



TEMAGAMI
FIRST NATION

ANNUAL REPORT 2023/2024

Publishing this Annual Report is part of our governance process that allows Temagami First Nation to review the past year and reflect on the achievements towards the strategic objectives and financial performance.





TEMAGAMI FIRST NATION

Who we are	Page 2
Membership	Page 3
Governing Council	Page 4
Message from Chief Shelly Moore-Frappier	Page 5
Strategic Plan	Page 6
Key Achievements	Page 7
Departmental Overviews:	Pages 10-21
• Health Services - Doreen Potts Health Centre	
• Social Services – Family Healing & Wellness Centre	
• Lands & Resources	
• OYEP	
• Education	
• Tillie Missabie Family Centre	
• Justice & Victim Services	
• Public Works and Community Services	
• Finance	
• Communications	
TFN 2023-24 Financials	Pages 21-24
Consolidated Statement of Financial Position	Page 25
Consolidated Statement of Operations	Page 26
Segment Disclosure	Page 27
Feedback	Page 28

WHO WE ARE

Introduction to our community

The Teme-Augama Anishnabai and Temagami First Nation represent the Original People of N'dakimenan (Our Land) [Unceded]. Our Creation Story tells us that 8000 years ago, the Creator placed us at Ishpatina Ridge, the highest point of land in what is now called Ontario. This timeline corresponds to the receding glaciers. Six thousand of those years have been corroborated by science, showing our continuous occupation.

N'dakimenan encompasses approximately 10,000 square kilometres of land, adjacent to what is now known as the Quebec border and approximately 400 kilometres north of the city of Toronto. Our boundary is not disputed by neighbouring Indigenous Peoples and First Nations. Further, the boundary of N'dakimenan was accepted by the Supreme Court of Canada in Ontario (Attorney General) v Bear Island Foundation, [1991] 2 SCR 570).

We have maintained a distinct territory, language, laws, governing authority, social organization, and culture since time immemorial.



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Membership

- As of March 31, 2024 Temagami First Nation had a total of 1053 members.
- Citizenship for our entire Nation is being revisited.



2023/2024

Governing Council

Chief & Council as of December 2024

Chief	Shelly Moore-Frappier
Second Chief	Michael Paul
Councillor	Alice Moore
Councillor	Alex Paul Jr.
Councillor	Kim Montroy
Councillor	John McKenzie
Councillor	Joseph Katt



2023/2024

Message from Chief Shelly Moore-Frappier

Kwe Kwe kina wiya,

This past year has been a remarkable one, with many accomplishments that reflect our collective efforts to strengthen our community and ensure a prosperous future for all.

This year, we celebrated the completion of one new family home and a newly renovated unit, providing safe and comfortable housing for our members. We also acquired a new snowmobile shuttle to enhance passenger comfort during the winter months. Additionally, we secured funding for much-needed fire equipment, which will improve the safety and emergency preparedness of our community.

The Ontario Trillium Foundation (OTF) digitizing project has been a major highlight, advancing our commitment to data sovereignty and protecting our valuable information. We are also proud to have made significant progress on the Language Atlas, which records elders speaking Anishinawbemowin and preserves our place names for future generations.

While we have met our objective of removing the nuisance cabin, the larger issue of the Ontario Métis Harvesting Agreement persists. We continue with our statement of claim to challenge the Metis Nation of Ontario assertions on N'dakimenan.

In communications, we launched the TFN Communications App and developed a comprehensive communications strategic plan to ensure timely and effective information sharing across our community.



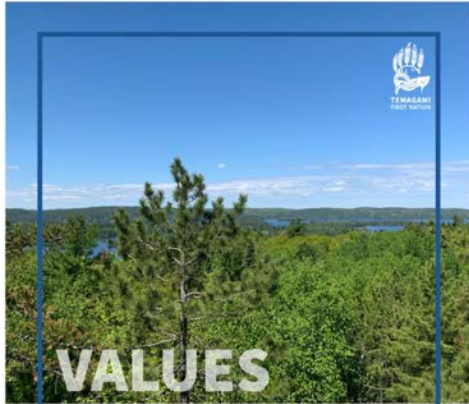
Finally, in July, we held our election, and I am deeply honoured to continue serving as your Chief for a second term.

Chi-miigwech for your ongoing trust and support. Together, we are building a stronger and more vibrant Temagami First Nation.

In Unity,
Chief Shelly Moore-Frappier

Akina Teme-Augama Anishinaabewimin nii-wizhitoomin gaaminod ezhiga-endamin. Wi-miikimomin gwayakochigemin akiikan.

All Teme-Augama Anishnabai want to build something that is good where we live. We will work at doing right by the land.



VALUES

**Gizoongidehemin
ezhi-winaakonigemin.
Wi-mikwendamamin akina
weshkat gaa bimaadiziwog
shij wii gaadaadiniziwog.**



We will be of strong heart when
we make decisions.
We will remember all long ago who lived
and who will be born.



VISION

**Akina Teme-Augama
Anishinaabewimin
nii-wizhitoomin gaaminod
ezhiga-endamin.
Wi-miikimomin
gwayakochigemin akiikan.**

All Temagami People want to
build something that is good where
we live. We will work at doing
right by the land.



MISSION

**Mino niigaanizimin
shij ni-wiidamaagemin
gaa-ezhi-widoodamaagemin.**



Good leadership
and we will tell
everyone what we are doing.



OBJECTIVES

1. To Strengthen Governance Structure and Processes
2. Maintain and Plan for Infrastructure that Serves the Needs of Community and Members
3. To Support Opportunities that Enhance the Culture, Language and Traditions of Our People
4. To Live in Balance with all Natural Resources on n'Daki Menan
5. Sustainable Programming and Services that promote Inter-Dependence

Strategic Plan

Some Key Achievements & Milestones in the past year

Infrastructure

- Built a new 3-bedroom home for a small family and newly renovated unit.
- Purchased a reliable snowmobile shuttle and sleigh for emergency services and community use.
- Secured new fire equipment for Bear Island, including an ATV, pumps, and hoses.

Education

- Celebrated multiple graduations: 9 post-secondary, 3 secondary (on-reserve), and 13 elementary students.

Lands & Resources

- Ratified the Bear Island Land Use Plan (2022).
- Digitized historical documents through the Ontario Trillium Foundation.
- Guardians Program monitored species at risk, water quality, and resource compliance.
- Developed a GIS tool to screen development proposals for ecological impacts.
- Began the Language Atlas project to preserve place names in Anishinaabemowin.

Environmental Initiatives

- Constructed a greenhouse under a Climate Change and Health Adaptation Program, with two more planned.

Social Services

- 2023 TFN Inaugural Pow Wow and the opening ceremonies of the new Shiningwood Bay Pow Wow Grounds

Justice & Community Safety

- Hosted Truth and Reconciliation Day and Justice Days, fostering education and collaboration.
- Strengthened community safety through partnerships with local police.

Communications

- Secured funding for a TFN Communications App (launch in 2024) and created a communications toolkit to house the TFN Communications Strategy and accompanying documents.



FAMILY HEALING & WELLNESS CENTRE



The Family Healing & Wellness Centre promotes a positive lifestyle within the families of its community members guided by The Seven Grandfather Teachings.



We aspire to implement holistic community-based programming and services. With areas of focus being awareness, prevention, and fostering healthy connections for all that access our services.

We are rooted within N'daki Menan, our homeland. Preserving our language and traditions of the Teme-Augama Anishnabai for future generations to come.

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DOREEN POTTS HEALTH CENTRE

Programs include:

- ☑ Non-Insured Health Benefits
- ☑ Medical Transportation (On-Reserve)
- ☑ Community Health Nurse
- ☑ Environmental Health and Safety Advisor
- ☑ Drug and Alcohol Worker
- ☑ Health Promotions
- ☑ Diabetes Prevention
- ☑ HIV/Aids and Hep C Prevention Program
- ☑ Ontario Works Program
- ☑ Enrichment Health
- ☑ COVID-19 Rapid Testing Unit

Home and Community Care / Community Support Services including:

- ☑ Elders
- ☑ Disabled

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2024-12-16



TFN Community Infrastructure

Community infrastructure is the set of physical facilities that help the community live and work together, both in the present and future. Our department includes:

- ☑ Public Works and Heavy Equipment
- ☑ Infrastructure and Capital Projects
- ☑ Housing
- ☑ Recycling and Solid Waste Management
- ☑ Water and Wastewater Treatment
- ☑ Shuttle Service
- ☑ Community Roads and Ice Roads
- ☑ Emergency First Response
- ☑ Emergency Fire Services
- ☑ Animal Control
- ☑ Community Energy Champion



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LAURA MCKENZIE LEARNING CENTRE

While honouring the Anishinaabe heritage of its students, the Laura McKenzie Learning Centre strives to provide a culturally appropriate, well-rounded program that meets the needs of all students and encourages them to become lifelong learners who attain academic excellence and life balance in school, community and the world.



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DMLRC Forestry Initiative

Activities Include:

- ☒ Tree Planting
- ☒ Brush Saw Thinning
- ☒ Chainsaw Thinning
- ☒ Sawmilling
- ☒ Firewood Production

Daki Menan Lands & Resources Corp.
General Delivery,
Bear Island, ON P0H 1C0

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Temagami First Nation Victim & Justice Services

TFN Victim and Justice Services support people affected by crime and trauma. We aim to empower victims on their journey to safety and healing.

We assist in restoring relationships and justice in a culturally sensitive manner that brings bounce back to one's life in the community that they live in.



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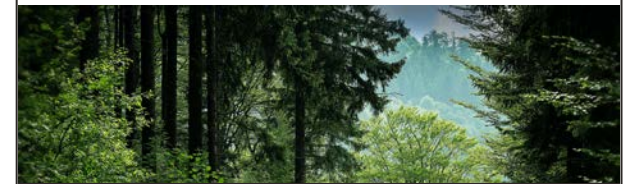
TEMAGAMI
FIRST NATION

Seeking Explorers, Adventurers, and Dreamers!

Offering:

- ☒ Career growth and development opportunities
- ☒ On-the-job training to support in your role
- ☒ Positive, supportive, and professional work culture
- ☒ Open and honest communication
- ☒ Emphasis on health, family, and environment
- ☒ Positive reinforcement

And so much more!



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Doreen Potts Health Centre

Summary

The Doreen Potts Health Centre encompasses health promotion, communicable disease control and management, prevention programs to improve health outcomes and reduce health risk. Programs include; environmental & public health; client home and community care program/services, NNADAP/mental health program/services, diabetes programs/services, medical transportation program, Ontario works program.

Health and Social Services Leader: Annette Paul

Key Accomplishments/Achievements

- Hired a Home and Community Care Coordinator Boshk Aguonia, joined in October 2023.
- Youth trip to maple mountain.
- Hosted Northern Ontario School of Medicine(NOSM) medical students for another year.
- Another successful year with our community garden.

Evidence & Reflections

- On going prevention and promotion programming for health and wellness done throughout the year.
- North Bay Indigenous Hub Primary Care services have a Doctor, Nurse Practitioner, Dietician coming to the community monthly.
- The suboxone treatment harm reduction program is ongoing overseen by NNADAP program.
- Received funding for greenhouses, partnership with Lands and Resources on this initiative.
- Introducing our Health and Social services committee members Laura Irvine, Elizabeth Potts, Carol James, Ursula O’Sullivan, Cathy Metcalfe.
- Land based program received another yurt that was put up in Whitefish Bay. This location is used for the hunting camp and other land based programming.

Department Strategic Alignment

Ongoing leadership, accountability, fiscal management, administration, planning & organizing of the health dept.
Ongoing programs services and delivery for community throughout the year.



Family Healing & Wellness Centre

Summary

The Family Healing & Wellness Centre social services department focuses on the health and wellness, traditional and cultural awareness through programs and services for children, youth, families, women and men. We promote healthy lifestyles and deliver cultural-based programs and services promoting holistic healing and wellness. FHWC funding flows mainly from Provincial and Federal Governments, Ministry of Children, Community and Social Services, Community Social Services and Indigenous Services Canada.

Key Accomplishments/Achievements

- 2023 TFN Inaugural Pow Wow and the opening ceremonies of the new Shiningwood Bay Pow Wow Grounds; hosted the 2023 TFN Round Dance; traditional ceremonies with the help from Elders near and far, naming ceremony, healing/teaching ceremony; attended surrounding Pow Wows & Round Dances such as Nipissing, Canadore, Mnjikaning and Sudbury. Construction of the land-based log cabin in Sharp Rock, N'dakimenan; hosted Annual Hunt Camp in Whitefish Bay, N'dakimenan.
- Children & youth activities: FHWC were key in the delivery and hosting events such as Roots & Wings Summer Employment Program; an IFN Youth Conference; Youth trips to Maple Mountain and Niagara Falls. FHWC was the main contact for sending kids to Lake Temagami area camps, working with area camp owners and operators benefiting on/off reserve TFN/TAA families. FHWC assisted with providing needs to assist with the TFN/TAA Pond Lake occupation.
- First Nation Child and Family Services recipient to address the TFN Child Welfare Program, including Prevention and Capital needs. This includes submitting an application (approved) for a capital feasibility study for a new Child & Family Services building.
- Continue outreach to clients and making referrals, family support services, transportation services, both remote and combined activities for children, youth and adults as needed.

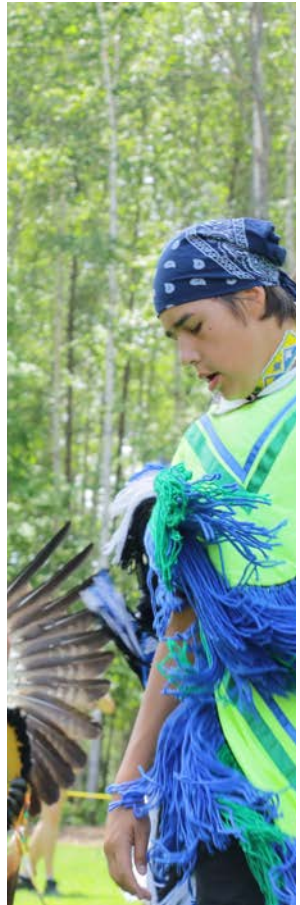
Evidence & Reflections

Continue delivering programs and services that support the spiritual, emotional, physical, and mental well-being of the community. Promote land-based activities on N'dakimenan using local knowledge to foster healing, growth, and community participation, contributing to program success.

Advance Child Welfare Long-Term Reform, the Child Human Rights Tribunal, and Jordan's Principle to secure future care provisions for our children. Strengthen collaboration across all TFN departments, programs, and services to enhance organizational progress for the benefit of the community.

Department Strategic Alignment

"3. To Support opportunities that enhance Culture, Language and Traditions of our people"



Lands & Resources

Strategic Plan

Mission: To implement our sacred responsibility for stewardship and co-existence of the people of N'dakimenan.

Vision: N'dakimenan is a model of respectful co-existence, sustained life and sustainable development.

The Lands and Resources Strategic Plan and budgets are reviewed annually and are used to inform and develop our workplans. Our Workplan Strategic Goals are:

1. Community Engagement and Communications;
2. Education and Awareness;
3. Collaboration and Partnership (Internal and External);
1. Research and Risk Management;
2. Monitoring and Evaluation;
3. Strengthen Capacity;
4. Youth Involvement.

We also have the following priority areas: Mining, Land Code, Forestry, Energy, Climate Change and Monitoring.



Photos: Inspecting for proposed new cut road, Red Squirrel Road, July 2023, Mocotaugan (curved knife) made from Deer Antler, on display at MgM, Bear Island

KEY ACCOMPLISHMENTS/ACHIEVEMENTS

Mining –The Resource Development Advisor (RDA) received and responded to two early exploration plans, 16 early exploration permits, and multiple amendments and conditions added to permit applications. The RDA visited monitoring areas, attended numerous site visits and committee and council meetings discussing different stages of mining exploration and began to catalog and respond to online claim registration companies, starting the consultation at the grass roots stage. A Mining Information Session was held on Bear Island in July 2023 and RDA attended PDAC in Toronto in March 2024 along with the Chief and other staff and a youth member. TFN/TAA have persistently upheld the expectations, focusing on permits in areas with high sensitivities and impact to land and rights. There was continuous training to upgrade and gain certifications to benefit the quality of assessment of cumulative effects on the land and in the water. Continuing to build relationships with other First Nations, discussing successful agreements, and providing new strategies for negotiations. Exploring a TFN/TAA owned aggregates project, partnerships and procurements and monitoring existing aggregate projects.

Land Code The Land Use Plan (LUP) for Bear Island, Teme-Augama Anishnaabeg Akii n'zhit te win (Deep Water People, Our Land Plan), was ratified on October 15th, 2022. This has allowed for the department to collect information for the Draft Environmental Management Plan (EMP) for Bear Island. We expect that the EMP will be presented to the community to be voted on in Winter 2025. Along with the EMP the department began work on the Implementation Plan for Zoning. Over the course of the year, 10 engagements were held for the LUP and EMP. The department has continued to work on our own non-legalized Matrimonial Real Property Law (MRP) for Bear Island, as we are currently under a provincial MRP. An Additions To Reserve (ATR) process has been started for the Daki Menan Lands & Resources Corporation (DMLRC) property. The first step of the ATR process is a Phase 1 Environmental Site Assessment (ESA). The Phase 1 ESA for the DMLRC property was completed in December 2023. Surveys on White Bear Road, Bear Island, were completed for possible future developmental lots. The Draft Lands Set Aside (LSA), although not ratified, has been utilized for a main land community site discussions.

Forestry – The TFN Forest Strategy continues to be implemented, including Temagami Forest Management Planning implementation, which includes harvesting our Temagami Unit allocations. TFN has a forestry strategy for the Lands Set Aside, which could be implemented if the community voted in favour of it. One Forestry Information Session was held in February 2024. This Information Session was a broad overview of the expected work for the coming year. The L&R department will strive to have the MNRF and forestry proponents bring more detailed information for next year's Forestry Information Session. Aerial spraying continues to be an issue that L&R works on with the goal to educate proponents about the negative consequences of spraying and the alternatives that exist. An aerial spray map was published and distributed throughout the community for community members to have as information. L&R staff consistently keep an eye on forestry activities, whether on forestry-specific tours or not. We take a holistic approach when on site visits and take note of all activities that we see. L&R staff continue to organize site visits for technicians, councillors, committee members, and community members.

OTF Digitizing Project – The Ontario Trillium Foundation (OTF) funded a one-year project for digitizing documents in order to safeguard them while at the same time providing better access to them for the future. The digitizing project concluded in September 2023 with a community dinner and a visit from our local Member of Provincial Parliament, John Vanthof. Now that the project has concluded, the SharePoint of archived documents is an invaluable resource for L&R technicians to find historical information and context to aid in their work. Many of these documents are publicly available upon request, and the department has plans for a public access computer that would make these documents easier to access for community members.

2023/2024

Lands & Resources Continued

Reflection

As we look back over the past year, the Lands & Resources department has continued to diligently carry out work as directed by Chief & Council, in order to promote the community's interests and ideas regarding the land. The land guardians program began early in 2023. This project is an important milestone for our department, allowing us to collect information, and to observe and report on all activities happening within N'dakimenan. The land guardians project gives us a greater presence on the land and takes the guardians all over N'dakimenan. The Land Use Plan for Bear Island was ratified by the community on October 15th, 2022. This ratification by community allows the department to move forwards with the Implementation Plan for zoning, and Environmental Management Plan for Bear Island. Lands & Resources continues to collaborate with local proponents and stakeholders, such as the Daki Menan Lands and Resources Corporation, as well as the newly established Temagami Forest Management Corporation.



Photos: Baseline Water Testing, River Valley, Dec 2023

Department Strategic Alignment

We continue to work aligning with the Lands and Resources Strategic Plan objectives, as set out by Council, and have been building a Lands and Resources Team to create resource development plans for N'dakimenan.

Key Accomplishments/Achievements Continued

Guardians Program – The Lands & Resources Guardians program had a busy year! The mandate of the Guardians is to observe, document and report, they serve as the eyes and ears and have the honour and responsibility to care for the lands and waters of N'dakimenan. The Guardians have been directly involved with fish and wildlife monitoring programs, as well as working with resource development investigating mineral explorations sites and helping to ensure compliance. They have also been monitoring and tracking species at risk on N'dakimenan. The Guardians also provided support ensuring that the Pond Lake team were well supplied. The Guardians have been monitoring and testing the water of Lake Temagami and around Bear Island.

Species at Risk – The species at risk program is underway, eight species have been identified on N'dakimenan so far. We are continuing to monitor using game cameras, audio recording devices, eyes and ears out on the land to ensure we collect the data needed to protect these species and their environment so that our future generations will continue to live in harmony with all that call N'dakimenan home.

Environmental Monitoring – Cumulative Effects – The two-year Cumulative Effects Project wrapped up this year. The focus was on gathering data to determine the extent of impacts on the environment from resource extraction on N'dakimenan and the impact that these extractions have had on the land and its people. An interactive map will be created based on the data collected, interviews with elders, and community members.

Fish and Wildlife – The Lands and Resources department issued Inter-Tribal Harvesting permissions in 2023-2024. Sixteen (16) moose tags were granted, of which twelve (12) moose were reported harvested by applicants from other First Nations.

Mapping/GIS – Provided mapping support for several areas of concern, and updated mapping of all mining claims, permits and plans. Provided support to the Resource Development Advisor when reviewing exploration plans and permits with the values screening tool (Traditional Ecological Knowledge values). The screening tool was also applied to screen several municipal applications. Received an archaeological license in October 2023 and participated in an archaeological assessment. Continued to manage the loaned items in the display case. Assisted with a presentation to the Mayor and Council of the Municipality of Temagami regarding TFN/TAA land rights and interests.

Language Atlas – The Language Atlas project began in January 2024, with a full year of funding provided from the Government of Canada (through the federal department of Canadian Heritage). The language atlas aims to record our elders saying place names within N'dakimenan in Anishinaabemowin in an accessible digital atlas. We have done much of the preparatory work to conduct this project, and we have done one interview with an elder. We received notification that our funding would be extended for a second year, so the work will continue well into 2025.

CCHAP (Climate Change and Health Adaptation Program) – Funded by the federal government, this project seeks to increase the food security of Bear Island. We have erected one greenhouse, and plan to build two more. The greenhouses will function as season extenders and should be ready for community use in 2025.

Esker Rangers (OYEP) 2023



Summary

In 2023, the Esker Lake youth program, a collaboration between the Outland Youth Employment Program (OYEP) and Temagami First Nation (TFN) achieved notable success.

2 TFN youth attended in 2023. One youth was a 2nd year ranger, and the other was a Crew Leader in Training. The TFN youth gained leadership skills, more certificates and job skills.

The youth at Esker Lake received certifications in first aid, chainsaw, canoeing, working at heights, confined spaces, WHIMIS, expanded their pathways to employment. The youths contributed to the community through conservation projects, earning Ontario Trail Specialist certifications.

An Elder facilitated cultural training. Mining matters discussed minerals, the start up of mining. Where to mine, the costs to start up. How would the mine affect the environment. What would it take to bring the land back to its original state, reclamation, before the mining started.

Planting trees as well as trail clearing not only rebuilt a connection with the land, but also instilled work ethics, teamwork and land stewardship.

Mark Kmill, OYEP National Manager

Key Accomplishments/Achievements:

- 5 Indigenous youth were hired for management roles.
- Why save seeds? Gene First Conservation taught about tree seedling basics
- 24,000 trees were planted



"I gained more experience in different work fields and more communication skills. I also got to be away from a screen more which I noticed made me more energy efficient." Youth Participant



2023/2024



Education



Education Lead: Lynn Mongrain

Summary

The Bear Island Education Authority (BIEA) oversees the Tillie Missabie Family Centre (TMFC), the Laura McKenzie Learning Centre (LMLC), Secondary, Post-Secondary, Adult Education and the Public Library for the Temagami First Nation. The BIEA was established in 1998 when the Laura McKenzie Learning Centre (LMLC) transferred from Timiskaming Board of Education to a Band Operated School. In 2005 the TFN Education Committee for Secondary and Post-Secondary was dissolved and the BIEA took over these responsibilities. The TMFC and Public Library were brought under the BIEA in 2022. The BIEA consists of a Chairperson, four (4) BIEA members, a non-voting ex-officio member of Chief & Council. Regular BIEA meetings will occur once a month, special meetings are called when urgent matters arise.

BIEA Members

- Kristen Koistinen – Chairperson
- Alison Jackson
- Amanda Mathias
- Demi Mathias
- Tyler Paul
- Alice Moore – Council Ex-officio

Enrollment 2023-2024

- Elementary 37
- Secondary 19
- Post-Secondary 42

Key Accomplishments/Achievements

- ✓ 9 Post-Secondary Graduates
- ✓ 3 Secondary Graduate (on-reserve) & 9 Secondary Students (off-reserve)
- ✓ 4 Elementary Grade 8 Graduates & 2 SK Graduates

Evidence & Reflections

An independent contractor was hired to assist Temagami First Nation in developing a draft Regional Education Agreement (REA) that responds to the education goals and priorities set by Chief and Council. The draft was completed in January 2024.

The education department was able to purchase 2 new learning spaces for the LMLC and TMFC. The children will be able to go out on N'dakimenan when the new Yurt and Tipi are setup!

Department Strategic Alignment

An Art Therapist has been coming into the school to help students with mental health and behaviour concerns. She comes to the LMLC 4 days a month and works with 8-10 students.

The Secondary, Post-Secondary, and Adult Ed. students have continued to have support from the Student Success Worker.

The BIEA continue to work on the policies and procedures for the different areas in education.

Tillie Missabie Family Centre:

Daycare & Aboriginal Head Start

Summary

The Tillie Missabie Family Centre is a licensed daycare for 26 children from infants to 6 years old. The daycare provides culturally enriched programming for the children enrolled, to promote school readiness, in a safe, nurturing environment. We currently have 14 children registered at the daycare. The TMFC also engages parents and children in family programming as often as possible. The staff at the Tillie Missabie Family Centre include a daycare supervisor/RECE, a Registered Early Childhood Educator, 3 Early Childhood Assistants, Family Cultural Coordinator, a Cook, and Janitor.

Key Accomplishments/Achievements

- Continued Land-Based Programming: This year, we successfully sustained our commitment to land-based programming, allowing children and families to engage in meaningful activities that connect to culture, language, and the land.
- Staff Training in Child-Centered Programming: Prioritized staff training to ensure our team is equipped to implement programs that are responsive to the children's interests and aligned with early learning strategies. This approach has fostered a more engaging and effective learning environment, promoting child-led exploration and development.



Evidence & Reflections

- A diverse range of land-based activities that were deeply connected to our culture and the land. These included ice fishing, gardening, berry picking, annual family language camp at Obabika yurt, boat and snowmobile trips, retrieving net and cleaning fish.
- TMFC staff engaged in various training opportunities throughout the year aimed at enhancing programming and planning skills. The focus was on early childhood education strategies, responsive planning based on children's interests, and incorporating cultural learning and Anishnaabemowin into daily programming.
- Parents actively participated in a range of family-oriented activities. These included: online parent courses, ribbon skirt making, belt making, fishing derby, supplies for family gardens, trips to Pow Wows and round dances. Families also joined events such as the annual family language camp, movie afternoons, paddle painting workshop, flowering arranging workshop, and take-home craft kits.
- Virtual bi-weekly family language nights attended by TMFC staff & families.
- Anishnaabemowin incorporated on a more regular basis at the TMFC. Words and phrases have been posted and used by the daycare staff.
- Daily smudging and hand drumming with the children and staff.

Department Strategic Alignment: 2B, 3A, 4A

2023/2024

Justice & Victim Services

JUSTICE SERVICES
TEMAGAMI FIRST NATION



Justice & Victim Services Coordinator: Virginia McKenzie

Our Objectives & Goals

- Work collectively to preserve justice and ensure that the rights and needs of every child or individual are met.
- Assist in moments of crisis and create a safe space for victims.
- Bring awareness to safety and traditional values and knowledge that reflect a good life.
- Act as a liaison for clients with the Canadian Justice system, utilizing Restorative Justice whenever possible.
- Ensure that persons affected by crime receive immediate support and assistance to quickly restore stability in their lives.
- Assist police and emergency service providers in meeting the needs of the victim.
- Educate the community about victimization, including historical trauma and abuse of any kind.
- Encourage personal empowerment, growth, and awareness and making referrals to other services that can best assist our clients.

Key Accomplishments/Achievements

- Red Dress Day: This event has significantly increased community awareness about Missing and Murdered Indigenous Women, while also reinforcing the importance of government accountability in addressing calls for justice.
- Truth and Reconciliation Day (Orange Shirt Day): Over the past few years, these events have been well attended, serving as important platforms to educate community members.
- Justice Days: These events gather professionals from the justice field, including Crown Attorneys and Indigenous Police Services, who support First Nation communities, promoting a collaborative approach to justice and safety.
- Community Safety: Our efforts include supporting the Bear Island Police in maintaining community safety and raising awareness about road safety, cybercrime, and bullying among children.

These initiatives reflect our ongoing commitment to building safe and informed communities through education and collaborative events.

Evidence & Reflections

- We are active in the community with programing and assisting our community by bring more knowledge of the world around us regarding Justice. Supporting and empowering individuals.

2023/2024

Public Works/ Community Services



Summary

The TFN Infrastructure Department is responsible for the operations and maintenance of the community infrastructure. The department delivers a wide range of services to the community including the Water Treatment Plant, Water and Sewer distribution, Roads, Vehicle and Building Maintenance and Repairs, Housing, Capital Projects, Heavy Equipment, Barging, Shuttle Services, Animal Control, Emergency First Response, Fire, Recycling, Solid Waste, and Community Energy Champion.

Key Accomplishments/Achievements 2023-2024

- Construction of new 3- bedroom home for small family and a newly renovated unit.
- Hiring of an additional Water Treatment Operator for water plant.
- New snowmobile shuttle purchased for increased reliability and durability for Community members and Emergency services.
- New shuttle snowmobile sleigh purchased for passenger ease and comfort.
- Bear Island Volunteer Fire Dept. - Successful completion of Live Fire Training in fall 2023 for all 7 team members.
- Hiring of new Animal Control Office for Bear Island.
- Acquisition of 3 new waste disposal dump trailers for Infrastructure Public Works and Community use.
- Obtained funding and purchased new fire equipment for Bear Island Fire Dept., such as a ATV Side-by-side, new pumps and hoses.

Evidence

Public Works and Infrastructure Staff provide essential services to the Community on a daily basis. It's the daily duties required to keep our community safe, clean and running that the staff provide. Daily shuttle services for members and visitors to and from Bear Island ensures everyone's needs can be addressed in a timely manner. Road and Ice Road upkeep is routine, as well as garbage/recycling maintenance and emptying. Public works assists community members in any capacity as required through heavy equipment services and aggregate delivery and dispersion. The Team works well together and are valued employees of the Organization.

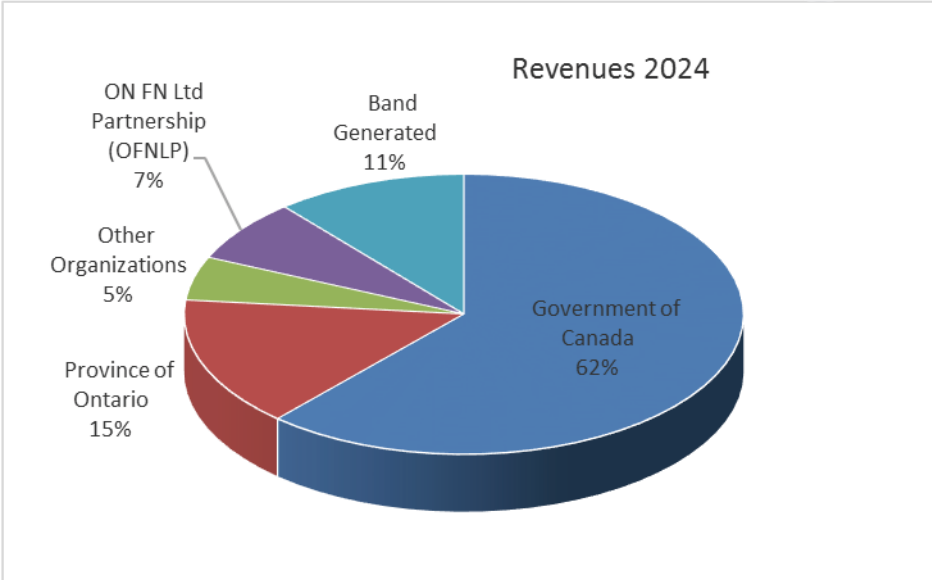
Reflection With so many moving parts within Community Infrastructure, we constantly strive to emphasize good communication within the department, the organization and the Community as a whole. We work to be flexible, adapt and constantly improve operations whenever possible.

Department Strategic Alignment Public Works Infrastructure provides high quality services which builds trust and confidence in our abilities, therefore creating a safe and sustainable environment for the Community and the members.



Community Infrastructure Manager: John Charyna

Finance



Financial Statements are located at the end of this report along with additional information and charts. BDO Canada has audited the financial records of TFN since 2010.

Summary

The Finance Department consists of Finance Manager, Vicky Blake and Finance Clerks, Katrina Terry and Beverley St.Denis. Joy Cooper worked in the Finance department since January 2011 and retired on May 5, 2023.

The Finance and Audit Committee (FAC) consists of Walter Ross, Douglas McKenzie Jr., Russell Evans, Laura Irvine and Councillors Kim Montroy and Alex Paul Jr. Walter has been Chair of the FAC since the inaugural meeting in January 2011. Russell Evans has been serving on the committee since March 2, 2023. Douglas served on the committee previously as a Councillor and he and Laura were appointed to the FAC as community representatives on October 12, 2023.

The fourth year of the 10-year grant agreement with Indigenous Services Canada has been completed. TFN has greater flexibility in spending to meet the needs of Temagami First Nation members and community through this arrangement.

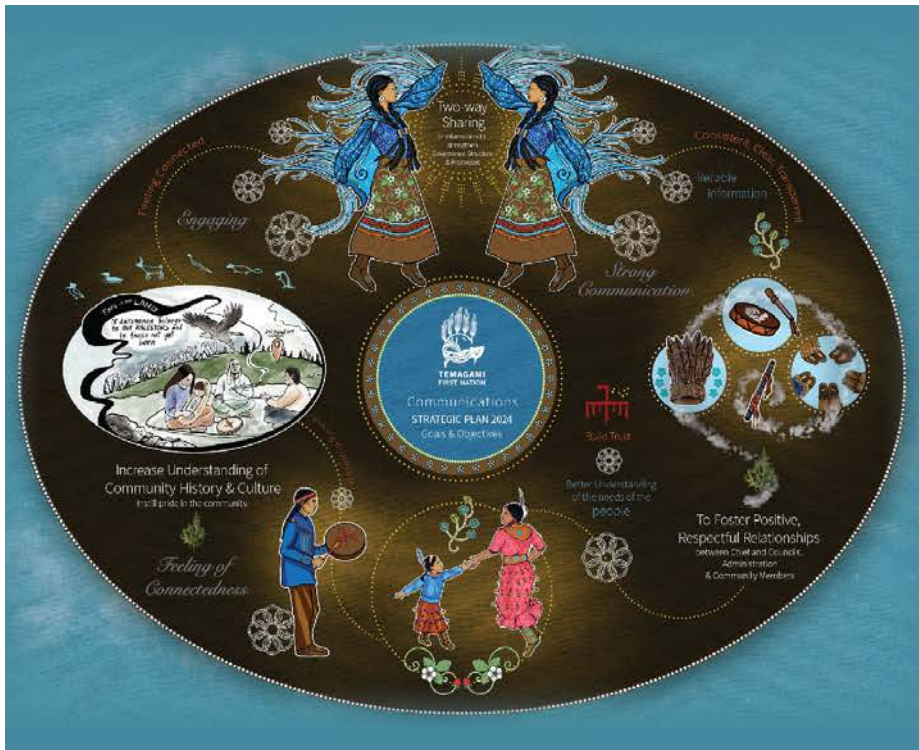
Department Strategic Alignment

Improve organizational processes. During the year, an information management module was added to our Sage Accpac accounting software. This allows for source document retention right within the accounting program for all transactions. This will make the auditing process and the retrieval of documents as needed much more efficient.

Communications

Summary

The Communications Officer supports the development and effective communications for Temagami First Nation through multiple communication vehicles including our monthly newsletter, advertisement flyers, website and social media.



Goals & Objectives

- To increase the two-way sharing of information with on/off-reserve community members in alignment with Chief and Councils objective to strengthen governance structure and processes.
- To increase understanding of community history, culture and instill pride in the community in alignment with Chief and Council's objective to promote interdependence.
- To foster positive, respectful relationships between Chiefs and Councils, administration, and community members.

Key Accomplishments/Achievements

- Production of evolving monthly BI Blast newsletter
- Branded and marketed many events and programs, pow wow, round dance, job fair, etc.
- Support all departments and committees in communications requirements such as event promotion and/or tech facilitation
- Preliminary launch of Communication Strategic Plan within a TFN Communications Toolkit, which houses all communications and better engagement guiding documents.
- Secured funding for the TFN Communications App (launch in 2024) and supports roll-out of TFN Communications Strategic Plan

Communications Committee. Members Include:

Alex Paul Jr. – Ex-Officio, Communications Officer - Heidi Jobson, Caroline Brown, Hilary Lefrancois, Cathy Metcalfe and Calista Paul

Reflection

Communications is consistently evolving. Efforts in including Anishinaabemowin in communication material is steadfastly improving. A refreshed committee has continued to pave a path forward to accomplishing our goals in communications. **At the heart of the TFN Communications Strategic Plan is — connection through strong communication.**

Communications Officer: Heidi Jobson

The Annual Audit

The TFN Financial Statements for the year ended March 31, 2024 were prepared by the TFN Finance Department, audited by our independent auditors BDO, reviewed by the TFN Finance and Audit Committee and approved by Chief and Council. BDO’s opinion on the Financial Statements has been “unqualified”, that is without any reservations noted for the past several years.

The Audited Financial Statements are available for review at the Band Office and on the TFN website. A detailed Community Financial Report prepared by Vicky Blake, Finance Manager, analyzing in detail the results for the year is also available.

Financial Highlights for the year ended March 31, 2024

The surplus has increased again this year, as a result of New Fiscal Relationship funds. This was year 4 of the 10-year grant with Indigenous Services Canada (ISC). Any surpluses are not owed back to the government at the end of the agreement.

The accumulated surplus at March 31, 2024 amounted to \$28.8 million but that is not cash in the bank. Below is a breakdown that adjusts the accumulated surplus.

	2024	2023
Accumulated Surplus	28.8	26.3
Less Tangible Capital Assets net of Debt	17.1	16.0
Plus Contingent Liability	1.0	1.0
Less Reserve and Earmarked Funds	3.8	2.9
Adjusted Accumulated Surplus	8.9	8.4

Akina Teme-Augama Anishinaabewimin nii-wizhitoomin gaminod ezhiga-endamin. Wi-miikimomin gwayakochigemin akiikan.

All Teme-Augama Anishnabai want to build something that is good where we live. We will work at doing right by the land.

2023/2024

Much of the adjusted accumulated surplus is for specific purposes however there is some flexibility with respect to the New Fiscal Relationship funding and our own source revenues.

	2024	2023
New Fiscal Relationship Funding	4,808,918	4,084,639
OFNLP Agreement	1,519,710	1,485,843
Land Code Management	960,671	796,196
Band Generated & Other Programs	1,610,270	1,418,038
Total	8,899,569	7,784,716

A breakdown of the reserve and earmarked funds is as follows:

	2024	2023
Water Treatment Plant	71,194	71,194
CMHC Built Houses	476,721	395,648
Elder's Complex & Lakeview Gathering	459,105	-
Future Generations Fund	2,662,597	2,365,039
Housing	25,178	29,289
Manitou Proceeds	74,392	74,392
Total	3,769,187	2,935,562

Long Term Debt A total of \$9.474 million has been borrowed from the First Nations Finance Authority for construction of the Multi-Use Facility and the Elder's Complex. The balance of the loan owing at March 31, 2024 is \$7.976 million (\$8.374 million at March 31, 2023). Canada Mortgage and Housing Mortgages amount to \$2.432 million at March 31, 2024.

TFN Sources of Revenue

The main sources of TFN revenue are as follows (in millions of dollars):

	2024	2023
Government of Canada	10.7	10.7
Province of Ontario	2.6	2.5
Ontario FN Ltd Partnership (OFNLP)	1.3	0.9
Other Organizations	0.9	1.5
Band Generated	1.9	1.2
TOTAL	17.4	16.8

Expenses are closely monitored on a department and program basis. The details of the expenses are found in the supplementary schedule of revenues and expenses in the financial statements.

Tangible Capital Assets

At March 31, 2024 the TFN had capital assets totaling \$27.5 million. This amount represents the original cost of the assets less amounts depreciated to date. The yearly depreciated amount is calculated by dividing the cost of the asset by the number of years the asset is expected to be used. The following summary shows the major TFN assets, net of depreciation at March 31, 2024 (in millions of dollars):

	2024	2023
Band Buildings & Houses	18.8	19.4
CMHC Houses	3.3	2.9
Infrastructure (water, wastewater, roads)	2.1	1.9
Machinery and Equipment	1	1.0
Vehicles (also includes boats and trailers)	1.3	1.0
IT Equipment (computers, TV's, cameras, phones)	0.2	0.2
Land Improvements (parking lots, docks)	0.8	0.5
	27.5	26.9

Asset management plans will be developed as well as a process to set aside funds to do major repairs and ensure assets remain in good condition.

Investments

At the end of March 2024 we had cash and investments totaling \$18.2 million compared to \$16.4 million the previous year, an increase of \$1.8 million. This increase is a result of interest earned on investments, the increase in the Future Generations Fund investment and the surplus of New Fiscal Relationship Funds.

The First Nations Finance Authority (FNFA) investment at March 31, 2024 totaled \$9.282 million (\$8.806 at March 31, 2023) and was earning interest at 5.4% at March 31, 2024. Scotiabank Guaranteed Investment Certificates GIC's amount to \$5.226 million and are earning between 4.2% to 5.5% interest. Total interest earned on these funds amounted to \$768K

The Future Generations Fund that is managed by Ridgewood Capital was valued at \$2.663 million at March 31, 2024 (\$2.365 million in 2023), a gain of \$297,558 (loss of \$126,671 prior year) from last year and an overall gain of \$1,490,324 since the initial investment of \$1,172 million in April 2008. The 5-year annualized return is 5.9%, very close to the fund objective of 6%. The Finance and Audit Committee reports quarterly to Chief and Council on the investment. Our investment advisor, is Robert Cruickshank of Ridgewood Capital.

Impact Benefit Agreement (IBA)

Note 8 of the Financial Statements describes the TFN/TAA funds that are not included in the TFN Financial Statements. At March 31, 2024 the balance of funds less commitments is \$2.8 million (\$2.4 million March 31, 2023). Remaining commitments of approved allocations include \$24K for membership work, \$18K for youth and \$285K for 3 phase power and \$351K for Pond Lake Land Defense Fund. Further information is available to Band members at the Band office.

Daki Menan Lands & Resources Corporation (DMLRC)

The DMLRC is a non-profit economic development and social purpose corporation controlled by the TFN. All activities of DMLRC are included in the consolidated financial statements of the TFN. There was a separate review engagement of the DMLRC and there are also more detailed financial statements for the DMLRC available upon request.

The Board of Directors of the DMLRC as of March 31, 2024 include Robin Koistinen, President, Doug McKenzie, Jamie Saville and Michael Paul. The General Manager is Stephen Mitchell.

At March 31, 2024 DMLRC has total assets of \$1.05 million consisting of land and buildings, vehicles, equipment and cash. Operations include tree planting and thinning contracts, fuelwood, sawmill and an office and yard site. Operations are running at a deficit however employment opportunities and training is the main objective of the DMLRC. The DMLRC will continue to rely on government and wage subsidies.

BDO conducted a review engagement of the DMLRC. This and the more detailed management statements are available upon request.



Temagami First Nation
Consolidated Statement of Financial Position

March 31, 2024	2024	2023
Financial assets		
Cash and cash equivalents	\$ 1,450,742	\$ 2,081,454
Investments (Note 3)	16,708,857	14,280,756
Funds held in trust by ISC (Note 5)	2,353	2,353
Accounts receivable (Note 4)	3,374,877	2,895,844
	21,536,829	19,260,407
Liabilities		
Accounts payable and accrued liabilities	2,189,316	1,660,576
Deferred revenue (Note 10)	6,848,485	6,434,431
Long-term debt (Note 11)	11,415,290	11,971,274
	20,453,091	20,066,281
Net financial assets (debt)	1,083,738	(805,874)
Non-financial assets		
Tangible capital assets (Note 9)	27,549,829	26,953,440
Prepaid expenses	203,961	179,499
	27,753,790	27,132,939
Accumulated surplus and re-measurement gains		
Accumulated surplus (Note 6)	28,406,908	26,135,666
Accumulated re-measurement gains	430,620	191,399
	\$ 28,837,528	\$ 26,327,065

Commitments (Note 9), Contingent assets (Note 13), Contingent liabilities (Note 15)

Approved on behalf of the Chief & Council



Chief Shelly Moore-Frappier



Councillor - Kim Montroy



Temagami First Nation Consolidated Statement of Operations

	2024 Budget (Note 17)	2024 Actual	2023 Actual
For the year ended March 31, 2024			
Revenues			
ISC (Note 14)	\$ 9,526,376	\$ 8,318,721	\$ 8,141,015
Health Canada (Note 14)	1,730,775	1,769,158	1,770,317
Government of Canada	333,845	393,577	443,574
CMHC subsidy	189,488	215,301	348,196
Province of Ontario	2,585,999	2,608,260	2,479,620
Other Organizations	1,684,572	877,081	1,509,722
Ontario First Nation Limited Partnership	864,000	1,261,309	886,241
Band Generated	826,286	1,926,986	1,260,202
	<u>17,741,341</u>	<u>17,370,393</u>	<u>16,838,887</u>
Expenses (Note 16)			
Administration	655,706	630,616	673,048
Operations and maintenance programs	1,113,859	1,744,097	1,704,303
Housing programs	702,994	813,231	797,144
Education programs	2,953,965	2,947,145	2,568,365
Health and social programs	5,703,371	5,092,010	5,199,358
Community development programs	3,572,051	3,143,235	3,192,279
Ontario First Nation Limited Partnership	614,369	728,818	658,602
	<u>15,316,315</u>	<u>15,099,152</u>	<u>14,793,099</u>
Annual surplus	2,425,026	2,271,241	2,045,788
Accumulated surplus, beginning of year	26,135,666	26,135,666	24,089,878
Accumulated surplus, end of year	<u>\$ 28,560,692</u>	<u>\$ 28,406,908</u>	<u>\$ 26,135,666</u>

Temagami First Nation Segment Disclosure

For the year ended March 31, 2024

18. Segmented Information (continued)

	OFNLP	Community Development	Health and Social Administration	Operations & Maintenance	Education	Housing	Daki Menan Land and Resource Corporation	2024 Total	
Revenues									
Indigenous Services Canada	\$ -	\$ 1,657,156	\$ 1,056,512	\$ 688,545	\$ 1,489,410	\$ 3,166,147	\$ 260,951	\$ -	\$ 8,318,721
Province of Ontario	-	369,645	2,056,099	-	20,258	-	-	162,258	2,608,260
Health Canada	-	27,745	1,741,413	-	-	-	-	-	1,769,158
CMHC subsidy	-	-	-	-	-	-	215,301	-	215,301
Government of Canada	-	317,609	-	-	-	-	-	75,968	393,577
OFNLP and other transfers	1,082,249	128,376	-	-	-	50,684	-	-	1,261,309
Band Generated	159,515	1,101,683	3,159	35,852	77,664	8,419	270,232	270,462	1,926,986
Other Organizations	-	400,227	428,752	-	8,005	-	-	40,097	877,081
	1,241,764	4,002,441	5,285,935	724,397	1,595,337	3,225,250	746,484	548,785	17,370,393
Expenses									
Salaries, wages and benefits	-	898,877	1,993,235	667,256	522,321	1,128,824	108,802	237,738	5,557,053
Materials and supplies	384,779	77,230	158,086	91,415	355,050	144,247	106,215	44,176	1,361,198
Contracted services	24,251	1,310,115	2,114,539	361,950	161,932	308,691	87,296	158,027	4,526,801
Rents and financial expenses	206,895	78,106	68,558	20,750	9,713	705,712	109,891	39,270	1,238,895
Travel and training	67,685	345,709	526,136	100,941	91,977	594,717	14,612	41,351	1,783,128
Other	45,207	(210,707)	(6,900)	(692,984)	(142,434)	-	-	-	(1,007,818)
	728,818	2,499,329	4,853,653	549,328	998,560	2,882,191	426,816	520,562	13,459,257
Annual surplus before amortization	512,946	1,503,112	432,282	175,069	596,777	343,059	319,667	28,223	3,911,136
Amortization	-	55,424	238,357	81,288	745,537	64,954	386,415	67,920	1,639,895
Annual surplus (deficit)	\$ 512,946	\$ 1,447,688	\$ 193,925	\$ 93,781	\$ (148,760)	\$ 278,106	\$ (66,748)	\$ (39,697)	\$ 2,271,241
Tangible capital assets purchased	\$ -	\$ 717,113	\$ 279,841	\$ 7,148	\$ 389,141	\$ 106,667	\$ 676,689	\$ 59,937	\$ 2,236,536

Temagami
First Nation
Segment
Disclosure



Feedback

Feedback from Band members is welcome and encouraged. Any questions relating to matters dealing with TFN Finances, or the administration of the TFN, will be responded to promptly.

Please do not hesitate to contact the Finance Manager if you would like a copy of the Financial Statements or more details pertaining to any of the financial information presented.

Vicky Blake. Finance Manager

Walter Ross, Chair of Finance and Audit Committee



**TEMAGAMI
FIRST NATION**

www.temagamifirstnation.ca