



BAASKAANDIBEWIZIIBING
OJIBWAY NATION
BROKENHEAD



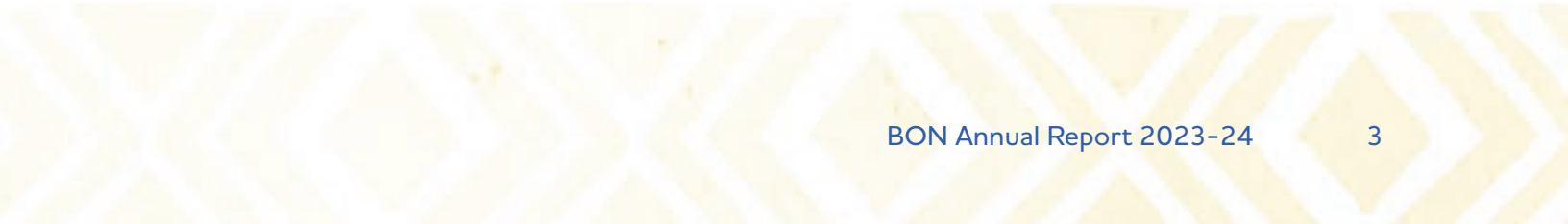
ANNUAL REPORT
2023/24

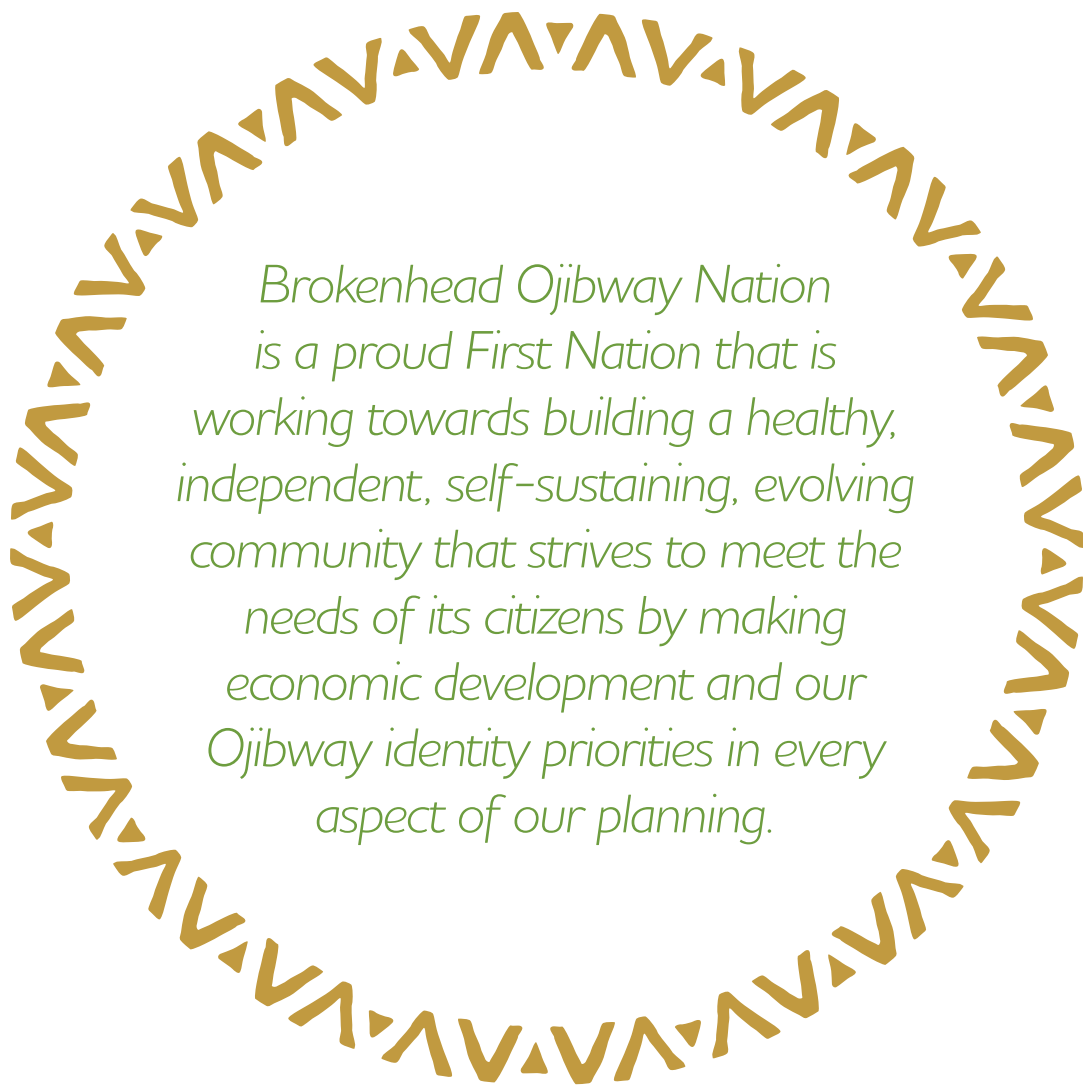




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Brokenhead Ojibway Nation is a proud First Nation that is working towards building a healthy, independent, self-sustaining, evolving community that strives to meet the needs of its citizens by making economic development and our Ojibway identity priorities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

***For As Long as The Sun Shines,
The Grass Grows and the River Flows***



Chief and Council

Boozhoo,

As your Chief and Council, we reflect on the past year with immense gratitude and pride for our community's achievements. We continue to advocate for the priorities of Brokenhead Ojibway Nation (BON) with the provincial and federal governments, and following the election of Premier Wab Kinew and the new Government of Manitoba in October 2023, we immediately set out to establish a strong new government-to-government relationship with the province. Our focus continues to be on growing the local economy, creating opportunities for and defending the rights of BON members, and prioritizing the safety and well-being of the community.

The successes of 2023-2024 belong to all of us, rooted in our shared commitment to a strong, safe, and a united Nation. We are honoured to walk alongside each of you as we build on the foundation laid by our ancestors and create new opportunities for future generations.

Family, Community, and Celebration

This year was marked by the grand opening of our Community Splash Pad in July 2023, a project that quickly became a cornerstone for family gatherings and joyful memories. Thanks to the work of our Jordan Principle's team, our families enjoyed a summer of laughter and connection, showing once again that community spaces bring us together. The Splash Pad is a lasting gift to our children and future generations, and we are proud to see the joy it brings to our families.

Community Safety and Security

In 2023, we made significant strides toward ensuring the safety and security of our Nation. In May, we worked with Manitoba Transportation to lower the speed limit on Highway 59 from 80km to 50 km as it passes through BON, creating a safer environment for all. By December, we celebrated the installation of new traffic lights at the intersection of Highway 59 and Anishinabe Way, providing enhanced road safety for our members and visitors. Additionally, BON has secured a commitment from the Government of Manitoba to establish a memorial for the lives lost on Highway 59 and will work with the families and community on its design and installation.



2023-24 Council, left to right: Councillor Christopher Kent, Councillor Remi Olson, Chief Gordon Bluesky, Councillor Allen (Sam) Hocaluk, Councillor Wendell Sinclair Jr. (Ogimaa)

In June 2023, we initiated the transition of our policing services from the RCMP to the Manitoba First Nation Police Service (MFNPS), a dedicated team that will bring a community-focused approach to law enforcement in BON. This transition, to be completed in the fall of 2024, reflects our commitment to a safer future where our families, Elders, and children are respected, protected, and secure. Through these combined efforts, we strengthen our community's foundation, ensuring that BON remains a safe and welcoming place for all.

Honouring Our Heritage and Celebrating Treaty Day

In August 2023, we welcomed more than 3,000 guests to celebrate the 152nd Anniversary of the signing of Treaty 1. This annual event is a testament to our resilience, and it highlights the importance of passing our culture and traditions to future generations. We came together to honour our history with activities like a parade, fishing derby, golf tournament, children's activities, Elder events, music concerts, and our annual Pow Wow. Our Treaty Day celebrations remind us of our enduring heritage and strengthen the bonds that tie us to each other and our land.

Supporting Youth and Elders

In spring 2024, we proudly unveiled a new BON-branded bus to provide transportation for our youth and Elders, connecting them to events, gatherings,

and opportunities that may have previously been out of reach. Construction is also underway on a new bus garage beside our band office, led by Seko Construction, to support this new community service. Our youth and Elders are the heart of BON, and we are dedicated to providing them with resources and care that honour their place within our community.

This year, we expanded our support network by opening two new offices to better serve all members of our Nation. First, the interim in-community Jordan's Principle Office was established to improve accessibility for on-reserve members, ensuring that essential services and support are available close to home. Additionally, we opened an interim Jordan's Principle Urban Office in Winnipeg at 1355 Mountain Avenue, which now serves as a vital resource hub for our youth, Elders, and families living in urban areas, allowing them to access programs and support near their homes.

These new offices demonstrate our commitment to maintaining strong connections with all members of the BON community, whether they live on-reserve or off-reserve. By expanding our reach and accessibility, we are working to provide comprehensive support that meets the diverse needs of our members.

Family Law and Child & Family Services

In alignment with our commitment to supporting and protecting our families, this year we established a Family Law Committee, Bimaadizewag



Abinoojiiag Inaakonigewin (Our Child Will Live Law) is dedicated to guiding the process of creating a BON Child and Family Services (CFS) organization. This committee plays a critical role in ensuring that our community's values, traditions, and priorities are at the heart of child and family welfare services.

The development of our own CFS organization is guided by Bill C-92, which empowers Indigenous communities to exercise jurisdiction over Child and Family Services. With the committee's expertise and leadership, we are working to establish a framework that respects our cultural practices and promotes the well-being of our children and families.

This initiative represents an important step toward self-determination in family law, as we work to ensure that our children grow up connected to their heritage and supported by their community. Through this effort, BON is reinforcing its commitment to the protection, stability, and cultural continuity of our families for generations to come.

The Return of the Buffalo

With the guidance of our ancestors and in partnership with Sakimay First Nation, we began work on the Bison Ranch Project. This initiative will bring the buffalo back to our lands, a powerful symbol of strength, unity, and cultural heritage. By fall 2024, we hope to welcome the buffalo to BON and host a formal signing ceremony with the Zagimē Anishinaabek. This project holds deep meaning, connecting us with our traditions and creating economic opportunities for our community.

Enhancing Education and Learning Environments

Ensuring our children have safe spaces to learn is a priority. The recent upgrades to the Sargeant Tommy Prince School have provided a more suitable environment for education, but we recognize the need for more. With our growing population, the Council remains dedicated to advocating for a new school that will meet the future educational needs of BON. Education is the foundation of our children's success, and we are committed to building a brighter future.



Newly elected Council, left to right: Councillor Allen (Sam) Hocaluk, Councillor Winston Desjarlais, Chief Gordon Bluesky, Councillor Christopher Kent, Councillor Wendell Sinclair Jr. (Ogimaa)

Governance and Election Changes


In October 2023, BON members voted to adopt the BON Leadership Election Law, which now guides how our Council is elected and held accountable. This new Act provides a framework rooted in transparency, trust, and integrity, supporting a governance model that reflects the needs and values of our Nation. We are honoured to serve under this new standard, which will help create continuity and stability for years to come.

The 2023-2024 fiscal year ended with the following Council: Chief Gordon Bluesky, Councillors Allan (Sam) Hocaluk, Christopher Kent, Remi Olson, and Wendell Sinclair Jr. (Ojimaa).

In April 2024, BON members reaffirmed their trust in our leadership, with Chief Bluesky re-elected by acclamation. Along with Chief Bluesky, Councillors Hocaluk, Kent, Sinclair Jr. (Ogimaa) and Winston Desjarlais will serve the community with dedication. With this new four-year term, we are committed to deepening our focus on projects that will empower BON's growth, unity, and resilience.

Specific Claims

During the 2023-2024 fiscal year, Maurice Law has actively pursued several Specific Claims on



behalf of BON, addressing historical breaches of legal obligations by Canada. These claims include the Manitoba Hydro Transmission Line Claim, BON Railway and Station Grounds Claim, BON Agricultural Benefits Claim, BON NRTA Claims, BON Treaty Annuities Indexing Claims, BON Road Right-of-Way Claims, and BON Treaty Disparity Claims. Each claim highlights Canada's failure to uphold Treaty obligations, statutory duties, or fiduciary responsibilities, resulting in financial, cultural, and territorial losses for BON. Key claims such as the Railway Claim (involving 54.17 acres of unlawfully granted land), the Agricultural Benefits Claim (failure to provide treaty-promised tools and resources), and the NRTA Claim (extinguishing commercial harvesting rights) reflect significant historical grievances now under active negotiation or awaiting Canada's decision to engage.

Progress varies across these claims. Notably, the Transmission Line Claim was successfully settled for \$9 million, while others, like the Treaty Annuities Indexing Claim and Road Right-of-Way Claim, are still within their review periods after being formally filed. Complex issues, such as compensation for environmental remediation in the Railway Claim and disparities in reserve land allocations under Treaty 1, continue to require detailed research and negotiation. Maurice Law's work, including historical and legal reviews, underscores the ongoing efforts to seek justice and equitable outcomes for BON, with critical steps being taken to hold Canada accountable for these historical breaches.

Lake Winnipeg and Manitoba Hydro

This past year, we continued to defend the rights of BON members by pressing for meaningful changes to The City of Winnipeg's wastewater management, including the systemic failures of the City to prevent catastrophic incidents, such as massive sewage spills, that threaten Lake Winnipeg and BON's traditional land and waterways.

Important work continues to advance BON's interest in addressing the historical impacts of

hydroelectric development in our territory. In February 2024, Chief & Council held a technical session with Manitoba Hydro to set a course for the future in which BON's rights are finally recognized and respected. We outlined BON's historical grievances and emphasized the need for Hydro and the Province to meaningfully engage with BON as dams along with Winnipeg River system are modernized, licensed, and new transmission projects on BON's traditional territories are advanced.

Looking to the Future

As we reflect on this year's achievements, we also look ahead with anticipation to several new projects and developments that will continue to strengthen and expand our community. We will continue discussions with this new provincial government, advocating for BON's priorities, including the expedited creation of reserve land and the importance of meaningful participation in resource development opportunities that can create good jobs and grow BON's economy. We will continue to highlight the need for BON to have its own fishing quotas and improved access to Lake Winnipeg, and call for a fair renegotiation of tax rebates, stressing that any government taxes collected on BON lands should be received by and benefit BON.

Elders Lodge

One of our most meaningful projects underway is the Elders Lodge, which will soon provide a safe, caring, and familiar environment for up to 20 residents. This lodge is designed to bring comfort, community, and high-quality care to our Elders, allowing them to stay close to family and community. It represents our commitment to honouring our Elders by creating a home within the Nation, where they can continue to be part of the community they helped build.

Active Living Wellness Centre

In alignment with our commitment to health and well-being, designs and financial planning for an Active Living Wellness Centre are being finalized.

This centre will offer a gym and dedicated space for physical fitness, promoting healthy lifestyles for all community members and encouraging a focus on physical wellness.

New Governance Office

Additionally, our new Governance Office is in the final stages of pre-construction. This facility will enhance the administrative capacity of BON, allowing us to better serve our community with improved efficiency and accessibility.

New Entertainment Centre

We are also excited to announce the development of a new Entertainment Centre, which is currently in the design phase. This facility will build on the success of our video lottery business by providing additional entertainment options and amenities for both members and the public. It will serve as a community hub and attract visitors, contributing to our local economy.

New Arbour Campground

To complement our existing recreational facilities, we are planning a new campground to enhance our Arbour space. This campground will provide additional amenities for gatherings, ceremonies, and recreational activities, offering a welcoming space for members and visitors to enjoy the beauty and culture of our community.

Our **affordable housing initiative** is addressing the growing demand for housing on- and off-reserve, while the new water treatment plant and reservoir expansion is progressing to ensure our community's essential needs are met both now and in the future.

Lastly, our **East St. Paul (ESP) Development and Reserve Creation project** is moving forward as we prepare to transition from the concept phase to the design phase. This initiative focuses on governance and the formal establishment of a reserve, further expanding our land base and creating new opportunities for community and economic growth. This milestone represents our commitment to

strategic development and self-governance, paving the way for a prosperous future.

From every project to each community connection, we honour the commitment of each member who contributes to the growth and resilience of Brokenhead Ojibway Nation. With these initiatives, we are poised to create a thriving, sustainable future, guided by respect, unity, and a shared vision.



BONA Elders' Lodge – Exterior



New Governance Administration Building



New Governance Administration Building Interior

Chief Administrative Officer

Perry Large, Chief Administrative Officer (CAO), is responsible for the effective leadership and overall management of Brokenhead Ojibway Nation (BON) in alignment with the vision, mission, values, and strategic direction set by Chief and Council.

This role was established by Chief and Council in the spring of 2024 to address the increasing demands and responsibilities of the Nation's work.

Jackie Pommer, the former Director of Operations, oversaw management in the fiscal year 2023-2024.

This fiscal year brought significant changes, challenges, and growth. The focus on human resources, organizational development, training, and retention has been essential to our progress.

Though my tenure as CAO has been brief, I am proud of our accomplishments and grateful for the support of the dedicated BON administrative staff, including the receptionist, administrative assistant, governance assistant, membership clerk and file clerk.

The front office remains busy, serving a growing number of community members.

BON Membership

The Membership Clerk is responsible for managing the First Nation Register and Band List for BON, ensuring accuracy by identifying and reporting any inconsistencies to the department. This role involves assisting individuals with applications for Indian Status or Band membership and handling requests for transfers between bands.

The Clerk issues status cards in accordance with departmental policies and verifies supporting documents, like birth and marriage certificates, for registration eligibility. Additionally, they maintain an organized filing system that includes regular reporting on Certificates of Indian Status and documenting all transactions. The Membership Clerk also guides the Membership Committee in making decisions related to the membership list.

The BON membership list continues to grow. There are currently 2,290 members.



Elders Lunch Trip to Gimli

Human Resource Department

Susan Fredborg led the Human Resource Department in 2023 – 2024.

The Human Resources (HR) Department works with each department manager to form a cohesive, collaborative team committed to supporting and guiding staff to foster a healthy, positive work environment. Our goal is to help employees achieve both personal and organizational success. We value integrity, efficiency, problem-solving, equity, and character in all our interactions because we care deeply about our team. Through this commitment, we promote growth, accountability, and empowerment, representing the values of Brokenhead Ojibway Nation.

The HR Department has had a busy, exciting 2023-2024.

Brokenhead Ojibway Nation is committed to serving the needs of our membership, and regularly holds community engagement sessions. These sessions are an opportunity to provide input and feedback on issues affecting our community. For example, based on feedback we received, a new pre-employment drug testing policy has been implemented for new employees. This policy creates the expectation that all employees will be drug-free while serving our community.

The HR department has also been updating employee personnel files to comply with the Financial Management Board and Health Accreditation file audits.

Recruitment has been an ongoing difficulty. It can be difficult to attract qualified candidates, find the right candidate for the role, bridge the skills gap, and offer a flexible work schedule. To mitigate these challenges, Brokenhead has revised the HR recruitment policy to include 90-day emergency hires. Employment opportunities are posted with multiple agencies and social media sites, and BON hosted two job fairs in Selkirk and Winnipeg.

Since January 2023 to date, there have been 115 job postings and a turnover (hiring and departing) of 248 employees.

The Human Resource department is responsible for:

- All employee files
- Recruitment & onboarding
- Ending employment
- Job descriptions
- Policies & procedures
- Pension & benefits
- Leaves & 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 Development Corporation.

As of October 1, 2023:

- 23 departments & businesses
- 94 positions within these 23 entities

Brokenhead Ojibway Nation and BON Development Corporation employ 228 employees.

Of these, 96.5% are of Indigenous descent.

220 are Band Members, Status of another Nation, Metis or Community Members.

BON band members should be proud of these employees, the accomplishments they have achieved, and their dedication to serving Brokenhead Ojibway Nation.

Finance Department

The 2023–2024 fiscal year was a transformative period for the Finance Department. Despite challenges, the team remained focused on improving operational efficiency, ensuring financial transparency, and embracing technological advancements. Key milestones include leadership transitions, significant system upgrades, and a seamless adaptation to modern financial practices. Below is a detailed account of our accomplishments and initiatives during the fiscal year.

Leadership Transitions

The Finance Department underwent changes in leadership:

- Gina Maxfield, who served as CFO, left her position in July, 2023.
- In September, 2024, Mark Flynn was appointed as the new CFO, bringing fresh perspectives and a commitment to advancing the department's strategic objectives.

Key Accomplishments

Transition to AccPac Accounting System

One of the department's most significant undertakings this year was the preparation of transitioning from QuickBooks to AccPac, a robust and scalable accounting software. This transition, which became effective April 1, 2024, required extensive groundwork including:

- Data migration and validation.
- Training sessions for team members to ensure a smooth adoption of the new system.
- Implementing new workflows to optimize efficiency and accuracy.

Payroll Management

The department managed payroll internally for 228 employees, ensuring accuracy and timeliness. Efforts included:

- Processing biweekly payrolls.
- Managing employee benefits and statutory deductions.
- Implementing checks to maintain compliance

with labor and tax regulations.

Completion of the 2022–2023 Audit

The Finance Department played a central role in preparing for the 2022–2023 audit conducted by MNP. Successful completion of the audit happened in December, 2023.

Financial Reporting and Bookkeeping

The Finance Department is responsible for managing the finances of various entities, including: Housing Authority, BON Development Corp Businesses, Jordan's Principle, all BON Programs.

This involves:

- Budget planning and monitoring.
- Monthly and quarterly financial reporting.
- Ensuring compliance with funding agreements and regulations.

Introduction of EFT Payments

As part of the department's commitment to modernization, we introduced Electronic Funds Transfer (EFT) payments, reducing the reliance on traditional paper-based methods. Benefits of EFT include:

- Faster and more secure transactions.
- Reduced administrative burden.
- Improved vendor and supplier satisfaction.

Conclusion

The Finance Department remains committed to supporting BON's growth, both on-and-off reserve. We provide support services for BON businesses on-reserve, and conduct due diligence for future acquisitions that support economic prosperity of the Nation.

The Finance Department warmly invites everyone to visit us so we can showcase our daily operations. Mentorship is a key focus for us. We encourage young people who are interested in accounting and finance to connect with our team at the BON office for guidance and inspiration.

First Nation Safety Officers (FNSO)

Liza Moreau led the First Nation Safety Officers program during the 2023-2024 fiscal year.

The BON FNSO program ensures the health and safety of community members and employees, and protects BON buildings and grounds. Security has been provided in the community since 2009 and switched to the FNSO program in 2016.

This program runs seven days a week, 24 hours a day. It currently employs a full-time manager, three full-time and four part-time FNSO officers, and two by-law officers.

Officers enforce all municipal and BON by-laws. They check commercial and public buildings for burglaries or vandalism on a regular basis, and respond to all regular or emergency situations that arise. They observe and report traffic hazards, and regulate safe movement of traffic during funerals and accidents.

Officers assist in all community functions on-reserve, including social assistance day, treaty days & child tax day. They support the fire department as required, and assist other enforcement agencies when they are called to the reserve.

The FNSO manager runs the Fine Options program for band members who want to work off fines they may owe. All documentation, including incident reports and logs, are submitted to Chief, Council and Administration on a daily basis.

2023-2024 Activity Report

- 16 dog calls (assisting animal control)
- 12 wildlife calls (bears)
- 5 grass fires
- 1 house fire (detached trailer)
- 53 drug-related calls
- 32 alcohol-related calls
- 3 missing persons
- 2 breaking curfews
- 12 CFS calls to assist
- 23 escorts off premises
- 3 domestic abuse calls
- 4 assault calls
- 4 break & enters
- 0 traffic accidents



Announcement of transition to Manitoba First Nation Police Service (MFNPS)

Health Governance

Health Governance provides administrative, clinical and leadership support for all BON Health programs, including Jordan's Principle, Early Learning and Child Care, Mental Wellness, and Community Health. Health Governance maintains close connections with program managers to ensure smooth operation of their programs.

We aim to establish BON Health as a Centre of Excellence for First Nations health. This goal is achievable through our robust programming, quality improvement processes, and our commitment to obtaining accreditation from the Canada Accreditation Council.

Our department strives to enhance quality of life for our members through prevention, guidance, healing, and self-determination. We encourage community members to fully use the services offered by BON Health.

Home & Community Care

These services are provided to individuals based on needs identified through a client assessment. Home and Community Care helps people maintain their independence in their own homes and allows them to remain close to their loved ones when possible. While these services enhance the care provided by family and the community, they are not intended to replace family support. Band members can refer themselves or be referred by others, such as family, friends, doctors, neighbours, or hospitals.

You may benefit from Home and Community Care if you:

- Have been discharged from the hospital
- Have an illness or condition that requires follow-up care
- Are unable to live alone while waiting for placement in a long-term care facility
- Have a disability that requires assistance for independent living
- Need nursing care at home
- Have family who can provide support

Our department strives to enhance quality of life for our members through prevention, guidance, healing, and self-determination.



Medical Transportation

Benefits are provided based on policies established in the framework, which aims to help clients access necessary medical services (including Physicians, Vision, and Dental) that are unavailable in the community where they live. Access to these services may be denied otherwise.

Exceptions can be made if justified and approved by FNIHB to address exceptional needs. Medical transportation requests need to be at least 24 hours in advance to ensure transportation is available. FNIHB does not approve POs for travel.

Community Health Nurse (CHN) & Community Health Representative (CHR)

These two programs offer health education and promotion to improve access to healthcare

treatments, supplies, and medications. They focus on adequate and healthy shelter, air quality, water, and waste disposal.

Additionally, they promote vaccinations against preventable diseases and illnesses. They also work to prevent and manage sexually transmitted and blood-borne infections (STBBIs) and provide timely treatment for communicable diseases.

Programs and education include:

- Well baby & child clinics
- Newborn referrals
- Vaccine & immunization clinics
- Screenings for cervical, prostate, colon & breast cancers
- Hypertension education
- Sex education

Recent updates

- Masks are no longer mandatory in health facilities, with the exception of Cancer Care Management settings. However, all health facilities are required to maintain a mask-friendly environment.
- The Health Department is actively engaged in the accreditation process with the Canada Accreditation Council (CAC), aiming to achieve accreditation for all BON Health Programs.
- Additionally, the department is focused on enhancing the community's emergency response initiatives.
- The Health Advisory Committee is seeking new members. The Health Director is actively collaborating with leadership, FNHSSM, SERDC, and Health Canada to ensure that services are maintained and community concerns are addressed.



Wellness Team

The BON Wellness Team is dedicated to improving the mental well-being of community members through a range of services provided by qualified professionals. Through its initiatives, the BON Wellness Team aims to promote balance and harmony within the community by addressing spiritual, mental, physical, and emotional needs.

The team includes Lisa Bone, Wellness Coordinator; Ron Sigurdson, Marriage and Family Therapist; Patrick Berthelette, Addiction Specialist; Darlene Loane, Addiction Specialist. They offer individual, couple, and group counseling, addiction support, and referrals for both on- and off-reserve members.

The BON Wellness Program's services encompass clinical and cultural counselling, crisis intervention, Elder advisory services, aftercare, and proactive screening and early intervention programs. Additional services include group circles, community outreach, and support for land-based healing. By connecting members to key services such as Treatment Centres, Mental Health Crisis Intervention Teams, and Family Services, the program promotes a seamless system of care that enhances continuity and quality. This holistic approach has fostered stronger community relationships, better access to resources, and



BON Wellness Team

improved outcomes for those using wellness services.

Throughout 2023, the Wellness Team hosted several community engagement events, such as National Addictions Week and the Sobriety Powwow, which drew more than 200 participants. We also supported the Moosehide Campaign, with men pledging to help end violence against women and children, and organized an event for the International Day for the Elimination of Violence



Brokenhead Bisons - SERDC Tribal Day Champions 2024

Against Women. These events have provided BON members with opportunities to connect, learn, and heal in a supportive environment, underscoring the team's commitment to addressing mental health challenges through both cultural practices and clinical approaches.

The RedPath Addictions Treatment Program offers 21 sessions focused on understanding addictive behaviours, managing stress, and developing healthier coping skills. After completing the main program, participants can join an additional 21-session aftercare program. In addition, the team has introduced new programs like the Red Skirt Making Program and is developing a support role to assist families impacted by intimate partner violence. These efforts reflect the Wellness Team's mission to address the community's most pressing needs and to expand resources for healing.

Men's and Boys' programming has been a priority, with dedicated staff working part-time at Sergeant Tommy Prince School to support male youth. The Wellness Team organized a Men's Wellness Day at the Elders Lodge gazebo, featuring a barbecue, games, axe throwing, and personal care services such as haircuts and hygiene kits. These programs not only foster community connections but also support personal growth and healing for BON male members of all ages.

Moving forward, the Wellness Team plans to continue providing culturally inclusive and community-focused programming. The team also plans to observe annual awareness days, such as the Red Skirt Campaign, National Overdose Day, and Truth and Reconciliation Day.

For further information or support, BON members are encouraged to follow our social media, watch for posters and mail-outs, or contact the Wellness Team at 204-766-2740.



Early Learning Child Care Programs (ELCC)

The ELCC staff work hard to provide BON children, families and community with high-quality childcare services. The early years programs aim to help parents who are receiving training, enhancing their career paths, and joining the workforce, who might be unable to without this support.

Our annual family fun day was a great success and an excellent team-building exercise. The community looks forward to this event, and many families attended and gave us positive feedback. We try to use community members' businesses as much as we can to create this event and appreciate being able to support them.

We held a Christmas dinner for ELCC families and staff, which was about 80 people. We also sponsored 20 kids for the annual pow wow.

There was a special focus on training and development for our staff this year, which included Lateral Violence in the Workplace; CPR and first aid training; the MCH annual strengthening conference; and Class 4 and Class 5 training sessions.

ELCC, HeadStart and MCH employees attended Science of Early Child Development, a 40-hour accredited certification through Red River College, on guided behaviour training. Two employees are in the work placement program for their ECE Level 2.

The program purchased a van, skid steer, and truck to help with daily maintenance around the grounds of the daycare and ELCC program, and employees received appropriate safety training. A garage was built beside the existing ELCC garage to have indoor parking for the vehicles.

The ELCC program has a surplus of \$339,008.84, which we intend to use to build a gym attached to the daycare. A gym will provide more space for the growing needs of our community, and a safe place to play during long winters.

The ELCC staff work hard to provide BON children, families and community with high-quality childcare services.



Jordan's Principle

Jordan's Principle is child-first support that applies to all First Nations children, residing on- or off-reserve and strives to ensure there are no gaps in service. Jordan's Principle program uses a "back to basics" approach that is non-discriminatory; centres 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 exercise compassion, common sense, and a reconciliation-first approach when receiving, processing, and approving requests. We continue to develop our policies as we evolve and apply for additional funding to support families.

Despite the challenges of having a limited space to work from, the Jordan's Principle team offers:

- Clinical services
- Family advocacy
- Youth support services
- Land-based & cultural programming
- Food security
- Emergency home security

- Educational supports
- Basic needs support (such as winter clothing, orthotics, school supplies)
- Recreational programming
- Addictions treatment
- Complex needs support
- Special events

There are currently 621 children registered with the BON Jordan's Principle Program.

Key Activities/Results/Accomplishments Child Development Services

This team consists of a Clinical Services lead and two Child Development workers. The new Clinical Services lead position ensures proper case plan development, referrals, and follow-up. They also order recommended specialty items for Jordan's Principle children, and provide progress updates to caregivers.

Child development workers support the Clinical Lead with file upkeep and special services applications. They have developed a strategy to fight stigma and to encourage at-risk youth to engage in therapy.



- The Clinical Team has developed regular sessions for children and families requiring Clinical Services and have increased the number of referrals.
- The Clinical Team has developed a stronger relationship with the Clinical Services provided to BON to better understand their specialty areas and how they can support the community.
- Developmental screening clinics are scheduled with speech language pathologists, occupational therapists, and physiotherapists on a regular basis to identify children who would benefit from early intervention. These are conducted in both the ELCC programs and at community events.
- We have reviewed the in-home respite program for families who have multiple children with diagnosed special needs. We use assessment tools and a formula to assess the needs of these families.
- The Clinical Team has held workshops on topics such as autism and challenging behaviours.

Clinical Services

The Clinical Services team coordinates all mental health services for BON youth, which includes scheduling, reminders, transportation, consents, referrals and more. Our clinicians, including occupational therapists, physiotherapists and speech language pathologists, report that BON has a high level of attendance, thanks to the dedicated support of the Clinical services team.

Specialized services include psychiatric assessments, psychology, diagnostics, and behavioral specialists.

- SCCY/Child Development Centre referrals - 24 children
- Manitoba Adolescent Treatment Centre - 10 children
- FASD Diagnostic Coordinator - 5 children
- St. Amant Centre - 14 children



- Clinical Supports - 80 children
- Sibling workshops - 168 participants
- Occupational Therapy - 12 children
- Physiotherapy - 8 children
- Speech and Language Therapy - 18 children
- Audiology - 5 children
- Mental Health - 82 children
- Medical Supplies - 10 units

Recreation Services

BON Jordan's Principle hired a Recreation Coordinator, who develops rec programming,

and Youth Recreation Workers, who oversee the Recreation Centre and the rec schedule.

The Recreation Centre is open seven days a week from 4:30 pm to 8:30 pm, with attendance increasing consistently.

- There are currently eight youth rec workers, at different stages of experience and training. They are hired at entry level and receive training and mentoring. This means Jordan's Principle is creating opportunities for personal and professional development for youth.
- We try to offer weekday evening programming to close the gap for children in poverty and those whose parents are not able to provide these opportunities. Some of these include baseball, soccer, dance, skating, and swimming.
- Outings this year have included Flying Squirrel, Disney on Ice, Manitoba Moose games, Tinkertown, and community picnics.
- Security and Probation have acknowledged a dramatic change in the community since this level of programming resumed, including less vandalism and other anti-social behavior from the youth.
- Many caregivers have acknowledged the value of this programming to their children's health and wellbeing.

Cultural & Event Programming

A monthly calendar of events occurring at the Cultural Village and the Round House is posted for the community. Land Base Team & Events Coordinator host regular activities such as:

- Activities have included ribbon skirt making, cradle board making, soapstone carving, drumming, beading, art and sewing.
- Several events are also planned for holidays such as Christmas, Thanksgiving, and Easter.

Land-Based Education Program

The Land-Base team continue to bring activities to BON youth, including ice fishing, summer fishing, berry and medicine picking, and goose hunting. Individual land-based programs are also designed for students who struggle with the traditional classroom setting.

- This program continues to expand, in participants, programs offered, and tools required.
- We hosted a BON Family Fishing Derby. We had 150 people on the ice visiting and having fun.
- We held a Hunter Safety course, and 7 youth received their certificates.
- The Land-Base program has planted wild rice in the BON river system to help support food security and to teach BON youth how to harvest traditional foods.

Educational Supports

- Twelve educational assistants are being funded through Jordan's Principle this school year, along with one support worker for ELCC.
- Jordan's Principle meets regularly with school personnel to address and plan for challenging behaviors from students.
- Youth Support workers assist school staff in activities such as swimming, skating, and community outings.
- The Jordan's Principle Clinical Team works in partnership with the school and MFNERC clinicians to support student success and development.
- Jordan's Principle is partnering with Sargent Tommy Prince School to set up a classroom for children who struggle in a typical school setting and need a place to continue to learn and thrive.

Family Advocate

The Jordan's Principle Child & Youth Advocate position has evolved to become the Family Advocate position. This ensures holistic, wrap-around services for families as a whole. Families are a complete unit, and if one member is in crisis or struggling, the whole family is affected.

The Family Advocate coordinates and provides case planning in complex situations that can involve multiple agencies. The Family Advocate often meets with families and the local CFS Agency to ensure parents understand expectations, and with the school to ensure children receive proper educational programming. The Family Advocate also makes referrals to other programs to support families achieve health and well-being.

Committee Involvement

- Jordan's Principle Advisory Committee
- Workplace Health & Safety

Professional Development

Jordan's Principle encourages all staff to further their commitment and contribution by enhancing their training and education. In addition to short-term training opportunities that are on-going and easily accessible, staff have registered for long-term education that are financially co-sponsored through Jordan's Principle and EAST Resources.

- Two staff members have completed the Aboriginal & Northern Counselling Skills (Applied Counselling) Program. We hope to support more staff in post-secondary education to build capacity within the community, which will help more families and children to break the cycle of poverty.
- A relationship with Indigenous Leadership Institute and Mediation Services has provided

traditional healing workshops for staff to heal their own trauma and to manage self-care, so that we are healthy and can carry the load for our community.

- Mandatory training has been outlined for all Health Centre staff through the accreditation process.
- A curriculum for all Youth Recreation workers is being developed to ensure their training is age-appropriate and user-friendly. Social work support will be available during trainings of a sensitive nature.

Financial Status

- Jordan's Principle met its target for the 2023/24 fiscal year.
- Budget 2024-2025 was approved by Jordan's Principle Regional Office.



Employment Assisted Services & Training Resource Program (EAST)

Brenda Greyeyes led the EAST Program in 2023-24.

The EAST Program supports community members in achieving their employment and training goals. The program offers comprehensive employment guidance, access to labour market information, job search assistance, resume and cover letter preparation, and career exploration. EAST is focused on expanding its reach and strengthening partnerships with local organizations.

The EAST Program is staffed by four full-time employees. The Manager who oversees the program. The job coach provides personalized support in resume and interview preparation, employment referrals, career planning, and local labour market insights. The training driver collaborates with BON departments to ensure safe transportation for individuals attending training or educational programs outside the community. The receptionist is the primary point of contact for clients, and assists with administrative tasks and program inquiries.

The EAST Program emphasizes staff and partnership development. Performance coaching and employment counselling help staff stay informed and equipped to support clients effectively. Partnerships with FPDI, ISC, colleges, and training institutions further enhance our capacity to connect clients with high-quality training and employment opportunities.

Community Economic Development – CEDO Funding

The Economic Development Program provides support for new and existing businesses. We can help to procure equity funds, grants and loans; help to create employment opportunities; and help with

short- and long-term planning for viable business ventures. We aim to promote a sustainable future for the BON community and to create meaningful job security for our members.

The ISETS Program

The ISETS Program envisions a sustainable future for BON members through a strengths-based approach that equips participants with the skills necessary to succeed and achieve their goals. We partner with service providers to address diverse client needs, including youth, individuals with disabilities, parents in need of childcare, and participants facing employment barriers. Through this support, we aim to increase individual capacity to support family and community well-being.

Community-Based Committee

The EAST Program Committee conducts monthly meetings to assess the evolving needs of BON, ensuring EAST's training and employment services align. The committee gathers input on program development and participant selection, representing BON's commitment to community involvement and equitable service delivery.

Other supports include:

- Birth Certificates, Criminal Record, Child Abuse Registry & other required identification and security checks: one-time assistance for community members 15 years or older, which is reimbursed at the lowest cost.
- New job start-up supports: participants may receive financial aid to purchase work equipment and clothing, bus tickets, driver's license, etc.

- Immunizations & health check-ups: one-time assistance so participants can obtain or maintain employment and training.

Highlights

- EAST hosted a job fair at the Canalta Hotel in Selkirk to recruit for vacancies and to expand our casual call-in list.
- We advanced our Food Sustainability Project in collaboration with the University of Manitoba. We held a Wild Rice to Brokenhead community event in April at South Beach Casino with 73 participants.
- We welcomed two IT interns into the community, through a partnership with SERDC and ID Fusion. Both interns are contributing valuable support to our community's technology needs.
- We helped to organize a spring fishing derby and supplied workers to assist with drilling holes and managing derby-day activities.

- We hosted resume-writing workshops to help community members enhance their job-seeking skills.
- We have a marketing student who completed her training in June, and a nail technician who graduated in August. A student enrolled in a Harm Reduction course through LINKS Institute completed her training in June.

2023-2024 Targets

- Clients we will serve: 90
- Clients who will be employed: 57
- Clients who will return to & stay in school 24

2023-2024 Results

- 74 clients served (82% of target)
- 52 clients employed (91% of target)
- 15 clients returned to school (63% of target)



Income Assistance Program

The Income Assistance Program experienced a very active fiscal year, with a growing number of clients relying on our support each month. A key highlight was the opening of our new community food bank, O-day'min, A Place to Replenish Mind, Body, and Spirit, in response to rising food costs.

Samantha Pommer returned as our Outreach Worker. Her role is crucial, as she collaborates with the ISETS program and other community and external resources to help Income Assistance clients aged 18 to 55 access employment and skill development opportunities.

Thanks to the support of our funders, we were able to provide much-needed Income Assistance top-ups in the summer and at Christmas. We also distributed cultural gift baskets and hunting and fishing gear, enriching clients' connection to traditional practices.

In partnership with SEED, we organized a retreat for 30 of our clients at the Wyndham Hotel in

Winnipeg. They attended money management and motivational workshops and were introduced to educational opportunities through a tour of Yellowquill College.

A four-day Awaken the Spirit workshop allowed 10 clients to explore their inner strengths and self-identity. We also offered CPR training, resulting in 13 certified members, and a Food Handler's Certificate course for 12 clients.

We also distributed cultural gift baskets and hunting and fishing gear, enriching clients' connection to traditional practices.



New O-day'min Food Bank

Water Treatment Plant

B.O.N. Water Treatment: Class 3 Facility

We have received approval for a new Water Treatment Plant. It will act similarly to our current treatment process, but there will be increased capacity for domestic and commercial use, state-of-the-art equipment and technology, and fire protection. It will provide Brokenhead members with safe, high-quality potable water for many years to come. This system should become available in 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 use two existing supply wells for our source water and pre-treat it with an oxidant that is fed through four greensand pressure vessels to treat taste and odour, and removes some turbidity. Anti-scalant is added, and the water passes through 5-micron filters. It is boosted to 100 psi via an inline pressure pump and fed through Stage 1 and then Stage 2 of the Nano Filtration modules.

The permeate, or filtrate, enters the storage reservoir at 100 gpm, after it is blended at a rate of 10% and chlorinated. The treatment process also produces a

waste stream, or concentrate, of 25% that goes to waste.

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

Distribution System: Class 2

Our distribution system has 9.5 kilometers of water main with 80 hydrants, with an existing reservoir capacity of 550 cubic metres. It consists of two 5-hp domestic pumps, two 40-hp fire pumps and one backwash pump. Water leaves the facility under pressures of 60-80 psi, which feeds a branch-style system.

Our system uses the existing reservoirs, domestic pumps, fire pumps, and distribution lines. This equipment is still operational, but most components are 30 years old or more, which makes maintenance an ongoing challenge. Hydrants, water main isolation valves, and curbstops need upgrades as well.

A new water treatment plant means that all domestic pumps, fire pumps, reservoirs and related equipment will be new.



Wastewater Collection System: Class 2

The collection system consists of four duplex lift stations.

Low Pressure stations located on the northeast and northwest side of the community feed a wastewater transfer station, called the North Lift Station.

Wastewater is then directed to the Force Main, the South Sewage Lift Station, which pumps it 3.5 kilometres to the sewage lagoon using two 12-hp pumps, where it is then treated.

We are hopeful the lift stations will receive new equipment in the near future.

Wastewater Treatment System: Class 2

In the beginning we had a two-cell facultative lagoon, which was undersized and did not meet the discharge parameters or guidelines.

More cells were added for increased efficiencies and a mechanical treatment system was constructed, but the system never worked properly and was deemed unsafe. The process was reverted back to a conventional lagoon, which has adequate capacity and detention time.

This type of wastewater treatment is a natural process using aerobic, facultative and anerobic bacteria, wind, rain, the sun's UV rays, and time.

Lagoon Discharges are carried out annually after sampling and when laboratory analysis has met all related and regulated guidelines.

A new wastewater treatment system would be beneficial for the community, our environment, and its recreational users.

Public Works Department

The BON Public Works Department provides a wide range of essential services across multiple areas that vary with the seasons. The team consists of one Manager/Operator, two Operator Labourers, and additional casual labourers as needed. We are committed to continual learning and growth so that we can tackle new challenges effectively.

The department's tasks require expertise in several fields, including heavy equipment operation and maintenance, automotive repair, small engine repair, carpentry, plumbing, minor electrical work, and computer applications. This broad skillset enables us to handle daily operations and fosters

valuable collaborations with other departments and programs within Brokenhead Ojibway Nation. These partnerships allow for special projects, such as parking lot development, and specific services like septic pump outs.

This year the team has been dedicated to road maintenance, ditch clearing, grass cutting, garbage collection, and equipment upkeep. We have also focused on cleaning and organizing the Public Works yard. Additional responsibilities included burial preparation, maintenance of BON buildings, and other tasks as required.

Brokenhead Ojibway Nation Housing Authority Inc. (BONHA)

The BONHA was overseen by Managers Chris Olson and Doug Murray in the fiscal year 2023-2024.

In December 2023, the Housing Authority bid farewell to Doug Murray, and in February welcomed the new Director of Housing, BON member Selena Kern.

BONHA was incorporated in 1989. It provides safe, adequate, comfortable, and affordable housing to each BON registered member in recognition of the belief that adequate housing is critical to the health, well-being and dignity of Brokenhead Ojibway Nation.

We aim to administer BONHA in a cost-effective, service-oriented, accountable manner. Our administrative infrastructure is separate from political governance, and we treat all BON members fairly and equitably. We strive to continually improve the quality of living on-reserve. Respect for everyone guides all BONHA actions.

BONHA objectives include:

- Clear guidelines for housing programs & services for leadership, tenants, homeowners & BON staff
- An orderly, regulated housing delivery system
- protecting members' assets & investment in housing
- Ensuring that community members can live safely & that their rights are protected

- Responding to the need for adequate housing services & allocating housing assistance in a fair manner
- Sharing the responsibility of housing between Chief & Council and membership
- Ensuring rent & housing-related payment arrangements are made by members to ensure long-term sustainability of the BON housing program
- Functioning as a bridge between leadership, staff & community members for the good of the community, land & resources
- Keeping membership informed about community housing plans, and providing a way to appeal decisions
- Promoting homeowner pride & responsibility through community involvement, training & client counselling

Brokenhead Ojibway Nation Housing Authority Inc. has 13 full-time staff, including:

- Director of Housing & Housing Manager
- Administrative clerk
- Property manager-in-training
- Maintenance
- Labour construction crew
- Elder custodian



BONHA currently maintains 178 homes on-reserve. Of these, 115 are capital homes and 63 are CMHC homes.

Highlights

- In Fall 2023, two new CMHC 5-bedroom homes were built in the new 48-lot subdivision.
- The Housing Crew made key improvements around the BON community, including:
 - Installation of six accessibility ramps
 - Six full home renovations
 - Replaced several windowpanes & exterior doors to improve energy efficiency & security
 - Soundproofed a duplex wall for privacy
 - Stabilized the Elder's Lodge foundation, repaired its storage shed & upgraded its landscaping
 - Collaborated with contractors to complete five roofs, eavestroughs & soffit/facia replacement
 - Assisted with inspection for code/progress on Jordan's Principle and CFS Housing
 - Worked with Environmental Health Officers on mould-related inspections

Lands Department

Burke Ratte was the 2023 – 2024 Lands Manager.

Brokenhead Ojibway Nation's authority to govern its lands and resources stems from its inherent right of self-government, including Indigenous rights and title. The Lands Department was established to manage BON lands and to define the principles and the legislative and administrative frameworks through which the Nation exercises this authority.

We administer, manage, and govern BON's lands, and any lands acquired through land claims, purchases, or other means. These responsibilities include land use planning, environmental management, and compliance.

A Land Advisory Committee, composed of community members, provides guidance to the department and to Chief and Council on land-related matters under the BON Land Code.

The Lands brushing and grounds crew was busy with various projects this past year. We planted many trees in the community, thanks to the 2 Billion Trees Program from the Forestry Branch of Manitoba's Economic Development, Trade and Natural Resources.

We are also preparing the land for another exciting initiative, the return of our Buffalo.

We planted many trees in the community, thanks to the Two Billion Trees Program from the Forestry Branch of Manitoba's Economic Development, Trade and Natural Resources.



BON Development Corporation

This year, BON Development Corporation contracted with a new consultant Michael Leger, who is committed to helping our Nation's businesses grow and bringing new opportunities to the community. Under his guidance, BON Dev Corp. is working to support existing businesses, encourage new member-owned ventures, and explore additional ways to empower the community economically.

Michael is also working on expanding into the Winnipeg market. This expansion will open doors for new business, creating more profit and job opportunities that will flow back into Brokenhead Ojibway Nation.

BON Dev Corp. is focused on building a prosperous future with a strong vision for growth, both locally and beyond.

BON's Community-Owned Businesses: Fueling Community Success

Wavers Gas Bar & Store

Wavers Gas Bar & Store experienced robust growth this past year, solidifying its role as a cornerstone of the community. As a key destination for fuel and tobacco, Wavers draws consistent foot traffic while meeting the everyday needs of the community.

Inside Wavers, Chicken Delight continues to thrive, with sales exceeding \$700,000 in 2023/2024. Its convenient food options remain a popular attraction.

Looking ahead, Wavers is exploring renovations to enhance the customer experience. These upgrades aim to streamline service, expand store offerings, and ensure the business continues to meet the evolving needs of the community.

Community Store Gas Station

The Community Store Gas Station also achieved impressive growth, with a 16% year-over-year increase in sales. This demonstrates the importance

of community-operated fuel stations in providing daily convenience and supporting local mobility.

In the coming year, the focus will be on revitalizing business services to better serve customers and adapt to community needs.

Entertainment Hub and Community Spirit

The Bon Entertainment Centre was managed by Brian Black Sr. in the fiscal year 2023-2024. Moving forward Dennis Yaroshinski will step in as Manager.

The Entertainment Centre had a standout year, thriving during Treaty Days and anniversary celebrations. Popular snacks such as subs, chips, and sodas were customer favorites, contributing to increased sales. To maintain its welcoming atmosphere, new signage was added, and customer feedback was prioritized.

In 2023/2024, the Entertainment Centre provided over \$600,000 in community support contributions, marking a 35% growth from the previous year. This achievement underscores its role as both an economic driver and a hub for community engagement.

Daily Essentials at Your Doorstep

The Grocery Store has continued its upward trajectory, growing sales by over 7% in 2023/2024 and surpassing \$1.6 million in total revenue. BON Grocery remains committed to providing fresh, affordable products and keeping shelves well-stocked.

The store's goal is to remain the first choice for community members' grocery needs, emphasizing accessibility and value.

Focused on Health

The Pharmacy maintained its position as a vital health resource for the community, with sales exceeding one million dollars for another

consecutive year. High customer satisfaction reflects its commitment to meeting the community's health needs.

Looking forward, the Pharmacy will focus on addressing increasing demand by exploring opportunities for expansion to enhance its offerings and capacity.

These community-owned businesses exemplify BON's dedication to economic growth, convenience, and support for its members. By continually evolving and responding to the community's

needs, these enterprises reinforce BON's vision of a sustainable and thriving future.

Building a Brighter Future Together

As we move into 2024-2025, the businesses of Brokenhead Ojibway Nation are positioned for even greater success. With dedicated leadership, expanding ventures, and a commitment to building a thriving community, we're laying the foundation for a future that reflects our values, and supports the well-being of generations to come.



**Brokenhead Ojibway Nation
Radio Station 90.9 BON FM
Mike – 1-204-904-7588
BONFM@brokenheadojibwaynation.com**

**Play Bison Radio Bingo
every 15th and 30th of Each Month!**



Committees and Boards 2024

Treaty Day & Pow Wow Committee

Maryanne Folster (Chair)
Tanager Abigosis
Wesley Kent
Shawna Olson
Glenda Smith
Lillian Thomas

Gaming Committee

Gail Bear
Maryanne Folster
Madeline Prince-Chief
Bev Raven Smith

Employment & Training Program Committee

Brenda Greyeyes (Chair)
Cody Carver
Dyana Chief
Cecelia Cote
Tristen Guttormson
Samantha Pommer

Membership

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

Housing Authority Board of Directors

Burke Ratte (Chair)
Doyle Straight Sr. (Co-Chair)
Hevyn-Lee Martens (Youth)
Carl Stone (Elder)
Karen Prince

Workplace Health and Safety

Liza Moreau (Chair)
Chair Dempsey Esquash (Co-Chair)
Tanis Benoit

Jodie Carver
Michelle Nielsen-Cochrane
Crystal Smith
Penny Thomas

TLE Trustees

Laren Bill - Independent
John Kent
Amanda Lafreniere
Earl (Buddy) Prince
Glen Sinclair

Jordan's Principle

Delores Chief-Abigosis
Ramsey Desjarlais
Bryanne Kent
Ashley Shultz-Bear

Finance & Audit

Caleigh Hocaluk
Wendell Sinclair St.

Fire Department

Ray Bear, Fire Chief
Dennis Bear
George Bear
Jodie Chief
Brent Desjarlais
Farrell Desjarlais
Sean Desjarlais
Fran Freeman
Ethan Kent
Cory Prince
Ashley Straight
Lilly Thomas

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