

# 2021 2022

Annual Report

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CREE NATION  
OF NEMASKA



*This year, the annual report of the Cree Nation of Nemaska is  
dedicated to the strength and resilience of our Community.*

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# Word of the Chief

Wachiya everyone,

It's that time of year again – an opportunity to look back on the past year's achievements, reflect upon our challenges, and provide a report on our Community goals for the coming year.

**First, I would like to say that it has been a great privilege to serve you as Chief for the past three years.**

Serving as Chief for our Community during these unprecedented times has brought its challenges. The leadership team had to make difficult decisions to ensure the safety of our members, projects were delayed and some of the Council's objectives for the term were set aside to prioritize urgent matters. But serving our Community through a crisis has been fulfilling and worthwhile. I have witnessed the strength of our members. I have seen many of us rise to the challenge and quickly adapt to the changes in our daily routines.

Even amidst the COVID-19 crisis, we were able to achieve many of our goals. I am especially proud of the many positions that were created and the additional houses that were built this year.

In addition, despite unforeseen delays and additional costs, many capital and infrastructure projects were initiated, some of which have already been completed and others are ongoing.

During the past year, the Council also reinstated an executive committee. This committee, composed of the Chief, Deputy Chief and appointed Councillor, has started meeting regularly, alleviating the burden of the Council and accelerating the decision-making process for certain operational matters.

This past spring, we began to accept that COVID-19 will not disappear and that we will have to learn to live with this virus. Life will slowly be returning to normal and hopefully all the trivial things we complained about before the pandemic will now seem irrelevant.

This coming year is a special one for me as it marks the fourth year of my journey as elected Chief for our Community. I look forward to initiating projects that the Council intended to complete before the end of our term. These projects include the beautification of the Community with the paving of public building parking lots and driveways, landscaping of clusters, as well as the creation of a cabin program for land users. We also intend to provide additional support to local entrepreneurs who wish to offer services and family activities and to secure funding for the construction of additional housing to reduce the backlog.

As my first mandate nears its end, I hope to see these projects materialize in the near future.

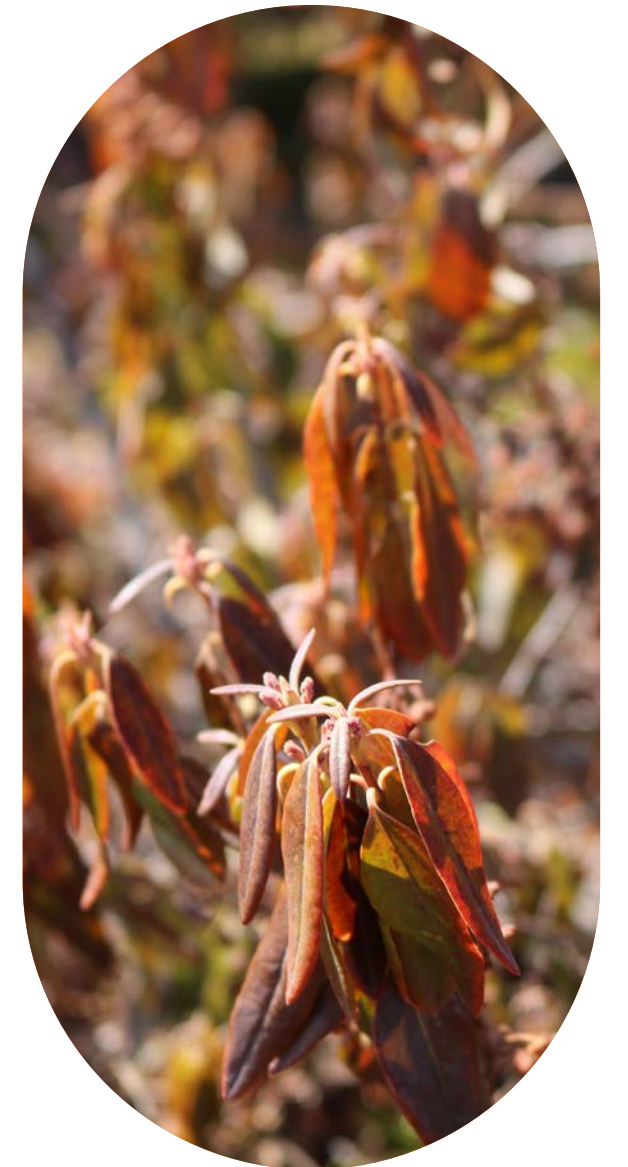
Other community projects will be completed this year, such as the paving of our streets, the construction of additional lots and housing, renovations of existing houses and the replacement of cabins at Old Nemaska.

**In conclusion, I want to encourage everyone to read our legislative report. You will notice that the Council worked hard this past year to accomplish its goals and to support our various projects and programs. This could not have been achieved without the hard work, dedication and commitment of our directors and staff.**

May the good Lord continue to bless each and every one of you with good health and happiness.

Meegwetch,

**Clarence Jolly**, Chief of Nemaska



# 02

## Word of the Director General







# Word of the Director General

We should all be grateful that we live in a time where we have overcome a devastating period in our lives: a global pandemic caused by COVID-19. There is now a light at the end of the tunnel. These past two tumultuous years are ones we will never forget. A new wave is upon us and its severity still needs to be determined.

The question is: what do we do now, after such an ordeal?

The best answer is that life will go on, as this is the way it has been throughout our history. We have no choice. We would not be here today if our great ancestors suddenly gave up when faced with unexpected hardships.

Many of us have lost people we love. As the famous author Ernest Hemingway once wrote, "Any man's death diminishes me, because I am involved in mankind; and therefore, never send to know for whom the bell tolls, it tolls for thee".

Yes, one day, it will be our turn, but let us make the best of what we have and what we can do now. We can be happy that things can go back to normal, but it must be more than normal. We need to do better.

Let's start doing the things we only dream of doing. Procrastination is no longer an option.

If you want to spend more time with your family, do it.  
If you want to be more involved with your community, do it.  
If you want to travel more, do it.  
If you want to change your life around, do it.

We have been given a second chance!

During the pandemic, our administration had to work around many precautionary measures put in place to protect our community, yet still we were able to complete important capital and housing projects.

Our administration had to introduce many new working methods, for instance, working from home. Teleworking was new to us and being forced to adapt to this new process showed us that it does work well, and it does not mean that employees who work from home are not productive. In fact, it has shown that some employees are more productive since they are not exposed to the distractions that often occur in the workplace. With today's technology, we can work from anywhere and still get the job done. Most employees experienced an increase in meetings with outside partners. Before the pandemic, we would hold one meeting with one stakeholder at a time, which usually involved a full day plus travel. Now we can hold meetings with multiple stakeholders in a single day.

**I want to thank all our employees within our administration and our Community members for bearing with us despite the many inconvenient regulations we needed to implement to serve you safely. I know our members understand that we did our best to keep our Community safe.**


I want to thank the Chief and Council for their resilience and their continued leadership in the face of overwhelming circumstances.

May the good Lord continue to bless us all.

**George (Jodge) Wapachee**, Director General



# 03

Word of  
the Deputy  
Director  
General 





# 04

# Legislative Department



**The Council is pleased to present its Annual Report for the fiscal year ending on March 31, 2022.**

**The Council remains dedicated to serving the Nemaska Eenu and to supporting all departments in the implementation of their respective mandates. We believe that Community participation is crucial to good governance. We will listen to your comments, concerns, or suggestions and do our best to respond.**

**We invite you to inquire about any of our past or ongoing projects or activities by contacting the appropriate department.**

– The Council

# 4.1

## Members of the Team

The Cree Nation of Nemaska (CNN) is governed by an elected Council composed of the Chief, the Deputy Chief and five Council members. Each Council member holds a different portfolio established based on his or her knowledge and experience. The Council is supported by a diligent team where each person brings expertise and experience to the decision-making process.

### Team Structure

#### CHIEF AND COUNCIL

**Chief Clarence Jolly,**  
Council member responsible for External Affairs, Public Safety & Security and Capital Projects

**Deputy Chief Teddy Wapachee,**  
Council member responsible for Education and Capacity Building (elected in March 2022)

**Edna Neeposh,** Councillor responsible for Housing

**Edna L. Neeposh,**  
Councillor responsible for Health and Social Development

**Anderson Jolly,**  
Councillor responsible for Environment and Culture

**Walter Jolly,**  
Councillor responsible for Environment and Culture

**John Henry Wapachee,**  
Councillor responsible for Governance and Economic Development

#### OFFICERS AND SUPPORT PERSONNEL

**George Wapachee,** Director General

**Ruth Jolly,** Deputy Director General

**Janet Moar,** Treasurer

**Tanya Lamoureux,** Senior Executive Advisor

**Laurence Gagnon,**  
Communications Officer & Corporate Secretary

**Brenda Jane Wapachee,** Executive Assistant

## Council Activities

The Council recognizes that it is almost impossible to make Community decisions that satisfy everyone's needs. This was especially true this past year, as the Council was called upon to make important decisions on different matters that impacted the development of the Community. These well-informed decisions were always aligned with the mission and values of the CNN and the best interest of the Community as a whole.

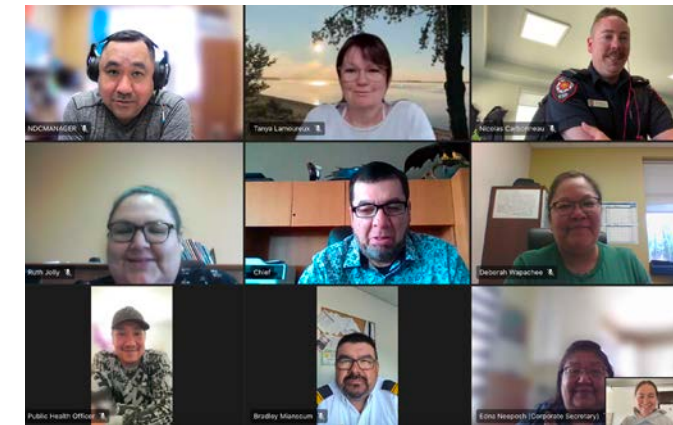
This past year, the Council held 26 Council meetings (7 more than last year), adopted 250 resolutions and issued numerous mandates and directives. The newly established Executive Committee held four meetings.

The Council hosted a Local Annual General Assembly. Due to the restrictions on gatherings, this was the only assembly hosted by Council during the 2021-2022 fiscal year.

The Council also held meetings with different entities such as the Nemaska Development Corporation, the Cree Board of Health and Social Services and the Eeou Police Commission.

Due to COVID-19 related restrictions, most meetings were held virtually. This new way of holding meetings has enabled the Council to participate in a greater number of meetings and remain efficient despite COVID-19 challenges.

## COVID-19 Pandemic



MEETING OF THE COVID-19 TEAM

COVID-19 has remained an unfortunate reality this past year. Throughout the year, the Council continued to monitor the COVID-19 situation locally, regionally, and internationally and adopted the necessary measures to protect the health, safety and financial condition of the Nemaska Eeouch.

The situation was especially challenging during the OMICRON outbreak, which began during the Christmas Holidays. The COVID-19 team met almost every day during the holiday break to assess the situation and implement additional measures.

With the efficient intervention of the Department of Public Health and Safety, we were able to control the outbreak and limit the spread of the virus. This meant limiting Christmas gatherings and festivities, which are traditions many look forward to all year.

The Legislative Department wishes to express its sincere appreciation of the personnel of the Department of Public Health and Safety as they took charge during the outbreak and made many sacrifices to ensure that the Community remained safe. Now that most precautionary measures have been lifted, the Chief & Council and the Legislative Department are able to move forward and to focus their efforts on the delivery of services.

## Elders' Camp

During the 2020-21 fiscal year, the Council built an Elders' Camp on the south shores of Champion Lake with funds received under the Board of Compensation. The camp features 10 cabins that were allocated to Elders. The project was completed during the 2021-22 fiscal year with the construction of additional infrastructures (Shaptuaan, boardwalk and dock) and the improvement of existing infrastructures (parking and roads).

## Support for Indian Day School Applications

The Office of the Communications Officer & Corporate Secretary assisted 60 members in completing and submitting their claim form for the Indian Day School Class Action settlement. The deadline to apply was July 13, 2022.





MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS (MMIWG) MEMORIAL DAY



## Nemaska Lithium

The Council continues to be kept informed of new developments concerning the Whabouchi Mine. Throughout 2021-22, regular meetings were held with representatives of Nemaska Lithium. Quarterly meetings were also held by the Whabouchi Implementation Committee and the Environment Committee. This year, the Whabouchi Implementation Committee created two more committees: the Training and Employment Committee and the Economic Development Committee. These committees will begin meeting over the course of the 2022-23 fiscal year.

## Council Support for Departmental Projects

The Council was pleased to support projects initiated by CNN departments, including but not limited to:

- Community activities and programs
- Creation of local employment
- Support of local entrepreneurs
- Construction of housing units
- Grants for successful completion of educational programs
- Participation in sales and investors solicitation process for Nemaska Lithium
- Old Nemaska landing parking expansion project
- Old Nemaska log cabin restoration project
- Climate change workshops
- Support for private home ownership applicants
- Review of salary structure
- Adoption of new CNN vision, mission and values
- Reorganization of departments
- Nemaska Recycling Program
- Indigenous Language Component Program







### New Website

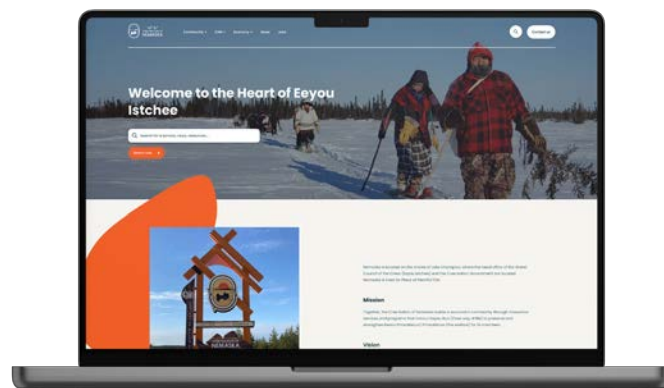
Nowadays, it's extremely important for any organization to have an attractive, easy-to-use and responsive website. The CNN's former website had not been updated since 2014. It no longer reflected the image, services and needs of the Community. With the support of the Land and Sustainable Development Department as well as the Chief & Council, Laurence Gagnon started working on a new user-friendly, mobile-responsive and informative website.

The objectives of the new website were to:

- Create a strong image of the Cree Nation of Nemaska
- Promote our local economy and entrepreneurs
- Facilitate contact with the Community
- Provide easy-to-find information to members and visitors

The Communications Officer used the updated brand guide as a base for the new design of the website with the firm TREIZE. After creating new content for the site, TREIZE started programming the website on its new platform.

The new website project, funded by CQNRA, was officially launched in July 2022. Laurence Gagnon takes care of managing and updating the website weekly.



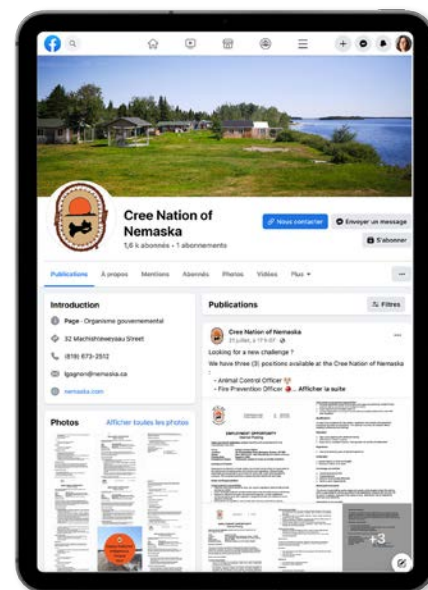
### 2020-21 Annual Report

For a second year in a row, the Communications Officer, Laurence Gagnon, managed and coordinated the annual report. Following the suggestion from Director General George Wapachee, the designated theme for the 2020-21 report was a dedication to the members who sadly passed away during the first and second wave of the COVID-19 pandemic.

Laurence Gagnon was able to count on the precious help of Edna Neeposh Sr. to translate the words of the Chief, the Deputy Chief, the Director General and the Deputy Director General in Cree syllabics. The firm Leonardo Studio was mandated to work on the art direction and the graphic design of the project under the supervision of Laurence Gagnon.

### Social Media Management and Strategy

Laurence Gagnon's focus during this fiscal year was to revive the CNN's Facebook page and use it to promote events, job opportunities and the Community's success. Between April 30, 2021, and March 31, 2022, the page increased its reach by 17% and page visits by 25.7%.



## Special Projects

#### LANGUAGE COORDINATOR

The Communications Officer assisted the Social Development Department in securing \$272,600.00 in funding under the Indigenous Languages Component (ILC) program (2021-2022) of the Department of Canadian Heritage. This project intended to build capacity in Nemaska to work on a strategy to promote and maintain the Cree language, alongside with the Commissioner of the Cree Language of Eeyou Istchee, Jamie Moses.

#### COVID-19 TEAM

The Communications Officer continued her involvement as a member of the COVID-19 Team, as requested by the Chief. Because of her experience, she advised the team on public relations crisis management and social media.

#### TOURISM

Communications Officer Laurence Gagnon represented the CNN at the 2021 Annual General Meeting of the Cree Outfitting and Tourism Association (COTA) and Eeyou Istchee Tourism (EIT). She was also accompanied by two non-voting residents of Nemaska: Bradley Mianscum Jr. (Grande Alliance Communications Officer) and Mary-Ann Blackned (member). She assisted Julie Simard, Assistant Director of Eeyou Istchee in reaching Community members and in promoting events and employment opportunities.





# 05

## Human Resources Department



# 5.1

This past year was a challenge. With the pandemic, our main goal was to protect the health and safety of our employees by following precautionary measures set by the local Covid-19 team. With the help and support of the directors and supervisors, we continued to move forward with hiring new employees and implementing human resource regulations.

I would like to express my appreciation for everyone who has worked during the pandemic. We witnessed everyone's dedication to their work during this time.

I would also like to thank the Chief & Council and the directors for their continuous support during my term as interim director.

—Lori-Ann Wapachee,  
Interim Director of Human Resources

## New Employees

A crucial role of the Human Resources Department is to recruit and hire employees. This year, the following individuals joined the organization.

### HUMAN RESOURCES

Jacqueline Icebound, Receptionist (replacement)

### SOCIAL DEVELOPMENT

Angel Jolly, Office Registrar

### HOUSING

Louise Tanoush, Coordinator of Accounting and Administration

### PUBLIC HEALTH AND SAFETY

Jonah Cooper, Public Health Officer (on contract)

### PUBLIC WORKS

Norman Kitchen, Maintenance Worker

Raymond Jolly, Eco-Centre Attendant

### FINANCE

Emma Swallow, Accounts Payable

Charlotte Wapachee, Payroll Clerk (promotion)

## Activities

Despite the pandemic, the department organized fun activities for its employees. The following activities were organized:

- Virtual Christmas games and contests
- A day of ice fishing
- Goose break activities

## Training

In order to improve the skills of the CNN employees and build their confidence in their abilities, a number of training programs were offered.

### Goal Setting Workshop

Administered by Ancita M. Bugden from SKY, the workshop held on February 28, 2022 intended to establish clear, workable goals allowing for a greater likelihood of achieving personal success. Goal setting helps people create a plan that focuses energy towards areas of true personal interest.

### Advanced Project Management (March 15, 2022)

The workshop aimed to help managers within the CNN to:

- Think critically when choosing a project team
- Make the most of an assigned project team
- Help teams move through various stages to become a high-functioning unit
- Maximize productivity at team meetings
- Reward and motivate teams
- Develop and execute a communication plan
- Communicate with sponsors and executives more effectively
- Identify strategies for improved cooperation and teamwork



## CNN Vision and Mission

During the last fiscal year, the Cree Nation of Nemaska updated its performance management process. While the document was being reviewed, CNN directors questioned whether the competencies developed in 2015 were still relevant to our vision and mission. Since competencies are linked to the vision and mission that also date back from 2015, it seemed appropriate to ask whether they were still relevant in 2021. Deputy Director General Ruth Jolly and Lori-Ann Wapachee led this project. Over the course of two workshops with directors, senior management and Chief & Council, the vision, mission and values were successfully revised and approved by the Council in October 2021.



### Vision

The vision adopted in 2015,

“The Cree Nation of Nemaska strives to be a proud community respectful of our individual and collective obligations, demonstrating strong ethics in order to achieve growth through sustainable human and economic development”

was replaced by the following:

“Nemaska: moving forward with resilience, Che Chii miyupayuuk”

### Mission

The mission adopted in 2015,

“The Cree Nation of Nemaska is committed to providing top-quality services and programs to meet the needs of its community members, while respecting and promoting Cree culture and values. Together, we will ensure the general welfare, economic and social development of our members and build a prosperous community”

was replaced by the following:

“Together, the Cree Nation of Nemaska builds a successful community through innovative services and programs that honour Eeyou iitun (Cree way of life) to preserve and strengthen Eenou Pimaatisiun / Pimaatisiun (the welfare) for its members.”

### Values

After evaluation, five values remained the same:

- Accountability
- Leadership
- Integrity
- Respect
- Solidarity

The value “Continuous Improvement” was replaced by “Imagination”.

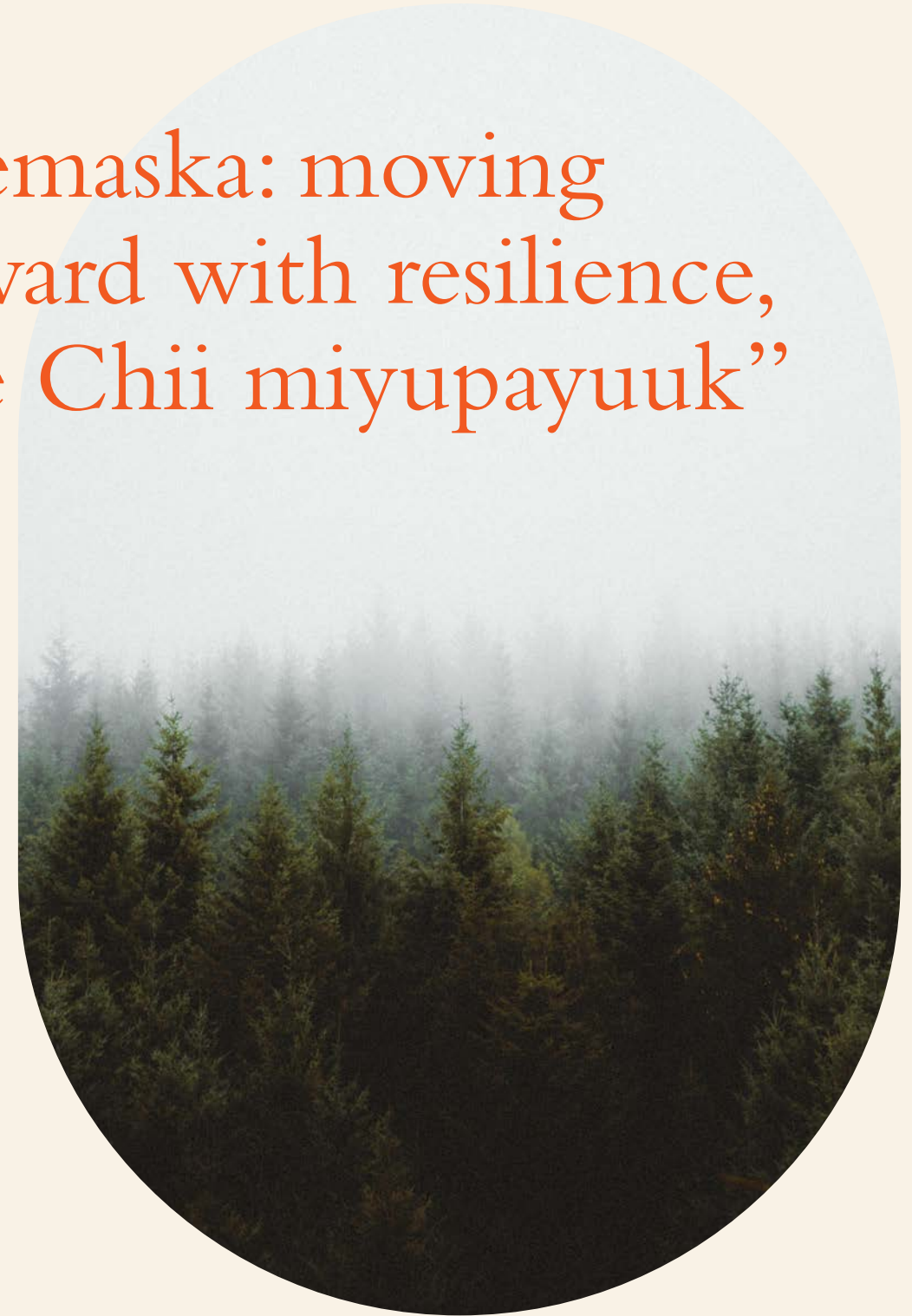
### Competencies

The competencies remained unchanged:

- Communication
- Collaboration
- Initiative
- Professionalism

## VISION

“Nemaska: moving forward with resilience, Che Chii miyupayuuk”



## MISSION



“Together, the Cree Nation of Nemaska builds a successful community through innovative services and programs that honour Eeyou iitun (*Cree way of life*) to preserve and strengthen Eenou Pimaatsiun / Pimaatsiun (*the welfare*) for its members.”

# 06

# Social Development Department



# 6.1

I would like to thank the Social Development Team for their hard work and commitment. I would also like to thank the Community of Nemaska for their participation in events. Without you, these events would not be a success. I wish you all a healthy and prosperous year!

— **Stella Moar**, Interim Director of Social Development

## Team

Stella Moar replaced Deborah Wapachee as the Interim Director of Social Development at the beginning of November 2021. The sectors reporting to Stella Moar are the following:

**Bill Blackned**, Sports Complex Supervisor

**Elizabeth Wapachee**, Interim Wellness Supervisor

**Elton J. Salt**, Nemaska Youth Council Chief

**Jean Meskino**, Youth Program Coordinator

**Tera Diamond**, Culture Coordinator

**Rosalina Jolly**, Youth Centre Manager

**John Blackned**, Recreation Coordinator (replacement)

## Project

### Language Coordinator

The Social Development Department secured funding from the Department of Canadian Heritage of the Government of Canada for the Language Coordinator, a new initiative that the former Interim Director worked on.

Stella Moar also worked on the Elders' Care Programs from November 2021 to March 31, 2022. She also assisted the sectors with funding applications, renewing contribution agreements on a yearly basis, and preparing other funding applications.

### Culture

Despite the pandemic, the Culture sector continued to coordinate cultural programming for the Community. The Shaptuaan is one of the popular places for people to gather. It was open to the public at the beginning of the year with great food every day.

### Wellness

The Wellness team was highly active this year with virtual and onsite counselling for its members upon request. Although it was a challenge, the service was still provided.

### Youth Centre, Youth Development and Youth Council

The three entities continued to deliver activities and programming for the youth. Although it was a challenging year for them, they still managed to organize events, notably at the Youth Centre which stayed open nearly all year.

## Comments of the Director about the Sectors

### Sports Complex

The Sports Complex Sector continued to provide services within the facility during the year. The Fitness room and the arena were very busy. A major setback was the renovation of the swimming pool, which is expected to be ready by the summer of 2022.

### Sports and Recreation

Despite the pandemic, the sector was highly active in the summer months with a softball program for all ages. Over the years, the program has become popular among all age groups. Although regional events could not be organized this year, local events were highly successful and attended by many.

## Challenges

One of the greatest challenges that the Department encountered is the lack of staff for some of the positions that are currently vacant. In addition, many events were cancelled or postponed due to the pandemic. When they were held, however, the events were highly successful. The Social Development team is looking forward to organizing regional events during the next fiscal year.

Despite these challenges, the Social Development team worked diligently and were committed to serving the Community.



# 6.2



## Sports Complex



### Team

- Bill Blackned**, Complex Supervisor
- John Blackned**, Complex Assistant Supervisor
- Michael Mianscum**, Maintenance
- Norman Jolly**, Maintenance
- Ronnie Neeposh**, Maintenance
- Anna Wapachee Jr.**, Janitor
- Lizzie Ann Mettaweskum**, Janitor
- Ricky Blackned**, Complex Coordinator (evening shift)
- Summer Blackned**, Fitness Centre Monitor
- Wastuskun Capissist**, Fitness Centre Monitor
- Darlene Grace Herodier**, Canteen Clerk (Student Work Experience Program)
- Malcolm Tanoush**, Canteen Clerk (Student Work Experience Program)
- Sammy Matches**, Commercial & Sports Supervisor (evening shift)
- Abel Jolly**, Arena Ice Technician (evening shift)
- Jean Paul Cheezo**, Arena General Helper (evening shift)



### Fiscal Year Objectives

One of this fiscal year's objectives was to renovate the equipment. The following improvements were made.

#### Arena Section

- Toilet partitions in the dressing room washrooms
- New windows for the arena (supervisor office)
- Interior wall panels

Unfortunately, the garage lights and heating system improvements were deferred to the next fiscal year.

#### Complex Section

- Repainting of the pool
- Replacement of the chemtrol unit, the water test system and the chlorinator system of the pool
- Installation of air conditioning in the fitness room, in the hallways and in the gymnasium

### Activities

Due to the restrictions in place during the COVID-19 pandemic, most of the activities and tournaments were cancelled during the 2021-22 fiscal year. When it was permitted, the Sports Complex held local hockey, broomball and volleyball tournaments.

The management team wishes to thank Community members and guests for following the safety protocols and continuing to purchase memberships.





80'S LOUNGE



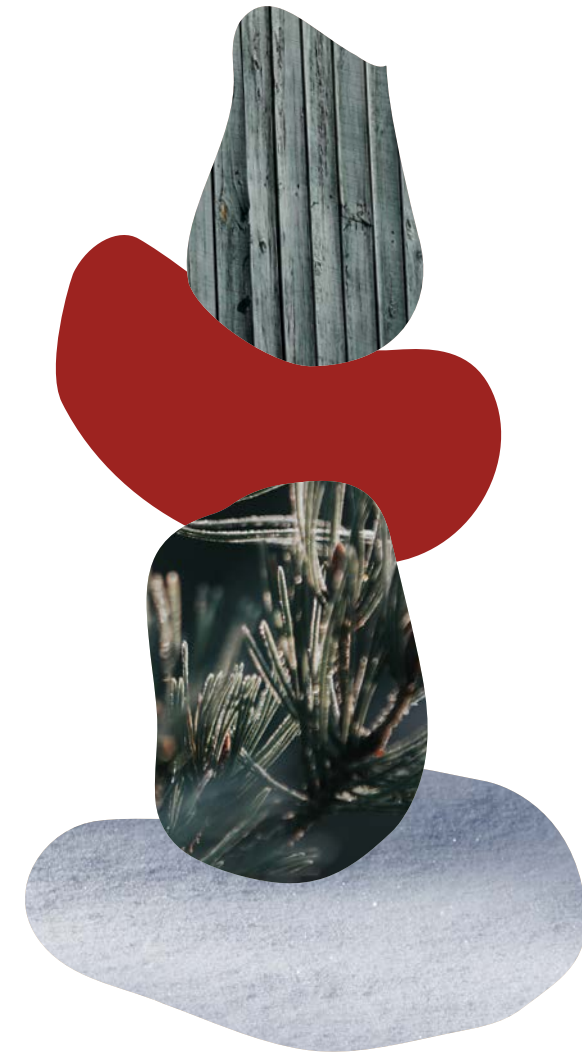
## Opening of 80s Lounge

The Sports Complex team opened the 80s lounge on the second floor of the Sports Complex for Community members to gather and socialize. Officially opened on July 6, 2021, the lounge is equipped with three pool tables, a DJ system, an 85-inch TV, a gaming system and music equipment.

## Evaluation of Needs for the Next Fiscal Year

The Sports Complex Management team took the time to evaluate the mid-term and long-term needs of the facility. The following improvements will be made in the near future:

- Landscaping around the building
- Pavement of parking areas
- Improvement of exterior wall panels
- Improvement of exterior lighting
- Installation of exterior cameras
- Inspection of the roof
- Renovation of the gymnasium flooring



# 6.3



CANOE BRIGADE

## Youth Council



## Activity Report April 1, 2021 to March 31, 2022

| Activity  | Description   | Status                  |
|---|---|-------------------------|
| <b>Goose Break Funding Program for Young Families</b>           | With the Cree Health Board and Social Services of James Bay (CBHSSJB) and the Cree Nation Government (CNG), the Nemaska Youth Council helped some youth obtain funding under programs for young families.   | Completed in April 2021 |
| <b>Youth Radio Bingo for Uschiiniichou Wiich Iiwehwin Funds</b> | <p>The idea was to fundraise for youth in need of financial assistance in any field. The Nemaska Youth Council made a profit of \$4,040.00.</p> <p>The Youth Council received a letter to help sponsor a youth who was attending Stanstead College. The Youth Council approved the request from this fund.</p>  | Completed in April 2021 |
| <b>Treasure Hunt</b>  | <p>Treasure Hunt was held virtually with prizes hidden in various locations in the Community.</p> <p>The participants had to locate them using clues that were listed on our Nemaska Youth Council Page.</p> <p>This event had a good turnout with many families participating.</p>   | Completed in April 2021 |
| <b>Youth Annual General Assembly</b>                            | <p>The AGA was a success.</p> <p>The Nemaska Youth Council had special guest speakers like Grand Chief Abel Bosum who addressed the youth about Grand Alliance, Youth Grand Chief Kaitlynn Hester Moses informed the youth about the upcoming elections for new Youth Grand Chief and Deputy Youth Grand Chief.</p> <p>The Nemaska Youth Council organized Group discussions about future projects, programs, workshops and events the Youth Council could organize. Many youth members participated and generated promising ideas.</p> | Completed in April 2021 |
| <b>Call of Duty Warzone Tournament</b>                          | <p>This event was organized to reconnect with friends through online gaming.</p> <p>The event was a success and participants requested more online gaming tournaments.</p>  | Completed in May 2021   |



| Activity   | Description  | Status                     |
|--|--|----------------------------|
| <b>32<sup>nd</sup> Youth Annual General Assembly</b> | The event took place online with the other Youth Councils. Six delegates from Nemaska attended the event.  | Completed in November 2021 |
| <b>Youth Centre Opening and Gala</b>                 | The Cree Nation Youth Council helped with the funding of the opening of the Youth Centre.<br><br>The Youth Council members and the former Youth Council members were present during the event. All the Community members were invited to visit the new building and watch fireworks. | Completed in November 2021 |
| <b>Nemaska Healing Week</b>                          | A Youth Day was organized where people were invited to participate in a bonfire activity at the Youth Centre.<br><br>The event was coordinated with the Wellness Sector.   | Completed in November 2021 |
| <b>Youth Self-Care Day</b>                           | With the Cree Health Board and Social Services of James Bay (CBHSSJB) and Chelsea Cheezo, the Nemaska Youth Council offered self-care services.  | Completed in December 2021 |
| <b>Christmas Activities</b>                          | Virtual activities were organized and well appreciated by the Community.<br><br>A live bingo was hosted at the Sports Complex.   | Completed in December 2021 |
| <b>January Activities</b>                            | Cancelled due to COVID-19  | Not completed              |
| <b>Virtual Activities</b>                            | A variety of virtual activities were offered during Valentine's Week.  | Completed in February 2022 |
| <b>Youth Radio Bingo Night</b>                       | Almost 300 participants joined the bingo activity held on the radio.   | Completed in February 2022 |
| <b>Winter Journey</b>                                | Led by the Youth Coordinator, the Winter Journey was a success.<br><br>The participants enjoyed their experience overall.  | Completed in March 2022    |

MANY PARTICIPANTS ENJOYED RADIO ACTIVITIES



CANOE BRIGADE



# 6.4



## Wellness Centre



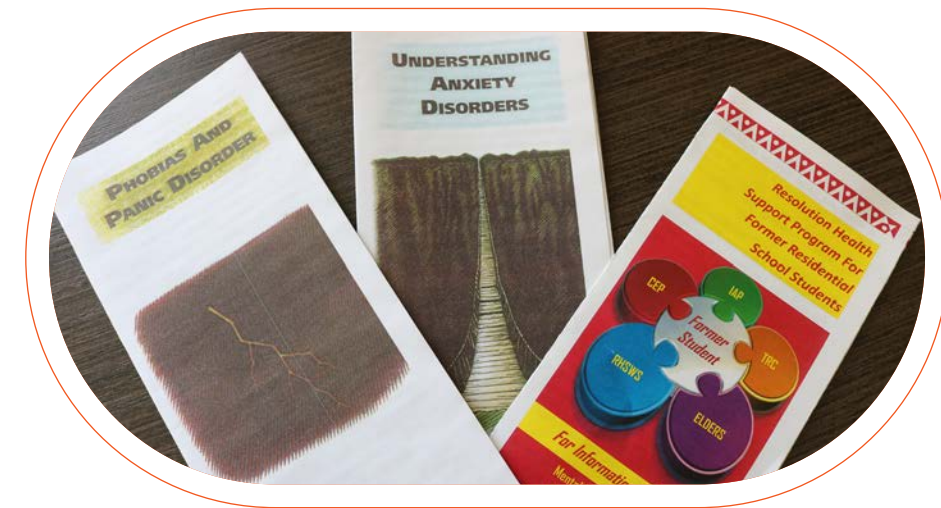
### Overview

For the past 6 years, the Wellness Centre team has worked under the Social Development Department to help organize major events such as Old Nemaska Days, the Nemaska Celebrations, tournaments, Christmas festivities, canoe brigades, the Winter Journey, among others.

### Team

On October 18, 2021, Stella Moar accepted a position as Interim Director of Social Development for the CNN. Elizabeth Wapachee, Child and Family Worker, was therefore promoted to Interim Wellness Manager.

- Elizabeth Wapachee**, Interim Wellness Supervisor
- Warren Jolly**, Janitor
- Bessie Blackned**, Sewing Group Instructor
- Anna Wapachee**, Sewing Group Instructor
- Alice Moar**, Community Worker



# Activity Report

## April 1, 2021 to March 31, 2022

| Activity                                  | Description   | Status                  |
|---|---|-------------------------|
| <b>Family Room Activities</b>             | The family room was made available for Community members and their children to have a place to gather and spend time together. The space and supplies are adapted to the needs of the child and family. It was also used for small gatherings and meetings. The Child & Family worker is responsible for the room.  | Ongoing                 |
| <b>Sewing Program</b>                     | The Sewing Ladies program took place three times each week. Community members were invited to join. Bessie Blackned and Anna Wapachee led the program. Other entities, such as the Local Women’s Association, accessed the sewing equipment and supplies when needed.   | Ongoing                 |
| <b>Home Visit Program</b>                 | The family worker visits every newborn child and introduces the programs available for them. Upon request, the family worker continues to visit the parent and child if the parent needs additional support.  | Ongoing                 |
| <b>Special Needs Assistance</b>           | Based on a schedule determined by the Cree Health Board and Social Services of James Bay, Elizabeth Wapachee supported children with special needs. Children who require assistance in speech or in managing life skills are supported by this program.   | Ongoing                 |
| <b>Auntin’s Awareness Resource Centre</b> | The Awareness Resource Centre offered three-day sessions with a professional worker for personal growth and deep personal transformation. Several Community members attended the program in Montreal. Millie Demitro, who runs this program, visited the Community and delivered a community workshop on Thursday, March 24, 2022 at the Wellness Centre. | Completed in March 2022 |

| Activity  | Description   | Status  |
|---|---|---------|
| <b>Anti-Bullying Activities and Other Community Programming</b> | Sarah Decarlo visited three times during the year and did activities with students and Community members. She offered after-school drop-in activities for children and helped with programming and administration. Sarah contributed to Addiction Awareness Week by offering a workshop and helping out with other guests. She also facilitated an Elders’ Dinner and led the Elders’ Storytelling in the School Program with grades 1 & 2. | Ongoing |
| <b>Parent Activity Programs</b>                                 | In collaboration with the Community health rep and nutritionist, parents participated in baby food making, healthy cooking activities with mothers, parenting and life-skills workshops and sewing.   | Ongoing |
| <b>Life Skills One-on-One</b>                                   | Specialist Donna Parachin ran a one-on-one life skills program for Community members. She was invited every 2 months but also held virtual sessions. She held 4 sessions of 8 days in the Community and online. Participation increased this year compared to previous editions.  | Ongoing |
| <b>Mental Health Counsellor</b>                                 | Mickey Decarlo visited three times and offered counselling for individuals and couples, a “couples’ night” with supper and activities, activities with the Kids’ Club, families’ group and kokums’ group.   | Ongoing |
| <b>Mental Health Program</b>                                    | Community members were invited to see us for assistance or referrals for caregivers or programs. The Wellness Centre was always open for Community members on a drop-in basis.  | Ongoing |

# Activity Report

## April 1, 2021 to March 31, 2022

| Activity                          | Description   | Status                     |
|-----------------------------------|---|----------------------------|
| <b>Men's International Day</b>    | A take-out lunch was offered to the male members of the Community at the hotel restaurant. The Wellness Centre split the cost with the Local Nemaska Women Association. The activity was a success.   | Completed in November 2022 |
| <b>Youth Life Skills Workshop</b> | Life skills workshops were offered throughout the year to youth in grade 5 and 6 by consultant Guy Ward. The program aims to teach children the following life skills: <ul style="list-style-type: none"> <li>• Respecting yourself and others</li> <li>• Getting along</li> <li>• Talking to parents</li> <li>• Coping with feelings</li> <li>• Overcoming bullying</li> <li>• Staying home alone</li> </ul> | Ongoing                    |
| <b>Compassionate Fund</b>         | This fund was used several times throughout the year to support families and members in need of financial assistance for different purposes, including travel expenses to see sick family members. The Wellness Manager obtained approval from the Chief & Council for these requests.  | Ongoing                    |
| <b>Soup Kitchen</b>               | Randy Decarlo made soup and sandwiches for lunch using the Youth Centre kitchen.  | Completed in November 2022 |
| <b>Clothing Giveaway Events</b>   | This event was organized several times in collaboration with Community members. The Hall was open for 2 days and the Community donated clothing they no longer use. The event is always a success and is offered seasonally.  | Ongoing                    |
| <b>Food Distribution Program</b>  | The program was designed to assist families in need of food supplies throughout the year, especially families with children that need a little extra help from time to time. Vouchers are always available at the Wellness Centre.  | Ongoing                    |

| Activity  | Description   | Status                        |
|---|---|-------------------------------|
| <b>Financial Management Workshops</b>                 | Financial Advisor Dominique Desrochers offered financial management services. Financial stress has been a serious problem for people. This helpful program is now in its fifth year.  | Ongoing, in-person and online |
| <b>Chiropractic and Chiropodist/Pedicure Services</b> | Chiropractor and chiropodist/pedicure services were offered in Nemaska in November 2021. Walk-ins were available for the chiropractor and appointments were made with the chiropodists for pedicures. The Wellness Centre arranged travel and accommodation for these services.   | Completed in November 2021    |
| <b>Baby Supplies</b>                                  | The Wellness Centre assisted families and Community members with infants throughout the year. We ordered pampers, milk and baby wipes at the Nemaska grocery store for low-income parents and new parents.  | Ongoing                       |
| <b>National Child Day</b>                             | November 20 <sup>th</sup> is National Child day. Due to the pandemic, activities were limited. An evening of activities with a pizza and spaghetti dinner was planned for new parents.  | Completed in November 2021    |
| <b>Annual Arts, Crafts and Bake Sale</b>              | The annual arts & crafts sale was organized in December to promote local artists. Bakers were also invited to sell their traditional treats. The sale took place at the complex as there is more space for vendors and visitors. The Wellness Sector coordinated the vendors and set up for the event. Many visitors stopped by to shop or to socialize and enjoy coffee or tea. Lots of goodies were sold. The tables were free for participating vendors. | Completed in December 2021    |
| <b>Driving Course</b>                                 | Driving courses were offered with the assistance of the École de conduite Tauchiwaatin under the supervision of Raymond Menarick and Gary Duff from Chisasibi, QC.  | Ongoing                       |
| <b>Babysitting Allowance for Parents</b>              | Available upon request, this program offered support to parents who wanted to attend workshops or training sessions to better themselves. Community members can access this allowance at any time during the year at the Wellness Centre.   | Ongoing                       |

| Activity                | Description   | Status  |
|-------------------------|---|---------|
| <b>Community Events</b> | <p>The Wellness team continued to support Community events such as:</p> <ul style="list-style-type: none"> <li>• Halloween (October 2021)</li> <li>• Easter (April 2021)</li> <li>• Christmas Day celebration (December 2021)</li> <li>• Canada day Celebration (July 1, 2021)</li> <li>• Nemaska birthday (September 2021)</li> <li>• Local tournaments</li> <li>• Walking out ceremonies</li> <li>• Elders' Day (June 2021)</li> <li>• Old Nemaska Gathering (July 2021)</li> <li>• Nemaska Healing Week (December 6-10, 2021)</li> <li>• First winter snowshoe walk</li> </ul> <p>The Wellness Sector is a key contributor to the Old Nemaska Gathering. In June 2021, we ran a Day Camp during the event. We also helped with awareness activities for missing children and with Elders' Day. For Elders' Day we ordered umbrellas and helped bring awareness to Elder Abuse.</p> | Ongoing |



**CHRISTMAS PARADE**

In addition to the programs and special activities described above, the Wellness Centre also:

- Offered help with the management of the Rec Hall and the Wellness Apartments
- Provided many daily services to the Community, such as letter with writing and assistance for court
- Assisted workshops
- Provided computers and printers to Community members to apply for jobs and answer a variety of digital communications





# 7.0



Land and  
Sustainable  
Development  
Department

# 7.1

The last two years have been challenging. I wish to acknowledge the efforts of the Chief & Council and that every effort was made to ensure the safety, health and the well-being of our Community members. Our Community is strong and resilient. Together, we have overcome these difficult times before and have emerged stronger and better. Thank you, Chief & Council, for being there with us and taking care of our Community.

On another note, this may be my last annual report. After much consideration, I have decided to take my retirement leave, effective December 16<sup>th</sup>, 2022. It has been a challenging learning experience to have worked with the band employees for the last 38 years. It's time to end my career with CNN and take a different journey. I wish to thank my staff for their confidence, patience and trust and I wish you all well in your future endeavours.

Thank you, Members. May God continue to bless Nemaska.

— **Matthew Tanoush**, Director of Land and Sustainable Development

## Team

**Matthew Tanoush**, Director of Land and Sustainable Development (LSD)

**Kenneth Tanoush**, Local Environment Officer

**Stella Jolly**, Local Niskamoon Officer

**Rose Wapachee**, Forestry Technician

**Robert Kitchen**, Economic Development Officer

**Cindy Tanoush**, Benefits and Financial Counsellor

**Kenneth Tanoush** joined the department as the Local Environment Officer. During the last fiscal year, his responsibilities involved:

- Acting as the Community Forestry Programs Officer
- Managing the Cree Traditional Activities Enhancement Program
- Assisting the trappers with the development of their projects and directing them to the right programs

Kenneth Tanoush was able to secure a funding package for three traplines.

**Elizabeth Tanoush** retired in December 2021 as Benefits and Financial Counsellor. Etienne Pilon Choquette, former Entrepreneurship Development Agent, left the organization in June 2021.

**KENNETH TANOUSH**



**ELIZABETH TANOUSH**



## Drinking Protocol

During the last fiscal year, the LSD Department worked with the Department of Public Works to ensure that the potable water be monitored on a regular basis for water sampling. The H2 Lab in Rouyn-Noranda was responsible for the analysis of the sample. Again this year, the quality of our water is satisfactory and ready for human consumption.



## Regular Activities and Programs

### Beautification Program

As part of the 2021 Beautification Program, the Department conducted its annual Community spring clean-up, home-pest control, garbage collection during the Old Nemaska Gathering and cleaning of the current landfill site.

### Fishing and Hunting Permits

Due to the pandemic, only a few permits were issued for Nemaska Category 1 and 2 land.



## Projects

### Phase 1 Site Assessment Studies

Late studies were conducted in the summer of 2021 due to the pandemic.

### New Landfill Site

Since 2006, burning in-trench landfills has been prohibited in Quebec to improve air quality, promoting recovery and recycling of residual materials. In September 2021, an inspection of the landfill site was conducted by the Ministry of the Environment of Quebec. Due to several issues, Nemaska received a notice of non-compliance in October 2021 and we are now correcting the issues.

At the same time, the LSD Department started creating a new landfill site for the Community. It is necessary to build a new landfill, further from the Community. The next steps for this project are as follows:

- Access road selection (June 2022)
- Preliminary plans for the new site (August 2022)
- Public consultations (August and September 2022)
- Impact study report (December 2022)
- Comex analysis (January 23 to December 2023)
- Final plans and request for authorization (December 2023)
- Tender process (Winter 2024)
- Construction of the new landfill and start of operation (Summer 2024)
- Closure of the existing landfill (Summer 2025)

The total cost is currently estimated at \$5,279,526.00.

### Moose Habitat Quality in Eeyou Istchee

The goal of the project is to evaluate moose habitat quality within the Adapted Forestry Regime Territory in Eeyou Istchee. The research focuses on the analysis of location data from moose collars deployed in traplines around Waswanipi, Ouje Bougoumou, Mistissini and Nemaska that have been differentially affected by the adapted forestry regime, as well as a planned redeployment of collars in the broadback region beyond the northern limit of commercial forestry. The status of the project is currently status quo from last year.



### Eeyou Planning Commission

The commissioners held several virtual meetings to discuss the land management orientations document, more specifically the development of the road network throughout Eeyou Istchee. A draft report was provided for discussion.

The land mapping work in Nemaska was delayed due to COVID restrictions and we were not able to have interviews with the tallymen and land users. The Cree Nation Government (CNG) will provide support for land use mapping. It is recommended that CNN hire someone dedicated to this project.

### Forestry Regime Working Group: Chapter 3 of Paix des Braves

Currently, harvesting and forestry activities within the southern limits of Nemaska traplines are fairly quiet. The Trapline N-20 (Billy James Jolly) is still involved in forestry consultation.

Harmonization measures, rules for local consultations and conflict resolution are discussed during the quarterly meetings of the working group.

### Nemaska water quality monitoring project at Lake Dana and Evans

The project was related to the impact of forestry activities such as sedimentation. The LSD department received a contribution of \$18,925 from CNG.

At the end of September 2021, a three-day water sampling training was conducted at Champion Lake with participants from Mistissini, Waswanipi and Nemaska. On the fourth day, the group went to Carol Lake. From there, a float plane took them to Lake Dana where they were able to conduct water sampling at specific locations over four days. The water results were received in November 2021 and compared to the Canadian Council of the Ministry of Environment of Canada (CCME) and the Canadian Drinking Water Quality Guidelines (CDWQ).

As far as the interpretation on the water results, Lake Evans and Dana were found to differ significantly, with Lake Dana above the CCME. When compared to the CCME, both lakes exceeded the guidelines, although Dana had a much higher concentration, whereas Lake Evans samples were below the guidelines for these metals. As part of Phase 2 of the project, the Department should receive another contribution agreement from CNG. The department expects to review the plan and conduct fieldwork during the summer of 2022.

### Nemaska Protected Areas Cultural Video Project

Through the support of CNG via the Challenge Fund, the Department was able to identify key areas and work related to protected areas of our territory. The goal of the project was to capture the elders' traditional knowledge with respect to the Cree culture.

The Department called upon the services of Time Studios, owned by Simeon Wapachee, in collaboration with Jeremy Diamond. Over 20 members of the Community were interviewed. The project is expected to be released in September 2022.



## Mining Projects

### Nemaska Lithium

Since their restructuring, the new administration of Nemaska Lithium has made the environment one of their six key pillars.

With the Nemaska Lithium Environment Committee, Matthew Tanoush held several virtual meetings to discuss key issues with Nemaska Lithium, such as:

- Sharing environmental updates and feedback from the field
- Accountability
- Environmental and social monitoring program
- Permitting, mining rehabilitation plan, authorization for the operation of the sewage treatment system
- Upcoming local activities and conferences in Nemaska

### Rose Lithium-Tantalum

In March 2021, a Federal Consultation was held by representatives from the Impact Assessment Agency of Canada, CNG representatives from the Joint Assessment Committee, tallymen and Community members to hear about their concerns regarding the project. Brian Craik, member of the Joint Assessment Committee, asked about the EM-IA Rupert River diversion and how the river was going to be the same after the diversion. Hydro Quebec said that the quality of the water in the river was not guaranteed. Brian Craik told Hydro Quebec that they were responsible for the water quality, a statement denied by Hydro Quebec. Another point of concern is Hydro Quebec's lack of information regarding their future use of the Eeyou Istchee rivers in terms of the production of electricity, notably to sell the surplus to the United States.

Public consultation was held on April 14, 2021 at the Sports Complex and virtually through Microsoft Teams. During the consultation, the proponent Critical Elements and the Joint Assessment Committee presented their summary draft report. Through public hearings, the Committee wanted to hear the concerns of the Community about the project and how traditional Cree practices might be impacted. Tallyman James Wapachee Sr. presented at the meeting.

# 7.2



# Niskamoon

## Overview

Here are some of the Community projects led by the Nemaska Local Niskamoon Officer, Stella Jolly, during this fiscal year:

- Fishery projects on Trapline N24 and Trapline M33
- Upgrade of ATV trails and improvement of driveways
- Monitoring of ongoing navigation and exploration studies
- Coordination of the wood supply program for Elders
- Coordination of snow removal to the campsites

Unfortunately, certain projects were delayed because of the COVID-19 pandemic.

## Fishery Projects

The fishery projects involved two traplines, N24 and M33. Both projects, involving nine participants each, were conducted during the month of August 2021, for a duration of 14 days. The projects focused on the transfer of knowledge to the youth on:

- Preparation, setting and verification of fishnets
- Methods to clean, dry, smoke and cook fish
- Survival techniques about water supply, types of wood supply
- Safety on navigation routes

Participants performed daily monitoring of the types of fish harvested. They distributed the fish to Community members and Elders.

ATV TRAIL  
TRAPLINE#N25



FISHERY PROJECT  
TRAPLINE#M33



IMPROVEMENT DRIVEWAY  
TRAPLINE#R21



FISHERY PROJECT  
TRAPLINE#N24



# 08

# Public Health And Safety Department



I would like to express my gratitude to my employees and the COVID-19 team. Despite the challenges, we were able to organize ourselves and our work was recognized by other communities. I would like to thank the public for your cooperation during this last fiscal year. You played an important role in keeping our Community safe.

— Clarence Jason Jolly, Director of Public Health and Safety (PHS)

# 8.1

## Training

Due to the pandemic, it was not possible for the PHS team to undergo much training this year. In-house weekly training sessions were organized for firefighters, but were interrupted in December 2021 when the second wave of COVID-19 hit the Community.

Despite the situation, the department started to plan ahead for the 2022-23 fiscal year. Our firefighters will take the NFPA 1001 Firefighter Level 2 training course in Nemaska to further develop their skills and to learn to provide additional specialized emergency services.



## COVID-19

### COVID-19 Team Meetings

The Director of Public Health and Safety and the Public Health Officer participated in weekly meetings with the COVID-19 team.

### Special Roles

Twenty-seven employees were hired as part of the COVID-19 workforce as gate agents and public building security agents.

Jonah Cooper joined the COVID-19 team in March 2021. He focused on the coordination of COVID-19 activities, making sure people respected isolation, promoting precautionary measures and ensuring contact tracing and registration.

### COVID-19 Training

The COVID-19 taskforce hired to work in the Community was provided with the following training sessions:

- Contact tracing - December 13-15, 2021  
Jonah Cooper, Public Health Officer
- GARDA training for security agents - November 2021
- COVID-19 testing - December 2021

### Testing

During the second wave of COVID-19, testing agents were hired and trained to provide rapid testing for all residents.

### Food Distribution

Led by Deputy Director General Ruth Jolly, food was distributed to members in isolation. This service was available from the Christmas outbreak until the end of January.

## Firefighters

The Fire Sector received 32 calls during the last fiscal year:

|           |  |
|-----------|--|
| APRIL     | 1 public assistance<br>1 fire<br>1 dangerous goods                               |
| MAY       | No calls   |
| JUNE      | 1 dangerous goods<br>1 car fire<br>1 police assistance<br>1 car accident         |
| JULY      | 1 police assistance<br>1 structure fire  |
| AUGUST    | 1 structure fire<br>2 false alarms<br>1 police assistance                        |
| SEPTEMBER | 2 false alarms   |
| OCTOBER   | 2 fire calls<br>1 police assistance<br>2 false alarms                            |
| NOVEMBER  | 1 false alarm<br>1 fire call<br>1 car accident<br>2 police assistance            |
| DECEMBER  | 4 false alarms<br>1 police assistance<br>2 animal control<br>1 search and rescue |
| JANUARY   | 1 false alarm  |

## First Responders

The First Responders attended a training session for PPI and N95 masks. The Cree Nation Government Department of Capital Works also provided a vehicle for transportation of individuals in isolation to be able to move between their houses, transfer from one unit to another, go for testing, etc.



## Night Security

The Night Security program was launched during this fiscal year. Throughout the pandemic, Security Agents assisted the Nemaska local police by being their eye and ears during the night, especially when monitoring individuals in isolation.

They worked in teams of two men at a time, for ten-hour shifts, on a rotation of seven days on and seven days off. The program is planned to continue during the summer of 2022 to continue to ensure the safety of the streets.

09



# Housing Department



# 9.1

On behalf of the Housing Department, I am pleased to present the housing annual report for the 2021-22 fiscal year.

This past year, we continued to face challenges with the COVID-19 pandemic, including delays and increases in prices of materials, which impacted our construction projects and maintenance services. Despite these challenges, we continued our efforts to deliver housing programs, construction projects, renovations, and daily maintenance services.

The roles and responsibilities entrusted to the Housing Department (as described in this report) are significant. With a strong team, we work very hard to provide quality service while ensuring that the Cree Nation of Nemaska's investment (various housing programs and inventory) is protected for future generations. Executing our mandate requires the contribution and collaboration of all members. Furthermore, the dynamic contributions of key staff such as the Director General, Treasurer, Senior Executive Advisor, the Housing Committee and the Office of Project Services is continuously valuable to the Housing department and is sincerely appreciated.

The Housing Department would also like to express its gratitude to the Chief and Council for their support. We also thank the Community members and residents of the Cree Nation of Nemaska for your patience and understanding, especially regarding the backlog of projects during these unprecedented times.

We would also like to acknowledge the Nemaska Development Corporation for renting out C. Central Lodge to the Housing Department, which has contributed to the decrease of homelessness in our Community.

We take this opportunity to acknowledge the services of the former Director of Housing, Johnny Trapper. Thank you, Johnny for your contribution to the Housing Department and we wish you continued success in your future endeavours.

While working for the Housing department is a challenge, it is also a gratifying experience. We thank you for entrusting us with this responsibility.

— Edna Neeposh, Interim Director of Housing

## Team

**Edna Neeposh**, Councillor Housing Portfolio

**Johnny Trapper**, Director (October 2020 to February 2022)

**Louise Tanoush**, Consulting Services (March 2021 to February 2022) and Coordinator of Accounting and Administration (since February 2022)

**Oliver Bobbish**, Maintenance Supervisor

**Samuel Rabbitskin**, Maintenance Worker

**Shane James**, Maintenance Worker (replacement – parental leave)

\*An independent Contractor/Consultant was seconded from Council to assist with the administration and project management. Also appointed as Interim Director of Housing (February 2022) until the position is filled.

## Recruitment of Additional Human Resources

The previous personnel structure was unable to meet departmental challenges which resulted in continued turnover. In order to enhance its activities, increase efficiency and improve productivity, the Housing Department created the following additional positions to be filled in the next fiscal year:

- Coordinator of Finance and Administration (February 2022)
- Administrative Assistant
- Collections Officer
- Maintenance and Housing Officer
- Housing Projects Liaison Officer

## Housing Committee

The housing committee is mandated to advise the Council on housing needs and priorities and to assist the Housing Department in applying housing policies. The committee is governed by the law establishing the housing committee and is currently composed of the following Community members:

- Gertie J. Cheezo
- Mary Jane Wapachee
- Stella M. Wapachee
- Ruth Jolly
- Charlot Jolly

## Housing Needs

Unfortunately, the housing backlog remained high despite efforts to build more housing units per year.

| Number of Applicants (as of March 31, 2022) | Description  |
|---|--|
| 65  | Applicants without a unit                              |
| 12  | Applicants with unit requesting for new/alternate unit |
| 77  | Total  |

## Rental Arrears

As of March 31, 2022, there is a balance of \$3,562,893.75 in outstanding rental payments.



## Housing Projects

Twenty-four residential units were built and completed during the 2021-2022 fiscal year. All units were allocated and are currently occupied by the new tenants.

### Housing Projects funded through a Canada Mortgage and Housing Corporation Subsidy Program

#### 1 DUPLEX

A subsidy was approved for a duplex in 2020-21, but its construction was completed during the 2021-22 fiscal year.

#### 2 BUNGALOWS

A subsidy from Canada Mortgage and Housing Corporation (CMHC) was granted in 2021-22 and the construction of the unit was completed during the construction season of 2021.

### Housing Projects funded through the Cree Nation Government Application for Rapid Housing Initiative

#### 1 FIVE-PLEX

The Government of Canada, through CMHC, launched the Rapid Housing Initiative in October 2020. The initial funding for this initiative was \$1 billion to help address urgent housing needs of vulnerable Canadians, especially in the context of COVID-19, through the rapid construction of affordable housing.

The Housing Department applied for these funds based on its Community reality. The application included the construction of eight six-plex units and two eight-plexes. The application was unfortunately not approved.

Within the same program, the CNG submitted its application on behalf of the Cree Nation. The CNN retained a five-plex unit targeting elderly and persons with reduced mobility.

### Housing Projects funded under the Cree Nation of Nemaska

#### 5 RENT-TO-OWN UNITS

In 2019, the construction of five units was approved by the Council under the Rent-to-Own Program, which consists of the conditional sale of the newly built houses to selected occupants upon full payment of the purchase price. The construction of the five approved units was completed at the end of 2020 and are located at 101, 102, 103, 108 and 110 Partridge Road. Following an in-depth selection process, the units' occupants were chosen. All occupants moved in during the 2021-22 fiscal year. The construction of sheds as well as the landscaping of the lots for each unit will be completed in the summer of 2022. This final step will complete the Rent-to-Own project.

#### 5 UNIMODULAR UNITS

To decrease the housing backlog and to ensure units were available for isolation purposes during COVID-19 related outbreaks, Council approved the purchase and installation of 5 unimodular units (trailers).



#### 1 FIVE-PLEX

Council approved the purchase of an additional 5-plex like the one that was allocated through the CNG application under the CMHC Rapid Housing Initiative. These units were not reserved for Elders or persons with disabilities and could be allocated based on the Nemaska housing list.

## CNG Community Private Housing Initiative

On May 27, 2020, the Cree Nation Government (CNG) approved the Community Private Housing Initiative. This new Initiative will encourage access to private homeownership in all Cree communities. The Housing Department is promoting the private home building program; it has begun its information campaign to Community members and toolkits have been made available.

## Renovation Projects

### Projects funded under Indigenous Services Canada (ISC) Housing initiative

The Housing Department had received funds from ISC for renovation and expansion projects. Due to the COVID-19 pandemic, the following projects and activities were carried over from previous years and were completed during the 2021-22 fiscal year.

#### 2019-2020

##### Renovations

Exterior siding, roof, doors and windows - 4 units

##### Expansions

Additional bedroom and/or bathroom - 7 units

#### 2020-2021

##### Renovations

Exterior siding, roof, doors and windows - 10 units

##### Expansion

Additional bedroom and/or bathroom - 6 units

### Projects funded under Reaching Homes Program

The Government of Canada made two rounds of contributions under the Reaching Home Program to assist the Cree First Nations in their response to the COVID-19 pandemic. Nemaska received an amount of \$29,511 for the 2020-2021 fiscal year. A house was identified for renovations, however due to the pandemic, renovations were backlogged and therefore the funding was lost. Nemaska was able to secure an amount of \$30,002 for 2021-22 fiscal year with this same program and the renovations will be completed in summer 2022.

### Projects funded under CNG Urgent Housing Renovations Fund

The Cree Nation of Nemaska receives funds each year from the CNG for urgent renovation projects. The following amounts were received during the last three years:

#### 2019-20

An amount of \$302,110 was received and 7 houses were identified for urgent renovations

#### 2020-21

An amount of \$431,586 was received and 9 houses were identified for urgent renovations

#### 2021-22

Another amount of \$431,586 was received and 5 houses were identified for urgent renovations

Although the renovation projects were backlogged during the height of the pandemic, most of the houses have been completed and the rest are expected to be completed by the summer of 2022.

### Projects funded under the Residential Rehabilitation Assistance Program (RRAP)

The RRAP funding from CMHC for \$60,000 has been secured for one unit and appropriate authorization has been obtained to proceed with the renovations.



## Section 95 End of Agreements

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End of Agreement units are 86 rental houses owned by the CNN that are now free of any legal obligations (mortgage, operating agreement) towards CMHC. The Cree Nation of Nemaska may now dispose of the units as they please. Spearheading the project, Edna Neeposh, housing portfolio holder, has compiled the information to present to Council.

## Housing Policy

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The housing committee is working on revamping existing housing policies to better reflect the needs of the Housing Department and of tenants. Upon completion, the housing policies will be submitted to Council for approval and then communicated to the members of the Community.

## Other Programs

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The CNN has received funds from ISC for various programs and activities. Due to the COVID-19 pandemic, these projects and activities were suspended and will resume when appropriate.

### Housing Policy and Authority Development

An amount of \$100,000 was secured to hold a housing conference and update the housing policies.

### Housing Maintenance

The funding received of \$29,678 will be used for training for the maintenance staff.

### Financial Coaching and Household Budgeting

This project received \$30,000. To date, only a small portion of these funds were used to cover a virtual workshop. The remaining funds will be used for financial coaching for clients who wish to pursue private home building.

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# Public Works Department



# 10.1

I would like to take this time to thank the Public Works team for the work they have accomplished this fiscal year. It's been a very uplifting experience for me, as a new director. I want to thank the administration office workers and the different departments for their support. I would also like to say a special thank you to the former Department of Office of Project Services (OPS) for their help on our different Community projects.

Finally, a special thank you to all Nemaska members for their continuous trust. Every year, we strive to accomplish more and to better serve the Community.

— Kevin Diamond, Director of Public Works

## COVID-19

Despite the many challenges our team faced during the last fiscal year, our employees were able to conduct their regular activities while taking extra precautionary measures to ensure the safety of everyone they serve.

## Regular Activities

The Department's regular activities were maintained all year long, mostly on schedule despite some interruptions due to COVID-19. Most of the work was accomplished with great collaborative effort, notably with other sectors, such as Road and Walkway Maintenance, the Eco-Centre team and the entrepreneurs from JR's Garage.

Our regular activities this year included the following:

- Maintenance of public facilities
- Wastewater management
- Water intake distribution network
- Environmental health

Despite problems encountered with freezing pipes during the winter, we were able to maintain regular activities.



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# Capital Projects Department









**ISC Renovations & Expansions (2019-2020 and 2020-2021)**

The renovations of 20 social housing units amounted to \$1,194,371 and were financed by both ISC and CNN. The expansions of 13 social housing units amounted to \$1,033,685 and were financed by both ISC and CNN.

These projects were delayed because of the COVID-19 pandemic. Some started in 2020, others in 2021. They were all completed by the end of 2021.

**CNG Urgent Renovations (2019-2020, 2020-2021 and 2021-2022)**

The renovations of 20 social housing units amounted to \$1,295,815.06 and were financed by both CNG and CNN. The Capital Projects Department was given the mandate of managing these projects during the summer of 2021. All the works started in October 2021 with the directive to prioritize the 2021-2022 list. The projects were completed as follows:

- 2019-2020 Project 85% completed
- 2020-2021 Project 95% completed
- 2021-2022 Project 95% completed

**Infrastructure Projects**

**Bridge at the Narrows**

The River Pontax at the Narrows is a navigable river. The culverts must be replaced by a bridge. This is a joint project between the Ministry of Transportation, the Federal Government and the CNN. Construction is planned for 2025.



RENDERING OF THE NEW BRIDGE AND THE ACCESS ROAD WITH CULVERTS



RENDERING OF NEW BRIDGE WITH THE PONTAX RIVER CHANNEL OPENED TO NAVIGATION

**Correction to Sanitary Sewer Machishteweyaa**

Corrections were required to the sewer service of the Band Office on Machishteweyaa Road. The sewer line leading to the CNN sewer network had an insufficient slope causing the accumulation of debris during the weekend or holidays due to the lack of flow. Plans and specifications were completed in 2019. The construction was planned for the summer of 2020 but was postponed to the summer of 2021. Proposals were requested from local contractors in early June 2021 and the works were completed prior to the winter 2021. A few deficiencies are expected to be corrected this summer.

**Correction to Sanitary Sewer North Lakeshore Road**

Corrections were required to the sewer service of the Sports Complex on North Lakeshore Road. After noticing problems with the sewer line, a camera inspection was performed. The results show that the line is partly crushed, impacting normal evacuation. The project involved replacing the sanitary sewer service of the Sports Complex including the preparation of plans and specifications, tender documents, construction supervision, quality assurance and preparation of as-built drawings. Plans and specifications were completed in 2019. The construction planned for the summer of 2020 was postponed to the summer of 2021 Proposals were requested from local contractors in early June 2021 and the works were completed prior to the winter 2021.

**Insulation of Water and Sewer Lines on Partridge Road**

The water and sewer lines of eight residential units located at 2-16 Partridge Road needed to be properly insulated because they would freeze every winter, as they were only two feet below the surface of the road.

Plans and specifications were completed in 2019. Work was planned for the summer of 2020 but was postponed to the 2021 construction season. 50% of the works were completed during the summer of 2021. The remainder of the work is expected to be completed during the 2022 construction season.

**Lagoons**

It was brought to our attention that there is an ongoing unpleasant odour coming from the lagoons. During a meeting with the CNG Capital Works team, Guillaume Bedard confirmed that if the facility is in good condition (which we would expect, as it is fairly new), and is properly operated, there should not be an odour emanating from the lagoons. We then contacted the subject matter expert engineer at SNC who could not determine the cause of this atypical odour. In collaboration with the Public Works Department, we requested technical support from SNC to solve the existing odour issue. Their assistance is planned for the summer of 2022.

**Landscaping & Beautification of Social Housing Units**

Funded by CNRA for an amount of \$180,548, with an approximate budget of \$15,000 per unit, we will assess the possibility of landscaping the Caribou Trail cluster during the 2022 construction season.

**Landscaping and Beautification of Municipal Buildings**

With funding from the CNRA, the Sports Complex and Mini-Mall parking lots are expected to be paved during the 2022 construction season.

**Old Nemaska Parking Expansion**

The parking expansion was completed as planned in the fall of 2021 with some extra work and corrections completed in June 2022.

**Parks and Playgrounds  
(Future NRA Project)**

This project was put on ice by the CNG Capital Works Department.



**MINK TRAIL AREA  
(Neighbourhood Park)**



**SCHOOL AREA  
(Municipal Park)**



**BAND OFFICE AREA  
(Municipal park with connecting walking trail)**

**PUMP TRACK PROJECT**

This project is fully funded by CNN for an amount of \$575,000. During a meeting that took place in Gatineau in summer 2021, Chief Clarence Jolly, mandated the Capital Projects Department to contact BMXpert and to obtain a proposal for the design and construction of a pump track in Nemaska. The site that was considered for the construction of the pump track then was the wooded area located between the Youth Centre and the daycare. Mr. Yannick Vincent from BMXpert visited Nemaska in October to assess the site and confirmed that it was the most appropriate area for the construction of a pump track.

Matthew Tanous, Director of Land and Sustainable Development, approved the location as long as a buffer of trees was maintained around the surrounding residential units to preserve their privacy. He also prescribes preserving trees within the future pump track whenever possible.

The construction is expected to be completed by the end of summer 2022.



## Urban Planning

### Long Term Development Plan (Comprehensive Community Plan)

This project was funded by CNRA for an amount of \$146,425.

The Long Term Planning Project (Comprehensive Community Plan, CCP), which includes the Zoning Law, is a roadmap to sustainability, self-sufficiency and improved governance. It offers a framework and processes for the Community to establish its core values and set a vision for the future. It also provides tools to work toward achieving this vision while ensuring the preservation and promotion of its values.

The Capital Projects Department started working on this project with BC2 in the spring of 2021. The project was put on ice during the fall and resumed in early February 2022. We are presently completing the background report. Once it is completed, the zoning law as well as a suggested comprehensive community plan will be elaborated. We expect the final comprehensive community plan to be delivered in the fall of 2022. The project's phases are described below.

#### PHASE 1 – BACKGROUND REPORT

This document is an assessment of the current state of Nemaska (e.g., community profile, demographic information, governance structure, mapping, strengths and challenges). It consists of documented data provided by CNN, such as reflections from directors and Chief & Council on Community issues and elements that are missing or warrant change, as well as opinions of Community members of all age groups obtained through the Comprehensive Community Plan Survey. This survey will be relaunched in March 2023 as we did not have many participants when it was first launched in the fall of 2021. The purpose of the background report is to identify the needs, wishes and vision of the Community. To achieve this, we need the collaboration of our Community members.

#### PHASE 2 – COMPREHENSIVE COMMUNITY PLAN

With the information collected in the background report, a Comprehensive Community Plan will be elaborated alongside the zoning law to meet the needs and wishes of the Community and align policies with its vision, values and guiding principles. The plan will provide a land needs assessment, determine orientations and objectives, suggest development and design plans, set short-, medium- and long-term actions, as well as propose an action plan and monitoring strategy.

Meetings with various departments and Nemaska stakeholders throughout the development process will allow us to confirm the feasibility of proposed interventions ensuring that the planning and implementation phases are complementary and that stakeholders work in unity towards a common global vision.

### Old Nemaska Heritage Site

This project aims to revitalize the Old Nemaska heritage site by creating a truly sustainable and off-the-grid community. Preliminary field surveys were completed in previous years.

The project is expected to resume during the summer or fall of 2022.

## Other

### Gravel Pits, Sand Pits and Quarries

The granular materials necessary for the construction of roads and infrastructures are extracted from natural quarries, sand pits and gravel pits. Pits and quarries are used to mine materials located close to the earth's surface. These mines provide us with the granular materials necessary for the construction of roads and infrastructures.

Mines near Namaska include :

- GD17A and GD17 (a mix of fine and bulky granular material)
- NEM-100B (mostly sand)
- Km 322 quarry (stone walls that must be blasted to extract the stone which is then crushed)
- New quarry (on the west side of km 2.5)

The CNN Capital Projects Department oversees and monitors the operations of the gravel pits and quarries in accordance with the agreement between NEJV and CNN. It is also responsible for obtaining authorizations and permits as well as preparing reports for the Quebec Ministry of Energy and Natural Resources.

In addition, in collaboration with Poly-Géo, we worked on the following ongoing mandates during the past fiscal year:

- Renewal of NEM-100B operating lease
- Requesting the authorization and permit to reopen KM322 quarry for short-term needs
- Requesting the authorization and permit to expand the GD-17 gravel pit
- Requesting the authorization and permit to open a new quarry

The process of obtaining permits and/or authorizations is laborious and requires the support of several environmental studies, characterization, etc.

### MADA Project (Municipalité amie des aînés – Senior Friendly Municipality)

The MADA Project (Municipalité amie des aînés – Senior Friendly Municipality) is a support program for the implementation of policies and of an action plan favouring the autonomy of the elderly. The Ministère de la Santé et des Services Sociaux du Québec offers \$10,500 in funding to support small communities like Nemaska, which represents two thirds of the budget. The other third is provided by the Municipality. This funding covers the data collection and analysis of the elderly situation in a given community, the elaboration of an action plan and policies favouring the autonomy of seniors, as well as the implementation of the plan.

#### PRELIMINARY TIMELINE

1. January - March 2022: Recruitment of committee members and assessment of current Elders' situation in Nemaska
2. March - September 2022: Analysis of the Elders' current situation
3. September - December 2022: Drafting of a municipal seniors' policy and an action plan
4. January - June 2023: Implementation and monitoring of policies and of the action plan. Final report and recommendations.

### Paving of Internal Road Phase 2

This project was funded by CNRA for an amount of \$5,500,000.

Phase 2 was planned for the summer of 2020 but was delayed to the summer of 2021 due to the pandemic. Public bids were called in February 2020 for work to be completed in 2021. The contract was awarded to Nemaska-Eenou JV, the lowest bidder. Work started on June 9, 2021, and was completed during the fall of 2021, except for a few corrections to be made in summer 2022.

### Paving of Internal Road Phase 3

This project was funded by CNRA for an amount of \$2,400,000.

Public bids were called in February 2022. The contract was awarded to Wemindji Paving, the lowest bidder. Works are planned for August 2022.

### Residential Infrastructure Phase 2B: 23 new lots on Partridge Road

This project is funded by CNRA for an amount of \$5,377,770. Public bids were called in February 2022. The contract was awarded to Nemaska-Eenou JV, the lowest bidder. Works began in June 2022.

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# Special Section



The Cree Nation of Nemaska would like to acknowledge the Public Health Department and its staff, the COVID-19 team and all the frontline workers for all their hard work regarding the COVID-19 pandemic since March 2020. They worked long and hard on the frontline of this virus, giving everything they had to keep the Community safe. You made us proud! **Meegwetch.**

## Clarence Jason Jolly Director of Public Health and Safety

We all have our struggles. We especially have been through a lot since the beginning of this pandemic. Some of us more than others. But one thing is for certain: we must work together and continue moving forward. If you are going through something difficult and unbearable, please use the resources that are available and reach out for help. It will only make you stronger.

Employees of the Public Health and Safety Department have to endure a lot and yet still show up in times of need.

Please don't forget to pray for all our frontline workers. We could really use it, at times. It is much appreciated. Just remember that we always try our best to be there when we are called upon and we give everything we can to ensure we continue to provide essential services for our Community.

## Renee Saganash Lieutenant

During the pandemic, I worked as a firefighter, first responder and testing agent. Working as a testing agent was difficult because I had to be at work and isolated when I was home. I was alone most of the time. I did not see my family during Christmas. I did not celebrate New Years. I worked. My coworkers were the ones who motivated me. It is a very hard job. We're brothers and sisters; it's like we're home when we come to the office.

## Robert Capassisit Lieutenant

We were very short of staff during the pandemic, so I had way too much work to do. I got help at some point. It's important to find a way to release stress.

PUBLIC HEALTH  
AND SAFETY  
DEPARTMENT  
TEAM



## Marian Nytrai, First Responder

I was determined to help people, to bring food to residents in isolation. I could not go home for a year during the pandemic, yet I never felt like quitting because I knew I made a difference.

## Alex Wapachee Longshap Deputy Fire Chief

It was stressful, but I was not scared. It was not fun to work with a mask all the time. It made work very difficult. After this difficult time, I want to thank my coworkers for coming back to work and staying with the Department.

FIRST  
RESPONDERS



## Chief Clarence Jolly

We must invest in our youth; they are the future of our Community.

NEW  
RECRUITS



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