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Grand Council of the Crees (Eeyou Istchee)

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This year's Annual Report celebrates the 40th year that the GCC(EI) was established through a look back in time.

Front Cover Archive Photo: One of GCC's first meetings held in a classroom by I. La Rusic, courtesy Beesum Communications.

Message from the Grand Chief/Chairman

Dr. Matthew Coon Come

Kwey – Kwey! It is a pleasure to report to you on the progress that we are making in improving our governing capacity and our ability to provide services within our communities.

Governance

This year, we began the process of implementing the *Agreement on Governance in the Eeyou Istchee James Bay Territory*, signed in July 2012. We have our sights set on ensuring that the Cree Nation Government, the new name for the Cree Regional Authority, is able to carry out its mandate under the *James Bay and Northern Quebec Agreement*. Through the Cree Nation Government, we are increasing our governance and jurisdiction on Category II lands and improving our ability to protect Eeyou Istchee, while simultaneously participating in its responsible development.

The Cree Nation Government now has an expanded mandate on Category II lands as set out in Complementary Agreement number 24 of the *James Bay and Northern Quebec Agreement* and the *Act respecting the Cree Nation Government*. The Cree Nation Government has been granted increased jurisdiction over land and resource use, planning and management, and municipal affairs on Category II lands. The future of Category II lands, whether they be protected from development or used to promote future economic activity, will be largely in the hands of the Cree Nation

Government. Through the new Governance Agreement, we will have the means to plan land and resource use, to oversee the protection of the environment, and to ensure that future development is done with our consent and with the least damage possible to the environment and our ways of life.

As a result of the Governance Agreement, the new Eeyou Istchee James Bay Regional Government was formally established on January 1, 2014. It replaces the former MBJ and will exercise a range of planning and management powers, including municipal powers, on Category III lands. The first meeting of the Council of the Regional Government was held in Waskaganish on January 21, 2014. The Cree Chiefs are members of the Council of the Regional Government along with the mayors of the Jamésien communities. The Cree Nation will therefore participate in the governance of Category III lands for the first time. This will allow the Cree to influence and be informed of decisions regarding any development planned for the Territory and as such, proposals from the Regional Government will be more attuned to the Cree reality. As a result, opportunities for Cree economic enterprises will be identified earlier in the planning stage than in previous years.

Territorial Development

Mining projects have become important drivers for development in the Territory. Although the potential for more mining development is well known, the present

The Inauguration of the Eeyou Istchee James Bay Regional Government, Waskaganish, January 21, 2014.



economic slow-down is causing delays in development plans as companies search for capital to make the necessary investments, or question the future demand for their minerals. However, the economy will eventually recover and there will be more growth potential in the future. Projects like the Whabouchi Lithium Mine, which has Nemaska as a part owner, the Renard Mine, which has an agreement with the Crees, and the Blackrock Mine, which also has an agreement with the Crees, present significant opportunities for Cree enterprise and create employment opportunities within the Territory. When these projects are ready to go ahead, we will have workers and companies ready to fulfill their staffing needs. Projects like the Eleanore and the Troilus Mines will provide many work and economic opportunities for our people. There is a good possibility that the Troilus Mine may be reopened in the near future as an underground mine.

Eeyou Marine Region

We are currently in the process of implementing the Eeyou Marine Agreement. The Cree Trappers Association will work with the Eeyou Marine Region Wildlife Board to hire five local hunters who are familiar with the coastal areas and the islands. While Canada pays the costs of these public government entities, they are operated by persons appointed by the Cree and Nunavut governments. The majority of the islands belong to the Crees (80% of the land area) and Crees have exclusive rights over the hunting of certain species.

Under the James Bay Agreement, there are three categories of land (I, II, and III) and the Crees have rights in all three of these categories. It is interesting to note that under the Off-Shore Agreement, there is a fourth type of land. No matter how different they may be, the Crees have rights in all of these categories or types of land, which allows us to continue our traditional ways of living. For this reason it is critical for us to protect our traditional land use, even when other governments change their views on ownership over time.

Canada-Cree New Relationship Agreement

When the New Relationship Agreement between Canada and the Cree Nation was signed, it set out an agenda for the negotiation of the Cree Nation Governance Agreement with Canada. The New Relationship Agreement states that, in these negotiations, Canada will be guided by its existing policies. However, when it came to the actual negotiations, Canada attempted to impose its Self-Government Policy, which would unilaterally redefine the relationship between the Cree, Canada, and Québec under our treaty, the *James Bay and Northern Québec Agreement*. This position was against their own policy which states: "The Government does not propose to re-open the provisions of existing land claim agreements as part of the process to implement the inherent right of self-government...such as the James Bay and Northern Quebec Agreement..." For

that reason and others involving different interpretations by the parties of Chapter 3 of the New Relationship Agreement, the governance negotiations under the Federal New Relationship Agreement have reached an impasse. Our government has told Canada that we will never substitute federal policy for our treaty rights. High level political intervention will likely be necessary to reopen the negotiations, but negotiations cannot be at the expense of Cree rights.

Defending Cree rights: Uranium

The issue of uranium development in Eeyou Istchee was pushed to the forefront by Strateco Resources' efforts to develop the Matoush project, located in the territory of the Cree Nation of Mistissini. At the Annual General Assembly held in Waskaganish in August 2012, the Cree Nation as a whole expressed our clear and united position: uranium exploration, uranium mining and uranium waste are not welcome in Eeyou Istchee. We have always maintained that Cree consent is required for development activities that have the potential to seriously impact our environment and our way of life. Over the last year, we have remained active on several fronts to defend and assert Cree rights in relation to uranium development activities.

In November 2013, the Quebec government refused to issue a certificate of authorization for the Matoush project, in recognition that the project was unable to attain social acceptability amongst the Crees. Strateco Resources has since commenced new litigation seeking to overturn the government's decision, including challenging the Crees' treaty right to participate in decisions regarding development in our territory. The GCC(EI), Cree Nation Government, and Cree Nation of Mistissini have intervened in Strateco's latest litigation to ensure that Cree rights, including those specified under the JBNQA and the *Paix des Braves*, are upheld and properly respected.

In early March 2014, the Quebec government announced that the Bureau d'audiences publiques sur l'environnement (BAPE) would undertake a year-long, province-wide inquiry and public consultation process regarding the uranium sector in Quebec, beginning on May 20, 2014. The Cree Nation had previously made clear its position that the BAPE has no jurisdiction in Eeyou Istchee without the prior consent of the Crees. Prior to the announcement of the BAPE's mandate, we entered into a nation-to-nation agreement with Quebec regarding the BAPE's activities in Eeyou Istchee. This agreement confirms the Crees' consent for the BAPE to conduct the inquiry and public consultation process in our Territory, and also confirms the commitment of the Quebec government to uphold Cree treaty rights.

Consistent with Cree treaty rights, the BAPE's hearings in Eeyou Istchee will be co-hosted by the James Bay Advisory Committee on the Environment (JBACE). John Paul Murdoch and Melissa Saganash

have recently been appointed to the JBACE, and will participate in these hearings on behalf of the Crees. The GCC(EI) and I encourage all Cree citizens, local governments and Cree entities to participate in the BAPE hearings. Our goal through the BAPE process is to demonstrate the unity and strength of the Cree Nation's position, to focus wider public attention on this issue, and to persuade all Quebecers to stand with the Cree Nation in opposing uranium development.

Community Round Tables on Capacity Building

Among the many changes taking place in Eeyou Istchee, a meeting called the Roundtable on Capacity Building was organized with the goal of inspiring the people within our communities, especially our youth, to obtain the training necessary to qualify for the many professional and skilled employment opportunities coming to our territory. There is a significant need for a trained work force in order to help us to continue to build a strong Cree Nation.

Each Roundtable meeting was held over a three-day period; one day reserved for high school students from Secondary 1 to 5, and two subsequent days open to the community at large. Presentations and panel discussions were held on the major agreements, and information was provided on the types of employment

opportunities becoming available. In addition, information was provided on the training, education and support services that are available to those interested in these opportunities. To date, over 500 Cree students have attended these events.

Signatories of the JBNQA participated as did Cree Nation Government personnel. The guest speakers included: Eeyou Istchee's first Federal Member of Parliament Romeo Saganash, environmental scientist and communicator Dr. David Suzuki, football player J.R. Larose, journalist Duncan McCue, two doctors from the Cree Nation, namely medical doctor Dr. Darlene Kitty, Doctor of Education George Blacksmith, and Sara Morrison. Many prominent local community and business personalities were also involved.

I thank the organizers for their dedication in making the Round Tables a success. The meetings will continue this fall in the communities of Whapmagoostui, Oujé-Bougoumou, and Washaw Sibi.

A Word of Thanks

I send my best wishes to all of you for the coming year to all of the beneficiaries of the *James Bay and Northern Quebec Agreement*, to all of our friends and to all of the staffs of our institutions and their families and to the consultants and others who continue to work towards our common goals.

Robert Kanatawat and Grand Chief Dr. Matthew Coon Come at the Cree Nation Government Agreements Information Session on October 30 and 31, 2013



Message du Grand Chef/Président

Dr. Matthew Coon Come

Kwey – Kwey! (Bonjour!) C'est un plaisir pour moi de vous faire part de nos progrès en ce qui concerne l'amélioration de notre capacité de gouvernance et de notre capacité à offrir des services au sein de nos communautés.

Gouvernance

Cette année, nous avons amorcé le processus de mise en œuvre de l'*Accord-cadre sur la gouvernance dans le territoire d'Eeyou Istchee Baie-James*, signé en juillet 2012. Nous avons comme objectif de faire en sorte que le Gouvernement de la nation crie, le nouveau nom de l'Administration régionale crie, soit en mesure d'acquiescer son mandat en vertu de la *Convention de la Baie-James et du Nord québécois (CBJNQ)*. Par l'intermédiaire du Gouvernement de la nation crie, nous augmentons notre gouvernance et notre compétence sur les terres de la catégorie II et nous élargissons notre capacité à protéger Eeyou Istchee tout en participant à son développement responsable.

Le Gouvernement de la nation crie a désormais étendu son mandat aux terres de la catégorie II, tel qu'énoncé dans la Convention complémentaire n° 24 de la *Convention de la Baie-James et du Nord québécois* et la *Loi sur le Gouvernement de la nation crie*. Le Gouvernement de la nation crie exercera des compétences accrues sur les terres de la catégorie II, notamment à l'égard des affaires municipales, de l'utilisation, de la planification et de la gestion des ressources et des terres. L'avenir des terres de la catégorie III, qu'elles soient protégées contre le développement ou utilisées pour promouvoir une éventuelle activité économique, sera en grande partie entre les mains du Gouvernement de la nation crie. Grâce à la nouvelle Entente sur la gouvernance, nous aurons les moyens de planifier l'utilisation des terres et des ressources, de protéger l'environnement et de veiller à ce que le développement à venir soit effectué avec notre consentement de façon à causer le moins de dommages possible à l'environnement et à notre mode de vie.

Conséquemment à l'Entente sur la gouvernance, le nouveau Gouvernement régional d'Eeyou Istchee Baie-James a été officiellement mis sur pied le 1^{er} janvier 2014. Ce dernier remplace l'ancienne Municipalité de Baie-James, et exercera sa compétence municipale sur les terres de la catégorie III. La première réunion du conseil du Gouvernement régional s'est tenue à Waskaganish le 21 janvier 2014. Les chefs cris, à l'instar des maires des communautés jamésiennes, sont membres de ce conseil. La nation crie participera également pour la première fois à la gouvernance des

terres de la catégorie III. Les Cris seront ainsi informés des décisions relatives aux développements prévus pour le Territoire et donc en mesure de les influencer. En conséquence, les propositions du Gouvernement régional s'harmoniseront davantage avec la réalité crie. En outre, dès l'étape de la planification il sera dorénavant plus rapide que par le passé de repérer les opportunités pour les entreprises économiques cries.

Développement territorial

Les projets miniers sont devenus d'importants moteurs de développement sur le Territoire. Le potentiel en matière de projets miniers est bien présent, même si le ralentissement économique actuel entraîne des retards dans les plans de développement et que les entreprises cherchent à obtenir le capital pour réaliser les investissements nécessaires ou mettent en doute la demande future pour leurs minerais. L'économie connaîtra éventuellement une reprise et un potentiel de croissance plus important est à prévoir. Des projets tels que la mine de lithium Whabouchi, dont Nemaska est en partie propriétaire; la mine Renard, qui a conclu une entente avec les Cris; et la mine BlackRock, qui a également conclu une entente avec les Cris, présentent des possibilités non négligeables pour les entreprises cries et créent des occasions d'emploi sur le Territoire. Lorsque ces projets seront mis en branle, nos entreprises et nos travailleurs seront en mesure de fournir les effectifs nécessaires. Les projets comme les mines Éléonor et Troilus offriront de nombreuses possibilités d'emploi et de développement économique à notre peuple. Il est très probable que la réouverture de la mine Troilus en tant que mine souterraine s'effectue prochainement.

Région marine d'Eeyou

Nous travaillons actuellement à la mise en œuvre de l'accord sur la région marine d'Eeyou. L'Association des trappeurs cris collaborera avec le Conseil de gestion des ressources fauniques de la Région marine d'Eeyou pour embaucher cinq chasseurs locaux qui connaissent bien les zones côtières et les îles. Bien que le gouvernement du Canada assume les coûts de ces entités gouvernementales publiques, elles sont administrées par des personnes nommées par le gouvernement cri et le gouvernement du Nunavut. La majorité des îles appartiennent aux Cris (80 % des terres) et ces derniers détiennent les droits exclusifs de chasse de certaines espèces.

En vertu de la *Convention de la Baie-James et du Nord québécois*, il existe trois catégories de terres (I, II et III), et les Cris détiennent des droits dans

chacune d'elles. Il est intéressant de signaler qu'en vertu de l'accord sur la région extracôtière, il existe une quatrième catégorie de terres. Comme les Cris détiennent des droits dans chacune de ces catégories, peu importe ce qui les distingue, nous sommes en mesure de poursuivre notre mode de vie traditionnel. C'est pourquoi il est essentiel pour nous de protéger l'utilisation de nos terres à des fins traditionnelles, même lorsque d'autres gouvernements changent d'opinion sur la propriété au fil du temps.

Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris

Lorsque l'Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris du Québec a été signée, un échéancier a été fixé pour la négociation de l'entente sur la gouvernance de la nation crie avec le gouvernement du Canada. D'ailleurs, conformément à cette entente, le Canada sera guidé par ses politiques existantes. Toutefois en ce qui concerne les négociations en cours, le Canada a tenté d'imposer sa politique d'autonomie gouvernementale, qui redéfinirait unilatéralement la relation entre les Cris, le gouvernement du Canada et le gouvernement du Québec en vertu de notre traité, la *Convention de la Baie-James et du Nord québécois*. Cette position était contradictoire à leur propre politique qui stipule ce qui suit : « Le gouvernement ne propose pas, dans le cadre de l'application du droit inhérent à l'autonomie gouvernementale, de revoir les dispositions des ententes existantes en matière de revendications territoriales [...] tels que la *Convention de la Baie-James et du Nord québécois*. » Pour cette raison et pour d'autres encore, notamment les différentes interprétations des parties à l'égard du chapitre 3 de l'Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris, les négociations relatives à la gouvernance en vertu de cette entente sont arrivées à une impasse. Notre gouvernement a indiqué au gouvernement du Canada qu'aucune politique fédérale ne saurait remplacer nos droits conférés par traité. Une intervention politique de haut niveau sera probablement nécessaire pour relancer les négociations, et il est hors de question que ces dernières soient menées aux dépens des droits des Cris.

À la défense des droits des Cris : Uranium

Lenjeu du développement de l'uranium à Eeyou Istchee a été mis à l'avant-plan grâce aux efforts de Strateco Ressources visant à exploiter la mine Matoush, située sur le territoire de la Nation crie de Mistissini. Lors de l'assemblée générale annuelle qui s'est tenue à Waskaganish en août 2012, l'ensemble de la nation crie a exposé sa position claire et unifiée : l'exploration uranifère, l'extraction minière d'uranium et les déchets d'uranium ne sont pas les bienvenus à Eeyou Istchee. Nous avons toujours soutenu que le consentement des Cris était nécessaire pour les activités de développement

susceptibles d'avoir de graves conséquences sur notre environnement et notre mode de vie. Au cours de la dernière année, nous sommes demeurés actifs sur plusieurs fronts afin de défendre et de faire valoir les droits des Cris en lien avec les activités de développement de l'uranium.

En novembre 2013, le gouvernement du Québec a refusé d'émettre un certificat d'autorisation pour le projet Matoush, en raison de l'incapacité à obtenir l'acceptabilité sociale au sein des Cris. Strateco Ressources a depuis déposé une requête visant à annuler la décision du gouvernement, bafouant ainsi le droit conféré par traité des Cris de participer aux décisions concernant le développement de notre territoire. Le GCC(EI), le Gouvernement de la nation crie et la Nation crie de Mistissini sont intervenus dans le dernier litige de Strateco, afin de s'assurer que les droits des Cris, y compris ceux garantis par la CBJNQ et la *Paix des Braves*, soient reconnus et adéquatement respectés.

Au début du mois de mars 2014, le gouvernement du Québec a annoncé que le Bureau d'audiences publiques sur l'environnement (BAPE) entreprendrait un processus d'enquête et de consultation publique d'un an à l'échelle de la province portant sur le secteur de l'uranium au Québec, et ce, à compter du 20 mai 2014. La nation crie a déjà clairement fait connaître sa position à l'effet que le BAPE n'avait aucune compétence à Eeyou Istchee sans le consentement préalable des Cris. Avant l'annonce du mandat du BAPE, nous avons conclu un accord de nation à nation avec le gouvernement du Québec concernant les activités du BAPE à Eeyou Istchee. Cette entente confirme le consentement des Cris à l'égard du processus d'enquête et de consultation publique du BAPE sur notre territoire, ainsi que l'engagement du gouvernement du Québec à respecter les droits conférés par traité des Cris.

Conformément aux droits des Cris issus de traités, les audiences du BAPE qui se tiendront à Eeyou Istchee seront organisées conjointement avec le Comité consultatif pour l'environnement de la Baie-James (CCEBJ). John Paul Murdoc et Melissa Saganash, qui ont récemment été nommés au CCEBJ, prendront part à ces audiences au nom des Cris. Le GCC(EI) et moi-même encourageons tous les citoyens crs, les gouvernements locaux et les entités crs à participer aux audiences du BAPE. Notre objectif en ce qui concerne le processus du BAPE consiste à démontrer l'unité et la force de la position de la Nation crie, à sensibiliser davantage le public à cet enjeu, et à convaincre tous les Québécois d'être solidaires de la Nation crie dans sa lutte contre le développement de l'uranium.

Tables rondes communautaires sur le renforcement des capacités

En raison des nombreux changements que connaît Eeyou Istchee, une Table ronde sur le renforcement des capacités a été organisée afin d'inspirer les membres de nos communautés, en particulier nos jeunes, à suivre



Le Grand chef Dr. Matthew Coon Come à l'inauguration du nouveau gouvernement régional Eeyou Istchee de la Baie James

la formation nécessaire dans le but de se qualifier pour les nombreuses possibilités d'emploi spécialisé et professionnel qui seront bientôt offertes sur notre territoire. Les besoins en main-d'œuvre qualifiée sont importants pour l'édification d'une Nation crie plus forte.

Chaque table ronde s'est déroulée sur une période de trois jours. La première journée visait les élèves de secondaire 1 à 5, tandis que les deux jours suivants étaient ouverts à l'ensemble des membres de la communauté. Des présentations et des discussions en groupe ont eu lieu sur les principaux accords, et des renseignements ont été fournis sur les types de possibilités d'emploi qui seront offertes. De plus, des renseignements ont également été donnés sur la formation, l'éducation et le soutien qui sont offerts aux personnes intéressées par ces possibilités. Jusqu'à maintenant, plus de 500 élèves crie ont assisté à ces événements.

À l'instar des signataires du CBJNQ, les membres du personnel du Gouvernement de la nation crie y ont également participé. Parmi les conférenciers invités, mentionnons les suivants : M. Romeo Saganash, premier député fédéral d'Eeyou Istchee, M. David Suzuki, scientifique environnementaliste et communicateur, M. J.R. Larose, joueur de football, M. Duncan McCue, journaliste, la docteure Darlene Kitty, ainsi que

M. George Blacksmith et M^{me} Sara Morrison, tous deux titulaires d'un doctorat en éducation. De nombreuses personnalités importantes du secteur communautaire et du secteur des affaires de la région étaient également présentes.

Je tiens à remercier les organisateurs pour le dévouement dont ils ont fait preuve afin d'assurer le succès des tables rondes. Ces dernières reprendront dès l'automne dans les communautés de Whapmagoostui, Oujé-Bougoumou et Washaw Sibi.

Remerciements

J'offre mes meilleurs vœux pour l'année à venir à tous les bénéficiaires de la *Convention de la Baie-James et du Nord québécois*, à tous nos amis, à tous les membres du personnel de nos établissements et à leur famille, ainsi qu'aux conseillers et aux intervenants qui poursuivent leur travail dans l'atteinte de nos objectifs communs.

Message from the Deputy Grand Chief

Rodney Mark

Watchia! The past year has been a real adventure for me, as well as for my family and friends. First, I would like to extend my deepest thanks to the people that nominated me for this position. I especially want to thank the people of Wemindji for giving me the opportunity to be a leader within their community for 14 years, both as a Deputy Chief and Chief. I would also like to thank my family for their ongoing support as I have transitioned into this new position, and for their tolerance of my demanding new work and travel schedule. Lastly, I extend my deepest thanks to the Cree Nation voters. The democratic process that our people have created builds stronger communities and facilitates unity.

I am very happy to be addressing you today as part of this report on the progress that we have made over the last year. The Chiefs and Councils, Directors of Operations and Treasurers that reside in our communities have helped enormously in the planning process that we pursue year after year. These planning exercises ensure that funding for community development is distributed according to need and to the agreed specifications of funding.

We have provided long-term funding to the communities through the *Paix des Braves* and through the New Relationship Agreement with Canada, as well as

through the application of various other programs. We can already see the rapid difference made in the communities since the new agreements have been in place. These agreements of 2002 and 2006 provided funding that had been outstanding for many years, but that was promised to the Crees in the James Bay and Northern Quebec Agreement.

As far as funding for infrastructure development is concerned, fire stations, police stations, sewer, water systems, and recreational facilities were built, and numerous other services were provided across the communities. Together, we are focusing on creating sustainable infrastructures that will continue to support the people of our communities.

The Cree Nation Government has numerous departments that have been developed with the goal of providing support and services to the people who reside within our communities. These departments include:

- Government Services
- Human Resources
- Cree Human Resources Development
- Environment and Remedial Works
- Culture and Language
- Capital Works and Services
- Economic and Sustainable Development
- Child and Family Services
- Justice and Correctional Services
- Eeyou Eenou Police Force
- Leisure, Sports, and Recreation
- Youth Development

The Cree Trappers, Cree Outfitting and Tourism, and the Cree Native Arts and Crafts Associations, all created by the James Bay and Northern Quebec Agreement, are benefitting from the new longer term (5-Year) agreements with Canada, as well as from the funding provided by the New Relationship Agreements with Canada and Quebec. Other organizations benefitting from this funding include:

- Washaw Sibi
- Mocrebec
- Niisiyiyou
- The Aanischaaukamikw Cultural Institute

Despite our many successes, there is one aspect of community development where we have fallen behind. I refer to our social housing program, which is not meeting the need for housing in the communities. The Canadian Housing and Mortgage program for aboriginal social housing built over 1000 houses in the communities in the 1980's. However, this past year we were only provided with funding sufficient to construct 18 houses. Canada has cut the funding for social housing every year for more than 20 years despite the fact that the need for housing has been steadily increasing. Because of this, there is now a backlog of over 2000

The Chiefs and Councils, Directors of Operations and Treasurers that reside in our communities have helped enormously in the planning process that we pursue year after year. These planning exercises ensure that funding for community development is distributed according to need and to the agreed specifications of funding.

housing units needed to provide clean and safe housing for our people.

All communities are affected by a shortage of housing. Over-crowding creates unhealthy living conditions. Too often, children do not have a place to do their homework and the elderly often lack privacy. We need housing for people who cannot afford to own a house of their own. We must find new and imaginative ways of resolving this need and improving the lives of our people.

I look forward to the discussions that will take place at the Annual General Assembly. It is exciting that we get to work together on building the future of our Cree Nation. The following are some of the files that I will be working on for the next four years:

- Protected Areas, including the Eeyou Marine Park project
- Justice
- The Eeyou Communication Network
- Mining
- The Cree Alliance for Solidarity
- The Hunting Fishing Trapping Coordinating Committee

I look forward to hearing your ideas and to working with you on our collective plans for the future.

Grand Chief Dr. Matthew Coon
Come and Deputy Grand Chief
Rodney Mark at the GCC's 2013
Annual General Assembly



Message du Grand chef adjoint

Rodney Mark

Watchia! (Bonjour!) L'année dernière s'est révélée riche en aventures pour moi, comme pour ma famille et mes amis. D'abord, j'aimerais remercier sincèrement ceux et celles qui m'ont proposé pour ce poste. Je tiens tout particulièrement à remercier le peuple de Wemindji qui m'a donné l'occasion d'agir comme chef et chef adjoint au sein de leur communauté pendant 14 ans. Je suis également très reconnaissant envers ma famille pour son soutien indéfectible dans le cadre de ma transition vers ce nouveau poste et pour la tolérance dont elle a fait preuve à l'égard de mon nouvel horaire de travail et de déplacement exigeant. Finalement, je ne peux passer sous silence le rôle prépondérant qu'ont joué les électeurs cris. Le processus démocratique mis en œuvre par notre peuple permet de renforcer et d'harmoniser nos communautés.

Je suis très heureux de m'adresser à vous aujourd'hui pour vous faire part des progrès que nous avons réalisés au cours de la dernière année. Les chefs et les conseils, les directeurs des Opérations et les trésoriers qui résident dans nos communautés ont été d'une grande aide dans le cadre du processus de planification auquel nous avons recours année après année. Ces exercices de planification permettent de s'assurer que le financement en matière de développement communautaire est attribué selon les besoins et tel que convenu.

Nous avons assuré le financement à long terme des communautés par l'entremise de la Paix des Braves



Grand Chief Dr. Matthew Coon Come and Deputy Grand Chief Rodney Mark met with Quebec Premier Pauline Marois and Minister of Aboriginal Affairs Elizabeth Larouche in January 2014.

et de l'Entente concernant une nouvelle relation entre le gouvernement du Canada et les Cris, ainsi que dans le cadre de l'application de certains programmes. Nous avons pu constater les changements rapides qui se sont opérés dans les communautés depuis la mise en œuvre des nouvelles ententes. Ces ententes, qui datent de 2002 et 2006, offraient du financement en attente depuis de nombreuses années malgré qu'il ait été promis aux Cris en vertu de la *Convention de la Baie James et du Nord québécois*.

En ce qui concerne le financement relatif à l'aménagement en infrastructure, des postes d'incendie, des postes de police, des systèmes d'égout et d'aqueduc, ainsi que des installations récréatives ont été construits et de nombreux services supplémentaires ont pu être offerts aux communautés. Ensemble, nous tentons de créer des infrastructures durables qui assureront le soutien des membres de nos communautés.

Le Gouvernement de la nation crie a formé de nombreux services visant à offrir du soutien et des services aux résidents de nos communautés. Parmi ces services, mentionnons les suivants :

- Services gouvernementaux
- Ressources Humaines
- Développement des Ressources Humaines Cries
- Environnement et Travaux de Correction
- Culture et Langue
- Travaux d'Immobilisations et Services
- Développement Economique et Durable
- Services à l'Enfance et à la famille
- Services correctionnels et de Justice
- Force de Police Eeyou Eenu
- Loisirs, sports et Récréation
- Développement de la Jeunesse

L'Association des trappeurs cris, l'Association crie de pourvoirie et de tourisme et l'Association crie d'artisanat autochtone, toutes mises sur pied grâce à la *Convention de la Baie-James et du Nord québécois*, bénéficient toutes du financement à plus long terme, soit cinq ans, garanti par leurs ententes avec le gouvernement du Canada, ainsi que du financement fourni en vertu des ententes concernant une nouvelle relation entre les gouvernements du Canada et du Québec, et les Cris. D'autres organismes sont également considérés comme des bénéficiaires de ce financement, notamment :

- Washaw Sibi
- MoCreebec
- Niisiyiyou
- Institut culturel Aanischaaukamikw

En dépit des nombreux succès que nous avons connus, nous affichons du retard dans un aspect du développement communautaire. Je fais référence ici au programme de logement social, qui ne répond pas

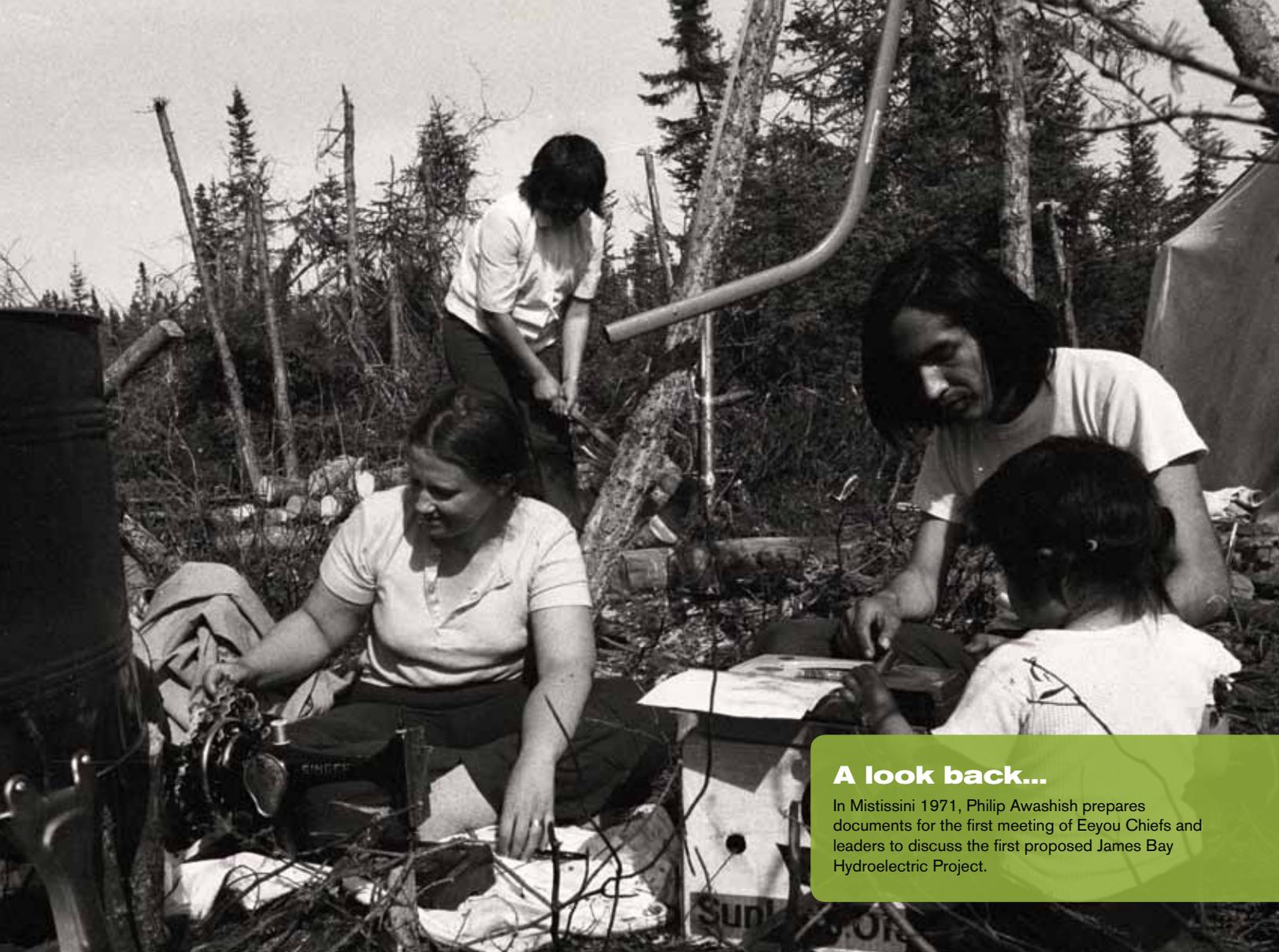


Photo: Ignatius La Rusic

A look back...

In Mistissini 1971, Philip Awashish prepares documents for the first meeting of Eeyou Chiefs and leaders to discuss the first proposed James Bay Hydroelectric Project.

aux besoins des communautés. Dans les années 1980, le programme de la Société canadienne d'hypothèques et de logement à l'intention des autochtones a permis la construction de plus de 1 000 maisons. Toutefois, l'année dernière, le financement accordé n'a permis de construire que 18 maisons. Le financement en matière de logement social fait l'objet de coupure par le gouvernement du Canada depuis plus de 20 ans, et ce, malgré le fait que les besoins dans ce domaine affichent une hausse constante. Pour rattraper ce retard, plus de 2 000 unités d'habitation sont nécessaires pour offrir à notre peuple des logements propres et sécuritaires.

Cette pénurie affecte toutes les communautés. Le surpeuplement est à l'origine de conditions de vie malsaines et, trop souvent, les enfants n'ont pas d'espace pour faire leurs devoirs et les aînés doivent renoncer à leur intimité. Il nous faut des logements pour ceux et celles qui ne peuvent se permettre l'achat d'une maison. Nous devons faire preuve d'imagination pour trouver de nouvelles façons de résoudre ce problème et ainsi accroître la qualité de vie de notre peuple.

Je suis impatient de prendre part aux discussions à ce sujet qui se tiendront dans le cadre de l'assemblée générale annuelle. Je suis enchanté à l'idée que nous collaborions à bâtir l'avenir de notre Nation crie. Voici certains des dossiers sur lesquels je m'engage à travailler au cours des quatre prochaines années :

- Les zones protégées, notamment le projet du parc de la Région marine d'Eeyou;
- La justice;
- Le Réseau de communications Eeyou;
- L'exploitation minière;
- L'Alliance crie pour la solidarité;
- Le Comité conjoint de chasse, de pêche et de piégeage.

Il me tarde d'entendre vos idées et de travailler avec vous pour élaborer les plans de notre avenir collectif.

Message from the Executive Director

Bill Namagoose



Gaston Cooper

This year was a good one for the Eeyouch. We continued to make progress in building the Cree Nation Government, we continued investments in the building of our communities, and we increased services for our people. We stood our ground against uranium mining that would pollute our lands and waters.

The implementation of the *Paix des Braves* with Quebec and *New Relationship Agreement* with Canada is going well. The input and direction from the Directors of Operations and Treasurers is invaluable in this success. The priority is to deliver all the obligations in a cost effective manner.

However, we have an impasse on our governance negotiations with the Federal Government. We cannot agree to sever our treaty and constitutional relationship

With Quebec, we also set up a new form of regional government called the Eeyou Istchee James Bay Regional Government, a form of co-governance never before seen in North America and one which is probably new to the planet.

with Canada in exchange for policies and programs which are at the discretion of the Federal Government.

In the governance agreement with Quebec we increased the powers and responsibilities of the Cree Nation Government to manage Category 2 lands. We will be developing plans for the protection of these lands and, if so decided, for their development. Decisions and plans will not be made unilaterally but rather will be made in partnership with the communities and with the Quebec authorities.

In the 2008 *New Relationship Agreement* with Canada we established the Cree Regional Authority (CRA) as having powers over Category 1 lands. We also added the setting of Cree standards for construction, public health, and other matters related to the federal *Cree Naskapi of Quebec Act* to the role of the Cree Regional Authority. Originally the CRA was created in the 1975 *James Bay and Northern Quebec Agreement* under Quebec law to oversee certain rights of the Eeyouch in respect to environment, traditional pursuits, training, and economic development.

This year we added the new powers over Category II lands to the Cree Regional Authority and we changed its name to the “Cree Nation Government”. It will soon be recognized under the laws of Canada by that name. It is the government of the Eeyouch recognized by both levels of government in Canada.

With Quebec, we also set up a new form of regional government called the Eeyou Istchee James Bay Regional Government, a form of co-governance never before seen in North America and one which is probably new to the planet. The first meeting of this Government took place in Waskaganish in January 2014. Under this new regional government our chiefs, along with the Jamésien mayors and representatives, will make decisions about the development and management of the territory that were once made by the former James Bay Municipality unilaterally and without Cree participation. This new form of governance will allow us to bring our Eeyou point of view to every decision. It will also allow for increased mutual understanding with the Jamésiens and the government of Quebec. It does not change our status as Aboriginal People nor does it affect our treaty relationship with Canada and Quebec. This is not the end but the beginning of innovative ways of governing the territory in contemporary times.

In order to meet the needs created by our new responsibilities we are taking on staff in the Department of Environment and Remedial Works and we are building our capacity to plan and execute economic development initiatives. The Cree Development Corporation, established in the *Paix des Braves Agreement*, will amalgam-

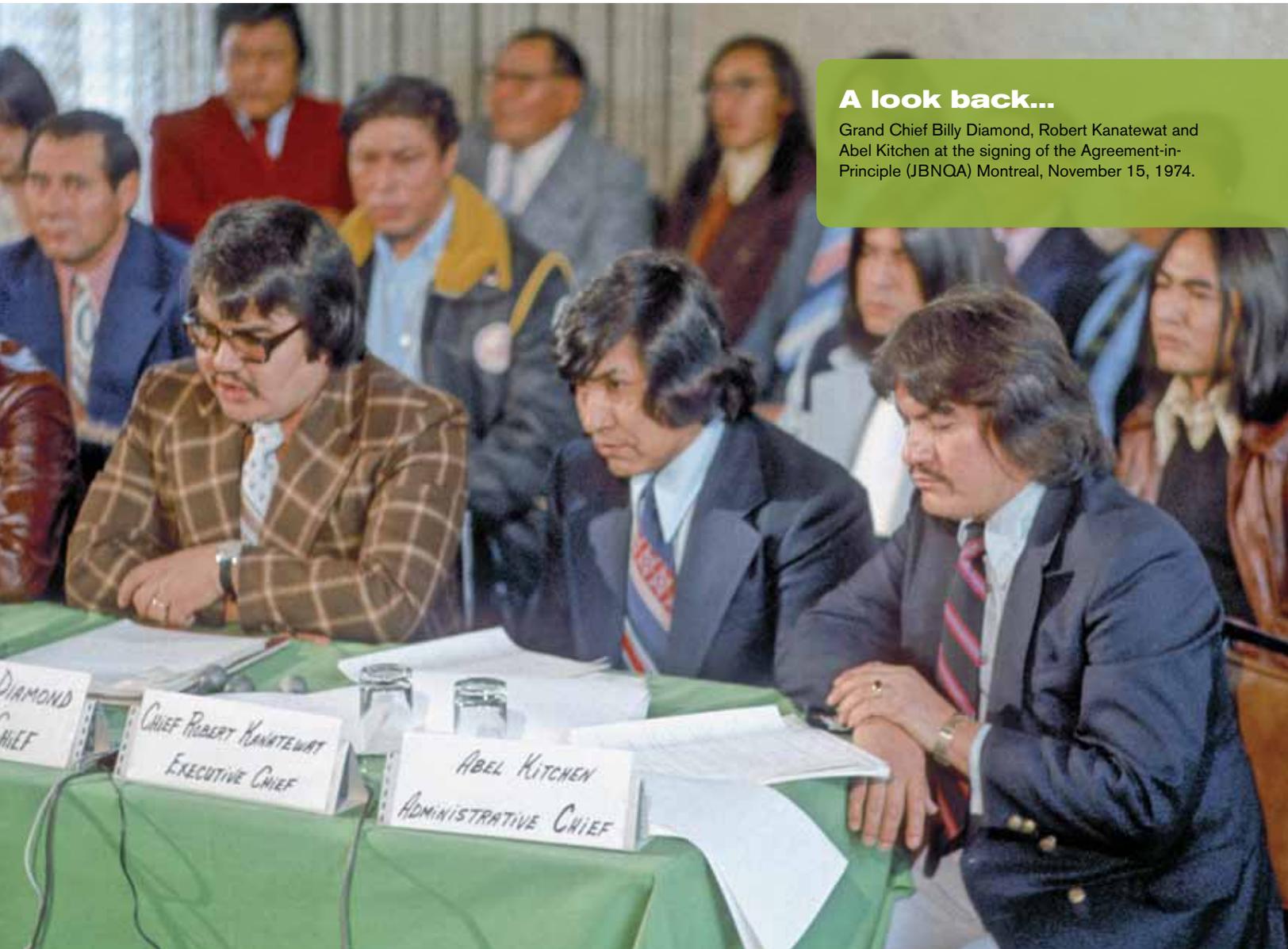
ate with and modernize the various economic development structures that we have created since the signing of the *James Bay and Northern Quebec Agreement*.

Over time, the Board of Compensation has lost its dominant position as the value of its capital continues to diminish and the Cree population continues to increase. When the BOC was first set up, it was able to make investments that made a difference in terms of the Cree presence in the territory and in Quebec. Air Creebec, Valpiro, and Cree Construction established the Cree presence, they provided improved services and they created employment. Today, the BOC no longer has the economic muscle to make a difference. It is only by combining what is left of the investments with other sources available to us that we can enhance the Cree presence in the territorial economy.

We are now in front of new opportunities in the territory as mining development, communications and other alternatives come into view. The world economy has slowed its pace of growth over the last few years. This has affected the region as well. As the economies of the world begin to grow again, we must be ready to take up the opportunities as they arise like we did with Eleonore mine where over 350 Cree are now directly or indirectly employed. Our youth need to have the skills and qualifications to start new businesses or to take the jobs that are offered.

As a nation we must move ahead with new and bold initiatives that will continue to make positive contributions to the economic growth of our communities and to future generations of Eeyouch.

Photo: Ignatius La Rusic



A look back...

Grand Chief Billy Diamond, Robert Kanatewat and Abel Kitchen at the signing of the Agreement-in-Principle (JBNQA) Montreal, November 15, 1974.

Cree-Canada Relations

1. Cree-Canada Governance Negotiations

The Cree-Canada New Relationship Agreement (Federal NRA) sets out a process for the negotiation of a Governance Agreement which would define the law-making authority and other powers of the Cree Nation Government on Category IA lands.

These negotiations have now reached an impasse. Consequently, the latest deadline of October 31, 2013 for concluding a Governance Agreement-in-Principle (AIP) has not been extended. In fact, we are now six (6) years after the signature of the Federal NRA and we have yet to conclude a Governance AIP. The main reason for the impasse is Canada's insistence on the application of its *Self-Government Policy* in these governance negotiations.

From the beginning of these negotiations in 2009, the Crees and Canada have had a fundamental difference of approach on key issues. Recently, it has become clear that all these issues are related to the application of Canada's *Self-Government Policy*. In fact, the approach taken by the federal representatives regarding a number of subjects, including the stated need for new governance structures to replace those agreed to in the *James Bay and Northern Quebec Agreement* (JBNQA), greater accountability to Canada, ratification of the Governance Agreement by referendum, increased reliance on own source revenue, taxation powers, and the participation of Québec as a full party to the Governance Agreement, seem to stem directly from the *Self-Government Policy*. Canada seeks to change a number of things that have already been implemented by the Crees over the years.

Federal negotiators continue to insist on application of the *Self-Government Policy* in these negotiations, despite our repeated explanations that these negotiations were intended to implement the Federal NRA and were never intended as self-government negotiations under Canada's *Self-Government Policy*.

This federal position has made it impossible for the Crees to conclude a Governance AIP on the terms proposed by Canada, as that could seriously compromise the integrity of principles expressed in the JBNQA and Federal NRA. In fact, the imposition of Canada's *Self-Government Policy* in the context of these governance negotiations would have the effect of unilaterally redefining the relations between the Cree, Québec, and Canada as they are set out in the JBNQA Treaty.

On February 27, 2014, the Grand Chief met with Aboriginal Affairs Minister Bernard Valcourt in an attempt to resolve the impasse and resume the negotiations. At the meeting, the Grand Chief explained that the JBNQA is a perpetual treaty that represents a solemn agreement between the Crees, Québec, and Canada. He explained that the governance agreement

contemplated in the Federal NRA was always intended to complement the JBNQA, not to replace it. The Grand Chief made it clear that we cannot and will not make our treaty rights under the JBNQA, which are protected by the Constitution of Canada, subject to federal policy.

The Grand Chief reminded Minister Valcourt that, in order to break the current impasse and allow the negotiations to proceed to a timely conclusion, it is imperative that the negotiation mandate from the Federal Cabinet be applied in a manner consistent with the JBNQA and the Federal NRA. He added that, if the existing Cabinet mandate cannot be applied in this way, then it should be revised to comply with the JBNQA and the Federal NRA. He told the Minister that it is essential that the Government of Canada end its attempt to impose the *Self-Government Policy* in these negotiations.

At that meeting, Minister Valcourt undertook to review the terms of the Cabinet mandate for these governance negotiations to see whether it respects the JBNQA and the Federal NRA. However, it appears from a letter Minister Valcourt received on April 2, 2014 that Canada intends to maintain the imposition of its *Self-Government Policy* in these governance negotiations. In fact, the Minister's letter reiterates the *Self-Government Policy* as the basis of the federal mandate in these governance negotiations.

On April 24, 2014, the Grand Chief sent a letter to Prime Minister Harper to request his intervention to overcome the current impasse in these governance negotiations. The Grand Chief reminded Mr. Harper that the imposition of the *Self-Government Policy* in these negotiations would unilaterally redefine the relations between the Cree, Canada, and Québec provided for in the JBNQA Treaty, and would hinder resource development in Northern Quebec.

The Grand Chief requested an urgent meeting with the Prime Minister to work with him to ensure that the interests of the Cree, developers, Quebec, and Canada are aligned.

2. Federal NRA

The Federal NRA, signed on February 21, 2008, was intended to establish the basis for a new relationship between Canada and the Cree Nation. During the 1980s and 1990s, many disputes arose concerning Canada's failure to honour its obligations under our JBNQA Treaty. The Federal NRA was intended to mark a turning point in relations between the Cree and Canada. It was intended to resolve outstanding disputes and other matters between Canada and the Cree Nation. It was intended to improve the implementation of the JBNQA.

As a result of the Federal NRA, the *Cree Naskapi (of Quebec) Act* was amended to empower our Cree Nation Government – formerly known as the Cree Regional Authority – to act as a regional government authority on Category IA lands, to make by laws in regard to various matters on Category IA lands, and to carry out other responsibilities.

Over the 20-year term of the Federal NRA, our Cree Nation Government assumes certain responsibilities of Canada under various provisions of the JBNQA. This includes aspects of our community and economic development, as well as the administration of justice and the development of human resources, in consideration of certain funding provided by Canada. However, only those responsibilities specifically identified in the Federal NRA are assumed by the Cree Nation Government.

In some cases, the assumption by the Cree Nation Government of federal responsibilities is based on continued annual funding from Canada. In other cases, federal responsibilities remain with Canada. Such is the case for Canada's responsibility to provide adequate funding for policing and accessing roads to certain of our Cree communities.

During the year of 2013-2014, the GCCEI/CNG continued to work on the implementation of several provisions of the Federal NRA.

Assumption of Federal Responsibilities

The Cree Nation Government continued to assume, with funds provided under the Federal NRA, the responsibilities of Canada under the JBNQA to the Cree Nation and the Crees for the following matters:

- a) Administration of Justice, including post-detention rehabilitation institutions, almshouses, workhouses, and refuges for women, as well as special programs after release;
- b) Cree Trappers' Association (CTA);
- c) Cree Outfitting and Tourism Association (COTA);
- d) Cree Native Arts and Crafts Association (CNACA);
- e) Training courses, job recruitment, and placement related to "territorial programs" and "enhanced delivery structure";
- f) Training facilities and manpower offices;
- g) The construction or provision of a community centre in each Cree community;
- h) Essential sanitation services in each Cree community;
- i) Fire protection, including training of Crees, the purchase of equipment, and the construction of facilities in each Cree community; and
- j) The provision of an economic development agent in each Cree community and community affairs services.

A look back...

Deputy Grand Chief Ashley Iserhoff, Grand Chief Matthew Mukash, the Hon. Chuck Strahl, Minister of Indian Affairs, and Raymond Chretien, Federal Negotiator, at signature of Cree-Canada New Relationship Agreement, February 21, 2008.





Grand Chief Matthew Coon Come and Deputy Grand Chief Rodney Mark in front of Canadian Parliament.

Federal Funding for CTA, COTA, CNACA

The assumption of Canada's responsibilities regarding CTA, COTA and CNACA is based on Canada's continuing obligation to fund these Associations for the term of the Federal NRA. Until last year, this federal funding was provided to each of the Associations through an individual annual contribution agreement which contained many unnecessary conditions, including reporting requirements that duplicated those contained in the Federal NRA.

During the year 2013-2014, the GCCEI/CNG continued discussions with federal representatives over the replacement of these federal funding agreements by a longer term consolidated grant funding agreement for the Associations between Canada and the CNG.

On November 29, 2013, Canada finally agreed with such an arrangement and this led to the conclusion of a *Funding Transfer Payment Agreement regarding the Cree Trappers' Association, the Cree Outfitting and Tourism Association, and the Cree Native Arts and Crafts Association* between the GCC(EI)/CRA and Canada, covering the period from April 1, 2013 to March 31, 2018.

This Funding Transfer Payment Agreement is a significant improvement from Canada's initial proposal. As a grant, it also marks an important departure from the national model of annual contribution agreement that the Associations have had to sign until last year.

Federal Funding for Cree Human Resources Development (CHRD)

The assumption of Canada's responsibilities regarding training courses, job recruitment, and placement related to "territorial programs" and "enhanced delivery structure" is based on Canada's obligation to maintain its additional funding for training programs, facilities, and job recruitment and placement services in the Territory, on terms reasonably comparable to the funding provided to the Cree Regional Authority in the 2008-2009 fiscal year.

In this regard, the GCCEI/CNG pursued discussions with federal representatives to ensure the renewal of Canada's continued funding for training and Cree human resource development, which is currently provided through an *Agreement respecting the Aboriginal Human Resources Development Program and Related Services* signed in 2007 (2007 AHRDP Agreement). This 2007 AHRDP Agreement was initially for a period of two years and was extended several times to allow for the negotiation of a successor agreement. Most recently, it was extended until March 31, 2015.

Given the difficulties in applying the prevailing regular programs in the case of self-governing First Nations, federal representatives are currently developing a new treaty-specific approach that could apply to such First Nations as of April 1, 2015. Under this new approach, the Crees expect that they would negotiate with Canada a funding agreement that is more consistent with the particular context of the JBNQA and the Federal NRA.

The indexation of federal funding under the 2007 AHRDP Agreement since 2009 remains an outstanding matter which was referred to dispute resolution under the provisions of the Federal NRA.

Chisasibi Block "D"

Canada has agreed, in principle, to accept the transfer of the lands known as Block "D" in the community of Chisasibi, subject to the environmental restoration of these lands. Canada will not be responsible for any costs except for a land survey. Additional steps were taken during the fiscal year 2013-2014 to proceed with this transfer.

Amendments to the JBNQA

During the year 2013-2014, the GCCEI/CNG continued discussions with federal and provincial representatives on the following amendments to the JBNQA:

- a) **Changes to paragraph 2.15 of the JBNQA.** These changes would allow certain amendments to the JBNQA to be made only with the consent of the parties that have an interest in the amendments, as opposed to all parties. An agreement on these changes is expected shortly.
- b) **Changes to Section 3 of the JBNQA.** These changes will ensure that Crees who are outside the Territory for more than ten years will continue to

be entitled to exercise rights and receive benefits under the JBNQA if their absence is for reasons of health, education, or work duties with an organization that promotes the interests of the Crees. An agreement on these changes is expected shortly.

- c) **Changes to Section 4 of the JBNQA.** These changes will provide for the final territorial descriptions of the Cree Category I lands. Discussions on these changes are expected to continue next year.

CEPA, SARA and Fisheries Act

Under the *New Relationship Agreement*, Canada and the Crees are to review the feasibility of the CNG assuming certain federal responsibilities under existing federal laws, including the *Canadian Environmental Protection Act*, the *Species at Risk Act*, and the *Fisheries Act*. Discussions with Canada must also involve Québec insofar as areas of its jurisdiction are involved, particularly on Cree traplines outside Category IA lands.

Criminal Code and Canada Evidence Act

The GCCEI/CNG continued to review possible amendments to the *Criminal Code* and the *Canada Evidence Act* to adapt certain provisions of these Acts to the customs and way of life of the Crees as mandated by the JBNQA. These issues are also under review with Québec in order to determine the best approach to implement changes in certain areas involving Québec jurisdiction, including through legislative amendments or administrative measures.

3. Bills C-38 and C-45

During the year 2012-2013, Canada adopted the *Jobs, Growth and Long-term Prosperity Act* (“**Bill C-38**”) and the *Jobs and Growth Act* (“**Bill C-45**”), which are now largely in effect. These federal statutes affect the environmental protection regime that previously existed under the *Canadian Environmental Assessment Act* of 1992, the *Fisheries Act* and the *Navigable Waters Protection Act*.

The Cree position is that Bills C-38 and C-45 reduce the scope and strength of the environmental and social protection regime for the Crees set forth in Section 22 of the JBNQA. In practical terms, this means, among other things, that certain development projects that were supposed to be assessed under the *Canadian Environmental Assessment Act* of 1992 will no longer be assessed under the new legislation that replaces it, the *Canadian Environmental Assessment Act, 2012* (CEAA 2012).

The GCCEI / CNG considers that, by reducing the scope and strength of the environmental and social protection regime established for the Crees by Section 22 of the JBNQA treaty, Canada has breached its treaty and other obligations toward the Crees. Further, whatever communications were carried out by the Government of Canada with the Crees in relation to Bills C-38 and C-45 have been inadequate as consultation.

Given the impacts of Bills C-38 and C-45 on the Crees of Eeyou Istchee, and the lack of adequate con-

sultation and accommodation, the GCCEI/CNG opposes the application in Eeyou Istchee of these laws in their current form.

Discussions were undertaken with Canada during fiscal year 2013-2014 with respect to the amendments purportedly made by Bills C-38 and C-45 to federal environmental protection legislation in order to ensure respect for Cree treaty rights under the environmental and social regime provided for in Section 22 of the JBNQA.

These discussions are also aimed at ensuring that federal environmental assessment processes applicable in Eeyou Istchee “... accommodate the special context of a project proposal in the James Bay Treaty territory, including the participation of the Crees...”, in a manner consistent with Cree rights and the decision of the Supreme Court of Canada in *Québec (Attorney General) v. Moses*.

4. Amendments to Schedules of Section 22 JBNQA

Paragraph 22.5.1 of the *James Bay and Northern Quebec Agreement* provides for the review every five years of the list of projects automatically subject to environmental impact assessment and review under Section 22:

22.5.1 All developments listed in Schedule 1 shall automatically be subject to the impact assessment and review procedures provided for herein. A proponent of a development contemplated by this paragraph shall submit a project description to the Administrator during the preliminary planning stage. This list shall be reviewed by the parties every five (5) years and may be modified by mutual consent of the parties as may be necessary in light of technological changes and experience with the assessment and review process.

More than 36 years have passed since the JBNQA came into force, and the first review of Schedule 1 is only now being carried out. There are several reasons why such review was not conducted.

In June 2008 the James Bay Advisory Committee on the Environment carried out a study of the schedules in the JBNQA. The COMEX (Provincial Review Committee) and the COFEX (Federal Panel) participated in the consultations for this review, along with the tri-partite COMEV.

During the Cree-Canada discussions which followed the issuance by the Supreme Court of Canada of the *Moses* judgment, the GCCEI approached the Canadian Environmental Agency (CEA) to make the changes called for by the Supreme Court, but was told that the Government was undertaking a mandatory parliamentary review of CEAA. As a result, CEA invited Cree representatives to participate in the CEAA reviews on the JBNQA Cree territory, but there was no formal agreement on this participation.

On the basis of this review, Quebec and the Crees decided to carry out discussions on proposals that the parties would take to their respective parties once

agreed in principle. As the JBNQA states that such a review has to involve Canada, Quebec and the Crees decided to invite Canada to this process. The proposed revisions will be presented to the Cree Nation Government in the coming year.

The Cree Nation Government has also begun to seek cooperation from both Canada (CEA – AANDC) and Quebec (MDDEP) on further modifications to the Federal JBNQA environmental assessment and review process in parallel with the discussions dealing with CEAA 2012.

5. The Eeyou Marine Region Agreement

The *Eeyou Marine Region Agreement* was signed on July 7, 2010 and came into force on February 15, 2012. During the year 2013-2014, GCCEI and federal representatives continued to work, through an Implementation Committee, on the implementation of the Agreement. This Implementation Committee held several meetings to address a number of implementation issues, including issues related to the operations and budget of the Wildlife Board, the Planning Commission, and the Impact Review Board.

Eeyou Marine Region Wildlife Board

During the year 2013-2014, the Eeyou Marine Region Wildlife Board held several meetings. Roderick Pachano was appointed Chairperson of the Wildlife Board by the federal Minister of Fisheries and Oceans. The GCCEI appointed Bert Moar as an additional Cree representative on the Wildlife Board to replace Roderick Pachano for the remainder of his term.

Eeyou Marine Region Planning Commission

During the year 2013-2014, the Eeyou Marine Region Planning Commission held several joint meetings with the Wildlife Board and the Impact Review Board. Last year, the members of the Planning Commission recommended that Daisy House-Lameboy be appointed by the federal Minister of Aboriginal Affairs and Northern Development as a further member to act as Chairperson. This appointment has yet to be made by the Minister.

Eeyou Marine Region Impact Review Board

During the year 2013-2014, the Eeyou Marine Region Impact Review Board held several joint meetings with the Wildlife Board and the Planning Commission. Last year, the members of the Impact Review Board recommended that Isaac Masty be appointed as Chairperson by the federal Minister of Aboriginal Affairs and Northern Development. This appointment has yet to be made by the Minister.

Bear Island, Grey Goose Island and South Twin Island

GCCEI and federal representatives continued discussions on the designation of Bear Island and Grey Goose

Island as Cree lands, in exchange for a transfer to Canada of lands of equivalent size to be jointly selected by Canada and the Cree Nation Government, most likely from the parcel of Cree lands on South Twin Island.

At the time of the negotiation of the *Eeyou Marine Region Agreement*, Canada took the position that these two islands, Bear Island and Grey Goose Island, in the Cree area of interest, could not be included in the Cree land selection.

In the past, Bear Island had been used as a radar relay station as part of the Mid-Canada line. The island has now been cleaned-up and waste materials have been removed. It is now considered by Canada to be in a condition acceptable for transfer to the Cree Nation Government.

As for Grey Goose Island, it had been the subject of an agreement with the United States of America for use by the US Air Force in target practice during the operation of the Mid-Canada line, although it is unclear to what extent it was in fact used for target practice. The Canadian Department of National Defence (DND) has reviewed the evidence and has now determined that the risk of unexploded devices on the island is very low and that Grey Goose Island can also be designated as Cree lands, along with Bear Island.

In order to proceed to the designation of Bear Island and Grey Goose Island as Cree lands, the Cree Nation Government would transfer to Canada a portion of equivalent size of Cree lands on South Twin Island. This would be a practical option as a portion of South Twin Island is already designated as Crown lands under the *Eeyou Marine Region Agreement*. Last year, Canada completed a first survey of the boundaries of Cree lands on South Twin Island, consistent with the provisions of the *Eeyou Marine Region Agreement*. A second survey will be required to take into account the transfer of Cree lands to Canada.

Symposium on James Bay and Hudson Bay

The symposium was initiated by the Eeyou Marine entities with the help of Arctic Net. It was held on March 25 to 27 at the Centre Sheraton Hotel in Montreal. It was attended by Cree and Inuit leaders from the Nunavut and Nunavik. The academic community was well represented by scholars from across Canada and the Governments of Canada and Quebec participated in the event.

The different sessions of the symposium were entitled: “*People, History and Traditional Knowledge*”, “*Development and Cooperation in the EMR*”, “*Climate, Ice and Oceanography*”, “*Marine Ecosystems*”, “*Habitat and Wildlife*”, “*New Research Opportunities in the EMR*”, and “*A Future EMR Research Program*”.

The symposium provided visibility and helped put the Eeyou Marine Region on the agenda of governments, academics, and the local communities.

6. MoCreebec

In November 2003, the Mocreebec Council of the Cree Nation, Randy Kapashesit, Chief of the Mocreebec Council of the Cree Nation, and twelve other members of the Mocreebec First Nation initiated a court action before the Québec Superior Court in the judicial district of Montreal.

In their action, the Plaintiffs claimed that the so-called 10-year clause (paragraph 3.2.7 of the JBNQA) is discriminatory as contrary to their equality rights under section 15 of the Canadian Charter of Rights and Freedoms, and to their right not to be discriminated against on the basis of ethnic or national origin under section 10 of the Quebec Charter of Rights and Freedoms.

The purpose of the action taken by the Mocreebec was twofold: they were seeking a share of all benefits under the JBNQA and the New Relationship Agreement with Québec, and they wished to vote in all elections involving the Quebec Crees.

The issues raised by the Mocreebec Council of the Cree Nation raised very important issues for the Crees of Eeyou Istchee in regard particularly to a share in JBNQA benefits, including compensation and other payments, as well as a political voice in Cree organizations.

On November 14, 2011, Justice André Wery fixed the trial for approximately 30 days to be held in November and December 2013. Justice Pierre C. Gagnon of the Quebec Superior Court was appointed to manage the case and to hear the trial.

Representatives of Mocreebec and of the GCC(EI)/CRA met during fiscal year 2012-2013 in order to see if a settlement was possible. Thereafter, discussions were held between Mocreebec Plaintiffs and the GCC(EI)/CRA to suspend the Fall 2013 trial in order to allow discussions to take place between the Mocreebec Plaintiffs, the GCC(EI)/CRA, Québec, and Canada. Québec and Canada opposed this attempt to suspend the upcoming trial. Justice Gagnon thereafter rejected the Plaintiffs' Motion to suspend the Trial.

In June 2013, Grand Chief Dr. Matthew Coon Come forwarded a letter to Minister Bernard Valcourt urging Canada to address the Mocreebec and the Coon Come #3 cases through negotiations since they are inter-related, in that both concern Cree rights in Northern Ontario. No response has been received thus far.

In parallel, extensive discussions between MoCreebec and GCC(EI) representatives were held during fiscal year 2013-2014. Numerous representations were also made to Canada in an attempt to address Cree claims in Ontario.

In addition to an agreement whereby a new approach would be taken with respect to Cree claims in Ontario, the MoCreebec Plaintiffs decided to discontinue their legal proceedings against the GCC(EI) in the fall of 2013, thus avoiding a long trial putting the Crees against each other.

This new approach targets, for the moment, Canada's responsibilities vis-à-vis the Crees.

In addition to extensive discussions and work between the GCC(EI) and MoCreebec, it was decided to concentrate on the pending Federal Court Matthew Coon Come proceedings with respect to Cree claims in Ontario and Labrador.

The required procedures were filed in March 2014 in Federal Court. Canada contests such procedures. They will be dealt with during fiscal year 2013-2014.

7. Oujé-Bougoumou Recognition and Incorporation into the James Bay and Northern Quebec Agreement

On November 7, 2011, Complementary Agreement #22 was signed between the GCC/CRA, Quebec and Canada. The objective of this Complementary Agreement was to incorporate Ouje-Bougoumou into the *James Bay and Northern Quebec Agreement*, the *Cree-Naskapi Act*, and other related legislation which would provide Ouje-Bougoumou with the same status, rights and benefits as the other Cree communities in Eeyou Istchee.

Complementary Agreement No. 22 received its final signature on February 3, 2012 and it came into force during the 2012-2013 fiscal year.



The total land regime areas contemplated by Section 5 of the JBNQA have been temporarily increased until the Mistissini issues related to its claims to lands over the height-of-land are resolved (see report on Quebec Relations above). Therefore, the land areas for Ouje-Bougoumou have been added to the land areas for the other eight Cree bands, but on a temporary basis.

Bill C-28, entitled An Act to amend the Cree-Naskapi (of Québec) Act, received royal assent on June 11, 2009. It amends the Cree Naskapi (of Québec) Act.

Certain amendments formally recognize Ouje-Bougoumou as a Cree Band which would come into force once land is set aside by Canada as Category IA land for the exclusive use and benefit of Ouje-Bougoumou.

This final land transaction took place on May 15, 2014 when Canada signed an Order-in-Council both accepting the land transfer from Quebec, and then, setting that land aside for Ouje-Bougoumou.

Ouje-Bougoumou's long journey has finally reached its destination and it will now take its place alongside the other Cree communities of Eeyou Istchee.

...the community members, guided by the leadership of Chief Pauline Trapper-Hester and the Council, considered a number of potential sites over the course of approximately eighteen months. The suggestion from the Grand Council came in order to ensure that the new Washaw Sibi community would be able to fully participate in the new Eeyou Istchee James Bay Regional Government.

8. Cree Nation of Washaw Sibi

It has been the long-held dream of the Washaw Sibi Eeyou to establish a distinctly Cree village for themselves where they would not need to fear the loss of Cree culture, language and identity. In their continuing efforts to realize this dream, very significant milestones have been achieved during the course of the 2013-14 fiscal year.

In response to the suggestion from the Grand Council of the Crees to reconsider the community's choice of sites for the new village from a site located within the municipal boundaries of the Town of Amos to a site located within Eeyou Istchee, the community members, guided by the leadership of Chief Pauline Trapper-Hester and the Council, considered a number of potential sites over the course of approximately eighteen months. The suggestion from the Grand Council came in order to ensure that the new Washaw Sibi community would be able to fully participate in the new Eeyou Istchee James Bay Regional Government.

After several community assemblies which reviewed the relative merits of these various sites, the community finally selected a site which received the overwhelming endorsement of the community members at a special community assembly held on October 10-11, 2013. It was an historic day for the community of Washaw Sibi as the community once again united around a common vision. The Washaw Sibi leadership, together with the Grand Council, will now discuss the most effective ways to ensure that the selected site can be set aside to construct a new village for the benefit of the Washaw Sibi Eeyou.

At the same time, the Washaw Sibi leadership has continued its ongoing efforts to develop its organizational and human resources capacities so that, once a village is constructed, they will have the people and skills in place to effectively operate and maintain it.

The Washaw Sibi leadership has also recognized that, because of its very unique history, the community members carry with them a legacy of hurt and pain which also must be addressed as part of the transition to a new village. This legacy includes the effects of the residential school system, the effects of having been forced to relocate to the Pikogan reserve in Amos where there have been significant negative pressures on retaining Cree language and culture, and an inability to access many of the programs and services available to other Cree beneficiaries located on Category I lands. The community has developed an innovative community-based healing initiative to address this reality and intends to begin the implementation of this initiative in the coming fiscal year.

9. Eeyou Eenou Police Force

The Eeyou-Eenou Police Force ("EPPF") was established by the Cree Regional Authority on April 1, 2011, as the result of many years of preparations and

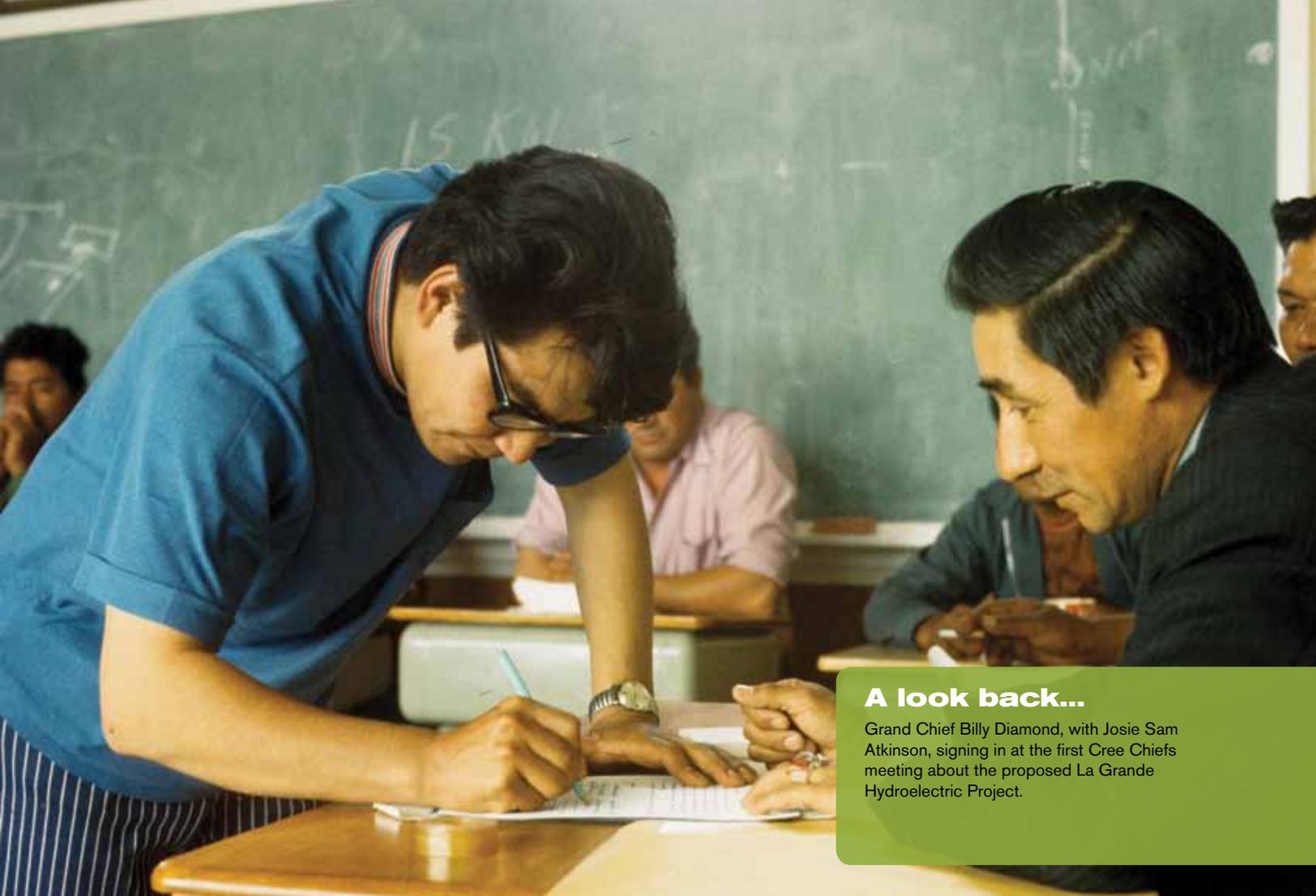


Photo: Ignatius La Rusic

A look back...

Grand Chief Billy Diamond, with Josie Sam Atkinson, signing in at the first Cree Chiefs meeting about the proposed La Grande Hydroelectric Project.

negotiation. The GCC(EI)/CRA considers this a very significant accomplishment in demonstrating the Cree capacity for governance.

During 2012-2013, the GCC(EI)/CNG succeeded in ensuring the extension of the term of the funding agreement to the 2013-2014 financial year, providing annual funding of \$16,585,492 for 2012-2013 and \$16,834,274 for 2013-2014, calculated on the basis of 79 full-time equivalent police officers for the EEPF. The GCC(EI) / CNG expected to negotiate and execute, during fiscal year 2013-2014, a longer term funding agreement. However, this was not possible for several reasons, mainly in relation to Canada's attempt to impose a non-treaty program.

The GCC(EI)/CNG thus mandated their lawyers to forward a legal demand to Canada and to prepare legal proceedings. However, further to the demand letter sent to Canada on April 1, 2014, negotiations became possible on an agreement covering the period between 2014-2015 to 2017-2018.

Canada and Québec negotiators have now approved the draft Eeyou-Eenou Police Funding Agreement for the period 2014-2015 to 2017-2018.

The terms of this Agreement are essentially the same as for the previous Funding Agreement 2008-2009 to 2012-2013, extended for 2013-2014. Provisions no longer applicable, since fulfilled or spent, have been deleted.

The contributions of Canada and Québec have been indexed, yielding a total combined funding of \$16,968,948.19 for fiscal year 2014-2015, of which Canada's share (52%) is \$8,823,853.06, while Québec's share (48%) is \$8,145,095.13. The annual funding will be indexed for subsequent years on the basis of the Consumer Price Index (CPI) for Québec.

The draft Funding Agreement 2014-2015 to 2017-2018 is being submitted to Canada, Québec, and Cree authorities for formal ratification and authorization for signature.

Cree-Quebec Relations

1. Introduction

Cree relations with Québec in 2013-2014 turned on a number of key issues, including the following:

- (a) Implementation of the Cree – Québec Governance Agreement;
- (b) Northern Development – The North for All;
- (c) Uranium – BAPE process;
- (d) Forestry;
- (e) Oujé-Bougoumou land transfer;
- (f) Cree childcare services;
- (g) Education;
- (h) Health and social services;
- (i) Contracting for public bodies;
- (j) Bill 60, Charter of State Secularism;
- (k) Cree-Canada Governance Negotiations.

2. Québec Elections

Québec provincial elections were held on April 7, 2014. The Liberal Party of Québec, led by Dr. Philippe Couillard, won a majority in the National Assembly and formed the new Government of Québec. Premier Couillard was sworn in as Premier on April 23, and he named his Council on the same day. The Grand Chief wrote to Premier Couillard to congratulate him on his election. Preparations are being made for a meeting between the Grand Chief and Premier Couillard as soon as possible to review key files in Cree-Québec relations, including certain of those mentioned above.

3. Meeting with Former Premier Marois

Prior to the Québec election, the Grand Chief and Deputy Grand Chief met with former Premier Pauline Marois on January 30, 2014. This meeting provided the opportunity to review the progress made over the previous year as well as other matters requiring attention. A number of Cree-Québec matters were reviewed, including those mentioned above.

4. Cree – Québec Governance Agreement

The year 2013-2014 marked the start of implementation of the *Agreement on Governance in the Eeyou Istchee James Bay Territory* signed on July 24, 2012. On May 8, 2013, Complementary Agreement No. 24 was signed with the Government of Québec. This Agreement replaces the previous Sections 11A and 11B of the *James Bay and Northern Québec Agreement* (JBNQA) with a new Section 11 to reflect the provisions of the Governance Agreement regarding the Cree Nation Government (CNG) and its new governance powers on Category II lands. Complementary Agreement No. 24 came into force on June 12, 2013.

Another key event was the adoption by the National Assembly on June 13, 2013 of Bill 42, *An Act*

establishing the Eeyou Istchee James Bay Regional Government and introducing certain legislative amendments concerning the Cree Nation Government. Bill 42 came into force on January 1, 2014.

4.1 Cree Nation Government

Under the Governance Agreement and its implementing legislation, as of January 1, 2014, the name of the Cree Regional Authority was changed to “Cree Nation Government”, and its governing law is now called the *Act respecting the Cree Nation Government*. The legal entity remains the same. Nevertheless, the change of name to “Cree Nation Government” has more than symbolic importance. It reflects the fact that the new Section 11 of the JBNQA and the revised law set out important new powers for the Cree Nation Government on Category II lands relating to land and resource use planning and management and municipal management.

The by-laws of the former Municipalité de Baie-James (MBJ) ceased to have effect on Category II lands as of January 1, 2014. The Cree Nation Government is now considering which governance by-laws should apply on Category II lands. This entails a review of the former MBJ by-laws in order to determine which should be re-enacted, with or without amendments, to take into account the Cree context and culture.

The establishment of the Cree Nation Government also entails consideration of its organizational and human resource requirements. For example, a new Eeyou Planning Commission will be established. It will prepare, in consultation with the Cree First Nations and other stakeholders, a draft regional land and resource use plan for Category II lands. This Commission will require professional and administrative support. Other organizational changes may be needed in the future, for example, to implement the harmonized Adapted Forestry Regime and the Collaborative Forestry Management Regime.

The Cree Nation Government is deploying, in consultation with the Cree First Nations and other Cree stakeholders, an implementation plan to put in place the structures, personnel, and processes needed for the Cree Nation Government to assume its new responsibilities and for Cree leaders to assume their new functions both on the Cree Nation Government and on the Regional Government. Orientation sessions were held in the autumn and winter of 2013-2014 with Cree Chiefs, leaders and officials of various Cree entities regarding the new powers and responsibilities of the Cree Nation Government on Category II lands and of the Regional Government on Category III lands.

The implementation of the new governance functions and powers of the Cree Nation Government will

require funding. The Governance Agreement makes specific provision for funding from Québec to the Cree Nation Government for this purpose.

The Government of Québec has adopted an Order in Council to approve the funding for the Cree Nation Government provided for in the Governance Agreement, with certain adjustments in the payment schedule.

4.2 Eeyou Istchee James Bay Regional Government

Bill 42 also established, as of January 1, 2014, the new Eeyou Istchee James Bay Regional Government on Category III lands as provided for in the Governance Agreement. This Regional Government replaces the former MBJ. It is subject to its own statute, the *Act establishing the Eeyou Istchee James Bay Regional Government*.

The Council of the Regional Government is composed of 22 representatives, half Cree and half Jamésiens. The Cree representatives are the Chairman and Vice-Chairman of the Cree Nation Government and the Chiefs of the Cree First Nations. The Jamésien representatives are the elected mayors, councillors and of-

ficials of the municipalities and territory. For the first two years of operation of the Council, its chairperson will be Madame Manon Cyr, Mayor of Chibougamau, while its vice-chair will be the Chairman of the Cree Nation Government. During the following two years, these roles will alternate.

The formal inauguration of the Eeyou Istchee James Bay Regional Government took place in Wasaganish on January 21, 2014. Close to 200 persons attended, including the Grand Chief, Deputy Grand Chief, Chiefs of the Cree First Nations, mayors of the Jamésien municipalities, and senior Ministers of the Government of Québec.

After the inauguration ceremony, the first meeting of the Council of the Regional Government took place. This was an historic event, as, for the first time, the elected leaders of the Cree Nation and of the Jamésien municipalities met as equal partners in a governance council. The Regional Government gives life to the original vision in the *James Bay and Northern Québec Agreement* of a partnership in governance of the Territory.



A look back...

Grand Chief Dr. Ted Moses and Quebec Premier Bernard Landry during the signing of the historic *Paix des Braves* February 7, 2002.

Since January, the Council of the Regional Council has met on a monthly basis. The draft budget for 2014 of the Regional Government has been tabled. The budget proposed is consistent with the provisions of the Governance Agreement, which require that Quebec provide certain agreed funding allocations. The Governance Agreement also provides that the Regional Government will not be required to increase taxes during its first five years of operation. Any shortfall in tax revenues in relation to expenditures during this five-year period must be funded by Quebec. The draft budget of the Regional Government has not yet been approved by Québec, and this remains an outstanding matter.

Implementation of the Regional Government continues to progress. The Cree and Jamésien representatives on the Council are working well together. The Grand Chief met late in 2013 with MBJ staff to discuss the establishment of the Regional Government and to allay potential concerns. The staff responded very positively, and working relations within the Regional Government have been very good. Ms. Johanne Lacasse has recently been appointed as Assistant Director General of the Regional Government, where she will be working with the Director General, Mr. Stéphane Simard and his team.

The Regional Government is moving toward becoming an effective partnership in governance between the Cree and the Jamésiens in the Eeyou Istchee James Bay Territory.

5. Northern Development

5.1 “The North for All”

The former Parti Québécois Government announced its intention to proceed with Northern Development under the theme “The North for All”. At a Partners Table on October 11, 2013, the former Government outlined its proposed strategy for addressing issues related to Northern Development under four multisectoral Working Groups:

- (a) economic development and the environment;
- (b) education, training, employment, manpower and research;
- (c) local development and economic diversification;
- (d) health and social services development.

Cree representatives participated in meetings of the four Working Groups to review the discussion papers prepared by the Northern Development Secretariat on these four themes.

5.2 Cree Vision of the North for All

The Grand Chief gave directions to prepare a document entitled the *Cree Vision of the North for All*. This document was prepared in collaboration with the departments of the Cree Nation Government as well as interested Cree entities, including the Cree School Board,

the Cree Board of Health and Social Services of James Bay, COTA, CNACA, and others. The *Cree Vision of the North for All* presents Cree principles and conditions related to Northern Development and outlines certain Cree expectations and priorities in relation to Northern Development. A draft of this document has been submitted to Québec.

5.3 Special Cree – Québec Process

The Grand Chief agreed early in 2014 with former Minister Martine Ouellet of Natural Resources to establish a special, high level Cree Québec process to implement Cree development priorities for Eeyou Istchee. These priorities include social housing, transportation, energy, training for Cree workers, tourism, and protected areas. The first meeting of the Cree – Québec Northern Development Table took place on February 25, 2014 to review the draft *Cree Vision of the North for All* and the draft Terms of Reference for the special Cree-Québec process on Northern Development.

5.4 Plan Nord Relaunch

After the election of the new Government of Québec, Premier Couillard announced on May 8, 2014 that the Government will relaunch the Plan Nord. A ministerial committee for the Plan Nord has been established. It will be chaired by Mr. Pierre Arcand, Minister of Energy and Natural Resources and Minister responsible for the Plan Nord. Mr. Geoffrey Kelley, Minister for Aboriginal Affairs, will serve as vice-chair of this committee. The Grand Council and Cree Nation Government intend to meet with Ministers Arcand and Kelley to request a special Cree-Québec process to advance Cree priorities in connection with the Plan Nord.

6. Oujé-Bougoumou Recognition and Mistissini Lands

A few weeks after the signature of the *Paix des Braves* on February 7, 2002, the Cree and Quebec signed a Framework Agreement in March 2002 creating a process to transfer certain Mistissini lands to Oujé-Bougoumou, through a Final Agreement and a Complementary Agreement to the JBNQA, which would provide Oujé-Bougoumou with a land regime.

This Framework Agreement also contained various provisions dealing with the payment of \$20,000,000 to each Mistissini and Oujé-Bougoumou, the disposition of legal proceedings, and the resolution of claims of both Mistissini and Oujé-Bougoumou with respect to previous agreements with Quebec. The Framework Agreement also contains provisions related to Mistissini’s claims to territories outside of the JBNQA “border” (“Height of Land Claim”).

Complementary Agreement No. 22 and the Final Agreement were signed in Oujé-Bougoumou on November 7, 2011. Complementary Agreement No. 22 received its final signature on February 3, 2012 and came into force during the year 2012-2013. These agree-

ments have the effect of legally securing the status of Ouje-Bougoumou as a Cree Band under the JBNQA and related legislation, with the same powers, rights, and responsibilities as other Cree bands, subject to a transitional period necessary to allow for the transfer of lands and the coming into force of amendments to the Cree-Naskapi (of Québec) Act. The Act to amend the Cree-Naskapi (of Québec) Act, adopted in 2009, among other things, provides for the recognition of Ouj.-Bougoumou as a Cree Band. These amendments would come into force once land is formally set aside by the Governor in Council as Category IA land for the exclusive use and benefit of Ouje-Bougoumou.

Further to Mistissini's request, in 2011 the GCC(EI)/CNG began a process to deal with the transfer of the \$20,000,000 to Mistissini and the corresponding transfer of lands to Quebec. This was decided when Mistissini made a decision to de-link the transfer of Category I and II lands from the settlement of the Height of Land Claim. The GCC(EI) was informed that, although Mistissini will continue its efforts to try to settle the Height of Land Claim, it would continue, in parallel, to try to settle the transfer of land, thereby triggering the related payments. The GCC(EI) has thus provided support to Mistissini in this context.

The GCC(EI) and Mistissini concluded negotiations with Quebec and Canada and, in September 2013, signed with Quebec the "Final Settlement Agreement Related to the Transfer of Certain Lands from Mistissini to Québec". This Agreement basically provides for a specific process and schedule which will result in the adjustment by Mistissini of certain of its Category I and II lands, the transfer by Quebec of an equivalent area of lands to Canada which will then set these lands aside for Ouje-Bougoumou.

The agreement does not contemplate or affect in any way, shape or form, the claim in respect of the Mistissini hunting territories lying to the east of the Height of Land.

On January 15, 2014, Quebec adopted Order-in-Council 28-2014 to transfer the relevant lands to Canada. On May 15, 2014, Canada adopted its own Order-in-Council to set aside the Category IA land for Ouje-Bougoumou. This Order-in-Council is now in force, and the amendments to the Cree-Naskapi Act which incorporate Ouje-Bougoumou as a band have taken effect. Ouje-Bougoumou now enjoys the same rights, benefits and privileges as the other Cree communities. Congratulations to Ouje-Bougoumou.

7. Health and Social Services

A new Health Agreement and Funding Framework was signed with Québec on August 16, 2012 for the period 2013-2018, for operations, and 2013-2020, for capital. It will permit further improvements to the health and social services and facilities for the Cree of Eeyou Istchee. The Cree Board of Health and Social Services is

implementing this new Health Agreement, including the development of services and the execution of new capital projects, including a new hospital centre in Chisasibi.

Time did not permit the parties to address other pressing issues in the new Health Agreement. Instead, it was agreed by exchange of letters to address these issues after the Agreement's signature. These issues include, among others, the challenges posed by resource development for the Cree Health Board, tax matters, training, and the revision of the legislative framework of the Cree Health Board.

8. Education

Pursuant to Section 16 of the JBNQA and the related provisions of the *Paix des Braves*, Quebec, Canada, the GCC(EI)/CNG and the Cree School Board have agreed to several five-year renewals of the funding rules for the Cree School Board. The last renewal of the funding rules covered the 2009-2010 to 2013-2014 school years. Negotiations began in April 2014 for the next five-year agreement, for the school years 2014-2015 to 2018-2019, with a view to completing the new agreement by the end of the current school year in June 2014. In addition to budgetary allocations, these rules should include special modalities on contracting procedures and reporting.

At his meeting with former Premier Marois in November 2012, the Grand Chief requested a special process to develop a five-year capital funding plan for the Cree School Board. This process was agreed to, and in February 2013, the Cree School Board tabled with the Ministry of Education a five-year capital plan in the

The Grand Chief agreed early in 2014 with former Minister Martine Ouellet of Natural Resources to establish a special, high level Cree Québec process to implement Cree development priorities for Eeyou Istchee. These priorities include social housing, transportation, energy, training for Cree workers, tourism and protected areas.

amount of \$125,000,000. The plan provides for the construction, extension or reorganization of school facilities in Chisasibi, Wemindji, Mistissini and Waswanipi, as well as the construction of new housing units in all of the Cree communities.

Discussions have taken place with the Ministry of Education on this capital plan, and certain administrative delays have been encountered. The Grand Chief took the matter up with former Premier Marois again in January 2014, and received assurances that the file would be advanced. The file was delayed due to the provincial election on April 7, 2014. It will be pursued with the new Government with a view to concluding the matter as soon as possible.

9. Childcare Services

In 2003, the Cree and Québec signed the first Childcare Service Agreement with Québec. The Cree Regional Authority established a Department of Child and Family Services in order to administer childcare services in Eeyou Istchee. This Agreement was renewed for the period 2006 to 2009. The Cree-Québec Childcare Services Agreement was extended several times since September 2009 pending the negotiation of a new agreement.

The childcare program has been a great success in the Cree communities. It has been instrumental in increasing the number of Cree women in the labour force, who are now assuming ever increasing responsibility in the workplace.

At his meeting with Premier Marois in November 2012, the Grand Chief pointed out that the continued provision of childcare services in the Cree communities requires a new agreement that provides stability and adequacy of funding. He requested, and

obtained, the commitment of the Premier to negotiate a multi-year funding framework agreement for Cree childcare services.

Negotiations with the Ministry of Families intensified in the spring of 2013 further to another meeting of the Grand Chief and Premier Marois. These negotiations were successful and resulted in an agreement in principle in July 2013 for a multi-year funding framework agreement for Cree childcare services.

This multi-year Child Services Agreement was concluded with Québec on February 11, 2014. Among things, it provides for a greater regional governance role for the Cree Nation Government and an increased delegation of powers from the Ministry of Families to the CNG, including for the allocation of funding to Cree childcare centres according to CNG standards.

The new Childcare Services Agreement also provides for increased funding to account for the Cree context, such as northern allowances. This was achieved in a context of budgetary cutbacks for other childcare centres in the province. The increases in overall funding levels for Cree childcare centres will be used to help implement northern allowances to attract and retain qualified and competent personnel. In addition, the Childcare Services Agreement requires the Government of Québec to support the construction of two new facilities: a 45-space facility in Wemindji in 2014-2015, and an 80-space facility in Chisasibi in 2015-2016.

10. Eeyou Eenou Police Force

The Eeyou-Eenou Police Force (EPPF) was established by the Cree Regional Authority on April 1, 2011, as the result of many years of preparations and negotiation. The GCC(EI)/CNG considers this a very significant accomplishment in demonstrating the Cree capacity for governance.

During 2012-2013, the GCC(EI)/CNG succeeded in ensuring a one-year extension of the funding agreement to the 2013-2014 financial year, calculated on the basis of 79 full-time equivalent police officers for the EPPF. The GCC(EI) / CNG expected to negotiate and execute, during fiscal year 2013-2014, a longer term funding agreement. However, this was not possible for certain reasons, mainly related to Canada's attempt to impose a standard, non-treaty program.

A legal demand letter was sent to Canada on April 1, 2014 requiring it to enter into a new police funding agreement on the same terms as in the previous agreement. Further to this demand letter, negotiations resumed on a funding agreement for the fiscal years 2014-2015 to 2017-2018.

The negotiators for the GCC(EI) / CNG, Canada, and Québec have agreed on the terms of the draft Eeyou-Eenou Police Funding Agreement for the period 2014-2015 to 2017-2018.

The terms of this Agreement are essentially the same as for the previous Funding Agreement 2008-

The childcare program has been a great success in the Cree communities. It has been instrumental in increasing the number of Cree women in the labour force, who are now assuming ever increasing responsibility in the workplace.

2009 to 2012-2013, as extended for 2013-2014. The contributions of Canada and Québec have been indexed, and will be indexed for future years on the basis of the Consumer Price Index.

This draft Funding Agreement 2014-2015 to 2017-2018 is being submitted to Canada, Québec, and Cree authorities for formal ratification and authorization for signature.

As for the modalities of police services, the GCC(EI)/CNG has submitted to Québec concrete proposals for an agreement, but discussions have not advanced far. The GCC(EI) / CNG is currently in discussions with Québec to resume negotiations on this agreement.

11. Cree-Québec Adapted Forestry Regime and Forestry Programs

11.1 Adapted Forestry Regime Inside JBNQA Limits

Québec introduced in June 2009 new forestry legislation (Bill 57) to the National Assembly. The purpose of this Bill was to reform the forestry regime as of 2013. Québec felt it was necessary to plan this reform ahead in order for the changes to be reflected in the planning scheduled to take effect on April 1, 2013.

Bill 57 has been problematic for the GCC(EI) since its introduction in the National Assembly. Among other things, the GCC(EI) opposed Québec's intentions regarding the devolution of powers to municipalities over forest management through the use, in Eeyou Istchee, of the MBJ and entities under its authority with little to no Cree involvement.

In 2009, Grand Chief Dr. Matthew Coon Come held discussions with former Minister of Natural Resources and Wildlife, Madame Nathalie Normandeau. These resulted in an exchange of letters in the summer and fall of 2009 by which Québec committed to the setting up of two forestry negotiating tables.

In March 2011, Québec committed in writing that "(...) if the parties are not able to find a common ground on the implementation of ecosystem-based management on Cree land, current harvesting modalities (Chapter 3 and annexes) will apply."

The Governance Agreement signed in July 2012 with Québec contains measures relating to the harmonization of the Adapted Forestry Regime and the *Sustainable Forest Development Act*. It also provides for the establishment of a collaborative forestry management regime on the territory mentioned in Chapter 3 of the *Paix des Braves*.

Negotiations on these matters took place in 2012-2013 and 2013-2014, but an agreement has not yet been concluded, save for the execution on July 12, 2013 of an agreement on the transition period for the period between the coming into force of the *Sustainable Forest Development Act* and the upcoming amendments to the adapted forestry regime.

Nevertheless, the GCCEI/CNG and Québec have worked on the following documents:

- (a) an Agreement amending the *Paix des Braves* in order to replace the existing Cree Adapted Forestry Regime by a new one;
- (b) a new *Paix des Braves* Chapter 3 and new Schedules thereto;
- (c) a new Complementary Agreement to the JBNQA, amendments to Section 30A of the JBNQA, which incorporates the Cree Adapted Forestry Regime in the JBNQA; and
- (d) amendments to the Confidentiality Agreement between Québec and the Cree to ensure that the Cree traditional knowledge shared during the preparation phase of the forest planning is kept confidential.

The draft texts related to the new Cree Adapted Forestry Regime deal with a variety of issues with a view to ensuring:

- (a) that the 1% areas continue to be protected and that additional protection measures for Eeyou Istchee are added to these;
- (b) enhanced protection for riparian zones and spawning sites;
- (c) that adequate cutting methods are in place when a natural disaster such as a forest fire occurs;
- (d) that the new planning tables (known as the TGIRT's) play a role consistent with the Nation-to-Nation relationship of the Cree with Québec;
- (e) that the Secretariat of the Cree-Québec Forestry Board be located in Waswanipi;
- (f) that the composition of the Cree-Québec Forestry Board does not have undesirable effects in light of Québec's new role with respect to planning;
- (g) that the members of the Joint Working Groups become employees of the CNG for better coordination;
- (h) that the new position of Joint Working Group coordinators is recognized;
- (i) that adequate funding is provided to the Cree-Québec Forestry Board, the Joint Working Groups, the new planning entities (the TGIRT's), and the Cree Nation Government in order for it to build capacity with respect to forestry planning between now and 2018, at which time the Cree are to gain more planning and management powers;
- (j) that Cree wood allocations, including the Waswanipi / Nabakatuk allocation, are secured;
- (k) that the forestry plan preparation, approval, and monitoring process works in due respect for Cree rights and interests in light of Québec's new planning role and in light of the new role of the Cree Nation Government and of the Regional Government in this respect;
- (l) that a new economic entity is created in order to favour Cree employment and economic spin-offs in forestry;

(m) that the Cree economically benefit from more contracts and employment, including with respect to silviculture work.

Discussions have taken place with Québec and are quite advanced, but a final push is needed to conclude the necessary agreements.

11.2 Adapted Forestry Regime Outside JBNQA Limits

For several years now, the GCC(EI) has been in discussions with Québec in order to ensure that the forestry regime applicable on the traplines east of the Height of Land (contemplated by the “2002 Baril-Moses Agreement”) is implemented and respected. However, it has come to the attention of the GCC(EI) that there are problems of implementation with respect to the 2002 Baril-Moses Agreement.

Despite repeated commitments from the Ministry of Natural Resources to respect the terms of the Baril-Moses Agreement, the Ministry has approved certain forestry plans that contravene this Agreement.

In consequence, the GCC(EI) / CNG, Mistissini and Oujé-Bougoumou instituted legal proceedings against Québec in December 2013. These proceedings:

- (a) ask the Court to order Québec to respect, properly implement, and cease breaching the Baril-Moses Agreement; and
- (b) request the Court for declaratory and injunctive relief respecting the Agreement and request damages for past non-performance to the limited extent that the damages are reparable;

In their proceedings, the GCC(EI) / CNG, Mistissini and Oujé-Bougoumou explain that:

- (a) the Baril-Moses Agreement extends many of the forestry provisions of the Adapted Forestry Regime created by the *Paix des Braves* on the Cree traplines east of the boundaries of the JBNQA;
- (b) the Baril-Moses Agreement was a recognition by the parties that although these traplines are outside of the JBNQA territory, they are part of the traditional lands of the Cree of Eeyou Istchee Cree and continue to be integral to the Cree traditional way-of-life and the territory should be protected from overharvesting to protect this way-of-life;
- (c) the Baril-Moses Agreement was part of the resolution of the *Coon Come* and *Lord* legal proceedings and is a valid and legally binding agreement. It was respected and implemented by Québec from 2002 to approximately 2010 (except in 2007, in respect of an area affected by a forest fire);
- (d) the GCC(EI)/CNG was informed in 2011 that, during the course of 2010, forestry operations started to be conducted under permits issued by Québec in breach of the Baril-Moses Agreement;

- (e) as a result of these breaches by Québec, since 2010, the forest on the Cree traplines within the territory of the Baril-Moses Agreement has been significantly overharvested;
- (f) attempts have been made since 2011 to resolve these breaches through out-of-court discussions with Québec, but to no avail;
- (g) on the contrary, the quantity of forest harvesting permitted in breach of the Baril-Moses Agreement is increasing.

Québec has filed its defence, in which it advances various arguments, including that:

- (a) the Cree have renounced their rights to the land defined in the JBNQA and elsewhere in Quebec;
- (b) the Baril-Moses Agreement Territory is also the source of claims made by other Aboriginal groups, including the Innu and the Atikamekw, with the result that the Baril-Moses Agreement demonstrates commitments made in favor of all interested Aboriginal groups, not just the Cree;
- (c) Québec did not commit itself to a single tree harvesting method, but wished to continue its harvesting practices in harmony with the activities of the surrounding Aboriginal communities;
- (d) at the time of the signature of the Baril-Moses Agreement in 2002, the Government was of the firm belief that mosaic cutting was an appropriate means of achieving its harvesting activities as well as adequately protecting biodiversity;
- (e) several reports, including the Coulombe Commission report, support Québec’s conclusion that an ecosystem management approach is more appropriate to protect caribou and the biodiversity on a given territory and that Québec has actually honored its obligations under the Baril-Moses Agreement as it chose the best method to protect the biodiversity of the land in light of sustainable development;
- (f) Québec consulted the Cree members of the Joint Working Groups before changing the methods;
- (g) Québec was acting in good faith when implementing the new approach in forest management
- (h) Finally, the number of trees cut respects the norms and quantities specified in the Baril-Moses Agreement and that 15,039 hectares of land are still available on the Territory.

The GCC(EI) / CNG disagrees with the statements made by Québec in its defence. Additional steps are being taken to ensure all elements of the Cree perspective are before the Court.

The GCC(EI)/CNG is also contesting the Forest Stewardship Council’s (FSC) certification of the forestry company involved in the cutting in these areas.

11.3 Enhancement Program

The Agreement regarding Cree traditional activities enhancement applies to the 2012-2018 period. The main goal of this Agreement is to enhance Cree traditional activities by reinforcing, on an operational basis, the exercise by the Cree of their hunting, fishing, and trapping activities while taking into account forestry activities, and providing various solutions as needed.

Eligible projects include replacing or relocating facilities (camps, docks, etc.), facilitating travel by trappers in the course of their activities, upgrading of specific sites of interest (gathering places, etc.) and other measures aimed at reinforcing the exercise of hunting, fishing, and trapping activities.

The Agreement also states that, in order to ensure that funding distribution is maximized, a cap of \$25,000 per trapline per year is set for those traplines where forestry is conducted during that year or in the previous five years. However, this does not prevent pooling of funding to develop projects which benefit multiple traplines.

The Agreement deals with project eligibility criteria by making reference to the CNG Forestry Programs By-Law and related policies, with the allocation of funding for approved projects and with the management of the agreement by the CNG. Québec and the Cree each contribute annually to the funding and, as in the past, part or all of the Volet II Program envelope can be used to fund the program. It should be noted that the Volet II program has now been replaced by the Regional and Forest Development Program (RFD program).

Vigilance will be required with respect to reporting in light of the new reporting obligations imposed by Québec.

11.4 Regional and Forest Development Program (Successor of Volet II Program)

With respect to the Volet II Agreement, the Governance Agreement provides that an amount of \$404,000 is set aside annually for the Cree Nation Government for Volet II forestry development funds with respect to Category II lands while, with respect to Category III lands, an amount of \$1,616,000 is set aside annually for the Regional Government for the same period. These amounts will have to be the subject of an agreement regarding equitable allocation.

The Governance Agreement also states that these amounts are subject to the evolution of the Volet II program. The program has been replaced by the Regional and Forest Development Program (RFD program).

The Volet II Program has allowed Cree communities to develop various community projects which have been successfully implemented. Over the past few years, Québec and the Cree have had a disagreement with respect to certain reporting issues. Therefore, Québec decided to cut the funding. However, the funding has been restored gradually for past years.

Since then, Québec has attempted to impose certain funding envelopes. Discussions are to be pursued with Québec during fiscal year 2014-2015 in this regard.

11.5 Nabakatuk Wood Allocation

During year 2012-2013, Québec reduced all CAAF allocations. Nabakatuk was particularly impacted by this reduction. The company was left with only 70,000 cubic meters, the volume guaranteed under the *Paix des Braves*. This reduction caused serious economic challenges to the company's restructuring plans. Both the GCC(EI)/CNG negotiating team and Nabakatuk representatives are pushing strongly to have this wood allocation restored.

12. Reconfiguration and Final Land Descriptions for Cree Communities

Two tables have been set up with the Québec government concerning Cree land issues:

- (a) One table deals with determining the final land descriptions for Cree Category I and II lands with a view of incorporating such final descriptions into the JBNQA and in pertinent legislation;
- (b) Another table created pursuant to section 4.18 of the New Relationship Agreement concerns the reconfiguration of the Category I lands of Wasikaganish, Waswanipi, and Nemaska following the abandonment of the N.B.R. Complex.

The activities of these tables continued during fiscal year 2013-2014. In parallel, Québec has verbally indicated a willingness to participate in a process seeking to incorporate the final land descriptions in the JBNQA for all other communities. Thus far, the discus-

For several years now, the GCC(EI) has been in discussions with Québec in order to ensure that the forestry regime applicable on the traplines east of the Height of Land (contemplated by the "2002 Baril-Moses Agreement") is implemented and respected.

sions are at the stage of determining how the final descriptions will be integrated in the JBNQA.

Canada has appointed its negotiators to the Table dealing with the incorporation of the final territorial descriptions in the JBNQA. The GCC(EI), the CNG, Québec, and Canada seem to have a common intention to make adjustments to at least most Category I lands and to proceed to the integration of final land descriptions in the JBNQA. The parties have been working on a draft Complementary Agreement for such a purpose.

The experience with respect to the Oujé-Bougoumou / Mistissini land transfer should pave the way to a process for achieving these land reconfigurations and final descriptions.

13. Territorial Overlap Discussions

Atikamekw of Opitciwan

In February 2004 the First Nations of Opitciwan, Wemotaci and Manawan, as well as the Council of the Atikamekw Nation, and several Chiefs and council members, filed a law suit against Canada and Quebec.

The area effectively claimed by the Atikamekw in JBNQA territory includes a large segment of the southern traplines of Oujé-Bougoumou, as well as a large segment of the southern traplines of Waswanipi. It also includes certain Senneterre Cree traplines.

The Atikamekw are asking the Court, in particular, to declare that the JBNQA and its implementing legislation did not extinguish the Aboriginal claims of other Nations. Alternatively, if their rights were extinguished, the Atikamekw claim damages.

The GCC(EI)/CNG and the Grand Chief intervened in this case to ensure that the GCC(EI)/CNG be full party to any negotiations and to reserve rights of the Cree inside and outside of JBNQA territory.

Court proceedings have been suspended by the Atikamekw and Quebec since 2007, with Cree consent, in order to attempt to negotiate a settlement of the case. The suspension was set to expire in May 2012 but other options, such as a discontinuance of the proceedings, have been the subject of discussions.

A table was set up to discuss the Cree-Atikamekw overlaps, with representatives from Canada, Quebec, the Atikamekw and the Cree. The parties agreed to a first phase of exploratory discussions, allowing them to agree on the basic approach to resolve the overlap issues before entering into formal negotiations.

Since 2009, this table has met several times. The Atikamekw tabled a map outlining their claim in the JBNQA territory and the Cree provided a map and a list of traplines and tallymen in the JBNQA territory claimed overlap area.

Based on a work plan developed in April 2010, the parties first agreed to pursue exploratory discussions until March 31, 2011 and hold meetings to share information on (i) defining the overlap area and (ii) reviewing the regimes that would apply in this area. At

the end of March 2011, a new work plan until March 2012 was developed and approved by the parties in view of completing the exploratory discussions. However, the work plan was not fully implemented.

The Attikamekw have expressed the desire to discontinue these legal proceedings on the following conditions:

- (a) Québec and Canada, as defendants, as well as the GCC(EI)/CNG, HQ, SEBJ and SDBJ, as intervenors, agree that the discontinuance will be without costs;
- (b) the parties agree to renounce to the prescription acquired and the benefit of time elapsed as of December 30, 2003.

Although the parties reviewed this possibility as well as the terms of a proposed agreement in this regard, there has been little movement in this respect during the year 2012-2013.

Innu of Takuikan Uashat Mak Mani-Utenam and Bands

The Uashat Band is seeking numerous declarations and orders from the Superior Court of Quebec. The territory claimed by the Uashat Band is very extensive. It includes a large segment of the JBNQA territory, in particular, around the Caniapiscou reservoir and northward up to Kuujuaq. Many Mistissini traplines are included in this territory. In addition, the Uashat Band is claiming the entire Eastmain River basin as a travel route and they claim a gathering site in the James Bay coast near Eastmain. The GCC(EI) was made party to these proceedings ("Pinette" proceedings).

On June 14, 2005, the Uashat Band was granted a suspension in these proceedings for five years. However, despite the suspension, the Innu presented a motion to have these proceedings jointly managed with other related proceedings (the "McKenzie" and "Uashaunuat/La Romaine" proceedings). This motion was accepted on December 4, 2008. The La Romaine proceedings touch JBNQA Territory but it seems that this may not have been intended. Nevertheless, the GCC(EI) is now seeking an official clarification in order to protect Cree rights.

The Pinette proceedings were divided into a "Part A" and a "Part B". For the purposes of "Part A", the area includes a significant portion of Québec, but excludes the Uashat Innus' alleged traditional territory in the province of Newfoundland and also excludes the territory covered by the JBNQA in Québec. "Part B" of this proceeding is exclusively with respect to the alleged traditional territory of the Uashat Innu located within JBNQA territory. The proceedings with respect to JBNQA territory have been suspended.

In terms of out-of-court discussions, a meeting was previously held between the Cree negotiator for Quebec matters, Abel Bosum, and the representatives

of Innu TakuaiKAN Uashat Mak Mani-Utenam to explain the Cree proposal to Québec on governance, including the proposed establishment of a public government on the traditional Cree family territories in Eeyou Istchee outside of Category I and II lands.

Grand Chief Matthew Coon Come had invited Chief Georges-Ernest Grégoire and the Conseil TakuaiKAN to establish a bilateral process with the Cree to discuss the Cree governance proposal to Québec and to hold, without prejudice, discussions between the Cree and the Innu on the question of overlapping claims. The Innus accepted to hold such discussions, and meetings were held. The Cree Nation of Mistissini was invited to participate to the extent that it is affected by these overlapping discussions.

Innus of Mashteuiatsh / Mistissini Height of Land – Overlapping Claims

By way of background, the Montagnais of Pointe Bleue or Mashteuiatsh (also called Première Nation des Piekuakmiulnuatsh or the Innus of Mashteuiatsh), their Chief, and Band councillors had filed proceedings against Canada and Québec for recognition of their aboriginal rights over an area they claimed as their traditional territory, and for \$750 million in damages for various infringements to their aboriginal rights. However, those proceedings were discontinued.

In these proceedings, Mashteuiatsh did not set out any specific conclusions in regard to the James Bay territory, though they claimed they held joint title over an unspecified “common area” with other unidentified Aboriginal groups.

A table has been established, with representatives of the Innus of Mashteuiatsh, the Cree, Canada and Québec to discuss the overlapping claims of the Innus and the Cree, including the Mistissini “Height of Land” claim. Little progress has been made in the discussions.

Innus of Matimekush-Lac John

The Matimekush Lac John Innu Nation Band instituted legal proceedings in December 2013 in which they seek declarations to the effect that:

- (a) the *James Bay and Northern Quebec Native Claims Settlement Act* is of no effect as in regards to them;
- (b) this law did not extinguish the Innu claims, title, and interests in the part of the Nitassinan (their claimed traditional territory) located within the territory covered by the *James Bay and Northern Quebec Agreement* and the *Northeastern Quebec Agreement*; and
- (c) the Innus have Aboriginal title and Aboriginal rights to the part of Nitassinan located within the territory covered by the Agreements.

Alternatively, should the Court decide that Innu rights are extinguished on JBNQA Territory, the Innus request declarations that:

- (a) they are entitled to fair compensation in consideration of the expropriation of their rights and interests on the part of Nitassinan located within the territories covered by the Agreements, as per subsection 3(3) of the *James Bay and Northern Quebec Native Claims Settlement Act*; and
- (b) Canada failed to fulfil its fiduciary duty toward them.

In such case, the Innus also seek an order condemning Canada to pay the Matimekush Lac John Innu Nation Band the sum of \$500,000,000 as fair and equitable compensation.

Alternatively, should the Court refuse to condemn Canada to pay just compensation, the Innus request declarations that:

- (a) Canada did not honourably implement the promises and commitments it made in the Order in Council of 1870;
- (b) Canada did not act honourably when it proceeded to the unilateral extinguishment of the Innus’ Aboriginal rights to the part of Nitassinan located within the territory covered by the Agreements; and
- (c) Quebec did not honourably implement the provision providing for the negotiation of the claims of the Innus of Matimekush Lac John, as stated in Subsection 2.14 of the *James Bay and Northern Quebec Agreement*.

14. Cree Customary Adoption and Youth Protection Matters

A judgment was rendered in April 2012 regarding a case involving Cree customary adoption and youth protection matters outside of the Cree communities. The judgment followed an intense trial which took a heavy toll on Cree resources and energy.

In parallel, a Working Group on Aboriginal Customary Adoption reviewed various options in order to clearly reflect the legal effects of customary adoption in Quebec legislation. This Working Group included a representative of the GCC(EI)/CNG and the Cree Board of Health and Social Services of James Bay, along with representatives from the First Nations of Québec and Labrador Health and Social Services Commission, the Assembly of First Nations of Québec and Labrador, Quebec Native Women, Makivik Corporation, the Nunavik Regional Board of Health and Social Services, and representatives from the Quebec Ministry of Health and Social Services, Ministry of Justice and a Director of Youth Protection.

The Working Group completed its final report in April 2012. This report was considered by the Minister of Justice in relation to a legislative bill which proposed amendments to the Quebec adoption regime, including with respect to the legal effects of customary adoption.

On June 13, 2012, Bill 81, entitled *An Act to amend the Civil Code and other legislative provisions as regards adoption and parental authority*, was introduced in the National Assembly. If it had been adopted, this Bill would have modified the existing adoption regime, including with respect to legal effects of certain Aboriginal customary adoptions. Cree participation in the Working Group helped to shape the development of these legislative proposals.

Bill 81 “died on the order paper” with the calling of the elections for September 4, 2012, and therefore did not proceed further in the legislative process. The GCC(EI)/CNG pushed for the reintroduction of this bill by the new Parti Québécois government elected in 2012.

Another bill, Bill 47, was reintroduced by the new government with relatively minor modifications. However, Bill 47 also “died on the order” paper with the calling of the elections for April 7, 2014. Neither Bill 81 or Bill 47 went before parliamentary commission for further study.

The GCC(EI)/CNG will push for the reintroduction of the bill by the new Government of Québec. If the bill is reintroduced, it is anticipated that Cree participation will continue through the legislative process.

In parallel, the GCC(EI)/CNG will continue its communications with the Ministry of Health and Social Services in order to ensure that the personal jurisdiction of the Cree Health Board over Cree beneficiaries is clarified, including in relation to youth protection matters which occur outside of Cree communities.

The purpose of the Opinagow Collaboration Agreement is to establish measures for the future operation of the project, which protects Cree traditional activities, and to ensure Cree benefit from various employment, business and training programs. It also ensures that the project will proceed in a sustainable and environmental manner and that it respects all provisions of the JBNQA.

15. Negotiations with Mining Companies

Goldcorp/Les Mines Opinaca – The Éléonore Project

On February 21, 2011, Les Mines Opinaca, a wholly-owned subsidiary of Goldcorp, signed the Opinagow Collaboration Agreement with the Cree Nation of Wemindji, the Grand Council of the Crees (Eeyou Istchee) and the Cree Regional Authority.

The purpose of the Opinagow Collaboration Agreement is to establish measures for the future operation of the project, which protects Cree traditional activities, and to ensure Cree benefit from various employment, business and training programs. It also ensures that the project will proceed in a sustainable and environmental manner and that it respects all provisions of the JBNQA.

Opinaca estimates that there is a need for approximately 75 to 100 jobs during the exploration phase of the Éléonore project, 200 to 600 jobs during development and construction, and 300 to 600 jobs during operation. The estimated life of the project is 15 to 20 years, with potential for an extended life if future exploration is successful.

Since the signature of the Collaboration Agreement, the Cree workforce now represents close to 30% of the overall workforce present at the site. In addition, in 2013, construction and services contracts totaling over \$143M have been awarded to various Cree Enterprises.

Stornoway Diamond Corporation – The Renard Project

On March 27, 2012, Stornoway Diamonds (Canada) Inc. signed the Mecheshoo Agreement with the Cree Nation of Mistissini, the Grand Council of the Crees (Eeyou Istchee), and the Cree Regional Authority.

The Mecheshoo Agreement, which will be in effect for the life of the mine, contains various provisions regarding Cree involvement in the development of the Renard Diamond Mine, including employment and business opportunities and training and education initiatives. Moreover, the Mecheshoo Agreement aligns the parties’ respective interests in the economic success of the project and ensures that the Cree will receive financial benefits through different payment mechanisms and participation in the profitability of the mine.

The site is located approximately 290 km north of the Cree community of Mistissini, within the community’s traditional territory.

In order for the mine to operate, a road is currently being constructed. While Stornoway was to initially contribute to the construction and maintenance costs of the new road, in November 2012, the company entered into a Framework Agreement and an associated letter of intent with the Government of Québec for the financing and completion of the extension of Highway 167 under Stornoway’s direct management. The agree-

ment is designed to ensure timely road access to the project and the commencement of mine construction during 2013, as previously contemplated. The key features of this agreement are that Stornoway will assume the completion of segments "C" and "D" of the extension of Highway 167 as a single lane mining grade road, and Québec will provide Stornoway with an unsecured credit facility of up to C\$77M to complete the work, at an annual interest rate of 3.35% percent, amortized over 15 years, with a repayment schedule based upon planned commencement of commercial production at Renard.

All Cree representatives have been duly appointed to the various committees created under the Mechesho Agreement, including the Renard Committee, the committee responsible for the implementation of the Mecheshoo Agreement. The Renard Committee has met on seven (7) occasions since the execution of the Mecheshoo Agreement.

In April 2014, Stornoway announced a C\$944 million financing package to fund the construction of the Renard Project, which is scheduled to begin in June 2014.

BlackRock – The BlackRock Project

In January 2011, BlackRock contacted the Cree community of Oujé-Bougoumou to begin discussions on the BlackRock project. The company is carrying on exploration and pre-development activities to mine an iron ore concentrate deposit located approximately 50 km east of the community of Oujé-Bougoumou.

BlackRock filed its Notice of Project to the Québec Department of Sustainable Development, Environment and Parks in July 2010, and the company received in December 2010 the directives for the drafting of the Environmental and Social Impact Assessment from the COMEV. BlackRock filed its Environmental and Social Impact Assessment in January 2012.

In January 2012, the Oujé-Bougoumou Cree Nation, the GCC(EI)/CNG, and BlackRock signed a Pre-Development Agreement. On June 20, 2013, the parties signed the BallyHusky Agreement. Since the execution of this Agreement, the parties have appointed their respective representatives to the Implementation Committee, which has met on two (2) occasions. The Oujé-Bougoumou Cree Nation and BlackRock are currently negotiating the terms of various contracts which could be awarded to Oujé-Bougoumou during the construction phase of the BlackRock project.

Nemaska Exploration Inc – The Whabouchi Project

In 2009, Nemaska Lithium acquired a property from Golden Goose Resources in Nemaska traditional territory, located approximately four kilometres north of Hydro-Québec's Albelan substation. While the original intent of Golden Goose was to operate a nickel mine, Nemaska Lithium intends to focus on

the exploration and possible commercial production of a lithium ore body discovered on the site (the "Whabouchi Project").

Nemaska Lithium Inc. approached the Cree community of Nemaska to develop a memorandum of understanding. Discussions in late 2009 focused on the purchase of shares of Nemaska Lithium Inc. by the Nemaska Development Corporation, which ultimately resulted in Nemaska Development Corporation investing \$600,000 in Nemaska Lithium Inc.

Since then, the Cree Nation of Nemaska, the GCC(EI)/CNG, and Nemaska Lithium Inc. have been negotiating an Impacts and Benefits Agreement (IBA). In April 2014, the parties achieved an agreement-in-principle on the financial matters of the final agreement being negotiated. The parties expect to complete the drafting of the final agreement in June 2014.

Other Mining Projects

Over the last three years, the GCC(EI)/CNG and various Cree communities have signed a number of pre-development agreements with other mining companies, which should lead to discussions on the conclusion of IBAs. These discussions include:

- (a) the Montviel project (rare earths) of GeoMega Resources in the territory of the Cree First Nation of Waswanipi;
- (b) the Rose project (lithium and tantalum) of Critical Elements Corporations in the territory of the Cree Nation of Eastmain;
- (c) the Moblan project (lithium) of the joint venture between SOQUEM and GlobeStar Mining Corporation in the territory of the Cree Nation of Mistissini;
- (d) the Windfall Lake project (gold) of Eagle Hill Exploration Corporation in the territory of the Cree First Nation of Waswanipi;
- (e) the Croteau Est and Waconichi projects (gold) of Northern Superior Resources in the territory of the Oujé-Bougoumou Cree Nation;
- (f) the Horden Lake project (nickel and copper) of El Condor Minerals in the territories of the Cree Nation of Nemaska and the Cree Nation of Waskaganish;
- (g) the Corner Bay project (copper) and other mining properties of CBay Minerals in the territory of the Oujé-Bougoumou Cree Nation;
- (h) the Iron Hills project (iron ore) of the Barlow mine in the territory of the Cree Nation of Washaw Sibi;
- (i) the Monster Lake project (gold) of Iamgold/Tomago in the territory of the Oujé-Bougoumou Cree Nation and the Cree First Nation of Waswanipi;
- (j) the Coulon project (zinc, copper, and silver) of Virginia Mines in the territory of the Cree Nation of Chisasibi;
- (k) the Philibert project (gold) of SOQUEM in the territory of the Oujé-Bougoumou Cree Nation;

- (l) the Anik project (gold) of GeoMega Resources in the territories of the Oujé-Bougoumou Cree Nation and the Cree First Nation of Waswanipi; and
- (m) the reopening of the Troilus Mine (gold, copper and silver) by Copper One in the territory of the Cree Nation of Mistissini.

16. Woodland Caribou

The woodland caribou in Quebec have been in steep decline in recent years, which has resulted in them being declared a threatened species both under the federal *Species at Risk Act* as well as the *Québec Act respecting Threatened or Vulnerable Species*.

In order to ensure the long-term protection and recovery of these animals, the GCC(EI)/CNG has created with Québec the Woodland Caribou Recovery Task Force. This Task Force's mandate is to ensure adequate protection and recovery of woodland caribou in Eeyou Istchee. It has undertaken work to review the distribution of the caribou, their range, and determine whether what is known is adequate for the development of a plan for their recovery. The Task Force will also review, in a shorter term, what is required to protect the woodland caribou in the context of the development of forestry roads in the territory. The Task Force is experiencing certain challenges in fulfilling its mandate. Work is continuing on this matter.

Accordingly, the Task Force has committed to work on a woodland caribou management plan in the northern portions of the commercial forest within Eeyou Istchee. Through a combination of protected areas (e.g., the Broadback Watershed Management Plan) and special management zones, it is hoped that a suitable plan can be designed. It should be noted that in implementing this plan, it may be necessary to put in place alternative forestry measures to those of the *Paix des Braves*.

17. Migratory Caribou

The migratory caribou, including the Leaf River and George River herds, are also facing troubling declines in their populations. In response to increasing data demonstrating these declines, the Hunting Fishing Trapping Coordinating Committee (HFTCC) began reflecting seriously on the state of the population and organized a workshop in January 2010 with various stakeholders to share information.

Subsequently, considering a George River herd census and the worrisome data regarding the Leaf River herd, the Cree, Inuit, and Naskapi all took the official position that the sports hunt for the two (2) herds should be closed for 2011-2012.

After much discussion by the HFTCC on the appropriate measures to regulate the sports hunt of the



migratory caribou, all parties to the HFTCC agreed on a set of measures for the Leaf River herd on February 24, 2011. These measures were agreed to by the Minister of Natural Resources and Wildlife on February 25, 2011, but this decision was reversed on May 17, 2011 due to pressure by the outfitting industry.

The GCC(EI)/CNG triggered the Dispute Resolution Process contemplated by Chapter 12 of the *Paix des Braves* on April 13, 2011. At the same time, the Inuit and the Naskapi filed legal proceedings contesting the March 17, 2011 decision. The GCC(EI)/CNG later joined the proceedings in light of the failure to reach an agreement through the Dispute Resolution Process.

In order to have a decision from the Superior Court before the beginning of the Leaf River caribou sports hunt, a priority hearing was held over 5 days between October 24 and 28, 2011. A decision was rendered by Justice Sophie Picard on November 4, 2011. Although Justice Picard found that the decision of the Minister of March 17, 2011 did not respect the provisions of the JBNQA, she refused to declare the breaches and refused to grant any remedy.

Therefore, the Cree, Inuit, and Naskapi filed an appeal on December 5, 2011 in order to contest Justice Picard's decision. The hearing before the Québec Court of Appeal took place on November 6, 2013.

A decision should be rendered by the Québec Court of Appeal during fiscal year 2014-2015.

18. MBJ Legal Proceedings

In previous years, the MBJ instituted various legal proceedings against the Cree. Among these proceedings were requests for access to the 1% and 25 % forestry maps and various charges against Chisasibi hunters with respect to the application of a general by-law regarding, among other things, firearm safety.

While these proceedings were resolved, other MBJ proceedings were still pending with respect to the taxation of Cree entities for commercial activities on Category III lands. The Attorney General of Quebec has been called as a party in these proceedings and is scheduled to file a defence in May 2014. Discussions are taking place with the new Eeyou Istchee James Bay Regional Government with a view to settling these proceedings out of court, and it is expected that a settlement will be concluded shortly.

19. Director of Cree – Québec Relations

After serving with success for several years in the position, Ms. Tina Petawabano resigned in December 2013 as Director of Québec Relations. Ms. Petawabano served with distinction during her tenure, helping to ensure effective, positive communications between the Cree Nation Government and the Government of Québec. She played an important role in the negotiations leading to the Cree – Québec Governance Agreement of July 2012. Ms. Petawabano took a special interest in social and educational matters, includ-

ing Cree childcare services, capacity building, and the fight against poverty.

Ms. Melissa B. Saganash has been appointed as the new Director of Cree-Quebec Relations. Ms. Saganash brings to this position a wealth of experience from working with other entities such as CBC North, Niskamoon and Cree Human Resource Development. She will contribute to maintaining positive relations with the Government of Québec, with special emphasis on communications, public relations and strategic planning. Ms. Saganash will be based at the Cree Embassy office in Quebec City.

20. Conclusion

Since the signature of the *Paix des Braves* in 2002, the Cree-Quebec relationship has ensured significant benefits for the Cree Nation. The funding provided pursuant to the *Paix des Braves*, the important funding for Police and Justice, the large funding increases for Cree health and social services, childcare services and the new Adapted Forestry Regime all bear witness to an important and fruitful relationship.

The year 2013-2014 has seen significant new steps in the Cree-Quebec relationship. In particular, work has begun to implement the *Agreement on Governance in the Eeyou Istchee James Bay Territory* signed on July 24, 2012. Complementary Agreement No. 24 and Bill 42, *An Act establishing the Eeyou Istchee James Bay Regional Government and introducing certain legislative amendments concerning the Cree Nation Government*, mark essential steps in the new governance regime in the Eeyou Istchee James Bay Territory.

The Cree Nation Government enjoys expanded jurisdiction over Category II lands with regard to land and resource use planning and management, as well as in municipal management. The new Eeyou Istchee James Bay Regional Government will also enable the Cree, for the first time, to participate in the governance of Category III lands in partnership with the Jamésiens. The Governance Agreement represents a real step forward in the Cree's relationship with Québec and the Jamésiens.

Taxation

Québec Health Contribution

Further to the 2010 Québec Budget, amendments were made to the Act respecting the *Régie de l'assurance maladie du Québec* in order to provide for the payment of a health contribution. When the amendments were introduced, the Act provided that every individual over 18 years of age resident in Québec at the end of the year to pay for that year a health contribution of \$25 for 2010, \$100 for 2011 and \$200 for 2012 and subsequent years.

At the request of the GCCEI/CNG, legal counsel analyzed the matter and advised that good arguments exist that the health care contribution constitutes taxation for purposes of the exemption from taxation of section 188 of the *Cree Naskapi (of Québec) Act*. The application of the health contribution to a Cree individual may also be argued to constitute an erosion of the benefits to which the Cree are entitled under Section 14 of the *James Bay and Northern Québec Agreement* relating to the Cree Health and Social Services.

The Cree Nations of Eeyou Istchee were advised of this matter. Notices of objection were filed in respect of notices of assessment issued by the Quebec Revenue Agency to affected Cree individuals for the health contribution in respect to taxation year 2010.

In May 2012, the Quebec Revenue Agency introduced an administrative policy (Interpretation Bulletin RAMQ 37.17.1) on the application of the health contribution to Indians. The policy is that income earned by an Indian on reserve will not be taken into account in determining whether an Indian must pay the health contribution. Accordingly, the notices of assessment for the health contributions previously issued against the Cree who meet this criterion have been reversed and new notices confirming no liability with respect to the health contribution will be issued shortly to each Cree who has received an assessment for 2010 and 2011.

In its 2013-14 Budget, the Québec Government modified the health contribution regime, as of 2013, by, among others, varying the health contribution on the basis of an individual's income rather than on the basis of family income. This new measure resulted in an increase of the number of Cree, who do not meet the criterion mentioned above, being exempt from the payment of the health contribution.

An outstanding matter remains concerning Cree individuals whose income derives from federal or Québec public pensions. Québec takes the position that this income is not earned on reserve. The result is that, according to Québec, these individuals could be liable for the health contribution where the pension income exceeds the annual individual income threshold established pursuant to the 2013-14 Budget.

The Cree position is that this is unfair, as the burden would fall primarily on Cree with modest pension

income. Further, the imposition of the Québec health contribution would be inconsistent with the treaty right of Cree beneficiaries under Section 14 of the JB-NQA to receive health and social services without being subject to the payment of any contribution. In view of this inconsistency, the Québec health contribution is inapplicable to Cree beneficiaries.

Québec Fuel Tax

In April 2002, a claim was filed with the Quebec Revenue Agency on behalf of Cree individuals and Cree First Nations for the refund of Québec fuel tax paid during the period 1991 to 2001.

This claim was one of the issues discussed at the «Cree-Québec Tax Table» established early in 2003 pursuant to the *Paix des Braves*. In 2003, after the Cree filed their claim, the Assembly of First Nations of Québec and Labrador (AFNQL) filed a class action on behalf of all First Nations in Québec, other than the Cree First Nations, seeking compensation for Québec fuel tax paid. At the Cree-Québec Tax Table, the Quebec Revenue Agency reserved its position regarding the Cree claim for refund of fuel tax in view of the AFNQL class action.

On June 30, 2011, the Quebec Revenue Agency announced that an agreement had been reached with the AFNQL to settle its fuel tax class action for First Nations other than the Cree. In view of this settlement, the GCC(EI) resumed discussions with the Quebec Revenue Agency regarding the settlement of the Cree's claim for the refund of Québec fuel tax.

In the autumn of 2012, the Quebec Revenue Agency presented a proposal to settle the Cree fuel group claim for a capital amount plus legal fees. The settlement is to cover all claims for the period ending on July 1, 2011 (date when the new fuel tax rebate system was implemented), without prejudice however to the right of a Cree individual to file, with the proper receipts and documentation, a specific claim under the relevant legislative provision for any fuel tax paid in the four years preceding the date of his claim. The settlement agreement would provide for an undertaking to use the amount paid by Revenue Québec for community purposes.

On December 12, 2012, the GCC(EI)/CNG Council/Board approved in principle a settlement to be entered into with the Government of Quebec with regard to the Cree fuel group claim on the basis of the proposal submitted by the Quebec Revenue Agency Legal counsel to the GCC(EI)/CNG Council/Board, and representatives of the Quebec Revenue Agency are in the process of finalizing the settlement agreement for approval by the Council/Board.

Natural Resources

Progress for many of the natural resource files has been a challenge over the past year. Work on several files such as forestry and access have been placed in a holding pattern in order to allow for the transition from the Cree Regional Authority to the Cree Nation Government (CNG) and the Eeyou Istchee James Bay Regional Government, which became effective January 1st 2014. Given that each of these new governmental structures will be involved in the management of the territory's natural resources to some degree, the parties—the Crees and Québec—have had to hold off on completing some important initiatives until these structures are fully established.

At the same time the Grand Council of the Crees(Eeyou Istchee) continued to assert and defend the Crees rights and interests on files related to the Mistissini-Qujé-Bougoumou height of land, protection of endangered species, and the establishment of future protected areas.

Forestry Sectorial Table on Governance

An example of difficult progress would be the negotiations between the Crees and Québec to harmonize Adapted Forestry Regime of the *Paix des Braves Agreement* with Québec's *Sustainable Forest Development Act*. Unfortunately these Forestry Sectorial Table negotiations have been ongoing for three years, with delays coming from the election of a new provincial government, negotiations related to the governance agreement, and the transition to the new governance structures.

Despite these obstacles, the parties made necessary progress by setting out the terms of a transitional forestry planning and consultative regime that maintains all the hallmarks of the Adapted Forestry consultations while allowing the Ministry of Natural Resources (MNR) to assume the responsibility of forest planning from the forestry companies. In July, the Crees and the MNR signed a letter of agreement that set out the terms for a transitional year that will extend into the next fiscal year. This agreement will allow forestry consultations, planning, and operations to continue in absence of a signed harmonization agreement on forestry.

Baril-Moses Agreement and Forest Stewardship Council (FSC) Certification

Last year it was reported in detail how the MNR and Resolute Forest Products Inc. had violated the terms of the Baril-Moses Agreement. Signed along with the *Paix des Braves Agreement* in 2002; the Baril-Moses Agreement extended the forestry provisions of the *Paix des Braves* to the traplines east of the Mistissini/Oujé-Bougoumou height of land. As early as 2010, the MNR approved forestry management plans that allowed Resolute Forest Products Inc. to clear-cut vast areas (up to 3000 ha) of Cree traplines in single cut blocks. For contrast, the legal maximum under the mosaic harvest system of the Baril-Moses Agreement was 150 ha cut blocks. The implementation of these plans has had a serious environmental impact on these traplines.

Clear-cutting on a massive scale on Cree traplines east of the Mistissini-Oujé-Bougoumou height of land



Despite repeated attempts to reconcile this issue with the Government of Québec, we concluded in last year's annual report that legal action might have been the only recourse left to the CNG to have Québec respect its agreement with the Crees. In December 2013, this proved to be true as the Grand Council of the Crees (Eeyou Istchee) (GCCEI) filed a court case against Québec for its breaches to the Baril-Moses Agreement. The court case also included a request for at least \$13 million in damages as the result of Resolute Forest Products Inc.'s illegal harvest. It is expected that this case will be before the courts some time in the fall of 2014.

In addition to this legal action, the GCCEI also successfully challenged Resolute Forest Product Inc.'s forest certification under the "eco-label" of Forest Stewardship Council (FSC) on Cree traplines where the Baril-Moses Agreement is in effect. To obtain a FSC certification, forestry companies must demonstrate that its operations are in compliance with a series of international principles set out by FSC. Among these principles is the requirement that forestry companies have the "free, prior and informed consent" of any indigenous peoples whose lands forestry companies are operating on. In the case of the Crees, this consent was provided for in the 2002 Baril-Moses Agreement; however, in setting this Agreement aside, Resolute Forest Products Inc. nullified the terms of the Crees consent. This was the basis for the Crees successful challenge to Resolute Forest Products Inc. certification.

Last year, the GCCEI won its first challenge to Resolute Forest Products Inc. FSC certification, with the auditor responsible (Rainforest Alliance) agreeing that the company's violation of the Baril-Moses Agreement meant that the Crees "free, prior and informed consent" under FSC's principle 3 had been voided. However, 5 months after this decision in February of 2013, Rainforest Alliance then determined that Resolute Forest Products Inc. had made enough of an attempt at applying "some" of the terms of the Baril-Moses Agreement to warrant the maintenance of its certification.

Not surprisingly, the GCCEI did not accept this decision, and filed a further challenge with FSC's international auditors Accreditation Services International (ASI) in May 2013. In December 2013, ASI notified the GCCEI that its challenge was successful. In its 11-page report, ASI concluded:

...that Resolute Forest Products Inc. had not done enough to ensure that the basic conditions for free and informed consent were respected and, where necessary, renegotiated prior to forest management practices that put Cree values at risk. Rainforest Alliance has not appropriately addressed this issue during its evaluation process, as required by FSC accreditation requirements.

ASI's finding should compel Rainforest Alliance to revisit its original decision in granting Resolute Forest Products Inc. its FSC certification.

With the loss of its certification, Resolute Forest Products Inc. can no longer place FSC's eco-label on products that come from Cree traplines. For other FSC forestry certifications in Eeyou Istchee, the efforts on the Baril-Moses Agreement traplines express the GCCEI/CNG's expectation that forestry companies holding certifications on Cree traplines must be held to the highest standards within FSC's international principles. The work on forest certification, along with its legal action on the Baril-Moses Agreement, also demonstrate the GCCEI/CNG's commitment to ensure that all its agreements with governments are fully respected.

Woodland Caribou

While the events on traplines east of the Mistissini/Oujé-Bougoumou height of land focused on the unilateral abandonment of the provisions of the Baril-Moses Agreement, a related impact of these forestry operations is that the resident Temiscamie woodland caribou herd may have been put at further risk. This concern was expressed in the Cree's FSC challenge to Resolute Forest Products Inc. certification and later echoed by the results of Rainforest Alliance's specific audit of the company's efforts to conserve woodland caribou in August of 2013. This audit found that:

...the applicant (Resolute Forest Products Inc.) has not demonstrated that favorable conditions to caribou maintenance will be maintained in the long term and to the appropriate scale.

Unfortunately, the problem of woodland caribou is not limited to these traplines, but applies throughout the southern portions of Eeyou Istchee. The scientific community widely refers to woodland caribou as a "keystone" species; meaning that the health and status of this large boreal ungulate is a key indicator or reflection of the health of the boreal ecosystem overall.

Since woodland caribou are listed as a threatened and vulnerable species in both Canada and Québec, it could be inferred that forests of Eeyou Istchee are in a similar state. This would come as no surprise to the southern communities of the Cree Nation like Wasaganish, Oujé-Bougoumou, Mistissini, and especially Waswanipi, who has witnessed the wholesale transformation of its traditional lands through forestry in the past 30 years. Of course it also comes as no surprise that the woodland caribou herds on these traplines are in danger of becoming extinct, chiefly due to widespread forestry operations.

Fortunately, the Crees and Quebec have recognized the plight of woodland caribou and have been working together through a Taskforce to develop a management plan that can preserve and even re-establish the caribou herds in Eeyou Istchee. The GCCEI/

CNG approach to this plan is to create a large protected area (as part of the Broadback Watershed Conservation Plan), which it is hoped would insulate 2 key herds (the Assinica and Nottaway) from further forestry and mining operations. Although Québec supports the concept of a protected area for the purposes of woodland caribou conservation, the province, sensitive to long-term impacts on the region's timber supply, has yet to agree on the amount of protection required.

In the meantime, the members of the Woodland Caribou Taskforce have concentrated their efforts on developing precautionary measures to ensure that caribou are not put under further threat. This led to the MNR selecting 6-forested areas in southern Eeyou Istchee to serve as precautionary caribou zones last spring. The MNR has indicated that forestry operations will not be permitted in these zones until the Taskforce completes a full regional woodland caribou management plan. At this stage, the Cree representatives of the Woodland Caribou Taskforce are in the process of validating the precautionary caribou zones that the MNR has chosen in terms of their suitability and how they could become part of a more complete regional management plan.

Strategy on Protected Areas: The Broadback Watershed Conservation Plan

As part of the CNG's ongoing Strategy on Protected Areas, efforts were focused on the launch of the Broadback Watershed Conservation Plan last spring. With protection being advocated for large portions of the Broadback River and Lake Evans, the Plan, with inclusion of the existing Assinica Cree Heritage Park, will provide approximately 13,000 km² of core protection from all forms of future industrial development. A further 11,000 km² of the Broadback Watershed will be managed in a manner that seeks a balanced interaction between people and nature to maintain and restore the natural integrity of the landscape. In this zone industrial activities such as forestry and mining would be permitted within a broadly considered management strategy.

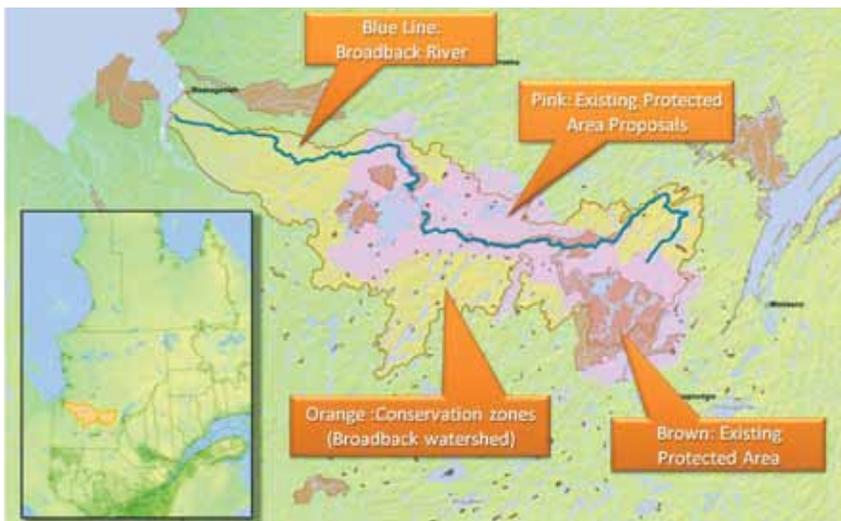
An example of this special approach to management would be the application of a woodland caribou management plan that is being developed by the Cree-Québec Taskforce mentioned previously in this report. Other future considerations could relate to access management plans, or specific rules for future non-Cree cabin lease applications.

At this stage, Québec has responded to the Broadback Watershed Conservation Plan with a counter-proposal amounting to approximately 3,000 km² of additional protection in the area. Obviously this falls short of the CNG's expectation; however the parties have continued the dialogue on the Cree proposal with promising results just prior to the end of this fiscal year. Two aspects working in favor of the Cree proposal are the remote nature and high cost of forestry operations north of the Broadback River; the other aspect being an outstanding commitment by Government to create a woodland caribou protected area of at least 10,000 km². These elements figured prominently in recent progressive discussions with Québec.

In order to further promote the Watershed Conservation Plan both internally among the Crees and externally to other stakeholders, the Environment and Remedial Works Department along with the Cree Youth Department are planning a Cree youth canoe brigade/expedition down the Broadback River in the summer of 2014. It is hoped that this event will help build support and knowledge about the river itself and its cultural significance to the Crees.

Access: Non-Cree Cabin Development

The agreement between the Crees and the MNR on a moratorium for all new non-Cree cabin development was maintained for a third year. This matter was brought before Council-Board March 2014, where it was decided that the Crees would—if the subject was raised at the Regional Government—request that the moratorium on non-Cree cabins be maintained until the completion and implementation of a full land use plan for Category III lands.



Broadback Watershed Conservation Plan

Operations and Maintenance and Capital Grants

Last year's annual report provided an historical overview of these two important funding sources which came about as a result of the implementation of Chapter 9 of the James Bay and Northern Quebec Agreement (JBNQA). This implementation is evidenced by the 1984 Cree-Naskapi (of Quebec) Act (CNQA) and these two grant funding agreements. The Grand Council upholds the position that this funding is a Treaty obligation and rejected the attempt by Canada in 2012 to insert language in the agreement to subject it to Canada's fiscal policies with respect to self-government negotiations. Treaties are not subject to policy and are Constitutionally protected. This led to the abandonment of the 15 year Consolidated Funding Agreement for the continuation of individual 5 year funding agreements virtually iden-

tical to those that expired on March 31, 2013. Funding for 2013-2014 under the O & M grant and the Capital grant amounted to \$87,978,561 and \$17,865,553 respectively for a total of \$101,844,114. Funding for 2014-2015 for these two grants will total \$105,139,898. Negotiations for subsequent agreements are required to begin October 1, 2016. We anticipate that Canada will once again attempt to diminish the amount.

The O & M grant is adjusted annually for population and price changes. We ask that each local government administration attach a very high priority to maintaining accurate and up to date beneficiary records. In past years we have lost millions due to late recording of births because an adjustment is only triggered in the year the birth is recorded. There is no retroactive adjustment back to the year of birth.

Photo: Ignatius La Rusic

A look back...

Cree people walking along St. Catherine Street from the hotel to the press conference announcing the Agreement-in-Principle (JBNQA) Montreal, November 15, 1974.



International Affairs and NGO Activities

International human rights law is increasingly being used by Indigenous peoples in Canada and other regions in the world. In Canada, there continues to be a need to reform federal and provincial government policies and laws based on global human rights standards.

The Grand Council of the Crees of Eeyou Istchee (GCCEI) continues to partner with other Indigenous peoples' and human rights organizations to make significant progress on a wide range of issues and concerns. Challenges and achievements during the past year are highlighted here.

1. UN Declaration on the Rights of Indigenous Peoples

The GCCEI has been at the forefront in ensuring the full implementation of the *UN Declaration* both domestically and internationally.

In June 2013, a Symposium on "Residential Schools, Reconciliation and the *UN Declaration on the Rights of Indigenous Peoples*" was held at York University in Toronto. Panelists included NDP MP Romeo Saganash and lawyer Paul Joffe. A key objective was to demonstrate how the *UN Declaration* provides a principled framework, so that gross violations of the human rights of Indigenous peoples and individuals are never repeated again. The Symposium was web cast and is available on line by the University.

The GCCEI continues to coordinate with others in advancing Indigenous peoples' international human rights in court cases in Canada. In November 2013, the Supreme Court of Canada heard the case of *William v. British Columbia*. Canadian courts have yet to rule that Indigenous peoples have Aboriginal title to all or a significant part of their traditional territory. In this historic case, the international human rights of Indigenous peoples and the *UN Declaration* were incorporated into the legal arguments. The Supreme Court will likely render its decision in the coming months. The GCCEI co-sponsored and participated in a public event the day following the hearing discussing the importance of this case.

2. UN Permanent Forum on Indigenous Issues

The GCCEI continues to participate in and contribute to the work and annual reports of the Permanent Forum. In this work, the rights of Indigenous peoples and related obligations of States are being advanced at the national and international level.

In its 2013 report, the Permanent Forum referred to the B.C. Court of Appeal ruling in *William*. The Forum expressed alarm regarding the contemporary ap-

plication of the erroneous and discredited "doctrine of discovery" and its underlying assumptions, which promote the purported inferiority of indigenous peoples. The Forum strongly recommended that States, human rights bodies and courts denounce the "doctrine of discovery" and discontinue its use and application.

Like many other countries, Canada has never explained how it acquired valid title and jurisdiction over Indigenous peoples' territories. The GCCEI and its partners continue to call for the repudiation of doctrines of superiority in favour of a contemporary human rights-based approach.

3. UN Expert Mechanism on the Rights of Indigenous Peoples (EMRIP)

In July 2013, the GCCEI and others expressed concern in a joint statement that some States continue to devalue the legal status and effects of the *UN Declaration*. For example, in Canada the federal minister for Aboriginal Affairs was reported in the press as saying the *Declaration* is an "aspirational" document that does not affect the government's treaty and aboriginal rights obligations under the Constitution.

Such statements are not accurate. The Supreme Court of Canada has consistently ruled that declarations and other international human rights instruments are "relevant and persuasive sources" for the interpretation of human rights in Canada. The *UN Declaration* can also be used to interpret Indigenous peoples' rights and related obligations of Canada in international human rights treaties that Canada has ratified.

As the GCCEI and others conveyed to EMRIP, Canada cannot avoid Indigenous peoples' human rights and related State obligations in the *UN Declaration*, by attempting to diminish its legal significance. Genuine reconciliation and good governance are not possible, if the federal government attempts to undermine the *Declaration* and fails to respect and protect Indigenous peoples' human rights.

The GCCEI also contributed to EMRIP's 2013 study "Access to justice in the promotion and protection of the rights of indigenous peoples", which was submitted to the UN Human Rights Council. Important aspects of this study were submitted to the Supreme Court of Canada in the *Williams* case (discussed above).

4. Special Rapporteur James Anaya – Visit to Canada

In October 2013, UN Special Rapporteur on the rights of indigenous peoples, James Anaya, visited Canada to examine the situation of First Nations, Inuit and Métis peoples. Anaya is a highly respected law professor. He

is renowned internationally as an expert on Indigenous peoples' human rights.

Grand Chief Matthew Coon Come joined with the Executive of the Assembly of First Nations in welcoming Professor Anaya in Ottawa. The Grand Chief and other Indigenous leaders highlighted crucial issues of national concern, many of which had been described in writing to Anaya prior to his arrival. GCCEI took leadership on developing this comprehensive report for Anaya.

The Special Rapporteur issued a Statement upon conclusion of his visit. He emphasized: "Canada faces a crisis when it comes to the situation of indigenous peoples of the country." He expressed concern that the "well-being gap between aboriginal and non-aboriginal people in Canada has not narrowed over the last several years [and] treaty and aboriginals claims remain persistently unresolved". Anaya added that "overall there appear to be high levels of distrust among aboriginal peoples toward government at both the federal and provincial levels."

Anaya also highlighted the severe, ongoing inter-generational effects of residential schools and the need for a "comprehensive and nation-wide inquiry" relating to murdered and missing Aboriginal women. As a "general rule, resource extraction should not occur on lands subject to aboriginal claims "without adequate consultations and the free, prior and informed consent" of the aboriginal peoples concerned.

The Special Rapporteur's report on Canada is likely to be available in May 2014. It will be formally presented to the UN Human Rights Council in September.

5. Resource Development

In early 2014, the GCCEI and its partners prepared a Joint Submission relating to resource development – with particular focus on federal consultation processes and the environmental impact assessment process within the National Energy Board. New standards are being established in regard to resource development projects in Western Canada, such as Northern Gateway, that will likely set precedents for other regions as well.

"well-being gap between aboriginal and non-aboriginal people in Canada has not narrowed over the last several years [and] treaty and aboriginals claims remain persistently unresolved"

Aside from highlighting key concerns, the Submission identifies the broad range of Indigenous peoples' human rights that may be affected by resource development. The Submission was sent to the Prime Minister and the ministers of Natural Resources and Aboriginal Affairs. It was also circulated widely electronically.

6. Canada's Universal Periodic Review (UPR)

Canada's human rights record is examined by the UN Human Rights Council every four and a half years. GCCEI was present for this review and met with many States in advance. As in Canada's first UPR in 2008, over 70% of the human rights concerns raised by States in 2013 related to Indigenous peoples. In its response, Canada virtually refused to accept any of the 162 recommendations that it was not already doing.

Concerns raised by the GCCEI and others in their joint submission included: violence against Aboriginal women and girls; discrimination in funding for children on First Nations reserves; undermining Indigenous peoples' rights to genetic resources; relying upon the doctrine of "discovery" to diminish or deny Aboriginal title and rights; devaluing the *UN Declaration* in litigation; food insecurity; use of extinguishment and derogation clauses in safe drinking water legislation; and failure to consult Indigenous peoples in determining Canada's positions on Indigenous peoples' rights in international forums.

7. Convention on Biological Diversity

In October 2013, the GCCEI attended an international meeting held in Montreal by the Convention on Biological Diversity (CBD). The purpose of the meeting was to address issues relating to Indigenous traditional knowledge, as well as recommendations made to the CBD by the UN Permanent Forum on Indigenous Issues.

These recommendations stated that the CBD: i) adopt for all purposes the terminology "indigenous peoples and local communities" (not "indigenous and local communities"); ii) respect and protect Indigenous peoples' rights to genetic resources, consistent with the *UN Declaration on the Rights of Indigenous Peoples*; and iii) safeguard all Indigenous rights to genetic resources based on customary use – not only such rights that are "established" through such means as court rulings, agreements or domestic legislation. Examples of genetic resources include genetic material of plant, animal, or microbial origin, such as medicinal plants, agricultural crops and animal breeds.

In a draft policy, Canada has indicated that Indigenous peoples with "comprehensive land-claim and self-government agreements which provide them authority to manage their lands" may be regarded as having "established" rights to genetic resources. If implemented, this policy would exclude Indigenous peoples across Canada with numbered treaties.



A look back...

Grand Chief Billy Diamond, Quebec Premier Robert Bourassa, Minister of Indian Affairs Judd Buchanan, Charlie Watt President of the Inuit Association of Northern Quebec and Quebec Negotiator John Ciaccia in 1975 at the signing of the JBNQA.

At the October 2013 meeting, the GCCEI and others raised concerns that Canada was among the 2% of States who were refusing to use the term Indigenous “peoples” in all CBD work. Canada’s Constitution uses the term Aboriginal “peoples”, as do Canadian courts. Federal representatives at the meeting were not permitted to provide copies to Indigenous representatives of the government’s public statements made at the meeting. The Canadian government continues to refuse to consult Indigenous peoples, prior to taking adverse positions in international forums on their human rights.

8. Business and Human Rights

In December 2013, the UN Global Compact issued the final version of its “Business Reference Guide” on the *UN Declaration on the Rights of Indigenous Peoples*. This detailed Guide serves to strongly reinforce the *UN Declaration* and Indigenous peoples’ human rights, including such core rights as self-determination and free, prior and informed consent (FPIC).

During the past year, the GCCEI contributed to the success of this important new Guide by submitting comments and analyses on earlier drafts. The UN Global Compact is the largest voluntary corporate responsibility initiative in the world, with over 10,000 corporate participants and other stakeholders from over 130 countries.

9. World Conference on Indigenous Peoples (WCIP)

The WCIP is scheduled to take place in New York in September 2014. During the past year, Indigenous peoples from all regions continued to emphasize that they must be ensured equal, direct and effective participation at all stages. This must include the preparation and approval of the Outcome Document that will result from this World Conference.

As of the end of March, agreement by all States for the equal participation of Indigenous peoples had not been confirmed so the future of the Conference is uncertain.

10. Human Rights Education

For the GCCEI education on the *UN Declaration* and other international human rights law continues to be an important part of the ongoing work. By increasing such international human rights knowledge and use by Indigenous peoples and others, the rights of the James Bay Crees are strengthened. The GCCEI is a proud co-sponsor of the *UN Declaration* booklet, now in its 3rd printing. More than 120,000 have been distributed.

The Cree Development Corporation

Much work has been done to advance the Cree Development Corporation as supported by Council Board resolutions on this important and timely file.

Nation-Building

Since the signing of the *James Bay and Northern Quebec Agreement* in 1975, the Cree Nation has been on a contemporary path of Nation-building. We have accomplished much in a short span of time. We have, over the course of nearly forty years, put in place all the major building blocks for a strong indigenous Nation.

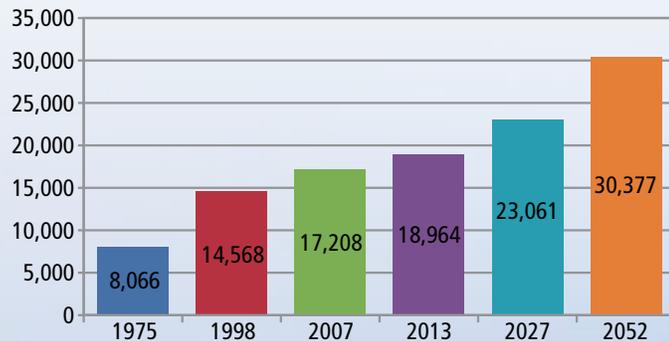
The Cree Development Corporation is a key component of this bold vision of the Cree future – a future where we Cree take full control of our economic destiny, a future where the political strength is matched by our economic strength. The Cree Nation has paved the way for building a strong economy.

The Vision

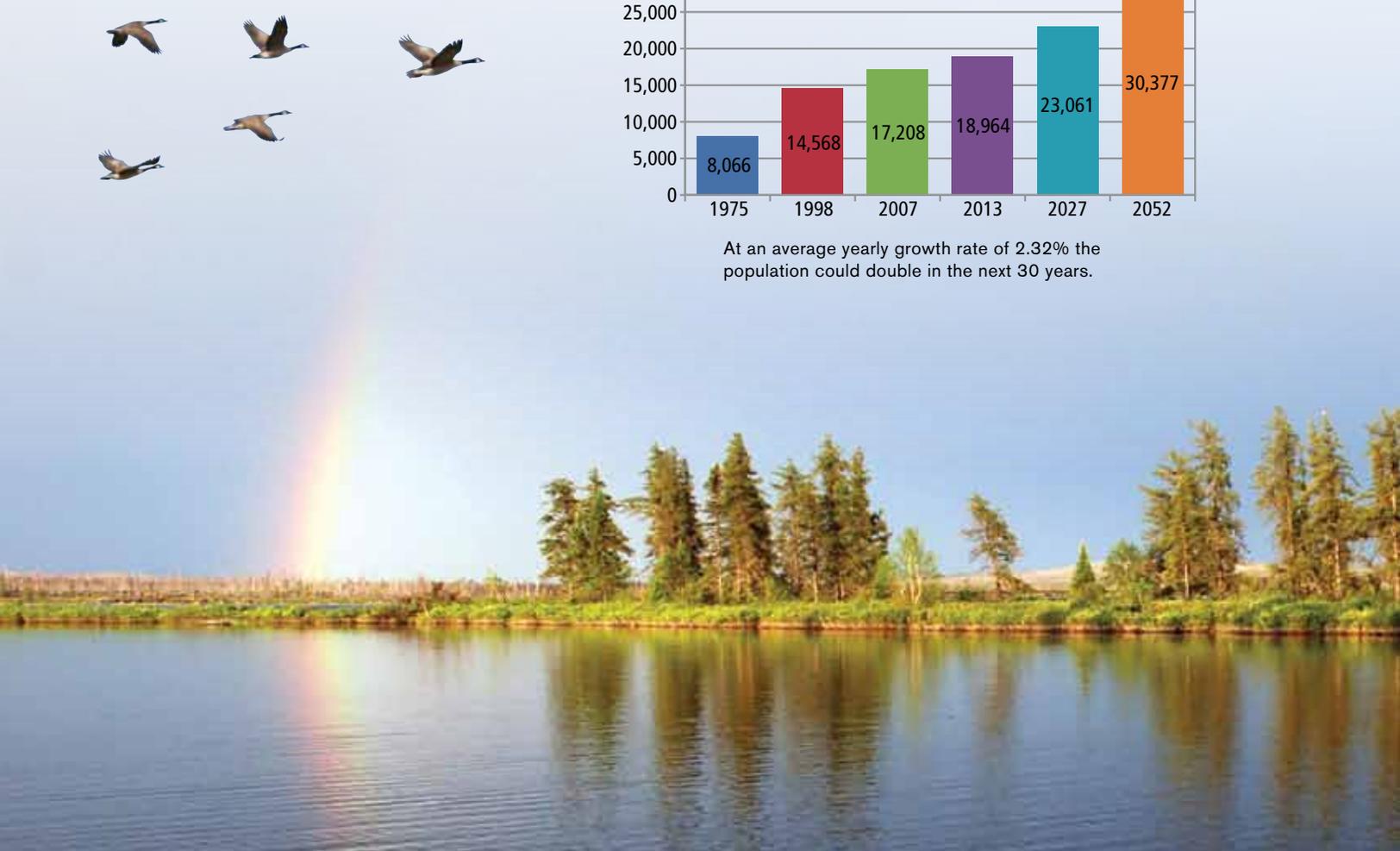
We have before us a future where the Cree Nation is poised to be a major force in the economic development of Eeyou Istchee and beyond. A future where we have the economic tools to build a vibrant Cree Nation that creates opportunities for our entrepreneurs and especially for our youth. With the Cree Development Corporation, we will be able to build on our achievements to date and build a stronger future.

Our population is growing very fast. Our young people need jobs and opportunities in Eeyou Istchee to raise their families here. They need to see a future for themselves in Eeyou Istchee. One where their dreams and ambitions can be fulfilled. This is what the Cree Development Corporation is about. It's about building. It's about improving. It's about creating new opportunities for our people.

**Historical Cree Population
Projected to 2052**
Average Yearly Growth 2.32%



At an average yearly growth rate of 2.32% the population could double in the next 30 years.



The *Paix des Braves* created the Wyapschinigun Fund to be the heritage fund for the future of the Crees. In addition to the Wyapschinigun Fund, the *Paix des Braves* created the Cree Development Corporation as the main vehicle for Cree economic development. The Cree Development Corporation will help us move to the next phase of Cree Nation-building. By democratically supporting the *Paix des Braves*, the people gave the mandate to the Cree leadership to create and advance the Cree Development Corporation. The people demonstrated their confidence in our leadership. The people have decided.

The Future

The Cree Development Corporation will be an active agent of economic development. It will pool many of our Cree financial resources so that we can make strategic investments in key sectors that will create wealth for the Cree Nation as well as job and business opportunities for our people. We need substantial financial resources to make these investments, and the Cree Development Corporation's plan will ensure that these resources are in place to accomplish this.

The Cree Development Corporation will partner with key players in the world of finance and business in Québec and Canada to take full advantage of investment and development opportunities. The Cree Development Corporation is all about increasing Cree participation and Cree control.

The Cree Development Corporation will build on past successes of the Cree entities to create something bigger, stronger and better. It will retain and strengthen CreeCo. The successful companies held by CreeCo will be kept and enhanced – new opportunities will be opened up for them.

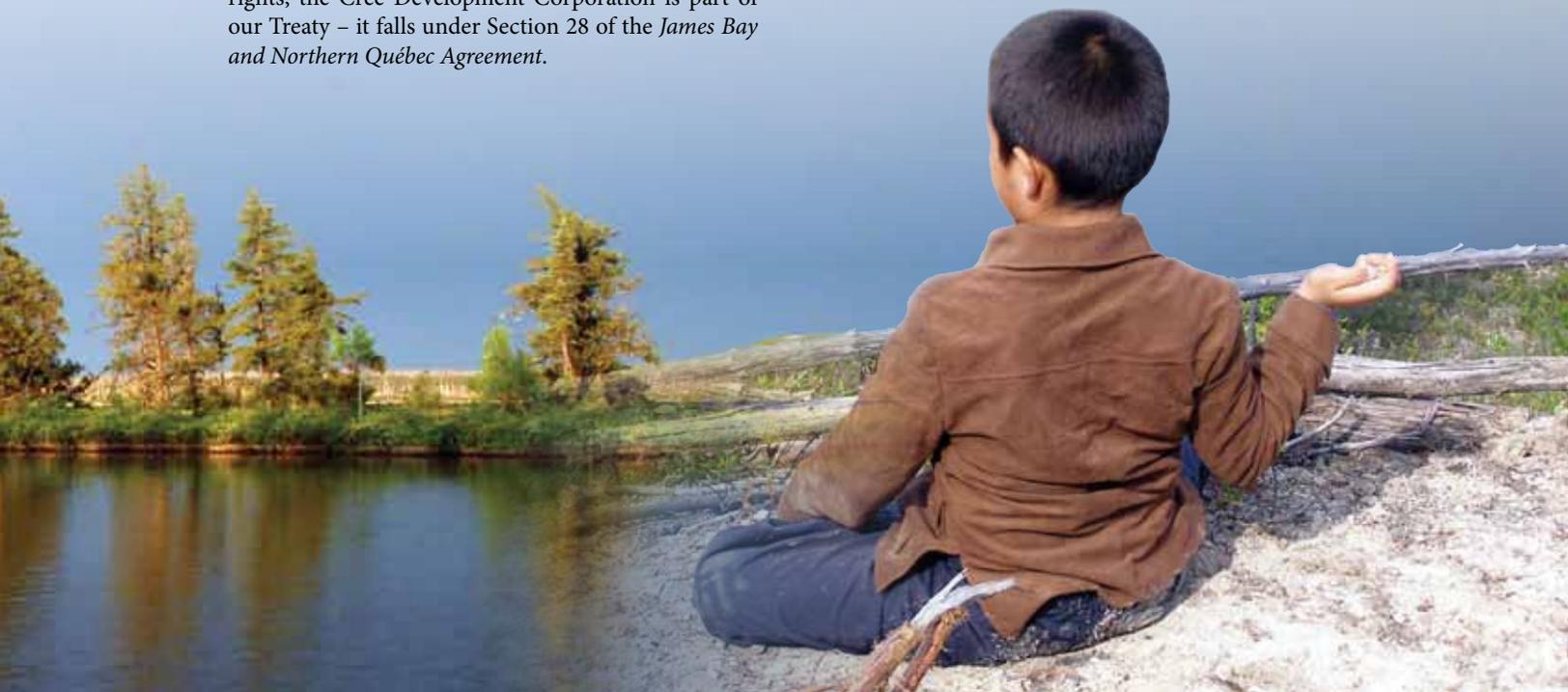
This is why the *Paix des Braves* called for the creation of the Cree Development Corporation – to serve as the primary vehicle for Cree regional economic development. And, to ensure the protection of Cree rights, the Cree Development Corporation is part of our Treaty – it falls under Section 28 of the *James Bay and Northern Québec Agreement*.

We live in new and challenging times. New times call for new solutions. The Plan Nord and resource development projects are moving ahead in Eeyou Istchee. They will not wait for the Crees. Either we seize the initiative to shape development in Eeyou Istchee, or we will be left behind. It is time to break camp, and to move on to new opportunities.

The Cree Development Corporation will help us build a brighter future for the Cree Nation.

“The *Paix des Braves* of 2002 envisaged the Cree Development Corporation as a main vehicle of Cree economic development. The reasons to proceed with the Cree Development Corporation remains as compelling today as they were then. In fact, they are all the more urgent today, in order to seize the business opportunities that are arising now in Eeyou Istchee in the context of the Plan Nord and otherwise. These opportunities may not always be there in the future. Now is the time to strike, with a well-capitalized, Cree-controlled CDC, whose mission it is to develop, pursue and manage these business opportunities, to create jobs and prosperity for the entire Cree Nation.”

– Grand Chief Dr. Matthew Coon Come





40th Anniversary of the Grand Council of the Crees (Eeyou Istchee) 1974-2014

In Eastmain, Eeyou Istchee, August 8, 1974, the decision was made to establish the Grand Council of the Crees (of Quebec). This historic step was taken in response to the announcement of the James Bay Hydroelectric Project and the failure, on the part of Quebec and Canada, to consult us or to involve us.

The founding members of the Grand Council of the Crees (of Quebec) were the following Eeyou Chiefs:

Chief Robert Kanatewat (Fort George),
Chief Fred Blackned (Paint Hills),
Chief Matthew Shanush (Eastmain),
Chief Billy Diamond (Rupert House),
Chief Smally Petawabano (Mistassini),
Chief Peter Gull (Waswanipi),
Chief Bertie Wapachee (Nemaska),
Chief Joseph Petagumskum (Great Whale River)

These Chiefs were our pioneers and they have become our national heroes.

Our founders created the unity which our people would require to successfully negotiate our Treaty—the James Bay and Northern Quebec Agreement, and to lay out a path which would lead to continuing successes under the leadership of all our Grand Chiefs, Deputy Grand Chiefs and Council/Board members.

The unity that our founders forged was based on our collective respect for our traditions, our determination to preserve our connection to the land, and our reliance on our basic Cree values of respect, caring and sharing.

Armed only with our Cree values and our determination, our pioneers set out to fulfill a vision of the Cree

Nation—a vision in which we would become “masters of our destiny” and in which we would become partners in the development of Eeyou Istchee while ensuring the protection of the Cree Way of Life. All of our leaders have followed the original path set for us by our pioneers and they have successfully maintained our journey toward Indigenous Nation-building.

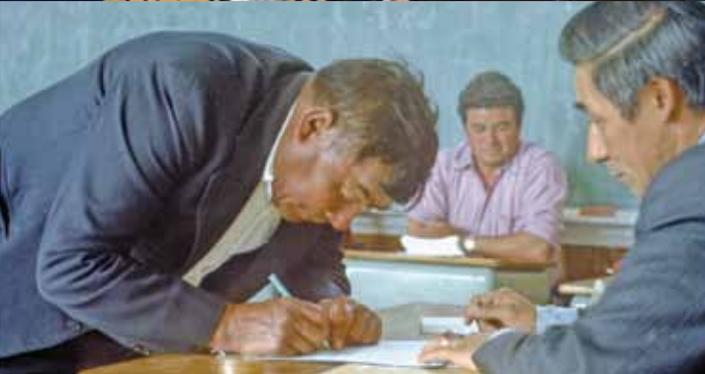
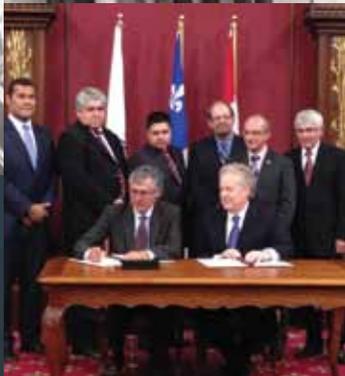
Our leadership over the past forty years has been comprised of the following individuals who will always have an honoured place in the history of the Cree Nation of Eeyou Istchee, and to whom we will always be grateful:

Grand Chief/Chairman

| | |
|--------------|-----------------------|
| 1974-1984 | Dr. Billy Diamond |
| 1984-1987 | Mr. Ted Moses |
| 1987-1999 | Mr. Matthew Coon Come |
| 1999-2002 | Mr. Ted Moses |
| 2002-2005 | Mr. Ted Moses |
| 2005-2009 | Mr. Matthew Mukash |
| 2009-2013 | Dr. Matthew Coon Come |
| 2013-Present | Dr. Matthew Coon Come |

Deputy Grand Chief/Vice-Chairman

| | |
|--------------|----------------------|
| 1974-1988 | Mr. Phillip Awashish |
| 1988-1990 | Mr. George Wapachee |
| 1990-1993 | Mr. Romeo Saganash |
| 1993-1996 | Mr. Kenny Blacksmith |
| 1996-1999 | Ms. Violet Pachanos |
| 1999-2002 | Mr. Matthew Mukash |
| 2002-2005 | Mr. Paul Gull |
| 2005-2009 | Mr. Ashley Iserhoff |
| 2009-2013 | Mr. Ashley Iserhoff |
| 2013-Present | Mr. Rodney Mark |



ROUNDTABLE on CAPACITY BUILDING Community Tours 2014

The highest priority for Cree leadership in the past years has been to fully realize the range of employment opportunities resulting from the more recent agreements pursuant to the signing of the James Bay and Northern Quebec Agreement. Though a Cree work force is of course actively involved in the labour market at present, a highly skilled and educated Cree work force is more urgent than ever. With exactly that intent in mind, the drive of the Roundtable on Capacity Building and its Planning Committee has been to inspire, inform and encourage our people, and especially our youth, to realize the contributions they can make in building their individual capacity towards a collective goal.

Beginning with the highly successful event in March of 2013 inviting all Eeyou-Eenou Post-Secondary students, the format for the Community Tours in 2014 has been much the same though some changes were made to the program to suit a more youthful audience. The Roundtable is comprised of a three-day event; one day reserved for high school students from Secondary 1 to 5, and two subsequent days open to the community at large. Presentations and panel discussions on the meaning and intent of the major agreements, along with information on the types of employment opportunities and the training, education and support services available to anyone wishing to seek these opportunities were provided. Original signatories of the JBNQA and Cree Nation Government administrative personnel participated, along with members of the Regional Planning Committee and Local Coordinating Committees. An important feature point was to include guest speakers on the program to deliver motivational messages. They were each carefully selected based on their field of expertise and the types of messages the Planning Committee felt would resonate best with the host community. Among some of these are Cree of Eeyou Istchee's first Federal Member of Parliament, Romeo Saganash, environmentalist Dr. David Suzuki, football player JR Larose, journalist Duncan McCue, and a couple of the Cree nation's own doctors, namely medical doctor Dr. Darlene Kitty and Dr. George Blacksmith who received his doctorate of education in 2011. And successful professionals and business owners from the communities were also invited to speak, including Sara Morrison who spoke about balancing varsity hockey with full-time studies at the University of Ottawa as just one example.

It must be said that for the most part, the structure of having a Regional Planning Committee to oversee the bulk of the organization with the Local Coordinating Committee mobilizing community efforts has been quite successful, and much thanks must be given where due.

The Roundtable has thus far visited the communities listed below, and will continue on with the remaining communities of Whapmagoostui, Oujé-Bougoumou, and Washaw Sibi in the Fall.

| | |
|-------------|----------------------|
| Waswanipi | February 18-20, 2014 |
| Eastmain | February 25-27, 2014 |
| Nemaska | March 4-6, 2014 |
| Waskaganish | March 11-13, 2014 |
| Wemindji | March 25-27, 2014 |
| Chisasibi | April 8-10, 2014 |
| Mistissini | April 15-17, 2014 |

An approximate total of five hundred (500) secondary school students have so far attended the event. Also very encouraging was the even higher number of listeners, numbering in the thousands on some occasions, who connected to the event through live stream, as well as through the local and regional radio broadcasts. The news media outlets have developed stories on the Roundtable event, and it will be interesting to see what other kinds of documentary productions will follow.

A unique feature of the event has been the Cree Café or roundtable discussions aimed at collecting direct feedback from students and community members alike. Discussions centered on questions related to their personal aspirations and collective challenges and issues affecting their communities. The most common concerns to date have been on matters concerning the state of Cree traditional knowledge and language.

The Planning Committees have been so far very pleased with the results. Positive feedback and high demand for copies of the presentations are reflective of the fact that the objectives of the Roundtable are being met. We look forward to producing and sharing a final report and strategic plan once all of the communities have been visited. Again, we acknowledge and thank all those who participated including the students, youth, school personnel, local Coordinating Committees, local Chiefs and Deputy Chiefs, presenters and panelists, and all of the inspirational guest speakers.



Gregory Jolly

Special Guest Speaker Dr. David Suzuki in Nemaska



Raymond Shenuah

Eastmain Cree Cafe with high school students



Ian Diamond

Waskaganish Secondary 5 students



Gregory Jolly

Motivational Speaker Captain Shawn Coonish in Nemaska



xxxxx

Deputy Grand Chief Rodney Mark in Mistissini



Terry Gates

Motivational Speaker Ernest Webb in Chisasibi



Stanley Saganash

Cree Cafe in Waswanipi with high school students



Harriet Trapper

Bella Petawabano, Kathleen Wooton, Louisa Saganash and Nian Matoush Panelists in Mistissini



Jeremy Brown

Wemindji Cree Cafe with the community members



Harriet Trapper

Mistissini high school students



Ian Diamond

Grand Chief Matthew Coon Come in Waskaganish addressing high school students



Message from the Director General

Eddie Diamond



Gaslin Cooper

I am honored this year to present the Annual Report of the Cree Nation Government. As you know, the Cree Nation Government is now in place and the administration shall ensure that the work to be undertaken is being implemented and on-going. It is important to successfully meet the obligations and responsibilities of the Cree Nation Government.

Every year, we as a Nation, must be prepared to present to our people reports which will provide insight into the ongoing work done by our Directors of each departments and the staff that work with distinction and commitment. Others will not do it for us. While we are steadily progressing towards carrying out our responsibilities toward this endeavour, we are aware of other Native Nations looking at the Cree Nation Government as a leading-nation-governance process in progress.

There will be many challenges and changes in the future and with the dedication of our staff we will be up to this challenge. We have Directors who will undertake the important task in implementing the various administration roles and responsibilities.

I shall take this opportunity to express my appreciation and respect to our leadership, Grand Chief/Chairman Dr. Matthew Coon Come and Deputy Grand Chief/Vice Chairman Mr. Rodney Mark for the leadership, dedication and commitment in pursuing the aspirations of the Cree Nation.

We must never forget the leaders who have passed on and remember them for their wisdom and foresight.

As the late Dr. Billy Diamond said *“for the wisdom and knowledge so that we can better build the future of our people, for the solidarity - that this solidarity continue to be a strong bond, bond for our people, for the courage to make decisions for the future of our people, their children and their Children’s children”*

We are very honored to present our report for the year 2013/2014 as it clearly serves to highlight the ongoing programs and projects of our departments. Each Director has written a report on their activities but due to space and budgets, they cannot fully illustrate all the various programs which each department is implementing. This shall serve as a working progress statement and shall give the reader a summary of the work in which the staff is meeting and addressing regarding the issues and challenges involving the Cree Nation Government for the governance of Eeyou Istchee.

Future endeavours will create a lot of discussion concerning the Cree Nation Governance, and the leadership through the Council/Board shall play a major role as discussion continues toward governance and all that it entails.

We, as a Nation, have surpassed milestones, and the work will continue.

Finally, I want to thank our Senior Management, Directors, and our dedicated staff for their commitment and enthusiasm, for without their input, we could not have accomplished what we have today.

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Finance and Treasury

Message from the Treasurer
Matthew Swallow



KANT

The Cree Nation has long established accountability regimes contained both in the Act respecting the Cree Regional Authority as well as in the Cree Naskapi Act. These regimes ensure that the administration of our financial resources meets the highest standards of accountability and reflect the needs for transparency.

The 2013-2014 fiscal year saw many continuing developments in the evolution of Cree Governance including the adoption of a new name for the Cree Nation Government following the adoption of Bill C-42, *An Act establishing the Eeyou Istchee James Bay Regional Government and introducing certain legislative amendments concerning the Cree Nation Government*.

The CNG continued our efforts throughout the year aimed at implementation of the roles and responsibilities we have assumed pursuant to this legislation. A number of proposed changes to how we deliver services are under review as the scope of the CNG mandate has taken on significant changes pursuant to the Governance Agreement.

As our governing structures and responsibilities evolve, so do our finances and the responsibilities we assume in the financial management of our affairs. I am pleased with the continued efforts of our financial team and the evolving role we play in all communities, particularly with respect to reporting and compliance with the overall management of the responsibilities we all have in regards to the financial resources we are entrusted to manage.

Through the Office of the Executive Director we work with all Directors of Operation and Treasurers from the local communities to communicate the evolving needs for financial reporting, accountability and transparency. One of the key initiatives we have developed over the past year relates to uniform financial statement presentation as all communities have agreed to comply with a proposed template for the presentation of the annual financial results.

We have worked closely with AANDC in developing and agreeing on a financial reporting model which meets the needs of all users of community financial statements and which is fully compliant with all funding agreements.

The Cree Nation has long established accountability regimes contained both in the Act respecting the Cree Regional Authority as well as in the Cree Naskapi Act. These regimes ensure that the administration of our financial resources meets the highest standards of accountability and reflect the needs for transparency.

Over the past year we also worked closely with all communities to develop a new Financial Administration By-Law for recommendation to all local Councils which deal with a broad range of issues concerning financial delegations, the award of contracts, general borrowing restrictions, and procedures among other important financial reporting and issues relating to financial transparency.

The resources now under the administration of the Cree Regional Authority and other Cree entities entrusted with the implementation of the JBNQA are very significant. For the 2014-2015 fiscal year, the Council Board allocated \$303,921,947 for various programs, services and responsibilities either under its administration or under the administration of other entities established pursuant to the JBNQA and related entities. These funds are exclusive of the Cree School Board and Cree Board of Health and Social Services as well as a number of other Cree entities.

We will continue to work with all entities and local communities to ensure that the obligations we have all assumed from Canada and Quebec under various agreements are achieved

As a final note I wish to express my continuing appreciation to all staff of the Department of Finance and Treasury who have devoted their time and extensive efforts to ensuring that we can meet the significant responsibilities entrusted to us by our leadership. Your commitment and efforts are very much appreciated.

An Overview of certain of the Funding flowing through the CRA/GCCEI including funds allocated by the Cree Nation Trust and Eenou- Eeyou Limited Partnership

The CRA/GCCEI and the Eenou - Eeyou Limited Partnership act as Recipients of Funding pursuant to many agreements with Canada and Quebec. Pursuant to the New Relationship Agreement with Canada all payments, to the exclusion of the Community Specific Agreements, are made to the Cree Nation Trust which provides annual disbursements to the CRA which is entrusted with the implementation of the Assumed Obligations and Responsibilities. The CRA/GCCEI has also negotiated many funding agreements for the Cree Nation where the funding flows to the CRA/GCCEI, which then reallocates the funds in favor of the local communities and/or in conformity with agreement guidelines.

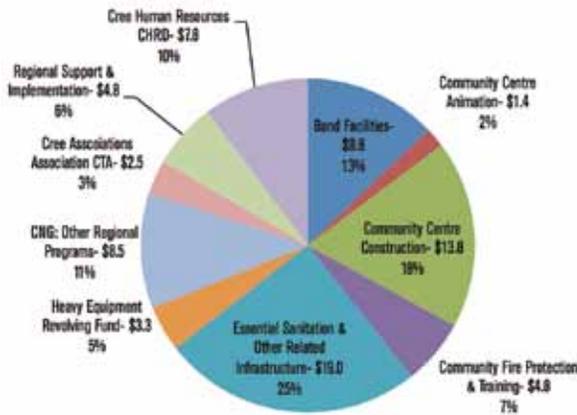
The following summarizes certain of these arrangements for 2013-2014:

| Government of Canada | |
|--|---------------|
| Cree Act Operation and Maintenance Funding | \$ 83,978,561 |
| Federal Capital A Base Funding | \$ 17,865,553 |
| Agreement Respecting Cree Human Resources Development | \$ 7,910,534 |
| Canada / Quebec Joint Funding | |
| Policing Services Agreement | \$ 16,834,274 |
| Government Of Quebec | |
| Agreement Concerning a New Relationship- Annual Payment | \$ 84,862,187 |
| Agreement Concerning the Administration of Justice | \$ 16,512,215 |
| Cree Nation Trust | |
| Implementation of Assumed Obligations and Responsibilities | \$75,669,664 |

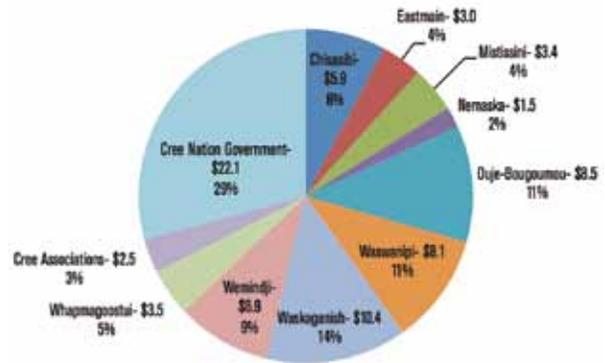
In addition to the funding described above, both Canada and Quebec provide funding in relation to Cree Education to the Cree School Board, and Quebec provides funding for Health and Social Services to the Cree Board of Health and Social Services. Many other program funding arrangements exist between Canada, Quebec and the Crees to implement other special and regular program funding arrangements.

The following series of graphs provides a general overview of the allocation of certain funding arrangements and provides information as to the distribution amongst the various communities and other Cree Entities:

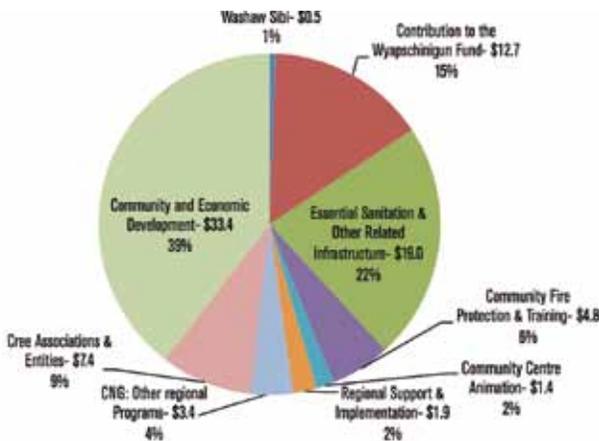
**New Relationship Agreement CANADA
Funding Allocation 2013-2014 by Program
\$75.7 Million**



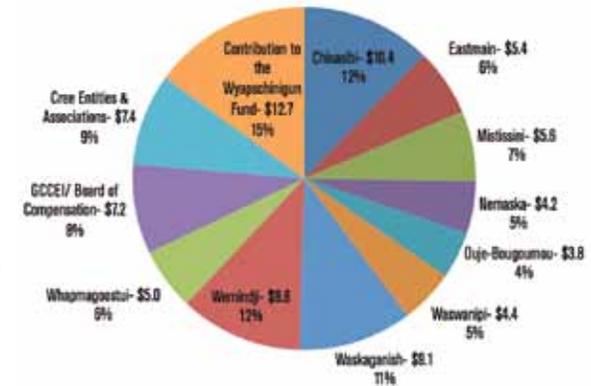
**New Relationship Agreement CANADA
Funding Allocation 2013-14
\$75.7 Million**



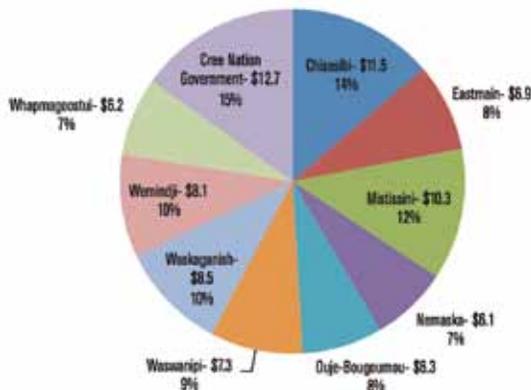
**New Relationship Agreement QUEBEC
Funding Allocation 2013-14 by Program
\$84.7 Million**



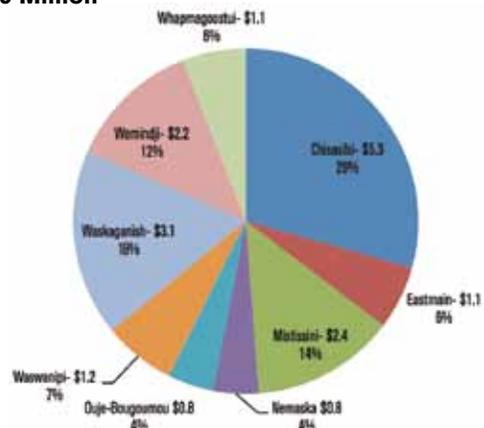
**New Relationship Agreement QUEBEC
Funding Allocation 2013-14 by Program
\$84.7 Million**



**O&M Funding Allocation 2013-14
\$84 Million**



**Capital Funding Allocation 2013-14
\$17.9 Million**



Government Services

Message from the Director
Rodney W. Hester, MPA



It is my pleasure to report on the recent developments within the Department of Government Services.

As Director of this Department, my responsibilities include the provision of government services that cover four broad areas:

- Information Communication Technology
- Records and Information Management
- Communications
- Membership and Statistics

In addition to supervising these important services, the appointment to the Board of Directors of the Cree Board of Compensation, being elected to the Board of CREECO Inc., and appointment as Implementation Manager to help realize the Cree Development Corporation, are all valuable opportunities that enable me to do my part in serving our Nation and moving it forward.

Supporting relations between the James Bay Eeyou Istchee Regional Governance, the Cree Nation Government and our Local Community Governments is an important function assumed.

On a more personal note, the recent major agreements signed with both the Governments of Canada and Québec were my source of motivation to pursue and obtain a Master's in Public Administration from Queens University, in an effort to prepare myself for the governance responsibilities our Nation is assuming. My encouragement to all our youth is to "look at our reality with big picture, wide-lens, long-term thinking and maximize the use of the tools available to ensure you prepare yourselves to be involved in our Nation's development".

My orientation - which began in October 2012, is still ongoing – there is much to learn and understand concerning the workings of our governance.

The valued personnel within this Department have made admirable progress in their responsibilities this past year. They've shown initiative, commitment and willingness to support our government operations. As Director, my leadership style is to recognize these qualities and to provide support to build capacity.

My encouragement to all our youth is to "look at our reality with big picture, wide-lens, long-term thinking and maximize the use of the tools available to ensure you prepare yourselves to be involved in our Nation's development".



A look back...

Josie Sam Atkinson at the first Cree Chiefs meeting about the proposed [Hydro-Quebec] La Grand Hydroelectric Project.

Photo: Ignatius La Rusic

This report outlines the progress we've achieved and also identifies future goals and performance targets.

Information & Communications Technology

Brief Statement of Service

Information Communication Technology (ICT) is an area of high priority for the GCC/CNG. It is the backbone of organization-wide communication. In order to achieve our governance objectives, ensuring our organization evolves and keeps at par with global IT standards is important. Our government is in the process of upgrading and improving our IT environment - modernizing our IT infrastructure is of key importance. For our government to continue to succeed in an increasingly technology-dependent world, IT must assume a leadership role.

Our Mission and Goal

To develop ICT services and infrastructure that supports our users and the strategic direction of the Cree Nation Government.

Our Development & Progress

In August 2013 a strategic decision to hire Mr. Shahid Masood as our ICT Coordinator / Systems Analyst was made. Shahid brings a wealth of experience and expertise in working in the field of Information Communication Technology, which has equipped him with a wide

array of hardware and software solutions, proven leadership, and communication skills. He is a highly motivated individual and team player and will be a great asset to support the enhancement of our ICT Environment. We look forward to working with Shahid towards the future. I am confident that you will work well with Shahid and give him your support. Shahid will be responsible to research, analyze, plan, design, and support the development and implementation of the CNG's applications and support for its Information and Communications Technology (ICT) infrastructure and systems.

The ICT department has made significant progress over the last 12 months. There are further opportunities ahead in the year as well, which we look forward to implementing with dedication and optimism. Our ICT Team has taken several measures to improve our governments ICT environment, which includes a comprehensive audit of our existing ICT infrastructure and the development of strategic plans. We are taking steps to align our human and technological resources to achieve desired results.

We are in the process of updating and revising the Information Communications Technology Policy. We will ensure that this policy is well communicated to all staff in all our office locations.

We are aspiring to provide high quality support and direction to all staff in regards to meeting our ICT needs. We are working to develop a higher standard of service to our Cree Nation Government.

IT Help Desk

The Department of Government Services ICT department has established an IT Help Desk that takes supports calls from all 350 plus organization-wide end users. IT Help Desk is a “central point of contact” person for all the end-users to call when they need technical support for computer related problems or other information Technology issues they encounter in their workplace.

The IT Help Desk service is essential for the CNG to provide the high-quality service for personnel in the organization. The Help Desk works with the CNG ICT Team that are working hard to deliver the best support to the organization. We encourage all internal users to use this Help Desk as needed.

A helpdesk was created along with a toll free number to call (1-844-264-3648) as a first point of contact where users need to call when they need assistance. The ICT team has started using software called Manage Engine Service ticketing system which records all computer related problems for our records of what issues have been encountered and the helpdesk agent will assist each user or will be assigned to one of our IT Technicians for trouble shooting. This software helps make the workload more manageable within ICT. We strongly recommend all users to make a habit of using the helpdesk as to help improve the support we get from our IT quickly and more efficiently.

According to the analysis, since the establishment back in February 2014, the help desk analyst received 70 calls out of which 68 calls were serviced and the call tickets were closed within 24 hours. This shows an excellence of service and a success rate of almost 99 percent.

ICT Support for CNG Departments

Our ICT Team provides support to CNG Departments. There has been much effort to ensure proper support for our Justice department. ICT is working with Eeyou Communications Network and Telus towards the implementation of a Multiprotocol Label Switching (MPLS) Wide Area Network, as part of RITM services. With this implementation, Justice Court locations in all nine communities will be connected together. It would provide efficient and high-speed internet bandwidth to facilitate unified Quality of Service (QoS) for video conferencing and Voice Over IP services for Justice Court Session operation.

For our Eeyou Eenou Police Force (EPPF), ICT developments include: Police First Responder Radio Communications System, Procedure Management System, Telecommunications, and Records Management. The EPPF revamped all ICT equipment and standards in all the 9 detachments which included video surveillance systems installations and upgrades. Other projects that were implemented include; Policy-Tech, a policy and procedure management system, and X-FIRE (pronounced “crossfire”), an investigative case management software for law enforcement and police.

ICT upgraded the internet connectivity for both Environment and CHRD departments from DSL to ECN’s high speed Fiber Optic connection. That provides for more efficient internet service as the two departments are sharing the bandwidth.

ICT is working together with Environment department to establish a GIS support Help Desk to support Environment Geographic Information System service calls for GIS software users.

IT is also working close with CHRD to strategically plan IP Telephony network that would upgrade and support Environment and Child & Family Services phone services by making it easier to do Move Adds and Changes and save on phone service costs.

Smart Phone Technology

The Cree Nation Government has a highly mobile workforce, constantly on the move throughout our territory and beyond. With the use of smart phone technology staff can place calls, check email and text message and browse the Internet. Review PDF files sent as attachments all while being out of their respective offices.

The CNG IT Staff have been working on developing and implementing a Policy Relating to Cellular Equipment. The policy will be very helpful in CNG operations. Finance has negotiated a very generous package for smart phone users and the ICT Staff have been leveraging this package to increase efficiencies throughout the organization.

By centralizing all of our accounts under one corporate account and monitoring invoices, the CNG is realizing even greater efficiencies. We currently manage several mobile categories for our staff, such as smart phones, turbo sticks for cellular connections and SIM cards for tablets.

Our users are now using their smart phones for Internet access thus doing away with the need for Turbo Sticks. Our new data package allows each user to transfer up to 6 gigabytes of data a month. ICT staff is monitoring usage of smart phones and making adjustments as needed.

Upcoming Projects for 2014-2015

Data Center Server Expansion and Consolidation

In order to support the Infrastructure needed to implement the above-mentioned technologies, Government Services with the help of Capital Works & Services, is expanding the server room into a data center. This Data Center is located on the second floor of the Montreal office building. The expansion would allow us to consolidate and centralize our new server/network infrastructure. The new infrastructure would be based on virtualized technology thereby allowing more logical servers into fewer physical servers. That would provide high system availability, robust security and significant cost savings.

Future Steps

In the coming year, our priorities will be to consolidate and standardize our government-wide ICT environment to increase our efficiency. Equipping ourselves with the information and resources we need, will enable us to make accurate decisions with regard to our priorities. The overall objective is to improve ICT service performance and to make the best use of our available budget and resources.

Communications

Brief Statement of Service

We are responsible for the development and implementation of communications policies and plans in support of the Cree Nation Government and Grand Council of the Crees (Eeyou Istchee) strategic objectives for internal and public communication using all mediums.

Our Development & Progress

As a function of Government Services, our report on Communications includes the publication and distribution of the “The Eeyou Istchee James Bay Regional Government” pamphlet announcing this “new model of collaboration between two nations”.

Furthermore, in response to inquiries from our citizens, we also produced and distributed “The New Eeyou Istchee James Bay Regional Government and The Cree Nation Government” publication brochure. Hard copies of these documents can be found in any one of our Cree Nation Government offices and also on-line via our website.

On October 30, 31, 2013 the GCC / CNG organized a Cree Government Agreements Information Session as a means to facilitate transparent communication in regards to the evolution and key milestone achievements of Cree Nation Governance to all beneficiaries, communities and entities of Eeyou Istchee.

Live Streaming has quickly become a popular and very useful tool to communicate Governance matters to our Cree Nation members. This helps build upon the established accountability and transparency of responsible Government. To ensure this continues, as an effort to increase efficiency, live streaming will be incorporated into our operations going forward.

We have initiated the upgrade of our Cree Nation Government website. Our goal is to design it as an E-Government service oriented web site. As this is often one of the first points of contact many have with us, we felt it important to ensure this medium reflects the present and evolving state of our Governance. Stay tuned to this project, as the upgrades will enable a wide range of useful multi-media communication tools for our visitors.

Future Steps

As for future steps in the coming months, as part of our ICT and Communications functions, we are moving towards increasing our telepresence through Video/Web Conferencing, Teleconferencing (Voice Over Internet Protocol or IP Telephony), Upgrading our Sound Equipment and have secured our own state of the art Live Stream broadcast system for meetings, news, announcements, and information purposes.

Records & Information Management

The Records and Information Management (RIM) Team is continually developing procedures for improving the management of GCC(EI)/CNG documents. We are currently taking measures that will increase efficiency in the creation, maintenance, storage, retrieval and disposal of records. The tremendous growth within our organization in recent years calls for focus and attention on this important aspect of our operations. Our efforts will ensure that records of historical and permanent value to our Nation are preserved for future generations. State-of-the-art RIM procedures constitute a high priority for our government – to safeguard and preserve the unique history of the Cree Nation of Eeyou Istchee.

The Department of Government Services is responsible for services associated with Records Management, the professional management of information in the physical and electronic form. While promoting

On October 30, 31, 2013 the GCC / CNG organized a Cree Government Agreements Information Session as a means to facilitate transparent communication in regards to the evolution and key milestone achievements of Cree Nation Governance to all beneficiaries, communities, and entities of Eeyou Istchee.

the benefits of good recordkeeping practices, our RIM Team is responsible for raising awareness of business, legal and regulatory risks and providing the standards and policies necessary to establish an effective and efficient Records Management Program, essential for a successful government.

Our Recordkeeping Mandate & Mission and Records Management Policy Statement outlines the vision and goals of the RIM Team and supports the framework for the development and implementation of our Records Management Program.

In March 2014, a collaborated initiative with Aanischaaukamikw Cree Cultural Institute (ACCI) was established. Ms. Raegan Swanson, Archivist at ACCI, was invited by Joanne L. Prince, the Coordinator of RIM, to visit the CNG head office in Nemaska. Ms. Prince, as Coordinator thought it would be of interest to ACCI to review material onsite and would ultimately provide better access to information related to Eeyou Istchee. With full support from Dr. Stephen Inglis, Executive Director of ACCI, a Transfer Agreement was signed by Director of Government Services. This will allow the material to be transferred and designated as the CNG Collection at the ACCI. The collection will be retained and displayed and will become an important part of a larger effort to secure the history of the Cree Nation at the Aanischaaukamikw library.

Finding workable solutions for the vast stores of paper-based records continues to challenge and inspire the Records and Information Management (RIM) Team. Of immediate concern are the approximately 1200 boxes of CNG records shelved at the left wing section of the CNG head office in Nemaska. These boxes must be moved due to the extreme weight and stress on the building structure. Presently, three or four options are being researched to solve this problem and a decision should be made forthwith.

The RIM Team has been working in partnership with IT, continuing to advance CNG information technology and information management interests within the framework of a continually changing information technology. Presently, the RIM Team and IT are working together to address the procurement and implementation of an Enterprise Content Management (ECM) system. Laserfiche ECM has been assessed and identified as the system to serve the Record Information Management needs. The Project Scope including Statement Of the Work (SOW) is in progress and soon the procurement process will be initiated. SharePoint portal integrated with Laserfiche database would provide intranet service that would facilitate search and access of any information online from anywhere using any device. Laserfiche workflows would allow automation of all kinds of forms and tasks including Purchase Orders, Invoices as well as travel expense forms and payments. There would be no loss of information.

We would like to acknowledge and thank the Director of Government Support Services (GSS) for his

on-going support in helping the RIM Team move forward with the Records Management Program.

Membership & Statistics

Our Membership Team oversees Cree Beneficiary matters including: support services for the Local Membership Officers and Clerks, communications with the Québec Government Department responsible for the maintenance and administration of the Cree Beneficiary lists contemplated in the *James Bay and Northern Québec Agreement*, demographic reports to the Cree Bands and various reports to the Cree Entities. Government Services maintains its own Cree Beneficiary Database, which it offers to the Local Membership Clerks and Officers as a research tool. The Database can be used to print reports, to develop electoral lists and to prepare demographic reports. This Database is updated periodically from the main database administered by Québec.

Our Statistics Team manages, in collaboration with the Capital Works and Services Department, information which is used for housing negotiations with the various federal departments. This database was created for the Eeyou Miichuwaap, which comprises the local Housing Directors and/or local Housing Administrators. The database tracks the housing situation in the communities as it relates to needs, over-crowding and also the applications that local Housing Departments have on file.

Human Resources

Message from the Director Johnny Trapper



Gaston Cooper

This past year we invited the Cree communities and other Cree organizations to attend the HR forum and our primary purpose was to exchange ideas, work together, and network in the specific area of HR management.

It is a pleasure once again to present the Human Resources and Personnel Development department report to our members for the year ending March 2014. As a vital department for the Cree Nation Government (CNG) to manage the human resources activities and the management of some 325 employees both civilian and non-civilian (police officers), it has been our focus to provide quality services to CNG as a whole, the 14 departments, and our employees. We have been successful in meeting the growing needs of the organization by delivering beneficial HR products and developing policies/procedures to assist our departments and employees as they continue their work for the Cree Nation's advancement into the future.

Not only concentrating our efforts in the day to day HR administration, the HR department has also acted as a leader in human resources management where we hosted an HR Forum for Cree HR professionals. This past year we invited the Cree communities and other Cree organizations to attend the forum and our primary purpose was to exchange ideas, work together, and network in the specific area of HR management. We are glad to report that our forum was successful and we foresee continuity of organizing these forums.

The year also saw work initiated in succession planning. This project helped us to initiate and establish a succession plan in order to set-up positive opportunities for our Cree employees to anticipate assuming jobs at the management and professional level. We expect to complete and present the completed succession plan before the end of March 2015, which will include other elements and components to be pursued such as providing training for the employees.

In order for the CNG to be effective in its provision of various department services to the Cree Nation, we must focus on our human resources' professional development and well-being as they are pillars to the services. This year, our report is submitted by Cynthia Vezina, Training and Recruitment Coordinator in professional development. The report includes the recruitment activities we have been engaged in. To assist our employees to balance their well-being between their professional and personal lives, our report in the Employee Assistance Program was prepared by Abiola Boldon, HR Advisor.

Training and Recruitment

Training

We believe that training has to be in line with the organization's strategic plan which should help employees develop both technical and interpersonal skills such as effective communication, dispute resolution, quality management, and team building. This type of training helps to develop employees; which in turn builds capacity within the organization.

During the course of the year, we have provided training to employees such as: Business Writing, Record Management Fundamentals, and Computer Skills. We have also been involved in ongoing development and training for the Eeyou Eenou Police Force (EPPF) where we recruited seventeen (17) students to be part of the Attestation Program in Police Technology at College Ellis, which is scheduled for completion in June 2014.

For the upcoming year, we are focusing on Language skills and Management Training Programs which include: French, Conflict Management, Project Management, and individual training. We determined which training courses would be offered through an internal survey where we identified the needs of the organization and the interests of the employees.

Recruitment

The Grand Council of the Cree Eenou (Eeyou Istchee) /Cree Nation Government (GCC (EI)/CNG) has recruited individuals with management, technical, professional, and developed interpersonal skills to join our organization which includes fourteen (14) departments. We are pleased to announce that during the 2013-2014 fiscal year we hired 35 employees (New Employees). The CNG now has over 325 employees (permanent and contractual ((Figure-1)) to view the breakdown (Figure-2). Each year new positions are being created in order to meet the growing needs of the communities we serve.

New Employees

| Name | Title |
|----------------------|---------------------------------------|
| Bernard Mayappo | Maintenance Worker |
| Brendan Forward | Marketing Information Officer |
| Brian Jones | Maintenance Worker |
| Chantal Tetreault | Protected Areas Coordinator |
| Charlotte Kitchen | Receptionist/Secretary |
| David Tordjman | Coordinator of Engineering |
| Demerice Mayappo | Cree Employment Officer |
| Shahid Masood | Coordinator of IT |
| Jessica Labrecque | Environmental Analyst |
| John E. Bishop | Chief of Toponymy |
| Jordan Gilpin | Janitor |
| Joseph Georgekish | Mentor Instructor |
| Kristine Pronovost | Documentation Manager |
| Lee Roy Blacksmith | Regional Fire Marshall |
| Linda Shem | Janitor |
| Loralee Atsynia | Cree Employment Officer |
| Lorraine Spencer | Departmental Psychologist |
| Marlene Moses Gilpin | Receptionist/Secretary |
| Mary Anne Lariviere | Office Clerk |
| Melanie Angatookaluk | Maintenance Worker |
| Nelly Wapachee | Communications & Business Development |
| Niyaan Gunner | Receptionist/Secretary |
| Pauline Etapp | Inland Career Counselor |
| Rachel MacLeod | Justice Administrator |
| Rachel Martin | Manager of Capital Works |
| Redfern Markstewart | Community Reintegration Officer |
| Roy Mamianskum | Business Services Officer |
| Sabrina Jolly | Asset Clerk |
| Samuel Rabbitskin | Janitor |
| Sheena Costain | Community Support Program Worker |
| Stephanie Kakabat | Administrative Officer |
| Tania Monaghan | Environmental Analyst |
| William Matoush | Maintenance Worker |
| Jonathan Elkhoury | GIS Technician |

Figure 1. Permanent Employees VS Contractual Employees

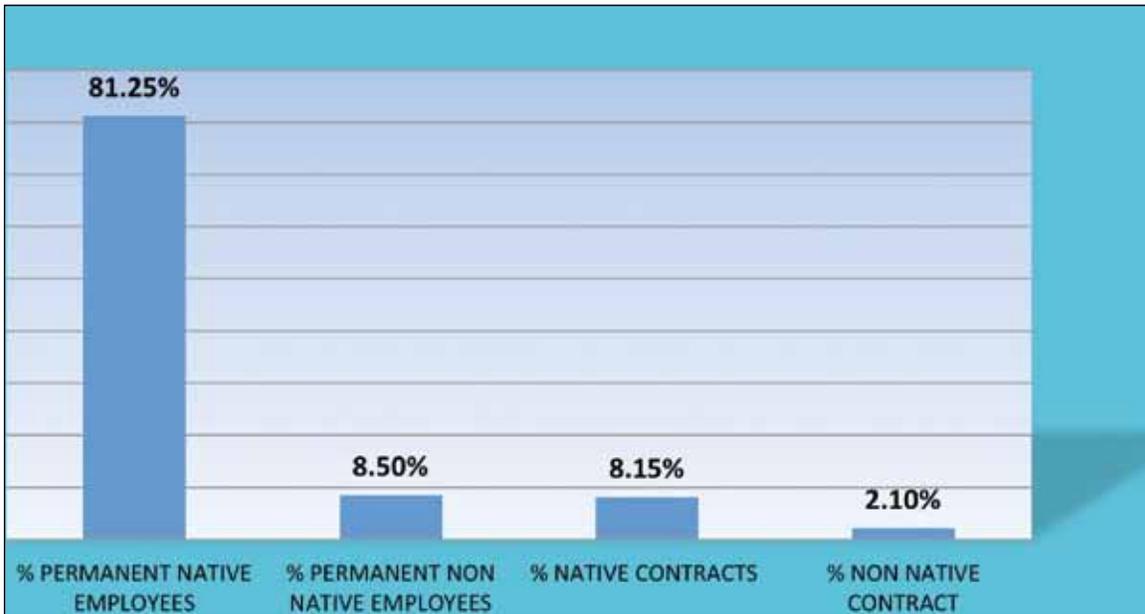
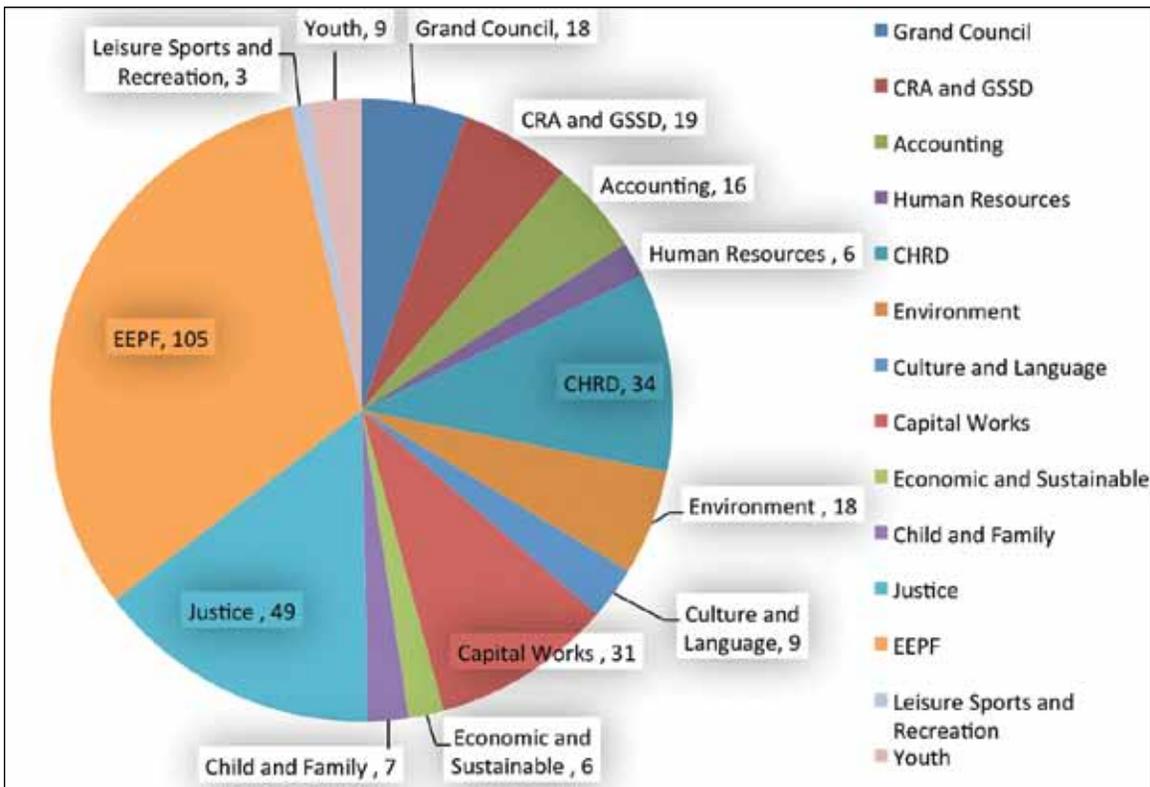


Figure 2. Graph Detailing GCCEI/CNG Personnel by Department



Employee Assistance Program

At the Human Resource Department of the Cree Nation Government (CNG), we truly believe in supporting our employees to find a balance between work and life. One employee benefit that assists the department in supporting our employees is the Employee Assistance Program (EAP) offered by Shepell•fgi. The EAP has been in existence at the CNG since 2011 and the service is confidential, voluntary, and free for all employees and their immediate family members, to assist with the challenges and complex situations both at work and in life.

The service is simple to use. An employee or their immediate family member can contact the toll-free number 24/7 for immediate support from a clinician or to speak with a representative.

The services offered cover a wide range of solutions, such as: achieving well-being, managing relationships and family, legal and financial advice, along with workplace challenge guidance and tackling additions just to name a few. Clients receive support with issues or concerns related to work, health, and life. Services can be accessed by calling, by visiting the website (through FirstChat or E-Counseling) or through the MyEAP application on a mobile device. Services are delivered either online, by videoconferencing, telephonically, through self-learning modalities, or in person if available. Also, there is a monthly newsletter *Balance* that is distributed to all staff electronically.

In the HR Department we have worked to make the CNG employees aware of these services and we see results according to the statistics we have received from Shepell fgi regarding organizational usage. At the CNG our employees are using the services offered and fall well within industry averages and national norms. As a department we have worked very hard to make employees aware of these services, encouraged use of them. We are continuing to look for other services we can offer our employees that will benefit their well-being.

It is also our intent to engage the employee assistance program by using the Cree Culture to reflect CNG as a Cree Nation employer in the future, and it is our commitment to seek the best way we can offer this service.

Conclusion

The HR department is grateful for the continued support from the leadership and Matthew Swallow, Treasurer, who oversees the department. Without the dedication and commitment of the HR staff, the quality services provided would not be possible. We have much appreciation for all of them:

Rosie L. Gunner, HR Coordinator;
Marlena Otter, HR Administrative Officer;
Cynthia Vezina, Training and Recruitment Coordinator;
Abiola Boldon, HR Advisor

Employee Assistance Program Brochure

The brochure is titled "EMPLOYEE ASSISTANCE PROGRAM" and features a scenic background image of a swan in a lake. The text is organized into several sections:

- What your EAP has to offer:**
 - Immediate, confidential help for any concern.
 - Your EAP is a confidential and voluntary support service that can help you take the first step towards change.
 - You and your immediate family members (as defined in your employee benefit plan) can receive support over the telephone, in person, online and through a variety of self-guided resources.
 - Your EAP is completely confidential within the limits of the law. No one, including your employer, will ever know that you have used the service unless you choose to tell them.
 - Available at no cost to you.
 - There is no cost to use your EAP. This benefit is provided to you by your employer. You can receive a series of sessions with a professional and if you need more specialized or longer-term support, your EAP can suggest an appropriate specialist or service that is best suited to your needs.
- Solutions for a wide range of life's challenges:**
 - Let us help you:**
 - ACHIEVE WELL-BEING • Stress • Depression • Anxiety • Anger
 - Crisis situations • Life transitions
 - MANAGE RELATIONSHIPS AND FAMILY:**
 - Separation and divorce
 - Elder care • Relationship conflict • Parenting
 - Blended family issues
 - FIND CHILD AND ELDER CARE RESOURCES:**
 - Maternity and parental leave • Adoption • Child care services • Schooling
 - Adult day programs • Nursing and retirement homes
 - GET LEGAL ADVICE:**
 - Separation and divorce • Civil litigation
 - Custody and child support • Wills and estate planning
 - GET FINANCIAL GUIDANCE:**
 - Credit and debt management
 - Budgeting • Bankruptcy • Financial emergencies
 - Changing circumstances
 - DEAL WITH WORKPLACE CHALLENGES:**
 - Work-life balance
 - Conflict • Career planning • Bullying and harassment
 - TACKLE ADDICTIONS:**
 - Alcohol • Tobacco • Drugs
 - Gambling • Other addictions • Post-recovery support
 - IMPROVE NUTRITION:**
 - Weight management • Blood energy and resilience • High cholesterol • High blood pressure
 - Diabetes • Heart disease
 - FOCUS ON YOUR HEALTH:**
 - Identify conditions • Prevent illness
 - Manage symptoms • Discover natural healing strategies
 - Create an action plan for the better health

At the bottom, the brochure includes the slogan "Life happens. Let us help." and contact information: "Contact your Employee Assistance Program (EAP) for immediate, confidential help 24/7/365. 1 800 387-4765 ext. 1 877 338-0275 workhealthlife.com". Logos for Shepell•fgi and Cree Nation are also present.

Cree Human Resources Development

Message from the Director

Louisa Saganash



Gaston Cooper

It is with pleasure that we present to you the Cree Human Resources Development Department (CHRD) annual report 2013-14. As you are aware, this year marks the forty year anniversary of the Cree Nation Government, previously known as the Cree Regional Authority. The Cree Nation has come a long way in its social and economic evolution. We have much to be thankful for and we are truly a blessed Nation. I would like to take this opportunity to thank our past and present leaders for all their efforts in bringing our Nation to where it is today.

The CHRD department is proud to play an important role in the capacity building of our Cree Nation. With the continued dedication and support of the CHRD Staff, we are moving ahead with full force and working endlessly to train and develop the Cree work-

force for the many present and future employment opportunities. In mid-August, CHRD did community tours to inform the public of changes to programming and to speak with the public to enhance our community presence.

Being the Chair of the Cree Nation Roundtable on Capacity Building (phase 2), I have had the pleasure to be a part of the Roundtable tours across the nine Cree communities. It has been an extremely inspirational and motivational experience as the message we are bringing with the roundtables raises awareness within the communities as to the importance of the Cree history, the seventy-five agreements, and the huge employment opportunities stemming from these agreements. Most importantly, we are spreading the message to our people that it is important to pursue a higher education. These sessions are very important as they help our people to understand that we all have a role to play in ensuring the success of this Capacity Building vision. The sessions bring awareness as to our contribution and highlight what our leaders have fought so long for.

The tours we have done so far have been very productive, with much positive feedback from the communities. Our communities have an important part to play in the Roundtable tour along with our local governments, Cree entities, and Cree families throughout Eeyou Istchee. We all need to find ways to encourage our youth to stay in school as this will be of benefit not only to individuals as they choose their career paths, but to our communities who will reap the benefits of having skilled people in their labour forces and to our Cree Nation who will continue to move towards fulfilling their vision of becoming the master of their own destiny.

I would like to take the time to commend CHRD's dedicated staff who have worked tirelessly this year to fulfill our mandate and to ensure the development of human resources and capacity building within Eeyou Istchee.

We invite you to review our challenges, accomplishments and future plans.

Meegwetch and God bless.

We all need to find ways to encourage our youth to stay in school as this will be of benefit not only to individuals as they choose their career paths, but to our communities who will reap the benefits of having skilled people in their labour forces and to our Cree Nation who will continue to move towards fulfilling their vision of becoming the master of their own destiny.

Introduction

CHRD was first established as a department within the Cree Regional Authority (Now Cree Nation Government) in 2002. The transfer of responsibility from Aboriginal Skills Development Canada was a direct result of the James Bay Northern Quebec Agreement to manage essential services within the region. The department was established to provide training and employment resources to the Cree workforce within Eeyou Istchee. Also, the CHRD acts as a liaison between employers and the Cree labour force.

CHRD maintains regular data on its clients and participates actively within the labour market development.

Mission

“To equip and empower individuals with the skills and knowledge to achieve meaningful and sustainable employment and personal success”

Vision

“Help build a qualified and professional workforce to fill any employment need in Eeyou Istchee”

Staff Awards

Each year, the CHRD recognizes employees who display through their effort, important contributions to the organization throughout the year. In 2013-2014 CHRD staff awards were presented, under three categories, to the following staff members:

Excelling in Teamwork

Over the last year this person has worked with all staff to provide the best service possible in order to fulfill the needs of everyone at CHRD, has contributed to the success of 6th regional career fair, and has encouraged others to complete tasks required to finish the job. When required, this person has developed a number of power point presentations for the community tour and for special projects. His quality of work speaks for itself; his colleagues also say good things about him:

- He has a “let’s get things done” kind of attitude!
- Always there to assist you and you can always count on him!

One of our newest workers, but a longtime contributor, we are lucky he has joined our team to work with and support the efforts that have led to the success of CHRD.

I am pleased to give this award of “Excelling in Teamwork”, to a true team player, **Mr. Brendan Forward**.

Innovation

Innovation is the designing of better solutions to meet new requirements, ideally producing a better product. It takes a great mind to think of great ideas, but a truly remarkable person to set those ideas into



action. This person is most certainly an action and detail-oriented individual.

These skills came in handy, while as an organization committee member on the 6th regional career fair, she organized and set up the Career Pit. She also made some new innovations in the youth programs, presenting to youth at the local schools, providing positive feedback, and building a new connection with youth services.

She has only been here a short while and although she may be small in stature, she is certainly large when it comes to innovation! I am pleased announce the employee award for “Innovation” to **Ms. Catherine Quinn**.

Community Involvement

The community involvement award is presented to an individual or individuals who have made a significant contribution to the community in which they reside. This may involve volunteer work, promotion of social causes, donations to local charities, or community health and welfare.

The winner in this category sits on many community committees that deal with the above named activities. He attends and contributes to community events such as tournaments, dances, and entertainment venues.

This individual has worked for CHRD for the past eleven years, and has contributed to the development of the policies & procedures in regards to construction and mining. I am pleased to present the award for "Community Involvement" to **Mr. Abel Trapper**.

Capacity Building – Investing in our Frontline Workers

The Cree Human Resources Development (CHRD) is investing in its front line employees, the Cree Employment Officers (CEO) and Career Counselors (CC), by offering a three-year training program. We have built a partnership with CCDF and UQAT in order to facilitate the delivery of their training programs. The Career Practitioner Training Program was developed by the Canadian Career Development Foundation (CCDF), a non-profit organization. The CCDF works to "advance career development and the capacity of the profession

to respond with compassion and skill to all clients and stakeholders". The program is delivered under the Continuous Education Department, though CHRD, CCDF, and UQAT wish to see the program recognized as a Micro-Program accredited by the Ministère de l'Éducation. CHRD believes that a permanent program focusing on employment counseling and career development could be beneficial to Cree and other regional organizations' employees. A survey will be conducted to evaluate interest for such a program within the region. The CEOs and CCs we be graduating from the program in 2016.

The training program is competency-based and includes ten courses, including "Counseling and Career Development Challenges", "Using Labour Market Information in Employment Counseling" and "Work Search". All courses are adapted to the reality of the communities as well as their clientele's challenges. This tailored program provides the team with a deeper understanding of the career development process and practical tools to assess and guide their clients on their unique career development path.

Panelists in Mistissini Roundtable on Capacity Building: Bella Petawabano, Kathleen Wooton, Louisa Saganash and Nian Matoush.

Harriet Trapper



An internal support system has been developed to ensure the implementation of learning in the workplace; in-community support between courses is one of them. The CEOs and CCs job description is being reviewed to ensure that it is representative and more adapted to their role.

Finally, individual and group training has been offered to the CHRD team regarding work tools such as the database. A Guidebook is being developed to support the employees in their tasks and to standardize services and procedures offered throughout Eeyou-Istchee. CHRD is currently evaluating the need for a training program for its team of Program Officers.

Federal Relations

Since the signing of the New Relationship Agreement (NRA) with Canada in 2007, the Cree Department of Human Resource Development has attempted to implement commitments that it undertook in the Agreement, despite problems with implementation on federal government's side. The commitments in the NRA are as follows:

1. The CRA (now Cree Nation Government) is to training courses, job recruitment services, and placement services, all related to territorial programs. In addition, we are required to implement an enhanced delivery structure, create offices in each community, and we are currently in the process of establishing training facilities. All of the above are obligations of Canada in the James Bay Agreement that we took over for the 20-year term of the New Relationship Agreement.
2. In the NRA it is also set out that the funding provided by Canada before the signing of the NRA would continue on terms "reasonably comparable" to the funding received annually until 2008-2009, and this funding is to be provided for the CRA to set-up training programs, facilities and job recruitment and placement services, also on the Territory. In other words, the funding would be for the same obligations as stated in the above paragraph. The Agreement states that this funding is to be continued for the 20-year term of the Agreement barring which Canada would resume operation of these services.
3. The annual reporting on the use of this funding and that coming from the NRA is provided for in section 4.13 of the NRA.

The terms of the on-going funding agreement have been negotiated between Canada and the CRA. These terms allow the Crees to determine their programs and priorities. However, just after the signing of the NRA, Canada created a new program which contained conditions that were not compatible with the NRA. The CRA and Canada then entered into discussions aimed at allowing the CRA flexibility to continue

our programs and to report on the use of the funding in a manner compatible with the NRA. Last year, 2012-2013, we came close to such an agreement. The most significant outstanding issue was that the funding received be indexed so that the amount would be "reasonably comparable" to the amounts provided previously to the NRA. We were, however, unable to sign the new funding agreement because of the complications involved in reconciling the transition to the new agreement mid-year. There were too many overlapping commitments to our many clients, so Canada prolonged the agreement used before the NRA.

In this fiscal year we hope to sign a new agreement under federal authorities designed to meet the requirements of the NRA. This new agreement would recognize the Cree Nation Government's role in determining the programs and priorities and would be a simple funding agreement with accommodations for Employment Insurance funding.

Annual Operations Plan

The annual operational plan is an administrative tool that was developed by the CHRD to identify the key components, the expected outcomes, and personnel responsible to ensure implementation. As we reach the end of the second quarter of 2013-2014, the coordinators and director conduct a review of the AOP on a semi-annual basis to determine the status of each directive and area of responsibility.

The annual operational plan addresses a number of areas outlined by CHRD's strategic planning:

1. Enhance Services to communities and organizations:
2. Support demand-based capacity building:
3. Build Partnerships:
4. Evaluate programs to improve effectiveness:
5. Integrate and Align operations with programs:
6. Improve performance management:

The annual operational plan has been finalized and submitted to Service Canada. The AOP submitted reflects the new Service Delivery Model. During the 2013-2014 Community Tour, the Service Delivery Model was presented to all 9 Cree Communities.

Service Delivery

In 2013-2014, CHRD migrated to the new Service Delivery Model. This model consists of 4 distinct pillars of service delivery. While distinct, these pillars are intended to complement each other while providing assistance to clientele at various stages of career development.

Labour Market Development:

When promoting careers and services available to our clientele, it is important to have a clear picture of our labour pool's needs, strengths, and the labour demands required by employers in Eeyou Istchee. It is also a key

element of our labour market development to provide information to our clients throughout the region. CHRD works closely with industry partners, employers, and schools across the territory and all 9 Cree Nation bands to disseminate and gather information.

Labour Market Development Program Highlights

Regional Career Fair: The 6th Regional Career Fair event was held in Ouje-Bougoumou, Qc. The theme was “Believe and Achieve “. The event’s objective was to increase career awareness and provide a greater insight into the labour market for young people so that they feel confident in making wise career decisions in planning their future.

The 6th Regional Career Fair was held on October 2nd and 3rd of 2013 at the Albert Sports Memorial Sports Complex. There were 299 people who registered for the two day event ranging from students to young adults. The event focused on academic and trades presentations, exhibitors, and workshops oriented around these themes. The event finished off with live entertainment for the community members and attendees that participated.

The Regional Career Fair requires the assistance of numerous individuals from industry, education, lo-

cal communities and much more. CHRD would like to thank all of those who participated and helped to make the event possible. We are pleased to announce that the next regional career fair will be hosted in Chisasibi, QC in the fall and we encourage everyone to attend.

Mining Labour Market Survey: Understanding our workforce and the demands of industries is an essential step in training in the mining sector. First, it helps to identify those who are available and searching for jobs and who have the skills that employers are looking for. Second, it helps to identify gaps between industry standards and worker qualifications so that they can be addressed in training. Lastly, it builds clear and transparent expectations between training and employer needs early in the development of projects within our territory.

Between February and March of 2014 the CHRD worked with Ouje-Bougoumou and Mistissini to create a labour profile of their community members who are interested in working in the mining sector. This information will help us to identify, train, and build a workforce that will meet the demands of upcoming mining projects including the Renard Project (Stornoway) and Blackrock Metals Project located 20km south of Chibougamau. These labour market studies are criti-

Whapmagoostui
Community Tour



cal to the design of a training model and to the decision making process as it pertains to potential course delivery in communities.

Community Tour: Our 2013-2014 year began in April with the planning of a CHRD community tour. The CHRD conducts a tour of nine Cree communities every two years. The community tour presents the best opportunity to present CHRD services to all the communities, to explore partnerships, and to identify the needs for each community. The 2013-14 version of the tour generated a great deal of interest with an excellent turnout for presentations. The new model for programs and services was introduced to the communities during this tour and was well received.

The events in each community were a great opportunity to present the ECN, Emploi Quebec, Disability and EMSEP mining programs.

The major focus of the tour was to increase the level of input from the communities to help us to identify potential:

1. Training Requirements
2. Community Development Programs
3. Important Community Projects

Community leaders were encouraged to engage in the partnership with CHRD and to adopt the demand driven approach in order to drive their community needs by working in collaboration with the Community Employment Officers as well as the CHRD Program Officers and Coordinators.

The community visits also presented CHRD with an opportunity to visit most secondary schools to present to the Secondary 4 and Secondary 5 students a great presentation focusing on the benefits of learning a trade. We were very well received in the community schools. The students showed serious interest and asked unbelievably great questions. This got our team to thinking about apprenticeship programs, work integration strategies and the importance of helping students to identify potential career choices early on. We are examining the possibility of giving students the opportunity to explore the trades sector through summer student programs.

The latest version of the tour was one of the most successful ever and produced a lot of interaction, information, and some great planning tools. Each community contributed an average of 50 employability questionnaires that will be used for future planning of programs and for helping us to paint a more accurate



picture of our future labour markets. The knowledge gained will help us to build future tours that we expect to execute on a bi-annual basis. The CHRD would like to thank all of the communities for their support and attendance, as well as all the CEOs that helped make our visits possible.

Continuing the work that was done during the community tours, the CHRD Director acted as chair of phase 2 of The Roundtable on Capacity Building. Phase 2 is intended to bring the roundtable discussion to all Cree communities and to date, seven communities have been visited. CHRD plays a key role in the development of Cree capacity. The Roundtable will continue into late summer/ early fall of 2014.

Skills Development:

Training that is geared towards employment, the retention of employment, and career advancement is essential to the services offered to our clientele. Across the territory, jobs are developing and changing and require more knowledge and skill from our workers. By working with employers and educational institutions within and around our region, we support the training of hundreds of participants each year. Most importantly, we ensure that the training our clientele receives is tailored to their employment needs.

Skills Development Program Highlights

Wemindji Training Center: Remoteness and distance to obtain training present two of the largest challenges to individuals interested in building skills geared towards their desired career. The establishment of training facilities falls within the mandate of the CHRD as outlined in the JBNQA. Wemindji, as a result of the Impacts Benefit Agreement, will be the first community other than Waswanipi to realize the goal of a community based training center. The Training Center Mayaupiu laid its foundation in the fall and construction is expected to continue into the spring. The project is estimated to be completed by January 2015.

The Center places emphasis on programs in demand within the mining sector. This focus is in relation to the Eleonore Mine expected to begin production in the fall. The Training Center will be home to offices of Goldcorp, Sabtuan Adult Education, and CHRD staff.

Early Childhood Educators: Training professionals to work with children early in their development in a structured manner is a major demand in our territory. We have a young population with a growth rate of 2.13% for a total of 372 births this year. Providing college-level training to educators who will be working for the Child and Family Service Centre in Waskaganish is an important step towards addressing a growing need in our territory.

The training supports the operations of the Childcare centre, which is required to meet Ministry regulations. The regulations state that two out of three educators working must be certified. The Waaseskun



Mobile Mine Mechanic Solomon Masty

Childcare Centre has two facilities hosting 80 children. The Centre has experienced difficulty in filling educator positions and is looking forward to a new group of qualified graduates being available for work.

The MEQ certification provided upon completion of the program is a College Studies Attestation in Educators in Native Childcare Services. Of the 24 students that were funded, 22 completed their program and received their attestation.

Mobile Mine Mechanics: La Sarre – Last November, a partnership between an employer (Goldcorp), a regional centre with a track record of successful training (Lac-Abitibi vocational training centre) and Cree Human Resources Development, brought 9 Crees to La Sarre, a town of 8,000 people located in southwest Quebec, where they began their six-month training in mobile mine mechanics.

Goldcorp interviewed each student before they completed their training and selected appropriate jobs for them at the Eléonore mine. The jobs were made available to them upon the completion of their training. Their school work in La Sarre was completed in mid-May and their training culminated with a ten day work placement which was held onsite at the Eléonore mine.

The La Sarre program began with ten days of essential skills work. The group learned and practiced some basic literacy and numeracy skills as well as strategies that would help them with the technical training curriculum and hands-on work they would face in the months ahead. Focus was put on steel cutting, welding, hydraulics, electric circuits and schematics. The students who participated in the La Sarre project were from four different Cree communities and their schedule was grueling. They were in class or in the shop six days a week, three of them until 9 p.m. But all agreed the eventual payoff made the hard work worthwhile.

The La Sarre program differs from traditional training programs in several ways. First, it was designed with a specific employer in mind to meet specific needs as they relate to mobile mine mechanics. The training was customized to cover the specific needs of Goldcorp. Second, in addition to the skills and hands-on learning a mobile mechanic needs, a number of other elements were incorporated into the training to help the Cree group become work ready.

A graduation was held for the nine Cree students on April 23, 2014 with all 9 students receiving their diplomas from CFP- Lac Abitibi. All students have participated in their stage at the Eleonore Mine and will complete it on May 17th. CHRDR would like to congratulate all these students on their hard work and dedication.

Employment:

Integration into the workforce is a key pillar of the CHRDR's service delivery. Training represents one part of work readiness while employment and developing on the job skills are the second step required for sustainable employment. Work skills are being redefined as a combination of life skills, technical skills, and essential skills. Many newly trained workers require work experience to become more employable. This is especially true in the construction, health sector, and administration sector. CHRDR works with employers to assist newly trained workers in gaining work experience early on in their careers. Furthermore, we must continue to encourage more professional training such as nursing, dental hygiene, accounting, teaching etc...

Job creation is also a high priority of our employment programs. With a Cree labour force able to replace itself three times over, it is simply not enough to train for the jobs available. We must support new employment opportunities.

Employment Program Highlights

167 Route Extension Camp Work Integration: Back in 2012, the 167 North Extension Project began constructing the road that would connect the communities of Mistissini and Chibougamau to Stornoway's Renard Diamond Project. The 240 km road extension is to be completed in four segments over the course of three construction periods. During construction, the contractors involved in building the extension require a camp. As part of the project, Eskan Development Corporation operated the camp and integrated 15 workers to provide food service, janitorial service and lodging at the campsite.

This work integration project lasted for 52 weeks and provided 15 Cree workers with valuable experience and increased employability resulting from that experience. In the future, a mining camp will be constructed and will require workers for the camp onsite. These 15 workers with the experience of Eskan will have the advantage of experience and training as a result of this work integration project.

The 167 Campsite is expected to continue operations as construction of the mine facility starts in June. This will present more opportunities to build work experience and work readiness through employment.

Employment Initiative for Persons with Disabilities:

In April, 2013 the CHRDR acquired additional funding to enhance services for persons with disabilities seeking employment in Eeyou Istchee. Disability prevalence amongst aboriginal workers, on average, is two times greater than the rest of Canada. Cree clientele face parallel numbers seen in other populations and without effective support, disability does and will continue to present a major barrier to employment for people living with, and families supporting, family members with disabilities.

The coordinator for the Employment Initiative for Persons with Disabilities began working with the CHRDR team early in 2013 during the community tours to identify clients that could benefit from disability services offered by the CHRDR. Furthermore, employers and regional health service providers were approached to determine employment opportunities and what employment assistance services were available. The discussions between band development and community employers was both inclusive and intended to discuss the benefits that persons with disabilities can offer to employers.

At the end of the tours to coastal and inland communities, two regional events were held for the clients met during the tours. These three days events focused on promoting employment services available and encouraged the attendance of local bands, employers and health service providers. Lastly, a roundtable discussion was held on the third day to discuss issues surrounding disability and how effective change can begin to address these issues. The CHRDR would like to thank host communities Mistissini and Chisasibi for their hospitality and contribution to an important event. The disability initiative will continue into 2014 building on the information gathered about clients in our territory and focusing on work support and integration.

Youth

The CHRDR offers a wide range of programs for young people living in Eeyou Istchee. Employment programs exist for students that are in school, returning from school during the summer, or who are out of school looking to build work experience. In addition, providing career development services to those looking to establish early goals and a clear direction remains a priority. Lastly, promoting careers, science, and technology allows outlets for young people to explore new possibilities.

The work experience programs require close partnership between the CHRDR and local entities, employers, and institutions. Many of the students working throughout the year and returning from Post-Secondary studies during the summer have skills but require

work experience to increase their employability. By working in collaboration to provide early opportunities we are investing in a long term link to employment for young people establishing themselves within the workforce.

Collectively, the youth programs provided program assistance to over 2400 young people. This is a positive contribution to the capacity of our Cree youth. By working closely with our youth departments, schools, and employers, we can continue to advance our youth towards sustainable employment in our region.

Skills and Partnership Fund

Two years ago, funding was acquired through Employment and Social Development Canada to meet the demands of the rapidly growing telecommunications and mining sectors. The Skills and Partnership Funding is available to aboriginal organizations focusing on:

- driving innovation in service delivery and systems through partnership (**system improvement**);
- responding to economic partnership opportunities with targeted labour force development initiatives (**training-to-employment**); and
- addressing program delivery weaknesses and/or gaps in Canada's network of Aboriginal organizations that provide labour market services (**service delivery gaps**).

From this opportunity the following programs have been actively serving our territories to meet the needs of mining and telecommunications sectors:

Eeyou Mining Skills Enhancement Program

2013-2014 was a very busy year for the Eeyou Mining Program (EMSEP). Essential Skills testing and delivery in the 2013-2014 years continued to gain momentum. EMSEP has worked closely with its partners in Human Resources, Education, and Industry to focus resources on the preparation for production at the Eleonore mine, as well as focusing the readiness program. During the second year of the SPF program, EMSEP com-

pleted and has achieved the results required under the SPF agreement one full year ahead of schedule. To date:

- 353 Workplace Skills Assessments have been completed
- 213 Essential skills interventions have been completed
- 103 Employment confirmations have been recorded with 76 employed in the sector of training
- 38 Clients are currently still involved in training programs

The coming year 2014-15 will be the final year of the SPF mining program and with a full agenda of assessments and training, it promises to be a highly successful program.

Eeyou Communications Network

After completing our second year of operations, we look back on our successes. The first year of operation was heavily oriented on a training strategy including how we train clients across our territory. A strategy was developed, which focused on recruiting the right candidates for training and giving them the skills to work in the field of fibre optics.

Currently, 9 Outside Plant Technicians and 34 Telecom/Network Operating Center Technicians have been recruited from across Eeyou Istchee.

As we look to the final year of the program, training will continue and a new generation of telecommunications professionals will complete their training. The newly trained will have a versatile skillset, sought by the ECN Network, local communications companies, and regional service providers in Eeyou Istchee.

Sustainability of employment is a priority being met through shared resource partnerships. By entities sharing a purpose to maintain, consult, and monitor quality, we create a mutually beneficial approach to telecom employment. With a third year of operation quickly underway, we are excited by the possibilities within a growing sector.

Summer Student in Mistissini



Success Story: Wapikoni Mobile

Intro

The Wapikoni mobile is a travelling training studio that offers audiovisual and music workshops to Native youth in First Nation communities. Created by filmmaker Manon Barbeau in 2004 and co-founded by the Atikamekw Nation Council and the Quebec First Nation Youth Council, the mobile studios have since reached over **3,000 youth, 25 communities** (including Mistissini, Chisasibi and Oujé-Bougoumou) and **9 nations**. Participants have produced over **600 short films, 450 musical works** and have won **80 prestigious awards** and honorable mentions!

The Purpose

The purpose of our workshop is to allow First Nations youth to express themselves on subjects that matter to them, to develop their social, technical and artistic skills, and share their voices and talent with their peers and throughout the world. Through individual and collective empowerment, the workshop also aims at improving the social, educational and professional integration of these youths within their community and society in general.

In addition to giving access to professional resources, training and developing skills, this empowering project also contributes to preserving, archiving and promoting Cree language, culture and traditions.

The Method

“Learning through creation”, an inherent approach of Wapikoni mobile: transferring knowledge and know-how through “hands-on” experience.

Using video and music as powerful learning and communication tools.

The Workshop

In collaboration with the CHRD and the First Nations and Inuit Youth Employment Strategy (AANDC), a Wapikoni audiovisual and music training workshop was held in Mistissini, from August 4th to 29th. The workshop immersed participating youth in the context of a real production and ran for a period of 4 weeks. Participants were encouraged to develop a personal project on a topic of their choice. They benefited from practical training and explored the various technical aspects of filmmaking (shooting, sound, editing, sound recording, etc.). They learned how to master digital technologies and were actively involved in every stage of the process. Their training and progression were closely supervised by 2 professional filmmakers, 1 youth worker, as well as 1 filmmaker assistant (Sheldon McGregor) and 1 local coordinator (Allison Coon-Come) from Mistissini.

At the end of the workshop, participants presented their works during a public screening, gathering 150 members of the community (family, friends, elders,



Band Council), a great moment of individual and collective pride!

This project allowed 25 youth to develop skills, acquire technical knowledge and participate in the production of 5 short films and 3 musical works. This was the 4th Wapikoni workshop in Mistissini.

The impact

Our workshop reinforces participants’ confidence in their capabilities, as well as their self-esteem, two fundamental elements for success.

The project also develops their social and employability skills, such as working with others, reading comprehension, organizing ideas, writing, oral communication, decision-making, working in teams, etc. Many participants have returned to school to complete their education and pursue their career. The project also encourages the emergence of positive leaders who, in turn, will inspire the others to get involved in the community. They will become positive figures and examples of success among their peers. In the long run, many participants will become active citizens and contribute to the enhancement of their economic situation, as well as that of their families and communities.

Empowering Cree youth and reinforcing self-confidence with creative and stimulating activities, our workshop has also been recognized by many organizations as preventing and reducing suicide, drug and alcohol abuse, criminality, and school dropouts.

The increasing number of positive testimonies and success stories that add up during the years confirm the relevance of our action and the positive impact of our workshops.

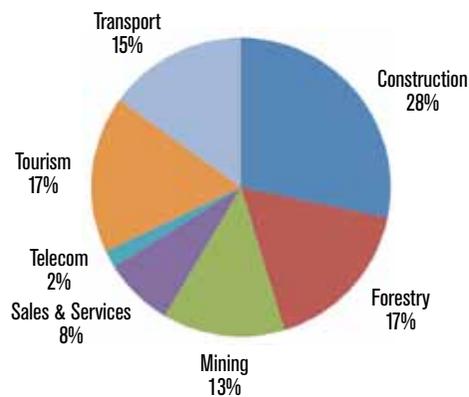
Project Statistics

Projects and Participant Training Interventions / All CHR D Programs

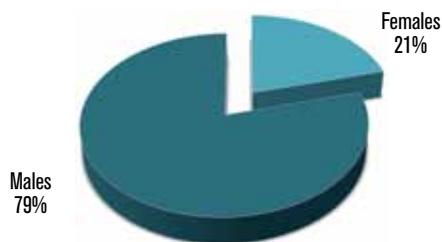
CHR D in collaboration with Cree nation authorities, institutions and employers continues promoting partnerships creating employment opportunities throughout the Eeyou Istchee. The department maintains its focus on helping individuals prepare for, find, and keep employment through its programs it delivered throughout the Territory.

CHR D received several project submissions in 2013-14. A total of 210 projects receiving support from CHR D-carried-out-training activities throughout the communities and territory during the fiscal year. There were more than 4,600 participant interventions in these projects.

Territorial Programs Distribution of Projects by Industrial Sector, 2013-14



Distribution by Gender of TPI Participants with Training Activities, 2013-14



Distribution by Gender of CBP Participants with Training Activities, 2013-14



Chrd Projects and Participant Interventions by Program, 2013-14

| | Number of Projects | Participant Interventions |
|---------------------------------------|--------------------|---------------------------|
| Territorial Programs | | |
| Employment Training | 21 | 130 |
| In-house Pre-placement | 20 | 221 |
| Employment Integration | 5 | 120 |
| New Enterprises | 8 | 11 |
| Delivery Assistance | 1 | 22 |
| Youth Territorial | 3 | 309 |
| Total for Territorial Programs | 58 | 813 |
| Community-based Programs | | |
| Institutional Training | 26 | 427 |
| On-the-job Training | 16 | 60 |
| Labour Market Integration | 15 | 1 |
| Targeted Wage Subsidies | 27 | 157 |
| Self-employment Assistance | 4 | 7 |
| Delivery Assistance | 1 | 9 |
| Employment Assistance Serv. | 1 | 87 |
| Special Programs / Disability | 1 | 150 |
| Total for Community-based | 77 | 898 |
| HRSDC Youth Programs | | |
| Summer Student Program | 10 | 166 |
| Work Experience | 14 | 94 |
| Total for HRSDC Youth Programs | 24 | 260 |
| INAC Youth Programs | | |
| Summer Student Program | 5 | 123 |
| Cooperative Education | 5 | 1496 |
| Science and Technology | 3 | 475 |
| Work Experience | 9 | 58 |
| Total for INAC Youth Programs | 22 | 2152 |
| SPF Mining | 25 | 505 |
| SPF ECN | 4 | 25 |
| All Programs | 210 | 4653 |

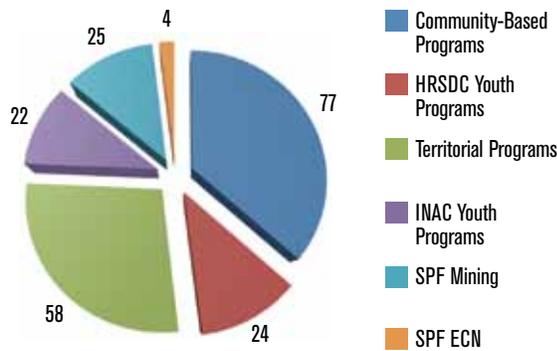
Note: Projects with employment and training activities in the fiscal year based on the contract dates.

Chrd Employment and Training Programs Projects and Participant Interventions by Community, 2013-14

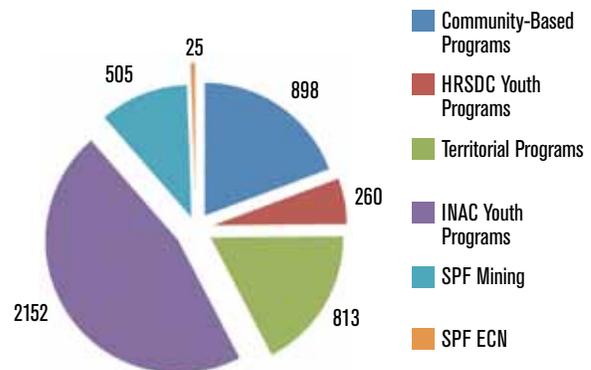
| Communities | Territorial | | Community-based | | HRSDC Youth | | INAC Youth | | SPF Mining | | SPF ECN | | All Programs | |
|----------------|-------------------|------------|-------------------|------------|-------------------|------------|-------------------|-------------|-------------------|------------|-------------------|-----------|-------------------|-------------|
| | Total of Projects | Part. | Total of Projects | Part. | Total of Projects | Part. | Total of Projects | Part. |
| Chisasibi | 6 | 101 | 9 | 72 | 3 | 65 | 4 | 743 | 4 | 95 | 1 | 5 | 27 | 1081 |
| Eastmain | 2 | 13 | 10 | 95 | 1 | 23 | 1 | 71 | 1 | 6 | | 2 | 15 | 210 |
| Mistissini | 23 | 405 | 10 | 253 | 7 | 58 | 5 | 411 | 7 | 208 | 1 | 4 | 53 | 1339 |
| Nemaska | 4 | 27 | 4 | 25 | 1 | 9 | 1 | 216 | 1 | 16 | | 2 | 11 | 295 |
| Ouje-Bougoumou | 4 | 29 | 11 | 77 | 3 | 10 | 4 | 103 | 1 | 6 | | 1 | 23 | 226 |
| Waskaganish | 3 | 34 | 8 | 79 | 3 | 43 | 2 | 221 | 3 | 50 | 1 | 1 | 20 | 428 |
| Waswanipi | 6 | 63 | 16 | 195 | 3 | 40 | 2 | 192 | 3 | 30 | 1 | 2 | 31 | 522 |
| Wemindji | 9 | 133 | 2 | 36 | 2 | 8 | 2 | 130 | 4 | 88 | | 4 | 19 | 399 |
| Whapmagoostui | 1 | 8 | 7 | 66 | 1 | 4 | 1 | 65 | 1 | 6 | | 4 | 11 | 153 |
| Total | 58 | 813 | 77 | 898 | 24 | 260 | 22 | 2152 | 25 | 505 | 4 | 25 | 210 | 4653 |

Note: Projects with employment and training activities in the fiscal year based on the contract dates. Regional and territorial projects are distributed by community.

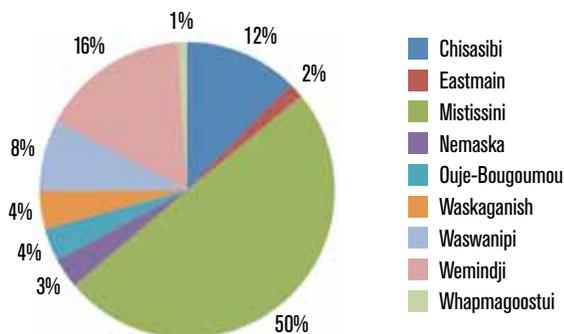
Projects by Program Type, 2013-14



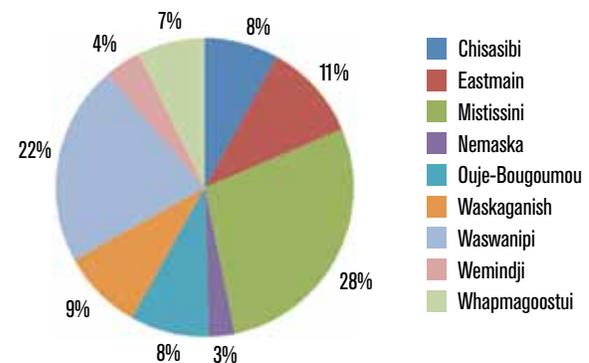
Participant Interventions by Program Type, 2013-14



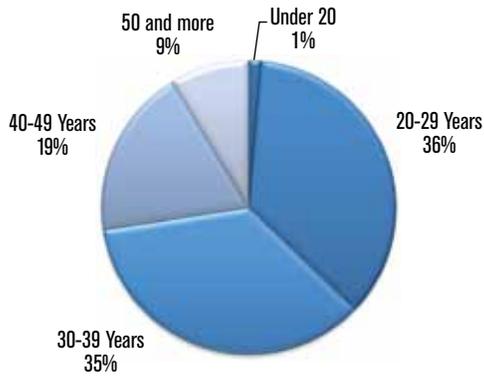
TPI Participants by Community, 2013-14



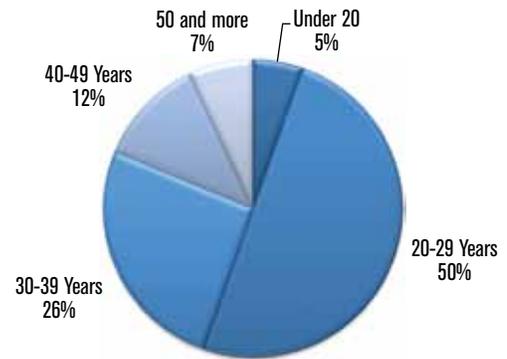
CBP Participants by Community, 2013-14



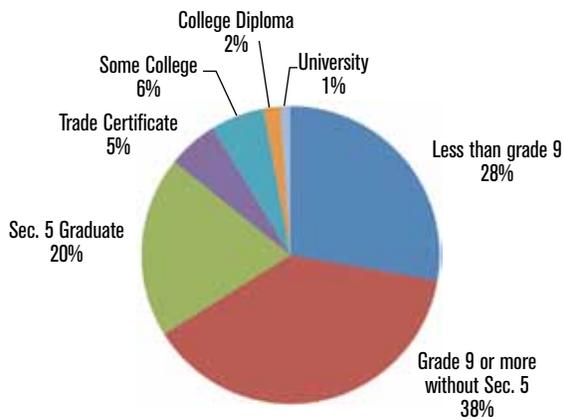
TPI Participants by Age, 2013-14



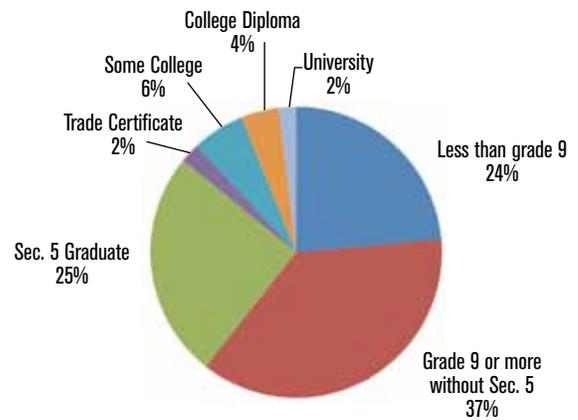
CBP by Age, 2013-14



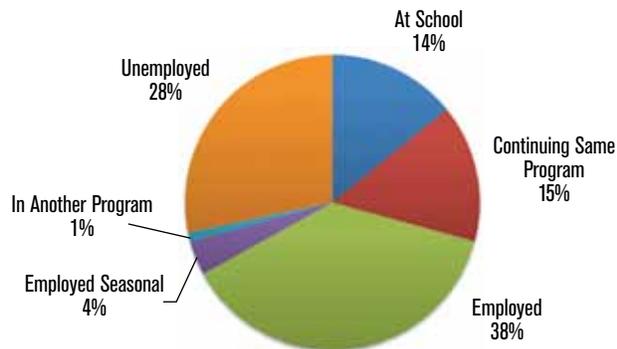
TPI Participants by Level of Education, 2013-14



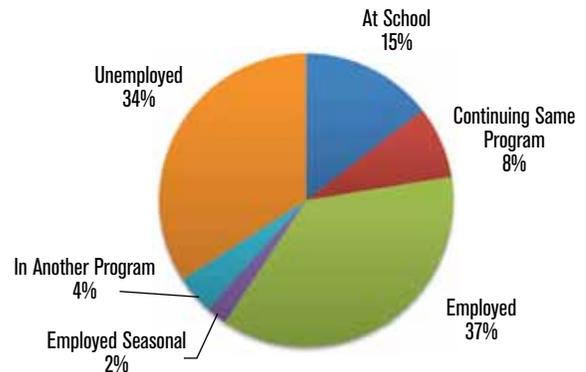
CBP Participants by Level of Education, 2013-14



Participants' Post-training Results in TPI Programs, 2013-14



Participants' Post-training Results in CBP Programs, 2013-14



Environment and Remedial Works

Message from the Director
Isaac Voyageur



Gastin Cooper

As Director of the Department of the Environment and Remedial Works, I am pleased to offer this report on the Department's accomplishments during 2013-14. It has been a year of change, as the CRA evolved from a service organization into a governing body, the Cree Nation Government (CNG). We have expanded our staff to better meet our workload, with two new Environmental Analysts, Jessica Labrecque and Tania Monaghan, and a second GIS Technician, Jonathon Elkhoury.

In collaboration with other Departments, other Cree entities, and all Cree communities, we launched two major protected areas initiatives this year: the *Cree Regional Conservation Strategy* and the *Broadback Watershed Conservation Plan*. This fall, we mapped out priority additions to Quebec's March 2013 proposal to protect 3000 km² in southern Eeyou Istchee. This would be a first step toward our long-term conservation goals and would conserve at least some critical habitat for the woodland caribou, which remains our most pressing conservation issue.

In December, we launched a legal challenge against Quebec for authorizing forest management plans (FMPs) that breach the *Baril-Moses Agreement*. Earlier in the fall, we successfully challenged the renewed Forest Stewardship Certification of Resolute Forest Products, which implemented FMPs in breach of the *Baril-Moses Agreement*. In the final days of 2013, we launched an intervention in the legal proceedings of Strateco, a company intent on uranium exploration in our territory despite our clear opposition. We have ensured that the special position of the Crees will be respected when Quebec's public consultation process on uranium mining unfolds this year.

While we are energized by these legal challenges, we are deeply saddened that they were necessary. The message is clear: our work is not done when agreements that respect Cree rights and Cree lands are not

signed. We must work tirelessly to see that these agreements are enforced.

The upcoming year promises to be exciting, and the Department is working to ensure that everyone in the communities is informed and engaged in the critical environmental issues we will face. Our Electronic Public Registry, to inform people about development projects across the territory, and the Cree Land Use Mapping project, on which land use decisions will be based, are both poised for release this year.

It is on behalf of all Cree people that this Department works to protect our traditional ways of life, and the wild lands and wildlife on which we depend.

Meegwetch.

The upcoming year promises to be exciting, and the Department is working to ensure that everyone in the communities is informed and engaged in the critical environmental issues we will face.

Introduction

It is the mission of the Department of the Environment and Remedial Works to protect the air, lands and waters of Eeyou Istchee for the benefit of all Cree people, today and tomorrow. The Department is responsible for implementing Sections 4, 5, 8, 22, 24, and 30A of the *James Bay and Northern Quebec Agreement* (JBNQA), pertaining to lands and land management, forestry, hydroelectric development, environmental policy and impact assessment, and wildlife management.

The Department has 18 staff in the Mistissini and Montreal offices, including engineers, biologists, analysts, management specialists, coordinators and administrators. We are members of the James Bay Advisory Committee on the Environment (JBACE), the Hunting, Fishing and Trapping Coordinating Committee (HFTCC), the Regional Protected Areas Committee, and the Cree-Quebec Forestry Board, and we provide direct support to the federal and provincial environmental review bodies responsible for authorizing development projects in the territory (COFEX and COMEX). We support other CNG Departments, other Cree organizations, and all Cree communities to ensure that environmental laws, policies, and practices in the territory are in keeping with the JBNQA and the *Paix des Braves Agreement*, so our physical environment remains healthy and strong enough to support our traditional ways of life.

Environmental and Social Impact Assessments (ESIAs)

The Department works to ensure that any development of Eeyou Istchee benefits the Cree people and does not negatively impact our traditional ways of life. Section 22 of the JBNQA requires that most proposed projects affecting the territory undergo an Environmental and Social Impact Assessment (ESIA) before they are authorized to proceed. In 2013-14, we expanded our team of Environmental Analysts working full-time on ESIAs: Kelly LeBlanc, Chantal Otter Tetreault, Jessica Labrecque, and Tania Monaghan. Other Department staff assist with technical support within their realms of expertise. For example, our Mining Engineer, Aurora Hernandez, works on ESIA files for mining projects, from project reviews to policy recommendations.

Working together, the Department tracks all proposed development in the territory. We question proponents, assess information, draft directives, analyze ESIA studies, negotiate agreements, recommend measures, and follow up on project monitoring. Here are some highlights from 2013-14.

Blackrock: We reviewed the ESIA for the Blackrock project, an iron-ore mine affecting Ouje-Bougoumou and Mistissini traplines. Community consultations were held in the summer of 2013, and the *Bally Husky Agreement* was signed with the proponent, including provisions for Cree employment and education initiatives. The project was authorized by the Provincial Administrator in December, 2013.

Whabouchi: We reviewed the ESIA for Nemaska Lithium's proposed spodumene mine on Nemaska traplines. The Department gave a community presentation on lithium mining and the ESIA process, and we facilitated consultations between the Federal Evaluating Committee and land users, women, youth, elders, and the general public.

Eleonore: We analysed Les Mines Opimaca's requested modifications to the Eleonore gold mine on Wemindji traditional territories. We conducted site tours and reviewed monitoring programs and we are planning a second Eleonore Summit in Wemindji for August 2014. The project is scheduled to commence operations within the next three years.

Renard: We assessed Stornoway's requested modifications to the Renard project, an open-pit diamond mine on Mistissini traditional land. The project is under construction and, like the Eleonore project, it has the potential to support the development of a skilled Cree mining labour force. The Department sits on the Environment Committees established under development agreements for both projects.

Mine Principale: We assessed preliminary information for the restoration of the abandoned Principale mine site between Lac Chibougamau and Lac aux Dorés. We welcomed Quebec's announcement of its intention to fund this major restoration, and we are part of the team providing input into the process.

Mistissini Bridge: We conducted a site visit to the Mistissini Bridge to assess the effectiveness of measures to reduce the risk of erosion, to review spill containment equipment and emergency plans, and to assess the trenching and ditching complex designed to protect fish habitat.

Eastmain 1-A Rupert Diversion: A second trapper's conference was organized in August 2013 to discuss the profound long-term impacts of the Eastmain and La Grande projects on the Crees. In early 2014, the Department analyzed monitoring reports from the previous year. One concern is a decline of fish at Smokey Hill traditional gathering; a Smokey Hill Liaison Committee has been put in place to engage community members in potential solutions.

The Mining Act: After submitting comments on Bill 43, the *Mining Act*, we followed closely the tabling of Bill 70, the *Act to amend the Mining Act*. The Bill—which passed in December 2013—recognized the need to consult Aboriginal communities, but other concerns remained unaddressed. The Department will work to increase Aboriginal involvement in all stages of mining activity, from exploration to restoration.

Mineral Exploration: Throughout 2013-14, Department staff worked with Quebec on a Revision of Schedules 1 and 2, which list projects subject to or exempt from impact assessment. A subcommittee on mineral exploration was mandated with determining thresholds at which exploration activities might be subject to a review. Exploration activities do not trigger

the ESIA process, nor does provincial legislation oblige companies to work with communities before authorizing exploration activities. This situation—which makes respect for Cree land users optional—is unacceptable to the Cree people whose lands are subject to such high rates of exploration activity. Unfortunately, these concerns are outside the scope of the Revision of Schedules and we must work toward another review process to address them.

In the meantime, the Department will continue to negotiate agreements with proponents proposing activities in the territory, including exploration. In June 2013, the GCC(EI), the CNG and the Ouje-Bougoumou Cree Nation signed a pre-development agreement with Northern Superior Resources regarding the Croteau Est and Waconichi mineral exploration projects. If a pre-feasibility study finds that the projects are economically viable, Northern Superior will begin discussions towards an Impacts and Benefits Agreement.

Uranium Exploration: The Matoush project, Strateco's proposed uranium exploration north of Mistissini, was given federal authorization in 2012—the same year the Cree Nation declared a permanent moratorium on all uranium activities in Eeyou Istchee. The Provincial Administrator withheld its authorization and, in November, 2013, formally refused to authorize the project on the grounds of its social unacceptability, particularly amongst the Crees. Strateco asked the Superior Court of Quebec to nullify the Minister's decision, at which point the GCC(EI), the CNG and the

Cree Nation of Mistissini filed a legal intervention. We will continue to fight as long as necessary to ensure that this project does not proceed.

In anticipation of Quebec's March 2014 announcement that the Bureau d'audiences publiques sur l'environnement (BAPE) will conduct province-wide public hearings on the uranium sector in Quebec, the GCC(EI)/CNG successfully negotiated to ensure that Cree treaty rights will be respected in the BAPE process. The Department has been asked to collaborate on this initiative, providing GIS support and assisting with educational materials to ensure that the Crees will be properly informed and prepared for the hearings.

Engaging the Communities in ESIA's: The Department supports the Cree Communities navigating the ESIA procedure through project-by-project support—for example, we gave a presentation in Nemaska on mining facts and produced a Technical Working Document on the Whabouchi Project—and developed an overarching ESIA framework that engages and informs communities in the assessment process. This past year, we entered discussions with COMEX on ways to increase Cree participation in the restoration of abandoned sites, a process that can take 5-15 years or more. We proposed an internal 5-phase communication strategy for mining-related issues to ensure a more fluid information flow to and from Cree land users. And we moved forward with our strategic goal of establishing a Public Electronic Registry of projects proposed or undertaken on our traditional lands. The Reg-



A look back...

Crees and Inuit on centre stage, Times Square, New York City on Earth Day 1990. Odeyak is on the stage. Sappa Fleming and Matthew Coon Come spoke against the Hydroelectric Projects to dam the Great Whale, Nottaway, Broadback and Rupert Rivers.



istry will be an essential tool to inform the Cree people of development pressures and opportunities throughout Eeyou Istchee, and to engage their informed participation in assessment processes, thereby protecting our rights and guarantees under the JBNQA. We are ready to launch the Registry in 2014, although securing the legal framework so as to require mandatory public disclosure of project information will take some time.

Community Environmental Services

The Department Director, as Regional Environmental Administrator for Category I lands, assisted by our Environmental Management Specialist, Cameron McLean, and our Science Advisor, Alan Penn, provides guidance, coordination, training and scientific support to Local Environment Administrators (LEA) in each community who are responsible for ensuring the protection of the environment in Category I lands. In 2013-14, we arranged training on the issue of contaminated soil and we updated the code of practice regarding the issuing of permits by LEAs under the Protection of the Environment By-Law.

We assisted with many ongoing community environmental services such as monitoring drinking water quality and liaising between the Cree Health Board, the communities, and Quebec. We worked with Capital Works and Services to plan and implement the infrastructure for drinking water delivery, wastewater collection, and solid waste management. Every year we carry out the Environmental Site Assessment (EA) Phase 1 campaign in the 9 Cree communities to ensure that new buildings are not built on contaminated grounds, and we oversee the Hydro Quebec/SEBJ camps clean up and evaluation.

Also in 2013-14, we provided guidance on the application of the new federal Wastewater Systems Effluent Regulation (WSER) to the Cree Communities, and we moved forward on the longstanding issue of adopting a regional drinking water regulation pursuant to the *Cree Naskapi of Quebec Act*. With expert legal counsel,

Department staff developed information packages for public works departments and we assisted local councils in drafting agreements on the administration of the regulation. The adoption of text on a regional drinking water regulation is expected by Fall 2014.

Land Regime Issues

The Department helps implement the land regime provisions of Section 5 of the JBNQA, as well as matters arising from Section 4, which deals with boundary definitions for Category I and II lands. This is ongoing, time-consuming work, and we are pleased to see the files slowly progressing. In 2013-14, we assisted Chisasibi with site visits and consultations on the Block D remediation and the transfer of corridor lands adjacent to the community. And we moved forward with the reclassification of Category IA lands as a result of Section 4:18 of the *Quebec Cree New Relationship Agreement*. The required changes have been ratified by the communities and we are carrying out the Phase I Environmental Site Assessment for Waswanipi, to be followed by Waskaganish and Nemaska.

Forestry

The Department has six staff working on forestry issues in Eeyou Istchee: Our Director, Isaac Voyageur, and our Wildlife Management Administrator, Nadia Saganash, sit on the Cree Quebec Forestry Board, which oversees the implementation of Chapter 3 of the *Paix des Braves Agreement*, which pertains to forestry. Our Forestry Coordinator, Christopher Beck, provides technical support and coordinates the efforts of the Joint Working Groups, which ensure Cree participation in forest management. Our Forestry Engineer, Stephan Ouellet, analyses Forest Management Plans to ensure that the rules of Chapter 3 are applied throughout Eeyou Istchee. Our Forestry Projects Coordinator, Jimmy Iserhoff, works with our Forest Programs Project Monitor, Abel Neeposh, to implement remedial programs in the five Cree communities affected by forestry (Waswanipi, Mistissini, Ouje-Bougoumou, Waskaganish, and Nemaska).

Helping communities: We support the Cree communities and individual tallymen with technical advice, mapping support, and legal action to ensure that forestry activities respect the *Paix des Braves Agreement*. In 2013-14, for example, we responded to conflicts over road access (W21A), over-cutting in sensitive caribou areas (W12), and the destruction of sturgeon spawning grounds during bridge construction (O53).

Monitoring the Baril-Moses Agreement: Quebec's MNR has repeatedly approved Forest Management Plans (FMPs) that authorize illegal logging operations on Cree family hunting territories east of the Mistissini and Ouje-Bougoumou height of land. On December 18, 2013, we instituted legal proceedings before the Quebec Superior Court to suspend these plans; the motion includes a request for \$13 million in past damages. The Department is now spearheading the

preparation of an expert report on all breaches of the *Baril-Moses Agreement* since 2010.

This suit follows on the heels of our second successful legal challenge against the FSC (Forest Stewardship Council) certification of Resolute Forest Products, which implemented FMPs that breach the terms of the *Baril-Moses Agreement* in the Saguenay-Lac Saint Jean region. FSC Certification requires the “free and informed consent” of indigenous peoples on whose territory the forest products are harvested. In breaching the *Baril-Moses Agreement*, Resolute Forest Products voided the terms of our consent to their operations. We celebrate the stripping of their FSC certification and we hope our legal challenge raises the benchmark for all forestry companies operating on the lands of indigenous peoples.

Forestry Sectorial Table: The Department is part of the Cree negotiating team working to harmonize the adapted forestry regime of the *Paix des Braves Agreement* with Quebec’s *Sustainable Forest Development Act*. While some progress has been made, an agreement has not yet been reached and several issues have yet to be resolved.

Remedial Programs

The Department participates in the Forestry Program Prioritization Committee (FPPC), which oversees the disbursement of forestry-related program funding through two remedial programs:

The Cree Traditional Activities Enhancement Program assists traditional land users who experience a negative impact on their traditional hunting, trapping and fishing activities from forestry-related activities. In 2013-14, over \$1,687,000 was disbursed in support of enhancement projects including cabin construction, tent-frame construction, hunting route development, snowmobile trail development and subsidies for hunting equipment. We finalized a new agreement to implement this Program, retroactive to 2012 through 2018.

The Volet II Program funds community-oriented projects of greater scale, for which the proponent must contribute at least 10% of the costs. In 2013-14, the Cree communities realized over \$407,000 in Volet II projects including snow removal, a community sliding hill, elders firewood programs, a forest resource inventory, a brush-cutting and woodcutting assistance program, a boardwalk, and a jogging trail bridge.

Capacity Building: GIS, FIMS, CLUM

The Department’s GIS Technicians, Maxine Mark-Stewart and Jonathan Bosum, support the full range of our mission and assist other Departments, other Cree entities, and the communities with mapping and data storage essential to project planning and monitoring. This year we expanded our technical capacity with two new information mapping systems that will help us work more effectively in years to come.



In April 2013, we launched our forestry information management system (FIMS), a geospatial database that will monitor progress on projects throughout the territory and store relevant documentation, from project applications to meeting minutes. Funding information will be added to the FIMS this year, and Community Forestry Program Officers will be given a refresher course on using the System.

Throughout 2013-14, we finalized the Cree Land Use Mapping (CLUM) project, a joint undertaking of the CNG, the Joint Working Groups (JWGs), and over one hundred tallymen and land users affected by forestry. We completed 127 interviews with 177 participants, gathering land use information for 108 traplines. We processed all the gathered information into Land Use Maps, for use of the tallymen, and Planning Support Maps, for use of forestry planners. In total, we digitized 432 maps featuring over 10,000 Cree land use sites. In 2014, we will produce final versions of the maps for each trapline, train JWG members, CNG staff and tallymen on map use, and make the web mapping service accessible to forestry planners once confidentiality agreements are in place.

Protected Areas

The Department coordinates the Regional Protected Areas Committee, with representatives from the CNG, the Cree Trappers Association (CTA), the Cree Nation Youth Council (CNYC) and all Cree communities, and our staff work daily on a range of protected areas files. We had several major accomplishments in 2013-14.

The Cree Regional Conservation Strategy: In keeping with the proactive approach of the Department's Strategic Directives, we finalized the *Cree Regional Conservation Strategy* using both traditional knowledge and scientific expertise. The Strategy aims to create an interconnected network of conservation areas of cultural and ecological importance, to conserve wildlife populations and enhance food security for present and future generations, and to ensure full Cree participation in conservation planning and management of our territories. A Strategy Action Plan outlines the creation and management of an Eeyou Istchee protected areas network through 2020. In the coming months, we will work with the communities to identify priority conservation areas and establish a Cree-Quebec working group to implement the Strategy.

The Broadback Watershed Conservation Plan: After months of effort to develop consensus among

the forestry-affected communities on the need to re-package our protected area proposals and the Assinica park project into one large-scale Cree conservation plan, we released the *Broadback Watershed Conservation Plan* in April 2013. The Plan spans a total land area of 21,000 km², including almost 10,000 km² of new protected areas along the river's corridor plus special conservation management buffer zones. With this Plan, we are in direct competition with the forest industry for the last remaining timber stands in southern Eeyou Istchee—a once impenetrable forest that has been radically altered by forestry roads and logging activities that threaten the woodland caribou and the Cree traditional ways of life.

We released the Plan on the heels of Quebec's March 2013 proposal to protect 3,000 km² of land. We spent much of 2013-14 building on Quebec's proposal as a first step toward our long-term conservation strategy for Eeyou Istchee. The Department worked with the GCC(EI) leadership and community representatives to map out the most essential additions to Quebec's proposals, which we submitted to Quebec in November 2014. We are still awaiting a response.

Throughout 2013-14, we supported the Broadback Plan with extensive media and public relations. Deputy Grand Chief Ashley Iserhoff spoke of the Plan in his keynote speech at the World Indigenous Network Conference in Australia last May. We are now collaborating with the Youth Council to plan a media tour that will follow a Cree youth canoe trip along the Broadback this summer, and we are working toward a possible public campaign linked to the IUCN World Parks Congress in November 2014.

New Protected Areas: Tursujuq National Park officially came into being in July 2013. At 26,107 km², this is the largest park in eastern North America—significantly larger than its original proposal, which is a testament to the effective cooperation of the Cree and Inuit in the protection of our lands. The Department participates in the Tursujuq Harmonization Committee to ensure that the Cree interests are accounted for in park management. Also in 2013-14, we drafted the *Apishikimiish (Lac Bienville) Protected Area Proposal*, following interviews with elders, leadership and land users in Whapmagoostui on how best to protect this priority area of wildlife abundance that has kept Cree bellies full since time immemorial. And we liaised with Quebec and Waswanipi representatives to work out the details of protecting Lake Waswanipi as a Biodiversity Reserve.

Wildlife

The Hunting, Fishing and Trapping Coordinating Committee (HFTCC)—composed of representatives from Inuit, Naskapi and Cree territories and provincial and federal governments—manages the Hunting, Fishing and Trapping Regime established under Section 24 of the JBNQA. The Department Director, Isaac





Two Hudsonian Godwits

Voyageur, sits on the Committee, supported by our Wildlife Biologist, Aurélie Bourbeau-Lemieux, our Science Advisor, Alan Penn, and our Wildlife Management Administrator, Nadia Saganash. In 2013-14, we worked on more than a dozen wildlife conservation files, the most pressing of which are woodland caribou and migratory caribou.

Migratory Caribou: Both herds of migratory caribou in northern Quebec—the George River herd and Leaf River herd—are at critically low population levels, with rates of decline up to 50% over the past ten years. Restrictive measures have been implemented on the sport hunt for the George River herd. Unfortunately, Quebec has maintained its sport hunt measures for the Leaf River herd. Quebec has suggested that the Leaf River population is stabilizing, but the aboriginal parties believe the herd remains in slow decline and until a new survey—planned for summer 2014—proves that the population is stable, the number of caribou allowed by permit should be reduced from 2 to 1, with the aim of closing the sport hunt until the population can support it. The Minister has ignored this HFTCC recommendation. The HFTCC and the province have been at odds over the sport hunt of these disappearing herds for years, to the point where the HFTCC has taken legal action. We await a meeting with the new Minister to discuss our concerns.

Ungava Peninsula Caribou Aboriginal Round

Table: Responding to the decline of migratory caribou, we announced the formation of the Ungava Peninsula Caribou Aboriginal Round Table (UPCART) last spring, following the historic January 2013 Emergency Aboriginal Caribou Summit of the Inuit, Innu and Inuit/Metis of Labrador and the Inuit, Innu, Naskapi and Cree of Quebec. Our goal is to develop a wildlife management system that respects all cultural traditions while protecting the caribou on which our traditions depend. Department staff participate in the Technical Committee currently elaborating the UPCART Conservation Strategy, which is scheduled for review in early 2014.

Woodland Caribou: The 2012 Status Report on Woodland Caribou described the precarious status of

this cornerstone species whose habitat has been heavily fragmented by forestry. The Report outlined a series of recommendations including preventing further disturbance to the habitat, putting in place the proposed Nemaska and Waswanipi protected areas, and conducting a population census. These actions have not been implemented by Quebec. Instead, the province has proposed a precautionary measure of reserving core forest areas until a woodland caribou recovery plan is further defined for the territory. We have sought outside expertise to evaluate the effectiveness of this proposal and to assist in developing forest management strategies that ensure woodland caribou conservation.

The Department's Aurélie Bourbeau-Lemieux, Nadia Saganash, and Stephan Ouellet sit on the Cree-Quebec Woodland Caribou Taskforce, working to identify a zone of highest priority for conservation and restoration of this species. In 2013-14, a technical subcommittee of the Task Force explored forest management practices, harvesting scenarios, and priority conservation zones that might meet the ecological needs of the caribou, and we organized a field trip to study ecosystem management in the LaSarre area. Department staff also participate in the Provincial Recovery Team on Woodland Caribou. This year, we finalized a new provincial recovery strategy spanning 2013-2023 and we will participate in several workgroups to implement the strategy in the coming years.

Aboriginal Funds for Species at Risk (AFSAR): This was the second year of the federally-funded CNG project, "Woodland Caribou (Boreal Population): Fostering community involvement in the acquisition of knowledge and conservation planning." We developed and distributed communication materials to build awareness of the status of woodland caribou in Eeyou Istchee and we conducted a series of consultations with the Council Board, the Regional Elders Council, and the forestry-affected communities to discuss a recovery plan for the territory. With external expertise, we are now working toward a Cree Conservation Plan for Woodland Caribou in Eeyou Istchee.

Other Wildlife Issues:

- **Freshwater seal:** We reviewed the recovery strategy for the endangered Harbour Seal, Lacs des Loups-Marin sub-species, which proposed a quota of 5 seals per year for the subsistence hunt. We counter-proposed that the harvest be managed at the community level and a Cree/Inuit monitoring plan be elaborated.
- **Lake Sturgeon:** We are implementing the Lake Sturgeon Resource Conservation Plan. In 2013, feedback from meetings and the voluntary sturgeon registry implemented by the community suggest a significant decrease in the harvest level.
- **Lake Trout:** We reviewed the Quebec's proposed management strategies for Lake Trout, made rec-

ommendations regarding size limits for this species, and proposed a collaborative monitoring program.

- **Outfitting:** We opposed certain proposed modifications to the regulations respecting outfitters, and we are building a complete portrait of our experience with the outfitting regime to submit to Quebec with our recommendations, pending HFTCC resolution.
- **Important Bird Areas (IBA) Program:** We are working with the CTA, Nature Canada, and Nature Québec to designate Rupert Bay, near Waskaganish, as an Important Bird Area. Department staff met with other IBA stakeholders at Rupert Bay to plan the project. We observed 34 white pelicans while on site—a record number for this species in Quebec. If white pelicans are nesting at Rupert Bay, the Crees may be the first to confirm nesting of this species in the province.

- **Eeyou Marine Region Wildlife Board (EMRWB):** The Department's Wildlife Biologist, Aurélie Bourbeau-Lemieux, sits on the EMRWB and our Environment Analyst, Chantal Otter Tetreault, is interim Chair of the Board's Marine Planning Commission. As 2013-2014 was the first year implementing the EMR Land Claims Agreement, there was much administrative work setting up the Board, hiring staff, and planning a 2014 symposium on scientific and traditional knowledge of the region.

These are just some of the main activities and achievements of the Department of Environment and Remedial Works in 2013-14. None of them would be possible without the tireless work of Sharon Pepabano Matoush and Robin Campbell, who support our technical staff on every file.

Cabbage Willows Bay
in Waskaganish for the
important Bird Area
Project, August 2013.



Cree Culture and Language

Message from the Director
Willie Iserhoff



Gasbhn Cooper

Kwei! Wachyia. It is a great honor for me to address the Cree Nation again for the activities we have carried out within the course of this fiscal year. First and foremost, I like to begin by saying, Happy 40th Anniversary to the GCC(EI). I would like to go back a bit in history. When I first joined the organization back in 1989, the department was called, Traditional Pursuits Agency, whose main mandate was to protect and manage the environment by which our people live from the wildlife resources, to preserve and develop programs for Cree culture, and to provide support and services to the communities – in relation to hydro-electric development, forestry, and environmental issues.

When I look back now, I am amazed how we have accomplished so much with such minimal staff in those days. I believe we had a very strong team spirit and this should be encouraged even more so, now that we have a greater and ever changing responsibility with the new Cree Nation Government. As a newcomer in the 90's, I witnessed endless struggles of the Cree leadership with the opposition of the hydro-electric development on Cree lands. Time, energy, and financial resources were committed to the great cause to ensure Cree Rights are protected. With the dedication and effort of the Cree leadership, we are presently celebrating its success and I am extremely proud to be part of it.

In the process of time, winds shifted so dramatically in the early years of 2000 by the determination of our people, the Cree Nation succeeded to change the attitudes of both levels of government to enter into new relationship agreements for the fulfillment of responsibilities and obligations to the JBNQA. After the signature of these agreements, it was evident that the task at hand would demand more time, energy and sacrifice for everyone. My department, which is now called Cree Culture and Language, will continue to carry out and strive to excel beyond its responsibility to promote

and enhance Cree culture and Cree traditional activities. There are ongoing activities that we are very much involved in such as archaeology, cultural heritage programs, Income Security program, and the hunting, fishing, and trapping regime.

Aanischaaukamikw Cree Cultural Institute or (ACCI) has been in full operation for two and a half years now and is under the supervision of the Cree Culture and Language department. We continue to work together in close collaboration in complement of our goals and mandates.

There is also the three year strategic plan in process for the setting up of the Cree Language Commission. This is another major undertaking by the Cree leadership which committed funds in the order of \$500,000 in its first year. Consultations with Cree stakeholders are almost done, prior to presentation of the plan to the Cree Nation Government for final approval.

In this spirit, I would like to commend the staff for their expertise and professionalism, and I encourage everyone to continue with the ongoing tasks and responsibilities that are before us.

Meegwetch!

...winds shifted so dramatically in the early years of 2000 by the determination of our people, the Cree Nation succeeded to change the attitudes of both levels of government...

Cree Culture and Language

The Cree Culture and Language Department is under the direction of Willie Iserhoff. The mandate of the department is to work closely with other regional organizations and the nine Cree First Nations councils, to help preserve, promote, celebrate and develop Eeyou/Eenou culture and language. With the establishment of Aanischaaukamikw Cree Cultural Institute (ACCI), the role of the Cree Culture and Language department is now closely linked with that organization.

Staff

| | |
|---------------------------|--|
| Willie Iserhoff | Director |
| Kevin Brousseau | Language Coordinator |
| Manon Tremblay | Language Commission Advisor (contract) |
| John Bishop | Chief of Toponymy (contract) |
| David Denton | Archaeologist |
| Dario Izaguirre | Archaeologist |
| Francis Marcoux | Archaeological Consultant |
| Priscilla B. Martinhunter | Cultural Program Liaison Officer |
| Jane Voyageur | Cultural Program Liaison Officer (replacement) |

Department News

In early March of 2013 we welcomed Priscilla B. Martinhunter to our staff as the Cultural Program Liaison Officer. Since the beginning of her employment Priscilla has been providing professional and technical support to the Cree cultural coordinators and assisting the communities in further developing their capacities and cultural programs. She plays a significant role in linking the regional and community-level cultural programming. In October, Priscilla left on maternity leave for the remainder of the fiscal year. She was replaced by Jane Voyageur.

As a result of the department's initiative to develop a new framework for protecting and promoting the Cree language, two new contract employees were added in 2013-2014. We were pleased to welcome Manon Tremblay, who is playing the leadership role in the development of the language commission, and toponymist, John Bishop, who among other things will develop a database of Cree place names.

The partnership between the CNG and ACCI has been further evolving as ACCI grows and its programs develop, and this is reflected in some of the projects undertaken by both organizations in 2013-2014.

Funding Agreements

An important supplementary source of funds for community cultural projects is the CNG-Board of Compensation Local Cultural Grants Program. This program was established in 1986 to ensure that the Cree

communities would have access to funding for cultural activities. The funding provided for this program in 2013-2014 was \$302,800, a substantial increase from last year. The funds were used for a variety of cultural projects including festivals, bush-oriented activities such as snowshoe walks, and training workshops on traditional hide preparation, sewing, tool making, etc. All of these activities reflect the communities' objectives of preserving and passing on aspects of Cree traditional culture.

Officially, 2013-2014 was the third and final year in a three-year funding agreement with Quebec's Ministère de la Culture des Communications (MCC) — which currently provides \$172,000 in program funding for the department of Culture and Language.

The CNG's partnership with ACCI led to a formal agreement concerning use of MCC funds for 2013-2014. An amount of \$74,500 was transferred to Aanischaaukamikw for activities described in Aanischaaukamikw's report, below.

Support for Performing Arts

Within the MCC agreement, an amount is reserved for CNG support for performing arts. An amount of \$5,000 was provided for the first Traditional Pow Wow in the Cree Nation of Mistissini, which took place July 19-20, 2013. Performers included Bear Creek, a Grammy-nominated drum group, and singer-songwriter Melissa Pash from Chisasibi.

Also from the MCC agreement, an amount of \$40,400 was awarded to Aanischaaukamikw Cree Cultural Institute in support of the Mind's Eye theatrical production, which is described in the ACCI section of this report.

Community Archaeology Projects

The rich heritage of the Cree people is preserved in the memory of many elders and in Cree language and traditions; it is also written on the land. Archaeological staff of the Culture and Language department endeavour to explore and research Cree heritage sites in collaboration with local communities, and work closely with elders to identify significant places. We try to provide technical and financial support to the communities to preserve these sites and to educate Cree youth about this aspect of their heritage. In 2013-2014, and with the assistance of MCC funding, several archaeological projects were undertaken.

Waskaganish Archaeological Project

The Waskaganish Archaeological Project was initiated in the last few years as part of the Archaeology and Cultural Heritage Program (AHP), funded by Niskamoon Corporation. The results were so exciting that we have endeavoured to keep the project going. In 2013, work was carried out with support from the MCC funding, and with assistance from the Waskaganish First Nation and the Waskaganish Cultural Institute.



Detail from Pierre-Michel Laure's 1731 "Carte du domaine du roy en Canada" showing Cree place names in the Whapmagoostui territories. Key places such as apishikamish (Lac Bienville) and áhchiku-nipih (Seal lake) can be recognized.

Nútameshânan is the well-known location where for many generations Waskaganish people fished cisco in the late summer / early fall at stone weirs built on the Rupert River. A survey in the 1980s identifying Nútameshânan as a major archaeological site was followed up with excavations in 2009, 2010 and 2012. The 2012 excavations partially exposed a 19th century *shâpuhtuwân* (Cree longhouse). In the summer of 2013, we returned to excavate more of the *shâpuhtuwân* and recovered additional trade goods including thousands of beads, several complete, home-made stone pipes, and fireplaces containing huge quantities of fish bone. This site shows the importance of activities such as craft production during the cisco harvest.

Attention was also focused on the Sander's Pond site, located at an elevation of 67 m above sea level near km 28 of the Waskaganish access road. This partially disturbed site was evaluated in 2012 and produced a remarkable assemblage of polished stone tools, suggesting that it was quite old. The 2013 excavations confirmed this impression and produced many more ground and polished stone tools. The site has now been

carbon dated to around 4300 years ago. When it was occupied, the site was likely very close to the seashore. Since then the land has risen over 60 m and the shoreline has advanced.

Nemaska Archaeology Project

As an initial step in identifying historical and cultural sites in the proposed Broadback Watershed protected area, an archaeological survey was undertaken to locate "Big Lake House," a trading post used by the Hudson Bay Company between 1818 and 1822. The project was carried out in collaboration with of the Nemaska First Nation and the CNG Environment Department. Historic maps show the site located near the narrows where Lake Evans (Big Lake, or Chisâsâkîhikan) joins with Lac Dana. In September 2013, archaeologist Christian Roy surveyed this area with local elder and land-user Abel Jolly, and family members Raymond Jolly and Keith Jolly. On the last day of the survey, the team found pottery, fired-clay and other remains indicating the presence of the trading post.

Archaeology and Cultural Heritage Program

Over the last 10 years, the department has worked to preserve Cree heritage related to areas affected by the hydroelectric development of the Eastmain and Rupert rivers. With funding from Niskamoon Corporation through the Nadoshtin and Boumhounan agreements we established the Archaeology and Cultural Heritage Program (ACHP). The main objective of the ACHP is to allow Crees to explore their heritage associated with the lands and waters affected hydroelectric projects, to commemorate this heritage, and to transmit it to future generations. While most of the ACHP's work is complete, two important Niskamoon-financed activities are in progress.

Memorial

For affected land-users, the Rupert memorial is an important recognition of their love of the land and a means of remembering the people who are buried in the flooded zones. It will soon be erected at a site overlooking the Rupert Reservoir in one direction and the reduced-flow portion of the river in the other. The production of the main structure of the memorial was completed this fiscal year. Remaining work includes the cutting of the aluminium panels according to the drawings produced by Tim Whiskeychan, the building of the concrete base and the erection of the memorial. Additional funds were received from Niskamoon to build the base and to hold a dedication ceremony in 2014-2015.

Website

In 2013-2014, a website was prepared as a module of the www.creeculture.ca site. Entitled "Remember This" the site is based on material presented in the "Remember This" exhibition and relates to the Eastmain-1 project. Work continued on the larger website which will provide information from the elders and from archaeological research on the lands and waters affected by the Rupert Diversion. A contract for this work was awarded to Idéeclic. The site will be launched in 2014-2015.

Educational and Outreach Activities

Our staff provided support for ACCI public outreach events such as "Family Day" and for visits to Aanischaaukamikw by numerous school groups. Demonstrations of stone tool-making and traditional fire-making were especially popular with both Cree and non-Native visitors.

Exhibition

The "Remember This" exhibition tells the story of the Eastmain-1 lands from the perspective of the elders, and presents the results of the research on history and archaeology. Originally funded by Niskamoon Corporation and the federal Museum Assistance Program, among others, the exhibition recently travelled to all of the Cree communities. In 2013-2014, a special show-



Polished stone knives and projectile points from the Sander's Pond site near Waskaganish



Jordan Katapatuk (left) and Bertie Small hold smoking pipes found in 2013 excavations at Nûtameshânan.



2013 archaeology team at the Sander's Point site. From left Jordan Katapatuk, Josephine Diamond, Russell Diamond, Mary Whiskeychan, Dario Izaguirre, Bertie Small and James Chism



Mind's Eye theatrical performance



ing was held at the Chibougamau Town Hall between September 6 and 15, 2013. Animation was provided by Johnny Neeposh, Francis Marcoux, and Matthew Trapper. The exhibition was visited by hundreds of adults and school children from Chibougamau and was a huge success. Events such as this – which provide an opportunity for the Jamésien population to learn about Cree history and traditions – are especially important in the context of the new regional government. Sponsors for the event included Goldcorp, Hydro-Québec, Cree Nation of Oujé-Bougoumou, Cree Nation of Mistissini, Les Chantiers Chibougamau Ltée, and Élisabeth Larouche, Ministre déléguée aux Affaires autochtones.

Publications

At long last, *Mind's Eye: Stories from Whapmagoostui* was printed and launched under the banner of Aanischaaukamikw Cree Cultural Institute. This important book prepared by Emily Masty and Susan Marshall for the CNG was years in the making. The final copy editing, layout, and printing took place in 2013-2014. The book launch was held in Whapmagoostui on March 1, 2014 preceding the premiere of the *Mind's Eye* theatrical performance.

The manuscript for a collection of articles on the Eastmain-1 archaeological project has been accepted for publication by the Museum of Canadian History in its Mercury Series, jointly published with the University of Ottawa Press. This book is now in press and will be launched in 2014-2015.

Website

The objective of the website www.creeculture.ca is to showcase current projects by Cree Culture and Language Department as well as those undertaken by the cultural departments of the Cree communities of Eeyou Istchee. The site was given a face lift in 2012-2014 — a new graphic “theme” was prepared by web design

consultants, Idéecléc. The renewed site will be launched early in 2014-2015.

Language

The development of the Cree Language Commission has been steadily moving forward. An advisor was hired full-time to undertake the research necessary to draft a strategic plan for the commission, while a part-time special advisor was hired to advise the director on this file and liaise with stakeholders. Consultations with the latter have begun, including the Regional Council of Elders, the Cree Health Board & Social Services of James Bay, the Cree Native Arts & Crafts Association, various Cree School Board working groups and its council of commissioners, as well as the Cree Nation Youth Council. Funds in the order of \$500,000 have once again been earmarked for the establishment of the commission, which could officially begin in the present year once the public consultations have finished.

Work on the place names project has officially resumed with the hiring of a full-time toponymist. The place names associated with the James Bay coast have been prioritized given the signing of the Eeyou Marine Region Agreement in 2010. Future work will involve gathering and corroborating place names throughout Eeyou Istchee as well as the production and maintenance of a comprehensive database, website, interactive applications, high quality maps, and atlases.

Collaborative work with Moose Factory First Nation has resulted in the publication of a dictionary of the Moose Cree dialect, a tool that has proven useful in the department's linguistic and toponymic research. Last year's project to digitize historical Cree language documents held by various archives across the country is nearing completion and should be available for viewing online in the coming year.

You will learn more in this report about the extraordinary tour of the drama production, based on the book of traditional stories titled “Mind’s Eye”, to all nine communities of Eeyou Istchi. This largest and most ambitious project of ACCI so far demonstrates that the stories of the past can be effectively presented in new forms to audiences young and old.

Stephen Inglis

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Deborah Wapachee, *Nemaska*
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Diane Cooper, *Waswanipi*
Florrie Mark-Stewart, *Elder*
Edith Sam, *Elder*

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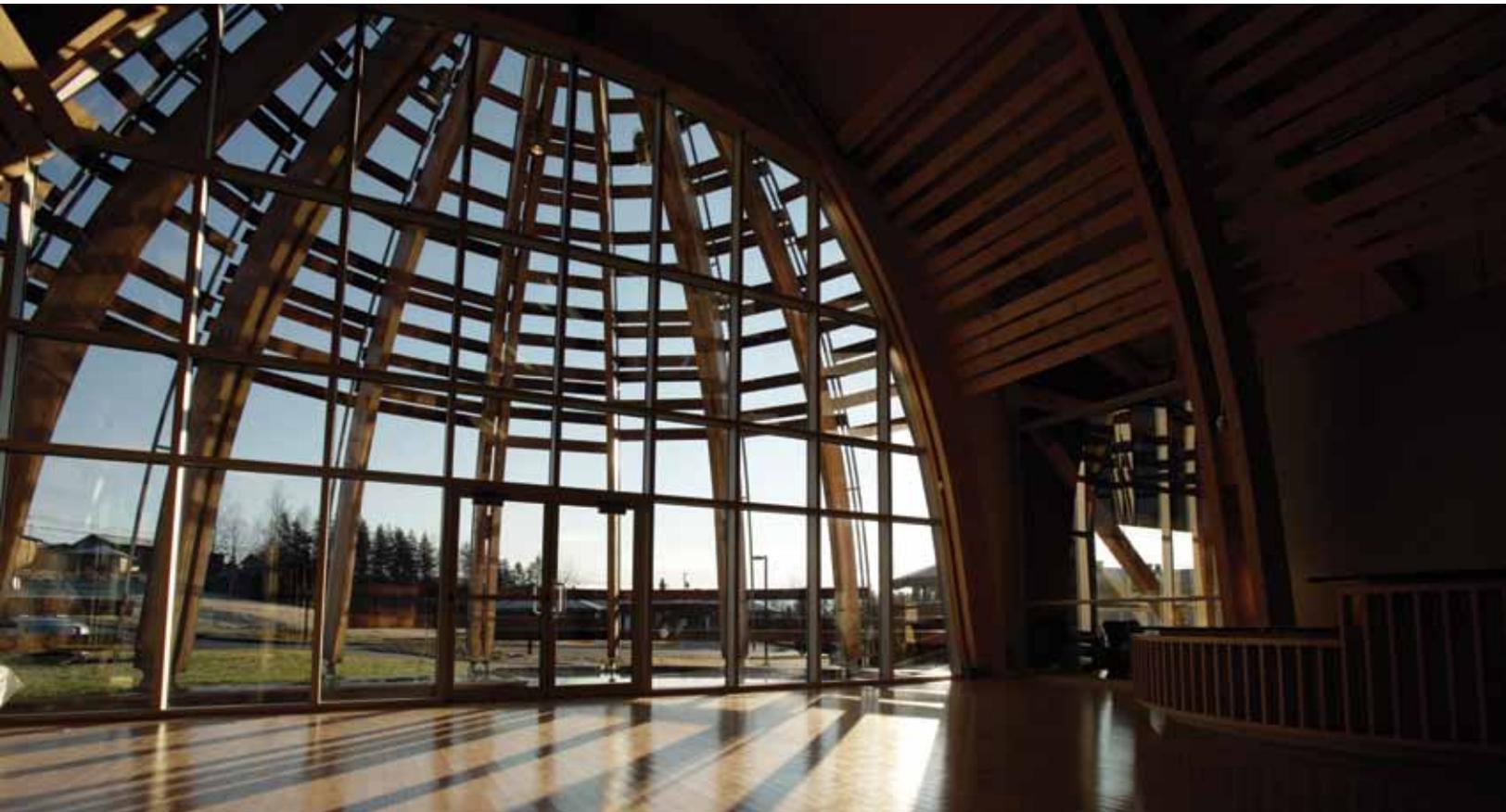
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Nicodemus Bosum, *Maintenance / Janitor*
Carl Chaboyer, *Facilities Manager*
Gaston Cooper, *Marketing & Communication Officer*
Caroline Mianscum, *Shop Manager*
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Alexandria Durrani, *Conservator*
Paula Menarick, *Education Consultant*
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Lisa Petawabano, *Archivist*
Jennifer Thivierge, *Security*
Marina Piza, *Coordinator of Collections and Exhibits*
Matthew Trapper, *Tour Guide / Interpreter*
Sharon Vance, *Museum Technician*

Internships

Nailisa Tanner, *Collections*

Photo: Gaston Cooper



Programs Department

The Programs Department, which includes Exhibits, Library, Archives, Education and Special Events, has had a busy and eventful year. As well as some very significant additions to our Museum, Archives and Library collections, we were able to increase our Education and Interpretation programming. While the largest project of the Programs Department this year was the Mind's Eye Theatrical production, a project that we began working on in May of 2013 and wrapped up at the end of March, 2013, some of our other large projects include increasing our ability to host visitors both on-site and on-line with exciting and informative Interpretation kits for use by visitors and tour guides, and leading a project in collaboration with other institutes across the country to elaborate a cataloguing system for libraries specializing in First Nations content. In addition, we initiated a regional data base project, open to all communities to provide training and software to those who wish to increase their capacity to manage collections in their communities. The Programs Department of Aanischaaukamikw is truly ensuring that Aanischaaukamikw has a presence locally, regionally and nationally as we continue to grow in delivering engaging, relevant and informative culture, heritage, and history content to the people and communities of Eeyou Istchee.

Throughout the past year, I have been very impressed by the staff in the Programs Department. I feel privileged to work with such a dedicated team of individuals who strive to meet the on-going goals and mandate of Aanischaaukamikw with our Education, Museum, Archives, Library, and Special Events programming. The Programs Department team is a group of individuals that prides themselves on team spirit, hard work, and ensuring that our objectives are met, even putting in long hours and working weekends and holidays when necessary. Aanischaaukamikw would not be so far along in fulfilling its mandate without this team and I'd like to take this opportunity to thank them for all that they do.

We have also been fortunate this year in the support we have received from outside of Aanischaaukamikw. As we work towards meeting the goals of ACCI and providing engaging and informative content to the people of Eeyou Istchee we frequently rely on the support of our patrons and collaborators. These include partners from our corporate community as well as government and private individuals. Projects like Mind's Eye Project would not have happened without this type of support.

I hope that you will enjoy the Programs Department section of our annual report as you read below about our activities and projects from 2013-2014. In this year's report we have highlighted our major Programs Department projects including The Mind's Eye, our Family Weekend, our fish smoking workshop, our cultural preservation workshop, the beaded hood rep-

lication, our fiddling, our new cultural designation under Canada Heritage, and special loans to our museum and donations to our library.

Sarah Pashagumskum, Director of Programs

Collections and Exhibits

The Collections and Exhibits branch of the Programs Department includes our Museum, Library, and Archives departments. Staffs in this part of our department have had a busy year with continued development of our museum, archives and library collections.

The Programs Department participated in the 23rd triennial General Conference of the International Council of Museums (ICOM) from August 10 to 17 in Rio de Janeiro through a presentation made by our Coordinator of Collections and Exhibits, Marina Piza. The Conference was a great opportunity to meet other museum professionals and learn about projects from cultural centers world-wide. Marina's presentation demonstrated how ACCI is currently working with the latest concepts of museum and collections development with its Online Database project to unite and improve the searchability of Eeyou Istchee collections. Marina's paper "Cultural life in today's society: the Cree Culture revitalized" spoke about the ACCI mission and specifically the promotion of the culture to young generations through creativity and technology. There was a good exchange of information and many colleagues were interested in learning more about our programs and projects. The presentation opened discussion about the role of community museums in isolated regions, how to integrate community members in projects developed by the institution and more importantly, how to ensure access to information in a non-exploitive environment. ICOM RIO2013 was a great event bringing together different aspects of the museum work, as well as government agencies, educational institutions, and many other professionals all willing to learn and share knowledge.

Also in terms of collections development, we were able to solidify a relationship with the Noramerika Native Museum of Zurich. The first loan to Aanischaaukamikw from Europe was an 18th century Cree moccasin from the city of Zurich, Switzerland's Nordamerika Native Museum. It was particularly important for the opening phase of our exhibition because it features fine porcupine quill work, a technique of decoration long ago replaced by beadwork and embroidery in this region. It was also popular with visitors because the other moccasin of the pair had been located in a collection in Toronto (the Bata Shoe Museum) and the two had been brought together in our exhibition for the first time in many decades.

When it became time to return the Swiss moccasin this fall according to the original agreement, we requested that they extend the loan so that more people could see this quill work and our reproduction project could have the benefit of such a masterwork as a model.

The Nordamerika Native Museum agreed and in their approval letter, asked if we could loan them a Cree artifact from our collection. We selected a pair of child's snowshoes made in Waskaganish. These snowshoes, still made and used today, represent one of the enduring inventions of northern peoples in North America, an essential piece of technology for travel and for hunting and trapping in the north during the winter.

This loan exchange of "footwear" between Aanischaaukamikw and the Nordamerika Native Museum signals a new kind of cooperation, a chance for people in the northern region of Canada to see the exquisite historic handwork of their ancestors and a chance for visitors to Zurich to see an example of a highly specialized and utterly essential ongoing part of daily life on the traplines and in the bush camps of Eeyou Istchee.

Our Collections Branch was able to contribute to the increasing of capacity in Eeyou Istchee in terms of collections preservation. On September 17th and 18th ACCI held a Preservation Workshop in partnership with the Centre de Conservation du Quebec (CCQ). The workshop was the "final" phase of the Outreach Project started in October 2012. The project's main objective was to survey all collections in the Cree communities and to offer preservation advice supporting the work of Eeyou Istchee cultural centers. Conservators from CCQ came to Aanischaaukamikw to present the workshop and teach basic preservation techniques to our participants and staff. The participants came from Chisasibi, Wemindji and Waswanipi to learn and share their knowledge about their collections.

Our presenters used ACCI to demonstrate preservation techniques and to give the participants a more meaningful experience. Participants saw how ACCI houses its collections; from rolling maps to taking books from shelves, they learned and refreshed their skills. Participants also handled and tested archival quality materials and learned what can be safely used around collections. The participants had lots of hands-on activities and learned how to make basic tools and simple frames to store photographs avoiding unnecessary handling. They visited our facilities (top to bottom) and by the end of the workshop they were giving their ideas on what could be improved at our institute; what a great group we had here!

An important outcome was the establishment of a Preservation Network between ACCI and the participants' communities. It was the beginning of a great partnership intended to preserve and protect the Cree culture to the future generations.

Developments were also seen in our library collection. The library received quite a substantial donation this past year from Harvey A. Feit, professor in the Department of Anthropology at McMaster University in Hamilton, Ontario. He generously donated approximately a thousand books to Aanischaaukamikw Cree Culture Institute. This collection includes a wide variety of subjects ranging from aboriginal rights to hunt-

ing societies and also includes general material about indigenous people from around the world. We are very fortunate to have been the recipient of such a unique and valuable collection!

As well as the projects elaborated above, the collections branch of the Programs Department took the lead role in a project involving national partners to elaborate the Brian Deere cataloguing system. This catalogue system aims to increase accessibility of library collections focusing on First Nations topics. Our Archivist Raegan Swanson and our Librarian Annie Bosum have taken leadership roles in this project that will increase the ability of ACCI to host research and increase the accessibility of our holdings. In addition to this substantial contribution, the collections branch completed the implementation of the MINISIS data management system and is undergoing training in its use. We have also initiated an On-line database project, a major project funded by the Museum Assistance Program of Canada Heritage which will provide software and training to any in our communities who are interested in managing collections and in collections database use. The Collections department also initiated a traveling exhibit project which will be further elaborated over the coming year and will be one of the Programs Department's major projects.

Education

One of the major projects of the Education Branch of the Programs Department this past year was the 2nd annual Family Weekend that took place on November

Mr. Neeposh is an incredible story teller; he has the ability to capture the imagination of everyone around him when he speaks. His story about the boy and the bear and why it is important to respect traditions and advice from others proved to be a valuable life lesson to all who listened.

22, 23 & 24. What a weekend it was. Visitors from all over Eeyou Istchee came to see Aanischaaukamikw and participate in events throughout the weekend.

Two elders, Nancy Snowboy and Elizabeth Cookish, came from Chisasibi to demonstrate their sewing skills and help any interested onlookers. Johnny Neeposh came to share some legends and stories that he was told as a child. Mr. Neeposh is an incredible story teller; he has the ability to capture the imagination of everyone around him when he speaks. His story about the boy and the bear and why it is important to respect traditions and advice from others proved to be a valuable life lesson to all who listened. He also told stories of when he was a boy living in the bush with his parents and all the knowledge he acquired while growing up. He expressed the importance of keeping these teachings strong by passing them down to our own children and future generations. It was such a pleasure having him here with us.

There was a place for younger children as well; many of our visitors took the time to play with their children. Playing with beads was a hit among children and many left with beaded bracelets, necklaces, and key chains. It is clear that there are many future artisans in Eeyou Istchee. Of course painting children's faces is always a hit, many of the children that came during the weekend had traditional designs from caribou jackets painted on their faces. We'd like to thank Esther Simard, for her time and artwork displayed on their faces. They were all proud of their painted faces when leaving the play area.

The Cree Nation Government archaeologists were involved in demonstrating the art of flint knapping and starting fires using traditional techniques. Making arrowheads, scrapers, and knives is a difficult task at the best of times. It requires patience, precision and a great deal of knowledge in how to shape your rock. Thinking back to when this type of activity was routinely done gives an idea of the depth of knowledge and skill held by our ancestors centuries ago. Many of the visitors that attended the weekend were amazed at how sharp a piece of rock could become, jaws dropped after seeing a piece of rock slice through a piece of leather like an X-Acto knife.

Aanischaaukamikw Cree Cultural Institute was very fortunate to have our special guest, James Kawapit Sr. from Whapmagoostui come for the weekend and play the Cree traditional drum for all to hear. The drum has been played throughout Eeyou Istchee since time immemorial. Mr. Kawapit sang songs to the bear to wish for a good hunt; to thank the Creator for all the animals and creation; to the women of Eeyou Istchee; to the caribou that roam the land; the sun that rises, gives us light and sets everyday and last but not least, to the youth of the Cree Nation. He also took the time to speak about his history with the drum and his feelings when singing and playing.

To the Programs Department of Aanishcaaukamikw, our Family Weekend represents the idea of

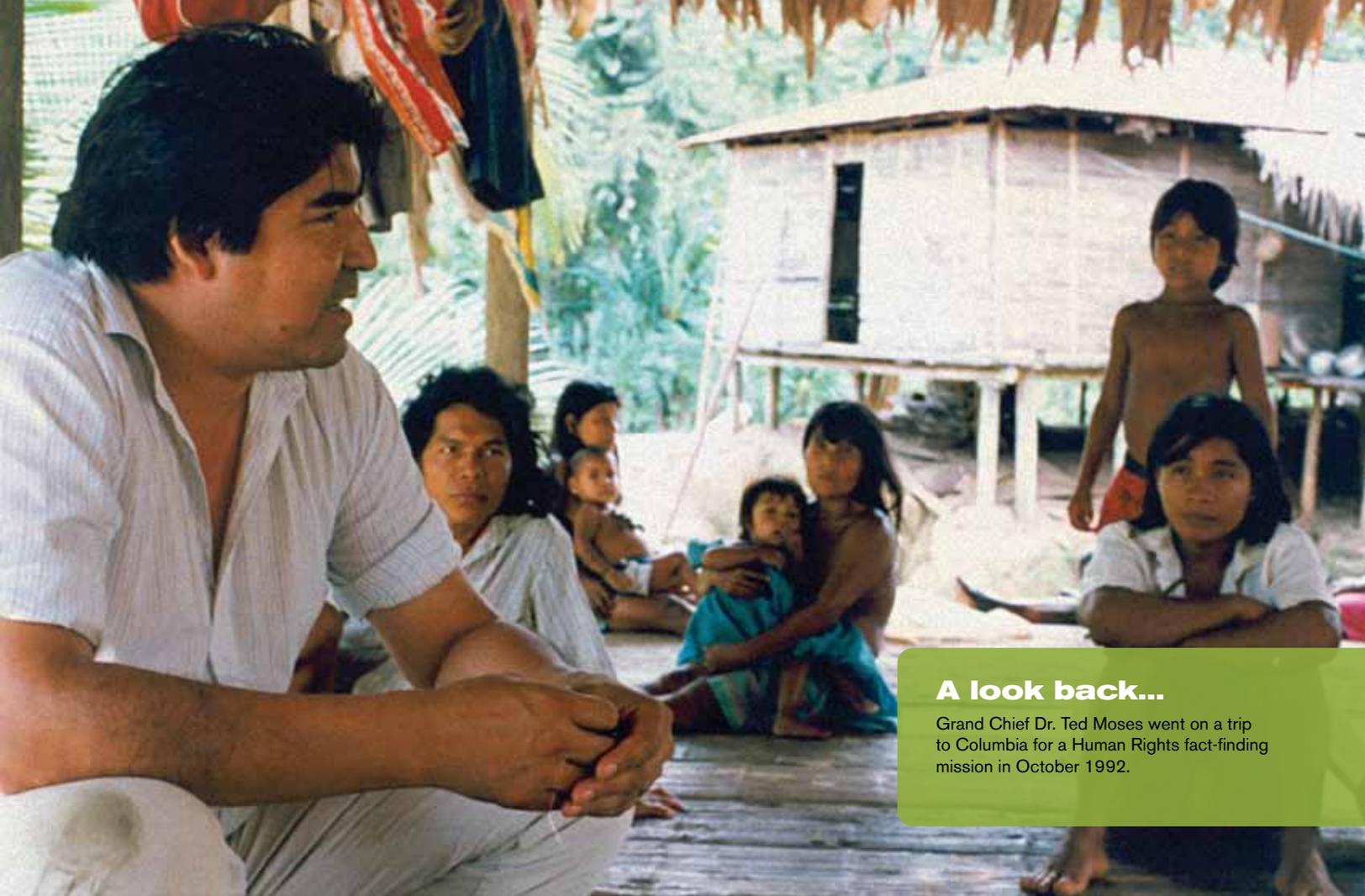
transferring knowledge from Elders to Youth, from Father to Son, and Mothers to daughters. The Family Weekend made it clear that this transfer of traditional knowledge continues to be an integral part of Cree culture today.

Another major project of the Education Branch of the Programs Department was our fish smoking workshop. In Eeyou Istchee, winter comes quickly. Winter is a tough season, and for those that are not prepared for it, it can be especially long. Long ago, those that lived off of the land had to prepare for winter to ensure that they and their family had enough to eat for the winter months. The food preparation often involved smoking meat to preserve it and thus ensure that there was enough to eat during a season that is often unforgiving. As a tribute to this tradition, the Programs Department of Aanischaaukamikw dedicated a week to smoking fish. The workshop took place on site here at ACCI and we built a dome right in the front of our building for a small fire to teach our visitors how to clean fish and prepare them to be smoked.

The smoke attracted all sorts of visitors to our demonstration, including a Chief from Panama, two visitors from France who came to sample traditional cooking methods, and guests from the United States who learned how to clean fish the Eeyou way. Even our MP, Romeo Saganash, stopped in to see what was cooking. On an hourly basis, many of the community members would stop to see what was cooking, and many people came with meat of their own to smoke as well. The demonstration went from teaching visitors about reasons for smoking fish to people preparing for the winter months. As each day went on, more and more people stopped by to sample some of the tasty treats that were prepared. The consensus each day; the fish was perfect.

Another major project of the Programs Department was the completion of our beaded hood replication. The Programs Department replication project with Paula Menarick has allowed us the perfect opportunity to record and document the type of work our ancestors would have done to create such beautiful articles of clothing. The opportunity for ACCI to learn is an opportunity for all Eeyouch to learn. We will be using the research we have done on the use and meaning of beaded hoods and the documentation of Paula's process in replicating the hood to guide the development of workshops where others can learn about this important part of our history and how to make a hood themselves.

Making this hood has the potential to have an impact on many people. We hope that we can contribute to what is taught in History and Cree Culture classes at the schools in the Cree School Board, to homes where mothers are passing on skills and knowledge to their daughters, or to community centres and Cultural centres working to maintain and enhance cultural knowledge in the communities of Eeyou Istchee.



A look back...

Grand Chief Dr. Ted Moses went on a trip to Columbia for a Human Rights fact-finding mission in October 1992.

The final product is absolutely outstanding, and we invite everyone out there to come and have a look. Look for our upcoming workshops focused on passing on historical knowledge about beaded hoods and giving people the ability to create beaded hoods for themselves.

In addition to these projects, the Education Branch of the Programs Department worked to increase on-line content in the form of lesson plans and a pre-visit guide for teachers. We will continue this work over the next year. We also ran our second annual Cree language writing contest in collaboration with the Board of Compensation and the Nation magazine and began development of a story-telling app aimed at increasing knowledge of traditional stories as well as developing language competency. We look forward to the app project being one of our major projects over the coming year.

Events and Gatherings

The Programs Department of Aanischaaukamikw was very pleased that our *Mind's Eye* theatrical production was a success in Eeyou Istchee. The communities embraced the show with open arms.

The theatrical production, *Mind's Eye*, was directed by Shirley Cheechoo, An accomplished playwright, actor,

visual artist, writer and director, Dr. Shirley Cheechoo is also a member of the James Bay Cree of Quebec.

The play was based on the book with the same name, *Mind's Eye*, written by Emily Masty and Susan Marshall. Historical, mystical and poignant, *Mind's Eye* is a play that tells powerful stories of survival, courage, honor and community through legends about Pikutiskauw, The Lady Spirit of the Caribou, and other animal spirits who reveal themselves to the Eeyouch. Narrated by a Cree Elder, *Mind's Eye* magically follows the stories of hunters and their families through spirit encounters, shaking tent and haunting dreams as they face life, death and redemption until the final warning that soon, an encounter with visitors from a far-off land will alter their lives forever.

Each community had two performances, first was a performance for the general public and the second performance for the students of the local school. The tour started with the premier in Whapmagoostui and continued through all of the coastal and inland communities. The premier in Whapmagoostui was a very special event because not only were we celebrating the first major publication under our publishing program, the *Mind's Eye* book by Emily Masty and Susan Marshall, but we also celebrated the contribution that

Emily Masty has made to our nation through the research and documentation of Elders' stories that she has done for decades. To recognize this accomplishment, speeches were given by Chief Stanly George, Willie Iserhoff, Director of Culture and Language at the CNG, Joshua Iserhoff, Youth Grand Chief, and Sarah Pash, Director of Programs. Finally, Emily Masty spoke about her work and highlighted the collaborative nature of her project and her dedication to preserving the history and legends of her community so that they are available for generations to come. Emily is truly a remarkable woman.

The Programs Department of Aanischaaukamikw sees this production as a way to ensure that the treasured stories of our Elders, and the knowledge that they have to share, continues to be passed on from generation to generation. Aanischaaukamikw holds this as one of our most sacred obligations as we strive to work in new and innovative ways. We are grateful to the Elders of Whapmagoostui and to Emily Masty and Susan Marshall for the work they have done in order to record these stories. Mind's Eye is an enormous achievement in maintaining our culture's rich traditions, and we hope that this theatrical production will showcase the contribution that the book has made.

ACCI would like to thank the cast and crew of the Mind's Eye along with all the people involved in the production. In particular, we would like to thank our sponsors, who made this possible with their generous contributions and dedication to ensuring our heritage continues to be passed from generation to generation.

The Programs Department also held Movie Nights over the past year. One of these was particularly successful when we showed "Cree Fiddlers of James Bay". To say that fiddle music is alive and well in Eeyou

Istchee is an understatement! For one of our Movie Nights in the fall, ACCI invited two fiddlers, Byron Jonah from Waskaganish, and Johnny Jolly from Mistissini, to dazzle the crowd with their playing abilities in place of the usual discussion period after the movie. The day started off by having our guests teach children and adults the basics of playing the fiddle. All had a wonderful time and one person made the comment that "I am going to play at my daughter's wedding now". This was an educational experience for many children for whom handling a fiddle and learning how to play with one was a new experience all together. We at ACCI were extremely happy to introduce people to playing the fiddle and inspire future fiddlers during the afternoon session.

After the movie was over, our fiddlers played for the crowd and they put on a stunning performance! Not only were the halls at ACCI filled with music, it was heard beyond and floated out of the building into the surrounding community. As a result, many stopped in to see what was happening. We soon doubled the size of the audience and those who hesitated to dance at the beginning of the show no longer needed to wait for others to come and dance. Most of the audience was up on their feet dancing, smiling, and laughing after a few songs.

New Artworks

During the past year, ACCI completed the project to bring major works of art to our building through the Government of Quebec's 1% for Art Programme. That is, ACCI set aside from its operating budget 1% of the total cost of construction and applied this to an art competition and acquisition of three major works of art. The selection committee included, President, Dianne Ottereyes Reid, former Director, Kenny Mianscum, Executive Director, Stephen Inglis, project architect, Stephen Rotman, and gallerist Maurice Achard, who managed the process. This group identified locations in the building and selected the artists from submissions received. The selected artists are Virginia Bordeleau whose large mural now dominates the Billy Diamond Hall, and Tim Whiskychan, who has completed an entranceway painting titled "Our Culture" and a stained glass window, titled "First Arrivals". On March 19th, the Council Board of the Cree Nation Government participated in a dedication of these works of art and enjoyed a traditional lunch served at ACCI. Gilles Lauze worked on the technical installation and Lise Charland Favretti fabricated the glass. Thanks to ACCI's Carl Chaboyer and Marina Piza for participating in the installations. We are confident that these unique artistic expressions will further inspire visitors to ACCI.

Dedication of New Art Works at Aanischaaukamikw Cree Cultural Institute

On Wednesday, March 19, 2014, the Council Board of the Cree Nation Government had a traditional lunch at Aanischaaukamikw and witnessed the dedication of

Aanischaaukamikw Cree Cultural Institute was honoured to receive our first royal visit on June 24, 2013! Dr. Mingying La, a princess of the Na (Mosuo) people from the northwest of China, came to explore our unique culture and exchange ideas about cultural preservation.

3 recently installed works of art. These works, a very large painting by Virginia Bordeleau and a large painting and stained glass window designed by Tim Whiskeychan were commissioned through the 1% for art programme of the Government of Quebec.

The chiefs and leaders heard short speeches by Executive Director, Stephen Inglis, Director of Programmes, Sarah Pash, Executive member and Director of Culture and Language, Willie Iserhoff and Grand Chief, Matthew Coon Come. The event was MC'd by Gaston Cooper. The highlight was an explanation of his large painting, now hung behind the reception desk, by Tim Whiskeychan.

The staff of ACCI are delighted that visitors will be welcomed and their visit enriched by these outstanding works of art. On your next visit to Aanischaaukamikw, we welcome you to see first hand these beautiful artworks by Tim Whiskeychan and Virginia Bordeleau.

ACCI participates on the opening of the First Nation and Inuit Exhibition at the Musee de la civilization in Quebec City

On the 26th and 27th of November, the Board of ACCI met at the Hotel-Musee Premieres Nations in Wendake, near Quebec City. One of the highlights of the meeting was participation in the opening of the new permanent exhibition at the Musee de la civilization, titled "This is Our Story: First Nations and Inuit in the 21st Century". The exhibition takes an in-depth look at today's aboriginal cultures, from their diversity, world-views, beliefs, and ways of identifying with their pasts, to contemporary expressions of aboriginality around the world. The exhibition delves into what it means to be aboriginal in the 21st century.

Dianne Ottereyes Reid, Willie Iserhoff, Kenny Mianscum, and Stephen Inglis had participated in meetings in Quebec to discuss the exhibition over the last three years. Staff at ACCI had also hosted a visit of several days by the exhibition team. Our President, Dianne Ottereyes Reid, was honoured during the formal part of the programme.

A visit from a Distant Chief

This past month ACCI welcomed Celestino Mariano Gallardo, Chief of the Ngäbe-Buglé people who live in the Nidrini region of Panama. He was joined by Professor Daviken Studniki-Gizbert from McGill University, and undergrads Sean Phipps, Rachel Mulbry, and Katherine Scott from McGill University. The Ngäbe-Buglé people of Panama have had struggles with their federal government with respect to self-determination and have had to deal with impacts of foreign mining and hydro companies using their traditional land. Celestino Mariano Gallardo came to ACCI on a fact finding mission to view what has been accomplished by the Cree Nation over that past 40 years in their relations with the federal and provincial governments. Upon arriving, the group was greeted by Stephen Inglis, Sophie Bosum, Di-

rector of Operations for the Band of Ouje-Bougoumou, and by Abel Bosum, President of ACCI's Foundation. A wonderful conversation took place between Celestino Mariano Gallardo and Abel Bosum. Both highlighted similarities between their people and the struggles that they have had to endure over the years. It was especially heart-warming for Celestino Mariano Gallardo as this conversation inspired hope that his current struggle can have a positive ending for his people.

During the afternoon, the group had an opportunity to speak with ACCI's Library and Archives staff and visit with the CRA language department here at ACCI.

After all of these informative sessions, they continued with a tour of our exhibit, and as all visitors, were extremely happy and amazed by our collection. Having the opportunity to see our collection up close helped shed some light on the possibility of bringing to life something similar to the Ngäbe-Buglé people of Panama. It became clear throughout their visit that ACCI could become an example to follow.

ACCI Hosts Major Tourism Announcement by Minister of Tourism

The Aanischaaukamikw Cree Cultural Institute has once again hosted a major tourist gathering in the region. The Quebec Minister for Tourism, Pascal Bérubé was at ACCI to announce a Funding Agreement totaling \$1.4 million to be invested in the region for tourism development.

Representatives from the Crees and Jamesian along with The Cree Tourism Association, Eeyou Itschee and James Bay Tourism were present to hear this exciting news. ACCI President Diane Ottereyes-Ried welcomed the Minister Bérubé to ACCI. Abel Bosum, of the Ouje-Bougoumou Council, welcomed the Minister to the Community.

Minister Pascal Bérubé did not hide his admiration for the building that houses the Aanischaaukamikw Cree Cultural Institute.

Our First Royal Visit

Aanischaaukamikw Cree Cultural Institute was honoured to receive our first royal visit on June 24, 2013!

Dr. Mingying La, a princess of the Na (Mosuo) people from the northwest of China, came to explore our unique culture and exchange ideas about cultural preservation. Dr. Mingying La, who is associated with the Sichuan Academy of Social Sciences, was joined by Madame Cao Jian Ping, the director of the Mosuo Cultural Museum in Lugu Lake. They were accompanied by Dr. Shaoting Yin, the Head of Anthropology Museum at Yunnan University, Mrs. Wuyun Tuya, a PhD candidate from Lanzhou University in China, and Dr. Qing Li, from the University of Ottawa.

The Na people are an ethnic minority in China facing similar challenges to us. Like us, the Na are concerned with cultural maintenance, wishing to preserve their culture for future generations and assist younger

generations in learning about their culture. The Na have a unique language that many younger Na today are losing proficiency in. As in Eeyou Istchee, there is a great deal of work by the Na to be completed to ensure the survival of their language. The Na language, like Cree, has an oral tradition; the history of their people was learned by priests and passed by word of mouth from generation to generation. Because of the use of writing system aids in language maintenance, the Na are urgently working to create a written form of the Na language. They will use this writing system to ensure that their history and stories are recorded for future generations.

Funding Highlights

During 2013/14, ACCI continued to receive support from the EE fund (CNG) and negotiated a renewal of funding from Niskamoon. These agreements contribute to the core operations of ACCI. An ongoing grant from the Government of Quebec through MCC was distributed toward the Mind's Eye project, the reproduction of objects from the collections and setting standards for digitization of archival collections. Funding from the Department of Canadian Heritage's Museum Assistance Programme has been used to share the technology for on line databases to manage collections in all the Cree communities. ACCI is currently inviting communities to receive technical support, training and

software so that cultural centres, libraries and archives wherever they are in Eeyou Istchi can better manage and share their resources. CHRD continues to support the critical training of ACCI staff in museum-related areas as well as the institutional skills that are central to a well-run operation. Six staff have received training during the past year. ACCI continues to benefit from the work of the Aanischaaukamikw Foundation, who are currently involved in a campaign to raise funds for an endowment and for acquisitions.

Category "A" Designation

On Oct. 22, news was received that ACCI had been granted category "A" designation by the Federal Department of Canadian Heritage. This designation is the result of a series of criteria that have been met in building conditions, expertise of staff, programmes, policies, and procedures. The benefits include ACCI's right to apply for full tax receipts for donors to the collections. ACCI can also apply to the Minister of Canadian Heritage for Movable Cultural Property for grants to assist with the purchase of objects for the ACCI collection. The museum is also designated to borrow, store, and display rare and valuable objects from other collections. Most significantly, ACCI now takes a place beside the largest and longest-established museums in the country.

Aanischaaukamikw Foundation

Governed by a Board of Directors composed of Cree leaders and business people, the Aanischaaukamikw Foundation is a non-profit corporation with charitable status granted by the Canada Revenue Agency. Returning Board members included President, Abel Bosum, Chief Negotiator for Quebec Relations, Vice-president, Joshua Iserhoff, Cree Youth Grand Chief, Willie Iserhoff, Director of Culture and Language for the Cree Nation Government, and Dr. Ted Moses, OQ, President of Apitsiu Construction. The Board was pleased to welcome Tina Petawabano to its ranks in 2013/14.

The success of the Sharing the Ways campaign, which enabled the completion of Aanischaaukamikw Cree Cultural Institute, has had a strong, positive impact on the preservation of Cree culture and language, and has contributed to the development of the tourism economy in the region.

The Foundation is in the process of raising funds for the new Securing the Future campaign for the benefit of Aanischaaukamikw Cree Cultural Institute with a total objective of \$13 million, including \$8 million for the Endowment Fund and \$5 million for the Acquisition Fund. Grand Chief Dr. Matthew Coon Come is Honorary Chair of the campaign cabinet, which also includes Thierry Vandal, President & CEO of Hydro-

Quebec and Dr. Stephen Inglis, Executive Director of Aanischaaukamikw Cree Cultural Institute.

As envisioned in the previous fiscal year, the Foundation has been relocated to the community of Oujé-Bougoumou since April 2013. As part of the move of the Foundation offices Ms. Adrienne Shecapio was hired in July 2013 as Foundation Administrator.

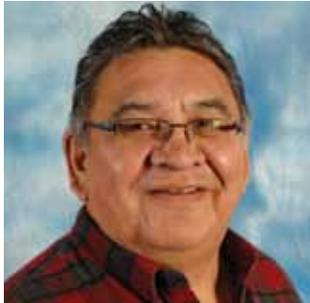
We have updated the Foundation section in the Aanischaaukamikw website (www.creeculturalinstitute.ca). We have also prepared a suite of communications material for the Securing the Future campaign, including a new brochure and a new campaign video, all of which can be found on the website.

We look forward to the formal launching of the Securing the Future campaign in the new fiscal year. Potential donors include Quebec and Canadian corporations, foundations, and individuals with interests in arts and culture, as well as major Cree business partners. For the new campaign we will also seek support from Eenouch and Eeyouch as well as from our partners and friends in the Eeyou Istchee James Bay and Abitibi-Temiscamingue regions.

Abel Bosum, President

Capital Works and Services

Message from the Director
Henry Mianscum



Gasbhn Cooper

It is my pleasure to present the 2013-14 Annual Report of the Department of Capital Works and Services (CWS). It has been another exciting and rewarding year for me as the Director of the Department and I am proud of the professionalism that has been demonstrated by our hard working team.

Although we have undertaken and completed numerous projects, there always remains work to be done. The CWS Department has many responsibilities which include the construction, lease management, operation/ maintenance of all capital assets and facilities required by all departments and offices of the Cree Nation Government (CNG).

The CWS is responsible for the development of by-laws, recommending them for adoption and their implementation with respect to the protection of public health and safety. These by-laws govern areas such as the construction, maintenance, repair and demolition of buildings, fire protection, along with others required for regional governance.

CWS also has the responsibility of ensuring the implementation of sub-paragraphs 28.11.1a) and b) of the James Bay and Northern Quebec Agreement (JBNQA) for each Cree community. The former relates to the construction or provision of a community centre while the latter covers the provision of essential sanitation. This includes water and sewer services, drainage, and solid waste. The construction, expansion and management of this infrastructure and the related equipment and facilities are the key elements of what CWS oversees.

The CWS mandate requires us to facilitate and coordinate the development and implementation of housing programs in the Cree communities. In addition, we manage and supervise the funding from the CNG associated with the construction, replacement, expansions, operations, and maintenance of Band Facilities as contemplated by the Canada-Cree New Relationship Agreement.

CWS also recommends and supervises the implementation of standards for Band facilities as well as maintenance programs for these. Finally, we are involved in implementing sub-paragraph 28.11.1c) of the JBNQA as it's related to fire protection, including fire training for the Crees, the purchase of equipment and the construction of facilities in each Cree community. We are very proud to have had a class of certified Firefighters graduate this past December and look forward to another two successful graduating classes this coming year.

The Department of Capital Works and Services is still in the process of recruiting professional and technical services. In the past year we have been privileged to add to the team a Coordinator of Engineering Services, a Manager of Capital Assets, a Manager of Operations & Maintenance, a Regional Fire Marshall, an Asset Clerk, as well as two Office Clerks, one for each office in Montreal and Val d'Or. We have also added a janitorial position in Whapmagoostui as well as a maintenance worker in Chisasibi.

A Planning Session was held with all CWS employees to finalize the CWS Mission Statement and build goals and objectives to work towards achieving our Statement which reads "Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life".

We are once again ready to face new challenges and are confident that we can achieve success in all of the endeavours that we will be undertaking in the coming year.

Meegwetch!

"Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life"

1. Human Resources & Administration

1.1. Organizational Structure of Personnel

The organizational structure of the Department personnel reflects the two main mandates of the Department: a) Capital planning and Engineering Services and b) Regional capital works programs and services. The Department has been divided between two offices for efficiency purposes with partial decentralization to Val d’Or as follows:

a. Capital Planning & Engineering Services (Montreal Coordination Office):

The responsibilities of the Capital Planning and Engineering Services’ office include the establishment and management of programs and services at the local level. This division specifically manages the NRA capital planning, fire protection, assets and inventories of the CNG’s material resources and the development and implementation of by-laws relating to these activities.

b. Regional Capital Works (Val d’Or Liaison Office):

The responsibilities of the Regional Capital Works office focuses primarily on providing operation and maintenance (O & M) services and the deliverance of programs at the regional level. This division specifically manages the O & M of all CNG buildings, capital assets, and other facilities required for the operations of the CNG, the construction of justice, policing and CHRD facilities, the establishment of by-laws related to housing and buildings used for regional governance, and the coordination of housing programs in the Cree communities.

Figure 1 shows the organizational diagrams of the structure of the department’s personnel as they relate to the two offices located in Montreal and Val d’Or, as well as the titles and names of all personnel.

Table 1 provides a listing of the modifications to the CWS human resources during 2013-14.

Figure 1: CWS Organizational Diagram

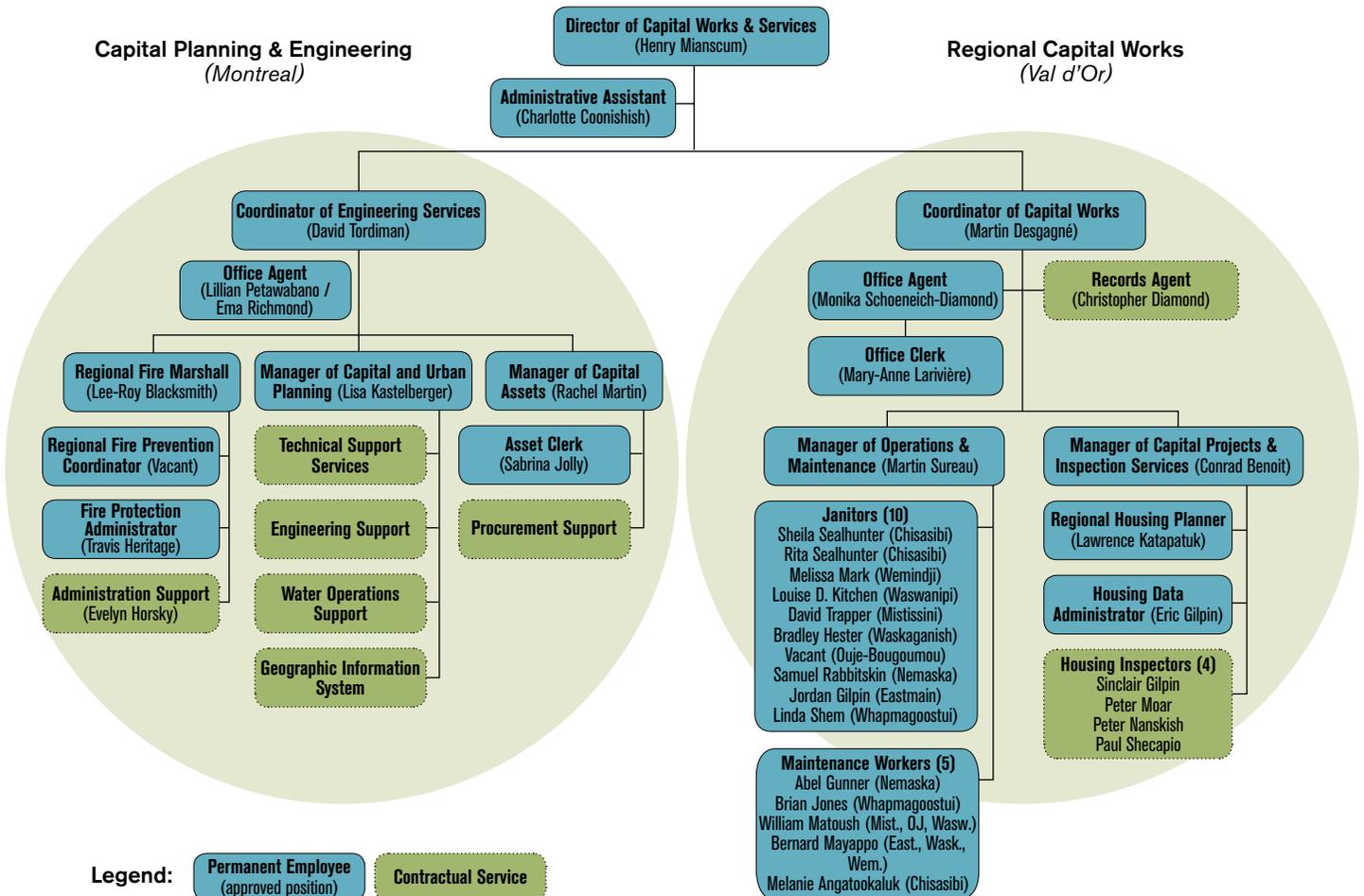


Table 1: Human Resources Modifications

| Name | Position / Location | Date | Action | Status |
|---|--|----------------|--------|------------------------|
| Regional Capital Works (Val d'Or) | | | | |
| Martin Sureau | Manager of Operations & Maintenance | Sept. 16, 2013 | Hired | Permanent on probation |
| Mary Anne Lariviere | Office Agent | Sept. 30, 2013 | Hired | Permanent on probation |
| Bernard Mayappo | Maintenance Worker Eastmain/Waskaganish/Wemindji | June 3, 2013 | Hired | Permanent on probation |
| Brian Jones | Maintenance Worker Whapmagoostui | May 13, 2013 | Hired | Permanent on probation |
| Melanie Bobbish Angatookaluk | Maintenance Worker - Chisasibi | Dec. 2, 2013 | Hired | Permanent on probation |
| William Matoush | Maintenance Worker Mistissini/ Ouje-Bougoumou / Waswanipi | May 1, 2013 | Hired | Permanent on probation |
| Samuel Rabbitskin | Janitor / Nemaska | May 20, 2013 | Hired | Permanent on probation |
| Linda Shem | Janitor / Whapmagoostui | June 24, 2013 | Hired | Permanent on probation |
| Jordan Gilpin | Janitor / Eastmain | June 10, 2013 | Hired | Permanent on probation |
| Capital Planning and Engineering Services (Montreal) | | | | |
| David Tordjman | Coordinator of Engineering Services / Montreal | Sept. 30, 2013 | Hired | Permanent on probation |
| Rachel Martin | Manager of Capital Assets | Sept. 1, 2013 | Hired | Permanent on probation |
| Lee Roy Blacksmith | Regional Fire Marshall | Oct. 7, 2013 | Hired | Permanent on probation |
| Sabrina Jolly | Asset Clerk | Feb. 10, 2014 | Hired | Permanent on probation |

Justice Facility
in Eastmain



2. Department Activities

2.1. Capital Planning and Engineering Services

a. Capital Planning Activities

CWS has been actively planning and monitoring the capital projects that are being carried out at the local level through funding provided by the Canada-Cree New Relationship Agreement (NRA).

Development of the NRA Five Year Capital Plan

CWS is responsible for all capital planning activities related to the funding of projects through the NRA.

Specifically, the department manages the administration and annual update of the Five-Year Capital Plan, incorporating local government projects from all nine Cree Communities.

The planning process begins in March of every year, starting with the Community Capital Planning Sessions, during which CWS collects all project requests for funding for the upcoming year. A timeline with a series of deadlines is established throughout the year for the submittal of supporting project justification. The final budget is approved by the Council of the CNG Board in December of each year for the upcoming fiscal year's projects.

Approximately \$79,000,000 worth of projects in all nine communities was approved for 2013-14.

CWS is also responsible for the allocation, monitoring, and reporting of other sources of funding received through Aboriginal Affairs and Northern Development Canada (AANDC). In 2013-14, CNG was the recipient of the following three AANDC funding initiatives:

- i) **Gathering Strength: \$1,710,000 was allocated towards three projects:**
 - Nemaska's Storm Sewer and Surface Drainage (phase 1)
 - Wemindji's Residential Expansion (area 3)
 - Whapmagoostui's New Drinking Water Reservoir and Pumping Station
- ii) **Water Strategy: \$1,006,700 was allocated towards one project:**
 - Whapmagoostui's New Drinking Water Reservoir and Pumping Station
- iii) **Water Operator Training: \$335,200 was directed towards numerous water operator training activities, courses and related material supplies.**

NRA Reporting Inventory

CWS is responsible for maintaining an ongoing record of all capital projects realized with NRA funding. This entails keeping an inventory of supporting documentation for all projects funded through the

Summary of Approved 2013-14 NRA Projects

| Local Government Programs | | 2013-2014 |
|---------------------------|--|---------------------|
| 1.0 | Local Government Facilities | |
| 1.1 | Administration Building | \$4,830,000 |
| 1.2 | Municipal Garages & Warehouses | \$3,960,701 |
| Sub-total | | \$8,790,701 |
| 2.0 | Essential Sanitation Services & Related Infrastructures | |
| 1 | Drinking Water | \$5,156,500 |
| 2 | Waste Water | \$1,269,238 |
| 3 | Residential Lot Development | \$11,380,386 |
| 4 | Municipal & Institutional Lot Development | \$489,880 |
| 5 | Water Reservoirs | \$5,925,300 |
| 6 | Major Replacements & Corrections to Deficiencies | \$16,942,062 |
| 7 | Solid Waste Management & Disposal | \$1,440,500 |
| 8 | Access Road Resurfacing (1A land) | \$2,150,000 |
| 9 | Studies | \$289,050 |
| 10 | Street Lighting | \$365,000 |
| Sub-total | | \$45,407,916 |
| 3.0 | Community Centre | \$13,776,095 |
| 4.0 | Fire Halls | \$7,683,994 |
| 5.0 | Municipal Heavy Equipment Revolving Fund | \$3,348,323 |
| Grand total | | \$79,007,030 |

NRA, including copies of contracts, proposals, cost estimates, plans and specifications, final completion certificates, etc. The information collected will support the renewal negotiations with an accurate and detailed account of how the NRA funds were used.

All documents for projects funded within the first 5 years of the NRA (2008-09 to 2012-13) are being collected, and a report to Canada concerning these projects has been drafted.

The collection of reporting documents will be an ongoing task for CWS.

i) **Establishment of By-Laws, Standards & Guidelines:**

An obligation of the NRA is the establishment of minimal regional standards that meet or exceed federal and provincial standards. CWS has been mandated to develop, recommend and implement CNG by-laws respecting the regulation of buildings for the protection



Firefighters' Training in the community of Chisasibi

of public health and safety, including the construction, maintenance, repair and demolition of buildings.

In 2013-2014, CWS established one Standard and one Guideline:

ii) Fire Hall Design Standards:

Following the adoption of the Fire Protection By-Law on March 13, 2013, CWS established Fire Hall Design Standards to ensure uniform, safe, and quality Fire Halls in the Cree Nation. The standards were approved by the Council of the CNG Board on June 6 2013. The standards are now in force and will be applied to all design, re-design, construction, renovation and expansion of Fire Halls funded by the NRA.

iii) Essential Sanitation Guidelines:

The Essential Sanitation Guidelines were approved by the Council of the CNG Board on June 6, 2013. The guidelines relate to the design and construction of essential sanitation projects funded through the NRA. They refer to federal and provincial regulations and codes that must be followed, as well as adaptations based on past experience with northern construction. The guidelines serve as a support tool in the planning of projects, and will establish, as far as is practical, a uniformity of design and practice for all communities.

b. Fire Protection Activities

Fire Protection Certification - FF1

CWS has been training candidates to become certified firefighters for the Cree communities during the last two years. In December 2013, we proudly awarded FF1

certificates issued by the École Nationale des Pompiers du Quebec (ENPQ) to twenty one (21) firefighters representing the Cree Nation.

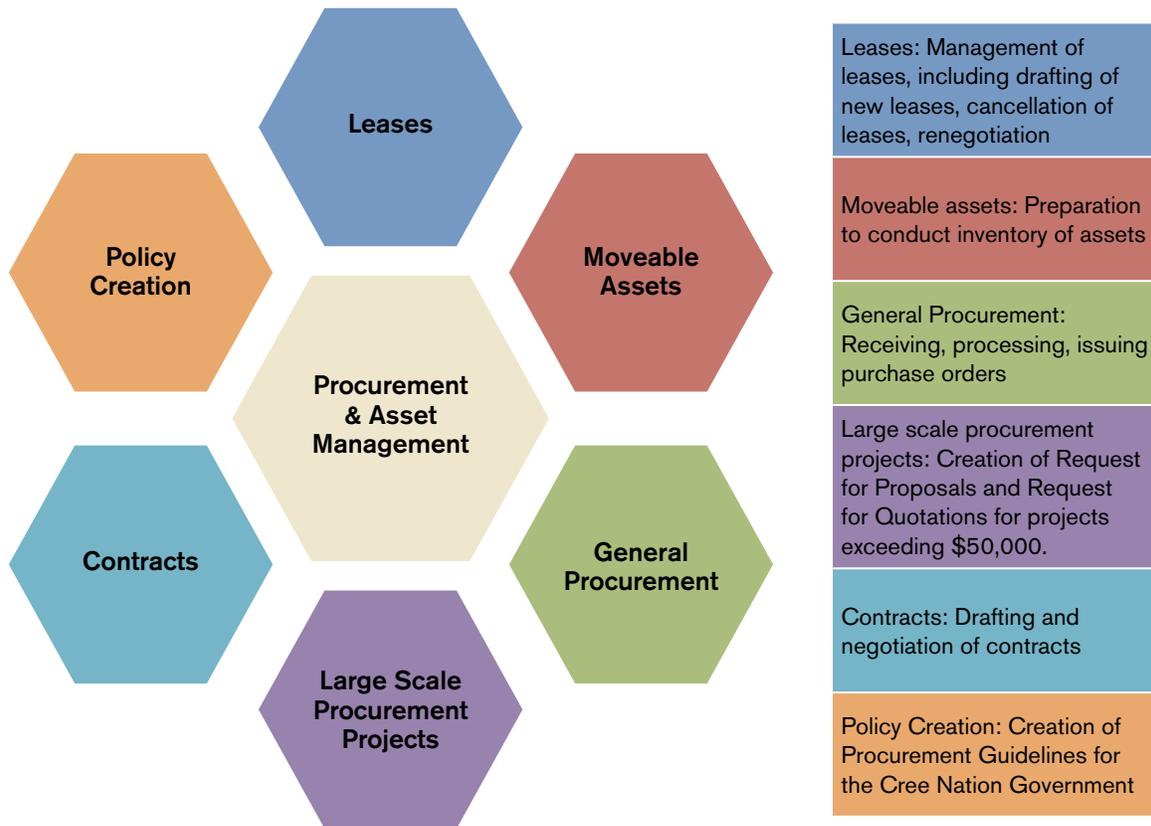
A celebration to honor this achievement by our dedicated Cree firefighters was held at the Hilton Lac Leamy Hotel in Gatineau with Grand Chief Matthew Coon Come giving the keynote address. The event was also attended by Mr. Henry Mianscum, Director of Capital Works, Mr. Benoit Laroche, Registrar and Director of Operations, ENPQ and Mr. Lee Roy Blacksmith, Regional Fire Marshall as well as the families of our new firefighters. Five more firefighters were certified in 2014 for a total of twenty six (26) in our Cree Nation.

Firefighters' Training in the Cree Nation

CWS is presently conducting training in the communities of Chisasibi and Ouje-Bougoumou that began in January 2014 with a target of certifying 36 firefighters in total, 4 per community, before the end of this summer. A second session will begin in September with the same goal so we can achieve our objective of having seventy two (72) trained firefighters from nine (9) communities.

CWS, under the auspices of the Justice Institute of British Columbia JIBC, will be conducting a new Cree Instructor Program which falls in line with our objective of having an autonomous, accredited Cree Firefighters' force. This program will enable the Cree of Eeyou Istchee a guaranteed work force of professional Fire Protection Services personnel to ensure the continued protection of our communities.

c. Procurement and Assets Management



Key Developments in 2013-14

- **Development of Procurement Guidelines**

Cree Nation Government Procurement Guidelines are being developed to ensure that goods and services are secured with the best value and using a contracting process that is clear, fair and equitable.

- **Revision of Leases**

A master list of Cree Nation Government leases has been compiled and is regularly updated. To obtain better value, Capital Works has saved \$32,409 through lease negotiations.

- **Development of Database to Track Procurement and Asset Management Requests**

A database was created to track procurement and asset management requests which allowed CWS to obtain statistics on goods and services that are being procured. We are now able to see which departments are using our services, what types of procurement requests we receive and tally the total value of purchase orders that

are made. This is a temporary database that will be used until formal procurement software is purchased in 2014-15.

- **Progress on large scale procurement projects**

Significant progress was made in several large scale procurement projects that were underway in 2013-14. CWS completed 14 of these projects totalling over \$1.2M.

Summary of Priority Procurement Projects:

| # | Department/Project | Progress Values | Notes |
|--|--|-----------------|---|
| CHRD | | | |
| 1 | Furniture CHRD Training Facility in Wemindji | 20% | <ul style="list-style-type: none"> Furniture specifications are drafted Request for Proposal (RFP) to be drafted |
| 2 | Construction of the Training Center in Wemindji | 10% | <ul style="list-style-type: none"> Construction of structure underway |
| Eeyou Eenou Police Force (EPPF) | | | |
| 3 | Police Records Management & Computer Aided Dispatch Software RFP | 45% | <ul style="list-style-type: none"> Call for tender posted: due to close end of April 2014 |
| 4 | Police Regional Radio Communications System RFP | 45% | <ul style="list-style-type: none"> Call for tender posted: due to close in June 2014 |
| 5 | Police Wide Area IP Network | 15% | <ul style="list-style-type: none"> Clarification of mandate in process |
| 6 | Police Information & Communications Architecture | 20% | <ul style="list-style-type: none"> RFP to be drafted |
| 7 | Purchase of 10 Tahoes | 40% | <ul style="list-style-type: none"> Request For Quotations (RFQ) completed: needs to be re-posted in May 2014 |
| Justice and Correctional Services | | | |
| 8 | Multimedia RFP | 45% | <ul style="list-style-type: none"> Consultant engaged to complete RFP Requirements & Specifications document: RFP will be ready to post in Spring 2014 |
| 9 | Signage RFP | 75% | <ul style="list-style-type: none"> Vendor to deliver in Spring 2014 |

Legend: ■ No Issue ■ Minor Issue ■ Major Issue

2.2. Regional Capital Works Regional Capital Works

Capital Works Division

The Capital Works Division of the Capital Works and Services Department oversees the operations and maintenance (O&M) and the construction of the facilities and housing required by the various departments of the Cree Nation Government. The division also has a support team for the housing file in the Cree Communities.

Operations and Maintenance (O&M) Activities

As of March 31, 2014, CWS had to oversee the operations and the maintenance (O&M) of 21 large buildings and 42 housing units located in the Cree communities.

The types of operations and maintenance activities that are carried out by the Maintenance Workers include Corrective Maintenance to fix damaged or broken equipment, preventive maintenance to prevent

equipment failure, renovation of equipment at the end of service life to replace or renovate equipment that is no longer usable, and improvement to upgraded equipment based on new needs or requirements. The table on page 11 illustrates that CWS performed 98 major O&M activities on CNG facilities and housing.

CWS is currently working on implementing a management system for preventive maintenance. In 2013/2014, the inventory of all the equipment of the CNG buildings was performed and in 2014/2015, CWS will start using the management system for maintenance.

Capital Projects Activities

CWS also has a team in charge of construction activities which had 15 active projects under its responsibility in 2013/2014 for a total value of more than \$13 million. These projects were executed for the CNG departments of the Eeyou Eenou Police Force, Justice and Correctional Services, and the Cree Human Resources Development.

Professional Services Activities

The Capital Works Division also mandates professional firms of architects and engineers to prepare plans and specifications for various construction projects, assists in the supervision of construction works, as well as helps to develop a preventive maintenance program. In house, work is being done to electronically archive all the construction and O&M documents for further integration into an information management system.

Housing Activities

The CWS provides support and services in the Cree communities that relate to housing. The Regional Housing Planner and the Housing Data Administrator are dedicated to the Cree housing file. The planners support four housing inspectors from the Cree communities who work on a punctual basis to perform inspections on the social housing on behalf of CMHC. These individuals perform inspections on the new housing being built, verifying the physical condition review (PCR) of the current housing stock and performing inspections of the residential rehabilitation assistance program (RRAP). The housing team performs inspections and cost estimates following fire or flood incidents for the self-insurance program under the Board of Compensation.

The housing team coordinates a regional forum of exchange among the Cree communities called Eeyou Miichuwaap; four meetings were held in 2013/2014. The Eeyou Miichuwaap's main achievement in regards to the CMHC this year was the organization of a regional Housing Symposium that was held in Val-d'Or in September 2013. More than 100 participants exchanged ideas that related to the theme of the event which was "taking responsibility for our homes."

The housing team of CWS is also involved in the monitoring and follow up of the Cree Regional Housing Action Plan that was developed with the participation of the local and regional officials of the Cree governments.

Asset under the responsibility of CWS for Operations and Maintenance (O&M)

| | Number of facilities | |
|----------------------------|-----------------------|----------|
| | Direct Responsibility | Leased |
| Buildings | | |
| CHRD Office | 1 | |
| CNG Head Office | 1 | |
| EEPF Detachment | 8 | 1 |
| EEPF Headquarter | 1 | |
| Justice Facility | 9 | |
| Total building | 20 | 1 |
| Housing units | | |
| CNG Housing | 20 | |
| EEPF Housing | 22 | |
| Total housing units | 42 | |

| CNG Facilities | Corrective Maintenance | Preventive Maintenance | Renovation or equipment at the end of service life | Improvement | Subtotal |
|----------------------|------------------------|------------------------|--|-------------|--------------|
| CNG Head Office | 7 | 2 | 0 | 1 | 10 |
| CNG and EEPF Housing | 3 | 0 | 0 | 4 | 7 |
| EEPF Facilities | 25 | 5 | 9 | 17 | 56 |
| Justice Facilities | 14 | 6 | 1 | 4 | 25 |
| CHRD Office | 0 | 0 | 0 | 0 | 0 |
| Total | 49 | 13 | 10 | 26 | 98 |
| Percentage | 50 % | 13 % | 10 % | 27 % | 100 % |

Construction Activities of Regional Capital Works

| Project | Value of Contract | Advancement | | | | Delivery Date |
|---|-------------------|---------------|---------------|---------------|---------------|----------------|
| | | Q1 2013/14 | Q2 2013/14 | Q3 2013/14 | Q4 2013/14 | |
| Justice Facility in Eastmain | \$4,499,015 | 100% | 100% | 100% | 100% | April 2012 |
| Police Residence with Transit in Eastmain | \$537,604 | 100% | 100% | 100% | 100% | June 2013 |
| Garages / Warehouses for the Justice Facilities in Whapmagoostui, Chisasibi, Wemindji, Waskaganish, Mistissini, Oujé-Bougoumou, Waswanipi | \$985,995 | 70% | 90% | 100% | 100% | November 2013 |
| Justice Facility Security Adjustments for Mistissini, Chisasibi and Whapmagoostui | \$1,146,340 | 30% | 66% | 100% | 100% | December 2013 |
| Training Center Wemindji Phase 1 (Foundation Works) | \$983,340 | 0% | 0% | 95% | 100% | December 2013 |
| EEPF housing Triplex in Waskaganish | \$995,790 | 15% | 50% | 70% | 95% | May 2014 |
| EEPF Housing Duplex in Waswanipi | \$573,380 | 0% | 35% | 98% | 100% | March 2014 |
| Justice Facility in Chisasibi – Paving of Parking | \$199,500 | 0% | 100% | 100% | 100% | September 2013 |
| Justice Facility in Wemindji – Paving of Parking | \$142,712 | 0% | 100% | 100% | 100% | September 2013 |
| EEPF Single House in Eastmain | \$438,000 | 0% | 0% | 80% | 100% | January 2014 |
| EEPF Housing 4 Plex in Chisasibi | \$1,136,344 | 0% | 0% | 40% | 80% | May 2014 |
| EEPF Housing Triplex in Nemaska | \$1,092,775 | 0% | 0% | 55% | 90% | May 2014 |
| EEPF Detachment in Wemindji – renovation of heating system and installation of a generator | \$293,292 | 0% | 0% | 70% | 95% | February 2014 |
| EEPF Detachment in Waskaganish – renovation of the heating system and installation of a generator | \$333,300 | 0% | 0% | 80% | 95% | February 2014 |
| EEPF Detachments in Waswanipi and Oujé-Bougoumou – renovations and installation of generators | \$113,486 | 0% | 0% | 90% | 100% | January 2014 |



EEPF Housing Duplex in Waswanipi

Approved 2013-2014 Department Budget

| | | 2013-2014 |
|--|--------------------|---------------------|
| Department Direction | | |
| | Total | \$ 534,200 |
| Capital Planning and Engineering Services (Mtl Office) | | |
| | Total | \$ 594,000 |
| Technical Committees and Related Support | | |
| | Total | \$ 25,000 |
| Regional Capital Works (Val d'Or Office) | | |
| | Total | \$ 289,390 |
| Housing Support Services | | |
| | Total | \$ 193,600 |
| Computerized Management Maintenance System | | |
| | Total | \$ 10,000 |
| Regional Fire Protection Support | | |
| | Total | \$ 115,800 |
| Fire Protection Training & Other Initiatives | | |
| | Total | \$ 600,000 |
| Forest Fire Protection | | |
| | Total | \$ 80,000 |
| | | |
| | Grand Total | \$ 2,441,990 |



EEPF Housing 4 Plex in Chisasibi – Front view



EEPF Triplex in Waskaganish

Economic and Sustainable Development

Message from the Director
Alfred Loon



Gastón Cooper

As the Director of Economic and Sustainable Development, I am pleased to submit our department's annual report of activities to the Cree membership. Another year has brought tremendous and productive events and activities within the department of Economic and Sustainable Development.

This year marks the 40th Anniversary edition of the Annual Report. The past forty years has seen the Cree Nation come a great distance in terms of economic development. In that same period, the Quebec government has taken interest in energy development in Eeyou Istchee. Negotiations led to the signature of the *James Bay and Northern Quebec Agreement (JBNQA)* in 1975, with over thirty sections focusing on economic development. It eventually took several years for both governments to implement the JBNQA through various other Agreements such as *Paix des Braves* and *Canada-Cree Agreement*. Although, we never had a global comprehensive economic development plan, the Cree Nation has managed to grow vibrant economic enterprises that provide employment and business opportunities in the areas of aviation, construction, ground transportation, and telecommunications. Furthermore, the Cree communities have seen their own success in local entrepreneurship. Each member of the Economic and Sustainable Department has submitted their activity report for the past fiscal year. Included are other submissions from entities that the Cree Nation government has supported financially through the Regional Development Fund.

Forty years ago, we could easily count the number of private enterprises that were operating in our communities. Today, we can proudly say that there are more than three hundred privately-owned enterprises operating in the communities.

Before the Cree could even start discussing natural resource development, our communities needed to pro-

vide the most basic service oriented sectors such as restaurants, groceries stores, and travel accommodations.

Today, we are witnessing the growth of entrepreneurship or business development through various agreements and partnerships. Our communities have extended into resource sharing agreements with the mining industry and recently we have built a state-of-the-art technology in telecommunications using fiber optics.

Regional Development Fund

In recent years the Cree Nation Government (CNG) has managed and administered the Regional Development Fund, as one of the regional organizations that acts as an interlocutor for the Quebec government in the area of regional development. These regional organizations have the responsibility of developing a five-year development plan that should indicate the region's sectors of priorities. The CNG has entered into various types of specific agreements with organizations that provide different types of services and activities. The Management Agreement between the Cree Nation Government and the Quebec government, under MAMROT (Ministre des Affaires municipales et de l'occupation du territoire), expired March 31, 2013 and a new Agreement has been negotiated by the CNG and Quebec. The new Agreement has been integrated into the new governance agreement between CNG and Quebec for the next five years at an annual amount of slightly over \$2M.

Wemindji Laundry Project—Cree Nation of Wemindji

The commercial laundromat project in the community of Wemindji was made possible with the support of the Regional Development Fund. The Wemindji Laundry ameliorates community economic growth as Gold-

Today, we can proudly say that there are more than three hundred privately-owned enterprises operating in the communities.

Corp will be using the facilities to clean their miners' work wear. Wemindji Laundry also serves the needs of the community with the installation of coin operated washers and dryers for public use. The total cost of the project was estimated at \$1,450,000. The Regional Development Fund allocated \$250,000 towards the project. The injection of these funds made Wemindji Laundry feasible, as it was up to the community of Wemindji to cover the construction costs of the commercial laundromat.

Capissisit Lodge-Cree Nation of Oujé-Bougoumou

Another community that approached the Cree Nation Government for financial assistance from the Regional Development Fund was the community of Oujé-Bougoumou. The community proposed to expand their motel facilities by adding ten rooms, expanding their restaurant, and including a conference room for meetings. The total cost of the project was projected at \$4,730,211 and an allocation was made in the amount of \$750,000 towards the construction cost for expansion of their facilities.

Commercial study on Nabakatuk Mill-Cree Nation of Waswanipi

The Cree Nation of Waswanipi has operated and managed a saw mill under the name of Nabakatuk Forest Products for a number of years. The mill has experienced operational difficulties more recently and the Cree Nation of Waswanipi was interested in pursuing various approaches to sustain the operations of their mill. The Council hired a consulting firm to devise op-

tions to ensure that this would be profitable and provide meaningful employment positions. The total cost of the study was estimated at \$120,000 and Regional Development Fund financed the total cost of the study.

Passing of Mentor and Colleague Corrine Jetté

On a sad personal note, it was with great sadness that we learned of the passing of our close friend, colleague and mentor, Corrine Jetté. For the past eight years Ms. Jetté provided our department with expertise in technical writing and facilitating strategic direction. She was passionate about getting Aboriginal youth into the sciences. Prior to working with DESD, Ms. Jetté was instrumental in facilitating Cree participation in youth engineering programs and she assisted in organizing the Math and Science workshops for teachers in Eeyou Istchee. Corrine Jetté left an indelible mark on our department and our communities and will be sorely missed.

Conclusion

As natural resources and telecommunications take on an increasingly important role in the economy, the Department of Economic and Sustainable Development will continue to seek employment and contract opportunities for the Cree of Eeyou Istchee. We look forward to seeing the entrepreneurial spirit continue to thrive.

It is hard to predict what the future will bring, if it is anything like the past forty years there will be a proliferation of businesses, tremendous economic growth, and a wide spectrum of employment opportunities to allow all Crees of Eeyou Istchee to enjoy in the prosperity that our territory has to offer.



The commercial laundromat project in the community of Wemindji

Cree Entrepreneur Assistance Fund (CEAF)

The Cree Entrepreneur Assistance Fund has stimulated the entrepreneurial spirit from our Cree entrepreneurs and this is evident from the number of business proposals we have received since its inception. The purpose of the Cree Entrepreneur Assistance Fund (CEAF), as outlined in Section 28, 12 of the JBNQA, is to “provide assistance to Cree individuals or groups to establish, own, operate, expand and or modernize business enterprises.”

The DESD CEAF program funds are in a form of grant, which is not payable, if the intended use is executed as described in the business plan. We encourage our Cree entrepreneurs to take full advantage of the program to help with their businesses but to respect the terms and conditions of the CEAF guidelines. Our department will follow up on projects that receive financial assistance through the CEAF, at the same time past recipients are encouraged to provide suggestions as to what areas of our program need improvement. Business development is an important cornerstone in economic development and we have taken serious strides to equip our aspiring entrepreneurs as well as our economic development officers the skills that they need to become successful in serving their respective communities of Eeyou Istchee.

Projects submitted

Again our department is pleased to report that we have received 20 projects since July 2013. All were approved for financial assistance. It is important to note that our department assesses business proposals case by case and when deemed necessary we recommend that the proponent acquire the business management skills that she or he is lacking before a project can be approved for financial assistance. The success of our entrepreneurs will have a positive impact within their communities, creating jobs and supporting their families. All this translates into a thriving Eeyou Istchee.

To highlight some of the projects that were approved for financial assistance that you will be seeing operating in your community in the near future:

- **Greenewable Energy**, a new start-up company who specializes in the distribution and installation of solar panel systems. The total cost of the project was \$172,500, the promoter tapped into other sources of funding and CEAF's contribution was \$42,000.00 which is 25% percent of the total cost.
- **Cree Excavation Construction of Chisasibi**, a team of four experienced individuals within the construction industry, formed a partnership startup business investment totaling in the amount of \$945,000. The company received the maximum amount from the CEAF contribution which is \$50,000.00 per project. It is important to note in the form of business partnerships the CEAF's criteria funds per project basis.

- **Lee's Garage** is another startup business that will be opening soon in Wemindji. The total cost of the project was projected at \$107,000 and the CEAF contribution to the project was \$26,780.00.

Each of these projects demonstrated that they have identified the product(s) and service(s) needed within their respective communities or the markets that they will serve. Furthermore, as specified on the CEAF objectives with respect to job creation in Eeyou Istchee, these projects will likely create employment for others once these businesses have established themselves, and see positive returns on their investment.

There always has been a dialog of practicing sustainable development within Eeyou Istchee, and we are very proud that we see our entrepreneurs taking this route in the case of **Greenewable Inc.**, who specializes in solar panels. Although this is a fairly new product to some Eeyou/Eenounan, its use in Eeyou Istchee will leave no negative impact to the environment.

What better way to practice sustainable development while promoting Cree culture. Three tourism business proposals were presented to the Management Committee and were approved for financial assistance, all directed at promoting Cree cultural through tourism development:

- **Eagle Mountain of Mistissini**. The total cost of the project is \$725,000.00 and CEAF's contribution was \$50,000.00.
- **Shammy Adventures of Wemindji**. The total cost of the project is \$538,260 and CEAF's contribution was \$50,000.00.
- **Nuuhchimi Wiinuu of Ouje-Bougomou**. The total cost of the project is \$363,432 and CEAF's contribution was \$50,000.00

We are confident that we will be seeing more Cree tourism business proposals in the near future.

Our department is currently working on a **Business Directory** to list all the Cree owned businesses in Eeyou Istchee. This tool will also serve as a good reference for non-Cree business owners who want to get in contact with our Cree entrepreneurs and businesses. The department website will also have tools such as business, marketing, and financial plans. These tools will help and give direction to our aspiring entrepreneurs to develop their own plans. We encourage our entrepreneurs to be involved from the beginning to finish in the creation of their business plans.

The CEAF has stimulated the entrepreneurial spirit of all who want to become entrepreneurs and we have collaborated with Cree Human Resources Development in promoting the CEAF within one of their important initiatives about persons living with disability.

The communities that we visited included: **Whapmagoostui, Chisasibi, Waskaganish and Mistissini.**

People showed interest in becoming entrepreneurs, and the CEAF will be a good source of funding to help them in realizing their projects once they decide to take further steps in the development of their dream enterprises. Our department will continue to collaborate with the Cree Human Resources Development and other entities in serving the Cree of Eeyou Istchee in terms of entrepreneurship and business startups.

Forestry and Mining

The Grand Council of the Cree's forestry sectorial table headed by Abel Bosum and Richard Savard sought a report about Cree involvement in forestry to address relevant sections in Chapter 3 of the *Paix des Braves Agreement*, more specifically, members of that Table wanted a profile of Cree employment and contracts in the forest industry. A subcommittee was struck to coordinate the research. Members of that sub-committee include members for the Ministry of Natural Resources of Quebec, Emploi-Quebec, Cree Human Resources Department, and Department of Economic and Sustainable Development (DESD).

Le groupe Desfor was contracted to gather data from Cree stakeholders, government departments, and industry leaders to assemble such a profile. DESD worked closely with le groupe Desfor to ensure that their researchers contacted the most knowledgeable and pertinent individuals and companies involved in Forestry. The DESD was in charge of the administrative details to ensure the research was completed. The draft was completed before the end of the fiscal year. It is now in the hands of the sub-committee members waiting for final approval. Cree stakeholders involved in forestry are anxious to implement the action plan as suggested in the report, in order to advance in a concerted, positive direction.

Late last fall, the Cree Quebec Forestry Board collaborated with the Secretariat to the Cree Nation

Abitibi-Témiscamingue Economic Alliance, it was the first ever opportunity for industry representatives from various companies involved in forest activities on the territory to meet and exchange directly with representatives from the Cree communities, with the objective of providing information about jobs or contract opportunities for Cree people in forestry operations for the upcoming year. DESD staff participated by collaborating in the planning of that event. One hundred people participated, of which forty five (45) were Cree, all were able to network with each other at the one-day event.

The Department of Economic and Sustainable Development's over-arching goal is to increase jobs and contracts in the mining sector for the Cree of Eeyou Istchee. The region has two major mining projects in the development stage. The Director of DESD participates on the Business opportunities committee for Goldcorp- Eléonore and also participates on Mistisini's community committee for the Stornoway project. Activity in the mining file has not only focused on non-traditional jobs for women, but we are also examining what opportunities the supply chain for mining operations has for both men and women. For every job in the mine there are two outside of the mine involved in the supply chain for that mine operation. Mining projects require environmental monitoring, offering an alternative to the traditional mining occupations. These represent excellent opportunities for entrepreneurs.

Focus in the coming year will be on assembling good data for input into resource development agreements, employment, and contract opportunities. Networking continues at the regional, provincial, and national level. Best practices from various regions across the country are being considered for utilization in Eeyou Istchee.





Cree Social Economy Regional Table (CSERT)

Background

The Specific Agreement concerning consolidation and development of the social economy in the Cree communities of the Nord-du-Québec region is an agreement between the Minister of Municipal Affairs, Regions and Land Occupancy (MAMROT); Cree Regional Authority (CRA); Cree Native Arts and Crafts Association (CNACA); Cree Trappers' Association (CTA); and Cree Outfitting and Tourism Association (COTA). It is a 5-year agreement, beginning in 2010-2011 and ending in the 2014-2015 fiscal year, with \$500,000 in funding that is shared equally by MAMROT and the CRA.

The CSERT is composed of representatives from the above-mentioned regional organizations as well as the following organizations, which will be referred to as the 'members':

- Cree Women of Eeyou Istchee (CWEIA);
- Cree Nation Youth Council (CNYC);
- Cree Board of Health & Social Services of James Bay (CBHSSJB);
- Cree Regional Elder's Council;
- Eeyou Economic Group/CFDC Inc. (EEG/CFDC Inc.);
- Chibougamau Eenu Friendship Center
- Escapade Boréale; and
- Spice Co.

To date, only the Cree Regional Elder's Council and the CBHSSJB have not yet appointed a representative to sit on the CSERT. It has also been discussed to invite representatives from the CRA Child & Family Services Department as well as the James Bay Cree Communications Society to sit on the CSERT.

Purpose

The Specific Agreement defines the terms of reference for participation by each of the parties with regard to implementation of an action plan that develops and strengthens the social economy in Cree communities of the Nord-du-Québec region, in compliance with

measures, programs and management standards applicable to the parties, and determines the roles and responsibilities of the parties.

Objectives

The objectives of the Specific Agreement are to:

- develop the social economy and strengthen social economy enterprises in the Cree communities with principal lines of action being:
 - promotion of the social economy;
 - consensus-building and networking;
 - consolidation, experimentation and development of new niches and projects; and
 - skills development.
- create a Social Economy Regional Table;
 - a consultative committee of the CRA made up of different regional organizations, including the regional organizations designated as PARTIES to the agreement (the CRA, through the CSERT, shall be responsible for executing the action plan);
 - creates an Action Plan (the actions to be undertaken shall be described in the action plan that will be produced in the first year of the agreement); and
 - proposes projects to the CRA which shall, in turn, approve and execute them.

Specific Actions Undertaken

In 2012-2013, the Department of Economic & Sustainable Development, Cree Regional Authority, organized eight meetings during which an orientation session was provided, the CSERT was formally established and a first yearly action plan was adopted. Furthermore, on January 9th, 2013, the CSERT adopted a definition of the social economy in Eeyou Itschee, which goes as follows:

Social economy serves the community, it empowers and encourages individuals and communities to work collectively and cooperatively in the identification, development and strengthening of bottom-up and grassroots projects and businesses. Social economy projects and businesses create sustainable, rewarding jobs that contribute to the quality of life and well-being of individuals and the community as a whole by upholding the cultural and traditional values of the Eeyou of Eeyou Istchee. By doing so, social economy encourages collective wealth and sustainability.

At that meeting, the mission of the CSERT was also finally adopted, and goes as follows:

The mission of the Cree Social Economy Regional Table is to promote and develop social economy in the Cree communities of Eeyou Istchee:

- to work collectively and cooperatively, through networking and consensus-building efforts to develop a common vision;
- to combine and pursue the goals of the different regional organizations and to promote and develop the social economy;
- to support the consolidation, experimentation and development of new niches and projects; and
- to strengthen existing and emerging social economy projects and businesses.

This section presents the main topics for discussion at CSERT meetings as well as the specific actions which were undertaken as outlined in the Action Plan 2013-2015: Specific Agreement concerning consolidation and development of the social economy in the Cree communities of Nord-du-Quebec Region.

Subsequent meetings, as identified under each of the specific actions, were held to follow up on the specific action(s) that were previously undertaken as well as to plan and approve any new action(s) and to respond to and address any new requests and concerns of the CSERT.

1) Develop an inventory of social economy businesses (SEBs) in the Cree communities

On November 26, 2013 Niska presented a report with the final findings from the Inventory, thus completing the action.

2) Identify and respond to the current and future needs of the social economy businesses regarding training and capacity building, and develop a plan to address those needs

In April 17, 2013 a discussion was held on including questions on training and capacity building in the Inventory questionnaires. The members decided that Niska will submit a proposal to develop a training plan.

Niska presented a Report, which included 7 Summary Sheets on priority training topics. Members brainstormed potential trainers for each topic, as well as strategies to offer training and capacity building activities to SEBs. General guidelines were provided to Niska in order to start approaching trainers and work on a Preliminary Training Calendar.

Subsequent small group meetings were held to discuss harnessing financial support from the Cree Human Resources Department and harmonizing the CSERT training plan with existing training plans (for example, the day cares' training plan). In early January, Niska collected proposals from 20 trainers, which were reviewed by a subcommittee in order to make recommendations to the CSERT.

On March 24, 2014 Niska presented the Final Training Calendar, including the recommenda-

tions for trainers for each priority training topic. The Calendar was adopted by members, thus completing the action.

3) Offer training and capacity building activities to the social economy businesses

Following the adoption of the Final Training Calendar, the Coordinator was mandated in March 2014 to connect with each successful trainer to start organizing the training and capacity building activities.

4) Develop networking with the Chantier de l'économie sociale, other Social Economy Regional Tables, National Tables, and the Aboriginal Social Economy Circle

In April of 2013 MAMROT informed members of the intention of organizing a teleconference with the two other Regional Tables in the Nord-du-Quebec region sometime in June 2013.

One CSERT member having attended a National Meeting of the Regional Tables reported back to the members.

5) Promote the Social Economy in Eeyou Itschee

Discussions were held on adding photos to the promotional flyer and it was decided to translate the CSERT name into Cree and French.

Members reviewed the CSERT promotional flyer and discussed next steps. They agreed that the CSERT promotional flyer would be translated into the Cree and French languages and that it would also be distributed to other Social Economy Tables and Associations in the region.

Niska presented a quotation to turn the Inventory Report into a promotional tool, an action which had been undertaken by other Regional Tables. The CSERT decided not to go ahead with the quotation at the moment, for they wished to create a Communications Plan first which prioritizes promotional activities.

A draft Communications Plan was shared with members; a detailed review was deferred to an upcoming meeting. Members brainstormed potential dates as well as preliminary content for a Regional Conference on the social economy, which could be held during the summer 2014.

6) Hire a permanent resource person to act as the Coordinator of the CSERT

In the fall of 2013, Members held a general discussion on the action and agreed that the CRA and MAMROT reflect on it and report back to the CSERT. The members accepted the DESD's recommendation that Larry Shecapio be appointed as Interim CSERT Coordinator until April 1st, 2014, succeeding to Frederick Moar.

7) **Develop adapted tools to accompany social entrepreneurs**

In October 2013, Niska presented a Draft Proposal to Develop a Toolkit for Cree social entrepreneurs. The members discussed the Draft Proposal and deferred their decision to the next meeting.

The decision to accept the proposal was communicated to Niska shortly thereafter, and a small group teleconference was held to discuss the objectives, detailed content, format, and design of the Toolkit.

Niska provided an update on the Toolkit. Subsequent small group meetings were held during January and February to get feedback on the Toolkit content. Niska collected three proposals from graphic design firms for approval by the CSERT; these proposals included the price for printing and assembling 80 copies of the Toolkit into binders.

Niska presented the Draft Toolkit to members, which discussed the overall product as well as its intended uses and distribution. Basta Communications was selected as the graphic design firm for the Toolkit. The final content of the Toolkit was approved on March 28, 2014.

8) **Varia**

Last spring MAMROT informed the members that it was possible to send a “Mémoire” on the Draft Framework Bill on Social Economy, and that the Chantier de l'économie sociale had already submitted a “Mémoire” on behalf of all the Regional Tables.

Members reviewed the 2012-2013 Action Plan, in June, and highlighted the objectives that have been completed, are in progress, and are ongoing. Members also discussed possible new actions that could be added to the 2013-2015 Action Plan. CNACA informed members of its desire to include an action on developing a Regional Plan for the Social Cultural Economy.

In October, The Coordinator presented a status report on the Action Plan 2012-2013, as well as the Draft Action Plan 2013-2015. The latter was accepted and adopted with modifications presented. The Draft Action Plan 2013-2015 was later expanded and updated; responsibility, costs and partners were added for each action.





Cree Women of Eeyou Istchee Association (CWEIA)

In 1999, at the Annual General Assemblies of the Grand Council of the Crees (Eeyou Istchee)/Cree Regional Authority, the delegates adopted a resolution calling for the creation of a Cree Women's regional organization, to deal with Cree women's issues, such as family violence, equality rights, equal opportunities, and others. It took nearly ten years before that resolution was implemented to create the Cree Women of Eeyou Istchee Association (CWEIA). In 2009, CWEIA was legally established as a Cree entity. CWEIA is a sole organization within Eeyou Istchee dedicated to advocating for Cree women's issues, interests and their wellbeing. CWEIA has succeeded in creating a network of local boards consisting of 10 Cree communities, including Washaw Sibi and 3 urban centers of Val d'Or, Senneterre, and Chibougamau. The Regional Board of Directors of CWEIA consists of a representative from each community. It is affiliated with the Quebec Native Women Inc., which has provided a limited portion of funding to conduct an annual general meeting within Eeyou Istchee.

CWEIA constantly seeks the necessary funds to sustain its vision and mandate for all Cree women, girls, and children in Eeyou Istchee. With a total population of approximately 18,000 Cree beneficiaries living on and off reserve, CWEIA will work to improve the lives in the communities in the James Bay region that include; Whapmagoostui, Chisasibi, Wemindji, Eastmain, Waskaganish, Nemaska, Waswanipi, Oujé-Bougoumou, Mistissini, Washaw-Sibi, Val d'or, Senneterre, and Chibougamau.

CWEIA entered into a 4-year agreement with MCCCCF to implement its action plan with financial support from the Regional Development Fund and the Council Board of the GCC. Under the 4-year agreement, MCCCCF, CRA and GCC pool their resources totaling \$1,679,000. The MCCCCF will contribute \$17,000 in Year 1, \$18,000 in Year 2, \$22,000 in Year 3 and \$22,000 in Year 4, for a total of \$79,000 and the CRA and GCC will contribute \$200,000 per year over four years, for a total of \$1,600,000. The CRA portion comes from the Regional Development Fund, and is subject

to the monies allocated to the Regional Development Fund. Here is the annual report that stems from our Action Plan for the year 2013-2014.

Introduction

Through advocacy, education and awareness promotions, CWEIA focuses on ensuring social justice and social equity for all Cree women who have been marginalized while the Cree communities have continued to grow and develop over the past few decades.

CWEIA promotes Cree women's engagement in the development and delivery of programs that promote equal opportunities in areas such as politics, economic development, health promotion, self-awareness, and education. CWEIA initiates leadership in sustaining healthy communities, strengthening family roles and responsibilities; nurturing our culture and traditional values for all Eeyou with the faith, knowledge and wisdom of our elders. CWEIA strives to decrease discrimination and violence in all its forms against women, children, and young girls in all of Eeyou Istchee. Furthermore, it seeks to increase and support equality for all Cree women through innovative methods and ideas by complementing Cree culture and values. This will be accomplished with the support from the Cree leaders, men, and the Cree Nation.

It is operated under the leadership of a volunteer Board of Directors and an Elders Advisory Board composed entirely of women from Cree communities and surrounding urban centers. The Board of Directors represents women regionally and at the community level, to ensure the diverse voices and issues of the communities are heard and considered in the programming. The administration staff is composed of a Regional Coordinator, Administrative Assistant, Economic Development Coordinator, and Contractual Employees.

Meetings and Presentations

CWEIA held meetings during the 2013-2014 fiscal year. At each meeting, various information items were brought to the association's attention and Local Presidents provided updates on their group activities. In addition, CWEIA participated in roundtable discussions about the most recent activities and/or concerns of Aboriginal women and women's groups at national, provincial and regional levels. CWEIA remains to be the voice of women. We defend women's interests through advocacy and representation on diverse committees and the Association is enthusiastically involved in various working groups as well. To ensure the implementation of our action plan and that daily staff operations are running efficiently, meetings were held on a regular basis.

We have participated as delegates at the annual general assemblies of the Grand Council of the Crees of Eeyou Istchee/Cree Regional Authority. Most recently, at a meeting on February 6, 2014 in Montreal where CWEIA was granted observer status at the Council/

Board level. Though, improvement towards decreasing women issues can seem slim at times; there is some reason for positivity. With the recent passing of the resolution granting CWEIA observer status, there is new hope of becoming active participants in the structure of the Cree Nation Government, which will allow CWEIA to become aware of the political aspect in addressing our primary goal - to improve the lives of Cree women, their families, and their communities.

Quebec Native Women's Association – 40th Anniversary Gathering

The Quebec Native Women's Conference was held on November 8-10, 2013 in Laval, Qc. CWEIA representatives (President, Vice-President, Elder Representative, staff and CWEIA member) attended the two-day conference and shared their views and perspectives on various areas of concerns affecting Aboriginal women. The two-day Gathering marked the 40th anniversary of Quebec Native Women under the theme of "Celebrating our history, shaping our future." A delegation of Cree women who are leaders in their community have been invited to take part in the Gathering. As well, Cree

Women in Leadership were recognized and honored at this Gathering. As president of CWEIA, "it was quite an honour to be amongst our Cree Women of successors." This year's QNW AGA is scheduled to take place on November 7-9, 2014 in Montreal, Quebec.

Violence Issues

One of CWEIA's objectives is the development of initiatives and projects to combat violence in all its forms against Cree women and girls in the Cree Nation and within Quebec. CWEIA has taken part in the following activities:

- Participated at the National Forum on Community Safety and Ending Violence on April 9-10, 2013 in Edmonton, Alberta. Some of the objectives of the forum were to honour and dialogue with families of murdered and missing women, support and recognize community-based efforts and innovation, address root causes of risk and violence with multi-sectoral initiatives and supports, build an inclusive National Action Plan to end violence with concrete and tangible actions



Honoring
Cree Women
Leadership
*Photo courtesy
of Diane Reid*

for all levels of government, and confirm a clear rationale and framework for a national public inquiry. The Native Women's Association of Canada hosted the event.

- The members of the Interministerial Committee on Sexual Exploitation, Co-chaired by the Secrétariat à la condition féminine and the Ministère de la Sécurité publique, were tasked to develop a proposed government action plan to prevent and combat sexual exploitation. To do so, consultations took place with representatives of various sectors who have something to say on the issue and CWEIA participated in the consultations. The aim of these meetings was to discuss actions with a view to preventing sexual exploitation, including hypersexualization, prostitution, and human trafficking and assisting those seeking to leave the world of prostitution behind. Therefore, CWEIA requested and received feedback from women of Eeyou Istchee on these topics as they concerned their community or the Cree Nation or the situation of the Eeyou women in the city. As a result, Christine Petawabano made a presentation on behalf of CWEIA to address these concerns on February 4, 2014.
- CWEIA participated at the Aboriginal Women's Roundtable with the Canadian Human Rights Commission (CHRC) on February 13, 2014. Marie Eve Bordeleau made a presentation on behalf of CWEIA's feedback from women in the Cree Nation. It was an honour for CWEIA to participate and present perspectives on the barriers that face Aboriginal women in accessing human rights justice, and what may be done to overcome these barriers.

Without proper support, First Nations women can fall prey to predators, as was pointed out so clearly in the Roos-Remillard study on the Inuit of Iqaluit being vulnerable to human trafficking. CWEIA brought this issue up at a council board meeting in early February.

Health Issues

The CWEIA is involved in various programs and projects aimed at fostering the health and well-being of Cree women and their families. The following activities were carried out with this focus:

As the discussions continue regarding the development of Birthing Centers, CWEIA carries on with research and developing networks with various organizations to seek resources to assist in the Midwifery initiative. Therefore, on March 27, 2014, CWEIA attended the reception to celebrate the launching of the Aboriginal Midwifery Toolkit, a new resource developed by the National Aboriginal Council of Midwives. The event was hosted by the Quebec Native Women and the National Aboriginal Council of Midwives.

CWEIA is a member of the Regional Suicide Prevention Strategy committee. This initiative was addressed at the Regional level and has a Committee to discuss the issue of suicide in Eeyou Istchee. The Committee will gather information to develop a suicide prevention, intervention, and postvention strategy. CWEIA's Vice-President sits on this Regional Committee and as well, a local representative as an alternate has been assigned.

Projects

CWEIA worked on a number of important projects with other groups, in particular, with the Quebec Native Women's Association, local Cree Women's Associations, Cree local governments, and other Cree regional entities, in its objective to achieve its stated goals for Cree women and their children.

Gender-Based Analysis Community Consultations

Status Women of Canada granted CWEIA an amount of \$195,000.00 to carry out a 24-month project to address the institutional barriers and other factors that limit community efforts to prevent and reduce violence against women and girls in Eeyou Istchee. The project will engage men and boys, women and girls, and key partner agencies such as the Cree Men of Eeyou Istchee. In partnership with community stakeholders, promising strategies to address violence against women and girls will be identified, and a strategy will be piloted in the community. Lessons learned will be shared with other Cree communities in the region.

In partnership with the Local Women's Groups, Gender-Based Analysis (GBA) community consultations have been 2-day workshops, which were conducted in three communities. The consultations were to gather feedback from partners and stakeholders, as well as the general public, in order to build and plan to help shape the direction of this initiative. As well, a survey was conducted to provide a comprehensive look at public attitudes, awareness levels, and behaviors relating to violence and, in particular, public attitudes as they relate to vulnerable populations in Eeyou Istchee. The survey will reveal those who are becoming more aware of the various types and forms of violence and abuse that exist within Eeyou Istchee. It is important for CWEIA to continue working with our community partners and stakeholders to address the root causes of violence and abuse so that all Eeyou can live free from harm and fear. The next steps of the project CWEIA are committed to continuing and enhancing our violence prevention efforts together with partners through the development of an initiative strategy. With that being said, at this time, we would like to thank Donald Nicholls of CRA Justice, Michael Chettleburgh, and Brenda Combs of Astwood Corporation, Wayne Rabbitskin, Nishiiyuu Men and Christine Petawabano, Project Coordinator, for their support and expertise towards this worthy initiative.



Abby Masty, youngest Journey of Nishiiyuu Walker sharing her vision and dream at CWEIA's Golf event dinner

GBA Survey link: <https://www.surveymonkey.com/s/QM7SZ2N>

Women's Shelters

In November 2011, a Family violence symposium in conjunction with CRA's Department of Justice resulted in a partner project with CRA Justice and CHB to establish 2 Women's shelters in Eeyou Istchee, one inland and one coastal. The President attends the partnership meetings with Cree Board of Health and Social Services and CRA Justice Department to discuss the construction of the shelters. CWEIA is involved in the various stages from architectural design to program/service delivery and assists in the review of the Call for Proposals on the site location of the Women Shelters.

Annual Events

In addition to the regular meetings this year, CWEIA hosted its 6th Annual General Assembly in Mistisini on September 21 – 22, 2013 and approximately 70 women attended the two-day assembly. The AGA was successful and memorable as The Return of the Nishiiyuu Men's Journey arrived to bring an apology to women and to create an awareness to end violence towards women. The purpose of the assembly was to provide a forum for discussions to hear women's voices on critical issues of concern. Issues that were raised during the evening were formalized through written

correspondence to be implemented into CWEIA's action plan. The next AGA will be hosted in partnership with the Local Women's Group of Whapmagoostui on September 6-7, 2014.

Return of the Nishiiyuu Men, September 2014

We would like to acknowledge our brothers, the Nishiiyuu Men, for their ongoing support in creating awareness to decrease violence against women in Eeyou Istchee. The primary objectives are to advocate on behalf of Aboriginal women, to promote awareness of issues affecting Aboriginal women through education and training, and to foster a sense of community among Aboriginal women through shared dialogue, meetings, workshops, and conferences.

CWEIA hosted its first Golf event on July 18, 2013 at the Belvedere Golf Club in Val-d'Or. The event was held in honour of "Abby Masty's Dream" and to acknowledge and give recognition to the youth who have displayed their courage and dedication to create awareness of the issues facing Aboriginal peoples. Abby shared her vision and dream to create a foundation to help woman who endure challenges through many forms of violence. An evening filled with food and relaxing to the entertainment of Crystal Shawanda, an Aboriginal woman from the Wikwemikong Unceded Territory who has won a Juno award for her music, was enjoyed by all in attendance. Crystal is one example

of how Aboriginal women can achieve success for the betterment of their lives. CWEIA appreciates all those who sponsored the event and prizes.

The International Women's Day event was held on March 8, 2014 at the Forestel Hotel in Val-d'Or, Quebec. The goal of this event is to honor and support women's rights advocates of our time. As well, this event linked entertainment and an awareness campaign to UNITE, encouraging women to awaken a movement that will accelerate the social, education, economic, justice and political empowerment of women. An awesome job to the organizers. The food was delicious, the concert was awesome, and it was nice to see everyone celebrating and dancing the night away. Many are already looking forward to next year's event!

Economic Development

Through implementing programs and securing the necessary funds that support business, employment, and economic opportunities for Cree women in Eeyou Istchee, CWEIA believes that economic development is the single most important factor to promote self-reliance, as well as address poverty and quality of life issues among Aboriginal women.

The Economic Development Coordinator of CWEIA conducted community presentations to inform Cree women of funding opportunities and to provide support in starting up a business to potential and existing entrepreneurs.

Background of Femmesor

Filaction, as a financial partner, with the MDEIE, both support the establishment of five Regional Organizations Supporting Women Entrepreneurship programs, including implementation within the Northern Quebec region, with three service points for Jamesians, the Innu, and Cree women.

With the help of the firm Bradroit expert in branding, it was possible to create a common nominal ORSEF for all who now bear the name of Femmesor - Succeeding in Business.

Mel's Beauty Salon from Waswanipi is the first business loan that was approved back in April 2010, and it continues to be successful.

Community Tour in Whapmagoostui

The Economic Development Coordinator was invited to the local Women Conference held in March 2013 to share the opportunities available about business start-ups and as a result, 10 women were interested to start a business. During the visit, meetings with potential clients were held. Monday to Wednesday I worked from there and met with the potential clients. Discussions with Deputy Chief Mrs. Wynne elaborated the challenges faced when seeking resolution support from leadership. Recommendations were made to seek support with the local Economic Development Officer. In August, another community visit was conducted to

provide support for potential clients. Women's business interests will create jobs for people in their community, and will become successful with support from families, the Chief and Council, and the Economic Development Officer.

Working Day in Montreal, Qc – March 2013

Each year, the management committee reviews the action plan and annual reports. The management committee consists of a funding agency representative, Sylvie Harton, CWEIA members, secretary/treasurer, and Economic Development Officer. Annually the economic action plan is presented at the Annual General Assembly to be adopted by resolution for submission to the head office in Quebec.

CNACA Festival 2013

Cree Native Arts & Craft Association's 1st Festival was held in Val-d'Or, on March 15-17, 2013. It featured workshops on topics such as authenticity, communications, copyrights, publishing, social economy, a trade-show with 30 Cree artists and artisans from the Cree Nation, and entertainment. Véronique St-Onge, one of the members of Cree Social Regional Economy Round Table, presented a workshop based on Economic Development. This gave me an opportunity to talk to the youth in attendance as requested by Ms. St-Onge.

Meetings with CWEIA Board of Directors, Cree Social Economy Round Table, and Le Chantier as the representative for Crees, also participated in the Wasaganish Local Career Fair to promote CWEIA's Economic Development program.

CWEIA Promotion

The initial objective of CWEIA is promoting gender equality through various media, as well as supporting Cree Women at all levels of industries and areas in the region and throughout Québec. CWEIA continues to raise awareness to issues through its website www.cweia.ca and other outlets such as *The Nation*, *Destinations Magazine*, and CWEIA's Facebook page and newsletter. Public announcements were provided through local and regional radio programming as well.

In conclusion, with the help and guidance of traditional values, faith in the Creator and ourselves, knowledge and wisdom of our Elders, and support from sponsors and partners, CWEIA has been able to develop and sustain partnerships that contribute to improving our Nation. Our Association's programs and services continue to innovate and to evolve in order to better meet the specific needs of all Cree women and children in Eeyou Istchee. It was indeed another year of success and endless commitment for CWEIA, and we thank all of our members, volunteers, and team members for your respect and participation in our projects and events. Meeg-wetch.



Secretariat to the Cree Nation Abitibi-Témiscamingue (SAENCAT)

Business Exchange Day January 21, 2013, Val-d'Or

The Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance invited the media to a press conference at which the President, Dr. Ted Moses, Mr. Pierre Ouellet, Executive Director, Mrs. Chantal Hamelin, Director of Operations and Mr. Julien Rivard Director, AECOM, disclosed the results of a recent independent survey revealing the economic impact of the Business Exchange Day 2011. The media; television, radio and newspapers all attended the press conference and therefore, the media coverage was excellent. Several interviews were also conducted during the following days with Mr. Julien Rivard. A video was produced to present the results of the study. It was broadcasted in a loop at "Clin d'œil TVA" for a period of (7) days and subsequently posted on our website www.creeneration-at.com

Studies confirm that the value of contracts carried out and agreements reached in 2012 will surpass \$19 M as a result of the Business Exchange Day, and that the gains expected in 2013 are significantly higher at an estimated \$111 M.

Economic benefits of the Business Exchange Day December 5, 2012

The Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance once again commissioned AECOM to conduct a quantitative and qualitative evaluation of the Business Exchange Day benefits held on December 5, 2012, in Val-d'Or. As in previous years, the 2012 Business Exchange Day connected Indigenous companies, mainly the Cree Nations within Abitibi-Témiscamingue and the James Bay regions. This survey largely followed the methodology and questions included in the previous year's survey.

An impact evaluation was also conducted. A survey took place in February and March of 2013 with a total of 61 regional companies and 24 Aboriginal companies participating in the survey. Response rates were almost identical between the two groups (57% and 56%). Respondents in the region are from all MRC of Abitibi-Témiscamingue, except Témiscamingue, with a greater representation from the Val-d'Or and James Bay region. Eight of the ten Cree communities of Eeyou Istchee participated in the survey.

For the Region, the activity sectors mostly represented are professional, scientific and technical services (19.7%), retail (18.0%) and manufacturing (14.6%). For the Aboriginals, we found professional, scientific and technical services (21%), construction (21%) and band councils (17%).

Business Exchange Day with Dr. Ted Moses



Mining Conference in Nunavik; Nunavik Mineral and Exploration Fund (NMEF)
April 2013, Kuujuaq

Mr. George Peters, president of Nunavik Mineral Exploration Fund (NMEF), organized a conference on mining development in Nunavik and extended an invitation to the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance. Mr. Pierre Ouellet and Mrs. Chantal Hamelin participated in order to further their knowledge in mining development in Nunavik and continue networking with the Inuit. Mr. Alfred Loon presented the Cree Mineral Policy, as representative of the Cree Mineral and Exploration Board.

The Nunavik Mineral Exploration Fund (NMEF) is a non-profit organization and is the result of an agreement between the Ministry of Natural Resources of Quebec, the Kativik Regional Government, and the Kativik Regional Development Council to promote mineral potential and partnership with Nunavik Inuit.

Innovation and Creativity conference; Nordic Development
May 30-31, 2013, Amos

The Abitibi-Témiscamingue and Northern Québec stand out because of their innovation and creativity. That is why the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance is proud to have brought together, at its annual Conference on Innovation and Creativity, the Crees, the Abitibi-Témiscamingue region, the Algonquin, several James

Bay municipalities, and the Inuit, all committed to Northern Québec's development. This economic event, which focused on networking between the ten Cree communities and the Abitibi-Témiscamingue region, gathered over two hundred (200) participants and thirty-six (36) renowned guest speakers at the Hôtel des Eskers, in Amos, on May 30 and 31, 2013.

On May 30, our keynote speaker, Jean David, explained his perceptions and concepts of the organization of society as well as the application of creativity to promote change and innovation. The concepts of innovation and creativity are related to the commitment of individuals, presented Mr. Rodney Hester, Director of Government Support at the Grand Council of the Cree / Cree Regional Authority. As well, Mr. André Savard, speaker and trainer in Human Resources, presented an analysis and gave examples of commitment. Mr. Pierre Bérubé, President of Abitibi Geophysics, spoke about the innovation in the field of exploration to ensure sustainable development of the North. Our luncheon speaker, Mr. Martin Duclos, Director of Sustainable Development and Environmental Protection at Goldcorp, Eléonore Project.

In the afternoon, Mr. Claude Major, Regional Director at Hydro-Quebec, chose to talk about the strong collaboration between Hydro-Québec and the six communities affected by the Eastmain-1-A Rupert Sarcelle Project. The people of the Cree communities and Hydro-Quebec have demonstrated innovation and

Grand Chief Dr. Matthew Coon Come with mayor of Lebel sur Quévillon Gérald Lemoyne and former Minister responsible for Native Affairs Élisabeth Larouche



creativity to come up with solutions that meet the expectations of all parties. Finally, Mr. Bert Moar, Director of development for the Cree community of Waskaganish, presented the opportunities and important developments in its community.

Roundtables were assigned on three key themes; the first on *models in developing expertise to develop new products and services*. The second roundtable was on the *approaches, processes and innovative projects in the field of Natural Resources*, and finally the *innovation with Information and Communications Technologies*. The day ended with a dinner banquet at which we heard Mr. René Dufresne, Director of Business Development and Administration from the Secretariat to the Nordic Development, give a speech, and the evening closed with a performance from Ms. Mariame Hasni, a Cree singer and performer from the Cree community of Chisasibi.

On May 31, a discussion on governance was held regarding “*innovative progress in all aspects of economic and social life in the Nord-du-Québec*”. The discussion began with Mrs. Elizabeth Larouche, Deputy for Abitibi-Est Minister Responsible for Aboriginal Affairs, followed by Mr. Gérald Lemoine, President of the Conférence régionale des Élus de la Baie-James and then by Mr. Matthew Coon Come, Grand Chief of the Grand Council of the Crees. Furthermore, Mrs. Darlene Cheechoo, President CREECO / Board of Compensation, presented the possibility of growth through partnership models. Ms. Kitty Gordon, Communications Officer at Makivik, presented Air Inuit and Makivik Corporation; additionally Ms. Kitty reiterated the desire to join the innovation model that represents the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance. Thereafter, Mr. Marco Veilleux, Vice President at Fortress Global Cellulose presented on the integration of sustainable development into the culture and operations of the company. Mr. Luc Guimond, introduced us to CMAC- Thyssen Mining Group and its labor development tools and innovation models in the mining sector. Finally, Mr. Joshua Iserhoff, Youth Grand Chief of the Grand Council of the Crees, made a closing statement.

Waskaganish Business Conference

October 21, 22 & 23, 2013

Nâtâmûh Management, in partnership with the Waskaganish First Nation and the Secretariat to the Cree Nation, have joined forces to create a business event to be held in Waskaganish. The number of Cree-owned businesses is growing and with a dynamic young labour force waiting in the wings, there is no doubt that the number of entrepreneurs will continue to rise amongst the Cree and other First Nation communities. There is a desire for new types of businesses to enter the market and a need for alliances and partnerships. In that context, we thought it was important to organize this event.

Naturallia

October 28-30, Sault Ste. Marie (Ontario)

Naturallia took place from Oct. 28 to 30th, in Sault Ste. Marie. The event brought together business leaders from across the globe for a Business to Business event. Businesses were able to connect with other businesses operating in four of the Northern Ontario strongest sectors: advanced manufacturing; value-added forest products; mining supply and services; and smart energy development, supply and services.

The initiative was a joint effort by the Sault Ste. Marie Innovation Centre, the city's Economic Development Corporation, and RDEE, the economic development organization for Franco-Ontario.

Naturallia was an ideal opportunity for the Secretariat to showcase, build economic ties, and develop business alliances with the Cree Nation and Abitibi-Témiscamingue companies. The Secretariat headed a delegation of five (5) delegates; the role of the Secretariat was to facilitate on line registrations; coordinate the match-making process, as well as identifying potential partners, coordinating local logistics and assuring the visibility of the organisation and the delegates. Dr. Ted Moses delivered the opening speech at the Construction Roundtable and Mr. Jim MacLeod presented the Cree Nation perspectives on mining development in Eeyou Istchee at the Mining Roundtable.

Eeyou Economic Group / Community Futures Development Corporation; (EEG/CFDC Inc.) Gala Awards Ceremony

November 7, Val-d'Or

The Eeyou Economic Group /CFDC Inc. (EEG) was created in 1987 to provide independent, non-political community-based support services to emerging and existing Cree entrepreneurs.

The Eeyou Economic Group is supported under certain conditions by Economic Development Canada and provides funding in the form of repayable loans to Cree entrepreneurs looking to start a new business or expand and/or modernize an existing business in Eeyou Istchee.

Naturallia was an ideal opportunity for the Secretariat to showcase, build economic ties, and develop business alliances with the Cree Nation and Abitibi-Témiscamingue companies.

Several people attended the Gala Award Ceremony of EEG / CFDC Inc., which took place on the evening of November 7th, in Val-d'Or. Mrs. Chantal Hamelin attended the ceremony. You can find a complete list of recipients in the table below:

| Categorie / Category | Gagnants / Winners | Communauté / Community |
|---------------------------------|---|------------------------|
| Business Start-up | 44 Canteen Thomas Bobbish | Chisasibi |
| Service Industry | Matoush-Grimard Inc. Albert and Timothy Matoush | Mistissini |
| Innovation | A&E Macleod Services (Mistissini Tim Horton's) Anthony and Elaine Macleod | Mistissini |
| Youth Recognition | Matoush Tire Shop Jerry Matouch | Mistissini |
| | Eeyou Business Solutions Jordon Bear and Jeremy Diamond | Waskaganish Nemaska |
| | Beesum Transport Roderick Happyjack | Waswanipi |
| | SAMO Sara Morrison | Wemindji |
| | HMA Tires Hugo Bosum | Ouje-Bougoumou |
| Entrepreneur of the Year | Meechum Reg'd Chiiwetin Gas Station Beverly Quinn | Mistissini |

“Developing the Nord-du-Québec in conjunction with communities living in the North”, was the theme of the 2013 Business Exchange Day.



Business Exchange Day 2013 Table of Honour



Working Together in Forestry conference

Working Together in Forestry
November 27, in Val-d'Or

The Cree-Québec Forestry Board, the Secretariat to the Cree Nation A-T Economic Alliance, the Cree Regional Authority, along with many other organizations, organized an information and exchange day that brought together several forestry-related stakeholders involved in forestry-related jobs and contracts on the Eeyou Istchee-Bay-James territory. This allowed invited guests to share information with regards to employment, contracts and business relationship opportunities for the Crees and Cree companies.

Approximately, sixty (60) guests attended and took this opportunity to network with the forest industry to share information and discuss job opportunities, contracts, and partnerships in the forestry sector.

The DGR 10 has reserved fifteen percent (15%) of the regional budget for non-commercial *silviculture*, up until an official process is agreed upon and fully established between the parties, so that the Cree can confirm their interest and / or ability to perform the work.

Business Exchange Day
November 28, Val-d'Or

“Developing the Nord-du-Québec in conjunction with communities living in the North”, was the theme of the 2013 Business Exchange Day. This year’s event of effectively planned business meetings, organized in collaboration with *ComaxAT/ComaxNord*, took place in Val-d'Or, on Thursday, November 28, and brought together more than two hundred (200) participants from Abitibi-Témiscamingue and the Nord-du-Québec.

The highlight of the Business Exchange Day was the privileged access between Cree Nation organizations and companies. There was a keynote address by Cree Regional Authority Capital Works & Services Director General, Mr Henry Mianscum, along with Forestry Industry Association Director, Mr Nicolas Fortin. Over one hundred and fifty different companies attended. In addition one-on-one 15-minute meetings between businesses whose interests intersect were held, making the Business Exchange Day a successful event and a genuine lever for economic development.



Laying of fibre optic cables as part of ECN extension between Amos and Matagami.

Eeyou Communications Network

Nowadays, information and communication technologies (ICT) are omnipresent in people's lives. Such as the telephone went from being a novelty to a basic service in the 20th century, access to broadband networks is now a required element of modern life. Communities with no such access in 2014 are severely handicapped socially and economically. Eeyou Communications Network's mission is essentially to eliminate the digital divide in the Eeyou Istchee and James Bay area, allowing the communities to reap the social and economic benefits of having access to broadband networks.

Under the Leadership of Cree Nation Government and of the Director of Economic and Sustainable Development, Mr. Alfred Loon, this innovative project is the result of a collective effort originating from an agreement between the Cree Nation Government (CNG), the Cree School Board (CBHSSJB), the Eeyou Istchee James Bay Regional Government and the Commission scolaire de la Baie-James.

The year 2013 was an extremely successful year for ECN as many important milestones were crossed. Most importantly, through joint efforts with CNG, Quebec Government and CBHSSJB, the ECN network has been interconnected and integrated in the Réseau Intégré de Télécommunications et Multimédia (RITM) of Quebec Government to serve all Ministries and governmental organizations. As a first and urgent step, Eeyou Istchee health facilities, comprising over 20 sites, have been connected to the ECN network and RITM. By increasing bandwidth by 100 to 400 times, making the Cree facilities among the best served facilities in Quebec in terms of telecommunications access, ECN enabled use of cutting edge technologies for the benefit of Cree patients throughout Eeyou Istchee. For example, upon implementation of those technologies by the CBHSSJB, it will be possible for Cree patients to consult specialized physicians throughout the province of Quebec using high-quality telemedicine systems directly from local health facilities. ECN is also currently completing RITM connectivity for all health facilities in James Bay.

RITM connectivity through ECN should also benefit many other Cree and non-Cree organizations in James Bay and Eeyou Istchee such as Justice and Police.

In addition, ECN completed the Allard Project, a \$4,000,000, 200 km fibre optic network expansion from Matagami to Amos. Such infrastructures will allow ECN to connect the network to various major telecom service providers now present in Abitibi. ECN will then

be in a position to implement a second point of interconnection to Southern facilities for Internet and other services in addition to the connection in St-Félicien, thus eliminating possible failures due to a single point of entry and increasing ECN's service reliability.

Another major achievement in 2013 was the completion of the Emile Project, the installation of ECN fiber connections at 30 new sites. Included among newly connected facilities are all of the CNG's justice facilities, the Eeyou Eenuou police headquarters, the LG2 airport, many Cree community Band Offices, Hydro-Quebec installations, the Ouje-Bougoumou Aanischaaukamikw Cree Cultural Institute and various Cree Nation Government offices.

In continuation of an initiative that began in 2012, the Cree Human Resource Development (CHRD)-ECN Telecom Training Program reached cruising altitude in 2013, having trained over 40 Cree individuals as outside plant, telecom and network operation center technicians. The \$3,000,000 three-year program, initiated by the CHRD in partnership with ECN, also benefited from a \$1,500,000 grant from Services Canada's Strategic Partner Fund. The initiative will lead to the very short term employment of five to ten full-time Cree employees with ECN and many more positions as shared resources, in response to the demand for Information and Communication Technology (ICT) expertise in all Cree communities.

Challenges remain for ECN in 2014, the most important being the kick-off of ECN's Phase 2. This vital initiative aims at connecting the three remaining Cree communities of Eastmain, Waskaganish and Whapmagostui to ECN's network and closing the James-Bay Eeyou Istchee fiber optic ring. The urgency of concluding Phase 2 has been accelerated by embargos of the Incumbent Service Provider on DSL Internet and transport services, currently plaguing Eeyou Istchee and depriving citizens, public organizations and businesses of access to minimal and essential transport and Internet connections.

As the growing benefits of ECN services become apparent in Eeyou Istchee and James Bay, we can confidently assert that ECN efforts have triggered a technological revolution that will have deep ramifications in terms of social and economic development and in the life of the residents. ECN's success is a prime example of regional partnership and cooperation and of Cree leadership and vision improving life in Eeyou Istchee and James Bay through structuring projects.

Child and Family Services

Message from the Director
Kelly Pepabano



It is with great pleasure that I present the 2013-2014 report on the activities and achievements of the Child and Family Services Department of the Cree Nation Government (CNG).

First and foremost, my team and I would like to acknowledge all childcare staff members who are truly committed to improving childcare services, and who form the backbone of our network. Without this group of dedicated persons, we would not be able to play such an important role in stimulating the development of our young children.

I also want to seize this opportunity to recognize one director whose work has been outstanding, our recipient of the “Director of the Year” award for 2013: Wendy Moses of the Wasèyapin Childcare Centre in Eastmain. Wendy has been a director for 17 years now, a career she started only two days after graduating from the *Educators in Native Childcare Services* training program in January 1997. Wendy has been involved in providing quality childcare services with her team for all this time, thanks to the cooperation that she has established with her staff and board of directors. Wendy,

on behalf of all parents and children in Eastmain as well as on behalf of your colleagues throughout Eeyou Istchee, we thank you for your dedication and commitment to early childhood education!

As for our regional team, we would like to recognize Pamela Norquay, who was this year named “Regional Staff Member of the Year”. Pamela deserves this honour because of her dedication to supporting the accounting operations of childcare centres throughout the Cree communities of Eeyou Istchee. This year, in addition to her regional responsibilities, Pamela made an enormous contribution to the negotiations regarding our new agreement with the Québec Ministère de la Famille. All childcare employees join me in thanking Pamela for her hard work, and for helping to make this agreement a reality.

In other news regarding our personnel, our esteemed colleague Wabigwan Polson left our team in October of 2013 to explore new avenues in her career – she is currently working as an instructor for the *Educators’* program with the CEGEP de St-Félicien. She is greatly missed, and we wish her all the best in her new role.

Wendy Moses of the Wasèyapin Childcare Centre in Eastmain recipient of the “Director of the Year” award for 2013



New Agreement with Québec

The highlight of our year has certainly been the negotiation of a new agreement with the Provincial Government's Ministère de la Famille (MF), which was approved in principle by the Grand Council of the Crees and the MF Authorities in the summer of 2013. This new agreement, which gives us the mandate to oversee and manage the CNG's obligations with regard to childcare services, will allow us to significantly improve the working conditions of childcare employees in all of our facilities.

The process of negotiating this agreement required the commitment of many people, in addition to our internal team at the Department. We owe many thanks to our Grand Chief, Dr. Matthew Coon Come, who provided us with the services of chief negotiator Abel Bosum, to the director of Cree-Québec Relations Tina Petawabano, to our tireless allies Lucie Bergeron and Josée Beaulac, as well as to the team led by David Heritage.

Other Programs Related to Child and Family Services

In addition to regular childcare services, our Department also manages other programs related to children and families. These programs are made possible through agreements, specifically the Health Canada agreement for the Head Start and Maternal and Child Health Programs, and the Service Canada/Cree Human Resources Development agreement for the implementation of the First Nations Childcare Initiative (FNCI).

Because of our ability to manage numerous programs at the regional and local levels, our Cree childcare centres continue to offer more integrated services than most centres across Canada. These services include childcare, Head Start programs, and other services dedicated to children living with special needs.

Another element that was added to our departments list of responsibilities in 2013-2014 was the implementation of a new agreement between the Cree Nation Government and the Québec Ministère de l'Emploi et de la Solidarité sociale. Our work involved developing guidelines and reviewing projects aimed at alleviating poverty throughout Eeyou Istchee.

Thanks to the work of a Committee composed of the deputy grand chief, the chair of the Cree School Board, and the chair of the Cree Board of Health and Social Services, we have been able to assist Cree organizations in developing and implementing six important projects, details of which are provided in the next few pages. All of these endeavours would not have been possible without the support of our Cree leaders, who endorse the work that we do to promote the development and well-being of Cree children and families throughout Eeyou Istchee. On behalf of all families in our Territory, I wish to thank them.

Meegwetch.

Mission of the Child and Family Services Department

We are the team that empowers Child and Family Services Centres in Eeyou Istchee to enhance the quality of their services, to develop their autonomy, and to work efficiently.

We are part of a strong network that fosters our Cree values, culture and language in the services that we provide for children and families. We are working together for the future of our children!

Child and Family Services Personnel

The Child and Family Services Department is based out of Mistissini. We currently have five full-time employees working out of our main office, one employee based in Waskaganish, one in Nemaska, and a final employee who worked in Chisasibi until October 2013. In 2013-2014, we continued to count on the support of a team of professionals who coached our team in the areas of management and finance.

Department team members continue to ensure that childcare services are being provided by Cree personnel in the Cree language, and that culturally-appropriate tools are being used. Our department also ensures that all childcare centres and Head Start programs reflect the communities' cultural values, beliefs and traditions. Our department's regional team is responsible for travelling to all Cree communities in order to provide technical and professional support to staff and board members for all of the nine Child and Family Services Centres.

By the end of 2013-2014, there were more than 350 Cree people working for child and family services, most of them in permanent full-time positions. More than half of the people working as educators for our department now hold college-level diplomas.

We are part of a strong network that fosters our Cree values, culture and language in the services that we provide for children and families. We are working together for the future of our children!

The centres providing childcare services and the Head Start programs each hire one director who looks after the management of Human Resources, Finance, Materials, Administration, and Services. Directors are assisted by coordinators for each facility, as well as by administrative assistants. Each centre employs a number of educators, including special needs educators and in some cases, home visit educators. Some centres have pedagogical counsellors as well as coordinators for their Head Start programs, and all centres now have cooks and janitors on their regular staff.

Implementation of our Action Plan

For fiscal year 2013-2014, the activities of the Child and Family Services Department included the following:

Programs and Agreements

During this fiscal year, our department dispersed funds from a number of programs and agreements to local childcare centres in order to support their operations. These programs and agreements have a significant impact on the economic vitality of our communities, as they injected more than 18 million dollars into local services, renovations projects, and training programs.

- The *Agreement respecting Childcare Centres between the Government of Québec and the Cree Nation Government*, which was renegotiated this year, hands us various responsibilities, including renewing childcare centres' permits, carrying out inspections, facilitating the implementation of background inquiries for all staff and board members working in or for childcare centres, dealing with local and regional complaints and providing technical and professional support to the centres.
- The *Cree Childcare Program* is funded through an agreement between the Cree Human Resources Development Department (CHRD) and Service Canada. This program allows local childcare centres to improve the ratio of children to educators, thus enhancing the quality of services.
- The *Cree Head Start Program* is funded by Health Canada. Through this program, educators facilitate educational activities within childcare facilities or through home visits for families of children who do not attend the childcare centres. Home visits are a great way to introduce developmental activities for young children and to help children and parents alike discover the joys of 'learning through play'. Other activities offered through the Head Start program included services for children who have special needs, various stimulation activities for children, parent-child playgroups, parenting workshops, nutrition workshops, first aid training for parents, and various events to highlight the special bond that connects the Cree communities with young children.



- The *Maternal and Child Health Program* is funded by Health Canada. This program allows us to establish a partnership with the Cree Board of Health and Social Services of James Bay in order to facilitate the delivery of health promotion services to children and families, through the *À Mashkûpimâtsit Awash* program.
- The *Cree Alliance for Solidarity* is funded through a two-year agreement between the Cree Nation Government and the Ministère de l'Emploi et de la Solidarité sociale. Our Department has provided logistical services for the implementation of this agreement in 2013-2014, and will continue to do so in 2014-2015. The work of the Cree Alliance for Solidarity consists in coordinating services and funding projects that aim at alleviating poverty throughout Eeyou Istchee. In 2013-2014, the Cree Alliance Committee, composed of the deputy grand chief, the chair of the Cree School Board and the chair of the Cree Health Board, examined a total of 30 projects, 13 of which were accepted for funding. Out of these projects, 6 started in 2013-2014, while 7 were scheduled to start in fiscal year 2014-2015.

Out of the successful projects, 4 were geared toward child and family services, and are overseen by partners in our child and family services network:

1. The Community Social Pediatrics project, based on a model implemented successfully in Montreal by Dr. Julien, allows a team of resources around the Awash Estchees Childcare and Head Start Centre in Whapmagoostui to create partnerships with the local clinic and with social services. A paediatrician and a social worker meet local young children and families and a variety of community-based services are organised to meet their needs.
2. The Waskaganish Apishtiawaash College initiative, led by the Waaseskun Childcare and Family Services Centre in collaboration with the *À Mashkûpimâtsit Awash* program at the clinic, is inspired from the Harlem Children's Zone Baby College in New York City. The project promotes the healthy development of young children, with an approach centering on family involvement, through 9-week cycles of sessions focusing on parent-child bonding, best parenting practices as well as cognitive and early literacy skills.
3. The Wemindji Fly Families in Community project was developed through a community development process organised by the local Awash Program at the Community Miyupimaatsiun Centre in close collaboration with the Kanawhymigoo Childcare and Head Start Program and with local partners. This project aims at supporting parents, and involves 8-week sessions where parents of children within a specific age group (pre-K; K &

grades 1 and 2, grades 3, 4 & 5; grade 6 and Sec. I) get together to explore their roles as parents, and connect with one another to build their own support networks.

4. The Cree Child and Family Services Centres Association received funding to develop a series of 10 books: 3 for infants, 3 for toddlers and 4 for pre-schoolers, which are aimed at motivating Cree families to develop the habit of reading starting at a very young age. Reading in the early years leads to better cognitive and language skills, better retention of information in school, enhanced memory and improved levels of concentration, all factors that have an impact on a child's success while attending school as well as their willingness to complete high school and move onto more advanced academic endeavors. The books are scheduled to be published in 2014-2015, and their launch will be accompanied by an awareness campaign.

Other Cree Alliance projects that started in 2013-2014 include:

5. The Mistissini Youth Council held the Turtle Concepts workshop in March 2013, to help build essential life skills for youth ages 13-29 and to help them succeed in school. The workshop focused on helping the children to develop healthier lifestyles, overcome fear, and develop persistence and resilience with respect to goals and aspirations. Subjects also included drug and alcohol abuse as well as suicide.
6. The Chisasibi Business Service Centre is currently working on developing a community-based business that will build and manage a vegetable greenhouse. Funds from the Cree Alliance are being used to conduct a feasibility study to look at technical production details and business management issues. The greenhouse should be built by the summer of 2015 (through other funding). The project also involves the adaptation and implementation of a well-known gardening animation program for childcare and primary school children (*A Treasure in my Garden*).

Seven other projects have received the approval of the Cree Alliance for Solidarity Committee and will be implemented starting in 2014-2015.

Support to Childcare Centres in the Nine Cree Communities

- In 2013-2014, we continued to support the nine existing child and family services centres' boards of directors, and facilitated training sessions for a number of them. We assisted local boards in the supervision of the operations in regards to their childcare programs and services.
- We provided technical and professional support to all center directors and staff members who were involved in the Childcare and Head Start

programs in regards to matters dealing with legal aspects, building maintenance, materials, human and financial resources, training, educational activity programs, promotion, general co-ordination of the centres and assistance in problem-solving.

- We reviewed and analyzed childcare information from various sources (governments, associations, agencies) and distributed relevant documents and information to the childcare centres.
- We developed new tools and systems to assist the directors in the supervision of all programs and services.
- We also monitored regular maintenance needs and services for our 16 childcare facilities to ensure that they function to their best capacity.

Accessibility and Affordability of Child and Family Services

- At the end of fiscal year 2013-2014, there were 1,208 funded full-time childcare spaces available in the nine communities through the \$7.00/day program. Free spaces were also available for children whose parents are receiving social assistance benefits.

- With the Head Start program, families whose children do not attend the childcare centres on a regular basis also benefit from various services. The Head Start program is designed to meet the needs of low-income families and of families with children who have special needs.

Training and Development

In order to promote the physical, intellectual, emotional, social and spiritual development of children in the context of Cree heritage and culture, it is important for the Department to provide opportunities for training and development of staff members and persons who wish to pursue a career in early childhood development.

Here is an overview of the measures taken in 2013-2014:

- **College-Level Training Programs**

Each childcare centre is required to meet the provincial Act and Regulations ratios, which stipulates that two out of three educators working in childcare centres need to be trained. In addition, nu-

The Waskaganish ENCS graduates and their instructor from CEGEP de St-Félicien, Corie Smith Druggett.



merous graduates from this program have found employment in the Cree school and health systems.

On June 3, 2013, 20 students from the Cree Nation of Waskaganish completed their certification with the CEGEP de St-Félicien's Educators in Native Childcare Services training program. Congratulations to all graduates who, thanks to their commitment and dedication to the well-being and education of young children, have earned their diplomas and are now recognized as qualified educators. Our thanks also go to the First Nation of Waskaganish, which has sponsored a good portion of the costs associated with this ENCS program.

The ENCS training program is still very much in demand throughout Eeyou Istchee, as local needs for trained educators in the communities are high. New programs started in Waswanipi in April 2013 and in Wemindji in October 2013, both with sizeable groups of students. In addition, we started a new program for the Special Needs Educators in Whapmagoostui in January of 2014.

Much appreciation goes to CHRD and CEGEP de St-Félicien, both of which are very generous in supporting the delivery of these important programs in Eeyou Istchee. We also thank the CEGEP instructors, who are making an important contribution by inspiring not only their students, but all childcare workers to become true professionals.

By the end of 2013-2014, there were more than 350 Cree people working for child and family services, most of them in permanent full-time positions. More than half of the people working as educators for our department now hold college-level diplomas.

- **Directors of Cree Child and Family Services Centres**

Directors of childcare centres participated in three one-week training workshops throughout the year – in Oujé-Bougoumou in August 2013, in Ottawa in November 2013 and in Val-d'Or in March 2014. These sessions are meant to enhance directors' skills so that they may better meet the challenges of their day-to-day responsibilities.

- **Financial Administration and Bookkeeping**

Our very efficient regional finance team continued to travel throughout Eeyou Istchee to provide on-site training and support to all administrative employees in charge of the financial aspects of administration as it pertains to the childcare centres. In January 2014, our team also provided a regional training session to all financial administrators regarding the management of their annual budgets. Team members continue to prepare the financial statements for the year-end audits, and are heavily involved in the negotiations for the new MF-CNG agreement on childcare services.

- **Educational Program**

For the first half of the fiscal year, our regional pedagogical and Head Start advisor continued to provide ongoing training and facilitation to all educators on the topic of the educational program which has been implemented in all playrooms. In cooperation with the regional special needs advisor, she also organized a one-week training session in Montreal for pedagogical counsellors, coordinators and special needs educators, focusing on monitoring behaviours and the referral process with partner organizations.

- **Special Needs Program**

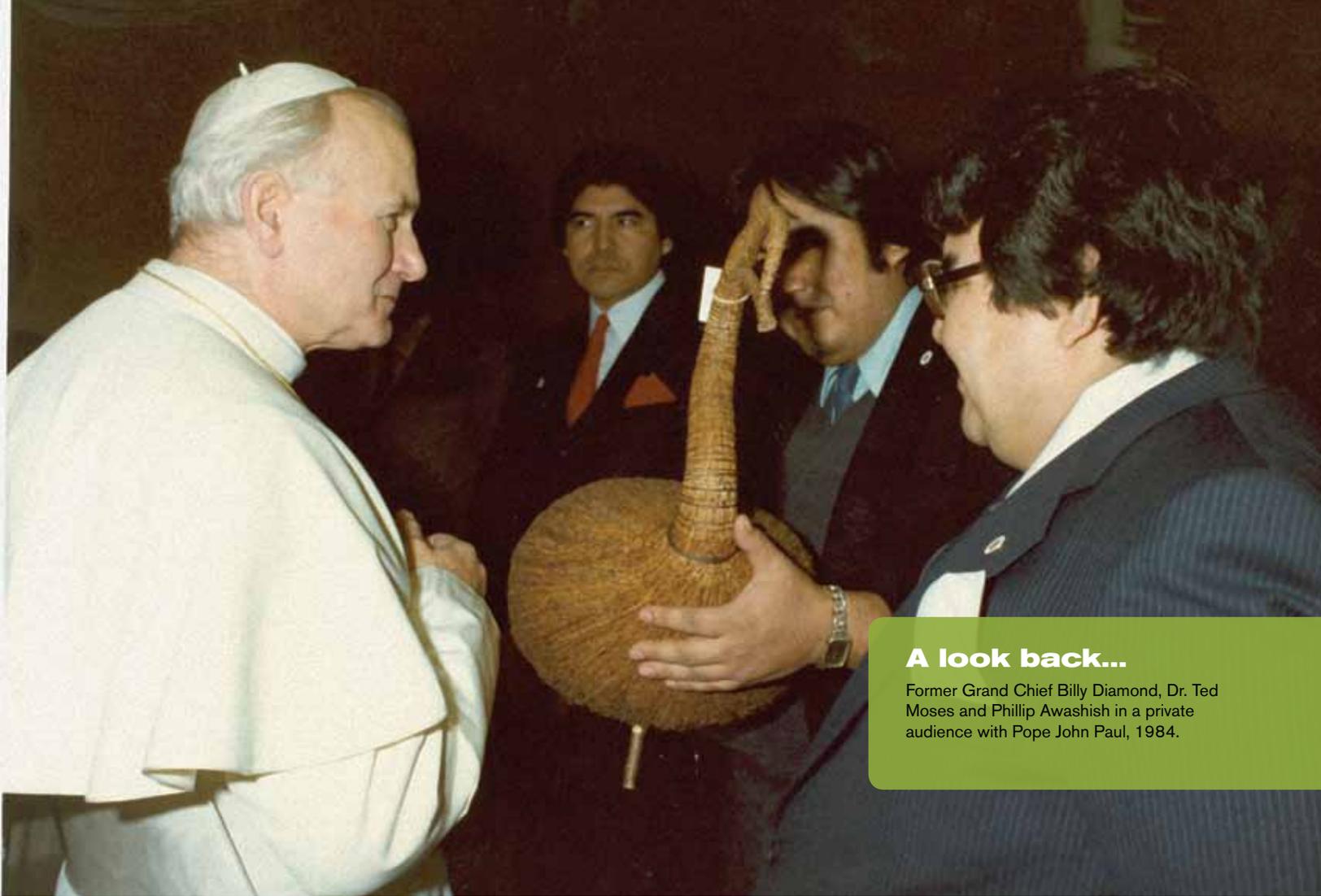
Our regional special needs advisor has made regular visits to the childcare centres to support the educators who foster the development of children with special needs. She has participated and collaborated with the Regional Special Needs Advisory Committee, along with representatives from both the Cree Health Board and the Cree School Board.

- **First Aid and Injury Prevention Courses**

In order to ensure that all staff members remain certified in First Aid and CPR, courses with a focus on children were provided to childcare and Head Start educators as well as to parents in each of the communities.

Liaison

- Our organization planned and coordinated three regional meetings and workshops in addition to holding monthly meetings via teleconference with members of the Cree Child and Family Services Centres Association. The Association represents a means for local Child and Family Services Centres to cooperate on issues of common interest includ-



A look back...

Former Grand Chief Billy Diamond, Dr. Ted Moses and Phillip Awashish in a private audience with Pope John Paul, 1984.

ing the renewal of the collective agreement in the two unionized childcare centres. The Association also spearheads the development of culturally-appropriate resources for young children such as *The Singing and Learning Adventures of Neebin & Waabin*, and is now working on a series of books through Cree Alliance for Solidarity funding.

- We acted as liaison with other First Nations and organisations on childcare matters and issues, and ensured concerted and informed actions.
- We networked and built strong partnerships between the CNG, local Cree Nation Administration offices, the Cree Board of Health and Social Services, CMCs, the Cree School Board, schools as well as the Provincial and Federal Governments to provide inclusive, comprehensive and flexible childcare programs for Cree children, including children living with special needs.

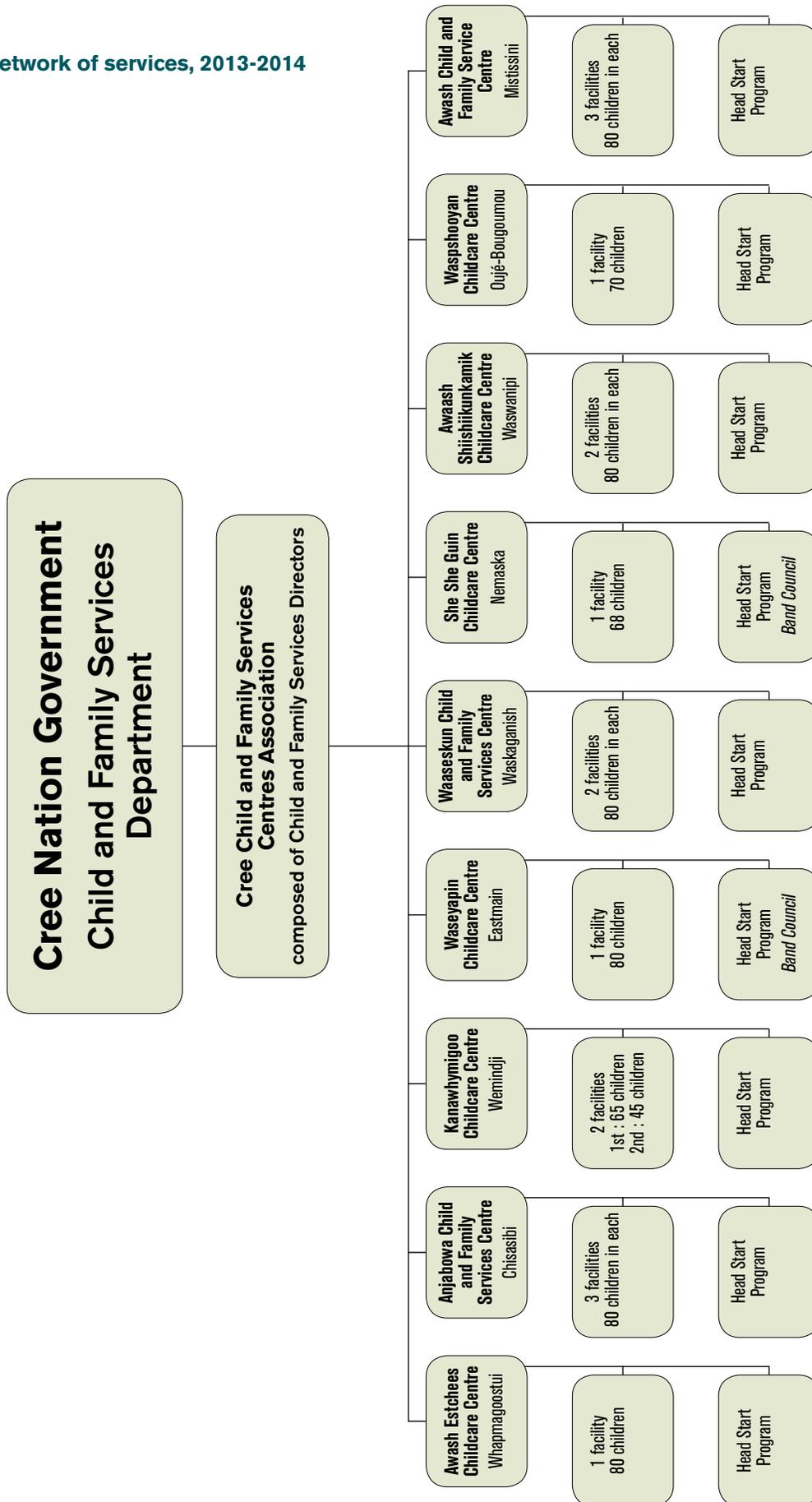
Our challenges for 2014-2015

1. Implement the new budget rules associated with our new Agreement with the Province of Québec regarding funding programs and powers.
2. Continue to provide professional and technical support to all local child and family service cen-

tres in all areas of operations, as well as in the maintenance of their facilities with the goal of empowering and building a strong network of childcare management leaders and professionals.

3. Continue to support and monitor the progress of the Head Start programs as well as of projects funded under the Cree Alliance for Solidarity.
4. Develop a new facility for the Kanawhymigoo Childcare and Head Start Program in Wemindji, so that more families may benefit from services.
5. Continue to deliver the Cegep training program Educators in Native Childcare Services and Special Needs Education - Aboriginal and Inuit Children in the communities that require these.
6. Collaborate in applying the collective agreements within the unionized childcare centres.
7. Continue to cooperate with the Cree Board of Health and Social Services in the harmonization of services aimed at families and young children of Eeyou Istchee.
8. Continue to work with the Cree School Board and the Cree Board of Health and Social Services to support the implementation of the Cree Alliance for Solidarity, to alleviate poverty in Eeyou Istchee.

Our network of services, 2013-2014



Justice and Correctional Services

Message from the Director Donald Nicholls



Gasbri Cooper

The Department of Justice and Correctional Services is pleased to report to the Cree Nation on the successes and accomplishments we have achieved over the past year. Justice and corrections institutions are cornerstones in society, and how they meet and respond to the needs of the people they seek to serve is important. Almost 40 years ago, provisions for the administration of justice were negotiated, and within the agreements the discourse became entrenched on how any facilities, positions, services, programs, and systems needed to respect the usages, customs and psychology of the Cree people. Since the establishment of the Department in 2008, we have worked diligently to ensure this principle and Cree values, ways, and understandings are integrated into the delivery of justice and correctional services in Eeyou Istchee.

This year, we have completed the remaining community justice facilities. Each is unique, and includes

round courtrooms, local artwork, pictures and features to connect it to the people and the land. These facilities are important community resources, and were a first step in putting in place key positions, programs, and services. Now that they are complete, we are close to completing the engagement of local and regional Cree personnel to facilitate our work with communities, institutions, governments, and organizations to better serve our clientele, ensure the integrity of the systems, and continue to work on our rights and interests in the administration of justice and correctional services.

Programs and services have increased, as our staff numbers have increased. A central consideration for any new program or services is to start working at the community level with key individuals inside and outside of the Department. We work with the local leadership to establish a community justice committee. The committees are invaluable in helping to develop plans, programs, reports and interventions that add community values and recommendations. The community justice committees can even hear certain types of cases locally, and the solutions are more likely to be community oriented and restorative in nature. Our staff are trained in mediation, facilitation, and reporting to allow us to provide support for the growth of systems that are more reflective of our approach and society, and that service our people and communities better. Our contributions have improved the systems we work in, and will continue to improve it every day. It is the first question we ask ourselves as an employee in our Department, "What can we do for our people and community today?"

The Director of Justice and Correctional Services was honoured in November with an Award of Merit from the Canadian Institute for Conflict Resolution.



Facilities

The Cree Nation Government completed the construction of the final two facilities located in the communities of Nemaska and Eastmain, bringing the total number of facilities to nine. However, because the facilities are completed and occupied, does not mean that improvements, modifications and adjustments were not necessary. We had worked with architects and engineers from the Ministry of Justice and the Ministry of Public Security in the planning stages for these facilities to ensure they had the best standards possible and complied with all laws and regulations. When they were completed, the Ministry of Public Security did an inspection and found a number of measures we needed to modify. We were not anticipating these especially with the preparation we had taken with planning with the Ministries, but needed to do additional work as it involved the safety and security of personnel and our clientele. These new modifications began in 2013, and will continue into 2014. We prioritized the busiest facilities, and worked around any court schedules.

From a cultural perspective, we began in the building of the last two facilities to modify the interior design to link more closely to their local history, people and culture. Beyond the striking artwork, round courtrooms, and photographs, we worked with local artists and an Aboriginal interior designer to change the entrance, the windows, and the walls to reflect aspects of our culture and communities. These extra elements help remind us that the facilities and the important work conducted there must honour our Cree values, traditions, people and the land that anchor the Cree Nation. The values of our justice system must mesh with those of the community, in order to achieve the vision of a safe and just Cree society.

Last year, the Department commissioned a report following three years of discussions with the Cree Board of Health and Social Services (CBHSSJB) and Cree Women of Eeyou Istchee (CWEIA) on domestic violence in the Cree Nation. The issue was previously

identified in the justice reports done by the noted criminologist Carole La Prairie in 1991. At the time, we did not have a Department or the resources to address the issue. Since the Department was established in 2008, we put as a priority domestic violence and held a conference in Chisasibi in 2010 to bring together the communities and organizations to relook at this issue. We drew upon information from the conference, courts, partners, surveys, public data, and through contacting shelters throughout Quebec and Ontario to help put into context the size and scope of family violence, and the extent to which there were shelter resources available to meet the needs of our Nation. Shelters are a part of the solution, they are needed resources to complement awareness and programs to facilitate change on this important issue.

The report showed that an estimated 200 Cree members use shelter services per year in Quebec and Ontario, which is a number that can be understated as many women do not report their victimization or seek services when faced with violence. In reviewing all the shelters used by Cree clientele, the predominant opinion is that a Cree facility would offer more support to help heal families and provide a more culturally relevant service. The CBHSSJB has negotiated operations and maintenance funding for the operations of these facilities starting in 2015. However, they have requested that the Cree Nation Government should assist with the capital portion of the initiative in accordance with the provisions of the Agreements relating to these type of facilities. The report was reviewed by the Cree-Quebec Judicial Advisory Committee (CQJAC) and a recommendation was made to the Cree Nation Government to support the establishment of two domestic violence shelters, one inland and one coastal.

The recommendation included two provisions for such support: the creation of a working group on best practices for a Cree women's shelter, and the reaching of a framework agreement between the Cree Nation Government and the Cree Board of Health on their respective roles and responsibilities with regard to the shelters. The working group was formed, and it was comprised of representatives of the Department, Capital Works, Cree Board of Health and Social Services, Cree Women of Eeyou Istchee, frontline workers, Elders and clients. It started to meet in the first week of the New Year, and continued meeting until a preliminary plan of best practices was established, including guidance on how to best integrate such a facility within a Cree community. A framework agreement was concluded between the Cree Nation Government and the CBHSSJB. The CBHSSJB is now completing a Technical Functional Plan for the Ministry to review and approve. The Cree communities wishing to have such a facility in their community were invited to submit a proposal to the Department of Capital Works, and there would be a process to determine the location of an inland and coastal facility.

It is the first question we ask ourselves as an employee in our Department, "What can we do for our people and community today?"

After completion of the facilities, similar representation as on the working group will help provide guidance in the development of appropriate and effective programming. The shelters are a necessary part of the solution, but it is with collaboration of leadership, departments, institutions and communities that we will be able to address the issue of domestic violence in a real way. This means we will continue our efforts in prevention, awareness and education, so as to proactively try to prevent or intervene in domestic and family violence before it escalates. The working group also tabled continuing discussions involving men's shelters or placements as potential solutions to situations in the future.

Consistent with our goal of increasing our capacity and ensuring services are responsive to our unique needs, we continued our work assessing the feasibility of a Youth closed custody facility in Eeyou Istchee. A working group on this issue was formed in the past year. The Department of Youth Protection in the CBHSSJB presented to the Cree-Quebec Judicial Advisory Committee on the need for a facility in Eeyou Istchee to help us work closer with our youth in trouble, and to ensure they are treated appropriately. After a review of the numbers and cases, the CQJAC made a similar recommendation as the women's shelters, that a working group be formed to look at best practices to build a facility and integrate it within the Cree communities, and that a framework agreement be concluded between the Cree Nation Government and the CBHSSJB on their respective roles and responsibilities with regard to this facility.

The working group met in the early part of the year. Like in the case of the women's shelters, the CBHSSJB had negotiated O & M funding for such a facility to start in 2017. So, the Department of Justice and Correctional Services, along with Capital Works, and the CBHSSJB visited a number of possible model facilities. Some were government run, whereas others were operated by First Nations. A report was prepared on the findings and presented to both organizations. The working group has had a few meetings to date. However a Technical Functional Plan would need to be more comprehensive for such an institution as there are more regulations relating to facilities that have a detention and rehabilitation component. There is also more time in terms of preparation given when the O & M funding would become available, therefore the Working Group will be continuing its work over the coming year on both the Technical Functional Plan and the parameters of the a framework agreement between the CNG and the CBHSSJB.

Consistent with provisions in the provincial and federal agreements, the Department and the CQJAC are looking at the creation of land-based camps around each Cree community to allow for prevention and rehabilitation programming with youth and adults. We believe these camps will play an essential role in of-



Nemaska Justice Building

fender rehabilitation and reintegration, especially with the reality that within current contemporary systems there are few programs for Cree clientele. These camps can also be used for intervention and alternative programming for preventative purposes with our people. We believe that programs on Eeyou Istchee can bring in cultural and value based aspects that can help heal individuals and work towards a healthier reintegration back into their communities. Of course, in some instances, land based solutions would not be suitable, as we balance community safety. For the majority of clients, the environment and programming we develop will be beneficial at some stage. We have therefore set aside money in our current budget for the creation of these resources.

The CQJAC and the Cree Nation Government reviewed and supported the integration of modern multimedia equipment into each of the community justice facilities from the beginning. It was recognized that technology could reduce geographic distances of Eeyou Istchee, linking us together as a Nation and helping us access more services in the area of justice and corrections. If we were to build modern buildings, albeit with cultural values integrated in them, we would need modern technology to ensure they provided for the present and future of our Nation's needs.

The new equipment that is being integrated in each community facility will allow for simultaneous translations of hearings into Cree, English or French when needed. Video conferencing equipment will be installed in each courtroom to allow for bail, youth protection, and other types of hearings. This innovation allows for each community to securely connect with a court and judges in the south if needed, and it would reduce the hardship and cost of travel for the parties, and stakeholders such as the Eeyou-Eenou Police Force (EPPF), CBHSSJB and the Courts. The equipment is also designed to allow for live video testimonies of witnesses or parties located in other Cree justice facilities. The equipment will allow for young

offenders and victims to give testimony in other rooms or buildings if needed. The system can also be securely linked to corrections facilities to allow family to visit with loved ones more regularly without leaving their community. It can also be used for members to confer with legal counsel via video-conference in preparation before court dates, or for clients to set up scheduled meetings with specialized health care professionals for sessions. On an administrative level, it will allow the Department to have regular staff meetings, and can be used for training or educational purposes as well.

Human Resources

The Department of Justice and Correctional Services continues to grow, so a number of new positions were created to allow for more programming and services at the local level in each community. The latest new positions include Prevention Program Officers that will deliver the Cree SNAP for Schools Program, as well as the Anti Bullying Clubs, and other programs in development such as alternative to suspension programs. These positions will be in all nine communities, with staff working collaboratively with the Community Reintegration Officers (CROs), justice officers, facility receptionist, and justice committees as a local resource team. Prevention programs with high-risk children and youth reduces the likelihood of them coming into contact with the judicial or correctional systems in the future. This is an area of investment that all ministries

of justice invest in to reduce overall costs and burdens on their systems in the long term. However, for us another important objective is to help our children and youth get onto a healthier path earlier in their lives.

Other new positions in the past year have included the Corrections Release Support Worker (CRSW) that works closely with clientele going into halfway houses and residing outside of the Cree territory. The CRSW becomes a part of the correctional release plan to continue to work with and report on the progress of Cree clientele as they begin their journey of reintegrating back into society. There was the addition of a Justice Administrator that works with the courts and facilities to help better plan use of the facilities, and works closely with the communities on the yearly allocation of funds to support local initiatives with the justice committees. Another key position added in 2014 has been the Department Psychologist who helps do assessments and evaluations in the Cree language in the provincial and federal detention facilities, at the community level, and assists in the development of programming for high risk individuals in preventative or rehabilitation programs or plans. Finally, there was the creation of a Financial Officer in the Department to assist with the monitoring, reporting and administration of multiple funds, agreements, programs, and daily operation costs. Each new position, and the Cree members that fill them, are important parts that make up the Department and our ability to provide better integral services to the Cree Nation.



The Canadian Institute on Conflict Resolution (CICR) worked with our largest group of new employees in the past year to complete the third graduation in the area of facilitation, mediation and conciliation techniques for working with clientele in conflict situations. Three years ago, we worked closely with CICR to adapt one of their most well known programs for people in the public service working in conflict situations or environments. The certification and skills remained the same for our staff, but the applications were geared towards the realities, culture and values of our communities. The majority of our justice and corrections officers spread throughout Eeyou Istchee are now trained to provide these services when working with Cree individuals, couples, organizations or larger groups in the community. The Department is working with CICR to develop within our system mediation services, which would reduce the need for conflicts to escalate. We are also working to develop some community dialogues that address larger groups and issues within a community that can immobilize people. All personnel that have taken CICR training have seen significant changes in their work and home environments. The skills and approaches to working with others, and conflicts, are rooted in a greater understanding of needs, and consistent with approaches incorporating Aboriginal values and ways.

The Director of Justice and Correctional Services was honoured in November with an Award of Merit from the Canadian Institute for Conflict Resolution for his work in conflict resolution. It is a prestigious award that is shared with such past recipients as Romeo Dallaire and Vern Redekop for their work in the field of conflict resolution in Rwanda and Bosnia respectively.

Last year, records management training with the University of Toronto Library Services was given to all Department receptionists, secretaries and CAVAC officers. The training was to help with the organization of client files, invoices, communiqués and other information. As we grow, so does the need for management of the information received and generated. Our internal management system includes both protected information that is restricted to only those with the authority and reason to access it, and also there is information for public distribution or accountability. We continue to increase our production of Gladue reports, correctional release plans, offender client files, victims client files, administrative files, personnel files, financial records, POs, calendars, pamphlets, contacts and other documentation.

One of the staff training programs we received good feedback almost immediately following was for Gladue report writing. Gladue reports became a key part of justice for Aboriginal peoples after the Government of Canada realized that there were more Aboriginal people in prisons in Canada than non Aboriginal on a per capita basis. In 1999 the Supreme Court of Canada rendered the Gladue decision that interpreted s.718.2(e)

of the Criminal Code of Canada allowing judges to take into account an Aboriginal person's history, experiences, and realities to look at reasonable alternatives to incarceration. As the Gladue case came from BC, we invited a well known training team from the BC Justice Institute to provide a five day intensive session with our Community Justice Officers (CJOs) and with some members of community justice committees. The CJOs provide support and collaborate with the local justice committees in preparing the Gladue reports, then together they write and submit a formal Gladue report that provides the judge with important information and recommendations. The amount of Gladue reports produced by the Department has increased substantially, and more importantly, the courts now have more information to make decisions on when dealing with our people. It is important in an integrated system that respects our culture, ways and circumstances that these ways, culture and circumstances become a key part of the process. We are happy to report, the steps taken are having a positive impact on the judiciary system, our people and the work of the committees.

The Department staff participated in public safety mobilization training to create local working groups to reduce overall criminal activity in each community, and to increase public safety and community wellness. The training started with staff strengthening leadership

Gladue reports became a key part of justice for Aboriginal peoples after the Government of Canada realized that there were more Aboriginal people in prisons in Canada than non Aboriginal on a per capita basis.

Gladue Report Writing Training





Cree Snap session in School



Cree SNAP Workshop at Tim Horton's Camp

and mobilization skills. Each participant then returns to their communities to deliver workshops to form a core group of people locally that are passionate about their work and dedicated to positive change. The concept is to initiate community development that involves working together, drawing upon community members for solutions, utilizing their talents and abilities for change, and ensuring that culture, tradition, history and language are respected throughout. It is about creating a hub of community resources to meet regularly on issues of concern locally such as public safety, and together to develop plans to effectively address them.

Threat assessment training began last year to help create local resources that are trained in identifying possible threats to school and public environments, and are informed of roles should a crisis occur. Threat assessment certification and training was given through the Canadian Centre for Threat Assessment by Theresa Campbell who has helped establish similar assessment and response standards and protocols throughout the United States and Canada. There were almost 60 participants from the local community and partner organizations for the first level of certification. It started with a two-day intensive session for Level I certification. Plans are to expand this training within the Cree Nation to assist in local preparedness, planning and development of resources.

Some members of the Department attended the first session of instructor training for the Warrior Within program that works with men, women and youth to deal with underlying issues related to violence. Developed and offered by Native Counseling Services of Alberta, this is a highly regarded program that clientele attend while in detention or in their communities. As a rehabilitative tool, it helps members get to the root causes that have led them into difficulties with their families, schools, communities and with the law. We see this program as having potential for detention based and post-release work with clientele who would fit in the criteria for these types of rehabilitative services.

Services/Programs

In the last year, the members of the Cree-Quebec Judicial Advisory Committee (CQJAC) have renewed their three year mandate to work with the Department of Justice and Correctional Services. The CQJAC meets three to four times a year, and makes recommendations to the CNG and Quebec Government with respect to the participation of Crees in the judicial system, research, personnel, facilities, laws, and information. On the Cree side of the Committee, Gerti Murdoch is on her second year of her two year mandate as Chairperson of the Judicial Advisory Committee. Daisy House, Kenneth Gilpin, and Denis Blanchette were reappointed to another three year term. Deputy Grand Chief Rodney Mark joined the Committee this year following his election. On the Quebec side of the Committee, Jacques Prigent and Nancy Hubert (Ministry of Justice) and Frédéric Desrosiers (Aboriginal Affairs) continued on with their appointments to the Committee, and we welcomed Isabel Brodeur and Pascale Tremblay from the Ministry of Public Security. The Committee has subcommittees that were active this year such as on women's shelters and youth detention.

This year marks the end of the 3 ½ year Cree SNAP clinical model, which was provided in Waswanipi and Mistissini with the support of Public Safety Canada and provided to children aged 6 to 11. We appreciated the efforts of the Cree SNAP team leaving us, and are encouraged by the positive results produced by this program. The intent of this program was to determine the effectiveness of SNAP in a non-urban Aboriginal community. The program reached 150 children through referrals and 75 parents. Each had to complete 8 out of 12 workshops to graduate. The Cree SNAP team also gave workshops to sports camps, literacy camps, Christian camps and in a program called troubleshooters in the schools. Further, in the schools the Cree team developed an ABC (Anti Bullying Club) where it trains bullies and victims to become Peace Makers.

The program was independently evaluated along with two other similar programs in Toronto and Edmonton, as part of the National Multisite Impact Evaluation of the SNAP Program, also funded by Public Safety Canada. Using a repeated measures design,

where children's behavioral functioning was measured using recognized standardized instruments before they participated in the program, immediately after the program, six months, 12 months and 24 months later, the data showed that there were statistically significant improvements from pre-program to post-program in virtually all variables being measured.

In addition to this impact evaluation, we were required to conduct a process evaluation of the program as well, a form of evaluation where the project challenges are identified and where it is determined to what extent our project was implemented as planned. This adds to our insights of what works in crime prevention, and will benefit the other communities considering implementation of the adapted SNAP programming. Based upon the promising results of this program, we are in the process of designing and securing a new program called the Cree SNAP for Schools to be delivered in all Cree communities in the coming year. This broader delivery to all children 12 and under in the Cree Nation that will help equip young people with essential life skills of conflict resolution and self-control. We are confident that the impact of the work being done with our adapted version of SNAP will produce significant social and public safety benefits for generations to come.

This year the Department of Justice and Correctional Services partnered with Tim Horton's Camp to take 42 students and 10 chaperones to visit the Tim Horton's Camp located in Quyon, Quebec for a week of activities and team-building exercises. The group of children and parents had an incredible time as did the Department Staff that attended to help out. We had been asked by the Tim Horton's in Mistissini to help select children and put the trip together, because as a Tim Horton's they have the opportunity to send children to camp each year. The owners, Anthony and Elaine MacLeod, said this year they would like to start locally but could see in the future opening it up to the entire Cree Nation to ensure as many children as possible benefit from the unique Tim Horton's Camp experience.

For the Cree CAVAC (Victim's Services), the Cree Nation Government signed an Agreement with Quebec concerning Access to the Information Needed to Implement Information Programs for Victims of Crime. The new Agreement allowed the Cree CAVAC officers to work more collaboratively in the system to provide more support to Cree victims, and to work with the legal system to give those who wished to have more of a voice in proceedings. The CAVAC offices also began translating into Cree more materials to inform the general public, as well as launching a media campaign on the radio, in the Nation, and at public events as to their services.

In the past there was an absence of these type of services, and Eeyou Istchee was one of the last regions in Quebec to have victim's services offices established. It came at an important time, as the Residential School

hearings also came to Quebec. The federal government has also been working on a Victims Bill of Rights, and there have been multiple consultations on domestic violence, and other aspects related the rights or support of victims or witnesses of crime. In provincial and municipal governments there have been new laws against bullying and cyber-bullying. The Cree Nation Government has also looked at the new laws and initiatives, and spent the last year doing more consultations and studies within the Cree communities on the level of violence and victimization. We are committed to reducing overall criminal and anti-social activity, and making our communities safer and healthier.

The Chairperson of the Judicial Advisory Committee, Gerti Murdoch, agreed to coordinate and lead the activities of the Cree Justice Terminology working group over the past year. The working group worked with representatives of the Ministry of Justice Quebec, and was comprised of literacy experts from both coastal and inland communities. As part of the review of the justice terminology, Inuit, Naskapi and other First Nations justice lexicons were reviewed. The working group also met with the newly formed Cree Language Commission to discuss the purpose of the work, and Cree words, concepts and phrases it was working on. Upon completion of the first draft of the justice lexicon, the working group will consult with court workers, Cree Elders and communities for a further review, and to ensure it encompasses all words, concepts and phrases needed. The mandate of the working group is to provide clearer understanding of concepts, words and phrases in any legal, judicial, correctional, or related process as in accordance with the intent of an integrated Cree legal and corrections system within Eeyou Istchee.

The corrections division of the Department has been working more closely with Corrections Services Canada and the Ministry of Public Security to develop correctional release plans. These plans include our personnel working directly with Cree clientele who are

CICR Graduation Dec 12, 2013





in detention, in transitional institutions like halfway houses, and post release. The plans allow staff to help an individual connect with the types of support they will need in family and the community to facilitate a change in their lives. The corrections personnel also has the opportunity to visit clientele at the detention facilities to encourage them to work on programming, to do assessments, to help develop local land based programs for rehabilitation and reintegration, and to link them to programs in transitional or post detention periods. In the past year, the staff has worked with corrections facilities for visits of counselors, Elders, programming and to bring in traditional food to remind them of their culture, values, communities and the land.

Members of the Cree Justice Committees in each community continue to train, and there is some turnover in the composition of the committees. We leave this up to each community to appoint people that best represent the values of the community. The committees take part in mediation, Gladue report writing and other training each year to ensure a community contribution and involvement in the justice and corrections system is present. Committee members were invited to other types of training as well in the past year such as CICR training with staff. There were also two commissioned reports on the roles of justice committees in the Cree communities in the past year, to look at ways of enhancing their roles and contributions to the systems. These local committees continue to be an important part of the Cree systems we are building in each of the Cree communities. After completion of their initial training, an agreement is signed with the Crown Attorney to allow these committees to hear Section I and II offences under the Criminal Code of Canada. This allows for more alternative and community oriented solutions.

In the past year there have been a number of youth initiatives beyond the Cree SNAP program that the Department has worked in collaboration with other organizations. With Me to We, the department has organized leadership workshops, youth trips, and local

engagement and awareness campaigns to help youth to become more involved with their communities and as global citizens. There have been special camps to encourage growth with One Team One Voice in Wemindji and Whapmagoostui. These programs help build confidence and good leadership values in children and youth. There has also been some collaboration with Youth Fusion to help deliver better after school programming. The staff have worked with the Cree School Board on their literacy camps, local recreation with sports camps, and other groups within the community with youth events. In the next year, the Department will sponsor a series of youth engagement days in each community to promote good activities, and foster further resiliency and leadership development.

It has been proposed to create a subcommittee of the Judicial Advisory committee on alternative suspension programs that will work with the CSB, CBHSSJB, EEPF and local Elders to develop programming for students who are suspended. The time spent outside of the classroom should be productive when suspended, and together with organizations we can work on developing life skills and healthier approaches to working with their peers. Suspensions are disciplinary but also can be seen as an opportunity to spend time working on creating better balance early on in one's life.

In the past year, the Department has allocated a fund for local by-law prosecution for the Cree communities. The ability to create by-laws is an exercise of sovereignty and governance by local governments, and these should be respected in the judicial system. Therefore, funds are made available for each community to enforce their local by-laws. Some communities already regularly have their by-laws enforced in our courts, and the Department offers support in the development, review and implementation of these by-laws throughout Eeyou Istchee.

In November the Department along with CBHSSJB and CSB offered the 1st Anti Bullying Conference. The theme was "It's cool to be kind," and featured prominent guest speakers with unique perspectives on bullying, including former NHL stars Chris Nilan and Stephan Richer, international parenting expert Dr. Debra Pepler, youth engagement speakers Chuck Winters and Orlando Bowen, and Mike Neuts who lost his son Myles several years ago when he was bullied at school. We had an equal number of great Cree speakers, Kathleen Wootton, Lisa Petagumskum, Reggie Bobbish, David Kawapit, and our Cree SNAP team. We know that bullying is something that many youth are victim to in some form. It can be physical, emotional, or through social media like Facebook or texting. The effects are the same that it causes harm, and in some cases, can be linked to death. These are unfortunate, and at the Conference we heard stories that related to this by the actions of bullying. Regardless of the laws that may or may not apply in the Cree Nation, communities or organizations, it is important for us to address

this issue that effects so many of our children, youth and adults. Our purpose was to raise awareness, and initiate services and actions in various organizations to provide support for change in our communities, schools and work environments. It was a success as we created working groups in the communities, and began Cree SNAP, ABC, had assemblies in the schools, and had a conference for the public. The partners are committed to continuing the work, and host more conferences into the future to build greater awareness and a larger network of support to address bullying.

In February the Department was invited to participate in the Regional Elders Gathering in Wemindji. At this event, there were many discussions on the concern the Elders of each community related to the current situation with courts and corrections. There was discussion of many of the initiatives of the Department to date, and the Elders requested that more information be publicized on activities as they were in support of the activities discussed but were not aware. Further, the Elders were in support of the proposed new land based camps and programs planned for the next year. The Elders expressed their desire to work with youth in the communities in the future, in collaboration with the local initiatives and the Department.

The Department has created a new fund for rehabilitation and reintegration programs to complement the work of reintegration officers in the communities working with clients transitioning back. It also will complement the new land based camps, and allow for activities that include culture and the land in rehabilitation initiatives. These type of initiatives are enumerated in Section 18 of the JBNQA, the Justice Agreement with Quebec, and the federal New Relationship Agreement. In the Howard Sapers' Report entitled Spirit Matters: Aboriginal People and the Corrections and Conditional Release Act and the Ministry of Public Security's Report entitled 2007-2008 Correctional Profile: Native Persons Committed to the Custody of the Quebec Services correctionnels on the federal and provincial corrections systems, they recommend that the current systems are not meeting Aboriginal needs, are underfunded, and community or land based programs would be more effective.

In the past year, the Department worked with the CWEIA to help develop awareness on domestic violence issues. The Department helped support a new study in the area of violence against women and girls, which included community consultations in Mistissini, Whapmagoostui and Chisasibi, which will result in the creation of education and awareness resources. It also helped support the Men's walk for awareness and healing throughout Eeyou Istchee. The Director of Justice and Correctional Services also presented a report on sexual exploitation of women and children to an inter-ministerial body of the provincial government in the past year.



Guest Speaker Chris Nilan on Bullying



Guest Speaker Stephane Richer with Hockey Program



Guest Speakers at Anti Bullying Conference - Orlando Bowen and David Kawapit

Eeyou Eenou Police Force

Message from the Police Director
Reggie Bobbish



EEPF

On behalf of the civilian staff members, officers and senior officers of the Department of the Eeyou Eenou Police Force, I am very pleased to present you with our 2013-2014 Annual Report on Policing Services. April 1, 2014, marks our third year of operations as a regional police force organized under the administration of the Cree Nation Government.

Looking back at our first two years of operations, we can acknowledge that a lot of our strategic priorities were primarily focused on laying down the organizational structure of the EEPF and ensuring that all uniformed members were acquainted with the new internal administrative rules. The early beginning of the EEPF was most crucial as we needed to establish a strong and sound foundation for our organization; in the last year, we have been in the process of concretely restoring and enhancing the overall standards of policing services in Eeyou Istchee.

We feel that the transition period from local to regional policing services is now coming to an end. Because we have solidified our structure, we are able to focus more energy and resources towards implementing new initiatives in prevention programs. After all, we have always envisioned proactive policing, also known as community-based policing, as the core concept of our organizational culture ever since the creation of the EEPF.

Restoring and enhancing the quality of our policing services also means reconnecting and strengthening our relationships with the people we serve. If we are to become more efficient and more effective in carrying out our mandate to reduce criminal activity throughout Eeyou Istchee, we can only do so by partnering with community stakeholders that shared the same interest for public security, community safety and social wellness for our people. We need to find innovative ways to pool our resources, to combine our efforts and to share information on the social trends that affect crime rates and deliverability in our Cree communities.

Finally, I would like to take this opportunity to acknowledge and commend the outstanding and continued commitment demonstrated by our men and women who work the front lines of our jurisdiction on a daily basis, and will continue to proudly serve our Cree Nation citizenry. And, I would also like to take a moment to thank the public and fellow citizens for its continued support towards these uniformed men and women who often sacrifice their own personal lives to protect and serve those of others.

Members of the 2nd Cohort Eeyou Eenou A.E.C. Police Technology program at College Ellis, Our future officers who will be serving the people of the Cree Nation.



Introducing the Department of the Eeyou Eenu Police Force

The Department of the Eeyou Eenu Police Force was created as a result of the successful amendment and execution of section 19 of the James Bay Northern Quebec Agreement by the Grand Council of the Crees/ Cree Nation Government.

On April 1, 2011, the Eeyou Eenu Police Force was officially implemented and established as a regional police force in Eeyou Istchee and, we are proud to say, it has since become the largest First Nation police service to operate within the Province of Quebec and it has also become one of the most important in Canada.

Our mission is to provide professional policing services throughout Eeyou Istchee in partnership with the communities we serve. We are entrusted with the responsibility to maintain peace, order and public security, prevent and repress crime and other legal offences, apprehend offenders and enforce the by-laws and regulations of the Cree authorities within the scope of their respective powers and jurisdiction.

Organized under the administration of the Cree Nation Government, the Department of the Eeyou Eenu Police Force has overcome a number of challenges during the last fiscal year, but it has also achieved a variety of operational goals in view of fulfilling its mission to provide professional policing services.

Reducing Criminal Activity in Eeyou Istchee

One of our ongoing commitments and operational goals is to reduce criminal activity throughout Eeyou Istchee and to protect the welfare and well-being of our fellow citizens. In 2013, as you can see below, the EEPF has yet again delivered concrete results in terms of reducing crime rates in our Cree communities.

The Selected Criminal Code Offences shown below reflect the type of offences most committed by offenders in Eeyou Istchee. Over the last three years that we have been in operation as a regional police force, we can clearly observe a trend in which crime rates are gradually and consistently declining, for the most part, in comparison to previous years of operation.

Selected Criminal Code Offences

Reported or Known to the Police in Eeyou Istchee
From January 1, 2011 to December 31, 2013

| Type of Offence | 2014 | 2012 | 2013 |
|--|-------|-------|--------------|
| Assault | 933 | 779 | 729 |
| Sexual Offences | 13 | 16 | 11 |
| Homicide | 0 | 2 | 0 |
| Robbery | 6 | 3 | 2 |
| Breaking & Entering | 209 | 176 | 154 |
| Theft - Motor Vehicle | 48 | 42 | 41 |
| Theft - Over \$5,000 | 13 | 8 | 15 |
| Theft - \$5,000 and under | 52 | 59 | 52 |
| Frauds | 7 | 6 | 7 |
| Offensive Weapons | 44 | 45 | 28 |
| Other Criminal Code Offences | 1,609 | 1,146 | 1,034 |
| Mischief (Property Damage) over \$5,000 | 349 | 239 | 172 |
| Mischief (Property Damage) \$5,000 and under | 237 | 184 | 154 |
| Heroin | 0 | 0 | 0 |
| Cocaine | 24 | 26 | 17 |
| Cannabis | 7 | 21 | 39 |
| Other Drugs | 23 | 4 | 7 |
| Municipal By-laws | 390 | 291 | 609 |

Source: Reported or known Criminal Code Offences based on Crime Statistics generated by the Department of the Eeyou Eenu Police Force



Nicole Angatookaluk Sam with Elementary Kids



Ouje-Bougoumou Kids with Mascot

In regards to offences committed against municipal by-laws in 2013, there has been a substantial increase in the number of cases reported or known to the police primarily due to the fact that our local leaderships and community members expected more effort from the EEPF in relation to offences committed under the municipal by-laws, particularly the alcohol by-laws.

Enforcing Municipal By-laws

During a consultation tour completed just prior to the fiscal year of 2013-14, the senior management of the EEPF met with the Chiefs and Councils including local stakeholders from all Cree communities to discuss their concerns, issues and expectations relating to the provision of policing services within their respective communities.

One of the most common concerns raised by the Chiefs and Councils, including local stakeholders, was in regards to the enforcement of municipal by-laws. In response to this concern, we've made it our operational objective to meet the expectations of our community stakeholders, and instructed all senior officers to increase efforts on the enforcement of municipal by-laws in which the results were substantial as previously shown.

In general, there are four main by-laws in effect within the majority of our Cree communities, which are: the *Alcohol By-law*, the *Traffic By-law*, the *Public Nuisance By-law* and the *Curfew By-law*. The enactment of municipal by-laws by the local governments is a tool designed to maintain order and peace within the community sphere. While enforcing municipal by-laws does have its effect, the EEPF is also taking it a step further with a more proactive approach through the inclusion and implementation of prevention programs.

Strengthening Relations with Elementary & Secondary Schools

Since the establishment of our regional police force in Eeyou Istchee, it has always remained as part of our vision to gradually introduce more proactive ways and methods of policing. Another one of our operational goals and focus throughout the last fiscal year was to get more actively involved with the elementary and secondary schools.

In 2013, virtually all of our officers and senior officers have actively participated in school visits to address and discuss issues that concern our children and youth. Officers and senior officers, often accompanied by our mascot, have visited all school grades to share a variety of messages ranging from the importance of self-discipline and respect of others to the effects of bullying and teasing in and out of school.

Evidently, our school visits and subjects of discussion are adapted to the level of cognitive development of the students. Through these school visits, we hope to establish positive relations with our younger generation and to show that it is okay to approach an officer when in need. We also hope that we can play a role in positively influencing their behavioural mindset, particularly in regards to their perceptions on criminal activity and its effect on policing services.

Even though the EEPF operates on a regional level, we continue to strongly encourage our Detachment Commanders to be attentive to the local needs of the community, and to be creative in undertaking local initiatives in terms of prevention programs. Creating awareness among the youth on the consequences of criminal wrongdoing is an important subject of discussion that needs to be re-enforced. Preventing crime before it happens is a challenge we are ready to face.

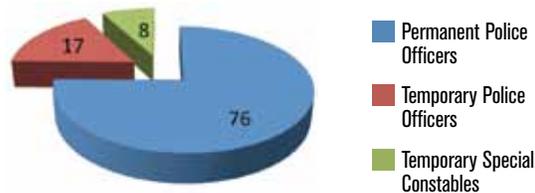
Meeting the Authorized Staffing Allocation

The Tripartite Funding Agreement for the provision of our policing services, signed between Canada, Quebec and our Cree Nation Government, provides sufficient monies for the permanent employment of seventy-nine (79) police officers.

Also, the Cree Nation Government alone continues to contribute funding for ten (10) additional police officers which establishes the total authorized staffing allocation for the EEPF at eighty-nine (89) permanent police officers.

As of March 31, 2014, our regimental list counted one hundred and one (101) uniformed members employed by the Cree Nation Government whether on a permanent or temporary basis.

Staffing as of March 31, 2014



Even though the EEPF is allocated for a total of eighty-nine (89) police officers, we must resort to the hiring of additional temporary police officers in order to provide flexibility in the movement of personnel. Occasionally, we are faced with situations when an officer is prescribed a medical leave, charged with criminal allegations or even suspended due to misconduct.

So, for this reason, and in order to ensure an adequate level of manpower readily available within our local police detachments, the EEPF currently employs a number of temporary police officers to meet the shortage of staff and/or to replace our regular police officers when needed.

Reporting Misconduct Involving Police Officers

Each year, we must transmit to the Ministry of Public Security a report of activities concerning, in particular, the progress of all disciplinary, conduct-related and criminal allegations involving members of the EEPF and the corrective measures that have been implemented, if any.

In 2013, a total four (4) police officers were confronted with criminal allegations. In every case, these officers were immediately suspended without delay as a preventive measure to protect the integrity of the EEPF. The officers concerned remained under suspension until such time as their case was either dismissed by the Office of the Crown Prosecutor or by the Court Judge. As of today, only two officers remain under suspension.

In addition, a total of four (4) other officers were subjects of our internal disciplinary process as a result of infractions committed against the Duties and Standards of Conduct in which disciplinary sanctions ranged from reprimands to suspensions without pay.

Finally, four (4) more officers were subjects of complaints submitted to the *Commissaire à la déontologie policière* as a result of alleged infractions that may have been committed against the Code of Ethics of Quebec Police Officers. In the end, two cases were unfounded and two others were referred to conciliation for which final disposition is pending.

We would like to reassure the general public that, since the implementation of the EEPF, we take misconduct and misbehaviour very seriously. All special constables, officers and senior officers must abide by the Duties and Standards of Conduct provided within the CNG Policing By-law and we expect nothing less from all uniformed members but to behave professionally, to carry-out their duties with integrity, and to exhibit courtesy and respect at all times.

Promoting Crime Stoppers in Eeyou Istchee

In September 2013, the Department of the Eeyou Ee-nou Police Force officially signed an agreement with *Échec Au Crime*, internationally known as Crime Stoppers, in view of offering a vehicle for our Cree Nation citizens to report crime anonymously and to contribute vital information often needed by the police to initiate an investigative file.

This service protects your identity. Crime Stoppers is 100% anonymous and you will never be asked to provide your personal information. When Crime Stoppers receives anonymous tips from the general public, it relays such information to the Cree Regional Police Headquarters. The EEPF itself is unaware of the identity of the person that submits anonymous tips.

However, the public must know that anonymous tips provided alone are insufficient grounds to proceed with the immediate arrest of an alleged offender. The EEPF through its investigators must obtain additional information or verify the information prior to use in any proceedings. Even so, information provided by Crime Stoppers does not appear in any operational file.



Fluency in Language Analysis

| Work Location | Staff | Cree | % | English | % | French | % |
|-----------------------|-----------|-----------|--------------|-----------|--------------|-----------|--------------|
| Regional Headquarters | 6 | 6 | 100.0 | 6 | 100.0 | 1 | 16.7 |
| Whapmagoostui | 7 | 5 | 71.4 | 7 | 100.0 | 2 | 28.6 |
| Chisasibi | 15 | 8 | 53.3 | 15 | 100.0 | 9 | 60.0 |
| Wemindji | 6 | 4 | 66.7 | 6 | 100.0 | 0 | 0.0 |
| Eastmain | 5 | 4 | 80.0 | 4 | 80.0 | 4 | 80.0 |
| Waskaganish | 15 | 9 | 60.0 | 15 | 100.0 | 6 | 40.0 |
| Nemaska | 7 | 6 | 85.7 | 7 | 100.0 | 4 | 57.1 |
| Mistissini | 16 | 14 | 87.5 | 16 | 100.0 | 3 | 18.8 |
| Ouje-Bougoumou | 8 | 4 | 50.0 | 8 | 100.0 | 4 | 50.0 |
| Waswanipi | 13 | 12 | 92.3 | 13 | 100.0 | 6 | 46.2 |
| Total | 98 | 72 | 73.5% | 97 | 99.0% | 39 | 39.8% |

In most cases, the anonymous tips submitted by the general public are often the trigger needed to open an investigative file which eventually leads to the apprehension of criminal offenders. Should an arrest be made as a result of an investigation originating from the anonymous tip, you will never be asked to testify in court.

Since Crime Stoppers was made available throughout Eeyou Istchee, we are pleased to see numerous anonymous tips provided by our fellow citizens. However, we can also observe that there are only a few of our Cree communities that actively report criminal activity; we would like to see more anonymous tips coming from all our communities.

Nonetheless, we will continue to promote the Crime Stoppers program and we cordially invite all citizens to partner with us by actively utilizing the service provided by Crime Stoppers, as together we can make our communities a better and safer place.

Overcoming the Language Barrier

The EEPF is fully aware that, in some of our Cree communities, certain police officers and citizens are challenged with a language barrier. This was reported to us on a couple of occasions by citizens expressing dissatisfaction towards the fact that some patrol officers cannot speak Cree, thus affecting the perception and quality of our policing services.

In response to this concern, we are doing our utmost to ensure that non-Cree speaking officers are paired with Cree speaking officers whenever possible. However, as you can see below, the language barrier is only more apparent in some communities more than others.

The table above represents the results of an internal analysis on the languages spoken by our overall workforce as of March 31, 2014, which include all special constables, officers and senior officers.

As you can see, the English language (99.0%) is the predominant language known and spoken by our uniformed members while French is a language known and spoken by only 39.8% of our global workforce. More interestingly, we are still pleased to report that 73.5% of our special constables, officers and senior officers are fluent in Cree language.

In view of ensuring higher standards of policing, we are looking forward to recruit, train, and develop more professional Cree speaking police officers.

Recruiting, Training & Developing the Next Generation of Cree Police Officers

On May 6, 2013, twenty (20) Cree students from around our Cree territory had left their hometowns, families, and friends to embark on an academic journey with a vision of eventually returning to their respective communities as a professional Cree police officer with the EEPF. These students have formed the 2nd cohort of the AEC Police Technology program.

Successful graduates of the AEC Police Technology program will complete the final stage of their training at the ENPQ in the Basic Training Program in Police Patrolling. According to progress reports provided by the Ellis College trainers, we have a pool of at least twelve (12) students that currently have the physical and academic potential to succeed at the ENPQ. We look forward to attend their graduation ceremony just as we did for students from the 1st cohort.

This being said, on June 28, 2013, we have witnessed the graduation ceremony of seven (7) of our own Cree recruits, who were graduates of the 1st cohort, and members of the 141st Promotion of the Basic Training Program in Police Patrolling. In a short span of merely eighteen (18) months, these individuals have successfully completed the AEC Police Technology program at Ellis College and the Basic Training in Police Patrolling at the École Nationale de Police du Québec. They are now permanent and regular patrol officers of the EEPF.

In addition, on December 13, 2013, we have also witnessed the graduation ceremony of eleven (11) more of our own Cree recruits who were part of the 49th Promotion of the First Nation Special Constable Training. These special constables are offered temporary employment positions to meet staffing allocation of the EEPF. Eventually, they will also be encouraged and given the opportunity to obtain their full-fledged status and become permanent police officers.

Since the creation of the EEPF in 2011, with the financial contribution of the Cree School Board and the support of the Cree Nation Government, we have in fact recruited, trained and developed more police officers and special constables than ever before. And, we will continue to pursue our objective to complement our workforce with professional Cree police officers until such time as we can assertively ensure that communication with our fellow Cree speaking citizens will never be a factor.

Upgrading and Modernizing Police Equipment and Infrastructures

Supplying our patrol officers with the best available police equipment and maintaining our equipment with the highest industry standards is important to us. In the last fiscal year, the EEPF has added a number of specialized police equipment to its inventory. Some are meant for prevention activities and others for more operational activities.

Among this equipment, we have purchased new laser radars and trained a number of patrol officers who have obtained their certification for its use. Evidently, these laser radars are meant and designed to enforce the Highway Safety Code. In 2014, we will be paying a lot more attention to vehicles on our access roads traveling at high and excessive speeds.

We have also equipped the majority of our local detachments with radar speed trailers which displays your speed as you approach a given area within the community. The purpose of this equipment is to reduce speed in areas needed such as nearby schools and day-cares for example. These devices have proven to have a significant impact when used in random areas on a regular basis.

In addition, all of our local police detachments have been equipped with a Datamaster. A Datamaster is a breath testing device that uses infrared technology



Captain Shawn Coonishish Promoting Cadet Program



Priscilla Wapachee Special Constable

to measure alcohol content in your breath, which enables our patrol officers to determine whether a suspect can be charged with driving under the influence. Here again, only certified technicians that have completed specialized training can operate and use the Datamaster equipment.

For searching runaway suspects at night, the majority of our local police detachments have already received their FLIR cameras; it's just a matter of time before all detachments are equipped with them. This type of infrared camera allows for thermal imaging and night vision which facilitates the search for suspects in the dark.

In terms of renovating infrastructures, the EEPF, with the collaboration of the capital works and services department, have brought a number of corrective measures to structural deficiencies in some of our local police detachments. For example, we have improved the structural design of the majority of our holding cells. We have also upgraded the camera surveillance systems in the majority of our local police detachments.

Finally, we've also replaced heating and venting systems in a few of our police detachments.

Finally, we will eventually be launching an important project for the construction of a new police detachment in the Cree Nation of Mistissini. Work is expected to begin in the early summer of 2014 and the completion of this project is forecasted for the summer of 2016.

Standardizing Radio-Communications Equipment

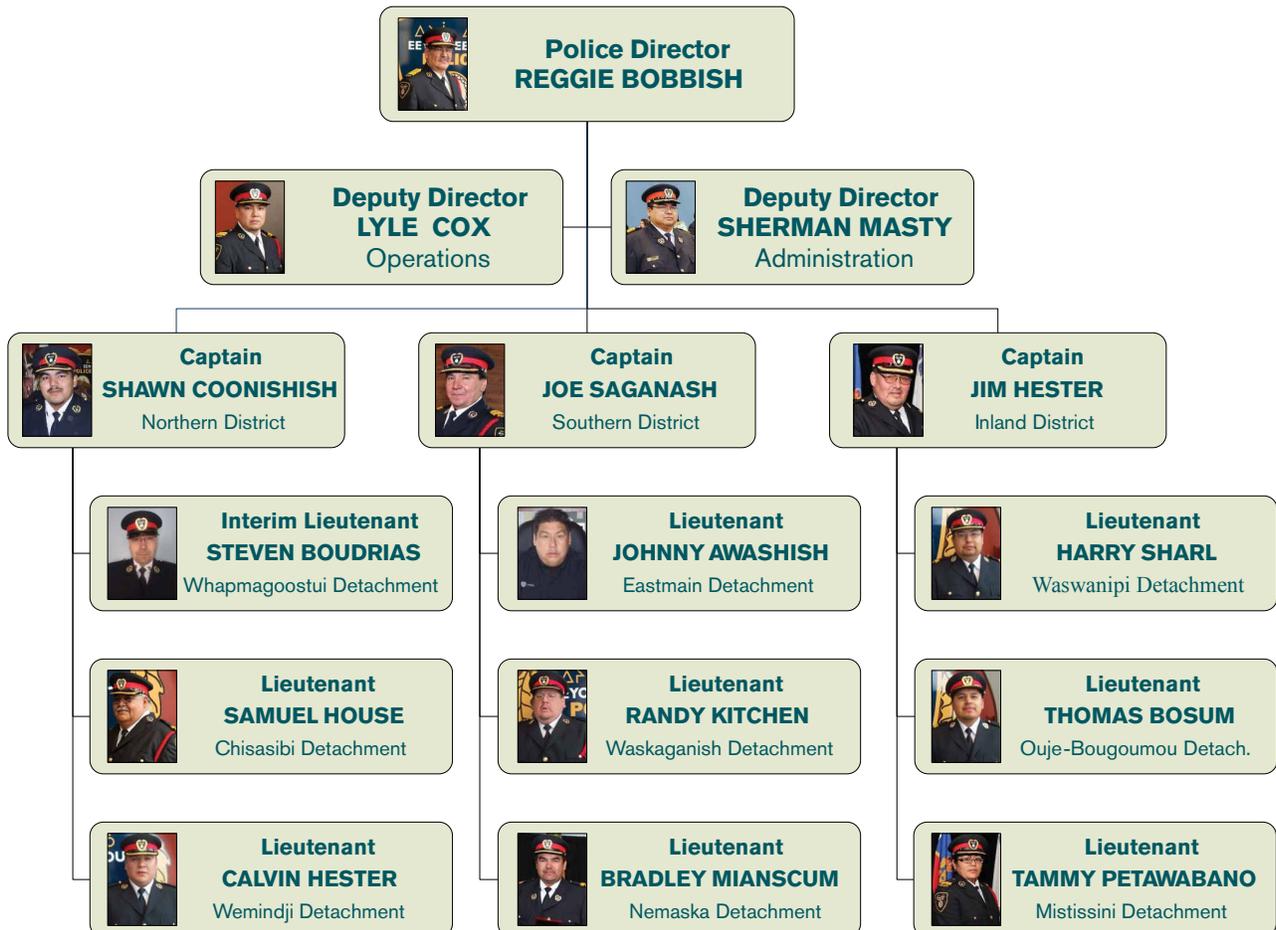
Centralizing Police Dispatch Services

As of today, there are important and major capital projects that have yet to be implemented before we can say that the Department of the Eeyou Eenou Police Force is truly a regional police force. One of the important and major projects we have been developing in partnership with a variety of departments of the Cree Nation Government is our Radio-Communications Project.

In our line of work, communication is essential. At this time, there is no interconnectivity between the regional headquarters and the local police detachments in terms of direct radio-communication. Our objective through this project is to develop a regional network that will allow and enable interoperability between all radio-communications equipment used by the EEPF. Eventually, we would also like to see other frontline first responders join our network.

Another important and major project that remains in current development is the Call Dispatch Center Project. The objective of this project is to centralize police dispatching services at the regional headquarters located in the Cree Nation of Chisasibi. There is no doubt that this particular project will contribute substantially to the quality of our policing services. In addition, by centralizing police calls at the headquarters, dispatchers and supervisors will be in a better position to closely monitor interventions and ensure better safety for our patrol officers.

Eeyou Eenou Police Force Line of Command



Leisure, Sports and Recreation

Message from the Director
John Henry Wapachee



Gastón Cooper

This year's annual report signifies an important landmark for the Crees. We are celebrating the 40th anniversary of the Grand Council of the Crees and the birth of the new Cree Nation Government!

I want to take this opportunity to reflect a bit since the signing of the JBNQA. At the time I was quite young, but hearing and realizing that we as Crees have accomplished something historic I knew that that changes were about to happen and good things were to come our way.

A few years after the signing of the JBNQA, I remember reading notices in some of the public buildings and realizing that those notices had a name on them, the Cree Regional Authority. Eventually other entities were established as well, like the Cree Housing Corporation and Cree School Board – to name a few.

For this reason, I was convinced that I would pursue my education and training to be part of this exciting journey. As I reflect on those years, I began to see offices created in the community where I grew up and Cree people working there. It was at this point that I became hungry to one day work for my community and perhaps the Cree Regional Authority or to become a leader. At the start of my career, I spent many years working for my community from Program Coordinator, to Administrator, to Director of Operations. Today, I'm a part of the Cree Nation Government, some 30 years since change took place in our Cree society.

During that 30-year period, the Crees had to focus a great deal on community development and employment at the local level; while realizing that education will be the key to our success and self-government. Recreation in the communities had limited exposure, but it grew as people realized the need for our young people to have structured programs to pursue healthy lifestyles and to stay fit. In the early 80's, the 1st training program began to emerge, where Crees

were trained to run community recreation programs. Today, we see progress but we still need to address the health issues we face as Cree people. We need to develop meaningful solutions, renew our commitment and efforts to enhance and expand our programs that will lead to balanced, healthy lifestyles. As Recreation Practitioners, we have to help people to be healthy and fit; we need to focus on building healthy communities, which will lead to a healthy Nation! We must take pride in our accomplishments.

To this day, I have profound respect for our political leaders such as the late Dr. Billy Diamond, Chief Robert Kanatewat, the late Albert Diamond, Dr. Ted Moses, Dr. Matthew Coon Come and many other Cree Administrators whom I remember and look up to. I salute them.

I would also like to take this opportunity to thank my staff. Mr. Travis Grant Program Coordinator and Miss Sarah Coon Come my assistant, for without their support and diligence I would not have been able to achieve and accomplish the wonderful things we did as a department. I'd also like to thank Mike Gaul for his contribution to our department. He provides strategic guidance and expertise, which greatly help us achieve the mandate laid out by leadership for my department. I would also like to take the opportunity to thank the Eeyou Istchee Sports & Recreation Association (EISRA) Board of Directors for their support, their contributions, and their realization of the importance of aligning community and regional goals and objectives. I would like to extend a note of appreciation to

Recreation in the communities had limited exposure, but it grew as people realized the need for our young people to have structured programs to pursue healthy lifestyles and to stay fit.

Mr. Raymond Shanoush, the president of EISRA. His tireless commitment and his involvement in many files have proven to be extremely valuable.

I'd like to thank the partners of the Leisure, Sports and Recreation Department. The highly regarded and successful Cree Nation Sports Academy has been instrumental in assisting my department in developing and implementing innovative and effective recreation programming in the Communities. I would like to thank the President Mr. Brant Blackned and the Director of the Sports Academy and Kinectt programs and Mr. Joel Brooks for their willingness to partner with us to work together to achieve tremendous results. In addition to the Sports Academy, we work closely with Theresa Ducharme and Lemon Cree. Their contributions to fitness in the Communities has been transformational and we are confident that together "real change" will continue to happen! I would like to thank my fellow Directors in the Cree Nation Government for their support over this past year. Your openness to collaboration on projects and files is appreciated!

Tanya Wapachee holding her award in Nemaska



Last but certainly not least; I would like to thank my Director General, Mr. Eddie Diamond for his guidance and leadership. Mr. Diamond is best summed up in the following quote by Peter Drucker –

“Leadership is lifting a person’s vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations.” Nothing more needs to be said!

Mission

To be the regional leader in promoting community health and active living through planning, organizing and implementing fun activities, elite development programs, and active leisure experiences for the Cree Nation

The Key Benefits Resulting from the EISRA are:

- The promotion of Excellence: Cree Youth are encouraged to excel in sport to the extent of their abilities, and excellence is embraced as an aspiration worthy of pursuit in all facets of delivery and practice.
- Enhanced education and skill development: Cree Youth gain physical literacy and sport skills that allow them to participate, compete and excel in sport, deriving personal pleasure and pride in their accomplishments, and skills that can be transferred to other fields of practice.
- Improved health and wellness: Cree Youth participate in sport activities in a manner that strengthens their personal development, provides enjoyment and relaxation, reduces stress, improves physical and mental health, physical fitness and general well-being, and enables them to live more productive and rewarding lives.
- Increased community pride, engagement and cohesion: Cree Youth can feel proud of their heritage, united and connected to their communities through participation in, and hosting of, sport activities, events and major games.
- Increased Economic and Social development and prosperity: Cree Youth improve their standard of living and well-being through sport; communities will benefit from healthier citizens and the reduction of health issues such as Diabetes, heart disease etc., and the related social and financial costs. The sport and recreation sectors benefit from legacies of hosting local, regional, national and international sport events.

Major Accomplishments in 2013-2014

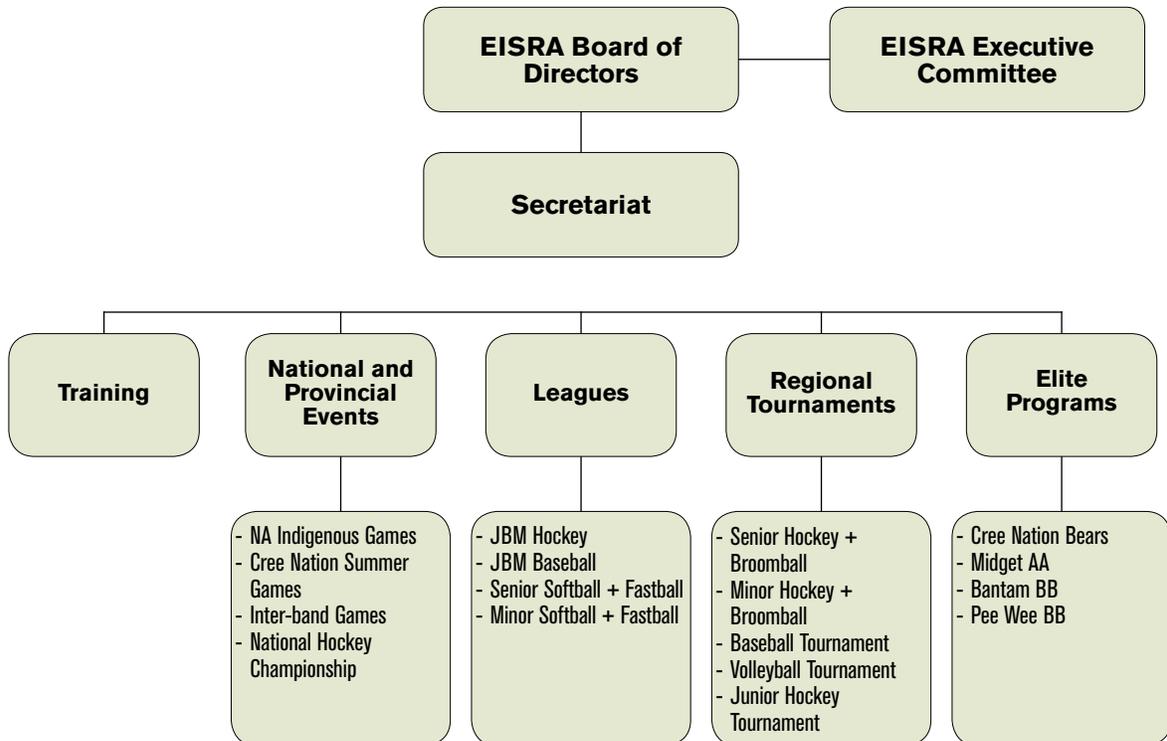
1. New programs
2. Expansion of existing programs
3. Major events
4. Other activities

Proposed New Position in 2015 to Respond to EISRA Growth: Secretariat

Objectives of the Position

- to increase the participation and performance levels of Cree Youth in sport and physical recreation
 - to collaborate with the schools' sport and physical recreation programs, by effectively providing highly skilled
 - Leadership
 - Administration
 - Communication
 - Professional Support and Training
 - Public Relations
 - Marketing and Promotion
 - Community Involvement
 - Human and Physical Resource Management
 - Responsible To: EISRA
- Functional Relationships with: EISRA Board of Directors, Community Recreation Departments, Sports Coaches and Officials, Community Sports Organizations, Provincial and Federal Sports Organizations, Sponsors
 - The EISRA Secretariat aims include:
 - enhancing the profile of sport and physical recreation in the Nation, within the school and the community
 - increasing participation in sport and physical recreation
 - increasing the quality of participation in sport and physical recreation
 - assisting participants in gaining enjoyment from sport and physical recreation
 - delivering sport and physical recreation safely
 - coordinating development programs and certifications for Officials and Coaches

Responsibilities of the Secretariat



Active Cree Bulletin

Objectives:

- To use the newsletter to train the department staff and be able to assume the role of developing and producing the monthly edition;
- To help reinforce the healthy lifestyle and fitness in the Cree communities;
- To promote Cree role models in fitness, health and athletics;
- To educate, motivate and empower Crees through featuring Crees who are living healthy lifestyles and who are constantly striving to be better;
- To promote healthy eating habits and physical fitness through physical activities for the children and youth population;
- To promote innovative activities and healthy habits to help combat obesity and diabetes in the Cree Nation.

Executive Summary:

The *Active Cree Bulletin*, is a monthly fitness and wellness newsletter written and designed by Jessica Matten (Lemon Cree), on behalf of the Leisure, Sports and Recreation Department. The Bulletin takes form as an 8-page magazine that promotes health and well-being specifically for the people of the Cree Nation. It also features role models, such as Cree athletes, leaders and local community members who share their fitness and health stories. Each featured athlete and community members shares what they do to stay healthy and in shape. Active Cree also features topics on wellness and provides healthy alternatives and recipes.

The objective of the *Active Cree Bulletin* is to educate, motivate, inspire and empower people of the Cree Nation through not only providing them with information on health and wellness, but by specifically featuring Cree community members who are living a healthy lifestyle and who are constantly striving to be better. This also acts as a chance for community members to share their story and play a vital role in their community by inspiring their fellow people to show that they too, can overcome their own health obstacles in their own lives with specific and tangible goals. As Lemon Cree's slogan is "Shape our people, build a nation", the goal is to motivate each individual in each Cree com-

"Reinforcing Healthy Lifestyle in Eeyou Istchee"

munity to empower a healthier Cree Nation by showing how others are doing it every day.

In order to reach a greater audience, the *Active Cree Bulletin* is distributed to the 10 Cree communities. As well plans were made to place the Bulletin on the Air Creebec Airlines for inflight reading.

Since the *Active Cree Bulletin* has just begun as of April 2013, it is yet to be determined what the results are. However, we have been hearing positive feedback verbally from community members and have even, as a result, seen a gradual influx of individuals, both men and women, approaching Lemon Cree directly for health tips and advice about getting back into shape and making healthier lifestyle choices.

In conclusion, although the *Active Cree Bulletin* had to discontinue due to limited funding, the newsletter provides a great opportunity to empower and educate its community members directly through feasible exercise and healthy living tips. It is also a great opportunity for the Crees to support one another through having the ability to be featured in a magazine that provides the chance for them to share their unique health and fitness journeys. We look forward to continuing to see the Cree Nation prosper with healthy, happy, and successful Crees for generations to come, as we wish to contribute to promoting a balanced healthy lifestyle and physical fitness.

Cree Nation Sports Academy

The Sports Academy Program in the past 2 years has accumulated an 88.1% school attendance rate in students between grades 3 & 6 enrolled when the program is offered.

For these students to attend a maximum of 2 periods per week; punctuality, homework completion and classroom behaviour must meet teacher expectations.

Teacher Feedback:

- I would recommend this program be implemented in other schools within the Cree School Board. The leaders are dedicated, pleasant, courteous, and cooperative with everyone.
- Sports Academy allows me the opportunity to work with students on a one-on-one basis.
- The program was a great tool to use for discipline strategies.
- Help with homework was awesome, and interaction with students was always very positive.
- Program united classmates, both athletic and not, and greatly improved punctuality.
- Sports Academy brings more fun to school. It helps students look at school in a different way, another way of learning. As a teacher it was a good tool for classroom management.
- It helps improve behaviour, and the students have more energy.
- The program helps the student take on the responsibility of being on time and behaving at school.

Observed Benefits - Local Staff Feedback

Kurt Hester – Sports Academy Instructor and Assistant Co-ordinator in Training (2012-2014)

“And it’s good for them it’s going to help them in the future when they decide to go to college if they follow these 3 rules. It will be big impact in their life and for jobs.”

“For us, it is very important to have recreation programs when the kids don’t have school. Instead of them being outside or making trouble somewhere else, we keep them busy and we keep them active on PED days.”

“The Sports Academy is great way for kids to stay active, they learn how to be healthy and stay fit as they grow older”

“I see a lot of kids improve because of this program not just in the classroom, off the ice as well. They respect other people more.”

Delmer Moses – Sports Academy Instructor and Assistant Co-ordinator in Training (2013-2014)

“Every child is born with great skill and needs good oppor-

tunity. Sports Academy opens the route to lead the way.”

“Teaches student to staying Fit both in school and off School.”

Participation Numbers by Year

Over the past 4 years, the base of the Sports Academy Program blossomed beyond sport development, and into a dynamic program that engages a variety of youth in the community. From the major sports of hockey and broomball, to basketball, soccer, health & fitness, Sports Academy programming is taking on more initiative every year with PED Day activities, Movie Nights, Staff Development Programs and Weekend Tournaments as seen in the growth in participation numbers below.

2011

- **Waskaganish Minor Sport Development Program, 120 participants**
 - Minor Hockey Practice
 - On & Off-Ice Skills & Conditioning
 - Team Fitness Program Creation

1 Program, 1 Community – Total: 120 Participants

2012

- **Waskaganish Summer Camp 50 participants**
 - Day Programs for Youth 8-18
 - On & Off Ice Skill Development
 - Soccer, Swimming, Basketball
 - Nutrition Seminars
- **Waskaganish Sports Academy 170 participants**
 - Educational Support
 - Homework Program
 - Bullying & Nutrition Seminars
 - Hockey Development
 - Sport & Fitness Development

2 Programs, 1 Community – Total: 230 Participants

2013

- **Waskaganish Summer Camp 65 participants**
 - Day Programs for Youth 8-18
 - On & Off Ice Skill Development
 - Soccer, Swimming, Basketball
 - Nutrition Seminars
- **Cree Elite Invitational Training Camp – Oakville, 10 participants**
 - Elite Hockey Training
 - Elite On-Ice Skill Development

- o Nutrition Seminar
- o Cooking Classes
- **Cree Elite Invitational Training Camp – Rigaud, 20 participants**
 - o Elite Hockey Training
 - o Elite On-Ice Skill Development
 - o Nutrition Seminars
 - o Guest Speaker – Brant Blackned
- **Waskaganish Sports Academy 176 participants**
 - o Educational Support
 - o Homework Program
 - o Bullying & Nutrition Seminars
 - o Hockey Development
 - o Sport & Fitness Development
- **Wemindji Sports Academy 164 participants**
 - o Educational Support
 - o Homework Program
 - o Bullying & Nutrition Seminars
 - o Hockey Development
 - o Sport & Fitness Development

5 Programs, 2 Community – Total: 435 Participants

2014

- **Waskaganish Sports Academy 176 participants**
 - o Educational Support
 - o Homework Program
 - o Bullying & Nutrition Seminars
 - o Hockey Development
 - o Sport & Fitness Development
- **Wemindji Sports Academy 164 participants**
 - o Educational Support
 - o Homework Program
 - o Bullying & Nutrition Seminars
 - o Hockey Development
 - o Sport & Fitness Development
- **Wemindji Spring Sport Development Program, 100 participants**
 - o Softball Training
 - o Track & Field Training
 - o Soccer Training
- ***Cree Elite Invitational Training Camp Projected: 12 Participants**
- ***Cree Elite Invitational Training Camp Projected: 25 Participants**

- ***Waskaganish Summer Camp Projected: 65 Participants**
- ***Nemaska Summer Camp Projected: 45 Participants**

* indicates currently in the Planning Phases

7 Programs, 3 Communities – Total: 587 Participants

Areas of Recreation & Education Programming

Education

- Attendance Incentive – Encouraging student attendance through athletic incentives
- Afterschool Homework Program – Supervised homework help for students

Sports

- Hockey Skill Development – Sports Academy & Minor Sport Help
- Broomball Conditioning – Evening Training for Broomball Teams
- Basketball Sport Development – Sports Academy Planned Activities
- Soccer Sport Development – Sports Academy Planned Activities
- Volleyball Sport Development – Sports Academy Planned Activities

Health, Fitness & Nutrition

- Nutrition Seminars – Smoothie making, nutrition games & discussions
- Youth Fitness – Evening fitness activities for teenagers
- Increasing Daily Physical Activity – PED DAY and weekend programs in addition to regular programming

Other

- Olympic Week – Expanding interest in new sports and communicating respect in sport
- Movie Nights – Providing youth with a fun, welcoming atmosphere on weekends
- Bullying Seminars – Educating youth with support networks and understanding about what bullying is, what to do when encountering bullying, and who to go to for help and questions

Future Needs

Create New and Maintain Existing Partnerships

- Building off of existing partnerships, new relationships can be built with organizations that have similar goals and objectives

Seek Additional Funding Opportunities

- Through documentation, participation numbers and quantitative results, external funding opportunities can be approached to sustain programs and expand their reach

Summary

The Sports Academy Program has evolved over the past 6 years into a community based program that puts ideas into action with regards to youth, sport development and sense of community.

Beginning as a hockey specific pilot program in 2008 linked with the school, assessments have found additional areas of needs and wants by community leaders. Diversifying into nutrition and bullying seminars, adding youth fitness and continuing to be a part of minor sport development, SA Staff have intertwined themselves as members of the community building accessible, innovative recreation administration.

With an expected 587 students across 3 communities participating regularly in these programs in 2014, it is anticipated that daily physical activity among youth will grow. Using this platform, elite athletes gain valuable programs and coaches for the training they desire.

2013 Cree Elite Training Camp

The Cree Elite Training Camp is targeted to dedicated, focused, elite Cree Youth in the sport of Hockey. Here, we are focused to provide athletes with current leaders in hockey training both on and off the ice. Their time at the CETC will go beyond just skill development on the ice and strength and conditioning off the ice, and will provide a holistic approach to athletic care in an atmosphere conducive to our participants.

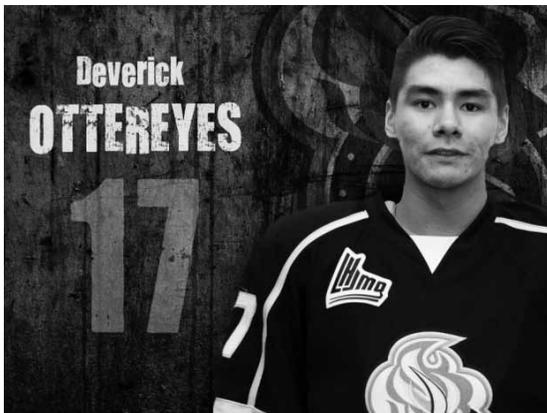
With a structured daily and weekly regiment, athletes remain focused on their goals while engaging in morning and evening activities to develop a sense of team, inclusion, and accomplishment.

Training Facilitated at BTNL Sports Performance & Therapy – Oakville, Ontario

| | |
|----------------------|-------------------|
| Deverick Ottereyes | Silas Neeposh |
| Chiiwetan Blacksmith | Dallas Blacksmith |
| Silas Mattawashish | Dana Morrison |
| Alex Hester | Sammy Blacksmith |

Training Facilitated at College Bourget & Physical Park – Rigaud, Quebec

| | |
|----------------------|-------------------|
| Deverick Ottereyes | Silas Neeposh |
| Dallas Blacksmith | Clayton Jolly |
| Chiiwetan Blacksmith | Adam Cheezo |
| Jessica Kistabish | Isaiah Blacksmith |
| Brandon Wadden | Shayna Dominique |
| Dana Morrison | Sammy Blacksmith |
| Silas Mattawashish | Tyler Matoush |
| Dana Bobbish | Charlie Iserhoff |
| Katie Napash | |



“The structured schedule provided by the Sports Academy was great. The development program that BTNL provided for us was challenging and really helped with my training. I enjoyed learning how to cook as well!”

– Deverick Ottereyes, *Gatineau Olympiques*

Youth Development

Message from the Director Andrew Neeposh



Gaston Cooper

It is a pleasure to present the Annual Report 2013-2014 for the CNG Youth Department. This report will provide a general overview on the CNG youth department and special events as well as highlight future projects. The report will begin with a special acknowledgement to all organizations that continue to provide support and funding to the CNG Youth Department and Cree Nation Youth Council (CNYC) for the annual operations and special projects.

I would like to thank the GCCEI/CRA Leadership and CRA Administration for their continued support for the Youth Department and the Cree Nation Youth Council.

I trust that this report will shed some light on the activities of the Youth Department and the CNYC.

Thank you! Meequetch! God Bless You.

Youth Administration Funding

The 2013-2014 Youth Administration operating budget is funded by the GCCEI/CRA through the Cree Act - Operations and Maintenance Funding Agreement. The funding supports the operating budget costs of the salaries and benefits of the six (6) full-time permanent positions under the Youth Department. In addition, this funding supports the general operating costs such as travel for the Director and the CNYC Chairperson as

well as the CNYC Board of Directors' and its Executive Committee budgets.

Special Projects Funding

The year 2013-2014, the CNYC through the CNG Youth Department received three (3) main sources of funding to support its special projects and youth related initiatives namely, 1) New Relationship Agreement and 2) Government of Quebec and 3) the CRA Board of Compensation.

New Relationship Agreement – 'Paix des Braves'

This year, the Council/Board approved an allocation from the New Relationship Agreement in the total amount of four hundred twenty-five thousand five hundred and forty-three dollars (\$425,543.00). An amount of three hundred sixty-nine thousand seven hundred and thirty-eight dollars (\$369,738.00) was approved to support the special projects and initiatives of the CNG Youth Department and the CNYC. In addition, an amount of fifty-five thousand eight hundred and five dollars (\$55,805.00) was approved for the Elders/Youth Joint Coordination Fund to support joint Elders/Youth related projects.

Government of Quebec Funding

In April 2009, the CRA and the Government of Quebec renewed the financial assistance agreement for five (5) years for 2009-2014. Under the 5-year agreement, the Quebec Government committed a total amount of two million one hundred eighteen thousand seven hundred and twelve dollars (\$ 2,118,712.00). An amount of eight hundred sixty-five thousand eight hundred and sixty-one dollars (\$ 865,861.00) was approved to support the operations of the Youth Forum and an additional amount of one million two hundred fifty-two thousand eight hundred and fifty-one dollars (\$ 1,252,851.00) was approved for the Regional Youth Investment Fund (RYIF).

This year 2013-2014, was the final year of the agreement and we are awaiting news of the renewal which should be announced in June 2014 once the new Quebec Government adopts its budget.

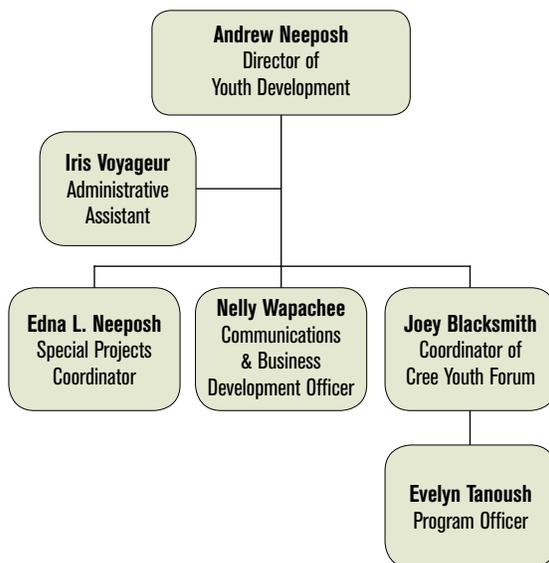
CRA Board of Compensation

This Year, the CRA Board of Compensation approved an amount of two hundred and fifteen thousand four hundred and eleven dollars (\$ 215,411.00) to support the special projects and youth initiatives of the CNG Youth Department and the CNYC.

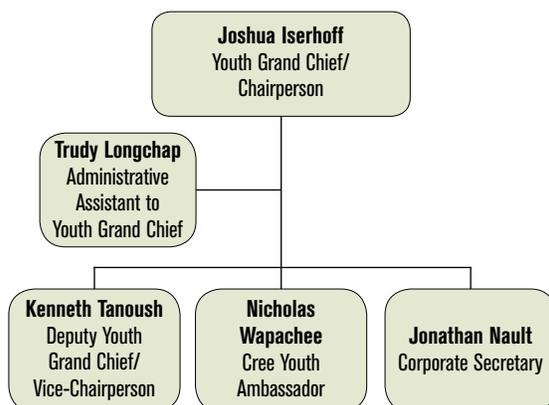
Staffing Update

Today, the Youth Department has evolved substantially in terms of its growth in permanent staff. The CNG Youth Department now has eight (8) Full-time Permanent Employees. Six (6) of these positions are funded through the GCCEI/CNG O and M Budget and two (2) namely Coordinator of Cree Youth Forum and Program Officer are funded through an agreement signed between the Government of Quebec and the CRA concerning the Regional Youth Forum. The following organizational chart of the Youth Department and the Cree Nation Youth Council was developed based on the direction that has been established through the Council/Board through Resolution 2008-34:

Youth Development Department Organizational Chart



Cree Nation Youth Council Organizational Chart



5-Year Financial Assistance Agreement

In March 2009, the Government of Quebec renewed the financial assistance agreement for an additional five (5) years for 2009-2014. The Government has established as one of its objectives to increase the involvement of young people in their communities and in that sense regional youth forums are considered among the key partners of the Government. The Government granted financial assistance to CRA in order to allow the Youth Forum to execute mandates entrusted to it by the Minister of Youth. The following is the calculation of the annual allocation of the new agreement for 2009-2014.

| Year | Operating Funds | FRIJ/YRIF | Total |
|--------------|---------------------|-----------------------|-----------------------|
| 2009-2010 | \$166,383.00 | \$250,571.00 | \$416,954.00 |
| 2010-2011 | \$169,710.00 | \$250,570.00 | \$420,280.00 |
| 2011-2012 | \$173,104.00 | \$250,570.00 | \$423,674.00 |
| 2012-2013 | \$176,566.00 | \$250,570.00 | \$427,136.00 |
| 2013-2014 | \$180,098.00 | \$250,570.00 | \$430,668.00 |
| Total | \$865,861.00 | \$1,252,851.00 | \$2,118,712.00 |

As a result of the agreement, two (2) full-time positions have been created namely; 1) **Coordinator of Cree Youth Forum** and 2) **Program Officer**.

1) Coordinator of Cree Youth Forums

- To oversee the administration and management of the financial assistance agreement in order to ensure that its carried out in accordance to its intended purposes;
- To act as liaison for the Cree Nation in its dealings and relations with Government of Quebec mandates, departments and working with other Regional Youth Forums;
- To encourage young people to participate more actively as citizens by getting involved in decision-making groups;
- Make organizations involved in the participation of young people aware of the decision-making bodies;
- Ensure Cree participation in the Voters'-in-Training project & Youth Involvement Contest to recognize young people;
- Strengthen the relation between young Francophones in Quebec and elsewhere in Canada and in the Americas;
- Make youth aware of the different global realities and encourage them to get involved internationally.

Mandates Entrusted to the Cree Youth Forum:

- Voters-in-Training: This project was introduced by the Government of Quebec in order for youth to learn about the democratic voting process and in turn increase the voter turnout amongst youth in the provincial and federal elections.
- Youth Implication Contest: This project is to recognize the active volunteerism in local and regional development, and to select one youth to participate in the visit to National Assembly and trip abroad.

Since his hiring, the Coordinator of Cree Youth Forum has been delegated assignments to work on various projects including the following main projects:



Carrefour Jeunesse-Emploi

The Youth Department has submitted the official Cree Nation proposal for the creation of the Carrefour Jeunesse-Emploi in the Cree Territory. The Cree Nation proposal was developed with the advice and support of Luc Ferland, Deputy of Ungava whom will present our proposal to the National Assembly with the help of Léo Bureau-Blouin, Député de Laval-des-Rapides, Adjoint parlementaire à la première ministre (volet Jeunesse).

The “Carrefour Jeunesse-Emploi” will serve to find ways to enhance the living conditions of the Cree Nation Youth through training and the challenge of promising jobs outside or in their communities. It is our hope that a program such as a CJE will create a more centralized network for organizations and more importantly the client, the youth, to be able to use the resources more effectively.

The CJE once established will create approximately nine (9) to twelve (12) positions, full-time and part-time, in all the Cree Communities. We are optimistic that we will get a favorable response from the Government of Quebec with the help of the MNA’s mentioned whom guaranteed us that they will both push for the Cree Nation Application for the establishment of the ‘Cree’ CJE in Eeyou Istchee.

This year marks the end of our agreement that ran from 2009 to 2014 with Secreteriat a la Jeunesse. We are currently waiting for a renewal of the agreement for the next coming 5 to 10 years. With these funds we have financed over 100 projects totaling over 1 million dollars within our Cree Nation.

We have made great strides over the years to offer programs to our youth in the Cree Nation. We have made good contacts with people and have opened new doors of opportunity to work together with our neighbouring regions and entities. We had the opportunity to welcome distinguished guests to our events, Deputy Leo Bureau-Blouin, MP Romeo Saganash, and Nicolas Ducharme.

We would like to thank our partners we had over the years, Canada World Youth, CJE Jamesien, CJE Abitibi Ouest, Mouvement Jeunesse Baie James and McGill University. We are looking forward to working with new partners and potential partners in the coming future to help us develop the Youth of our Nation.

The second position created under the five-year financial assistance agreement with Quebec is the Program Officer:

2) Program Officer – Regional Youth Investment Fund

- The Program Officer is responsible to administer and manage the ‘Regional Youth Investment Fund. She is responsible to promote and assist clients’ to access funding. She screens and recommends projects for approval;
- The ‘FRIJ’ program is dedicated to fund local and regional projects that meet local and regional priorities and objectives. The new orientations must ensure projects are well structured actions reaping long term benefits.

Projects Approved for 2013-2014

This annual year we have reviewed and recommended twenty-one proposals, however two promoters cancelled their applications later.

Type of Organizations Approved

Over all we have approval funding to regional organizations from CNANCA, Annishekamik, CNYC, CNG- Leisure, Sports and Recreation Dept and the Cree Nation Bears Program with a total amount of:

Regional Projects: \$157,000.00

Local projects submitted come from communities such as Mistissini, Waswanipi, Whapmagoostui, Nemaska, Ouje-Bougamou, and Waskaganish, (youth departments or youth councils) received funding in following amount of:

Local Projects: \$95,600.00

The following is a list of all the approved projects for fiscal year 2013-2014.

Total of Approved Projects 2013-2014

| 2013-2014 | Title of Project | Approved |
|--------------------|---|---------------------|
| FRIJ-0165 | Cree Nation Fitness & Health Symposium | \$15,000.00 |
| FRIJ-0166 | Exploring the Arts-Canadian Institute of the Arts | \$9,000.00 |
| FRIJ-0167 | Ignite a dream: Expressing yourself through Arts | \$16,700.00 |
| FRIJ-0168 | Youth Workshops | \$10,000.00 |
| FRIJ-0169 | Arts Project-Waswanipi | \$17,000.00 |
| FRIJ-0170 | Youth Health Conference | \$15,900.00 |
| FRIJ-0171 | Youth Capacity Building Program | \$17,500.00 |
| FRIJ-0172 | Youth Week | \$13,000.00 |
| FRIJ-0173 | Picrure, Art & Graffiti | \$3,000.00 |
| FRIJ-0174 | Mistissini Nimuuhiikan (Powwow) | \$2,500.00 |
| FRIJ-0175 | Music Workshop 2013 | \$8,000.00 |
| FRIJ-0176 | Ouje-Bougoumou Youth Consultations | \$9,000.00 |
| FRIJ-0177 | Youth Entrepreneurship Business -Tool kit | \$4,000.00 |
| FRIJ-0178 | Youth Motivation | \$12,000.00 |
| FRIJ-0179 | Minds Eye | \$25,000.00 |
| FRIJ-0180 | Special Projects | \$30,000.00 |
| FRIJ-0181 | Outdoor skating rink | \$8,000.00 |
| FRIJ-0183 | Dancing workshop | \$32,000.00 |
| FRIJ-0184 | Equipe des Nations International Gevenva | \$5,000.00 |
| Grand Total | | \$252,600.00 |



Project Descriptions

Projects submitted had different purposes. Some project delivered training and workshops to their respective communities. Some organizations organized conferences to create awareness on social and health issues addressing statistics of their region.

Length of Projects

Short term projects lasted one month from planning, to oversee the projects end, along with delivering the final report. The long term projects duration was six months.

Recommendations

There is the issue with reporting on approved projects with some promoters. When reports are not submitted, we are obliged to withhold payments for any remaining balances for the approved amounts. When we withhold payments, The Program Officer strongly recommends to deliver a training session or workshops on proposal and report writing and to create a standard template for reporting to help promoters.

Overall the Youth of our region have benefited from the Cree Youth Development Fund because each

organization employed youth and delivered their special projects for the youth. It was another successful year for our program delivery programs to our local communities.

Over the years we have committed to investing i.e. projects in training and development, hosting youth events such as music festivals, youth hunting expeditions, youth exchange, canoe journeys, and healing programs just to name a few.

Our highlight of this agreement is that CNYC CNG constructed a Wilderness Camp that will be up and running in the near future. This place will be a great spot to help our youth that want to pursue traditional activities. This camp will help our youth preserve the hunting and traditional ways of living.

Special Projects And Youth Initiatives

In April of each year, the Youth Department, along with the CNYC, meet to develop annual work plans and prioritize the year's short-term and long-term projects by allocating funds received from various sources.

Communications and Business Development Initiatives

CNYC Business Development Fund

The CNYC Business Development Fund was created to support, encourage, and motivate Cree Youth to get involved in Economic Development. The CNYC Business Development Fund provides grants to assist in the start-up of new business enterprises. Funds may also be used to provide mentoring and aftercare, workshops, and training programs.

The CNYC recognizes that economic self-sufficiency of the Cree Nation depends on our Cree Entrepreneurs to develop and sustain the economic prosperity of the Cree's. This is why we feel that it is important to help Cree Youth start-up and establish businesses in the Cree Nation and to get involved in economic development at a young age.

The following businesses were supported through this funding;

- a) Michel Shecapio, M.Y Surveying Inc. (Mistissini)
- b) Hugo Bosum, HMA Tires & Accessories (Ouje-Bougoumou)
- c) Mark Bosum, Mark's Video & Gaming (Ouje-Bougoumou)
- d) Jordan Bear, Gookum's Arts & Crafts (Waskaganish)
- e) Lindy Spence-Spencer Contracting Services (Eastmain)
- f) Joni & Sarah Blacksmith, Lamp Stand (Waswanipi)

We encountered some difficulties with this program, which forced us to look at new ways to manage this program. We are currently putting everything on

hold until we have a clear picture of the original intent of the CNYC Business Development Fund.

Young Entrepreneur Symposium

We were excited to send out some delegates to the "The Young Entrepreneurs Symposium (YES 2013)" which brings young Aboriginal entrepreneurs from across Canada along with business leaders and role models to help foster the skills, knowledge, and networks they need to be the business leaders of tomorrow. This year, the Young Entrepreneurs Symposium (YES) 2013 was held from Monday December 9 to Thursday December 12, 2013, in Richmond B.C.

Five courageous youth posted videos talking about their businesses ventures on our Facebook page. Most of the videos are still on Facebook. We commend the youth that participated! The participants were:

1. Freddie Dixon (Waswanipi)
2. Rosie Jolly (Waswanipi)
3. Thomas Stevens (Waskaganish)
4. Kurtis Black (Waskaganish)
5. Babbey Happyjack (Waswanipi)

CNYC MAG4U

In January 2014, the newsletter was submitted completely online as a trial; people were able to view the newsletter through their cell phones, computers, and iPads. Although in this day and age everything is available online, not everyone enjoys reading newsletters on screens. Many people still enjoy the good old fashioned way of picking up a newsletter and reading it.

At this time, we will start delivering the newsletter as a hardcopy as well as having it available on our website at <http://www.creenationyouthcouncil.ca>

Social Media

YouTube

<http://www.youtube.com/user/creenationyouth>

Google Plus

<https://plus.google.com/u/0/116345668442446283057>

Twitter

follow us @creenationyouth

Best Practices Trip

In moving the vision of the Cree Wilderness Training Centre forward, the CNYC through the CNG Youth Department plan organized a Best Practices visit to existing Outdoor and Wilderness Camps and Centres in relation to redesigning and down-sizing the Cree Wilderness Training Centre project. The Canadian Eco-Tourism Services (CES) firm was engaged to plan and organize the Best Practices Visit and also to write up the Report on the Visit.

In April 2013, a group of four (4) Cree along with Canadian Eco-Tourism visited the following Centers and Camps in western Canada. The group included:

- 1) Jessica Braun, CES
- 2) Cassandra Danyluk, Special Projects Coordinator
- 3) Abel Jolly, Elder – Mistissini
- 4) Stella Jolly, Youth – Mistissini
- 5) Jamie Moses, Youth, Eastmain

In Alberta:

- 1) **Visit Ghost River Discovery Centre:** where they offer outdoor and cultural education programs based on Aboriginal traditions and values. They run quality programs that promote rediscovery of tradition and the development of healthy, sustainable lifestyles among children and youth;
- 2) **Punky Lake Wilderness Camp:** The camp's mandate is to provide programming in the areas of Tsilhqot'in Aboriginal Justice and social services to youth, family and community. The society does this through a variety of services including community programs and camp programs aimed at both crime prevention (diversion and alternative measures) and healthy development of youth and families by emphasizing traditional cultural values, healing and support.

In British Columbia:

- 1) **Visit Outward Bound:** the wilderness is Outward Bound Canada's Classroom. The lakes, rivers, forests, mountains and ocean provide the challenge including leadership skills or learning to work effectively as a member of a team. Some of these challenges are physical, like paddling kayaks into the rolling waters, climbing a rugged peak, leading a sled dog, or portaging a canoe.

In Yellowknife:

- 1) **Visit Dechinta (TBC):** Dechinta is a northern-led initiative delivering land-based, University of Alberta credited educational experiences led by northern leaders, experts, elders and professors to engage northern and southern youth in a transformative curriculum based on the cutting-edge needs of Canada's North.

The Best Practices Mission was an incredibly valuable experience and greatly beneficial towards the future of the Cree Wilderness Training Centre. The Best Practices Mission not only proved beneficial to the participants, it gave the Youth Department and CNYC a very good insight and knowledge as to how other similar operational organizations run to ensure their successes. It provided us with strengths and weaknesses, and also their practices that could attribute to the success of our Cree Wilderness Training Centre. An important part of the Best Practices report included

thoughts and comments provided by Abel Jolly and Jamie Moses, whom were an integral part to the purpose of this mission, which was kept pure and focused throughout the entire trip.

McGill University Micro-MBA Program

The CNYC through the CNG, organized a Micro-MBA Program offered to Youth Councils and Youth Departments with McGill University. McGill faculty offered a world-class and innovative six-day program with two 3-day modules. This learning experience provided the participants with fresh thinking, business acumen, and skills to add value throughout the organization. It was an opportunity for people working with and for youth to upgrade their knowledge of the latest practices found in MBA programs, including a selection of topics such as:

- a) Leadership/Teamwork;
- b) Fundamentals of Finance;
- c) Project Management;
- d) Negotiations Basics
- e) Managing Productivity and Priorities

There were a total of twenty-six youth that participated in the training program which included staff from the CNG Youth Department, The CNYC, the Local Youth Councils and the Local Youth Departments.

CNYC Annual General Assembly 2013

The 24th CNYC Annual Youth Assembly was held in Ouje-Bougoumou on August 14 to 16, 2013. The assembly was attended by 6-Youth per community including delegation from Washaw Sibi Eeyou. The first day of the assembly was devoted to address corporate matters, reporting to members to seek general direction from Cree Youth for the Cree Youth Leadership.

The CNYC AGA is held each year to provide an open forum for youth to voice and address their concerns as well as provide a general direction to the Youth Leadership. Today's youth live in a very different time than that of our ancestors and our youth are faced with many similar yet different challenges than that of our ancestors. These challenges have opened the door to many social issues such as substance abuse, dysfunctional families, violence, and suicide. The event is a great opportunity for the youth to voice concerns and address matters related to the challenges they face each day.

This year, the CNYC extended an invitation to various organizations including CSB and CBHSSJB to attend their AGA to provide a brief update on their respective mandates and how their initiatives can benefit the Youth. The presentations and information from various organizations was very well received and appreciated by the delegates.

The highlight of the Youth Assembly was the appearance of Special Guest Adam Beach, Native Actor.

Mr. Beach spoke about how he made it to the big screen and he encouraged Youth to pursue their dreams and reach for the stars.

Traditional Camp Development Project

The Cree Nation Youth Council thru the CNG Youth Department secured funding for a training project entitled “Training and Employment for Traditional Camp Development” Stella’s Wilderness and Cultural Camp (SWCC). The SWCC is identified as a ‘Satellite Camp’ under the Cree Wilderness Training Centre (CWTC) Operational Plan document as previously agreed to by Tallyman Abel Jolly and the CNYC. The project enabled the start of the construction of SWCC and once established, the SWCC will offer and deliver a variety of land based training, cultural and experiential learning programs for youth which will complement the objective of CWTC. The SWCC will work in partnership with different entities to design, customize and deliver these programs through the SWCC and/or other venues.

The project began on August 12, 2013 and was scheduled to run for 12 weeks until November 02, 2013. However, due to unforeseen high costs in air transportation and concerns about weather, we decided to shorten the program to 10 weeks with the understanding that work would continue in March 2014.

The Traditional Camp Development component of the project erected five (5) structures, 1) Beaver Lodge, 2) Wassawkamik (round dwelling), 3) Sabtuan and 4) 2-Tee-Pee frames. The Wassawkamik and Beaver Lodge were the ones that required most work and took longer to construct.



All the work with harvesting the logs and material was done manually by the Youth hired. With the exception of a chainsaw, the workers harvested the logs and moss manually and brought it to the site from as far as 500 meters from the site camp.

This is a picture of the 20’ x 36 Log Cabin Building that the Youth constructed with instructor Robert ‘Log Bob’ Savignac as part of the Log Cabin Building Training Program. This building will be used as the Kitchen and Dining room for guest and visitors to the camp.



The Log Cabin Building Training Program was a project that required a lot of hard work and long hours. Harvest the logs without the help of machines like ATV or snowmobiles took most of time. The following is the Log Cabin Building process that was followed to construct the 20 x 40 Log Cabin.

The project was made possible with the funding from the Quebec Government’s Regional Youth Investment Fund, the Niskamoon Corporation, the CHRD’s First Nation and Inuit Youth Employment Strategy and the GCCEI/CRA NRA funding.

CNYC Training Camp

The Youth Department and the CNYC have re-visited the ‘CNYC Training Camp’ concept and have initiated discussions with the Cree leadership to develop a mentoring/‘succession’ plan to continue to train and development youth in order to foster the wealth of knowledge from current leadership and leaders that were involved in the negotiations leading the JBNQA and subsequent agreements.

- To develop and design a comprehensive leadership training that could include:
- JBNQA and supplementary agreements;
- GCCEI/CRA/CSB/CBHSSJB and other regional corporate structures and mandates;
- Leadership Training/Corporate/Secretary Training/ Conducting Effective Meetings;
- Setting up Youth Organizations/Youth Councils.

Today, many Crees go down south to attend training seminars or workshops and spend thousands of dollars to get a certificate. The concept behind this project is to develop the CNYC into a Youth Leadership Camp or Training Institute by designing train-the-trainer type leadership and training programs run for and by youth themselves. The idea here is to design and customize these programs so that our people will be trained to deliver the training programs for our people and eventually keep it open for other nations to come to our territory to take up these training programs.

Nishiiyuu Life Skills Train the Trainer Program

The Youth Department has been working with the Department of Nishiiyuu Miyupimaatisiun of the CBHSSJB for the development and delivery of the Nishiiyuu Life Skills Train the Trainer Program. The Nishiiyuu Life Skills Program, the Nishiiyuu Way, is designed to develop Trainers and Trainees to deliver the Nishiiyuu Way personal development program to their own people.

The trainees were taught about Nishiiyuu life skills, its purpose, the know-how of the Nishiiyuu life skills, and how to deliver it, they were trained to be professional speakers. The trainees were trained to become professional trainers to deliver the program to the youths and the people of Eeyou/Eenou. These Trainers will be in the community so that they can counsel for immediate help any youth that requires their assistance. This Team will be contracted to deliver and spread the Nishiiyuu culture to the youth and to give emotional support to the Community.

The Nishiiyuu training program is an evolving and growing body of information and wisdom. It is not static, it is dynamic and it is forever growing. This body of wisdom will become part of the being of each trainer. They will also participate in an active role along with Elders to continue to develop and evolve the program after the initial training. These trainers will be transmitting their newly acquired wisdom with the help of their newly learned training methods and technology.

The benefits of the program is Building a Team of Trainers to distribute and unleash a force to challenge the Social Problems that are predominant in the Communities. They were trained to handle the adversities that have been the cause of much of the Social issues from the Nishiiyuu perspective. This Team will be coached and trained on a continuous basis to combat

the Social dilemmas and the Health issues that are affecting the community now.

Land Based Traditional and Healing Programs

The CRA Youth Department is working in Partnership with Cree organizations and individuals to set up a series of planning meetings in order to design land based cultural and healing programs, and a model for a healing/training centre. The CBHSSJF intends to use these programs and centre model as a tool for negotiations with the Governments in order to access funds for development implementations;

The process will involve different stakeholders that are involved in similar programming to present and share their respective program experience and how traditional activities can provide healing and educational programs. The process will identify traditional healing methods based on culturally appropriate methodologies. Thereon, the group will develop culturally relevant healing programs with the help of elders teachings related to the land and its surrounding environment.

This process and work will foster a close working partnership between various stakeholders and the process will tie in with the Cree Wilderness Training Centre initiative. The process will develop healing programs based on our cultural roots and teachings of our elders for the health benefit of our people. Once land Based programs are identified and developed, the Cree Health Board can negotiate funding for the delivery of traditional cultural programs as a service to the people.

Future Projects

Leadership and Resiliency Program

The CNYC is in process of accessing a 3-year - \$ 1.5 million dollars funding program through the National Crime Prevention Centre. The Leadership and Resil-

The Nishiiyuu training program is an evolving and growing body of information and wisdom. It is not static, it is dynamic and it is forever growing.

Resiliency Program (LRP) is a school-and community-based program for students aged 14 to 19 years old that enhances youths' internal strengths and resiliency while preventing involvement in substance use and violence. Based on a clinical prevention strategy designed to identify and enhance internal strengths and to support the building of positive attitudes, the LRP has three core components: resiliency groups, community/service learning and alternative/adventure activities.

The LRP's main goals are to enhance youths' internal strengths and resiliency and promote mental wellness while preventing involvement in substance use and violence. The program has several objectives including to:

- increase participants' perceptions of competence and self-worth;
- improve participant identification with positive roles;
- reduce disciplinary actions in school;
- improve participants' communication and refusal skills;
- increase knowledge of, and encourage negative attitudes toward, substance abuse and violence; and
- increase community involvement in promoting the healthy development of youth and the valuing of adolescents.

The LRP is primarily designed for youth of both genders aged 14 to 19 years old. The program has been found to be effective with participants of diverse cultural and ethnic backgrounds. While there are no specific interventions for parents, communication occurs on an ongoing basis between staff and parents. Parents are also encouraged to become involved in the alternative activities.

DJ & Dance Program in Nemaska

Funding has been secured to implement, this summer 2014, a DJ and Dance Program in Nemaska in partnership with the Nemaska Sports and Recreation Department.

'Hurt No More' is an established provider of specialized programming for youth across the nation. The DJ and Dance program specifically has been developed to target key issues with young people who may or may not be into sports programming. Students will have a chance daily to immerse themselves into an "arts based" environment of positive mentorship. The DJ & Dance program(s) have attracted up to 1000 young people at a time for one event. The program includes components, which support a student's ability to advance in their educational endeavours, make positive decisions, develop a stable mental mindset and establish helpful relationships with good friends and authority figures. Below are Hurt No More's objectives that are emphasized throughout the program.

Healthy Homes – Brighter Futures Program in Mistissini

Funding has been secured to implement, starting this summer 2014, a Healthy Homes – Brighter Futures Program in partnership with the Mistissini Native Women's Association.

The mission of HNM (Healthy Homes – Brighter Futures) is to effectively equip single mothers with life changing solutions to micro and macro issues facing them and their children; thus ensuring a brighter more hopeful future for parents, children, and the community at large.

The HNM organization is requesting \$74,000 for a one-year program (see summary). The Healthy Homes, Bright Futures (HHBF) program consists of a one month intensive on site, in-class/in-home mentorship with one of the premier counselors in Canada. After the first month, an intensive follow up process then ensues over the next nine months. This follow up includes three additional, week-long seminars which happen both in classroom settings as well as in home. This is essential to ensure that all the necessary support and resources are there for the success of the sole provider parent.

Meetings/Gatherings

The CNYC Board of Directors have a further mandate to appoint CNYC representatives to various working groups, task forces, boards and committees. The CNYC representatives are as follows;

| | |
|---|---|
| Working Group on Eeyou Governance | Joshua Iserhoff, <i>Youth Grand Chief</i> |
| Apiitswiin and Skill Development Advisory Group | Nellie Wapachee, <i>Program Officer</i> |
| AFNQL - Youth Council | Joey Blacksmith, <i>Coordinator of Youth Forum</i> Jeremy Diamond, <i>Communications Officer</i> |
| James Bay Cree Communications Society | Simeon Wapachee, <i>Member</i> |
| CRA Environment – Protected Areas Committee | Simeon Wapachee, <i>Member</i> |
| Cree Social Wellness Policy | Cassandra Danyluk, <i>Wemindj</i> Jamie Moses, <i>Eastmain</i> |
| Cree Social Wellness Policy – Expert Panel | Brenda St. Pierre, <i>Youth Chief - OJ</i> |



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40th Anniversary of the Grand Council of the Crees (Eeyou Istchee)

A Special Tribute to the Trappers Who Stood Up for Our Rights



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