Grand Council of the Crees
(Eeyou Istchee)
Cree Nation Government

PROGRESSING TOGETHER as a Nation

Annual Report 2014-2015

CREE NATION OF WEMINDJI

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This year's Annual Report reflects the development that our Cree Nation has known since the signing of the *James Bay and Northern Québec Agreement*, 40 years ago.

Front Cover Archive Photo: Grand Chief Billy Diamond at the signing of the Agreement-in-Principle (JBNQA) by I. La Rusic, courtesy Beesum Communications.

1. John Matches
2. Matthew Shanush
3. Willie Moses
4. Albert Diamond
5. Lawrence Jimiken
6. Bertie Wapachee Sr.
7. Smally Petawabano
8. Mark R. Gordon (Inuit)
9. Phillip Awashish
10. Ted Moses
11. Tommy Cain (Inuit)
12. George Koneak (Inuit)
13. Abel Kitchen
14. Robert Kanatewat
15. Grand Chief Billy Diamond

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WHAT IS THE *JAMES BAY AND NORTHERN QUÉBEC AGREEMENT*?

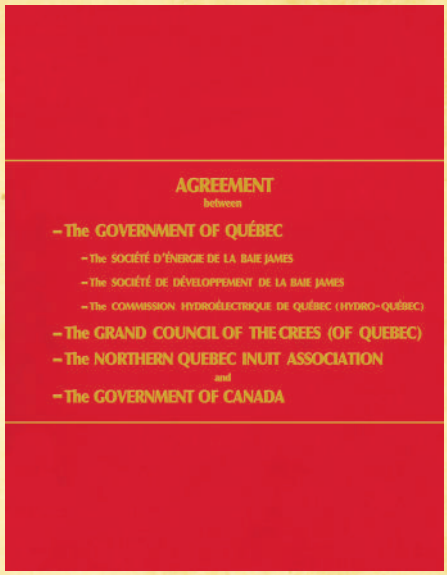
The *James Bay and Northern Québec Agreement* was born out of the Cree struggle to defend our rights, our environment and our way of life in the face of the massive James Bay Hydroelectric Project, announced in 1970. This struggle was waged through legal proceedings and negotiations that eventually led to the signature on November 11, 1975 of our treaty, the *James Bay and Northern Québec Agreement*, or JBNQA.

When the JBNQA was signed 40 years ago, it was the first modern treaty in Canada. There were no models to follow at the time. It is the JBNQA that has become a model for other modern land claim agreements and treaties in Canada. Affirming Cree and Inuit Rights, the JBNQA received constitutional protection under section 35 of Canada's *Constitution Act, 1982*.

The JBNQA is the bedrock of Cree treaty rights. It is the foundation upon which we have built our modern Cree Nation. It is the main vehicle through which we are exercising our inherent right of self-government. It formally established the Nation-to-Nation between the Cree, Québec and Canada.

The JBNQA is a living treaty. It has been amended 24 times over the past 40 years to adapt to changing circumstances and the evolving needs of the Cree Nation. The JBNQA made it possible for the Cree to negotiate the landmark Paix des Braves in 2002, which opened up new opportunities for the Cree in economic development. It also served as the basis for the negotiation of the Governance Agreement with Québec in 2012, which expanded Cree jurisdiction over land and resource use management in Eeyou Istchee.

The JBNQA was only achieved through the unity of the Cree and our ability to think as a Nation. It is this unity that has enabled us to become a major economic and political force in Eeyou Istchee. It is this unity that permits the Cree to fulfill the original vision of the JBNQA to become the "Masters Of Our Own Destiny". That is what Nation building is all about.



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ᐧᑖᒃᑎᑦ ᒫᕕᔫ ᑰᓐ ᑲᒻ

Gaston Cooper

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Message from the
Grand Chief/Chairman

Dr. Matthew Coon Come

It is once again my pleasure to report to the Cree Nation on our achievements during the 2014-15 fiscal year.

The emphasis of our work over this past year has been to focus on three major areas: continuing to build our Cree Nation, continuing to defend our rights and taking care of each other.

CREE NATION-BUILDING

Eeyou Istchee James Bay Regional Government

We have entered our second year of working together with our neighbours in the region to create an effective Eeyou Istchee James Bay Regional Government. We have begun to know one another and we have taken important steps in developing the kind of working relationships that will help us realize the vision of the new Regional Government—to develop mutually respectful relations so that we can address issues of common interest and concern as neighbours and peoples of our region.

In accordance with our *Governance Agreement*, we on the Cree side will soon assume responsibility for the chairmanship of the Regional Government. We look forward to this being an opportunity for us to deepen our relationships with our neighbours while, at the same time, developing important experience in directing the activities of our Regional Government in collaboration with the Chiefs and Mayors who comprise it.

Eeyou/Eenou Police Force

I had the privilege of being the Honorary President of the graduation ceremony at which we acknowledged and celebrated the fact that our Cree Police Force now consists of officers who are fully trained, fully recognized and are in every sense full-fledged Police Officers of the same caliber, the same quality and the same competence as the best Police Officers anywhere in the Province of Quebec.

Our newly trained Police Officers have been tasked with the responsibility of addressing the most fundamental and the most basic requirement of good governance—that of ensuring the basic safety and security of our communities. Our Police Officers will help to create the conditions in our communities where our children can dream of what they might become, where parents can nurture and sustain our children without daily fear, and where our people can truly flourish comforted by the security of their homes.

This major step in the development of our Police Officers has everything to do with Nation-Building. By successfully completing the training they have undertaken, our recent graduates have reinforced the authority and the responsibility of the Eeyou Eenou Police Force. They have given the EEPF an unquestioned legitimacy in the eyes of the world. They have enhanced and supported the self-governing capacity of our Cree Nation. Our graduates helped us prove yet again that the Cree Nation is capable of looking after our own affairs and governing ourselves responsibly.

Your Eeyou Eenou Police Force is proof that the Cree Nation is continuing on the path of regaining our effective nationhood and we are on the path to creating a healthy, a safe and a prosperous Indigenous Nation.

Cree Development Corporation

We have continued our efforts to bring the Cree Development Corporation into reality as described in the "Paix Des Braves" Agreement with Quebec.

There has been tremendous change over the last forty years in our Cree Nation since we signed the *James Bay and Northern Quebec Agreement*. In 1975, our population was 6,500. Today, our population has tripled to 19,000. It is projected that in fifteen years our population will be nearly 27,000.

In 1975, a very significant portion of our population practiced our traditional way of life for their primary livelihood. Our leaders' vision then was for our people to be able to engage in both traditional and modern forms of economic activity. Today, the portion of our population that primarily relies on the traditional way of life has decreased as a proportion of the total Cree population. There have been enormous improvements in the standard of living that our people now enjoy. We now have other sources for our livelihood including administrative positions within our local governments and within our various Cree entities. Thousands of jobs have been created. But all of our employment needs now and in the future cannot be filled with traditional activities and administrative jobs.

We now need to find new ways of continuing to rely on the land and the natural resources to sustain us and to provide for our livelihoods. This means that we must be actively involved in the development of our territory and it requires a new way of thinking about Cree development. As a result of the "Paix Des Braves" and other agreements, we are now key players in the development of our territory and we are poised to become the major economic and political force in Eeyou lstchee. We need to organize ourselves so we can effectively seize developing opportunities.

The organizations that were created in 1975 and in the few years that followed filled a gap at the time, but we need to rethink them and build upon their pioneering efforts. Our strength has always been in our ability to adapt to new realities that faced us. We have survived

and grown as a Nation by rethinking, by responding and by changing. By building on the achievements we have made until now, and by being able to make strategic decisions on behalf of the Cree Nation, we can be more effective players in the development of Eeyou lstchee for the benefit of our Nation. This is the purpose of the Cree Development Corporation. CDC will be the new regional economic development vehicle going forward so that the Cree Nation can fulfill the original vision of the James Bay and Northern Quebec Agreement and realize the opportunity for us all to become "masters of our own destiny". This is what Nation building is about.

DEFENDING CREE RIGHTS

Uranium Mining

Over the course of the 2014-15 fiscal year we have continued to make our position clear about our opposition to uranium mining within Eeyou Istchee. We used our participation in the BAPE hearings (public hearings) as well as other public venues to further express our views.

We have stated clearly that the Cree Nation is not opposed to mining development. Our Cree communities need to find employment for our people. Our Cree communities also want to see the benefits of resource development on our traditional territory accrue to the communities so that as much of the wealth as possible associated with resource development stays within Eeyou Istchee.

However, our traditional way of life, our relationship to the environment, our reliance on the land for our sustenance continues to be absolutely central to who we are as a people. Just as we are part of the land, the land is part of us. We cannot think of ourselves as separate from the land that we have inhabited for thousands of years. It is precisely for this reason that we are obliged to assess very carefully the full range of environmental impacts which any project may have on the environment.

Now, as in the past, any negative environmental consequences resulting from resource extraction projects have a direct and immediate impact on our people. It is imperative that we know what those impacts are and it is also imperative that we always act with caution when there is a question about the environmental consequences of those projects.

Although we have become more open-minded when considering mining developments on our traditional territory, we have not relinquished our right and our duty to assess, to evaluate and to be selective in deciding which projects are acceptable and which projects are not acceptable for the environment, and ultimately, for our way of life.

We have decided that because there is too much uncertainty about the risks, and about the potentially negative impacts associated with the mining, the processing and uses of uranium, it does not meet our test of social acceptability, and therefore, we cannot support uranium mining in our territory.

And further, we will continue to promote and defend the requirement of social acceptability in the context of future development in our traditional territory.

I would like to acknowledge the dedication and the commitment of our Cree youth who walked from Mistissini to Montreal to highlight and confirm Cree opposition to uranium mining.

Baril-Moses Agreement

On February 7, 2002 the Grand Council of the Crees/Cree Regional Authority and the Government

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JBNQA Section 1: Definitions

The Grand Council of the Crees (of Quebec), a corporation duly incorporated and mandated for these presents by, and acting on behalf of, the councils and Members of the Cree Bands...

of Quebec signed the *Baril-Moses Agreement*, which provided for the application of certain provisions of the "Paix Des Braves" dealing with forestry to an area where there are Cree traplines east of the height-of-land and east of the boundary of the *James Bay and Northern Quebec Agreement*. This is often referred to as the "adapted forestry regime". Although initially respecting this agreement, Quebec has not done so since at least 2010 and has authorized the forestry company, Resolute Forest Products, to carry out large-scale forest cutting and over-harvesting in this area every year since then. This has destroyed wildlife habitat and made it impossible for the Crees to carry on our traditional hunting, fishing and trapping activities in that area.

In response to this situation we have undertaken important measures to ensure that Cree rights are respected. We challenged the certification of Resolute Forest Products by the Forest Stewardship Council for their failure to consult with Crees whose traplines are affected by their forestry operations. The Forest Stewardship Council certification ensures that timber products come from forests that are responsibly managed.

We have also instituted legal proceedings against Quebec to protect Cree rights.

The parties agreed to enter into discussions in an attempt to resolve this matter out of court. Our Cree representatives—Bill Namagoose and Abel Bosum—have been in intensive discussions with Mr. Lucien Bouchard who was appointed by Premier Couillard to negotiate a solution. Despite these discussions with Quebec, no resolution has yet been found at the time of my writing this message. It is my hope that it will still be possible to find a negotiated solution so that following through with our legal proceedings will not be necessary. This would be very regrettable and contrary to the generally positive relationship that exists between the Cree and Quebec. But we must always ensure that Cree rights are protected.

An additional issue related to this matter is that the Innu of Masteuiatsh also have a claim to the territory in question. We have had meetings with their representatives, and although there are differences, there is a political will to work together to resolve matters of common interest. We will continue to pursue this possibility in a spirit of fraternal respect.

TAKING CARE OF EACH OTHER

Washaw Sibi

The Cree Nation has recognized Washaw Sibi as the tenth Cree community. We have continued to support Washaw Sibi's efforts to fulfill their vision of having their own Cree community where they will not fear the loss of language and culture and where they will be able to receive all the benefits that are received by our people in the other communities. The people of Washaw Sibi understand that the journey to fulfilling this vision is not a straight line and that it is not easy. There are challenges to be overcome and there will be both disappointments and celebrations along the journey, but we hope that they will be sustained in the knowledge that the Cree Nation continues to support them and continues to provide assistance to them at every step.

Truth and Reconciliation Commission

This message is being written at the time of the release of the Final Report of the Truth and Reconciliation Commission. In releasing the Final Report, Justice Murray Sinclair characterized the residential school system as an instance of "cultural genocide" directed at Canada's aboriginal population. The apology issued by Prime Minister Harper must now be followed by actions to truly redress this stain on Canada's history. The Final Report contained 94 recommendations on concrete actions that could begin to bring about genuine reconciliation. Among these recommendations was the call for Canada to implement the *United Nations Declaration on the Rights of Indigenous Peoples*, a declaration which Canada has endorsed but has avoided implementing.

I am pleased that the Grand Council of the Crees has been instrumental in the initial drafting of the Declaration and has been active ever since in working to have it implemented. We will continue these efforts, as well as be involved in ongoing work to bring about the implementation of the full 94 recommendations so that the beginnings of authentic reconciliation can occur, and so that the survivors of the residential school system can obtain some comfort in knowing that their suffering was not in vain.

In conclusion, I would like to express the sincerest sympathies and condolences on behalf of the entire Cree Nation to the families of the five Mistissini hunters who lost their lives recently in a tragic accident. There are no words which could even begin to fill the void left in the lives of the families and in the community of Mistissini. We can only pray that they have received some solace in the outpouring of sympathy from all the communities of the Cree Nation.

Meegwetch.

Message du
Grand Chef/Président

Dr Matthew Coon Come

C'est de nouveau pour moi un plaisir de présenter à la Nation crie nos réalisations, cette fois pour l'exercice financier 2014-2015.

Au cours de la dernière année, notre travail était axé particulièrement sur les trois principaux domaines suivants : continuer de construire notre nation crie, continuer de défendre nos droits et prendre soin les uns des autres.

CONSTRUCTION DE LA NATION CRIE

Gouvernement régional d'Eeyou Istchee Baie-James

Nous avons entamé la deuxième année de collaboration avec nos voisins de la région afin de créer l'efficace gouvernement régional d'Eeyou Istchee Baie-James. Nous avons appris à nous connaître et nous avons fait d'importants progrès dans l'établissement de relations de travail qui nous permettront de concrétiser la vision du nouveau gouvernement régional, soit d'établir des relations de respect mutuel afin de traiter des enjeux d'intérêt commun en tant que voisins et peuples de notre région.

Conformément à notre entente sur la gouvernance, nous les Cris assumerons bientôt la responsabilité de la présidence du gouvernement régional. Nous sommes reconnaissants de l'occasion qui nous est donnée de consolider les relations avec nos voisins tout en acquérant de l'expérience dans la direction des activités de notre gouvernement régional en collaboration avec les Chefs et les maires qui le composent.

Corps de police Eeyou-Eenou

J'ai eu le privilège d'être le président honoraire de la remise des diplômes lors de laquelle nous avons reconnu et célébré le fait que notre corps policier cri compte maintenant des officiers formés et reconnus, des policiers à part entière du même calibre, de la même qualité et de la même compétence que n'importe quel autre agent de police de la province de Québec.

Nos policiers récemment formés se sont vus confier la responsabilité de l'une des exigences les plus essentielles et fondamentales de la bonne gouvernance, soit assurer la sécurité de nos communautés. Nos policiers contribueront à créer un milieu de vie où nos enfants pourront rêver à ce qu'ils veulent devenir, où les parents pourront élever leurs enfants et subvenir à leurs besoins sans avoir peur au quotidien et où les membres de notre peuple pourront réellement s'épanouir, réconfortés par la sécurité de leur foyer.

Cette étape importante dans le développement de nos policiers est le symbole même de la construction de notre nation. En réussissant la formation qu'ils avaient entreprise, nos récents diplômés ont renforcé l'autorité et la responsabilité du corps de police Eeyou-Eenou. Ils lui ont conféré une légitimité incontestée aux yeux du public. Ils ont permis d'accroître l'autonomie de notre Nation crie en matière de gouvernance. Nos diplômés nous ont aidés à prouver une fois de plus que la Nation crie est en mesure de gérer ses propres affaires et de se gouverner de façon responsable.

Le corps de police Eeyou-Eenou est la preuve que la Nation crie poursuit la reconquête de son statut de nation et que nous sommes sur le chemin menant à la création d'une nation indigène saine, prospère et en sécurité.

Société de développement crie

Nous avons poursuivi nos efforts afin de faire de la Société de développement crie une réalité telle que décrite dans la Paix des Braves, l'entente conclue avec le gouvernement du Québec.

Au cours des quarante dernières années, depuis la signature de la *Convention de la Baie-James et du Nord québécois*, notre Nation crie a fait l'objet de changements considérables. En 1975, notre population comptait 6 500 membres. Aujourd'hui, ce nombre a triplé pour atteindre 19 000 membres et nous prévoyons qu'il sera de 27 000 dans 15 ans.

En 1975, une très grande partie de notre population pratiquait notre mode de vie traditionnel comme principal moyen de subsistance. La vision de nos chefs était alors pour notre peuple d'être en mesure de prendre part à la fois aux formes traditionnelles et modernes d'activité économique. Aujourd'hui, le pourcentage de notre population qui compte essentiellement sur le mode de vie traditionnel a diminué au même rythme que celui de la population crie totale. Le niveau de vie de notre peuple s'est grandement amélioré, ce qui n'est pas pour lui déplaire. Nous avons maintenant d'autres moyens de subsistance, notamment des postes administratifs au sein de nos gouvernements locaux et de nos différentes entités cries. Des milliers d'emplois ont été créés. Toutefois, tous nos besoins actuels et éventuels en matière d'emploi ne peuvent pas être comblés par les activités traditionnelles et les emplois administratifs.

Nous devons maintenant trouver de nouvelles façons de continuer à dépendre de la terre et des ressources naturelles comme source d'alimentation et de revenu. Cela signifie que nous devons participer activement au développement de notre territoire et adopter une nouvelle mentalité à l'égard du développement cri. Grâce à la Paix des Braves et aux autres ententes, nous sommes maintenant les principaux acteurs du développement de notre territoire et nous sommes prêts à devenir la force économique et politique majeure d'Eeyou Istchee. Nous

devons trouver le moyen de saisir efficacement les occasions qui se présentent à nous.

Les organisations que nous avons mises sur pied en 1975 et au cours des quelques années suivantes ont servi à combler les lacunes de l'époque, mais nous devons les repenser et bâtir sur leurs efforts novateurs. Notre force réside depuis toujours dans notre capacité à nous adapter aux nouvelles réalités qui s'imposent à nous. Nous avons survécu et, en tant que nation, nous avons grandi en repensant, en répondant et en changeant. En bâtissant sur les progrès que nous avons faits jusqu'à présent, et en prenant des décisions stratégiques au nom de la Nation crie, nous pouvons jouer un rôle plus efficace dans le développement d'Eeyou Istchee pour le bien de notre nation. C'est l'objectif que poursuit la Société de développement crie. La SDC sera désormais le nouveau véhicule de développement économique régional afin que la Nation crie puisse concrétiser la vision initiale de la *Convention de la Baie-James et du Nord québécois* et ainsi saisir l'occasion de devenir le « maître de sa propre destinée ». Voilà l'essence de la construction de notre nation.

DÉFENSE DES DROITS DES CRIS

Extraction minière de l'uranium

Au cours de l'exercice financier 2014-2015, nous avons continué d'affirmer clairement notre opposition à l'extraction minière de l'uranium à Eeyou Istchee. Nous avons profité de notre participation aux audiences du BAPE (audiences publiques) ainsi qu'aux autres événements publics pour exprimer notre point de vue.

Nous avons affirmé clairement que la Nation crie ne s'opposait pas au développement minier. Nos communautés cries doivent trouver de l'emploi pour notre peuple. Nos communautés cries veulent également que les bénéfices du développement des ressources sur notre territoire traditionnel reviennent aux communautés afin qu'un maximum des richesses qui en découle demeure à Eeyou Istchee.

Toutefois, notre mode de vie traditionnel, notre relation avec l'environnement et notre dépendance à la terre comme moyen de subsistance demeurent absolument essentiels pour nous définir en tant que peuple. Tout comme nous faisons partie de la terre, la terre fait partie de nous. Il nous est impossible de nous dissocier de la terre que nous habitons depuis des milliers d'années. Et c'est précisément pour cette raison que nous devons évaluer très minutieusement l'incidence environnementale potentielle de tout projet.

Aujourd'hui, comme par le passé, tout impact néfaste sur l'environnement causé par les projets d'extraction des ressources a une incidence directe et immédiate sur notre peuple. Il est impératif que nous connaissions ces impacts et que nous agissions toujours avec prudence à l'égard de ces projets.

Même si nous sommes maintenant plus ouverts d'esprit face aux développements miniers sur notre territoire traditionnel, nous n'avons pas renoncé à notre droit et à notre devoir d'évaluer et de déterminer l'acceptabilité des projets pour l'environnement et, en fin de compte, pour notre mode de vie.

Nous en avons décidé ainsi parce que l'incertitude est trop grande face aux risques et aux impacts néfastes potentiels associés à l'exploitation minière, au traitement et à l'utilisation de l'uranium. Ce projet ne satisfaisant pas à nos critères d'acceptabilité sociale, nous ne pouvons pas appuyer l'extraction minière de l'uranium sur notre territoire.

En outre, nous continuerons à promouvoir et à défendre l'exigence de l'acceptabilité sociale dans le contexte d'éventuel développement sur notre territoire traditionnel.

J'aimerais profiter de l'occasion pour reconnaître le dévouement et l'engagement dont ont fait preuve les jeunes Cris qui ont marché de Mistissini à Montréal pour attirer l'attention sur l'opposition des Cris à l'extraction minière de l'uranium.

Entente Baril-Moses

Le 7 février 2002, le Grand conseil des Cris, l'Administration régionale crie et le gouvernement du Québec ont signé l'entente Baril-Moses qui prévoyait l'application de certaines dispositions de la Paix des Braves portant sur la foresterie dans une région où se trouvent des lignes de territoires de piégeage cris à l'est de la ligne de partage des eaux et à l'est de la limite de la *Convention de la Baie-James et du Nord québécois*. Il est ici fait référence au « régime forestier adapté ». Même si au départ, le gouvernement du Québec respectait cette entente, ce n'est plus le cas depuis au moins 2010. En effet, ce dernier a autorisé Produits forestiers Résolu à effectuer une coupe forestière à grande échelle et une récolte excessive dans cette région chaque année depuis. Cela a détruit la faune et rendu impossible pour les Cris de poursuivre leurs activités traditionnelles de chasse, de pêche et de piégeage dans cette région.

En réponse à cette situation, nous avons pris des mesures importantes pour assurer le respect des droits des Cris. Nous avons contesté la certification FSC (Forest Stewardship Council) de Produits forestiers Résolu parce qu'elle a négligé de consulter les Cris dont les territoires de piégeage sont affectés par leurs activités de foresterie. La certification FSC fournit une assurance que les produits du bois proviennent de forêts aménagées de manière responsable.

Nous avons également intenté des procédures judiciaires contre le gouvernement du Québec afin de protéger les droits des Cris.

Les parties ont accepté de prendre part à des discussions afin de tenter de résoudre ce problème à l'amiable. Nos représentants Cris, à savoir Bill Namagoose et Abel Bosum, ont eu des discussions intenses avec M. Lucien Bouchard qui a été mandaté par le premier ministre Couillard pour négocier une solution. En dépit de ces discussions avec le gouvernement du Québec, aucune résolution n'avait encore été adoptée au moment d'écrire ces lignes. J'ai bon espoir qu'il sera possible de négocier une solution afin que nous n'ayons pas à poursuivre nos procédures judiciaires. Cette situation serait très regrettable et contraire à la relation généralement positive qui existe entre les Cris et le gouvernement du Québec. Toutefois, nous devons toujours veiller à protéger les droits des Cris.

De plus, il y a un autre problème relatif à cet enjeu, soit celui de la revendication territoriale par la communauté innue de Mashtueiatsh. Nous avons rencontré leurs représentants et malgré la présence de différences, il y a une volonté politique de travailler ensemble pour régler les questions d'intérêt commun. Nous continuerons de poursuivre cette possibilité dans un esprit de respect fraternel.

PRENDRE SOIN LES UNS DES AUTRES

Washaw Sibi

La Nation crie a reconnu Washaw Sibi comme la dixième communauté crie. Nous avons continué à soutenir les efforts de Washaw Sibi visant à concrétiser leur vision d'avoir leur propre communauté crie au sein de laquelle les membres n'auraient pas peur de perdre leur langue et leur culture et où ils seraient en mesure de recevoir tous les avantages dont profitent les membres des autres communautés. Le peuple de Washaw Sibi comprend que ce parcours est parsemé d'embûches. Il y aura des obstacles à surmonter et même si des déceptions et des célébrations les attendent en cours de route, nous espérons qu'ils sauront que la Nation crie les appuient et continuera de les aider à chacune des étapes.

Commission de vérité et de réconciliation

La rédaction de ce message concorde avec la publication du rapport final sur la Commission de vérité et de réconciliation. Dans son rapport final, le juge Murray Sinclair a qualifié le système des pensionnats indiens de « génocide culturel » à l'égard de la population autochtone du Canada. Les excuses présentées par le Premier ministre Harper doivent maintenant être suivies de mesures concrètes pour effacer cette tache de l'histoire du Canada. Le rapport final contenait 94 recommandations de mesures concrètes visant une réconciliation sincère. Parmi ces recommandations figurait l'exigence de mettre en œuvre la *Déclaration des Nations Unies sur les droits des peuples autochtones*, une déclaration que le Canada a appuyée, mais n'a toujours pas mise en œuvre.

Je suis fier que le Grand Conseil des Cris ait joué un rôle-clé dans l'élaboration de la Déclaration et ait depuis activement tenté d'obtenir sa mise en œuvre. Nous poursuivrons ces efforts, et participerons de façon continue à la mise en œuvre des 94 recommandations afin que cette réconciliation authentique voie le jour et que les survivants des pensionnats indiens puissent obtenir un certain réconfort en sachant que leur souffrance n'aura pas été vaine.

En conclusion, j'aimerais au nom de toute la Nation crie, exprimer mes sincères condoléances aux familles des cinq chasseurs de Mistissini qui ont récemment perdu la vie dans un tragique accident. Il n'y a pas de mots pour combler le vide laissé dans la vie des familles et de la communauté de Mistissini. Nous ne pouvons que prier pour que la vague de sympathie de toutes les communautés de la nation crie leur apporte un peu de réconfort.

Meegwetch.

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ᓱᕋᑦᓃ ᒫᕐᑲ

Gaston Cooper

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Message from the
Deputy Grand Chief

Rodney Mark

It is my pleasure to speak to you of the accomplishments that we have made over the last year and the challenges that we face. When the elder generation negotiated and signed the James Bay and Northern Quebec Agreement 40 years ago this year, they did so with hope in their hearts that they would succeed in providing a better future for our communities and for their children and grandchildren. As the films made by the Grand Council demonstrate, our people had to fight in the courts and in the court of public opinion to actually receive what had been promised to us. As a result of their efforts we are now the generation who finally have the resources to build our communities and to grow our economy. We honour our elders by walking in their footsteps.

In years gone by there was an unspoken rule that everyone would have a place to hunt. No one was denied access to the land. At that time there was only one way of making a living: nituuhuunanuuch.

Forty years ago who would have thought that Crees would find work in burying fibre optic cables to their communities? When the agreement was signed a community was lucky to have one telephone. Today the children cry if they don't have their own telephones.

Today we live in many ways, some by hunting and the income security program, some by teaching, some by writing and planning and others by caring for our communities and governments. The same rule applies now as applied in the past, everyone needs a job, but now people have choices among many possible ways of making a living.

Collectively we have to care for the old and we must also look forward to the youth finding employment. We not only remember our traditions, but also remember those living today who have the ability and energy to build new ways of life, but who have not yet found their vocation. To a large extent the youth have to tell us what they want and need to build viable ways of life for themselves. We must listen to them as much or even more than we listen to ourselves.

New technologies are continuing to open potentials for economic development and our lands have many materials, For example, the lithium needed to store energy to run computers, telephones and electric cars and other things is found here in Eeyou Istchee. We have iron ore deposits that would take more than a hundred years to mine. We have a diamond mine as well as other mining potentials that can provide opportunities for our people. The Goldcorp mine in the backyard of my community of Wemindji will provide a generation of young Crees with economic opportunities.

We want to have sustainable development in our lands, but we are reminded that we have not yet achieved it as we watch the forests being clear-cut and the caribou and other animals disappearing. Forestry companies and the government of Quebec have always planned their cutting of the forests so as to maximize profits for the present without much regard for the habitats of the animals and Cree hunting territories. We are today negotiating with Quebec for a more equitable and long-term management of the forest.

We must also put back what we can to ensure that the land continues to be healthy and continues to provide. To do this we must protect the land by taking only what we need. For many of us this is a new way of thinking. We are used to taking what the lands offers to us, but sometimes the land offers too much. It is by taking only what we need that there will continue to be fish in the waters and caribou and moose in the forests.

While we must protect the land's biodiversity, we must also build our economy. For this reason I am in favour of the Cree Development proposal to integrate our collective funding in order to have the money required to invest in businesses here in Eeyou Istchee and elsewhere with a vision of becoming a stronger Cree Nation. To be stronger we must own or have interests in the mines, contracting companies, transport companies and telecommunication companies. This is our land and these are our demands to ourselves. We are in charge here. There are no limits to our abilities, no limits to our future!

1975

JBNQA Section 1: Definitions

"Native party": in the case of the Crees, the Grand Council of the Crees (of Quebec) or its successor...

Message du
Grand chef adjoint

Rodney Mark

C'est un plaisir pour moi de vous faire part des projets que nous avons réalisés au cours de la dernière année, ainsi que des défis que nous avons relevés. Lorsque les aînés ont négocié et signé la Convention de la Baie-James et du Nord québécois il y a de cela 40 ans cette année, ils l'ont fait dans l'espoir d'offrir un avenir plus prometteur à nos communautés, de même qu'à leurs enfants et petits-enfants. Comme les films tournés par le Grand conseil le démontrent, notre peuple a dû se battre devant les tribunaux et se justifier devant l'opinion publique afin de recevoir ce qui nous avait été promis. Heureusement, leurs efforts ont porté fruit. Notre génération dispose finalement des ressources nécessaires pour bâtir nos communautés et faire croître notre économie. Nous honorons nos aînés en suivant leurs traces.

Autrefois, une règle tacite voulait que tous aient un endroit pour chasser. Personne ne se voyait refuser l'accès aux terres. À l'époque, il n'y avait qu'une seule façon de gagner sa vie : nituuhuunanuuch.

Il y a quarante ans, qui aurait cru que les Cris trouveraient du travail qui consiste à enterrer des câbles de fibre optique dans leurs communautés? À l'époque de la signature de la convention, les communautés qui disposaient d'un téléphone avaient de la chance. De nos jours, les enfants pleurent s'ils n'ont pas leur propre téléphone.

Aujourd'hui, certains Cris chassent et bénéficient du programme de la sécurité du revenu, d'autres enseignent ou écrivent et planifient, alors que d'autres encore se consacrent à nos communautés et se joignent à nos gouvernements. Les règles d'autrefois s'appliquent toujours. Tout le monde doit travailler, mais dorénavant les possibilités sont plus nombreuses.

Collectivement, nous devons prendre soin des aînés et nous devons également veiller à ce que les jeunes trouvent du travail. Nous devons non seulement perpétuer nos traditions, mais également songer à ceux qui sont avec nous aujourd'hui et qui ont la capacité et l'énergie de changer les choses, mais qui n'ont pas encore trouvé leur vocation. En grande partie, les jeunes doivent nous dire ce qu'ils veulent et ce dont ils ont besoin afin que nous puissions leur proposer des façons viables de vivre. Nous devons les écouter presque autant sinon davantage qu'eux doivent le faire.

Les nouvelles technologies continuent d'accroître les possibilités de développement économique et nos terres sont sources de nombreuses matières, notamment le lithium nécessaire pour emmagasiner l'énergie pour faire fonctionner les ordinateurs, les téléphones et les voitures électriques. Sans oublier qu'Eeyou Istchee renferme également d'autres matières ou substances. Nous avons des gisements de minerai de fer dont l'exploitation nécessiterait plus de cent ans. Nous avons une mine de diamants et le potentiel minier de nos terres représente de belles occasions pour notre peuple. La mine Goldcorp qui se trouve sur les limites de ma communauté de Wemindji est synonyme de possibilités économiques pour toute une génération de jeunes Cris.

Nous souhaitons un développement durable de nos terres, mais chaque jour les coupes à blanc et la disparition des caribous et d'autres animaux nous rappellent que ce n'est pas encore le cas. Depuis toujours, les entreprises forestières et le gouvernement du Québec effectuent la coupe des forêts de façon à maximiser les profits sans se soucier de l'habitat des animaux et des territoires de chasse des Cris. Nous négocions d'ailleurs actuellement avec ce dernier pour en arriver à une gestion à long terme plus équitable de la forêt.

Nous devons également la reboiser afin que les terres demeurent en santé et fertiles. Pour ce faire, nous devons protéger la terre en ne prenant que ce dont nous avons besoin. Pour bon nombre d'entre nous, il s'agit d'une nouvelle mentalité. Nous avons l'habitude de prendre ce que la terre nous offre, mais elle est parfois trop généreuse. C'est en ne prenant que ce dont nous avons besoin que les poissons continueront de peupler nos eaux, et les caribous et les orignaux, nos forêts.

Bien que nous devions protéger la biodiversité des terres, nous devons également développer notre économie. C'est pourquoi je suis d'accord avec la proposition de Cree Development qui consiste à intégrer notre financement collectif afin de disposer des fonds nécessaires pour investir dans des entreprises ici, à Eeyou Istchee, et ailleurs, en vue de devenir une Nation crie plus forte. Pour être plus forts, nous devons être propriétaires de mines, d'entreprises de transport, d'entreprises de télécommunications et d'entreprises générales, ou du moins y avoir des intérêts. Il s'agit de notre terre et de nos demandes. Nous sommes aux commandes. Nos aptitudes et notre avenir ne connaissent aucune limite!

Message from the
Executive Director

Bill Namagoose

Gaston Cooper

The past year has been another year of progress and enhancement for the Cree Nation Government. The Cree Nation runs a government that deals with the everyday issues that matter the most to the individual Cree. Some will question that we cannot have a government unless we are totally sovereign and running our own country.

The Crees are foremost a Nation with a right to self-determination as defined by international law. We have a common culture, language, a distinct territory and desire to live together. Our relationship with Canada and Quebec is based on our treaty the James Bay and Northern Quebec Agreement (JBNQA) of 1975.

The impasse with Canada over Cree Nation governance continues, with Canada looking for ways to impose its Self-Government and other policies on the Cree Nation. The relationship between Canada and the Crees is largely based on the JBNQA and we cannot consent to alter this constitutional relationship and to be subject to the Federal Government policies.

This would change the constitutional nature of Canada's obligations to the Cree to discretionary ones. Where Canada makes the decisions and reinforces the same policies on all aboriginal peoples despite differences in culture, language, history, economy and location.

We also continue to seek a solution to the Government of Quebec breaches of the Baril Moses forestry agreement at the Lucien Bouchard mediation process. This dispute is testing the Cree Quebec new relationship as defined by the *Paix des Braves*. Quebec initially respected this agreement since 2002 but made a decision to violate it in 2010 since it concluded we had no right to have signed it as the forest and land was outside the JBNQA territory. Canada is about multiculturalism but aboriginal peoples are still subjected to the same central powers that brought us residential schools.

The Baril Moses agreement on forestry, that stopped the clear cutting of Cree lands, is one of the commitments the Crees got in exchange for agreeing to allow the Rupert River diversion. I have since lost a lot of trust in the Quebec government over this blatant violation of this agreement. It reminds me of the days when Quebec had no regard for Cree rights and proceeded to develop the territory without due regard.

The violation of the Baril Moses agreement can be used as an indicator that there are still many powerful factions within the Quebec Government that are not pleased with the advancement of the Crees in Quebec. Should this view prevail then we are headed for more confrontation with Quebec as in the past.

Quebec's position on the Baril Moses agreement also raises another important issue with respect to Cree rights and our ability to enhance development outside of the JBNQA territory. The Quebec Government defence of the Cree legal action indicates that there is a view that the JBNQA is a box to contain the Crees. The JBNQA allows the Crees to also participate in Quebec's development and we have the right to sign binding contracts or agreements on how Quebec must manage certain issues that affect Crees regardless of where they happen.

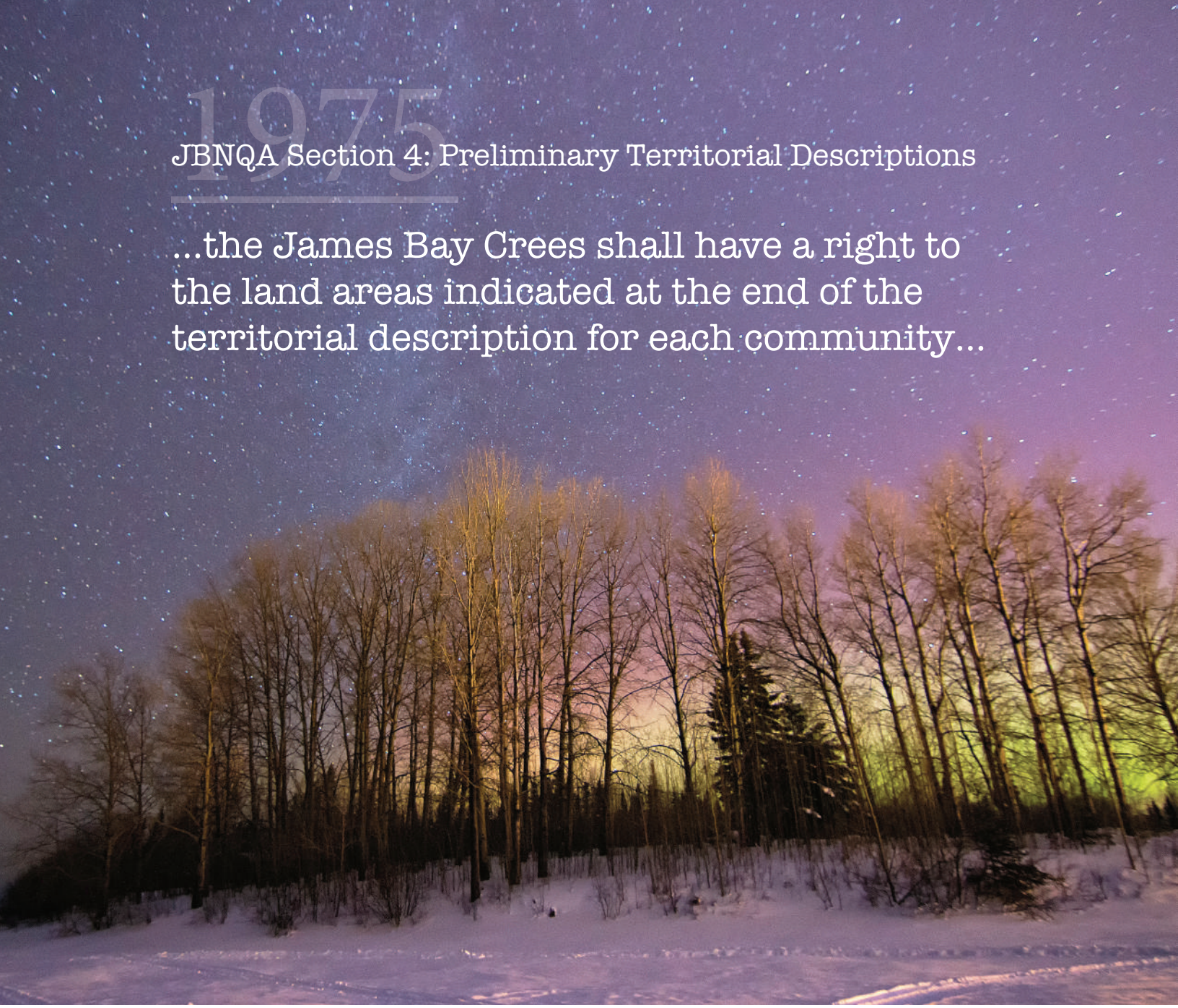
The implementation of the New Relationship Agreement with Canada is still on track, with the exception of the governance issue. Many essential community service facilities are being built in the Cree communities. The progress and transformation of the Cree communities is clearly evident to all who visit.

We continue to take a stand against the uranium mining in Cree territory. We have successfully participated in the Quebec public hearing panels which received input from elsewhere in Quebec and from the JBNQA Territory. The report on the BAPE hearings will be made public by the Minister of the Environment this summer.

Housing backlog continues to be a major problem for most of the Cree communities. There is no other option but to encourage and facilitate individual home ownership. We are not able to rely on the social program of the Federal government. If we do not fix this problem we may face the dispersal of our people to urban areas. The Cree Nation Government will be taking some initiatives in this regard but individuals and communities must also do their part.

The workers who enjoyed good high paying jobs during the Rupert River Development have now returned to the communities and are looking for work. We need a Cree Nation economic development strategy in all aspects of our economy.

We are fortunate that the Cree Nation Government has been able to secure agreements with several mining companies like Goldcorp and Stornoway that provide jobs and contracts for Cree companies. However more



effort is required if Cree workers are to have meaningful livelihoods to raise their families.

The Cree Nation agreed to the formation of the Cree Development Corporation in the *Paix des Braves*. In the last 5 years the now redundant Board of Compensation has spent approximately $1,000,000.00 to stymy the launching of the capitalization plan for the Cree Development Corporation. This capital would have been better spent creating jobs for Cree workers as part of a Cree Nation Strategy.

I extend my appreciation to all the Cree Nation Government employees for their service and dedication to the Cree Nation Government. Thank you for all that you do.

I would also like to extend my appreciation to all the Cree community Directors of Operations, Director Generals and Treasurers for the professionalism they demonstrate in the way they provide direction and advice in the implementation of the New Relationship Agreement with Canada (NRA) and the *Paix des Braves* agreement.

Finally, I welcome all the new personnel that joined the Cree Nation Government during the last fiscal year. I wish them all the best in their new careers with the Cree Nation Government, the most successful Aboriginal Government in the world.

Cree-Canada Relations

During the 2014-2015 year, we continued to work on various aspects of the implementation of the *Agreement concerning a New Relationship Agreement between the Government of Canada and the Cree of Eeyou Istchee* (Federal NRA) and the *Eeyou Marine Region Land Claims Agreement* (Eeyou Marine Region Agreement). We also worked on various files involving the Government of Canada including the environmental and social protection regime of Section 22 of the *James Bay and Northern Quebec Agreement* (JBNQA) and the implementation of the 2010 decision of the Supreme Court of Canada in *Quebec (Attorney General) v. Moses*, Mocreebec, Oujé-Bougoumou and police funding.

IMPLEMENTATION OF FEDERAL NRA

The Federal NRA was signed on February 21, 2008 and was intended to establish the basis for a new relationship between Canada and the Cree Nation.

Over the 20-year term of the Federal NRA, the Cree Nation Government assumes certain responsibilities of Canada under various provisions of the JBNQA, including aspects of our community and economic development, the administration of justice and the development of human resources, in consideration of certain funding provided by Canada. In some cases, the assumption by the Cree Nation Government of federal JBNQA responsibilities is based on continued annual funding from Canada. In other cases, federal responsibilities remain with Canada. This is the case for Canada's responsibility to provide adequate funding for policing and community access roads.

Cree-Canada Governance Negotiations

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

From the beginning of these negotiations in 2009, the Cree and Canada had a fundamental difference of approach on key issues. By late 2013, these negotiations had reached an impasse, due in large part to Canada's insistence on the application of its *Self-Government Policy* in these governance negotiations.

Attempts were made to resolve this impasse with Canada through exchanges with federal representatives, including at the highest level, but without success.

In September 2014, following a members' resolution adopted at the Annual General Assembly, the Council/Board of the CNG/GCC(EI) authorized and instructed the Grand Chief to take the measures necessary in order to preserve and protect Cree rights vis-à-vis Canada regarding the implementation of the Federal NRA, and in particular, the negotiation of a Governance Agreement-in-Principle and Governance Agreement with Canada.

In November 2014, the Grand Chief sent a letter to Bernard Valcourt, Minister of Aboriginal Affairs and Northern Development, and legal counsel sent to Canada a formal letter of demand, regarding the impasse in these governance negotiations.

Canada reacted immediately to the Grand Chief's letter and the letter of demand. Subsequent discussions with senior federal representatives indicated some openness to address the key issues and led our negotiators to recommend that another attempt be made to reach agreement with Canada. It was agreed with federal representatives that a small group would pursue accelerated discussions to resolve outstanding issues, including structure of governance and fiscal relations, with a view to finalizing the Governance Agreement-in-Principle.

Since December 2014, this small group of Cree and federal representatives has held several meetings to address the outstanding issues and to explore concrete and mutually acceptable solutions. Cree negotiators are reviewing a number of options which could represent an opportunity for the Cree regional and local governments to improve certain aspects of Cree governance while protecting Cree rights.

These small group discussions have been constructive, and there are now indications that they may lead to concrete solutions. While challenges remain to bridge the gap between the Cree and Canada on certain issues, there are grounds for cautious optimism.

Assumption of Federal Responsibilities

During the 2014-2015 year, 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 Cree described in the Federal NRA.

The assumption by the Cree Nation Government of Canada's responsibilities regarding the Cree Trappers' Association (CTA), the Cree Outfitting and Tourism Association (COTA) and the Cree Native Arts and Crafts Association (CNACA) is based on Canada's continuing obligation to fund these Associations for the term of the Federal NRA. Since April 1, 2013 and until March 31, 2018, this federal funding is provided through an annual grant funding agreement for the Associations between Canada and the CNG, which represents a significant improvement from Canada's national model of annual contribution agreement that the Associations have had to sign previously.

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 and facilities and job recruitment and placement services in the Terri-

tory, on terms reasonably comparable to the funding provided to the Cree Nation Government in the 2008-2009 fiscal year.

In this regard, the GCC(EI)/CNG is pursuing further 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, this agreement was extended until March 31, 2016.

The indexation of federal funding under the 2007 AHRDP Agreement since 2009 remains an outstanding matter which has been 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. Additional steps were taken during the year 2014-2015 to proceed with this transfer.

Amendments to the JBNQA

During the year 2014-2015, Cree representatives 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 would ensure that Cree 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 Cree. 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.

EEYOU MARINE REGION AGREEMENT

The *Eeyou Marine Region Agreement* was signed on July 7, 2010 by representatives of the Cree and the Governments of Canada and Nunavut after having been approved by the Cree Nation through referendum. This agreement came into force on February 15, 2012.

The *Eeyou Marine Region Agreement* provides for the establishment of a Wildlife Board, a Planning Commission and an Impact Review Board, each with members representing the Cree, Canada and Nunavut. All mem-

bers of these EMR entities have been appointed. However, the chairperson on the Planning Commission and on the Impact Review Board has yet to be appointed by the federal Minister of Aboriginal Affairs and Northern Development.

With the members in place, one of the first priorities for these entities was to establish a head office in Eeyou Istchee. After consultation with the Cree Nation Government, it was decided that the head office for all three EMR entities would be in Waskaganish. In terms of office space, the EMR entities are considering various options, and the Cree Nation Government is reviewing the possibility of building additional office spaces, if required, in order to meet the long-term needs of the entities.

During the year 2014-2015, with the assistance of the GCC(EI), the EMR entities continued to consolidate their internal organization and looked for personnel to fill various positions. The Planning Commission hired a land use planner who will assist both the Planning Commission and the Impact Review Board. The Wildlife Board continues to look for a Wildlife Manager and other staff members. We hope that most of the personnel can be hired from the local communities.

Once fully operational, each of the EMR entities will be expected to assume the roles and responsibilities provided for them in the *Eeyou Marine Region Agreement*. For example, the Planning Commission will formulate a land use plan for the Eeyou Marine Region. This land use plan will be developed in consultation with the Cree communities and will guide the development of the Eeyou Marine Region. The Impact Review Board will screen project proposals to determine whether they have significant impact potential and whether they require further review, including by the Impact Review Board itself. The Wildlife Board will be the main instrument of wildlife management in the Eeyou Marine Region and the main regulator of access to wildlife in this region.

Each of the these entities was established as an independent institution of public government and each is mandated by the *Eeyou Marine Region Agreement* to address issues concerning the present and future use, protection and development of the Eeyou Marine Region.

Pursuant to the terms of the *Eeyou Marine Region Agreement*, the Cree Nation Government holds title, in the form of fee simple title, to "Cree lands" which represent approximately 80% of the land mass of the islands in

1975 JBNQA Section 22: Environment and Future Development Below the 55th Parallel

The said regime provisions for a special status and involvement for the Cree people over and above that provided for in procedures involving the general public through consultation or representative...

the Eeyou Marine Region. Cree and federal representatives are pursuing 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.

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*. Canada is now expected to carry out a new survey of the boundaries of "Cree lands" on South Twin Island to take into account the proposed transfer of "Cree lands" to Canada. Once Bear Island and Grey Goose Island are designated as "Cree lands", all islands except North Twin Island and the northern part of South Twin Island will be owned by the Cree, while the Cree will continue to have traditional land use rights on Crown lands.

SECTION 22 OF THE JBNQA AND BILLS C-38 AND C-45

Supreme Court Decision in *Quebec (Attorney General) v. Moses* and Review of Section 22 JBNQA

In 2010, the Supreme Court of Canada decided that the federal procedure for the review of projects set out in Section 22 of the JBNQA did not prevent the review of projects also to be undertaken by Canada under the *Canadian Environmental Assessment Act* (CEAA). The court did however state: *"Common sense as well as legal requirements suggest that the CEAA assessment will be structured to accommodate the special context of a project proposal in the territory covered by the Agreement, including the participation of the Cree."*

To date, Canada has invited the Cree to participate in its CEAA process in an *ad hoc* manner. Last year, we reported that the GCC(EI) had approached Canada to make the changes called for by the Supreme Court, only to be told that the Government was undertaking a mandatory parliamentary review of CEAA that might change the CEAA process and that until the outcome of the parliamentary process was known, it would be difficult to negotiate accommodations.

This year we have held three meetings with federal representatives on this matter. We discussed the possibility of joining the federal treaty process under Section 22 of the JBNQA and the CEAA process into one process that meets treaty and federal requirements. We also discussed modernization of the review process.

At a recent joint meeting of the Cree-Canada and Cree-Quebec Standing Liaison Committees, we discussed the need to establish a tri-lateral table and hold discussions with both Canada and Quebec to discuss possible changes to Section 22 of the JBNQA, including changes to the federal and perhaps provincial impact review procedures.

Bills C-38 and C-45 - Unilateral Changes by Canada to the Federal Process

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 Cree 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 GCC(EI)/CNG considers that, by reducing the scope and strength of the environmental and social protection regime established for the Cree by Section 22 of the JBNQA treaty, Canada has breached its treaty and other obligations toward the Cree. Further, whatever communications were carried out by the Government of Canada with the Cree 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 Cree of Eeyou Istchee, and the lack of adequate consultation and accommodation, the GCC(EI)/CNG opposes the application in Eeyou Istchee of these laws in their current form.

By letter of September 20, 2013 to Minister Bernard Valcourt, the Grand Chief formally referred this matter as a dispute to the Cree-Canada Standing Liaison Committee for resolution under the Dispute Resolution Process set out in Chapters 8 and 9 of the Federal NRA.

Discussions have been continuing with Canada since then 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 are implemented in a manner consistent with Cree rights and the decision of the Supreme Court of Canada in *Québec (Attorney General) v. Moses*.

An agreement was also signed with Canada to safeguard the legal rights and remedies of the Cree to contest this legislation pending these discussions.

Amendments to Schedules of Section 22 JBNQA

Paragraph 22.5.1 of the JBNQA provides for the review every five years of the list of projects automatically subject to environmental impact assessment and review under Section 22.

After almost forty years, the parties to Section 22 of the JBNQA are now in process of carrying out the first

such review. Various reasons prevented this review before, including pending court challenges involving Section 22 of the JBNQA and the lack of resources to undertake such a review.

In June 2008 the James Bay Advisory Committee on the Environment carried out a study of the Schedules in Section 22 of 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. On the basis of this review, Quebec and the Cree decided to carry out discussions. Canada, Quebec and the Cree are required to agree to the proposed changes. The proposed revisions should be presented to the Council of the Cree Nation Government in the coming year for approval.

Discussions on the schedules to Section 22 of the JBNQA continued during the year and the final version of the schedules is now almost complete in respect to Quebec and the Cree. Canada has been consulted but has yet to provide comments.

MOCREEBEC

Meeting with Canada and Ontario in Moose Factory

On September 16-17, 2014, the Chief of Mocreebec Association and representatives of the GCC(EI) held discussions with representatives of Canada and Ontario. These discussions took place on Moose Factory Island and were aimed at demonstrating to the government representatives the needs of the Mocreebec people and also at reviewing possible long-term solutions.

The Mocreebec community is located at one end of Moose Factory Island, known locally as the federal part of the island. The community is located on a small area set aside for them by the Anglican Church. The community is running out of space for future expansion. There is a well-equipped provincial public school near the community. However, there is not enough space for the Mocreebec students to attend the secondary school on Moose Band Reserve, and as a result, the Mocreebec students have to be transported by helicopter to Moosonee on the mainland during the freezing of the river in autumn and during spring break-up.

It was explained to the government representatives that part of the difficulties of the Mocreebec community is that their members are frequently denied access to government programs because of their status as Cree beneficiaries of the JBNQA, even though they do not receive benefits at the moment under this agreement as a result of the ten-year clause and the fact that they are not domiciled in the JBNQA Territory. It was explained that the Mocreebec people are one of the forgotten Cree populations along with the people of Washaw Sibi and somewhat like the population of Oujé-Bougoumou in the past. A second meeting is now planned for this summer to try to further the discussions.

Subsequent Meetings with Canada

On October 7, 2014, at a meeting between the GCC(EI)/CNG and Canada, the issue of Mocreebec was discussed. The Cree representatives insisted on the need to find acceptable long-term solutions to the Mocreebec issues. They reminded federal representatives that the Mocreebec issues and the Cree land claim in Ontario were inter-related and they invited Canada to resolve both through negotiation. They also noted that in September 2013, Mocreebec had agreed to discontinue their legal proceedings against Canada and the other parties to the JBNQA in an attempt to find mutually acceptable and negotiated solutions. The Cree representatives proposed the immediate establishment of a high-level process with clear terms of reference and timelines.

Federal representatives responded that, insofar as the members of Mocreebec were beneficiaries of the JBNQA or Treaty 9 in Ontario, Canada already assumed its obligations towards them through these treaties. At this point, Canada did not consider allocating special resources for Mocreebec unless they could prove a distinctive claim through the courts or as part of a negotiated settlement with Canada. Federal representatives explained that, in order to negotiate a land claims agreement, Canada requires that the Cree submit a substantiated claim through Canada's Aboriginal Claims Policy and that this claim be first accepted by Canada for negotiation. Federal representatives also explained that, as a matter of policy, Canada will not pursue negotiations with the Cree while legal proceedings are still pending.

On December 5, 2014, the issue of Mocreebec was raised again in the context of a meeting of the Cree-Canada Standing Liaison Committee established under the Federal NRA. Subsequent discussions between the lead Cree and federal representatives on the Standing Liaison Committee led to an agreement with Canada on the establishment of an exploratory table comprised of representatives of Canada, the Cree Nation Government and the Government of Ontario. The purpose of this table is to review the previous reports of Mr. Jacques Denault and Mr. Anthony Price on the Mocreebec matter and to develop an overall report on the present situation of the Mocreebec community and on any possible options for addressing their present situation.

Cree Land Claim in Ontario

The Cree have been pursuing legal proceedings in the Federal Court since 1989 with respect to the entire territory of Eeyou Istchee, including parts in Québec, Ontario, Nunavut and Labrador. Over the years, certain parts of these legal proceedings, known as the "Federal Court Coon Come proceedings", have been settled. The remaining parts of these proceedings concern Cree claims in Ontario and Labrador.

Canada and Newfoundland/Labrador are currently contesting the Federal Court's jurisdiction to hear these Cree claims. In addition, Canada argues that the Cree undertook to discontinue these Cree claims through the

Federal NRA and the *Eeyou Marine Region Agreement*. The Cree are contesting Canada's assertion and argue that these claims can be heard by the Federal Court.

The Cree land claim in Ontario comprises, among other things, certain lands in the Harricana River Basin and concerns certain rights in the Moose River Basin. The researchers and legal advisors are currently reviewing this claim.

The materials on which the claim is based include interviews with the present day users and occupants of the areas under discussion, ancestral family links to past owners of these hunting territories, anthropological materials going back in time to the 19th century and historical materials from the Hudson Bay Company records, the Jesuit Relations and other sources from as far back as the 17th century. This work will continue in the coming year.

OUJÉ-BOUGOUMOU RECOGNITION AND MISTISSINI LANDS

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 it came into force during the year 2012 2013. These agreements have the effect of legally securing the status of Oujé-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 amendments to the *Cree Naskapi (of Québec) Act* concerning Oujé-Bougoumou and recognizing it as a Cree band under that Act came into force on May 14, 2014, the date on which lands were set aside by the Governor in Council as Category IA land for the exclusive use and benefit of Oujé-Bougoumou pursuant to Complementary Agreement No. 22.

The GCC(EI) has succeeded, together with Mistissini, in land transfer negotiations with Québec and Canada. The "Final Settlement Agreement Related to the Transfer of Certain Lands from Mistissini to Québec" was signed with Québec in September 2013. It provides for a specific process and schedule which will result in the adjustment by Mistissini of certain Category I and II lands in consideration of the allocation by Québec of an equivalent area of lands to Oujé-Bougoumou through Complementary Agreement No. 22 and in consideration of financial provisions. The Agreement does not affect in any way the Cree claim in respect of the Mistissini hunting territories lying to the east of the height of land.

EEYOU EENOU POLICE FORCE

The Eeyou-Eenou Police Force (EEPF) was established by the Cree Nation Government on April 1, 2011. 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 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 the 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 a Police Funding Agreement covering the period between 2014-2015 to 2017-2018.

On September 25, 2014, the GCC(EI)/CNG, Canada and Québec signed the *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 for the period 2008-2009 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.

Cree-Quebec Relations

Cree relations with Québec in 2014-2015 turned on a number of key issues. While progress has been made in a number of important files, significant challenges have arisen in other files that affect Cree rights. Measures are being taken to resolve these issues while safeguarding Cree rights.

Meeting with Premier Couillard

On April 7, 2014, the Liberal Party of Québec, led by Dr. Philippe Couillard, won a majority in the National Assembly to form the new Government of Québec. On September 3, 2014, the Grand Chief had his first official meeting with Premier Couillard in Québec City. The meeting provided the opportunity to review the status of the Cree-Québec relations and a number of key files.

Premier Couillard is familiar with the Cree. He was the Minister of Health and Social Services when the Cree and Québec negotiated the Agreement on Health and Social Services signed on March 31, 2005. At that time, he took a personal interest in these negotiations. He visited the Cree communities and helped to ensure the successful outcome of these negotiations.

The Grand Chief stressed to Premier Couillard the importance for the Cree of our Nation to Nation relationship with the Government of Québec. He drew his attention to the *James Bay and Northern Québec Agreement* (JBNQA) as the first modern treaty in Canada and as the bedrock of Cree rights. He also mentioned the importance of the *Paix des Braves* in establishing a new Nation-to-Nation relationship and partnership between the Cree and Québec. The Premier indicated his wish to work closely with the Grand Chief to strengthen this Nation-to-Nation relationship.

Cree-Québec Standing Liaison Committee

The Cree-Québec Standing Liaison Committee established by the Paix des Braves serves as the clearing house for relations between the Cree and Québec. It provides a forum to resolve differences as they arise, and helps to strengthen relations between the Cree and Québec. In recent years, its effectiveness has been hampered by the lack of representation from the Premier's office. The Grand Chief therefore stressed to Premier Couillard the need for representation from his office on the Standing Liaison Committee.

Last spring, Québec appointed Mr. Daniel Gagnier as one of its representatives on the Cree – Québec Standing Liaison Committee, where he joins Me Marie José Thomas of the Aboriginal Affairs Secretariat. Mr. Gagnier served as Chief of Staff to former Premier Jean Charest and played a key role in the negotiation of the Cree – Québec Governance Agreement. The Cree welcome Mr. Gagnier's appointment and have begun to work with him to address certain sensitive issues.

Cree-Québec Governance Agreement

The *Agreement on Governance in the Eeyou Istchee James Bay Territory* (Governance Agreement) was signed on July 24, 2012. In order to implement various provisions of the Governance Agreement and to give the agreement legislative effect, the National Assembly adopted 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. The provisions of the Governance Agreement regarding the Cree Nation Government (CNG) and its new governance powers on Category II lands were incorporated into the JBNQA by Complementary Agreement No. 24, which came into force in June 2013.

The Governance Agreement represents a new partnership in governance between the Cree, the Jamésiens and Québec. It marks an important step in protecting the Cree way of life and ensuring our involvement in the development of resources within Eeyou Istchee. The implementation of the Governance Agreement will take time and the hard work of all the partners. During the year 2014-2015, we continued to work on the implementation of various aspects of this agreement.

Cree Nation Government

The Cree Nation Government is proceeding with the implementation of its new governance functions on Category II lands.

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*. This revised legislation sets out important new powers for the Cree Nation Government on Category II lands relating to land and resource use planning and management as well as 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 reviewing which by-laws should apply on Category II lands. This entails consideration 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 Cree Nation Government is also considering its organizational and human resource requirements in light of its new functions on Category II lands. In consultation with the Cree First Nations and other Cree stakeholders, the Cree Nation Government must put in place the structures, personnel and processes needed 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.

For example, a new Eeyou Planning Commission will be responsible to prepare, in consultation with the Cree First Nations and other stakeholders, a regional land and resource use plan for Category II lands. Another priority is the development of policies, principles and objectives that will guide the development of the regional land and resource use plan for Category II lands.

Bill 28 was adopted by the National Assembly on April 20, 2015 and entered into force on April 21, 2015. It amends legislation to implement the 2014 budget of the Government of Québec and new municipal governance rules on regional and local development. Bill 28 abolishes the Conferences of Elected Officers (CRÉ's) and Local Development Centres (CLD's) throughout Québec and transfers their responsibilities to regional county municipalities (MRC's). These amendments have given rise to certain technical issues, which have been taken up with Québec. However, they have not affected the powers and functions of the Cree Nation Government in respect of regional and local development for the Cree and on Category I and II lands.

The implementation of the new governance functions and powers of the Cree Nation Government requires funding. The Governance Agreement makes specific provision for funding from Québec to the Cree Nation Government for this purpose. Issues have arisen regarding the provision of funding by Québec for forestry development activities and for land and resource use planning of the Cree Nation Government and the Eeyou Istchee James Bay Regional Government. This matter has been referred to the Cree-Québec Standing Liaison Committee for resolution.

Eeyou Istchee James Bay Regional Government

The new Eeyou Istchee James Bay Regional Government on Category III lands was formally inaugurated in Waskaganish on January 21, 2014. 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 officials of the municipalities and territory. For the first two years of operation of the Council, 2014 and 2015, the chairperson of the Regional Government is Madame Manon Cyr, Mayor of Chibougamau, while its vice-chair is the Grand Chief Coon Come as the Chairman of the Cree Nation Government. During the following two years, these roles will alternate.

The Council of the Regional Government is meeting every second month, after the meeting of the CNG/GCC(EI) Council/Board. Meetings are held alternately in the Cree and Jamésien communities. The Cree and Jamésien representatives are working well together on the governance of Category III lands. 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.

Each year, the Regional Government must adopt a budget that is consistent with the provisions of the Gov-

September 3, 2014 – First official meeting between the Grand Chief Dr. Matthew Coon Come and Premier of Quebec, Philip Couillard, and Cree Officials include Deputy Grand Chief Rodney Mark, Executive Director Bill Namagoose, and Cree Negotiator Abel Bosum.

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JBNQA Section 22: Environment and Future Development Below the 55th Parallel

All applicable federal and provincial laws of general application respecting environmental and social protection shall apply in the Territory to the extent that they are not inconsistent with the provisions of the Agreement...

ernance Agreement, and taking into account funding allocations provided by Québec. During its first five years of operation, the Regional Government is not required to increase taxes, and any shortfall in tax revenues in relation to expenditures during this period must be funded by Québec. For this reason, and during this first five year period, Québec is required to approve the draft budget of the Regional Government.

Regionalization of Services

The Governance Agreement contemplates the regionalization of certain Québec Government services and offices. A first priority was the Commission de la construction du Québec (CCQ), with the objective of constituting a new CCQ region for the Eeyou Istchee James Bay territory. A special table has been established in this regard, with representation of the Cree Nation, the Jamésiens, the Government of Québec and the CCQ. This new CCQ region is vital to ensure fair access for Cree and Jamésien contractors and workers to construction projects in the region.

Another priority for the regionalization of services is the Société de l'assurance automobile du Québec (SAAQ). At present, the SAAQ has no office or point of service in any of the Cree communities. Its only points of service are located in Chibougamau, Lebel-sur-Quévillon, Matagami and Radisson. The Cree Nation of Chisasibi has sought the support of the Regional Government for the establishment of a SAAQ office in Chisasibi, and the Regional Government has responded positively.

Boundary Adjustments

The Grand Chief gave directions to prepare a document. The Governance Agreement provides for a process to adjust the boundaries of the territory of the Regional Government so as to follow the limits of the Cree traditional family territories of Mistissini, Waswanipi and Oujé-Bougoumou. These adjustments are subject to prior agreements of the Cree with the concerned Inuit, Innu, Atikamekw and Algonquins as well as with Québec. The traditional family territories of the Cree Nation of Mistissini over the height of land are to be addressed on a priority basis. Contacts have been initiated with the Inuit and these First Nations in this regard, and Québec has been advised that the Cree wish to proceed as soon as possible with these boundary adjustment processes.

Plan Nord

Plan Nord Relaunch

After the election of the new Government of Québec in April 2014, Premier Couillard announced on May 8, 2014 the relaunch of the Plan Nord. A ministerial committee for the Plan Nord has been established. It is 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, serves as vice-chair of this committee. The Grand Council and Cree Nation Government have met with Ministers Arcand and Kelley to request a special Cree-Québec process to advance Cree priorities in connection with the Plan Nord.

Cree Vision of Plan Nord

In response to Québec's initial announcement of the Plan Nord in 2008, the Cree developed our own *Cree Vision of Plan Nord*. It outlines Cree conditions, expectations and priorities in relation to the Plan Nord. These include respect for Cree rights under the *James Bay and Northern Québec Agreement*, the *Paix des Braves* and the *Cree-Québec Governance Agreement*; meaningful Cree participation and benefits; compliance with the JBNQA environmental and social protection regime; environmental and social acceptability; and implementation of Cree Plan Nord priorities, including social housing, transportation, energy, training for Cree workers, tourism and protected areas.

Special Cree-Québec Process

The Grand Chief has emphasized to Premier Couillard and Ministers Arcand and Kelley the need to keep a special, high level Cree Québec process to implement Cree development priorities for Eeyou Istchee in the context of the Plan Nord. This special Plan Nord process is to fall under the Cree – Québec Standing Liaison Committee.

Mission to Iceland

Premier Couillard invited the Grand Chief to participate at the Plan Nord session of the Arctic Circle Conference in Reykjavik, Iceland on October 31 – November 1, 2014. The Grand Chief addressed the Conference on the Cree perspective on northern development, including Cree conditions and priorities in respect of the Plan Nord. In meetings with Premier Couillard and Minister Couillard, the Grand Chief reiterated the importance of the special Cree – Québec Plan Nord process.

Société du Plan Nord

On December 5, 2014, the National Assembly adopted the *Act respecting the Société du Plan Nord*. Under this Act, the mission of the Société is to contribute, in collaboration with the representatives of the regions and the aboriginal nations concerned as well as the private sector, to the development of the area covered by the Plan Nord, in keeping with the principle of sustainable development and in accordance with the policy directions defined by the Government in relation to the Plan Nord. The Société may coordinate infrastructure projects and develop or operate infrastructures, alone or in partnership. In addition, it may assist and support local and Native communities in their development projects.

The GCC(EI)/CNG submitted a brief to the National Assembly setting out a number of recommendations on the legislation creating the Société du Plan Nord. This brief called for, among other things, the Société to respect agreements with Aboriginal nations, including governance arrangements, and to take account of the land and resource planning and management functions of the Cree Nation Government on Category II lands. It also called for Cree and Aboriginal representation on the board of directors of the Société.

In March 2015, Minister Pierre Arcand announced the composition of the first board of directors of the Société du Plan Nord, including Andy Baribeau, a Cree advisor on mining and economic development.

Forestry

Baril-Moses Agreement

On February 7, 2002, the Cree and Québec signed, in parallel with the *Paix des Braves*, the "Baril-Moses Agreement". This Agreement extended many of the forestry provisions of the Adapted Forestry Regime created by the *Paix des Braves* onto the Cree traplines east of the boundaries of the *James Bay and Northern Quebec Agreement*.

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 Crees of Eeyou Istchee and continue to be integral to the Cree traditional way-of-life. As such, the territory should be protected from overharvesting to protect this way-of-life.

However, the GCC(EI)/CNG was informed in 2011 that during the course of 2010 forestry operations started to be conducted, including by Resolute Forest Products of Canada Inc. and Les Chantiers de Chibougamau Ltée, under permits issued by Québec in breach of the provisions of the Baril-Moses Agreement. The Cree were never consulted or even informed that Québec was intending to permit, or was in fact permitting excessive logging in breach of the Baril-Moses Agreement.

As a result of these breaches by Québec, since 2010 thousands of hectares of forest on the Cree traplines within the territory of the Baril-Moses Agreement have been overharvested. The Cree have been attempting since 2011 to resolve these breaches through out-of-court discussions with Québec, but without success.

The Cree have therefore had no option but to file legal proceedings in March 2014 (amended in May 2015) against Québec, Resolute and Chantiers Chibougamau seeking orders against them to ensure their immediate respect of the Baril-Moses Agreement as well as damages from Québec to mitigate the harm suffered to the limited extent the damages are reparable. To date, various out-of-court examinations and other procedural steps have been taken.

The GCC(EI)/CNG is also contesting the Forest Stewardship Council's (FSC) certification of Resolute Forest Products in respect of its forestry operation in the Baril-Moses territory.

On January 28, 2015, the Grand Chief and Premier Couillard agreed on a mandate for former Québec Premier Lucien Bouchard to act as mediator between the Cree and Québec in order to promote the resolution of the Baril-Moses forestry dispute between the Cree and Québec and of certain related issues, including the non-compliance issues with Resolute's certificates. The mediation process itself is confidential; it is scheduled to conclude toward the end of June 2015.

Québec's Chief Forester issued on May 11, 2015 a report on the effects of Québec's current forest management strategies on rates of habitat disturbance for woodland caribou. The report concludes that a significant portion of the territory shows rates of disturbance too high

to ensure that woodland caribou populations are self-sustaining and that the current forest management strategies are increasing the rates of disturbance.

The mediation process and the legal proceedings are being conducted in parallel.

Adapted Forestry Regime – Chapter 3 of *Paix des Braves*

In June 2009, Québec tabled new forestry legislation, the *Sustainable Forest Development Act* (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 no or little Cree involvement.

The Cree-Québec Governance Agreement 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*.

While significant progress has been made in negotiations relating to the harmonization of the Adapted Forestry Regime and the *Sustainable Forest Development Act*, an agreement has not yet been concluded. 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) through a new Complementary Agreement to the JBNQA, amendments to Section 30A of the JBNQA which incorporates the Cree Adapted Forestry Regime into 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 following issues require resolution: consultation on private leases in Eeyou Istchee; increased timber production in Eeyou Istchee; funding of the Adapted Forestry Regime and of the collaborative regime; and issues related to Cree wood allocations. Discussions with Québec are quite advanced, but a final push is needed to conclude the necessary agreements.

In 2014-2015, Québec announced that it intended to adopt, with effect on April 1, 2015, a Regulation setting out cutting methods. The draft Regulation, published in

the Québec Official Gazette on December 30, 2014, was contrary to the Adapted Forestry Regime. The Grand Chief made representations to Québec in this regard, and Québec responded that the coming into force of this Regulation would be delayed pending agreement by Cree and Québec representatives on adjustments of the provisions of the Regulation that pose problems in light of the Adapted Forestry Regime.

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.

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 is being restored gradually for past years.

The current Agreement on the Regional and Forest Development Program ended on March 31, 2015. Discussions are to take place with Québec during fiscal year 2015-2016 in this regard.

Nabakatuk Wood Allocation

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

Energy

Québec's energy policy appears to be in a state of flux. On November 7, 2014, Minister Pierre Arcand announced a consultation process with a view to preparing a new energy policy for Québec for release in December 2015. At a Plan Nord information session held in Oujé Bougoumou on November 10, 2014, the Cree Chiefs were advised that Québec's short term energy plan is to complete existing projects. These include the La Romaine hydro project, the Micmac wind power project and the Hydro-Québec Distribution RFP for 450 MW of wind energy, which closed on November 5, 2014. However, it was indicated that Québec does not intend to proceed with any new wind energy projects in the medium term.

Health and Social Srvices

2012 Health Agreement

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 other pressing issues to be addressed 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.

In March 2014, the Board of Directors approved the development and implementation of a new approach to governance for the Cree Health Board. This governance model is inspired by principles advanced by the Québec Association of Health and Social Service Establishments (*Association québecoise d'établissements de santé et de services sociaux* (AQESSS)), in a manner consistent with the JBNQA

and the legislative framework of the Cree Health Board.

Since that time, the Cree Health Board has developed and adopted governance and orientation tools for the Board of Directors and its members, including the Executive Director, regarding their roles, responsibilities and functions. These tools include a series of "Board Governance Policies" that address, in broad terms, how the Board of Directors will carry out its responsibilities, accomplish its tasks and evaluate its performance.

Chisasibi Hospital Infrastructure

Further to the 2012 Health Agreement, the Cree Health Board is planning the construction of a major new regional health and social service complex in the Cree community of Chisasibi. This complex will include a new hospital centre, administrative centre and long term care facility. It will provide essential health and social services for Region 18 under the jurisdiction of the Cree Health Board.

The funding of infrastructure for the new Chisasibi hospital complex is an issue, and has been raised at the Cree – Québec Standing Liaison Committee. It was agreed to work with the technical experts to review the plans, cost estimates and funding required as well as alternative solutions.

Non-Insured Health Benefits

The Department of Health and Social Services (MSSS) has advised the Cree Health Board that it wishes to reduce the cost of the Non-Insured Health Benefits (NIHB) Program. MSSS has proposed different scenarios in this regard. The Cree Health Board has indicated its readiness to discuss the matter. The GCC(EI)/CNG is following this file closely as it affects Cree Nation treaty rights under Section 14 of the *James Bay and Northern Québec Agreement*.

Legislative Review

The Cree Health Board is reviewing its governing legislation, the *Act respecting health and social services for Cree Native persons*, with a view to modernizing it and taking account of developments in health and social service legislation over the past 20 years. As this is a matter that affects Cree Nation rights under Section 14 of the James Bay and Northern Québec Agreement, the Cree Health Board is coordinating this work with the GCC(EI)/CNG.

Executive Director

Ms. Mabel Herodier completed her term as Executive Director of the Cree Health Board on March 12, 2015. To mark this event, Ms. Herodier was the guest of honour at a community feast held in Chisasibi on February 26, 2015. In the company of many of her colleagues, family, friends and other members of the community, Ms. Herodier was honoured for her commitment and extensive contributions to the organization over her eight-year term as Executive Director.

A Selection Committee has been formed for the recruitment and selection of a new Executive Director. The Selection Committee is to make its recommendations to the Board of Directors for the appointment of a new Executive Director. The Assistant Executive Director – Administration, Daniel St-Amour, is acting as the interim Executive Director until the new Executive Director is appointed by the Board.

Education

Funding Rules

Negotiations to renew the Funding Rules of the Cree School Board for the 2014 2015 to 2018 2019 school years were successfully concluded with Québec and Canada. This result represents a positive result for the Cree since the base funding of the School Board has been protected and certain elements, including funding for special needs and for capital requirements, have been improved or increased. This was achieved in a context of budgetary cutbacks.

These negotiations related to the treaty rights of the entire Cree Nation under Section 16 of the *James Bay and Northern Québec Agreement*. They were therefore conducted jointly by the Cree School Board and the Grand Council of the Crees (Eeyou Istchee).

Childcare Services

A new, multi-year Child Services Agreement was concluded between the Cree and Québec on February 11, 2014. Among other 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, and an 80-space facility in Chisasibi. The expansion of an existing facility in Wemindji was completed in 2015.

Eeyou Eenou Police Force

The Eeyou-Eenou Police Force (EEPF) was established by the Cree Regional Authority on April 1, 2011. The GCC(EI)/CNG considers this a very significant accomplishment in demonstrating the Cree capacity for governance.

During the 2012-2013 fiscal year, the GCC(EI)/CNG succeeded in ensuring a one-year extension of the funding agreement for the 2013-2014 financial year, expecting to negotiate and conclude a longer term funding agree-

ment. 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 for the previous agreement. Further to this demand letter, negotiations resumed on a funding agreement for fiscal years 2014-2015 to 2017-2018.

On September 25, 2014, the GCC(EI) / CNG, Canada and Québec concluded the Eeyou-Eenou Police Funding Agreement for the period from April 1, 2014 to March 31, 2018. The terms of this Agreement are essentially the same as for the previous Funding Agreement from 2008-2009 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.

As for the modalities of police services, the GCC(EI)/CNG submitted to Québec concrete proposals for an agreement in 2013-2014, but discussions have not advanced to the extent desired. The GCC(EI)/CNG is seeking to resume discussions with Québec on this agreement in the coming year.

Cree Customary Adoption and Youth Protection Matters

A judgment was rendered in April 2012 in legal proceedings involving Cree customary adoption and youth protection matters outside the Cree communities. The judgment followed a 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 Aboriginal customary adoption in Québec 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 other Aboriginal organizations and representatives from the Québec 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 relevant Ministers of Justice in relation to legislative bills which proposed amendments to the Québec adoption regime, including with respect to the legal effects of customary adoption.

In June 2012, and again in June 2013, legislative bills to amend the *Civil Code of Québec* and other legislation with respect to adoption and parental authority, including regarding customary adoption, were introduced in the National Assembly. If either of these bills had been adopted, the existing adoption regime would have been modified, 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, and the GCC(EI)/CNG was successful in securing their tabling in the National Assembly, along with other Aboriginal organizations.

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JBNQA Section 16: Cree Education

A Cree School Board, which shall be a school board under the Education Act, shall be established forthwith upon the execution of the Agreement and shall exercise powers and functions in the said school municipality...

Unfortunately, each of these bills "died on the order paper" with the calling of elections, first in September 2012 and then again in April 2014. Neither of these bills made it to the stage of detailed study by a parliamentary committee, and therefore did not proceed further in the legislative process.

The GCC(EI)/CNG will continue to seek the reintroduction of a similar bill by the current Government of Québec. If the bill is reintroduced, it is anticipated that Cree participation will continue through the legislative process.

Reconfiguration and Final Land Descriptions for Cree Communities

Two tables have been set up with the Government of Québec 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 *Paix des Braves* concerns the reconfiguration of the Category I lands of Waskaganish, Waswanipi and Nemaska following the abandonment of the N.B.R. Complex.

The activities of these tables continued during fiscal year 2014-2015. 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. Discussions are at the stage of determining how the final descriptions will be integrated into the JBNQA.

Canada has appointed its negotiators to the Table dealing with the incorporation of the final territorial descriptions into 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 into the JBNQA. The parties are working on a draft Complementary Agreement for such 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.

Oujé-Bougoumou Recognition and Mistissini Lands

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 agreements have the effect of legally securing the status of Oujé-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, amends the Cree Naskapi (of Québec) Act in order, among other things, to recognize Oujé-Bougoumou as a Cree Band. These amendments came into force on May 15, 2014, which is the date on which land was formally set aside by the Governor in Council as Category IA land for the exclusive use and benefit of Oujé-Bougoumou pursuant to the Complementary Agreement.

The GCC(EI) and Mistissini concluded negotiations with Québec and Canada and, in September 2013, signed with Québec 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 Category I and II lands in consideration of the allocation by Québec of an equivalent area of lands to Oujé-Bougoumou through Complementary Agreement No. 22 and in consideration of financial provisions. The Agreement does not contemplate or affect in any way the claim in respect of the Mistissini hunting territories lying to the east of the Height of Land.

Territorial Overlaps

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 Québec.

The area effectively claimed by the Atikamekw in the 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 have intervened in this case to ensure that the GCC(EI)/CNG be a 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 Québec 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.

The Atikamekw 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.

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JBNQA Section 2: Principal Provisions

Quebec undertakes to negotiate with other Indians or Inuit who are not entitled to participate in the compensation and benefits of the present Agreement...

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 over the past three years.

Innu of Takuikan Uashat Mak Mani-Utenam and Bands

The Uashat Band is seeking numerous declarations and orders from the Superior Court of Québec. The territory claimed by the Uashat Band is very extensive. It includes a large segment of the JBNQA territory, in particular, around the Caniapiscau reservoir and northward up to Kuujjuaq. 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 "Uashaunnuat/La Romaine" proceedings). This motion was accepted on December 4, 2008. The La Romaine proceedings touch the 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 the JBNQA Territory have been suspended. Some discussions have taken place with the Innu, but there has been little movement over the past year.

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 but those proceedings were discontinued.

In these proceedings, Mashteuiatsh did not set out any specific conclusions in regard to the JBNQA 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 Innu of Mashteuiatsh, the Cree, Canada and Québec to discuss the overlapping claims of the Innu and the Cree, including the Mistissini "Height of Land" claim, but there has been little movement in these discussions over the past year.

Certain of these issues have been discussed in the context of the mediation process on the Baril Moses dispute and further discussions may take place during fiscal year 2015-2016.

Innu of Matimekush-Lac John

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

(a) the *James Bay and Northern Québec Native Claims Settlement Act* has no effect as regards 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 Québec Agreement* and the *Northeastern Québec Agreement*; and
(c) the Innu have Aboriginal title and Aboriginal rights to the part of Nitassinan located within the territory covered by the Agreements.

Alternatively, if the Court decides that Innu rights are extinguished on JBNQA Territory, the Innu request declarations that

(a) they are entitled to fair compensation in consideration for 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 Québec Native Claims Settlement Act*; and
(b) Québec and Canada failed to fulfil their fiduciary duty toward them.

In such case, the Innu also seek an order condemning Canada and Québec 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 and Québec to pay just compensation, the Innu 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 Innu's Aboriginal rights to the part of Nitassinan located within the territory covered by the *James Bay and Northern Québec Agreement* and the *Northeastern Québec Agreement*; and
(c) Québec 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 Québec Agreement*.

Algonquins

On June 3, 2014, the First Nations of Abitibiwinni, Kitcisakik, Lac-Simon, Long-Point and Wahgoshig, as well as several Chiefs and council members, all part of the "Great Algonquin Anishinabeg Nation" ("**Algonquins**"), instituted legal proceedings against Québec and Canada. The Algonquins seek declarations to the effect that :

(a) the *James Bay and Northern Québec Native Claims Settlement Act* did not extinguish the Algonquins claims, rights, title and interests in the area of their territory covered by the JBNQA;
(b) the Algonquins have aboriginal title and aboriginal rights in the area of their territory covered by the JBNQA.

Alternatively, if the Court decides that the rights of the Algonquins are extinguished on the JBNQA Territory, the Algonquins request declarations that:

(a) the Algonquins are entitled to fair compensation in consideration for the expropriation of their rights on the area of their territory covered by the JBNQA, as per sub-section 3(3) of the Federal Native Settlement Act;
(b) Québec and Canada failed to fulfill their fiduciary duties toward them.

In such case, the Algonquins also seek an order condemning Québec and Canada to pay the sum of $500,000,000 as fair and equitable compensation, or any other amount deemed appropriate by the court.

Alternately, should the Court refuse to condemn Québec and Canada to pay a just compensation, the Algonquins request declarations to the effect 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 Algonquin's aboriginal rights in the area of their territory covered by the JBNQA and by repealing paragraphs c), d) and e) of the *Québec Boundaries Extension Act, 1912*;
(c) Québec did not honourably implement the provision providing for the negotiation of the claims of the Algonquins, as stated in Sub-Section 2.14 of the *James Bay and Northern Québec Agreement*.

On August 14, 2014, the GCC(EI)/CNG filed a declaration of intervention in order to safeguard Cree rights and interests throughout the course of this litigation. The GCC(EI)/CNG are now intervenors in this case. The case is specially managed and the delays regarding the conduct of the proceedings were suspended in September 2014 by the case management judge.

Negotiations with Mining Companies

Goldcorp/Les Mines Opinaca – 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 (now the Cree Nation Government).

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 20% of the overall workforce present at the site. In addition, in 2014, construction and services contracts totaling over $193M have been awarded to various Cree Enterprises.

Stornoway Diamond Corporation – 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 initially to 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 agreement 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 financing to complete the work.

All Cree representatives have been appointed to the various committees created under the Mecheshoo 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 began in June 2014. Throughout the year, the Cree workforce ranged from 30% to 60% of the overall workforce present at the site, depending on the contracts being carried out. In addition, in 2014, construction and services contracts totaling over $27M have been awarded to various Cree Enterprises.

BlackRock Metals Inc. – 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 with 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 four (4) 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 Lithium Inc. – The Whabouchi Project

In 2009, Nemaska Lithium Inc. acquired a property from Golden Goose Resources in Nemaska traditional territory, located approximately four kilometres north of Hydro-Québec's Albanel 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 ("**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. Finally, in November 2014, the parties signed the Chinuchi Agreement, for the development, construction, operation and closure of the Whabouchi Project.

Other Mining Projects

Over the last four 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 IBA's. However, like other regions, Canada and Québec have seen a slowdown in mining investment owing to the global decline in commodity prices. As such, these discussions have been temporarily suspended, pending a more favourable economic climate. 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/Tomagold 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; and
(l) the Anik project (gold) of GeoMega Resources in the territories of the Oujé-Bougoumou Cree Nation and the Cree First Nation of Waswanipi.

Caribou

Woodland Caribou

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 and range of the caribou and determine whether what is known is adequate for the development of a recovery plan. The Task Force will also review, over 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, but 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*.

Migratory Caribou

Migratory caribou in Québec, 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, and 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 troubling data regarding the Leaf River herd, the Cree, Inuit and Naskapi all took the official position that the sports hunt for the two 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 March 17, 2011 further 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 five 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 Pi-

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JBNQA Section 24: Hunting, Fishing and Trapping

Every Native person shall have the right to harvest any species of wild fauna except species requiring complete protection from time to time within the Territory to ensure the continued existence of such species...

card's decision. On August 4, 2014, the Court of Appeal of Québec issued an important judgement upholding the priority of the treaty rights of the Cree, Inuit and Naskapis of Québec under Section 24 of the *James Bay and Northern Québec Agreement*. No appeal was sought of this important judgment.

The Court of Appeal strongly endorsed the primacy of the treaty rights of the Cree, Inuit and Naskapis under the JBNQA as protected by the *Constitution Act, 1982*. Laws or acts of the Crown that violate these treaty rights are generally without effect. The judgement recognizes the priority of Aboriginal harvesting rights under the JBNQA over sports hunting. It holds that consultation by the Crown must be meaningful, carried out in good faith and with an open mind. Failure by the Crown to meet these obligations is a breach of its constitutional obligations and the honour of the Crown and gives rise to reparation for the Aboriginal parties affected.

The Court of Appeal set aside the decision of the Superior Court and found that the Minister had breached his constitutional obligations and the honour of the Crown by violating the rights of the Aboriginal parties to be consulted under Section 24 of the JBNQA.

In reasons for judgement written by Mr. Justice Dalphond, the Court of Appeal held that the JBNQA, as a land claim agreement and treaty, creates rights for the Aboriginal peoples that are protected by section 35 of the *Constitution Act, 1982*. Any law violating these treaty rights will generally be without effect, unless justified by government.

The Minister's position that there was a need for urgent conservation measures was therefore contrary to the priority recognized for the Aboriginal peoples by the JBNQA (and the Aboriginal rights in the absence of such a treaty, as held by the Supreme Court of Canada in *Tsilhqot'in Nation*). To try to reconcile the conservation of a herd necessary for the survival of Aboriginal peoples and the interests of sports outfitters was an operation forbidden by the Agreement and contrary to its spirit.

The Court of Appeal reserved the rights of the Native Parties to claim compensation for any harm suffered by the breaches.

In the summer of 2014, Québec conducted an aerial census of the George River and Leaf River herd. The results showed that the George River herd was in continual decline and that the Leaf River herd had declined by 19% from the previous year and that such decline was expected to continue.

A Big Game Working Group on Modalities of the 2015-2016 Sport Hunt of the Leaf River Herd Caribou was formed in the fall of 2014. In December, the Cree Nation of Chisasibi adopted a resolution to close completely the Leaf River caribou herd sports hunt in the JBNQA territory.

In January 2015, the HFTCC recommended measures for the 2015-2016 Leaf River herd sports hunt, against the position of the Native parties. These measures were approved following the use of the tie-breaking vote from the Chair, who was a Québec representative at the time.

The Minister informed the HFTCC that he considered it appropriate to implement the measures for the 2015-2015 Leaf River herd sports hunt as set out in this resolution.

In March 2015, the Executive Committee of the GCC(EI)/CNG adopted a resolution to formally oppose the intention of the Minister to implement the measures for the 2015-2015 Leaf River herd sports hunt as set out in the resolution of the HFTCC and to submit the matter to the Cree Québec Standing Liaison Committee. A letter was thus sent to the Québec members of the Standing Liaison Committee to state the Cree opposition to the Minister's intention to implement the modalities in the Resolution of the HFTCC and to formally submit the dispute to the Standing Liaison Committee.

Conclusion

The relationship with Québec remains one of central importance to the Cree, both as members of the Cree Nation of Eeyou Istchee and as citizens of Québec and Canada.

Since the signature of the *Paix des Braves* in 2002, the Cree-Québec relationship has ensured significant benefits for the Cree Nation. The funding provided pursuant to the *Paix des Braves*, the important funding for Cree Health and Social Services, Education, Police, Justice, Childcare Services and the Adapted Forestry Regime all bear witness to an important and fruitful relationship.

During the course of 2014-2015, this relationship has faced certain challenges. The most important challenge concerns the dispute with Québec about the Baril-Moses Agreement on forestry standards. The Cree Nation has been obliged to take a strong stand on this issue, as it concerns the viability of traditional Cree hunting, fishing and trapping activities in the area concerned. Strenuous efforts are being made to resolve this dispute with Québec through negotiations. At the same time, legal proceedings have been instituted to safeguard Cree rights.

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 pay for that year a health contribution of $25 for 2010, $100 for 2011 and $200 for 2012 and subsequent years.

Upon the introduction of the health contribution and 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 Québec Revenue Agency to affected Cree individuals for the health contribution in respect to taxation year 2010.

In May 2012, the Québec 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.

Notwithstanding the modifications to the health contribution regime contained in the 2013-14 Budget, 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 JBNQA 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.

The 2015-16 Québec Budget provides for the elimination of the health contribution as of January 1, 2017 for an individual whose income is not more than $40,820. This new measure should result in 2017 in a significant reduction in the number of Cree individuals who are now subject to the health contribution because they are entitled to receive federal or Québec public pensions. For an individual whose income is equal to or exceeds $40,820, the obligation to pay the health contribution will be gradually eliminated beginning in 2017 and will be removed completely by 2019.

Québec Fuel Tax

In April 2002, a claim was filed with the Québec 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 Québec 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 Québec 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 Québec Revenue Agency regarding the settlement of the Cree's claim for the refund of Québec fuel tax.

In the autumn of 2012, the Québec 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 Québec with regard to the Cree fuel group claim on the basis of the proposal submitted by the Québec Revenue Agency. Legal counsel to the GCC(EI)/CNG Council/Board and representatives of the Québec Revenue Agency have finalized a text of a settlement agreement. This text is in the process of being reviewed and approved by the relevant authorities of the Government of Québec, and once the final text is so approved by the governmental authorities, the settlement agreement will be submitted for approval by the Council/Board.

Natural Resources

In the past year the Cree Nation Government (CNG) has made several significant strides on files related to the natural resources of Eeyou Istchee. Most noteworthy would be the establishment of the Regional Natural Resources Committee in fulfillment of commitments under the new agreement on regional governance. A further step forward relates to appointment of former Premier Lucien Bouchard as mediator with respect to the ongoing dispute over the Baril-Moses Agreement on forestry operations in the Mistissini/Oujé-Bougoumou traplines east of the height of land. This work also has links to our ongoing work on the Broadback Watershed conservation plan and the development of a woodland caribou management plan for Eeyou Istchee.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.

In contrast to this progress, we still have yet to complete negotiations for a renewed Adapted Forestry Regime that would harmonize conflicting provisions of the *Sustainable Forest Development Act* (2013) with those of chapter 3 of the *Paix des Braves Agreement*.

Forestry Harmonization Negotiations

Regrettably our ongoing efforts to conclude these negotiations have not progressed as we had hoped this past year. In last year's annual report it was reported that these negotiations have been ongoing for 3 years. Now it would be four years. However this does not mean that we have been idle.

At the 40th Annual General Assembly in August, the Grand Chief introduced a resolution addressing the lack of progress with the forestry harmonization negotiations. Essentially the resolution gave CNG officials until late fall to resolve these negotiations with the Ministry of Forests Fauna and Parks (MFFP) or further action would be necessary. When this deadline was reached the forestry representatives under the Environment and Remedial Works department instructed the Cree members of the local forestry Joint Working Groups to suspend all consultations related to forest management planning for the coming year. As predicted this suspension resulted in a renewed attempt by the CNG and the MFFP to finalize an agreement on the outstanding forestry issues.

This subsequent meeting led to an interim agreement on various technical provisions of a renewed harmonized Adapted Forestry Regime and allowed the parties to resume consultations on forest management planning. However at the conclusion of this fiscal year, the parties had yet to reach a finalized agreement with the main obstacle being an agreement on the financial resources required for the new regime.

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

Last year it was reported that the CNG had successfully challenged Resolute Forest Products Ltd. (RFP) FSC certification. This challenge was brought forward because of the company's role in breaching the terms of the 2002 Baril-Moses Agreement. This forestry agreement applies to Mistissini and Oujé-Bougoumou hunting territories east of the height of land. A follow-up legal case was also filed against the Government of Quebec for its role in breaching the terms of the Agreement.

These actions, taken two years ago, yielded significant dividends this year. In late December RFP was notified that its FSC certification, currently under temporary suspension, was to be made permanent because the company had failed to resolve outstanding environmental infractions related to woodland caribou and the ongoing failure to get the Crees proper consent for its operations since breaching the Baril-Moses Agreement.

Soon after these events, the electronics retail giant BestBuy announced that it would no longer buy products from RFP because the company was not certified under FSC. This market action was followed up by similar actions taken by CVS Pharmacies and 3M. With the loss of these major contracts, the company began to lobby the Government of Quebec for assistance on these issues—threatening to close mills in the Saguenay/Lac St. Jean Region.

In response, the Premier, Phillip Couillard, who is from the region took a direct interest in the matter and nominated former Premier Lucien Bouchard to mediate the Baril-Moses dispute with the Crees. After some deliberation over the mandate of Mr. Bouchard, the Crees agreed to enter into a mediation process to address outstanding issues related to the breaches of the Baril-Moses Agreement. This process is ongoing and expected to carry over into July of 2015. The main points for the Crees are compensation related to the damage that RFP has caused by not following the terms of the Baril-Moses Agreement and funding to remediate these damages. Despite the mediation process, the CNG have maintained their action on this case in court.

The Broadback Watershed Conservation Plan/Woodland Caribou

Although the CNG has been lobbying the Government of Quebec for a large protected area in the Broadback valley since 2010, the project was given priority status this year. In August this past summer 20 intrepid Cree youth set out on a canoe journey from the headwaters of the Broadback through to the Nemaska old post and then all the way to the community of Waskaganish. The month long trip, funded jointly by various depart-

Cree Youth Training for the Broadback River Journey

ments of the CNG, was to promote the need to protect the Broadback River among the Crees and externally to a national and international audience. More information with video clips and photos can be found at eeyouconservation.com.

In addition to engaging the youth in the promotion of the Broadback, the CNG also made this protected area a key component of the Baril-Moses mediation process mentioned in the previous section of this report. The reasoning for this request related to the need to provide the Crees with a suitable area to replace the woodland caribou habitat lost on the Cree family hunting territories in the Baril-Moses Area.

In breaching the forestry provisions of the Baril-Moses Agreement the MFFP applied an approach to forestry that they have labeled "Ecosystemic forest management". In theory, this approach is supposed to combine large areas of clear-cut forests with similar areas of protected or retained forest for wildlife habitat. However in practice, the Cree tallymen found massive areas of forest clear-cut (up to 5000 ha) with very little retention forests. The net impact of this cutting scheme is a ratio whereby up to 80% of the forests are harvested leaving 20% retention forests which are not sufficient in number and quality to support woodland caribou or moose. Given the impact on these forests and the woodland caribou, the Crees have requested that the Government endorse the Broadback protected area proposal, as it will permanently safeguard woodland caribou habitat in Eeyou Istchee.

Cree Quebec Forestry Board

The Cree Quebec Forestry Board (CQFB) was established under chapter 3 of the *Paix des Braves Agreement*. Its mandate is to oversee the implementation and evolution of the Adapted Forestry Regime, which is set out in the provisions of the Paix des Braves Agreement.

In the fall of this year, the Cree and Quebec Board representatives welcomed Gilbert Paillé as their new Chair. Mr. Paillé, who replaced Albin Tremblay, is the Board's third Chair since being established in 2003.

Highlights of achievement of the Board this past year were the completion of the 2008-2013 Assessment on the implementation of the Adapted Forestry Regime, ongoing studies related to the impacts of forestry on riparian shorelines, and a new program to better monitor the effectiveness of the regimes provisions.

Regional Natural Resource Committee

As mentioned in last year's Annual Report, the Eeyou Istchee James Bay Regional Government (EIJBRG) was official established on January 1, 2014. In November of 2014, the EIJBRG endorsed the establishment of the Regional Natural Resource Committee with the mandate to provide multi-disciplinary advice on natural resources issues that are submitted by the EIJBRG. Given the nature of this mandate the following 5 Cree representatives where chosen in accordance with their technical expertise:

Forestry	Stephan Ouellet
Wildlife	Nadia Saganash
Land Management	Geoff Quaile
Water	Cameron McLean
Mining	Aurora Hernandez
Energy	Alan Penn

Since being formally established by the EIJBRG, the Regional Natural Resources Committee met twice and provided technical advice related to proposed Tactical Forest Management Plans, surplus timber allocations, and proposed forestry regulations. In the coming months and years the committee will assisted in the review and development of regional land use plans for Category III lands, water management proposals, recreational cabin policies and zoning, mining site clean ups, and regional approaches to wildlife and energy management.

Operations and Maintenance and Capital Grants

These two important funding sources 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 identical to those that expired on March 31, 2013. Funding for 2014-2015 under the O & M grant and the Capital grant amounted to $86,917,034 and $18,222,864 respectively for a total of $105,139,898. Funding for 2015-2016 for these two grants will total $108,839,464. 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.

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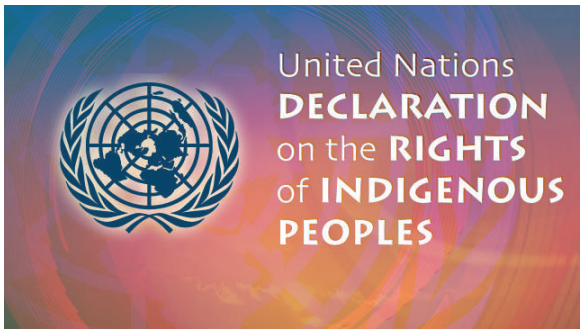
JBNQA Section 2: Principal Provisions

Canada hereby approves of and consents to the Agreement and undertakes, to the extent of its obligations herein, to give, grant, recognize and provide to the James Bay Crees... of Quebec the rights, privileges and benefits herein...

International Affairs and NGO Activities

Advances at the international level are attracting an increasing number of Indigenous peoples worldwide. Although the government of Canada continues to take regressive positions, Indigenous peoples are generating new precedents in international human rights law.

The Grand Council of the Crees (Eeyou Istchee) continues to collaborate closely with many other Indigenous peoples' and human rights organizations. Such unified efforts enhance meaningful progress on a wide range of issues and concerns. Challenges and achievements during the past year include the following.



UN Declaration on the Rights of Indigenous Peoples

After decades of effort by the GCCEI and others globally, the *United Nations Declaration on the Rights of Indigenous Peoples* is a consensus, universal international instrument. No country in the world formally objects to it. The *Declaration* applies to all Indigenous peoples in the world.

In the *UN Declaration*, all States have recognized the "urgent need to respect and promote the inherent rights of indigenous peoples". In his 2014 Report on Canada, former UN Special Rapporteur James Anaya concluded that the *Declaration*, which has been endorsed by Canada, "provides a common framework within which the issues faced by indigenous peoples in the country can be addressed."

Consistent with these developments, Romeo Saganash moved forward in Parliament with his Private Member's Bill C-641 – *An Act to ensure that the laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples*. In March 2015, opposition members expressed support for the Bill. Yet the federal government opposed it, indicating that the proposed implementation of the *Declaration* is "simply impossible" to support.

UN Permanent Forum on Indigenous Issues

In May 2014, the GCCEI contributed to the 13th session of the Permanent Forum in New York. A joint statement was prepared on Human Rights and the *UN Declaration*, including the right to free, prior and informed consent in the context of resource development. Another joint statement was submitted on Good Governance.

The special theme at the session was "Principles of good governance consistent with the United Nations Declaration on the Rights of Indigenous Peoples". Good governance is one of the core principles in the *UN Declaration*. It is also a key principle of Canadian and international law.

While there is no single definition of the term, key characteristics of "good governance" in the context of Indigenous peoples must include respect and protection of Indigenous peoples' inherent human rights, including the right to self-determination. It also includes such key elements as accountability, transparency and responsiveness. The government of Canada has affirmed that its 2011 Updated Guidelines on consultation and accommodation are based on principles that include good governance. Yet the government has failed repeatedly to consult Indigenous peoples on the adverse positions it takes on Indigenous human rights in a wide range of international forums.

Tsilhqot'in Nation v. British Columbia – Landmark decision

In June 2014, the Supreme Court of Canada rendered a precedent-setting ruling in *Tsilhqot'in Nation* relating to Aboriginal or Indigenous title. In relation to this case, the GCCEI collaborated for over a year with others in British Columbia and across Canada to ensure a successful outcome.

In particular, the *UN Declaration* and other international human rights law were introduced by interveners to reinforce Canadian constitutional law arguments.

This was the first time in Canada's history that an Indigenous people was successful in proving Indigenous title in a domestic court. The Supreme Court confirmed that "regular use of definite tracts of land for hunting, fishing or otherwise exploiting its resources" could suffice to establish Aboriginal title based on a *territorial* approach. The Court ruled that Aboriginal title confers ownership rights including "the right to decide how the land will be used; the right of enjoyment and occupancy of the land; the right to possess the land; the right to the economic benefits of the land; and the right to pro-actively use and manage the land."

These are essential elements of the collective human right of Indigenous peoples to self-determination, including self-government, and their right to development in international law.

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

In July 2014, the GCCEI and others jointly contributed to EMRIP's study on "Access to Justice". The statement highlighted i) Supreme Court of Canada decision in *Tsilhqot'in Nation v. British Columbia* (see above); ii) redress for dispossession of lands, territories and resources; and iii) James Bay Cree justice program.

Globally, Indigenous peoples have been dispossessed of their lands, territories and resources. Such dispossessions have severe consequences for present and future generations, including impoverishment, discrimination, denial of self-determination and self-government, marginalization, forced assimilation and destruction of culture.

The *UN Declaration on the Rights of Indigenous Peoples* calls for effective mechanisms for prevention of, and redress from such dispossession. Access to justice must include processes or mechanisms for redress, including restitution.

In the restorative justice context, the James Bay Cree justice program is a leading example of good practice. The Department of Justice and Correctional Services under the Cree Nation Government develops, integrates and maintains Cree values, culture, traditions and language in the provincial and federal juridical and corrections systems. The Cree systems begin with recognition of Cree collective rights, obligations and interests, and the value of community. Community tribunals of Elders, men, women and youth have the authority to hear a wide variety of cases locally. Eeyou Istchee (the land) is used in restorative justice programming with youth, and in rehabilitation for members returning from detention, to heal, learn and grow through reconnecting with their traditions, culture and language.

Special Rapporteur James Anaya – Report on Canada

In July 2014, former UN Special Rapporteur on the rights of indigenous peoples, James Anaya, submitted his report on Canada to the UN Human Rights Council. The GCCEI and its partners had contributed information on national issues of concern.

Anaya stressed the "human rights problems faced by indigenous peoples in Canada, which have reached crisis proportions in many respects". He added: "The well-being gap between aboriginal and non-aboriginal people in Canada has not narrowed over the last several years, treaty and aboriginal claims remain persistently unresolved, indigenous women and girls remain vulnerable to abuse".

Since 2006, the federal government has not supported a human rights-based approach – especially in the context of proposed resource development. Such a position is not supported by the Special Rapporteur.

In accordance with the Canadian constitution and relevant international human rights standards, Anaya concluded "as a general rule resource extraction should not occur on lands subject to aboriginal claims without adequate consultations with and the free, prior and informed consent of the indigenous peoples concerned."

World Conference on Indigenous Peoples (WCIP)

In his Opening Remarks, UN Secretary Ban Ki-moon set a high standard and principled tone at the September 2014 World Conference: "Indigenous peoples are central to our discourse of human rights and global development. Your deliberations and decisions will reverberate across the international community … The success of this Conference is integral to progress for all humanity."

All States in the General Assembly agreed by consensus to the Outcome Document for the Conference. Subsequently, Canada tabled a written statement claiming that to integrate "free, prior and informed consent" (FPIC) in its legislative or administrative processes would run counter to Canada's Constitution. Canada also claimed that it could not "uphold the principles of the Declaration", as indicated in the Outcome Document.

The above arguments by Canada contradict its own endorsement of the *UN Declaration*. In its endorsement, the government ultimately concluded: "We are now confident that Canada can interpret the principles expressed in the Declaration in a manner that is consistent with our Constitution and legal framework." The GCCEI worked with partners to send a letter to Canada, outlining concerns with Canada's actions at the WCIP.

Convention on Biological Diversity (CBD)

In October 2014, at a Conference of the Parties (COP) meeting in Korea, Canada opposed use of the term "indigenous peoples and local communities" and insisted on "indigenous and local communities". Such a position attempts to diminish Indigenous peoples' status as "peoples". Solely "peoples" have the right of self-determination in international law.

COP ultimately decided to use the term Indigenous "peoples", with the proviso that it have no legal effect whatsoever within the CBD now or in the future. Such action contradicts use of the term Indigenous "peoples" in the *UN Declaration* and other international law.

Canada also opposed "welcoming" the WCIP Outcome Document in a COP decision, since the Outcome Document includes diverse references in the *UN Declaration*. Thus, Canada insisted that references to the *Declaration* be accompanied by a footnote that indicated that Parties had "reservations" in 2007, when the *Declaration* was adopted by the General Assembly.

In regard to the *UN Declaration*, it is inappropriate to refer to "reservations". This term is solely used in relation to treaties. The *Declaration* only included explanations of vote. Further, no reservations are permitted under the *Convention on Biological Diversity* or the *Nagoya Protocol*, which are two treaties within the CBD relevant to Indigenous peoples.

Since 2007, the four States that voted against this human rights instrument have all formally reversed their positions. Other States have since endorsed the *Declaration*. It is patently unjust for the CBD to refer to situations in 2007, when States have since changed their position.

The above actions by Canada seek to diminish Indigenous peoples' status and human rights, as well as undermine the *UN Declaration* and the WCIP Outcome Document. The Canadian government has taken such adverse actions without consulting Indigenous peoples in Canada and with the knowledge that Indigenous peoples are opposed.

International Expert Group Meeting on *UN Declaration*

In January 2015, the Permanent Forum on Indigenous Issues organized an International Expert Group Meeting (EGM) in New York in order to examine ways to enhance implementation of the *UN Declaration* and Indigenous peoples' human rights.

A key problem addressed at this EGM related to "rights ritualism". This refers to States that embrace the language of human rights, with a view to avoiding scrutiny and accountability for human rights abuses – or for failure to implement Indigenous peoples' human rights.

For example, the government of Canada refuses to acknowledge that Indigenous peoples' collective rights are human rights – or that the *UN Declaration* is a universal human rights instrument. In practice, federal government officials are not permitted to discuss this issue or provide any rationale for the government's position.

Yet, in its Core Document for UN treaty bodies, Canada addresses collective Aboriginal and treaty rights under the heading "Legal framework for protecting human rights at the domestic level". In this way, Canada may avoid scrutiny from such treaty bodies. At the same time, the government avoids acknowledging within Canada that Indigenous peoples' collective rights constitute human rights.

At the EGM, the GCCEI contributed a paper describing rights ritualism and other implementation problems in Canada relating to Indigenous peoples' human rights and the *UN Declaration*.

Renewal of Federal Comprehensive Land Claims Process (CCP)

In July 2014, the Minister of Aboriginal Affairs and Northern Development Canada (AANDC) announced a process of renewal and reform of the federal CCP. Lawyer Douglas Eyford was appointed Ministerial Special Representative to meet with Indigenous peoples and others across Canada and report back to the AANDC Minister.

For such purposes, the federal government issued an "Interim Policy" that is described as "a starting point for discussions with partners". It outlined the Government of Canada's current approach to the negotiation of treaties, including the developments that have occurred since the publication of the last policy in 1986. The Interim Policy did not profess to be comprehensive. However, it is inexcusable that it failed to take into account and ensure consistency with crucial advances in legal protections for Indigenous peoples' rights, in both Canadian and international law. The Interim Policy should not have invited dialogue or negotiations based on regressive and out-dated positions.

Since it addresses implementation of modern treaties, the process of CCP renewal is relevant to the James Bay Cree Nation. In November 2014, the GCCEI and its partner organizations in Canada tabled an in-depth Joint Submission in response. The Submission included both Canadian constitutional and international human rights law.

Human Rights Education

The GCCEI continues to promote education on the *UN Declaration* and other international human rights law. In particular, panel presentations and workshops are organized to increase international human rights knowledge and use by Indigenous peoples and others in Canada. The GCCEI is a proud co-sponsor of the *UN Declaration* booklet, now in the 3rd printing. More than 120,000 have been distributed. In all such ways, the human rights of the James Bay Crees and other Indigenous peoples continue to be protected and strengthened.

ROUNDTABLE on CAPACITY BUILDING

Community Tours

Capacity Building is an approach to development that focuses on understanding the barriers that inhibit individuals, communities, organizations and governments from achieving their goals while enhancing their skills, knowledge and abilities to achieve measurable and sustainable results. In the Cree territory, it was recognized that in order for us to successfully advance the role of Cree Nation Government, our organizations, communities and individuals must have a shared understanding of the goals we wish to achieve. This is especially true of the Cree youth who will be responsible for advancing the work originally started by our leaders during the signing of the multiple agreements that exist. The initial Roundtable on Capacity Building brought leadership and young people together to give a shared understanding of the purpose of the agreements, and the support that it can provide to them. Furthermore, it provided a point of discussion between youth and Cree leadership so that a collective set of goals could be established.

The success of the original Roundtable on Capacity Building continued throughout 2014 and into 2015, taking the Planning Committee and key presenters to all of Eeyou Istchee to conclude the Community Tours - Phase II initiative. A session was also held with the membership of the MoCreebec Council of the Cree Nation at the invitation of their leadership based on the positive feedback they had heard about the Roundtables held in the Cree communities. Though guest speakers varied by community, the goals remained the same; to inspire, inform, learn from and encourage our people, and especially our youth, to obtain the training and education necessary to qualify for the many professional and skilled employment opportunities coming to our territory. It is the role of the Roundtable on Capacity Building and its Planning Committee to continue the work of mobilizing our population to become true masters of our homeland through meaningful and active community engagement.

The results have been very encouraging and the strongest measure of this success has been the subsequent increase – estimated at 20% - in student enrollment at post-secondary and vocational training programs. In addition, valuable information from a community level has been provided to understand economic opportunities as well as barriers that exist so that a strategic plan can be developed on both regional and local levels. With the renewal of the Government of Quebec's Plan Nord, the call for capacity building has never been more necessary. A qualified workforce will be required to take on our rightful role in the sustainable development and management of various projects entailed by the plan.

The focus of the Planning Committee has been on maintaining the momentum and success of Phase II; mainly by ensuring that feedback is collected from each community and follow-up is incorporated as the Planning Committee begins to visualize a Phase III of the initiative. The bulk of the immediate work has been focused on documenting and sharing the result of Phase II, both through written reporting as well as a video useful for reaching a broader audience. These will be shared directly with the communities once completed.

As a result of the two phases, the committee is beginning to develop long-term strategies that are a result of feedback received from students, communities and organizations. The Planning Committee is working on a Comprehensive Implementation Strategy utilizing measures that were established from the Roundtable on Capacity Building delivered to the Eeyou-Eenou Post-Secondary students in March 2013. A corresponding Work Integration Plan is to be completed within the year and focuses largely on strategies to facilitate student employment and work integration.

We recognize that the longevity of the capacity building project relies heavily on empowering communities and individuals to assume ownership over developing their skills, knowledge and abilities to fulfill long- term goals for employment and training. And so a long-term vision for our future direction will be created with the participation of the Local Planning Committees. At this early visioning stage, the Planning Committee is also using the broad issues and recommendations brought forth by the communities themselves as a starting point. A few of the Planning Committee's future aspirations are the creation of a permanent forum on capacity building, a think-tank involving all leadership, the creation of a communications plan, and the continuation of the community tours.

The Planning Committee wishes to again thank all participating leadership at both the local and regional levels. We also thank our contributing organizations for their role in propelling Phase II of the Roundtable on Capacity Building. We extend special recognition to Mr. Robert Kanatewat whose belief in the development of our nation was proven time and again with his nearly unbroken attendance record at each event. And finally, the Planning Committee acknowledges and appreciates the efforts of the Local Planning Committees with whom we look forward to a continued working relationship. *Mistii Meegwetch!*

Photo: Gregory Jolly

Cree Nation Government
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Message from the
Director General
Eddie Diamond

Gaston Cooper

We are very honoured to present our Annual Report of the Cree Nation Government for the fiscal year 2014 – 2015.

We have been very productive and excited about the progress on the work towards building the Cree Nation and its structures. As you shall read in the reports. Our Directors shall inform you and welcome the opportunity to tell you about their projects, programs and their successes. Their work shall serve to illustrate how extremely proud we are to show our members and others in the Cree Nation Government the various projects, programs and other initiatives which were accomplished this past year. As you read through the reports of each departments, you may find a better understanding of the work involved and the commitment of our Directors and their personnel throughout the year.

We are very proud of our work and accomplishments and from reading the Departments reports, you will appreciate the volume of work, the quality and the huge task that each Director and their personnel are undertaking to increase our visibility to our members and others, thus ensuring our accomplishments reach a wider audience, including the two levels of Governments.

We are making big steps in restructuring our Cree Nation Government to take on the variety of roles and responsibilities within our leadership, Council/Board Members, and our Departmental Directors in order to realize our vision and mission and serve as an inspirational example of Nation-Building to other First Nations in Canada.

On behalf of our team at the Cree Nation Government, I want to thank our Leadership and all members of the Council/Board for their valuable support and encouragements.

Personally, I again want to thank our directors, staff and all members for their trust in us and the vision of those who have gone before us for inspiring us to persevere.

My appreciation also goes to the Youth in Eeyou Istchee who I wish well in their endeavours, and to our readers for their support throughout the year.

Thank you.

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JBNQA Section 11A & B: Cree Regional Authority

The said Cree Regional Authority shall be a corporation within the meaning of the Civil Code; it shall have the general powers of such a corporation...

Finance and Treasury

Message from the Treasurer
Matthew Swallow

KANT

The continual evolution of the Cree Nation Governance regime places growing demand on the financial administration of all local and regional Cree entities. Gone are the days when we could administer our affairs in a simple fashion both locally and regionally with small local teams and levels of resources which were easily manageable. The reality of today's environment places enormous responsibility on the financial administrators at both the local and regional levels.

The burden of ensuring that all funding agreements and reporting obligations are complied with is significant. It is also important to point out that the Cree Nation Government and its membership have a long history of supporting good governance practices and transparency in the administration of our affairs. This is reflected in the very first piece of local self-government legislation adopted in Canada, which was negotiated and agreed to by the Cree Nation with the Government of Canada to implement Section 9 of the JBNQA; the Cree Naskapi (of Quebec) Act. The Act itself put the local communities at the forefront of accountability across Canada with trend setting accountability rules and still to today, transparency principles above the standard which even Canada has finally developed for other First Nation Governments in the form of the recently adopted First Nations Financial Transparency Act.

Over the past year the Cree Nation Government worked closely with local administrators to develop a recommended local Financial Administration Bylaw which comprehensively addresses the responsibilities of the local governments as regards matters relating to financial administration which flow from the Cree Naskapi (of Quebec) Act and which also incorporate best practices from across Canada for local government financial administration. The model By-law is adapted by each community to the specific circumstances of the community. Many communities have adopted the By-law this year and others are scheduled to approve the By-law this summer following consultation with their membership.

The Cree Nation Government has also undertaken a review of its financial administration and updated the By-law on Financial Authorities to address the responsibilities flowing from the various agreements we administer.

Over the past year we have continued our efforts in ensuring that uniform accounting and reporting standards are implemented in accordance with all funding agreements. We have had excellent collaboration with all local Treasurers and community Auditors. We have set up a process to agree on reporting requirements annually with AANDC and then meet with all community Treasurers and thereafter community Auditors to review these requirements and to ensure that they are applied consistently across all communities.

The past year saw our finance team engaged in many negotiations efforts including the difficult task we encountered to renew the Tripartite Police Agreement with Canada once again trying to impose funding levels and rules which were not consistent with their treaty obligations. The result was that the CNG was required to send a legal demand to Canada and force a negotiated settlement which resulted in a four year renewal. Continuing difficulties with Canada on most funding issues remain with a number of disputes being registered and unresolved. It is hoped that a new Governance Agreement will be reached which will also address a number of outstanding financial issues between Canada and the Cree Nation.

In regards to Quebec, last year we successfully concluded a new Child Care Services Funding Agreement which addressed a number of long outstanding issues in the funding for the local child care centers and we helped support our Regional Child and Family Services team to implement the Agreement this past year. Also in regards to Quebec, we provided support to negotiations of forestry matters in regards to the funding requirements for the Adapted Forestry Regime and the harmonization provisions of the Agreement on Governance in the Eeyou Istchee Territory.

The resources now under the administration of the Cree Nation Government and other Cree entities entrusted with the implementation of the JBNQA are very significant. For the 2014-2015 fiscal year, the Council Board allocated $312,537,098 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 budgets for the Cree School Board and the Cree Board of Health and Social Services as well as a number of other Cree entities.

Over the coming year we will continue to work with all communities to address the continually evolving financial administrative issues we all face and to ensure that we assist

one another in employing best practices being developed both locally and regionally. We continue to be impressed with the exchange of best practices amongst all communities and together we help build our nations' capacity.

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 portions of the Funding flowing through the Cree Nation Government including funds allocated by the Cree Nation Trust and Eenou- Eeyou Limited Partnership

The Cree Nation Government 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 Cree Nation Government, which is entrusted with the implementation of the Assumed Obligations and Responsibilities. The Cree Nation Government has also negotiated many funding agreements for the Cree Nation where the funding flows to the Cree Nation Government, which then reallocates the funds in favor of the local communities and/or in conformity with Agreement guidelines.

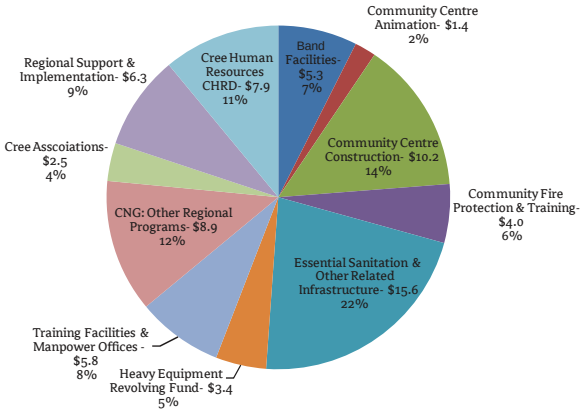
The following summarizes certain portions of these arrangements for 2014-2015:

Government of Canada	
Cree Act Operation and Maintenance Funding	$ 86,917,034
Federal Capital A Base Funding	$ 18,222,864
Agreement Respecting Cree Human Resources Development	$ 6,990,913
Canada / Quebec Joint Funding	
Policing Services Agreement	$ 16,968,948
Government Of Quebec	
Agreement Concerning a New Relationship – Annual Payment	$ 86,571,400
Agreement Concerning the Administration of Justice	$ 16,945,000
Agreement on Governance in the Eeyou Istchee Territory	$ 8,613,593
Cree Nation Trust	
Implementation of Assumed Obligations and Responsibilities	$ 71,307,346

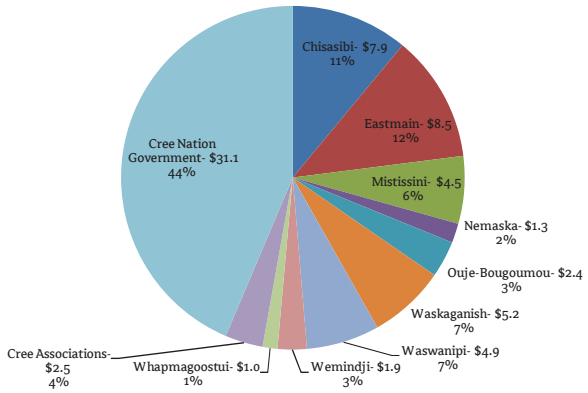
In addition to the funding described above, both Canada and Quebec provide funding in relation to Cree Education to the Cree School Board, and Quebec provides funding for Health and Social Services to the Cree Board of Health and Social Services. Many other program funding arrangements exist between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

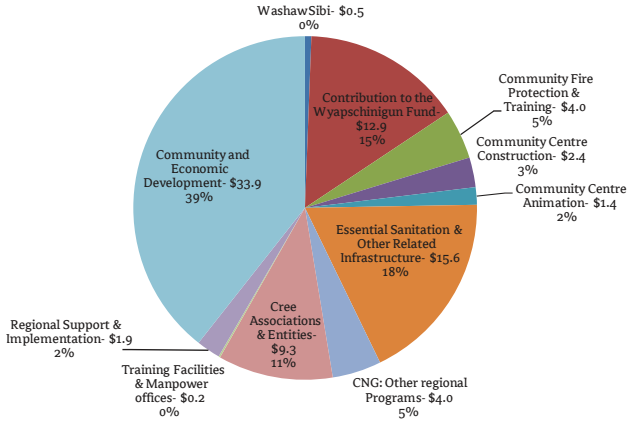
New Relationship Agreement CANADA Funding Allocation 2014-15 by Program $71.3 Million



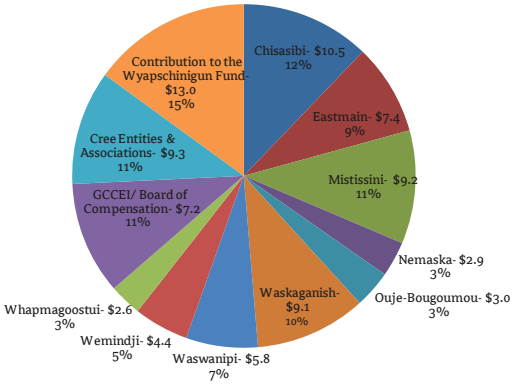
New Relationship Agreement CANADA Funding Allocation 2014-15 $71.3 Million



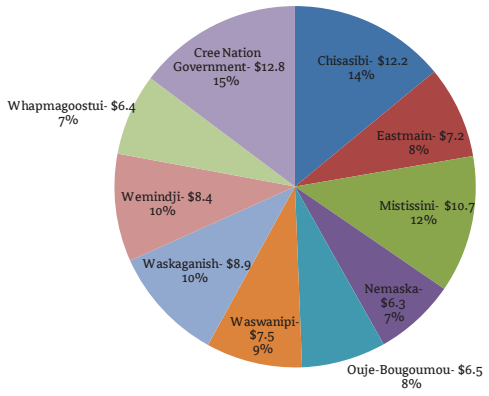
New Relationship Agreement QUEBEC Funding Allocation 2014-15 by Program $86.6 Million



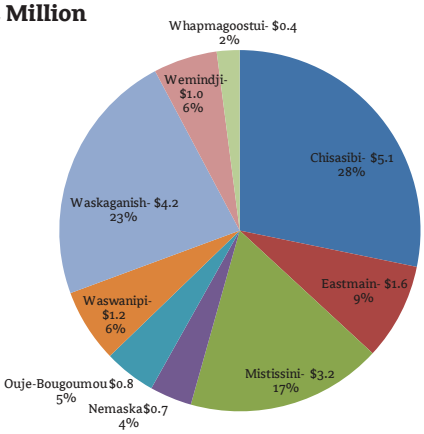
New Relationship Agreement QUEBEC Funding Allocation 2014-15 $86.6 Million



O&M Funding Allocation 2014-15 $86.9 Million



Capital Funding Allocation 2014-15 $18.2 Million



Government Services

Message from the Director
Rodney W. Hester

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

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

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

In addition to supervising these important services, my responsibility as Implementation Manager of the Cree Development Corporation, supporting relations between the James Bay Eeyou Istchee Regional Governance, the Cree Nation Government and our Local Community Governments, and assisting in special mandates to improve our governance, are valuable opportunities that enable me to serve our Nation and move it forward.

On a personal note, the recent agreements signed with both the Governments of Canada and Québec were my source of motivation to further my formal education, 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-lends, long-term thinking and maximize the use of the tools available to ensure you prepare yourselves to be involved in our Nation's development".

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.

Information & Communications Technology

Information Communication Technology (ICT) is an area of high priority for the Cree Nation Government. 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. For our government to continue to succeed in an increasingly technology-dependent world, IT must assume a leadership role. Our objective is to develop ICT services and infrastructure that supports our users and the strategic direction of the Cree Nation Government.

During the past two years, Government Services Information & Communications Technology department has undertaken major critical IT Infrastructure improvement projects. These projects include:

1. Establishment of Data Center;
2. Upgrade of network cabling;
3. Implementation of new state of the art network hardware;
4. Implementation of state of the art file servers;
5. Consolidation of email systems;
6. Implementation of an Enterprise-wide Document and Record Management System

We are pleased to report that we have successfully built a new data center at our Duke Street office location in Montreal. A new network cabling scheme that can allow high data throughout, has been installed. Our new network infrastructure hardware comprises all Cisco state of the art gears. Our server farm comprises HP blade servers and storage system. The new server farm is based on virtualization to reduce cost, support green technology and allow scalability and agility. Our new data center infrastructure can now securely host applications for other CNG departments.

In the past, we were vulnerable to intruder Denial Of Service and spam attacks. With the implementation of new firewalls, Intruder Prevention System, URL filtering and Advanced Malware Protection, our network is a lot more secure and robust.

We have completed the consolidation of our organization's domains and email system. Our new Cree Nation Government domain is cngov.ca. This new email system is currently servicing about four hundred user mailboxes and is a lot more stable and highly available.

The upcoming IT Infrastructure projects for the fiscal year 2015-2016 include IP Telephony System, Phase III of Laserfiche (RIM/ECM) system, migration of applications from the old system to the new system and Disaster/Recovery co-location for Business Operation

Continuity. The Implementation of Organization-wise IP Telephony system will provide substantial cost savings. These projects will be part of our IT Infrastructure improvement plan for the fiscal year 2015-2016.

Help Desk

Our IT Help Desk supports calls from all 350 plus organization-wide end users. It serves as the "first point of contact" for all the end-users for technical support and to respond to IT support. The objective is to provide high-quality timely service for our staff. We encourage all internal users to use this Help Desk as needed. Our help-desk toll free number is: 1-844-264-3648.

Communications

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 continue to be important to 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 of 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.

Records Management

Records Management (RM) has been brought forward after a period of hiatus due to the necessary upgrading and stabilization of the Information Technology (IT) infrastructure.

In the past, the method of keeping all business records in an organization from creation to disposal was known as records or document management which worked well with paper documents. We now work in an information age. The practice of creating, organizing, storing and disposing of information is more complex and there is evolving terminology that defines the Information Governance Initiative (IGI) as an approach that includes activities such as: Records Management, Data Storage & Archiving, Content Management, IT Management, and Information Collaboration & Sharing, to name a few. A RM program needs to maintain the principles and standards but also must keep up with the rapid pace of change. Technology is the key element of an Information Governance (IG).

In our collaboration with the IT department, the RM team has identified the Electronic Content Management (ECM) system Laserfiche as a valuable resource to the Cree Nation Government in both the day-to-day management of active CNG records and in the preservation and dissemination of archival records. The joint effort with IT in implementing this technology will provide extensive benefits such as automating records capture, classification, and disposal; facilitating quicker information searches and access to documents; meeting regulatory compliance by maintaining records in a secure manner according to international recordkeeping standards; ensuring ongoing data preservation of documents created electronically; preserving fragile archival documents through document imaging; and promoting remote access to archival documents through the access of a web portal on the CNG website. These key elements will be critical in the success of our Records Management program and consequently in the success of the Information Governance Initiative.

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JBNQA Section 28: Economic and Social Development

In general, assistance to Cree entrepreneurs shall expand, develop and diversify opportunities for Cree people to participate in and benefit from the economic development of the Territory...

The vision of the RM team will be identified as an important resource to the Cree Nation Government by preserving and protecting the past, present and future history of the Cree Nation and will provide archival services to preserve the corporate and cultural memory of the GCCEI/CNG.

The mission of the RM team is to promote effective recordkeeping practices for the Cree Nation Government. The RM team is committed to ensuring that authentic and reliable records are created, managed and maintained to support the day-to-day activities of the Cree Nation Government.

Moving forward, CNG will proceed with the development of the practice of Information Governance as it is an opportunity for the organization to make certain that all of the Cree Nation Government information is managed effectively and will support the legal and technological realities of managing information in the electronic age.

The tremendous growth within our organization in recent years calls for focus and attention to 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.

Furthermore, a 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. This will support our CNG accounting processes.

Membership and Statistics

Our membership and statistics team oversees Cree Beneficiary matters. Communications with Local Membership Officers, 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. The Database can be used to print reports, to develop electoral lists and to prepare demographic reports.

The accuracy of up-to-date membership lists is of critical importance in governance as it has a direct impact on our relations with both the federal and provincial governments. Efforts to improve this function of government are underway and a long-term action plan for improved administration is being developed.

Cree Development Corporation | La Société crie de développement

Integrity & Innovation | L'intégrité & l'innovation

Cree Development Corporation (CDC)

CDC is the modern economic development vehicle that will respond to present and future realities as they relate to population growth, development opportunities, and employment needs.

As a result of more recent agreements with governments, we have been able to expand Cree Nation jurisdiction over lands and natural resources. We are now key players in the development of our territory and we are poised to become the major economic and political force in Eeyou Istchee.

To realize this potential we must ensure that we organize ourselves in the most appropriate way to take advantage of the historic opportunity at the doorstep of our young Indigenous nation. CDC provides this new way.

Our strength has always been in our ability to adapt to new realities that faced us. We have survived and grown as a Nation by rethinking, by responding and by changing.

By building on the achievements we have made until now, and by being able to make strategic decisions on behalf of the Cree Nation, we can be more effective players in the development of Eeyou Istchee for the benefit of our Nation.

This is the purpose of the Cree Development Corporation (CDC). CDC is a new vehicle for going forward so that the Cree Nation can fulfill the original vision of the *James Bay and Northern Quebec Agreement* and to realize the opportunity for us all to become "masters of our own destiny". This is what Nation-building is about.

Forty years ago we signed our historic treaty—the *James Bay and Northern Quebec Agreement*. This was the first step in the building of our modern Cree Nation. There was no model to follow at the time and our treaty has become the standard.

We have been successful in building our political and administrative governance, we must now build our economic governance. We have set standards in the past….we must now set yet another standard…a first for Indigenous peoples internationally.

Plans for CDC are going forward. Significant progress has been made allowing for the launch of CDC in the coming months.

Human Resources

Message from the Director

Nancy Bobbish, , B.B.A.,
Certified Industrial Relations Counsellor (CIRC)

I am pleased to present the 2014-2015 Annual Report for the Human Resources department of the Cree Nation Government (CNG).

2014-2015 was a year of change. Change is not always comfortable. It may challenge the way we are used to doing and seeing things. Furthermore, it asks us to trust the bigger picture, the ensuing results, and each other. We need permanence, perseverance and persistence and sometimes just a sense of humour.

Since my arrival at the CNG in October 2014, my motivation was and is to anchor the organization's mission to a comprehensive human resources plan, rekindle employee enthusiasm, and gain commitment to reach desired goals. With our HR strategic roadmap in place, the next several years will continue to be a time of change and transformation. We will continue to make improvements to our efficiency and effectiveness while we ensure that we support the ongoing operational needs of the organization. Our aim is to identify the greatest opportunities to close the gap between our vision and our current reality.

I am very proud of my team and their recent accomplishments, and have every confidence that they have the skills and professionalism, and more importantly the passion and vision necessary to address these challenges head on.

This journey will require commitment and collaboration between HR and CNG's community as a whole. We very much appreciate your support throughout our transition.

Our core objectives

It has been said that change is the only constant and no truer statement reflects 2014–2015 for us as a department. One crucial way in which Human Resources can make a significant impact is by transforming itself from a traditional, transactional role to a strategic, value-added one. Moving forward, our objectives guide our direction and actions:

- Assess the service delivery model, build on what works and improve in other areas
- Establish the roles and responsibilities of the Human Resources department and CNG managers in their shared accountability for people management
- Develop and ensure uniform, consistent and fair decision-making processes
- Cascade information throughout the organization
- Assist employees and managers in finding the right resources and tools

Our department

Too often, capable and conscientious employees are not fully advised of their duties and responsibilities. This results in duplication, overlapping and inefficiencies. Therefore, a reorganization of a department is essential to obtain maximum performance. The existing way in which HR was structured didn't allow us to work as effectively as we could have. We have since restructured our department. We are confident that the realignment of our structure will improve our internal processes and therefore improve how we deliver services to both the managers and employees.

Our staff are committed to supportive people practices and work thoughtfully and respectfully in every situation to provide information and support, and to find sustainable solutions.

Human Resources Department

Director of Human Resources
Nancy Bobbish

Administrative Assistant
Maya Lachapelle

Human Resources Advisor
Abiola Bolden

Recruitment and Training Specialist
Cynthia Vezina

Administrative Officer (EEPF)
Robbie Dick (replacement)

The position will be replaced with "Human Resources Analyst (EEPF)" position
New – Vacant

Administrative Officer (CNG)
Debralee Wesley (replacement) / Marlena Otter

Human Resources Analyst (CNG)
New – Vacant

Our key areas

We provide support to thirteen (13) departments related to:

We recognize the importance of success in all of these areas but are cognizant of the magnitude of work involved in each. Each of these areas require thought, planning, intense activity, vigilant care and evaluation. Some objectives, such as developing policies, procedures and tools, are at their beginning stages and will be a focus in the upcoming year. Momentum will be maintained to ensure that changes made have a lasting and sustainable impact on the quality of our services.

Our accomplishments

Embracing new technology – Dayforce Implementation

The HR Department worked in collaboration with the Finance Department on a Finance initiative to implement the Dayforce HCM system by Ceridian. Dayforce gives all employees the power to quickly access information such as timesheets, leave entitlements, request and approve leave requests regardless of location. Ultimately it has allowed for the Finance department to better and more efficiently manage payroll in order to better service for our employees. The Dayforce Implementation Project was well accepted and is well on its way to 100% usage by our employees.

Organizational change

As a strategic partner, the Human Resources Department can assist with planning for staffing changes that involve redefining positions or expanding areas of expertise. For any number of reasons (to address organizational performance gaps, to address financial concerns, or to find opportunities for improvement), departmental leaders may need to review their operations and consider reorganization. HR representatives took time to hold planning days with concerned departments where we discussed their upcoming priorities, organizational and operational goals. Together, we initiated and managed their organizational restructuring efforts.

Community Tour

The HR Department set out on the road last August to meet the CNG staff that we serve. Our goal for the Community Tour was to present the new Social Media Policy. We took the opportunity to answer HR questions regarding: Pension Plan, Insurance Coverage, EAP, and to explain HR processes as it related to day-to-day activities at the CNG. Furthermore, the HR Team was able to gather valuable information from these sessions.

Advising

The HR Department worked closely with the managers by providing advice in such areas as: labour relations, professional development, appraisals and disciplinary proceedings, benefits, HR policy and procedures. We ensured that HR matters were handled fairly and were

in line with legal and organizational objectives and requirements. We supported the departments with grievances and disciplinary processes by promptly responding to requests while managing expectations. We played a role in giving appraisals to employees on their contributions, and performances. We were and remain available to provide advisory service to employees by ensuring that they are aware of their rights, entitlements, and benefits.

There is no doubt we have challenges ahead, nevertheless our department has demonstrated its ability to do good things. In addition, part of being good is knowing when we can do better. I am confident we can build on our recent accomplishments to deliver even better results in the future.

Recruitment

Why is the Cree Nation Government a great place to work?

- We offer benefits such as: competitive salaries, pension plan, insurance coverage, Employee Assistant Program (EAP), leaves and summer hours, etc.
- We offer on-the-job training and personalized training to ensure employee success
- We offer an EAP program that has 24/7 psychological support for employees and their families, and offer a monthly newsletter in order to encourage employees to find a healthy work-life balance
- We offer the possibility of advancement in a constantly growing organization
- We offer a dynamic and a professional environment that fosters team work and transfer of knowledge
- We offer employees the opportunity to contribute to the Cree Nation as a whole

CNG has several offices in all 10 Cree Communities including Montreal, Ottawa, Quebec and Val-d'Or.

We are pleased to announce that 5 new positions were created in the Capital Works and Services and the Justice and Correctional Services departments. We recruited for 29 permanent positions (Figure 1. New Employees) and 26 contractual replacement positions such as: maternity leaves, educational leaves and other leaves of absence, etc.

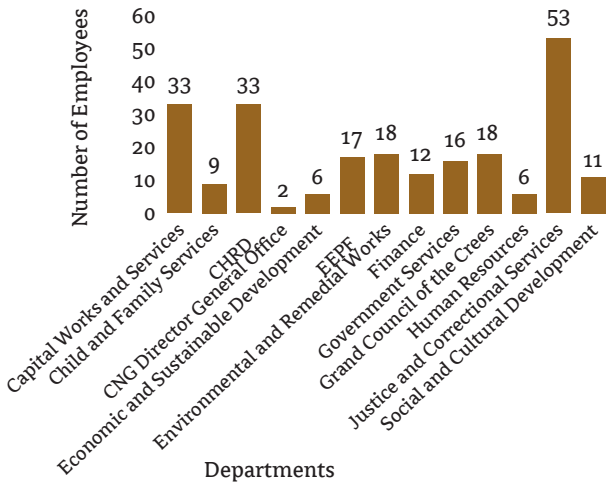
In addition, we have a total of 234 civilian employees and 82 non civilian employees (Eeyou Eenou Police Force) in 13 departments. Furthermore, we have a high number of women holding positions both in professional and technical positions (Figure 2. Gender Distribution).

In 2014-2015, we began developing more efficient recruitment procedures which will allow HR to better serve the organization and better support our managers in their recruitment activities.

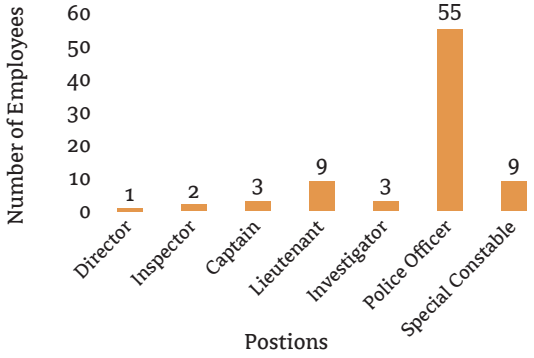
Figure 1. New Employees

Child and Family Services	
Desiree Blacksmith	Regional Advisor Head Start Program
Penny Jones	Regional Finance Officer
Melissa Rodgers	Regional Pedagogical Advisor
Capital Works and Services	
Christopher Diamond	Records Agent
Tiffany Boudrias	Office Agent
George Cox	Regional Fire Protection Officer
David English	Procurement Officer
Cree Human Resources Development (CHRD)	
Maria Kawapit	Cree Employment Officer
Myriam Cheezo	Receptionist
Arnold Georgekish	Cree Employment Officer
Annie Mapachee	Cree Employment Officer
Titus Shecapio	Sectorial Officer
Eeyou Eenou Police Force (EEPF)	
Alice Rondeau	CRPQ Technician
Government Services	
Annie Coonishish	Administrative Assistant
Grand Council of the Crees	
Melissa Brousseau	Director of Quebec Relations
Human Resources	
Nancy Bobbish	Director of Human Resources
Justice and Correctional Services	
Rachel Mattawashish	Receptionist
Rita Sheshamush-Masty	Prevention Program Officer
Bella Moses	Receptionist
Marlene Bearskin	Community Justice Officer
Emily Bosum	Community Reintegration Officer
Shawna Georgekish-MacDonald	Receptionist
Shawn Iserhoff	Corrections Administrator
John Mamianskum	Coordinator of Justice (Corrections)
Joseph Moar	Specialist in Detention Environment
Melanie Moore	Receptionist
Isabelle Natawapineskum	Community Reintegration Officer
Lucy Neacappo	Prevention Program Officer
Social and Cultural Development Department	
Cheyanne Gunner	Administrative Assistant

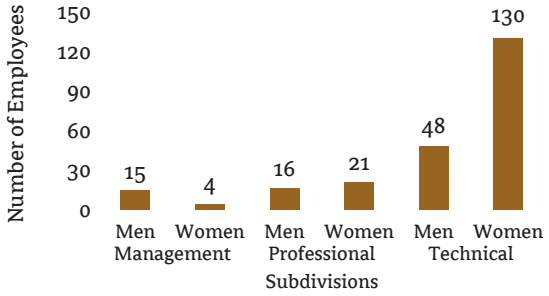
Permanent Employees Per Department
(Total of 234 Civilian Employees)



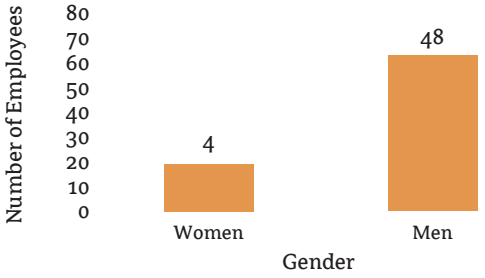
EEPF Permanent Positions
(Total of 82 Non Civilan Employees)



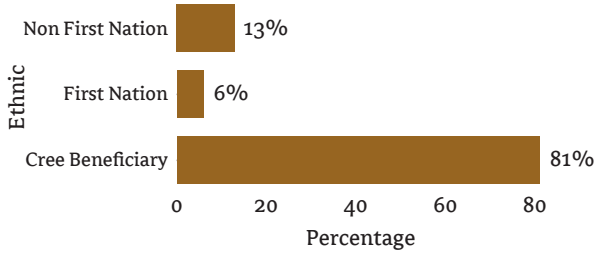
Gender Distribution
(Civilian)



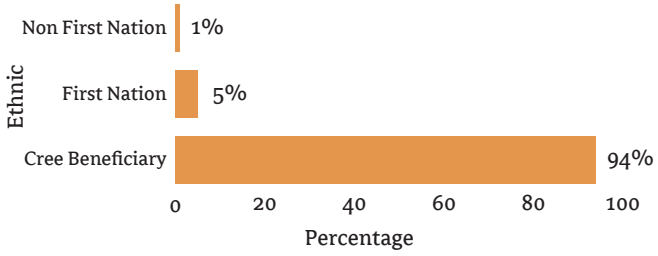
Gender Distribution
(Non Civilian)



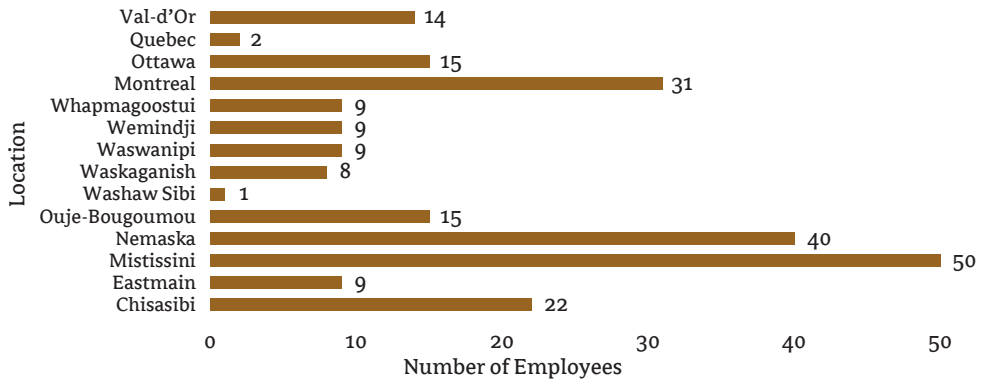
Ethnic Demographic
(Civilian)



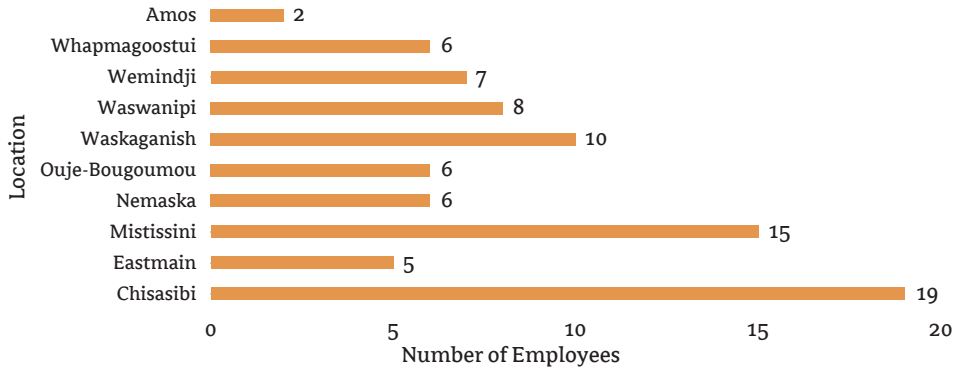
Ethnic Demographic
(Non Civilian)



Distribution of Employees
(Civilian)



Distribution of Employees
(Non Civilian)



Training and Development

The Cree Nation Government recognizes that in order for government services to be effective and deliver results, the employees who deliver those services must be given the tools, training and resources they need to do their best. By providing employees with training, not only do we improve their chances of being successful in their positions, and advancing their careers within CNG, but it also allows for capacity building within the organization and the Cree Nation.

Our blueprint for our employees:

- Support their learning and development
- Provide a working environment that encourages everyone to achieve their best

Training Summary:

- **Basic Project Management training:**
  The employees gained fundamental skills such as: planning and developing projects, creating action plans, communication and interpersonal skills, and time management.
- **Police training program:**
  Six (6) students graduated from the Attestation Program in Police Technology from College Ellis and five (5) students continued in the Patrolling Police program at "École Nationale de Police". We are proud to say the students graduated on May 14, 2015. They are now Full Fledge Officers and are presently working in the communities.

We currently have 5 students at College Ellis who are scheduled to graduate in July 2015 from the Attestation Program. They will continue to "École Nationale de Police" to become Full Fledge Officers.

By 2018, we will require an additional 16 Full Fledge Officers to serve our communities.

In the upcoming year, our focus will be on more training that benefits the needs of the individual, departments and organization in order to better serve the Cree Nation.

In closing

We need to get to that point where change is irreversible and progressing. Propelled by the positive response we have received up to now, we will continue to expand our reach and deepen our impact. There is much to do, but this year marks a great leap forward.

Cree Human Resources Development

Message from the Director
Louisa Saganash

Gaston Cooper

It is with pleasure to present the activities of Cree Human Resources Development Department (CHRD) of the Cree Nation Government for 2014-2015.

CHRD department has been very proactive in its mission and vision. Although building labour force capacity is a slow process, gains have and are being made. CHRD focused much on the Labour Market needs identified by communities and employers in preparing the labour force for the many opportunities throughout Eeyou Istchee. Creating partnerships is one of our pillars.

Along with the initiatives of the Cree Nation of Eeyou Istchee (CNEI) Roundtable on Capacity building tours in the communities, efforts have been made to attract Cree clientele for the many accessible opportunities in the region. It is the role of the Roundtable on Capacity Building and its Planning Committee to continue the work of mobilizing our population to become true masters of our homeland through meaningful and active community involvement and commitment.

Although the financial status for regular programming has been much the same over the past many years, CHRD had access to additional funding from Employment and Social Development Canada (ESDC) under the Skills Partnership Fund (SPF) projects that made it possible to carry out the Eeyou Mining Skills Enhancement Program (EMSEP) and Eeyou Communications Network (ECN) projects with much success. On March 31, 2015, Eeyou Communications Network (ECN), a three year training partnership with CHRD, came to an end. As for the Eeyou Mining Skills Enhancement Program (EMSEP), CHRD was very pleased to be contacted by Employment and Social Development Canada (ESDC) and invited to apply for a one year extension of the EMSEP program that was later granted.

We also created partnerships with Emploi Quebec (EQ) the past two years to find ways to work together to provide client support and services to Crees. Also, with the Aboriginal Affairs and Northern Development Canada (AANDC) a disability program was initiated to bring awareness and promotion of the program in the communities. We are pleased to be able to carry out these special projects due to the additional funding we receive each year. CHRD recognizes and thanks its many collaborative partners who help carry out its mandate throughout the territory.

I would like to take the time to commend CHRD's devoted staffs who have worked tirelessly this year to fulfill its mandate in the sustained and efficient development of human resources and capacity building in Eeyou Istchee.

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

Meegwetch and God bless.

Organizational Overview

The transfer of responsibility from Aboriginal Skills Development Canada to the Cree began in 1996 and was a direct result of the James Bay Northern Quebec Agreement to manage essential services within the Cree territory, through the Community Services Agency under the Cree Regional Authority. Cree Human Resources Development was first established as a department within the Cree Regional Authority (Now Cree Nation Government) in 2002. The CHRD has two overall objectives within this agreement:

1) *to assist CNG in implementing its human resource development programs, services and activities which are aimed at among other things, increasing the participation in the Canadian labour market of the Crees and other residents of Cree communities to a level that is equivalent to the employment rate for the general population of the province of Quebec.*

2) *to expand employment opportunities for the Crees and other residents of Cree communities.*

CHRD fulfills this role by acting as a liaison between employers and the Cree labour force offering labour market development programs, skills development, employment and youth programs targeting sustainable employment.

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. We are dedicated to making a difference in the lives of future generations.

Personnel Plan

There are 34 employees, operating in the 10 Cree communities that oversee and implement local and regional services that are offered to the people of Eeyou Istchee. The personnel plan is managed by the Director of the CHRD and they are overseen by three coordinators. The personnel that exist within the department offer services on two main levels:

Local Programs and Services

The structure of the service agreement between Employment and Social Development Canada (ESDC) and Cree Nation Government (CNG), ensures that a community liaison exists in each community to promote programs and services at a community level, these are the Cree employment officers. In addition to local staff. Coordinator of Programs and Services oversee the program budgets provided by ESDC and Aborignal and Northern Development Canada (AANDC) to ensure that applications for funding are reviewed and that all conditions are respected for funding- including monitoring of ongoing programs.

Regional Programs

Under sections 28.9.2 and 28.9.5 the Territorial Programs Initiative funding is responsible for utilizing funding provided through the *James Bay Northern Quebec Agreement* for the purpose of developing employment within key sectors on a regional level. The regional staff, including sectoral officers, a financial program officer and coordinator are responsible for working with industry, education, regional, and community partners to ensure that Crees are able to attain employment and training towards various sectors of employment. These include:

- Telecommunications
- Transport
- Hydroelectricity
- Mining
- Construction
- Tourism
- Forestry

Staff Awards

Each year the CHRD recognizes the efforts of its staff members in three areas of service:

1) Teamwork- Brendan Forward
2) Community Involvement- Martha Matthew
3) Innovation- Bernice

CHRD would like to thank these staff members for their commitment and initiative to promote CHRD's programs and services with much determination.

Internal Capacity Building

Throughout the year, CHRD is involved in training, planning and discussions that better equips the department to work with clients; local and regional entities; and employers throughout Eeyou Istchee. This involves a steady commitment from the staff each year to ensure

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JBNQA Section 28: Economic and Social Development

The programs shall be of such nature as to qualify candidates to meet the specific requirements of existing and eventual job and business opportunities in Cree settlements, in the Territory and elsewhere and particularly in the economic sectors related to the associations established...

that they are invested in building their skills, knowledge and abilities to keep up to date with the needs of their position. In order to better facilitate this process the CHRD engages in the following key activities:

Planning Sessions

During the year, the CHRD held two planning sessions with all members of the department. These meetings are consistently held on a bi-annual basis to ensure that the team has the time to discuss issues, provide updates on CHRD programming and services, and to better understand regional, provincial and federal programs that can assist the department. These are held in June and December.

Summer Planning Sessions
June 24-26, 2015, Mont-Tremblant, QC

Winter Planning Session
December 16-18, Gatineau, QC

These planning sessions play an important role in the department's internal capacity building in response to continual changes within the region.

Career Development Practitioner Training

The Cree Employment Officer's and Career Counsellors have nearly completed their second year of the Career Practitioner Training Program, delivered in partnership with the Canadian Career Development Foundation (CCDF) and the Université du Québec en Abitibi-Témiscamingue (UQAT). CHRD believes that a permanent program in the field of employment counseling and career development could be beneficial to Cree and other regional organizations' employees.

The CHRD is proud of their team for the effort they have contributed towards their job functions and their assistance in better equipping the department to increase employment in Eeyou Istchee. Participants are working together and seem to share a mutual trust and respect, which helps to ease learning. A network support among the ten communities' employees has been created outside of the classroom. Through a shared vision of the organizations strategic direction the CHRD team will continue to provide better services and programs to our communities and region.

Project Management Training

During 2014-2015 the Program Officers under CHRD participated in project management training online. The staff committed to schedule their time where they could increase their skills and knowledge related to projects that they monitor on an annual basis. The project management was requested by the Program Officers and delivered in partnership with Cree Nation Government Human Resources.

Service Delivery Initiatives

Update on Federal Negotiations

This past year, 2014-2015, was rather quiet between the Cree and Canada in regard to Cree Human Resource Development. For the 20-year term of the Cree-Canada

New Relationship Agreement (Federal NRA), the Cree Nation Government assumes, with funds provided under the Federal NRA, the responsibilities of Canada under the JBNQA to the Crees in regard to training courses, and job recruitment and placement related to *"territorial programs"* and *"enhanced delivery structure"*.

The assumption of Canada's responsibilities regarding these matters is based on Canada's obligation to maintain its base funding for training programs and 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. This base funding is currently provided through an agreement signed in 2007, initially for a period of two years and extended several times, most recently until March 31, 2016.

As you will perhaps recall, since the signing of the Federal NRA, the Cree Regional Authority, now known as the Cree Nation Government, has requested from Canada that this base funding be indexed so as to keep the spending power of the funding equal to the amount referred to in the Federal NRA.

In 2010, we submitted a dispute to the Cree-Canada Standing Liaison Committee, a committee established under the Federal NRA. However, there has not yet been any resolution of this matter. It was discussed but the parties have not yet been able to resolve the growing discrepancy between what the Crees consider was promised by Canada and what is owed to them.

In the interim, between 2008 and the present, we have held yearly meetings with Canada and have been consulted by them to try to improve the administration of the funding that is being provided to the Cree Nation Government for the Department of Cree Human Resource Development. Canada has stated that they are looking for ways to facilitate the administration of their programs so that groups like the Crees who have well developed administrative capabilities can assume more responsibilities for the operation of their programs.

Strategic Planning

As of March 31, 2015 CHRD will be completing the fourth year of its 5 year strategic plan that was to be implemented from April, 1 2011 to March 31, 2016. The plan was developed to address the need for the department to grow in its capacity to build a Cree workforce and ultimately to assist in nation building. This plan was also implemented around key service changes that were happening both on a Federal level and a Regional level as Cree Nation Government became a Regional Government within Eeyou Istchee. To deal with these changes CHRD initially went through a rigorous department evaluation, examining internal and external factors including governance, community stakeholder's needs, economic development in Eeyou Istchee, organizational structure and employee perceptions of the department.

It became clear that there was a need to respond to changing community needs and focus on sustainable, results oriented programming that could meet the needs of communities, regional governance and the Cree workforce as a whole. On a semi-annual basis CHRD sits with its staff members to discuss the annual operations as it relates to programs and services in 6 key directions. The main activities within these areas are listed below:

1) *Enhance Service to Communities and Organizations:* The development of a new partnership framework, the Community Inclusion Plan which will initially be implemented for the Cree Nation of Mistissini in partnership with Stornoway Diamonds, and the Cree School Board. The goal of this framework is to outline the employment needs for the community and allocate funding towards training and employment readiness in partnership with the community, educational partners and key employers. If successful CHRD will explore the potential of this model being implemented on a wider scale.

2) *Support Demand-Based Capacity Building:* CHRD and Cree School Board held several meetings this year to discuss a shared protocol that will be used to ensure that clients are being funded for programs in a way that aligns with the goals and mandates of both organizations. The shared protocol will address several key issues including the recruitment of participants for training programs, client assistance during pre-technical training and upgrading, and monitoring of programs during and following training. CHRD looks forward to continuing to develop this partnership in a way that will better equip both entities to assist their clientele.

3) *Building Partnerships:* A partnership was formed in 2014-2015 to begin to advance disability programs and services available to the communities in a way that improves employment and overall wellness of persons with a disability. The partnership will include the Cree Health Board, Justice and Correctional Services, Cree School Board, Cree Nation Youth Council and other representatives to develop a strategy to address employment barriers, re-integration into the workforce, client protocols for various services offered by each entity, and community awareness to increase access to program funding and services. This initiative will continue into the 2015-2016 fiscal year as we continue to develop inclusive employment within Eeyou Istchee.

4) *Evaluate Programs and Improve Effectiveness:* In 2014-2015, CHRD began the development of a guidebook that would support local employment officers in offering the full range of programs and services offered within the communities. This development will correspond closely with the training that the Cree Employment Officers have received from the Université du Québec en Abitibi-Témiscamingue and has been developed in collaboration with the CHRD staff and key partners to the organization. The CEO Guidebook is expected to be finalized early in the 2015-2016 fiscal year.

5) *Integrate and Align Operations and Programs:* Since November 2014, a Disability Program Officer position was created on a contractual basis to ensure that the Pro-

grams offered for Disabilities are managed by a central person that could act as a liaison between communities, clients and CHRD. Since the creation of this position, the CHRD held its Second Annual Cree Abilities Session in Mistissini and has appointed the Disability Program Officer to develop a reference guide for CHRD staff working with clients with disabilities. The production of this manual will be reviewed in mid-June 2015 and will be an important part of standardizing disability programs and services within CHRD.

6) *Improve Performance Management:* Since September 2014, CHRD staff were among the first of the Cree Nation Government staff to use the Ceridian Dayforce Human Capital Management software. This was part of a Cree Nation Government initiative to standardize the time-management systems used by each department and improve efficiency. CHRD staff began working with Dayforce HCM in September on a trial basis, offering feedback on the effectiveness and issues with the system. CHRD staff now use DayForce HCM as the sole method of time-management and have removed the need for the use of stationary. This system has since been implemented in most of the Cree Nation Government departments.

With one year remaining in the five year strategic plan CHRD looks forward to continuing to advance the key directions that will improve CHRD's capacity to offer programs and services within Eeyou Istchee. We would like to congratulate our staff on their continued efforts to meet these directives.

Mayaupiu Training Institute

The Mayaupiu Training Institute is scheduled to open summer of 2015 making it the second training Centre in Eeyou Istchee available to train Crees. The Institute is the first to be constructed with the current partnership framework with local, educational, mining and government partners that provide funding and that is owned and maintained by Cree Nation Government. Most importantly, it has a community and employer partnership that creates a vital link between training at the site.

The Mayaupiu Training Institute reflects a key area of CHRD's mandate under section 28.9.1 under the JBNQA to expand programs and service delivery within the territory including the development of training facilities. By bringing access to training closer to our communities, we increase the ability of our clients to balance training and employment while maintaining their base in the territory. In addition, the opening of the training institute in September 1, 2015 will be part of a continued implementation of CHRD's Capital Development Plan – developed for the purpose of creating training institutes and areas that can facilitate program delivery within Eeyou Istchee.

CHRD Information System / 2014-15

The CHRD Information System includes different databases keeping track of client labour market data and employment services, participant training interven-

JBNQA Section 28:
Economic and Social Development
1975

The two governments shall maintain the number of offices mutually agreed upon between the James Bay Crees and the governments concerned in or near the Cree communities required for the delivery of manpower programs and services...

tions, employment and training contracts with sponsors and individuals, financial commitments and payments and budget follow-up. Our system also creates Referral forms and pay lists for the training allowances process. The CHRD database generates financial reports required by Agreements such as the quarterly and yearly financial reports for Human Resources and Social Development Canada (HRSDC).

The database is accessible within all CHRD offices and can be accessed remotely by staff travelling to other communities and outside the territory. Almost all the CHRD employees do work on the database every day: Cree Employment Officers, Program Officers, Program Coordinators, Career Counselors, Financial Officers, etc.

In 2014-15, we reinforced in our Labour Force database the recording of client services provided by CHRD employees. These services include completion of employability profile questionnaires, support in resume preparations, cover letters, assisting EI applications and EI inquiries, setting of client action plans, etc. An employment services advisor worked closely with the local employees, giving individual training and doing workshop database presentations.

On the program section side, we developed in 2014-15 a classification of projects and participants according to the new service delivery structure which differentiate employment programs, skills development programs, youth programs and labour market related activities (discussed in greater detail below). All the CHRD employment and training programs as well as all their participants are now linked automatically with one or the other group. So we can now extract statistics on projects and clients following each category of this new structure. Most of the tables and graphs in this annual report come from our Contract, Participant and Labour Force databases.

All data linked with the HRSDC client accountability process and intervention post-training results come from our Participant database, including SPF Mining and ECN projects. The CHRD information system can also provide other statistics and reports upon requests for presentations at different meetings and events. In 2014-15, we used a specific database to get statistics and reports from mining surveys conducted in different communities.

CHRD Committees

Two committees exist for the purpose of reviewing the assessment of programs contributed by CHRD's program officers. The mandate of these committees is to review program submissions and to provide a recommendation to the Cree Nation Government on all projects submitted. The jurisdiction of the Apatissiiwin Skills Development Advisory Committee (ASDAC) and the Technical Group are as follows:

Apatissiiwin Skills Development Advisory Committee

Under Section 7 of the Department of Human Resources and Skills Development, S.C. 2005, c34 and under the AHRDS agreement, the ASDAC committee was created as a review body established to ensure that funding criteria are adhered to under Agreement. The committee is comprised of 9 members appointed from Chief and Council from each of the 9 Cree communities, Cree Nation Government, Cree Nation Youth Council Representative, and the Cree School. In addition two non-voting members are also appointed: the Director of CHRD and a Canada representative. The mandate of the committee is to:

a) ensure that the proposals promote employment for Cree beneficiaries and other residents, where applicable, including training for the purpose of enhancing development of work skills necessary to support employability of the client;
b) ensure that proposals promote as much as possible fulltime employment as criteria priority;
c) ensure that the increasing of the employment rate of the Cree population be monitored and promoted through all projects supported;
d) respect the monitor process and implementation of the CHRD training plan when recommending projects;
e) monitoring of annual programs initiative targets and target results such as eligible clientele, eligible enterprises, job integration, and meeting of program objectives and funding components when recommendations are determined;
f) support in addressing and promotions issues to be addressed to Canada for support of client analysis and skills development in regard to all programs managed by CHRD.

This committee meets quarterly and plays a vital role in the recommendation and approval of training/employment projects submitted to the respective programs of the CNG –CHRD. The ASDAC Committee reviews all program applications that are over $25,000.

Technical Group

The Technical Group (TG) is an internal CHRD body consisting of the three coordinators: the Coordinator of Finance, the Coordinator of Community Based Programs & Services and the Coordinator of Territorial Programs Initiative. This recommending body was implemented to provide project submissions with a fast-track to review and recommendation process for smaller projects. In 2014-2015 the TG met on a monthly basis to review project submissions and has agreed since this time that they will meet on the second Tuesday of each month to ensure that there is a standard meeting time between all three coordinators.

Additional Committees and Working Groups

CHRD staff members also participate at local, regional, provincial and sector based committees and working groups throughout the year related to employment and training. Some of these committees and working groups include:

- Plan Nord Working Group
- Roundtable on Capacity Building Working Group
- Disability Working Group

- Employment and Training Committees formed through mining agreements
- First Nations and Inuit Labour Market Advisory Committee
- CCQ Working Group

These committees, among others, better equip CHRD to provide information on employment and to understand the growing needs within various sectors of employment and training with partners.

Program Delivery – CHRD's Program Structure

Through funding provided on an annual basis from Employment and Social Development Canada, Aboriginal Affairs and Northern Development Canada, and Cree Nation Government the CHRD implements four main areas of program delivery.

Labour Market Development

Under CHRD's service delivery model, the objective of the Labour Market Programs is to improve participation of the Cree Labour Market through a better understanding of the job market and the labour pool living in Eeyou Istchee. This involves partnerships with employers as well as communities to allow networking, job promotion and regular monitoring and survey of the Cree labour force.

Program Highlights

In 2014-2015 the following key activities were funded or supported by CHRD through its Labour Market Programming:

1) **Job Fairs, Symposiums and Events:** CHRD hosted its own regional career fair in October, 2014 working in partnership with the Cree Nation of Chisasibi, Cree School Board, Cree Nation Youth Council and numerous employers and academic institutions that attended the event. In total over 500 people attended the event from three communities along the coast.

   An Open House was also funded and promoted by CHRD for upcoming employment at the Renard Mine on January 20-21. Cree participants attended from various Cree communities and in total over 100 applications were processed by Stornoway. This initiative helped to ensure that Crees will have a priority for hire as the project moves from construction to production in the upcoming fiscal year.

   In addition the CHRD also participated and provided funding to the Roundtable on Capacity Building. The initiative was developed in partnership with the Cree leadership, Cree communities and organizations to motivate, inspire and inform Crees, especially youth on how they can attain employment and training opportunities within the territory- and become masters of their homeland.

2) **Cannexus** is a bilingual National Career Development Conference designed to promote the exchange of information and explore innovative approaches in the areas of career counselling and career development. CHRD

was invited to present with the Canadian Career Development Foundation on Career Development Practitioner Training, developed in collaboration with UQAT. The CHRD was presented as a successful model.

From the conference the team gained ideas and new tools, especially for intervention and programs for post-sec graduates. The team met with new professionals working in the field of career development and with various aboriginal organizations also delivering career development services (increased network).

The labour market programs continue to contribute to the capacity of our clients to work within the territory as well as partnerships that outline employment within growing sectors of employment. It CHRD's aim to continue to build this area of our program to create a link from the clients that live in all the Cree communities to employment that exists on local and regional levels.

3) **Canadian Aboriginal Mining Association Conference:** Cree Human Resources attended the annual CAMA conference in Toronto. The CHRD team included Director Louisa Saganash and Mining Sectoral Officer Abel Trapper. CHRD was joined by Eeyou Mining Skills Program Coordinator Stephen Forward and SkillPlan representative Kyle Downie. The Canadian Aboriginal Mineral Association is an Aboriginal, non-profit organization which seeks to increase the understanding of the minerals industry, Aboriginal mining and Aboriginal communities' paramount interests in lands and resources.

Skills Development

Giving participants that are funded by CHRD the skills and knowledge that they need to be employable within a field of employment is the primary purpose of the Skills Development Program. By working in close collaboration with the Cree School Board, other educational partners and employers it is our hope to identify training that fits growing areas of employment. As a result, it ensures that the training offered to our clients and supported by CHRD is closely tailored and aligned with employer needs.

Beyond vocational training, there is a need to ensure that participants are ready for the training that they are about to undertake to increase their success during their program. This allows them to utilize the skills that they have gained in a way that increases their functioning in the workplace and their ability to progress towards a sustainable career. This creates a level of support that exists from the recruitment of a client, during their training and onto the job site and beyond.

The following are key areas of activities that CHRD funded during 2014-2015:

1) **Essential Skills and Life Skills:** Benchmarking our clients as it relates to a given area of employment is a standard practice that CHRD has undertaken over the last three years. By assessing the core literacy, numeracy and document-use as it relates to a defined position we can establish the needs of our clients before they enter training. This allows time to work with them to improve their overall ES skills but also to help them understand how these skills relate to the expectations of the job they plan to establish a career in.

2) **Vocational Training:** CHRD assists on an annual basis to provide funding to clients for their travel, living allowances, lodging and meals to ensure that they can participate in training that can create employment opportunities for them. Educational partners are also supported through funding that assists

with equipment rental, professional fees and other course related costs to ensure that training can be delivered both within the Cree communtiies and the Vocational Training Centers.

3) **Customized Training:** Working in close partnership with employers helps to identify specific areas of training within vocational training that may need to be modified in partnership with the Cree School Board and other educational partners. The main purpose of this is to ensure that training corresponds as closely as possible to the job. These programs often have a high level of employment due to the input of the training design by the employer.

4) **On-the Job Training and Certification:** Client support that exists following the completion of their training is an important part of increasing their employability as well as their retention within their sector of training. CHRD assists by providing funding that allows workers to receive additional training to receive key competency cards, work place safety cards, and underground mining modules that are needed to work on a job site. This removes barriers to employment while giving the client a greater ability to seek employment opportunities.

5) **Capacity Building:** Within the territory our communities are developing and so too must the skills, competencies and abilities of our people and communities to successfully meet our goal of long term sustainable employment for our people. Capacity building involves close partnership with multiple organizations, communities and individuals to identify barriers that prevent them from achieving their goals in a sustainable way. This allows the development of shared goals that increase the ability of individuals, communities and organizations to achieve meaningful results.

Employment Programs

Integration into the Cree labour market is the primary mandate of the Cree Human Resources Development Department. While training is an active and important part of the support provided to clients, it is well understood that work experience is an essential part of clients building the life skills, essential skills and on-the-job refinement of their vocational training. In many cases, newly trained workers within fields including health, mining, construction, and education must have a prior experience before being a strong candidate for an employment position. Providing funding to build these opportunities for experience is a key initiative that CHRD supports to increase the work experience of our clientele.

Creating new employment is the second mandate of CHRD under their service agreement. This is done by working in partnership with our communities, development corporations and independent entrepreneurs to develop new areas of employment that create essential services and employment within our communities.

Key Activities within this area of CHRD's Program Delivery include:

1) **Job Placement:** By working in partnership with an employer, CHRD assists clients to find work placements within their field of training or within an area that clients can fill an employment need. This provides a mutually beneficial relationship where the employer has the workforce needed to complete a project or provide a service while giving the experience

needed for many workers to advance their careers. As discussed above, this is especially critical for sectors of employment that have specific requirements for work experience before hiring an individual.

2) **Job Creation:** Supporting new business developments that lead to the creation of long term sustainable careers is an area that CHRD continues to support on both a local and regional level. This not only broadens the diversity of the job market in Eeyou Istchee but responds to the growing population that we have in our communities that will be seeking employment.

3) **Apprenticeship:** within the trades, hours are required to become eligible as a trades person to take a trades examination. These examinations recognize the skills and knowledge acquired on a work site and are essential to the career advancement of our clients working in the trades. Working in partnership with employers, CHRD funds apprenticeship programs that build structured experience and progression for newly trained welders, carpenters, mechanics and other trades people working in Eeyou Istchee.

4) **Self Employment and New Enterprises:** To encourage clients to pursue economic opportunities, services and expertise that can lead to sustainable employment and business opportunities. In addition, CHRD can provide funding to the position itself for a fixed period of time to support the sustainable establishment of that job within a business.

Youth Programs

Providing early opportunities that increase the skills, abilities and experience of young people is key to ensuring their successful participation in the Cree labour market. The youth programs offered through CHRD accomplish this first by promoting fields of employment and learning at various levels of youth education and work experience. Secondly, support is given during their education to ensure that retention and success increase within our schools. Lastly, work experience is provided to students that gives them an opportunity to establish long term career goals, and build independence and skills that increase their employability. The Youth Programs in this respect are multi-faceted, incorporating activities from labour market development, skills development and employment programs towards a targeted demographic.

Collectively the Youth Programs provide assistance to over 2000 young people within the territory on an annual basis. This is possible by working in partnership with the schools to fund programs that promote science and technology, success within academics, and promote early career development. Communities also play a key role in providing work experience opportunities to our youth within band administrations, local businesses, and organizations that are based within the communities. This inclusive approach ensures that our youth are being given a clear sense of the opportunities that exist and the support they need to support their goals.

The following are key activities within the Youth Programs:

1) **Student Work Experience:** This activity targets summer students returning from their studies or students in good academic standing within their high school; the work experience program aims to provide employment opportunities that complement the educational pursuits of our youth. CHRD continues to promote student employment within the communities but also out in the territory as growing sectors of employment aim to recruit young people for their projects.

2) **Cooperative Education:** Providing programs such as Elephant Thoughts and Youth Fusions within our schools are two initiatives that are funded through Cooperative Education. These two organizations provide support through after-school programs, community and school engagement projects and tutoring for students within various subjects. The overall objective of these projects is to increase involvement within academics by our students and communities that decreases drop-out rates and increases success.

3) **Science and Technology:** As part of a mandate for northern development, Aboriginal Affairs and

Northern Development Canada provides funding to CHRD to increase engagement within studies and career pursuits for science and technology. By funding science camps, partnerships with employers including Hydro Quebec and Niskamoon, CHRD works to provide early exposure to science and technology within the schools, communities and on a regional level.

Special Projects

Strategic Partnership Fund

Funded by Employment and Social Development Canada the Skills Partnership Fund (SPF) was a national initiative targeting aboriginal agreement holders to support development that assisted labour market integration towards economic partnerships targeting specific areas of employment (training-to-employment). CHRD applied for funding under the SPF initiative because of a growing need that was seen within the mining and telecommunications sectors. The Eeyou Mining Skills Enhancement Project and Eeyou Communications Network Training Project were created through funding received under the SPF Initiative.

Eeyou Mining Skills Enhancement Project

The Eeyou Mining Skills Enhancement Project (EMSEP) was a Skills Partnership Funded initiative to support Crees with Essential Skills and training interventions that would assist them in successfully gaining employment within mining and related sectors. The program funding was applied for by Cree Human Resources Development in 2012 with an understanding that employment within the mining sector was growing in Eeyou Istchee. At the time, the Goldcorp Eleonore Mine had begun construction, and ensuring Crees were part of the Construction and production workforce of the mine was considered a goal of the EMSEP program. The development of the EMSEP project was a partnership that required close collaboration from communities, educational partners and industry. The Cree School Board/SAES and industry partners including Goldcorp, Tawich-Redpath-Norascon, Black Rock Metals and Stornoway all participated. This allowed a clear link from recruitment, to training, and finally to industry employment to ensure that Crees were being trained towards demand driven employment. The link with Industry was critical to the success of the program.

The project focused on pre-training and pre-employment readiness, using Essential Skills as a way to assess client readiness for training and employment in the mining sector. In total, they assessed over 445 participants applying for various training and employment programs. Building on the data received from clients, the program successfully provided interventions to improve essential skills, life skills and assisted 131 participants in gaining sector employment. . This included working with clients to improve their literacy and numeracy skills but also to help them attain their mining module cards and funding for vocational training programs. At the end of the program 188 secured employment, 131 of which were in sector, and 14 continued through with their training program. This process of providing a continuum of support to the clients showed that there is a need for client

support and that results continue to improve as levels of support increase when they are training within the mining sector or other regulated industries.

As of March 31st, 2015 the Eeyou Mining Skills Enhancement Program was informed by Employment and Social Development Canada that it will be extended for one more year. This announcement shows that there is a recognized need and value for Essential Skills programs that focus on building aboriginal training & employment readiness. With a new year coming the program aims to add to its previous results with an additional 100 assessments, 50 interventions, and employment for 30 Cree's within the sector. CHRD looks forward to the continuation of a successful model and partnership that will better equip Crees for successful employment within the mining sector.

Eeyou Communications Network Project

The Eeyou Communications Network Partnership was a three year training project with Eeyou Communications, Cree Human Resources and Employment Social Development Canada. The program was implemented to train Cree participants in fiber optics repair, installation and network technician skills. The rational for the program was provided by developments throughout Eeyou Istchee in building the fiber-optics network within the Cree communities. This network while bringing considerable advancement in telecommunications services to our communities, required a workforce that was knowledgeable and capable of maintaining this network. The ability for a shared resources was a key component of the program.

Through discussion with ECN, three positions were identified that would have the highest level of employment and would provide the best opportunity for careers within the ECN network.

1. **NOC Technician:** Network equipment monitoring, troubleshooting and support. Configuration of telecommunication circuits. IP technologies, router and switch configuration. Troubleshoot complex network problems.

2. **Telecom technician:** Hands-on telecommunication equipment installation and repair. IP technologies, router and switch configuration. Troubleshooting in the field.
3. **Outside Plant Technician:** Outside plant maintenance and construction services. Work on fiber optic cabling, fiber optic installation, repair and splicing.

During the period from 2012 to 2015 The ECN – SPF program continued to progress 41 clients in their training in the three separate employment profiles. While recruitment presented a challenge for the program, the ECN Program met all deliverables that were outlined by ESDC at the start of the SPF Project. This was done through providing support through instructors available for each module of the program, adding essential skills that aided numeracy, document use and core literacy and dividing modules into longer periods of time so trainees could return to work and study their material. At the end of the program the following results were reported:

Service Canada deliverables:

- 54 clients will be registered
- 34 clients will complete their action plan and increase their employability
- 34 clients will secure employment as a direct result of this project

Program Results:

- 45 Registered
- 45 were on an action plan and working to increase their employability. 33 have completed the program.
- 37 are employed in various sectors in our shared resources partnerships.

In all 36 NOC Technicians – Telecom Technicians completed training successfully while 9 outside plant technicians were successfully certified. Eeyou Communication currently employs two of the trained Cree Workers while 37 are shared resources currently working with various local administrations.

These results represent an important step towards preparing our workforce for working in the Fiber Optics field of telecommunications. CHRD would like to thank Blazo Voyageur for his Coordination of the program over the past three years and all partners that were involved in the program.

Emploi Quebec

Cree Human Resources Development has worked with Emploi Quebec over the past several years to find ways to work together to provide client support to Crees. The goal of this working relationship with Emploi Quebec was to create a position funded by Emploi Quebec to:

1. Provide CHRD and its clients of a better understanding and greater access to Emploi Quebec programs and Services.
2. To assist Emploi Quebec with a Cree speaking resource to provide a better communication for Cree clients unable to speak in French.

3. Work with Cree Human Resource Development to access Emploi Quebec funding for programs developed for delivery within Eeyou Istchee.

Although the program of cooperation has encountered some difficulties in locating and retaining a Cree Liaison Officer, CHRD has continued to progress with meetings and in the application for funding for a workforce development program. The Cree Human Resources expects to have a new regular EQ Liaison Officer very soon and will continue with the advancement with the Emploi Quebec initiative.

Disability Program Initiative

In early 2013, with internal financial resources committed, Cree Human Resources Development (CHRD) received a financial contribution from Aboriginal and Northern Development Canada to establish a disability initiative.

As a result of this initial work, there was an identified need for a Disability Program Officer to work within the communities and with clients to identify how CHRD programs and services can assist persons with disabilities. In 2014-2015 CHRD employed a Disability Program Officer in October to begin touring in the communities and to meet with entities that could partner in the initiative. These included key employers, educational partners, Cree Health Board representatives, and members of Cree Nation Youth Council.

The 2nd Cree Abilities Session took place from March 10-12 in Mistissini. The event was funded by CHRD in partnership with the Cree Health Board and the Cree School Board to discuss and provide awareness of disability within the territory and its impact on employment, health and well-being.

CHRD would like to thank all those that assisted with the event and the organizations that participated over the course of the two days.

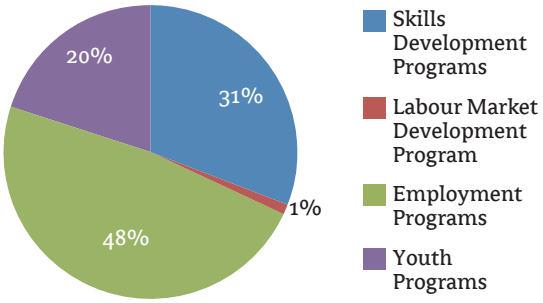
CHRD Program Section Summary Report

Projects and Participant Training Interventions / All CHRD Programs

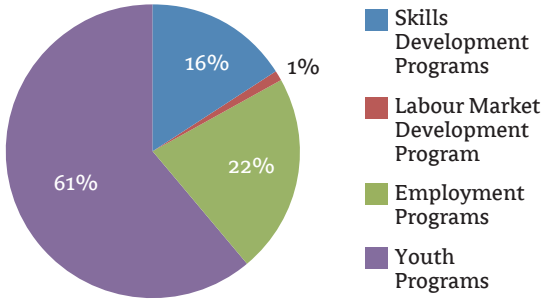
CHRD in collaboration with Cree nation authorities, institutions and employers continues promoting partnerships creating employment opportunities throughout the Eeyou Istchee. The department maintains its focus on helping individuals prepare for, find and keep employment through its programs delivered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

CHRD received several projects submissions in 2014-15. A total of 223 projects receiving support from CHRD carried out training activities throughout the communities and territory during the fiscal year. There were more than 5,300 participant interventions in these projects.

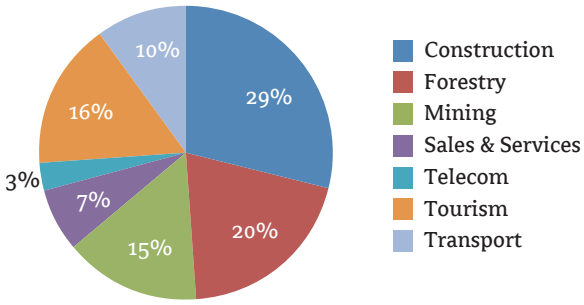
Projects by Program Activities, 2014-15



Participants by Program Activities, 2014-15



Territorial Projects
Distribution by Industrial Sector, 2014-15

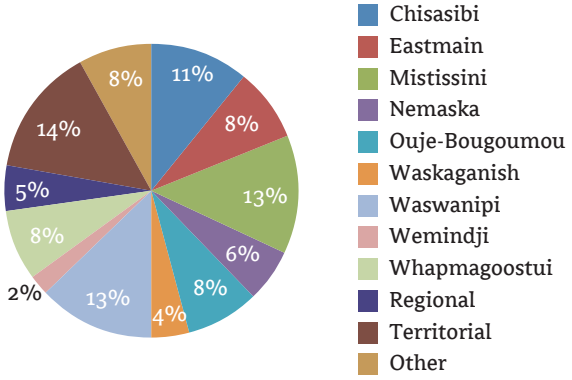


Chrd Projects and Participant Interventions by Program, 2014-15

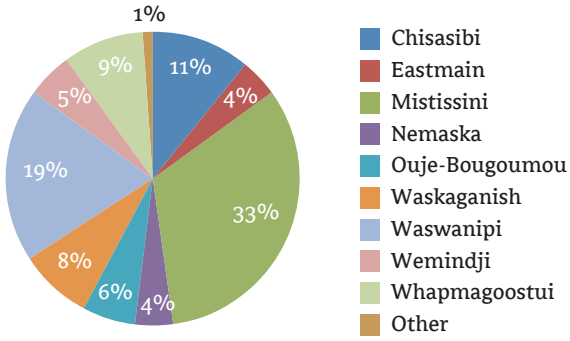
	Number of Projects	Participant Interventions
Territorial Programs		
Employment Training	35	404
In-house Pre-placement	14	120
Employment Integration	14	107
New Enterprises	8	13
Youth Territorial	3	303
Delivery Assistance	1	22
Total for Territorial Programs	**75**	**969**
Community-based Programs		
Institutional Training	29	286
On-the-job Training	26	260
Labour Market Integration	1	26
Targeted Wage Subsidies	30	115
Targeted Earnings Supp.	1	5
Self-employment Assistance	5	15
Delivery Assistance	1	9
Employment Assistance Serv.	1	92
Special Programs / Disability	3	252
Total for Community-based	**97**	**1060**
HRSDC Youth Programs		
Summer Student Program	9	122
Work Experience	11	45
Total for HRSDC Youth Programs	**20**	**167**
INAC Youth Programs		
Summer Student Program	7	132
Cooperative Education	3	1517
Science and Technology	3	583
Work Experience	6	31
Total for INAC Youth Programs	**19**	**2263**
SPF Mining	**9**	**828**
SPF ECN	**3**	**57**
All Programs	**223**	**5344**

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

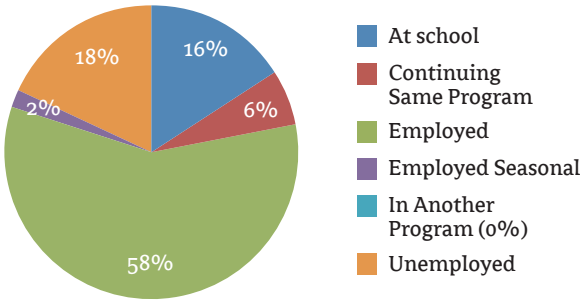
Employment Programs
Distribution of Projects by Community, 2014-15



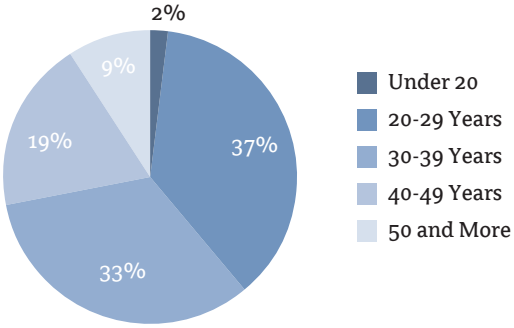
Employment Programs
Distribution of Participants by Community, 2014-15



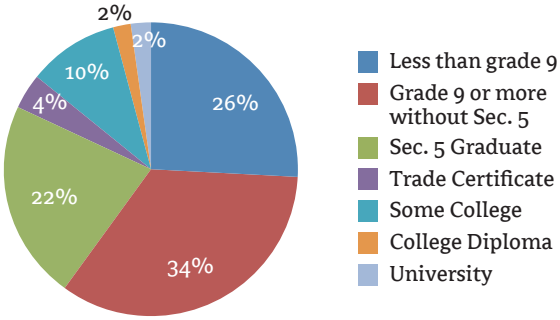
Employment Programs
Participants' Post-training Results, 2014-15



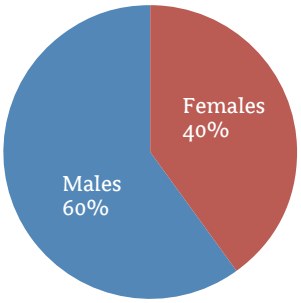
Employment Programs
Participants by Age, 2014-15



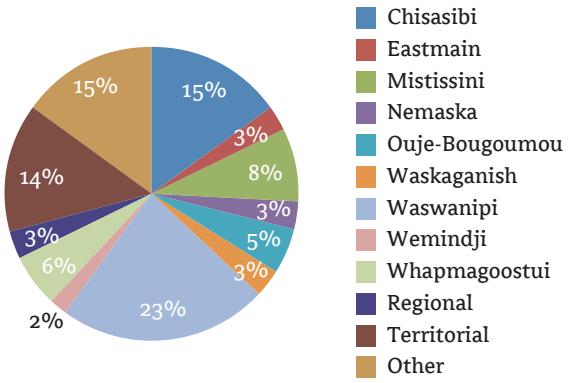
Employment Programs
Participants by Level of Education, 2014-15



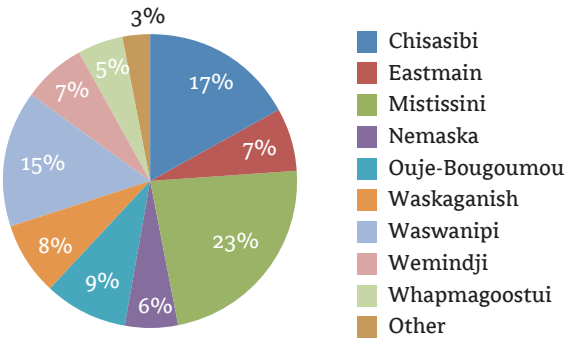
Employment Programs
Distribution by Gender, 2014-15



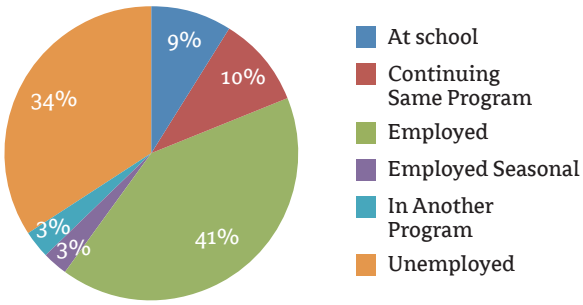
Skills Development Programs
Distribution of Projects by Community, 2014-15



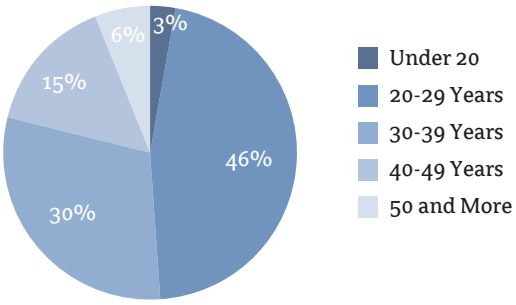
Skills Development Programs
Distribution of Participants by Community, 2014-15



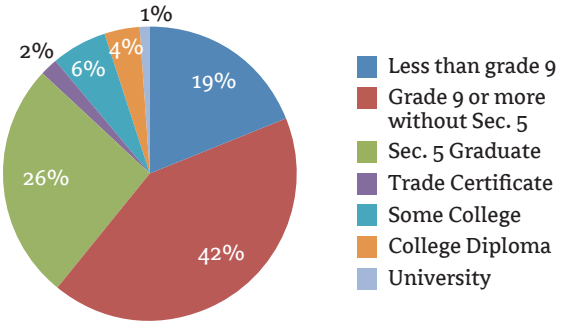
Skills Development Programs
Participants' Post-training Results, 2014-15



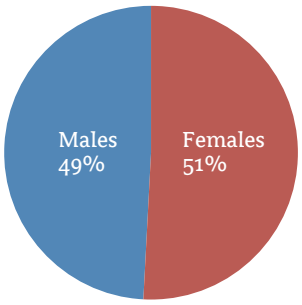
Skills Development Programs
Participants by Age, 2014-15



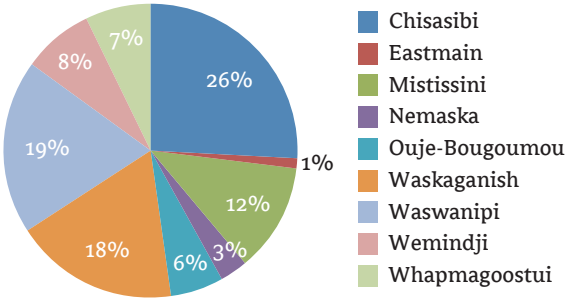
Skills Development Programs
Participants by Level of Education, 2014-15



Skills Development Programs
Distribution by Gender, 2014-15



Youth Programs
Distribution of Projects by Community, 2014-15



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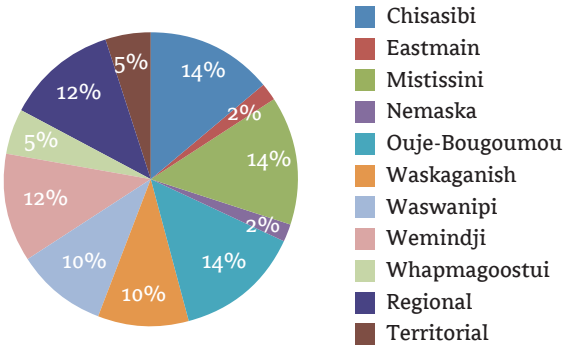

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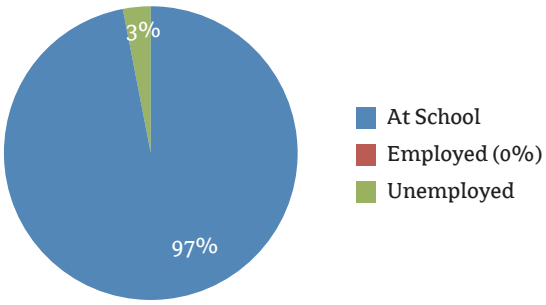
Participants' Post-training Results, 2014-15



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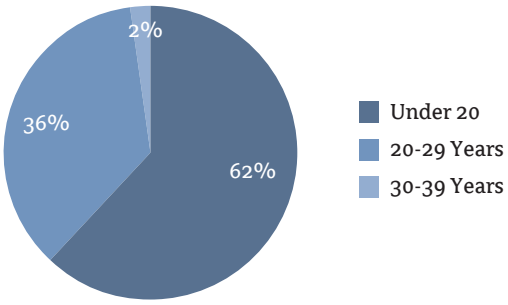
Participants by Age, 2014-15



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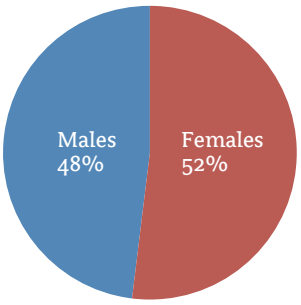


Commerce and Industry

Message from the Director
Andy Baribeau

Kwey. On behalf of our team, it is an honour to introduce the new Department of Commerce and Industry ("DCI"). Being given the mandate to lead this new team is a daunting venture but one "we" can and need to achieve. We, in this sense encompasses all in Eeyou Istchee. A strong and vibrant Cree Nation needs a strong economic community. A strong economic community needs a healthy and educated nation. A healthy and educated nation needs to grow and learn in a healthy environment, where growth and development of the nation is done in a holistic manner, aware of its identity, its heritage and commitment towards future generations and Eeyou Istchee. All of this can only be achieved by working together.

The DCI will be responsible for the development and implementation of an integrated approach towards economic development. What does this mean? Basically, starting from the spirit of making sure every sector of our society is involved in our economic development, we will work towards having strong and diversified economic activities that consider who we are and where we want to be as a Nation, as communities, as parents and as individuals. Our role will be to work with the economic, social and political sectors to gather their visions and help the Cree Nation become what it can and must be.

For our department slogan, we have chosen
"Our Nation, Our Economies".

Why did we choose this slogan? Some wonder why we did not use the word "Economy" instead of "Economies". It is true that the word "Economy" does include all economic sectors. However, for the DCI, it is at the heart of our mission that we always remember that our Nation is made up of many economic sectors, which may vary in size and scope but are all as equally important in

helping the Cree Nation become what it can become. We do have larger economic sectors, such as industrial projects, which include mining, forestry, hydro-electricity and other similar areas. Another large sector is that of Cree-owned businesses and governments, whether these be Cree Nation-owned corporations, local development corporations, Cree entities or local businesses. The third economic sector is what we could call the "social" economies. While some may say these are small economies, they are no less important – quite the opposite. In fact, it is the social economies sector which defines who we are as a Nation and where we want to be as Eeyouch and Eenouch. Social economies include our tourism activities, our hunters and trappers, our artists, newer or alternative economies, getting more women and youth involved in business and other areas of activity are things we always need to consider when looking at economic growth and diversification.

Our larger economic sectors, whether they be Cree-owned corporations, governments or industrial activities, will always receive attention. However, if we cannot use the spin-offs and impacts from these sectors to strengthen or diversify the other economic sectors, especially the social economies, the ones who make us who we are as Eeyouch and Eenouch, then it becomes harder to label these larger sectors as "sustainable". Economic activity and growth must consider the potential benefits, risks and impacts on Eeyouch and Eenouch, our culture, our land and our future.

This is why we must have an integrated approach to all of our economic sectors. This will allow us to ensure we make the right decisions and take the actions needed so that we can all benefit from a strong economy. An economy which is inclusive of all sectors and which values each of them.

The next months will be spent putting our team together and getting to know and understand the realities, needs and aspirations of all throughout Eeyou Istchee, including our neighbours and business and strategic partners. It is this understanding that will help us better support and work together towards a stronger Nation. From there, we will look at helping and supporting the development and implementation of strategic plans related to the different economic sectors and communities. Your participation will be essential to helping us help you.

On behalf of the Department of Commerce and Industry, I want to thank you for giving us the honour of being entrusted with this mission. We look forward to serving the Cree Nation.

JBNQA Section 28:
Economic and Social Development - Crees
1975

... assist, promote and encourage the creation, diversification or development of businesses, resources, properties and industries within the territory with a view to stimulating maximum economic opportunities for Cree people and contributing to their general economic well-being...

Economic and Sustainable Development

Message from the Director
Alfred Loon

Gaston Cooper

It's a pleasure to report to the Cree Nation on the activities that the Department of Economic and Sustainable Development undertook during the past fiscal year 2014-15. This will be the last report from the department of economic and sustainable development that will appear in the Cree Nation Government Annual Reports, as the entity undertook some changes and one of those changes is the replacement of economic development department with another department, that being—the Department of Commerce and Industry. I wish the new Director and his team much success in pursuing economic opportunities for our people of Eeyou Ischtee.

Since it will be our last report, I would like to take a moment to reflect on economic development. Our territory we call Eeyou Ischtee holds the promise of many great natural resources that should sustain our people and Nation for generations to come. We are stewards of the land; we must take great care of our territory and preserve the wealth of our land to ensure that Eeyou/Eenous Ischtee remains the home to the Cree Nation for generations.

The department of Economic & Sustainable Development established tools to allow all of our communities to find ways to create employment, open new businesses and expand wealth creation for all Eeyou/Eenou. Development is all about taking steps forward along a chosen path, it might seem to take a long time, but progress in economic development becomes evident through actions and dedication of community-level people who create employment opportunities and play a vital role in their own communities. We see real evidence of economic development in every community, whether it's a new gas bar, construction company, Cree translation services or a new community facility that bring meaningful benefits to a community.

The Department of Economic and Sustainable Development has been actively pursuing a number of projects and initiatives, such as the Social Economy Table, Cree Women Association and Regional Partnership Tourism Agreement with Cree Outfitting & Tourism Association, all of which are important elements that contribute to better quality of life within our communities. The following is a review of the projects and events that have defined an exceptionally good year for the staff of the Department of Economic and Sustainable Development.

In conclusion, with every step forward in local economic development, each and every community has an opportunity to play an important role in the growth of our nation. With the new department, it will be crucial that the organization provides concrete support to ensure that new businesses will be created, expand existing enterprises, participate actively in the resource-based sector, training initiatives and more importantly, pursue a dialogue with all citizens of Eeyou Istchee. Finally to my former staff, Fred, Melinda, Roy and Larry, I wish each one of you good fortunes in your new mandates and thank you for your dedication and support that you have shown me during the last few years.

Cree Entrepreneurship Assistance Fund

The Cree Entrepreneur Assistance Fund (CEAF) had another successful year. The purpose of the 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 Cree Entrepreneur Assistance Fund as it was designed to assist and simulate the Cree entrepreneurial spiritual for our Eeyou/Eenoun of Eeyou istchee has seen its vision. On behalf of the Cree Nation Government and the department of Sustainable and Economic Development, I am honored to report that 13 projects were approved for financial assistance. Those 13 projects that were approved have its own respective clientele/market to server in their community. It is important to note some of those projects were much needed in their community. For example most notably is the His & Her's Flair Salon of Mistissini where the local residents no longer need to travel outside of their community to get a professional hair styling done by professional hairstylists. The owners Juilet Rabbitskin and Lillian Petawbano are not only providing professional services and products to their community but also provide employment by hiring two additional staff to their operation. Be sure to visit and like their Facebook page @ Facebook/flairsalon.com.This business is a good example of the CEAF was intended for.

Other projects that were approved and or are operate in the tourism sector- a very important industry within the Eeyou/Eenou Istchee the following:

- Auberge Maanitaaukimikkw of Chisasibi owner Louise Rene Kanatewat will be operating a Bed & Breakfast.

- Bella's Bed & Breakfast has been operated by Bella Petawbano
- Shammy Adventures of Wemindji owner Johnny Mark and Angus Mayappo- also have been funded from the Regional Partnershhip Tourism Fund.
- Nuuhchimi Wiinuu of Ouje-Bougamou, owners, Anna and David Bosum have been showcasing the Cree Traditonal way of life. These 4 projects that have been approved within the tourism industry is another important component of the CEAF that has recognized its potential and has fully supported its Cree entrepreneurs.

The CEAF and its department of Economic & Sustainable Development have also been collaborating with the Cree Human Resources Development to promote its important program People Living with Disability. We have been in discussion of the potential projects that we can do within this sector. We are anxious and looking forwarding to see some of these projects coming to its fruition.

In conclusion although the CEAF has brought a positive economic impact to our communities our department are looking for ways to improve the program to better serve our Cree entrepreneurs and to Eeyou/Eenou Ischee. One of the important measures that we have initiated is to survey the past recipients of the CEAF. The data that we will get will give us a direction on how to better implement our programs and our department.

Aboriginal Community Economic Development Program

The Department of Economic & Sustainable Development of the Cree Nation Government (DESD/CNG), during the 2014-2015 fiscal year, has continued working with the Nicola Valley Institute of Technology (NVIT), a legislated Aboriginal governed public post-secondary institute based in British Columbia, to deliver the Aboriginal Community Economic Development Diploma Program (ACED): an important initiative, first implemented in 2011-2012, that is designed to address the needs of the local Economic Development Officers (EDOs) within the Cree Nation of Eeyou Istchee.

The NVIT, ACED Diploma Program is designed to encourage and support the professional development as well as to satisfy the requirements of the Council for the Advancement of Native Development Officers (CANDO) for the Aboriginal Economic Developer's Certification of the local EDOs.

The objectives of the program are:

- to assist the local EDOs in the acquisition of skills and knowledge essential to the comprehensive development of healthy Cree communities through the emphasis of social and economic planning, business development strategies and human resource management;
- to provide the local EDOs with current and pertinent information regarding economic development in Aboriginal communities in Canada and around the world;
- to enable the local EDOs to combine Community Economic Development (CED) theory with practical skills that will enable them to readily implement their learning and contribute to the health, well-being and development of the Cree Nation of Eeyou Istchee;
- to enable the local EDOs to satisfy the requirements of the Aboriginal Economic Developer's Certification by fulfilling the sixteen competencies of the Council for the Advancement of Native Development Officer' (CANDO) Technician status that will allow the participants the option of applying for technician status with CANDO; and
- to expand the visibility, important and essential role of the local EDOs in the development of healthy Cree communities.

The Nicola Valley Institute of Technology (NVIT) has delivered all of the courses of the 20 three-credit courses of the Aboriginal Community Economic Development (ACED) Diploma Program but some of the participants will still need to complete some of the course in order to meet the requirements for certification in the NVIT, ACED Diploma Program that on completion will certify them as Aboriginal Economic Developers.

With the Cree Nation of Eeyou Istchee working towards self-government and economic self-reliance, the DESD/CNG believes that it is important that the local EDOs and Tourism Officers possess the necessary skills and knowledge in all areas of economic development to more effectively and efficiently fulfill the requirements of their positions that will have a direct impact on strengthening the economic base within the Cree communities of Eeyou Istchee.

Business Activity & Economic Leakage Study in the nine Cree communities of Eeyou Istchee Study

The Department of Economic & Sustainable Development of the Cree Nation Government (DESD/CNG), in 2011-2012 fiscal year, conducted the "Business Activity in Eeyou Istchee Study" in response to the directive issued by the Grand Council of the Cree (Eeyou Istchee)/Cree Regional Authority Council/Board, in 2011, to conduct or acquire a study to determine the division of public contracts between Cree and non-Cree companies in Eeyou Istchee, in order to develop some measure of the extent of the "economic leakage" to the non-Cree-owned and operated businesses:

- to identify the volume, value and division of public contracts between the Cree and non-Cree companies in Eeyou Istchee;
- to provide pertinent information necessary for the planning of economic development initiatives at both the local and regional level, in the construction, mining, forestry, energy and transportation sectors; and
- to identify the spending practices of the Cree businesses and entities and to review whether the Cree businesses and entities are fulfilling the needs of Cree clientele.

Due to the difficulties that were encountered; the nature and scope of the study; range and extent of contracting done by the Cree and non-Cree companies in Eeyou Istchee, low participation rates as well as time and budget constraints, the study could not be completed. The study was revisited in 2014 and developed into a more comprehensive one that would also include the spending patterns of households. It would provide a more comprehensive measure on the extent of the "economic leakage" that exists in Eeyou Istchee to also provide other pertinent information that could be used to assist in the planning of economic development initiatives at both the local and regional level by identifying the types of new businesses that are needed, identifying the goods and services that could be made available, as well as providing information on employment opportunities that exist or may exist in the future. This involved:

- reviewing the directive and identifying the data needs and other pertinent information to be collected;
- identifying, reviewing and analyzing primary sources of data;
- developing, reviewing and revising the questionnaires to be used (Household, Business and Entity/Organization Questionnaires); and
- identifying and recruiting the proper professional expertise to determine the most efficient and cost effective methodology to be utilized (geographic area, target groups, time frame and data collection, data compilation and analysis and reporting).

The DESD/CNG conducted the "Business Activity & Economic Leakage Study in the nine Cree communities of Eeyou Istchee Study" in the 2014-2015 fiscal year. The questionnaires were distributed to households and to all Cree business and entities/organizations in July/August 2014.

Unfortunately, due to unexpected delays in the pre-survey and survey stages and in difficulties associated with the recruitment/training of Assistant and Senior Survey Interviewers, the study could only be conducted in four of the nine Cree communities of Eeyou Istchee. The DESD/CNG is now reviewing, compiling and analyzing the information collected.

Regional Development Fund Agreement

For a number of years the Cree Nation Government has managed and administered the Regional Development Fund Agreement for the Quebec government. Furthermore, the CNG acts as an interlocutor for the Quebec government under the Ministry of regions, municipal and Land Use. Each region is assigned to an administrative entity known as the Conference of elected officials or Conference regionale des elus—CRE's. Eeyou Ischtee is region 10, which also includes five municipalities and the Inuit territory, which is administered by Kativik Regional Government (KRG). These regional entities have the responsibilities of developing a five-year development plan identifying each region's priorities. The CNG deposited its development plan in December 2010 under the title For the Good of the People.

CNG and the Quebec government renewed the Regional Development Fund Agreement in April 1, 2013 for another five (5) years with annual contributions of $2.3M. The Cree Nation Government also financed various initiatives which are reported as follows.

Chisasibi Motel Project – $1,000,000.00

The community of Chisasibi will receive a financial contribution from the Regional Development Fund for an amount of $1,000,000.00 to construct a new 40 double-occupancy room Hotel. The estimated cost of the project is $5,000,000. The present Motel will cease operations within two years of the new Hotel commenced operations. The Hotel facility will be equipped with all of the amenities that will be required to have a functional Hotel for comfort.

The Hotel project consists of building a facility using a prefabricated component for rooms, breakfast area, laundry facilities and meeting rooms. The Motel facility will locate in the recently expanded section of the community close to an existing swimming Pool and a planned Mini-Mall which will be accessed easily by the clients of the Motel. The Hotel will create over twenty (20) employment positions ranging from front desk to house-keepers, maintenance and management. Also the Hotel will operate under the brand name of Choice-Hotels. The owners of the Motel will enter into a franchise agreement with Choice-Hotels Canada.

Eastmain Lodge Project – $1,000,000.00

Eastmain was also approved for their Motel project for an amount of $1,000,000. The project consists of constructing and operating a twenty(20) room lodging facility with fully functional restaurant services in Eastmain. The new Motel will replace an existing nine(9) room Motel that was built in 1994. The present Motel also doesn't meet the sanitary and safety standards.

Also the project will create approximately twenty (20) employment positions for the operations of the Motel and thirty (30) jobs will be created during the construction of the Motel. The overall cost of the project is estimated at $8,675,000.00, which includes a nineteen (19) square feet building, equipment, inventory and start-up costs.

Eastmain Telecommunications Tower Project – $720,000.00

Another project that the Cree Nation Government approved under the Regional Development Fund for an amount of $720,000.00 is a 350 foot telecommunication tower for the community of Eastmain. Telecommunication towers are important enablers in the telecom industry, which includes wireless. The total estimated cost of the project is over $900,000.00, which includes every component in tower construction.

The tower project will directly benefit the economic and social development of Eastmain as it will advance the capability to support the following multiple wireless networks such as: CTA(two-way radio phones), Construction and maintenance(two-way radio-phone and

paging), Police and First/Fire responders(mobile radios and emergency), community radio FM broadcast, and mobility services.

Cree Social Economy Regional Table – $50,000.00

The Department of Economic & Sustainable Development of the Cree Nation Government (DESD/CNG), during the 2014-2015 fiscal year, has continued with the realization of the agreement by providing coordination, support and assistance to the efforts of all parties involved in implementing and completing the specific actions as outlined in the Action Plan and in exploring the opportunities for the Cree Nation within the context of the social economy in order to achieve the goals and objectives outlined in the Specific Agreement concerning consolidation and development of the social economy in the Cree communities of the Nord-du-Québec region (2010-2015).

The Quebec Government Action Plan for Collective Entrepreneurship, the ministère des affaires municipales des Régions et de l'Occupaton du territoire (MAMOT) and the Cree Regional Authority (CRA), through the Department of Economic and Sustainable Development (DESD/CNG), implemented the Specific Agreement concerning consolidation and development of the social economy in the Cree communities of the Nord-du-Québec region in 2011-2012. Under the agreement, the MAMOT and the CRA will pool their resources totaling $500,000. The MAMOT will contribute $50,000 per year for 5 years for a total of $250,000 and the CRA's contribution to this agreement would come from the Regional Development Fund to match the commitment from MAMOT.

The goals and objectives of the government action plan for collective entrepreneurship are to maximize the impact of this sector of economic activity that includes cooperatives and non-profit organizations (NPOs); and to give regional stakeholders concrete means, adapted to their reality, to enhance the vitality of the regions and to meet the needs of communities within each region, in a perspective of sustainable development. The 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.

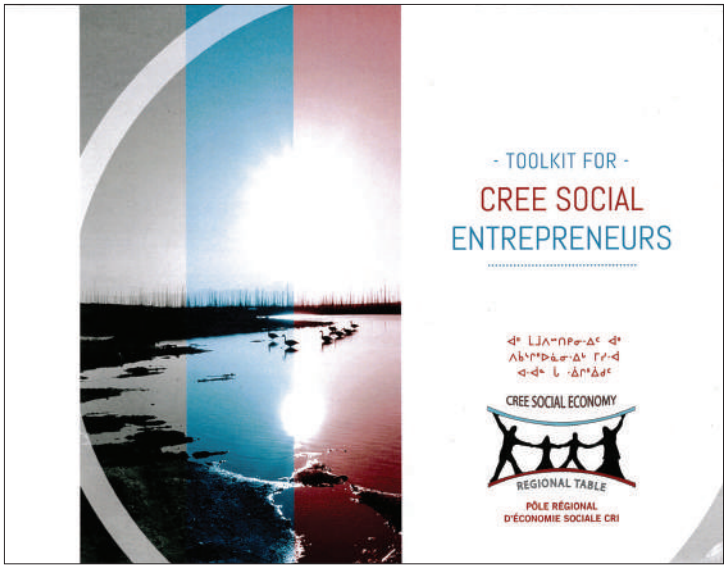
The Social Economy Regional Table (CSERT), is a consultative committee of the CRA that was created in the first year of the agreement, composed of representatives from the Cree Regional Authority (CRA); the ministère des Affaires municipales, des Régions et de l'Occupation du territoire (MAMOT), the Cree Outfitting & Tourism (COTA), the Cree Trappers Association (CTA), and the Cree Native Arts & Crafts Association (CNACA) as well as other regional organizations.

In order for the partners to have an understanding of the nature, role and the scope of the social economy in Quebec and the overall purpose, objectives and commitments of the Specific Agreement on Social Economy and to have an understanding of its role and responsibilities according to the objectives of the Specific Agreement on Social Economy, an orientation and training session on the social economy and review of the Specific Agreement concerning consolidation and development of the social economy in the Cree communities of the Nord-du-Québec region (2010-2015) was provided with representatives from the CRA, MAMROT and Chantier de l'économie sociale.

Following the orientation and training session, the CSERT developed a five-year action plan that outlined

the specific objectives and actions to be undertaken for the realization of the agreement that included:

- Development of the "equivalent" Cree definition of the Social Economy definition to include a cultural component;
- Development of a mission statement to guide the efforts of the CSERT;
- Development of an inventory of social economy businesses in the Cree communities of the Nord-du-Québec region;
- The "Inventory of Social Economy Businesses in Cree Communities of Eeyou Istchee & Profile of SEBs Training and Capacity Needs" Study was conducted to identify the existing social economy businesses and emerging projects in the Cree communities, the different categories they are involved in as well as information on their structure and organization, and to identify their current and future needs regarding training and capacity building.
- Development of a training and capacity building calendar and program;
    - The Training and Capacity Training Calendar was developed, using the information from the "Inventory of Social Economy Businesses in Cree Communities of Eeyou Istchee & Profile of SEBs Training and Capacity Needs" Study, to respond to and address the current and future needs of the social economy businesses regarding training and capacity building needs as identified by the social economy businesses. The following training, identified as priority, have been provided; Financial Management, Human Resources for Managers, Conflict Management, Microsoft Office, Well-being at Work, Marketing & Promotion, Search for Funding and Governance.
- Development of adapted tools to accompany social entrepreneurs to help social entrepreneurs in the different steps of development;



    - The "Toolkit for Cree Social Economy Entrepreneurs" was developed to provide Cree social entrepreneurs and economic development stakeholders with resources such as descriptive content, templates and simple to-do lists with respect to the management of their businesses highlighting the Social Economy Business (SEB) Development Process, Human Resources Management, Governance, Marketing & Communications and Financial Management. Workshop training on the toolkit was also provided.
    - Development of a strategic plan for the promotion of the Social Economy in Eeyou Istchee;
- Establishment of networking with the Chantier de l'économie sociale, other Social Economy Regional Tables, National Tables and the Aboriginal Social Economy Circle.
- hosting a Social Economy Conference with the two other Regional Tables;
- presentations, participation in and organizing a workshop on the social economy at the Economic Development Officers and Eeyou Economic Group/ CFDC Inc. meetings and at local general assemblies
- development of CSERT Website (http://www.creesocialeconomy.ca) and Facebook Page to post all current and future information on the Social Economy including translation of relevant material available on social economy into Cree and English, CSERT Flyer, "Inventory Of Social Economy Businesses in Eeyou Istchee Report", "Inventory Of Social Economy Businesses in Eeyou Istchee Highlights", "Toolkit for the Social Economy Entrepreneur" and other related information.
- Create a promotional tool highlighting the information from the "Inventory Of Social Economy Businesses in Eeyou Istchee Report"; and
- Establish financial partnership for public events to promote social economy.
- Consolidation, experimentation and development of new niches and projects;

The "Cree Social Economy Regional Table: Eeyou Itschee Social Economy Fund" was created, which outlined the eligibility criteria and funding available, application form, submission, review and analysis deadlines as well other required documents to support the consolidation, experimentation and development of new niches and projects by offering financial support to existing SEBs and emerging projects, and to provide an opportunity for microbusiness projects to access financing in order to improve families' quality of life. To date, four social economy businesses have accessed this funding source.

The CSERT, through the DESD/CNG, has successfully implemented and carried out all of the specific actions as outlined above and in the Action Plan and explored the opportunities for the Cree Nation within the context of the social economy and is expecting the agreement to be renewed for another 5 years (2015-2020).

Cota: Regional Tourism Partnership Agreement – $150,000.00

The Regional Tourism Partnership Agreement (RTPA) was a 3-year initiative, ended March 31, 2015, that reflects a shared willingness by Tourisme Québec, Eeyou Istchee Tourism, Cree Nation Government (former Cree Regional Authority), and Société de Développement de la Baie-James to work together with other local partners and businesses to optimize tourism investment in Eeyou Istchee Baie-James in accordance with regional priorities.

The RTPA is overseen by a committee made up of one representative from each of the participating partner organizations. The program ended on March 31, 2015. There is evidence that Tourism Quebec has an interest in developing another type of Partnership Agreement with the Cree Nation Government as the results indicated that there is an interest in Tourism in Eeyou Ischtee. The Director of DESD requested an intervention to the Cree Nation Government that the RTPA Agreement should be renewed. A directive was issued to the Cree leadership that the Agreement be renewed between CNG and the Quebec government. Each signatory of the Partnership Agreement provided financial support. Annual contributions are shown below:

Eeyou Ischtee Tourism	$150,000
Tourisme-Québec	$150,000
Cree Nation Government	$150,000
Société de Développement de la Baie-James	$25,000

Since the implementation of the RTPA Agreement, the program has funded thirteen (13) projects over a three year period:

Shammy Adventures	$137,784
Chisasibi Hotel	$200,000
Nuuhchimi Wiinuu	$102,113
Eagle Mountain	$206,000
Hotel Waswanipi	$99,999
Mistissini Lodge	$21,560
Maquatua Inn	$61,439
Auberge Maanitaakimikw	$99,999
ACCI- Research & Development of Cree Cultural Experience kits for tourists	$22,412
Mistissini Lake Outfitting Camp	$200,000
COTA – Artic Kingdom	$73,436
COTA – Coaching 2013-2015	$66,570
COTA – Air Access for tourist Phase 2	$26,813

Cree Women of Eeyou Ischtee Association – $200,000.00

Cree Nation/Abitibi-Temiscamingue Economic Alliance – $150,000.00

Secretariat to the Cree Nation Abitibi-Témiscamingue (SAENCAT)

Word from the President

Since 2002, our organization is dedicated to the promotion of partnerships, strategic alliances and joint ventures between companies and organizations of the Cree Nation of Nord-du-Québec and Abitibi-Témiscamingue. For over twelve years, the Secretariat to the Cree Nation Abitibi-Témiscamingue Economic Alliance operates successfully and is recognized by both the Crees and the business community of Abitibi-Témiscamingue and today beyond its borders in Quebec and elsewhere in Canada.

The important role played by the Secretariat in facilitating integration of businesses and organizations wishing to expand their horizons in our territory, its philosophy of creating human connections before trying to establish business relationships and build harmonious relationships with northern communities are the foundation of the Secretariat.

Beyond our expertise and experience, we believe that the quality of business relationships and passion of our profession contributes equally to the successful accomplishment of our work. We carry out our activities with diplomacy and know-how, respecting the communities and surrounding towns, allowing us to always achieve the desired result. The Secretariat has built an enviable reputation on the way we operate, still unique in Canada. It is with great pride that we present this annual report.

I would like to thank my colleagues on the Board of Directors; our governance structure is representative of the financial support provided by each partner, it is characterized by a significant presence of the Cree Nation and municipal representatives of Abitibi Témiscamingue and James Bay.

Additionally, Makivik Corporation (representing the Inuit of Nunavik) has joined us as a strategic partner in 2014, which undoubtedly will lead us towards new horizons for our respective regions to grow and prosper.

Dr. Ted Moses, O.Q.
President

Environment and Remedial Works

Message from the Director
Isaac Voyageur

Gaston 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 2014-15.

The year has seen the slow progression of key Department files laying the groundwork for future conservation in Eeyou Istchee. We continued our legal challenge against Quebec for its repeated illegal authorization of Forest Management Plans that breach the terms of the *Baril-Moses Agreement*. While we would prefer to negotiate changes rather than sue for them, time and again Quebec has refused to respect our agreements until it is forced to. In early 2015, the Premier of Quebec requested a new mediation of the *Baril-Moses* forestry dispute, and we have now entered negotiations to settle the dispute in a manner that respects Cree rights.

Quebec has not been so responsive when it comes to the woodland caribou, whose population in southern Eeyou Istchee has been declared "non-sustaining." It has been two years since a Cree/Quebec-commissioned expert report recommended immediate steps to conserve this keystone species, yet the province has only temporarily deferred logging in some areas while cutting continues in others. During 2014-15, I sent several letters to Quebec's Regional Director of Wildlife urging the advancement of this file, but there has been *no response*. Indeed, Quebec no longer employs a full-time wildlife biologist working on woodland caribou in Eeyou Istchee. The new provincial government's austerity measures have impacted many of my Department's files but this is one file we cannot let disappear with Quebec's budget and staff cuts—for with it goes the caribou, the forest, and the future. If Quebec's inertia on woodland caribou conservation continues, we will be forced to seek other avenues beyond negotiation to advance this critical work.

My Department is always working to protect Cree lands and waters from harmful developments and to bring Cree people to the table on beneficial developments. As the year ends, I'm hopeful that the final report of Quebec's inquiry on uranium mining—to be made public this summer—will herald the end of uranium exploration in our territory and close the Matoush project file that this Department has worked on for years.

Looking back, I am especially proud of the work we did this year to bring the *Broadback Watershed Conservation Plan* to the attention of the public, the media, and the Quebec government through the Broadback Youth Canoe Expedition. It is rewarding to see Cree youth engaged in regional conservation today, to be assured that our youth are willing and able to lead the way tomorrow in protecting our lands and waters for generations to come.

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

Meegwetch.

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JBNQA Section 22: Environment and Future Development Below the 55th Parallel

All developments listed in Schedule 1 shall automatically be subject to the impact assessment and review procedures...

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 Eeyou Protected Areas Committee (EPAC), and the Cree-Quebec Forestry Board (CQFB), and we participate in 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 entities, and all Cree communities to ensure that environmental laws, policies, and practices in the territory uphold the *JBNQA* and the *Paix des Braves Agreement*, so that our physical environment remains healthy and strong enough to support our traditional ways of life.

Environmental and Social Impact Assessments (ESIAs)

Section 22 of the *JBNQA* requires that most proposed projects affecting the territory undergo an Environmental and Social Impact Assessment (ESIA) to identify and mitigate potential problems before a project is authorized to proceed. The Department has a team of Environmental Analysts—Kelly LeBlanc, Jessica Labrecque, and Tania Monaghan—working on ESIAs, supported by other expert staff, including our Mining Engineer, Aurora Hernandez, our Science Advisor, Alan Penn, and our Environment Liaison Coordinator, Cameron McLean. We work to see that development in Eeyou Istchee has the greatest benefit for the Cree people and the least impact on our traditional ways of life.

In 2014-15, we advanced more than twenty project files at various stages of the ESIA process. Following is a brief progress report on some of our most critical files.

Renard: Construction of Stornoway's open-pit diamond mine at the end of the extension of Road 167-N, on a Mistissini family trapline, began in July 2014. The Department facilitated consultations on Stornoway's fish habitat plan, which was authorized by the federal DFO. In August 2014, Stornoway requested modifications to its Certificate of Authorization, including a switch from diesel power to liquid natural gas. This request is still being analyzed, as are Stornoway's Wetland Habitat Compensation Plan and Modeling of Atmospheric Emissions.

Blackrock: The proposed iron and vanadium mine on the east side of Lake Chibougamau, affecting Ouje-Bougoumou and Mistissini traplines, was authorized by the province, with conditions, in 2013. In 2014-15, we analysed documents submitted by the proponent concerning conditions of the provincial authorization; the exchange between COMEX and the proponent is still underway. The Department also participated in the Federal Review Panel, which drafted its *Final Comprehensive Report* last spring, and we facilitated community consultations in June 2014. The project received federal authorization in November 2014.

Eleonore: In 2014-15, Les Mines Opinaca requested numerous modifications to its Certificate of Authorization for the Eleonore gold mine on Wemindji traditional territories. We reviewed the requested modifications, most of which concerned waste disposal, and we ensured that community concerns were adequately raised. With funding obtained through the *Opinagow Agreement*, we launched a project to assess the community's communications needs and determine optimal means of collecting and disseminating project information. This work will continue throughout 2015 and will assist in developing a model CNG communications plan for all mining projects.

Whabouchi: Nemaska Lithium submitted its ESIA for its proposed spodumen mine near the community of Nemaska, on a Cree family trapline, in 2013. In 2014-15, the Department participated in the federal and provincial ESIA reviews and we worked with Nemaska in launching a Whabouchi Working Group to prepare the community for full participation in the COMEX hearings.

Bachelor: We continued our review of the restoration plan for Metanor's gold mining project, authorized in 2012, which will reopen the Bachelor Lake mill and mine site near the community of Waswanipi. The project's Effluent Discharge Objectives and its system for destroying cyanide remain issues of contention that may require further discussion.

Mine Principale: The Principale mine site between Lac Chibougamau and Lac aux Dorés is one of the largest and most complex abandoned mine sites in Quebec. Its restoration was exempted from formal impact assessment, on the recommendation of the Evaluating Committee. Further analysis and consultations are now taking place and the Department will continue to participate in these processes as the restoration program proceeds.

Road 167: The Department reviewed numerous documents required by the provincial Certificate of Authorization for the extension of Road 167 into the Otish Mountain region. Construction of the road is shared between Quebec and Stornoway Diamond. The project's fish habitat compensation plan required substantial work this year and now awaits final approval. The woodland caribou monitoring program remains a concern.

Development Agreements: The Department helps negotiate agreements between potentially affected Cree com-

munities and proponents proposing activities in the territory. In September 2014, the GCC(EI), the CNG, and the Cree Nation of Mistissini signed a pre-development agreement with 8815046 Canada Ltd., a subsidiary of Copper One, to provide meaningful Cree participation in the awarding of contracts for the supply of goods and services around the Troilus Project. In November 2014, the GCC(EI), the CNG, and the Cree Nation of Nemaska signed the *Chinuchi Agreement* with Nemaska Lithium, Inc. to provide for Cree involvement in the Whabouchi project, including employment and training opportunities and Cree participation in environmental matters such as monitoring and mitigation.

Over-arching Issues in ESIAs and Mining

In addition to work on individual ESIA files, the Department works to build a framework for development in Eeyou Istchee that respects Cree rights and engages Cree communities. Here are some highlights from several ongoing files.

Mineral Exploration and Land Users: In 2014-15, the JBACE subcommittee completed its review of Schedules 1 and 2 of Section 22 of the *JBNQA*, which list projects subject to or exempt from impact assessment, and we identified potential amendments that could streamline the assessment process with mineral exploration activities. Currently, mineral exploration does not trigger the ESIA process. Every year, the Department receives complaints from Cree land users frustrated with exploration activities undertaken on their lands without their knowledge or consent. The JBACE's final recommendations stressed the need to develop a mechanism to systematically notify land users of impending activities and to facilitate a dialogue between proponents and land users that would precede and span exploration activities.

Uranium Exploration: In 2013, Quebec refused to authorize the Matoush project—Strateco's proposed uranium exploration north of Mistissini on Cree family hunting grounds—due to its social unacceptability, particularly amongst the Crees. A public inquiry on uranium mining was undertaken by Quebec's Bureau d'audiences publiques sur l'environnement (BAPE) this year. In May 2014, an agreement was signed between the Crees and Quebec ensuring that our special position was respected in the BAPE procedure, and the JBACE assisted in several phases of the consultations. Throughout the year, we strategized public and media relations around this issue. A short film was created; a website, twitter, and facebook page were launched; the Cree Nation Youth Council embarked on a Stand Against Uranium march from Mistissini to Montreal. At the final BAPE hearing in December, the Crees were joined by the Assembly of First Nations of Quebec and Labrador and the Inuit of Northern Quebec to deliver a clear message of united opposition to uranium development in our territory. The BAPE is scheduled to deliver its final report in May 2015; the report will be made public in July.

Community Engagement: The Department facilitated the participation of Cree communities and entities in COMEX's review of its public participation policy throughout 2014-15. The policy adopted by COMEX in 2015 retained many Department recommendations.

In early 2015, the Department initiated its own assessment of the needs of Cree communities and entities regarding participation in ESIA processes—information we can use to develop draft consultation guidelines for proponents. Interviews have begun and a draft report will be ready in 2015. This work complements the JBACE's comprehensive review of a number of other aspects and issues surrounding public participation in ESIAs, the Second Phase of which was completed this year.

An Electronic Registry of Projects in Eeyou Istchee is a strategic goal of the Department, but we currently lack the extensive information management system necessary to support it. COMEX has initiated its own registry of project descriptions, which could be useful to the Cree communities, but as the COMEX registry will be limited to the provincial ESIA process, there remains a need for a public resource centralizing all ESIA information for Eeyou Istchee.

Community Environmental Services

The Department Director, Isaac Voyageur, is the Regional Environmental Administrator for Category I lands, assisted by our Environmental Liaison Coordinator, Cameron McLean, and our Science Advisor, Alan Penn. We provide guidance, coordination, training and scientific support to Local Environmental Administrators (LEAs) in each community. We carry out the Phase 1 Environmental Site Assessments in the communities, we oversee the annual Hydro Quebec/SEBJ camps clean up and evaluations, and we assist the communities on a variety of technical issues that arise every year, such as contamination and emergency response procedures.

We are currently pursuing new titles and responsibilities for the LEAs to ensure a harmonized process linking the CNG and the communities within the framework of the *Cree Naskapi Act*. In 2014-15, we accessed funding to update a chapter of the 15-year-old code of practice regarding LEAs issuing permits under the *Protection of the Environment By-Law*. The Department has been instrumental in outlining priorities for by-laws and ensuring that enforceable by-laws are adopted that fit with Cree cultural practices.

We continued to work with Eastmain on a water supply agreement with Hydro-Québec to secure a stable water supply for the community. The Eastmain water treatment plant is also being updated; a new system should be operational in 2015.

The Department monitors drinking water quality in all the communities, recording and relaying data between the laboratories and responsible authorities, and liaising between the Cree Health Board, the communities, the CNG and Quebec. In 2014-15, we worked with a technical advisor to develop a regional-level regulation on drinking

water, a draft of which is now being finalized. We continued to work with the LEAs and Environment Canada to determine the mechanisms by which compliance with the new federal *Wastewater Systems Effluent Regulation (WSER)* can best be achieved in the communities. And we worked with Capital Works and Services on a regional waste management assessment and recycling initiatives.

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. We participate in a Federal-Provincial-Cree working group on land surveys and boundary issues. This is painstakingly slow and occasionally contentious work. In 2014-15, we moved toward resolution of boundary changes resulting from the cancellation of the NBR hydro-electric project. We progressed in the reclassification of Category IA lands as a result of Section 4:18 of the *Quebec Cree New Relationship Agreement* and we assisted in the Phase I ESAs involved in the land transfers. We also continue to assist Chisasibi

in Block D remediation and the transfer of corridor lands adjacent to the community.

Forestry

The Department has six staff working on forestry issues in Eeyou Istchee, supporting the Cree communities through technical assistance, remedial funding, and a strong legal framework. 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*. Our Forestry Coordinator, Christopher Beck, coordinates the efforts of the Joint Working Groups, which ensure Cree participation in forest management. Our Forestry Engineer, Stephan Ouellet, analyses the Annual Forest Management Plans (FMPs) and ensures that the rules of Chapter 3 are applied within Eeyou-Istchee and the Baril-Moses territories. 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). Here are some highlights from the past year.

Monitoring the *Baril-Moses Agreement*: Since 2010, Quebec has repeatedly approved FMPs authorizing illegal logging operations on Cree family hunting territories east of the Mistissini and Ouje-Bougoumou height of land in the Saguenay Lac St-Jean region. In 2013, we instituted legal proceedings to suspend these illegal operations and require damages from Quebec. That same year, we successfully challenged the Forest Stewardship Council (FSC) certification of Resolute Forest Products, the company that implemented the FMPs breaching the terms of the *Baril-Moses Agreement*. In December 2014, FSC extended its suspension of Resolute's certification to July 1st, 2015. Throughout 2014-15, to support our legal case, the Department developed an expert report detailing all breaches of the *Agreement* over the past 5 years.

In early 2015, Quebec's Premier requested our participation in negotiations to deal with these forestry disputes. Quebec has appointed former Premier Lucien Bouchard to its table. The GCC(EI)/CNG has agreed to participate in hope of rectifying the *Baril-Moses* breaches in a way that respects the *Agreement* and Cree rights. Mediations began in March 2015.

Harmonization Negotiations: The Department sits on the Forestry Sectorial Table established to harmonize the adapted forestry regime of the *Paix des Braves Agreement* with Quebec's *Sustainable Forest Development Act*. After 4 years of negotiation, several issues remain outstanding. This year, the harmonization negotiations did reach agreement on technical aspects, but the financing is yet to be settled.

We continue to negotiate the inclusion of Special Management Plans for natural disasters in the *Paix des Braves*. A modified guide, including windthrow and bug infestation, should soon be included in the harmonization document.

After lengthy negotiations, Quebec finally agreed to relocate the Cree sites of special interest identified in the *Paix des Braves* where they overlap with the biological refuges created through the FMP process of 2008-2013. We completed the first round of consultations with the tallymen this year; we will determine the exact size of each relocated site and present the final results to the tallymen for approval by Fall 2015.

Remedial Programs

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

The Cree Traditional Activities Enhancement Program assists trappers and traditional land users whose hunting, trapping and fishing activities are negatively impacted by forestry. In 2014-15, almost $1,680,000 was disbursed to support practical enhancement projects including cabin construction, tent-frame construction, hunting route development, snowmobile trail development and hunting equipment subsidies.

The Forestry Information Management System (FIMS) is a geospatial database that helps the FFPC oversee the Traditional Activities Enhancement Program. The FIMS calculates budgets, stores documents, and facilitates project reports. Launched in 2013 and still being enhanced, the system was used and updated throughout 2014-15.

The Forest Resources Development Program (formerly Volet II) funds larger-scaled, community-oriented projects and thereby fosters regional social and economic development and job creation. In 2014-15, over $331,000 was dispursed on Volet II projects including Spring Snow Removal and Cabin Replacement in Mistissini, the Broadback River Portage Enhancement Project in Nemaska, Elders Woodcutting and Extension in Waskaganish, and Washouts and Road Maintenance in Waswanipi.

GIS Mapping and Information Management

The Department's GIS Technicians, Maxine Mark-Stewart and Jonathan Elkhoury, support the full range of our mission and assist other Departments, other Cree entities, and the communities with mapping and data storage needs. In 2014-15, we completed dozens of mapping requests, from Woodland Caribou distribution to non-Native cabin locations. We provided maps, tracking devices, and training to the Broadback Youth Canoe Expedition. We conducted a mapping assessment of the windthrow problem in riparian buffers affected by forestry. We initiated the first steps toward a joint project with the Eeyou Eenou Police Force to build a reliable mapping system for First Responders. And we acted as

technical support to the Cree Trappers Association for the Cree Traplines Boundary Project.

In our capacity-building efforts, we began installation of an ArcGIS Server at the Montreal Office to host web mapping services and allow secure sharing of GIS data between Departments and other Cree entities. And we established a partnership with *Google* providing free access to the *Google Map Engine*, a cloud-based server that allows easy data upload and map creation—a platform that will enable non-GIS professionals to create maps without special training or assistance.

The Cree Land Use Mapping (CLUM) Project, a joint undertaking of the CNG, the JWGs, and over one hundred tallymen and land users affected by forestry, has created over 400 up-to-date Land Use Maps featuring over 10,000 Cree land use sites. By May 2014, validation of the draft maps by the tallymen was completed. We made the few necessary corrections and delivered final versions of the maps to the JWGs in November 2014. In December 2014, we completed Cree Land Use Mapping interviews for Waswanipi's Senneterre traplines, which were not included in the original project as the tallymen hadn't been appointed. We will digitize this information and validate the Senneterre maps in 2015. Efforts are still ongoing to establish an online mapping service that will permit forestry planners to integrate CLUM information with forest management planning; confidentiality agreements are still to be drafted.

Protected Areas

The Department coordinates the Eeyou Protected Areas Committee (EPAC), with representatives from the Cree communities, the Cree Trappers Association (CTA), the Cree Nation Youth Council, and the CNG, including three Department staff: our Director, Isaac Voyageur, our Forestry Coordinator, Christopher Beck, and our Environment Analyst, Chantal Otter Tetreault. In May 2014, the CNG became a member of the IUCN World Commission on Protected Areas, and in August we joined the IUCN Working Group on Indigenous and Tribal Peoples—new collaborations that reflect the growing importance of our Protected Areas files.

The Cree Regional Conservation Strategy, which aims to create a connected network of conservation areas of cultural and ecological importance in Eeyou Istchee, was approved in July 2014. By December, we had prepared a Cree Conservation Implementation Plan to take to the communities for intensive consultation. In early 2015, we began discussions with Quebec to establish a working group for collaborative implementation of the Strategy. The Strategy is available online on our new website, http://www.eeyou-conservation.com/, which the Department developed in 2014-15 along with a variety of public information materials that we distributed throughout the year.

The Broadback Watershed Conservation Plan spans a total area of 21,000 km^2, including almost 10,000 km^2 of new protected areas and the last remaining timber stands in southern Eeyou Istchee—critical habitat for the endangered woodland caribou. In 2014, we initiated a cultural assessment of the Broadback River to complement the existing Plan. In February 2015, we participated in a Cree-Quebec negotiation to discuss Broadback protection as a potential Plan Nord announcement. We attempted to separate the *Lake Waswanipi Protected Area* proposal as a priority issue, but Quebec wants that announced at the same time as future Broadback protections. We are awaiting Quebec's response to our draft MOU that followed the February meeting, and we will continue to pressure the province to protect Lake Waswanipi sooner rather than later.

Photo Credit: Aurélie Bourbeux-Lemieux

Throughout 2014-15, we supported the Broadback Plan with extensive media and public relations. In August 2014, the Cree Youth Canoe Expedition paddled down the Broadback River on a trip organized by the Cree Nation Youth Council and the Environment Department, which raised funds and media interest for the event. In the fall, the Department helped develop a presentation on the Broadback Plan given by Deputy Grand Chief Rodney Mark at the IUCN World Parks Congress in Sydney, Australia.

New Protected Areas: In July 2014, as part of the Tursujuq Harmonization Committee, we met with Cree tallymen and land users to map trails, camps, and landing strips to aid with park re-zoning and identify potential Cree tourism opportunities. In December 2014, we finalized the *Apishikimish (Lake Bienville) Protected Area Proposal* after consultations with Whapmagoostui and in March 2015, we secured verbal support for the Proposal from the Kativik Regional Government. Also in March 2015, we presented a proposal for collaboration on protected areas to the Eastmain Chief and Council. And we are beginning to identify priority marine areas for protection, working in consultation with coastal Cree communities and in collaboration with the Eeyou Marine Region Planning Commission.

Wildlife

The Department Director, Isaac Voyageur, sits on the Hunting, Fishing and Trapping Coordinating Committee (HFTCC), supported by our Wildlife Biologist, Aurélie Bourbeau-Lemieux, our Science Advisor, Alan Penn, and our Wildlife Management Administrator, Nadia Saganash. Composed of representatives from the Inuit, Naskapi and Cree nations and the provincial and federal governments, the HFTCC manages the Hunting, Fishing and Trapping Regime established under Section 24 of the *JBNQA*. Here are some 2014-15 highlights from our most pressing wildlife files.

Migratory Caribou: Both the George River and Leaf River herds of migratory caribou in Northern Quebec have suffered population declines of around 50% over the last 10 years. Field observations in October 2014 found a ratio of calves to females of 14:100 in the Leaf River Herd—the lowest number observed in the past 20 years—and suggest an alarming 19% rate of decline since the previous year, bringing this herd to only 380,000 caribou. The HFTCC is now developing a new management plan for the Leaf River Caribou Herd. This work would be aided by progress toward a cooperative monitoring strategy and harvest database—something the native parties committed to in 2013 but which is still in its beginnings.

In more positive news for the migratory caribou file, the Quebec Court of Appeal agreed with our legal position that native rights take clear precedence over sports hunting when it decided in August 2014 that the provincial government violated Cree, Inuit and Naskapi treaty rights when it set caribou sport hunting levels and dates for the 2011-2012 season without waiting for the advice of the HFTCC. This legal decision reasserted the importance of all management bodies created under the *JBNQA* and the need for governments to fully implement their processes.

Woodland Caribou: There is little habitat left in the Chapter 3 territory for the woodland caribou according to an expert report issued in 2012. The report recommended several urgent initiatives, including preventing further disturbance to the habitat and putting in place the proposed protected areas under the *Broadback Watershed Conservation Plan*. These actions have still not been implemented by Quebec, excepting a temporary deferral of logging in some key areas. Quebec's inaction on this file is hindering all possible progress. The Cree-Quebec Woodland Caribou Taskforce did not meet in 2014-15, and the JBACE has removed itself from the Taskforce because of provincial inaction. Woodland caribou conservation requires habitat protection—including protection from forestry activities—and the province must be made to face this fact and take the necessary steps.

In a less contentious side of this file, this was the third and final year of our project, "Woodland Caribou (Boreal Population): Fostering community involvement in the acquisition of knowledge and conservation planning," funded through Environment Canada's Aboriginal Funds for Species at Risk. The year culminated in the draft of a *Woodland Caribou Conservation Plan* for Eeyou Istchee. The Department will consult with trappers and the communities for input into the draft plan this spring, and we will distribute a booklet on the Woodland Caribou situation to the communities in the fall.

Other Wildlife Issues

Polar Bear: We are collaborating on the conservation of the South-Eastern Hudson Bay polar bear population. A working group composed of all stakeholders met to begin writing a *Polar Bear Management Plan* for this population; we hope to have a plan ready by October 2015.

Wolverine: We submitted to Environment Canada's Aboriginal Funds for Species at Risk program a proposal for a collaborative CNG-CTA-Nature Quebec wolverine surveillance project, as the Ontario wolverine population is expanding eastward and may soon range into Quebec.

Weh-Sees Indohoun (WSI): Cree communities and tallymen have testified to the success of the WSI special wildlife management zone, in which sport hunting and fishing regulations are more restrictive than in the rest of the zone 22. An HFTCC working group aims to establish a new structure to replace the WSI Corporation and maintain the special zoning.

Outfitting: The Right of First Refusal will expire in November 2015, after which the Cree, Inuit and Naskapi will no longer be guaranteed that 70% of hunting outfitters operating on Category III lands must be Indigenous. The HFTCC has recommended that the Right be renewed for another 30 years, and that we begin negotiations to resolve procedural issues that have arisen in the past. Quebec is reluctant to renew the Right without knowing what procedural changes might be adopted and has suggested a 3-year renewal while negotiations ensue. The Native parties want a 6-year renewal to allow ample time for negotiations, and we want clarification that the Right itself is not being negotiated, but merely procedural issues. We await Quebec's response.

Important Bird Areas (IBA) Program: We have been working with the CTA, Nature Canada and Nature Québec to designate Rupert Bay, near the community of Waskaganish, as an Important Bird Area in BirdLife International's global IBA conservation network. A field trip in summer 2014 observed 69 bird species on the site, including White Pelicans—the only sightings of this species in Quebec—and adult and juvenile Little Gulls—an endangered species that has not been seen breeding in Quebec in the past 20 years. This information will help obtain IBA status for Rupert Bay; conservation efforts will follow.

These are just some of the main activities and achievements of the Department of Environment and Remedial Works in 2014-15. None of this work would be possible without the support of Sharon Pepabano Matoush and Robin Campbell, who assist our technical staff on every file.

Capital Works and Services

Message from the Director
Henry Mianscum

Gaston Cooper

It is my pleasure to present the 2014-15 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 and 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 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 regarding fire protection, including training of the Crees, the purchase of equipment and the construction of facilities in each Cree community. We are proud to have graduated two (2) classes of certified Firefighters in the past couple of years and look forward to another successful graduating class in November 2015.

The Department of CWS 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 Regional Fire Prevention Officer, a Procurement Officer, an Office Agent, a Records Agent and an on-contract basis Geographical Information System service (GIS) technician, as well as the services of Mamit Innuat for the Water Operator Training. We have also added a full time janitor in Ouje-Bougoumou.

The CWS Mission Statement advocates building goals and objectives to work towards achieving our Statement that says **"Ensuring that the Eeyou/Eenou local and regional governments' infrastructure and related services enhance people's quality of life"**.

We are again ready to face new challenges and are confident that we can achieve success in all the endeavours that we will be undertaking in the coming year.

Meegwetch!

Human Resources & Administration

Organizational Structure of Personnel

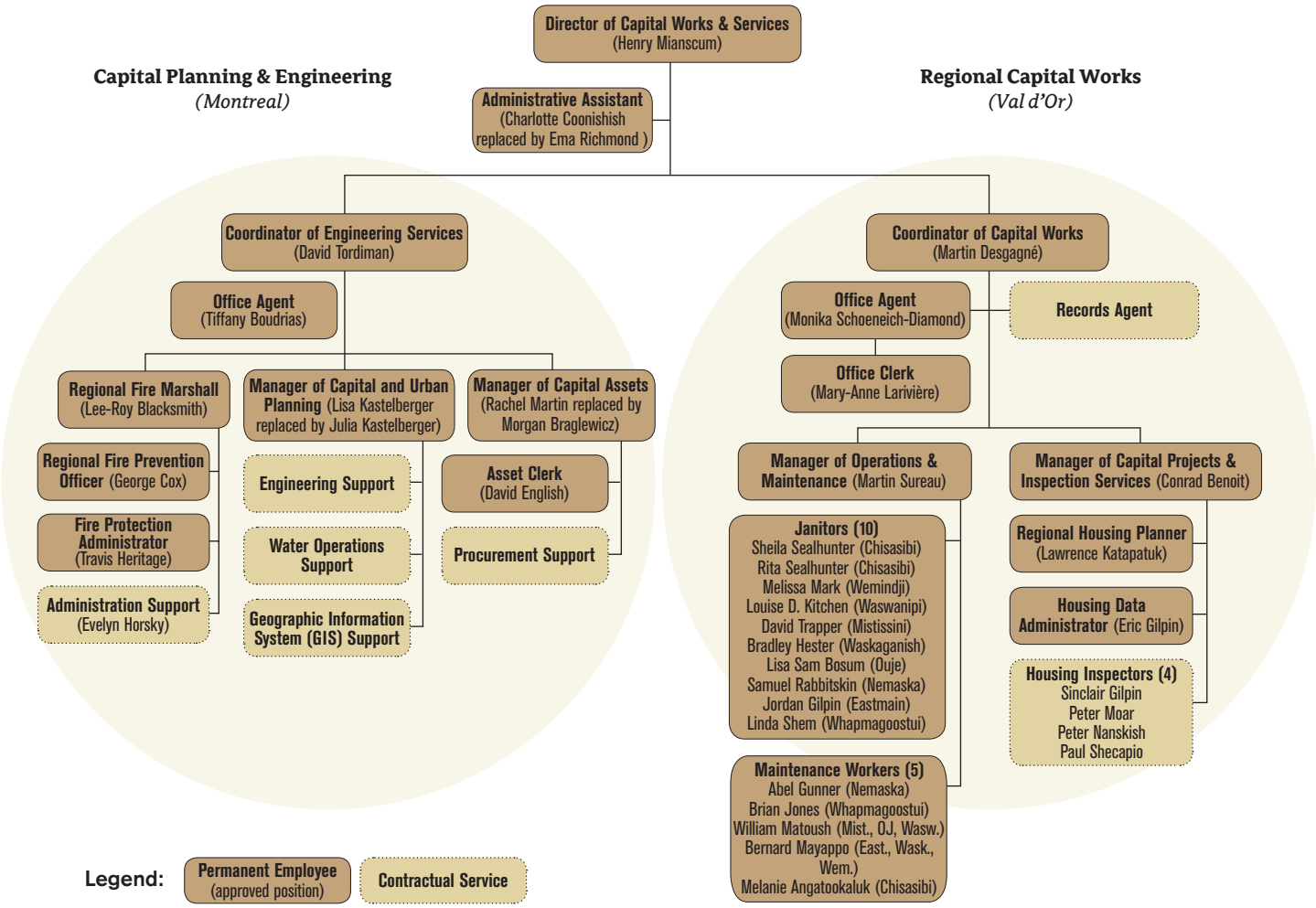
The organizational structure of the Department personnel reflects the two main mandates of the Department: a) Capital Planning and Engineering Services and b) Regional Capital Works Programs and Services. The Department has been divided between two offices for efficiency purposes with partial decentralization to Val d'Or as follows:

Capital Planning & Engineering Services (Montreal Coordination Office):
The responsibilities of the Capital Planning & 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, purchasing and tracking of inventory of the CNG's material resources and the development and implementation of by-laws relating to these activities.

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, CHRD, and other CNG 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 into two offices; Montreal and Val d'Or as well as the titles and names of all personnel.

Figure 1: CWS Organizational Diagram, 2014-15



Department Activities

Capital Planning and Engineering Services

Capital Planning Activities

CWS has been actively planning and monitoring the capital projects that are being carried out at the Cree local administration level through funding provided by the Canada-Cree New Relationship Agreement (NRA).

Development of the NRA Five Year Capital Plan

The department of Capital Works and Services (CWS) is responsible for all capital planning activities related to the funding of projects through the New Relationship Agreement (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 $63,400,000 worth of projects in all nine (9) communities was approved for 2014-2015, as illustrated in table 1.

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 2014-2015, CNG was the recipient of the following three AANDC funding initiatives:

1. **Gathering Strength:** $1,710,000 was allocated towards the following project:
- Cree Nation of Nemaska's Storm Sewer and Surface Drainage (phase 2)

2. **Water Strategy:** $706,700 was allocated towards the following projects:
- Cree Nation of Waswanipi's Drilling for Well #2
- Cree Nation of Eastmain's New Fire Pump in Drinking Water Distribution Station

3. **Water Operator Training:** $335,200 was directed towards numerous water operator training activities, courses and related material supplies. The Mamit Innuat Tribal Council (MITC) was engaged through this funding initiative to provide a Circuit Rider Training Program (CRTP) for water operators in all nine (9) Cree Communities along with a 24/7 hotline service for the water operator's use in the case of emergencies or day-to-day inquiries.

Table 1: Summary of Approved 2014-2015 NRA Projects

	Local Government Programs	2014-2015
1.0	**Local Government Facilities**	
1.1	Administration Building	$2,920,000
1.2	Municipal Garages & Warehouses	$1,067,347
	Sub-total	**$3,987,347**
2.0	**Essential Sanitation Services & Related Infrastructures**	
2.1	Waste Water	$328,800
2.2	Residential Lot Development	$13,890,615
2.3	Municipal & Institutional Lot Development	$4,162,839
2.4	Water Reservoirs	$150,000
2.5	Major Replacements & Corrections to Deficiencies	$14,543,542
2.6	Access Road Resurfacing (1A land)	$3,261,097
2.7	Studies	$450,000
2.8	Street Lighting	$695,000
	Sub-total	**$37,481,893**
3.0	**Community Centre**	$12,626,161
4.0	**Fire Halls**	$5,943,391
5.0	**Municipal Heavy Equipment Revolving Fund**	$3,385,155
	Grand total	**$63,423,947**

Water Operator Commission Meeting held November 18-19, 2014 in Montreal, QC

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 NRA, including copies of contracts, proposals, cost estimates, plans & 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 (2008-2009 to 2012-2013) were collected, and a report to Canada concerning these projects was presented on September 30th, 2014 in Gatineau, QC.

The collection of reporting documents will be an ongoing task for CWS.

Geographic Information System (GIS) and Engineering Support

The CWS department also monitors activities related to Geographic Information Support (GIS) and provides additional Engineering Support for water-related infrastructure projects within the communities.

GIS mapping is a tool which will help the local governments in the future planning of projects and community development. In 2014-2015, the CWS department engaged Mr. Robert Shecapio to create GIS maps for the Whapmagoostui First Nation as a pilot project. These maps incorporate all information already collected through past-funded NRA projects (building plans, existing infrastructure, community master plans, etc.) with interchangeable, overlapping layers to create a comprehensive planning tool. In the new fiscal year, all compiled information will be validated on site to ensure its accuracy.

Throughout the year, additional professional engineering services were offered to communities undertaking projects related to drinking and waste water infrastructure. These services are ongoing and are being offered through the CWS department in order to ensure that all work being executed on these services follow the essential sanitation guidelines and abide by the local government, CNG, provincial and/or federal by-laws and standards.

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 of public health and safety, including the construction, maintenance, repair and demolition of buildings.

Fire Protection Activities

Fire Protection Certification - FF1

CWS has been implementing the Fire Protection By-Law that was passed in March 2013 and we are proud to announce that we had 25 new graduates who successfully completed their certification in 2014-2015. This brings our current total of certified firefighters to sixty-three (63) as of the end of this March 2015.

In addition, we now have eleven (11) new Cree instructors who are working as assistant instructors in our program which is guided by an experienced lead instructor. These eleven (11) Cree instructors will be attaining their final accreditation to become full instructors for the ENPQ training program before the end of the year 2015-2016. This falls in line with the final objective of having an autonomous, and accredited Firefighters' force assuring the Cree of Eeyou Istchee a guaranteed work force of professional Fire Protection Service personnel and the continued protection of our communities.

A celebration to honor the achievements by our dedicated Cree firefighters and instructors was held at the Hilton Bonaventure Hotel in Montreal with Mr. Romeo Saganash, our distinguished Member of Parliament, 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, Mr. Lee Roy Blacksmith, Regional Fire Marshall, Mr. George Cox, Regional Fire Prevention Officer, Mr. David Tordjman, Coordinator of Engineering Services, and Evelyn Horsky, CNG administrative support as well as the families of our new firefighters. Our partner in the training program, the Kahnawake Fire Brigade, was represented by Mr. Arnold Lazare.

Firefighter's graduation ceremony in Montreal on November 26, 2014.

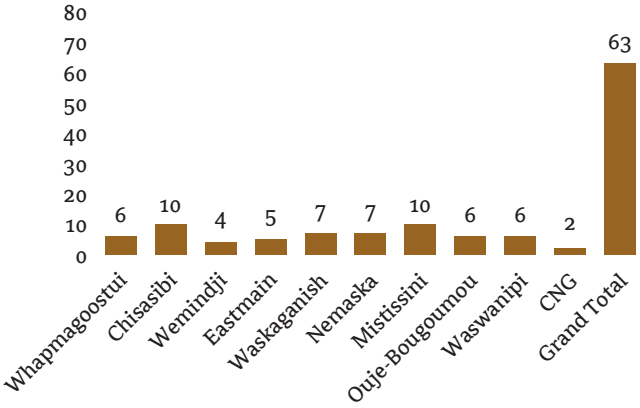
Fire Chiefs Meeting held February 18-19, 2015 in Montreal, QC

Firefighter Training in the Cree Nation

CWS has completed training in the coastal and inland communities of Chisasibi and Ouje-Bougoumou. The training began in August 2014 with a target of certifying thirty-three (33) firefighters by the end of May 2015. Another session has already begun with the same goal so that we can proudly say that we will have more than seventy two (72) trained firefighters from all nine (9) communities.

CWS, under the auspice of the Justice Institute of British Columbia (JIBC), will be starting a Fire Prevention Program with the objective of training a certified Fire Preventive Officer in every Cree community. The Fire Chiefs in our Cree Nation will also be trained as Fire Officers giving them the administrative abilities and skills to deal with their communities' demands for professional fire protection services. Another Cree Instructor Program is planned for the fall so that we will be able to have the personnel in place to continue the training of volunteer firefighters throughout the Cree Nation.

Figure 2: Amount of Cree Nation Certified Fire Fighters per Community



Procurement and Asset Management

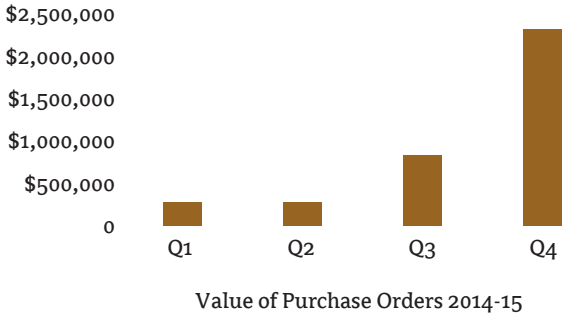
Summary Statistics

- $3,711,559 in Purchase Orders made
- 31 Requests for Proposals (RFP)/Request for Quotations (RFQ) open or in progress
- 21 tenders closed
- 36 active property leases reviewed, monitored and negotiated

Key Achievements and Updates

- Capital Assets team has expanded to include the Manager of Capital Assets, Procurement Officer and Asset Clerk positions
- Procurement and asset management for all CNG departments (excluding IT) is now to be streamlined through the Capital Assets team to ensure an efficient, cost-effective and transparent process that benefits the CNG as a whole
- The newly drafted Procurement Guidelines have been put in to effect
- Capital Assets has been working closely with EEPF, Justice and CHRD on procurement and asset management, and the volume of procurement requests processed by the Capital Assets team increased throughout the year (see Figure 3).

Figure 3: Value of Purchase Orders 2014-2015



Outlook to 2015-2016

- 25 construction projects requiring Calls for Tender anticipated
- 14+ lease renewal or new lease negotiations anticipated
- Asset tagging, inventory and tracking system to be developed for all CNG assets (excluding IT)
- Capital Assets to expand reach within the CNG and begin assisting with procurement and asset management responsibilities for all departments (excluding IT)

List of RFQ and RFPs Open or in Progress in 2014-15

Department	Project
CNG	Marten Trail & Fox Trail Residences Renovation
CNG	Nemaska Head Offices Roofing Renovation
CNG	Quality Assurance Health and Safety
CNG	Construction of Triplex in Nemaska
CNG	Engineering Services for Roadwork in Multiple Communities
CWS	Bunker Gear for Fire Fighters training
CWS	Furniture for CWS Montreal Offices
CWS	Circuit Rider Training
CWS	Construction of Server Room
CHRD	Furniture for Wemindji Training Centre
EEPF	Construction of Duplex in Waskaganish
EEPF	Police Records Management Software
EEPF	Police Regional Radio Communications System
EEPF	Police Wide Area IP Network
EEPF	Police Information & Communications Architecture
EEPF	15 Tahoes for Police Force
EEPF	Police Search and Rescue Boat
EEPF	HD Pickup for Police Force
EEPF	Police Vehicle Asset Disposal
EEPF	Construction of EEPF Detachment in Mistissini
EEPF	Expansion of EEPF Headquarters
EEPF	Digital Finger Printing System
Justice	Women's Shelter Engineering
Justice	Multimedia Equipment
Justice	Justice Facility Signage
Justice	Emergency Defibrillators
Justice	Swappable Drives
Justice	Computer Equipment
Justice	Paving of Justice Facility in Waskaganish
WFN	Whapmagoostui Fire Hall Engineering Work
WFN	Whapmagoostui Infrastructure Master Plan

Regional Capital Works

Capital Works Division

The Capital Works Division of CWS 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, 2015, CWS had to oversee the operations and the maintenance (O&M) of twenty two (22) large buildings and fifty nine (59) housing units located in the Cree communities as listed in Table 2. In order to carry out the O&M works, there is a team of ten (10) janitors, five (5) maintenance workers and one (1) manager dedicated to that work.

The types of operations and maintenance activities that are carried out by the Maintenance Workers include a) corrective maintenance to fix damaged or broken equipment, b) preventive maintenance to prevent equipment failure, c) renovation of equipment at the end of service life to replace or renovate equipment that is no longer usable and d) improvement to upgrade equipment based on new needs or requirements. Table 2 illustrates that CWS performed sixty (60) major O&M activities on the CNG facilities and housing.

CWS finalized the implementation of a computerized maintenance management system (CMMS) in 2014-2015. The CMMS will help to manage work orders and the preventive maintenance of the facilities. In 2014-2015, the inventory of all of the equipment of the CNG buildings was finalized and preventive maintenance tasks were developed. Next fiscal year (2015-2016) will be the first year that CWS will use the CMMS program to support its maintenance activities.

Capital Projects Activities

CWS also has a team in charge of construction activities which had nine (9) active projects under its responsibility in 2014-2015 for a total value of $12,561,598 as per Table 4. These projects were executed for the CNG departments of the Eeyou Eenou Police Force, Justice and Correctional Services, the Cree Human Resources Development and the Cree Nation Government Administration.

Professional Services Activities

The Capital Works Division also mandates professional architectural firms and engineers to prepare plans and specifications for various construction projects, assist in the supervision of construction works as well as 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.

Another endeavor that was done this year was to develop, with the assistance of CNG lawyers, a Cree

Nation Government by-law concerning the regulation of certain buildings for the protection of public health and safety. This building by-law was approved by the Council of the Cree Nation Government on December 18, 2014. The Building By-Law applies to buildings for regional governance and for housing relating to regional governance in order to provide for the application of standards at least equivalent to federal and provincial standards in relation to such buildings.

Housing Activities

The CWS provides support and services in the Cree communities relating to housing. The Regional Housing Planner and the Housing Data Administrator are dedicated to the Cree Housing File.

Inspection Services for CMHC and for the Insurance File with the Board of Compensation

The housing team is supported by four (4) housing inspectors from the Cree communities who work on a punctual basis to perform inspections on social housing on behalf of CMHC. They perform inspections for the new housing being built, for verifying the physical condition review (PCR) of the current housing stock and for the residential rehabilitation assistance program (RRAP). The housing team is also performing inspections and cost estimates following fire or flood incidents for the self-insurance program under the Board of Compensation.

Eeyou Miichuwaap

The housing team coordinates a regional forum of exchange among the Cree communities called Eeyou Miichuwaap; four (4) meetings were held in 2014-2015. The Eeyou Miichuwaap's meeting generally lasts two (2) days; the first day being used to discuss the Cree Housing File in the communities and the second day is used to exchange information with the CMHC staff.

Cree Regional Housing Action Plan

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 local and regional governments. Each Cree community was met with during the year to review the progress of the action plan locally.

As part of the Cree Regional Housing Action Plan, the Regional Housing Planner developed a communication plan to help bring awareness to the benefit of private homeownership and the direction of the Regional Housing Action Plan. A Regional Radio Show on housing was hosted in 2014-2015 once per month through the James Bay Cree Communication Society. The date and content of the radio shows were as follows:

- May 20, 2014: General information about the Cree Regional Action Plan
- June 27, 2014: General information about the Cree Housing Symposium held in September 2013.
- July 15, 2014: Radio show in Waskaganish about Waskaganish Housing
- August 19, 2014: Radio show in Waswanipi about Waswanipi Housing
- September 16, 2014: Radio show in Whapmagoostui about Whapmagoostui Housing
- October 21, 2014: Radio show in Wemindji about Wemindji Housing
- November 18, 2014: Radio show in Nemaska about Nemaska Housing
- December 16, 2014: Radio show in Ouje-Bougoumou about Ouje-Bougoumou Housing
- January 20, 2015: Radio show in Eastmain about the Eastmain Housing
- February 17, 2015: Radio show in Chisasibi about Chisasibi
- March 17, 2015: Radio show in Mistissini about Mistissini

To conclude the first year of the Regional Radio Show in Housing, a brochure regrouping the scripts of all the shows will be produced and distributed to the Cree local administrations.

A video promoting homeownership in the Cree communities was also developed and distributed in the Cree communities. Another set of ten (10) short videos on housing tips, such as how to clean mold, are being produced and will be distributed in the 2015-2016 fiscal year.

Finally, the CWS team worked on a plan for marketable housing that was presented to the Council of the Cree Nation Government. This plan describes solutions towards solving the housing crisis and building more than five-thousand (5,000) housing units in the Cree communities within fifteen (15) years.

Table 2: Assets under the responsibility of CWS for Operations and Maintenance (O&M)

	Number of facilities	
	Direct Responsibility	Leased
Buildings		
CHRD Office	2	0
CNG Head Office	1	0
EEPF Detachment	8	1
EEPF Headquarter	1	0
Justice Facility	9	0
Total building	**21**	**1**
Housing units		
CNG Housing	20	0
EEPF Housing	39	0
Total housing units	**59**	**0**
Total	**80**	**1**

Table 3: O&M activities in 2014-2015

CNG Facilities	Corrective Maintenance	Preventive Maintenance	Renovation or equipment at the end of service life	Improvement	Subtotal
CNG Head Office	7	2	0	1	9
CNG and EEPF Housing	5	1	0	0	6
EEPF Facilities	12	3	0	0	15
Justice Facilities	14	14	0	0	28
CHRD Office	1	1	0	0	2
Total	**39**	**21**	**0**	**0**	**60**
Percentage	**65 %**	**35 %**	**0 %**	**0 %**	**100 %**

Table 4: Regional Capital Works – Construction Activities

Project	Value of Contract	Advancement				Delivery Date	Contractore
		Q1 2014/15	Q2 2014/15	Q3 2014/15	Q4 2014/15		
EEPF Housing Triplex in Waskaganish	$995,790	100%	100%	100%	100%	June 2014	9260-0121 Québec Inc. (Construction de l'Avenir)
EEPF Housing Duplex in Waswanipi	$573,380	100%	100%	100%	100%	May 2014	Waswanipi Eenouch
EEPF Housing 4Plex in Chisasibi	$1,136,344	100%	100%	100%	100%	June 2014	CCDC
EEPF Housing Triplex in Nemaska	$1,092,775	100%	100%	100%	100%	June 2014	9260-0121 Québec Inc. (Construction de l'Avenir)
EEPF Detachment in Wemindji – renovation of heating system and installation of a generator	$293,292	100%	100%	100%	100%	April 2014	VCC Vieux Comptoir Construction
Wemindji Training Centre – Phase II	$7,490,267	0%	50%	90%	98%	February 2015	CCDC
Justice Facility in Ouje-Bougoumou – Security Adjustment	$223,100	0%	60%	85%	100%	February 2015	Atuskuu Construction
Justice Facility in Waswanipi – Security Adjustment	$249,773	0%	85%	100%	100%	December 2014	Waswanipi Eenouch
CNG Head Office Renovation in Nemaska	$506,877	0%	0%	100%	100%	October 2014	Mis & George Blacksmith
	$12,561,598						

Approved 2014-2015 Department Budget

	2014-2015
Department Direction	$ 466,265
Regional Capital Works	$ 338,290
Technical Committees and Related Support	$50,000
Capital Planning and Engineering Services	$588,400
Housing Support Services	$ 213,400
Computerized Management Maintenance System	$ 10,000
Regional Fire Protection Support	$ 119,000
Fire Protection Training & Other Initiatives	$ 600,000
Forest Fire Protection	$ 100,000
Grand Total	**$ 2,485,355**

Wemindji Training Centre – Outside Front

1975

JBNQA Section 28: Economic and Social Development

Subject to the extent of financial participation possible by Canada, Quebec and the Cree communities...Quebec and Canada shall provide funding and technical assistance for: a) the construction or provision of a community centre in each Cree community...

Child and Family Services

Message from the Director
Kelly Pepabano

It is an honour to once again present the 2014-2015 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 give recognition and acknowledgement to 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 in Eeyou Iscthee.

I also want to give recognition to one particular director whose outstanding contribution to childcare has not gone unnoticed; she is our recipient of the "Director of the Year" award 2014: Leigh Ann Gates of Anjabowa Child and Family Services Centre in Chisasibi. Leigh Ann has been employed within the administration of Anjabowa since 2006, first as a Coordinator and then becoming the Director. Her commitment to this endeavour has proven what a passion she has for working with children and their families. Congratulations Leigh Ann!

As for our regional team, we have also given special recognition to our esteemed colleague Pamela Norquay, who has held the title "Regional Staff Member of the Year" for a second consecutive 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, we have had the benefit of bringing three additional employees to our thriving team: Penny Jones, of Whapmagoostui, joined our financial team at the beginning of the fiscal year. She was previously employed by Awash Estchees Childcare Centre in Whapmagoostui. Also, Desiree Blacksmith of Waswanipi joined our team in June 2014 as the Head Start Program Advisor. She was previously employed as the Head Start Coordinator with Shiishiikuunkamikw Childcare Centre in Waswanipi. Finally, Melissa Rodgers who was previously employed as the Director of the Waspshooyan Childcare Centre in Oujé-Bougoumou, joined our team at the end of November as our new Regional Pedagogical Advisor. Welcome to the team ladies! You will undoubtedly be an asset to our team and will reinforce the support that we provide to all childcare centres in Eeyou Istchee.

On a final note related to the management of our human resources, there is one most important achievement that I would like to highlight. For the first time this year, and after many years of discussions, we were able to provide special allowances to all of the childcare and Head Start program staff members, to help offset the high cost of living in the North. Our deepest thanks to our Grand Chief, who appointed a professional team of negotiators to support us in this endeavour. Thanks to the strong level of cooperation and skills of our team, we convinced the Québec Ministère de la Famille to allocate funds to provide this allowance, within our renewed administrative agreement.

Wide range of activities at CFSD

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, as well as 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. They include childcare services, Head Start programs, services dedicated to children living with special needs and services for families.

In 2014-2015, we have also ensured the implementation of an agreement between the Cree Nation Government and the Québec Ministère de l'Emploi et de la Solidarité sociale. Our work involved reviewing and supporting 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 important projects related to the well-being of our families, details of which are provided in the next few pages.

This year, we also formed a greater tie with the Maternal and Child Health program staff at the Cree Board of Health and Social Services. Together we hosted a regional forum for both the Head Start and Â Mashkûpimâtsît Awash programs. Our goal is to foster positive collaboration between the two programs, and to avoid duplication of services provided to the communities. This work continues to go smoothly, and we are confident that the outcome will be great.

In closing, I would like to say that 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

Our Department is based in Mistissini, with four full-time employees working out of our main office. One employee is based in Waskaganish, one works within the Finance Division in Nemaska, two are based in Waswanipi, one in Whapmagoostui and finally, one works from our new office in Chisasibi. In 2014-2015, we also continued to count on the support of a team of professionals who coach our team in the areas of management and finance. We are proud that members of our team are spread out in many communities, and increase our presence and visibility throughout our Territory.

Department team members continue to ensure that childcare services are being provided by Cree personnel in the Cree language, and are using culturally-appropriate tools. Our work also includes ensuring that the childcare centres and Head Start programs reflect the communities' cultural values, beliefs and traditions. One of the main roles of our regional team is to travel to all of the communities in order to provide technical and professional support to staff and board members of the nine Child and Family Services Centres.

At the end of 2014-2015, more than 350 Crees worked in child and family services, most of them in permanent full-time positions. More than half of the persons working as educators now hold college-level diplomas.

Centres providing childcare services and Head Start programs each hire one director who looks after management (human resources, finance, materials, administration, services). Directors are assisted by coordinators for each of our 16 facilities, as well as by administrative assistants. Each centre employs a number of educators (including special needs educators and in some cases, home visit educators). All centres also have cooks and janitors on their regular staff. Finally, some centres have pedagogical counsellors as well as coordinators for their Head Start programs.

Implementation of our Action Plan

For fiscal year 2014-2015, the activities of the Child and Family Services Department have included the following.

Programs and Agreements

This year again, our Department channelled 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* gives us various responsibilities, including renewing childcare centres' permits, carrying out inspections, facilitating the implementation of back-

ground inquiries for all staff and board members of 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 Â Mashkûpimâtsît Awash program.
- The *Cree Alliance for Solidarity* is funded through an agreement between the Cree Nation Government and the Ministère de l'Emploi et de la Solidarité sociale (MESS). Our Department has provided logistical services for the implementation of this agreement since 2013-2014. The work of the Cree Alliance for Solidarity consists in coordinating services and funding projects that aim at alleviating poverty throughout Eeyou Istchee.

  Over the course of the agreement, 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, accepted to fund projects covering a wide variety of personal, social and community development issues. Funding from the MESS agreement amounting to $ 1.6 million over three fiscal years was fully committed in 2014-2015.

Out of the fifteen (15) successful projects implemented in 2014-2015, five (5) 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 Community Miyupimaatisiun Centre (CMC) and 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 Â Mashkûpimâtsît Awash program at the CMC, 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, parents focus on topics such as parent-child bonding, best parenting practices as well as cognitive and early literacy skills. This program was also successfully started in Waswanipi in the winter of 2015.
3. ***The Wemindji Fly Families in Community project***, which was completed in 2014-2015, was organized through a community development process initiated by the Awash Program at the local CMC in close collaboration with the Kanawhymigoo Childcare and Head Start Program and community partners. This project aimed at supporting parents in their most important responsibility, and involved 8-week sessions where parents of children within a specific age group got together to explore their roles as parents, and connected with one another to build their own support networks.
4. ***The Cree Child and Family Services Centres Association*** is developing a series of 10 books: 3 for infants, 3 for toddlers and 4 for pre-schoolers, to motivate Cree families to develop a 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 impact on school success, school retention and outcome in life.

   A first series of three (3) books was published in 2014-2015, and the other works will be launched in 2015-2016, along with an awareness campaign aiming at all Cree families.
5. ***The Oujé-Bougoumou Family Centre Strategy*** was developed by a coalition of organizations involving the Wellness Program, the MSDC, the Â Mashkupimatsit Awash Program at the CMC and the Waspshooyan Child and Family Services Centre's Head Start Program. It implements a series of activities to prepare preschool-age children for school, and to provide gross motor activities that help children relax and deal with stress while learning concepts that will make them enjoy gym classes and organized

sports later in life. The project also aims at supporting low-income families who wish to further their skills in the areas of budgeting, nutrition and food preparation.

The other projects funded through the Cree Alliance in 2014-2015 included:

6. ***Chisasibi Community Agriculture Project:*** The Chisasibi Business Service Centre is 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, and to adapt and implement *A Treasure in my Garden*, a successful gardening animation program for childcare and primary school children.
7. ***Healthy Homes, Brighter Futures:*** The Cree Nation Youth Council (CNYC) has implemented a training program in Mistissini for a group of single mothers who learned skills related to managing their homes and finances, parenting and employment. This program, completed in 2013-2014, aimed at increasing pre-employment skills as well as practical supports available to single mothers.
8. ***DJ and Dance Program:*** In 2014-2015, the CNYC implemented an arts program for Nemaska students, with a focus on music and dance, that is similar to the Sports Academy programs in existence in some other Cree communities. The main objective of the program was to improve school retention and success by providing daily activities that encouraged and mentored students through the use of music and dance. The Program aimed at promoting an environment that celebrates diversity, that provides positive mentorship and that teaches healthy routines and disciplines.
9. ***Community Arts Marketing Pilot Project:*** The Cree Native Arts and Crafts Association has created local committees (LCs) of artists and craftspeople in Eastmain, Oujé-Bougoumou, Mistissini, Waskaganish, Waswanipi and Whapmagoostui, to market members' products and to assist them in developing skills. Each LC has developed its own plan of action based on local needs (dealing with issues like marketing, events, access to materials, education, etc.), to develop the local cultural economy.
10. ***Waswanipi Elders' Initiative:*** The Elders' Program of the Waswanipi Cree First Nation is implementing a series of activities that involve Elders' abuse awareness (workshops to help Elders understand the various forms of abuse, and learn about mechanisms to protect themselves and to report cases), potluck suppers that foster the integration of Elders, exercise

sessions for Elders as well as workshops on injury prevention. The project also involves developing a long-term funding plan for the Meals-on-Wheels service.

11. ***Children's Lunch Program:*** The Waswanipi Cree First Nation is using Alliance funding to fund the operations of the Children's Lunch Program in 2014-2015, but more importantly, to organize the Program so that it may live on, by exploring funding opportunities provided through national foundations (Breakfast for learning; Breakfast club of Canada's Aboriginal Program). Sponsors also plan to expand the work of the Lunch Program by starting a community kitchen for parents and by providing workshops on budgeting as well as menu planning for families.

12. ***Aasuumiih:*** Aasuumiih is a non-profit organization based in Mistissini that plans to create a family centre within the community, which involves re-establishing its second-hand store, providing regular food bank services to low-income families, and developing a series of activities that support low-income families in Mistissini. The project also ensures greater involvement from families in need, so that they develop skills in taking care of themselves and connecting with services available in the community.

13. ***Elephant Thoughts Summer Science Camp:*** With the support of CHRD, the Cree School Board and the Cree Alliance for Solidarity, Elephant Thoughts has implemented one-week hands-on science camps in the nine (9) Cree communities in the summer of 2014. Camps focused on children 6 to 13, and individually had from 25 to 50 participants, depending on the community. Day camps were high energy and high-tech, and excited children about science in order to encourage them to choose careers in health and science, and to stay in school.

14. ***Washaw Sibi Community Healing Initiative:*** Washaw Sibi organized a youth mentoring, educational and wellness plan built around a 12-day canoe brigade learning experience, which helped local youths to develop perseverance, confidence and self-esteem through mentoring, land-based healing and media arts training. The community also embarked upon a community-wide healing initiative consisting of six two-day healing workshops to identify individual and community healing needs, train a community team to facilitate on-going work, facilitate leadership modelling of appropriate attitudes and behaviours, and develop community resolve in addressing social issues.

15. ***Eeyou Healing Retreat - Chiiwaaschaouu Nishiyuu:*** In collaboration with Nishiiyuu Man, the CNYC and the Wemindji First Nation, the Cree Women of Eeyou Istchee Association organized a healing conference under the theme Chiiwaaschaouu Nishiyuu – Honoring the Journey of Hope. The event was held September 18 to 20, 2014 in Wemindji. Workshops covered a range of topics including colonialism, family violence, Cree practices, family unity, self-esteem, as well as sharing circles and sweat lodges.

Support to Childcare Centres in the Nine Cree Communities

- In 2014-2015, we continued to support the nine existing child and family services centres' boards of directors, and facilitated training sessions for a number of them as well. We assisted local boards in the supervision of the operations of their childcare programs and services.
- We provided technical and professional support to all directors and staff members of the centres involved in childcare and Head Start programs, including on 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 childcare centres.
- We developed new tools and systems to assist the directors in the supervision of all programs and services.
- We monitored regular maintenance needs and services for our sixteen (16) childcare facilities to ensure that they function to their best capacity.
- We supported the centres with their new projects related to the Cree Alliance for Solidarity.

Accessibility and Affordability of Child and Family Services

- At the end of fiscal year 2014-2015, there were 1,208 funded full-time childcare spaces available in the nine communities through the $7.30/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 while incorporating Cree heritage and culture in the programs, it is important for the Department to provide opportunities for training and development for staff members and persons

who wish to pursue a career in early childhood development.

Here is an overview of the measures taken in 2014-2015:

College-Level Training Programs

Each childcare centre is required to meet the provincial Act and Regulations ratios, which stipulate that two out of three educators working in childcare centres need to be trained. In addition, numerous graduates from this program also find employment in the Cree school and health systems.

In August 2014, 14 students from the Cree Nation of Waswanipi graduated from the CEGEP de St-Félicien's *Educators in Native Childcare Services* (ENCS) training program. By December 2014, 11 students in Whapmagoostui completed their certification in *Special needs* also from the CEGEP de St-Félicien, and finally, another group of 16 students from Wemindji also received their certification with the CEGEP de St-Félicien's ENCS 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.

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 the community of Chisasibi in September 2014, a new Special Needs program started in the community of Mistissini in January 2015 and another Educators program is scheduled to start in May of 2015 in Oujé-Bougoumou, all with sizeable groups of students.

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 need to thank the CEGEP instructors, who are making an important contribution by inspiring not only their students, but all childcare workers to become true professionals.

Directors of Cree Child and Family Services Centres

Directors of childcare centres participated in two one-week training workshops this year – one in September in Montreal and the second in Gatineau in November 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 administration of childcare centres. Our team also provided a regional training session for all financial administrators regarding the management of their annual budgets, in November 2014 in Montreal. Team members also continued to prepare the financial statements for the year-end audits.

Educational Program

Seeing as our new Regional Pedagogical Advisor only joined our team at the end of November, her first mission was to make a tour of all centres and meet with all educators and pedagogical counsellors on the educational program which is implemented in all playrooms.

Special Needs Program

Our Regional Special Needs Advisor also made regular visits to the childcare centres and supported the educators who foster the development of children who have special needs. She also participated and collaborated with the Regional Special Needs Advisory Committee and the FASD Advisory Committee along with representatives from both the Cree Health Board and the Cree School Board. Finally, our Advisor was involved in the creation of the long anticipated Kate Sharl Foundation, which aims to raise funds to financially support children with special needs in achieving opportunities that would otherwise be out of their reach, because of their levels of need and of the high cost of equipment.

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.

Construction and Maintenance of our facilities

Expansion of the second facility of Kanawhymigoo Childcare Centre in Wemindji

In 2014-2015, we worked on the expansion of the second facility, which may now host a total of 80 children.

Maintenance of the centres

In order to maintain all of its existing facilities, we provided the services of Roch Maindeville with the support of Cree workers. The team worked in all communities but focused much of its attention on Whapmagoostui and Wemindji this year. In Wemindji, the construction crew closely monitored the expansion of the second facility while working on the maintenance of the first facility.

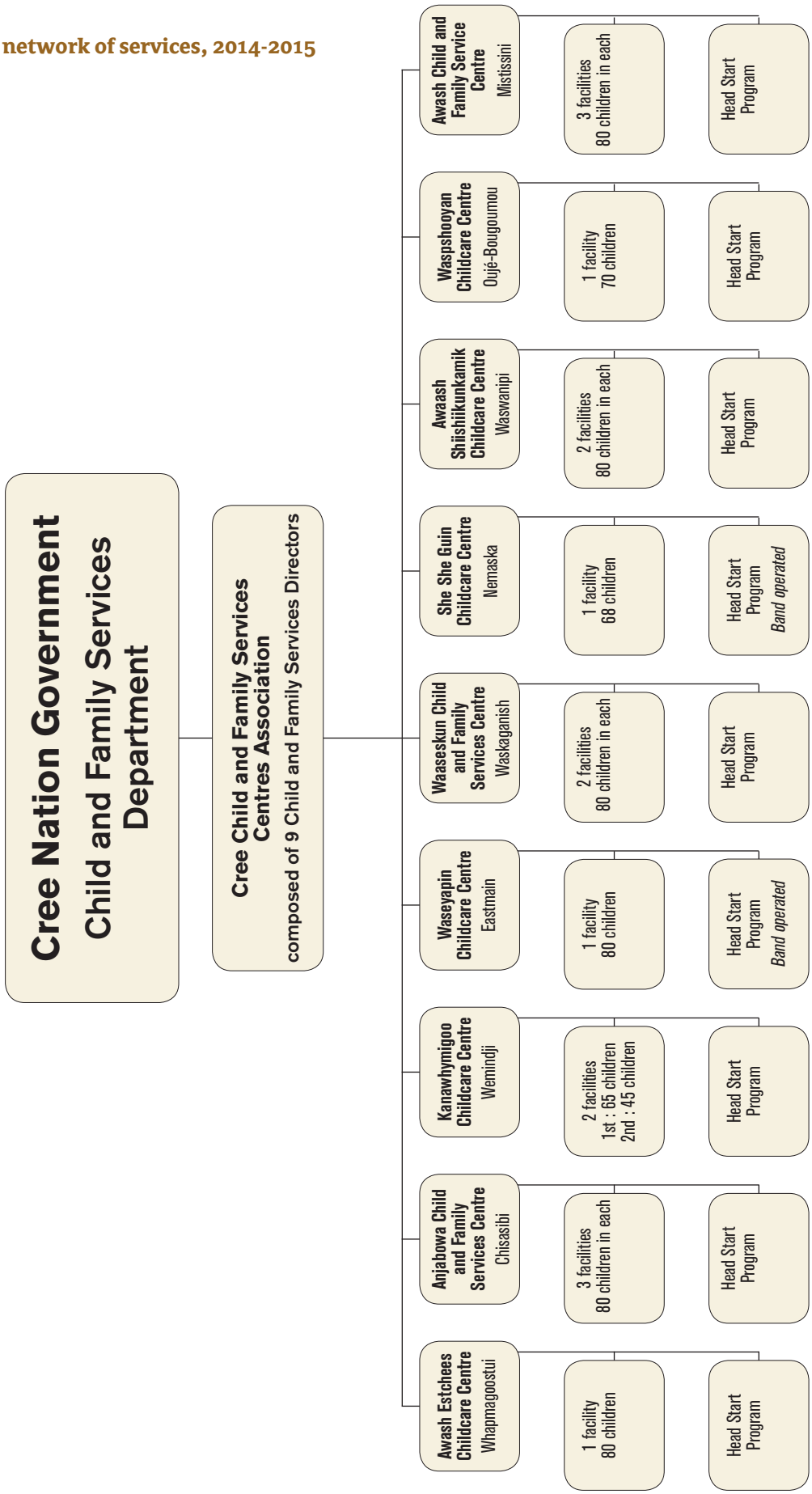
Liaison

- We planned and coordinated three regional meetings and workshops as well as held monthly meetings via teleconference when necessary 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 including the renewal of the collective agreement in two unionized childcare centres. The Association also spearheads the development of culturally-appropriate resources for young children such as the new Cree books that were created and distributed in December 2014 to all childcare centres in Eeyou Istchee.
- We acted as liaison with other First Nations and organisations on childcare matters and issues, and ensured concerted and informed actions.
- We continued to network and build 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 2015-2016

1. Continue to implement the new budget rules associated with our 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 centres 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. Construct and build a new, fourth facility for the Anjabowa Child and Family Services Centre in Chisasibi, so that more families may benefit from childcare services.
5. With the support of CHRD, continue to deliver the CEGEP training programs *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, 2014-2015



Justice and Correctional Services

Message from the Director
Donald Nicholls

Gaston Cooper

2014-2015 was a busy year for the Department of Justice and Correctional Services (the "Department"), as we were able to offer new programs and services while continuing to enhance our core services to the Cree Nation.

I would like to begin by welcoming all new employees to the Department and taking a moment to recognize the hard work and dedication of all staff members. In the past year, our Department continued to grow in terms of personnel and programs alike. The majority of staff are spread throughout the nine Cree communities as local community justice, reintegration and prevention officers, as well as support staff. A number of our employees participated in a variety of training programs, all with the intention of continuing to develop and equip our staff in order to provide the highest level of service to our clientele.

The year also marked the end of the term of Gerti Murdoch as Chair of the Cree-Quebec Judicial Advisory Committee. The new appointed Chair of the Committee is Isabel Brodeur from the Ministry of Public Security. Gerti did an exceptional job, and we are thankful to her for her hard work and dedication to the Department. We would also like to thank the other members of the Judicial Advisory Committee who continue to work with us throughout the year. This year, we created a number of Sub-Committees of the Judicial Advisory Committee to assist us with the review of the new justice funds applications, and also with specialized projects. This complements their work with reviewing and recommending to the Cree Nation Government and Government of Quebec on budgeting, planning and research.

We would also like to acknowledge the continued support of the Cree leadership, and Cree Nation Government. It is through collaboration and support of leaders, other departments, youth, Elders, and other organizations that we together can achieve healthier and stronger communities.

The Department was excited to launch a number of new services and programs both regionally and individually to each community. Some examples of this are the launch of four new justice funds, an alternative to school suspensions program, and community tours, among others.

We also enjoyed new partnerships and continued opportunities to network with various communities and groups within the Cree Nation, both at the local and re-

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JBNQA Section 18 Administration of Justice (Crees)

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gional levels. Some highlights include partnerships with Tim Hortons, Free the Children, and the Boys and Girls Club of Ottawa targeting our youth, and a partnership with Saint Paul's University and the Canadian Center for Conflict Resolution with our community dialogue initiatives. The Tim Horton's camps we have co-organized with our Cree SNAP team, would not have been possible without the generosity of Anthony and Elaine MacLeod the owners of two Tim Horton's franchises in Eeyou Istchee. We strongly believe that partnerships and involvement at the community level help foster our aim to ultimately deliver an increased number of high quality services along with local solutions to local issues.

We placed strong emphasis last year on opening the channels of communication between the Department and each of the Cree communities. By developing a good understanding of local issues and needs, we can deliver an increased number of meaningful and targeted services and accessible local solutions in a more timely fashion. We also encourage the implementation of local solutions and work to engage and connect the communities with their unique priorities. This is one way where we, as a Department, are constantly striving to provide better services to the Cree Nation.

Continuing to integrate Cree language & culture in both our existing and new programs remains a major priority in order to engage offenders and reduce recidivism. As such, we have had much success with land based programs and look forward to the future initiatives resulting from our new Land Based Camps Fund. This also includes the hard work of our Working Group on Cree Terminology who will produce a new justice lexicon this year to be used throughout the systems and communities.

Included in this report are a brief overview of our programs and services, of the changes that occurred over the year, and some relevant statistics. The Department takes pride in having contributed to the downward trend observed in recent years for criminal offences and young offender statistics through the services and programs it provides to the communities, and for the ability to provide to the Cree Nation statistics to get an overview of the level of activity in each area.

Over the coming year, we will continue our community tours to provide more details on our initiatives. We wish to thank those who hosted a community tour last year and we look forward to visiting the communities once again this year. We also look forward to continued or new partnerships with communities, other departments, agencies and organizations on all the exciting projects we have lined up for 2015-2016.

We remain strongly committed to enhancing both public safety and community wellness and as a result, are contributing to the strengthening of our Cree Nation as a whole.

Thank You. Meegwetch.

Launch of New Programs

Four New Funds to Improve the Administration of Justice

Last year, the Department began an exciting new initiative to support its justice-related mission with the launch of four new funds:

1. Corrections Fund
2. Land Based Camps Fund
3. Youth Engagement Fund
4. Crime Prevention Fund

While each fund has a specific justice-related focus, all intend to provide resources and opportunities for the enhancement of services in the areas of justice and correctional services within the Cree Nation. The funds aim to encourage community as well as individual involvement and inspire engagement, and new ideas to improve the safety and welfare of the Cree communities across Eeyou Istchee.

Each of the four funds is administered by a dedicated member of the Department's staff, responsible for guiding applicants throughout the process and monitoring accepted projects during the year.

1. The Corrections Fund

The Fund is administered by the Corrections Administrator (a new position filled this year). Its purpose is to:

- assist in the rehabilitation and reintegration of Crees who have committed offences back into their families and communities.
- work with Cree offenders to reduce the likelihood of reoffending, remove barriers to successful social reinsertion, develop a sense of personal responsibility, increase public awareness of the consequences of certain behaviours, and enhance public safety and community wellness.

Over the past year and in previous years before the fund was in place, we have sponsored a number of land based activities for Cree clientele returning from detention or on conditional releases.

2. Land Based Camps Fund

The Land Based Camps Fund is administrated by the Justice Administrator. This fund was set up to accommodate clientele who often do not want to return to the communities immediately, or may not have had access to many resources. The purpose of the fund is to help by:

- offering one time financial allocation for the building of land based camps in close proximity to each of the 9 Cree communities.
- providing the Department with a place to conduct more land based programs for Cree clients returning from detention or those in high risk of offending.

The fund is available in each community, to an individual or organization, to build us a place on the land where the Department can deliver prevention, diversion, intervention and rehabilitation programs.

Cree Nation Youth well represented at "We Day"

A huge turnout for "National We Day" (Ottawa, ON)

3. Youth Engagement Fund.

The fund is administrated by the Community Program Officer. It aims to:

- support the engagement of youth and empower them to develop projects, workshops and other initiatives directed at crime prevention.
- target a number of high-risk activities such as bullying, drop out rates, suspensions, drug and alcohol abuse, and suicide prevention.
- empower youth to work together to come up with solutions for other youth.
- help facilitate change in youth who have been in a cycle of anti social behaviour in the communities.
- support the integration of Cree values and ways of life to help youth reconnect with their identity and community.

4. Crime Prevention Fund

This fund is temporarily administrated by the Financial Officer, until the new position of Program Administrator is filled. Its purpose is to engage communities, organizations and individuals in:

- finding solutions to current, emerging or potential future problems that impact the safety, welfare or unity of our communities.
- developing local and regional programs that strive to reduce crime and the possibility of crime through different initiatives targeting high-risk clients.

Areas of priority for community programs could include domestic violence, alcohol and drug addiction, bullying, reducing risk factors for youth, education and awareness on issues, building safer environments, and promoting alternative measures to crime.

While last year saw the development of the funds, 2015-2016 will be a very exciting year as the first full cycle of applications through to project implementation and completion will occur, along with the second round of application submissions.

An Alternative to School Suspensions

This past year, a program was explored to address the high number of suspensions in our Cree schools. The Cree-Quebec Judicial Advisory Committee created a Sub-Committee to work on an alternative solution to school suspensions. The Alternative Suspension Program aims to work with children while on suspension, instead of simply sending them home. During the suspension period, the child will be directed to the program facility outside of the school. Schoolwork will be completed in the morning to assure the student keeps up with their class, and in the afternoon, programming will focus on the development of life skills and awareness on key issues. At the end of the program time, a meeting will be scheduled with the parents and school to discuss the child's reintegration at school. The Cree program is based on one that was developed in Montreal and currently has 80 sites across the country. A Coordinator has been hired to administer the program in Eeyou Istchee, and youth workers will be trained over the summer for implementation in the 2015-2016 school year.

Making Legal Information Accessible to the General Public

The Department is now looking at establishing a Regional Legal Information Clinic, a project that would strive to make legal information accessible to the general public in Eeyou Istchee. This project is inspired by a successful pilot initiative that took place in the Cree Nation of Wemindji a few years ago. When established, the information clinic would provide information about the legal system and related issues of importance, adapting any information to take into account how it would be relevant to JBNQA beneficiaries. It is expected that this new resource to the Cree Nation would communicate information through a variety of means including a website, a call number, and workshops within the communities.

Update on Existing Projects and Programs

SNAP Program: A Successfully Adapted Model

The Cree SNAP Program, Pitimaa Maamituneyiht, began as a clinical model, which yielded amazing results in its pilot launch as a school-based program. The new Cree SNAP for Schools Program aims to teach children under the age of 12 essential life skills of conflict resolution and self-responsibility.

In its first few years of delivery, the program showed that it could reduce the incidence of chronic bullying, improve classroom environments, and work with children specifically on eight areas of behavioural issues. The Cree project developed evidenced based proof that the adapted Cree model was successful in our communities and schools.

The Department has created a number of new Prevention Program Officer positions, for each community, to allow for the delivery of our Cree SNAP Program in all elementary schools. These positions will also support other community-based programs working towards healthy communities, choices and lifestyles.

"Me to We" and Other Youth Trips

The "Me to We" Trips Program connects youth who want to make a difference in the world with youth in need of support in education, clean drinking water, medical programs and eradication of poverty. Last year, the Department co-sponsored a group of students from Wemindji on a trip to South America where they helped build a school for Indigenous youth. The Department also co-sponsored a group of students from Waskaganish on a trip to Costa Rica to work with local Elders and learn more about the culture and environment of other Indigenous peoples in the world. We thank all the youth that participated in any of the events or programs in the past year.

The Cree Justice Lexicon: Facilitating Communications in Justice-related Processes

The Cree Justice Terminology Project is a justice, corrections, and healing lexicon aimed at better defining words, concepts and processes in Cree so that when people come into contact with the courts, corrections and rehabilitation programs there is an increased baseline understanding. The Cree Justice Lexicon will be a guide of key words available to all translators and workers in the Cree justice and corrections systems.

The federal and provincial governments are required to provide translations of all parts of the legal process, as stipulated in the JBNQA. For the past few years, the Department has been working to develop a lexicon that will improve the ability of these governments to deliver clear and correct Cree translations in any process in the justice and corrections systems. The Cree Justice Terminology Working Group is coordinated by Gerti Murdoch, who is a member of the Cree-Quebec Judicial Advisory Committee. There are four language specialists on the group to account for Whapmagoostui, Northern Coastal, Southern Coastal and Inland dialects of Cree, and a legal advisor who works on the French and English translations. Once completed, the Cree Justice Lexicon will be used in justice proceedings, corrections processes, youth protection cases, and with the general public.

The Mediation Project Expanding Locally

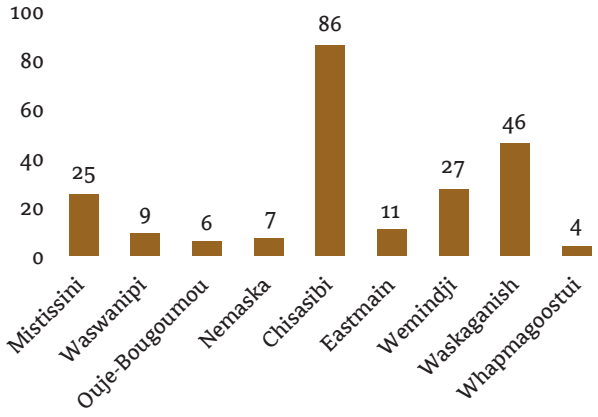
The Mediation Project is a part of the continuation of the Canadian Institute for Conflict Resolution (CICR) training program we had the majority of our staff get certified in. We are committed to building local resources in all the Cree communities for specialized and better client services. It is our belief that not all conflicts need to go through the legal systems. To this end, Department staff and some members of the local Justice Committees throughout the communities are regularly trained in mediation and conciliation skills, facilitation, community dialogue and other forms of client intervention. 2015-2016 will see services become available locally to resolve interpersonal conflicts, employee disputes and group based issues. This coming year will allow a number of key individuals already trained, to develop practical experience while working with professional mediators and to launch of this service in the Cree communities.

CAVAC: Additional Support for Victims and Witnesses of Crime

The mission of CAVAC (Crime Victims Assistance Centers) Officers is to address the needs and concerns of victims and witnesses of crime in Quebec. Until the Quebec Government launched the CAVAC program in 1988, victims and witnesses of crime were not receiving support within the justice system.

Over the past year, a number of new files were opened to provide support, information and liaison with other services for Cree victims and witnesses of crimi-

CAVAC's support to Cree victims and witnesses of crime, 2014-2015 Estimate (By Community)



nal acts. CAVAC offices are currently located within two Cree communities, and CAVAC officers travel to the other communities with the courts and when requested by clients. Last year, the Department initiated discussions with the government of Quebec, which is responsible for the CAVAC program, with a view to opening a third office in order to provide increased and additional support services in Eeyou Istchee.

"In Search of Your Warrior"

Last year, the Department also participated in the "In Search of Your Warrior" Program for Aboriginal offenders incarcerated or released from detention. This program was created by Native Counselling Services of Alberta with Cree Elders, and is founded on research that suggests that spirituality is an essential program element in helping aboriginal adults who are incarcerated in both reducing the chance of re-offending and successful reinsertion to their community. The program seeks to address underlying violence in men, women and youth, and to take them to a place of healing. We are pleased that two of our staff members have completed their training as of March 2015, and can now train others to deliver the program in Eeyou Istchee, as well as run and develop programs of their own.

Youth reaching for the sky (Tim Hortons' Camp)

Building and Maintaining Strong Partnerships

Several Camps and We Day in the Ottawa Area

Last year, the Department collaborated with many external partners to provide Cree children's camps. These included Tim Hortons, Free the Children, and the Boys and Girls Club of Ottawa. The camps work with children to develop values, character and life and social skills, as well as address issues such as bullying, resilience, resistance to peer pressure, and positive role modeling. We are also thankful to the parent volunteers who gave their time to spend it with the children who attended these camps.

The camps were held outside of Ottawa and they coincided with the National We Day. We Day is an interesting and powerful initiative, which aims to inspire children to make a positive difference in their own communities and to help children in other parts of the world. The camps, and We Day, are always a success with the children who attend. It is an investment in our children of our time, attention and support. Each year, they make new friendships, challenge themselves to accomplish new goals, and learn many new values.

Plans for design of the women's shelters

Women's Shelters Remain a Priority

Women's shelters remain a priority for the Cree Nation Government (CNG). A framework agreement was concluded last year between the CNG and the Cree Board of Health and Social Services (CBHSSJB), laying the foundation for a partnership in the construction of two women's shelters in Eeyou Istchee and the delivery of related programs and services. Subsequently, a proposed lease agreement between the CNG and the CBHSSJB was prepared and submitted for approval to the Quebec Ministry of Health and Social Services (MSSSQ). A competition was held for the site selection of these two shelters but the construction of the shelters was delayed pending governmental approvals of proposed lease agreement and technical functional plan.

The Cree Nation Government is prepared to build the shelters and other organizations engaged with us are ready to begin the construction of these facilities. The CNG has approved the initiative, the CBHSSJB has secured a commitment on the operations and maintenance of these facilities, and the Cree-Quebec Judicial Advisory Committee has agreed to recommend to both governments to proceed with the completion of the shelters. At this point, we are awaiting confirmation by the MSSSQ, as per the framework agreement with the CBHSSJB, our partner in this initiative.

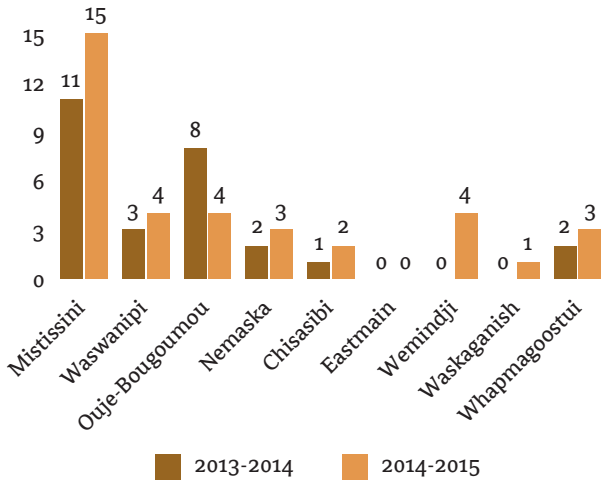
Equipping the Justice Staff and Community Justice Committees

Increased Resources for the Gladue Reporting Process

Gladue reporting follows Criminal Code amendments and a subsequent Supreme Court of Canada decision in 1999 requiring sentencing judges to look at the social, cultural and historical background of an Aboriginal offender before handing down a sentence. With recognition of the over representation of Aboriginal peoples in the federal and provincial correctional systems, the intention is to provide the sentencing judges more information in order to be better equipped to determine an appropriate sentence for an offender.

The production of a Gladue report requires the collaboration of many inputs to look at what is best for the offender in balance with what is in the best interest of the public. Throughout the year, the Department produced 35 Gladue Reports for members with offences facing possible time in detention. In addition, training took place to increase the number of justice personnel qualified to produce these reports.

An Increased Capability to Produce Gladue Reports



Fourth Class of Graduates from the Third Party Neutral Program

This past year, we graduated our fourth class of Cree staff from the Third Party Neutral Program with the Canadian Centre for Conflict Resolution. This training provides increased understanding of the underlying human identity needs of clientele, and develops skills for setting up fair processes to resolve conflicts locally. It is a good example of the core type of training provided to all key staff, and steps taken to provide resources in each community.

Furthering Training for Community Justice Committees

A Community Justice Committee member manages files so that cases can be diverted by the Crown Attorney to the local committee rather than going through the court system. Last year, Community Justice Committees have had a number of training sessions to equip them in their work, sponsored through an agreement with the Department of Justice Canada. They were also given training on how to deal with domestic violence files, as this is an area of priority in the Cree communities.

Justice Committees are now preparing to work with Youth Protection Services on training for a new system to be implemented in 2015-2016 in order to divert youth cases to local Justice Committees. Managing of youth cases will allow Justice Committees to play an active role in providing local solutions, guidance, and support. We look forward to working in the new year, with new Justice Committee members throughout the Cree Nation.

Continued Community Engagement

Valuable Dialogue Through Community Tours

This past year saw the initiation of community tours in which Department leadership met with Chief and Council, local justice workers, and engaged the public in a dialogue on local justice issues. The intention was to share information and concerns so that the Department can measure activity locally, review it with local staff, government and organizations, and create a community-specific plan. The hope is to address areas of concern and to examine the impact of collaboratively designed programs and services. It was an opportunity to open the dialogue on local needs and concerns and to develop or adjust new programs and services accordingly. The tours also allowed us to create local and regional action plans in the area of justice and correctional services. This initiative will continue in 2015-2016 and our goal is to complete all first community visits by the end of the year.

The Department has also partnered with Vern Redekop from Saint Paul's University, and a member of the Canadian Centre for Conflict Resolution, to begin a process of community dialogues. We held a number of sessions in the communities and are looking forward to providing this to more communities throughout the next year. The initial meetings were focused on economic development and the engagement of youth locally. The community dialogue process looks at issues of priority in each community, and helps generate a conversation that then engages and invites more members of the community to be present at each new session.

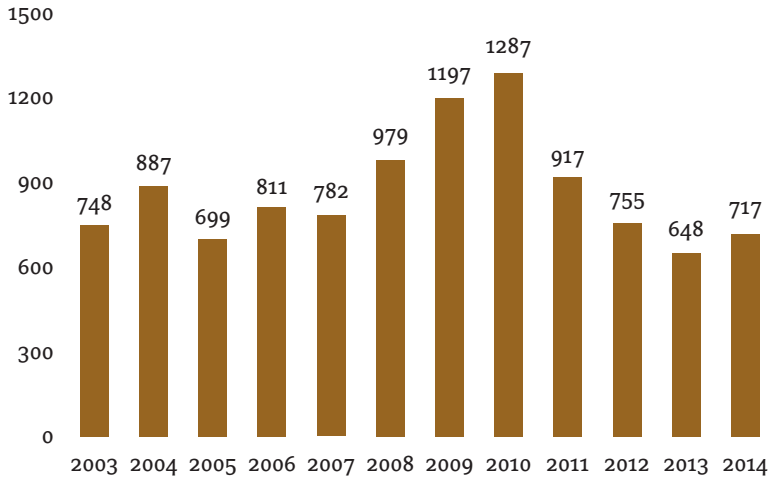
One of the Busiest Court Calendars

The court calendar for the 2014-2015 year was one of the busiest in terms of new court dates. Not only did the year see more regular and accessible services to the communities, it also saw an increase in dates for youth courts, by-laws and civil trials. The justice facilities, built and operated by the Cree Nation Government, host the various courts to allow justice to be more accessible in the Cree communities, but also to allow local Justice Committees and other services to participate in possible solutions. These facilities help the court take into consideration the type of support clients may have locally or regionally, and they also allow for people who wish to have a voice in the process to be present.

There were close to 100 videoconference hearings in the justice facilities in the past year. Allowing for a trial or testimony to be done locally reduces overall costs to partners, families and clients. The number of days are coordinated through the Justice Administrator, and determined by an assessment of needs.

Statistics compiled from 2003 to 2014 on Cree court files in Eeyou Istchee show trends in offences under the *Criminal Code* and other federal and provincial laws and regulations. The Department believes that the services and programs it has and continues to put in place to ensure the safety and welfare of the Cree Nation have contributed to the downward trend observed in recent years for criminal offences and young offender statistics.

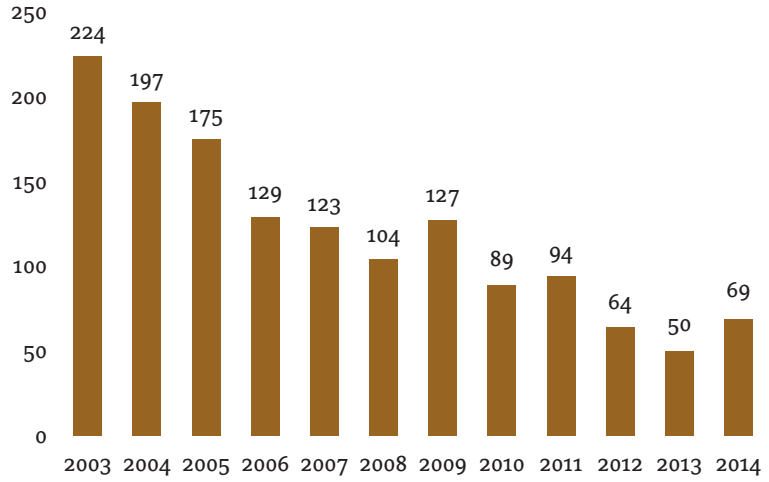
Evolution of the Number of Criminal Offence Cases



Criminal Offences include offences under the Criminal Code and the Controlled Drugs and Substances Act, such as:

- *Assault (including domestic violence)*
- *Driving whiled impaired*
- *Breach of conditions (probation, release)*
- *Threat*
- *Possession of a controlled substance (drugs)*

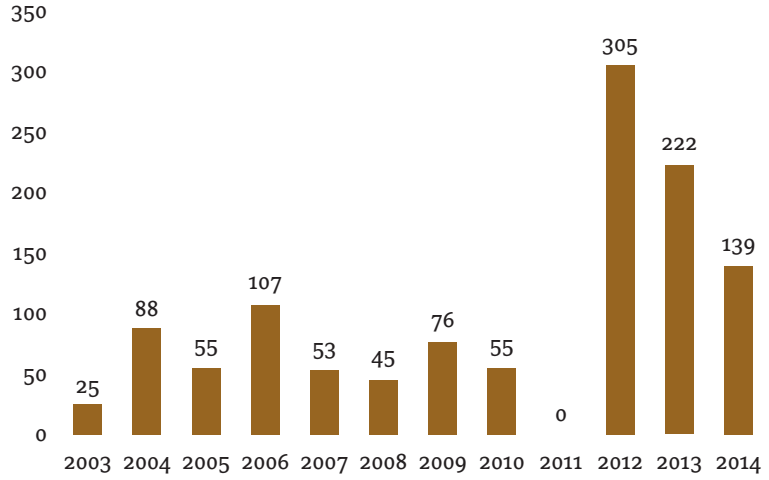
Evolution of the Number of Young Offenders Cases



Young Offenders offences include legal proceedings instituted under the *Youth Criminal Justice Act* (YCJA). The YCJA governs Canada's youth justice system

- *Applies to youth between 12-18 years old who are alleged to have committed criminal offences under the Criminal Code*

Evolution of the Number of Statutory Offence Cases (Federal)

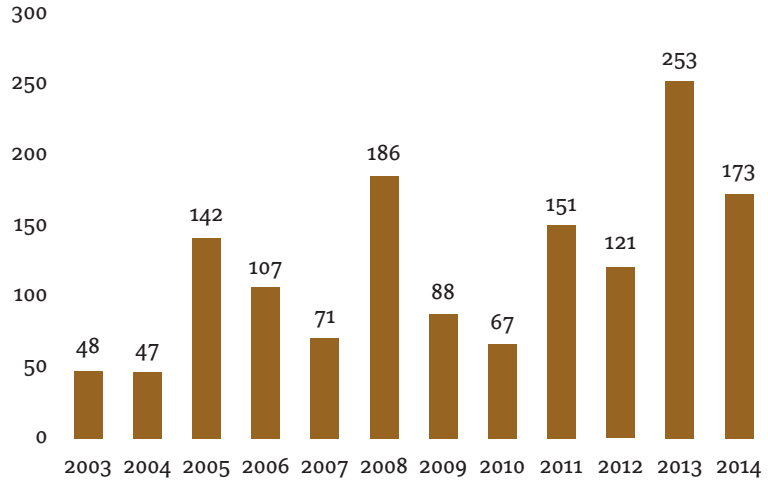


Statutory Offences (Federal) include the files opened for offences under federal statutory laws, other than Criminal Code, such as:

- *Fisheries Act (federal aspects, e.g. method of fishing)*

Offences mostly committed by non-Cree

Evolution of the Number of Statutory Offence Cases (Quebec)



Statutory Offences (Québec) include files opened for offences under Québec statutory laws and regulations, such as:

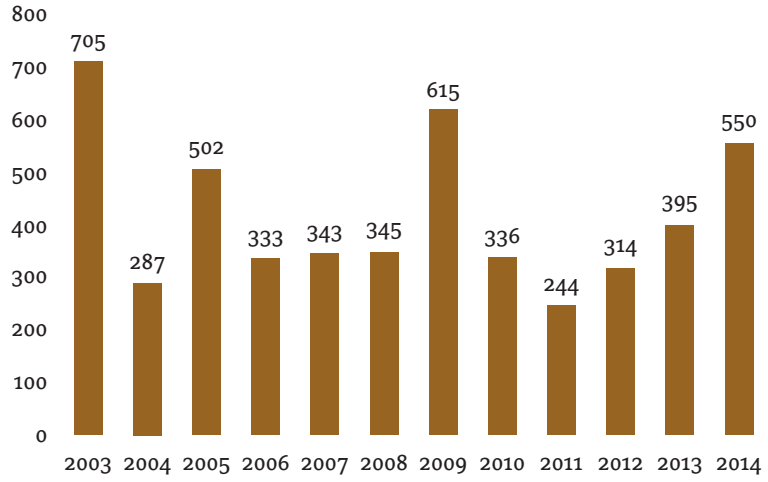
- *Highway Safety Code*
- *Laws and regulations regarding fishing (provincial aspects, e.g. fishing license, period, catch)*

Also includes offences under Regional Municipal by-laws

- *By-law No. 148 concerning Safety, Peace and Order (e.g., use of firearms across or towards a road)*
- *By-law No. 149 concerning Nuisances (e.g., eviscerating and leaving animal carcasses on the road or on a snowmobile trail)*

Offences mostly committed by non-Cree

Evolution of the Number of Community By-Law Offence Cases



Community By-Law Offences include files opened for offences such as:

- *Nuisance*
- *Highway Safety Code*
- *Alcohol By-Laws*
- *Curfew*

1975

JBNQA Section 18 Administration of Justice (Crees)

Justice of the peace, preferably Crees, are appointed in order to deal with infractions to by-laws adopted by Cree local authorities...

Continually Improving Our Facilities

Security Improvements

2014-2015 saw the completion of security adjustments to the nine community justice facilities to ensure they are safe for clients and staff. Generators were added to each facility as well as back up battery systems for the IT equipment. This will allow for increased protection of equipment located in each facility. Adjustments were also made to the facilities' camera and door locking systems. In addition, the Department has gone on tender for multimedia equipment for each of the facilities and intends to complete this project in 2015-2016.

Other General Improvements

Planning is underway for an expansion to the Chisasibi and Mistissini Justice Facilities to allow for an increase in regional services. As well, a working group was established to investigate the building of a facility for Cree youth within the territory, which would enhance our ability to provide better care and programming for youth in custody, and create better proximity for reintegration programs.

Finally, the Department purchased a vehicle for the Court Liaison Officers to travel with the courts to the various Cree communities.

The Corrections Staff: Available from Beginning to End

The Department continues to work closely with clientele in detention, transitional programs, and upon returning to the communities. When an offender enters the corrections system, the Correction Liaison Officer works with the Specialist in Detention Environment to start an initial intake form with each offender. The majority of offenders agree to having Cree staff provide support within the provincial and federal corrections systems. An intake form helps determine the type of services or support the clientele will need in terms of rehabilitation (areas they will need help with), and reintegration (eventually returning to their families or communities.).

Our Department Psychologist also sometimes helps with the risk assessment of individuals entering the system. A risk assessment determines the levels of risk of a detainee while detained, and whether there are any special types of programs or services they may need. Depending on each case, the staff may meet regularly with the client in detention for follow-ups, advocacy, or therapy. Clients are also asked if they would like to meet with an Elder, pastor or counsellor while in detention. If there is ongoing treatment for any issue post detention, the Community Reintegration Officer and Department Psychologist, along with the Correctional Release Support Worker plan for follow up visits, connect clients with programs, and create a local network of support and assistance. The objectives of these initiatives are to help clients develop a path to healthy decision-making, taking responsibility for actions, working together on a plan, reducing the likelihood of recidivism, as well as enhancing public safety.

The Corrections staff is available throughout the processes from initial orientation, assessment, rehabilitation programs, parole hearings, release and reintegration. In both the provincial and federal systems, there are limited abilities to communicate with the majority of our clientele, so even the presence of our staff in order to translate and facilitate understanding is important.

The Department also works with local services to explore opportunities such as possible job opportunities, housing, counselling, and land based programs. The Department has had much success with land based programs, based on the philosophy that the land can heal, while providing clients with time to adjust to life post incarceration. For some, it may also be a first time to engage in their culture and traditional activities, and this brings with it values and a sense of belonging to the community and Eeyou Istchee. As each client case is unique, the individual plan that is developed will depend on the specifics of the case and will incorporate any conditions that may apply.

The Corrections staff also participated in a number of training sessions this past year. One example is a training session on our Record Suspension Program. This program allows our staff to work with those who are eligible for getting their criminal record suspended. Eligibility is determined by the type of offence and how long it has been since a client has satisfied all the conditions of their sentence. This opens up potential employment opportunities in the communities and territory. In each community the Community Reintegration Officer can guide people through the process. The federal government recently changed the laws related to pardons and record suspensions. We updated our training to reflect this and to equip our staff with the relevant information.

Corrections staff also participated in the Gladue Report writing training and is now able to provide this service to our clients as well. Finally, there is a traditional foods program, that allows for staff to bring food into the detention facilities for special events. It follows after a traditional teaching that the land can heal, and if we cannot bring them to the land, we will bring the land to them. The program also helps them connect back with their values, teachings and traditions. It reminds us of what is important, and what one could be doing with better choices. Finally, the program can remind our clients that they still belong to a Nation, community and family.

Eeyou Eenou Police Force

Message from the Director
Reggie Bobbish

EEPF

On behalf of the civilian staff members, officers and senior officers of the Eeyou Eenou Police Force, I am pleased to introduce the EEPF 2014-15 Annual Report to the Community.

The Eeyou Eenou Police Force (EEPF) provides policing services throughout Eeyou Istchee 24 hours a day, seven days a week. Our people work from 11 different locations including the Court Liaison office located in Amos.

The EEPF operating budget is funded under a Tripartite Agreement between the Government of Canada, the Government of Québec and the Cree Nation Government. Having the financial means to fulfill its mandate, I am glad to report that in 2014, the EEPF was successful in reaching its full staff complement of full-fledge officers.

In 2014, the EEPF and the CNG Police Commission developed their first Annual Policing Plan to respond to community needs that were identified in last year's survey administered in all nine communities. This tool has provided knowledge on the citizens' actual expectations in each communities as well as what should be the EEPF priorities. This information enabled us to introduce some exciting new initiatives as we are going to see in the following pages.

But before going further, I would like to commend all members of the EEPF who have a strong and deep commitment to achieve our vision of "*Proud to serve*", and I am sure that, with the continued support of the Cree Nation Government, all nine Cree First Nations Councils, the Police Commission and the citizens we serve, our efforts will be rewarded.

Staffing

From the beginning, the regionalization of policing services was based on two fundamental objectives. First and foremost, professionalizing the force. This meant that from now on all recruits would have to meet the same requirements and training as any other police officer in this province. This objective proved to be quite an endeavour since it implied college education. Without the Grand Chief's active support and the collaboration of the Cree School Board as well as CNG Human Resources and CHRD, this would not have been possible. As of this date, we have been successful in setting up three different Cohort of Cree Trainees in the Police Technology Program at College Ellis in Drummondville. The 2nd Cohort finished in 2014 and moved on to the Police Academy in early 2015 while the 3rd Cohort began the college portion of its training in 2014.

But it'll take a few years before the whole process is completed and in the meantime the CNG has opted to use contractual officers having their full-fledge diploma.

All in all, the number of EEPF members throughout 2014 revolved around 90 officers. Even though the EEPF is allocated for a total of eighty-nine (89) police officers, from time to time it must resort to the hiring of additional temporary police officers when faced with situations like medical or parental leaves as well as suspensions due to misconduct.

Figure 1 below, shows the proportion of Full Fledge personnel among EEPF Officers. It is now at 88% of staff. This number is expected to gradually increase as recruits graduate from basic training over the coming years. For the foreseeable future, the EEPF plans to set up one new cohort of trainees per year.

Figure 1: Staffing as of March 31, 2015

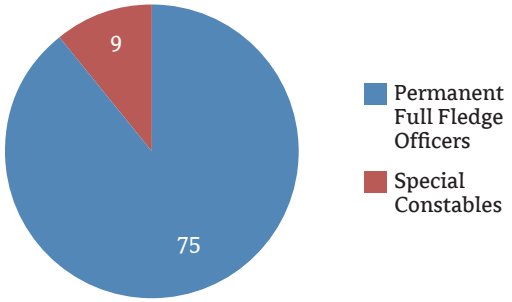
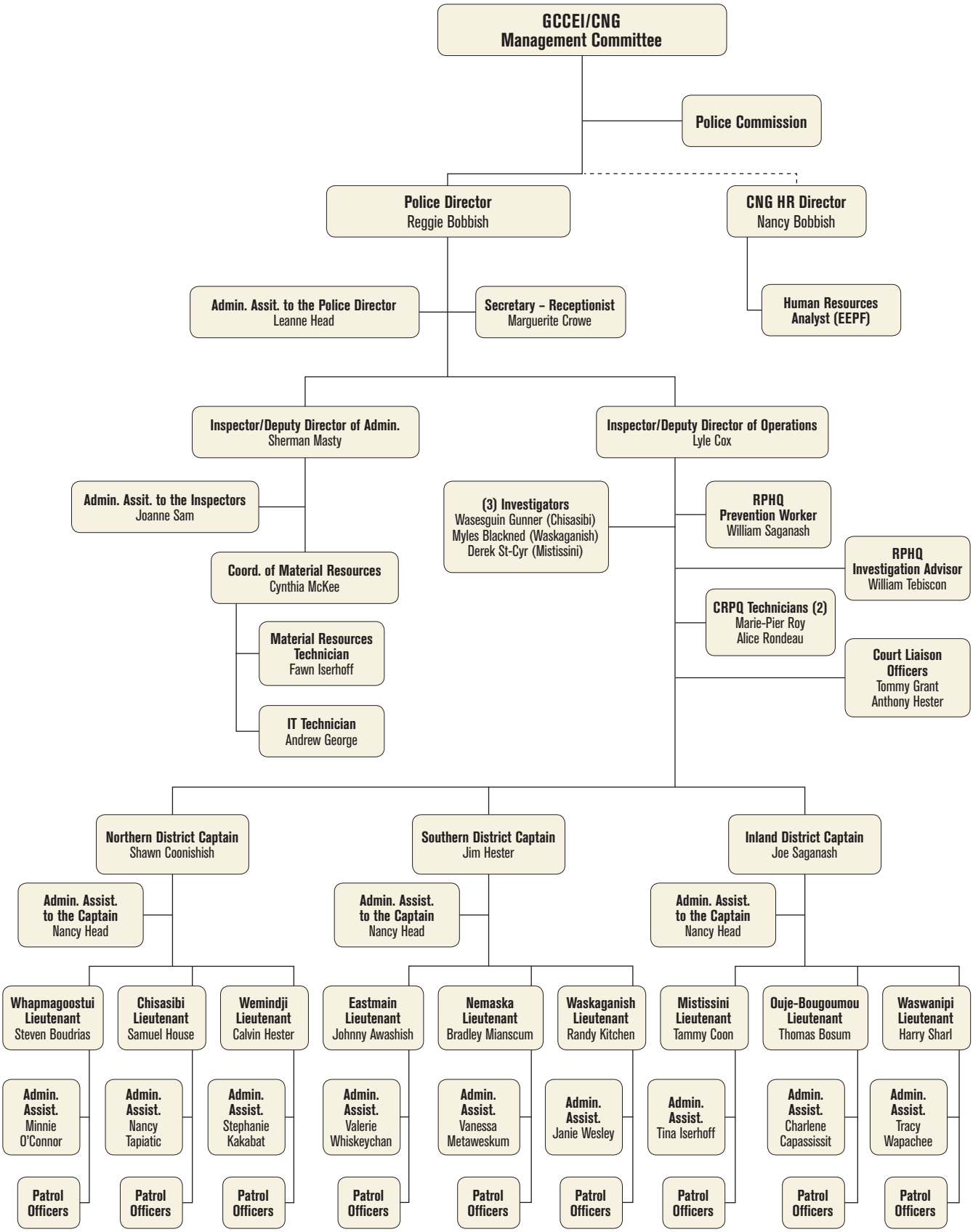


Figure 2 present the current EEPF Organizational Chart which is comparable to other policing agencies in this country. Most positions at RPHQ are now filled and staffing issues within detachments have improved substantially over the last year. 2014 saw the creation of new investigator positions based in all three District hubs.

Figure 2: EEPF Organizational Chart



Law enforcement

Figure 3 below shows the variation in the number of most frequent offences reported to the EEPF.

In collaboration with other policing agencies, the EEPF conducted several major operations in an attempt at reducing drug trafficking in Cree communities. These operations have resulted with the seizure of record quantity of illicit drugs.

In addition, our partnership with Crime Stoppers Association has proven very useful as a means of gathering information from the public while keeping informants anonymous. In several cases the information collected translated into arrests and charges.

Public safety on roads is also a major concern. To this end, the EEPF refreshed its equipment during 2014 namely in regards to breathalyser and radar. Officers were trained at the Police Academy (ÉNPQ) and the number of interventions has significantly increased over the previous years.

Selected Criminal Code Offences
Reported or Known to the Police in Eeyou Istchee
From January 1, 2012 to December 31, 2014

Type of Offence	2012	2013	2014
Assaults	779	729	**652**
Sexual offences	16	11	**38**
Homicide	2	0	**0**
Robbery	3	2	**3**
Breaking & Entering	176	154	**104**
Theft - Motor Vehicle	42	41	**36**
Theft - Over 5,000$	8	15	**7**
Theft - 5,000$ and Under	59	52	**26**
Frauds	6	7	**7**
Offensive Weapons	45	28	**25**
Other Criminal Code Offences	1,146	1,034	**902**
Mischief (Property Damage) Over 5,000$	239	172	**118**
Mischief (Property Damage) 5,000$ & Under	184	154	**141**
Heroin	0	0	**0**
Cocaine	26	17	**27**
Cannabis	21	39	**35**
Other Drugs	4	7	**9**
Municipal By-laws	291	609	**796**

Source: Reported or known Criminal Code Offences based on Crime Statistics generated by the Department of the Eeyou Eenou Police Force

Community-based policing

Right from the outset the EEPF has made clear that it would favor community-oriented strategies that support the systematic use of partnerships and problem-solving techniques, to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime. The approach we have taken so far is balanced using both prevention and repression techniques and working closely with members of the communities.

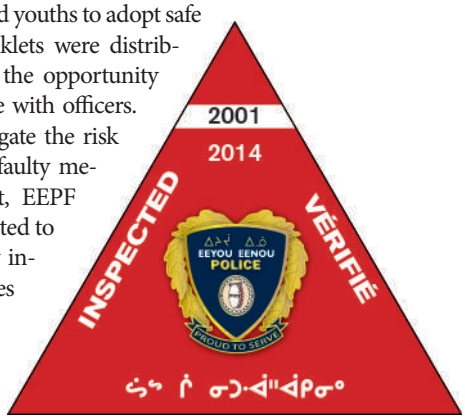
Our communities are confronted with different social issues such as substance abuse, and front line services are often the first to feel its impact. These issues are often complex and require the contribution of all those concerned, parents, Social, Health, School, local Councils and many others. Police can do its share but others have to join in.

For example, in terms of prevention measures the EEPF focused its efforts during 2014 at informing the public on how to make their environment safer. For example, safe boating leaflets were published and distributed to incite people at adopting basic safety practices when travelling over water. Each year brings its lot of fatal accidents that could easily be avoided.

The EEPF also initiated a safe handling of firearms program and widely distributed a leaflet informing people on tips to follow when returning home with their firearms. The security of our youth is at the top of our list of priorities and a little refresher on basic safety should reduce the number of accidents involving mishandling of firearms.

The force also procured mobile and fixed speed indicators to caution and create greater awareness among the public in respecting speed limits, and in effect reduced the risk of accidents.

Several biking workshops held in communities encouraged youths to adopt safe driving habits. Booklets were distributed and kids had the opportunity to go on a bike ride with officers. In an effort to mitigate the risk of accident due to faulty mechanical equipment, EEPF officers were prompted to make regular safety inspections on vehicles and issue compliance stickers.



EEPF also issued door hangers which is a friendly caution notice handed out by officers when they observe potential risk situations while on patrol, such as keys left in the ignition, doors unlocked, etc..

Material resources

Since its implementation, the EEPF has made significant improvements on most of the police-related equipment with the exception of radio and IT systems.

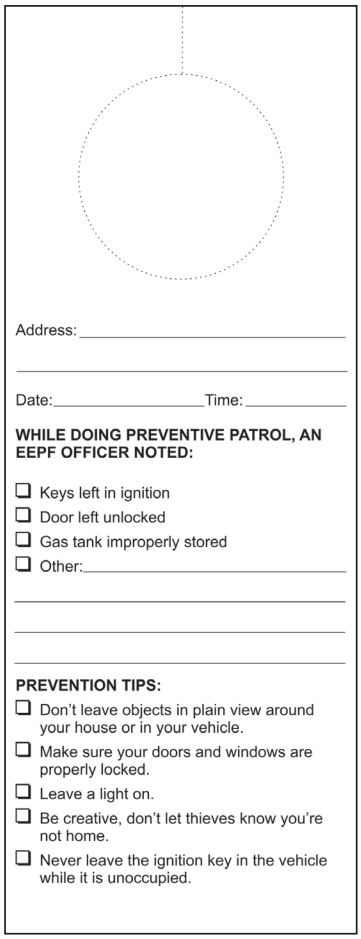
In the last fiscal year, the EEPF worked in close collaboration with CNG Capital Works and Services Department to bring detachments' facilities up to standards. As for the new Mistissini detachment the construction plans were reviewed and we are waiting for its approval. More importantly, the EEPF radio system in is in dire need of improvement. The old outdated radio equipment systems bequeathed by previous local forces still in use by the detachments impedes EEPF performance and progression.

As we reported last year, 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.

Unfortunately EEPF officers are still among the very few remaining in Canada that cannot rely on a call and dispatch center to answer calls directly from the public and supervise regional operations outside regular working hours. As a result, officers keep answering calls while performing other important tasks requiring their full attention. There is also a security concern for the officers especially when they are making transfers of prisoners and also in smaller communities when not working in tandem. In order to improve the condition the EEPF purchased during the last fiscal year, satellite radios to be installed in at least one patrol vehicle in each detachment.

The EEPF is also in dreadful need of improvement for its fingerprinting system and record management software. As of July 2014, the RCMP identification branch no longer accepts fingerprints on paper forms. This has forced the EEPF in procuring a new digital fingerprinting system but the latter cannot be installed until the architecture plan is in place. Again this is a major challenge which has required time and efforts throughout 2014 and the EEPF hopes to have it finalized by 2015.

All in all, substantial progress was made but in order to make a real difference in improving the quality of policing services these systems are a must and the EEPF Senior Management will not abandon its efforts until they become reality.


Address: _____

_____

Date: _____ Time: _____

WHILE DOING PREVENTIVE PATROL, AN EEPF OFFICER NOTED:

- ☐ Keys left in ignition
- ☐ Door left unlocked
- ☐ Gas tank improperly stored
- ☐ Other: _____

PREVENTION TIPS:

- ☐ Don't leave objects in plain view around your house or in your vehicle.
- ☐ Make sure your doors and windows are properly locked.
- ☐ Leave a light on.
- ☐ Be creative, don't let thieves know you're not home.
- ☐ Never leave the ignition key in the vehicle while it is unoccupied.

AN EEPF OFFICER ATTENDED A CALL AT YOUR RESIDENCE FOR:

- ☐ False alarm
- ☐ Criminal case
- ☐ Other: _____
- ☐ Please call

Name: _____

Phone: _____

EEYOU EENOU POLICE

PROUD TO SERVE

Social & Cultural Development

Message from the Director
Willie Iserhoff

Gaston Cooper

It brings me great pleasure to present the annual report of my new department – Social & Cultural Development which has expanded with the restructuring of the Cree Nation Government from a Culture & Language department to the integration of Units for Culture & Language, Cree Language Commission (CLC), Aanischaaukamikw (ACCI), Toponymy, Archaeology, Leisure, Sports & Recreation, CNYC/Youth Development, Elderly Program and the Cree Women of Eeyou Istchee Association.

In the early days of the Cree Regional Authority, I was responsible for the department of Traditional Pursuits, and since those days, we have come a long way in the evolution of the structure of the Cree Nation Government. We are now into a very exciting stage of a great wind of change and we embrace the next stage of development for the Cree Nation of Eeyou Istchee.

What that means for my department is that Culture & Language, CLC, ACCI, Toponymy, Archaeology now move permanently to their new home at Aanischaaukamikw. I am now responsible for the integrated Units of Leisure, Sports & Recreation, CNYC/Youth Development, the Elderly Program and the Cree Women's Association to solely manage their specific agreements with the support of coordinators and program officers. We will no longer be responsible for the coordination and management of programs, projects or activities. Also, the technical support for the Income Security Program and Committees will still be under my department.

Since late January 2015, I have the direction to ease the integration of all Units into my department and set in place a new internal process of managing the activities of these Units, especially during the period of renewal of five year specific funding agreements.

This annual report reflects the activities during this period of restructuring, integration and renewal. To all of the dedicated staff, I salute your commitment and dedication to the work we have done together over the years. I am most grateful for the hard work and professional support I receive from Dianne Reid who also coordinated the annual report this year for the Department.

1975

JBNQA Section 16: Cree Education

The teaching languages shall be Cree and with respect to the other languages in accordance with the present practice in the Cree communities in the Territory...

Culture & Language Unit

The Department has yet to hire any of the Cree language technicians or researchers necessary to undertake the work of the Cree Language Commission's proposed mandate. At the moment, the only permanent position involved in any linguistic matters is the Cree Language Coordinator, staffed at Aanischaaukamikw. The following is a brief update on what is currently being done by the coordinator.

1. Assisting the toponymist with linguistic issues relating to the work on place names. Much of the work involves determining the proper spelling of place names, their meanings, and also of providing phonetic transcriptions during fieldwork. Fieldwork was done in Mistissini to corroborate previous studies. Fieldwork was also undertaken in Ouje-Bougoumou, where no previous studies are known to have been done on local place names.
2. Work on toponymy for lexical research. Many place names are examples of complex, and at times archaic, Cree language. This creates a need for research on the history of the Cree language and its various dialects. As such, the coordinator, in collaboration with Moose Cree First Nation, has been compiling and expanding a lexical database of the Moose Cree dialect as an initial reference work. This database will not only inform our work in toponymy, but also our eventual work in grammar and lexicography (by providing data of comparative and historical value), while providing our partners in Moose Factory with the data necessary to publish dictionaries in their own dialect.
3. Communications with Alan Penn about language issues that affect the Department of Environment. Since then, Alan has submitted recommendations regarding the development of a language policy for the Department of Environment to Isaac Voyageur and Willie Iserhoff. These recommendations will involve the participation of the Culture and Language team and eventually the Cree Language Commission.
4. Meeting with the new staff at Aanischaaukamikw to discuss language issues involved in their work. For example, labels in the exhibit will soon be replaced and will feature northern as well as southern Cree translations.
5. The Chibougamau town hall has begun a local cultural project that involves the building of a rest area near the hospital. The project workers have requested meetings with the coordinator concerning their interest in including Cree cultural and linguistic elements in their design of the rest area.
6. The Cree translations were reviewed for the Rupert Memorial Site, which was officially inaugurated in October, 2014.
7. Finally, in collaboration with the Canadian Museum of Languages, the coordinator has written text for a travelling Cree language exhibit. It is hoped that the first location of the exhibit be Aanischaaukamikw in 2015. This exhibit will provide information about the various Cree dialects and will travel across the country.

The development of the Cree Language Commission had progressed steadily with the completion of public consultations. A strategic plan was finalized July 2015 whereby the comments and concerns gathered from the consultations would be addressed while guiding the establishment of the commission. Due to the Cree Nation Government's restructuring efforts, however, the strategic plan has yet to be implemented. Despite the fact that the CNG has committed initial development funds for the Cree Language Commission, we have yet to create full financial partnership with other Cree entities. Dialogue is underway with ACCI to be the potential home for the CLC, once other regional partners are on board.

A Lexicography Program for the Cree Language Commission

One of the responsibilities of any language commission is the production of high-quality reference materials such as grammars and dictionaries. In turn, these reference materials serve as a foundation for other important works that involve language, such as toponymic projects and pedagogical materials. This report outlines the necessary steps to produce a high-quality reference dictionary of the Cree language as it is spoken in eastern James Bay.

Lexicography, or the practice of compiling, writing, and editing dictionaries, is a complex and long-term undertaking involving many different tasks. It is not simply a question of writing down words as one hears them and printing these as a list. The existence, therefore, of a dictionary in any given language is not necessarily an indication of the completion nor quality of the work, but simply an indication that the work has begun. In the case of the Cree language in eastern James Bay, there have been a few good quality dictionaries published since the 1980's, but every one of these are indicative of an early stage of lexicography. The goal is to outline a long-term lexicography program, the kind that should be undertaken by the Cree Language Commission that would result in a high-quality reference dictionary as well as various other types of dictionaries, all of which would support the commission's mandate.

A Brief History of Cree Lexicography

The Cree language as a whole has benefited from the production of various dictionary types for almost four centuries. Until recently however, the production of these dictionaries was undertaken almost exclusively by Christian missionaries who compiled them as tools to aide them in their mission to evangelize Cree-speaking peoples. In Quebec, local efforts to produce pedagogical materials for teaching the Cree language began in earnest in the 1970's. These local efforts led to the involvement of academics, usually linguists, from various universities and culminated in the production of dictionaries such as the *Lexique montagnais-français du dialect de Schefferville, Sept-Iles et Maliotenam* (1977) and the *Cree Lexicon:*

Eastern James Bay Dialects (1987). In the following decades new dictionaries based on these two would be published including the Dictionnaire *montagnais-français* (1991), the *Naskapi Lexicon* (1994) and further editions of the 1987 *Cree lexicon*, now entitled the *Eastern James Bay Cree Dictionary* (2004 & 2012). Eventually, these dictionaries would be published online in searchable format on websites such as innu-aimun.ca, eastcree.org, and collectionscanada.gc.ca.

These recent dictionaries, as well as those compiled by missionaries since the 1600's, share certain characteristics. Firstly, they are all bilingual dictionaries of various dialects of the Cree language. In other words, in the near four centuries of dictionary-making, a monolingual dictionary of the Cree language has never been produced. Secondly, every single dictionary produced has been compiled primarily, if not completely, by eliciting vocabulary from speakers of the language. This greatly limits the number of headwords as well as the thoroughness of their definitions. But this method also has serious implications with regards to orthography. There is a great difference however between the dictionaries compiled by missionaries and those compiled by academics working with local peoples. Missionaries almost never named the speakers who informed them in the compilation of their dictionaries, which were meant as tools to help them convert Cree-speaking peoples to Christianity. They would also invariably copy previous dictionaries into their own so that what has come down to us through the centuries are dictionaries that are without clear origins. These often contain multiple dialects without any explicit statement about where these dialects were spoken nor who actually spoke the words listed within. The modern dictionaries on the other hand tend to have a pedagogical aim and usually contain enough information to situate the language found within dialectically. The names of the Cree-speaking people who participated in their compilations are usually listed as well. These modern dictionaries also tend to have benefited from the participation of a significant number of Cree-speakers, which strengthens the quality of the content of these dictionaries. Nonetheless, they remain quite limited due to their heavy reliance on elicitation.

A Lexicography Program

A thorough lexicography program involves at least five major stages. The first stage involves the compilation of extant lexical materials into a lexical database. These lexical materials include dictionaries, word lists, glossaries, etc. The second stage involves fieldwork to either elicit words missing from the lexical database or to corroborate forms gathered during stage one. The third stage involves the cross-referencing of historical & cross-dialectal sources in order to set an accurate definition and spelling for each of the entries in the lexical database. The fourth stage involves the building of a corpus of spoken and written texts, which will be used to identify words that are missing from the lexical database, to verify and expand the meanings of the collected words, and to identify and include additional information such as word frequency, a tool that is important in the development of learners' dictionaries. Finally, the fifth stage involves the delivery of this compiled data in various forms, including different kinds of printed dictionaries, online tools, and interactive applications.

A comprehensive lexical database is a digital repository of lexical information that is organized as a collection of entries, each of which is sourced, parsed, and defined. An entry therefore contains all the information necessary for a conventional dictionary entry, but also contains more specific linguistic information as well as a detailed list of spoken and written sources. The validity of an entry is therefore always assured, as is the accuracy of its definition. Although not necessary for the completion of the first few stages, a lexical database will eventually need to be upgraded to a relational database consisting of discrete tables that will have to be defined in relation to one another. These tables will ensure the referential integrity of the database and the consistency of various data such as semantic domains, derivational morphemes, synonyms and antonyms, and grammatical categories. The data contained in such a lexical database could then be exported for various ends, including the publication of dictionaries and web display.

A Cree Language Commission needs a permanent, full-time position whose task it would be to undertake the work necessary to modernize Cree dictionary-making by creating an accurate and comprehensive lexical database of the dialects spoken in the region. With an adequate budget, this important work will result in many useful applications and will be a major force in the protection and promotion of the Cree language.

Work on the place names project has progressed significantly over the past year. A database of place names for Eeyou Istchee has been developed which now includes the approximately 12,000 names gathered in the 1970s, 1980s, and 1990s. Work is on-going to link these names with accurate geographic representations of their associated features. The database has been designed to allow for the rapid generation of maps, GIS shape files, and eventually, a website. Place names associated with the coastal islands were prioritized so that the database would be ready to support the future work of officialising these names as stipulated by the Eeyou Marine Region Agreement. The project has also begun surveying those areas not included in the earlier projects, having now completed surveys of Oujé-Bougoumou's territory. Work will begin shortly to corroborate the names for Waswanipi and other areas of Eeyou Istchee that are not well-covered by previous surveys. Finally, the place names project has begun work to develop resources for the communities. Trap line maps are being designed for Ouje-Bougoumou land users who have participated in the surveys, and work is being started on an Ouje-Bougoumou atlas to be presented to the community. These will serve as models for publications that will eventually be developed for all of the communities of Eeyou Istchee.

A collaboration with the Canadian Language Museum resulted in a travelling exhibit of the Cree language. The exhibit, titled Cree: The People's Language, was launched at the University of Toronto on March 25, 2015. Plans are in the works to bring this exhibit to our communities in 2015.

Finally, during the 2014-2015 fiscal year, the main tasks, responsibilities and activities of the Cree Language Commission team were:

- Finalize the Cree Language Commission's Strategic Action Plan;
- Provide advice to Cree Language Commission team members and other stakeholders on matters pertaining to language policy and strategic goals targeting the protection and enrichment of the Cree language;
- Participate in consultation sessions with various community organizations and Cree entities to gather their ideas, thoughts and feedback on the proposed Cree Language Commission;
- Help plan budget needs for the establishment and management of the Commission;
- Help evaluate future human resources needs and draft job descriptions;
- Draft a reflection document on a future Cree Language Act;
- Conduct research on the protection and maintenance of Indigenous languages;
- Identify and evaluate needs, best practices and trends in Indigenous language protection;
- Provide expertise to Aanischaaukamikw's Cree Language Coordinator on Cree language vocabularies in use outside of Eeyou Istchee in order to better identify and understand the origin and meaning of specific words and expressions.

Archaeology Department

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 2014—2015 was $301,875 for local cultural projects and $16,786 for regional support and coordination. The local funds were used for a wide variety of cultural projects including festivals, canoe trips, snowshoe walks, traditional hide preparation, fish smoking, sewing, tool making, etc. All of these activities reflect the communities' objective of preserving and passing on aspects of Cree traditional culture. The regional support and coordination funds were used for meetings with the cultural coordinators.

A single year agreement was signed with the Quebec Ministère de la Culture et des Communications to provide $172,000 for cultural programs in 2014-2015. Of these funds, $150,000 was evenly split between Social and Cultural Development and Aanischaaukamikw Cree Cultural Institute. The balance of $22,000 was attributed to the CNG's program to support performing arts. A new three-year agreement with MCCQ is expected in 2015-2016.

Community Network

In 2014-2015, Cultural Program Liaison Officer Priscilla Bosum carried out a wide range of activities in support of community cultural projects, including the preparation of proposals and reports concerning the Board of Compensation's Local Cultural Grants Program. Priscilla maintained regular contacts with the cultural coordinators, updated the www.creeculture.ca web site and planned meetings of the Cultural Coordinators' Working

Cleaning and cataloguing artifacts with Josephine Diamond and Bertie Small

Excavations at the Sanders Pond site with Josephine Diamond and Bertie Small

Group. Several community visits took place, including to Mistissini, Waskaganish and Waswanipi, to discuss cultural programming "on the ground." She also assisted ACCI in the organization of events and initiatives involving the cultural coordinators. As well, initial contacts were made and research carried out for a potential new training program for community cultural workers.

Archaeology

The rich Eeyou – Eenou heritage is preserved in the memory of elders and in Cree language and traditions. It is connected to places on the land through stories, place names and archaeological sites. Archaeological staff explore and research Cree heritage sites in collaboration with local communities, and work closely with elders to identify significant places. We provide technical and financial support to the communities to preserve these sites and to educate Cree youth about this aspect of their heritage.

Waskaganish Archaeological Project

The Waskaganish Archaeological Project was initiated several years ago as part of the Archaeology and Cultural Heritage Program (ACHP). It has been continued over the last few years as a collaboration between the CNG and the Waskaganish First Nation. Among other important sites, attention has been focused on Sander's Pond, located at an elevation of 67 m above sea level near km 28 of the access road. Found by a local trapper in 2012, this site produced some unusual 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 four weeks of excavation in 2014 produced more polished stone artifacts – especially a number of tiny projectile points – and two probable hearths containing burned bone. A single bone – a fish vertebrae – could be identified. The site has been carbon dated to around 4300 years ago, and when occupied, it was close to the sea-shore. Since then the land has risen over 60 m. The striking similarity of many of the tools to artifacts dating to the same period from Lake Melville in Labrador, 2000 km to the east, adds to the intrigue of Sanders Pond. The excavations were followed up during the winter with a session in Waskaganish of cleaning and cataloguing artifacts. The team was headed by staff archaeologist Dario Izaguirre and included experienced archaeological technicians Bertie Small, Mary Whiskeychan, Josephine Diamond and Russell Diamond. The project was managed locally by Waskaganish cultural coordinator Stacy Bear.

Public Outreach

Our staff provided support at ACCI public outreach events such as Family Weekend 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. In June 2014, archaeologist Dario Izaguirre participated in Youth Fusion activities in Waswanipi and Aboriginal Day in Chibougamau. In September, he presented finds from Sanders Pond and other sites to Waskaganish residents at the "Smokey Hill Festival." Mr. Izaguirre also presented a lunch seminar in Chibougamau and participated in the career supper hosted by the Cégep in Chibougamau. A Facebook page called *Archaeological in Eeyou Istchee* was established. This page helps communicate CNG activities related to archaeology to Crees and to the broader public.

Publications and conferences

In the 2000s, a number of educational products concerning the archaeological and cultural heritage research on the Eastmain River were produced, including videos, books and a travelling exhibition, all aimed at a general (especially Cree) public. In 2014-2015, the scientific and technical results were at last published in a large book called: *Ce que la rivière nous procurait: Archéologie et histoire du réservoir de l'Eastmain 1* (What the River Provided: Archaeology and History of the Eastmain 1 reservoir). Edited by Pierre Bibeau, David Denton and André Burroughs, this book contains 18 chapters by a number of authors presenting the archaeological results and the history of the area over the last 5,000 years. It was published jointly by the Canadian Museum of History and the University of Ottawa Press.

Our staff participated in two professional conferences. Dario Izaguirre presented *Sander's Pond (EhGo-1), un site ancien en Eeyou Istchee* and David Denton *Archéologie et paysages près de Waskaganish sur la côte de la Baie James* at the Association des archéologues du Québec meeting in Trois-Rivières. David Denton also presented *The Land is Growing: Archaeology, environmental change and community-based research near Waskaganish* (co-authored with Florin Pendea, Dario Izaguirre, Francis Marcoux, James Chism and Stacy Bear) at the annual meeting of the Canadian Archaeological Association in London, Ontario.

Archaeology & Cultural Heritage Program

With funding from Niskamoon Corporation the department established the Archaeology and Cultural Heritage Program (ACHP) in order to allow Crees to explore their heritage associated with the lands and waters affected by hydroelectric projects, to commemorate this heritage and to transmit it to future generations. While most of the ACHP's work is complete, two Niskamoon-financed activities took place in 2014-2015.

Memorial

In the fall of 2014, the Rupert memorial sculpture was installed on top of a hill on Walter Jolly's hunting ground, overlooking the Rupert reservoir with the dam and the reduced flow portion of the river visible to the west. Designed by Waskaganish artist Tim Whiskeychan with input from members of the Cultural Heritage Advisory Committee, the sculpture was produced and installed by artist Robert Nepveu.

On October 17, 2014, a ceremony was held at the site to unveil and dedicate the memorial. The ceremony was at-

tended by some 80 people, mainly from Nemaska, Mistissini and Waskaganish and including representatives from Hydro-Québec and Niskamoon Corporation. Thomas Coon ably assumed the role of master of ceremonies. Following the ceremony, a feast was held at a *shaapuhtuwaan* built for the purpose at Walter Jolly's camp.

The Rupert memorial will remain as a permanent and beautiful reminder of the Eeyou –Eenou who have inhabited this land for millennia and the animals that provided food to more than 200 generations. It honours the Rupert River that was a home and highway for so many Crees, and helps us remember those whose graves were flooded.

Web Site

Work continued on the web site which will provide information from the elders and from archaeological research on the lands and waters affected by the Rupert Diversion. The design and programming for the site is being carried out by the firm Idéeclic.

Inauguration of the Rupert memorial sculpture, Oct. 17, 2014

Rupert memorial sculpture designed by Tim Whiskeychan

JBNQA Section 30: Income Security Program for Cree Hunters and Trappers

1975

An income security program (hereinafter referred to as "the program") to provide an income guarantee and benefits and other incentives for Cree people who wish to pursue harvesting activities as a way of life is established...

Income Security Program for Cree Hunters & Trappers

The Income Security Program for Cree Hunters and Trappers was established in 1976 by and in accordance with Section 30 of the *James Bay and Northern Quebec Agreement* for Cree beneficiaries who wish to pursue or continue a traditional way of life based on hunting, fishing and trapping within the Indoh-hoh Istchee (hunting territories) of Eeyou Istchee. Over the years, it has been modified by Complementary Agreement No. 8 in 1988, which included several changes, especially the introduction of maternity benefits. In 2002, Complementary Agreement No. 15 brought many other amendments to the Program. Among the many changes, the daily allowance was increased and a new allowance was provided for days spent by beneficiaries in far harvesting regions.

The Cree Hunters and Trappers Income Security Board administers the Program. For this purpose, the Board exercises the powers and duties provided for in Section 30 (Income Security Program for Cree Hunters and Trappers) of the *James Bay and Northern Quebec Agreement*. The Government of Quebec and the Cree Nation Government each appoint three members to the Board.

Paragraph 30.10.1 of Section 30 (Income Security Program for Cree Hunters and Trappers) of the *James Bay and Northern Quebec Agreement* provides for a periodic review of the operation, procedures and benefits of the Program by Quebec and the Cree Nation Government). A report on the review with recommendations was finalized in 2012 and submitted to the Government of Quebec and the Cree Regional Authority. In this regard, the Grand Council of the Crees (Eeyou Istchee)/Cree Regional Authority, in March 2013, has requested the Government of Quebec to establish a working table of negotiations for representatives of the Government of Quebec and now the Cree Nation Government to review the Income Security Program for Cree Hunters and Trappers with the objective of making recommendations for appropriate revisions to the Program to ensure its improvement and its compliance in meeting the intent, purpose and objectives of the Program. In June 2013, the Minister de l'Emploi et de la Solidaritée Sociale responded positively to the request to establish a working table of negotiations. Consequently, on December 3, 2013, the representatives appointed by the respective parties met to commence the review of the Income Security Program for Cree Hunters and Trappers.

The present review is conducted to discuss possible changes to the Program mainly to:

a) correct inequalities in gender rights;
b) correct a measure that is perceived as disrespectful towards elders;
c) improve the economic situation of beneficiaries, and
d) facilitate and increase participation

The Cree party reserves the right to discuss other changes to the Program that may be desirable during the course of the current discussions and negotiations.

The parties have, so far, achieved an understanding on the following changes to the Program:

1) Semi-active status of beneficiaries
2) Maternity/Paternity benefits
3) Definition of head of the family
4) Elimination of qualification year
5) Administrative sanctions

A full agreement on these issues is subject to the determination of the final 'design' of the Program.

The following other issues remain to be discussed and resolved in the present revision of the Cree Hunters and Trappers Income Security Program:

a) improve the economic situation of beneficiaries,
b) need and establishment of an economic threshold for eligibility to the Program and,
c) facilitate and increase participation (particularly with the Cree Youth).

The Cree party has stated to Quebec that the present negotiations and discussions should be advanced so that changes to the Program could be in place for the 2016-2017 Program year.

On May 2014, 17,887 persons were listed as beneficiaries of the James Bay and Northern Quebec Agreement. Of these beneficiaries, 17,552 are residents of the James Bay Territory or Territory covered by the *James Bay and Northern Quebec Agreement*. During the Program year 2013-2014, 1,411 beneficiary units composed of 1,980 (71%) adults and 801 children for a total of 2,781 persons were enrolled in the Program. The greatest number of beneficiary units come from Chisasibi (529 units), followed by Waswanipi/Washaw Sibi (222 units), Mistissini (170 units) and Whapmagoostui (140 units). The smallest number of beneficiary units come from Nemaska (30 units) and Eastmain (41 units). The four communities with the greatest number of beneficiary units - Chisasibi, Waswanipi, Mistissini and Whapmagoostui - make up 75% of the beneficiary units enrolled in the Program.

Participation in the Program varies according to the age of the head of the unit. In the 2013-2014 Program year, 45% of the heads of beneficiary units were 57 years or over. The most common age group was the 67-76 years of age class (21%), followed by the 17-26 years of age class (19%). This bimodality repeats itself annually. This trend suggests that the Program attracts mainly two major groups of participants: those who have consistently relied on the traditional way of life for numerous years, and a second group of young adults who practice the traditional lifestyle for a transitional period between their academic education and their entry into the work force.

Global participation in the Program, determined by the percentage of residents enrolled, was 15.8 % in 2013-2014, compared to 15.5% in 2012-2013, and 15.4% in 2011-2012. Participation in 2013-2014 was greatest in the community of Whapmagoostui (32% of residents enrolled in the Program), in Waswanipi/Washaw Sibi (25%), and Chisasibi (24%), whereas the lowest participation rates were observed in Nemaska (6%), Eastmain (8%) and Waskaganish (8%). The number of beneficiary units increased again in 2013-2014, reaching 1,411 beneficiary units compared to 1,357 beneficiary units in 2012-2013, 1,301 beneficiary units in 2011-2012 and 1,260 beneficiary units in 2010-2011. This is now the fifth (5th) consecutive year of increase in the number of beneficiary units enrolled in the Program.

The number of days paid under the Program has reached 331,764 in 2013-2014, compared to 325,210 days in 2012-2013, 312,955 days in 2011-2012, and 304,596 days in 2010-2011. The number of days paid has increased similarly to the number of beneficiary units.

For the Program year 2013-2014, the average amount paid per beneficiary unit under the Program for all the Cree communities was $16,994, compared to $17,016 in 2012-2013 and $16,612 in 2011-2012. The average of benefits paid per beneficiary unit ranged from $13,964 for the community of Wemindji to $18,672 for the beneficiary units of Waswanipi/Washaw Sibi. The majority (65%) of beneficiary units receive annual benefits ranging from $6,000 to $17,999. For the Program year 2013-2014, the benefits paid to the Cree hunters and trappers who are beneficiaries of the Program totaled an amount of $23,978,899. Of this amount, 92.4% represents sums paid to beneficiaries of the Program for days spent in the bush. In 2013-2014, Program benefits ($23,978,899) represented 68% of the total income ($35,198,781) of the beneficiaries enrolled in the Program. The remaining $11,219,852 came primarily from employment and pension plans.

Since the implementation of the Cree Hunters and Trappers Income Security Program in 1976, Cree beneficiaries enrolled in the Program have received a total of about $594,000,000 as benefits under the Program. The pursuit of the Cree traditional way of life continues to constitute an essential component of Cree culture and Cree life. The existence and continuing successful application of the Cree Hunters and Trappers Income Security Program continues to be an essential factor for the continuance of the Cree traditional way of life.

Aanischaaukamikw Cree Cultural Institute

2014-2015 was a year of restructuring for the CNG, which now brings the CNG Cultural & Language staff on board at ACCI. We end the year with the departure of the President of ACCI, Dianne Reid and the development Executive Director Stephen Inglis. With these two people, we accomplished the development of ACCI as a facility and the implementation of operations. They leave with us the ongoing process of development of Aanischaaukamikw.

We have had a very active year at Aanischaaukamikw! We have watched the collections grow, the capacity to host tours, student groups, and researchers grow. There have also been great developments in terms of the ability to meet the needs of communities and the Cree Nation of Eeyou Istchee. We have received great feedback, locally, regionally, and nationally, for the ability to provide programming that is informative, relevant and innovative. Much of this is due to the support we receive from the Cree Nation Government, the communities of Eeyou Istchee, corporate partners and government partners, especially Canada Heritage and the Ministère de la Culture et des Communications. The dynamic and talented team has worked very hard over the past year. At ACCI, we are a team dedicated to the mandate of ensuring the preservation and maintenance of Eeyou culture, language and history. We hope that this brief report provides an idea of the extent and breadth of our work. A separate ACCI annual report will further expand on the activities for 2014-2015.

Canadian Museums Association award for Excellence in Education Programming

One of our proudest moments this year came when ACCI was recognized nationally by the Canadian Museums Association with an award for Excellence in Education Programming. This award, given for the work Aanischaaukamikw did to ensure a successful Mind's Eye Theatre Production, was based on the very first book in our publication program by Emily Masty and Susan Marshall, Mind's Eye: Stories…. We are grateful to both the community partners and corporate partners for their belief in the work that we do. It was a labour of love for all of those involved, including ACCI staff, the cast and crew. The staff and actors had a great time working with Shirley Cheechoo, Cree producer. Words cannot express the debt of gratitude that we owe to a respected elder and scholar, Emily Masty, from the community of Whapmagoostui, whose decades of research with elders not only resulted in the Mind's Eye book, but ensures that the knowledge, wisdom, and ancient stories she gathered will be preserved for generations to come. Emily's passing was sad for all of us at ACCI, but we are grateful that we had the chance to celebrate her work at the opening of the Mind's Eye play in Whapmagoostui.

Education related activities

Over the past year, ACCI has offered a number of workshops related to both traditional and contemporary aspects of Eeyou culture. One of the most well attended workshops was the powwow workshop in the spring, in which we partnered with the community of Ouje-Bougoumou and the Cree Native Arts & Crafts Association. Youth who attended learned to dance, make their own regalia and drum. We had great feedback from the over forty participants, many of whom were youth, who expressed much appreciation for the focus on personal growth, cultural connection and well-being through culture. In addition, ACCI offered workshops in the traditional preparation of rabbit fur and meat, artisanal workshops both onsite, and off-site in Ouje-Bougoumou, Waswanipi, and in Chibougamau where we collaborated with the Chibougamau Eenou Friendship Centre for Aboriginal Day.

The 3rd annual Family Weekend in November was also a great success. As usual, people came from Cree communities around Ouje-Bougoumou, but also from the neighboring communities of Chibougamau and Chapais. The weekend is always an opportunity to build bridges and to share Eeyou culture in a family-centred environment. This year, we focused on traditional childcare with presentations about the waspshooyan, making traditional baby powder, and rites of passage for children and young adults. Parents and children enjoyed the dress-up area, Cree language experience booth, and arts and crafts tables in the workshop. It is one of the favourite events every year, as we see the passing on of heritage from generation to generation in action!

School group visits are also one of the biggest draws at ACCI. This year we were happy to host school groups from the Cree School Board and from the Central Quebec School Board. Many of these visits are short visits featuring a tour of the exhibit hall and a cultural activity, but we are proud to have further developed the capacity for hosting students with more substantial programming. We are now able to offer curriculum standards-based longer-term programs for students at both the elementary and the secondary level. We had a great time this year with a group of grade four students from the school in Ouje-bougoumou who came to ACCI over a period of three weeks to learn about Cree storytelling, view some of the collection, and make their own masks for telling stories. Another group, from Maclean Memorial School in Chibougamau, visited monthly for half-days as part of their Secondary IV history program learning from staff and using the library, archives and museum collections. We even hosted a school group from Hamilton, Ontario on a youth cultural exchange program!

Collections related activities

The ACCI collections saw substantial growth, including significant donations made to the archives by Dr. Harvey Feit, and by the family of Cath Oberholtzer. Dr. Feit is an anthropologist whose research is well known

Men's traditional demonstration at the ACCI Powwow workshop
Photo Credit: ACCI

Learning how our ancestors made fire at Family Weekend, ACCI
Photo Credit: ACCI

throughout Eeyou Istchee and beyond. He was involved with the research for the James Bay and Northern Quebec Agreement court case and has been doing fieldwork in Waswanipi since the early 1960s. This August, Dr. Feit came to visit ACCI and made a series of donations to the ACCI archives, including 31 hunters' diaries. These diaries hold an important place in Eeyou Istchee as they were presented as evidence of land use during the early 1970s hearings. Dr. Feit's donation also included many photographs and other important research material.

ACCI is also grateful to the family of Cath Oberholtzer who donated much of her materials to ACCI upon her passing. Dr. Oberholtzer was a researcher, well known for her work in Cree material culture and it is a great privilege to be able to house her research materials and book collection here at ACCI. Her work has contributed greatly to the ACCI collections related research, and her books are a substantial part of the library collection.

In addition, we received twenty-eight boxes of books, reports, AV material, and photos from the Cree Nation Government in Nemaska. All have been added to the library and archives collections. All donations this year have greatly increased the ability to host research at ACCI, and have made the development of a new reference section in the library possible.

The Archival team also launched a digitization program. We have begun equipment and software acquisition, and have developed a plan for prioritizing and acquiring AV materials from entities and community members for preservation. This program will be very active in the next few years, and is key to preserving Eeyou history and heritage for future generations.

Over the past year, ACCI has been working to adapt the Brian Deer Classification System for use in the library. This has resulted in significant innovation and improvement. Most libraries in the western world use traditional classification systems like the Dewey Decimal or the Library of Congress (LOC), which did not meet the library's unique needs. Unlike other classification systems, the Brian Deer system developed by a First Nations person is considered a non-traditional classification system that uses language that is modern, traditional, and more respectful to Indigenous people. By using Brian Deer, we are making a conscious choice to use a system that we can adapt to fit the library needs rather than forcing the collection to fit into a structure that was not created for First Nations libraries. We are pleased to have successfully im-

plemented this system and hope to serve as a model for other indigenous libraries and cultural centres who want to accomplish the same type of work.

The museum's collections also grew over the year with some emphasis on contemporary history and culture. One of the more interesting items acquired included a "Perry Davis Painkiller" medicine bottle, from the early 1950s, donated by Emily Swallow of Mistissini. Another important acquisition that we made is the coin from the Royal Canadian Mint designed by well-known Cree artist Tim Whiskeychan. The coin represents a significant accomplishment by one of our own, and is also a beautiful representation of Eeyou culture and traditions.

Community outreach is one of the major focuses of the Collections department. This year they worked in a consultative way to support developing cultural centres in both Waskaganish and Wemindji. In addition, we are happy to support work in the Chisasibi archives to help remediate issues and to standardize procedures. The regional work also included a curatorial training workshop. We were happy to be able to offer *Cree Material Culture; Research Skills; and Exhibition Techniques Training* both onsite and via the web to participants in the communities. In addition, ACCI has begun a series of community consultation workshops aimed at increasing the ability to tailor the collections activities and exhibitions to community needs.

The online database project, a major ACCI project, funded by Canada Heritage, is now in its second year. We worked this year to tailor the database to community cultural centre needs and to design the database so that it is user friendly. The database will ensure that we are able to keep track of precious artefacts and AV materials throughout Eeyou Istchee, an important step to ensuring that they are maintained for future generations. The database is specifically geared towards museum, archive and library materials. We will be completing the project with training and implementation for community organizations that wish to use the database.

It has been an active year as we have made great strides towards fulfilling our mandate. We look forward to the coming year and thank all of our supporters, visitors, and partners for their belief in the work that we do here at Aanischaaukamikw.

Dr. Sarah Pash
ACCI Executive Director

Arts and Crafts in the workshop at Family Weekend, ACCI
Photo Credit: ACCI

Leisure, Sports & Recreation Unit

Message from the Director

I would like to thank the CNG and take this opportunity to say how much I really enjoyed the responsibility and the privilege to serve as the Director of the Leisure, Sports & Recreation Department for the Cree Nation Government. These past five years have been very rewarding and I am very proud of what my staff and I have accomplished. It can be difficult to set and achieve lofty goals with a limited budget, but through strategic partnership and great support we have accomplished some tremendous things. The report highlights the partnerships with community activities and with the Cree Nation Sports Academy.

Our regional partnership with the Jamesian, more specifically with the Sports & Recreation Commission of James Bay represented by their Director General, Mr. Richard Leclerc is a fruitful and cooperative effort. Through our collaboration, a Joint Committee funded by MELS was set up to coordinate our partnership activities in the region. Together, we defined a five year joint strategic action plan and projects. As the specific agreement with MELS ends on March 31, 2015, a renewal of another five year agreement is pending.

I feel very fortunate to have lived this experience and I remain forever grateful to the Cree Nation for providing me the opportunity as I take leave of my directorship as of August 2014.

John Henry Wapachee
Director Leisure Sports & Recreation

Mandate

With the restructuring of the CNG, the future of where the mandate for the coordination and organization of Leisure, Sports & Recreation projects and activities for Eeyou Istchee will be transferred is still pending. In the meantime, the management and the renewal of the specific MELS agreement lies with the Department of Social & Cultural Development.

Elite Athlete Support System

When we see children and youth perform in sports or education, each of them can demonstrate or display talent and skill. One must not forget that each of these children or youth have challenges and struggles in life that sometimes prevent them from excelling or advancing to a higher level. These challenges vary from social issues in relationships or personal issues, cultural changes or even drugs and alcohol. Many of the elite athletes, particularly the youth, struggle with issues, which has an affect on their performance while taking part in sports programs at the local level, regional tournaments and elite programs in the south.

Steps will need to be taken to set goals in helping our young elite athletes succeed to a higher level, and to provide support systems. To do this, establishing working partnerships with the Cree Communities, Cree Health Board, Cree School Board and Sports Quebec will be pivotal.

Steps Taken

Through strategic partnership and department resources both human and financial, we have successfully completed two years of the Cree Elite training camp in Oakville Ontario. This camp was created in partnership with the CNSA with the goal of identifying elite athletes in the communities and putting them in an environment previously reserved for Professional Athletes! It has been observed in the past that when our elite hockey players leave their respective community to pursue their dream of playing hockey, they often have negative experiences leading them to return prematurely not having achieved their goal. It is our shared goal that we prepare these ath-

letes, not just physically but mentally and emotionally as well. We surround them with the best of the best, giving them a firsthand experience of what the "Pro" life is like. They learn about Nutrition, Fitness, Mental toughness, Training and overcome self-doubt and other toxic behaviours that can often derail a young athlete from reaching their potential. The three weeks that they spend at this camp are a very valuable tool for them and we hope to see them reap the benefits of this experience.

M.E.L.S. Funding

The annual funding contribution was created under the unite régionale de loisir et de sport (URLS) to provide funding organizations in different regions in Quebec including Nord-du-Quebec region dealing with Crees, Inuits and Jamesien of an amount $360,000 where each party benefits at $120,000 as an annual funding contribution from the Ministère de l'Éducation, du Loisir et du Sport. Since the establishment of URLS funding agreement in 2001, the annual funding has not increased.

The Cree Nation Government through the Social and Cultural department has organized and planned meetings with our partner, la Commission loisir et sport de la Baie-James. The purpose of the meetings is to create a dialogue between the partners in order to assess the current status of the annual funding contribution from Ministère de l'Éducation, du Loisir et du Sport as well as the projects and programs funding. As a result, the two (2) organizations have worked together and developed a consolidated action plan based on actual operating requirements respecting population statistics and overall territory areas.

Cree Nation Sports Academy

Work has been carried out to develop working agreements/partnerships with the CNSA in order to achieve set goals on the following mandates:

- Design, development and coordination of Community sports, health, fitness and education programs for Crees;
- Assist local Recreation Directors with the design and development of animation and of projects for the Cree community centers.
- Encourage the importance of education for the Youth and work closely with key stakeholders in the communities.

With the goal of maximizing our budget while at the same time delivering the important message of Health, Wellness and Fitness; a strategy of partnership was developed and coordinated with the Sports Academy President Brant Blackned and their Director Joel Brooks to assist our department with the dissemination of information about Health, Wellness and Fitness. Through consultation and research, a program of "Healthy Seminars" was created and carried out in three (3) Cree Communities throughout the year, Waskaganish, Nemaska and Wemindji. The Youth were directly impacted and educated about the importance of things such as Nutrition, Exercise and overall healthy lifestyle. They got the opportunity to prepare healthy shakes and snacks; this was an important exercise for them to understand the importance of avoiding "unhealthy" alternatives.

CREEFIT

A significant amount of research and consultation has gone in to the creation and development of CREEFIT as a special project. As Cree, we are all aware of the state of our Nation with respect to Health, Wellness and Fitness. With this in mind our department set a goal and embarked on a journey to look for solutions. We have jointly created CREEFIT with Glenn Cunningham, one of the most respected minds in the field of Health and Fitness. Below is a brief overview of the multi-faceted program:

Train/certify existing Recreation facility workers

To assist the governing body of the sports, leisure and recreation to increase the productivity and maximize the use of the existing sports complexes through the introduction of a structured, pre-designed and results oriented group fitness program that can be taught to all fitness levels.

Certification/Education program

Individuals currently working in or looking to be employed at the sports complexes as qualified fitness specialists will be required to enroll in the undergraduate level I and level II CREEFIT program. These programs lead directly to CORFIT certifications in the following disciplines:

1. Certified personal trainer (C.C.P.T.)
2. Nutritional guidance counsellor (C.C.N.G.)
3. Exclusive CORFIT "on-the-floor" teaching practicum

Assessment and evaluation for facility optimization

Evaluation to attain in-depth knowledge of the current operations of the sport complexes will play a key role in establishing the needs facing each of the facilities to ensure that a comprehensive plan be developed to implement sound and effective management strategies for the maximized functioning of the sports complexes. To prepare the facilities for the new CREEFIT training program and the development of fitness programming within the CREE communities.

Tour facilities compiling comprehensive research and data to provide recommendations in the following areas:

1. Facility operations
2. Policies and Procedures
3. Staffing requirements
4. Facility Programming
5. Management and departmental reporting
6. Marketing and customer relation management
7. Maintenance and equipment
8. Special events and community programming
9. Sporting events and special programs

KINECTT Programs (Nemaska)

Multi-sport: Daily Physical Activity Sessions

Multi-Sport Sessions were offered at least 3 and upwards of 5 times every week and open to participants ages 7-17. Areas focused on were 'transitional skills' that could be used in a variety of sports such as, running, flexibility, catching and throwing and were developed in games such as dodgeball, handball and floor hockey.

After the Mid-Year Review, it was recommended to provide students aged 10+ with their own session which was implemented on a week to week basis in January which included more advanced games and activities.

Floor Hockey Tournament

SA Staff facilitated a floor hockey tournament in the second half of the program year, along with a knock-out tournament and community wide obstacle course during the local minor tournament for kids to engage in. Over 30 students across 4 teams played in the tournament which focused on fun, sportsmanship and teamwork.

Nutrition Seminars

Nutrition Seminars were facilitated 4 times throughout the program to re-inforce the principles of the Sports Academy; getting active and eating well. Students actively engaged in open-dialogue educating them about nutrition, as well as making their very own smoothies. Students were provided take-home pamphlets that provided them nutrition education on how to "fuel the body" and fun questions to remind them healthy food options.

Youth Fitness (Circuits, Hockey Training & Girls Fitness)

Youth Fitness was continuously modified throughout the year to maintain student interest and keep them engaged. Modifications included; circuits with a variety of exercises, obstacle courses made up of sprints and plyometrics and hockey stickhandling relay races.

Before hockey tournaments, hockey specific training spiked regularly. Players were encouraged to stay as consistent as possible for maximum benefits. This consistency showed a moderate increase with the hockey training slider boards that were more engaging for the players.

HNM Ball-up Basketball

Facilitated from September until April, the HNM Ball-Up Basketball Program acted as an outlet for young basketball players in Nemaska. This program developed from pick-up basketball games and progressed into skill development though drills and basketball conditioning.

The sport of basketball is one that has a solid foundation in Nemaska. This type of program has high potential to keep young adults actively engaged in sports and recreation in the evenings and weekends.

Youtube Dance

Dance has grown as a great way to stay active, build confidence and act as a creative outlet for youth. YouTube Dance Program was built around the youth and their love for dance, and provided them an outlet for personal and social expression while at the same time being active and having fun!

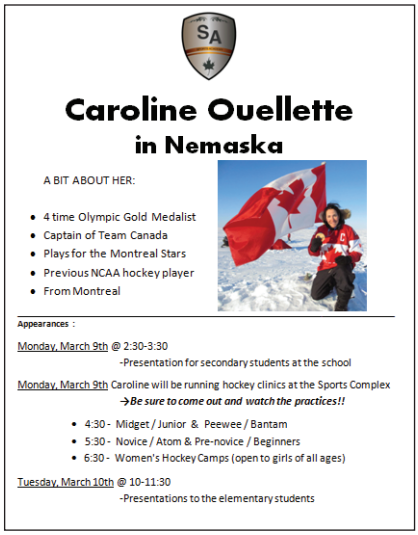
Minor Hockey Practice Facilitation

Practices progressed from September to April from a focus on skating, balance and edge control to breakouts, team systems and positioning.

The Sports Academy Hockey Binder was a resource provided to the SA Team that outlined a season long practice plan for Nemaska Minor Sport. Every practice was planned based on a weekly and monthly outline that aims to target the whole hockey player. Players progressed both in skill development and team dynamic!

Caroline Ouellette
4 Time Olympic Gold Medalist

A highlight of the 2014-2015 program was the visit from Caroline Ouellette. During her time in Nemaska, she facilitated practices for all hockey teams including women's hockey. Here, she was able to share key funda-



Caroline Ouellette
in Nemaska

A BIT ABOUT HER:

- 4 time Olympic Gold Medalist
- Captain of Team Canada
- Plays for the Montreal Stars
- Previous NCAA hockey player
- From Montreal

Appearances :

Monday, March 9th @ 2:30-3:30
-Presentation for secondary students at the school

Monday, March 9th Caroline will be running hockey clinics at the Sports Complex
→Be sure to come out and watch the practices!!

- 4:30 - Midget / Junior & Peewee / Bantam
- 5:30 - Novice / Atom & Pre-novice / Beginners
- 6:30 - Women's Hockey Camps (open to girls of all ages)

Tuesday, March 10th @ 10-11:30
-Presentations to the elementary students

mental skills and techniques in a professional manner. Additionally, SA Staff arranged for her to speak to students at the school in all grades sharing her experience, education, and professional career, highlighting the importance of her schooling as well as work-ethic!

Hurt No More DJ Scratch

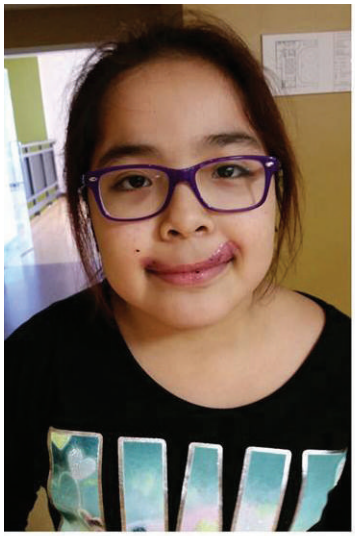
The DJ Scratch Program teaches students the basic skills of DJing through the use of digital DJ equipment and how to transition between songs. However, the core of the program is demonstrated through the confidence building that students gain when taking on a new task and recreational activity with the guidance of the HNM team.

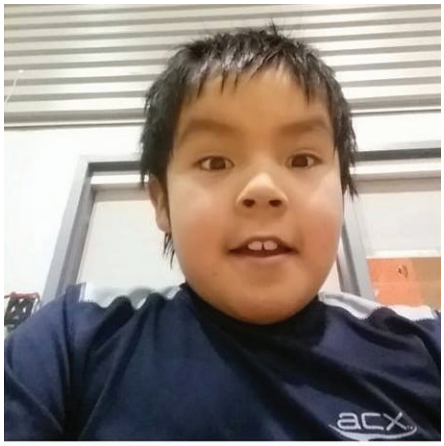
Brotherhood Program & Ladies Night

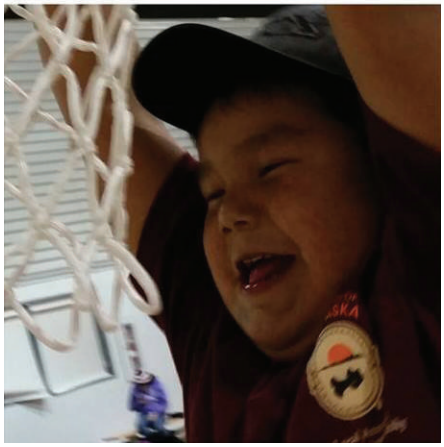
In the second half of the program, events were tailored for specific genders. Once relationships with students were built from the first half of the program, these two developed specific nights to communicate, educate and empower youth about current issues they might be facing in a fun, open and inclusive atmosphere. Activities included Yoga, Manicures and Movie Nights for the girls with Open Discussions and Cooking for the boys.

HNM Membership

Membership throughout the program year grew slowly and remained consistent. Members were entered into monthly draws for SA & HNM prizes such as apparel, equipment and bracelets. The SA & HNM monthly Newsletter was also released for the community to stay up to date about events and activities planned for students.







KINECTT Programs (Waskaganish)

Multi-Sport Daily Physical Activity Sessions

As an after school program, the Multi-Sport Sessions continued to include a progression of fitness skills and movements in a fun way to developing healthy active habits for youth participants. To supplement these skills and movements, daily stretching and games were incorporated.

Sports, Games & Activities Included Throughout the Year

Floor Hockey	Handball	Obstacle Courses
Broomball	Dodgeball	Relay Races
Basketball	Teambuilding Relay	Human Knot
Soccer	Fitness Circuits	Parachute Games
Football	Quiet Ball	'Colours' Running Warm up Game

Youth Fitness

Youth fitness was continued from January to March to provide the Peewee, Bantam & Midget Hockey teams and the Cadet, Midget & Juvenile Broomball teams' additional support. Each age group had 2 off-ice training sessions per week available to them that continued to work on conditioning through running, springs, and fitness circuits.

Nutrition Seminar

Offered 4 times throughout the 2014-2015 Program to educate students on healthy eating and the importance of nutrition. Students engaged in open-dialogue and games to learn about the 4 food groups and the importance of drinking water before making their very own smoothies. Pamphlets were provided to students to take home and reinforce what was communicated at each seminar.

Minor Sport Practice Facilitation

Minor Sport practices were facilitated the whole 2014-2015 JBMBL & JBMHL Season by SA Staff. Working together with the Minor Sport Department helped with the coordination of practices, minor sport schedules and maintenance of program objectives.

SA Staff met daily to plan all hockey and broomball practices. Using the SA program outline as a guide, practices progressed in the area of skill development and team play throughout the season. Team results cumulated with 4 JBMBL Championships and 2 provincial appearances for Broomball, 1 Provincial appearance for hockey, and several tournament championships and finalists overall! Individual results can be found below with pre & post testing completed at the start and end of the season for each team, with all teams improving in all areas of fitness testing!

Winter Classic 2015 & Parent vs. Kids Game Night

Youth of Waskaganish participated in the 2015 SA Winter Classic. Over 70 youth participated in 5 divisions and 13 teams in March during the 2 day event. Parents were also

invited for Parent night to both broomball and hockey practices for a fun filled night of healthy competition between parents (aunts, uncles and grandparents) and their children!

NHL Night

Hosted in September to kick off the 2014-2015 SA Program, students could watch the NHL season opener HABS vs LEAFS on the projector screen with healthy snacks provided.

Movie Night

SA screened "Million Dollar Arm" to almost 50 youth in November, a movie about sportsmanship, respect in sports and hard work. Healthy snacks were also provided.

Girls Night

To create a sense of belonging and to create a welcoming atmosphere, a 'Girls Only Night' was facilitated for young females of Waskaganish. SA Staff Samantha Kwirant & Paula Salt hosted the event of movies, snacks and open dialogue!

PED Day Programs & Minor Sport Gala

To provide youth with recreational activities in a structured setting, PED Day Programs have been continued. Parents have been vocal about the appreciation they have for this programming as it provides a fun, supervised, active program for their children when school is out. The 2014-2015 Minor Sport Season and SA Program wrapped up in April with the Minor Sport/Sports Academy Gala. Over 175 people attended the full turkey dinner where each team had 1 player awarded the Sportsmanship award based on their consistent attendance, work ethic and demonstrated team respect throughout the season.

SA Student Membership & Monthly Newsletter

Membership was new for students during the 2014-2015 Program. Benefits included early access to the monthly newsletters, monthly prizes based on attendance and free entry to SA Events. Upon sign-up, students received a Welcome Letter, Letter of Certification and SA Sweater. The Membership program was a great success this year and helped to build student-instructor as well as instructor-community relationships!

Senior SA Staff Responsibilities

As the 2014-2015 program progressed, local SA Assistant Coordinators Delmer Moses and Kurt Hester were expected to take on additional coordinator tasks such as planning staff schedules and acting as lead facilitators. We recommend providing them with a pilot program to coordinate on their own in the spring and summer and if any questions arise or direction is required, it can be provided by Kinectt Programs to maintain a sustainable program of integrity and make a smooth transition to local coordination.

Cree Elite Training Camp 2014 (Oakville)

Morning Run & Stretching

Two times per week all players were required to go for a 3 kilometer morning run followed by a dynamic stretch in preparation for their daily on and off ice training at BTNL.

Yoga for Athletes

Two times per week, all players were provided yoga training in the morning for a deeper stretch to recover from the strenuous training program they were on. This included regular yoga and hot yoga.

BTNL On-Ice Training

On-Ice Training was scheduled for 1.5 hours, 4 times per week with a 5th on ice session consisting of a scrimmage against other elite calibre players around the same age. Key areas focused on were puck protection, skating and edges, conditioning and shooting amongst other hockey specific training.

BTNL Off-Ice Training

All players trained at BTNL training facility 5 times per week for 2 hours. Each day comprised of different hockey specific training areas including conditioning, agility and footwork, core strength, and power based training. All players were also tested with NHL Combine test and 5 kilometer run. Results for the Fitness Testing are tabulated for each individual.

Weekly Grocery Shopping

Every Monday morning players were provided the opportunity to grocery shop on their own while guided by Sports Academy Staff. Players were educated and reminded to properly fuel their bodies and that the food they bought would be their energy for their training. Each player took advantage of this opportunity.

Evening Cooking Seminars

Three times a week players would be guided in the kitchen with food preparation techniques and cooking tips to instill appropriate eating habits for elite athletes.

Weekend Activities

All players were provided programming on the weekend that was both structured, supervised and fun. A visit to Oakville's Ribfest was facilitated where players could try world famous ribs and enjoy live music. Additionally, a day at Canada's Wonderland where players could ride roller coasters, enjoy the water park and even beat the Toronto Raptors Terence Ross in a 3 point competition. Players could relax from their week of hard work and training with these weekend events.

Evening Activities

Structured and fun evening activities were facilitated for the enjoyment of all players. Visits to the Driving Range to practice their golf swing and multiple rounds of Mini Putt took up 3 nights. Sheridan College also allowed the CETC to use their College Gymnasium and Turf Field to play evening soccer and a Mini-Olympics of Basketball, Soccer & Frisbee.

Player Feedback

All players were required to keep track of daily training, activities, challenges and highlights to remind themselves of obstacles faced and to allow them to continue training upon departure of the camp.

Silas Mattawashish

"Some stuff I want to learn are proper (off-ice) training techniques for certain workouts and also being on TIME when Joel asks us to!"

"I really like the camp that SA has provided for us. I think the yoga has helped me recover quickly. I also feel like I can achieve my goals that I have set for myself, not only during the camp, but for the end of the summer. I am excited to see the results!"

"I would like to return, I am use to being away, so I was focused on achieving my goals, I had no distractions like hanging out with friends at night."

Chiwetin Blacksmith

"This week has been tough but I have loved every minute of it… This Cree Elite Training Camp will get me ready to hit the ice in a month!!!

"I really love the training at BTNL. It is by far the most hard off-ice training I've done! Unreal training, wish I was here all summer. I enjoy training in Oakville because there are no distractions. It shows you are only here for 1 reason, training."

Ian Saganash

"Today was a good day; we did a lot of plyometric and did some explosive/power skating drills. The soreness has begun to fade. The yoga has helped a lot, especially hot yoga."

"I really think the Camp Coordinators nailed this one. I loved how we played a different kind of sport every evening and had weekend events."

"I enjoyed training here in Oakville, I felt much more focused and there's less distractions, I would love to come back next year."

Eric Sam

"I have enjoyed all the workouts and on/off ice training. I think my edges are improving. Yoga is awesome, except the part of waking up early for it… KIDDING :)"

"The Coordinators provided a positive atmosphere; I enjoyed being taught how to cook and the healthy eating (something new to me). The morning runs and Frisbee games were fun."

"I loved the training and it helped me a lot on what I can do back home, to become in better shape. I felt more focused cause I don't have my xbox."

Fitness Testing

Fitness Testing was coordinated for all Athletes including an NHL Combine Conditioning Test and 3 Mile Run. Results for the fitness testing are tabulated for each individual.

PROPERTY OF SPORTS ACADEMY EST. 2012

Cree Nation Youth Council/ Youth Development Unit

Report from the CNYC Chairman

With the wind of change, the CNYC/Youth Department sees the departure of the Director of the Youth Department, Andrew Neeposh after more than 20 years of service.

The restructuring of the CNG included the CNYC/Youth department where the issue whether to incorporate the CNYC and become an independent organization, or create a non-charitable foundation to access private and publics for youth development was addressed. It seemed inevitable after more than 30 years of the CNYC that it would be the route to take. After much discussion this past year, it seemed that it would be better to wait another 2 years before heading into an independent direction, but rather sign a service agreement with the CNG. An internal process is being recommended for the CNYC to enter into a dialogue with the DO & Treasurer process of annual financial planning and define the terms and reference for such a process to exist within the fiscal year 2015-2016.

CNYC Strategic Action Plan 2016-2021 is being revised for the CNYC to begin the process of renewal of a five year specific agreement with the Government of Quebec. In preparation for internal reorganization, the CNYC board of directors revised and updated the CNYC Constitution and defined A General By-Law, Protocols establishing the relationship between the CNYC and local youth councils, the CNG youth unit and local youth departments.

CNYC Annual General Assembly 2014 highlights:

- Iyuu Ahtaawin Miyupimaastsiiun Planning - Cree Health Board invites the local youth chiefs and coordinators to get involved in the local process of community miyupimaastsiiun.
- Thomas Coon as a special guest encourage the youth to educate themselves whether in a classroom or on the land.
- Joey Blacksmith as a youth diagnosed with diabetes spoke to the youth about taking care of his health so he can watch his son play hockey.
- John Paul Murdoch presented the CNG reorganization. He encouraged the CNYC being closely related to the Youth Department to seize the opportunity to consider its structure as part of the restructuring process. CNYC was created in 1980 under Article 22.8 of the *James Bay and Northern Québec Agreement* (''JBNQA''), but its status remains unclear; For example, what is the administrative link between the Youth Grand Chief and the Director of the Youth Department? CNYC not being incorporated, is the Youth Grand Chief accountable to CNYC's Members or to the Youth Department? Whether or not the CNYC incorporates, a stable funding agreement could be negotiated with the CNG under a service agreement to ensure adequate operations funding.
- The Cree Nation Youth Council is highly concerned on the major mining developments and natural resources exploration on the Eeyou Istchee territory. The Cree Nation Youth Council express its position on the environment issues touching the Eeyou Istchee territory to the current Cree leadership.
- An interim Deputy Youth Grand Chief Alex Moses was nominated to complete a 2-year term.
- The practice of paying honoraria to members of Board of Directors is now abolished including for the Youth Grand Chief and the Deputy Youth Grand Chief;
- The members mandate the Board of Directors to seek advice on the pros and cons of incorporating the Cree Nation Youth Council.
- The members requested that the 2015 Annual General Assembly be live streamed online and recorded by a company directed by entrepreneurs from the Cree youth.
- The members mandate the Board of Directors to allocate funding to create a gathering between the Cree youth and the First Nations neighboring the Eeyou Istchee territory.
- The members exhort the Director of the Youth Department and CNYC staff to conduct research on the benefits to be derived from the creation of a Youth Foundation and to present the results to the Board of Directors.
- The members exhort the Cree Wilderness Committee and the Justice Department of the Cree Nation Government to collaborate in the creation of programs for the youth in dire need of treatment and healing.

The CNYC funding for operations and special projects came from various sources according to the following:

Youth Administration Funding	$626,500
Special Projects Funding	$630,529
New Relationship Agreement – "Paix des Braves"	$373,805
Elders Youth Coordination Fund	$57,479
Board of Compensation	$207,605
BOC Golf Classic Contribution	$55,000
Cree Alliance Solidarity Fund	$159,000
Total	**$2,109,918**

With the departure of the Director, this position is now a Youth Coordinator position which has been vacant since August 2014. The positions of Coordinator of Youth Programs with Joey Blacksmith and the Administrative Assistant, Iris Voyageur remain the sole positions for Youth Development/CNYC. A positon of Program Officer is currently vacant as Nellie Wapachee is on maternity leave.

Joshua Iserhoff
Chairman, Cree Nation Youth Council

History of the Cree Nation Youth Council

The Cree Nation Youth Council was established after the United Nations " Year of the Youth in 1985", several meetings were held to realize what the young leadership envisaged at the early stages of having a regional youth organization to be "advisors" on youth matters to the Grand Council and other Cree organizations.

After several meetings and consultations, the organization developed a vision statement in the late 90's, so the CNYC approved the following: *to empower Youth by directly integrating and involving them at the local and regional levels of government, politics, administration and; to thereby prudently prepare them to assume their responsibilities as the future leaders of the Cree Nation*. The mission of the CNYC outlined that it will "facilitate the development of capability, leadership, and a joy of life in the Youth, in order to have a better future for the People and the Cree Nation.

We must remind ourselves in times of uncertainty and challenges, to look into the history of where we came from and what was done, so that people are aware that it took many hours of contribution for CNYC to be where it is today. In the early times, a plan was developed with youth consultations that took place in the Cree Nation communities, as well as working with the Youth Coordinators and the Youth Chiefs.

From that experience, the CNYC Board developed a mission, so it would help *"to go where no Cree Youth have gone before."* This statement was made by a previous Chairperson of CNYC, it was encouraging because in my era, young people's ideas at that time were greatly undervalued. That statement led us to dream that anything that we put grand effort into can be realized, our perspective on the future looked brighter, because we thought of what our ancestors were able to achieve. They showed us that working hard does lead to newer opportunities or doing things differently can reach as many young people with our passion and drive.

With our work, we came up with action oriented initiatives, a plan that would distinguish itself from the role and responsibilities of local and regional Youth Councils, much like the recent strategic plan that was developed. When we developed the mission of CNYC, the Board came up with the following and was subsequently approved by the Youth AGA, and the strategic plan's mission was: *"development"*, by that, we meant the development of the whole person. This includes the full intellectual, physical, emotional, and spiritual potential of youth as individuals, and their growth as responsible and joyful members & contributors to the Cree Nation.

We knew it was impossible to do the work alone, one small idea that happened in 1998 became one of the most successful and historic initiatives of the CNYC, an idea that brought the Cree Nation together. The Journey Through the Heart of Eeyou Istchee "Bringing our People Home" raised over $600,000.00 to purchase dialysis machines closer to home. We never thought that it would be such a moving time in our history, we heard many stories of people sharing where they were and saw what could be done in their life. This only proved that doing things and getting yourself to think outside of the box literally changed lives. Never underestimate what you can do, because many look to you to help foster and help them develop into beautiful human beings.

The CNYC in its historical contributions to the Cree Nation took place in many different forums, uniting many Indigenous Organizations and having a strong network of support from all over the world. Within the Cree Nation, the CNYC has evolved in many different ways and is changing rapidly by using technology to communicate faster with one another. Opportunities are there in front of the CNYC to take the next steps that previous Boards only dreamed. Once those steps are taken, there will be milestones.

Competence, character, connections, confidence and contribution is what the Cree Nation Youth Council has today. As a former Youth Grand Chief, thank you for the opportunity to facilitate the CNYC planning session to prepare for the future.

Ashley Iserhoff

CNYC Activities

The CNYC Chairman and Youth Ambassador went to Guatemala back in October 2014 for a "World Indigenous Business forum" hosted by the Indigenous Leadership Development Institute. Our youth representatives were a part of the youth panel workshop amongst other tribal young leaders where great dialogue was created.

Declaration of the World Uranium Symposium 2015

Quebec City, Canada, April 16 2015

We, the participants of the World Uranium Symposium 2015, coming from 20 countries on five continents, having gathered in Quebec City, Canada, the traditional territory of the Huron-Wendat Nation, in April 2015:

Acknowledging that in 1943 Quebec City was the site where the United States, the United Kingdom, and Canada entered into a formal cooperation agreement to develop the first atomic bombs, resulting in the bombing of Hiroshima and Nagasaki in 1945;

World Indigenous Business Forum in Guatamala, Oct 2014; CNYC Chairman Joshua Iserhoff and Nick Wapachee, Youth Ambassador with Indigenous youth delegates

Respecting the moratorium imposed by the Cree Nation of Eeyou lstchee in Northern Quebec on all uranium-related activities on their lands, as well as the broad consensus against uranium development by the Assembly of First Nations of Quebec and Labrador, the Inuit of Nunavik and over 300 municipalities across the province of Quebec;

Recognizing the growing awareness that nuclear power is not a cost-effective, timely, practical or safe response to climate change, and applauding the enormous expansion of the use of renewable energy and the significant strides made in recent years to phase out nuclear power;

Acknowledging the need for sustainable development and responsible environmental stewardship;

Recognizing the unique health, environmental and social dangers present at all stages of the nuclear chain, from the exploration, mining and milling of uranium, to nuclear power generation, the development of nuclear weapons and the storage of radioactive waste;

Recognizing that the risk of contamination resulting from the extraction, use and storage of radioactive substances presents a unique and grave threat to all living creatures, their environments and watersheds, transcending all political and geographic boundaries and enduring for eons to come;

Recognizing that there are stores of radioactive waste throughout the world that have not been effectively isolated;

Recognizing that there is compelling scientific evidence that there is no safe dose of exposure to radioactive emissions, and that even small doses can present health risks to miners and local populations, animals and plant life;

Recognizing that more must be done to understand, recognize and acknowledge the full scope and extent of all social, health and environmental short and long term impacts of uranium and nuclear-related activities on human life, wildlife and plant life;

Recognizing both that the technological development of nuclear energy opens the door to the development of nuclear weapons against which there is no effective protection and that nuclear power generation facilities present a serious threat in and of themselves;

Insisting that nuclear regulating bodies be independent and work solely in the best interests of people, animals and plant life;

Recalling the tragedies of a Three-Mile Island, Chernobyl, Fukushima Daiichi and many other places in the world;

Convinced that all non-military end-uses of uranium, including medical uses can be readily satisfied in an alternative manner;

Insisting that nuclear weapons and those using depleted uranium be criminalized and that all signatories be held accountable to the obligations set out in the Non-Proliferation Treaty;

Appalled by the nuclear destruction of Hiroshima and Nagasaki, alarmed by the maintenance and proliferation of nuclear arsenals, and convinced that the devastating consequences of nuclear detonations can be avoided only when all nuclear weapons and the systems that manufacture them have been eliminated;

Affirming that it is in the interest of the survival of humanity and of life on this planet that nuclear weapons are never used again, under any circumstances;

Recognizing that those most immediately affected by uranium and nuclear related activities often lack proper capacity and resources and that, as a result, such activities infringe their fundamental human rights to life and security of the person;

Affirming our commitment to the principles of sustainable and equitable development, and respect for the fundamental human rights of all individuals and peoples for all time;

Acknowledging that unique and irreplaceable cultures and landscapes have been and continue to be endangered by uranium and nuclear related activities;

Acknowledging that the world's Indigenous Peoples have disproportionately borne the harmful burdens of the global uranium industry, nuclear activities (including nuclear testing) and the dumping of radioactive waste;

Recalling that the *United Nations Declaration on the Rights of Indigenous Peoples* affirms the rights of the world's Indigenous Peoples to self-determination, and to territorial, social and environmental integrity which includes free, prior and informed consent achieved through an independent, fair, transparent and impartial process, and **recognizing** that the survival and well-being of Indigenous Peoples depends on full respect for these fundamental and inalienable rights;

Determined to reduce the burden on future generations resulting from the extraction and use of radioactive substances;

Dedicating ourselves to a nuclear-free future;

WE SOLEMNLY DECLARE THAT:

1. **We reaffirm** the Declaration of the World Uranium Hearing in Salzburg, Austria in 1992, of the Indigenous World Uranium Summit in Window Rock, Navajo Nation, USA in 2006, and of the IPPNW-World Conference in Basel, Switzerland in 2010:

   Uranium and all radioactive substances must remain in their natural location.

2. **We demand** a worldwide ban on uranium exploration, mining, milling and processing, the reprocessing of nuclear waste, and the irresponsible management of radioactive waste;

3. **We call** on all states, authorities and Peoples to recognize and respect the rights of Indigenous Peoples including the right to self-determination and free prior and informed consent achieved through an independent, fair, transparent and impartial process, and to cease the pursuit of uranium- and nuclear-related activities on Indigenous Peoples' lands in violation of these rights;

4. **We urge** all states, authorities and Peoples to provide full, fair and equitable redress to all those harmed by uranium- and nuclear-related activities and to ensure that those responsible are held accountable for their actions and failures;

5. **We demand** that all states, authorities and Peoples phase out and eliminate nuclear power generation and use, and dedicate themselves to the development and use of intelligent energy services based on sustainable, safe and renewable energy resources;

6. **We call** on all states, authorities and Peoples to strengthen their commitments to nuclear non-proliferation and disarmament, to eliminate all existing nuclear weaponry, to cease any and all development of nuclear weapon technologies, and to support and advance a legal treaty to ban all nuclear weapons;

7. **We call** on all states, authorities and Peoples to ensure that all existing radioactive products, material and structures from all phases of the nuclear weapons and power systems are secured and managed in accordance with the best and safest available technology for the people, animals and plant life.

Stand Against Uranium March

At the final public hearings of the Bureau d'Audiences Publiques sur l'Environnement (BAPE) on the uranium industry in Quebec held in Montreal, the James Bay Cree Nation delivered a resounding and united message of opposition to uranium development in their territory, Eeyou Istchee. The Cree Nation, which has led the charge against uranium development, has been joined in this position by the Assembly of First Nations of Quebec and Labrador and the Inuit of northern Quebec, who also made presentations to the BAPE.

"A powerful message has been sent by all of the Aboriginal peoples of Quebec. Together, we have said NO to uranium. Today, we show that the Cree Nation speaks in one voice – united with the other Aboriginal peoples of Quebec – when we insist that our lands remain free of uranium mining and uranium waste."

Grand Chief Matthew Coon Come

The Cree Nation Youth Council's StandAgainstUranium March began in Mistissini on November 23 reaching Montreal on December 15th. The marchers travelled over 850 km in 23 days to share the Cree Nation's message and to encourage Quebeckers to stand with them against uranium development. Overwhelmingly, those they met along the way have agreed that uranium mining should be banned in Quebec.

Youth Grand Chief Joshua Iserhoff led the StandAgainst Uranium March and made a submission to the BAPE on behalf of the Youth Council. "My family's land is near Mistissini, close to Strateco's Matoush project. I've had a lot of time on this walk to think about how important this land is to me and my family. I will be telling the Commissioners, on behalf of Cree Youth, that uranium mining, and the radioactive and hazardous waste it will leave behind, are not welcome in Eeyou Istchee."

"The courage and resolution shown by the StandAgainstUranium marchers, speaks in a powerful way to the determination of our people to protect Eeyou Istchee from the risks of uranium mining and uranium waste, today and for future generations. We have been gratified to see that as they learn the facts about uranium, Quebeckers are joining with us in our stand."

Grand Chief Matthew Coon Come

Traditional Camp Development

The fate of the camp will have to be revisited with partners and stakeholders with defined programs for youth development.

Government of Quebec Funding

FRIJ Agreement 2009 – 2014

This specific agreement with the CNYC and the CNG is entered directly with the Conseil Executif of the Quebec Government under the Secretariat de la Jeunesse. The five year agreement allocated $865,861 to maximize the operating costs of the CNYC/Youth Department and an additional amount of $1,252,850 for the Youth Development Fund for special projects.

2009-2010

8 projects were approved for funding, sponsoring 2 job openings, special projects coordinators for the communities of Waskaganish and Waswanipi. A corporate secretary training was sponsored for Youth Coordinators, Youth Chiefs and Staff. Youth from the community of Whapmagoostui attended the Canadian Aboriginal Festival; several awards were given to the youth of the Cree Nation. The highlight of 2009-2010 sponsored 16 youth from the Cree communities to attend the Vancouver Olympics, the youth were part of the hosting Crees of James Bay Day.

2010-2011

22 projects were sponsored for funding with 6 workshops offered for youth in Motivational Speaking, a CNYC Values Tour, CNACA Eeyou Istchee Achievement Award & Concert and A Music Development Program. The CNYC hosted a lot of events that year sponsoring the Cree Nation Summer Games, Youth Entrepreneurs Symposium & hunting and preserving hunting routes excursions. The highlight of 2010 was the CNYC hosting the Youth Entrepreneurs Symposium; this resulted in 9 youth starting businesses and we are proud to say all 9 of them are still in business.

2011-2012

11 projects were sponsored for funding; 4 entities benefited from the fund. CWEIA Touchstone of Hope, CBHSSJB Nishiyuu Life Skills Program, CNG Personal Development training and CNYC Capacity Building Training in Whapmagoostui. The highlight of the year was the Youth Heritage Journey. The youth journeyed on snowshoes and exchanged with another Nation from the community of Obedjiwan. The youth walked from Waswanipi to Obedjiwan.

2012-2013

20 projects were sponsored for funding; most of the projects were related to training, workshops and preserving the Cree way of life. Two youth camps were built near the communities of Waswanipi and Mistissini, these camps are situated in the bush. The camps host youth during the summer and offer different activities that are planned during their stay. The highlight of 2012 sponsored a music video from Ceramony, titled the "Last Great Men", the group won an award at the Aboriginal music festival for song of the year.

2013-2014

19 projects were sponsored, and the year was highlighted with Youth departments hosting Youth weeks in their communities. The local youth hosted workshops, training, Youth Achievement Awards and Youth Galas. Art workshops were hosted in 3 other communities and the community of Waswanipi hosted A Youth Health conference. The conference focused on healthy living through exercise and making healthy choices for your body, mind and soul. The community of Waskaganish submitted a request to build an outdoor rink, which was a success for the youth of the community, the results showed in their league play and tournaments. The highlight of this year sponsored the Mind's Eye theatrical play in collaboration with Aanischaaukamikw. The theatrical production was held in each community and local schools with a livestream VIP event held at Aanischaaukamikw. We are proud to announce that this theatre play won an Award in the Education category at the annual meeting of the Canadian Museum Association in April 2015.

Joey Blacksmith
Coordinator Youth Programs

CYNC Radio 4 U

CNYC 4 U hosted by Nick Wapachee is intended to connect with the youth of the Cree Nation, our main goal is to have an interactive platform with our listeners, to keep them informed, and to entertain them throughout the show. Our focuses for the show are Cree artists, youth programs, new music, on-air games and CNYC activity.

The guests that were on the show in 2014 were Grand Chief Dr. Matthew Coon-Come, Youth Grand Chief Joshua Iserhoff, Youth Chief of Mistissini Amy Linton, Julian Louttit, Mariame Hasni, Francine Weistche, Elton John Salt, Keith Lacroix and Gary Jolly.

Topics covered are from organization activity, local programs/activities, Roundtable Capacity Building, Music, Cree Artists, Education, Social Development, Cree Culture, Cree Language, Stand Against Uranium and positive messages for the family of the 4 Cree hunters.

We interviewed Cree artists about the success in their careers, with live performances on the Cree Radio Network which broadcasts throughout Eeyou Istchee.

Events attended by Youth Ambassador for 2014-2015:

- Assistant for the N'we Jinan Artists for the Music Fest in Nemaska.
- Host for Roundtable Capacity Building in Washaw Sibi.
- Host for Roundtable Capacity Building in Nemaska.
- Host for Mind's Eye in Ouje-Bougoumou.
- Host for CNYC 4 U on Cree Radio Network.
- Supporter for Stand Against Uranium Solidarity March.
- Delegate for World Indigenous Business Forum in Guatemala.

2014/2015 DJ Program Highlights

The program funded by Cree Solidarity Alliance was hugely popular and very successful in meeting its objectives with the following activities:

- Halloween Dance: The highlight came when Hurt No More's very own DJ HanPrintz hit the stage.
- The Hurt No More kids have now landed a spot within the radio's lineup once a week where they DJ live on air for an hour.
- "Night to Remember" talent showcase was a night filled with memories.
- In collaboration with Youth Fusion, a boy's ''Brotherhood" mentorship program has cooking sessions as well an incorporated mentorship where they speak on various subjects (drug/alcohol abuse, sexual health, bullying, mental health etc.).
- Valentine's Day dance! Awesome!
- The DJ and Dance program provides a wonderful additional to the hockey programming already going on for the youth. Our desire is to compliment the work already being done and to make sure that we support the programming already in place. The groundwork has been laid for a successful eight months of programming.
- PenPal program
- Talent show: The highlight came when Hurt No More's very own DJ HanPrintz hit the stage.
- Hurt No More and Sports Academy came together to put on a "21" basketball tournament.
- The basketball skills training program is designed specifically to focus on the fundamentals of the game, better improve upon the individual's skill set, encourage team work, encourage self-confidence all while getting a great work out.
- "BallSUp" basketball skills training program.
- "Harmonize" singing program, the "Move" dance program.
- Provided music for a community skate night.
- DJ "Skratch" program Most popular!
- Provided music for the Nouchimi Cup hockey tournament here in Nemaska.
- Movie nights.

Healthy Homes Brighter Futures

The Healthy Homes Brighter Futures (HHBF) program funded by Cree Solidarity Alliance is an intensive, all-encompassing program that combines in-class teaching with real world experience. The one-year program addresses the following macro issues with the participants on a daily, weekly and monthly basis: Budgeting, Parenting, Spousal Support, Abuse / Post Abuse Analysis, Social Media Guide & Personal Empowerment.

The first week of the HHBF program took place at the local school in Mistissini. A number of the participants brought their children to the sessions as child-care was provided. The women were encouraged to indicate their own short-term and long-term goals as well as their hopes and dreams for their lives. The participants gave immediate buy-in and indicated that they loved the informal class setting where they were open to speak their minds and hold nothing back.

All of the Hurt No More instructors, including the Head Instructor RoxAnne Rutkay, indicated that they had had the best first weeks they'd ever experienced to date. The participants were excited and ready for a life-transforming program.

The following weeks consisted of in-class and in-home practical training. The HNM instructors visited the participants in their homes so as to further understand any/all issues and concerns confronting them. This was extremely important in setting expectation and goals for the year. The participants spent hours in the classroom learning practical life skills. There was ample time for interaction between the instructors and all participants.

The women continued to meet weekly and to follow up on the foundational teachings/experiences from the previous month. Individual goals had been set and now the participants continued on a daily basis to work towards them. During the weekly conference calls the participants spent a great deal of time opening up regarding many of the practical issues/lessons addressed as well as their individual situations. Weekly group sessions permitted the women for personal time with the counselor to address private issues.

The participants continued to meet both in a group and personal setting. A number of issues arose which included relationship problems between some of the women and their partner/husband. The Hurt No More counselor took the time to address these issues and set goals for both the female participant and their male counterpart. It was decided that the male partners concerned would be allowed to participate in at least two personal sessions per month.

As we entered into the fifth month of the program, more in-depth counseling sessions were held, especially when it came to the personal one-on-one's. The participants were extremely comfortable with the HNM staff and very meaningful and private dialogue was happening on all levels. One female participant had set a personal goal of seeing reconciliation with her husband and after several months of counseling they moved back in together. Another female participant set a goal of going back to school to earn her diploma and she enrolled.

One of the goals of Hurt No More is to allow the participants to begin to help and assist each other by offering advice and wisdom regarding the various situations. This took place many times throughout the program which was extremely rewarding.

Hurt No More always uses the New Year as a natural opportunity to make new resolutions and renew old commitments. The goals for the participants consisted of a variety of things such as cleaning the house on a regular basis, balancing a chequebook, spending less money, spending less time on Facebook as well as fighting less with their spouse and kids. Highlights of discussions included an in-depth discussion on appropriate and inappropriate use of social media. A number of the participants were able to realize some of the harm that can come as a result of misuse of the internet. The participants pledged to each other to keep each other accountable over what they posted on Facebook.

As the community began to welcome spring, a number of events took place within the community. There was also a death in the community, which took many of the participants by surprise. They discussed their feelings about many of life's big questions (life, death, faith, etc.). The Hurt No More team felt that this was an important opportunity for expression of feelings. Many participants again expressed their incredible gratitude for the HHBF program and they gave numerous testimonials of its impact both for them personally and for their family. During the final month of programming there was much discussion about how far everyone had come. All original and new goals were confirmed and a plan of action was put in place for the participants to continue down a path of self-empowerment.

In light of the preliminary success that the HHBF program has experienced, it is so vital that the programming continues. A great deal has been accomplished and a number of the participants have expressed a desire for their friends and family to join. This is truly the way that Hurt No More transforms lives; first with an individual, and then by giving the same experiences and opportunities to those in their sphere of influence. Once a person changes, it is of the utmost importance that their friends and family change with them.

Cree Nation Youth Council

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Melanie Neeposh

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Unit for the Cree Women of Eeyou Istchee Association (CWEIA)

Message from the President

Wachay. I am pleased and honored to address you as President of the Cree Women of Eeyou Istchee Association. It is especially gratifying to be working with extraordinary women that have enormous energy and passion towards advancing and bettering the lives of all Cree women, children and their communities. CWEIA has been active in many ways, but most notably, by launching ambitious and comprehensive initiatives in health and social needs, business and entrepreneurship, training and education. In order for CWEIA to achieve its objectives, it must create a network of partners to provide both political and legal support and the necessary funds that it needs to deliver its programs and services. We acknowledge our partners for their support and valuable assistance.

As our nation continues to combat suicide, obesity, alcohol and drug abuse and many forms of violence; we feel it is time as women to take active leadership roles to better our communities in all areas that affect family and community development. The work of CWEIA will continue toward recognizing and respecting the equality rights, equal opportunities, and social justice for Cree women of Eeyou Istchee. CWEIA is confident that it will bring bigger and better things and we are excited for the future of CWEIA. We encourage you to visit our website at www.cweia.ca on upcoming events.

Chi-Meegwetch!

E. Virginia Wabano
President, Cree Women of Eeyou Istchee Association

Introduction

In January 2009, CWEIA was legally established as a Cree entity within Eeyou Istchee dedicated to advocating Cree women's issues, interests and their well-being. CWEIA has succeeded in creating a network of local boards in the 10 Cree communities and 3 urban centers in Vald'or, Senneterre and Chibougamou. The CWEIA Board of Directors consists of a representative from each community. It is affiliated with the Quebec Native Women Inc., providing a limited portion of funding to conduct an annual general meeting within Eeyou Istchee. CWEIA is funded from a variety of sources including government grants from MCCCF, Filaction/Femessor, Status Women of Canada, Quebec Native Women Association, Cree Nation Government, Cree Board of Health and Social Services and CNG Justice Department. The Board of Directors represents women at the local regionally and at the co level to ensure the diverse voices and issues of the communities are heard and considered in the programming.

CWEIA Board of Directors

Rita Masty, *local President of Whapmagoostui*
Mary-Louise Snowboy, *local President of Chisasibi*
Angela Stewart-Georgekish, *local President of Wemindji*
Sheila Mark-Stewart, *local Representative of Eastmain*
Jamie Jacob, *local President of Waskaganish*
Mary-Ann Blackned, *local President of Nemaska*
Joanne Moar, *local President of Mistissini*
Priscilla Bosum, *local Representative of Ouje-Bougoumou*
Mandy Gull, *local President of Waswanipi*
Felicia Polson, *local President of Washaw Sibi*
Urban – Rebecca Moore, *Senneterre*
Urban – Leeann Neeposh, *Chibougamau*
Urban – *Val-d'Or, vacant*

Executive Committee

President, E. Virginia Wabano
Interim Vice-President, Rita Masty
Interim Secretary/Treasurer, Marlene I. Kitchen
Elder Representative, Irene Bearskin-House
Youth Representative, Nathania Happyjack

Gookumnouch Council

Irene House, *Chisasibi*
Nancy Danyluk, *Wemindji*
Maria Kawapit, *Whapmagoostui*

Staff

Regional Coordinator, Manon Richmond (contractual)
Economic Development Coordinator, Charlotte Ottereyes
Administrative Assistant, vacant
Project-Based Manager, Christine Petawabano

Meetings and Presentations

At each meeting, various information items were brought to the association's attention and Local Presidents provided updates on their group activities. CWEIA participated in representation meetings about activities and/or concerns of Aboriginal women and women's groups at the 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.

Management Committee

A Management Committee meets every six months to review CWEIA's action plan and annual reports. The management committee consists of a funding agency representative, CNG representative, CWEIA President, Regional Coordinator and Economic Development Officer. It is under this process that dialogue occurs for the renewal of a five year specific agreement with the Quebec Ministry of Justice to be finalized in 2015. Funds from the CNG regional development fund thereafter match the specific agreement of $200,000 annually.

CWEIA Strategic Planning Retreat and Governance Training

On January 25-26, 2015, CWEIA Board of Directors had a Strategic Planning Retreat and Governance Training facilitated by Niska, a cooperative of consultants that specialize in local and regional development, and in accompanying its clients to develop high impact, concerted strategies. The theme of the Retreat was connecting to our roots: finding our identity as an organization, blooming, sprouting, growing, and planting the seeds for the future. By connecting with our identity and being empowered to finding and taking our place, CWEIA can be the leader it wants to be in Eeyou Istchee.

We have observer status at the CNG Council Board meetings. Most recently, at a meeting on January 28-29, 2015 in Nemaska, CWEIA made a presentation seeking support for the development of an Emergency Protocol Plan that stemmed from the recent incident that involved a young Cree girl who went missing in Montreal. CWEIA attends as delegate at the CNG Annual General Assembly.

CWEIA Annual General Assembly

CWEIA hosted its 7th Annual General Assembly in the community of Whapmagoostui in September with a delegation of 60 women attending the two-day assembly. CWEIA's 8th Annual General Assembly will be hosted in partnership with the Local Women's Group of Washaw Sibi on September 5-6, 2015.

Quebec Native Women's Association

The Quebec Native Women's Conference was held on November 14-16, 2014 in Laval, Qc. CWEIA representatives attended the two-day conference and shared their views and perspectives on various areas of concerns affecting Aboriginal women and their traditional territories. The Eeyou Nation, along with the Miqmaq Nation presented a resolution on Environmental Impacts on Development addressing QNW to position themselves against these projects and to help promote the actions of women in their respective territories. This year's QNW AGA is scheduled for November 7-9, 2015 in Montreal.

Community Tours

During the week of November 24, 2014, the Regional Coordinator, along with the Economic Development Coordinator conducted community tours in Wemindji, Eastmain, Chisasibi and Val D'Or. As a result, the following local groups held elections and local Groups were established:

Wemindji Local Women's Group
Vice-President: Linda Stewart, Elder: Mickey Decarlo, Sec/Treasurer: Hannah Georgekish-Mark and Local President: Angela Stewart-Georgekish.

Eastmain Local Women's Group
President: Sheila Mark-Stewart, Vice-President: Lorna Moses Dixon, Sec/Treasurer: Louise Bitternose Weapenicapo , Youth: Kerri-Lynn Moses Gilpin, Elders: Janie Shanush and Sally Gilpin. A seat has been reserved for a representative from the local sewing group.

Program Development

CWEIA is actively working on number of important projects with the Local Women's Groups, QNW, Cree local governments, and other Cree regional entities to achieve its stated goals and objectives for Cree women and their chil-

dren. As well, CWEIA is enthusiastically involved in various programs and projects aimed at fostering the health and well-being of Cree women and their families. 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.

Ending Violence in High-Risk Neighborhoods Project Update

CWEIA was granted an amount of $195,000.00 from the Status Women of Canada to carry out a 24-month project under their special funding program – *Working Together: Engaging communities to end violence against women and girls*, to address barriers and other factors that limit community efforts to prevent and reduce violence against women and girls in Eeyou Istchee. In 2014, two-day community consultations were conducted in three communities and an anonymous public survey was done with the purpose to gather feedback from partners, stakeholders, and the general public, in order to help shape the direction of this initiative. Based on the information collected, a discussion paper documented key findings and proposed next steps in regards to a comprehensive and integrated awareness, prevention and intervention program that will benefit all Eeyouch. Consequently, the final phase of the *"Ending Violence in High-Risk Neigbourhoods for women and young girls"* project will develop the production of violence and prevention education and awareness materials and resources.

Interviews have commenced with Elders who will share values that are most important to identify life lessons that will be compiled into a book, "Wisdom of Elders" to be used as a resource in schools, community entities, youth centers and as a teaching tool. We would like to extend our sincere appreciation to Status Women of Canada, Donald Nicholls of CNG Justice, Michael Chettleburgh and Brenda Combs of Astwood Corporation, Wayne Rabbitskin on behalf of Nishiiyuu Men and Christine Petawabano, Project Manager, for their support and expertise towards this worthy initiative.

Missing and Murdered Women

In December 2014, at the CNG Council meeting, a directive was shared to address the issue of Missing and Murdered Aboriginal Women. As a result, discussions began in partnership with CWEIA, QNW and CNG Justice Department to conduct a survey for the development of an Action Plan on this issue. Therefore, on January 15, 2015, a meeting was held with the CNG Justice Department, CWEIA and QNW, along with CAVAC staff to discuss various matters pertaining to missing and murdered women. At this meeting, a group of interested community members attended unexpectedly to share their concerns in regards to a recent incident involving a missing young female Cree youth. Many shared their views and addressed possible solutions to address awareness and ways to take immediate action. A "Tip Sheet" pamphlet to address awareness on Human Trafficking was to be developed as an immediate action that the CAVAC department will create and distribute in Eeyou Istchee. Also, on February 27, 2015, CWEIA President and Youth Representative attended the Missing and Murdered National Forum held in Ottawa, Ontario. The National Forum was to create a dialogue with all levels of government, Aboriginal representatives and families to effectively address the crisis of violence against Aboriginal women and girls. As well, to identify solutions and collaborative means of moving forward, including the engagement of families and communities in reducing and eliminating all forms of violence.

Facilitators at Eeyou Healing Retreat

Eeyou Healing Retreat

Faced with many issues that hinder the growth and prosperity of our communities and based on the community consultations held, there was an urgent need to support our people so that they may break away from hurts, such as depression, anxiety, anger, addictions, loneliness, suicide, and neglect. As a result, CWEIA's intention was to reach out and guide our people in their healing journey and provide tools for them through teaching, sharing and ceremonies. In partnership with the Cree Nation Youth Council, Nishiiyuu Men, and the Health & Wellness Department of Wemindji, CWEIA held its 1st Eeyou Healing Retreat, which took place in the community of Wemindji on September 18-20, 2014.

Overall this Eeyou Healing Retreat was a great success and it would not have been successful without the support of CWEIA Board of Directors and Staff, Eeyou Healing Retreat Working Group, Cree Nation of Wemindji, Health & Wellness Department of Wemindji, Cree Nation Youth Council, Nishiiyuu Men, Nishiiyuu Miyupimaatisiiun, team of the Cree Health Board, financial sponsors, facilitators, speakers, Elders, and the Wemindji Pentecostal Church for the catering, volunteers, and all delegates who participated in this gathering.

Women's Shelters

In early 2010, the CNG Department of Justice and Correctional Services, in collaboration with CWEIA, received funding from Justice Canada to host a three-day gathering to discuss the issue of family violence. The Symposium theme of "Safe Homes, Strong Communities," featured the participation of over 150 individuals from Eeyou Istchee along with more than 20 speakers from across the Cree Nation and North America. As a result, a recommendation came forth to address the need for Women Shelters within Eeyou Istchee.

Since then, many meetings between Cree Health Board, Cree Nation Government, Justice Department and CWEIA were held to discuss the development of the shelters. Today, CWEIA is grateful that the movement of addressing the need of violence against women has come to realization as the intent to construct Women Shelters in two communities is presently waiting for Ministerial approval of the lease. One shelter will be lodged in Waskaganish to service the coastal communities and the other in Waswanipi for the inland communities. As well, the development of programming and services within these facilities will be done in partnership with CWEIA, Cree Health Board and CNG Justice Department. In March 2015, CWEIA and CHB consultants began discussions on the new federal funding for conjugal violence projects and will collaboratively work with CNG Justice Department to develop a proposal to complement the Women's Shelters. The hope, imagination and dream to build these shelters will soon become a reality.

Midwifery

CWEIA has been working on bringing Midwifery back to Eeyou Istchee for the past couple of years and this year provided us with some glimmer of hope; a birthing project lead by Cree Health Board where interviews were conducted with former midwives and all information gathered was compiled into a resource manual. Our main mission is to bring Midwifery back to Eeyou Istchee and to create a plan alongside midwifery professionals and the Cree Board of Health leaders to make it a reality. 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.

Regional Suicide Prevention Strategy

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 is a member of the Regional Suicide Prevention Strategy committee and Youth Representative, Nathania Happyjack sits on this Regional Committee and as well, an alternate representative has been assigned as needed.

Environment Issues

CWEIA was involved in the decision making process by providing their opposing views on uranium mining in Eeyou Istchee territory at the BAPE hearings held in Mistissini on November 13, 2014. CWEIA's participation in all aspects is essential and will continue to share concern over the considerable risks that environmental issues pose to Eeyou Istchee and the values of people who live on the land.

On February 20, 2015, CWEIA President met to review the Environmental Social Impact Assessment public participation process and in March 2015, CWEIA President provided an interview in regards to the ESIA project.

Economic Development

Through 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 among Aboriginal women. Annually, the Economic Development Coordinator presents its action plan at the AGA to be adopted by resolution for submission to the funding agency in Quebec. Also, community presentations are presented to inform Cree women of funding opportunities and to provide support in starting up a business to potential and existing entrepreneurs. This year, the Investment Committee approved three business loans with Femessor and CWEIA was highly acknowledged as being the leading partner in securing loans for its Cree women, totaling four loan approvals. The investment committee consists of a representative from the funding agency and CWEIA Executive Committee.

Cree Social Economic Round Table Conference

In partnership with CSERT, CWEIA participated in its Conference held in Val D'or on March 5-7, 2015. Invited people did presentations on various topics in regards to Social Economy.

Awards/Gala/International Women's' Day

In conjunction with the International Women's Day, the Outstanding Cree Women Achievement awards/gala event is held every 2 years; this special event is to recognize all Cree women in their respective achievements.

Outstanding Achievement Awards Recipients

Women in Business
Jacob's Restaurant - Waskaganish

Women in Politics
Carmen Faries - Wemindji

Women Arts & Culture
Janie Pachano - Chisasibi

Women Health Promotion and Fitness
Babbey-Jane Happyjack - Waswanipi

Women in Education
Dorothy Gilpin - Eastmain

Women in Public Service
Angela Stewart-Georgekish -Wemindji

Volunteer Award
Youth – Kerisha Jolly - Waswanipi
Elder – Sophie Shem – Whapmagoostui
Women - Juliette Asquabaneskum - Wemindji

Lifetime Achievement Award
Late Sally Matthew – Chisasibi

CWEIA Promotion

The initial objective of CWEIA is to promote gender equality through various media, as well as of supporting Cree Women at all levels of industry and areas in the region. 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.

In conclusion, CWEIA funding from different specific agreements are administered under the CNG with an Administrative Agreement between the two parties and managed under the direction of Social & Cultural Development.

2015 Awards Recipients
Photo credits by Aly Photography & Designs

Unit for the Regional Adaptation to Enhance Seniors' Living Conditions in the Cree Communities

5 Year Activity Report 2008-2013

It is with great pleasure to submit a 5 year activity report for the Specific Agreement on Elders. Minister Margaret Blais conducted consultation tours to various regions in Quebec to determine the elder's living conditions and their quality of life. Following the consultations tours, Quebec Government developed a Strategic Policy on Elders focusing on various types of activities where elders require support. A Specific Agreement on Adapting Regional Services and Infrastructures in Order to Improve Living Conditions of Seniors in Nord-du-Québec region 2008-2013 was concluded between the CNG and the Québec Government in 2008.

The Agreement envisaged financial aid for eligible organizations who wish to develop and set up activities, projects, infrastructures and innovative services in bond with the general objectives of the Agreement. We are proud to acknowledge the resources used in the past five years 2008-2013 to enhance the living conditions of the elderly in the communities.

2008-2009

In the first year of the agreement, an action plan outlined the objectives for the activities that the Elders Group(s) can initiate for various types of project/activities in the Cree Communities.

2009-2010

The first step was to hold a meeting with the Elders Regional Council to discuss the needs, concerns and to foster the issues concerning the quality of life, health, social and cultural well-being of the Cree Elders. A job description was prepared for the position of Senior Quality of Life Coordinator.

2010-2011

One of the first major steps taken was a meeting between MAMROT, SA, and CNG to introduce the Specific Agreement on Elders and to create an Action Plan for 2010-2011. The Action Plan and the Agreement were introduced to the communities. Community consultations were done to meet with elders and people that work with elders in the nine Cree communities. Main Cree organizations were contacted by phone on the services that they have with elders in the communities.

Cree Health Board did a study on Elders in the Cree communities which helped to have a clearer picture of the elders' needs in the communities. The Cree Health Board study had similar results as the community consultations. All Cree communities have a MSDC center for elders. Regional Elders Council were met to discuss how they would be involved with the Specific Agreement on Elders and made a presentation on what their role and duties are as an association. Cree Trappers Association are mostly involved at a local level and worked with trappers who are mostly elders.

2011-2012

The Action Plan for 2011-2012 was implemented during the year. Community visits were done throughout the year. Other needs identified by the elders during the community visits are as follows: wood cutting project, snow removal, cultural camps & local transportation.

The list of submissions that were approved:

Cree Nation of Mistissini – Transfer of Knowledge through storytelling	$54,322
Cree Nation of Wemindji – Snow removal project	$36,000
Cree Nation of Wemindji – Domestic assistance	$57,600
Cree Trappers Association – Elders as instructors DEC program	$25,776
Total	**$173,698**

The list of projects were approved by the CNG Executive Committee:

Whapmagoostui – Elders Assistance program	$170,000
Waskaganish – Supplying firewood to the Elderly	$120,000
Waswanipi – Waswanipi Elders project	$147,000
Mistissini – Weechadowch Chainou project	$170,000
Chisasibi – Aayaanishchaa TK	$140,000
Total	**$747,000**

2012-2013 Final Year

Within the final year, the following is a list of projects approved by the CNG Executive:

Elders Assistance program – Whapmagoostui

The program's main activities undertaken by the community members of Whapmagoostui included: temporary camp set-up and dismantling, spring water delivery and snow removal, and oral and traditional teaching. The main goal of the traditional teachings was to transfer the skill and knowledge to the younger generation. The elders demonstrated how to make snow shoes, fabricate ice chisel handles, skin stretcher sticks and skin scraper handles from objects found in nature such as trees and caribou bones. Elders shared with interested community members and visitors the proper procedure of how to butcher/ cut

up/ dress/ clean a caribou. Elders also taught students how caribou bones are cleaned and crushed in order to make traditional fare such as broth and fat. Elder women demonstrated traditional sewing skills used to transform material into supplies used to survive on the land. Items included moccasins and mittens from caribou hide, tents made from canvas and fishing nets from rope.

Supplying Firewood to the Elders – Waskaganish

Given the high cost of heating oil, community elders defray their expenses by using firewood as a heating source. Firewood is not easily accessible, especially for the less mobile elders. A small numbers of labourers were hired to deliver at least two cords of firewood to the majority of elders. This program was well received by the elders of Waskaganish.

Weechadowch Chainou project – Mistissini

The Weechadowch Chainow project began in 2012 with a variety of projects that were recommended by the local elders' council.

Summer Camping activity

Elders were able to spend a week on the land. The traditional camp was located in close proximity to the community- a five minute boat ride a way. This short distance allowed elders including those with health and/ or mobility issues, who would not otherwise be able to travel long distances to practice their traditional way of life. They ate traditional foods, slept in traditional canvas tents, played games, participated in a fishing derby, and socialized and re-connected with each other.

Wood shed projects

12X12 wood shed were built by labourers for the elders to protect their fire wood.

Cooking houses project

Tent frames used for cooking traditional foods such as goose, beaver and fish. These cook houses were also used to clean big game.

Harvesting projects

Hunters were hired to harvest traditional foods for the elders, they came back with moose, rabbit, ptarmigan and beaver.

Natmachwewen program

Two elder couples were hired to take young couples, in troubled relationships, out on the land to counsel them through active bush life to teach them the duties of being a good partner and parent to their children.

Chiyuutetaau program

Cultural coordinator visited the homes of several elders twice a week to provide them with companionship, help out with light housekeeping duties and reduce loneliness.

The year provided a learning experience for all stakeholders, and the projects and programs were all well received by the elders in the community of Mistissini and were viewed as an on-going need in the community.

Aayanishchaa - Chisasibi

Aayanischaa is a project undertaken by the Cree Nation of Chisasibi. The project involved preserving and maintaining Cree culture through audio and video-recordings, as an educational tool for future generations. Two interviewers were hired to interviews elders about their traditional knowledge and memories and stories about Cree history. The recordings were done in high quality format and will be exhibited in the community as part of explaining the history of the people and the community of Chisasibi. Other activities included: beadwork, sewing, knitting, embroidery, carving by using traditional tools such as the mookitaakin (crooked knife). During these activities, traditional food was served to the participants and to the elders. Thirty-two youth were taken out on the land by elders and taught the traditional methods of trapping beaver in the winter time. Youth learned where to look for beaver and the raw materials used to trap the beaver.

Waswanipi Elders project - Waswanipi

The Waswanipi Coordinator, Irene Otter was hired in August of 2012. The program addressed the needs of the elders that included social, spiritual, physical and health without duplicating other programs geared towards Elders.

A newly renovated building was the site for many social activities, meetings and provided office space for two individuals. They undertook a number of activities including community gatherings, feasts, winter sewing and the program purchased the necessary food, materials and supplies. The program enabled the community to host the annual Regional Elders Council. The elders programs included outreach work to those who experienced isolation and permitted those elders to receive social support, as well as raised awareness about Elders' abuse. The program allowed for the purchase of a van to meet the multiple needs of elders for transportation to community gatherings and events, medical appointment within the community, and delivery of "Meals on Wheels" three times a week to elders living in isolation or who are temporarily ill.

In closing, I am pleased to say that this program was very well received by the elders in Eeyou Istchee and by the front line workers. It is highly recommended that this program be continued in the future.

Larry Shecapio
CNG Senior Quality of Life Coordinator

Weechadowch Chainou Project – Mistissini 2014-2015

The Woodcutting Project

The woodcutting project has been implemented for the Elderly and disabled people of Mistissini. This project is opened to community members who are willing to participate by cutting wood and delivering it to the Elders. People who are unemployed have a use of this project as a source of income. This helps them in their efforts to make a living as local wood cutters. The Local Elder's Council and

its office started receiving calls in early November of 2014 from elders who reside along the road lacking firewood. The wood cutting project commenced on November 30th, 2014 and the project was completed on January 30, 2015. There were 40 Elders and widows/widowers who benefited from this woodcutting project, 4 cords of wood were distributed to them. One hundred forty nine (149) cords of wood were purchased from ten (10) local woodcutters.

Project "Adopt an Elder" Community Christmas Banquet

This event was announced on the local radio where community members were asked to adopt an elder by picking a name and buying a gift and bringing it to the office of the Local Elder's Council. Children and people with special needs were also invited in the presence of two hundred thirty (230) people. The elders and special needs people really enjoyed this time of being together and socializing. There was story telling from elders about Christmas, how it was in the old days, it was interesting to hear their stories, of course with a lot of laughter.

With the assistance of community members in the giving of gifts and team work with the staff of Community Wellness, we were able to make this Community Elders Banquet a success.

Woodsheds & Cooking Tents (Kuukakamukw)

The Woodsheds and cooking tents (kuukakamukw) project had not started yet due to the cold weather and depth of snow. There were fifty (50) elders in total that requested for either a woodshed or cooking tent. Only ten (10) elders were selected for woodsheds and ten (10) for the cooking tents (kuukakamukw). The material for this project had already been purchased and will proceed with the building when the weather is warmer.

Chimney Cleaning

The Chimney cleaning project assists the elders for the cleaning and inspection of the chimneys to ensure that they are in good condition. There were fourteen (14) elders that got their chimneys cleaned and inspected. Two (2) men were hired to work on this project.

Transportation for Elders

Local transportation of Elders is provided to attend special events in the community during the year. The elderly really appreciate when they are asked if they want to attend a workshop and that transportation is provided for them and it gives them the opportunity to participate in events happening in the community.

Elderly Program 2013-2017

This agreement was renewed for another four years for 2013-2017. The Ministries of Health & Social Services & Family & Elders in partnership with the Cree Nation Government agreed to allocate an amount $653,814 respectively with the total amount for the four years equaling to $1,307,628.

The program was without a Coordinator for 2014-2015, thus only one project was funded from Mistissini as reported above. The process to implement the action plan for 2015-2017 is underway and the call for proposals has been sent as of March 2015.

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John Paul Murdoch, Corporate Secretary

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Thomas Jolly
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Grand Conseil des Cris (Eeyou Istchee)

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Cree Nation Government
Gouvernement de la Nation Crie

40th Anniversary of the signing of the

JAMES BAY AND NORTHERN QUEBEC AGREEMENT

Grand Chief Billy Diamond, Quebec Premier Robert Bourrassa, 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.

Cree Nation Government

Regional Economic Development

Financial Information
March 31, 2015

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Report on Supplementary Information

To the Grand Chief, Directors and members of
Cree Nation Government

The audit of Cree Nation Government for the year ended March 31, 2015 was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The statement of operations of Regional Economic Development for the year ended March 31, 2015 is presented for purposes of additional information and is not a required part of the audited financial statements. This supplementary information has been prepared to assist Cree Nation Government to meet the requirements of the funding agreement with the Ministère des Affaires municipales, des Régions et de l'Occupation du Territoire (MAMROT). Such information has been subjected to auditing procedures only to the extent necessary to express an opinion on the financial statements of Cree Nation Government for the year ended March 31, 2015 taken as a whole.

This supplementary information has been prepared to report the statement of operations of Regional Economic Development and, as a result, may not be suitable for another purpose. Our report is intended solely for Cree Nation Government and MAMROT and should not be distributed or used by other parties.

[1]

Raymond Chabot Grant Thornton LLP
Val-d'Or,
July 28, 2015

1 CPA auditor, CA public accountancy permit no. A116128

Cree Nation Government
Regional Economic Development
Operations

Year ended March 31, 2015

	$
Revenue	
Funding from Ministry of Municipal Affairs, Regions and Land occupant Regional Economic Development - 2014/2015	**2,960,023**
Deferred revenue from previous year	**2,132,567**
Less: Deferred revenue	**(2,078,039)**
	3,014,551
Expenditure	
Legal and professional fees and expenses	**1,750**
Contribution to Cree Nation Government - Telecommunications Project	**335,267**
Amounts allocated to Cree Entities and others (Note 1)	**2,677,534**
	3,014,551
Excess of revenue over expenditure	**-**

Cree Nation Government
Regional Economic Development
Note to Financial Information

Year ended March 31, 2015

1- AMOUNTS ALLOCATED TO CREE ENTITIES AND OTHERS

	$
Cree Nation of Wemindji - Laundry Mat	**250,000**
Oujé-Bougoumou Eenuch - Capissisit Lodge	**300,000**
Cree Nation of Waswanipi - Nabakatuk Forest Products Study	**12,000**
Secretariat to the Cree Nation - Abitibi-Témiscamingue Economic Alliance	**100,000**
Contribution to Cree Nation Government - Elders Agreement	**165,534**
Eeyou Communications Network - Fiber Optic Cables	**900,000**
Cree Outfitting and Tourism Association- Regional Tourism Agreement	**150,000**
Cree Nation of Eastmain - Hotel project	**500,000**
Contribution to Cree Nation Government - Social Economic Agreement	**100,000**
Cree Women of Eeyou Istchee Association - Setting up a specific agreement for women	**200,000**
	2,677,534

Raymond Chabot
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Rapport de l'auditeur indépendant sur l'état des engagements du Fonds de Développement Régional (FDR) et sur l'état des liquidités du Fonds de Développement Régional (FDR) au 31 mars 2015

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Au Ministère des Affaires municipales, des Régions
et de l'Occupation du Territoire (MAMROT)

Nous avons effectué l'audit de l'état des engagements du Fonds de Développement Régional (FDR) au montant de 3 147 850 $ pour la période du 1er avril 2014 au 31 mars 2015, ainsi que de l'état des liquidités du Fonds de Développement Régional (FDR) au montant négatif de 2 078 904 $ au 31 mars 2015, tel que déclarés par le Gouvernement de la Nation Crie dans sa reddition de comptes relative avec ce dossier. Ces informations financières ont été établies conformément à la définition des projets et coûts admissibles selon l'entente entre le MAMROT et le Gouvernement de la Nation Crie.

Responsabilité de la direction pour ces informations financières

La direction du Gouvernement de la Nation Crie est responsable de la préparation et de la présentation fidèle de ces informations financières conformément à la définition des projets et coûts admissibles selon l'entente avec le MAMROT, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation de ces informations financières exemptes d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

Responsabilité de l'auditeur

Notre responsabilité consiste à exprimer une opinion sur l'état des engagements du Fonds de Développement Régional (FDR) et sur l'état des liquidités du Fonds de Développement Régional (FDR), sur la base de notre audit. Nous avons effectué notre audit selon les normes d'audit généralement reconnues du Canada. Ces normes requièrent que nous nous conformions aux règles de déontologie et que nous planifiions et réalisions l'audit de façon à obtenir l'assurance raisonnable que ces informations financières ne comportent pas d'anomalies significatives.

Un audit implique la mise en œuvre de procédures en vue de recueillir des éléments probants concernant les montants et les informations fournis dans l'information financière. Le choix des procédures relève du jugement de l'auditeur, et notamment de son évaluation des risques que l'information financière comporte des anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs. Dans l'évaluation de ces risques, l'auditeur prend en considération le contrôle interne de l'entité portant sur la préparation et la présentation fidèle des informations financières afin de concevoir des procédures d'audit appropriées aux circonstances, et non dans le but d'exprimer une opinion sur l'efficacité du contrôle interne de l'entité. Un audit comporte également l'appréciation du caractère approprié des méthodes comptables retenues et du caractère raisonnable des estimations comptables faites par la direction, de même que l'appréciation de la présentation d'ensemble des informations financières.

Nous estimons que les éléments probants que nous avons obtenus sont suffisants et appropriés pour fonder notre opinion d'audit.

Opinion

À notre avis, l'état des engagements du Fonds de Développement Régional (FDR) au montant de 3 147 850 $ pour la période du 1er avril 2014 au 31 mars 2015, ainsi que l'état des liquidités du Fonds de Développement Régional (FDR) au montant négatif de 2 078 904 $, au 31 mars 2015, tel que déclarés par le Gouvernement de la Nation Crie dans sa reddition de comptes relative à ce dossier ont été établis, dans tous leurs aspects significatifs, conformément aux exigences de l'entente avec le MAMROT.

Raymond Chabot Grant Thornton S.E.N.C.R.L.[1]

Val-d'Or
Le 5 octobre 2015

[1] CPA auditeur, CA permis de comptabilité publique nº A116128

Annexe 2

État des liquidités du Fonds de développement régional
au 31 mars 2015

Encaisse au 1er avril 2014 du FDR		(2 306 513 $)
Avances de fonds reçues pendant la période du 1er avril 2014 au 31 mars 2015 par la CRÉ		3 242 160 $
Liquidités mises à la disposition de la CRÉ		935 647 $
Utilisation des liquidités		
Fonctionnement de la CRÉ	1 750 $	
Subventions versées (1)		
Ententes spécifiques	265 534 $	
Projets structurants	0 $	
Autres activités	2 547 267 $	
Ententes administratives ou de partenariats	200 000 $	
Projets et activités de diversification économique (suivi des dossiers acceptés avant le 1er avril 2004)	0 $	
Versements aux MRC pour la diversification économique s'il y a lieu	0 $	
Liquidités utilisées		3 014 551 $
Solde de l'encaisse FDR au 31 mars 2015		(2 078 904 $)

(1) : Les subventions versées comprennent également les subventions à payer inscrites au 31 mars 2015 s'il y a lieu.

(2) : Une subvention à payer est inscrite lorsque, par exemple, un protocole d'entente prévoit un versement dans l'année financière 2014-2015 et qu'au 31 mars 2015 le traitement des pièces justificatives pour cette demande de versement n'était pas terminé par la CRÉ. L'inscription d'un compte à payer a pour conséquence d'imputer la dépense à l'année financière 2014-2015 même si le chèque est émis après le 31 mars 2015. Normalement le chèque devrait être émis dans les jours qui suivent la fin de l'année financière.

Annexe 2

État des engagements du Fonds de développement régional
au 31 mars 2015

	Ententes spécifiques	Projets structurants	Autres activités	Ententes administratives ou de partenariats	Diversification économique	Total
Engagements non liquidés au 1er avril 2014	0	510 000	3 629 850	0	0	4 139 850
Nouveaux engagements pris pendant l'année	265 534	S/O	1 585 267	200 000	S/O	2 050 801
Modifications aux engagements antérieurs (+ -)	0	-30 000	0	0	0	-30 000
Subventions versées (inclus les subventions à payer au 31 mars 2015 s'il y a lieu)	265 534	0	2 547 267	200 000	0	3 012 801
Engagements non liquidés au 31 mars 2015	0	480 000	2 667 850	0	0	3 147 850

Note: les engagements sont comptabilisés lorsque les projets sont approuvés par les autorités de la CRÉ et que les protocoles sont signés par toutes les parties.