

NATION ANNUAL REPORT

APRIL 1, 2022 – MARCH 31, 2023



BAASKAANDIBEWIZIIBING
OJIBWAY NATION
BROKENHEAD





TABLE OF CONTENTS

CHIEF AND COUNCIL	5
COMMITTEES AND BOARDS 2023	8
DIRECTOR OF OPERATIONS.....	9
HUMAN RESOURCE DEPARTMENT	10
FIRST NATION SAFETY OFFICER (FNSO)	10
HEALTH GOVERNANCE	11
FINANCE DEPARTMENT	14
PUBLIC WORKS DEPARTMENT	15
JORDAN’S PRINCIPLE	16
INCOME ASSISTANCE PROGRAM	17
WATER TREATMENT: CLASS 3 FACILITY	18
EMPLOYMENT AND TRAINING	19
BON ELCC PROGRAMS	20
BROKENHEAD ENTERTAINMENT CENTRE	25
MEDICAL TRANSPORTATION	26
WELLNESS TEAM	27
LANDS DEPARTMENT	30
BON ORGANIZATION: Brokenhead Ojibway Nation	32



VISION STATEMENT

Brokenhead Ojibway Nation is a proud Nation that is working towards building a healthy, independent, self-sustaining, evolving community, that strives to meet the needs of its citizens by making economic development and our Ojibway identity priorities in every aspect of our planning.

CHIEF AND COUNCIL

Greetings!

Chief & Council's first year working together has been eventful and rewarding. We are working hard to give back to our community who has supported us and elected us as your leadership team. We held 15 community engagements in our first six months specifically to hear from you, our members, on what issues are important to you and how we could improve the lives of all our people. We listened to members living both on and off reserve, including elders, youth, parents and caregivers, among others. We also heard from managers and directors of programs and staff working in our offices and businesses.

We then put what we heard from you into actionable plans. Over the past year we have started or made significant headway on a number of projects, such as the Elder's Lodge, a facility that we are targeting to go to tender soon that will give our elders the option to stay close to home, family, and community in a culturally appropriate setting.

Building Our Community – Housing, Education, and Infrastructure Investments

Our council continues to advance BON's 500-acre development in the RM of East St. Paul. Larger than Naawi-Oodena, this development presents a significant economic opportunity for our community. We are working closely with the RM to undertake a regional water and wastewater feasibility study and a regional servicing plan that will provide the infrastructure needed for construction and development to begin. Meanwhile, we continue to advance the new sub-division in our home community in order to build up housing construction, expand housing options for our members, and address the critical housing shortage in our community. The initial construction estimate for the subdivision is approximately \$8.5M and an additional \$1M will be required for ditch and drainage improvements. Work is nearly complete on the BON Band Office, an important project for our community's governance and operations. It's important that our staff can serve our community and membership and do their work in a modern and comfortable work environments. Our council continues

*BON Chief
Gordon Bluesky*





to work with Indigenous Services Canada to fill the funding gap needed to finish this project. Finally, our new waste water treatment plant proceed through the design stage and our lagoon is in need of upgrading as well. We expect that this project will go to tender in 2024/25. [Waiting on confirmation of information from Rick Laviette.

As many of you know, the school was closed on January 13, 2023 due to mould and an outdated mechanical ventilation system causing major safety concerns for students and staff. Using their pandemic experience, teachers quickly prepared packages for learning and sent them home for students while the school was shut down. Chief & Council applauds their quick response and hard work to ensure that the impact to students' learning was mitigated as we established some makeshift classrooms in the recreation centre, community hall, and alternative education building.

As remediation is ongoing, in-person learning resumed in part of the school on February 21, 2023. While we are pleased with the remediation, this does not change that fact that our community is in need of a new school, particularly for our high-school students. We continue to raise this issue and advance discussions with the federal government to secure the funds needed to establish an additional school for BON.

The Jordan's Principle team has been hard at work creating healthy, safe spaces for our children. Chief & Council are looking forward to the construction of the proposed splash pad, something that many are excited about, and will keep the community updated as this project progresses.

Celebrating our Community – Investing in Culture and Recreation

Investing in and expanding cultural and recreation options is fundamental to building a healthy and thriving community. In addition to asphaltting our outdoor rink to enhance this popular outdoor activity, we also unveiled our new powwow arbour, "Maamawiitaawiinan" or "gathering place", on Indigenous Peoples' Day, June 21, 2022. The grand opening ceremony feast fed 400 people and marked BON's 151st anniversary of the signing of Treaty 1. Maamawiitaawiinan is now a permanent structure

for our community, with new and added features such as AstroTurf, lighting, stands, an emcee booth, an electric audio system and tornado straps. It is a place where BON and surrounding communities can gather, learn the songs and dances of our cultures and learn and practice teachings from our elders. We are also planning further upgrades to update drainage and include

washrooms and showers. Stay tuned for further announcements!

This past year, we hosted our community's inaugural ice fishing derby which attracted people from all over the Prairies and Northern Manitoba. The grand prize was \$20,000 and was awarded to a 25" walleye catch. Given its popularity and success, this catch-and-release event is now an annual fixture for our community. All proceeds from our annual fishing derby will go to supporting the community's annual powwow and Treaty Day events. Chief and Council extends our thanks and appreciation to everyone involved in planning and holding this great event and we look forward to watching it grow!

Investing in and expanding cultural and recreation options is fundamental to building a healthy and thriving community.



With the growth of events and visitors to our community, BON is working on development of a new campground on our reserve lands adjacent to South Beach Casino and to the new powwow arbour. This prime location with proximity to both on reserve destinations as well Lake Winnipeg beaches will provide a high-end quality camping destination that will draw visitors from around Manitoba and beyond. The business plan includes 46 serviced (water and hydro) camping/RV sites and 10 luxury yurt accommodations with space allocated for future expansion. This will be an exciting expansion to the accommodation options available in our community.

Advancing our Community – Communication and Representation

BON's own radio station, 90.9 BON FM, launched in the summer of 2022. This communications tool allows our BON leadership team to more readily share information to our members. As for many communities during the pandemic, getting information out to the community was a challenge. This new radio station is now a free and easily accessible way in which community members can

access local news and other great programming. A permanent DJ will be hired in 2023/24 and further development of the radio station programming is ongoing.

Treaty Land Entitlement elections were held in March of 2023 electing four trustees for three year terms. [More information coming from Councillor Sinclair].

BON is pleased to be part of the Naawi Oodena and the other projects of Treaty 1. Chief Bluesky, on behalf of BON, is honoured to be the Spokesperson and Chairperson of the Board of Treaty 1 Development Corporation, leading all Indigenous people to self-determination and economic reconciliation. On December 16, 2022, the Kapyong Barracks officially converted to reserve and was repatriated to the Joint Reserve land base of the seven Treaty One First Nations. This is an important step towards creating the largest urban reserve in Manitoba and one of the largest in Canada. Naawi-Oodena's Phase 1 development will include 100 residential units and 300,000 sq ft of commercial space. Construction for Phase 1 is planned for 2023 - 2028.





COMMITTEES AND BOARDS 2023

EAST

Cody Carver
Cecilia Cote
Tristen Guttormson

MEMBERSHIP

Bryanne Kent
Brenda Greyeyes
Ashley Shultz - Bear
Hazel Kent
Carl Stone

Housing Authority

Carl Stone
Burke Ratte
Hevyn-Lee Martens
Karen Prince
Doyle Straight Sr.

Health

Daniel Wiebe
Brenda Greyeyes
Taylor Galvin

Pow Wow Committee

Carmel (Shawna) Olson
Delores Chief/Abigosis
Tanager Abigosis
Glenda Smith
Wesley Kent

Treaty Day Committee

Lillian Thomas
Jennifer Boulton
Tyler Johnnie
Ken Cote
Tanys Boulton

Gaming Committee

Madeline Prince-Chief
Bev Raven Smith
Gail Bear
Workplace Health and Safety
Liza Moreau - Chair
Dempsey Esquash - Co-Chair
Penny Thomas
Jodie Carver
Michelle Nielsen-Cochrane
Tanis Benoit
Crystal Smith

Finance & Audit

Wendell Sinclair Sr.
Caleigh Hocaluk

Lands Advisory Committee

No Committee Members

BON Development Corporation

Gordon Bluesky
Wendell Sinclair Jr
Allen Hocaluk
Christopher Kent
Remi Olson

TLE Trustees

Earl Prince
Glen Sinclair
Amanda Lafreniere
John Kent
Laren Bill - Independent
Jordan's Principle
Delores Chief Abigosis
Cody Carver
Ashley Shultz - Bear
Bryanne Kent
Ramsey Desjarlais

Fire Department Full time

Ray Bear - Fire Chief
Gary Bear
Fran Freeman
George Bear
Jodie Chief
Sean Desjarlais
Cory Prince
Ricky Lafreniere
Mervin Galvin
Mike Brey
Lilly Thomas

Part time

Ashley Straight
Brent Desjarlais
Farrell Desjarlais
Ethan Kent

DIRECTOR OF OPERATIONS

The director of operation manages the daily activities of BON by overseeing several departments. I am responsible for directing actions across the organization and direct managers to improve efficiency and productivity. Liaising with management to make decisions of operational activities. Where no manager exists, the director ensures the Management of the area directly and ensures the flow of operations information to the leadership.

Communication is crucial to ensure management, staff and membership are informed of all aspects of BON.

The administration team continues to thrive and remain focused on providing BON the best supports possible and still rely on virtual networks that are in place to remain informed daily.

Administration management, staff and myself continue to work with BON leadership to enhance and develop the management team of BON which does provide quality work for all administrative areas.

I want to acknowledge the management team, staff and membership for their support and dedication to the overall success of BON.

The administration team continues to thrive and remain focused on providing BON the best supports possible and still rely on virtual networks that are in place to remain informed daily.



FIRST NATION SAFETY OFFICER (FNSO)

FNSO's attend many calls throughout the year

Assist at all community functions

Assets Purchased

- 2019 Ford F-150 – equip with cameras and emergency lights
- 2021 Ford F-150 – equip with cameras and emergency lights

Statistics

15	Dog calls (Assisted with our community animal control)
7	Wildlife calls (Bears)
0	Traffic accidents
12	CFS calls
6	Assault calls
42	Illegal substances
1	house fire call
25	Illegal occupation
6	Theft
4	Domestic abuse
3	Break & enter
4	Missing persons (all located)
1	Curfew breach
4	Grass fire
31	Alcohol related incidents

HUMAN RESOURCE DEPARTMENT

The 2022/2023 year has been extremely busy and exciting for the Human Resource Department. Our new Human Resource Policies & Procedures were rolled out in April 2020 but due to Covid 19, revisions were required to be created and implemented for both Brokenhead and BON Corp. Staffing challenges have been extreme and as July 2022 there were 41 job positions posted. We are planning on hosting Job Fairs to help recruit for these positions. As part of the Compensation review, an in-depth job analysis was done on each position held in Brokenhead. The Human Resource Department has also been actively participating in the Strategic Plan, FMB Steering Committee and the Health Center's Accreditation.

Brokenhead should be very proud of their employees and the accomplishments that they have achieved and their dedication to their roles and serving the Community.

The Health and Wellness Department strives to improve the quality of life for members through prevention, guidance, healing, and self-determination.



Indigenous Governance has always existed in our community in some type of form. Our Leaders have always used governance models that are appropriate for their community. The Health Governance arm of Brokenhead Ojibway Nation provides administrative, clinical, and leadership direction to all BON Health programs namely Jordan's Principle,

The Human Resource Department is responsible for:

- All Employee Files
- Recruitment and Ending Employment
- Job Descriptions
- Polices & Procedures
- Pension & Benefits
- Leave & Time Tracking
- Payroll Submissions
- Employee payouts
- Pay Structure
- Dispute Resolution
- Employment Statistics & Reporting

The Human Resource Department provides support to both Brokenhead Ojibway Nation and BON Corp.

As of April 2022:

- 23 Departments & Businesses
- 90 Job Titles or positions within the 23 areas

Brokenhead Ojibway Nation and BON Corp employ 205 employees, out of the 205 employees 196 are Band or Community Members.

Out of the 205 employees:

- 9 - Non Status
- 196 - Indigenous descent - 95.5% of total staff

HEALTH GOVERNANCE

Early Learning and Childcare, Mental Wellness, and Community Health.

Under health governance, the role of the Chief and Council provides leadership, direction, and support. The Health Portfolio Councillors are a member of the Chief & Council who has been given the responsibility to oversee the management of the health programs. The Health Director's duty is



one which is trustworthy and calls for the highest standards of honesty, loyalty, and good faith. All working in the best interest of the community members.

The unit maintains close connections with Program Managers and ensures smooth running of their programs through ongoing support, meetings, and workshops. The desire of the Health and Wellness Department is to ensure that BON Health becomes the Centre of Excellence for First Nations Health in the near future. This is realizable through our robust programming, quality improvement processes, and our quest to become accredited through the Canada Accreditation Council. The Health and Wellness Department strives to improve the quality of life for members through prevention, guidance, healing, and self-determination. We welcome our community members to make full utilization of the services that have been provided by of months. Many thanks to our community members for their continuous effort in adhering to prevention protocols and to our amazing team of Health Staff who worked tirelessly with minimal breaks at the height of the pandemic. They went far and beyond to ensure contact tracing, provision of counseling and therapy, delivery of PPE supplies and food, setting up of Isolation houses, maintaining data entry, and relaying of vital information to appropriate Provincial and National Health Authorities. Unfortunately, the emergence of the Delta variant has changed the Covid-19 pandemic landscape, we are now dealing with a more contagious and deadlier virus. We implore our community members to avail themselves of Covid-19 vaccination at our Health Centre while we continue to observe prevention protocols.

Vision Statement:

- The health and wellness service provides culturally sensitive, quality-based, and holistic healthcare to the community.

Mission Statement:

- Brokenhead Ojibway Nation Health and Wellness Service strives to improve the quality of life through prevention, guidance, healing, and self-determination.

Values:

- The Seven Sacred Teachings honor the basic virtues and form the foundation of the BON Health and Wellness service.
- Love, Respect, Courage, Honesty, Wisdom, Humility, and Truth.

Good Health and Wellness is the community, working together as a TEAM, this is the health workers and community members.

Brokenhead Health Circle of Care

- To ensure all community members receive the utmost health care they are entitled to.
- To ensure all patients' information is confidential.
- To put our members first in all health situations and ensure due diligence among all health programs and services.
- To maintain and assist individuals and families accessing health services and supporting their decisions to health.
- To ensure members are aware of the "Patient Rights" treatment and support and that they have a right to refuse.
- To assist the patient, seek outside health treatment and services where necessary.
- To assist patients with Traditional Health and Elders' support.
- To treat all members and co-workers with respect.
- The purpose of the Health Circle of Care is to provide community members with health programs and services Health has to offer.
- The Health Circle of Care will provide regular up-to-date quarterly newsletters, so all members receive current and updated health issues and programs.
- The Health Circle of Care Team works to ensure all members receive the best possible care they are entitled to.
- All health service providers must follow the Personal Information Protection and Electronic Documents Act - to ensure all patients' information is confidential.

Traditional Healing – Elder

Community members may be assisted to attend a Traditional Healer out of the community with support. SCO has a Traditional Healing program that assists with transportation, meals, travel, and sacred tobacco.

If a member is wanting to see a Traditional Healer in Manitoba they will be fully supported. If the Traditional Healer is out of the Province of Manitoba, support will be to the border of Manitoba only. This will be transportation to the border only.

Don't forget we have Traditional Healers in the community and support for sacred tobacco will be provided.

If you are interested in seeing a Traditional Healer in the community or out of Province, please call the Health Centre. We are here to ensure you get the support you need.

Health is exploring other health issues to ensure our members are being treated fair.

- Another area being investigated is the Class Action Litigation on drinking water advisories on First Nations. At the end of 2021, Canadian courts agreed upon a settlement between Canada and eligible First Nations that had a drinking water advisory that lasted at least one year between November 20, 1995, and June 20, 2021.
- Brokenhead had water concerns before this date and there should be some type of compensation to those members that have been affected by the water.
- It states that a person must have been using

treated or tap water, untreated water from surface water sources such as lakes, ponds, or rivers are not covered.

- As of date contact with SERDC Mike Fontaine Environment Advisory to explore more into this as our people in BON had no other choice than to use water that was available, and it did have a damaging effect on our members.

A Health Circle of Care is in the process of developing an information booklet that will be distributed to all homes in the community.

The book will give more detail on health programs, contact numbers, and a visual of all health staff.

Please be aware there are two (2) telephone numbers at the Health Center.

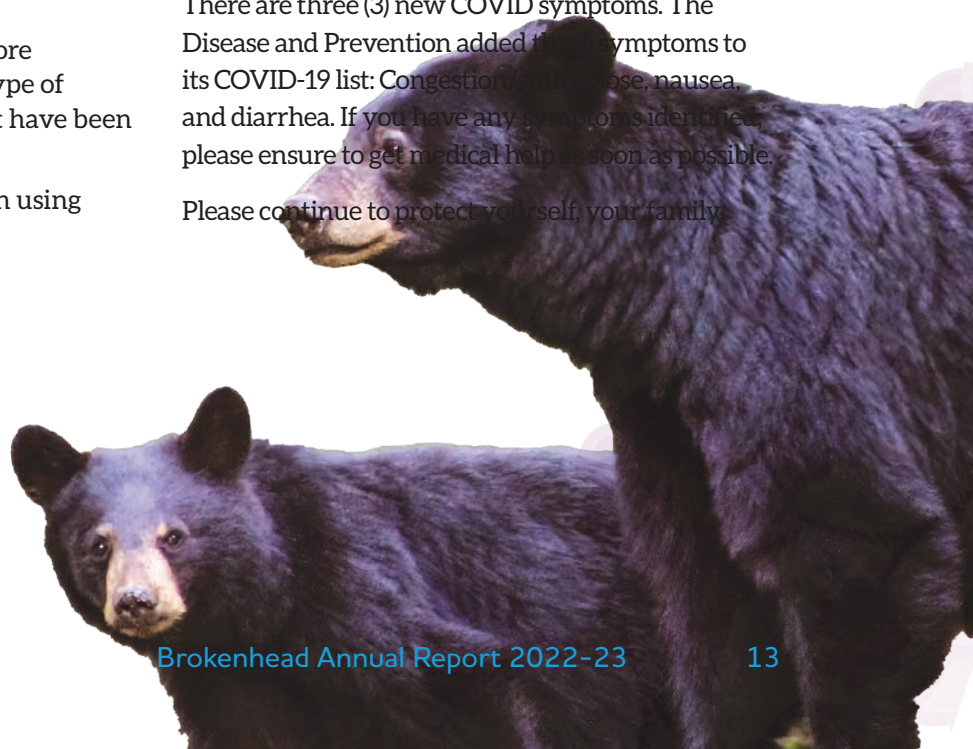
Health Centre 204-766-2740 and Health Clinic 204-766-7010

COVID-19 – up-date from Indigenous Services Canada

The emerging COVID-19 variant, Known as EG.5 has been detected in Manitoba and may eventually become the dominant strain. The World Health Organization classified EG.5 as a variant of interest but said it does not seem to pose more of a threat to public health than other variants. Medical experts are keeping a close eye on the new COVID variant.

There are three (3) new COVID symptoms. The Disease and Prevention added three symptoms to its COVID-19 list: Congestion, loss of taste, nausea, and diarrhea. If you have any of the symptoms identified, please ensure to get medical help as soon as possible.

Please continue to protect yourself, your family,





FINANCE DEPARTMENT

BON extends a warm welcome to Mark Flynn to the finance team as of September 2023. Mark brings with him over 20 years of experience in the Financial Services Industry, and a solid background in accounting, finance, and management of accounting teams. We look to Mark to lead the team and improve our processes, as well as direct us towards becoming certified by the First Nations Financial Management Board.

Education & Training Update:

The Finance team continues to expand their knowledge and skills by participating in courses offered by the AFOA, and other educational institutions. Budgeting, Financial Statements, and Payroll continue to be popular topics.

Financial Update:

We strive to provide the Community Members, Chief and Council, and Department Managers with timely, accurate, and quality financial information. This entails keeping our bank reconciliations, funding tracking and reporting, general ledger monitoring, and other financial tasks up to date and in line with our Financial Policy and Procedures Manual.

The Finance Department operates under the Financial Administration Law created for Brokenhead Ojibway Nation. We are mandated to operate under this law, and it identifies proper conduct, reporting requirements, schedules, best practices, and financial responsibility regarding the management of BON's fiscal resources.

The Finance and Audit Committee will become a valuable piece of BON, as they will be provided with financial information about BON from the Finance Team and provide guidance and input on financial matters.

Financial Reporting of the fiscal year 2022-2023 is a top priority for the Finance Department. They will be working in conjunction with the accounting firm MNP to produce the Financial Statements for BON as well as all of BON's entities. This is a large undertaking each year, but the team is up to the task, and will provide MNP with all required documentation and backup for them to provide the community and external regulators with Audited Consolidated Financial Statements as well as the Auditor's Report.

The Finance team continues to expand their knowledge and skills by participating in courses offered by the AFOA, and other educational institutions. Budgeting, Financial Statements, and Payroll continue to be popular topics.



PUBLIC WORKS DEPARTMENT

Public Works Department (PWD) is responsible for BON buildings, roads, bridges, and all general maintenance of community buildings.

General maintenance is imperative for our machinery this includes the Bobcat, Grader, Loader, Septic Truck, and all grass cutting equipment as we require them to be safe when operated.

PWD has a seasonal plan that we use each year to guide us during the spring summer, fall and winter seasons.

One of our major seasons is winter where we maintained all roadways. The priority areas are bus routes, disabled persons driveways, ramps and if time permits, we may do driveways.

Spring clean up is done during the community clean up usually in the month of May. PWD start ditching to discharge the run off from winter.

Summer, we provided grass cutting to elders, community buildings and assist with outdoor events such as Treaty days.

Fall we begin preparing and organizing our plan for the winter.

If you have any questions, please contact us at 204-766-2696.





and your community – if you are experiencing any symptoms ensure to wear a mask and if need isolation.

We now know there is supporting evidence about the harms that come from closing schools:

- Impacts on student mental health
- Hurts student learning
- Reduces student physical activity

The harms of closing schools for COVID outweigh the benefits. Don't close schools because there are COVID cases.

There are ACTIONS you can take to reduce the risk of COVID in schools:

- Be up to date on vaccination for the seasonal Flu and COVID
- Wash hands frequently and continue to clean highly touched surfaces.
- Stay home when sick
- Wear a mask
- Test if symptomatic and get treated if eligible

For up-to-date advice on COVID in schools from

Manitoba Education, check out https://www.edu.gov.mb.ca/k12/covid/school_guidance.html or Google “Manitoba

It is NOT too late to get your Seasonal Flu and COVID vaccinations.

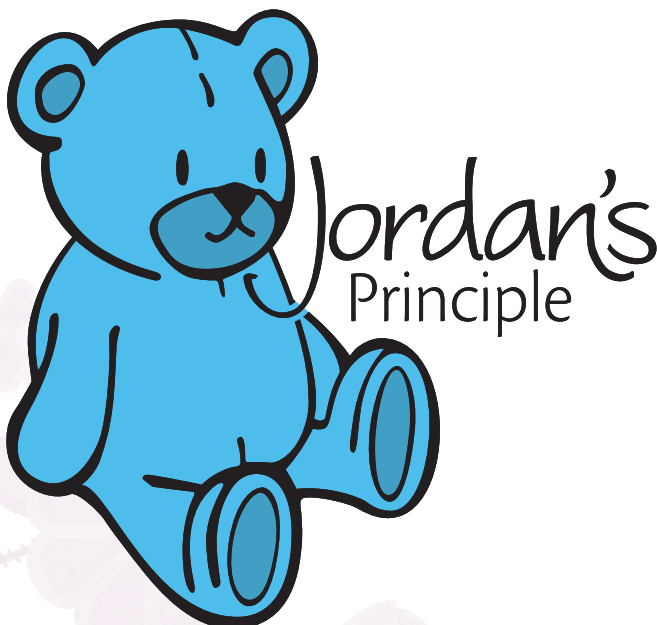
Early treatment can help prevent severe illness. To be effective, you need to begin treatment within days of your symptoms starting. Treatment is for people at higher risk, including some health conditions and pregnancy. People who are vaccinated and not vaccinated can receive treatment.

The first step to getting treatment is to get tested.

Find out more about COVID-19 treatment and who is eligible at www.manitoba.ca/covid19/treatment or call Health Links – Info Santé at 204-788-8200 or 1-888-315-9257.

Keep yourself, your family, and your community safe and learn more about COVID-10 and the new variant. Take all precautions to prevent yourself of any type of illnesses and be safe.

JORDAN'S PRINCIPLE



The Jordan's Principle is a Child-First principle that applies equally to all First Nations children, whether residing on or off reserve. Jordan's Principle program will apply a “back to basics” approach for implementing Jordan's Principle that is non-discriminatory, centers the needs and best interests of the child, takes into consideration the distinct circumstances of their community, is simple to access, timely, and minimizes the administrative burden on families. Jordan's Principle team members will exercise compassion, common sense, and a reconciliation-first approach when receiving, processing, and determining Jordan's Principle requests. Jordan's Principle addresses the needs of First Nations children by ensuring the removal of

jurisdictional and administrative barriers and strives to ensure there are no gaps in services.

The Jordan's Principle Program Areas are as follows;

- Clinical Services
- Family Advocacy
- Youth Support Services
- Land Based Programming
- Food Security Support
- Emergency Home Security Support
- Educational Supports
- Basic Needs Support (Winter Clothing, School Supplies)
- Recreational Programming

MISSION, VISION, VALUES

Mission

To improve the lives of our children and people both today and for future generations.

Vision

The Brokenhead Ojibway Nation will be governed under our own constitution. Traditional laws will be applied to new challenges and opportunities to maximize the benefit for all the community. We will contribute as individuals and families to a healthy community that ensures our safety and security.

Values

Values are the First Nation's source of guidance and what it stands for. They are timeless and seldom change.

Program Key Principles

The Jordan's Principle is a Child-First principle that applies equally to all First Nations children, whether residing on or off reserve. Jordan's Principle program will apply a "back to basics" approach for implementing Jordan's Principle that is non-discriminatory, centers the needs and best interests of the child, takes into consideration the distinct circumstances of their community, is simple to access, timely, and minimizes the administrative burden on families. Jordan's Principle team members will exercise compassion, common sense, and a reconciliation-first approach when receiving, processing, and determining Jordan's Principle requests. Jordan's Principle addresses the needs of First Nations children by ensuring the removal of jurisdictional and administrative barriers and strives to ensure there are no gaps in services.

Brokenhead Ojibway Nation Jordan's Principle services all Children that are Members or Children of the Nations Members. Currently we have 163 Children in Brokenhead Ojibway Nation and 347 Children outside of Brokenhead Ojibway Nation for a total of 510 Children.





The Jordan's Principle Team to date have offered the following programs and services, despite the challenges of having a limited space to work from, developing our policies as we move along and continually applying for additional funding to support families.

Clinical Services

- Land base/Cultural Programming
- Addictions Treatment

- Educational Assistants
- Complex Needs Support
- Food Security & Hampers
- Winter clothing support
- Orthotics Supports
- Home Modifications (Renos)
- Special Events

INCOME ASSISTANCE PROGRAM

This year the income assistance program had carried over funding from Indigenous Service Canada, with that the program decided to give Income Assistance clients a top-up in March and also a Summer top-up in August. IA also gave out meat hampers from Cantor's and \$200 gift cards from Aaron's No Frills for everyone.

In July, the Income Assistance program also had given out 3 cultural baskets for each client. A fishing basket was given out, which consisted of; a cooler

filled with fishing gloves, knife, tackle box, and a fishing rod. The cultural hunting basket had a camo jacket and pants, with a deer horn call, and binoculars.

For the month of November, the Economic Income Assistance clients will be attending a SEED workshop that will be held in Winnipeg at the Wyndham Garden Hotel for 3 days. Transportation, meals, rooms, and honorariums included. We hope to inspire these clients with this workshop.

WATER TREATMENT: CLASS 3 FACILITY

We have been given approval to receive a new Water Treatment Plant, the process will be somewhat like our current treatment process but there will be more storage capacity, state of the art equipment and technology which will provide Brokenhead members with safe, high quality potable water for many years to come. This system however will not be ready until 2025.

At present, we are still using our Nano Filtration System which is still capable of producing high-quality water. Due to the age of the process equipment, it is becoming more of a challenge to keep things operational.

We are still using the 2 existing supply wells and pre-treating this water with potassium permanganate which is fed through 4 greensand pressure vessels to treat taste, odor, and some iron & manganese removal.

Anti scalant is added then it passes through a 5-micron filters, the pre-treated water is boosted to 100 psi via an inline pressure pump and fed through stage 1 then stage 2 of the Nano Filtration Membranes.

The permeate or Filtrate enters the storage reservoir at 100 gpm after it is blended at a rate of 10% then chlorinated. The treatment process also produces a waste stream or concentrate of 25-26% which goes to waste.

Daily water quality tests are carried out to ensure we are in compliance with the Canadian Drinking Water Quality Guidelines and to monitor for any operational issues. Membrane pressures and conductivity levels are closely monitored, and Clean in Place procedures are carried out as needed.

Distribution System: Class 2

For the time being we are still using the existing reservoirs, domestic pumps, fire pumps, distribution lines and hydrants. The said equipment is still operating but most components are 30+ years old which makes keeping equipment running more challenging.

With the water treatment plant upgrades all domestic pumps, fire pumps, reservoirs and related equipment will be new.

Our hydrants and distribution line isolation valves need to be repaired and or upgraded as well.

Wastewater Collection System: Class 2

The collection system has 2 low-pressure single-phase stations which were added on, 1 transfer station and the force main.

All the lift stations are duplex stations using 3 Hp pumps while the force main uses 12 Hp pumps.

The 2 low pressure stations (LP East & LP West) feed the transfer station (NSLS) which in turn feeds the force main (SSLS) which forces the wastewater up to the lagoon.

All pumps and control panels require upgrades, some pumps are undersized, and some panels are obsolete, and one

has failed.

Our Wastewater Collection system may receive upgrades as well, we must wait and see.

Wastewater Treatment System: Class 2

In the beginning we had a 2-cell facultative lagoon, which was undersized and never met the discharge parameters or guidelines.

A few more cells were added to increase detention time and capacity, then a mechanical treatment system with a bio tower and a coagulation chamber was also added, but the system never worked properly and was not constructed adequately and therefore not used, it

was by-passed and used as a conventional or facultative lagoon.

Facultative or conventional lagoons almost never meet discharge guidelines.

Brokenhead also requires a Wastewater Treatment upgrade to ensure we are not polluting our river or Lake Winnipeg.

Preferably a SAGR system a Submerged Attached Growth Reactor that discharges into a wetland, which will be beneficial to the community and our environment.

The interns also planted 177 Orchard trees, with 10 different varieties of fruit, such as 3 types of apples, sour cherries, cranberries, and chokecherries, all zoned for our region.



EMPLOYMENT AND TRAINING

April 2023-March 31, 2024

The EAST Resource has had a busy start to the fiscal year, with staff shortages and changes. We kicked off the fiscal year actively recruiting post covid, for vacancies within Brokenhead Ojibway Nation. Partnering with Brokenhead Administration team, we held a Job Fair at the end of April at Canalta Hotel in Selkirk, with another planned for Winnipeg in May. The Nation is still actively collaborating with

the U of M, for the Food Sustainability Project. We held an information session “Restoring Wild Rice to Brokenhead” on April 28, 2023, at South Beach Casino, we had 73 participants from the community as well as several guest speakers and stakeholders.

The Employment and Training Program also entered a partnership with Southeast Resource Development Council and ID Fusion in October of 2022, to recruit and train two community members



within the IT Sector, which will provide them with A+ certification upon completion in the fall of 2023. We also currently have six band members enrolled in post secondary training for programs such as Applied Nursing, Construction Electrician x2, Commerce and Marketing, Nail Technician and Harm Reduction.

Employment and Training has also hosted the Summer Student Program for a 3rd year. With funding secured through ISC - FNYES proposal. This year we had 14 students apply, we hosted them at the Resource Centre for the first week, providing a variety of training for things such as Food Handlers and Emergency First Aid. Out of the 14 students, 4 went on secure part time employment with the Brokenhead Businesses that hosted the students.

The EAST also managed the Agricultural Interns for a 3rd summer, in partnership with the University of Manitoba. This year the Agricultural project provided our Food Bank with a variety of fresh produce such as zucchini, squash, potatoes, corn, tomatoes, strawberries, onions, and peppers. We also brokered a deal with our Brokenhead grocery store to sell them locally grown corn, to resell. We were able to offer them a rate lower than their supplier, resulting in a win win for the interns and the nation. The interns also planted 177 Orchard trees, with 10 different varieties of fruit, such as 3 types of apples, sour cherries, cranberries, and chokecherries, all zoned for our region. That orchard will take up to three years to establish but will provide the Nation with fresh fruit for generations to come. As part of the Food Sustainability Project, we also partnered with Jordan's Principal to purchase 2000 pound of Wild Rice seed that will be planted in the spring of 2024 with the help of their Land Based learning team and our Brokenhead Youth.

In September of 2023 the Employment and Training Program had four additional requests for sponsorship. For programs such as Health Care Aid,

Remedial Massage Therapy, Educational Assistant and Nail Technician level 2. Our elected leadership team was able to commit and contribute to assist the E & T program with additional funding via OSR enabling us to assist with these requests. We also have three students returning to the University of Manitoba this year, being transported by our training driver. In addition to our post secondary students, we are also transporting two of our youth who attend Southeast Collegiate 2x per week.

In October we broke ground on a new Food Bank building that is now located behind the EAST Resource Centre. That building in partnership with the Income Assistance program will replace our existing structure of 390 sq that is located in the Elders Lodge parking lot, doubling our size and improving our efficiency for servicing the community. This new building will also be utilized as a training facility for our Income assistance clients to obtain valuable work experience as well as a chance for them to give back to their community. The soft opening has been tentatively set for after the new year in 2024. Other notable workshops that were held over the year include, First Aid Level C, Food Handlers, Winnipeg Police recruitment forum as well as a Will Writing workshop open to all community members. The EAST will also be assisting with an IA forum to be held in Winnipeg in mid November. This forum will focus on workshops that build self esteem, teach budgeting skills, as well as guest speakers from Treaty 1, Yellowquill College and our leadership team.

We are also actively collaborating with Brokenhead's Health Team, The ELCC program, Brokenhead Administration and Jordan's Principal to offer a LIFE skills series to run over a 2 month period, with workshops facilitated by each department, stay tuned for more information in the new year.

BON ELCC PROGRAMS

The BON ELCC staff work hard to provide the children, families, and community with high quality childcare services. The early years programs support working parents, parents seeking education for opportunities to receive training, enhance career paths, join work force and support in areas that might not otherwise be possible.

The staff have experience ranging from 24 years to 2 years working within the Early years programming. We accept children at 1 year of age all the way to school age children in our before and after school daycare program.

The program staff all provide play-based learning environment that ranges from infant care to preschool age. The staff lead children in activities that stimulate and develop their intellectual, physical, social, emotional, and creative growth. This is done by learning centres, teacher guided activities, Ojibway language, reading books, art, cooking, cutting gluing, music, circle time, printing, tracing, drama play and outdoor physical activity.

The staff also assess and observe the abilities of a child, the child's interest and needs are monitored and progress is documented. The staff hold parent and teacher conferences (AHSOR, Nursery) and in

some cases we reach out to other programs that may offer support to our existing staff or allowing for us to hire one-on-one care for the child.

The children are guided and assisted in the development of proper eating, dressing, toilet habits, hygiene, problem solving, expression of feelings, setting safe boundaries, building of vocabulary, encouragement, praise, and love.

All staff are trained in CPR, First Aid, Food Handlers, Criminal and Child Abuse checks at a minimum. All staff hold training and certification in areas such as but are not limited to:

- ECE level 1, 2, and 3.
- Heavy Equipment and Skid Steer operations
- Class 2 - Class 4 Licenses - Class 5 licenses
- Aboriginal and Northern Counselling skills
- BSW
- Guided Behaviour - 40-hour Accredited certification through Red River College
- Science of Child Development - 40-hour Accredited certification through Red River College
- Accreditation Check List as per BON Health
- Orientation check list as per BON Organization





- Integrated Strategies for Home Visitors
- Tier 1 Training

The BON ELCC staff are very loving, caring, supportive, individuals who all have a gift they offer through their teaching to the children of BON. They work hard and respect the children, families, and community.

All our Early years programs are Federally funded except for Nursery. Nursery falls under Provincial funding.

AHSOR

AHSOR helps enhance child development and school readiness for children living in First Nations communities on reserve.

AHSOR funds activities that support learning of young children residing in our first nations.

The program focuses on:

- Education
- Health promotion
- Culture and language
- Nutrition
- Social support
- Parent family involvement

Children take part in activities that encourage a love of learning, establish positive health and wellness habits, and boost children's self-confidence through connection to their language, community, and culture.

AHSOR also supports parents, families, and community members in being the most important teachers in a child's life. It builds relationships with other community programs and services so that children get the best care.

We have a 24-passenger vehicle/bus that picks up children and drops them off at the end of their day. AHSOR is closed on Fridays to the children for staff to do training, planning, and disinfecting.

BON AHSOR is federally funded through ISC and receives \$223,409.00

DAYCARE

BON Daycare is not licensed due to jurisdiction. Although we follow provincial guidelines as a guide and complete annual environmental inspections, we still do not qualify for licensing. We also do not qualify parents to receive subsidy due to jurisdiction.

The staff provide a planned and structured environment for children.

Staff ensure a healthy breakfast and snacks are provided throughout the day. The children are given opportunities to be part of a group setting with many ages and opportunities to enjoy indoor play as well as outdoor play.

Staff encourage independence, self-esteem, and respect for others. We offer singing, art, physical activity, comfort and care, Ojibway language, inclusion and support a child's learning experience.

FPDI requires a monthly Activity Report as well as a Claim Form with attached G/Ls to receive our monthly payments them.

Currently parents pay \$15.00/day for casual, \$10.00 for full day spots and \$5.00 for 4 hours or less.

BON Daycare is in contribution with Employment and Training. The program is funded by FPDI for 18 spots at \$7,977.61/spot giving BON annually \$143,597.00.

FNIELCC

On September 17, 2018, First Nations established a transformational fiscal arrangement with the Government of Canada, called the Indigenous Early Learning Child Care (IELCC) framework. This 10-year funding commitment begins to address the government of Canada's commitment to reconciliation and the implementation of the United Nations Declaration on the rights of Indigenous Peoples (UNDRIP). Within the commitment, a

funding mechanism established direct financial transfers between the Government of Canada and Manitoba First Nations through a self-determined regional authority. This “horizontal funding management” of our ELCC funding represents and unprecedented opportunity – through which Manitoba First Nations children under six years of age.

The IELCC framework commits 1.7 billion over 10 years to strengthen early learning and child care programs and services for Indigenous children and families across Canada (starting in 2018-19). A Regional funding allocation of \$14,688,178 per year was allocated to Manitoba First Nations for year 1-3 (fiscal year 2018-19, 2019-20 and 2020-21). Per the conditions set between First Nations and the Government of Canada 10% of this funding (\$1,466,818.00) has been identified to further the work in developing a regional governance structure. The ELCC engagement and development work has been performed by the ELCC unit under the leadership of a manager and a leadership appointed Advisory Committee. Since August 2019, the ELCC Unit has been located within and supported by Manitoba First Nations Education Resource Centre INC. (MFNERC), however this arrangement will conclude at the end of 2019-20 fiscal year, at which time a “TRANSFORMATION PLAN TOWARDS REGIONAL GOVERNANCE (Transformation Plan) was developed based upon community engagements and will guide the transition of the current operations of the ELCC Unit into a self-determined regional governance structure.

In March 2019 in the region of Manitoba, the dispersal of ELCC funds to First Nations has been administered by AMC and the partnership and governance funding has been overseen by MFNERC.

In August the leadership appointed 9 members representing our FN’s ELCC communities to form an Advisory Committee. The FN Advisory committee continue to guide the development and implementation of the ELCC system for First Nations children in Manitoba.

The decision was made to establish a new regional governance structure separate and apart from the current MFNERC supported arrangement and was approved in 2020 by the AMC’s. The FNELCC Advisory committee requested approval for leadership to be appointed by the AMC as the interim Board of Directors to oversee the establishment of the new regional governance structure. The advisory committee would report to the newly established “Chiefs” committee on ELCC.

A resolution was put forth at the AMC General Assembly on October 17-19, 2023. The resolution was as follows:

1. Appoint a minimum of 3 Directors from the membership of Chiefs.
2. Leadership creates a Chief Committee on ELCC.
3. Approve the leadership appointed FNELCC Advisory Committee members’ request to transition into the interim Board of Directors for FNELCC.

This motion was passed by AMC and accepted On October 18, 2023, by all present. FNELCC will no longer be under MFNERC in moving forward.

The FNELCC funds of Manitoba are for extra support for the Daycare and Aboriginal Headstart On-Reserve programming.

The pre-existing federal funding across Canada is no longer a 10-year agreement. The IELCC funding will be distributed through AMC to our First Nations using a reporting template. The pre-existing funding allocated from ISC and FPDI will continue for our Daycare and Headstart existing programs. IELCC will continue to flow over and above current levels as ongoing funding for these programs.

BON received to date from ELCC payments to date:

- July 17, 2019 – year 1 (half allocation for 2018/19) – \$79,261.23
- August 2, 2019 – Year 1 (second half for 2018/19) – \$79,261.23
- May 13, 2020 – Year 2 (2019/20) – \$158,522.46



- November 2020 – Year 3 (2020/21) – \$158,522.46
- February 2021 – ELCC Covid Emergency one-time payment – \$172,502.50
- March 2023 – Year 4 (2021/22) – \$244,171.00
- AMC has Year 5 of funding (2022/23) – \$487,696.26 (BON has not received yet)

FNELCC 10-year plan has been removed and replaced with ongoing.

Nursery

We provide appropriate child centered play-based learning experiences to meet the child’s individual needs. The child guides the educational process, giving children the freedom to think, question, explore, experience, and search for answers. The children will be able to think creatively, explore, investigate, solve problems, engage in the inquiry process, and share their learning with others.

We base our learning on child development and incorporate “Portage Guide to Early Education”.

Nursery is funded through MFNERC-MFNSS, and we receive \$17,653.22/child based on enrollment. At the beginning of the school year, we send the names of children registered. At the end of the school year, we invoice MFNERC-MFNSS and get BON finance to attach G/Ls showing expenditures and then the funds are then sent to BON finance to put in our ELCC funds.

MCH

The Maternal and Child Health program aims to support pregnant First Nations women to experience healthy pregnancies, and to support parents of infants and young children and their families in helping children to develop optimally into adulthood. MCH is for Parents residing on Reserve.

- We promote breastfeeding.
- Pregnancy and infant care
- We help teach play and how important it is to play with your child.
- We promote singing and talking to your child.
- We support families with \$50.00 monthly coupons from BON Grocery.
- We support the Public Health Nurse budget to complete assessments for our newborn children that are born to parent(s) that are residing on Reserve.
- We go through developmental Milestones with parents to see if their child is reaching them and what stage they are at, then offer ideas to assist the child in meeting those milestones.

The MCH program is funded through ISC and we receive \$136,070.00 annually.

CPNP

The Canadian Prenatal Nutrition Program provides funding to community groups to help to improve the





health of pregnant women, new mothers and their babies who face challenges that put their health at risk such as poverty.

CPNP enhances the food we offer to the MCH mothers/fathers as well as the breakfast and snack programs in our Daycare, AHSOR, and Nursery.

The CPNP program is funded through ISC and BON receives \$23,107.00 annually.

6 Components we incorporate are as follows:

1. Education
2. Culture and Language
3. Parental Involvement
4. Health
5. Social support
6. Nutrition

The 6 components are incorporated into all our Early Years programming. They help create well-

balanced programming for our children. We also incorporate the 7 teachings with the monthly themes.

We aim to strengthen and prepare children with a solid foundation offering a positive, fun, stimulating and respectful learning environment. We build on social, emotional, physical, cognitive, and creative growth for a child.

Young children learn best through play throughout the day. The curriculum is designed for a child's capability level not developmental levels they are expected to have reached based on their age. The staff then do activities and give them the opportunity to build up to milestones that they can accomplish.

All parents registering their children receive a Parent Handbook and Registration. Registration is kept on file at the facilities and the Handbook is their guide while their children attend the Early Years programming.

BON Early years recognizes and respects parents as





the primary care and we are here to assist them. We also will continue to support and collaborate with existing programs within BON Organization.

BROKENHEAD ENTERTAINMENT CENTRE

The Brokenhead Entertainment Centre has undergone a trying time after post Pandemic.

Over the course of the year the Brokenhead Entertainment Centre has upgraded and overhauled new VLT machines. With this introduction of new VLTs we were able to maintain the games that were most favored by the customers. This introduction of new VLT machines is beneficial for continued operations of the Brokenhead entertainment Centre, and this will complement the current demand from our patronage.

Furthermore, speaking with our customer base we were able to identify that the outside lighting was a safety issue by the frequent patronage. Moreover, after having a conversation with the local electrician about converting the outdated lighting system, it would be a cost-efficient upgrade that was long overdue.

In addition, the Brokenhead Entertainment Centre

has upgraded the lighting system for the purpose of safety and to hence the appeal of the VLT building. Likewise, the main business sign located on the main road has been upgraded from a halogen lighting system to LED lighting system which is a more cost-effective measure. Overall, we were able to meet these concerns by our patronage and cost-effectiveness for the future.

Other than the maintenance and upgrades of the building, the Brokenhead Entertainment Centre has reached a milestone of 25 years of operations. This has a positive impact on the current staff that are employed by Brokenhead Entertainment Centre.

In summary the continued longevity of this business owned and operated by Brokenhead First Nation is beneficial to the community and the people it represents. Also, the continued support by the Brokenhead administration is appreciated.

MEDICAL TRANSPORTATION

Benefits are funded in accordance with the policies set out in the framework to assist clients to access

medically required health services (Medical, Vision, and Dental) that cannot be obtained in the

reservation or in the community of residence and when access would otherwise be denied. Exceptions may be granted, with justification and FNIHB approval, to meet exceptional needs.

Medical Driver's responsibilities are:

- To ensure the safety and well-being of the passengers.
- The drivers will not allow anyone who is under the influence of alcohol or illegal drugs onto the vans.
- Drivers will not use the medical vans for personal use or to transport clients anywhere else but to and from their medical appointments.
- If a client is not at the designated pick-up location after their medical appts, the driver will contact the MTC to advise that the client is not at the pickup location. If it is confirmed that the clients are not in the doctor's office or has not otherwise been detained by their medical appts, the driver will not wait for the client and will continue to transport the other passengers on the van.
- The driver will report all incident, in writing, to the Health Director and Medical Transportation Coordinator.
- The driver will not pick up medications from any pharmacy as there is a pharmacy in

Brokenhead Ojibway Nation.

Client's responsibilities are:

- The client must provide the medical transportation coordinator with appropriate notice of their medical appts (48HOURS). If sufficient notice is not provided to coordinate travel, the client may be required to provide their own travel to the medical appts, without reimbursement.
- All medical appts are to be booked by the client themselves, this is not the responsibility of the medical transportation coordinator.
- The client must be ready and available for the pickup at the designated time to be taken to their medical appt. if the is not ready, they may be required to provide their own travel to the medical treatment, without reimbursement.
- The client must be ready and available for the pickup after their medical appt at the agreed upon location. If the client is not there when the medical van arrives, and they have not been detained by their medical appt, the client will be responsible for their return travel to the community, without reimbursement.
 - To accompany a minor client (17 yrs and under) a mother or father will need to escort the client to their medical appt.

We provide individual, couple and group counselling as well as addictions services and referrals to on and off reserve Band members.



WELLNESS TEAM

The team currently consists Mental Wellness Coordinator, Lisa Bone, and Ron Sigurdson – Marriage, Family therapist, Patrick Berthelette Addiction Specialist and Tanager Abigosis our Community Support and Diabetes worker

(part time).

We provide individual, couple and group counselling as well as addictions services and referrals to on and off reserve Band members.



We can be reached at 204-766-2740 BON Wellness Program

We provide a range of sustained, day-to-day mental wellness services including direct clinical services, cultural supports, intervention, and prevention services that include the following.

Trauma-informed care, and treatment options referrals, prevention, crisis response, early intervention and screening, aftercare, assessment and intake, referrals, cultural counselling, clinical services, elder advisory service, mental health intervention counselling, community outreach, group circles, linking to cultural services and ceremonies, training, and individual support.

We look to strengthen partnerships and linkages between community services and second level supports through finding additional services that include:

Treatment Centers, Mental Health Crisis Intervention Teams (MHCIT), Southeast Resourced Development Corporation (SERDC), Southeast Child and Family Services (SECFS), and other Health Center and community programs in BON, to improve treatment outcomes because of better continuity of care, more appropriate services, better quality of services, and improved access to care.

Crisis support services for BON members has been established is operational daily, and on the weekend by contacting an on-call staff member Lisa 204-485-0601, Ron - 204-904-7647, or Patrick 204-904-7439. Wellness workers rotate on call on weekends.

We have established a community-based addiction treatment program RedPath.

PROGRAMS

RedPath Starts

Next group starts November 2, 2023, at the Health Center Thursday evenings. The Redpath Addictions Treatment Program is a closed program that runs for 21 sessions. This program is for individuals

who wish to increase their awareness of addictive patterns and how addiction has affected all aspects of their lives. This program offers skills to address the underlying problems associated with addictive behaviors. Through the use of traditional stories and teachings participants will learn to identify, understand, distinguish & label emotions, gain the ability to tolerate stress & control impulses, resolve conflict, practice empathy, work on communication skills and learn responsibility. Participants will be given the opportunity to express their thoughts and feelings through portfolio assignments and group discussions throughout the program.

Some of the program topics include the following:

Overview & outcomes of addictions, identifying learned behaviors, problems with immediate gratification, recognizing patterns, mapping destructive patterns, taking ownership, examining self-image, examining shame & guilt, building trust, learning how to problem solve, understanding power & control, exploring acting vs reacting, identifying and managing emotions, developing effective communication, learning about stress management & guided imagery, exploring intimate relationships, honesty & friendships, taking responsibility, goal setting, planning for obstacles, dealing with setbacks, building a support network and practicing skills learned.

After the 21-session program we offer 21 sessions of after care. The First RedPath group graduated 8 participants.

Family Violence Prevention Program

We recently hosted the RED Dress Awareness Campaign and hosted 4 days of Red Ribbon Skirt making in April and Many. The team hosted several had two White out Parties on our big screen to celebrate the Winnipeg Jets and will continue to host Family movie nights in and outdoors.

On November 24 we will be having Addiction Week activities that will include a traditional powwow that will focus on the youth in the community.



Grief and Loss

Two offerings of this program will occur before September, one specifically for Seniors was held June 19th and was held for 5 days. Next group will be at the end of November 2023 for four days.

Men's Group

The Wellness team males will speak directly to men to get feedback and provide support and services based on what the men need. We will be doing cultural teachings, drum making and focussing on topics specifically identified by men of all ages.

New Horizons Seniors Program

We hosted and will be continuing to host activities, workshops events for seniors through out the year while partnering with EAST Resource, and Home Care and Jordan's Principal. The focus will be to bring youth and Elders to together and teach one another.

Some activities, Wellness team facilitated were Turtle Teaching a two day that included youth and Elders.

Red Skirt making.

Seniors and Tots Reading hour 4 weeks.

Upcoming events to include, breakfast gatherings, moccasin making, paint night and working with stained glass will be some of the workshops.

Past 2023 Events and programs were posted on the Health Center Facebook Page as well as the newly established BON Wellness Facebook page as well as posters throughout the community stores and public spaces.

Love Drugs and Harm Reduction Workshops

May 15 and 16 at the South Beach Casino, from 10-3 each day. Presenting on various topics that include Intro to Harm Reduction and Naloxone training, Drug Awareness, a RedPath Presentation, MMIWG2SP+ presentation and a discussion on





Healthy Relationships.

You Belong Here – Pride in BON Committee

Brokenhead Ojibway Nation, committee hosted an event for YOUTH only, identifying or questioning if they are part of 2SLGBTQQIA community. We came together on May 26, Brokenhead PTCM Hall with approximately 35 youth and supports to meet a panel of advisors who have lived experience. Door prizes and supper was provided. We attended and participated in the PRIDE Parade on June 4, 2023, and partnered with SERDC in the submission of a float and giveaway. Approximately 12 BON members participated in the float and parade. A local BON youth designed the logo on the t-shirts that were given away and worn by float participants.

Wellness Wednesday July Series

Lets talk about sex 4 specialized workshops.

July 5 – Sugar and Sex (Diabetes) –

July 12 – Let’s Talk about sex Youth

July 19 – Let’s Talk about sex adults.

July 24 – Let’s talk about sex seniors

Honoring the Children September 28, 2023, National Day for Truth, and Reconciliation Guest speakers, ceremony, and Entertainment

Speakers, Community Feast, entertainment including Ivan Flett Memorial Dancers, Powwow presentation special guest the BON Youth. Grieving Bundle and memorial tiny moccasin giveaway

The following programs are some of the focused groups that Wellness programs will be providing throughout the year.

Healthy Relationships, Anger-management, Anxiety, Depression, Family Violence Prevention, Men specific services and 2SLGBTQ+

The Wellness Team supports and provides resources to several community groups when requested and this past year have worked extensively with the Fire with Fire Program who promotes Harm Reduction in the community. This program is funded through SERDC Wellness, and together they provided support with our Redskirt Campaign (May 5, 2023).

We hold a seat in the START Program Committee. The START mission is to provide community mobilization services to the communities that we support throughout Manitoba. They are a consent-based, culturally inclusive and client centred program that seeks to identify the challenges our clients face, support them with multi-disciplinary teams and assist them in reaching their individual goals. Ultimately, this creates healthier and safer communities for everyone.

LANDS DEPARTMENT

Brushing/Grounds Team

The Lands Department hired a brushing/grounds

All the large trees that were removed were cut up and split into firewood which is now drying until next season when it will be used within the community for ceremony, public use, or special events where firewood is required.

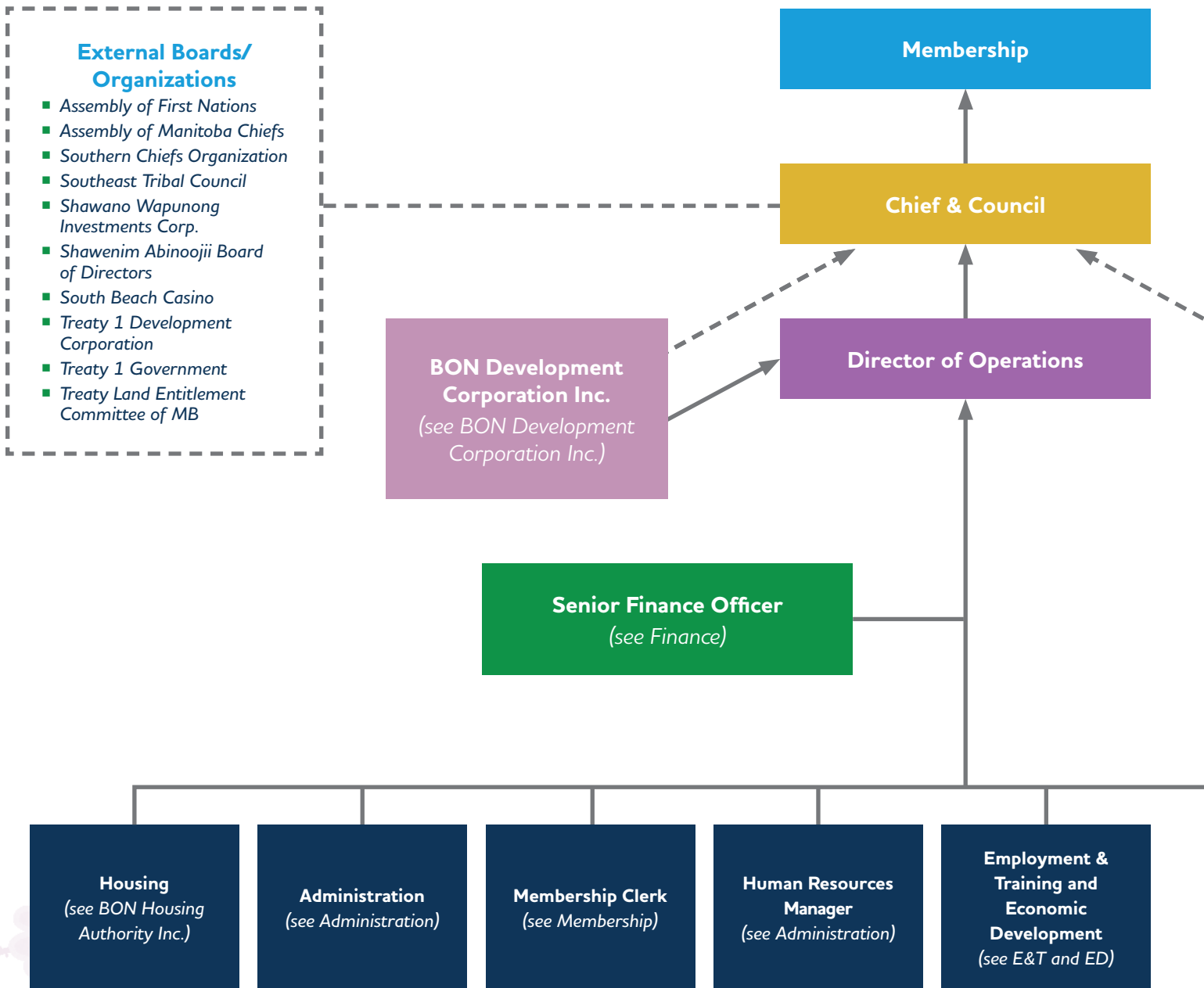






crew in the summer to assist BON's development projects, sub-division, and to support other departments.

The grounds team worked in the sub-division late summer to clear brushes and trees that were in the development plans. All the large trees that were



removed were cut up and split into firewood which is now drying until next season when it will be used within the community for ceremony, public use, or special events where firewood is required. The team did this same practice with other parts of BON including behind the water treatment plant (for its upcoming expansion) and the border cutlines project within the Northwest section of BON (which is still in process). The Lands Department is looking forward to future brushing projects to help BON and community members clear areas or trim trees/shrubs for maintenance and/or development.

Treaty Days 2023 was exciting for the Lands Department with their debut event called the “Sharpshooting Challenge”. The event involved 3 different shooting stations: Skeet shooting (12 gauge/.410), 100-yard .22 (standing), and archery (recurve bow). Each participant had 3 shots per station to create a scoring system. Men’s and Women’s categories had cash prizes and the Youth category main prize was a PS5. The Lands Department is excited to provide another fun tournament for Treaty Days 2024.

The team enjoyed prepping the grounds of the Powwow arbor by making sure fallen branches and old logs were cleaned up, the grass was cut, and the community firepit was accessible for people to use. There was also some minor damage within the arbor that was quickly fixed the day before the Grand Entry. Next Treaty Days, the Lands Department hopes to provide more support during Powwow weekend to ensure community members and visitors can enjoy the gathering.

Future Projects/Opportunities

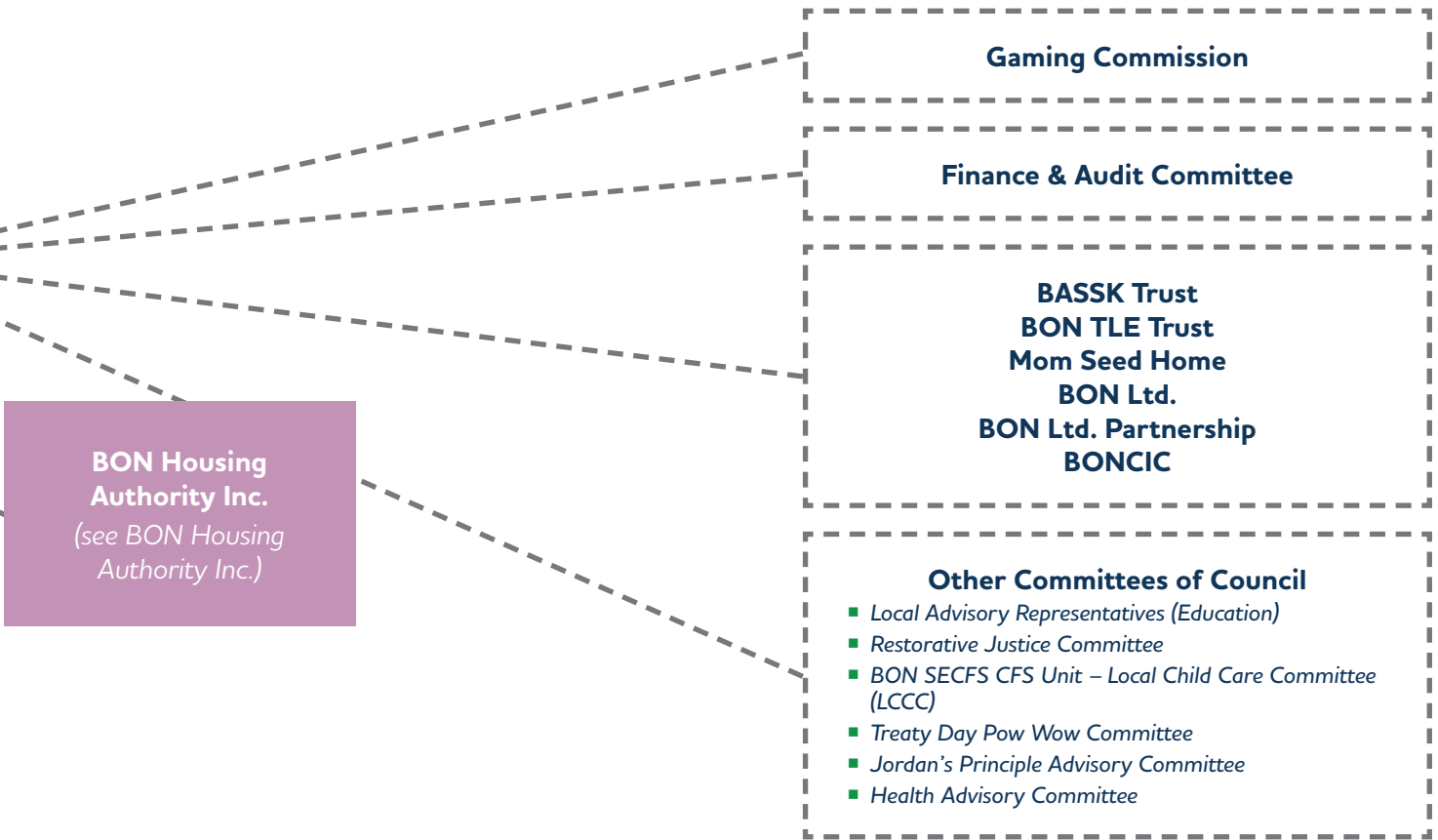
- BON Lands Department is building relationships with the Forestry branch within Manitoba’s Economic Development, Trade and Natural Resources to be apart of the 1Billion Trees Project.
- Land Guardianship, environmental monitoring, assessment, and restoration projects are high priority goals to build capacity within the department (and community). Keep a look out for training/ educational workshops that Lands will be hosting.
- Other future projects involve the updating and implementation of the environmental management plan (may also be known as Sustainable Development Plan), and environmental protection and assessment through BON’s Land Code/the updated EMP/SDP.

BON ORGANIZATION: Brokenhead Ojibway Nation

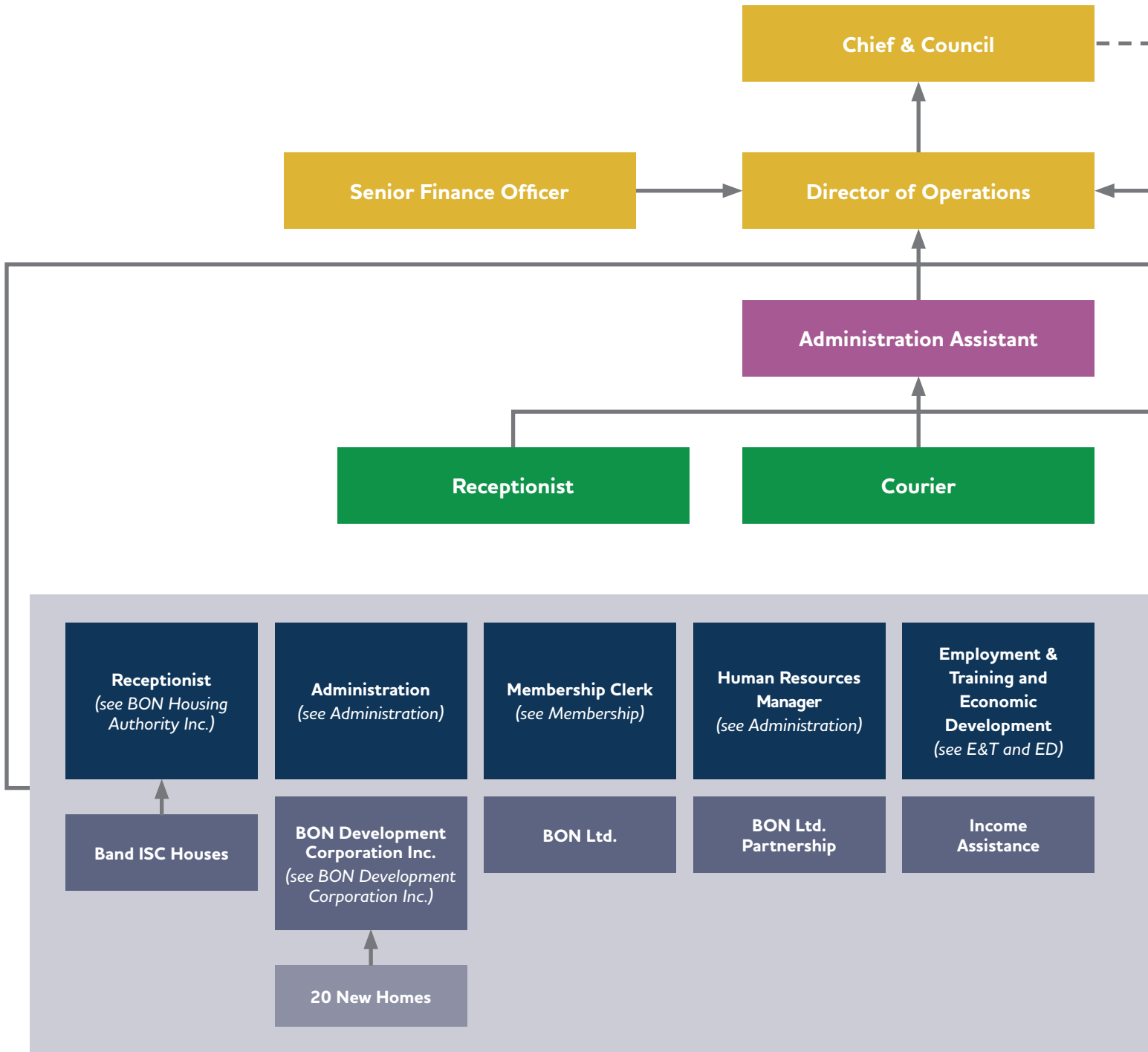


Indicates a communications-based, recommendation-based, or governance relationship

Indicates a reporting relationship



Administration





Indicates a communications-based, recommendation-based, or governance relationship

←
Indicates a reporting relationship

Governance Assistant

Human Resource Manager

Work Place Health & Safety Committee

File Clerk

Custodian

Entertainment Centre Manager
(see Entertainment Centre)

Health Director
(see Health and Wellness)

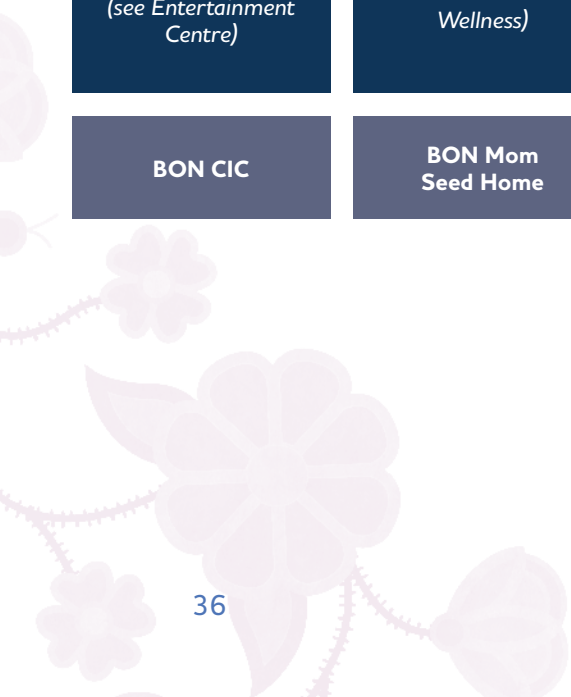
Emergency Services
(see Emergency Services)

Infrastructure
(see Infrastructure)

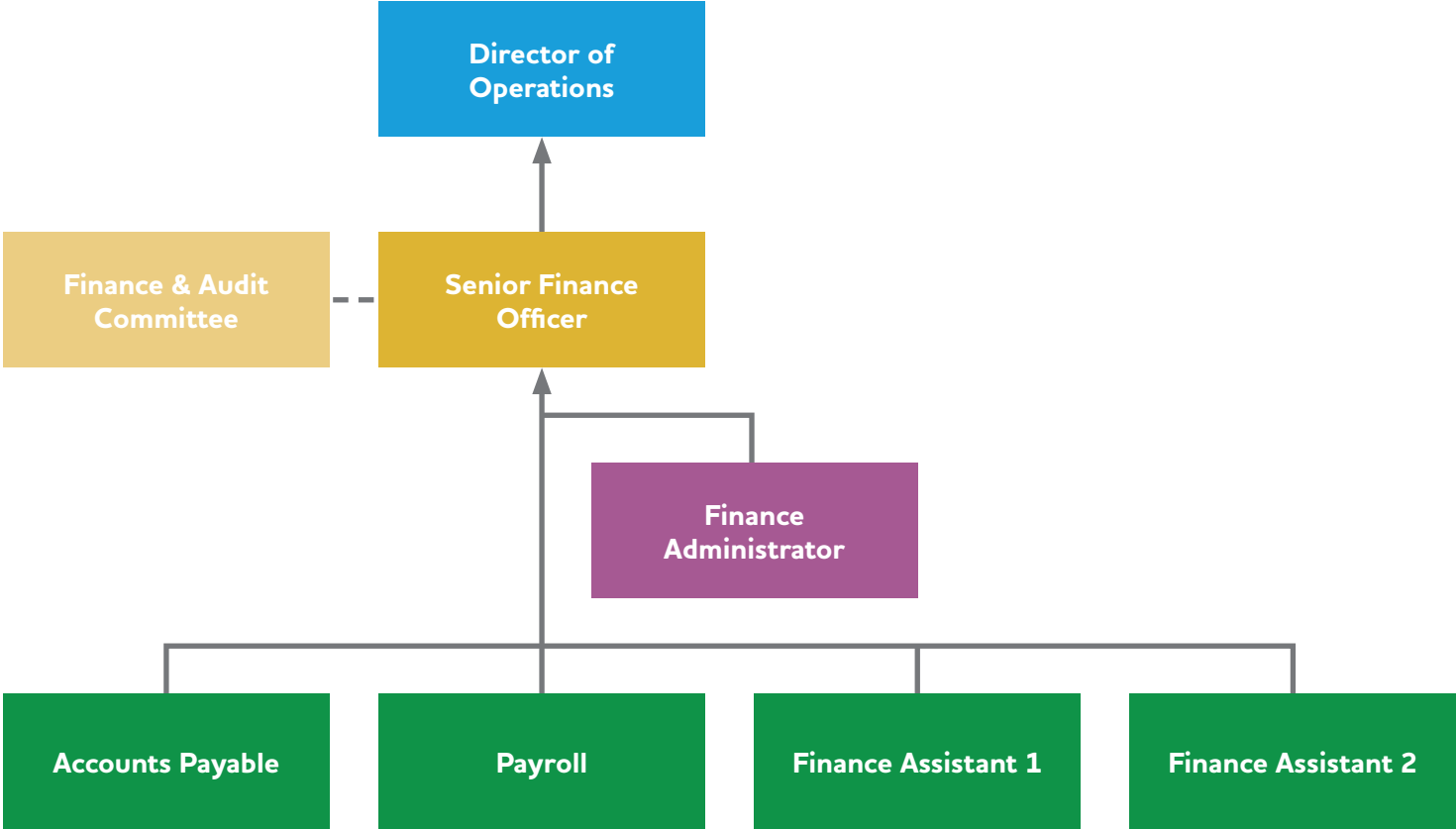
Lands
(see Lands)

BON CIC

BON Mom Seed Home

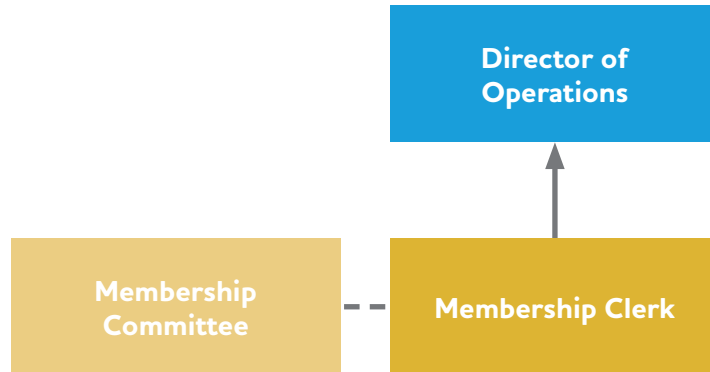


Finance

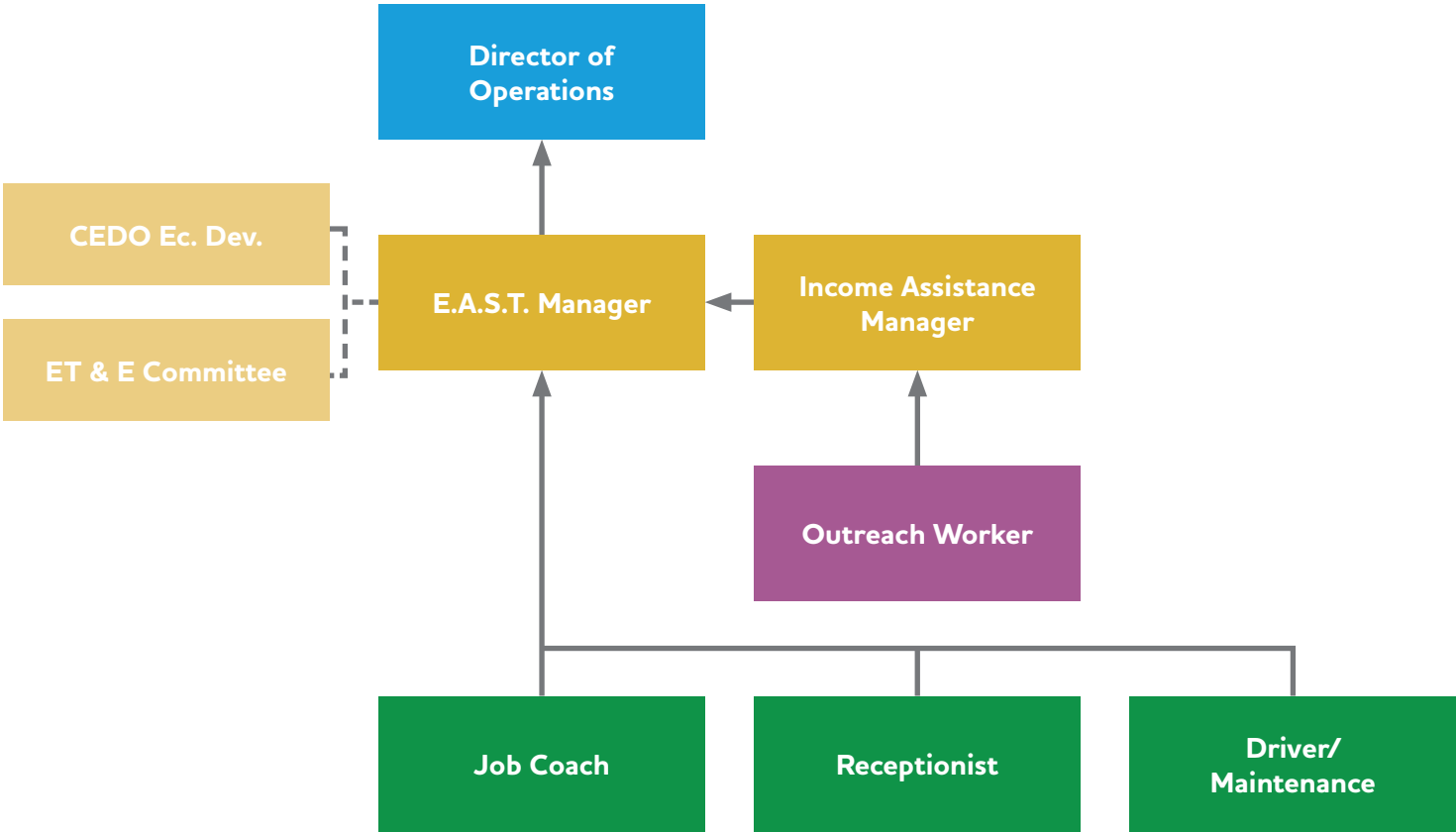




Membership

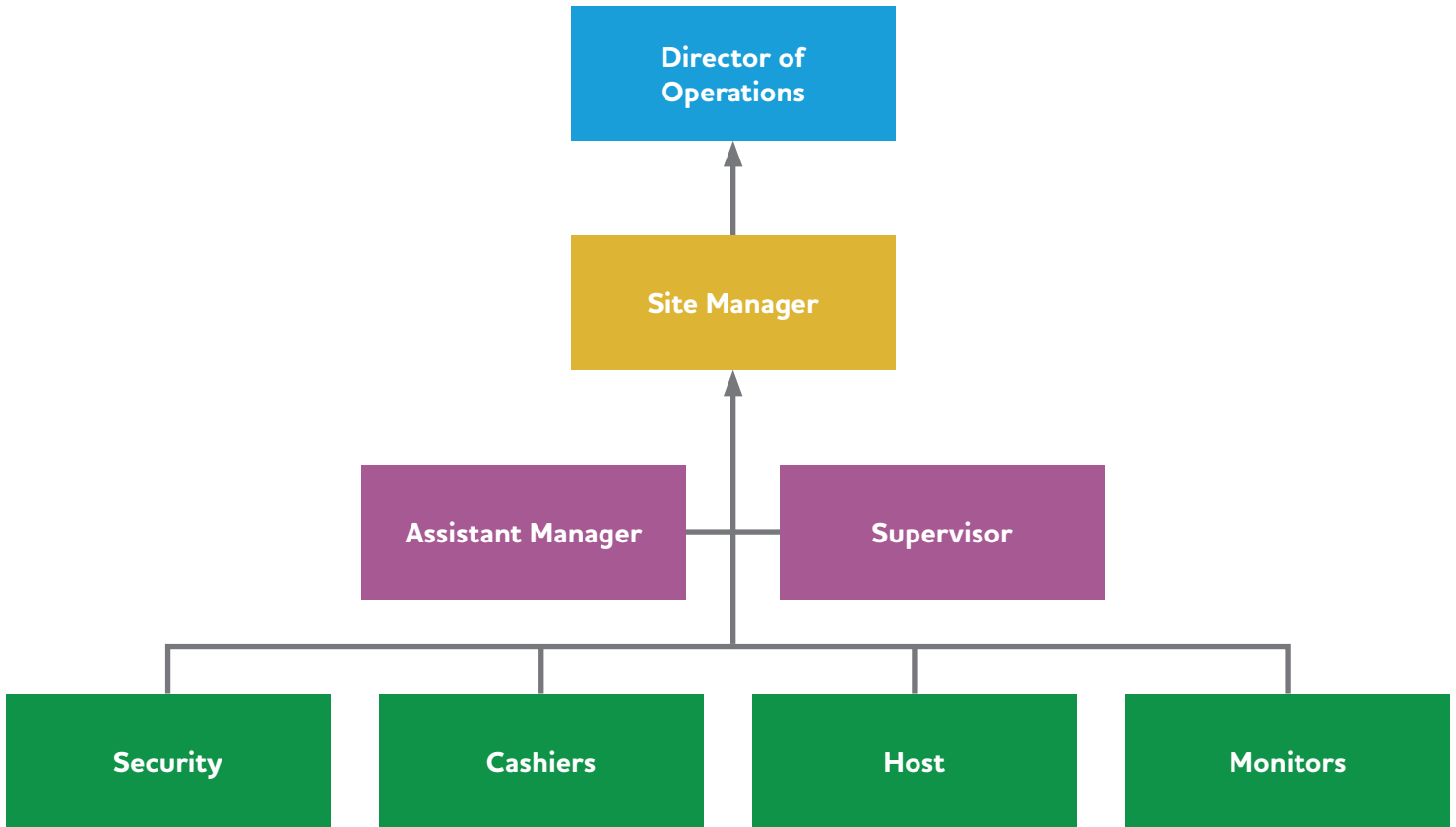


Employment & Training and Economic Development

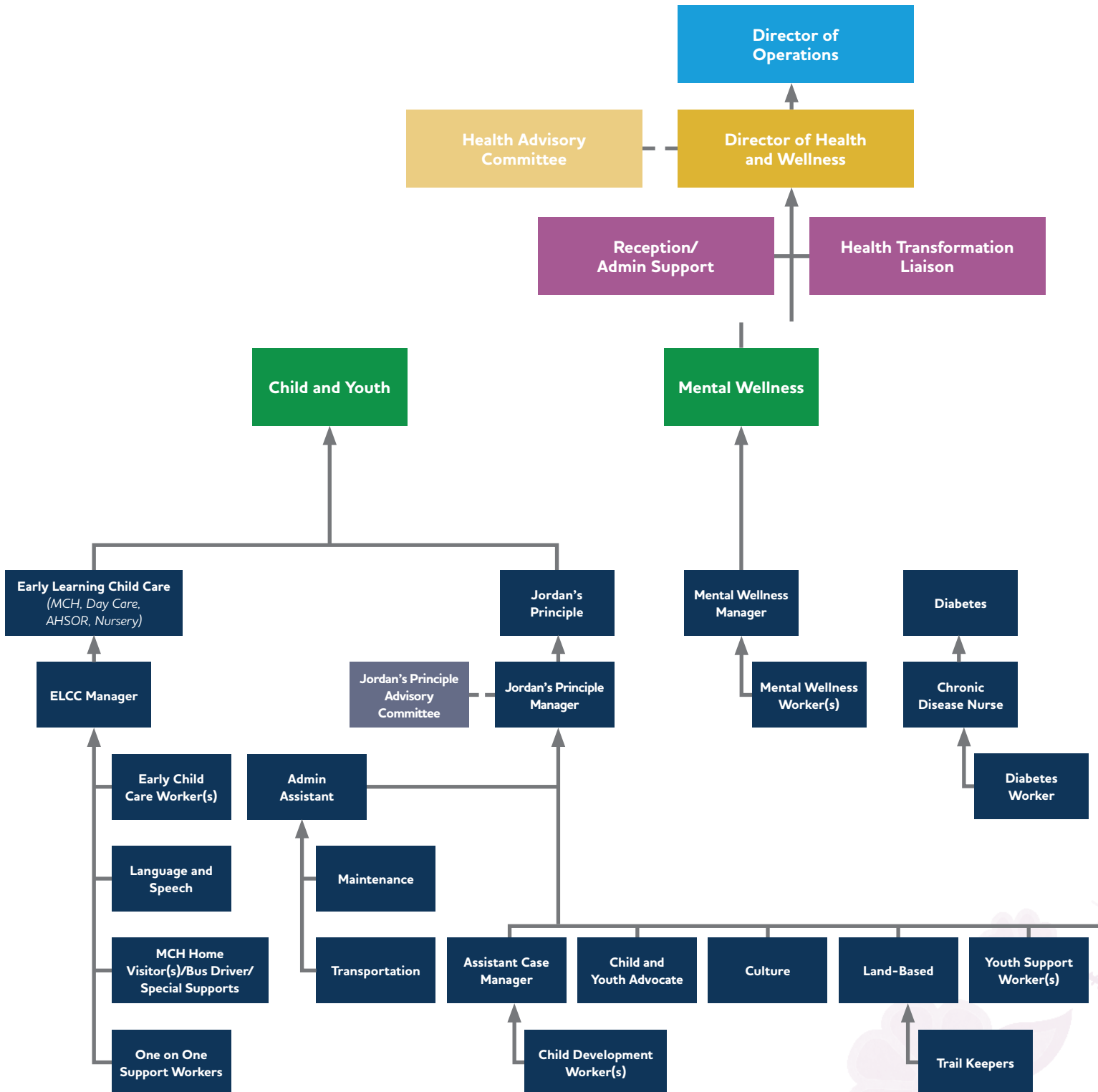




Entertainment Centre



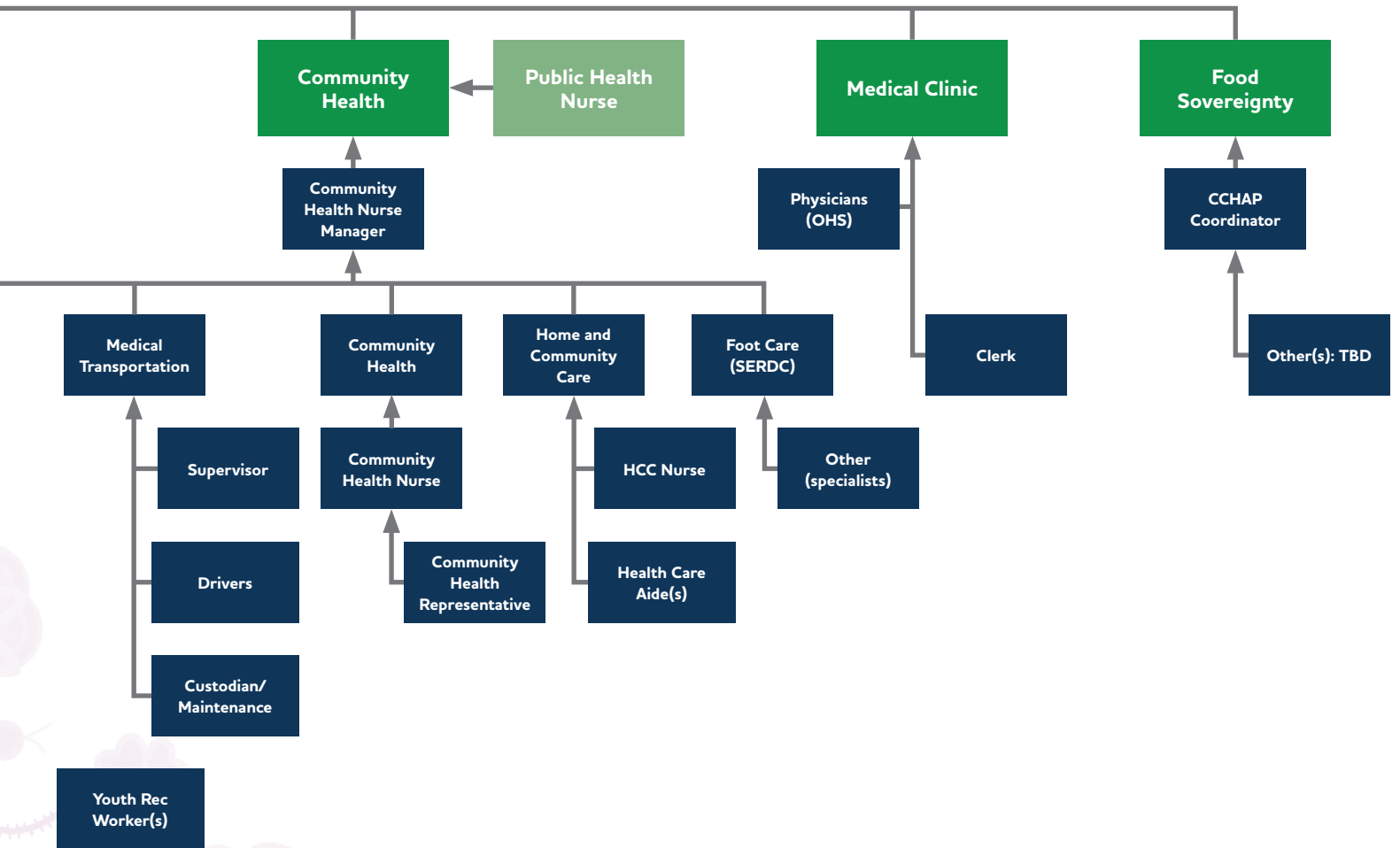
Health and Wellness



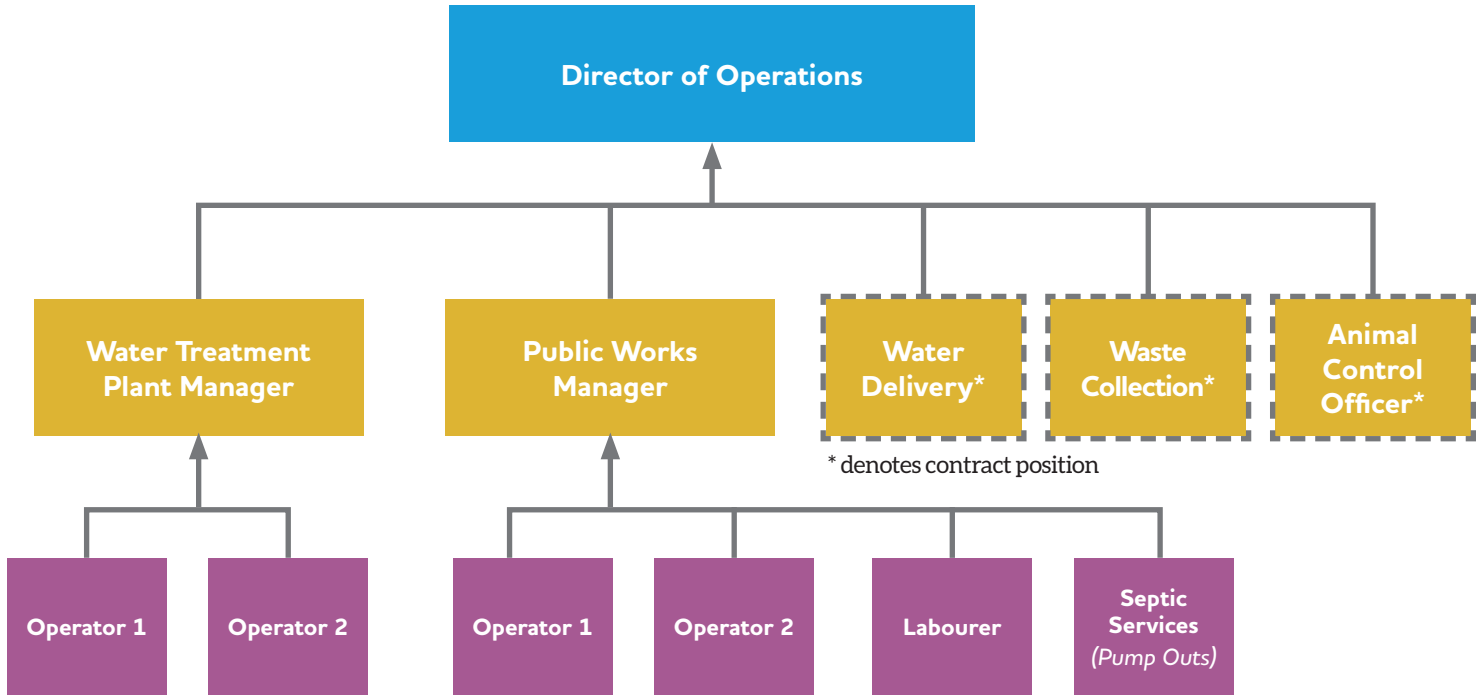


Indicates a communications-based, recommendation-based, or governance relationship

←
Indicates a reporting relationship

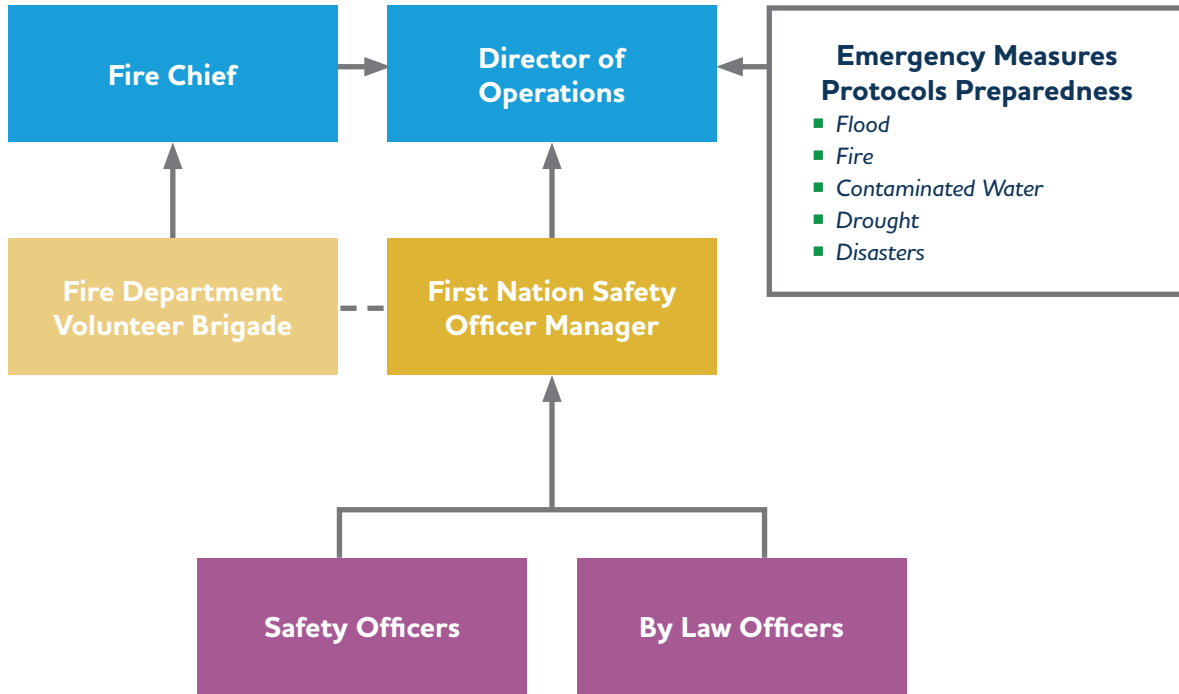


Infrastructure

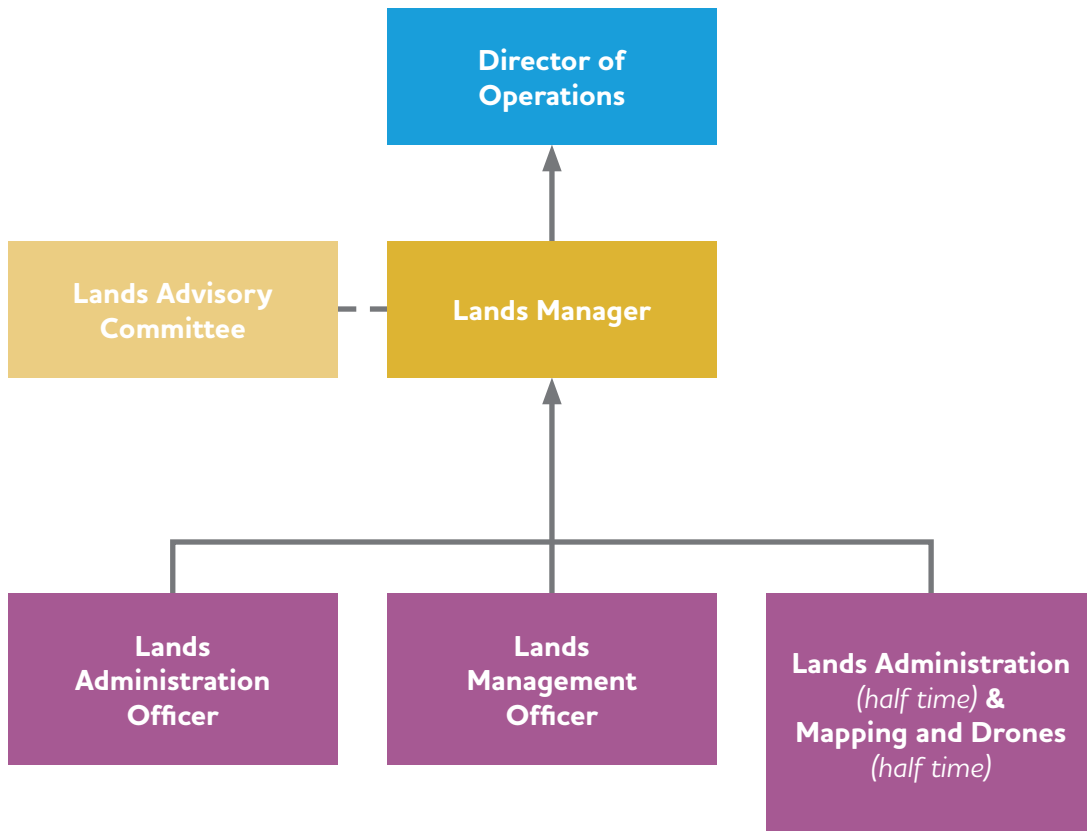




Emergency Services

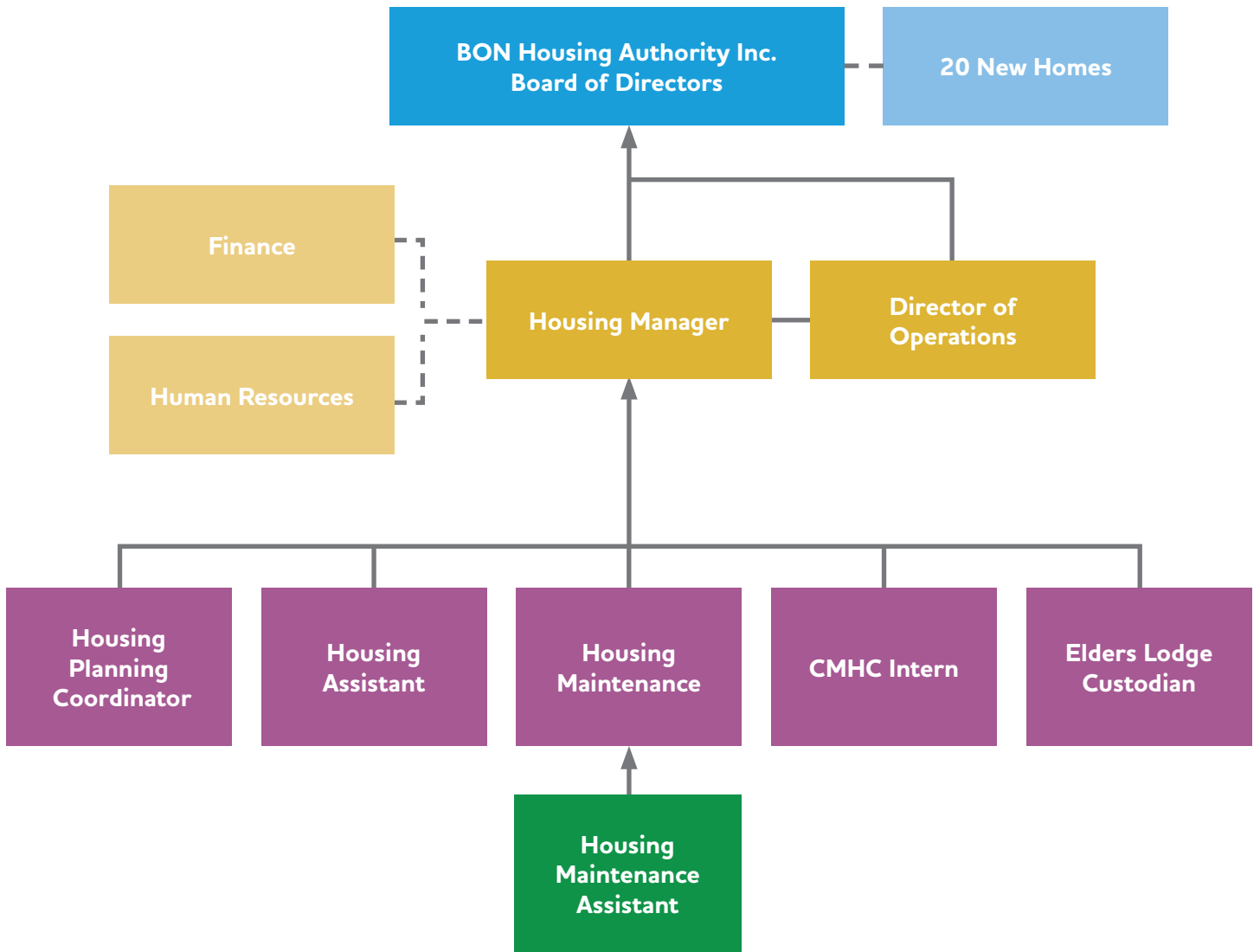


Lands



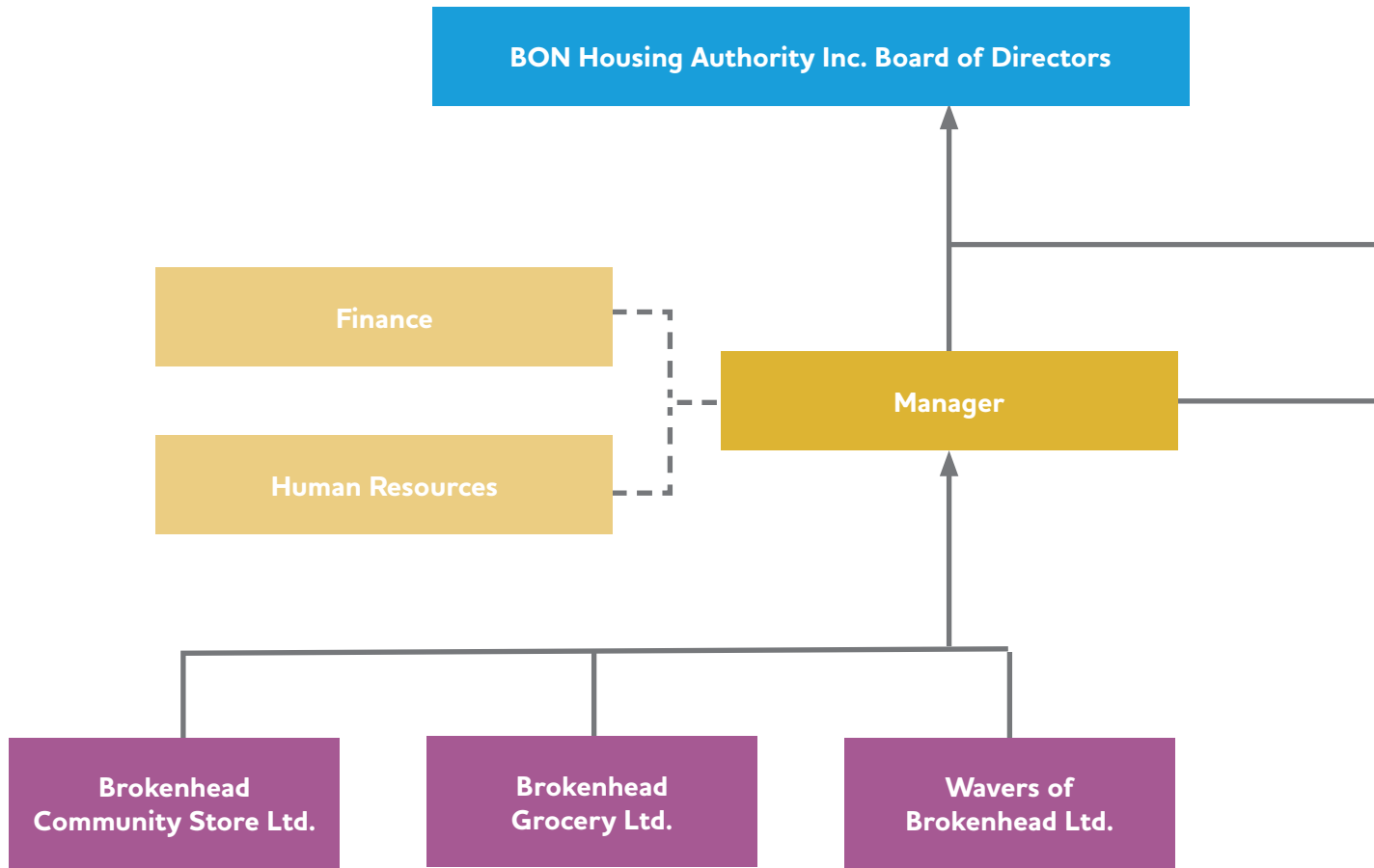


BON Housing Authority Inc.





BON Development Corporation Inc.



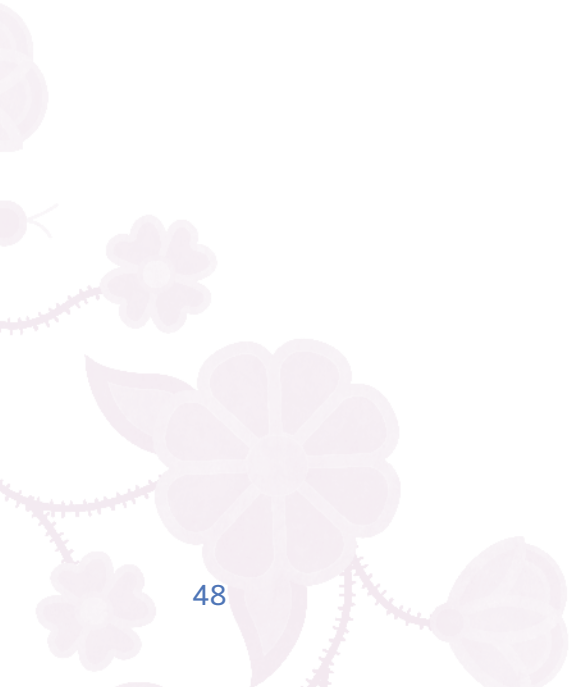


Indicates a communications-based, recommendation-based, or governance relationship

←
Indicates a reporting relationship

20 New Homes

Director of Operations



Brokenhead Ojibway Nation

Box 180, 5 Anishinabe Way, Scantebury, MB R0E 1W0
PHONE: (204) 766-2494 TOLL FREE: 1-888-295-3884 FAX: (204) 766-2021

ADMINISTRATION

Jackie Pommer
Director of Operations
Ext. 113
(204) 485-4469 Ext. 113
jpommer@brokenheadojibwaynation.com

Susan Fredborg
Human Resources
(204) 485-5018 Ext. 122
sfredborg@brokenheadojibwaynation.com

SECURITY

Phone: (204) 766-2222 RCMP: (204) 482-3322

Liza Moreau
Manager
(204) 485-5916
lmoreau@brokenheadojibwaynation.com

LANDS & RESOURCES

Dylan Kensick
Environmental Officer/Acting Manager
(204) 904-7976 Ext. 115
dkensick@brokenheadojibwaynation.com

HOUSING AUTHORITY

Selena Kern
Director of Housing
(204) 904-9645 Ext. 122

MEMBERSHIP

Dawn Bear
Membership Clerk
(204) 766-2494 Ext. 107
membership@brokenheadojibwaynation.com

FINANCE DEPARTMENT

Mark Flynn
Senior Finance Manager
(204) 997-7201 Ext. 121
mflynn@brokenheadojibwaynation.com

BON DEVELOPMENT CORPORATION

Vacant
CEO
Ext. 119

WAVERS

Phone: (204) 766-2233 Fax: (204) 766-2898

Shari Sinclair
Manager
-204
office@wavers.ca

CHICKEN DELIGHT

Phone: (204) 766-2244 PO Box 186
Fax: (204) 766-2898

Cody Carver
Manager
(204) 904-8389
chickendelight@wavers.ca

COMMUNITY STORE

Phone: (204) 766-2399 PO Box 187
Fax: (204) 766-2825

Stephanie Kent-Black
Acting Manager
manager@boncommunitystore.ca

GROCERY STORE

Phone: (204) 766-7080 PO Box 130
Fax: (204) 766-7099

Stacy Boulton
Manager
(204) 406-8193
manager@bongrocery.ca



Health Services

2 Bear Road, Scanterbury, MB R0E 1W0
PHONE: (204) 766-2740 TOLL FREE: 1-866-327-1211 FAX: (204) 766-2634

HEALTH CENTRE

PO Box 88

Jean Bear

Director of Health
(204) 904-8569 Ext. 2224
jeanB@brokenheadhealth.ca

Lisa Bone

Wellness Coordinator
Ext. 2226
(204) 485-0601
lwinfield@brokenheadhealth.ca

Jasmine Colucci

HCC Coordinator
Ext. 2401
(204) 485-4321

Cecilia Cote

Medical Transportation Coordinator
Ext. 2230
(204) 904-8183
ceciliac@brokenheadhealth.ca

PHARMACY

Phone: (204) 766-2336 PO Box 130

Fax: (204) 766-2425

Kelson Stevenson

Pharmacist
(204) 766-7070
brokenheadpharmacy@yahoo.com

Public Works/Water and Sewer

Box 180, Scanterbury MB R0E 1W0
TOLLFREE: 1-888-295-3884 FAX: (204) 766-2021

DEPARTMENT OF PUBLIC WORKS

Phone: (204) 766-2696

Farrell Desjarlais

Manager
(204) 485-1571
fdesjarlais@brokenheadojibwaynation.com

WATER TREATMENT PLANT

Phone: (204) 766-2610

Vernon Chief

Manager
(204) 485-2932
vchief@brokenheadojibwaynation.com

Entertainment and Gaming

Box 238, 6 Bison Drive, Scantebury MB R0E 1W0
Phone: (204) 766-2235 Fax: (204) 766-2123

ENTERTAINMENT CENTRE

Brian Black Sr.

Manager

BBlack@brokenheadojibwaynation.com

Employment Assisted Services & Training Centre

Box 180, 1 Crane Lane Scantebury, MB R0E 1W0
Phone: (204) 766-2850 Toll Free: 1-888-978-6322 Fax: (204) 766-2753

EAST RESOURCE CENTRE

Brenda Greyeyes

EAST Manager

(204) 485-0627 Ext. 102

b.greyeyes@east-bon261.ca

Tamara Desjarlais

Income Assistance Administrator

(204) 904-8505 Ext. 103

t.desjarlais@east-bon261.ca

Education and Childcare

Box 179, 2 Bison Drive, Scantebury MB R0E 1W0
PHONE: (204) 766-2636 FAX: (204) 766-2809

SGT TOMMY PRINCE SCHOOL

Wendy McPherson

Principal

(204) 807-4956 Ext. 2223

wendy.m@mfns.com

EARLY LEARNING AND CHILD CARE

Penny Thomas

ELCC Coordinator

(204) 485-5262 Ext. 2227

pennyt@brokenheadhealth.ca

JORDAN'S PRINCIPAL

Phone (204) 766-2112 PO Box 177

Fax: (204) 766-2175

Pam Burka-Kent

Director

(204) 599-9643 Ext. 105

pamelabk@brokenheadhealth.ca



BAASKAANDIBEWIZIIBING
OJIBWAY NATION
BROKENHEAD

1 Anishinaabe Way
P.O. Box 180, Scantebury, MB
ROE 1W0

E-mail: bonreception@brokenheadojibwaynation.com

Phone: 204-766-2494
Brokenhead Annual Report 2022-23
Toll Free: 1-888-295-3884