

# Annual Report 2023 - 2024

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Cree Nation of  
Nemaska

COMMUNITY MOVING FORWARD WITH A HEALTHY AND STRONG COMMUNITY MOVING FORWARD WITH A HEALTHY AND STRONG



The design of the 2023-2024 annual report honours the rich cultural heritage of the Cree Nation of Nemaska (CNN) while emphasizing the Community's progress and vitality. Traditional shapes and patterns serve as a visual tribute to the Community's Cree heritage. The palette is inspired by the natural colours found in Eeyou Istchee's environment, reflecting both its timeless beauty and contemporary resilience. High-quality, contemporary photographs depict the vibrant life of the Cree Nation today. Clean, modern fonts contrast with the traditional shapes, symbolizing the Community's forward-looking vision. The juxtaposition of traditional shapes with modern photography and typography creates a visual narrative that bridges the past with the present.

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# Message from the Chief

Dear Community members,

This year, I was reminded of the strength and resilience that defines us as a Community. We faced an important challenge with the devastating forest fires that swept through Eeyou Istchee, forcing some of us to evacuate our homes, not knowing if we would return. As Chief and leader of Nemaska, it was one of the hardest moments I have faced.

Yet, in those darkest hours, I witnessed the true spirit of our people. Our emergency team worked tirelessly to ensure that every member of our Community was safe. Our firefighters, with courage and dedication, risked their lives to protect our Community. Let us also not forget all the volunteers who stepped forward, offering help, comfort, and hope. I want to extend my heartfelt thanks to each and every one of you for your unwavering support and bravery. Together, we ensured that everyone returned home safely.



In the face of adversity, we have not only endured, but thrived. Since the beginning of my mandate, the Council members and I have embarked on numerous capital projects that stand as a testament to our collective vision. We have seen the rise of many new homes, providing a roof over our families. Our Community has grown, with each project bringing us closer to our goal of a vibrant, healthy, and sustainable living environment. Looking ahead, the future is bright. Plans are already underway for many projects including a tiny home village, an outdoor skating rink, a park, and a running track. These projects are more than just structures - they are the foundation of a healthier and happier Community.

This year, we also mourn the loss of dear friends, family members and Community members. It is never easy to see someone leave us, and we must remember to always come together during these difficult times.

I believe the next years of my term will be crucial for our Community, and I still have a lot of work to do. Thank you for your trust. May God bless Nemaska.

Sincerely,

**Clarence Jolly**, Chief of Nemaska





# Message From The Deputy Chief

Wachiya,

To the members of our Community,

It has been an honour to serve as your Deputy Chief this year. Another year has come and gone. I must say, the past year has been challenging personally, but has been productive for the Cree Nation of Nemaska. Despite the challenges of last summer, we have made noteworthy progress together that will strengthen our Community and pave the way for future success.

We have many projects in the planning stages, and others that have already come to fruition. Community development, including paving and landscaping, has seen quite an improvement. Housing for our Community members continues to be a priority. We have much to be proud of. I would like to extend my heartfelt thanks to the Council members, our dedicated staff, and the many volunteers who have worked tirelessly to support our initiatives. Your commitment and hard work are truly the backbone of our Community.



Some of the files that were managed by the office of the Deputy Chief this past year include the Estate Program Development Planning, the Old Nemaska Cabin Allocations, Exploration Works, the Nemaska Displacement and Relocation File, as well as the Reconfiguration of Category I and II Lands. Meetings and discussions are ongoing and are moving forward.

There have been many meetings with our partners, Nemaska Lithium, and the different committees under Nemaska Lithium, such as the Environment Committee, Training and Employment Committee, and Economic Development Committee. These meetings have been fruitful and productive. Many challenges still lie ahead, but the Community and its members will be at the forefront of the discussions.

The Christopher Wapachee Memorial Foundation (CWMF) and the Nemaska Golf Benefit will continue to provide financial assistance to our Community members, especially to our youth. The CWMF has been tasked with providing sponsorships to Community members. To achieve this objective, the Cree Nation of Nemaska and the Nemaska Development Corporation have made generous contributions to CWMF. CWMF is grateful for the continued support.

As we look to the future, we remain committed to advancing our collective goals, addressing the challenges we face, and building a brighter tomorrow for all our members.

Meegwetch,

**Teddy Wapachee**, Deputy Chief



# 3 Message from the Director General



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# Message From The Director General

It has been an honour to serve as your Director General for the past 17 years, since 2007. Each year, our Community has continued to develop and thrive within the Cree Nation.

This role has allowed me to work with four Chiefs and their Councils as their Chief Administrative Officer, witnessing and contributing to our shared progress.

For those of you who are 47 years old, you were just newborns when we first arrived on the shores of Champion Lake. We lived in tents as our ancestors did when they returned to their traplines each fall. It was an unknown journey, and we relied on the Lord's good graces to guide us.

**Today, we reflect on what one of our Elders said in 1977 after reviewing what seemed like an impossible Community plan: "Well... We are here!" This was the vision that started our mission.**

In the late 1960s, we were forced to abandon our Community at Old Nemaska. For seven years, we wandered, unsure if we would ever return home. We were on the verge of losing our identity as Nemiskauu Eenouch, slowly assimilating into the Cree communities of Waskaganish and Mistissini. But our desire to return home grew stronger, and we knew assimilation was not the answer.



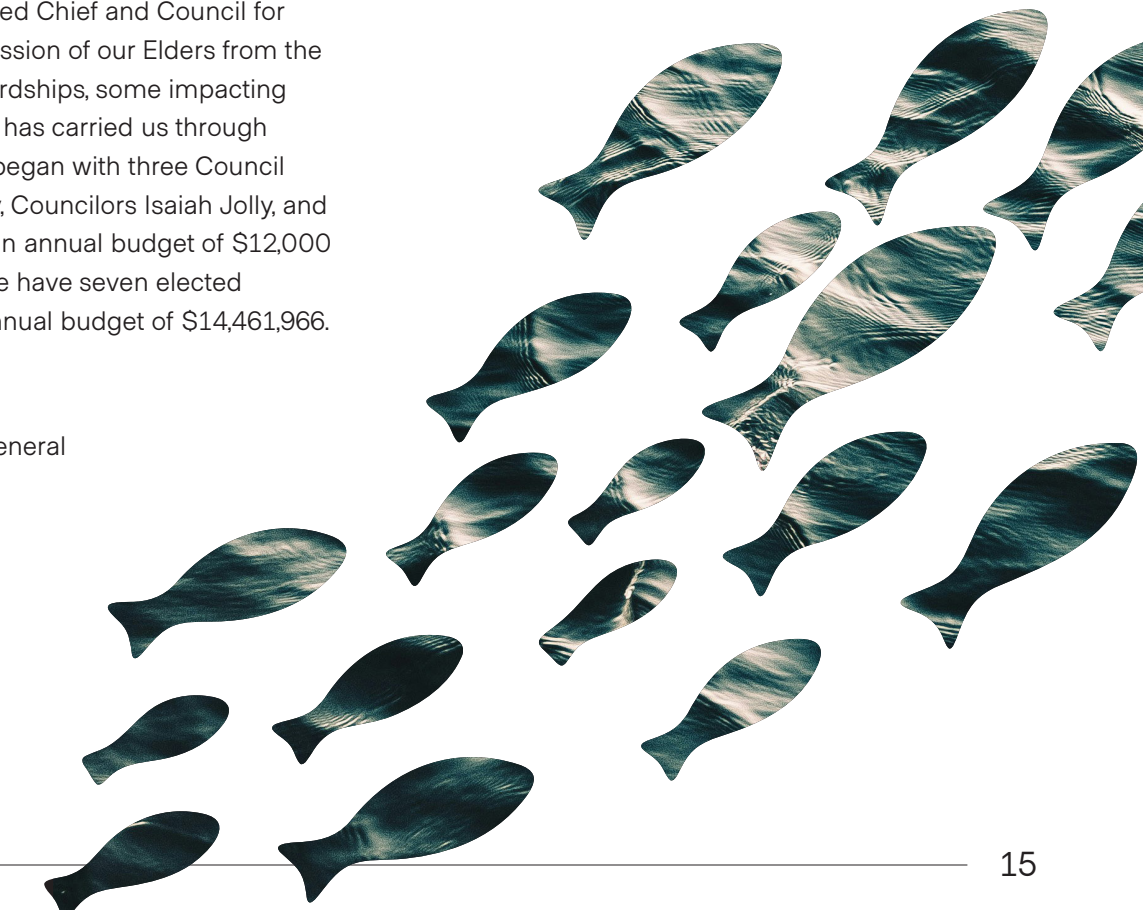
**We have been home for 47 years now, and our Community continues to develop. We have learned to live together, supporting one another through difficult times. We have faced many hardships and losses, as our ancestors did before us. We must expect the unexpected and carry on, teaching our children to do the same.**

I want to thank all our Band employees for their hard work and persistence. We now have 292 employees on the payroll, which includes 101 permanent employees compared to just three in the late 1970s: me as the Nemaska Relocation Coordinator, Isaac Meskino as the Band Manager, and the late Maggie Wapachee (Minister) as our Secretary.

I also want to thank the elected Chief and Council for continuing the vision and mission of our Elders from the late 1970s. Despite many hardships, some impacting Mother Earth, our leadership has carried us through safely. In the late 1970s, we began with three Council members - Chief Harry Jolly, Councilors Isaiah Jolly, and the late Ron Minister - and an annual budget of \$12,000 from Indian Affairs. Today, we have seven elected Council members and an annual budget of \$14,461,966.

In God We Trust.

**Jodge Wapachee, Director General**





# Message From the Deputy Director General

Dear colleagues and members of the Cree Nation of Nemaska,

Stepping into my new role as Deputy Director General has been both a challenging and rewarding journey. Supervising the Cree Nation of Nemaska employees has brought new responsibilities and learning opportunities. I am grateful to the Chief and Council and to the Director General for their support and trust during this transition.

To all the Directors, your collaboration and hard work have been invaluable to me, and I thank you for your continuous commitment. I am looking forward to continuing working alongside you to better serve our members and residents.

I want to take a moment to extend my gratitude to all our employees. Your hard work, perseverance, and dedication have been noticed. We have a good team at CNN - of that, I am sure.

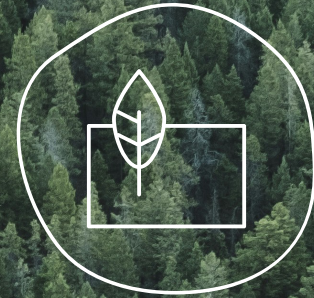
This year, I have worked on several files and made progress on various fronts, including the Salary Scale Review project, which I had the pleasure of working on with Lori-Ann Wapachee (our Director of Human Resources), Janet Moar (our Treasurer), and Tanya Lamoureux (our Senior Advisor). Additionally, my involvement with the Whabouchi Implementation Committee (WIC) Committee, the regional Apatisiwin Skills Development (ASD) Committee, the Housing Committee, and the NEAF Committee has been both challenging and fulfilling.

Thank you all for your dedication and hard work. Together, we will continue to achieve great things.

**Ruth Jolly**, Deputy Director General



# 5 Chief & Council And Legislative Department



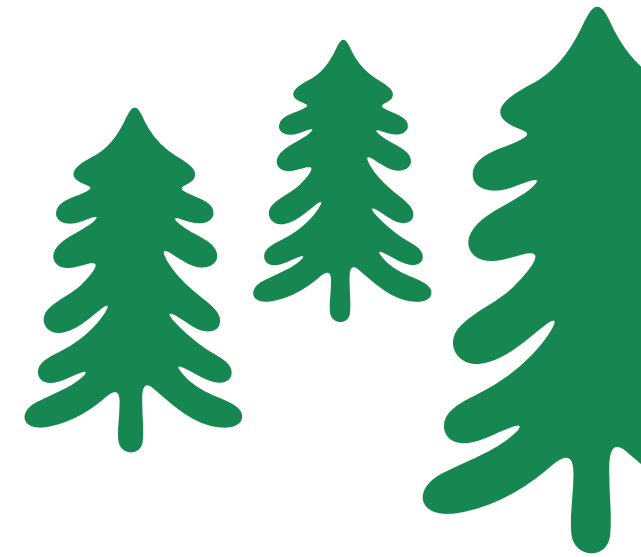
## 5.1 *Message from the Council*

We take great pride and honour in presenting the annual report for the Cree Nation of Nemaska for the 2023–2024 fiscal year. This report goes beyond documenting our financial and operational activities; it stands as a testament to our resilience, achievements, and unwavering commitment to preserving our cultural heritage and enhancing the well-being of our people.

Throughout the past year, our Community has achieved significant progress in education, health, economic development, and cultural revitalization. These milestones are a result of collective efforts, strong leadership, and the dedication of every Community member. Guided by our traditions and values, we have navigated challenges and celebrated successes, ensuring we remain aligned with our mission to protect and nurture our land, culture, and future generations.

We are dedicated to serving the Nemaska Eenouch and supporting our departments in fulfilling their mandates. We encourage all Community members to voice their input and concerns about our services, promising to address them to the best of our ability.

**Chief & Council Members and Members of the  
Legislative Department**



# 5.2 Chief and Council

The fiscal year 2023-2024 marks the first year of our mandate. Each Council member brings unique expertise to their respective portfolios:

- **Chief Clarence Jolly**  
External Affairs, Governance, Capital Projects, Public Safety and Security
- **Deputy Chief Teddy Wapachee**  
Education and Capacity Building
- **Edna Neeposh**  
Housing
- **Edna L. Neeposh**  
Health and Social Development
- **Walter Jolly**  
Environment and Culture
- **Peter Wapachee**  
Environment and Culture
- **Kristen Moar**  
Governance and Economic Development

## Officers and Support Personnel

Behind the Council, a dedicated professional team assists in decision-making:

- **George Wapachee**  
Director General
- **Ruth Jolly**  
Deputy Director General
- **Janet Moar**  
Treasurer

- **Tanya Lamoureux**  
Senior Executive Advisor
- **Laurence Gagnon**  
Communications Officer & Corporate Secretary
- **Raynald Boutin**  
Senior Financial Advisor
- **Brenda Jane Wapachee**  
Executive Assistant

## Council Meetings

Throughout the 2023-2024 fiscal year, the Council convened:

- 19 Council meetings
- 9 Executive Committee meetings
- 1 Members' meeting
- 1 Local Annual General Assembly

In total, 221 resolutions were adopted, guiding governance, administration, and community services for the Cree Nation of Nemaska.

## Council Achievements

During the year, the Council achieved several milestones:

- Approved a Council Strategic Plan
- Provided orientation for new Council members
- Managed forest fires and coordinated an evacuation
- Established Nikaanch Inc. to manage Nemiscau Airport with SDBJ and CDC
- Initiated discussions with the Cree Nation Government on displacement and relocation of Nemaska Eenou
- Conducted focus groups for Election Law
- Initiated discussions on the reconfiguration of Category 1A, 1B, and II lands
- Ensured compliance with Chinuchi Agreement provisions through discussions with Nemaska Lithium



Meeting With Ministry Of Transports Of Quebec



Visit of Students at the Office

# 5.3 Support for Departmental Projects

The Council continued to support CNN departmental initiatives, including:

- Community activities and programs
- Creation of local employment
- Support for local entrepreneurs
- Construction of housing units
- Old Nemaska Cabin Project
- Acquisition of vehicles, machinery, and equipment to enhance our fleet

## Data and Archive Management

Under the authority of the Director General, Project Manager Jean-Philippe Groleau was mandated to deploy a data and archive management solution to improve operational efficiency and resilience within the organization. The intent of the project is to cover all of CNN's departments, starting with the Legislative Department as a pilot project.

The objectives of the project are to:

- Organize, name, prioritize, and digitize files and archives
- Migrate data from CNN servers to MS365 cloud solution
- Improve organizational efficiency and resilience

The project will continue in 2024-2025.

Teachers and Staff Appreciation Week



The Legislative Staff Members Support all Projects of the Organization



Recognition of Employees at the Christmas Banquet



2023 Annual General Assembly

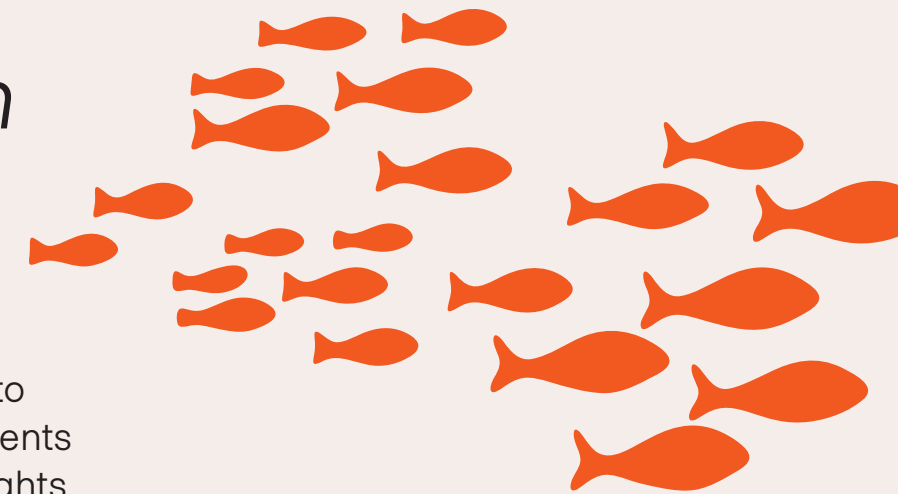


# 6 Human Resources



Lori-Ann Wapachee  
Director of Human Resources

## 6.1 Message From The Director



On behalf of the Department of Human Resources, I am pleased to share the progress and achievements of the past year. This report highlights our key milestones in recruitment and the collective efforts of our dedicated team.

Thank you for your continued support and commitment to our success.

**Lori-Ann Wapachee**, Director of Human Resources

# 6.2 Hiring of New Employees

## Employees

- **Tina Wapachee**  
Housing Administrative Assistant
- **Norman Wapachee**  
Director of Housing
- **Kenneth Tanoush**  
Director of Land and Sustainable Development
- **Erica Moar**  
Economic Development Officer
- **Renne Saganash**  
Fire Prevention Officer (transfer/promotion)
- **Terrance Wapachee**  
Deputy Fire Chief (transfer/promotion)
- **Clayton Mettaweskum**  
Minor Sports Coordinator (transfer/promotion)
- **Christie Coonishish**  
Wellness Receptionist
- **Tanya Wapachee**  
Youth Centre Receptionist
- **Myra Sheshamush**  
Family and Child Worker (transfer/promotion)
- **Tera Diamond**  
Sports Technician (transfer/promotion)
- **Claude Coonishish**  
Project Manager (transfer/promotion)

- **Ronnie Jolly**  
Fire Department Lieutenant
- **Oliver Jolly**  
Public Health and Safety Animal Control Officer

## Contractual Workers

- **Kassandra Diamond**  
Wellness Interim Community Worker
- **Albert Jolly**  
Public Works Wastewater Maintenance (replacement)
- **Kristine Jolly**  
Radio Announcer Technician
- **Kyle Jolly**  
Youth Centre Maintenance
- **Summer Blackned**  
Sports Complex Fitness Monitor

# 6.3 Training

## Leadership Training

A "Fundamentals of Leadership" certificate program was available for all Directors and Supervisors. The program delivered comprehensive hands-on professional development in theories and approaches practiced by effective leaders today. 13 participants completed the training and received a certificate of completion.



Leadership Training



Anna Swallow's Retirement

# 6.4 Recognition

## Retirement

The Human Resources Department would like to congratulate Anna Swallow, Janitor under the Cree Nation of Nemaska, on her well-deserved retirement.

## Employee Recognition

These employees were recognized during our annual Christmas Banquet for their exceptional work during the 2023-24 fiscal year. Congratulations to all!

- **Janet Moar**  
Treasurer
- **Gerald Mettaweskum**  
Public Works Road and Walkway Operator
- **Louise Tanoush**  
Housing Coordinator of Accounting and Administration
- **Ruth Jolly**  
Deputy Director General
- **Deborah Wapachee**  
Cultural Coordinator



# 7 Social Development



Stella Moar  
Director of Social  
Development



## 7.1 Message From The Director

As Director of Social Development, I am responsible for overseeing the Social Development team, a dedicated group of people with whom I am proud to work. I ensure that funding is available for programs and activities in each sector. Each sector has their proposed funding for the year according to specific funding agreements or requests. It is a set amount for each event. Most of the time, when the sectors organize an event, they pool their resources from each sector's funds to make the event successful.

The highlight of this year was that, with the help of the Legislative Department, we were able to secure funding for a new program that also supports existing programs under Heritage Canada. This funding is secured with a 4-year agreement.

We have also secured funding for sports programming under Recreation for 2 years, in partnership with a sports program.

During the year, it was challenging to get back into the norm after experiencing the forest fires last summer which created a lot of setbacks for our social programming.

To the Social Development team, you are doing a great job in helping our Community through the development and implementation of programming and services. You have invested many hours in our activities and programs, even on statutory holidays I see your dedication and your hardships. Keep up the good work!

**Stella Moar**, Director of Social Development

# 7.2 Tasks for 2023-2024

- Supported the Supervisors and Coordinators under Social Development
- Assisted in funding applications for Social Development sectors
- Ensured that funding is secured for each sector
- Took part in project planning when needed
- Sat on local planning groups for local conferences
- Attended local and regional meetings on social development

I would like to congratulate and welcome the following employees who were hired this year.

### Recreation Sector

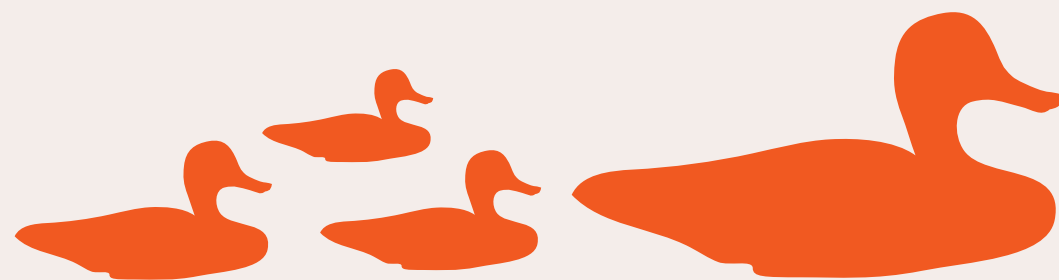
- **Tera Diamond**  
Sports Technician
- **Clayton Mettaweskum**  
Minor Sports Coordinator

### Wellness Sector

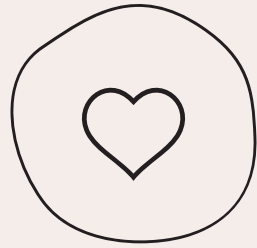
- **Myra Sheshemush**  
Child & Family Worker
- **Christie Coonishish**  
Wellness Receptionist

### Youth Centre

- **Tanya Wapachee**  
Receptionist
- **Kyle Jolly**  
Interim Maintenance



# 7.3 Wellness Sector



## 7.3.1 Wellness Team

- Elizabeth Wapachee  
Supervisor
- Christie Coonishish  
Receptionist
- Kassandra Diamond  
Replacement Community Worker
- Myra Sheshemush  
Child and Family Worker
- Warren Jolly  
Janitor
- Bessie Blackned  
Sewing Group Instructor
- Anna Wapachee  
Sewing Group Instructor



Cooking Activity



Christmas Community Market

## Resource People

- Mickey DeCarlo  
Mental Health Worker
- Randy Decarlos  
Men's Resource
- Donna Parachin  
Life Skills Coach
- Sarah DeCarlo  
Youth Life Skills Coach
- Guy and Heather Ward  
Youth Life Skills Coach
- Sylvie Guilbert  
Footcare

## 7.3.2 Mental Health & Brighter Futures Program

The Brighter Futures and Mental Health program is funded under federal funding that is renewable every 3 years.

### Mental Health Team

Our Mental Health team offered workshops and services adapted to clients' needs. We connect them with resources, caregivers and other programs or services. Wellness is always open for Mental Health clients as a drop-in centre. It is also open to the Community in general for people who wish to come in and just have someone to talk to. Wellness offers one-on-one counselling, group therapy, family therapy, life skills training, and life coaching.

Mickey DeCarlo offers one-on-one counselling and follow-ups. He visited in June 2023 and February 2024.

Randy Decarlos helps Mickey run our programs and offers men's group sessions.

Donna Parachin delivers a one-on-one life skills program for Community members. She is invited 4 times per year (approximately every 2 months) and stays for 8-10 days. She came in July, August/September 2023, and January 2024. More Community members are becoming involved in the program, and we have received much positive feedback.

### Awareness Resource Centre

The Awareness Resources Centre is a place where people can attend a 3-day session with a professional worker for personal growth and deep personal transformation.

### Youth Life Workshop

The program offers workshops about self-respect, getting along with others, how to talk to your parents, coping with emotions, overcoming bullying, and being home alone. The program also includes daily arts and crafts, games, and prizes. Lunch and snacks are provided. Guy and Heather Ward offered the program, and it was well received by the youth. Each student received a certificate for their training.

### Special Needs

The worker continues to support children with special needs. She works according to the schedule provided by the Cree Health Board. Children who need assistance with speech or extra help managing life skills are part of this program.



Youth Life Skills Workshop

### 7.3.3 Head Start Program

The Head Start program is funded by the federal government and through Child & Family Services. Nemaska and Eastmain are the only Cree communities that are separate from the daycare. This is a community-based program where children who are not in daycare can access the program through a home visit. Home visits help with child development and support parents with provided resources.

#### Family Worker

The family worker visits every newborn and introduces the family to programs that are available to them. The family worker also continues to visit the parent and child if the parent needs additional support or if they wish to take part in the Home Visit program.

#### Family Room

The family room is made available for Community members and their children to have a place to spend time together and it is adapted (in terms of books, equipment, etc.) to the children's needs. It is also used for small gatherings and meetings. The Child and Family Worker is responsible for the room.

#### Baby Supplies

Wellness also offers diapers, milk, formula, and baby wipes to Nemaska stores for low-income parents and those in our Head Start program. We delivered several orders throughout the year. During the forest fires last summer, we made special orders. The supplies are offered at a reduced price and sometimes can be given for free.

#### Baby Food and Nutrition Program

The Wellness Centre works in collaboration with the Community Health Rep and Nutritionist. We conducted workshops including Baby Food Making and Healthy Cooking with Mom.



We Support Young Parents in Their New Role

#### National Child's Day

National Child's Day is celebrated annually in collaboration with the daycare and other entities. This year, National Child's Day was held on Monday, November 20, 2023. We hosted a banquet at the Sports Complex and Nikki's Catering provided the food. There were games and prizes for over 100 children ages 0-12 years.

#### Mother's Day and Father's Day Celebrations

Mother's and Father's Day are important for us. In May and June 2023, we offered snacks, coffee and tea at the Rec Hall.

#### Babysitting Course

This course is offered each year with Guy and Heather Ward for participants aged 8 years and up. They include basic CPR as part of the training. Each participant receives a certificate and a babysitting handbook.

#### Babysitting Allowance

Parents who attend workshops or training for self-development can access an allowance through the Wellness Centre.

### 7.3.4 Other Programs and Activities

#### International Men's Day

The event was held November 21, 2023, and 60 guests attended. We worked with the Local Men's Association to offer supper and activities at the Sports Complex. Catering was provided by Dan's Catering.

#### International Women's Day

The event was celebrated on March 8, 2023, in collaboration with the local men's association. A breakfast was provided at the restaurant for all women.

#### Soup Kitchen

This program is offered in collaboration with the Cree Health Board. Food (usually lunch) is prepared for Community members and provided for free.

#### Clothing Giveaway

Clothing giveaways were held in June and October 2023 and March 2024. Community members donated clothing. The Rec Hall was open for 3 days, including in the evening. All the clothing and accessories were given for free. The Clothing Giveaway is always a resounding success. Leftover clothing is shared with other communities if they wish to take them.

#### Summer Camp

We hired Priscilla Trapper as Coordinator and Tammy Tanoush as Program Assistant for our summer camp. They offered a 6-week summer camp. Due to the forest fires, Community members were evacuated to Quebec City where services were provided during their stay.

#### Afterschool Activities

Sarah DeCarlo visited in June 2023 and February 2024 and offered afterschool activities such as arts, crafts, cooking, baking, and other skill-building exercises. She also hosted activities in the traditional setting of the Shaptuan. She also helped us hold a Father's Day supper. The children who participated in the activities were 6-14 years of age.

#### Sewing Program

This sewing program was offered to all Community members on Tuesdays and Thursdays from 7 PM to 9 PM, and Saturdays from 1 PM to 4 PM. When an event is held, sewing equipment and resources are available to other entities, such as the Local Women's Association, Cree Health Board, and other requests from Community members.

#### École de Conduite Taauchiiwaatin

Driving courses were offered under the supervision of Raymond Menarick from Chisasibi. After each session was completed, the driver Gary Duff came to Nemaska for the participants to practice their driving.

#### CreeActive Salon Self-Care

Deanna Petawabano provided haircuts and other salon services to Community members and Elders in November 2023.

#### Footcare

Sylvie Guilbert is a footcare nurse. She visited the community 4 times this year and provided footcare services to 122 Community members.

#### Christmas Community Market

Each December, Wellness hosts the Christmas Community Market where Community members rent tables to sell arts, crafts, and baked goods. The market was held on December 6, 2023 at the Sports Complex from 6 PM to 10 PM. This year, 16 tables were rented by Community members.

### 7.3.5 Collaboration for Community Events

Several Community events were organized in collaboration with the Social Development Department (Recreation, Sports Complex, Youth Development, Youth Council & Culture), as well as the daycare, the school, Cheryl's Spa, the Cree Health Board and the CNG Justice Department.

These events include the following:

- Halloween
- Easter
- Christmas parade
- Canada Day celebrations
- Nemaska's Birthday
- Local tournaments
- Walking-out ceremonies
- Local snowshoe walk
- Memorial services
- Winter Active Challenge
- Teacher's Appreciation Day
- Kokum and Me
- Old Nemaska Visit
- Healing week in collaboration with local entities
- Several prevention conferences
- Various local workshops

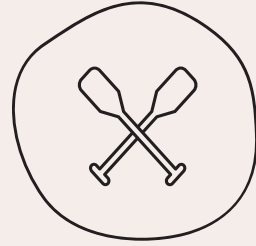
We would like to thank the Public Health and Safety Department & and the local Eeyou Eenou Police Force (EPPF) for their continued support during the year.



CreeActive Salon Selfcare



# 7.4 Culture Sector



## 7.4.1 Message from the Cultural Coordinator

I am pleased to present to you our annual report for the year 2023-2024, highlighting the accomplishments of our culture sector. This annual report provides an overview of the various projects, programs, and events that were successfully completed during the fiscal year.

I would like to extend our appreciation to all the entities and organizations who contributed financially to our programs. It is through their support that we were able to bring our vision to life and to make a positive impact in the cultural sector.

Furthermore, we would like to express our gratitude to every individual who participated and contributed to our activities. Your dedication and enthusiasm have been helpful in the success of our projects. It is with your involvement that we have promoted an environment that celebrates and promotes culture in all its forms.

As we look back on the accomplishments of the past year, we also look forward to the exciting opportunities and challenges that lie ahead. With your continued support, we are confident in our ability to further enhance the cultural sector and create meaningful experiences for our members.

Thank you for your commitment and trust in our operation. We invite you to dive into the details of our annual report and celebrate the achievements that have shaped our cultural community.

Meegwetch.

**Deborah Wapachee**, Cultural Coordinator



First Snowshoes Walk



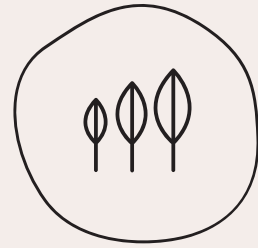
Donut Making

ACTIVITY	DESCRIPTION	DATE
Spring Airlift	The Spring Airlift program aims to provide alternative modes of transportation for Nemaska Community members and those affected by the Rupert Diversion to their spring camps. Each year, this program is an essential need for the Community and is always successful. This program was partially funded by James Bay Eeyou Corporation under the mitigating works fund and members' contributions.	April - May
Smoking Duck Workshop	In collaboration with the Cree Health Board and the Nishiiyuu Miyupimaatisiun Department, this workshop was initiated to transfer traditional knowledge, provide education about traditional healing, and participate in sweat lodge ceremonies.	May
Cabin Building Project	The project was created in 2020 to replace the old log cabins, most of which were deteriorating. Every year, 4 16 x 20 cabins were built to accommodate our local members. 2023 was the final year of the cabin replacement program. The forest fire and heavy smoke delayed cabin construction but they were successfully completed in August.	June - August
Water Taxi Services	Water taxi services were offered from June to July to accommodate Community members traveling to Old Nemaska on weekends either to prepare their cabins or just to enjoy a weekend getaway.	June - July
Evacuation	During the evacuation, the Cultural Coordinator assisted the frontline workers & Cree Nation of Nemaska team in Quebec City.	July

ACTIVITY	DESCRIPTION	DATE
Old Nemaska Gathering	This now annual event honouring our heritage is one of the highlights of our year. Although we encountered a few setbacks due to forest fires, we still managed to hold the gathering in August. During this event, we try our best to promote cultural teaching and we host various recreational activities for all ages. Each year, we have a growing population taking part in the gathering. This event is hosted by the Social Development team.	August – September
Nemaska Celebration	Nemaska's birthday is celebrated annually. 2023 marked our 46th year. We held a one-day "birthday party" with various activities throughout the day for all ages. The Social Development team did a wonderful job of working together to make this event a success.	September
Canvas Tent-Making Program	The canvas tent-making program took place from November 20-25, 2023, and provided participants with the necessary knowledge and skills to make canvas tents. This program aimed to train participants and to equip them with skills in constructing high-quality and durable tents. This program had a positive turnout and was a success overall.	November
Rabbit Snaring Program	This hands-on workshop with the Tallyman, James Wapachee, was open to participants aged 16 years and up. The trainer shared his expertise and guided participants through the art of rabbit snaring. Whether beginners or experienced outdoor enthusiasts, participants enhanced their knowledge of rabbit snaring.	November – December
Christmas Festivities	Organized by the Social Development team, the Christmas festivities fostered Community spirit, spread joy, and celebrated our traditions. Activities brought the Community together to create a festive atmosphere for all ages. The positive involvement of the Community created a bonding experience at the height of the festive season.	December

ACTIVITY	DESCRIPTION	DATE
Shaptuan Operations	The Shaptuan was used as one of the meeting places for Community members and visitors. We try to accommodate our Community members' needs by providing home-cooked meals prepared by our local Cree chefs. It is also one of the popular places for Elders to come together in a traditional atmosphere. Our operations were successful thanks to the help of our cooks, helpers, and Community members.	January – March 2024
Radio Station	The radio station is a valuable service to the Community for daily news updates. Our daily operations were supposed to be from 9 AM to 5 PM but we had a few setbacks impeding its full operation. The station is funded by CQNRA.	Year-Round
Trappers' Festival	The Trappers' Festival includes a demonstration of traditional teachings from our knowledge keepers, such as traditional tool making, sewing, net making and cooking. The Elders played a crucial role in preserving and passing down our cultural heritage and traditional skills. By highlighting these traditional teachings, the Trappers' Festival aims to promote cultural education, that has been passed on to generations. This event is always a tremendous success with a high degree of Community engagement.	February
Beaver & Moose Harvesting Program	From February 26 to March 4, 2024, this is one of our unique opportunities for participants to learn the wisdom and teachings passed on from one of our most respected knowledge keepers and Elders, Samuel Mettaweskum and his assistants. The knowledge keepers shared their expertise and experiences in an inspiring learning journey as they revealed valuable insights on our culture.  It was also a chance for the participants to connect with our traditions and gain a deeper understanding of the traditional way of life. This successful program was open to both male and female Community members. They had the chance to learn various teachings as they stepped out on the land.	February – March

# 7.5 Youth Centre



## 7.5.1 Message from the Supervisor

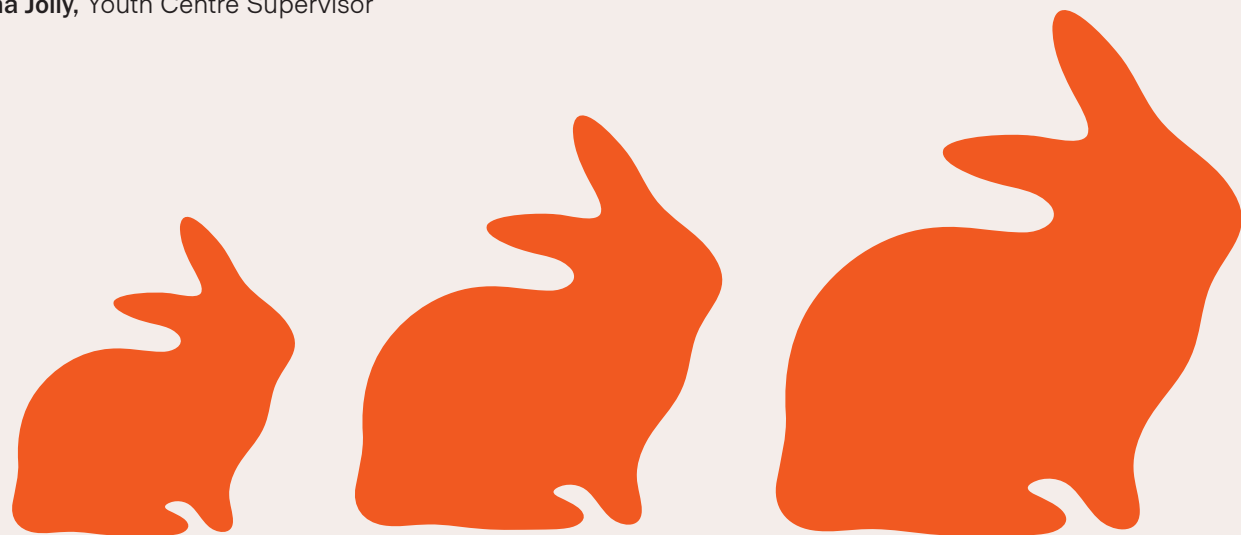
Dear Community members, youth & visitors,

I wanted to provide everyone with a brief update on the Youth Centre and its fiscal year. Over the past year, we have seen tremendous growth in our programs and services, with an increase in participation from the youth in our Community. Looking ahead to the next fiscal year, we are excited to continue building on this momentum and exploring new opportunities for growth and impact. I am confident that, with the leadership and support of the Community, the Youth Centre will continue to thrive and make a positive difference in the lives of the youth we serve.

I would like to thank you all for your participation in achieving our mission and for your ongoing commitment to the success of the Youth Centre.

Warm regards,

Rosalina Jolly, Youth Centre Supervisor



## 7.5.2 Employees

- Tanya Wapachee  
Receptionist
- Brittany Moar  
Youth Program Specialist
- Jerry Mianscum  
Youth Program Specialist
- Skylar Blackned-Wesley  
Janitor

## 7.5.3 Activities

Due to the forest fires affecting our activities during the month of July, we were not able to organize several activities. Below are some activities held this fiscal year.

ACTIVITY	DESCRIPTION	DATE
“Standing Strong Together” Nemaska Youth Conference	In partnership with Nemaska Youth Council, the Wellness Department, Justice & Correctional Services, Nemaska Community Miyupimaatsiun Centre and École Luke Mettaweskum School, Nemaska Youth Centre held their first outh Conference in April 2023. We had facilitators, motivational speakers, traditional healers, Elders, and youth join us for this amazing event! We plan to have the next Youth Conference in April 2025.	April 4 to 6
Alienation Vol. 1 Album Listening Party	Cree Nation Youth Council & Nemaska Youth Council collaborated in a music program for the Youth of Nemaska. Five young artists had the courage to produce and write songs for an AP Album. The program started in January 2023 and was completed in April 2023.	April 27
“Taking Care of Your Homies” Workshop	In collaboration with the Wellness Department, the Youth Program Specialist held a workshop with the youth about how to be safe while being under the influence - an important conversation to have. The goal of this workshop was to build trust, create a safe and non-judgmental space, educate youth about the risks and potential dangers, and encourage healthy choices.	June 15



Facilitators: DJ Kokum, Brad Crawfoot, Jomarie Einish, Scott Wabano, Nick Wapachee.







ACTIVITY	DESCRIPTION	DATE
Movie Night "Transformers: Rise of the Beasts"	We welcomed members with many snacks.	August 1
Car Rally	The activity was organized in collaboration with the Nemaska Women's Association and the Nemaska Youth Council.	August 19
Old Nemaska Gathering	<p>Every year, the Social Development team is given the mandate to organize programs and activities during the Old Nemaska gathering. The Youth Centre collaborated in organizing the following activities:</p> <ul style="list-style-type: none"> <li>▪ Movie Night "Super Mario Brothers"</li> <li>▪ Weiner Roast and Bonfire</li> <li>▪ 18+ Merchandise Bingo</li> <li>▪ Find the Fugitive Game</li> <li>▪ Find the Treasurer Game</li> </ul>	August 28 to September 10
Nemaska's 46th Birthday Celebration	<p>Here is a list of activities where the Youth Centre has the chance to collaborate:</p> <ul style="list-style-type: none"> <li>▪ Canoe reenactment</li> <li>▪ Youth Early Breakfast Bingo</li> <li>▪ Ticket Master</li> <li>▪ Entertainment</li> </ul>	September 16
Social Card Game Night	The Youth Program Specialist hosted a card game night for youth, with snacks and beverages.	October 5

ACTIVITY	DESCRIPTION	DATE
Horror Movie Night	During the month of October, the Youth Program Specialist organized 2 horror movie nights presenting "The Red Door" and "Talk to Me".	October 13 and 17
Online Gaming Tournament "Apex Legends"	<p>The Nemaska Youth Centre hosted an online gaming tournament with the game Apex Legends. The top 3 teams won cash prizes.</p> <ul style="list-style-type: none"> <li>▪ 1st Place: \$500</li> <li>▪ 2nd Place: \$300</li> <li>▪ 3rd Place: \$200</li> </ul>	November 18
Nemaska Healing Week	<p>Nemaska Healing Week was held in partnership with Nemaska Youth Council, the Wellness Department, Justice &amp; Correctional Services, and the Nemaska Community Miyupimaatisiun Centre.</p> <p>The Nemaska Youth Centre invited two indigenous artists forming the duo Braided Waves to visit the Community. The Brass brothers gave their "We Are the Champions" speech and held a 1-hour creative writing workshop. Braided Waves performed during the entertainment night, took pictures with youth, and gave out merchandise (sweaters).</p>	November 17 to December 1
Year-End Activities	<ul style="list-style-type: none"> <li>▪ December 1: Online Gaming Tournament (Fortnite Duos)</li> <li>▪ December 2: Christmas Caroling</li> <li>▪ December 4: Christmas Cookie Baking</li> <li>▪ December 9: Movie Night (The Grinch)</li> <li>▪ December 11, 13 &amp; 15: Virtual Activities</li> </ul>	December and January

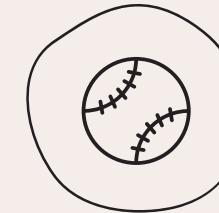


ACTIVITY	DESCRIPTION	DATE
Year-End Activities	<ul style="list-style-type: none"> <li>December 18, 20, 22: Find the Present</li> <li>December 19: Radio Show</li> </ul>  <ul style="list-style-type: none"> <li>December 21: Christmas Concert</li> <li>December 22: Movie Night</li> <li>December 24: Baking Cookies for Santa</li> <li>December 25: Christmas Greeting (Radio Station)</li> <li>December 26: Bonfire Night (Cancelled) / Social Night (Completed)</li> <li>December 27: Movie Night (Scrooge)</li> <li>December 29: Youth Winter Gala</li> <li>January 2, 2024: Local Pool Tournament</li> </ul>	December and January
Trappers' Festival 2024	The Youth Centre staff members were happy to help with the organization of activities.	February 19 to 23
Cribbage & Checkers Tournament		February 20

### 7.5.4 Rentals

The Youth Centre was rented an impressive number of 64 times, as a space for the Community activities.

# 7.6 Recreation Sector



## 7.6.1 Employees

- **Jessica Wapachee**  
Sports & Recreation Supervisor
- **Tera Diamond**  
Sports Technician
- **Clayton Mettaweskum**  
Minor Sports Coordinator (hired in December 2023)
- **Randy Kitchen**  
Gym Monitor

## Seasonal Contracts

### Hockey & Minor Broomball & Hockey Development:

Instructors from ActivNation, Tyler Manderson and Connor Gulliver, arrived in late September to start the program. We also hired our locals as assistants, Melanie Wapachee for broomball and Tyshaun Neeposh for hockey.

- **Preston Jolly**  
Ice Monitor
- **David Deschamps**  
Softball Instructor
- **Summer students**  
Assistants

## 7.6.2 Activites

### June 2023

- Launch of softball program
- Homerun derby & exhibition game (softball)
- Indigenous People's Day – Live merchandise bingo
- Pitching & Catching Clinic
- Dryland Training

### July 2023

- Dryland Training – Northern hockey program
- Homerun derby

### August 2023

- Local Minor & Senior softball tournament
- Nolans Hockey Skills Development Camp
  - School visits
  - Meet & greet
- Local co-ed volleyball tournament
- Old Nemaska Gathering
- Old Nemaska fishing derby
- Activities for children
- Live Merchandise Bingo

### September 2023

- Local co-ed softball tournament

October 2023

- James Bay Minor hockey and broomball leagues

November 2023

- Invitational volleyball tournament
- James Bay Minor hockey and broomball leagues

January 2024

- Minor broomball tournament
- James Bay Minor hockey and broomball leagues

February 2024

- NMK Cross Country Challenge
- Nouchimii Cup (Senior hockey & broomball tournament)
- James Bay Minor hockey and broomball leagues

March 2024

- Local Minor hockey and broomball tournament
- James Bay Minor broomball leagues championships (Nemaska hosted the tournament locally)

April 2024

- Invitational Junior hockey tournament
- Invitational Minor hockey tournament (cancelled due to insufficient registrations)



The Recreation Sector organized as many activities as possible

# 7.7 Sports Complex



## 7.7.1 Message from the Supervisor

On behalf of the Sports Complex management and staff, we are committed to ensuring that the facility is clean and operational each day for our Community.

Although we are currently experiencing long delays with our suppliers, especially the swimming pool, we are expecting progress to be made by May 2024.

Last spring, I received an email concerning our HVAC system to improve the AC. I contacted a company that specializes in AC repair (Lapierre Refrigeration) to evaluate the site and determine measurements and locations for 3 compressors. This project is awaiting final approval and will be submitted for funding. An update was provided in July 2024.

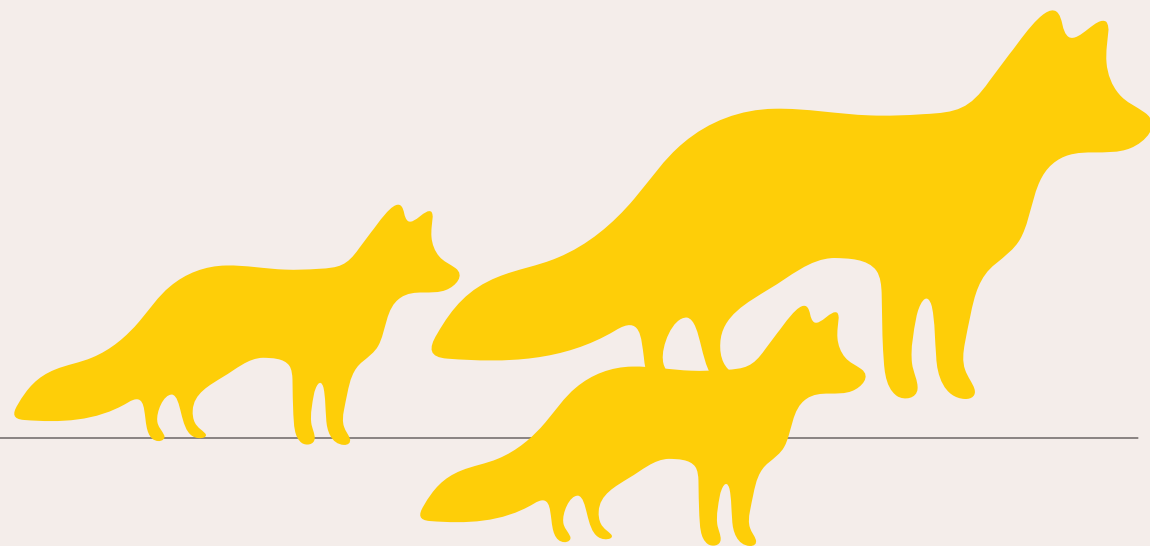
Each year, our employees are committed to working hard and being involved in each activity. Thank you for your motivation. We also thank the Chief and Council as well as Senior Management for their continued support.

**Bill Blackned**, Sports Complex Supervisor

## 7.7.2 Message from the Assistant Supervisor

In 2023-2024, our staff faced a few challenges in the workplace. It is our top priority to provide our members, guests, and visitors a safe environment. We have also been committed to offering services and resources to meet the needs of our Community and entities for meetings, family celebrations, local and regional events. We thank you for your trust and support.

**John Blackned**, Sports Complex Assistant Supervisor



## 7.7.3 Employees

- **Bill Blackned**  
Complex Supervisor
- **John Blackned**  
Complex Assistant Supervisor
- **Angel Jolly**  
Office Registrar
- **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
- **Dilan Cheezo**  
Fitness Centre Monitor
- **Trinitee Neeposh**  
Canteen Clerk (Student Work Experience Program)
- **Rory Henry Felstead**  
Canteen Clerk (Student Work Experience Program)
- **Sammy Matches**  
Commercial & Sports Supervisor (evening shift)
- **Adrian Wapachee**  
Arena Ice Technician (evening shift)
- **Jean Paul Cheezo**  
Arena General Helper (evening shift)

## 7.7.4 Next Fiscal Year Objectives

### Arena Section 2024-2025 Ongoing Projects

- New windows for the arena (Supervisor Office)
- Interior wall panels
- Hallway flooring
- New scoreboard, new goal nets and broomball nets

### Complex Section 2024-2025 Ongoing Projects

- Building signage
- Roof inspection and repairs, replacement of 4 excavators
- Repair of pool basement cracks
- Bowling alley demolition and new plan
- Portable AC in the fitness room

### Project Assistance with Project Manager

- HVAC AC Improvements

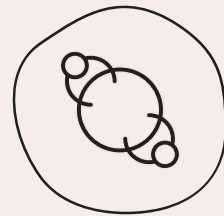
### Activities and Programs in Collaboration with the Recreation Department & Ecole Luke Mettaweskum School (ELMS)

- Outdoor batting cage
- School gym time
- 80s lounge visit
- Invitational & local tournaments
- Morning skate
- NSHL 2024

### Closure of Swimming Pool and Next Steps

- Closure in March 2023 until present
- Replacement of 2 heat exchangers
- Repainting of pool due to stains
- Pool Survey Assessment to determine the status of the pool membrane and its estimated lifespan

# 7.8 Youth Council



## 7.8.1 Message from the Youth Chief

It is my great pleasure to present the 2023-2024 annual report of the Cree Nation of Nemaska Youth Council. Another year has come and gone but what continues to stay is our commitment to work for the youth members of our Community. We strive to provide our youth with programming that will equip them with the tools they need to pursue their endeavors, goals, hopes, and dreams.

One of our main priorities has been the transfer of knowledge from our Cree Way of Life in hunting, fishing, and trapping. We have planned and implemented several projects with the objective of teaching our youth the skills and knowledge of our Elders and ancestors. We have realized this is one of the most important aspects of the mandates and responsibilities we carry.

In addition, living in a modern technological age, we also make efforts to provide programming that will help our youth pursue a career in the workplace, in sports, in the arts, or in any field that they wish. Some programs are specific in this regard, whereas others are more generally geared towards giving them inspiration and building their mental health. Following the COVID-19 pandemic, this programming became even more important because of the effects we all experienced from measures put in place to control the disease and keep our communities safe.

As we close the chapter of this year, we look forward to continuing to work together as a Community for all our members. Our projects would not be possible without our local hunters, women, experts in many fields and, most importantly, our Elders. We thank everyone involved in our projects. Your hard work and contributions have helped so many and have changed the lives of our youth.

Britanny Moar, Youth Chief



New Elected Youth Council With The Chief of Nemaska

## 7.8.2 Activities

### Adopt a Youth - Goose Break 2023

This program was created to give an opportunity for youth to go on the land for the spring harvest during Goose Break. Some youths do not have the means to go for the spring hunt for several reasons. This program allows a family to take in 1 or 2 youths to their spring camp. We all know that Goose Break is an important part of our traditional way of life. We are pleased to allow our youth to experience this tradition.

### Goose Break Subsidy

For several years, we have provided a goose break subsidy to young families who are youth members. This year, the project was in partnership with the Cree Nation Government and Cree Health Board and was sponsored by the Maamuu Uhpichinaausuutau.

The objectives of the project were to:

- Encourage youth to get out on the land
- Strengthen our Cree Way of Life
- Provide financial assistance to members
- Offer youth the chance to practice the Cree Way of Life
- Improve traditional knowledge, Cree Culture and Cree Language
- Provide funds for local Cree land users to access their camps earlier in the season

The project's main purpose is to create a Goose Break program that will subsidize the cost of hunting necessities such as food, gas, and supplies.

### Youth Canoe Brigade 2023

The Youth Canoe Brigade is an annual trip from Champion Lake to Old Nemaska. This year, 2 groups participated, one of which would make a return trip back to Champion Lake. The Nemaska Youth Council partnered with the Nemaska Nadmajaiwin Nadmajaisuch Justice Committee to make this project a success.

This Canoe Brigade is an important part of the traditional Old Nemaska Gathering to journey and paddle to Old Nemaska from our hunting territories during the summer months for the fish harvest and meet other family members and friends. Part of this tradition involved coming to shore and greeting people as they arrived. It was important to do so as the land could be a harsh environment and survival was always uncertain.

### Youth Month

The month of August was designated as Youth Month. We planned many different programs and activities, such as:

- Merman Challenge
- Basketball Knockout and 21
- Paintball Tournament
- Cake Decorating Contest
- Movie Nights at the Youth Centre
- Tik Tok Dance Challenge
- Social Nights
- Scavenger Hunts
- Spa Services
- Cooking Competition
- Radio Show



### Secondary Grad Prom Night

The celebration of our Secondary 5 graduates is always a proud moment for the entire Community. Seeing them achieve their goal of finishing high school while they look forward to their future is a moment we cherish. Prom night is an important part of this celebration. The celebration also inspires other students to pursue their education and complete their education. We have heard this from other students dating all the way back to our first graduates from ELMS. We wish our graduates immense success in their future endeavors.

### Youth Trip to Toronto

The youth trip to Toronto was a resounding success, providing participants with memorable experiences and insights into the vibrant city. The group visited the awe-inspiring Niagara Falls, marveling at the natural beauty and power of the cascading waterfalls. Participants also had the opportunity to ascend the iconic CN Tower, enjoying panoramic views of Toronto's skyline and Lake Ontario. Finally, the Toronto Sky Wheel offered breathtaking panoramas of the city skyline and Lake Ontario, including landmarks such as the CN Tower, Rogers Centre, and the Toronto Islands.

### Candlelight Vigil for Late Charly Wash

We held a candlelight vigil for Late Charly Wash, a highly respected member of the Cree Nation who impacted and touched the lives of so many young people. Through his hard work and dedication in sports and coaching, he was very well known by all the Cree communities. His sudden death in a tragic car accident while traveling with his family sent shockwaves beyond the Cree Nation.

Charly was invited to be an honorary coach and trainer at the Montreal training camp in 2022. Seeing one of our own with an NHL logo on his jacket was very inspiring for many.

He had a contagious smile and an even more contagious laugh. The candlelight vigils were held throughout the Cree Nation as we stood together to honour and celebrate his life.

### Caribou Hunting Excursion

The Caribou Hunting Excursion was held in partnership with the Nemaska Nadmajaiwin Nadmajaisuuch Justice Committee and the Nemaska Men's Association. This project gave an opportunity for youth members to participate and learn about the caribou hunt. It involved traveling north near the La Grande River on the Chisasibi territory.

The youth had a memorable time learning about hunting, life skills, survival skills, shooting a rifle, taking care of the harvest, butchering a caribou, and the values of sharing your kill.

The caribou are a migratory herd and are not part of the woodland caribou who are considered endangered.



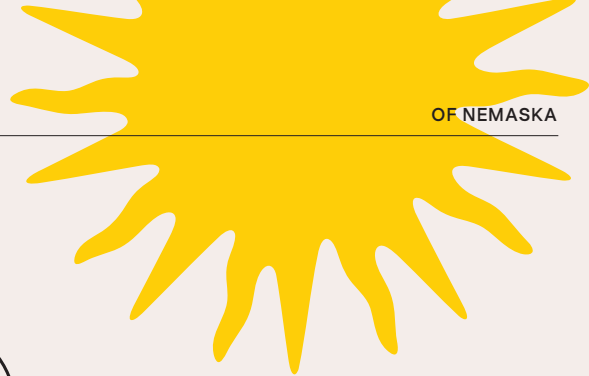
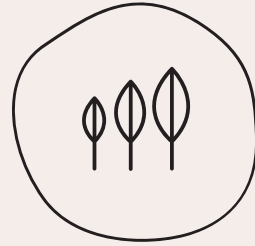
Visit to Toronto



Cake Decorating Competition



# 7.9 Youth Development



## 7.9.1 Message from the Youth Development Coordinator

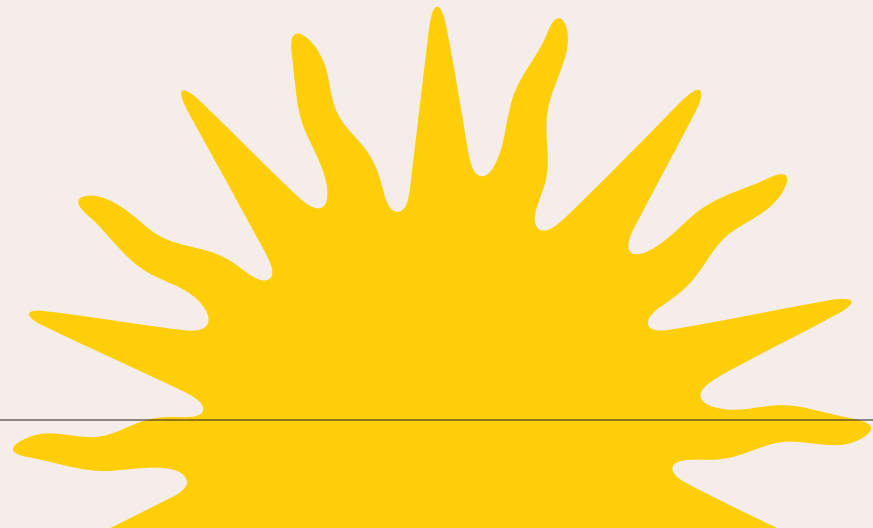
I am happy to present this 2023-2024 annual report of the Youth Development sector. My role as Youth Development Coordinator role encompasses the following responsibilities:

- Creating and implementing strategies to boost participation in activities, informed by evaluations of past events and community interests

These duties aim to cultivate a nurturing environment for youth, to foster their growth, and ensure access to valuable resources and opportunities. Thank you to all our collaborators.

**Jean Meskino**, Youth Development Coordinator

- Collaborating with the Youth Sector and Social Development Team to provide support to Community youth
- Organizing activities designed to enhance the social, physical, and psychological well-being of children and youth in our Community
- Developing and overseeing youth programming and events
- Referring youth to appropriate professionals, such as social workers or guidance counselors, as needed
- Establishing connections with other Youth Coordinators to exchange ideas and explore new programs that meet Community needs



## 7.9.2 Summer Student Employment Program

The Summer Student Employment Program (SSEP) is designed to offer valuable work experience to youth aged 13 to 35 who are currently enrolled in high school, adult education, or post-secondary studies. This program operates during the summer months from June to August or September and aims to help participants develop work ethics, time management skills, and financial management capabilities.

In Summer 2023, Savannah Jolly accepted the role of SSEP Coordinator. Her responsibilities included arranging placements for students, maintaining communication with supervisors to monitor attendance and progress, processing timesheets, and staying in contact with Apatisiwin Skills Development (ASD), conferring with organization or agency overseeing the program.

A total of 24 students applied for positions within the program. Funding from ASD enabled 14 students to receive payment under the agreed terms. The remaining 10 students were compensated using Special Project Funds.

Initially, placements were made based on students' stated preferences. However, late applicants were accommodated as space allowed in vacant positions. This approach ensured that all eligible students had the opportunity to participate in the program and gain valuable experience.

Employment opportunities are secured through collaboration with local organizations and businesses. Examples include the Cree Nation of Nemaska, Daycare Centre, Recreation Department, Sports Complex, Nemaska Development Corporation stores, restaurant & gas station, Sam's & JRs Garage, Youth Centre, Wellness Centre, TSM Restaurant, and other potential placements.

As part of the SSEP curriculum, a two-day training session in Standard First Aid CPR with AED was conducted on June 26-27. The training was facilitated by Guy Ward from Community Crossover Network. Thirteen students took part in the training, along with two Community members who were renewing their certifications.



Summer Student Employment Program

The primary objective of the training was to provide essential life-saving skills to young workers, preparing them for their responsibilities in the workforce. This initiative aimed to empower participants with the knowledge and skills required to respond effectively in emergency situations, thereby enhancing workplace safety and readiness among youth in the program.

Thank you to all the departments and organizations for consistently offering opportunities to our students. Your ongoing support and commitment to providing valuable experiences and learning opportunities are greatly appreciated. These efforts play a crucial role in helping our students develop skills, gain practical knowledge, and prepare for future endeavors. Your dedication contributes significantly to their growth and success.

## 7.9.3 Youth Social Activities

The Youth Social Activities Program is designed to engage young people in social activities, including games, Community events, and participation in various Social Development programs.

### Treasure Hunt

As part of Youth Month organized by the Youth Council, six envelopes were hidden throughout the Community, each containing a cash voucher of \$150.00. Hints to their locations were shared exclusively on Facebook using emojis. All six envelopes were successfully found within a couple of hours of the clues being posted.



Golf Benefit

### Christopher Wapachee Memorial Foundation Golf Benefit

To demonstrate support for the foundation, the Nemaska Youth Sector sponsored the event and had a team of four representatives: Jamal Moar and Alexsa Jolly from the Youth Council, Savannah Jolly from Youth Development, and Cassandra Diamond from the Youth Sector.

Additionally, another team of sponsored youth attended the Golf Benefit to represent Nemaska Youth. This team included Randal Wapachee, Landon Wapachee, Cain Stewart, and Thomas Sureau.

Both teams had the opportunity to spend time together learning how to golf. Later, they attended the supper and entertainment night. They thoroughly enjoyed their experience, and we hope to continue supporting the foundation and involving youth in future events.

### National Addiction Awareness Week

In collaboration with the Youth Sector and Cree Health Board, funding was provided to invite Braided Waves – Lawrence Brass (a.k.a. 4VM WAVES) and Dwayne Brass (a.k.a. Dwayne Gerous / DG WAVES) as guest facilitators for a youth workshop on addiction awareness. They were also invited to perform for the Youth & Community.

### Trunk or Treat (Halloween)

During the pandemic, our Community prioritized safety by implementing social distancing measures and limiting gatherings in homes, particularly to protect our children. Instead of traditional trick-or-treating, new practices were adopted. Residents were encouraged to distribute treats outdoors, and some participated in a trunk-or-treat contest by decorating their vehicles.

Trunk-or-treat events provided a safer alternative to crowded door-to-door interactions and reduced clean-up efforts. Parents could closely supervise their children as they moved from location to location, maintaining visual contact throughout the event. This approach allowed everyone to celebrate Halloween safely while adhering to essential health guidelines.

### 7.9.4 Youth Excursions

The Youth Excursions program is designed to engage young people in preserving and practicing our traditions, culture, and language. It serves as a healthier alternative to activities like watching TV, gaming, or using alcohol and drugs, and promotes physical and mental well-being through active participation.

### Blueberry Picking for Elders

In August, an activity was organized for youth to pick blueberries for Elders. Unfortunately, there were no registrants for this event.

### Gas Subsidies for Cultural Excursions

Gas subsidies were provided to youth interested in participating in land-based activities such as hunting, fishing, and trapping. These subsidies covered the cost of gas and oil for their skidoos or vehicles. A total of thirty-nine (39) subsidies were allocated, with thirty-five (35) utilized.

Following their activities, participants received food subsidies in the form of checks. Those engaged in daily excursions received \$100.00, while those involved in overnight trips or activities lasting more than two days received \$300.00. Activities included moose hunting, ice fishing, ptarmigan hunting, and weekends spent at campsites.

This initiative aimed to support and encourage youth engagement in traditional outdoor pursuits, promoting skill development and preserving cultural heritage within the Community.

### 7.9.5 Youth Skills Development

#### SKY Development Workshops

In collaboration with Youth Enrichment Services, Sky Development was invited to facilitate a workshop for Youth “Self-Care 4 Teens: Understanding and Overcoming Low Self-Esteem, Anxiety, and Panic Attacks”. Participants were mainly high school students from ELMS.

#### Youth Winter Journey

The Winter Journey, spanning 7 days, commenced from Nemaska towards Tallyman Samuel Mettaweskum’s Spring camp at Rupert River. From there, the group proceeded west along the river, crossing into Luke Tent’s Trapline before turning northward back to Nemaska. Travel was undertaken using snowshoes along established routes and trails supervised by the tallyman.

Accommodation during the journey was minimal, with the group relying on a handmade canvas tent crafted by Mrs. Maryann Jolly, wife of the head guide, equipped with a small, rented wood-burning stove. Cookware and a propane stove were provided by the Youth Department, along with food supplies. Each youth participant was responsible for their personal gear, including bedding, extra clothing, flashlight, personal items, and preferred snacks.

The journey unfolded under generally mild weather conditions, although a few cold nights posed challenges. Participants received training in winter survival skills and were educated about safe passage over ice. Upon their return to Nemaska, three out of the five participants successfully completed the journey alongside their guide Clifford Jolly. They were warmly greeted and welcomed home by their families.

#### Project Team

- **Jean Meskino**  
Youth Development Coordinator
- **Clifford Jolly**  
Head Guide

- **David Trapper**  
Assistant Guide
- **Jedaiah Wapachee**  
Participant
- **Colton Blackned**  
Participant
- **Tristan Swallow**  
Participant
- **Shannon Wapachee**  
Participant
- **Tyra-Lynn Wapachee**  
Participant
- **Richard Jolly**  
Head General Helper
- **Jesse Mettaweskum**  
General Helper
- **Benjamin Jolly**  
General Helper
- **MaryAnn Jolly**  
Tent Maker, Food Purchaser & Organizer

Winter Journey



#### Collaborations

Throughout the year, we have worked in collaboration with the Social Development Team and with other Community organizers on various programs and activities, such as:

- Youth Conference (Wellness, Youth Centre)
- Car Rally (Youth Council, Local Women’s Association)
- Old Nemaska Gathering (Culture)
- Nemaska’s Birthday Celebrations
- Halloween Car Rally (Youth Council, Local Women’s Association)
- Halloween Dance (Youth Council)



# 8 Land And Sustainable Development



Kenneth Tanous, Director of Land & Sustainable Development

## 8.1 Message From The Director

Wachiya,

This annual report is dedicated to my father, Malcolm Tanous, who suddenly went home on January 20, 2024.

The Cree Nation of Nemaska Department of Land & Sustainable Development is pleased to present its members with the annual report for 2023/2024. I would like to share Nemaska's mission statement as follows:

"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 Pimaatisiium (the welfare) for its members."

This statement is important to me. Innovation is an important part of our Community mission, and we strive to create forward-looking projects and programs that reflect our Cree Way of Life while applying best sustainable management practices.

This year, we experienced challenges from forests fires, poor air quality, hot and dry weather, and less snow during winter. Many of these challenges open doors to explore opportunities and solutions to adapt to changes impacting our everyday life.

Climate change is an ongoing global issue. Elders and land users are frontline observers of this phenomenon, and we must continue our efforts to combat climate change to safeguard all life.

As the department grows, we are guided by 4 pillars of sustainability:

- Human
- Economic
- Social
- Environment

These 4 pillars play a fundamental role in our everyday life. The department of Land & Sustainable Development tackles various issues related to these pillars.

I would like to express that our office is not only a place to work but an institution of learning that never ends!

Thank you,

**Kenneth Tanous**, Director of Land & Sustainable Development

Malcolm Tanous



# 8.2 Employees

- **Cindy Tanoush**  
Benefits Agent
- **Erica Moar**  
Economic Development Officer
- **Tommy Neeposh**  
Local Environment Officer
- **Rose Wapachee**  
Forestry Technician
- **Stella Jolly**  
Niskamoon Coordinator

### Collaborators

- **Jean-Philippe Groleau**  
Project Manager

### Director Portfolio

The Director of Land & Sustainable Development represents Nemaska on matters regarding land management:

- Forestry Enhancement Programs Officer for Impacted Traplines from Forestry Developments (appointed by Council)
- Nemaska Lithium – Environment Committee Member (appointed by Council)
- Critical Elements – Environment Committee Member (appointed by Council)
- Deputy Land Registrar (appointed by Council)
- CNG Radon Research Group Member (appointed by Council)

Member of the Tables de gestion intégrée des ressources et du territoire d'Eeyou Istchee Baie-James (TGIRT-EIBJ)

# 8.3 Community Project Highlights

- **June 2023** – Old Nemaska Firewall (18 workers were hired). Special acknowledgement to the workers involved in the construction of the Old Nemaska Firewall who took a risk to continue working to protect Old Nemaska. Your work is greatly appreciated.
- **June 2023** – Old Nemaska Beautification Project (6 workers hired)
- **July 2023** – Shoreline Clean-Up on Champion Lake (4 workers hired)
- **July 2023** – Old Nemaska Zero-Waste Collection Program (12 workers hired)
- **August 2023** – Boardwalk Project at Old Nemaska (6 workers hired)
- **Summer 2023** – Community Care Workers for Nemaska (3 workers hired)



# 8.4 Upcoming Projects

## Community Recycling and Composting Project

A pilot recycling project is being planned in collaboration with Project Manager Jean-Philippe Roux-Groleau and the Public Works Department. The objective is to build on CNN's commitment to improve the Community's environmental performance. A select group of Community members will have their household recycling materials picked up to be recycled instead of these materials ending up in the landfill. This project will help determine the projected costs, equipment and labour needed to extend the service to the entire Community.

Regarding composting, table scraps and other organic matter that are landfilled produce one of the most potent greenhouses gases, methane. To remedy that, the department is working on establishing its own composting program starting with a pilot project that will allow the collection of table scraps and other organic matter from selected Community members to be composted and turned into soil that can be used around the Community.

## Electric Vehicle Charging Stations (Feasibility Study)

This project is in collaboration with Project Manager Jean-Philippe Roux-Groleau and the Public Works Department. Starting in fall 2024, the Community will conduct a feasibility study on the costs and technical requirements required to install electric vehicles infrastructure at the mini-mall and at the public works garage. In addition, the study will cover the total cost of ownership of electric vehicles for Band operations. This is the first project of its kind in Eeyou-Eenou Istchee.

## New Landfill Project

This project is in collaboration with Project Manager Jean-Philippe Roux-Groleau and the Public Works Department. CNN is committed to improving its environmental performance, including the operations of its current landfill that is nearing the end of its operational lifespan. Infrastructure work is planned to improve circulation and secure the site. With additional workforce planned, ongoing landfill-specific training is being identified in partnership with other landfill operators.

- Closure of the current landfill (in the next year)
- Waste management plan
- Review of by-law #75 concerning the protection of the land
- Review of zoning law concerning lots
- Eco-centre operations optimization

# 8.5 Ongoing Programs

- Zero-Waste Collection Program at Old Nemaska: Following each spring, no waste is left behind at Old Nemaska
- Landfill Conformity: Stantec is hired to perform annual testing of water wells to detect any contamination, as required by law
- CNN Fishing Permits on Category A1-2 lands for non-residents or visitors



Construction of Firewall at Old Nemaska

# 8.6 Communications

**Sustainable Living**

We all know that climate change, global warming, depletion of the ozone layer, and resource depletion are real and their impact on human and animal lives can be devastating. It is an opportunity for people to adopt actions for sustainable living that can help them to reduce their carbon footprint or environmental impact by altering their lifestyle.

**Living Sustainably**  
Living sustainably is about choices and behaviours, both big and small, that enhance our lives, care for our environment, and encourage us to live within our means.

**How do you live a sustainable lifestyle?**

- Save energy. By using less energy, you can help to reduce carbon emissions.
- Use renewable alternatives.
- Go paperless.
- Use renewable energy.
- Recycle and reuse.
- Grow your own produce.
- Donate used items.

A message from the Department of Land & Sustainable Development  
Cree Nation of Nemaska

**What's an Eco-Centre?**

An eco-centre, also known as an eco-park or drop-off centre, is a service offered by the municipalities allowing the public to dispose of materials not accepted during regular collection.

It consists a drop-off point for:

- Hazardous Household Waste
- Tires
- Construction Materials
- Electronic Devices
- Household Appliances

With the purpose of favouring environmental conservation, eco-centres seek to constantly create maximum value from materials received on site. Over 80% of the materials sent to the eco-centre are recycled, or even recovered.

A message from the Department of Land & Sustainable Development  
Cree Nation of Nemaska

# 8.7 Economic Development Sector

## 8.7.1 A Transition Year

The 2023-2024 fiscal year was a transition year for the Economic Development Sector. While the search for the next Economic Development Officer was ongoing in early 2023, Etienne Pilon Choquette was contracted to maintain the sector's operation and to provide advisory services to local entrepreneurs. In October 2023, the Cree Nation of Nemaska hired Erica Moar as the new Economic Development Officer. After successfully completing her job training, she has now turned her focus to supporting the development of entrepreneurship in Nemaska.

A recent graduate of the Business Management and Entrepreneurship Program at Algonquin College, Erica's goal is to support the development of entrepreneurship in Nemaska by providing training and ongoing assistance to local entrepreneurs. She oversees the tourism sector with the objective to spark a renewed interest in tourism within the Community.

## 8.7.2 Projects

### Nemaska Business Registry

In the first quarter of 2023, the Economic Development Sector reformatted, improved, and updated the Nemaska Business Registry to provide an accurate and detailed portrait of the current businesses in Nemaska. The new Nemaska Business Registry was also used by the Cree Nation Government to populate the new regional business platform and to reorganize as well as digitalize entrepreneurs' files.

### Business Advisory

Throughout the year, the Economic Development Sector provided business advisory services to local entrepreneurs on various aspects of business and challenges. In addition, the sector assisted several businesses with their Quebec business registry annual declaration.



Plan Of Future Building

### Multi-User Industrial Building

In June 2023, the Economic Development Sector received a mandate from the Council to develop a multi-user industrial building to provide light industrial rental space for local businesses. To evaluate the demand for an industrial rental space, the sector conducted a needs assessment of local businesses and potential projects. A public notice informing Community members and local businesses was distributed on July 26, 2023, inviting local entrepreneurs to communicate their interest in such a space. Overall, 7 interested parties responded positively and were met for interviews. During the interview, 4 businesses expressed their commitment to rent a space in the multi-user industrial building: Etuuda Distribution (4,413 sq. ft.), Diamond Carwash (1,775 sq. ft.), JR's Garage (3,911 sq. ft.) and Norman Wapachee & Sons Snow Removal (1,335 sq. ft.).

To better suit the development of each entrepreneurial project, the building will be built in two distinct phases. The projected 11,474 sq. ft. light industrial building will be located on lot 62 George Cheezo Road.

Preliminary building plans were completed and approved by the Council in March 2024. The project is currently in the design phase and construction plans are projected to be completed by December 2024. Construction is planned to begin in spring 2025 and the project is expected to be completed in early January 2025.

### Closing of the Smart Farm Project

In June 2023, the Cree Nation of Nemaska decided to cancel the Smart Farm Project due to significant setbacks rendering the project unsustainable in its current form. The Economic Development Sector received the directive from the Council to assist with its closure.

With the objective to constantly learn and improve, the sector produced a post-mortem report examining issues that have contributed to the project's shortcomings to draw conclusions for future viability. In addition, several other farming proposals were analyzed as alternatives to the Smart Farm, but none have been deemed suitable by the Cree Nation of Nemaska. Most of the project closing items were completed by March 2024, including contract and agreement terminations and final reporting to funding partners. The Old Fire Hall, which was used for the Smart Farm, has entered a repurposing process for which a study is currently underway.

### 8.7.3 Nemaska Entrepreneurship Assistance Fund

The Nemaska Entrepreneurship Assistance Fund was created in 2018 with the objective of updating and structuring funding guidelines to reflect today's economy. The committee along with the Economic Development Officer meet regularly to discuss and enhance the funding program. A current point of focus is to raise awareness about available funding programs. Marketing efforts are ongoing with the creation of pamphlets, flyers, and a presentation to be complete in summer 2024.

### 8.7.4 Events and Workshops

From January to March, there was an ongoing planning phase for the business workshops to be held in summer 2024. The goal of these workshops is to support current and future entrepreneurs in the start-up phase of their businesses. Along with the mission of diversifying our Community's economy and preserving our self-innovation, the workshops have been designed to enrich entrepreneurs' business plans and to equip them with up-to-date business skills for today's society.

The Economic Development sector also participated in the following events during the 2023-2024 fiscal year:

EVENT	LOCATION	DATES
CNG - Department of Commerce and Industry and EDO Collaboration Meeting	Montreal	July 11-12, 2023
COTA and Tourism AGA	Whapmagoostui	Nov 6-9, 2023
Forging the Path Forward Conference	Val-d'Or	Nov 13-16, 2024
CNG - Department of Commerce and Industry and EDO Collaboration Meeting	Val d'Or	Nov. 28, 2023
La Grande Alliance Economic Development Collaboration Meeting	Val d'Or	Nov. 29, 2023
Nemaska Entrepreneurship Assistance Fund Working Session with Committee	Gatineau	February 12-13, 2024
FNQLEDC Procurement Training for EDO	Quebec	February 21-22, 2024
2024 International Indigenous Tourism Conference	Gatineau	February 26-28, 2024
Business Transfer Conference (FNQLEDC + Centre de transfert d'entreprise Québec)	Val d'Or	March 26, 2024
Economic Development Committee (Nemaska Lithium)	Montreal	March 28, 2024

### 8.7.5 Tourism

As of January 2024, the EDO has been in contact with Cree Outfitting Tourism Association and Indigenous Tourism Association to assess current tourism within the Cree territory and other indigenous communities in Canada to build relationships within the tourism industry. We are currently in the planning phase of creating a tourism venture for the Community of Nemaska that reflects its major attributes as the Capital of Cree Nation. A local community consultation will be scheduled to discuss possible ventures and to gather insights to best represent the Community's needs.



# 9 Capital Projects



## 9.1 Employees

- **Claude Coonishish**  
Project Manager
- **Natasha M. Leroux**  
Senior Project Manager and Advisor

## 9.2 Environmental Projects

### Shore Protection

- **Cost**  
TBD
- **Funding Sources**  
ISC
- **Project Start**  
2021

Studies are underway, as are discussions with the various ministries involved in the project. The firm CHG Groupe-Conseils in collaboration with Poly-Géo, carried out the hydraulic studies (waves) and determined which types of protective structures are preferred to blend in well with the natural environment and have as little impact as possible on fish habitat. CHG Groupe Conseil's preliminary report on the hydrological study and proposals for shoreline protection structures is currently being reviewed. The final report will be available in July 2024.

There are still several stages to go through before the documents can be resubmitted to COMEV to obtain exemption from the environmental assessment procedure. Exemption is not automatic, and the project may be subject to a more elaborate environmental assessment process. However, some work could be carried out if the portion in contact with the water remains untouched.

### Climate Change Adaptation Plan

- **Cost**  
\$348,895
- **Funding Source**  
CIRNAC
- **Timeline**  
2019-2023

The final report was finally received in April 2022. The final presentation of the plan was presented at the 2023 AGA.

# 9.3 Waste Management Projects

## Existing Solid Waste Landfill Closure and Restoration of Site

Cost  
\$5,600,000

Funding Sources  
NRA

The remaining capacity of the existing landfill was assessed in October 2023. Recommendations were made to increase its lifespan. In 2025, we will start collecting data for a closure plan. The site should be closed and restored during the summer of 2026.

## New Solid Waste Landfill

Cost  
\$10,100,000

Funding Sources  
NRA

The final steps of the environmental and social impact assessment study were conducted in 2023-2024:

- The report from consultations done in February 2023 was issued in May 2023
- The Climate Change Impact Assessment report was issued in October 2023
- Preliminary plans were issued in February 2024

- The Hydrogeological Study report was issued in February 2024
- The GHD Quantification report was issued in May 2024
- The full ESIA report was sent to the MELCCFP in June 2024

# 9.4 Housing Projects

## New Duplexes at 15, 17, 19, 37 and 39 Machishteweyaa

Cost  
\$4,320,000

Funding Sources  
CNG Special Community Social Housing and CMHC Co-Investment Fund

VPC was awarded the contract and construction started in April 2022. The five duplexes were completed in November 2023.



New Duplexes

## New Duplex at 97 Partridge Road

Cost  
\$845,000

Funding Sources  
Cree Nation of Nemaska and CMHC

Kesi Construction was awarded the contract and construction started in June 2022. The duplex was completed in December 2023.



New Bungalow

## New Bungalows at 29, 31, 33, 36 and 38 Machishteweyaa and 7 Porcupine

Cost  
\$4,180,000

Funding Sources  
CNG Special Community Social Housing, CMHC Co-Investment Fund and Cree Nation of Nemaska.

VPC was awarded the contract and construction started in May 2023. The bungalows were completed in March 2024.



New Bungalow

## New Bungalows at 87, 89, 91, 93, 95 and 100 Partridge Road

Cost  
\$3,133,800

Funding Sources  
CNG Special Community Social Housing and CMHC Co-Investment Fund

VPC was awarded the contract and construction started in late May 2024.

## New Duplex at 85AB Partridge

Cost  
\$1,042,000

Funding Sources  
Cree Nation of Nemaska and CMHC

Maison Nordique was awarded the contract and construction started in late June 2024.

### Renovations

#### 4 Marten Trail

Cost  
\$403,700

Funding Sources  
Cree Nation of Nemaska and Insurance

#### 3 Squirrel

Cost  
\$98,300

Funding Sources  
Cree Nation of Nemaska and NRA

#### Elders Units Phase 1

Cost  
\$442,000

Funding Sources  
Cree Nation of Nemaska and NRA

#### 5 Lynx Trail

Cost  
\$309,000

Funding Sources  
Cree Nation of Nemaska and NRA

#### 4 Squirrel Trail Partridge

Cost  
\$177,355.00

Funding Sources  
Cree Nation of Nemaska and NRA

#### 52A-H Trailer Upgrade

Cost  
\$284,500

Funding Sources  
Cree Nation of Nemaska and NRA

VPC started the works. Each mobile home will be renovated to ensure longevity.

#### Five-Plex Parking Upgrade

Cost  
\$4,971

Funding Sources  
Cree Nation of Nemaska

The works consisted of the installation of valve extensions, hauling material and levelling with heavy equipment. The project was completed at the end of October 2023 by Iywaashtin.

#### 7AB and 9ABCD Bedabin Street Lot Extension and Backfill

Cost  
\$85,000

Funding Sources  
Cree Nation of Nemaska

# 9.5 Infrastructure Projects

### Urban and Infrastructure Master Plan for Northern Development Area

Cost  
TBD

Funding Sources  
NRA

Project Start  
2024

As the Community of Nemaska experiences sustained growth, the need for expansion becomes increasingly vital. By proactively identifying and planning future development areas in the vicinity, the Community can ensure sustainable growth, enhance livability, and accommodate the evolving needs of its residents. Additionally, strategic expansion planning allows for the implementation of cohesive urban planning initiatives, fostering a sense of Community identity and promoting economic development opportunities. Thus, considering future development areas is not only prudent but essential for the continued prosperity and well-being of the Nemaska Community.

### Private Home Development Infrastructure

Cost  
\$8,500,000

Funding Sources  
NRA

Project Start  
2023

This new lot development located by the water intends to incite private home ownership in Nemaska.



Plan Of The Tiny House Project

### Tiny House Village Infrastructure

Cost  
\$5,920,000

Funding Sources  
NRA

Project Start  
2023

The housing crisis is hitting Nemaska like many other communities. CNN is trying to find solutions to improve the population's quality of life. Building tiny homes could help reduce the overcrowded household problem. An area was determined to build a Tiny House Neighbourhood.

Phase 1 will consist of lots for 20 tiny homes, with foundations made on helical piles. Each lot will be 14 meters wide by 24 meters deep. Plans and specifications will include designing the extension of the infrastructures on Machishteweyaa Trail (280 linear meters), including service lines for 40 tiny houses on either side of the road.



New Launching Ramp

### Boat Launching Ramp

Cost  
\$623,901

Funding Sources  
CNN and Niskamoon

All the permits and authorizations required to build the new boat launch were obtained in 2022. The contract was awarded to MIS in 2023. The works started in early July 2023 and were completed in August 2023.

### Bridge at the Narrows

Cost  
TBD

Funding Sources  
SDBJ & MTQ

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 CNN. The MTMD signed a mandate agreement with the SDBJ in January 2023 for the study, design, plans and specifications of the bridge project. This mandate is planned to be completed by fall 2024 so the bridge can be built in 2025.



Future Ice Rink

### Covered Ice Rink

Cost  
\$2,635,000

Funding Sources  
TBD

In planning since March 2023, the project was awarded to the lowest bidder, NEJV. Construction is planned to start on July 15 and end sometime in December 2024.



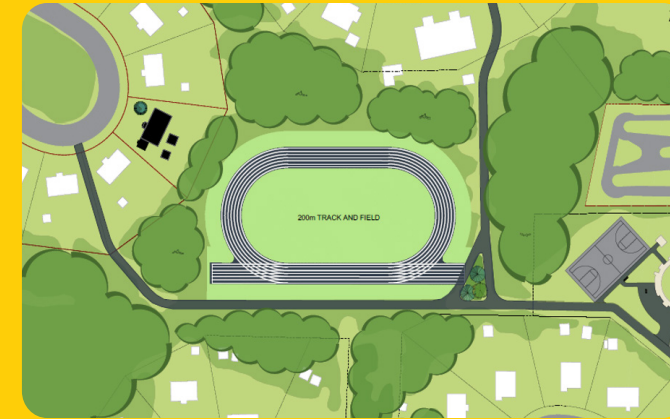
Plan Of Bedabin Park

### Bedabin Park

Cost  
\$255,000

Funding Sources  
Cree Nation of Nemaska

In planning since 2023, the project was awarded to the BMXpert. Construction is planned to start on July 14 and end on August 17, 2024.



Plan Of The Track & Field

### Track & Field

Cost  
\$465,000

Funding Sources  
Cree Nation of Nemaska

In planning since 2023, the project was awarded to the BMXpert. Construction is planned to start on July 14 and end on August 17, 2024.

### Cultural Lodge (New Hotel)

Estimated cost  
\$16,000,000

In planning since 2013, the plans and specifications for this project have been completed, and we are ready to build. We are presently looking for funding.

### Existing Cemetery Expansion and Cultural Entrance

Cost  
\$1,114,000

Funding Sources  
NRA

In planning since 2022, the existing cemetery will be expanded with 114 additional plots which should fulfill Nemaska's 38-year need. A beautiful cultural entrance will also be added. The contract was awarded to the lowest bidder, NEJV. Construction is planned to start on June 23 and end on August 18, 2024.

### Church Renovation

Cost  
TBD

Funding Sources  
TBD

We are currently working with the church members on determining the renovations. The objective is to renovate the building based on members' needs. The project is still pending approval.

### Extension of Machishteweyaau

Cost  
\$864,000

Funding Sources  
NRA

The project's aim was to add municipal services to two new lots at the end of Machishteweyaau Trail (lots 46 & 48 for private housing- 2 lots). The contract was awarded to Iywashtin and, in the end, signed with MIS. The works started in May 2023 and were completed in September 2023.



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

**Cost**  
\$300,000

**Funding Sources**  
NRA

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

The plans and specifications were completed in 2019. Work was planned for the summer of 2020 but was delayed to the 2021 construction season. 50% of the works were completed during the summer of 2021. The remainder of the works was completed during the 2022 construction season. The last remaining deficiencies were corrected during the summer of 2023.



New Green Lawns

### Landscaping & Beautification of Social Housing Units (Caribou, Moose and Beaver)

**Cost**  
\$308,500

**Funding Sources**  
CNN and NRA

Caribou, Moose and Beaver trails were enhanced with sod during the month of August 2023 providing lush, green lawns that are visually appealing and comfortable for the tenants.

### Paving of Internal Road Phase 2

**Cost**  
\$5,500,000

**Funding Sources**  
NRA

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 done 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. The last deficiencies were corrected during the construction season of 2023.

### Residential Infrastructure: Phase 2B (23 New Lots on Partridge Road)

**Cost**  
\$6,102,000

**Funding Sources**  
NRA

Public bids were called in February 2022. The contract was awarded to Nemaska-Eenou JV, the lowest bidder. Works officially started in June 2022 but never started in a diligent and professional manner until August 2022. The works were mostly completed by June 15, 2023, with the last deficiencies completed by the end of August 2023.

### Shaptuan (New)

**Estimated Cost**  
\$5,500,000

In planning since 2023.

### Street Lighting on Partridge Road

**Cost**  
TBD

**Funding source**  
NRA

The project is in planning. Construction is expected to begin in 2025.

### Swimming Pool – Further Assessment of Observed Cracks

The pool membrane is damaged and will have to be changed. This type of membrane has a service life of around 20 years. It is also possible that this type of membrane cannot be dry for long periods. Therefore, the engineers recommended contacting a pool expert to have the membrane examined. However, the pool can be used, provided the repairs are undertaken within the next 2 to 3 years.

The cracks in the pool's concrete are not alarming. They could be due to the concrete shrinkage during construction, or the subfoundation may have been affected by the water leaks. When the membrane will be changed, the cracks in the concrete will also be repaired.

The cracks on the floor around the pool are not alarming either and could be caused by the movement of the subfoundation which was likely affected by water leaks. Since it is suspected that the subfoundation was affected by water leaks, it is recommended to regularly monitor the cracks on the floor and in the pool to determine if there is more movement of the foundation.

### Ballfield Lights Upgrade

One of our lights was damaged because it lacked a support system. Hydro Québec completed all the work at no charge in mid-July 2023, and each light has been reinforced with a bracket to prevent this from happening again. We would like to thank them for their work.



Youth Centre

### Youth Centre

**Cost**  
\$6,938,298.

**Funding Sources**  
NRA & CQNRA

The Youth Centre on Lakeshore Road was inspected by Trame's experts to evaluate potential means of rehabilitating the building. It was deemed unfeasible, and the building was condemned to be demolished. A decision was made to build a new Youth Centre.

The work was awarded to NEJV and completed in March 2020. Substantial completion was achieved on June 30, 2020. Deficiencies have still not been fully corrected and seasonal works have not been completed either. We are expecting a new schedule for their completion during the 2024 construction season.

### Zoning Law

Cost  
\$24,440

Funding Sources  
NRA

Project Start  
2022

Project End  
TBD

The purpose of a zoning law is to enforce the policies of the Comprehensive Community Plan (CCP) by regulating development. Enforcing these policies involves controlling where the diverse types of constructions can take place in the Community, the size and the types of buildings, and their location on a lot. The zoning law will assist the Community in the management of their territory and exercise greater control over land use and planning. The document was completed by BC2 in the fall of 2023 and is currently under review by CNN authorities.

### Old Nemaska Heritage Site

Cost  
\$28,400

Funding Sources  
NRA

Project Start  
2022

Project End  
2024

This project aims to revitalize Old Nemaska by creating a truly sustainable community. Preliminary field surveys were completed in previous years, and more were performed in 2022. The final report was completed in May 2024.

## 9.6 Studies – Geotechnical

### Shoreline Private Housing Lot Development

CNN is planning a new private lot development with the aim of offering nice private lots near the shoreline to members interested in the Private Home Ownership Program. The area is being studied by geotechnical engineers. Before building in a given area, it is crucial to study the ground to establish if and how we can build on it. The drilling was completed in April 2023 and the report was made available in October 2023.

### Tiny House Village Lot Development

CNN is planning a Tiny House Village lot development at the end of Machishteweyaau with the aim of its members more residential units. The area is also being studied by geotechnical engineers. Before building in a given area, it is crucial to study the ground to establish if and how we can build on it. The drilling was completed in April 2023 and the report was made available in October 2023.

## 9.7 Studies – Geomorphological

### Second Access Road

Geomorphological studies come right before geotechnical studies and examine surface material of large areas. The surface materials indicate what should be found underground. These studies allow to determine where roads, infrastructure and houses should be planned, as well as the geotechnical studies that should be conducted for future developments.

The photo interpretation was completed in August 2023. The field work and surveys were completed in September 2023. The map of surficial materials and potential routes for the second Nemaska access road was received in February 2024. The final report will be provided once Poly-Geo has discussed potential road alignments with AtkinsRéalis.

The search for construction materials in the vicinity of the proposed site was carried out summarily during field surveys in the fall of 2023. It turned out that sand and gravel deposits of good quality and significant volume were virtually non-existent, except for a deposit located near Route du Nord. This deposit has already been partially explored by Poly-Géo in 2011, but further surveys (with an excavator) could be carried out this fall or in the spring of 2025 to clarify available volumes and material quality, as well as constraints to mining.

### Rural Roads & Lots Development

CNN wishes to offer its members a rural development area where houses with rural services can be built. Residents who prefer bigger spaces, less noise, more nature, and more eco-friendly and sustainable ways of living may choose to build a home in this area. Geomorphological studies are presently being conducted to plan this rural development area. The photo interpretation was completed in August 2023. Field work and surveys were completed in September 2023. The map of surficial materials and potential routes was received in February 2024. The final report will be provided once Poly-Geo has discussed potential road alignments with the AtkinsRéalis.

## 9.8 Other Projects

### 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.

Near Nemaska, there are a few:

- 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 Project Office 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 getting authorizations and permits as well as for preparing reports for the Ministry of Energy and Natural Resources of Quebec.

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

**New Quarry**

We obtained the exemption from the Environmental Quality Act in 2023 and now we are in the process of requesting the operating permit. We are confident we will have it as planned in the spring of 2025.

**Borrow Pit GD-17**

We obtained the authorization to extend the sand pit by 7 ha (total 10 ha including the portion already mined at the beginning of August 2022).

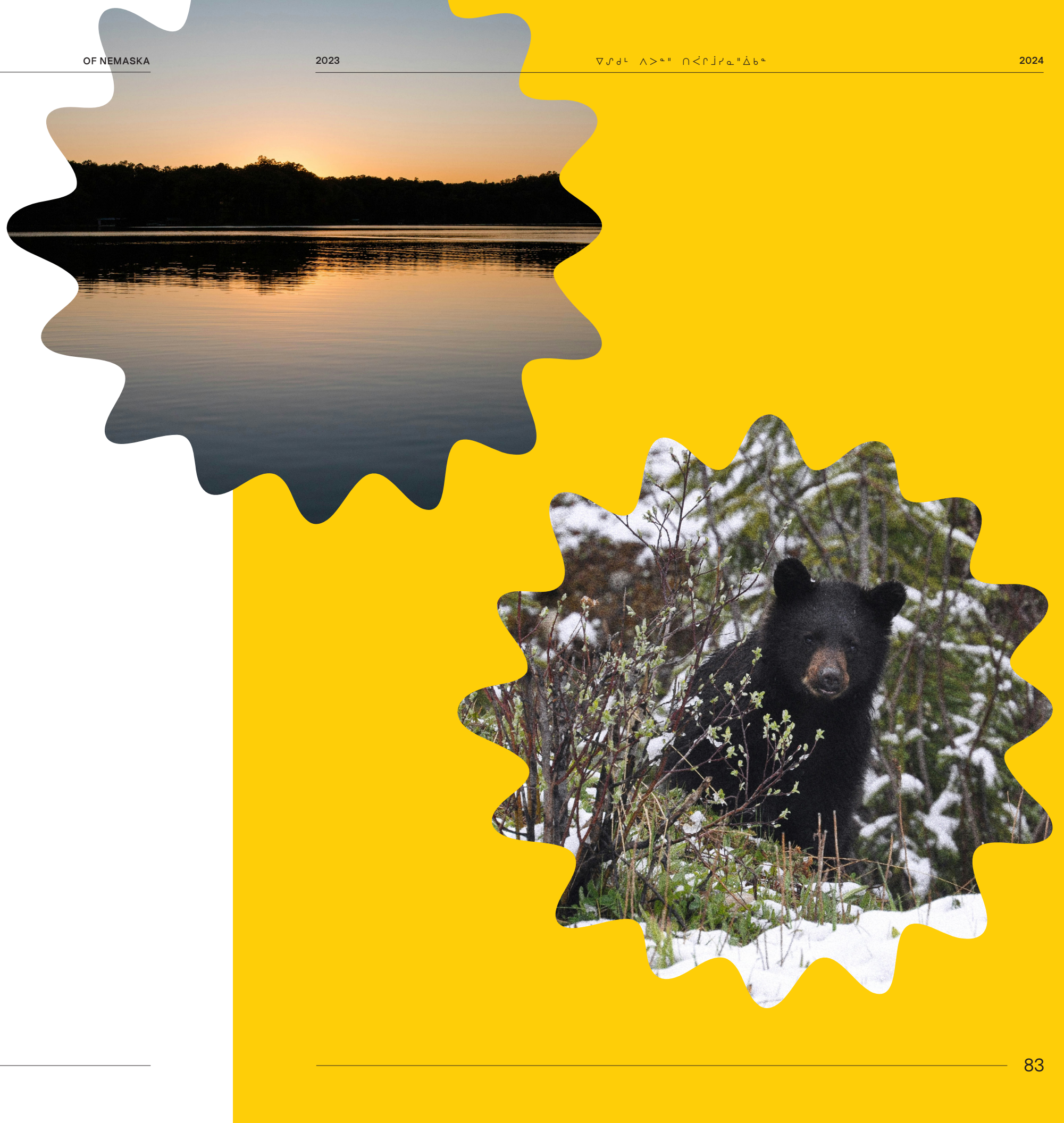
**Borrow Pit NEM-100B**

Mining of this sand pit was completed in the fall of 2022. However, there are still piles of material belonging to CNN that could be used in the coming months. Site remediation will not be required at this time, as we are in the process of applying for an expansion (as we did for GD-17). Studies will be carried out during the summer of 2023. The application for exemption will be submitted to COMEV in the late fall and, if it is obtained, we will submit the operating permit application the following winter. DDM Group's environmental characterization report was received last May. All the documents required for the application to COMEV and environmental assessment procedure exemption are nearly fully completed. We are planning to submit them by July 15, 2024.

**Reopening of the CA-KM-322 Quarry**

We have obtained an exclusive lease (BEX) to reopen the quarry at km 323 of the Route du Nord in early September 2022.

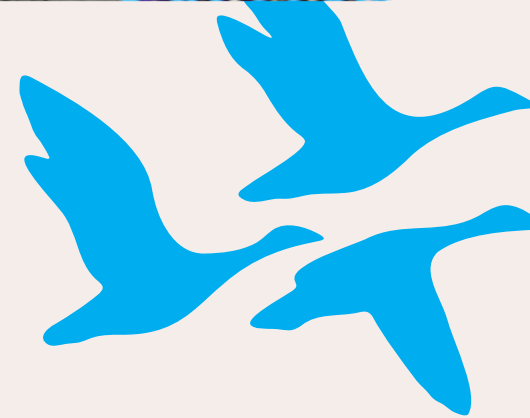
The process of obtaining permits and/or authorizations is laborious and requires the support of several environmental studies, characterization, etc.



# 10 Public Works



Kevin Diamond  
Director of Public Works



## 10.1 Message From The Director

Wachiya Nemaska Eeyouch,

As Public Works Director, I am delighted to present you this year's annual report. This will be a brief report as our department had a highly successful year. On behalf of my staff, I would like to thank the Community members for being patient with their requested assistance, our working schedule and for respecting us as CNN workers.

I am also proud to say that we are currently up to date with the mandates that my employees and I have taken on.

I would like to thank each one of my employees for the time and hard work they invest into the Community. We are proud of our accomplishments in 2023, and we look forward to continuing to serve our Community with dedication and excellence.

Meegwetch,

**Kevin Diamond**, Director of Public Works

# 10.2 Employees

**Michael Cheezo**  
Interim Supervisor

**Rene Neeposh**  
Municipal Maintenance Supervisor

**Normal Kitchen**  
Municipal Maintenance

**George Salt**  
Wastewater Operator

**Albert Cheezo**  
Wastewater Operator

**Raymond Jolly**  
ECO Centre Attendant

**Maria Bobbish**  
Receptionist

**Albert Jolly**  
Contracted Worker

**Anson Weistche**  
General Helper

**Dylan Cheezo**  
General Helper

**Shirley Matoush**  
Janitor (Sam's Garage)

**Anna Swallow**  
Janitor (Band Office)

**Judy Jolly**  
Replacement Janitor (Band Office)

**Lizzie-Ann Mettaweskum**  
Janitor (Sports Complex)

**Anna Wapachee**  
Janitor (Sports Complex)

**Skyler Blackned**  
Janitor (Youth Centre)

**Warren Jolly**  
Janitor (Wellness Centre)

**Kyle Jolly**  
Interim Youth Centre Maintenance

**Ethan Wapachee**  
Mechanic Garage Attendant (contracted worker)

**Stewart Mettaweskum**  
Roads and Walkways Supervisor

**Philip Swallow**  
Roads and Walkway Municipal Clerk

**Gerald Mettaweskum**  
Roads and Walkway Worker

**Wally Trapper**  
Roads and Walkway Casual Worker

**Samuel Mettaweskum**  
Environment Health Officer

**David Jolly**  
Environment Health Officer

**Charlie Matoush**  
Environment Health Officer

# 10.3 Ongoing Work

The Public Works Department provides essential services to our Community, ensuring public support and maintaining infrastructure. This report highlights our accomplishments, projects, and services delivered during the 2023-2024 fiscal year.

## Cleaning Sewer Line

- **Sanitary Sewer**  
7,285 linear meters of pipe and 147 manholes
- **Storm Sewer**  
5,9554 linear meters of pipe and 108 manholes

## Health Environment and Landfill Waste Upkeep

- Daily transportation of waste to the landfill
- Assisting with Hydro Québec sanitation operations

## Mandatory Weekly Water Testing

- Tested by water operators

## Annual Reservoir Cleaning

- Administered by water operators

## Public Building Maintenance

- Lawn mowing for public buildings
- Sweeping public parking lots
- Mandatory seasonal building cleaning
- Clean-up of public parks, ball field, outdoor rink
- Maintenance of ball field lights

## Roads and Walkways

- Weekly brushing of roads and sidewalks
- Installation of new address signs for every cluster
- Snow removal
- Collaboration with SEBJ road maintenance work

# 10.4 New Project for the Employment of Youth

Over the last year, the Department created a strategy for youth members who are not part of the summer student program to give them the opportunity to gain experience in their future careers.

The program provides two options:

### Student Program in Collaboration with Cree School Board

Students received training while on the job to obtain their academic credentials.

### Short-Term Contracted Services

Youth were hired on contract for roof snow removal and outdoor maintenance.

# 10.5 Collaborations

Over the last fiscal year and in collaboration with the Capital Works Department, we have collaborated with several companies to improve our Community:

- Vieux Poste Construction (construction work)
- Nordflow (wastewater upkeep)
- Ywwashtin Enterprise (construction work)
- Yeakuutaban (gravel transportation)
- AtkinsRéalis (engineering services)
- Nord Electric (electrical services)

# 11 Housing



Norman Wapachee  
Director of Housing



## 11.1 Message From The Director

To all Community members,

First and foremost, I wish to express my gratitude to God for granting me another year, and to the Cree Nation of Nemaska for trusting me with the opportunity to lead the Housing Department.

Since taking on the role of Director of Housing in June 2023, it has been a challenging year for me. The Housing Department plays a key role in ensuring the well-being of our Community members, and I am fortunate to have a dedicated and talented team by my side. While there is still room for improvement, I am confident that, with their support, we can overcome any obstacles.

I would like to extend my gratitude to the Housing Committee for their valuable input and guidance. Furthermore, I am thankful to the Director General and Deputy Director General for their trust in me and their unwavering support throughout this past year. Lastly, I would like to express my appreciation to the Chief and Council for their continuous support in enhancing our housing department.

I would also like to acknowledge Natasha M. Leroux and Claude Coonishish for their significant contributions to various projects within the Housing department.

Together, let us work towards a better future for our Community, where everyone has access to safe and comfortable housing.

Best regards,

**Norman Wapachee**, Director of Housing

# 11.2 Employees

**Norman Wapachee**  
Director of Housing

**Louise Tanoush**  
Coordinator of Accounting and Administration

**StacyAnn Tanoush**  
Collection Officer

**Tina Wapachee**  
Office Assistant

**Oliver Bobbish**  
Housing Maintenance Supervisor

**Samuel Rabbitskin**  
Maintenance Worker

**Shane James**  
Maintenance Worker

**Jimmy Sam Wapachee**  
Maintenance Worker

**Peter Moar**  
Inspector (contractual basis)

**John Paul Wapachee Sr.**  
Casual Helper

**Thomas Jolly Jr.**  
Casual Helper

Our Housing Committee consists of 5 members who make recommendations to the Council for unit allocations and reallocations:

**Gertie Jolly**

**Stella M. Wapachee**

**Charlot Jolly (Youth Seat)**

**Mary Jane W. George**

**Ruth Jolly**

# 11.3 Projects

## 6 New Bungalows

This past fiscal year, we successfully completed the construction of 6 bungalows. The project was initiated under the 1.3B Cree Nation Government Community Social Housing Program 2023-2025, Round 2. Within this program, the Cree Nation Government allocated 22 units for our Community and we were able to complete 5 of these at Machitwehew Trail. Additionally, 1 unit at Porcupine Trail was rebuilt and replaced due to various issues.



Many Units Were Renovated

## Renovations

15 units located at the following addresses were renovated:

- 9A Partridge Trail
- 4B Marten Trail
- 5B Marten Trail
- 1B Partridge Trail
- 9A Bedabin Trail
- 4C Whaphew Trail
- 1B Rabbit Trail
- 21B Shiipaashtiwk
- 7A Bedabin
- 54 Partridge Road
- 32 Partridge Road
- 116E Partridge Road
- 4 Mink Trail
- 16 Partridge Road
- 17 Whaphew Trail Balcony

Throughout the project, our main contractor was VPC, and we enlisted the assistance of Jean Dubois to support us with some units.

# 11.4 Strategic Planning Session

In November 2023, the Housing Department staff held a strategic planning session with the Housing Committee. The main purpose of this session was to gain insight into how to improve the Housing Department.

# 11.5 Training

During winter 2024, our housing maintenance team received training on mold cleaning and decontamination of units. This training aimed to enhance their skills in ensuring a safe and healthy living environment for residents.

Additionally, our administration staff underwent training on CMHC files, which aimed to enhance their knowledge and proficiency in managing housing-related paperwork.

# 12 Finance



The Administration wishes to extend its heartfelt appreciation to our exceptional Finance Department. Our employees' dedication, resilience, and availability throughout the year have been instrumental in ensuring our success. The Finance team has consistently risen to every challenge, demonstrating professionalism and diligence in every aspect of their work. Your diligence and dedication have set a standard of excellence.

Good job!



Janet Moar  
Treasurer



The Finance Department  
works as a strong team



The Finance Department's  
employees work really hard to  
provide the best results



Raynald Boutin  
Senior Financial Advisor



## **Cree Nation of Nemaska**

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