



2024-2025 Annual Report

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Building up our people,
shaping our community

Values



Humour

Community

Respect

Resilience

Love

Knowledge

Teaching

Humility

Mission



The Cree Nation of Wemindji is committed to offering quality services to all community members honouring our Cree values and traditions and in line with the funds that are entrusted to us. We are the stewards of the Wemindji traditional territory. We ensure the preservation of our language and culture and create opportunities to connect with the land through programs & activities.

Vision



Strong families are the Foundation of our Community.

Elders are the foundation of our Families and Community.

We have a united and harmonious Community.

A healthy Environment and Land, and respect for our Tallymen.

We have a healthy and attractive Community, with a good quality of life.

Our members are educated, capable and self-sufficient contributors.

A healthy, self-sufficient economy with good employment.

A strong and just Cree Government.

We are responsible Members

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Message from the Chief



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Wemindji

Wemindji,
from the Cree
word “wiimin
uchii” meaning
“ochre hills”

Wachiyak Wemindji Eeyouch!

How time flies! We are nearing the end of the Council term. I have genuinely enjoyed working with and learning from the current Council. I want to personally thank them for their dedication and for sharing their knowledge. They have worked with honour, respect and high regard for the community members.

We have passed and rescinded some laws over the past year. We continue to update and develop laws based on the needs of the community. People say there are too many laws, however, it is essential that we have them so that we can set up protocols and regulations for the well-being and benefit of all community members. I encourage you to read our minutes and financial statements to stay informed.

Some of the laws outline the roles and mandates of the Committees of Council. From the reporting sessions, we have seen that the members of these Committees are regularly active and become incredibly involved in activities and initiatives to make the community a better place. Not everything is perfect, but I do not think anything ever is. It is important to continue to improve what CNW has to offer.

Our management staff are working so well together. As a team, they have developed a 5-Year Guide, which is a plan on how they will execute the services and programs they will offer while also considering the Mission and Vision set by our earlier leaders, deriving from Elders sharing their knowledge. They have a roadmap of where they will take the organization and a way to ensure that they check their progress in the coming years.

The Council, as the sole shareholder of Tawich Holdings Corporation and subsidiaries, has had periodic sessions with the Board of Directors and management. I must say that they are moving in a good direction. They are updating their strategic plan to guide improving operations and business performance.

As a Council, we have been truly fortunate to have such a productive and dedicated legislative support team, management, staff, committee members, and board of directors. Thank you for all the work you do to serve the community.

The community members are an integral part of moving the community forward. Keep on attending our meetings and telling us your concerns, and let us know how we can improve.

Meegwetch

Christina Gilpin
Chief of Wemindji

In Closing,

We must appreciate the people who work for the benefit of the community. It is so important to think about how we affect future generations and leave a legacy with well-intentioned efforts and a good quality of living. Our children, our youth, will carry this; we must treat them well and be part of their everyday lives. We must support them in their education, language, sports, hobbies, and the challenges that they face. Wemindji will always be a better and happier place when we all work together. We must live in the moment.

Daily prayer:

'sorry, forgive me, thank you, I love you'

-The Book of Ho'oponopono





Deputy Chief

Arden Visitor



It gives me great pleasure to once again provide a brief message to our community members.

In this year's message, I would like to thank our community members for their trust when I began this mandate eight years ago. Over the years, I have learned how to lead by listening to the concerns of the members. The community's voice, participation, and input made many of our community's projects and programs transpire. I encourage members to continue participating and sharing their ideas.

I want to emphasize a few key areas. I may have spoken of these concerns in past messages, but I must address them again. We all know that our community is growing and expanding. New buildings and infrastructure are being developed, and community organizations and entities are expanding their services and programs to meet the growing needs of our population. With this community expansion, we must take advantage of the opportunities and the importance of education and training in developing the skills and knowledge to occupy different positions. I want to encourage people, especially our community's youth, to pursue higher education and training in various trades and fields.

Another area I want to address is our community's overall health and well-being. It is very encouraging to see members taking responsibility for their health by utilizing the sports facilities, events, and initiatives intended to benefit them. I want to encourage members to continue working together and supporting one another, as we can contribute to a healthy community for everyone.

We know the importance of maintaining our way of life, culture, and language as proud Wemindji Eeyouch. Our culture department and local entities have initiated numerous programs and initiatives that we can participate in to learn about our rich history and culture. We should do as much as possible to help each other and be active in our traditional territories. There is immense healing that comes from being immersed in nature. The food we harvest from the land is healthy, and I recommend that our people consume it regularly. The echoes of our language should be heard and spoken as we carry out traditional activities on the land.

To conclude, thank you again for your trust, support, and love for the past two terms. I have always believed that we can achieve more by working together and respecting one another. We need our community organizations and entities to collaborate for the common good of our community. We owe it to our children to have a safe, healthy, thriving community where they can live.

Chiniskumit'in

Arden Visitor
Deputy Chief





Message from the

Director General

Katherine Moses

Our vision for Wemindji is to have a clean, healthy, safe and secure community where we enjoy an exceptional quality of life, where our families can prosper.

To ensure that our culture and language is reinforced and maintained, our children are educated, healthy and happy, our Elders are respected, our facilities are well maintained, and our environment is protected. That is, in essence, the Cree Nation of Wemindji's purpose for being. To achieve this, we have our mission, which is to provide the best possible programs and services for our members that are in line with our vision statement.

Our organizational priorities over the next few years are:

Promoting and maintaining a healthy lifestyle & advancing the well-being of our people.

Enhancing organizational planning, effectiveness, and implementation.

Building Capacity

Protecting the land, water, territory, and all living things.

Facilitating community engagement & communication

Protecting Our Language and Culture



These are the guiding principles that drive the planning and implementation of our work plans.

We invested heavily in training and development opportunities for our staff to build capacity, improve skills and help our employees become more effective in their roles. Last year, 18 employees completed the Project Management training with Algonquin College. Other trainings include Lineman training, training for Water Distribution Operations, Wastewater training, Change Management & Intergenerational Communication training, Coast Guard training for the new SAR boat and Supervisory training for managers.

After several consultation sessions with our members, we finalized the Four Pillars programming plan for the protection and revitalization of language, culture, and heritage, and programming to promote wellness for our people and our community. The plan was submitted and approved by the Four Pillars Society.

In terms of capital projects, we implemented Year 3 of our housing plan which involves the construction of ten (10) new social housing units: one (1) duplex, one (1) 8-plex unit. As we expand Niipitakaapuu Street towards the marina area, over 40 new housing lots will become available for the construction of both private and social units. Several construction projects were also awarded: the relocation of the lagoon, completion of the new landfill, expansion of light commercial lots on Maquatua road, paving, drainage and landscaping, band office roof renovations, and the new Walking Trail. Negotiations with Transport Canada for the airport maintenance contract were finalized, and the seasonal operator position was upgraded to a full-time position. Work is slowly progressing on

the alcohol law and housing laws with legal counsel, along with the drafting of a transfer agreement between CNW and Tawich Development for the dormitories. The election law was approved by the members and will be implemented this summer.

Overall, it was a very busy and productive year for our departments. Our directors, managers and supervisors have the responsibility of providing support and guidance to their teams, and I would like to acknowledge their hard work in developing their teams and communicating our mission and vision for our community. I appreciate your time and relentless efforts in helping your department build our community.

I would also like to extend my deepest gratitude to every CNW employee for the important work you are doing; no matter what role you have, you are all contributing towards building a safe, healthy, and prosperous community.

And a special thank you to all Wemindji Eeyouch and residents, we thank you for supporting our staff, providing your constructive feedback, attending our events and participating in our programs. As members of this beautiful community, we are proud and capable Eeyouch, and we all have the primary responsibility to create a positive, healthy environment for ourselves, our families and the generations to come.

 **Meegwetch Chiniskumitin**
Thank you



I would also like to extend my deepest gratitude to every CNW employee for the important work you are doing; no matter what role you have, you are all contributing towards building a safe, healthy, and prosperous community.

187

Employees

60

New Employees



Human Resources



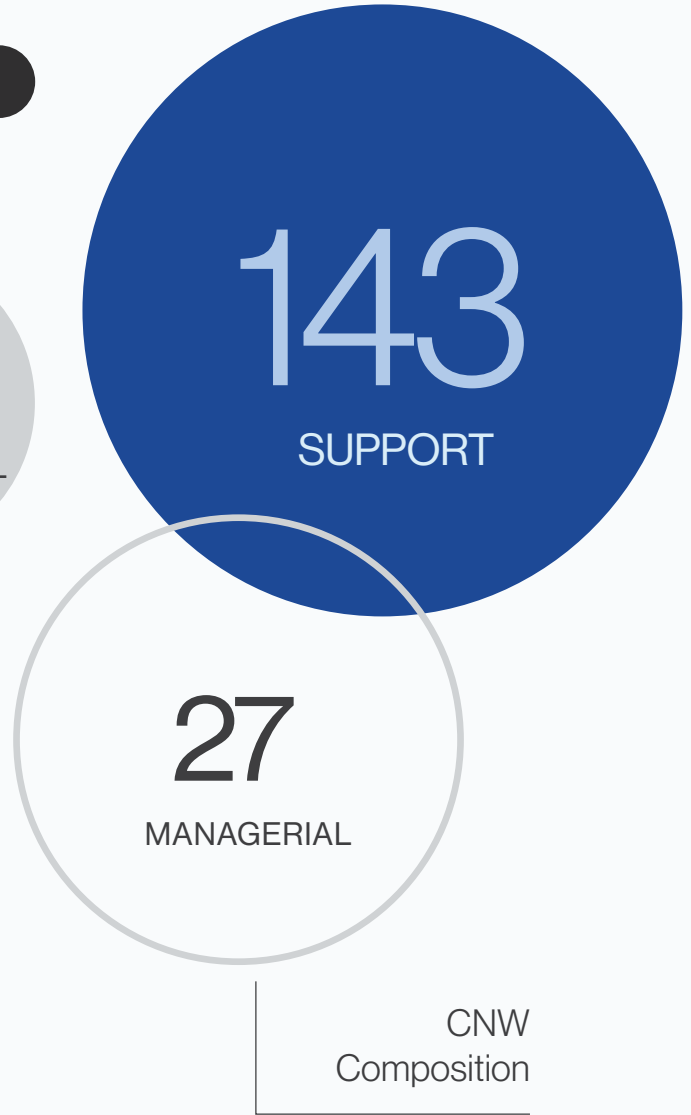
Brendan Bull, Director

About CNW

The Human Resources annual report for 2024-2025 reflects our progress and achievements alignment with the Wiichihiiwaausinihiikin strategic plan and it's guiding principles. Our focus this year was on enhancing employee engagement, fostering a culture of diversity and inclusion, and building capacity to meet future workplans.

The Cree Nation of Wemindji has 182 employees listed during the 2024-2025 fiscal year, and employs both regular full-time and on a contractual basis. The graph below illustrates the total regular full-time positions, designations, and the total contractual positions in 2024-2025.

During the past year, we welcomed 60 new employees. 28 of the new hires were regular positions, while 32 were on a contractual basis. The new hires represent positions related to program delivery. Regular positions can be new positions, replacement hires for leaves, and also new staff as retirements occur.



2024-2025 New Employees

This year saw nearly equal increases in Full Time and Contractual Staff for the Cree Nation of Wemindji Administration.

Strategic Alignment

Our workplans were developed with Human Resource pillars and the guiding principles:

1. **Employee engagement:** Onboarding, promoting a supportive workplace, and encouraging a culture where work efforts and service are recognized.
2. **Working excellence:** Streamlining HR procedures to enhance efficiency and implementation of communication platforms.
3. **Capacity building:** Investing in employee growth and career development by deploying department initiatives in training, mentoring, and technical assistance.
4. **Facilitating community engagement:** Utilizing the communication platforms and assisting in the development of opportunities and organizational activities.

Key achievements:

Employee engagement

- Implementation of key improvements compiled from surveys on the performance management results.
- Introduction of new training initiatives and on-the-job training projects to assist departments.
- Subject-based employee activities.
- Recognition of employee achievements and years of service.

Work excellence that aims at continuous improvement

- Automated communication platforms to centralize our processes and track workplans.
- Enhanced recruitment strategies with simplified applications by introducing a user-friendly online platform.
- Implementation of a new HRMS and employee portals to streamline processes.

Workplace and talent development

- Launching of Wiichihiwaausinihiikin strategic plan activities.
- Training projects on skill development and certification.
- Accounting certificate project completion.
- Hiring of 60 employees.
- 117 participants acquired various training activities.



Goals for Next Year

1. Enhanced employee experience:

Expand partnerships to well-being initiatives that include mental health resources and wellness-driven culture programs.

2. Advancing program technology integration:

Fully deploy new programs, upgrade projects, and improve service delivery.

3. Strengthening diversity and inclusion:

Increase employee engagement on work initiatives and career advancement opportunities by working with key stakeholders and external partners.

Human Resources

Projects and Highlights

The Human Resources Department promotes and supports capacity building for our employees and members. In 2024-2025, we had more than 118 participants, and more than 15 capacity-building initiatives took place.

Capacity Building

Men's Day Coffee Break



As Part of our overall Capacity-Building Approach, employee engagement activities are an important part of the overall HR structure. During the past year, the following engagement activities were incorporated:

- Strategic plan launch (employee gathering & members meeting)
- Community clean-up day
- Orange shirt day "residential school survivors and reconciliation"
- Halloween Party
- Christmas Employee Luncheon
- Men's Day: Coffee break
- Children's Day: Invited C.O.O.L. Kids and Daycare Children – community engagement
- Women's Day: Luncheon and invited guests
- Christmas banquet

Women's Day Banquet 2024



Item	Participants
Accounting Certificate training	8 participants
Maintenance Lineman training	6 participants
Project Management training	4 employees
HR Certificate training	8 participants
Risk Management training	6 employees
Administrative Assistants Program	12 employees
Management Skills for Administrative Assistants/Client Service	12 employees
Coworker to team leader training: Performance Management Consultants	9 employees
Communicating for Results	3 employees
Growing, Emerging and New Leaders Boreala Management	3 employees
Top Coach Workshops – Intergeneration	10 employees
HR Indigenous Conference "The Employee Cycle"	2 HR attendees
Indigenous Financial - Capacity Conference attendees	4 Finance attendees
Basic First Aid Training	15 Employees Certified
Intermediate First Aid Training	15 Employees Certified

Service and Recognition

Dinah Asquabaneskum	30 years
John Mistacheesick	40 years
Christine Kakabat	30 years
Brenda Bull	30 years
Dale Kelly Mark	25 years
Hannah Georgekish Mark	20 years
Katherine Moses	20 years
Sherman Visitor	15 years
Arlene Hughboy	15 years
John Kakabat	15 years
Roy Ratt	15 years

International Mens's Day

(from top left to bottom right): Cheryl Georgekish, Cheryl Georgekish, LeeAnn Gilpin, Bottom left: Brenda Bull, Bottom right: Brenda Napash





Environment & Land Management

Howard Macdonald, Director of Environment
Shirlene Mistacheesick, Environment Coordinator

The year 2024-25 marked a period of transformation and action for the Environment and Land Management Department.

With growing environmental challenges, our department initiated key strategies aimed at promoting sustainable land use, building resilience to climate change, and improving public engagement through new programs by promoting awareness with the FNQLSDI EcoNation Environment Awareness Officers.

Key initiatives included the updating of the Water and Wastewater Infrastructure Plan, a summary Climate Change Summary Report, and a renewed focus on reviewing environmental bylaws. Additionally, we sought new funding streams, particularly those aligned with food security. Another key area was focusing on Environmental Emergency Spill Response.

EcoNation Environment Awareness Officers Program

First Nations of Quebec and Labrador of Sustainable Development Institute (FNQLSDI) deploys trained Environment Awareness Officers in communities to:

- Promote sustainable practices
- Support waste management initiatives
- Build capacity and skills
- Support Indigenous Youth
- Foster the development of a network of First Nations youth leaders

Impact Highlights:

- Trained Officers in the regional area
- Reached and promoted awareness through summer and events

Water and Wastewater Infrastructure Plan (Updated 2024)

Recognizing the insufficient water infrastructure data in both water and wastewater settings, we undertook a full update of our Water and Wastewater Infrastructure Plan. The revised plan focuses on:

- Hydraulic Balancing, modernizing water treatment to meet water flow standards
- Updating infrastructure drawings/plans for water, wastewater and stormwater

Key Investments:

- Drinking Water upgrades & Reservoir Repair
- Partnerships established with government and engineering consultants

Climate Change Summary Report

The Climate Change Report outlines our strategy for enhancing the resilience of communities, ecosystems, and infrastructure to the impacts of climate change.

Priority Areas Addressed:

- Our Lands and Water
- Temperature and Weather Patterns
- Animals, Fish and Medicines
- Our Safety and Infrastructure
- Our Health and Wellbeing

Environmental Health, Water and Wastewater

Highlights

- New Landfill Certificate of Approval and Existing Landfill Closure
- Waste Management Improvements
- Eco-Center Relocation Approval
- Water Plant Upgrades
- New Lagoon Relocation
- Water and Wastewater Infrastructure Plan

Review of Environmental By-laws

Environmental by-laws were reviewed to ensure alignment with:

- Climate resilience goals
- Sustainable land-use planning principles

Expectancy:

- Update by-laws
- Implement Climate Sustainability and Resilience
- Strengthened protections around water bodies

Funding Streams and Food Security Initiatives

A key focus in 2024 was identifying and securing new funding streams to support environmental resilience and a food security program launched.

Funding Progress:

- Climate resilience projects
- Secure funds for food security innovation

Goals for 2025

- Expand programs by accessing funding partners
- Infrastructure upgrades based on the W/WW Infrastructure Plan
- Environment Stewardship – Opinaow Environment Committee
- Climate Sustainability and Resilience
- Land Use Planning and Conservation – Eeyou Planning Commission
- Food Security Plan
- Wastewater Improvement



In Memorium Justin Otter

1988 – 2024

Justin started working in the Water Department since June 2023 under contract, and became a full-time employee in January 2024 as a Water Distribution Operator. He was working towards obtaining his Water Distribution OPA certificate before his untimely passing. He was known for creating a great working atmosphere with his laughter and sense of humour, as shown in the photo that was taken during one of his training courses in Montreal. He was dedicated to his work with the skills he acquired. He quickly became knowledgeable in the Water Distribution and had a keen interest in Water Treatment. He became truly inspired by his new career.

Housing Department

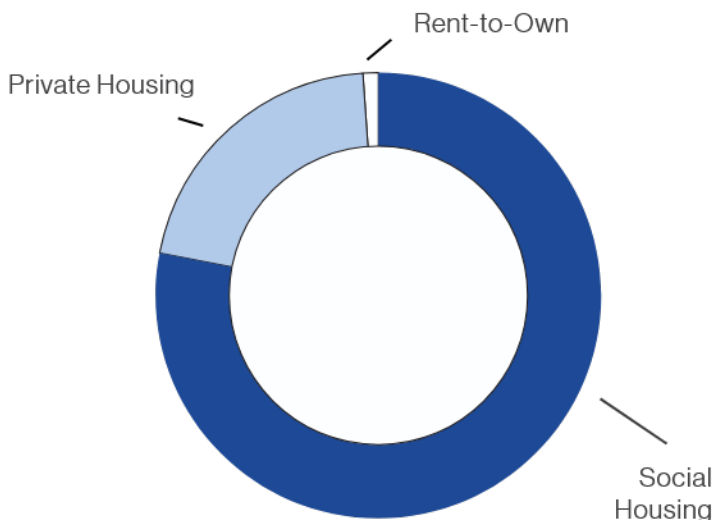
Katherine Moses, Director General

The Housing Department is responsible for rent collection, maintenance and repairs, housing inspections, renovations, construction of social housing, and the promotion of private home ownership. There are many outstanding issues with our housing units and limited funding to address them all; however, we are working diligently to plan and budget for repairs and renovations each year. We only ask for patience and cooperation, as our members also have a responsibility to keep their unit in a clean and healthy condition.

"Our members contribute to the community's appeal by maintaining their homes, properties, public places and personal equipment, in a clean, healthy and pleasing manner, reflecting their diverse tastes."

~ Wemindji's Vision Statement

If we all do our part, we can all improve the housing situation in our community and help keep Wemindji beautiful.



In 2024, construction started on ten (10) additional units at a cost of \$4,008,284.00; one (1) duplex with a basement and an 8-plex apartment unit (bachelor units) on Niipitakaapuu Street. These are scheduled to be completed in July 2025 for allocation once delivered by the contractor.



Housing Stock, Applications and Allocations

With a population of approximately 1,680 members, we have 294 housing units, which is broken down as follows:

- 308 Social housing units
- 82 Private housing units
- 4 Rent-to-own units

Last year, the housing department had approximately 115 applicants on the housing list. In November 2024, we allocated 23 of the 26 new social units (6plexes, 4plex, 8plex) to local members. Three (3) of the units built in 2023-24 were not completed or allocated due to the addition of two bedrooms and a washroom in the basements of these units. Therefore, a total of 92 applicants remained on the housing list as of March 31, 2025.

Rent Scale and T4s

All CNW-owned housing units are considered social housing units. Rent rates are set at 15% of household income up to a maximum of \$735/month, regardless of the size, year or condition of the housing unit. Any tenant who earns more than \$70,000 per year is charged the maximum rate of \$735.

Renewal of lease notices were sent out for tenants to submit their T4s before March 31, 2024.

138

tenants submitted T4s for the total household

60

tenants submitted only one (1) T4

110

units did not submit any T4's (36%)

To qualify for a low monthly rent rate, a tenant must provide proof (T4) to show that they are low-income tenants. If not, they are charged the maximum rate until they provide evidence that they should be charged less.

Private Housing

Three (3) home ownership applications were received and processed during the past year to be constructed in the summer of 2025.

CHMC Elders Homeowners Renovation Assistance Program

One application was submitted to CMHC and approved for renovations to an Elder's unit who is a private homeowner. CMHC provided the financial assistance to the Cree Nation of Wemindji to coordinate their renovations as Elders' Assistance. Renewal of lease notices were sent out for tenants to submit their T4s before March 31, 2024.

Radon Remediation

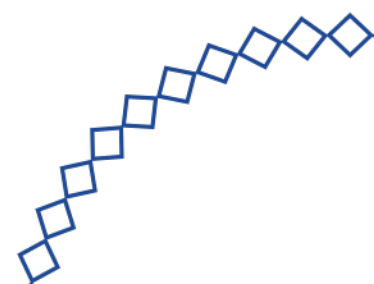
A second round of radon remediation training was completed as an on-the-job training initiative, and 4 housing units were completed. Approximately 30 units remain to be remediated.

Renovations

The cost of renovations is increasing annually. The cost for a complete interior renovation per unit is now averaging \$180,000 per unit. A total of \$2.5 million was spent by the department on housing renovations last year. This includes twelve interior renovations plus the replacement of roofs on fifteen units under the roofing project. Coordinating renovations is a challenge, as all five units must be vacated by the tenants at the same time. So, if one tenant does not move out within the deadline, it delays the project for the other tenants. To maintain our schedule, tenants must vacate within the time requested.

Conclusion

To adequately address the housing issues in our community, we need the collaboration of our members. It is only by working together that we can solve our housing issues in a respectful and healthy manner that is consistent with our liyuu values.



Public Safety



It is my pleasure to present The Cree Nation of Wemindji's Public Safety Department report for the fiscal year of 2024-25. Each unit manager will present their departmental activities:

Victor Blackned, Director

Airport Operations

Lawrence Ratt

Fire Department

Gregory Visitor

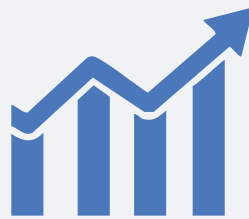
Public Health

Arita Mark

Objectives

The following objectives were the focus for Public Safety this past fiscal year:

01



Departmental Growth

02



Emergency Management Training

03



Mental Health Training

04



Emergency Social Services

05



Local Coast Guard Auxiliary Team

Departmental Growth

During the forest fires of 2023, one of the main objectives for Public Safety was the creation of a new position. We are happy to announce that Elizabeth Shashaweskum was the successful candidate; she completed her probationary status in February 2025 and is now a full-time CNW employee. Also, the Fire Department and Airport Operations will be posting additional positions for each of their respective departments this coming fiscal year.

Emergency Management Training & Updates

As part of our ongoing development, the Public Safety staff, along with Public Health personnel, have been attending training sessions in the following fields. Incident Command System 100-300, Mental Health First Aid, Resilient Minds and CNW Training Sessions.

This past year, we updated our Emergency Response Plans with participation from the following organizations CNW Departments, Cree Health Board, Cree School Board, Eeyou Eenuu Police Force with the assistance of an advisor from the Mohawk Nation.

Canadian Coast Guard Auxiliary

We are happy to announce that our Search & Rescue boat was finally completed and delivered to our community in July 2024. With the delivery, the Canadian Coast Guard trained nine individuals, of which eight completed the required training and are designated as Canadian Coast Guard Auxiliary members.

We are the second Cree community to have a unit operating out of the east coast of James Bay and will be looking at recruiting more individuals to join our team soon. After being commissioned for operation, our CCGA Team completed three successful SAR missions in Wemindji's territorial waters last fall.



Emergency Social Services

After the forest fires of 2023, most or all of the communities were affected by forced evacuations of their population. One of the lessons learned from that experience was that evacuating our population to the south was not good for some of them. It triggered memories of the residential school system and was easily detected by our Emergency Team members.

As a result, our objective was to create an Emergency Social Services team that could take care of an evacuation order or the reception of evacuees. In January and April 2024, a total of thirty individuals participated and completed the Red Cross – Emergency Social Services (ESS). The individuals who participated in the ESS Training were employees from CNW, CSB, CHB, and Tawich organizations.

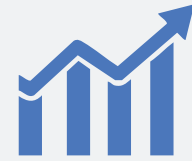
In June 2024, we formed the ESS Teams, and we have members from management to “boots on the ground”, for the following sections:

- Registration & Information
- Lodging
- Food
- Personal Information
- Clothing

After the completion of the formation of the teams, we ran a simulation exercise for receiving 34 evacuees, which was an enormous success. We would like to thank all the organizations for allowing the employees to partake on the training, and being readily available in the event of an “actual emergency” situation. A BIG THANK YOU TOO ALL!



Airport Operations



Airport Statistics for the Year

1507

Movements

Planes or airtraffic that arrived and departed from Wemindji Airport

754

Arrivals

753

Departures

● Trainings Planned:

- August 2024 – Emergency Plan (Tabletop)
- March 2025 - CQSMS02 Introduction to Safety Management System. (Online)
- March 2025 - CQHFA01- Human Factors in aviation. (Online)

On behalf of all the staff at the Wemindji Airport. I wish you all good health and enjoy your summer!

Name	Job/Role
Douglas Hughboy	Observer/Communicator (Fulltime)
Ryan Swallow	Airport Maintenance (Replacement operator)
Melvin Shashaweskum	Airport Maintenance (Replacement Operator/Full-time)
Roland Tomatuk	Airport Maintenance (Contract)
Frank Georgekish	Airport Maintenance (Replacement Operator)
Ricky Miniquaken	Maintenance (Casual Labour)
Gordon Shanush	Maintenance (Casual Labour)
Richard Hughboy	Brush Cutting (Casual)
Terry John Georgekish	Brush Cutting (Casual)
Jimmy Kakabat	Brush Cutting (Casual)
Lawrence Ratt	Airport Manager (Full-time)

Services Provided:

Customer Satisfaction is our main priority at the Airport, that is established through two contracts with:

- Transport Canada
- NAV Canada

Our main goal and objectives at the Airport with Transport Canada and the Cree Nations 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 around the Wemindji Airport and try to be prepared for them.

Here is how we prepare:

- List the Risks and Dangers.
- Have staff trained and prepared.
- Have a safety management system in place that is continually functioning.
- Review, assess and revise/update the Safety Management System annually or as needed.

Activities and works completed 2024-2025:

- October to November 2024 – Brush Cutting around the Airport Perimeter (on-going).
- August/September 2024 – Annual inspections of all Airport Equipment.
- November 2024 to April 2025 – Snow Removal
- February 2025 – Safety Management Meeting

2025 – 2026 Works Planned

- May / June – Spring cleanup
- June / July - Repairs and Refill / Patch gravel areas of Runway / Taxiway / Apron
- June / July - Dust Control Application
- August / September – Airport Equipment Inspections
- July/August/September – Paint Airport Access Road Lines
- September / October – Slashing / Brush Cutting
- November / April – Snow Removal, daily maintenance, and reporting
- June / October – Replace Signs on the Access Road



First, we have successfully hired an Animal Care and Control Officer, Clyde Visitor started at the end of July 2024. Since he has started, we have brought up registrations and continued doing vaccinations with the assistance of Marc Andre Roy. Michael Mark started working under S.S.E.P. and has also been doing replacement work with Animal Care and Control & Public Safety. At the end of August, we had one employee working under Work Experience, Leslie Mayappo Jr, he worked with us for 6 months. There has been a lot of improvements under this department. We have been working hard to implement and follow our Animal Care By-Law and promote information related to domestic animal care to community members.

We have also been working with our departmental growth, in which we have held round table discussions and social activities with the teams (BBQ supper, Breakfast Pizza). We have also participated in the Community Fun Fair during the 65th Anniversary and hosted a day at the Fire Hall activities.

We have ongoing collaborative work with the Cree Health Board; we assisted in the planning and hosting of the Building Healthy Relationships Conference and National Addictions Awareness Week. We also have ongoing work with Miiyupimaatisiun Committee. With the rapid growth of Food Sale pages on social media, CNW will develop a "Food Sale Law", and plan to have Safe Food Handling training and home inspections for those who sell takeout. This law is to protect individuals both purchasing and selling food for consumption. Details of the training will be advertised once confirmed.

Thank you for your continuous support and understanding.





Public Buildings

Phillip Mistacheesick, Director

Public Building Maintenance Department

The main objective for our department is to ensure to always create safe workplace environment for the members of Wemindji, employees of our facilities, and throughout the different seasons we experience. To ensure we can provide the highest levels of services, we had to adjust our delivery of services depending on the needs of the users of the facilities under the responsibility of the Cree Nation of Wemindji Public Buildings Department.

General Department Operations Changes

The summer of 2024 was a year of big changes that occurred in our department. All housing-related projects, files, and housing maintenance personnel were transferred to the newly hired Director of Housing.

The creation of the Public Building Maintenance Department, which consists of:

- Director
- 3 Public Buildings Technicians
- Database Coordinator (CMMS software)
- 2 Warehouse Clerks
- 2 Building Securities

Both the Sports Complex & Paint Hills Arena maintenance staff are included in the Public Building Maintenance Department. Our focus is on maintaining & monitoring all Cree Nation of Wemindji building throughout the year.

Wachiya, As the Director of Public Building & Maintenance for the Cree Nation of Wemindji, it is an honour and privilege to report on our department operations and projects for 2024-25.

Asset Condition Monitoring of Public Buildings

During the Fall of 2023, the CNG mandate: TB Maestro, to conduct an Asset Condition Inspection of all Cree Nation of Wemindji Public Buildings, and to produce a report on the total cost of upgrades and repairs needed for each building.

In the report, a total of 339 intervention or corrective actions are required in the next 5 years. A total of \$10,666,350.00 of asset maintenance and mechanical upgrades needed in the next 5 years. MAWABU Garden accounts for \$4,305,600.00 of mechanical upgrades, Sport Complex \$1,397,250.00 of mechanical upgrades, Community Hall \$833,025.00 of mechanical upgrades and Administration Building \$698,550.00 of mechanical upgrades. The remaining buildings have \$1000.00 to less than \$ 450,000.00. Keep in mind, these prices will continue to go up as we live in the north, and the changes with US tariffs as most parts are built in the USA.

During the AGA 2025 meeting, I will present the report on the number of interventions /corrective actions my crew and contractor tackle from August 2024 to March 2025. Several corrective actions will not be addressed considering the condition, state, or cost of the building repair.

Message to Youth

If you are stuck after completing high school, and want to further your education, may I suggest going into Electrical, Plumbing, HVAC Technician, Refrigeration, Building Technicians and Carpentry. Wemindji will need Electricians, or we be sitting in the dark, Plumber's to fix our pipes and drains, so our houses will not flood, and we need HVAC tech to service our air conditioners, so we enjoy summer's without being uncomfortable when we are inside our home's. These are great business opportunities as well.

In August 2024 I attended a forum in Val d'or with CNG Officials, Directors, Building Managers and Building Technicians. CNG presented the asset condition of all 9 Cree communities and having group discussions on the challenges we are facing with maintaining our buildings. We all agreed that we need our public building technician's to be trained in: HVAC, refrigeration, and to have hands-on training. Hopefully, we will have a trainer in the coming months to provide training to our own Cree Technician.

Paint Hills Arena

Since the transfer of maintenance responsibility to the Public Buildings Department, we have signed a 3-year service agreement with CIMCO in July 2024 for Paint Hills Arena starting in Fall 2024 season and ending in Spring 2027 season.

The scheduled start-up of the refrigeration system training, in October, didn't go as planned as we encountered delays due to leaks of glycol being seen. The CIMCO Technician addressed the issue by cleaning all the spills and leaks. We had to order many parts fittings, gauges, check valves, oil filters, etc. We had to reschedule the start-up to November as spare parts weren't available and these took weeks to be delivered. Once the start-up happened, PHA maintenance team started making the new ice surface. Things went running smoothly until 3rd week of February 2025 as one compressor wasn't working which we had to shut down the refrigeration system and we were not able to save the ice surface. We had to order a new replacement CO2 compressor, plus a spare in case happens again, and started on new sheet of ice once the repairs were completed. In mid April 2025 we proceeded with the scheduled shutdown.

I would like to personally say thank you to the PHA management, maintenance team, PB Technicians and CIMCO on a job well done. Their hard work and dedication has inspired our young athletes to chase their dreams of making it to the big show. For our clients, players, and spectators we apologized for the delays and see you all next season.

Projects



Completed in 2024-2025

- Youth Center Duct Cleaning
- Community Hall Duct Cleaning
- Administration Building Security Camera's upgrades
- Purchase of New Shelving CNW warehouse (Parts & Inventory)
- Annual Maintenance 33 Garage Door's
- Purchase of 4 New CNW Work trucks (Technicians & Security)
- Purchase of New Tools & Equipment for New Technician
- Purchase of 15 Small New Office Air Purifier Public Buildings
- Training Project Management, Top Coaching, INTERNAL
- Purchase of 4 New AED's

Projects

We are excited about next year

- LED lighting upgrades
- Public Buildings Keyless Entry door & security cameras projects (IMMOTEX)
- Community Hall Flooring Project
- Community Hall Auditorium New Chairs
- Commercializing Community Hall Kitchen remodel project
- Sport Complex Air conditioner repair
- Band Office Metal Roofing Phase B
- 2 CNW warehouses new roofing
- Public Building Duct Cleaning
- Radiant Flooring repairs Paint Hills Arena



Public Works

Wayne Morrison, Director

Once again, it is with great pleasure to present the 2024-2025 annual report on behalf of Public Works and in coordination with the supervisors and managers of the Public Works Departments

We will be reporting on some of the difficulties, accomplishments, tasks and training sessions over the year.

The Forest Fires from the summer of 2023 had some spin-off effects on last year and delayed some projects that need to be postponed to 2024-2025 but are now completed.

Last year, CNW purchased nine new vehicles. The list of vehicles was tendered to Dodge, GMC and Ford with the assistance of our Garage Department. GMC Gareau was the winning bid.

New Positions: We have filled in some of the missing employment positions and gaps to build capacity and strengthen our department, we are now able to better meet the needs of the department.

Community Participation: A few of the employees and managers were able to participate and attend last year's annual golf benefit. We also contributed to and participated in many CNW events throughout the year.

Training: Last Summer the Managers and Directors had a joint meeting for Microsoft Planner and to work on, consult, and establish CNW's Five-Year Guide.

Roy Ratt and I also attended the Emergency Measures Preparedness sessions with other CNW Directors and Entities, and we have also completed the training for Facility Management and are awaiting to write the exam.

Another training session was given to Directors on the intergenerational gaps and change management. This training is planned again for Supervisors/Managers in May 2025, as well as another session for those who were on Goose Break.



Team Building: One thing we set out to do last summer was to have 3 lunch BBQs with the whole Public Works Department for team building. The BBQs went quite well, and we would like to continue to build on it this year.

Customer Service: This is always one of our goals as well as to assist other departments in order to build stronger working relationships.



Public Works Department Budgets:

Budgets: Managed,
Co-Managed, or Shared:



Mini Dam



Heavy Equipment
Revolving Fund



CNW Garage



Energy Systems



Lineman Training

Mini Dam

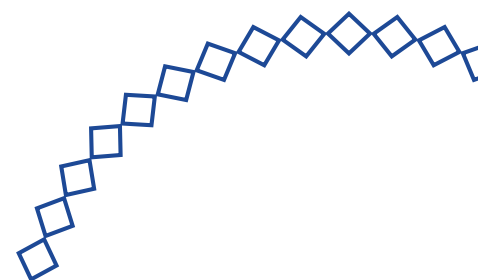
Activities for 2024-2025

- The Capital Works Department conducted studies for the structural integrity and spillway overflow, and we are waiting results and final report from Stantec before a decision can be made on how to proceed.
- There was just a seal that needed replacing 4 years ago, but we may have more problems now because it has been sitting idle for so long.
- The Hydro Quebec Agreement and the sale of electricity and distribution is also something that is still pending, and we're awaiting the engineering report.

Heavy Equipment Revolving Fund

Activities for 2024-2025

- These revolving funds are received yearly for heavy equipment, and the funds were expensed by January/February 2024, as soon as we received notification of the amount by the Cree Nation Government.
- From January 2024-April 2024, the funds were used to cover outstanding equipment purchases, and a percentage was used for the Environment Department's bulldozer and Road and Walkway's new dump truck that was delivered last summer 2024 and was proven to be a great asset this past winter.



Energy Systems Department & Lineman Training

I am pleased to announce that Gordon Visitor has accepted the position of Energy Systems Supervisor, and I am also pleased to announce the hiring of Robert Miniquaken and Andrew Mistacheesick as Linemen/Electricians and Linden Namagoose as the temporary full-time Lineman/Electrician.

Participant	Training
Gordon Visitor	Energy Systems Supervisor
Kevin Kakabat	Lineman/Electrician
Robert Miniquaken	Lineman/Electrician
Andrew Mistacheesick	Lineman/Electrician
Linden Namagoose	Lineman/Electrician Temporary Full-time
Jarrett Mark	Lineman/Electrician Trainee
Brandon Georgekish	Trainee/Lineman Trainee
Aaron Visitor	Trainee/Lineman Trainee

The trainees and regular full-time employees have been working alongside each other since Fall of 2022, continuing to perform and complete workorder requests, repairs, on call 24 hours a day, 365 days a year, and completing regular monthly meter readings.

It was a busy year for training and studying required for the group. This also took a great deal of planning and coordination with the HR Department.

- April 2024: 2 weeks Training in Mississauga, Ontario, that included classroom and practical (LEVEL 1 Powerline Line Technician)
- July 2024: 1 week Safety Audit of Practices, Equipment, and Standards July 2024
- July 2024: 2 weeks Review Binder Level II: Powerline Technician
- August 2024: 2 weeks of classroom and practical in Mississauga
- We have also set up a practice site across from the Municipal Garage
- All the Lineman group who attended the Level I, received their certificates.

Four of the Lineman attendees received the Level II certificates.

The Training institution (IHSA) would like to do an evaluation this summer on the group before sending them to the next level (LEVEL III).

Planning for this coming year, along with HR, started in September 2024 to access funds and coordinate future training for 2025-2026.

Last summer, we hired Gerard Cyr, a private entrepreneur, who was the province of Quebec representative for electrical safety, to help develop safety rules and standards specifically for Wemindji. Previously we used Hydro Quebec's (French) and some of Ontario's rules and standards. Last year, we also requested from Hydro Quebec to translate their standards which we require to English, this is still not completed (they have still not assisted in any of our training requests).

Fall 2024, we started the Charlie project for installing poles and lines, but we were asked to stop, as the Engineers/Plans/Specs and lots/road/construction were not quite ready and needed some modifications.

The Lagoon Project hydro pole installation was also put on hold, as well as the street lighting on Niipihtaakaapuu, because of the decontamination happening.

CNW Municipal Garage

Elmer CNW Garage Manager

It is my pleasure to submit the 2024-2025 Annual Report for the Cree Nation of Wemindji Garage Department.

We have 6 full-time employees and 1 employee on contract here at the garage. We usually hire 1 or 2 casual employees to help us when it's time to install the winter/summer tires.

We would like to welcome Wesley Visitor and Jeremey Matches as the newly hired mechanics in 2024-2025.

- Rita Atsynia: Cleaner
- David Visitor: Heavy Equipment Mechanic
- Darren Mathews: Parts Clerk
- Wesley Visitor: Mechanic
- Jeremey Matches: Mechanic
- Trevor Gilpin: Contract employee

There is a deadline to have winter tires on your vehicle. It is mandatory to have winter tires from December 1 to March 15 here in Quebec, and the crew were able to complete this task on time.

Over the last year, the Municipal Garage completed 360 work orders that were documented. Some take a few minutes to complete, while others take a few months when we have back ordered parts.

We have a similar routine every year. The busiest time of the year for the garage is the Fall/Spring season where must prepare all the light vehicles and heavy equipment for the Winter/Summer and all the attachments on the loaders. We had 2 technicians come in from Larue to check the snowblowers for the Road and Walkways and Airport. We also had a technician from SMS to check all the Komatsu machines. Our mechanics were there with them when possible, working along side to learn.

We had training for Air Conditioning in July 2024. All the mechanics are now certified to work on A/C units. During our training, we found out that there is a new refrigerant that is being used on all new vehicles. The old refrigerant is not compatible with the new refrigerant. So, we had to order a new machine to accommodate the new vehicles. We still have the old machine, because the heavy equipment machines still use the old refrigerant. We also have a new alignment machine that was just installed recently. We will have training on that coming in 2025. We have decided to change our preventative maintenance and inventory software for something more compatible with the Garage. Unfortunately, we couldn't send our mechanics for the Prevost Bus training, but we will work on it this coming year.

I would like to wish everyone a healthy and successful year.

Road and Walkways

Roy Ratt – Supervisor

Greetings to everyone, it is a pleasure to work for our community of Wemindji and help with the everyday maintenance and continuous improvements.

Road and Walkways Mandates

Our main mandates are to maintain the roads and side-walks before the operation starts in the community and pick up debris and garbage on the streets for transit to run safely during the Summer, Fall, Winter, and Spring. Operators fill out the heavy equipment daily inspection list and daily equipment reports, and close the work order once the work is completed by the department.

Our Road and Walkways staff include:

- Jonathan Hughboy: Operator
- Jason Blackned: Operator
- Malcom Atsynia: Bus Driver/Operator
- Jeffrey Natawapineskum: Bus Driver/Operator
- Gabriel Georgekish: Groundskeeper

We also hired additional seasonal workers during the winter season to help with the snow removal and workload:

- Reginald Chakapash,
- Charles Shashaweskum
- Victor Gilpin,
- Phillip Georgekish,
- Anderson Hughboy

Mid-year evaluations took place in mid-September 2024, and year-end evaluations were finished before the end of March 2025. Goals and objectives for the following year were also established.



Summer/Fall tasks we completed:

- Pick up debris and garbage.
- Sweep the streets, sidewalks, and parking lots for the 65th-year celebrations.
- Grass-cutting and community beautification were a priority on our list, and we also hosted a little horseshoe demonstration during this time.
- Maintaining gravel roads, with grading, levelling, and calcium when needed.
- Completing work order requests from the departments and entities if in the scope.
- Preparing aggregates (soil, Mg20, Mg112, Cg-14), mixed sand and 52 loads of cg-14 for winter stockpile and stored in sand storage building.
- Preparation for the winter season and winterizing machinery, trucks, and equipment.



Winter/Spring tasks we completed:

- Maintaining the streets, sidewalks, parking lots, and driveways of assigned buildings. We put salt and sand when needed.
- Every year, rental housing requests snow removal around the housing on a list to prevent flooding.
- Snow removal, push snow at snow pits to make more room.
- Work order requests from the department, entities.
- Help with steam cleaning manholes and culverts (March/April)
- Assisted Kakabat enterprises in some areas because of safety, at the arena before the hockey and broomball tournament, and he did not have a dump truck operational and sanded the parking lot, walkways.

Climate Change Summary Report

The Climate Change Report outlines our strategy for enhancing the resilience of communities, ecosystems, and infrastructure to the impacts of climate change.

Priority Areas Addressed:

- Our Lands and Water
- Temperature and Weather Patterns
- Animals, Fish and Medicines
- Our Safety and Infrastructure
- Our Health and Well-being

2024-2025 Equipment:

- In January 2024, we purchased a new 10-wheeler dump truck from Mabo Truck Center Inc. in Val d'Or, Quebec. The truck was ready in June 2024
- Received our new pick-up (2024 Chevrolet 3500) from Gareau Auto in Val d'or, Quebec.
- Ordered and received plow and sand box for new pickup truck that was used this past winter.
- Purchased new road (paving) patching equipment.

Training:

The department has successfully completed the following training programs:

- First aid (March 2024)
- Training in crack filling, paving and patching equipment (August 2024)

Our main goal is safety, wherever we work, and to provide good services to everyone!

On behalf of the Public Works Department, we want to thank everyone who collaborated with us this past year, and a big thank you for your understanding.





Community Services

Thomas Mark, Director

I am happy to report to the community members on our 2024-2025 programs and services for Wemindji residents.

It has been a good learning experience for both the population and the department staff. Working on our department goals was both challenging and successful in achieving our objectives. We thank you for your contribution and participation in our activities and your feedback on CNW surveys.

As always, we started the year with a department meeting in partnership with the Miiyupimaatisiin Committee to have an engagement session with local entities regarding the potential of working in partnership on our programming and activities.



This past year felt difficult at the beginning, as recovery from the fire crisis of the previous year took a toll on the mental health of many people, both at work and personally, as the department members were assigned to Emergency Social Service during that forest fire season. It was recommended by the emergency measures that our department take part in the training and participate in a practical training coordinated by the Public Safety team. This was an excellent training for our department in case of a future crisis in our community and/or another neighbouring community, on receiving evacuees. It was identified that we can accommodate up to 300 people in our community, if need be, in the future.

I'm proud that with the department, we completed a Community Service action plan with the assistance of an outside firm, support from senior management, and feedback from community members. The plan falls under the 4 Pillars objectives. With the Language Survey, this document will provide us with a road map for our work plans in coming years. We had to be in line with Wiichihiwaausinihiikin, the management team that had worked on past 2 years.

Working with the Cree Nation Government's Social and Cultural Department and the Cree Language Commission, we continue to have an excellent rapport and continue to work closely with them. At the meetings, CNG provides updates on programs for bringing communities together to learn from each other. Community Services Departments were invited to present on two programs for community programming that other Cree Communities can use as examples. For the School-Aged program, the department shared a presentation on the COOL program, from the start of the program to the present. In late fall, our Language Program was requested to present the Wemindji Language Program at the Regional Cree language Symposium on how we implement the community Language activities as a model other communities can learn from or use.

Working with the Local Miiyupimaatisiin Committee has been an awesome learning experience, as one of our mandates was to work on the development of the Committee's Law, to provide recommendations for Council approval that were successfully passed. The relationship with the Cree Health Board continues to be excellent as they coordinate the regional chairperson(s) meetings over the past couple of years in moving forward with regional Miiyupimaatisiin committees. Last February, the committee went to the regional gathering in Quebec City for the purpose of maintaining a good working relationship and learning from other communities about their activities. The Committee presented to the Gathering on our activities that Wemindji is doing at the local level to strengthen partnerships with our local entities.

In conclusion, it was a rewarding year of achieving many objectives in our events. The departments worked very hard in achieving their goals in each area of focus. You will hear all their activities in the next few pages.

Wellness & Culture

Angela Stewart, Manager

First, I would like to thank the Cree Nation of Wemindji for another successful year. Also, I would like to give a big thank you to the staff and the clients for continuous contribution to making it happen for programming to be delivered for Wemindji.

At our regional February meeting sponsored by Health Canada, we were given this message:

We would like to acknowledge our partners, with the contributions working together brings bigger, bolder, and wider audiences.

Mission: To enhance physical, mental & emotional support

Programming ran through the year,

- Women, Men, and Couple support groups
- Jr Café (Lunch Program Anti-Bullying)
- Elders' Assistance
- Gookums & Friends
- Jooshum & Buddies
- Suicide prevention
- Grief support
- Art Therapy
- Mental Health support
- Men's Conference
- Special Needs Support
- Land-based programming (Seasonal)
- First Goose Harvest
- Craft nights
- Grab & Go Eeyou Meechum
- Soup Kitchen
- Market Sale
- Lunch & Learn
- Food Assistance



Heritage Programs

Valerie Gilpin Coordinator

2024-2025 Highlights

We are pleased to share this annual report for the Heritage & Language Programs for the year 2024-2025. This past year has been one of growth, collaboration, and cultural reconnection as we continued our mission to preserve, promote, and revitalize our community's heritage and language.

Together, as Heritage Language Coordinator and Program assistant, we worked closely with Elders/ Knowledge Keepers, Cree Language speakers, teachers and community members to deliver meaningful initiatives that support our identity and intergenerational knowledge sharing. We worked on Language Engagement activities, the Community Language Plan, and programs that reflect the voices, values, and strengths of our people. We are especially grateful for the guidance of our Elders/Knowledge Keepers, whose contributions are the heart of everything we do. We also thank our participants, staff, and partners for their dedication throughout the year, and we extend our appreciation for Katherine Scott's ongoing guidance and help.

As we plan for the coming year, we remain dedicated to continuing this important work that passes our language and culture to future generations to come.

Land Based Learning Activities – Fishery Program, Spruce Basket making & Winter Edition Program – Beaver trapping, Rabbit Snaring, Ptarmigan Hunting, etc.



Fun games/ Virtual activities- Goose break activities, Cree Language Month activities, Cree Version of Car Rally, Scavenger Hunt, Syllabic bingo, Cree version Signature bingo, Cree Language activities like memory game, matching game and word search, etc.



Programs Run in 2024-2025

- Cree Mentorship
- Cree Language Advisory Group Meetings
- Summer Camp
- Cree Language Classes – Beginners, Intermediate, Advanced, Conversation & Learn with songs



Winter Programming

Land Based Skills Development and Wild Game Preparation



Cultural Activities

Boudin making, the importance and meaning of First Snowshoe Walk and Leading the children on their first snowshoe walk.



Recording of Elders/Knowledge Keepers

Printing Cree booklets (in progress)

Wemindji Youth Council

The Youth Council's mission aims to give a voice to the youth of Wemindji as active members in our community

Youth Programs

Paint Hill Uschiniich iikimikw 2024-25 year –
Betsy Hughboy, Manager

2024-2025 Highlights

On behalf of the Youth Department within the Community Services Department, we are pleased to present the Annual Report for the fiscal year 2024-25. This report outlines projects and programs conducted throughout the year and a list of other activities.

Youth Work Experience Program 2024-25

resumed August 26, 2024, to February 21, 2025, a total of nineteen (19) participants hired in 2024-25 program. The participants worked in different departments within the organization and with other entities. YWEP is funded by ASD under the Youth Program; the amount ASD approved to sponsor was \$306,044.00, and the Cree Nation of Wemindji also contributed to the program. The program had few successes, six (6) participants reached 750 plus hours, one (1) participant completed all hours, one (1) participant was put into training on the job after completing the program, and one (1) hired part-time for assistance. And three (3) participants later got hired at the same work placement where they worked within the program.

Youth Incentive Program 2024

Two (2) students at the Maquatua Eeyou School in each class were selected for this incentive school year 2023-24. A total of twenty-one (21) students were given \$500 PC gift cards, \$200 coffee shop gift cards and a \$500 cheque. And they were invited to a catered supper that took place on February 27, 2025. There were remaining funds available, and a decision was made to disburse to twelve (12) high school students attending schools in the southern region they were given \$800 each.

Programs 2024-2025

Adopt a Youth Goose Break Program

was scheduled from April 30 – May 17, 2024. There were four (4) youth who participated in the 2024 program. The program provided grocery vouchers and travel expenses for the participants to join other families during goose break outings at their traplines.

Summer Student Employment Program

resumed on June 3, 2024 until September 6, 2024. Students who enrolled in the program include returning Post-Secondary, Vocational, Adult Education and High School Students between the ages of 13 and up. The SSEP is funded by ASD under the Youth Programs, for which ASD approved to sponsor \$293,403.00 to the program, and the Cree Nation of Wemindji contributed to the program as well.

Old Factory River 29th Annual Canoe Expedition 2024

took place July 19 – 30, 2024. There was a total of six (6) participants with three (3) canoes. The 29th annual was originally scheduled to take place in the summer of 2023, but due to water running low and poor air quality affecting the region, outdoor activities were put on hold. With the lack of participants for the 29th Annual Canoe Expedition to take place, a decision was made to go ahead with a small group. This was going to go ahead and make the 29th Annual Canoe Expedition a success, even with a lower number of participants.

First Aid, CPR & AED Level C Training

took place on March 10 & 11. Thirteen (13) participants were certified, both young and old. Canadian Red Cross facilitated the training.

Mental Health First Aid First Nation Edition Training

was scheduled March 4-6, it's a 3-day training. Nine (9) participants took part in the training. Two (2) Cree Instructors came to instruct the training. The training success certified more Mental Health First Aiders for our community, both youth and adults. Mental Health Commission facilitated this training.

Youth Centre holds other various activities throughout the year that includes Social Nights, Movie Nights, Theme Days, Weeks and Months, Mini Tournaments, Annual Marathons, Competitions, Contests, Youth Consultations on various topics, Sewing Workshops, Cultural Demonstrations, Music Program, Halloween Activities, Christmas Festivities, Cooking Lessons, Cree Language Sessions, Teepee Times, Outdoor Physical Activities, Youth & Elders Feast, Mental Health Awareness Week, Youth Spirit Week and many more activities host by Youth Council. The Youth Department also works collaboratively with other departments and entities within community events.

In closing, the Youth Department extends heartfelt thanks to all our Youth Program Financial Funders for their continued support over the years. We also wish to express our deep appreciation to everyone who contributed to the programs and operations, whether through instruction, guidance, or hands-on assistance. Most importantly, thank you to the Youth, whose participation and enthusiasm made 2024–2025 a true success. Thank you all.



C.O.O.L. Program

Mary Shashaweskum - Manager



2024-2025 Highlights

I am pleased to provide the annual report for the C.O.O.L. program for this year. Here at the C.O.O.L. program.

Here at the C.O.O.L. program, our focus this year was: to implement evening clubs for students in the evening; to include more Cree Language Activities; to start a drop off service for the Younger Group (Kindergarten & Grade 1); restart the Parent Advisory Committee that was started years back and to start a Lunch Program for the children at least once a week.

As the school year ended in June, we had a small end-of-the-year party for the children on the last day of our services on June 18, 2024, with a pizza party. We closed from June 20 to 28, 2025, to prepare for the Traditional Arts and Science Camp. The science camp ran from July 2 to August 2, 2024. We had 32 registered children. Our regular C.O.O.L. programming for the school year 2024-2025 started August 19, 2024, and will end June 20, 2025. This year, we had 30 children registered for the younger group (K-1) and a total of 26 were registered in the older group (Grade 2-6), although we have had some withdraw from the program during the year.

Overall, we have had a successful year thanks to the hard-working and dedicated C.O.O.L. Staff. We had the pleasure of working with Student Animators, SSEP students, Work Experience Program employees, as well as collaborations with other departments in the CNW and other local entities. We thank you for working with us. We would also like to thank the parents for entrusting us with their children. Before the next school year, we hope to have the Parent Advisory Committee in place. We are looking forward to the new fiscal year.

60

Children Participate in the Program Each Year through two different streams



Activity Highlights 2024-2025

- C.O.O.L. Logo hunt on July 15
- Mini Carnival Booth for 65th Anniversary
- Thanksgiving Goose Luncheon with Parents
- CNW Coach Bus Ride to look at Community Buildings
- Halloween Activities (Party & Contest)
- Evening Clubs for Grade 4-6
- National Child's Day Band Office Visit
- Christmas Activities and Contests
- Santa Visit and Christmas Dinner with Parents
- Started the drop-off program for the younger group
- Valentine's Day Gala for Children 12 & Under
- Free Lunch Program
- Easter Egg Hunt
- Scavenger Hunt
- Goose break Activity
- Facebook Live games for all ages
- Cree Reading in collaboration with the Cree Literacy Program.







Sports & Leisure

Diana Shashaweskum, Director

We are pleased to present the Sports & Leisure Department's Annual Report for the year April 2024 to March 2025. This report reflects a year of growth, collaboration, and commitment to fostering active, healthy lifestyles within our community.

Throughout the year, our dedicated staff, instructors, coaches, and partners have worked together to deliver a wide range of programs, events, and initiatives that support physical activity, community engagement, and youth development.

Departmental Units and Staff 2024-2025:

Recreation (Sports & Leisure)

- Coordinator | Deanna Hughboy
- Assistant | Whitney Miniquaken
- Gym Attendant | Vanessa Gilpin
- Gym Attendant | Zachary Shashaweskum
- Work Experience | Roberta Hughboy

Minor Sports

- Coordinator | Curtis Wadden
- Assistant | Cassie Hughboy

Sports Academy Instructors

- Bailey Hughboy
- Thomas Stewart
- Elsa Stewart
- Nikita Mayappo
- Evan Kakabat
- Nick Otter
- Jacob Georgekish

Fitness & Programs

- Coordinator, Gregory Louttit
- Fitness Attendant, Lindy Georgekish
- Fitness Attendant, Carey Atsynia
- Fitness Attendant, Marshall Stewart

Events

- Coordinator, Betty Stewart
- Work Experience, Natasha Stewart



Strategic Developments

The department engaged in consultations with staff and management to support the addition of two new manager positions: one for Recreation & Events and another for Fitness & Leisure Programs. Additionally, a new Sports & Leisure Coordinator position was created to strengthen program delivery and support.

An Event Coordinator role was also introduced on a one-year trial basis to oversee major events hosted under the Cree Nation of Wemindji. This role involved collaboration with various organizations and departments. Following a successful trial period, the position has now transitioned into a permanent, full-time role due to its demonstrated value and impact.

We held Managers and Coordinators trainings and outsourced on Program Development for Sports Academy to assist with instruction, training, documentation, reporting, and others to be identified.

As we reflect on the year from April 2024 to March 2025, the Sports and Leisure Department extends its heartfelt gratitude to everyone who played a part in making this an outstanding year of achievement, participation, and community engagement.



Sports and Recreation

Deanna Hughboy, Recreation Coordinator

2024-2025 Highlights

To our athletes, coaches, volunteers, and staff – your dedication and passionate pursuit of excellence have inspired us all. Your commitment has not only brought success on the field but also fostered a culture of teamwork, inclusion, and resilience.

To our community members and participants: Thank you for your enthusiasm, energy, and support across all our programs and events. Your involvement continues to drive us to improve and innovate in everything we do.

To our partners, sponsors, and stakeholders: Your invaluable support has empowered us to expand our reach, enhance our services, and invest in better infrastructure and experiences for all.

This year, we celebrated notable milestones, introduced new initiatives, and strengthened our commitment to wellbeing through sport, recreation, and leisure. We are proud of the progress made and excited about what lies ahead.

Thank you to all our volunteers, student athletes, participants, spectators and all those involved for being part of our journey. We look forward to another year of growth, collaboration, and shared success. Please feel free to express your suggestions or concerns to our department – your feedback is essential in helping us serve you better.

The Sports and Recreation Department successfully organized a variety of activities and tournaments throughout the year, with some achieving great success while others were unfortunately cancelled due to inclement weather or lack of participation. Below is a list of the events we hosted, accompanied by some photos.

Annual Invitational Tournaments:

Event	Date
Annual Invitational Senior Basketball Tournament	June 2024
Annual Invitational Senior Softball & Fastpitch Tournament	September 2024
Annual Senior Broomball Tournament	January 2025
Annual Senior Hockey & Broomball Tournament	February 2025
Annual Senior Challenge Cup	March 2025
Annual Invitational Senior Volleyball Tournament	October 2025

Local Leagues

- Local Softball & Fastpitch League (Participants had a hard time being committed the year before, so we switched it to have more local tournaments.)
- Local Senior Volleyball League (Participants had a hard time being committed the year before, so we switched it to have more local tournaments.)
- Local Senior Hockey & Broomball League (Participants had a hard time being committed the year before, so we switched it to have more local tournaments.)

Local Programs/Events:

- Coffee Break (August, October, February & March)
- Sports Week (July 2024)
- Car Rally (July 2024)
- Wemindji Birthday (July 15)
- Leisure Week (July-August 2024)
- Wemindji 65th Celebrations (August 2024)
- Trout Derby (August to September)
- Walleye Derby (August to September)
- Halloween Events (October)
- Christmas & New Year's Events (December)
- Christmas Scavenger Hunt (December 2024)
- Virtual Activities (February 2025)
- Scavenger Hunt (February 2025)
- Local Trout & Walleye Fishing (March 2025)



Local Tournaments

Event	Date
Local Senior Hockey & Broomball Tournament	April 2024
Local 3 on 3 Basketball Tournament	June 2024
Local Fastpitch Tournament	July, August 2024
Local Men & Women Volleyball Tournament	October 2024
Local Coed Volleyball Tournament	October 2024
Local Darts Tournament	November 2024
Local Cribbage Tournament	November 2024
Local Floor Coed Hockey Tournament	November 2024
Local Floor Coed Broomball Tournament	November 2024
Local Coed Broomball Tournament	November 2024
Local Hockey & Broomball Tournament	December 2024
Local Coed Hockey & Broomball Tournament	January 2025
Local Coed Broomball Tournament	February 2025
Local Badminton Tournament	May 2025
Local Darts Tournament	March 2025
Local Cribbage Tournament	March 2025

We also wish to thank all participants in our events and activities for their role in making them successful. Our appreciation extends to our contractors, casual staff, and work experience participants, whose support was vital to our accomplishments.



Sports Academy

Trent Linklater – Minor Sports Coordinator
Bailey Hughboy – Head Hockey Instructor
Nikita Mayappo – Head Broomball Instructor

This Sports Academy Hockey/Broomball and Multi-Sports 2024/25 Program enabled youth to excel in their hockey, broomball, and multi-sports activities. The Program is geared toward providing physical activities and promoting a healthy lifestyle for our student athletes and to ensure they are having fun during their participation.

Contactual Staff

- Nikita Mayappo – Broomball Instructor
- Bailey Hughboy – Hockey Instructor
- Evan Kakabat – Dryland Instructor
- Jacob Georgekish – Hockey Instructor
- Elsa Stewart – Broomball Instructor
- Thomas Stewart – Floater instructor
- Nick Otter – Floater Instructor

Hockey Summary

This hockey and broomball season was successfully accomplished. Witnessing our student athletes eager to get better each practice makes this program a success already, it has really been shown by their hard work and discipline. Younger athletes show how fun and excited they are on the ice and their improvement on the ice.

Overall, this season has ended off great, knowing most of our student athletes excelled in their hockey development and their hockey season performance.

Challenges

Our challenges from the 2024-2025 season started off having no ice slots until late November. Our student athletes have been using our sports complex for two months to get ready for the season. As the season went by, there was a difficult situation with ice melting. The arena was closed, and our student athletes practiced at the sports complex to develop.

It is also important to note that we had no Minor Sports Coordinator during the season.

Broomball Summary

The broomball program ran from November 2024 until April 2025. The program is meant to develop the skills and athletic abilities of youth aged 6-17 to enjoy the sport of broomball. Overall, the program was successful despite the challenges that were faced during the year. The practices went well, and the kids were able to take what we taught them and apply it to games. Notably, the U14 Girls broomball won a championship at our local minor broomball tournament.

Challenges

The broomball program faced many challenges this year. We were unable to start the year on the ice because it was melting. We were able to adapt by having practices in the gym.

It was very challenging trying to run the program without a coordinator. The program felt disorganized. When the assistant instructors did not show up, I had to run practices by myself, which happened a lot.

Even though there was no coordinator, I was still able to run the practices.

Multi-Sport Programs Summary

Highlights

The multi-sport program is a program designed to meet the needs of physical activity requirements for children aged 6-17 by providing various programming relating to sports and recreation. The multi-sport program is to help introduce children to different sports and movement skills for healthy development.

Challenges

The multi-sport program had no dedicated instructor. Instructors to better meet the needs of the students, the multi-sport program could benefit from more consistent planning and a dedicated lead instructor. A more structured environment could help keep the kids engaged and excited to attend throughout the entire year.

Dryland Training Summary

Highlights

Dryland training is a service offered by the sports academy to provide off-ice training for those who were interested.

Challenges

The program started well with people showing up. As the year went on, the attendance went down.

Suggestions

More advertising is needed for people to stay informed about the event. I also suggest that Sports Academy work with the coaches and schedule Dryland Training Slots for the program participants and maybe get the parents involved whenever possible.



Wemindji Fitness Centre

Gregory Louttit,
Health and Fitness Coordinator

2024-2025, it was an honour to work with you again this year; it was rewarding to witness individuals adopting healthy habits and learning proper exercise techniques and workout structures. The main events we organized this year were highly enjoyable, including our attempt to host a triathlon, which unfortunately was hindered by weather and timing issues, prompting us to opt for a fitness challenge and an outdoor challenge comprising various exercises and age-group categories. This year, we also introduced a dirt and pavement trail for the bike race, which proved to be a delightful experience for participants. Hopefully, we will be able to host the triathlon this summer.

The Summer Student Employment program staff we hired were extremely helpful and eager to learn, successfully organizing women's nights that received overwhelmingly positive feedback, which leads me to suggest considering the recruitment of one or two female trainers for the fitness center. Our collaborations with the Cree Health Board, Cree School Board, and various departments within the Cree Nation of Wemindji were fruitful, particularly concerning the Level One Twist certification. Furthermore, we commenced collecting data on equipment usage in June.

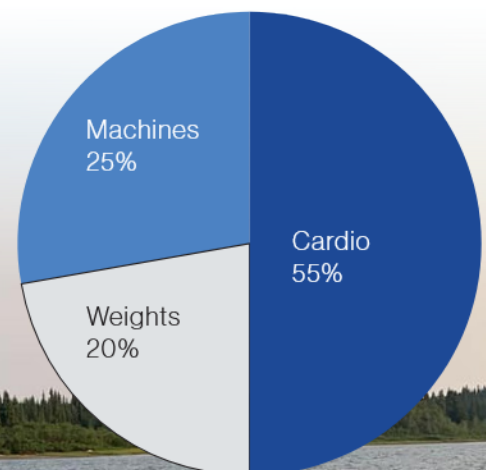
After an annual administrative fee of \$20, Fitness memberships are free, NO EXCUSES!!!

Fitness Staff

- Health and Fitness Coordinator, Gregory Louttit
- Fitness Attendant, Lindy Georgekish
- Fitness Attendant, Carey Atsynia
- Fitness Attendant, Marshall Stewart



Equipment Usage over the Year





Fitness Center

Total Attendance Monthly
2024-2025

April	611
May	683
June	788
July	766
August	768
September	871
October	988
November	913
December	--
January	719
February	709
March	722

Fitness Activities

Personal Training

June 2024

Bike Marathon

June 2024

Canoe Race

June 2024

Running Marathon

July 2024

Health Fitness
Photo Day

August 2024

Snowshoe Race

March 2025

Lunch-Fit

January - March 2025

Wemindji Minor Sports

Trent Linklater - Minor Sports Coordinator
Cassie Hughboy - Minor Sports Assistant

2024-2025 Highlights

This report provides an overview of the Department's activities, programs, and events during the 2024-2025 season. Our focus has been on creating inclusive, engaging opportunities for children and youth aged 4 to 17, promoting sportsmanship, skill development, and community involvement across all age groups. From seasonal camps and tournaments to family-friendly gatherings and support initiatives, the variety of programs offered reflects our commitment to fostering a positive and active environment for young athletes. This report highlights key events and achievements and looks ahead to plans that will continue to build on our success.

Summary of 2024-2025 Activities, Programs, and Events

During the 2024-2025 season, the Department offered a wide range of sports programs, tournaments, and community events designed to engage participants of all ages and skill levels. Throughout the year, there were seasonal camps, competitive tournaments, and recreational activities across various sports, including hockey, broomball, softball, basketball, and golf.

Family-friendly events and community gatherings were held, helping to build a strong sense of community and encourage active participation. In addition to the events, the Department focused on supporting its programs through staff recruitment, and meetings to involve parents and coaches in athlete development.

List of 2024-2025 Activities, Events and Programs

Event	Date
COED Broomball Tournament	Apr 23-25
Goose Break Activities	May
Summer Sports Camp	Jun 5
Local COED Basketball	Jun 6-7
Golf Benefit (Minor Sports Dept & Minor Sports Association)	Jun 28
Sports Week	Jul 8-12
Minor Softball Tournament for U11, U13 & U15	Jul 18-19
Local Softball Tournament U7-U17	Aug 5-7
Invitational Minor Softball & Fastpitch Tournament	Aug 15-18
Sports Academy Job Postings	Aug
Hockey & Broomball 2024-2025 Registrations	Sep 16
Sports Academy Staff Meet and Greet	Oct 3
Halloween Festivities (Family Pumpkin Hunt, Family Bundles & Costume Contest)	Oct
Floor Hockey Tournament	Nov 19-20
Floor Broomball Tournament	Nov 26-27
Equipment Drive (Minor Sports Association)	Nov 17
Hockey & Broomball Local Tournament	Dec 2-4
Family Game Night	Dec 9
Movie Night	Dec 10
Local Minor Hockey & Broomball Tournament	Jan 5-7
Federated Hockey Tournament (Minor Sports Association)	Jan 10-12
Parents/Coaches Meeting	Feb 19
Invitational Minor Hockey & Broomball Tournament Pt.1	Mar 13-16
Invitational Minor Hockey & Broomball Tournament Pt.2	Mar 20-23



Highest Achievements

This year, several teams had outstanding success in their respective competitions. The U18, U15 & U13 Hockey teams won the JBMHL Coastal Championships & attended the JBMHL Championships, earning them a spot in the Regional Tournament in the Abitibi region. Similarly, the U16 Girls Broomball team won the JBMBBL Coastal Championship and went on to win the Minor Cree Hockey and Broomball Festival, which qualified them for the Broomball Provincials, where they won a silver medal.

In addition, we had increased interest in Softball & Fastpitch. The Minor Sports Department successfully hosted its first Invitational Minor Softball and Fastpitch Tournament in several years, marking an important milestone for this event for the community.

These accomplishments show the hard work, skill, and dedication of our athletes, coaches, and organizers, highlighting the strength and growth in our programs.



Challenges & Learning

The 2024-2025 season had its challenges, including not having a Minor Sports Coordinator for a while, which made it tough to provide consistent and efficient support for our Athletes and Volunteers. Managing a busy event schedule and finding enough volunteers also required extra effort.

These challenges taught us the importance of better planning, communication, and volunteer recruitment to improve how we run programs in the future.

We at the Minor Sports Department would like to extend our appreciation to all Athletes, Parents, Coaches, Managers, Drivers, Sports Instructors, Volunteers and Casual Workers for their continuous support in helping shape our Young Athletes of Wemindji. We are open to new ideas and if there is anything you would like to share, we would greatly appreciate it.



Events Coordinator



Betty Stewart

It has been a true privilege and honour to serve as the Events Coordinator over the past year. I am deeply grateful for the opportunity to take on this significant role, which has contributed immensely to both my personal and professional growth.

Throughout the year, my main responsibility was to coordinate and help plan, organize, and carry out events with other CNW departments and organizations. This team involvement ensured that each event was carried out smoothly from start to finish. I can honestly say that I had a great group of people working alongside me.

● The following are the events I helped plan and coordinate:

- *Wemindji's Birthday (July 15)*
- *Community Parade, Kid's Photo Hunt, Free Slush Puppy Give Away, Community Feast/ First Goose Harvest Recognition and Music Entertainment*
- *Music Festival 2025 – Wemindji's 65th Birthday Celebrations (August 28, 29, 30, & 31)*
- *Daily theme days, Fitness Challenge, OFV Style Cultural Day, Sports Day, LWA Coffee break, CNW Mini Carnival, A Day at the Fire Hall/Mini Firefighter Challenge, Fun Fair, Invitational Poker Tournament, Music Festival, Nomad Hip Hop Entertainment and Awesome 80's Dance*
- *CNG Annual General Assembly (August 27, 28 & 29)*
- *Newmont 5th Annual Opinagaw Collaboration Summit (October 21)*
- *JBACE Cultural Activity (September 10)*
- *Halloween Festivities (October)*
- *Christmas Festivities (December)*
- *CNW Christmas Banquet (December 21)*
- *End of Year Fun & Games (December 28, 29, 30, 31 & January 1)*
- *Winter Games – Carnival 2025 – March 12 to March 26)*

At the beginning of my position, managing multiple events with great expectations was a significant learning experience and seemed challenging, which is one of the reasons why I wanted to take on this responsibility. However, consistent mentorship from my supervisor and the cooperative spirit of my colleagues played a crucial role in helping me adapt and excel in my role.

I have learned to prioritize and manage time effectively under pressure, build strong working relationships across departments and handle unexpected situations with flexibility and composure.

I would like to express my sincere appreciation to everyone who supported me in this journey. The trust and encouragement I received were vital in helping me navigate and succeed in this role. Each event was a team effort, and I am proud of what we accomplished together.



Niskamoon Office

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:

75 Beaver Road Wemindji, QC

Geraldine Mark, Local Niskamoon Officer Tel: 819-978-3005

E-mail: markgeraldine@niskamoon.org





Building our People, Shaping our Community

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