previous background is mainly in the facilitation and instruction of physical activity programming with the Sports Academy program. My education also consists of a degree in Sport and Physical Education and an advanced diploma in Physical Fitness Management. I've also been lucky enough to experience a variety of positions within the department, and am looking forward to working in this new capacity. On a personal level, I enjoy spending large amounts of time (at the displeasure of my wife) at each

recreation facility as a participant in the various events, programs and services of the department.

I was going to use this platform to describe the different sections and teams within the department, but I think most people reading this would know who they are and what they do. Instead, I would like to take this time to promote physical activity and shamelessly plug our department. You may not agree (yet), but the Sports and Facilities department plays a vital role within the community. We provide support and opportunities for people to be socially connected and engaged in the community, live physically active and healthy lifestyles, and benefit economically. "How do we do you it?" you ask. "Why don't you take a bite of your burger, and I'll tell ya (Lloyd Christmas, Dumb and Dumber)."



We promote social connection and community engagement through the events, activities and programs we host. If you have ever seen Challenge Cup or Senior Hockey and Broomball, you'd know this is the case. The vast majority of the community can make their way into the arena during these events. While watching the action, they can be sitting talking about players/teams past and present amongst family, colleagues, old friends, or random people sitting beside them. Our events and facilities also allow participants to chat it up and connect with the team or workout partner/s while strapping on a pair of skates or their gym shoes. Being connected socially and engaged in the community is key, because it prevents feelings of being isolated and alone, which can lead to mental health issues such as anxiety or depression.

One of the most obvious responsibilities our department has is to promote physical activity; we do this by organizing events and activities that typically require movement of some kind. Did you know that the Canadian guidelines for physical activity typically recommend a minimum of 150 minutes of moderate-vigorous physical activity for adults? In 2016, the Cree Diabetes Information System reported that 26.6% of adults in the Cree Nation were diagnosed with diabetes, while the rest of Quebec sits at 9.6%. Prevention of diabetes and related complications is just one of the many benefits of being physically active. I want to make sure I'm not only reaching the recommended

minimum time for physical activity, but exceeding that time, especially if I'm three (3) times more likely to develop diabetes than the average Quebecer.

This leads us to our final point: how does the Sports and Facilities Department help people benefit economically? Not only does our department consist of 20+ full-time staff, we often rely on casual hires to help make events run successfully. During events, we can see anywhere from 100-300 participants visiting the community, and they often end up patronizing our local businesses. There are a few other underlying economic benefits as well. A physically active adult population leads to a healthy society that is not only productive at their workplace, but one that places less stress on the healthcare system. A productive and healthy workforce can lead to opportunities for organizations and communities to prosper.

Before I turn it over to the team, I just want to thank the community for continually supporting the events through participation, working, volunteering, and spectating. I also want to say: getting healthy is not only about the hour you spend in the gym/fitness/ice, it's also about how you choose to spend the other 23.

Meegwitch,



SPORT AND FACILITIES PROGRAMMING

DIANA SHASHAWESKUM, Coordinator

TYLER SHANUSH, Assistant

Sports Academy is an after school programming for student-athletes created to provide them with a fun, challenging and nurturing environment. Fall and Winter Sports Academy started operating on October 14th, 2019.

Sports Academy Programs and Activities that were offered overall from 2019-2020:

- Hockey and Broomball Sessions
- 13+ Dryland Training
- Learn How to skate
- Lunch Hour Skate
- Lunch Hour Workouts
- Multi-Sports Sessions
- Nutritionist Seminars
- Outdoor Activities
- Swimming Sessions

Hockey and Broomball Sessions were scheduled after school 2-3 hours a day from Monday to Friday, for Pre-Novice to Midget and Girls Hockey and Beginners to Juvenile broomball categories. Also, there was Lunch Hour skate on Mondays and Wednesdays open to all student-athletes. Every Friday, there was a slot called “Learn how

to skate’. Multi-Sports happened right after school until 6 pm from Monday to Friday at the gym complex for Grade 1s to Grade 6s. We also provided Swimming sessions every Friday. 13+ Dryland Training was provided during lunch hours and after school, and we also offered a Ped Day Schedule whenever there was a Ped Day at the Joy Ottereyes Memorial School and Maquatua Eeyou School.

I would like to thank the team for making this program happen for our student-athletes. The instructors are Daren Robertson, Sebastien Stephen, Brittany Visitor, Cassie Hughboy, Samuel Louttit and Amber Cheezo-Visitor. We had also received Nathaniel Valliancourt and Kris Kakabat from the work experience program coordinated by the youth centre. Most of all, I would like to thank our student-athletes for attending the Sports Academy and for making it more fun.

On Behalf of the entire Sports Academy Staff, keep working hard in school and being active.

Deanna Hughboy

Interim Sports Academy Coordinator

Recreation organizes sports and other recreational activities and programs for the majority of 18+ (adults). Like every other year, the Sports and Recreation Department had yet another successful year. Without the outstanding support we have from our participants and community members, our goals for a successful event would not have been met. We would like to greatly send our gratitude, and we hope to see you keep supporting our hosted events and activities, as it is our job to bring you entertainment and a positive, healthy environment to our community members. We are looking forward to bringing you more for 2020-2021 and aim for another successful year.

Events and Activities - April 2019 to March 2020

Annual Invitational Tournaments

- **April:** Challenge Cup Hockey Tournament
- **June:** Basketball Tournament (also includes Junior Category)
- **July:** Fastpitch and Softball Tournament
- **September:** Volleyball Tournament
- **February:** Senior Hockey and Broomball Tournament

Fishing Derbies

- **July:** Trout
- **August:** Walleye
- **September:** Pike (cancelled due to weather)

Annual Community Events

- Canada Day
- Old Factory Visit
- Wemindji's Birthday
- Halloween Activities
- Christmas Activities and Contests
- New Year's Extravaganza
- Winter Carnival

Other Activities and Events

- Family Home Challenge
- Family Game Nights
- Multi-Sports Week
- Floor Hockey Tournament
- Wemindji Minor Sports Golf Benefit (Val-d'Or)

Sports Camps

- Basketball
- Volleyball
- Fastpitch/Softball

WEMINDJI MINOR SPORTS

A lot of our focus is on the Minor Hockey and Broomball League, which runs October to April. This year we had over 150 student-athletes registered in hockey and a little over 100 in broomball.

Every year our children are excited and look forward to the season to start. A lot of the kid's main focus is on these two sports. Our registrations were open by mid-August to late October. We also had a couple of registrations in November and December for students that relocated.

The following is a list of our Minor Hockey and Broomball teams.

- Pre-Novice – Wolf Cubs
- Novice – Lil Wolves
- Atom – Future Wolves
- Pee Wee – Wolves
- Bantam – Paint Hills
- Midget – Paint Hills
- u6 Beginners – Mini Wolverines
- u8 Benjamin – Mini Stars
- u10 Novice – Lil Wolverines
- u12 Cadet – Future Wolverines
- u15 Midget – Future Icestars
- u17 Juvenile – Future Icestars

Out of 12 teams, 8 of our teams participated in the James Bay Minor Hockey and Broomball League. It was a great year for some thanks to those volunteers and student-athletes that showed up and gave it their all. However, sadly, due to lack of involvement and having full support from players, parents or guardians, some of the teams and players were not able to travel to their games.

Other Minor Sports Events held 2019-2020

- End of Year Gala with Sports Academy
- Minor Hockey & Broomball Tournament part 1 and part 2
- Annual Golf Benefit
- Hockey Development School
- CREE Minor Hockey & Broomball Tournaments
- Figure Skating
- Learn to Skate Program
- Family Game Nights
- Bear Breaks with Sports Academy
- Local Minor Softball Tournaments
- Volleyball clinic for kids
- Basketball Clinic for kids
- Charity Cup
- Cooking Classes with CNG

Special Events – Alongside the Community Services Department

- Old Factory Visit
- Halloween
- Christmas and New Year's Festivities
- Wemindji's Birthday

Disrupted Events due to COVID-19 pandemic

- Minor Class "C" Tournament
- Winter Carnival-with CSD
- Playdowns for Broomball
- Playoffs for JBMHL
- Incentive Trip

B.E.A.R. stands for B-BEHAVIOUR, E-EFFORT, A-ATTENDANCE and R-RESPECT; this is a program we have implemented with the help of Sports Academy and both J.O.R.M.S and M.E.S.

EXPECTATIONS OF THE BEAR PROGRAM

The purpose of the B.E.A.R. program is to motivate student-athletes to follow the expectations as outlined in the B.E.A.R policies.

Students are responsible and are required to have their B.E.A.R. sheets signed every period in school if they intend to participate in any minor sports programming.

B.E.A.R. sheets and practice attendance will be used when forming teams for weekend galas and tournaments, both federated and non-federated.

Students must maintain an 80% or higher checkmark average on their B.E.A.R. sheets to attend hockey broomball, multisport or fitness center. One hundred twenty spaces (120) for checkmarks = minimum 96 checkmarks. Remember X's are not given by teachers they are earned by students.

Parents must call to inform school if they are sick or have a valid reason, upon the student's arrival back to high school, it is their responsibility to have their sheet signed off by the office workers at the school.

This program has helped a lot of our student-athletes reach their potential in school, and on-ice practices. Let's keep working together and encouraging all our children whether they are in sports or not.

HOCKEY IS IMPORTANT, BROOMBALL IS IMPORTANT, MINOR

SPORTS ARE IMPORTANT, SCHOOL IS MORE IMPORTANT.

FITNESS AND POOL

The Fitness Program Coordinator oversees both the fitness centre and the swimming pool. We have two full-time employees at the fitness centre as fitness attendants.

Lindy Georgekish and Carey Atsynia are both certified as personal trainers under the Sports Performance Institute (SPI). The fitness centre opens seven (7) days a week. On the weekdays, it opens from 7 am-9:30 pm, and on weekends it opens from 12 pm-8 pm.

The fitness centre does their monthly draws for a chance to win a one-month fitness membership. The more you sign in, the better chance to win. We also did a Christmas/new year draw. We had three (3) winners, and we gave away fitness memberships (1, 3, 6 months) and a few goodies, which included a cap, towel, water bottle and a workout shirt. We also did special group rates in the fall of 2019.

We have offered some programs to the public, which included the Weight Loss Challenge, Walk and Run 6-week program, Wemindji walk and run event, women's and men's night. We're excited to offer more programs in the upcoming fiscal year.

We also have two full-time employees at the swimming pool who are certified lifeguards, Tanner Gilpin and Cherilyn Georgekish. We also contract Louis Bertrand, who is certified to offer first aid and CPR, swimming lessons, and can also certify bronze medallion and bronze cross for those who are interested in becoming certified lifeguards.

There are four (4) courses to become a certified lifeguard:

- Bronze medallion (25 hrs)
- Bronze cross (30 hrs)
- General first aid (16 hrs)
- National lifeguard (40 hrs)

If you know anyone who is interested, you can contact myself or one of the lifeguards.

We have kids who participate in our daily swims. We also have a few kids that signed up for Swim Patrol; where we teach them how to develop swimming strength, basic first aid and water rescue.

List of activities/programs and Events - Fitness and Pool

- FITNESS
- Weight Loss Challenge
- Wemindji Walk and Run
- Women's and Men's Night
- Walk to Run Program
- Health and Fitness Challenge
- POOL
- Bronze Medallion Training
- Swimming lessons
- Swim Patrol
- Occasional Pool Parties

Walter Hughboy Memorial Sports Complex

- Sara Morrison, Sports Manager (resigned for educational reasons)
- William Stewart, Maintenance Supervisor
- Warren Mistacheesick, Maintenance

- Juliet Mistacheesick, Janitor
- Charlene Swallow, Janitor
- Charlene Miniquaken, Complex Attendant
- Gabriel Georgekish, Complex Attendant
- Vanessa Gilpin, Complex Attendant

Fitness and Pool

- Natasha Stewart, Fitness Program Coordinator
- Lindy Georgekish, Fitness Attendant
- Carey Atsynia, Fitness Attendant
- Cherilyn Georgekish, Lifeguard (currently on Replacement leave)
- Tanner Gilpin, Lifeguard
- Louis Bertrand, Contract Lifeguard

Recreation

- Diana Shashaweskum, Recreation Coordinator (presently on Replacement leave)
- Tyler Shanush, Recreation Assistant (resigned for educational reasons)

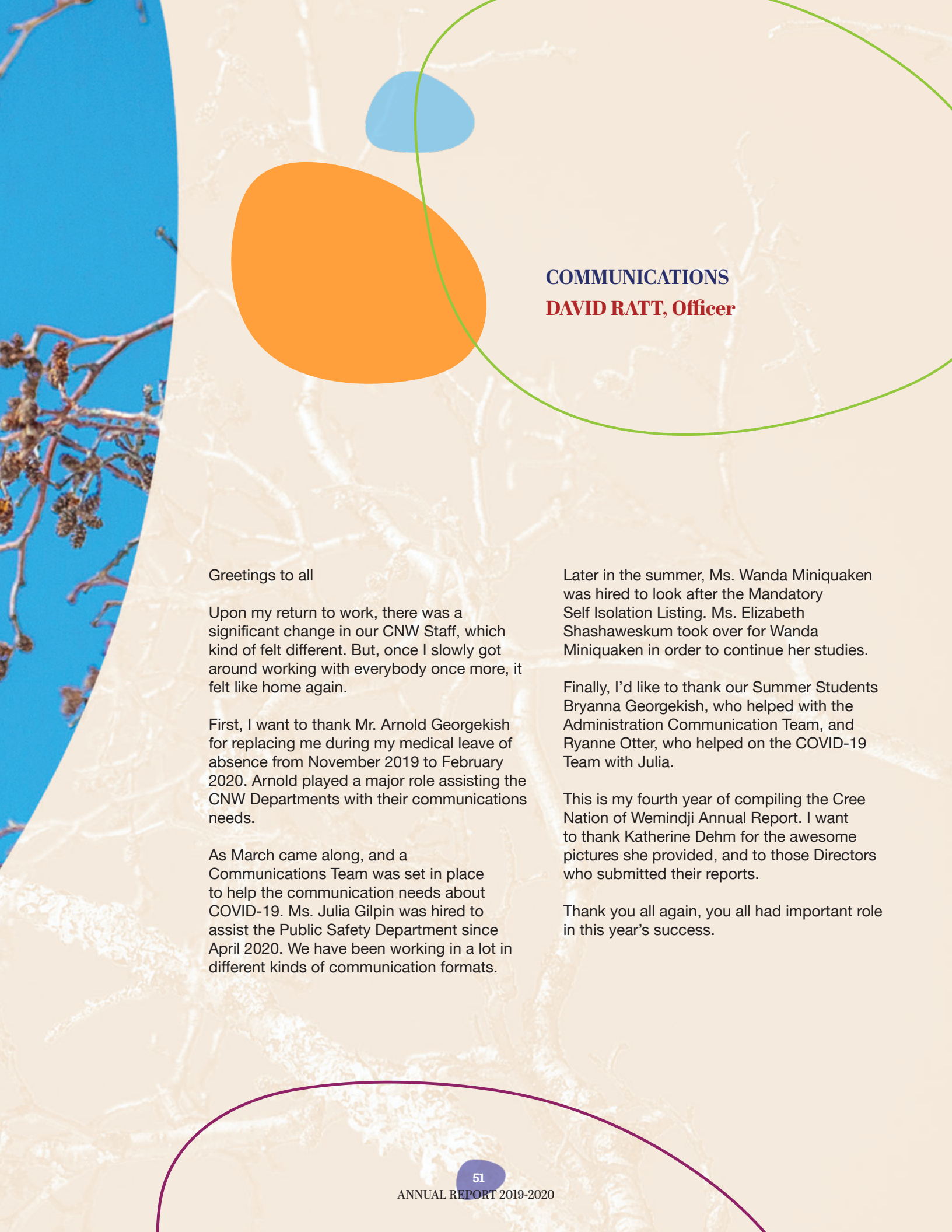
Minor Sports

- Sequan Visitor, Minor Sports Coordinator
- Shawna MacDonald, Recreation Assistant

Sports Academy

- Thomas Moore, Coordinator (now the Director of Sports and Facilities)
- Deanna Hughboy, Broomball Head Instructor (assigned as Coordinator Replacement)
- Brittany Visitor, Assistant Broomball Instructor
- Daren Robertson, Hockey Head Instructor
- Sebastien Stephen, Assistant Hockey Instructor
- Samuel Loutitt, Multisport Instructor
- Cassie Hughboy, Assistant Instructor Hockey and Broomball (floater)
- Nathaniel Vaillancourt, Dryland Trainer and assist Hockey Instructors.





COMMUNICATIONS

DAVID RATT, Officer

Greetings to all

Upon my return to work, there was a significant change in our CNW Staff, which kind of felt different. But, once I slowly got around working with everybody once more, it felt like home again.

First, I want to thank Mr. Arnold Georgekish for replacing me during my medical leave of absence from November 2019 to February 2020. Arnold played a major role assisting the CNW Departments with their communications needs.

As March came along, and a Communications Team was set in place to help the communication needs about COVID-19. Ms. Julia Gilpin was hired to assist the Public Safety Department since April 2020. We have been working in a lot in different kinds of communication formats.

Later in the summer, Ms. Wanda Miniquaken was hired to look after the Mandatory Self Isolation Listing. Ms. Elizabeth Shashaweskum took over for Wanda Miniquaken in order to continue her studies.

Finally, I'd like to thank our Summer Students Bryanna Georgekish, who helped with the Administration Communication Team, and Rynne Otter, who helped on the COVID-19 Team with Julia.

This is my fourth year of compiling the Cree Nation of Wemindji Annual Report. I want to thank Katherine Dehm for the awesome pictures she provided, and to those Directors who submitted their reports.

Thank you all again, you all had important role in this year's success.



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:

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ADMINISTRATION OFFICE**

East Wing, 21 Hilltop Drive
Wemindji, QC

NISKAMOON OFFICE

Geraldine Mark, Local Niskamoon Officer
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