



Indian and Northern  
Affairs Canada

Affaires indiennes  
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MANITOBA REGION

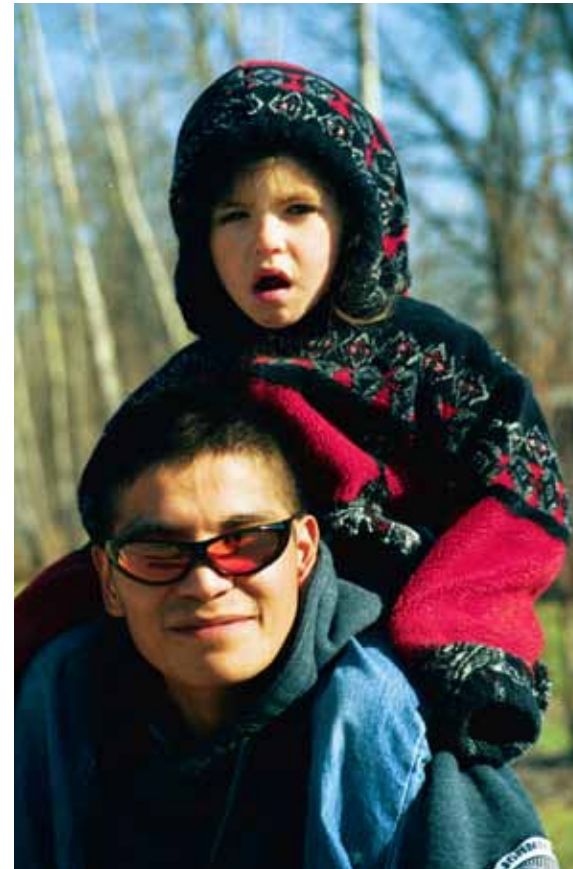
ANNUAL REPORT 2009/2010





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- Looking Ahead ``*Striving for Excellence*``

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*Our vision is a future in which First Nations, Inuit, Métis and northern communities are healthy, safe, self-sufficient and prosperous - a Canada where people make their own decisions, manage their own affairs and make strong contributions to the country as a whole*



Over the year 2009 – 2010, the INAC Manitoba regional office gained more stability as an organization and continued to build the relationship with First Nations, the province and other partners. I was pleased to be appointed as Regional Director General in June 2009 and since that time I have travelled to 22 First Nation communities to meet with people and learn about their experiences.

There are unique challenges in the region when it comes to education, health care, infrastructure and other services. I have also seen great success in communities where First Nations are taking the lead in developing economic opportunities and fully engaging in education and community well-being.

INAC's mandate in Manitoba is broad and expansive. It is to support Aboriginal people in their efforts to improve social well-being and economic prosperity; develop healthier, more sustainable communities; and participate more fully in Canada's political, social and economic development to the benefit of all Canadians.

This publication provides an opportunity to share the results of our programs and services for the 2009 – 10 fiscal year. There are a number of accomplishments to be proud of in our region including Fisher River Cree Nation's new cottage lot developments, the Memorandum of Understanding (MOU) with the province on emergency management, the Letter of Understanding (LOU) on education with the province and First Nations in Manitoba, and progress on school infrastructure projects at Little Black River First Nation, St. Theresa Point First Nation and Opaskwayak Cree Nation. The work on these projects is proof that by working together, we can achieve great results.

I look forward to continuing to work with partners, staff and communities to meet our goals in the year ahead.

Anna Fontaine  
Regional Director General  
INAC Manitoba Region



# Overview of Indian and Northern Affairs Canada Manitoba Region

In Manitoba, INAC programs and services are delivered through directorates of the regional office, the Office of the Federal Interlocutor (OFI) and the Aboriginal Business Development Program (ABDP). All offices are located at 365 Hargrave Avenue in Winnipeg.

The directorates of the regional office are Funding Services, Government, Infrastructure and Housing, Lands, People and Trust Responsibilities, Corporate Services, Human Resources and the Office of the Regional Director General.

The directorates, together with OFI and ABDP, deliver the following programs and services:

## **Funding Services**

Funding Services Operations delivers funds to support the operation of First Nations, including but not limited to economic development, education programs and social programs.

Responsibilities include gathering data or proposals on which to base budget allocations, preparing funding agreements for recipients, following up on funding agreement terms and conditions including on-site compliance reviews, conducting annual financial audit reviews, and intervening when necessary to help recipients address funding agreement defaults.

## **Government**

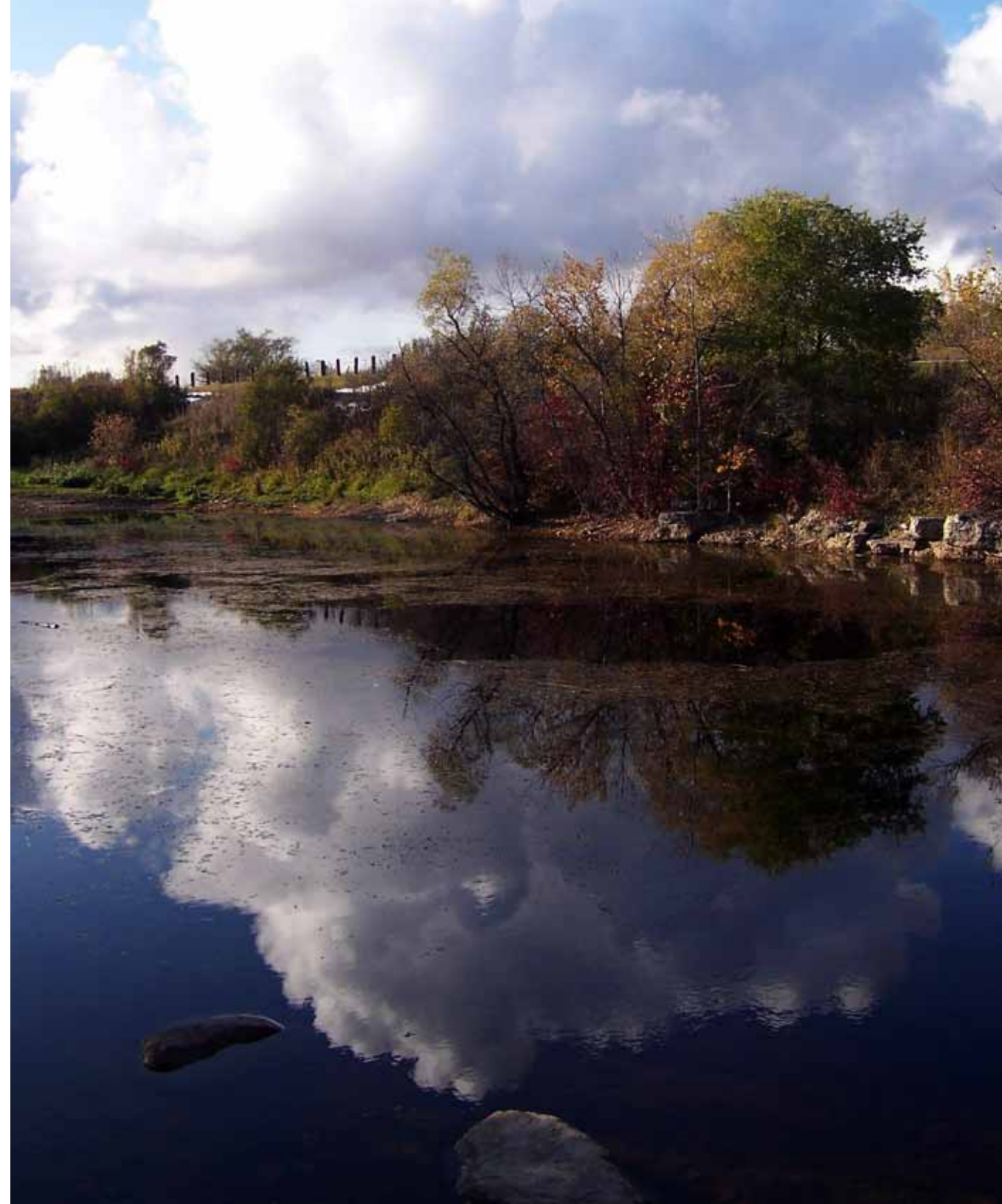
The Government Directorate works with First Nations and organizations to support development of First Nations institutions and governance capacity.

The Professional and Institutional Development Program funds activities to address needs and support best practices in Aboriginal public service areas such as: governance systems and structures, management development and training, orientation and community awareness, and advisory support.

The directorate's Economic Development unit is responsible for funding provided to First Nations for economic development opportunities. This is done under the Community Economic Development Opportunity (CEDO) program and the Community Economic Opportunities Program (CEOP).

The Government Directorate provides ongoing support in the development and operation of organizations and institutions within the Manitoba Region including, but not limited to, the three Provincial/Territorial Organizations (Assembly of Manitoba Chiefs, Southern Chiefs Organization and Manitoba Keewatinowi Okimakanak).

The directorate also provides funds to the Aboriginal Financial Officers Association and the Treaty Relations Commission of Manitoba for projects.



## **Infrastructure and Housing**

The Infrastructure and Housing Directorate manages the funding of construction and maintenance of on-reserve infrastructure such as buildings, houses, water and wastewater systems and roads.

The directorate implements the Capital and Facilities Maintenance (CFM) program. Through this program, INAC helps First Nations acquire, construct, operate and maintain basic community facilities, such as fire protection and electrification systems, water and sewage systems, roads, schools and other community buildings. INAC also provides loan guarantees and subsidies to help communities and individuals meet on-reserve housing needs.

Within the Directorate, the Capital and Housing Services unit is the planning side of the directorate and is responsible for the development and prioritization of the major capital program and the regional long-term capital plan, as well as administering ministerial loan guarantees for housing. The Professional and Technical Services unit provides advisory services to various program areas within INAC with the emphasis on the major capital program.

The directorate also manages the First Nation Water and Wastewater Action Plan in Manitoba and the building projects funded by Canada's Economic Action Plan, and coordinates on-reserve Emergency Management with First Nations.

## **Lands**

The Lands Directorate is responsible for helping First Nations in any of their land use needs on Crown land. The directorate oversees and authorizes First Nation leases of Crown land to non-First Nation business partners in order to help First Nations use their lands and capitalize on resource and mineral rights ownership. The directorate maintains up-to-date information about all Crown land and how it is being used, and advises other directorates on any infrastructure projects that involve Crown land.

The Lands Directorate is responsible for the First Nations Land Management Act. Once a First Nation operates under the First Nations Land Management Act, Indian Act provisions on land management no longer apply to the First Nation's reserve lands and resources. This is an important step toward a First Nation assuming management and control over its reserve lands and resources.

The directorate is also responsible for implementing federal commitments under the Treaty Land Entitlement (TLE) Framework agreement. In Manitoba, the majority of First Nations received their entire land allocations under their Treaties. However, some First Nations did not. Between 1994 and 1997, Canada, Manitoba and 27 Manitoba First Nations agreed on how best to address the shortfall through TLE settlements. Under these agreements, Canada and Manitoba committed to adding up to 1.3 million acres to reserve lands and will pay out more than \$74 million.

The Lands Directorate supports First Nations in the Addition to Reserve process. An Addition to Reserve (ATR) is a parcel of land that is added to the existing land base of a First Nation. The legal title is set apart for the use and benefit of the band having made the application. The federal Additions to Reserves/New Reserves Policy requires that a step by step approach be taken when adding land to reserve.

The directorate's Environmental Planning and Management unit works with Manitoba First Nations organizations, other federal/provincial departments, and partners to address environmental concerns and issues. The unit's core activities include remediation of contaminated sites, environmental reviews of Treaty Land Entitlement selections, environmental assessments of capital projects and reserve land transactions, training of First Nations with respect to environmental legislation and processes, and environmental management strategies, such as the regional fuel storage tank registry system and solid waste disposal.

## **People and Trust Responsibilities**

People and Trust Responsibilities includes two units: Indian Registration and Annuities, and Estates, Revenues and Band Governance.

The Indian Registration and Annuities unit provides services to clients requiring Indian Registration services. It is responsible for issuing Certificates of Indian Status, maintaining the Indian Registry System database, including population statistics, and providing appropriate training to Indian Registry administrators in First Nation offices. The unit is required to ensure the annual distribution of annuity payments, and hunting and fishing supplies as identified in the numbered Treaties and maintaining the Treaty Payment System database.

The Estates, Revenues and Band Governance unit assists with First Nation General Elections under the Indian Act. It provides guidance on the development of First Nation bylaws, and reviews allegations and complaints regarding band governance.

The directorate's Estates unit has a number of Estate Officers that assist, review and sometimes act as Administrators of last resort, when no one else is available, for estate files for First Nation members who have passed away who were "normally resident on reserve."

## **Office of the Federal Interlocutor**

The Minister for Indian and Northern Affairs also serves as the Federal Interlocutor for Métis and Non-Status Indians. The Federal Interlocutor helps to find practical ways to improve federal programs and services for Métis, Non-Status Indians and urban Aboriginal people.

## **Aboriginal Business Development Program**

Working with clients and partners, Aboriginal Business Canada provides a range of services and support to help promote the growth of a strong Aboriginal business sector in Canada.





# Quick Facts

## Manitoba

According to the 2006 Census, Manitoba had a total population of 1,133,510 and of that total, Aboriginals (comprised of three groups: Indian or First Nation, Métis and Inuit) numbered 175,395, or 15.5 per cent.

- First Nations numbered 100,645, or 8.9 per cent of Manitoba's population.
- Métis numbered 71,805, or 6.3 per cent of Manitoba's population.
- Inuit numbered 560, or 0.05 per cent of Manitoba's population.

Among Manitoba's Aboriginal population of 175,395, 57.4 per cent were First Nation, 40.9 per cent were Métis, and 0.3 per cent were Inuit.

## Manitoba's largest urban centre

Winnipeg had a total population of 686,035 in the 2006 Census. Of that total, 68,385 or 10 per cent identified as Aboriginal.

- Indians or First Nations numbered 25,900, or 3.4 per cent of Winnipeg's population.
- Métis numbered 40,980, or 6 per cent of Winnipeg's population.
- Inuit numbered 350, or 0.05 per cent of Winnipeg's population.



Winnipeg had the highest number of Aboriginal people of all the census metropolitan areas in the 2006 Census.

Edmonton, with 52,100, had the second largest number of Aboriginal people, accounting for 5 per cent of its population. Vancouver had 40,310, representing 2 per cent of the population.

## Other highlights

There are 63 First Nations in Manitoba.

Six of Canada's 20 most populous First Nations are located in this province.

Among Manitoba's Aboriginal population of 175,395, a significant number (76,110 or 43.4 per cent) were under the age of 20.

The number of Indian or First Nation people in Manitoba in the 2006 Census (100,645) increased by 24 per cent from 1996 to 2006.

There are five First Nation linguistic groups in Manitoba: Cree, Ojibway, Dakota, Oji-Cree and Dené.

Within Manitoba, Thompson had by far the highest percentage of those who identified as Aboriginal in the 2006 Census, at 36.4 per cent. Thompson had a total population of 13,540. Of that, 4,930 was Aboriginal.

Portage la Prairie had a total population of 19,875 in the 2006 Census. Of that total, 4,535 or 22.8 per cent identified as Aboriginal.

Brandon had a total population of 47,455 in the 2006 Census. Of that total, 4,355 or 9.2 per cent identified as Aboriginal.



*Source: Statistics Canada, 2006 Census.*

Note: Some numbers and percentages do not add up due to a procedure that Statistics Canada applies to census data, which is intended to protect the confidentiality of Canadians. For further information please visit [www.statcan.gc.ca](http://www.statcan.gc.ca).

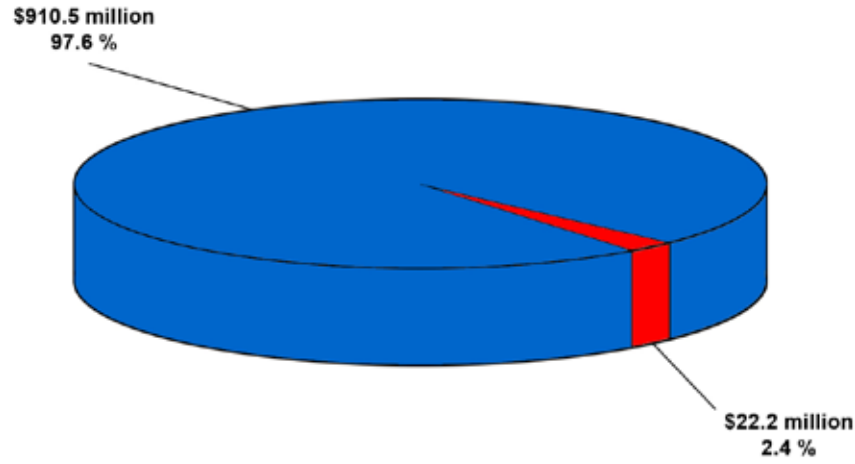
# Manitoba Region Snapshot

There are approximately 220 employees at INAC Manitoba Region and all are located at 365 Hargrave Street, Winnipeg, Manitoba.

INAC Manitoba Region's total budget allocation for the 2009-2010 fiscal year was \$932.7 million. Of this total, \$910.5 million (97.6 per cent) was delivered directly to First Nations and First Nation organizations through grants and contributions, with an administrative cost of \$22.2 million (2.4 per cent).

The Program Activity Architecture for Indian and Northern Affairs Canada (see opposite) outlines the five main business lines and associated activities for the department. Many of these business lines are delivered through Manitoba Region office.

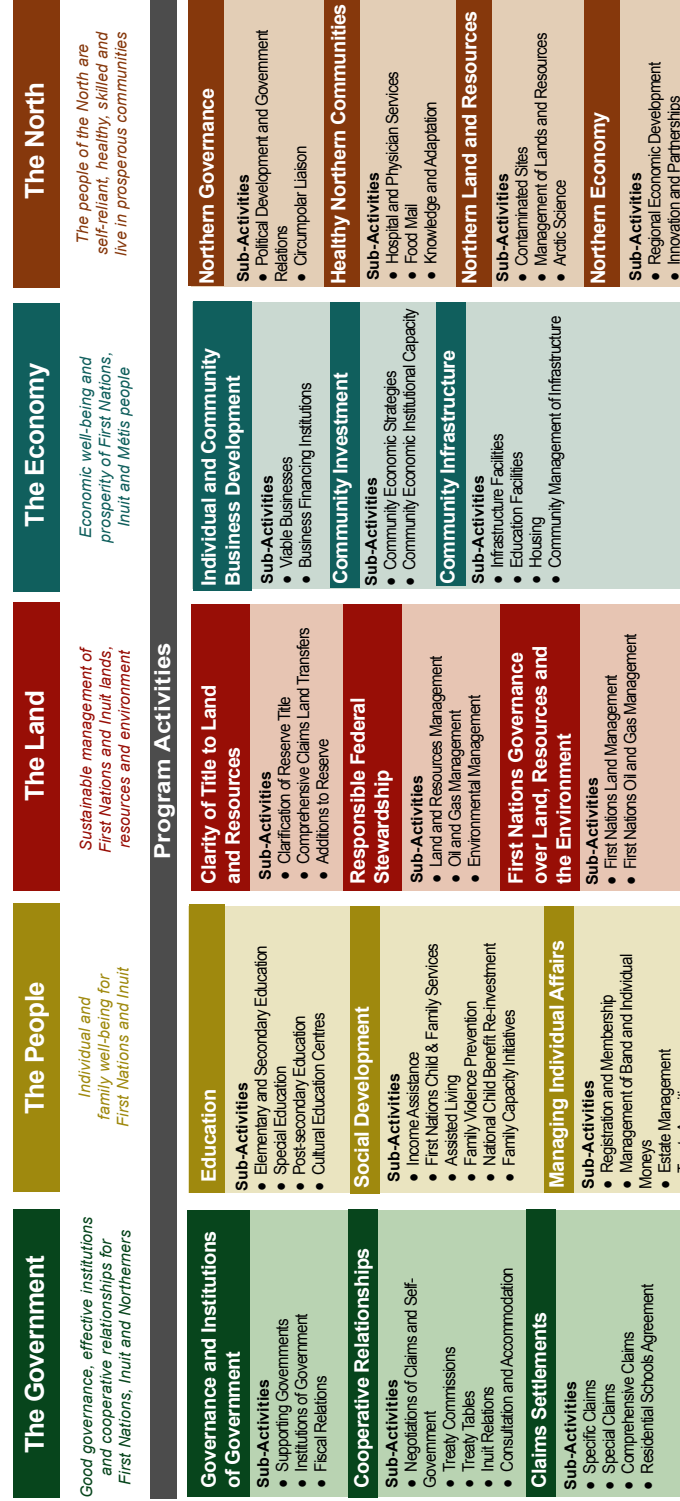
## Indian and Northern Affairs Canada Manitoba Region 2009-2010 Budget Expenditures – \$932.7 million



- Grants & Contributions – \$910.5 million (97.6 %)
- Administration (Salary/Non-salary) – \$22.2 million (2.4 %)

# Program Activity Architecture Chart 2009-2010

## Strategic Outcomes





# Objectives and Results

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## THE GOVERNMENT

Effective relationships and agreements between federal and provincial governments and First Nations.

A Memorandum of Understanding on emergency services for First Nations was signed in October 2009.

A Letter of Understanding on education for First Nation students was signed in October 2009.

Improve governance in First Nations by supporting development of stable and sustainable structures and mechanisms.

Through the Professional and Institutional Development Program (PIDP), 38 projects totalling approximately \$1.6 million have been funded in Manitoba. The program strengthens First Nations governance by funding activities related to Aboriginal public service, including: management education, management development and training, orientation and community awareness, advisory support and institutional support.

Resolution of claims and regional grievances to build relationships and encourage economic development.

Peguis First Nation held a community vote in favour of a historic agreement with the Government of Canada to settle the 1907 St. Peter's reserve surrender claim. The agreed-to settlement of \$126 million is one of the largest in Canadian history.

Barren Lands First Nation and Canada have successfully concluded a Specific Claim agreement to settle a flooding claim pertaining to the First Nation's reserve land at Brochet, Reindeer Lake.

In 2009 the Minister appointed a Special Representative to hold exploratory discussions with the Sayisi Dené regarding their asserted relocation claim. In December 2009 the Special Representative submitted his report to the Minister.



*Indian and Northern Affairs  
Canada: Working together to make  
Canada a better place for Aboriginal  
and northern people and communities*



## THE PEOPLE

Identify and register eligible individuals in the Indian Registry System.

As of December 31, 2009, 133,390 individuals were registered in the Indian Registry System, a increase of 2,825 or 2.2 per cent over the previous year.

Honour the payment and provision of specific Treaty obligations (Treaty Events).

Treaty Annuity payments were made in 57 communities.

50,222 individuals were paid a total of \$518,000, of which \$38,070 was paid by cheque.

100-year Treaty Event commemorations were celebrated with the four Island Lake First Nations: St. Theresa Point, Garden Hill, Wasagamack and Red Sucker Lake.

254 Government of Canada employees participated in the Treaty payment process.

100 per cent of events requested by communities held.



First Nations families and children have a safe, nurturing living environment.

INAC continued to fund First Nation Child and Family Services (FNCFS) agencies with the goal of providing on-reserve communities with culturally sensitive child and family services which are reasonably comparable to the Province of Manitoba, and to protect on-reserve children from abuse and neglect in accordance with provincial legislation and program standards.

Establish partnerships for results to implement enhanced prevention focused approach.

INAC continued working with the Province of Manitoba, First Nation leadership, FNCFS authorities and agencies on finalizing a regional prevention and early intervention framework for FNCFS on-reserve.

Progress was made toward developing a common framework for risk assessment and agency reviews.



Work in partnership with First Nations, other federal departments and the province to support the transition of social assistance recipients to the workforce.

Work with First Nations and the Province of Manitoba towards the implementation of Jordan's Principle.

*Jordan's Principle: a principle ensuring care of First Nation children with health issues will continue without delay or disruption, even if there is a dispute between governments concerning responsibility and payment of service.*

Work with First Nations and the Province of Manitoba to achieve provincial licensing that will improve standards of care and quality of service in First Nation personal care homes.

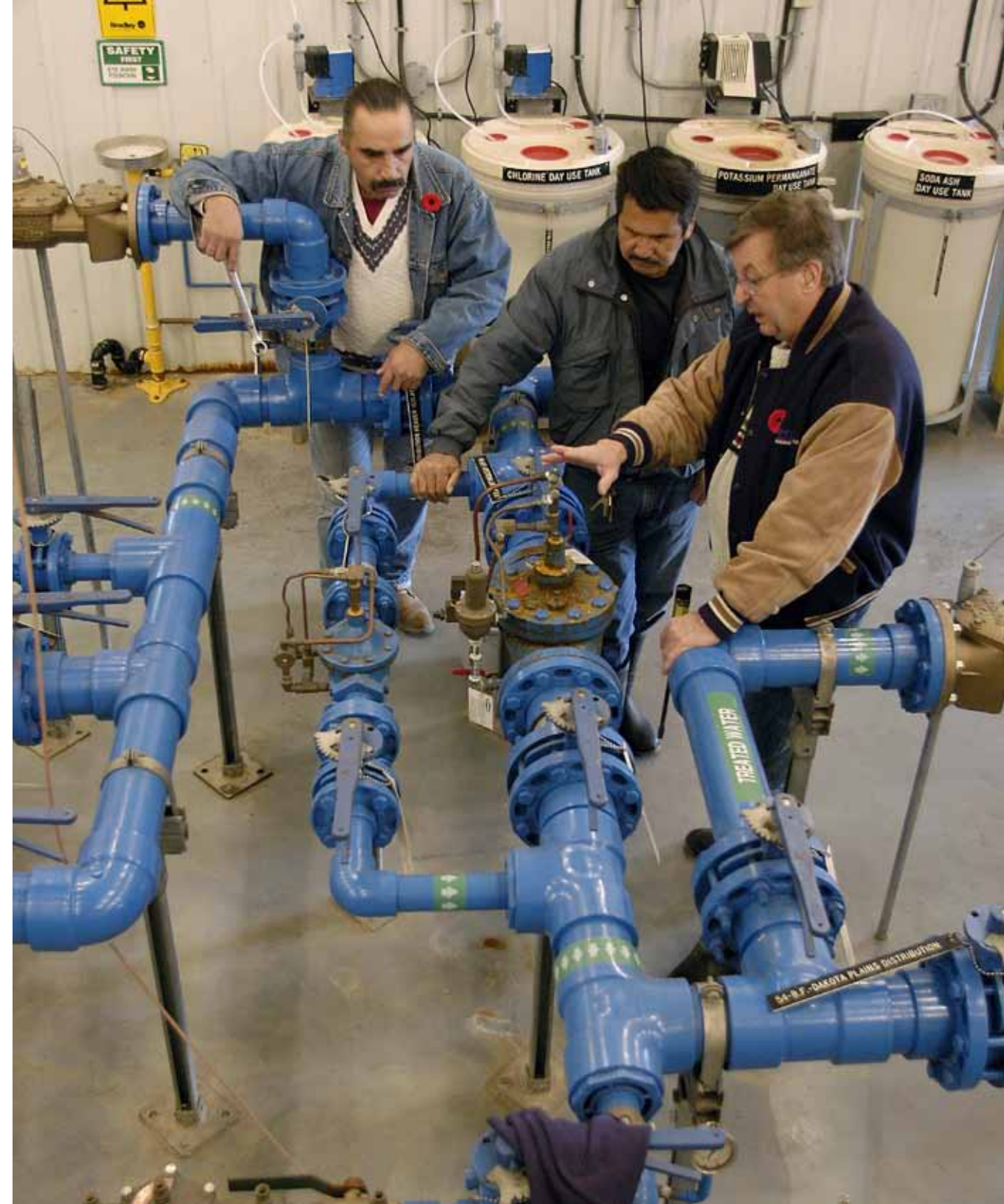
Meetings were initiated with other INAC regions to determine best practices and develop a strategic plan for the Manitoba Region.

Approval was received for projects under the Active Measures Reserve Fund for Swampy Cree Tribal Council and Opaskwayak Cree Nation.

The implementation of Jordan's Principle in Manitoba continues to be supported by Manitoba and Canada. Report One on Dispute Resolution is near completion and will be shared with First Nations. Report Two on the Services Available to Children with Disabilities On and Off Reserve in Manitoba will involve participation from various First Nations representatives.

The Children's Special Services Project in Norway House Cree Nation continues to provide necessary services to First Nation children with disabilities and their families. The federal departments of Health Canada and Indian and Northern Affairs Canada are working with various care providers at the community level to implement an integrated approach under a case management model.

There are eight First Nation Personal Care Homes on reserve in Manitoba. Two facilities are provincially licensed while the remaining six are working towards meeting provincial licensing criteria. The First Nation Personal Care Home Networking Group meets with all relevant federal and provincial partners on a monthly basis for sharing of information as they progress towards provincial licensing.







Work with First Nations and the province to help First Nation students achieve graduation rates comparable to students in the broader population.

On October 22, the Government of Canada, the Government of Manitoba and First Nations in Manitoba represented by the Assembly of Manitoba Chiefs, Manitoba Keewatinowi Okimakanak and the Southern Chiefs Organization signed a Letter of Understanding (LOU) on education to work together to help First Nation students in Manitoba fulfill their learning potential.

In the 2009-2010 fiscal year, new schools were under construction or completed on several Manitoba First Nations:

- A new school is being built at St. Theresa Point. The INAC contribution is \$38 million over three years.
- A new school is being built at Opaskwayak Cree Nation. The INAC contribution is \$22.4 million. Construction started in September 2009 and is to be completed in January, 2011.
- On October 21, 2009 Little Black River First nation celebrated the opening of a new school. The INAC contribution is \$14.5 million.
- Mosakahiken School is a \$34 million school of which INAC is contributing \$21.4 million. Construction started January 2009 and is scheduled to be completed by September 2010.







Over the next five years, INAC plans to spend approximately \$70 million for school renovations, repairs and upgrades in 12 First Nation communities.

#### Education Partnership Program (EPP)

Under the region's Education Partnership Program (EPP), all Manitoba First Nations are represented. As a direct result, a tripartite Letter of Understanding was signed in October 2009 by the Province of Manitoba, the Grand Chiefs of Manitoba and Indian and Northern Affairs Canada.

The Letter of Understanding and EPP program are aimed at improving education outcomes in the following areas: Early learning programs focusing on school readiness for children; Virtual schools to increase course availability and options for First Nation students in Manitoba; Protocols to support students making a transition between First Nation and provincial schools; A review of the private home placement program.

#### First Nation Student Success Program (FNSSP)

Manitoba First Nation Education Resource Centre submitted a proposal through the First Nation Student Success Program on behalf of INAC Manitoba Region. The region's proposal and three-year work plan were approved in the amount of approximately \$12.5 million. Of 63 Manitoba First Nations, 37 of them (84 per cent of the student population) have opted into the program. The program aims to assist in school planning and install performance measurement systems into participating First Nations schools.

## THE LAND

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Assist First Nations in expanding the reserve land base.

#### Treaty Land Entitlement (TLE)

On August 22, 2009, the region met the Year Three goal of converting 150,000 acres.

#### Additions to Reserve (ATR)

INAC continues to work with First Nations on economic development ATRs and has made progress in the following areas:

On September 9, 2009, INAC added 1.29 hectares (3.21 acres) of land in Gillam to reserve for Fox Lake Cree Nation.

Approval in Principle (AIP) has been received for Mystery Lake Hotel ATR for Nisichawayasihk First Nation. This is one of the first ATR agreements not based on lands owed to a First Nation as a result of past claims or entitlements.

Assist First Nations in assuming full control over reserve land, resources and the environment under the First Nations Land Management Act (FNLMA).

Three environmental issues identification workshops were held for Swan Lake First Nation and one for Chemawawin First Nation.

Chemawawin First Nation conducted a referendum to ratify their land code. Swan Lake First Nation is expected to hold their referendum vote by summer 2010. Successful votes will enable the First Nations to become operational First Nations under FNLMA.

Environmental Site Assessments Phase II and III are being conducted for Opaskwayak Cree Nation.

Environmental Site Assessments Phase II fieldwork was completed for Swan Lake First Nation Railway.

Opaskwayak Cree Nation (OCN) remains the sole operational First Nation under FNLMA in the Region. They are progressing well and have the capacity to move forward to the next phase of developing their environmental management agreement.



Implement three-year contaminated sites management plan.

Manitoba Region is well on target in implementing the three-year Contaminated Sites Management Plan.

13 of the 15 priority environmental assessments were completed and 17 remediation projects were identified.

8 of 15 (53.3 per cent) projects have been remediated and land farming scheduled to begin.

Purchased 77 fuel tanks purchased for seven Manitoba First Nations for \$4.4 million. Installations to take place in 2010-2011.

100 per cent fuel tank inventory completed.

100 per cent of the Waste site inventory completed and final reports are expected in March 2010.

A contract has been awarded to review and revise the Manitoba Region's three-year Contaminated Sites Management Plan.

To improve and protect the health and safety of First Nation people and the environmental integrity of reserve lands.

103 Environmental Assessments were completed.

56 Environmental Site Assessments fieldwork were completed.

Support First Nations in developing emergency management and preparedness plans and in responding to emergencies.

Seven Tribal Councils conducted Land Environmental Action Fund workshops to 63 First Nations representatives in.

Two sessions of Environmental Learning Regime workshops were delivered to regional staff in 2009-2010.

A fuel handling workshop was conducted for 15 First Nations in northern Manitoba on handling fuel spillage.

#### Memorandum of Understanding

In October 2009, the Government of Canada and the Province of Manitoba signed a Memorandum of Understanding (MOU), which describes an agreement in principle to have the Manitoba Emergency Organization provide services to First Nation communities within provincial boundaries on behalf of INAC.

INAC is working with all partners, including First Nations and the Manitoba Association of Native Fire Fighters, and it is anticipated that this agreement will be implemented in the fall of 2010.

#### Emergency Plans

61 of 63 First Nations have completed an emergency plan.

#### Pandemic Planning

H1N1 influenza resulted in planning and coordination activities involving all First Nations in the province. INAC and Health Canada provided funding for pandemic training workshops, which provided emergency management and pandemic preparedness information for community pandemic coordinators identified by Chiefs and Councils.

#### Flood Response

2009 spring flooding impacted 8 First Nations requiring the evacuation of approximately 1,200 residents and damage to over 300 homes. INAC has worked with communities and other partners to assist with recovery efforts.

Summer flooding affected three First Nations and INAC worked with them to coordinate response and recovery assistance.

## THE ECONOMY

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Make strategic investments in First Nation communities that improve economic and employment opportunities.

Government and Economic Development staff met with the Manitoba Economic Development Advisory Committee (MEDAC) for a two-day session in June 2009 to set priorities for 2009-2010 Community Economic Opportunities Program (CEOP) funding.

Throughout the 2009-2010 fiscal year, INAC has continued to work with MEDAC on the recommendation process and as a result, 35 out of the 114 proposal submissions have been approved.



Under CEOP, 35 projects were funded for a total amount of approximately \$1.6 million.

One of these projects is to support the development of cottage lots at Fisher River Cree Nation. INAC is providing approximately \$992,000 over two years for this development, which will present new economic and job opportunities for the community. Federal and provincial governments are partnering with the First Nation on the project, which will see the development of 88 cottage lots along lake front property on the west side of Lake Winnipeg.

Construction was completed in 2009-2010 on the \$8.7 million Pinaymootang First Nation lagoon system.

Construction was completed in 2009-2010 on the \$14.4 million Fisher River First Nation water and sewer facility.

\$1.3 million in work was done at York Factory First Nation to replace sewer pipes.

Construction is anticipated to commence in spring 2010 on the approximately \$6.8 million water and sewer project at Nisichawayasihk Cree Nation.

Construction is to commence in spring 2010 on the approximately \$6.2 million water treatment plant project at Red Sucker Lake First Nation.

Construction is anticipated to commence in spring 2010 on the new Norway House Cree Nation sewage lagoon. The approximately \$13.5 million facility is scheduled to be completed by March 2011.

Construction is to commence in spring 2010 on approximately \$4.8 million in upgrades for the War Lake water treatment plant expansion, which is scheduled to be completed by March 2011.

First Nation communities have access to housing.

*Ministerial Loan Guarantees (MLG) are an essential requirement to secure most on-reserve housing loans. The Crown ownership of First Nations lands makes it difficult for community members to obtain financing for housing construction or mortgages. As a result, housing loans made by private financial institutions on reserves cannot be secured by conventional mortgages.*

First Nations have the capacity to manage infrastructure.

Investments in Manitoba First Nations Housing under Canada's Economic Action Plan: \$14 million for 2009-2010 (and \$14 million for 2010-2011). This does not include CEAP investments under Canada Mortgage and Housing Corporation.

Manitoba Region provided Ministerial Loan Guarantees of over \$22 million in 2009-2010, representing 143 new houses.

In addition, the region provided Ministerial Loan Guarantees in excess of \$9 million for 64 houses built with Canada Mortgage and Housing Corporation's 2009-2010 funding from Canada's Economic Action Plan. Manitoba Region also provided \$675,000 in funding for lot servicing for some of these houses.

There are seven full-time certified instructors under the Manitoba First Nation Water and Wastewater Instruction Program who provide 24-hours-a-day, 365-days-a-year technical support and on-site "hands on" training to all Manitoba First Nation water and wastewater facility operators.

There are approximately 80 First Nation water and wastewater operators participating in certification training each year.

The Manitoba First Nation Water and Wastewater Instruction Program (formerly known as Circuit Rider) sends certified trainers to First Nations to provide "hands on" training and technical support to local operators on their own system, so they are able to maintain and upgrade skill levels and operate water and wastewater systems in the community.

First Nation communities have access to water and wastewater facilities.







## ABORIGINAL BUSINESS DEVELOPMENT PROGRAM

Increase the number of viable businesses in Canada owned and controlled by Aboriginal Canadians and to provide a supportive business environment for Aboriginal Canadians in all areas of Canada.

In 2009-2010 the Aboriginal Business Development Program (ABDP) contributed over \$3.4 million in support to 78 Aboriginal-owned businesses within Manitoba.

### Ranch Hand Headquarters

Métis entrepreneur Dawn-Rae Gray has turned her passion and ranching lifestyle into a sustainable business with the help of a non-repayable contribution from the Aboriginal Business Development Program.

“It made everything feasible — they really helped me get on my feet,” Dawn-Rae says of the contribution.

Located on her Lake Francis land in the heart of Manitoba’s Interlake region, Dawn-Rae has included a little of everything in Ranch Hand Headquarters. She’s opened a tack and clothing shop, selling everything

from a rider’s favourite pair of jeans to the necessary tools of the equine trade. She also boards and trains horses, hosts team roping and barrel racing lessons and weekend competitions, and offers seasonal wagon and sleigh rides. This past summer was so busy, she hired a local Métis youth to help out.

Just opened in July 2009, her first year has been a huge success. “With our local tack store guy retiring I thought now was the perfect opportunity to start my own shop,” she said. “Because of ABDP I’m loving what I do, because I do what I love.”

### OB1 Contracting

OB1 Contracting opened for business in May 2009, thanks to a \$46,750 non-repayable contribution from the Aboriginal Business Development Program. First Nations entrepreneur Michael O’Brien started the company to take on commercial and residential construction, as well as landscaping, sewer and water installation, bobcat services, concrete work and asphalt repair and patching in and around the Winnipeg area.

“I always had a desire to be my own boss, and I didn’t really want to sit behind a desk,” Michael said. With years of experience in construction, opening his own business was the next step.

And business is booming. In his first season, he and his two full-time employees completed more than 50 projects between May and November. “It’s far exceeded what my expectations were for the first year,” he said.

OB1 is also planning to take advantage of Winnipeg’s weather and expand to include snow removal for next year’s winter season.

Self-reliant urban Aboriginal people who participate in the economy as a result of increased and engaged partnerships.

Results are achieved through the engagement of partners who undertake the ongoing development of local strategies. Through the input of community/government Steering Committees in Thompson and Winnipeg, over \$1.5 million was invested in projects to implement these strategies that will increase the economic participation of urban Aboriginal people. With total project investments of \$3 million, the result is a 1:2 ratio of leveraged dollars.

Priorities in Winnipeg focussed on the development of a culturally-based strategy to address the impact of addictions on healthy families. The community in Thompson emphasized the need to support academic and economic success through approaches such as a Family Childcare Strategy that has resulted in local entrepreneurship and increased accessibility to day care spaces.



### **Cultural, Economic, Political and Social Youth Leadership Development Project**

The CEPS Youth Leadership Development Project is teaching students about developing skills in four major areas key for future Aboriginal leaders: cultural, economic, political and social.

Thompson Urban Aboriginal Strategy is funding the program, with in-kind contributions from MKO and AMC Youth Secretariat. The project has five main goals:

- Re-vitalization and Re-connection to Culture
- Education on the History of the First People
- United Approaches to Self-determination
- Skills & Knowledge in Cultural, Social, Political, and Economic areas
- Youth Empowerment and Preparation for Leadership Roles

This is the second year of the program. The first year concluded in March 2009, and saw tangible results, including 10 youth employed within three months of completing the program, three working towards furthering their education, and one volunteering with a local Spiritual Teacher.

“I was going through internal issues in my life. This program is helping me become a better and outgoing person. I have learned to respect myself, the life that was given to me, and respect and love others. Before this, I was about to give up on my life. So now, I want to live my life to the fullest.” - CEPS Youth Leadership Development Program Participant



## Comprehensive Community Initiative

The Comprehensive Community Initiative (CCI) is the work of a community-government partnership that seeks to reduce the impact of addictions on individuals and families so that people are able to increase their participation in the economy of the community.

Linked to colonization and residential school issues, the causes of addictions are complex and deeply rooted. A key element of the CCI is to work with the community to develop the capacities to re-discover and re-build a sense of pride in Aboriginal personal, cultural and spiritual identity, particularly among youth.

The CCI is a program of the Aboriginal Partnership Committee (APC), which includes representatives from three levels of government, Aboriginal political organizations, Aboriginal community and youth representatives, and community philanthropic organizations. Initiated in 2008, the CCI is both a

learning and a community building process.

“The time has come that we must take it upon ourselves and accept the full responsibility both individually and collectively to define our own health issues and to create healthy paths for ourselves,” said one elder at the initial gathering.

During 2009/10, the emphasis has been on developing a community of Elders and Youth Leaders who have committed to work together to achieve a vision of individual and community wellness. This work culminated in a three day Elder Youth Gathering to begin the implementation of the vision. In addition to its focus on prevention, the CCI has been working to develop partnerships with stakeholders who are involved in addictions related work. The goal is increase the outcomes of Aboriginal participants by incorporating spiritual and cultural learning.



Sound management of the human resources of the Manitoba Region.

### Talent Recruitment:

- Strong commitment to recruiting talented employees in the region.
- Commitment to student placements in the region. Over 50 per cent Aboriginal student representation.
- The region actively participates in a multitude of career fairs across the Province of Manitoba to attract diversified talent to the region.
- Strong commitment to achieve 50 per cent Aboriginal representation in the region.

### Talent Development:

- The region made significant investments in employee development and learning.
- All key learning priorities were achieved through a wide range of learning initiatives.

### Succession Management:

- The region is dedicated to identify, develop and retain talent for key positions in the region in line with operational needs and priorities.

### Workplace Well-being:

- The Manitoba Aboriginal Employees Alliance (MAEA) held in partnership with the region 30 aboriginal awareness events.
- The region is committed to ongoing continuation of its diversified workforce.
- The region is committed to the values of fairness, transparency, representativeness and access.
- Focus on enhancing employee morale by respecting, recognizing, and empowering employees through support of communication and management practices.



In February 2010, the region launched a vision “Manitoba 2012: Striving for Excellence.” In 2010 – 2011, INAC Manitoba Region will begin the planning and the work required to deliver on the vision.

In order to achieve the expected results by 2012, the region will focus on:

- Education: Improved educational outcomes for First Nations students.
- Child and Family Services: Safe and nurturing environments for First Nation families and children.
- Active Measures: Reduced dependency on social assistance for First Nation individuals.
- Jordan’s Principle: Continuing to implement Jordan’s Principle to ensure that care of First Nation children with health issues will continue without delay or disruption.
- Personal Care Homes: Working with the Province of Manitoba to secure licensing for personal care homes on reserves so people can live independently with the support of their community.
- Treaty Land Entitlement: Fulfilling commitments with regard to TLE.
- Economic Development: Increased prosperity and self-reliance of Aboriginal individuals and communities.
- Capital: Adequate infrastructure to support healthy, safe and sustainable First Nation communities.
- Claims: Negotiation, resolution and implementation of claims.
- Emergency Management: Strengthened emergency management planning in First Nation communities.
- Community Development: Facilitated movement of communities towards self-reliance.
- Transfer Payment Policy: Implementation of the new policy, which will introduce a funding arrangement regime that is more transparent, has a greater degree of accountability, and is more responsive to risk and recipient agreements.





Indian and Northern Affairs Canada  
Manitoba Region

**Office:**

365 Hargrave Street  
Room 200  
Winnipeg, Manitoba  
R3B 3A3

**Hours of operation:**

Monday to Friday: 10 a.m. - 4 p.m.

**For general enquiries and publications:**

Phone: 1-800-567-9604

Fax: 1-866-817-3977

E-mail: [infopubs@ainc-inac.gc.ca](mailto:infopubs@ainc-inac.gc.ca)

Web site: [www.ainc-inac.gc.ca](http://www.ainc-inac.gc.ca)

