

2019/20



Annual Report

THE CONFEDERACY OF MAINLAND MI'KMAQ

Table of Contents



Executive Directors Message..... 2
 Associate Executive Director’s Message..... 4
 The CMM Strategic Plan Update - Year One..... 5
 Nova Scotia Mi’kmaw Communities..... 6
 CMM Board of Directors 7
 Organizational Profile 8
 Affiliated Entities..... 8
 District Chief Roderick Francis 9

Common Services

Finance 10
 Meetings, Conferences, Workshops 10
 Office Management 11
 Consultations..... 11
 Human Resources 11
 Communications 12

Community Programs & Corporate Services

Mi’kmaq – Nova Scotia – Canada
 Tripartite Forum 14
 Education 15
 Health..... 15
 Membership Program 19

Aquatic Resources and Fisheries Management

The Mi’kmaw Conservation Group 21

Department of Environment & Natural Resources

Mi’kmawey Forestry..... 26
 Climate Action Program 35

Department of Community Services & Infrastructure

Mi’kmawey Green Communities Programs 41
 Technical Services 42

History and Culture

Specific Claims Research Department..... 47
 Mi’kmawey Debert Cultural Centre Project 47
 Eastern Woodland Print Communications 53

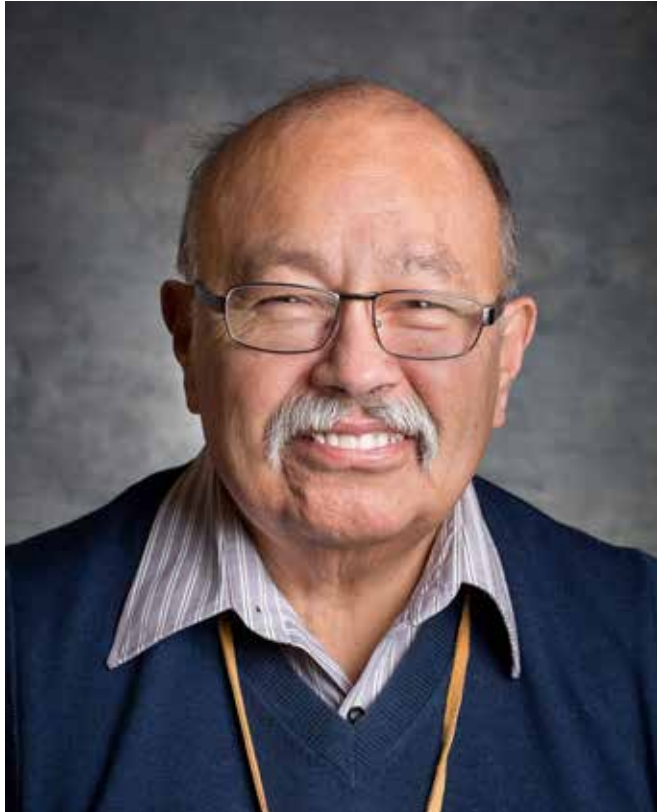
Contact Information 55
 CMM Organization Chart 56
 CMM Organization Chart 2024 57
 CMM Staff Listing 58

Cover photo: The stunning cover photo of an eagle is from Cody Chapman, Forestry Stewardship Officer.



Designed and printed by Eastern Woodland Print Communications
 Truro, Nova Scotia 902.895.2038 1.877.895.2038

Executive Director's Message



Kwe' to all my relations. It brings me great pride to provide you with this annual report of the Tribal Council. It is hard to believe that this year we will host our 34th CMM Annual General Assembly— although due to the current circumstances surrounding the COVID-19 pandemic, this may require the CMM to hold our AGA at a different time and manner than we traditionally would. The AGA will none the less still be a way to gather and reflect on what our organization has accomplished over the last year for our Member Communities, whilst also ensuring we are providing the best services to all.

We have had some major developments over the past year. Primarily, the addition of new departments and programs as well as the addition of the first Mi'kmaq electoral office. Also, last year following our implementation of year one of the strategic plan we saw the division of DENR into two

departments, Department of Environment and Natural Resources and Aquatic Resources and Fisheries Management. Ashley Childs, former Mi'kmawey Forestry Program Manager was named the new Senior Director of Environment and Natural Resources.

Currently, The CMM is housed in five locations: Main Office – 57 Martin Crescent; Millbrook Community Hall – MMNN & EWPC; Hilden Sub-Office; Millbrook Sub-Office 851 Willow Street, Millbrook, and Millbrook Sub-Office - 905 Willow Street, Millbrook. Once there is further development and implementation of the strategic plan is underway, efforts will be made to work through our development corporation to build an office space where we will all be housed under one roof again.

The CMM has been very fortunate to have many talented employees researching numerous prospects for funding and resources in several important sectors for our Member Communities. They are responsible for ensuring there are no missed opportunities.

As an organization is only as strong as the personnel who work for it, we strive to identify staff who maintain a passion for improving the way of life and providing important services to our communities.

Our Summer Student Program is one of those programs that helps our Mi'kmaw Youth pursue their future aspirations. It provides them with hands-on experience working for our Member Communities in a professional setting. This experience is very important, as they will be our future leaders.

It is for all these reasons that we are pleased to provide this Annual Report to you, our Member Communities, so you can see how much we have done and will continue to do, for all of you.

As you are aware this fall we faced another Federal election. In recent years, we have seen the Federal government do a lot for Aboriginal people across Canada. In my time as Executive Director, I have never witnessed the amount of support and funding equal to what this government has

committed to our people. I hope that the positive relationships and progress we are making will continue to be strengthened by our federal leaders.

Our Member Communities also went through their own election processes. These elections started in the Fall, with Paqtnkek (Nov 2019), Pictou Landing (Nov 2019), Bear River (Dec 2019), Annapolis Valley (Dec 2019), and Millbrook (Feb 2020) Sipekne'katik iselection will take place in (Nov 2020). Within our Member First Nations, we have also two Custom Election Bands: Acadia (June 2020 postponed due to Covid-19 to Fall 2020) and Glooscap (March 2022).

In conclusion, I strongly encourage all of you to take the time and read what we have been up to over the last year. The report will also provide information on The CMM's staff who fill several initiatives and deliver them to our Member Communities. Please feel free to reach out and ask questions to either myself, CMM Senior Directors or Program Managers.

We are in exciting times, especially with the continued support and leadership of our Member First Nations Chiefs and Council Members!

We are watching very closely several situations that have to be addressed in the 2020–2021 fiscal year. This includes

but is not limited to the following: Tripartite Secretariat (Forum), Mi'kmaq Nova Scotia Health Authority Development social project, Mi'kmaq Fisheries, and the roll-out of the new electoral office just to name a few large-scale portfolios currently under review and implementation. At the end of 2019/2020 fiscal in light of the Covid-19 pandemic the CMM, was able to have staff work remotely to provide communities with all our services in an altered capacity.

At CMM we promise to continue to build on our solid reputation, financial responsibility, and accountability to our Member Communities as well as our business partners. We will continue to follow the wisdom and guidance of our Leadership and continue to engage with our youth!

Wela'liek



Dr. Donald M. Julien, C.M., O.N.S., DCL., DHumL Executive Director

Associate Executive Director's Message



To all of My Relations, Chiefs, Councils, and colleagues, thank you! Thank you for your continued support, thank you for all the work you do for our communities and thank you for demonstrating to all of us what true leadership does in a time of crisis.

It is hard to believe that a year has passed since we were last able to gather as an Assembly. At that time, I presented to you a vision for a restructured CMM that will help strengthen our mandate in servicing all of our communities' needs; and, today I report to you the progress that has been made over the year in implementing that vision, that plan.

Since last June CMM has experienced a significant amount of both growth and change whilst also trying to maintain the culture and family atmosphere set by our Executive Director, Don Julien. We have seen Departmental programming and teams, shift, split, and multiply. We have also seen many familiar faces move on to new endeavors while new faces join the CMM family. There have also been moves internally where CMM has leaned on the existing capacity to strengthen the organization as a whole.

Two new Directors have been introduced to CMM since last June.

Ashley Childs has been appointed as the Director of Environment & Natural Resources and Tyler Sack was just recently hired on at CMM as the Director of Governance. There remains two Departments requiring Directors (Aquatic Resources & Fisheries Management (i.e. MCG); and, Community Services & Infrastructure). With the hiring of Tyler Sack, Tim Bernard will now begin his transition into the Executive Director role of Mi'kmawey Debert Cultural Centre.

We have also filled some immediate gaps both expressed as a need through our community consultations and internal review. These include the addition of Human Resources (HR) services, improved Communications (a resource for our communities), and increased capacity within Finance. We have also implemented a new Advisory Committee to the Board of Directors to assist us in improving communication and also meeting the needs of band administration. Jim Hepworth and team have also been working diligently on a CMM Elections Office, which will not only service our own communities but others in elections, referendums, etc.

Other areas of growth and change include the services CMM is providing under the Infrastructure Directorate. Since last June, this Department strengthened its Teams in both Emergency Management and Technical Services (Community Planning, Asset Management, and Housing); and, has led the Community of Practice Network with other Organizations across Atlantic Canada to ensure we are maximizing our collaborative opportunities.

Throughout this Annual Report, you will get a glimpse into what our teams have been working on and have accomplished over the last year and I encourage you to reach out to any of our team members to learn more. At CMM we want to ensure we are continuing to meet your needs and priorities. We are here to service you.

Thank you for entrusting me as your Associate Executive Director at CMM and with the implementation of CMM's Vision. It has been a whirlwind of a year but we are making great strides as the Mi'kmaw of Mainland Nova Scotia and we are only strengthened by all of our experiences and challenges but none of those are overcome if not for your support and commitment to one another. Thank you!

Respectfully yours,

Angie Gillis

The CMM Strategic Plan Update - Year One



Common Services

- New Communications Manager
- New Advisory Committee to the Board of Directors.
- New Human Resources Manager
- New Community HR Support Position
 - Support for Updating Privacy Policies

Governance

Senior Director Position (Filled- Tyler Sack)

- Tripartite - New Secretariat Structure (CMM/UNSM)
- New CMM Electoral Office

Community Services & Infrastructure

Senior Director Position (Vacant)

- Infrastructure Initiative (3 Year Funding Secured)
- New Asset Management System
- New Hires: Trina Khattar (Manager) & Thomas Boucher (Asset Management Coordinator)
- Housing Pilot Project & Community Planning
- CMM as lead of Newly formed Community of Practice Network
- New Infrastructure Advisory Committee formed to help guide CMM in meeting Needs of Community
- Emergency Management – 5 Year Funding
- Green Communities – Multi-Year Funding Secured.

Aquatic Resources & Fisheries Management

Senior Director Position (Vacant)

- MCG is active in nine (9) watershed projects that involve surveys, restoration, outreach, training.
- MCG is also a part of Coast Guard Auxiliary and will have a

Search & Rescue Boat located in South West Nova Region starting Spring 2020.

- Recipient of Nature Legacy Fund (5 Year Funding)
- Leading # of Ocean Protection Plan Initiatives.

Environment & Natural Resources

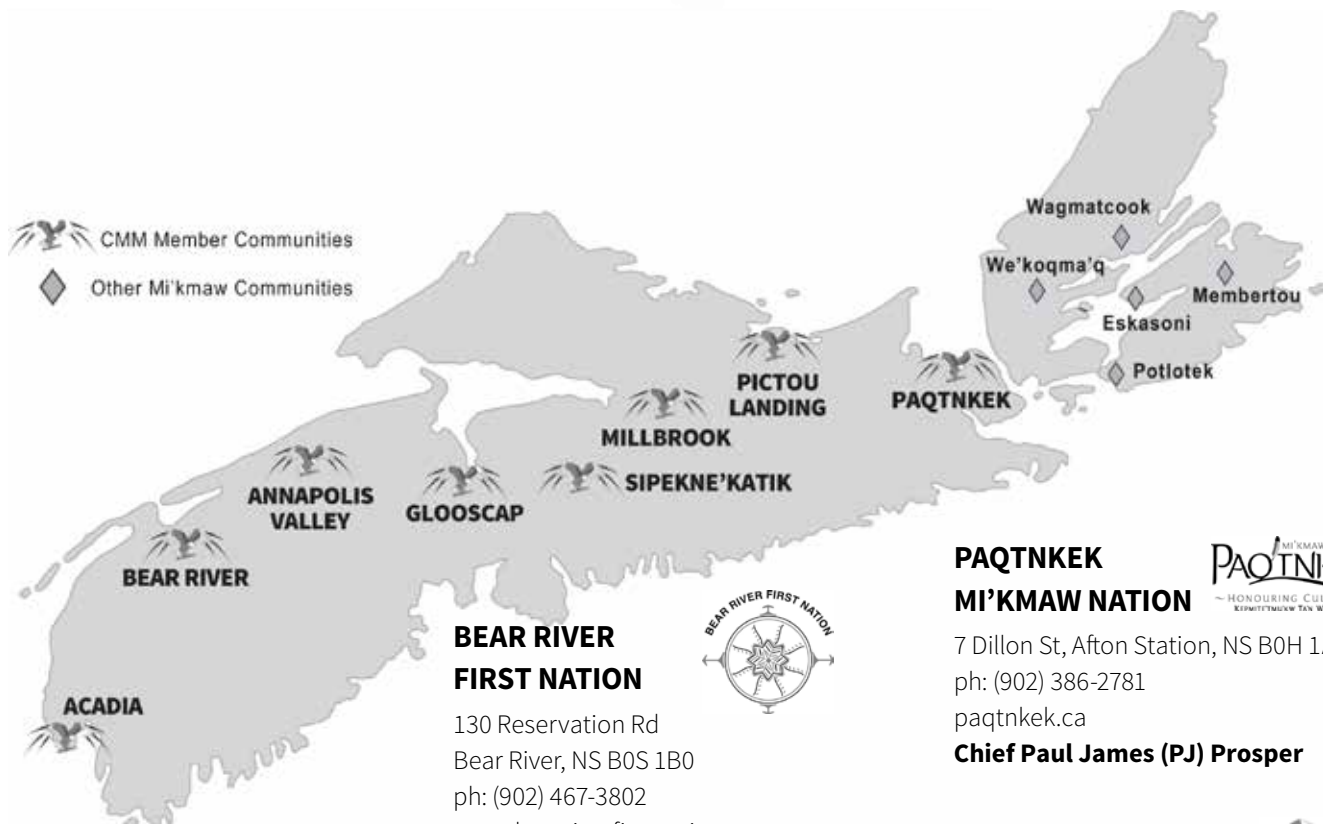
Senior Director Position (Filled – Ashley Childs)

- Recipient of Indigenous Protected & Conserved Areas (IPCA) Funding
- Guardian Support Position (Filled)
- CMM, UINR, KMKNO, ISC & NRCAN – SPI Proposal being submitted to Treasury Board – to support MFI Work.
- Mary Knockwood on Interchange from ISC to assist in Development of new Environmental Services Program.
- Multiple funding approvals for 2020-2022 Fiscal Years.

New Building


- Board has approved CMM to work closely with Millbrook on design of new building
- Senior Management will form a CMM Building Committee to work with Jim Hepworth & Millbrook.
- Work will commence in April 2020 with the anticipated completion date being 3 years from start.

Nova Scotia Mi'kmaw Communities



**ACADIA
FIRST NATION** 

10526 Highway #3
Yarmouth, NS B5A 5J7
ph: (902) 742-0257
email: frontdesk@acadiaband.ca
www.acadiafirstnation.ca
Chief Deborah Robinson

**ANNAPOLIS VALLEY
FIRST NATION** 


29 Toney Blvd
Cambridge, NS B0P 1G0
ph: (902) 538-7149
avfn.ca
Chief Gerald B. Toney

**BEAR RIVER
FIRST NATION** 

130 Reservation Rd
Bear River, NS B0S 1B0
ph: (902) 467-3802
www.bearriverfirstnation.ca
Chief Carol Dee Potter

**GLOOSCAP
FIRST NATION** 


159 Smith Rd, Bishopville, NS B0P 1P0
ph: (902) 684-9788
email: admin@glooscapfirstnation.com
www.glooscapfirstnation.com
Chief Sidney Peters

**MILLBROOK
FIRST NATION** 

820 Willow St, Truro, NS B2N 5E5
Phone: 902-897-9199
1-800-693-3112
www.millbrookfirstnation.net
Chief Robert Gloade

**PAQTNKEK
MI'KMAW NATION** 

7 Dillon St, Afton Station, NS B0H 1A0
ph: (902) 386-2781
paqtnkek.ca
Chief Paul James (PJ) Prosper

**PICTOU LANDING
FIRST NATION** 

6533 Pictou Landing Road
Trenton, NS B0K 1X0
ph: (902) 752-4912
www.plfn.ca
Chief Andrea Paul

**SIPEKNE'KATIK
FIRST NATION
(INDIAN BROOK)** 

522 Church Street, Indian Brook
First Nation, NS B0N 1W0
ph: (902) 758-2049
email: info@sipeknekatik.ca
sipeknekatik.ca
Chief Michael P. Sack

CMM Board of Directors



A Board of Directors, comprised of the eight Chiefs of CMM's member Mi'kmaw communities and the District Chief, governs CMM. They meet on a monthly basis to give their expertise and guidance to ensure the best interests and needs of the community members are being supported and promoted.



CHIEF DEBORAH ROBINSON
ACADIA



CHIEF GERALD B TONEY
ANNAPOLIS VALLEY



CHIEF MICHAEL SACK
SIPEKNE'KATIK



**DISTRICT CHIEF
RODERICK (RODDIE) FRANCIS**
PICTOU LANDING



CHIEF CAROL D. POTTER
BEAR RIVER



CHIEF ANDREA PAUL
PICTOU LANDING



CHIEF SIDNEY PETERS
GLOOSCAP



**CHIEF PAUL JAMES (PJ)
PROSPER**
PAQTNKEK



CHIEF ROBERT GLOADE
MILLBROOK

Chiefs photos provided by The Assembly of First Nations & individual websites

Organizational Profile

The Confederacy of Mainland Mi'kmaq (CMM) is a Tribal Council representing the interests of eight Mi'kmaq communities: Acadia, Annapolis Valley, Bear River, Glooscap, Millbrook, Paqtnkek, Pictou Landing and Sipene'katik.

In 1986, CMM was registered as a non-profit organization in the province of Nova Scotia.

The list of programs and services has expanded and diversified over the past 30+ years of operation. Initially mandated by Indian and Northern Affairs Canada (INAC) to deliver advisory services in finance, economic development, community planning, technical services and band governance, CMM soon looked to member communities for direction. The mandate from its member communities took priority and continues to do so today.

The mission statement best summarizes the objectives of the organization:

*To proactively promote and assist
Mi'kmaq communities' initiatives
toward self-determination
and enhancement of community*

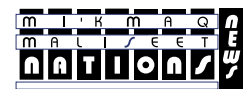
The clear support and direction from the member communities has enabled the organization to grow and flourish far beyond the INAC mandate.

Affiliated Entities

CMM operates within a solid accountability framework offering transparency, disclosure and redress to all stakeholders. The organization has consistently maintained a positive financial position since its inception.

From its strong foundation, CMM has also expanded its services and programs by establishing several affiliated entities:

Mi'kmaq Maliseet Nations News
(MMNN) in 1990



Eastern Woodland Print Communications
(EWPC) (originally called Eastern Woodland Publishing) in 1996



Mi'kmawey Debert Cultural Centre
(MDCC) in 2002



Management Structure



Dr. Donald M. Julien,
DCL, DHuM, O.N.S.
Executive Director



Angie Gillis
Associate Executive Director
Director of Dept. of Aquatic
Resources & Fisheries Management



Jim Hepworth
Director of Community
Programs & Corporate
Services



Lynn Knockwood
Director of Common Services



Tim Bernard
Director of History & Culture



Ashley Childs
Director Environment &
Natural Resources

District Chief Roderick Francis

The passing of a District Chief and an Original Founding Father of The CMM.

It is with great sadness that The Confederacy of Mainland Mi'kmaq announces a great loss not only to its organization and board but to all Mi'kma'ki- with the passing of long serving district Chief Roderick Francis, of Pictou Landing First Nation.

Chief Roderick Francis or Roddie as he was affectionately known as, was one of the original "Founding Fathers" of the modern Confederacy of Mainland Mi'kmaq (the last surviving of the original founders). During his tenure as board member with CMM, Chief Roddie brought a younger perspective to CMM as well as his commitment and traditional connection to Mother Earth.

Born and raised in the Pictou Landing Mi'kmaw Community, Roddie has been an advocate for the protection of Mi'kmaw rights. A well-known fisherman, Roddie can be often seen navigating his boat through the Pictou Harbour and the Northumberland Straight on his way to harvesting lobster.

One of 11 Children born to the late Dennis Francis & Alice (Knockwood), Roddie served as both Chief and Councillor for the Pictou Landing Band. From 1975-1981 Roddie served four consecutive terms as band councillor. In 1985 he was elected to serve his first term as Chief and went on to serve three more consecutive terms before deciding to not re-offer as Chief in 1993. Roddie was elected to serve once again as councillor in 1993, 1999, 2001, 2003. Roddie's political experience spans over four decades and over 25 years of serving his community. Prior to his time in politics, he was an avid lobster fisherman where he had more than 50 years of experience, and he was also a bus driver for a period in his families bussing service.

Chief Roderick Francis or Roddie, as he became known by, became Pictou Landing First Nation's Chief in the early 1980s and quickly began his work in ensuring that the best interests of Pictou Landing band members were always his top priority.

Prior to his time as Chief, Roddie worked with the late Chief Raymond Francis and Daniel MacDonald on the Boat Harbour legal claim, without Roddie's strong leadership and tenacity during this period, the lucrative settlement that was managed for the Pictou Landing Band Members would not have materialized.

In 2008, The Confederacy of Mainland Mi'kmaq bestowed Chief Roddie with the honorary position of District Chief, the position offers Mi'kmaw wisdom and guidance to the CMM through input and ensures that all topics, decisions, programs respect Mi'kmaw culture and reflect realities of Mi'kmaq life.



A family man, Roderick is married to his wife Shirley and together they have three children, Javenny, Holly and Rodderick J'ij.

"Through his position as District Chief for CMM, Chief Roddie has always had the best interests of all Mi'kmaq in his sights. He has been a proven leader, a remarkable gentleman and a great provider for his family. I have had the pleasure to know Roddie for most of my life, we were friends and I always respected his opinion, whether we agreed or not, at our board table. He was humble and through his leadership steered his community through some very difficult waters and picked up where former Chief Raymond Francis left off to see that the Federal Government was held accountable to the creation of Boat Harbour." Dr. Don M. Julien Executive Director of The Confederacy of Mainland Mi'kmaq.

Chief Roddie Francis gave so much of his life, not only to his family, but also to his community, the CMM and to his colleagues, he was very generous with all his contributions to Mi'kma'ki. He will be greatly missed by all of those who had the pleasure to know and love him.

Common Services



Finance Department

The Finance department continued to provide support to all levels and departments of the CMM organization throughout the fiscal year of 2019/2020. The department was successful in providing financial accountability and fulfilling the financial reporting requirements for all funding and service agreements while also streamlining methods of financial reporting. Due to Covid-19 the financial audit from the 2019/2020 fiscal year was postponed to late summer at the time of this reporting period.



Meetings, Conferences, Workshops

A CMM General Assembly was held on June 14, 2019, and on December 11, 2019 bringing together the Chiefs and Councilors of member communities for a day of networking, general discussion of current issues and the strategic direction of the Tribal Council.

During the 2019/2020 year; The CMM worked in partnership with North Shore District Tribal Council on delivery of An Atlantic Asset Management Workshop, the three-day workshop was in June 2019 in Moncton, NB.

The workshop agenda included:

- Life Cycle & Delivery Services of Infrastructure,
- Sustainable Infrastructure Stewardship,
- Available Asset Management Program,
- Asset Inventory Registry,
- Understanding Infrastructure Risk,
- GIS Data, Asset Management Plans,
- Public Services Procurements Canada services they

have available, Indigenous Service Canada (ISC) Program updates, and upcoming Budgets.

In September a two day, NS Band Administrators Workshop was held in Dartmouth.

The workshop agenda included:

- NAIG 2020 update,
- Cash Management Solutions and Lending Services,
- Trust funds,
- Two modules from Confident Board Members.

The CMM has developed a four Module Confident Board Member course to address and ensure confidence and capacity for effective performance.

The Confident Board Member modules topics include:

- Financial Statements;
- Responsibilities & Duties;
- Liabilities and Risk;
- Governance Processes and Structure.

In 2019, under the direction of the board and senior management of The CMM there was the creation of a CMM Board Advisory established to help guide the agenda for the December Chief and Council Meeting and to enhance networking with the eight CMM Bands.

The CMM Board Advisory agenda items include:

- Confident Board Member Modules,
- Additions To Reserves (Regina, Sask. A few board members went to complete this)
- Human Resource and Occupational Health and Safety Training/Polices/job descriptions
- Housing and Gaming Agreements
- Cannabis Policies
- Rights Reconciliation Agreements (Parks and Fisheries)



Band Managers meeting, September 2019.

Office Management

As The CMM continues to grow, it often relies on its dedicated Office Manager and Senior Directors Assistant to ensure that there is no interruption to our communities or organizational partners. Our dedicated Office Manager and Senior Director Assistant have been with The Confederacy of Mainland Mi'kmaq for many years and continue to be integral to the day to day inner workings of the organization.

During the fiscal year, The CMM opened a new office location in Millbrook this year to house additional staff.

The CMM now occupies and provides day-to-day management for five locations:

- Main Office – 57 Martin Crescent, Millbrook (beneath the Community Gym)
- Millbrook Community Hall – MMNN & EWPC 72 Church Road, Millbrook
- Hilden Sub-Office – Health Department and MCG 1174 Hilden Road, Hilden
- Millbrook Sub-Office – Green Communities & Health Department, 851 Willow Street, Millbrook
- Millbrook Sub-Office - (coastal restoration) & Mental Health Department – 905 Willow Street, Millbrook.

Satellite offices:

- o Nature Legacy Fund Project, American Eel – Paqtnkek Mi'kmaq Nation
- o River Monitoring Project–Glooscap First Nation
- o Nature Legacy Fund Project, St. Croix River Watershed, Species at Risk- Annapolis Valley First Nation.
- o Coast Restoration Fund Project –Annapolis Valley First Nation
- o Native Hospital Interpreter (Queen Elizabeth II [QE2] Halifax, NS)

HUMAN RESOURCES

Human Resource Manager

In coordination with The CMM's five-year strategic plan a Human Resources Manager was hired in September 2019. The HR Manager reports directly to the Senior Director of Common Services and is responsible for providing senior management information, advice and guidance on all human resource matters and ensuring that best practices are shared and implemented within the organization.

The HR Manager is responsible for ensuring compliance with applicable Health and Safety and Employment Equity and Labour Standards, and developing and coordinating the administration of plans, policies, and procedures that relate to CMM personnel.

GOALS FOR 2020/21

- Continue to streamline and improve our onboarding processes;
- Streamline and improve our exit strategies for employees (i.e. regular exit interviews, communication to departments such as finance for exiting staff, etc.);
- Improve on our timeliness for Performance evaluations;
- Continue to recruit for new positions, and backfill existing, in a timely and efficient manner;
- Perform a salary evaluation of existing roles and research for upcoming roles;
- Completing the review of CMM Personnel Policy and present to the board for approval;
- Amp up and help Support Occupational Health and Safety program along with the Occupational Health and Safety team.



Human Resources Outreach Coordinator

In coordination with The CMM's five-year strategic plan a Human Resources Outreach Coordinator was hired in September 2019. The focus of this position is to support and build capacity for The CMM Member Communities in all aspects of HR. This has been accomplished thus far by creating a short HR Survey for each community. After receiving the results from the majority of the CMM member communities, it is apparent that many of the issues and concerns are shared throughout each community.

While some communities have their dedicated HR departments, there are others that these duties and responsibilities fall upon a variety of people, this causes some bands to fall behind in HR and OHS. Other statistics found from the survey were: Half of our communities don't have OHS; three of eight

communities do not have a designated HR person; all communities have an HR policy but most require updating; and, Majority of our communities are willing to share resources although Chief and Council approval may be needed in some instances.

The information gathered from these surveys will create a building block for assessing and providing for the needs of each community. The CMM will work individually with each community, and provide workshops based on communities' needs. The workshops will provide the needed support in a community group setting, where ideas, needs, or concerns can be shared and discussed.

Support for communities has also come in the form of participating in interview committees and answering HR-related questions for member communities.

Goals 2019/20

- Continue to develop the workshop and increase presence in each member community.
- Develop a guidebook for communities.

COMMUNICATIONS

Communications Manager

The desire to have a designated Communications Manager for The CMM came as a direct response through consultation for the CMM five year strategic plan. In August 2019, a Communications Manager was hired.

The Communications Manager's main role is to heighten the brand awareness of The Confederacy of Mainland Mi'kmaq, develop and implement modern communications practices and protocols, while also providing communications management and support to the eight-member communities.

In late 2019, under the direction of the Senior Director of Common Services, the Communications Manager drafted and distributed a communications focused survey. The survey findings were very enlightening of the work that the communications manager could provide for the member communities; All eight communities rate the importance of effective communications as a high priority, six of our communities do not have a designated communications person, meaning communications falls to front of house staff, all communities were interested in communications materials and training, and almost all that were interviewed have not had recent communications training.

GOALS FOR 2020/21

- Create individual materials that all band staff can use for effective communication.
- The creation of a Mi'kmaq Communications Tool-Kit, which would be provided with training.
- Create a rebrand of The Confederacy of Mainland Mi'kmaq to reflect its over 34 years of success.
- Begin working with communities individually to ensure their communication needs are met.
- Continue the drafting of effective communication practices for The CMM.



Community Programs and Cooperate Services

Mi'kmaq- Nova Scotia – Canada

Tripartite Forum

The Mi'kmaq-Nova Scotia- Canada Tripartite Forum was formed in 1997 as a partnership between the Nova Scotia Mi'kmaq, the province of Nova Scotia, and the Government of Canada, to strengthen issues of mutual concern affecting Mi'kmaw communities. It is a strong vehicle in addressing issues that affect the lives of all Mi'kmaw living in Nova Scotia. All parties agree to work together without prejudice and by consensus to discuss and resolve issues



2019/2020 YEAR IN REVIEW

At the beginning of the 2019/2020 fiscal year all parties began discussions on how to bridge the Forum into being both mainland and Cape Breton based. After months of discussion, meetings, literature reviews and various perspective versions of how the Forum can function, a new structure was decided later in the 2019/2020 fiscal year. The Forum in its new structure will continue to hold meetings, work plan, and continue to create projects that bridge the gap in Nova Scotia Mi'kmaw communities.

Throughout all of the various changes that happened through the year, the two Tripartite Forum Administrators continued to hold meetings for various levels of the organization, ensured that all materials for both internal and external stakeholders were distributed and filed promptly and organized meetings and conference calls when requested.

In the next fiscal year there will be only one Forum administrator housed at The CMM, who will share responsibilities of organizing the various needs of the forum with another administrator for the Forum housed at the Union of Nova Scotia Mi'kmaq.

COMMUNICATIONS OFFICER

The Tripartite Forum Communications officer continued efforts to streamline communications during the 2019/2020 fiscal year. This included:

- Drafting information and briefs when needed.
- Organizational research for upper levels of the organization.
- Ensuring stakeholders are engaged promptly.
- Flowing information both internally and externally from the organization.
- Ensuring tactics, timelines, and materials mirror that of our member organizations for fluidity.

In the coming fiscal year, the Communications Officer position will be housed under the duties of The CMM Communications Manager.

TRIPARTITE FORUM PROJECT FUND FOR SOCIAL AND ECONOMIC CHANGE (PFFSEC)

The Project Fund For Social and Economic Change funds projects that close the gap in social and economic outcomes for Mi'kmaw communities and individuals in Nova Scotia. The fund is used to support unique activities and initiatives that may not fit within existing government programs or budget plans, and to leverage other funding.

Projects Funded by The Tripartite Forum PFFSEC 2019/2020:

- Phase One: Mi'kmaq Jurisdictional Authority Over By-laws (Extended)
- Exploring “Wraparound” Service Delivery Development of Addictions Journey Aftercare in Mi'kmaw Communities.

With the divisional split, after placing the Project Fund Coordinator position up for competition both on the mainland and in Cape Breton, the successful candidate will start at the beginning of the 2020/2021 fiscal year.

Tripartite Liaison

Under the direction of CMM and aligned with the overall vision and policy of Tripartite Forum Executive and Officials Committees, the Liaison Officer actively promotes the Forum and represents the interests of their organization. The Liaison participates as an active member within the Forum by helping to

foster the relationship between the three government parties as it relates to the substantive issues of concern to the Forum working committees.

The Liaison role also ensures that priorities and issues identified within the Committee work plan reflect CMM Member Community needs.

2019/2020 REVIEW

The following are some of the duties the Liaison Officer carried out this past year, and on an on-going basis:

- The Liaison provided briefing updates to the CMM Board of Directors, keeping them updated on issues and concerns arising within the Forum.
- Adjusted the yearly budget to meet the needs of CMM, under the new funding structure.
- Assisted the Associate Executive Director on the new Tripartite Forum structure.
- Worked with CMM's working committee representatives flow information from the board to representatives on committees and vice versa.
- Provided reports to our federal and provincial partners at the Forum.
- Sits on the following working committees to assist as needed: Culture & Heritage, Health and Social, and as an alternate for the Education Committee.
- Continues to meet with the other organization Liaisons and the Secretariat to provide feedback to the Official subcommittee reviewing the Forum.

NEXT STEPS:

The Liaison will undertake the following initiatives:

- Work with Official subcommittee reviewing the Forum
- Work on new budgets for the Forum
- Work with CMM Board of Directors on communication and information needs
- Assist with information sharing as needed in the new structure of the Forum
- Work with the Secretariat and CMM's financial department to ensure budget reports are completed.

Education

In the 2019-2020 academic year The CMM sponsored 77 students of which 70 were full time and seven were part-time.

We are anticipating that we will have 19 graduates this spring. They vary in programs from a Certificate in accounting to a Bachelor of Arts in Community Studies to Medicine.

The 2019 Sammy Gehue Achievement Award winners were:

- 1st Place: Shiloh Pictou, Paqtnkek
- 2nd Place: Paul Nicholas, Potlotek
- 3rd Place: Carleigh Julian, Sipekne'katik

The 2019 Grade 12 Graduate winner was Vincent Stevens, Eskasoni.

The education advisor sits on the following committees:

- CMM Education Advisory
- The Education Tripartite
- Council on Mi'kmaq Education (CME)
- Mi'kmaw Kina'matnewey Education Working group
- Unama'ki College Board
- Indigenous Education Advisory Council, Acadia University
- NSCC-Mi'kmaw Joint Working Group

Health

Welo'tijik Mimajinu'k – Welo'tikl Wutanl (Healthy People – Health Communities)



The Health unit continues to grow, with an aim for better service for all the Member Communities. The unit consists of the Health Services Manager, Diabetes Community Consultant, Child and Youth Advisor (FASD project), Resolution Health Support Advisor, Hospital Interpreter Liaison, and Jordan's Principle Team.

HEALTH SERVICES MANAGER

The Health Services Manager oversees the CMM Health unit, in collaboration with the Mental Wellness Manager and Jordan's Principle Manager and provides liaison services to ensure CMM represents the health needs of its communities. The manager works with provincial and federal partners, and focuses on creating and supporting opportunities for First Nations and their partners to develop strong collaborative relationships

that will support access, quality care, and help resolve jurisdictional issues and misunderstandings related to First Nations access to provincially and federally funded health programs and services. This position is currently vacant.

First Nations Health Services Coordinator (Formally Native Hospital Liaison Interpreter Program)

Navigating the healthcare systems can be a confusing and complex undertaking. CMM's First Nations Health Services Coordinator provides supports and services to all Atlantic First Nations and Inuit community members (and their families) who request support while receiving and/or about to receive medical treatment in the Halifax/Dartmouth area. Translation services (Mi'kmaq/English) are an integral part of this service. Mi'kmaw communities in Nova Scotia have indicated to CMM that the First Nations Health Services Coordinator provides valuable and excellent service to individuals and families accessing medical services and treatment in the Halifax/Dartmouth area.

This year we saw the retirement of the long time NHILP Kenny Prosper. Kenny worked tirelessly for over 25 years providing thousands of services to clients and their families from all over the Atlantic Region who was in hospital in the Halifax area.

The CMM is pleased to welcome a new First Nations Health Services Coordinator, who joined the Health team in December 2019. They are working to establish relationships with IWK and NSHA staff and have continued seeing clients at the three major hospitals in downtown Halifax, as well as visiting Dartmouth Regional Hospital when requested.

Aboriginal Diabetes Initiative (ADI)

The Diabetes Community Advisor (DCA) continues to collaborate with The CMM health staff, community health center staff, community members and other healthcare professionals, to facilitate events and programs that meet the needs of community members and promote the prevention and management of diabetes. The DCA supports health promotion and primary prevention, screening and management of nutrition and diabetes, capacity building, and training with health staff. These focus areas encompass activities and services related to diabetes prevention and management for all ages, healthy living initiatives for children, youth, parents and families, diabetes in pre/post pregnancy, community-led food security initiatives and physical activity initiatives.



2019/2020 ADI HIGHLIGHTS

The Diabetes Self-Management Journey retreat was held at Debert Hospitality Centre in Debert, Nova Scotia. The CMM communities were able to send two people living with diabetes, plus their supports, to attend the multi-day retreat to learn about all aspects of prevention and diabetes management.

The Diabetes Community Advisor continues to deliver presentations on diabetes and healthy lifestyle topics in all the CMM member communities and with community schools.

Topics included;

- Healthy snacks/meals for adults and youth.
- Healthy eating for seniors.
- Meal planning.
- Cooking classes.
- Diabetes prevention and management topics.
- Healthy eating on a budget.
- Community gardening.
- Label reading.
- Physical activity.
- Diabetes-related to mental wellness and many more.

Classes are interactive and involve games to enhance learning. Education sessions are also offered to expecting or new parents topic included in the session: prenatal nutrition, gestational diabetes, feeding healthy toddlers, picky eating and baby food making.

The Diabetes Community Advisor was very fortunate to work with around 800 children and youth and around 975 adults.

Jordan's Principle

The Jordan's Principle Service Coordination team works with children and families across the mainland to prevent gaps in service. Jordan's Principle Coordinators assist First Nations families with funding, coordination and continuation of services that First Nations children and youth need.

Services funded by Jordan's Principle are dependent on the individualized needs of the child, however, our most common requests include respite, assessment, educational assistants, medical equipment, and therapy.

The Jordan's Principle team consists of; one team lead, five



coordinators, two administrators and now expanding to include new financial staff. Currently, the Jordan's Principle team is supporting over 450 First Nations Children and Youth.



Jordan's Principle Team Annual General Assembly

Accomplishments:

The denial rate for Jordan's Principle in Nova Scotia requests is only two per cent. In the 2019/2020 fiscal year, a total of \$1,984,975.05 has been spent on Jordan's Principle services across Mainland NS.

The top three largest expenditures for Jordan's Principle for the 2019/2020 fiscal year was:



1. Mental Health Services (including counseling, day programs, and support workers): \$598,824.95
2. Education (Includes tutoring, assistive technology, and specialist funding): \$499,514.89
3. Home and Community Care- Respite: \$295,434.53.

Child and Youth Advisor- FASD (Fetal Alcohol Spectrum Disorder)

The Child and Youth Advisor works with all eight of The CMM Mainland Mi'kmaq Communities. The Program is meant to



coordinate and provide support for children and families with neurodevelopmental conditions including Fetal Alcohol Spectrum Disorder (FASD), by providing family-centered care and to help obtain intervention services.



We provide a comprehensive early identification, and intervention system of support services, for children (birth to age six) and we, work to build relationships between provincial services -such as Early Intervention and the Nova Scotia Hearing and Speech Centers. We also participate in the Healthy Child Development Committee and the Northern Region FASD committee to enable us to keep updated on regional developments.



National Aboriginal Youth Suicide Prevention Strategy (NAYSPS)

The Child and Youth Advisor plans and facilitates an annual youth gathering called "Celebration of Life" held at the Debert Hospitality Center, Debert NS with three of the CMM member communities (Pictou Landing, Paqtnkek & Millbrook) that focuses on life promotion, along with mental health and wellness.

We also support six communities (Bear River, Annapolis Valley, Glooscap, Millbrook, Pictou Landing & Paqtnkek) with funding to help facilitate youth events/activities within their communities. This program collaborates with other CMM departments to host an annual Kejimkujik youth camping trip for all eight of The CMM member communities.

Highlights of the 2019/2020 year were:

(FASD) In total, 147 children (birth to age six) were screened (Speech/Language/Hearing) within our member communities. Referrals were made to Nova Scotia Early Childhood Developmental Intervention, Nova Scotia Hearing and Speech and Jordan's Principle. As well as, 320 individuals were provided with information regarding Early Childhood Development & FASD prevention/education.

(NAYSPS) In total, 72 youth have received information, education and prevention strategies regarding mental health and wellbeing within our CMM member communities.

NEXT STEPS:

Screening days will continue to be held in communities and

daycares with provincial services and community-based workers, providing information and screenings when needed so we ensure the children who need help receive it.

Screenings are also being scheduled for the upcoming year to make sure children continue to have access to the services they need in the community. Planning for the NAYSPS Celebration of Life youth gathering has begun and will be held from June 12 -14, 2020 at the Debert Hospitality Center, Debert N.S. Our annual Kejimkujik youth camping trip for all of our eight CMM member communities will be held from August 27-30, 2020.

Resolution Health Support Program

The Resolution Health Support Program provides emotional, cultural and referral support services to Indian Residential School Survivors and their families in CMM member communities. The Resolution Health Support Advisor meets with former students and their families to help them find ways of healing from Indian Residential School experiences. The RHSA will also act as an emotional support person for commemorative events in the communities related to Indian Residential Schools. To address issues surrounding intergenerational impacts, the RHSA offers various educational and cultural workshops in communities aimed to promote healing and to combat the grievances and traumas of these individuals. The goal of the RHSA is to support in “Helping Families Heal – Apoqnmukik Kikmanaq Tupkwia’tinew”.



2019/2020 updates:

Each of the CMM Member Communities was visited and outreach continues- this involves community visits, cultural workshops, educational workshops, referrals and off-community client home visits.

The program now has almost 300 regional clients. Each community visit invites survivors and descendants to meet the RHSA to find adequate supports and resources. The educational workshops on trauma and its impacts, as well as, grief resolution is aimed to reinforce resiliency. To address the many needs of clients, and awareness of cultural identity loss is fundamental, and the cultural workshops facilitate wellness and directly address the impacts of Indian Residential School Survivors.

Over the last year, the RHSP has partnered with the CMM Mental Wellness Team, the Aboriginal Diabetes Initiative, Behavioural Support Person, addictions teams in

communities, community health representatives and programs. Thriving to provide supports to anyone in need.

There has been a huge influx in numbers with regards to federal Indian Day Schools and the RHSA team has been working tirelessly to help those in need get support to fill out their claim forms, emotional/cultural support, and referrals to professional counseling. The efforts to support people across the province are evident and there is still much work to be done.

NEXT STEPS:

The Resolution Health Support Program is continuing to grow and spread awareness, educational support and navigation of health care services for clients. Moving into the 2020/2021 fiscal year The CMM has two RHSA's who service all mainland communities in the province from Paqtnek to Acadia First Nation in Yarmouth.

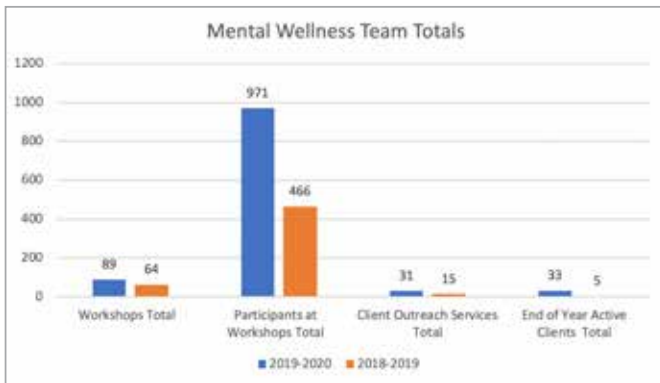
With the release of the Indian Day School Applications the Resolution Health Support Advisors will be focusing on emotional support, cultural support, and professional referrals for those in the process of filling out their applications. There is a huge need for mental health support and cultural programming so the RHSA's will be working in communities and running frequent programming for IRS survivors, their descendants, Indian Day School Survivors as well as those affected by Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (MMIWG2S) and the sixties scoop movement.

Mainland Mental Wellness Team

The Mainland Mental Wellness Team is composed of a Mental Wellness Manager, Mental Wellness Advisor, Behavioural Support Advisor, and Traditional Healer Coordinator. The team works in Picou Landing, Millbrook, Sipekne`katik, Glooscap, Annapolis Valley, Bear River and Acadia First Nation communities. The team works with individuals/families on developing a wellness plan, care plans, behavioral changes, advocating and navigating the mental health and other associated provincial governmental systems.

Mental wellness manager manages the Mental Wellness Team along with other independent programs at The CMM. They work directly with health directors and the provincial and federal governments on mental wellness funding/policies, while also supporting clients navigate the mental health system.





Mental wellness advisor works with individuals and families in seven mainland communities. The Mental Wellness Advisor works one-on-one to help support and develop care plans for children, youth and adults for their mental health needs. They help individuals/families with navigating the federal and provincial mental health systems, develop healthy coping skills, providing knowledge regarding different mental health topics, provide resources to different supports and resources, and develop and create new workshops and programming.

Behavioural support advisor: works specifically with adults and elders in seven of the mainland communities. The Behaviour Support Advisor presents mental health and wellness workshops, creating and developing complex behavioural care plans, provides knowledge of healthy aging, information regarding the process of Long-Term Care & Care-giver Allowances, and support to those living in Long Term Care, while also helping adults and elders fight isolation.

Traditional healer coordinator manages and distributed over \$100,000 for Traditional Healing for seven of the Mainland communities. The Traditional Healing Coordinator worked at supporting communities in spending these funds and compiling a list of Traditional Healers and Cultural Support for each community. The Coordinator also designed a reporting template, as well as supporting documents to ease the transition of funds and reporting to Health Canada.

This year's stats:

- 39 per cent increase of workshops in community (89 workshops from 64 workshops in 2019- Feb 2020)
- 108 per cent increase in the number of participants (971 participants from 466 participants in 2019- Feb 2020)
- 326 per cent increase in client outreach/services (64 clients from 17 clients in 2019- Feb 2020)

Developments within Community last year:

- Mental health escape room;

- Developing monthly drop-in support in Bear River First Nation;
- Bi-weekly mental health sessions in Pictou Landing First Nation school (such as coping skills, self-esteem, and mental health and wellness knowledge)
- Traditional healing fund helped supported:
 - o A Pow Wow in Millbrook to reconnect community during the winter months to fight isolation
 - o The annual moose hunt in Acadia First Nation to help connect young people to their traditional way of life.
 - o A cultural retreat for community members in Sipekne'katik to attend a weekend of ceremonies such as Sunrise and Naming ceremony, Shake tent, Sweat Lodge Ceremony and Prayer Tie Teachings, which allows healing and learning for the community, but also allow youth to experience ceremony for the first time.

NEXT STEPS:

- Family Wellness Retreat:
 - o The mental wellness team is currently working with the "Listening to One Another" program to run its first Family Wellness Retreat in May 2020. This unique program will help families develop communication, mental health and wellness knowledge, coping skills, and connection to culture while focusing on family wellness as a whole. This program will include one to two families with one to three youth between the ages of 10-15.
- Accepting more client referrals from community partners and through client self-referral
- Continue distributing the traditional healing funds, and help communities spend the money when requested.

Membership Program

The Membership Program assists band members with applications for registration and membership. The Membership Clerk issues Indian Status Cards within the policy and guidelines set out by the Indigenous Services Canada. All status Indians are registered through the Indian Registry. This confidential database holds information on births, marriages, divorces, transfers, name change, gender change and deaths.

Confirmation of Indian Status is often requested for gas tax exemption, access to health benefits and distribution

of band funds from claims settlements or other communal revenues. Band lists compiled by the Membership Program are used to determine voting eligibility for community leadership elections. Membership lists also form the basis for per-capita community funding agreements.

The Membership Program administrator visited with clients who are currently incarcerated who needed the renewal of their Certificate of Indian Status Card. A similar request was

COMMUNITY	MEMBERS ON RESERVE	MEMBERS OFF RESERVE	TOTAL MEMBERS
PAQTNKEK	456	143	599
ANNAPOLIS VALLEY	123	178	301
BEAR RIVER	114	239	359
PICTOU LANDING	512	159	671
MILLBROOK	948	1029	1981
GLOOSCAP	98	293	391
SPEKNE'KATIK	1381	1353	2734
ACADIA	240	1378	1618
GRAND TOTAL	3872	4772	8654

made by another facility.

Indigenous Services Canada and The CMM Membership Program visited Bear River, Annapolis Valley and Glooscap communities to do Secure Indian Certificate of Indian Status (SCIS) card intakes February 4-6, 2020. If band members preferred to renew their Indian Status Card with the laminated Certificate of Indian Status Card, the Membership administrator issued a new one.

The Membership Administrator has Application Forms and Guarantor Forms for already registered band members that wish to renew or replace their status card with the New Secure Certificate of Indian Status card (SCIS). The forms can be mailed or emailed to band members abroad or within Nova Scotia. Already Registered band members do not need to purchase Passport Style Photos to apply for a SCIS Card. There is a new SCIS Photo app that can be used to take the photo for free. This new app makes it easier for band members living abroad or within Nova Scotia to renew their status cards.

The Membership Administrator can assist with renewing the new SCIS cards or if band members applying for the first time at the CMM office or when visiting one of the five communities Bear River, Annapolis Valley, Glooscap, Paqtnkek, and Glooscap. Once the applications are mailed and received at Indigenous & Northern Affairs Canada, Gatineau office, it takes about five to eight weeks to receive the new SCIS card in the mail.

CROWN INDIGENOUS RELATIONS & NORTHERN AFFAIRS CANADA (CIRNAC) Information Session March 10, 2020

Membership attended an information session put on by

CIRNAC on March 10, 2020. The information included the history and results of the Bill S-3 and collaborative process leading up to the present day.

Bill S-3 amends the Indian Act to address residual discrimination based on sex, concerning eligibility for registration on the Indian Register. There was an amendment that would effectively extend eligibility for registration to all persons with First Nations ancestry. CIRNAC announced all the sex-based inequities have been removed. CIRNAC said Bill S-3 does not fix the Second Generation cut off Bill C-31 or other enfranchised inequities. The legislation has not passed for the other enfranchised not covered under Bill S3. There are about 500 more enfranchised in Canada.

CMM Electoral Office

During CMM Board of Directors (BOD) meeting held on June 13, 2019, the Board of Directors unanimously passed the motion:

“The Board of Directors supports the proposal submission to ISC for funding for a 5-year proposal to implement an Electoral office for the CMM communities.”

The project concept is to create an Electoral Office for the benefit of CMM’s eight-member communities. This office will provide electoral services; support education; and, training which will include both ISC directed and onsite programs. The original concept of an Electoral Office was brought forward by The CMM’s Board of Directors and Senior Management team during a meeting with Senior Associate Deputy Minister - Lynda Clairmont on May 23, 2019. At that time a proposal was requested from CMM to Indigenous Services Canada. This proposal was approved for two years.

The Electoral Office will consist of three staff. The Electoral Officer, Deputy Electoral Officer and the Administrator Electoral Services.

The Electoral Office will start up on April 1, 2020. This will be housed at The CMM office in Millbrook First Nation.

Aquatic Resources and Fisheries Management

NETUKULIMK

Aquatic life, is historically significant to the Mi'kmaq. From feeding our communities healthy food, to the spiritual significance of species like the American Eel & Salmon in ceremonies and feasts, the bounty of our oceans and streams and the protection of their habitat have always been at the forefront of our minds. At one time, the environment, natural resources and waterways provided all the necessities of life. Netukulimk is a way of life; the Mi'kmaw took only what was needed and wasted nothing.

In the 2019/2020 fiscal year came significant changes to the department of Aquatic Resources and Fisheries Management (previously a division of DENR), as the current Senior Director was promoted



The Mi'kmaw Conservation Group

MCG ADVISORY COMMITTEE

Annapolis Valley, Fort Folly, Glooscap, Millbrook, Picou Landing, and Sipekne'katik. Bear River, Acadia, and Paqtnekk Mi'kmaw Nation (Observers)

The MCG Advisory Committee is currently comprised of representatives from the eight CMM Member Communities and Fort Folly First Nation. The MCG Advisory Committee acts as a conduit between the MCG's member communities and leaders and the MCG staff. Each representative is appointed by his/her Chief. The MCG advisory body meets four times throughout the year to establish research, education and communication priorities for the MCG. It brings the MCG's member communities together and identifies opportunities for greater co-operative efforts among the group and maximizes the use of available resources within the group. Once an MCG project idea or proposal is developed, it is then delivered to the Chiefs for approval. After a project is approved, an announcement is delivered to each Community. The MCG Advisory Committee receives ongoing updates for the duration of each project. These updates are relayed to the communities and/or leaders via word of mouth and/or via DENR communications. Moving

forward, the MCG is focused on the following priorities, as identified by the MCG Advisory Committee:

- Species-at-Risk that are of significance to the Mi'kmaq
- Conservation of Fisheries Habitat
- Stream and Habitat Restoration
- Watershed Management & Water Quality
- Environmental Cumulative Effects
- Youth Engagement
- Community capacity building/training related to aquatic resource management

Mi'kmaw Conservation Group Program Manager

On October 7, 2019 The Confederacy of Mainland Mi'kmaq hired a MCG Program Manager to replace Angie Gillis who has since been appointed as CMM's Associate Executive Director. The program manager oversees the day-to-day operations of the Mi'kmaw Conservation Group and provides oversight and guidance to all MCG staff and team members.

Assistant Manager of Science (AMS)

The Assistant Manager of Science (AMS) is responsible for reporting to the MCG Senior Manager and the CMM Associate Executive Director (AED). The AMS is responsible for providing oversight and guidance on the MCG projects and ensuring these projects are adhering to strict funding deadlines and within budget; assisting with safety and quality requirements for the MCG; and, helping to define the project objectives and oversight of the MCG projects throughout their life cycles.

Commercial Fisheries Science Liaison Coordinator (CFSLC)

The role of the Commercial Fisheries Science Liaison Coordinator (CFSLC) is to help member communities achieve greater participation in commercial fisheries. The CFSLC's key responsibilities are to participate in and report on commercial Fisheries Advisory Committee meetings, collaborative management meetings, science assessments, as well as industry meetings for important commercial fisheries. The CFSLC strives to keep

fisheries managers of each community informed about key issues that could affect their fisheries operations, and to provide technical advice when requested.

In 2019/20, quarterly Commercial Fisheries meetings were completed for Mi'kmaw community fisheries managers to direct commercial fisheries activities at CMM, as well as to provide a venue for updates on commercial fisheries, and to plan collaborative projects.

Senior Fisheries Research Advisor

The Senior Fisheries Research Advisor (SFRA) provides technical advice on environmental concerns that impact, or have the potential to impact, Mi'kmaw Communities and/or fisheries. In 2019/20 the SFRA assisted communities with topics including species-at-risk, tidal power, fish passage, gold mines, Boat Harbour remediation, the Northern Pulp Pipeline, Marine Protected Areas, and power generating stations. Additionally, the SFRA attended meetings and workshops that involved collaboration between the Kwiilmu'kw Maw-Klusuaqn Negotiation Office (KMKNO), Assembly of First Nations (AFN), Unama'ki Institute of Natural Resources (UINR), Fisheries and Oceans Canada (DFO), and many others.

Participating in various committees and working groups (such as the Mi'kmaq Fisheries Advisory Council (MFAC) and the DFO-KMK American Eel and Atlantic Salmon Working Groups) has allowed the SFRA to share Mi'kmaw values to help with the integration of the two-eyed seeing approach. The SFRA has also assisted with the development of CMM's future Centre of Expertise—an initiative through Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) to assist communities with cumulative effects monitoring and management.

MCG Operations Supervisor

The MCG Operations Supervisor assists the MCG Program Manager and Assistant Manager of Science by running the day-to-day operations of the MCG program, this includes: helping to oversee MCG staff, coordinating and assisting with field activities, ensuring the CMM's protocols and safety guidelines are followed, and coordinating the use and maintenance of equipment and facilities.

Researcher and Spatial Planning Officer

The Researcher and Spatial Planning Officer conducted research on ocean topics regarding marine safety and ocean protection. This role entailed engaging mainland Mi'kmaw communities on marine projects in the Maritime Region and the Gulf of St. Lawrence Region. Technical advice was

provided on marine protected areas, environmental response, marine search and rescue and, marine spatial planning. Also, the Researcher and Spatial Planning Officer attended working group meetings under the Kwiilmu'kw Maw-Klusuaqn Negotiation Office (KMKNO) and the Assembly of First Nations (AFN).



Teaching the students at LSK about Chain Pickerel and their unique characteristics.

In this fiscal year, several new marine-related projects commenced at The Confederacy of Mainland Mi'kmaq (CMM). These projects included engaging our member communities on Ocean Protection Plan initiatives led by Transport Canada and the Canadian Coast Guard, such as Cumulative Effects of Marine Shipping and Risk-based Marine Search and Rescue Delivery (RAMSARD). Furthermore, The CMM continued to provide support to member communities and rightsholders who are involved in the Canadian Coast Guard Auxiliary. Adding to this, the new Marine Spatial Planning project started in January 2020. On February 19th and 20th, 2020, the Confederacy of Mainland Mi'kmaq hosted its first oceans symposium, "Mawita'mk Wjit Apaqt!: Gather for the Oceans." The purpose of this event was to engage member communities on the current and potential marine projects at the CMM.

2019/2020 Projects and Accomplishments

CHAIN PICKEREL PROJECT (CHAIN PICKEREL IN MI'KMA'KI)

Chain Pickerel Project (Chain Pickerel in Mi'kma'ki) started in 2018 and was created to gain more knowledge and spread awareness around the impact and mitigation of Chain pickerel, and to determine its presence/absence within the Shubenacdie watershed and areas of concern brought forward by our communities.



Students from LSK, grades 5-8, at the Chain Pickerel fishing day.



MCG summer student Dylan Milne conducting a stomach content survey on a Chain Pickerel.

Accomplishments:

- LSK Education Day to teach about Chain pickerel and their impacts on ecosystems (May 2019)
- A total of 17 different spots were angled, including 14 lakes, two tributaries to the Shubenacadie River, and the Shubenacadie River directly. Their presence was confirmed at nine locations and absence was confirmed at four locations.
- No Atlantic Salmon smolt were found in the stomach contents of the five Chain pickerel captured during angling and beach seine surveys in the Stewiacke River.
- Out of the 10 barrier sites, presence was confirmed at 6 sites, the absence was confirmed at three sites and the 10th site was not visited due to permitting constraints.

RIVER MONITORING PROJECT (RMP)

River Monitoring Project (RMP) began in April 2019 and monitors fish passage and Atlantic Tomcod behavior at three different levels of the tidal barrier. The sites include the Cogmagun River (no barrier) the Halfway River (a partial barrier) and the Avon River (a full barrier at the Windsor Causeway). The wetlands within the Halfway River are also being studied to determine what impacts partial tidal barriers may have on the ecosystem.

Accomplishments:

The RMP sampled over 13,400 individual fish using eel pots and gill nets deployed from a boat between April 2019 and January 2020. In the fall of 2019, the RMP surgically implanted acoustic tags into 89 Atlantic Tomcod across all three rivers, which are now being tracked to determine migration and spawning times as well as to monitor their behaviors around each of our three levels of the tidal barrier.



SHUBENACADIE RIVER MONITORING PROJECT (SRM)

Shubenacadie River Monitoring Project (SRM) gathers baseline data and community-level understanding for fish species in the Shubenacadie River while promoting scientific capacity within Mi'kmaw communities. SRM samples fish using a hoop net and beach seine from May to mid-November, and tracks punamu (Atlantic tomcod) in the winter months with acoustic telemetry.

Accomplishments:

The SRM team successfully implanted acoustic tags in 28 Atlantic tomcod, deployed 12 acoustic receivers in 2019 and will continue to track these fish throughout the Shubenacadie River watershed. Six sites were surveyed along a 63 km stretch of the Shubenacadie River; including both estuarine and freshwater. Over 1,700 fish (made up of 24 different species) were sampled using the beach seine.

ABORIGINAL FUND FOR SPECIES AT RISK PROJECT (AFSAR)

Aboriginal Fund for Species at Risk Project (AFSAR) is involved with monitoring, recovery, and stewardship of species at risk in rivers within mainland Nova Scotia, specifically the inner Bay of Fundy (iBoF) Atlantic salmon (Endangered) and brook floater (Special Concern). The goal of the project is to increase Mi'kmaw engagement in species at risk conservation and to build capacity within Mi'kmaw communities for leadership in future stewardship and conservation activities.



A North Atlantic Right Whale in the Bay of Fundy.

Accomplishments:

In the 2019/2020 year, DFO, AFSAR team members and Mi'kmaw community members released 126 adult iBoF Atlantic salmon into the Stewiacke River watershed. AFSAR conducted freshwater bivalve surveys at 11 sites, identifying the at-risk brook floater at 3 of these sites. During the snorkel surveys, 3 multi-sea winter and 20 grilse salmon were identified in the 2 rivers surveyed. Rotary screw trap and counting fence operations allowed scale and tissue samples to be sent to DFO Science. Above all, the project was able to engage with Mi'kmaw community members of all ages to build relationships, educate about species at risk stewardship, and to build future stewardship capacity within communities.

THE MAINLAND MI'KMAQ MARINE MAMMAL RESPONSE PROGRAM (MMRP)

The Mainland Mi'kmaq Marine Mammal Response Program (MMRP) is a new project being run by the MCG. The overall goal of the project is to gain Mi'kmaq perspectives to increase the protection of marine mammals, increase the capacity for incident response, and assist with the development of best practices for marine mammal response. The project currently has four key components: information sharing, training and capacity building, partnerships, and outreach and education.

Accomplishments:

- Informing the MCG Advisory Board, MCG Commercial Fisheries Advisory Board, and community members about the Marine Mammal Response Program through meetings and workshops/symposiums including those hosted by CMM: “Mawita'mk Wjit ApaqtI – Gather for the Oceans” and “Aquatic Monitoring and Conservation Workshop”
- Attendance at meetings/conferences/workshops related to MMRP such as North Atlantic Right Whale meetings (including updates to fisheries management measures) and fisheries gear-related meetings (Gear Innovation Summit 2020)
- Connecting with marine animal response groups and personnel including the Campobello Whale Rescue, the Marine Animal Response Society, Newfoundland, and Labrador Whale Release and Strandings (Tangly Whales), and the Center for Coastal Studies.



COASTAL RESTORATION FUND (CRF)

Coastal Restoration Fund (CRF)– MCG has finished their second year of CRF that is funded by the Department of Fisheries and Oceans Coastal Restoration Fund (DFO-CRF). The DFO-CRF is part of the national Oceans Protection Plan, launched in May 2017. MCG's CRF Project — Strengthening Mi'kmaw Capacity in Coastal and Watershed Assessment and Restoration in the Northumberland Strait and Bay of Fundy—is focused on capacity-building within Mi'kmaw communities and the assessment and restoration of integral coastal landscapes along the Northumberland Strait and Bay of Fundy watershed. MCG's project is comprised of separate activities carried out along the Northumberland Strait coastline and within the Bay of Fundy watershed.

Accomplishment:

- In the past year the Northumberland Strait team worked with members of Pictou Landing First Nation to build 200 artificial reef structures (reef balls) and deploy 50 of them at Maligomish Island. They will be working with the Clean Foundation in the summer of 2020 to deploy 40 reef balls along the shore to enhance the shore's salt marsh to shelter the shore from erosion and create wildlife and plant habitat. They will also be deploying the remaining 110 reef balls in Moodie Cove (Sitmu'k) to create fish habitat.
- The Coastal Restoration Project Coordinator based in MCG's satellite office in Annapolis Valley First Nation collected information on 10 tidal barriers in high priority areas identified by the Communities along the Bay of Fundy. Two sites have been chosen near Selma, NS where a full restoration of a malfunctioning culvert and the potential opening of an aboiteau to restore previously existing salt marshes in the area will take place.

CANADA NATURE FUND FOR AQUATIC SPECIES AT RISK (CNFASAR)

Canada Nature Fund for Aquatic Species at Risk (CNFASAR) –is a four-year (2019-2023) collaborative watershed management project, that identifies threats and improves habitat for multiple aquatic species at risk. This is being done through assessments, restoration efforts, and stewardship outreach activities. The project is funded through the Department of

Fisheries and Oceans Canada's CNFASAR program which is part of Canada's Nature Initiative. This project takes place in three regions across mainland Nova Scotia: the St. Croix River Watershed, Stewiacke River Watershed and several Southern Gulf of Saint Lawrence watersheds. Each region has a different set of goals and objectives. The collaborative approach addresses high-priority threats to the following aquatic species at risk; Atlantic Salmon (Plamu'k), American Eel (Katew), and Brook Floater (Jipu'ji'jey N'kata'law). Mi'kmaw community engagement, participation, and species at risk stewardship is an essential part of the project and will ensure there is a lasting, positive impact in terms of conservation, increased awareness, and capacity to protect species at risk for future generations.

Accomplishments:

- Signed a four-year contribution agreement with DFO to provide long term funding for the development and implementation of watershed-based research projects in mainland Nova Scotia
- Met with various CMM member community staff and community members, as well as environmental organizations and government departments to increase collaboration efforts on various activities.
- Successfully delivered an Aquatic Monitoring and Conservation Workshop to gain input and direction on our watershed projects from CMM community members.



Department of Environment & Natural Resources



The Department of Environment and Natural Resources is a directorate under The Confederacy of Mainland Mi'kmaq. Major programs under this directorate include: Mi'kmawey Forestry, Climate Action and Environmental Services. Activities such as research, education, project delivery, advocacy, technical advisory services, communication, etc. are components of each program's project delivery.

PROGRAMS & SERVICES

The Department of Environment and Natural Resources offers the following programs and services to The Confederacy of Mainland Mi'kmaq's eight-member communities:

- Environmental Services
- Technical Advisory Services
- Research & Education
- Youth Engagement
- Capacity Development
- Advocacy
- Training
- Species-at-Risk Recovery
- Strategic Planning
- Employment Opportunities
- And More

Technical Files

- Mi'kmaq Forest Initiative
- Nova Scotia Mi'kmaq Land Guardian Network
- Indigenous Protected and Conserved Areas
- Wisqoq
- Species at Risk
- Invasive Species
- Environmental Review

Mi'kmawey Forestry

Program Description

The mission of Mi'kmawey Forestry is "to support Mi'kmaw participation in the transformation of Nova Scotia's forests through the practice and promotion of Netukulimk."



Mi'kmawey Forestry
The Confederacy of Mainland Mi'kmaq

Through workshops, training, events and activities, Mi'kmawey Forestry works with community members on all aspects of forestry – including sustainable forestry management, habitat and species-at-risk stewardship, silviculture, conservation, non-timber forest products and much more. They also serve as a liaison, assisting with access to provincial forest expertise and resources.

Mi'kmawey Forestry believes in a holistic forestry approach. Holistic forestry realizes the importance of Netukulimk: taking only what you need and leaving something for future generations. Holistic thinking is melded with today's forestry treatments and management techniques promoting a balance between immediate economic needs, protection of forest ecology, and maintaining standing forests for our future.

ADVISORY COMMITTEE

Mi'kmawey Forestry is guided by an Advisory Committee. Members have been appointed by the Chief & Council from each Community. We value their insights and guidance as we move forward together. Currently, the members of the Advisory Committee are Jeff Purdy (Acadia); Gerald Toney Sr (Annapolis Valley); Gail Tupper (Glooscap); Andrew Johnson (Millbrook); Kerry Prosper (Paqtnekek); Barry Francis (Pictou Landing); Keith Julian (Sipekne'katik); and Rob McEwen (Bear River).

The committee is currently made up of one representative from seven of CMM's member communities including one Elder Advisory and one observer from Bear River First Nation in addition to two Parks Advisory members.

Project Descriptions & Reviews

Mi'kmaw Engagement in Species at Risk Stewardship and Recovery of Black Ash in Nova Scotia

This project's goal was to increase the number of black ash on Nova Scotia's landscape through planting efforts and seed collections, as well as to increase Mi'kmaw participation in black ash recovery through community engagement efforts and partnerships in recovery activities as prioritized in the Recovery and Action Plan for Black Ash in Nova Scotia (2015). This project wrapped up on March 31, 2020 after two years.

The 2019 fiscal was a successful year for the black ash project. In total, five new plantation sites were established with barriers to prevent deer browse: one in Cape Breton Highlands National Park (50 seedlings), one in Glooscap First Nation (60 seedlings), two in Kejimikujik National Park (200 seedlings total), and one in Sipekne'katik First Nation (45 seedlings). An additional 200 black ash seedlings were sent to Bear River First Nation for installment in the community as part of their Harvester's Gathering, four trees were installed by students at the L.E. Shaw School in Hantsport, three trees were planted at the Nova Scotia Nature Trust's headquarters in Dartmouth, 12 trees were installed on Dalhousie University's Studley Campus, 15 trees were sent for installment in Paqtnekek Mi'kmaw Nation, and 45 seedlings were installed in Pictou Landing First Nation as part of the TD Tree Days event at the community's new school. In addition to establishing new plantation sites, 2019 efforts focused heavily on identifying and collecting seed from wild black ash stands. Seed was collected from three sites in fall 2019, representing 19 individual trees. Two of these sites represent regions that were not previously represented in the national seed bank. 2019 outreach efforts focused on classroom presentations as well as attending various community events such as the Blair J. Memorial Feast in the Cape Breton highlands.



Working on the trails.

Mi'kmawey Community Trails Initiative

Over the past year the focus has been on completing the training required for the coordination of the trails project. Through working directly with Garnet McLaughlin from Cobequid Consulting on multiple trail projects, as well as a trail building workshop at the Gaelic College; the foundation of

the training was built. The focus following the training was on maintenance of existing trails, development of new trails, and recording the existing community trails in 360-degree video for advertisements to be created.

Multiple trail committees have been developed within communities to determine current and future trail interests. In Sipekne'katik, a new trail has begun development through collaboration with the LSK School. Multiple maintenance days were completed on the Glooscap Community Trail, the Woodchip Trail, the Mi'kmawey Debert Interpretive Trail, and the new Sipekne'katik Cultural Trail. Planning discussions have also begun for the Pictou Landing First Nation School Trail, a Paqtnekek community trail, and an Acadia First Nation trail to be developed.



The black ash project coordinator posing with an old growth white ash in Kejimikujik National Park.

Trees for Mi'kma'ki

The Tree's For Mi'kma'ki project was funded through the TD Green Spaces grant in partnership with the Arbor Day Foundation. The focus of the project was to complete tree planting events with volunteers within First Nation Communities. The new Pictou Landing First Nation school was the focal point of the project, with significant work being undertaken by the students of the current Pictou Landing school. These students completed a tree planting event at the new school location. The event had students of all ages, staff, and community volunteers participate in the tree planting efforts,



Tree planting at Pictou Landing First Nation school.

which facilitated the planting of culturally significant species on the school's campus. The trees planted will also provide educational interpretive opportunities for the new school.

Indigenous Protected and Conserved Areas (IPCA)

The IPCA project is an Assembly-led initiative carried out in a partnership between The Confederacy of Mainland Mi'kmaq (CMM) and the Unama'ki Institute of Natural Resources (UINR). This project is funded through Environment and Climate Change Canada's Canada Nature Fund Pathway (Spaces) from 2019-2023. As per the Indigenous Circle of Experts (ICE) Report: We Rise Together, Achieving Pathway to Canada Target 1 through the creation of Indigenous Protected and Conserved Areas in the spirit and practice of reconciliation, recommendations have been made by the ICE committee to strengthen and support Indigenous-led conservation across Canada. The ICE Report has generally framed the definition and shared values of an IPCA as:

"... lands and waters where Indigenous governments have the primary role in protecting and conserving ecosystems through Indigenous laws, governance, and knowledge systems. Culture and language are the heart and soul of an IPCA."

"...we learned while IPCAs can vary in terms of their governance and management objectives, they generally share three essential elements:

- They are Indigenous-led.
- They represent a long-term commitment to conservation.
- They elevate Indigenous rights and responsibilities."

Overall, this joint project will assist the Mi'kmaq of Nova Scotia in the creation and management of IPCAs in their vision, in defining, as a Nation, what IPCAs are and what Mi'kmaq-led conservation should look like in Nova Scotia.

Nova Scotia Mi'kmaq Land Guardian Network

The Indigenous Guardian Initiative is a pilot program funded by Environment and Climate Change Canada, which sees First Nations communities exercising their rights and responsibilities to the land, waters, and ice of their traditional territories through on-the-ground, community-based stewardship initiatives.

The Mi'kmaq Land Guardian Network will consist of stewardship experts identified by communities, such as Knowledge



Mi'kmaq Guardian Coordinator Hannah Martin at K'ómoks Valley estuary, during her 3 week Environmental Monitoring Field Skills Training program with the Natural Resources Training Group in K'ómoks, BC.

Keepers, cultural practitioners, and environmental stewards, who will take a leading role in protecting the natural world through environmental monitoring and reporting; the promotion and education of Mi'kmaq rights and responsibilities within the 8 mainland communities as well as within the public sphere; and the revitalization and intergenerational transmission of Mi'kmaq Ecological and land-based Knowledge. Additionally, they will play a major role in upholding and educating about our laws, concepts and principles, such as Netukulimk, Msit No'kmaq and Two-Eyed Seeing.

All this will be achieved through on-the-ground, community-based stewardship initiatives, carried out in collaboration with Mi'kma'wey Forestry project coordinators, community members and groups, and partner organizations.



A black ash bearing seed in Cumberland County.

Non-Timber Forest Product Cooperative

The Non-Timber Forest Product Cooperative is a project which focuses on developing a cooperative where Nova Scotia Mi'kmaq community members can sell their goods. The cooperative is envisioned to then be a marketing tool, where

Mi'kmaq collected and/or made goods can be marketed for top value.

The leadership of this project was passed through numerous hands over the fiscal as a result of high employee turnover with the position. Now the project is being coordinated by both the Mi'kmaw Forestry Development Officer and Trail Coordinator as a tandem. The project this fiscal has been funded by the Indigenous Forestry Initiative (both IFI and the Paving the way for Success agreement), Indigenous Services Canada, Agriculture & Agri-Foods Canada and Atlantic Canada Opportunities Agency. The project's main work over the year has been conducting numerous workshops such as the Mushroom Identification workshop, Traditional Medicines Identification workshop and Good Agriculture Collection Practices workshop. Furthermore, contractor Jamie Simpson has been hired to develop a business plan & marketing plan, which are currently on-going and will be completed by end-of-fiscal.

DENR Communications Officer

Communications continues to strengthen and expand on strategies for effective communication with our eight member communities and partner organizations—providing communication opportunities and access across Mi'kma'ki. Throughout 2019-2020 DENR and maintained a strong presence in Mi'kmaq Maliseet Nation News and on various social media platforms (like Facebook, Twitter, Instagram, and LinkedIn). The Communications Officer is responsible for all DENR social media and media relations, and maintains websites for Mi'kmaw Conservation Group and Mi'kmaw Forestry. Working closely with DENR staff, the Communications Officer helps create logos, flyers, posters, templates, educational tools and materials, and engage targeted audiences to create awareness around conservation issues. She communicates career, scholarship, and training opportunities, as well as workshops and other resources for community members through Advisory Committees and community contacts; and attends career events and workshops with the DENR Community Liaison Officer. The Communications Officer also facilitates, attends and takes minutes for the DENR Advisory Committee meetings. This past year the Communications Officer assisted with several successful community events including the Centre of Expertise: Cumulative Effects Workshop and Mawita'mkwijt Apaqt!: Gather for the Oceans Tradshow and Symposium.

GIS Specialist

The GIS Specialist is responsible for developing and maintaining a Geographic Information System (GIS) database. The database is used for mapping the geographic data of Nova

Scotia's watersheds and landscapes and provides several key values to MCG and DENR. It contains Mi'kmaw Traditional Knowledge on sites traditionally used for fishing and conservation, gathered over years through the various projects that MCG and DENR has performed. Having this data accessible to staff in a simple and easy to visualize format helps to guide the large variety of Species at Risk (SAR), conservation, and management projects that are being worked on by both MCG and DENR staff.

The GIS Specialist works closely with staff to use GIS tools to streamline data capture and management, and to create various maps and visual representations of data used by the researchers for field work and education purposes.



Signage at one of the three black ash plantations in Kejimikujik National Park. Two of these plantations were established during the 2019-2020 fiscal year.

Mi'kmaq Forestry Initiative

The Kwilmu'kw Maw-Klusuaqn Negotiation Office (KMKNO), which represents the interests of the Assembly of Nova Scotia Mi'kmaq Chiefs, entered into an agreement with the Nova Scotia Minister of Lands and Forestry to initiate a three-year Pilot Forest Project on two parcels of Crown Land. Announced publicly on March 15, 2019, the Pilot Project applies to (1) the Digby Forest, 7,990 hectares located south of the Bear River community and nestled into the northern end of the Tobeatic Wilderness Area, and (2) the St. Croix Forest, 12,570 hectares located south of Windsor and east of Panuke Lake.

The Forest Project Agreement was created as part of efforts to build Mi'kmaw capacity to manage and utilize forestland and to enable Mi'kmaw communities to express their vision and values for stewarding forests. The Agreement notes that KMKNO and the Department intend to work together in a spirit

CMM 20



19-2020



of collaboration to ensure the success of the Pilot Project.

Over the periods of the 2018-2020 fiscal years, CMM has focused its work on building these capacities in forest management and economic development with its eight member communities. These efforts include working with communities to heighten their interest in the project and the forestry industry in general, working with contractor Jamie Simpson in creating Management Plans for both land areas, coordinating efforts moving forward with the province, and creating and strengthening partnerships in the Nova Scotia forest sector.

The 2019/20 fiscal year has seen many transitions, especially with regards to staff. However, throughout those transitions, many accomplishments were still achieved, such as the organization and coordination of numerous workshops related to the project, including hosting a Traditional Medicines Identification Workshop and a Good Agriculture Collection Practices course in late summer and fall 2019.

The following activities were completed under this project:

1. Holistic Forest Management Plan
2. Forestry Strategic Plan
3. Visit to Algonquin First Nation
4. Training
5. Advisory Meetings
6. Strategic Partnership Initiative pursued and confirmed

PORT HAWKESBURY PAPER

This agreement's goal is to provide CMM with the needed support and resources to keep a forest technician employed full time. Port Hawkesbury is dedicated to motivating and training the technician with the needed skills and attributes required to carry out forest operations.

Mi'kmawey Forestry's 2019-2020 Accomplishments

Mi'kmaw Engagement in Species at Risk Stewardship and Recovery of Black Ash in Nova Scotia

- This season saw the addition of two previously unrepresented regions to the National Tree Seed Centre's black ash seed repository
- 1500+ black ash seeds were submitted for long-term preservation
- Five new black ash plantations were established, amounting to 355 individual trees planted with protection against

deer browse

- An additional 279 individual black ash were planted for education/outreach and enhancement of community greenspace
- Three local schools were directly involved in black ash planting efforts, including two Mi'kmaw community schools
- Two emerald ash borer (EAB) monitoring traps were installed (one in Millbrook First Nation and another in Pictou Landing First Nation), neither yielded any EAB
- The black ash project was featured in three external media articles: the Agricola alumni magazine (for Dalhousie University's Agricultural Campus), Truro Daily News, and the Green Hub Project



Mi'kmawey Community Trails Initiative

- Completion of a trail building workshop at the Gaelic College with Cobequid Consulting
- Completion of mentorship with Garnet McLaughlin at Cobequid Consulting
- Completion of chainsaw safety training for the trail project coordinator
- Development and beginning of Sipekne'katik Cultural Trail including involvement of the LSK School
- Multiple volunteer trail maintenance days at Glooscap First Nation Trail, Mi'kmawey Debert Interpretive Trail, and Millbrook's Woodchip Trail
- Tree planting event completed at Pictou Landing First Nation School

- Volunteer event including staff, students, and community members assisting in tree planting
- Pictou Landing youth engaged in the practice of proper tree planting and care
- Culturally significant tree species interpretive area created
- Completion of the Trees For Mi'kma'ki project

Indigenous Protected and Conserved Areas

- Attended a three-day IPCA Establishment Productive Retreat in Tofino, British Columbia to share knowledge and learn more about the concept and principles of IPCAs from other Nations and visited the Tla-o-qui-aht Tribal Parks
- The IPCA Project Coordinator attended a training session for the Open Standards for the Practice of Conservation
- A meeting was held with existing provincial and national land trusts to explore the framework and challenges that come with establishing and operating a land trust and the possibility of a Mi'kmaw Land Trust in Nova Scotia
- Interviews were held for a Land Trust Coordinator to support land acquisition, management, and stewardship associated with IPCAs
- The IPCA Project Coordinator has been participating in an IPCA Reading Circle led by the IISAAK OLAM Foundation to discuss the ICE Report in more detail and the path forward for Indigenous-led conservation in Canada
- Conversations with the Province have begun concerning Crown lands that have been identified as potential IPCAs

Nova Scotia Mi'kmaq Land Guardian Network

- Guardian Project Coordinator visited Kejimikujik National Park to make connections and explore opportunities for collaboration through the Indigenous Guardian Initiative
- Supported Kejimikujik staff on Blanding's Turtle monitoring
- Guardian Project Coordinator traveled to Courtenay, British Columbia to complete a three-week Environmental Monitoring Field Skills course through the Natural Resources Training Group to build up her technical field skills as a Guardian

Non-Timber Forest Product Cooperative

- Work with Jamie Simpson to develop a draft business plan (to be completed by end of fiscal)
- Good Agriculture Collection Practices course successfully offered

- Traditional Medicines Identification workshop offered
- Part 1 of Mushroom Identification Workshop offered
- Received funding from Indigenous Forestry Initiative (both IFI and the Paving the Way for Success Agreement), Indigenous Services Canada, Agriculture & Agri-Foods Canada and Atlantic Canada Opportunities Agency
- 1 Certification Committee Meeting (2nd to come in March)

Mi'kmaq Forestry Initiative

- Organized and submitted Strategic Partnership Initiative Proposal with the Mi'kmaq Forestry Initiative Advisory Committee
- Attended SERG-I conference
- Developed relationship with Medway Community Forest Cooperative
- Coordinated Management Plan Development with Jamie Simpson
- Hosted a Traditional Medicines Identification workshop

Port Hawkesbury Paper

- This season, Mi'kmawey Forestry's Operation Supervisor completed harvest layout, supervision, pre-treatment and old-growth assessments on approximately 30,000 tons of merchantable wood
- Acquired old-growth assessment training
- Acquired pretreatment assessment training
- Secured a more stable payment plan for operational work with Port Hawkesbury Paper LTD

Next Steps

Mi'kmaw Engagement in Species at Risk Stewardship and Recovery of Black Ash in Nova Scotia

- A proposal for a new black ash project through the Aboriginal Fund for Species at Risk (AFSAR) has been submitted. This proposal departs from previous iterations of the project in that less of the project's deliverables will focus on planting and distributing black ash and more of the project's resources will be put toward efforts to preserve the species' genetic material and monitor for the invasive emerald ash borer beetle

Mi'kmawey Community Trails Initiative

- Completion of strategic trail development plans for each community
- Continued maintenance of existing community trails
- Completion of community trail advertisement videos
- Completion of a multi-year trail strategic development plan
- Completion of a formal lesson plan for use on community trails

Indigenous Protected and Conserved Areas

- Regional sessions will be planned and held across the mainland to discuss what the concept and principles of IPCAs are in a Mi'kmaw-context
- Mi'kmaw cultural and ecological knowledge will be gathered and collected to aid in site prioritization and planning
- Between CMM and UINR, two staff in total will be hired on to work specifically on land acquisition, management, stewardship and the long-term financial feasibility and fit of a Mi'kmaw Land Trust and/or other mechanisms in the context of IPCAs
- Discussions with the Province will continue moving forward concerning Crown land identified as potential IPCAs
- Development of Mi'kmaq and provincial co-management approaches to be piloted on specific sites
- Development and refinement of governance models for IPCAs

Nova Scotia Mi'kmaq Land Guardian Network

- Seek out more funding opportunities for member communities to carry out Guardian work, and to create a training program for future Guardians based on the skills they will need to effectively steward the lands, waters, plants, and animals
- Continue to engage with community members to support the development of Guardian Initiatives in each member community

Non-Timber Forest Product Cooperative

- Completing the NTFP business and marketing plans
- Trademarking a logo and legally certifying the NTFP business as a cooperative
- Establish a Board of Directors that can guide the project to success and have member buy-in for the business
- Continue to offer training opportunities to develop capacity



During the Climate Symposium we held a film screening of “There’s Something in the Water” at the Millbrook Cultural Center. We were graciously joined by Michelle Denny of PLFN and 3 of The Grassroots Grandmothers who performed a water ceremony for the attendees which included members of Climate Actions advisory committee and CMM staff members.



Summer of 2019 Cody and Cheyenne of Climate Action were contracted to identify plant species in the backcountry of the Kejimikujik National Park, more specifically along the Cobielle Lake. While this was being conducted, as was fish surveys by the MCG team.

in NTFPs in communities

Mi'kmaq Forestry Initiative

- Conduct community engagement, working to develop relationships with interested community members to help bring their visions and desires in forestry to reality
- At the end of the potential SPI funding, develop a business entity that can specialize in Forestry through the concept of Netukulimk. This entity will manage and create/coordinate economic opportunities on the Mi'kmaw Forestry Initiative properties, as well as contract their unique skillset to local, regional and other initiatives who share the values and concepts that this entity can deliver
- Develop a Netukulimk Forestry Best Practices Manual to guide both management and operations

Port Hawkesbury Paper

- Continue to gain operational experience through partnership, training, and relationships while working with Port Hawkesbury Paper

Climate Action

Program Description

The Climate Action Program develops research, education, and capacity building projects to understand and address the impacts of climate change on Mi'kmaq communities. The various threats of climate change to community infrastructure, human health and wellbeing, and the natural environment require diverse solutions: Climate Action works to support climate resilience through monitoring how the climate has changed, developing strategies to address climate impacts, increasing emergency preparedness, establishing community gardens and augmenting habitat for native pollinators to improve food security, and supporting the transition to more sustainable energy. All of our work is guided by the principles of Netukulimk and Etuaptmumk, as we strive to understand the impacts of climate change using both traditional knowledge and scientific information to ensure that communities will remain prepared and resilient for many generations to come.



PHP Justin Fiddes Cores a yellow birch during an old growth assessment.

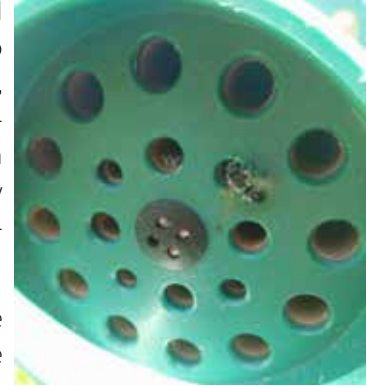
Advisory Committee

The Climate Action team relies on support from our Advisory Committee to ensure the ongoing and meaningful participation of our communities in all aspects of our projects. This committee is made up of 1-2 representatives from each community appointed by Chief and Council and meets quarterly to discuss CMM's Climate Action projects, share new updates and challenges, obtain feedback on ideas for project implementation, and provide information for committee members to report back to their communities. This group is invaluable to ensure that our work is appropriate to address community climate change needs.

PROJECT DESCRIPTIONS & REVIEWS

Climate Analysis & Adaptation

The climate adaptation project aims to understand and address climate change concerns in our communities through research and education. Our goal is to ensure communities have the information and capacity to be resilient to the impacts of climate change on their infrastructure, health, and ecosystems. In prior years we have conducted climate vulnerability assessments to gather local knowledge and identify hazards as well as prepared LiDAR and GIS modeling to generate flood risk maps, leading to a two-year project focused on adaptation strategies and community engagement that concludes in March 2020.



A bee couple colonizing the nests placed in the community garden in Acadia First Nation Yarmouth.

Over the past year, the project has completed the following:

- Compiled guidance on adaptation for communities that provides overviews of climate projections, possible adaptation strategies to address identified vulnerabilities, and information on cost-benefit analysis to support the case for adaptation.
- Organized a drone training workshop in September, which was an opportunity for community members and CMM staff to obtain their advanced drone pilot license. This training session was a valuable way to build capacity and learn how communities plan to use this innovative new technology for a variety of applications.
- In November the Climate Action team held a two-day Climate Symposium at Dalhousie University's Agricultural Campus to discuss climate impacts, progress on existing climate projects, and identify the next steps. This symposium represented an opportunity to reflect on our successes and lessons learned from our program's first five years and identify how the Climate Action Program can best support our communities moving forward by hearing directly from community members regarding their questions, concerns, and ideas for climate action.
- Conducted various education and



An example of a bee fridge, harvested from community gardens across Mi'kma'ki. This is the fridge placed in the Pictou Landing School.

engagement initiatives related to climate change in order to raise community awareness, and participated in numerous conferences, workshops, and committees to provide input on climate change concerns and priorities in CMM's communities.

- Created a 2020 Climate Action calendar to highlight the links between climate change and the ecological knowledge contained in the traditional Mi'kmaw calendar.

POLLINATOR PROJECT

The Pollinator project works at the intersection of community health and pollinator conservation through its gardening outreach. The project plans and plants community gardens in mainland Mi'kmaq communities, and practices companion-planting. The project plants pollinator-support plants that benefit native pollinators as well as the food-producing plants in gardens. This means planting flowering tobacco next to our tomatoes, and sage next to our lettuce (to keep the lettuce-eating pests away).

By supporting and attracting native pollinators, we make our gardens more productive during the harvesting season. Not just food-producing plants like tomatoes, but also our traditional medicines – plants like pako'si or kjimskiku, who only have relationships with native pollinators. To support healthy food systems and healthy traditional knowledge in Mi'kmaw communities, we have to work with wiskisoq and mimikesk – and de-prioritize relationships with pollinators like the European honeybee.

To facilitate this, the project works with garden participants and youth groups to place nesting areas for native pollinators in community gardens. Youth groups harvest the cocoons from nests, clean them, and will be reintroducing them to gardens and farms in the spring of 2020. This helps maintain the population of native pollinators in each Mi'kmaw community, and helps keep the plants which support these community's health.

MI'KMAW CLIMATE MONITORING INITIATIVE

The goal of this ongoing project is to establish climate monitoring programs using Mi'kmaw traditional knowledge about the environment and ecology of Mi'kma'ki, as well as increase Mi'kmaw youth engagement in the environmental and climate sciences through outreach, volunteer, and employment opportunities. Work on this project began after funding was received in autumn 2019, leading to the hiring of the Community-Based Monitoring Coordinator and transfer of a Mi'kmaw Forestry employee to the role of Climate Monitoring Officer for

the Climate Action program.

The project has begun developing a bioindicator monitoring program to establish a database on bioindicator species relevant to monitoring climate change and its impacts. This program has included the creation of youth-friendly pamphlets (one specific to each season



CMM staff undertaking waterborne surveys of the coastal erosion occurring on Merigomish Island.

and another for intertidal species) that provide educational information about some of the bioindicator species that can be readily found at each time of the year. These pamphlets encourage youth to submit their findings for inclusion in the project's database, allowing them to play an active role in monitoring climate change in their community. The Climate Monitoring Officer has also begun work on the coastal erosion monitoring component of the MCMI project, which included a visual survey of the coastline around the target area (Merigomish Island) and the acquisition of aerial photos of the island's coastline via drone.

The project coordinators have been introducing the MCMI project to Advisory Boards, universities, local elementary and high-schools, science teachers, Aboriginal Student Advisors, and education directors, etc., looking for partners who are interested in collaborating and exchanging ideas.

CLIMATE ACTION'S 2019-2020 ACCOMPLISHMENTS

CLIMATE ANALYSIS & ADAPTATION

- Secured funding for the Mi'kmaw Climate Monitoring Initiative (2019-2021) and the Low Carbon Mi'kmaw Communities (2020-2022) projects to address additional community-identified climate action priorities.
- Hosted two Indigenous interns through the Clean Leadership program and one through the Helping Youth Prepare for Employment (HYPE) internship program, who helped our team to conduct adaptation research and community outreach activities and gained valuable experience for their future endeavors.

- Abstracts accepted to present at two national conferences, the Canadian Water Resources Association National Conference and the Adaptation Canada 2020 Conference.
- Worked towards making our advisory committee meetings greener through planting trees to offset the carbon emissions generated through travel.

POLLINATOR PROJECT

- Visited communities to begin discussions with Health Centres on needs.
- Started 7 productive gardens in communities across Mi'kma'ki and maintained them through the summer with the efforts of volunteers and youth groups in each community.
- During the harvesting season, the pollinator project ran preservation workshops and redistributed food to the community through the Health Centers.
- Over the colder months, the pollinator project was able to complete native pollinator outreach through youth and Mi'kmaq immersion schools. In these youth groups, the Project cleaned pollinator cocoons and prepared them for reintroduction to gardens during the spring 2020 season. Youth participants learned about native pollinators and bee husbandry. These pollinator cocoons are in storage at the Confederacy's central office, the Pictou Landing First Nation School (grade 3/4 class) and Acadia Gold River after-school group
- The pollinator project received the donation of space in the Millbrook Greenhouses. In this space, the Project raises all the plants necessary for community gardens to thrive and can donate them to community gardens across Mi'kma'ki to make gardening easier. They are also able to grow heritage varieties donated to us by Indigenous seed-savers so that gardens use the plants which were grown by their community elders.
- The youth at the Pictou Landing First Nation with the immersion school started calling the regular summer volunteer meetup the "MMM Garden Club" (for mijipjamuej, militaw, mimikes). This name has stuck to our garden groups, and the program has expanded – the MMM Garden Club meets every week at the Millbrook Greenhouses to raise plants for other communities and institutions, including the Missing and Murdered Indigenous Women's memorial garden in Esksani and the Native Women's Healing Center in Millbrook.

MI'KMAW CLIMATE MONITORING INITIATIVE

- An intertidal invertebrate survey has been completed at Quarry Point. This survey indicated that eastern oyster dominates the local benthic habitat and yielded occurrence data on the invasive European green crab
- Coastal monitoring aerial photo assessments have been completed. These assessments yielded information on coastal erosion rates over time in coastal Mi'kmaq communities.
- CoCoRaHS devices have been installed in three communities
- The first community screening of Ellen Paige's documentary There's Something in the Water (2019) was organized. This screening had a great turnout and an estimated 40 people were present to watch the film. Afterward, the Climate Action Team was asked by community members to organize a larger screening at a later date
- The second screening of There's Something in the Water took place at the Millbrook Cineplex, gathering the Grassroots Grandmothers. Following the screening, an interesting panel discussion took place with the Grassroots Grandmothers and Chief Andrea Paul, as well as the general audience. This impromptu session lasted for an hour.
- Members of the project team are involved with the Indigenous Community-Based Climate Monitoring team and sitting on an Advisory and review committee as an author to help develop a toolkit and guide to help Indigenous communities who wish to take on climate monitoring roles.

Pollinator Project

- Plan the Youth Pollinator Initiative, where youth participants in each community will be trained in pollinator husbandry during an 8-hour workshop with pollinator specialists. They will then reintroduce pollinators to Mi'kmaq communities and local farms
- The Project will also be hiring youth garden coordinators in each community, which will help maintain and harvest in the gardens planted over the 2020-2021 season
- The MMM Garden Club will be continued in the 2020-2021 season and expanded to include more workshops on planting and caring for a market garden

Mi'kmaq Climate Monitoring Initiative

- The MCMI project plans to greatly increase its community presence in 2020-2021, with community youth employment

opportunities in the works

- The 2020 field season for the MCMI project will see the conclusion of the project's coastal erosion and bioindicator surveys and will see the establishment of both a forest climate monitoring initiative as well as a freshwater aquatic climate monitoring initiative. Both programs will continue to focus on readily identifiable bioindicator species that youth can report from their communities. The data generated through the MCMI's bioindicator monitoring program will serve to establish baseline data that can be used by future efforts at the CMM, within member communities, or by other environmental organizations for data comparisons between years that could yield information on changes to species ranges and occurrences that are being driven by the impacts of climate change

Environmental Services

Program Description

The Environmental Services Program was created with the new CMM Strategic Plan 2019-2024. A manager was hired on November 18, 2019 through an interchange agreement with ISC.

Environmental Services Program actively collaborates to protect, manage and restore ecosystem health, promote environmental stewardship, support the wise use of natural resources for the benefit of ecosystems, and working together for the sustainability of all CMM Member Communities.

Environmental Services Program will work with communities through:

- Supporting the development within communities and of DENR programs and projects providing feedback on sustainable practices which may be incorporated into those programs and projects;
- Participate in the development of an environmental review process and will work with communities on project development to include environmental impact review of said projects. This will help community development and economic success by taking a Mi'kmaq approach while ensuring a future for our people and our land;
- Commencing an environmental educational process, helping in the development of environmental capacity within each community, to help build a strong foundation as more services are being devolved to tribal councils and communities; and,
- Development of a database to house performed inventories and surveys of flora, fauna, wetland and critical habitat



The Pictou Landing First Nation School garden, along with members of the MMM Garden Club keeping it watered and weeded during the summer. One of the younger students is also checking on the status of one of our bee hotels.

sites. This data will facilitate the understanding of impacts in community development projects under the Impact Assessment and Project Review processes

Environmental Services Program promotes Mi'kmaq values and traditions in all aspects of building environmental capacity for The CMM and Member Communities.

- We are role models for environmentally sustainable behavior.
- We foster leadership within and outside our organization.
- We behave as professionals with accountability, integrity and transparency.
- We are a team committed to making a difference and celebrating successes.

Project Descriptions & Reviews

CUMULATIVE EFFECTS

Indigenous Services Canada provided funding to provide Indigenous Peoples with the knowledge and capacity to participate in cumulative effects through the newly developed Indigenous Centre of Expertise (COE). ISC then gave the Confederacy of Mainland Mi'kmaq (CMM) funding to perform a pilot study to explore how Mi'kmaq communities can become involved with monitoring and management. CMM held a workshop, helped five communities take Canadian Impact Assessment training, and developed a COE website. CMM will continue this outreach to help develop the capacity to become involved in monitoring and management of cumulative impact assessment.

Environmental Regulatory Gaps

Environmental regulatory gaps are gaps in environmental

legislation on reserve lands, meaning that when there is no legislation to enforce compliance on reserve lands the gap exists. ISC and ECCC have come together to look at helping close this gap by offering funding to look at how this can be achieved. Funding came down to KMKNO, which was subcontracted out to CMM and UINR to engage their communities to find out how the communities want to proceed and what is needed to do so.

Contract Work

Ducks Unlimited Canada

A Memorandum of Understanding was drafted to develop the working relationship between Ducks Unlimited Canada and the CMM. This MOU will help develop our capacity in wetland development, contract negotiations, and a stronger ability to help build capacity within the CMM communities on wetland disturbance and compensation.

Mainland Moose Monitoring at the Touquoy Gold Mine Site (Winter/spring 2019)

This project was undertaken in partnership with Atlantic Gold Corporation and McCallum Environmental Limited with the intent of monitoring the property around the Touquoy gold mine for moose activity. Three sets of surveys occurred between February and June 2019, with participants documenting all signs of animal trace that they came across. No moose were identified through these surveys and a final report summarizing our findings was submitted to Atlantic Gold Corp. and the Nova Scotia Department of Lands and Forestry.

Mainland Moose Monitoring at the Goldboro Liquid Natural Gas Pipeline Site (Spring 2019)

This project was undertaken in partnership with Pieridae Energy Limited and Wood PLC to monitor the property around the LNG pipeline for moose activity. These surveys occurred over two days in May 2019. No moose were identified through these surveys.

Ground Vegetation Inventory in Kejimikujik National Park (Summer 2019)

These surveys occurred for one week in June 2019 and contributed to an ecological impact assessment report commissioned by Parks Canada. The surveys targeted an area where Kejimikujik staff will be constructing a watercourse barrier to block the spread of the invasive chain pickerel further into the park. A comprehensive vegetation report was drafted



Assisting with Hemlock Woolly Adelgid monitoring in Kejimikujik.

following the surveys and was submitted to Parks Canada.

Stillwater Wetland Restoration with Ducks Unlimited Canada (Summer/Fall 2019)

Work on this project occurred between July and November 2019 and entailed efforts to restore a hayfield site to its original alder-dominated wetland state. Preliminary work on this project involved topography mapping and landscape surveying, including surveys for existing wetland species. A levee and a catchment basin were installed at the site in November, and the site is now in the process of being naturally flooded and reclaimed as a wetland. Long-term monitoring will occur at the site for wood turtles. The Stillwater project was the first partnership between Ducks Unlimited Canada and the CMM, with additional projects now in the works.

Environmental Services 2019-2020 Accomplishments

- CMM staff improved their wildlife trace identification skills
- CMM maintained an existing positive working relationship with an industry partner organizations
- Mi'kmawey Forestry's summer intern received training on wildlife trace identification
- CMM established relationships with new partner organizations, opening the possibility for future project partnerships
- Occurrence records of four Atlantic Coastal Plain Flora species were made
- Three occurrence records of species of conservation concern were made
- CMM maintained its positive partnership with Kejimikujik National Park
- CMM staff improved their ground vegetation identification

and general field skills

- CMM staff improved their professional writing and data summary skills
- CMM staff gained valuable experience with the processes involved in wetland restoration work

Next Steps

- Draft strategic plan will be brought to a DENR meeting as a discussion starter, to ensure that the plan is how best to move forward for the CMM
- Continue engagement sessions with communities on regulatory gaps, cumulative impacts, and environmental project review
- Develop a job description for support to the program and to meet the needs of environmental review/monitoring work and MEK
- The Environmental Services Program will move into 2020-2021 striving to build a strong foundation to support the CMM communities' growth and develop in an environmentally sustainable way. Which will include the development of simple processes that ensure environmental due-diligence for all projects, develop a standardized rate for contracting services and ensuring sustainable practices for CMM project processes as well as community process.

Department of Community Services and Infrastructure



In accordance with The Confederacy of Mainland Mi'kmaq's five-year strategic plan, in the 2019-2020 fiscal year came the introduction of the Department of Community Services and Infrastructure. The directorate of the department will assume many of the initiatives formerly under other directorates and some new initiatives that were identified through CMM's 2018 community consultations.

The programs that were moved under the Community Services and Infrastructure directorate during the 2019-2020 fiscal year are as follows:

- Mi'kmawey Green Communities (Solid Waste Management SWM)
- Technical Services (formerly under Common Services)
- Emergency Management Services (formerly under DENR)

The further development of this Directorate will take place once a proper needs assessment and strategic plan is completed by the Senior Director responsible for the Department.

Mi'kmawey Green Communities Program

In traditional Mi'kmaw society, there was no long-term waste. When waste was all organic, there was no need for solid waste management. But today, when even ordinary household waste consists of a potentially hazardous mix of plastics, metals, and chemicals, waste needs to be dealt with in ways that are safe and healthy for people, wildlife and the environment. Solid waste management—which includes a range of services from collection, separation, and recycling of household waste to the transfer, treatment, and disposal of waste—is a challenge for some communities. Through pilot projects, community engagement, and working with leadership, Mi'kmawey Green Communities works to assist Mi'kmaw Communities reach their goals to become greener, cleaner, and more sustainable. Our focus is on recycling, reduction of waste, and waste diversion. We are reminded by the concept of Netukulimk, to only take what is needed and waste nothing to ensure there is something left for the next generation, as we work towards a greener tomorrow.

Advisory Committee

Annapolis Valley, Fort Folly, Glooscap, Millbrook, Pictou Landing, Sipekne'katik, Bear River, Acadia, and Paqtnkek Mi'kmaw Nation.

Mi'kmawey Green Communities is guided by an Advisory Committee. We value their insights and guidance as we move forward together.

The MGCP advisory committee assists the MGCP team by suggesting and providing feedback on project ideas, areas of focus, and highlighting community priorities related to solid waste management. The advisory committee members attend training opportunities and informative tours of solid waste management facilities and programs in the region.

The advisory committee attends these sessions with the intention of bringing lessons learned and best practices back to their communities with the help of the MGCP. The committee assists with providing guidance in the planning for events, workshops, clean ups, educational resources for youth, and other community projects. The MGCP advisory committee is a valuable part of the program; we would not be where we are today without their guidance and support.

Highlights from the MGCP Advisory Committee Meetings:

- Recycling Facility and Program Tours
- Creating Educational Materials
- Investment Planning for Future Projects

Projects

In 2019/2020 MGCP focused on the following initiatives: Waste Management Advisory Committee, In-Home Sorting Station Pilot Program/Community Engagement, MTSA Review/Enhancement/Bylaw & Policy Development, Organic Composting Stations, Household Hazardous Waste Events, and Waste Audits for Each Community.

Mi'kmawey Green Communities' objective is to assist communities in the development of sustainable waste management systems. This means reducing the amount of waste

generated, reducing associated fees, mitigating environmental impact(s), and developing tools for community administrators to effectively and sustainably manage solid waste. The overarching initiatives to reduce waste, costs, environmental impact, and enhance Community capacities are broken down into the following initiatives:

Community Engagement, Awareness, and Capacity Building

- Sipekne'katik Diversion Starts at Home Project (Completed June – July 2019)
- Compost Sheds built in Pictou Landing and Glooscap (Completed October 2019 and February 2020)

Community Event Support

The MGCP Team assisted with event solid waste management at many community events across the province including Acadia and Bear River Harvester's Gatherings, the Hunter's Mountain Moose Feast, community AGAs, workshops, and other events as requested by the communities.

Solid Waste Management Plans

The MCGP team hosted a solid waste management workshop in October 2019 for the CMM member communities and other communities in the region interested in creating their solid waste management plans. The MGCP team has been working to create a template plan that can be customized for each of the communities in the next fiscal year.



Diversion Centre Support

GHD, an engineering firm working with MGCP on the diversion center files has completed concept designs, geotechnical reports, feasibility studies (Paqtneke and Sipekne'katik only), 40-year life cycle cost studies, and operations and maintenance plans for Sipekne'katik, Paqtneke, and Millbrook in the 2019-2020 fiscal year.

Accomplishments:

This past fiscal year saw the MGCP team busy on several projects that fell outside of our deliverables. These projects were exciting, fun, and most importantly, encouraged community engagement on waste diversion.

- Pumpkins for Pigs (Millbrook, Pictou Landing, and Sipekne'katik Composting Initiative)
- Christmas Trees for Eagle Habitat (Millbrook and Sipekne'katik Composting Initiative)
- Moose Feast in the Highlands
- DENR Youth Days
- Mentoring two Summer Students
- HHW Events
- Battery Collection Events
- Paper Shredding Events
- Compost Station Support
- Community Clean-Ups
- Investigation and Planning for Illegal dump Site Clean-Ups
- Educational Resources for Youth
- Food Waste Workshops
- Workshops at the Request of Communities

Community and Technical Services

With the support of CMM leadership and input from member communities, The CMM is expanding services to include a Technical Services Unit. This action came in response to needs and gaps identified through leadership sessions, discussions with Band staff, and various working relationships with the communities. The role of the Confederacy of Mainland Mi'kmaq (CMM) Technical Services Unit is to provide



technical advisory services and capacity development in numerous areas relative to community infrastructure needs.



Advisory Committee:

The role of Technical Services Advisory Committee (TSAC) is to provide direction, guidance, and input during the journey toward a fully operational and viable Technical Services Unit. It is comprised of representatives from each member community appointed by Chief and Council. Members of this committee bring a variety of skills and experiences to the table ensuring all aspects of technical services are addressed. The advisory committee will provide oversight and guidance in the following areas:

- Housing inspections
- Technical services needs analysis,
- Maintenance management data gathering,
- Asset condition reports (ACRS),
- Asset management and community planning

2019/20 Review

Early in the fiscal year, CMM negotiated a multi-year agreement with ISC to design an infrastructure service to ensure that infrastructure needs are met, and communities have supports in place.

Projects

Strengthening Institutional Services in CMM Communities

The Technical Services Unit facilitated engagement sessions with member communities to gain a better understanding of current community needs, ensure programming is in place to address these gaps, develop tools that can effectively maintain current assets, and move forward on the development of a Mi'kmaq Information Hub.

Asset Management Pilot Project

Working with the Glooscap First Nation to implement an effective asset management system. This pilot project utilizes a Graphic Information System (GIS) technology to create an inventory of capital assets, document asset attributes, and conditions, and provide current data upon which leadership can make informed decisions. During this process, Glooscap staff will build the capacity to maintain all data and upgrade or expand information as needed. The Land Occupancy and Use Information System (LOUIS) will be used to store data regarding all community assets including maintenance management, ACRS, Housing data, and other components of importance to the community

Asset Condition Reporting System & Maintenance Management

Common Services once again project managed the NS/Nfld Asset Condition Reporting System (ACRS) contract. This year, Acadia, Bear River, Annapolis Valley, Glooscap, Sipekne'katik & Mushuau Innu Natuashish were subject to ACRS inspections and reports.

Maintenance management reports were also provided to Indigenous Services Canada (ISC) and communities, except for Acadia and Sipekne'katik. Preliminary discussion began with ISC to establish Maintenance Management reports newly added CMM communities.

Housing Asset Pilot Project

The main purpose of this pilot project is to gather housing condition reports, replacement costs, and identify any housing deficiencies for Glooscap and Paqtnek First Nations. This project will enable CMM member communities to gather relevant housing data to support informed decisions. The Louis software can track all housing maintenance costs and data that will be crucial to negotiating fair and equitable maintenance budgets.

Needs Assessment

Preliminary needs assessments were conducted for the eight-member communities and will provide the basis for a "What We Heard" session early in the new year to confirm and expand the initial findings.

Housing Inspections

The topic of qualified Housing Inspectors has long been a challenge for First Nations. CMM will be supporting NSBOA Certification for one staff member, who in turn will be

qualified to oversee the practicum component of the certification process for interested First Nations members. The goal is to have several community members to become certified housing inspectors for the future. A proposal for this training has been tabled to ISC and CMHC for financial support.



Emergency Preparedness:

This year the emergency preparedness project has been moving steadily considering and acknowledging the pause in funding from April to October. As a result of the funding pause, BCRs were signed by most communities to support CMM's efforts to conduct emergency preparedness services in communities, as well as support its efforts to improve emergency preparedness in Mi'kmaw Communities. The project continued to focus on existing efforts and supporting communities to tackle some of the major gaps in emergency management. An increase in efforts have been made to fully address community capacity and build a stronger foundation. Centering on holistic information gathering, community engagement, awareness, training, plan development, planning committees, and mitigation have been essential for the growth of the project. There has been a strong increase in community leadership throughout the year with this momentum persisting. The project holds much excitement as everyone continues to strive together to strengthen community emergency preparedness.

Projects & Accomplishments:

- Community awareness strategies
- Emergency preparedness week
- Informational traffic stops supported by the RCMP to promote awareness in communities and pass out information packets.
- Infographics (Hurricane preparedness poster, emergency

preparedness week social media content, etc.)

- LSK Outdoor Education Days: In-class presentation on emergency preparedness and outdoor fire building, fish filleting, and smoking demonstrations.
- Emergency preparedness 1-on-1 meetings for Bear River Community Members including youth from the school.
- Bear River First Nation 2-day Canoe Trip with youth (emergency preparedness discussion, survival skills, and shelter building).
- Project supported a paddle carving workshop in Millbrook.
- Supported Public Safety Canada's Emergency Management Inventory Assessments.
- Hosted a Hurricane Dorian Lessons Learned two-day workshop. Members from all Mi'kmaw communities across Nova Scotia attended.
- Mi'kmaw Wildfire Resilience Project was funded through a



North American Partnership for Environmental Community Action in November 2019. It is funded from November 2019 – November 2020. This project stemmed from the Wildfire Risk assessments conducted in communities last year and community input to increase awareness and proactivity related to wildfire mitigation. Continued partnership with Nova Scotia's Department of Lands and Forestry.

- The emergency management team has increased having two new hires.
- Emergency Management Planning Officer (hired through the main funding source).
- Emergency Management Mitigation Officer (hired through the Wildfire project).
- Emergency Preparedness Training Sessions were

conducted. There were approximately 15 participants for each training with representation from most communities.

- Incident Command System (ICS) 100 and Basic Emergency Management
- ICS200 (2 sessions were available)
- Emergency Coordination Center and Awareness
- Community equipment needs assessments.

Next Steps

Climate Analysis & Adaptation

- Funding for our current adaptation work will be concluding in March, so our team is looking to:
 - o Secure funding to address the priority areas identified by community members at the recent Climate Symposium
 - o Complete vulnerability assessments and adaptation planning with Bear River and Acadia First Nations (these communities joined CMM's climate adaptation project in 2018 and 2019, respectively, and have not gone through the full process that CMM's six other communities were involved in from 2014-2018)
 - o Conduct adaptation planning with the Mi'kmawey Forestry Initiative properties, and expand community and youth engagement activities
 - o Continue to support all communities in planning, designing, and implementing any desired adaptation measures

History and Culture



Specific Claims Department

This past year has presented a variety of staffing challenges in our Specific Claims Department with our Manager Andrew John taking a leave of absence, resignation of researcher Laura Moore and Legal Advisor Mary Jane Abram leaving for a new position. On behalf of the organization, we wanted to acknowledge the role each one has played in the development of claims and providing guidance to the unit. We also like to acknowledge the efforts of our Specific Claims Researcher Trevor Tracey who has committed to providing stability to the department during an unprecedented year. Trevor provided support to the unit and together with Jackie Stevens maintained a sense of normalcy for Senior Management.

The Supreme Court of Canada's recent decision in Williams Lake Indian Band v. Canada 2018 SCC 4, has put Specific Claims back to the forefront of Canadian engagement with First Nations. In the Williams Lake case, the Supreme Court of Canada has agreed that the Federal Government continues to be responsible for historic wrongs committed by the Crown pre-confederation. Here in Nova Scotia many of the claims we deal with, including River Philip and Shiminicas are pre-confederation claims and this favorable ruling has presented opportunities our department would like to seize. Shelly Martin has been contracted to provide updated Statements of Claims that will incorporate the favorable case law for both Shiminicas and River Philip. Meetings with both the Pictou Landing and Paqtnkek Councils will be set up before June of 2020 and look for direction on resubmitting both claims.

We are relieved and excited to report that the Bear River Band finally received official notice that their Hydro-Gulch Claim was accepted for Negotiations. In December 2019, the Bear River Chief and Council retained Legal Council and will be negotiating the claim with the Federal government to resolve the 70-year-old unlawful surrender of community land. Congratulations to the Chief and Council!

Despite being short-staffed throughout the fiscal year, Trevor Tracey completed the Franklin Manor 1891 Illegal Sale of Timber claim and that has been packaged and sent off for a legal analysis. Work continues on several right-of-way claims, both utility, and highway. The unit continues our affiliation with the other Research units across Canada as Mary Jane

Abram attended the National Research Directors Meeting held in Ottawa on May 17, 2019 and Trevor Tracey attended the National Specific Claims Workshop held in Six Nations on October 22-24, 2019.

Under CMMs new Strategic Direction, the Research Department will be guided by the Director of Governance, a position that will be filled early in the new fiscal year. We have also begun our search to find a new Specific Claims Researcher and we intend to fill that position early in the 2020/21 fiscal year. At the end of March 2020, we received notice from our Research Manager Andrew John that he will not be returning to the Research Department. Andrew has accepted a role with his home community of Miawpukek, NF as Legal Counsel and we wish him the very best!

Mi'kmawey Debert Cultural Centre



Overview of department:

The Mi'kmawey Debert Cultural Centre continues to work through the seven planning streams that organize our efforts and ensure that the project achieves the three primary outcomes:

- 1) Planning for the future Mi'kmawey Debert Cultural Centre.
- 2) Supporting Mi'kmaw community cultural initiatives through the Key Stories Project and other efforts.
- 3) Delivering educational and cultural heritage programming, outreach, support, and resources to Mi'kmaw communities, educators, teachers, and students across Nova Scotia, and the general public.

The work reported for the year follows our seven planning streams:

Land and Site Management

MDCC staff continue to manage and protect the lands in Debert. These lands include both the lands set aside for the Mi'kmaq for the Mi'kmawey Debert Cultural Centre and for the Nation's economic development as well as those lands falling under the Debert regulations that require specific archaeological testing ("Debert Transfer Lands") that are owned by the County of

Colchester. With development continuing apace in Debert, it was a busy year for archaeological assessment permits and reports for the Debert Standards Review Committee. In the spring, “metal detecting holes” were observed and documented along with ongoing disturbances to the site from ATV and motocross activity. The continued effort to protect the ancestral sites remains a challenge, although the Nova Scotia Department of Natural Resources staff maintains regular monitoring of the sites.

Ongoing land management tasks include the Environmental Site Assessment process, which is undertaken in partnership with the NS Department of Infrastructure and Renewal and the Office of Aboriginal Affairs. Other land management priorities include determining where the entrance to the future centre will meet Plains Road in Debert as well as undertaking an archaeological assessment for that access road. Logistical tasks and funding support are part of these efforts.



Participants of the CMM Paddle Event, October 2019.

Facility Development

This year, the project identified an additional \$13 million in Federal funding with opportunities with the Investing in Canada Infrastructure Fund and a \$2 million commitment from the Department of Canadian Heritage. There remains \$9 million to raise for the future Centre, which is the project’s top priority (see fundraising below).

Communications, Development, and Fundraising

Tasks for development and fundraising were dependent on staffing in 2019-20. With a maternity leave and then subsequent departure of our previous Communications Officer, we hired a new Communications Officer in the fall of 2019. MDCC staff continue to work towards fund development for the project with tasks including developing a fundraising video for the Centre; assembling a fund development advisory group, which includes members of the Mi’kmaq community and business leaders; creating a preliminary strategy for fund development with three target revenue sources other

Federal departments and agencies, private/corporate/foundation giving, and municipal governments; and growing our list of potential donors. As part of the efforts to secure the capital funds described above, the project hosted Minister Steven Guilbeault (Canadian Heritage) at the December 2019 Mi’kmaq Debert Elders’ Advisory Council meeting and met with MP Sean Fraser (Parliamentary Secretary to the Minister of Finance) regarding funding for the project.

As usual, the MDCC played a central role in the development and design of the Mi’kmaq History Month (MHM) poster, which, this year, focused on language. Staff also managed and maintained the MHM social media platforms, website and project administration. Activities included facilitating the Communities Activities Support Initiative, which received applications for events from 11 communities. Although the video series from the year before was shared along with the poster, engagement on MHM social platforms was lower than anticipated. However, the MHM website saw an increase in new users.



Trevor at work in Chignecto.

Since the placement of our new Communications Officer, efforts to enhance our online presence has increased engagement on all three platforms with new likes and new follows happening each day. New content was added to the website this fall and winter, including the Bear River First Nation (BRFN) Key Stories videos and six new IRS profiles. The website saw more than a 20 percent increase in usage based on both users and page views, and this spring we will have a new stream-lined website landing page, which we anticipate will attract more users to the site. As in 2018, the most used content/most used pages, are the Mi’kmaq translations, school curriculum, and supplementary materials. In the fall of 2019 CBC’s Mainstreet on-air radio program reached out to the MDCC to develop a segment; we look forward to the

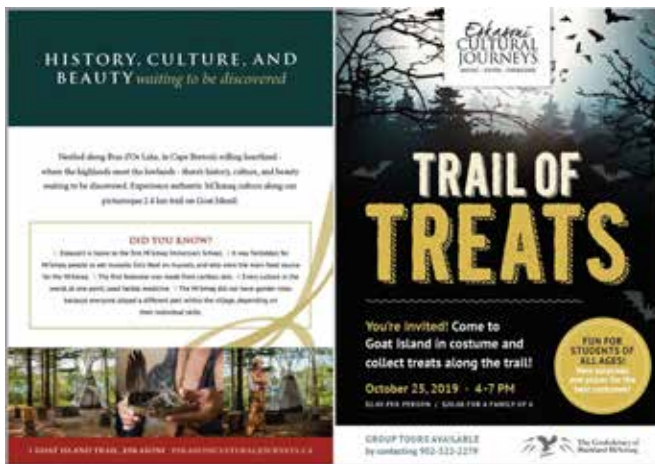
broadcast in 2020.

Tim Bernard, Gerald Gloade and other MDCC staff continued to support the overall development of the culture and heritage sector with participation in cross-sector groups including Tripartite Subctte. on Cult. and Herit., Mi'kmaw Hist. Month, L'nui'sultinej, MK Language Adv. Cttee., Mi'kmaw Tourism group and Treaty Education Roundtable.

Governance and Staffing

Our governance and staffing goals are geared to keep our project functioning and managed through appropriate and effective channels. Efforts include sustaining the MDCC Steering Committee and maintaining relationships with core partners to keep all aspects of the project moving forward with multiple departments and agencies.

This year we hired a new Communications Officer, a new Curatorial Assistant and worked twice to hire a Fund Development Officer. There are additional positions that are required for implementation: requests have been submitted to the Province of Nova Scotia as well as the Government of Canada for these implementation positions, which include the Director, Curator and Fund Development Officer.



Eskasoni Trail of Treats Invite, October 2019.

We continue with outreach to our leadership through the NS Assembly of Mi'kmaw Chiefs and the Millbrook and Sipekne'katik First Nations and continue to rely on the guidance of our Elders' Advisory Council (EAC) whose knowledge and input are essential to our project. One of the EAC highlights from the year was the trip to Parrsboro and Newville Lake, where they visited Kluskap story sites as well as ongoing archaeological excavations. The project maintained its Board of Directors, and the organizational and charitable status for the project including all necessary reporting and procedures as required by the Registry of Joint Stocks and the Canada Revenue Agency. The CMM has formally appointed

Tim Bernard as the Executive Director of the MDCC as of June 2019.

Key Stories Project

The Key Stories project is one pathway for us to engage and to serve Mi'kmaw communities in Nova Scotia. The funding is made possible through the direction of individual Chief and Councils and comes from the First Nations Cultural and Education Centre Program (FNCECP).

Significant progress was made on the installation of the Gaspereau Lake monument this fall. The site has been prepared and the design files are finalized. DeMone Monuments is set to finish the installation as soon as the ground is ready. We expect an Indigenous Day celebration in June.



Don, Lenore Zann & M. Guilbeault.

As the Gaspereau Lake monument concluded we worked to identify new goals with the Annapolis Valley First Nation (AVFN) Elder's group. Staff met with the Elders group to discuss the next steps, which include visiting ancestral fishing sites along the Gaspereau River (the ancestral Melanson site) as well as additional digital archiving with community members.

At Pictou Landing (PLFN) the Key Stories work transitioned the project to include a veterans project that will commemorate veterans within the community. This includes visiting the community on Remembrance Day, documenting veterans from PLFN, ensuring the cemeteries recognize their service and gathering individual archive information. We also initiated a new exhibit with the Pictou-Antigonish Libraries for the PLFN school. The exhibit will engage students in ancestral culture and heritage in the new school area as part of a collaborative project.

Staff finalized a first draft of the Glooscap First Nation history, including additional interviews and other important content. It is now ready for community review before printing and distribution.

The work at Paqtnkek Mi'kmaw Nation transitioned to an active, participatory living celebration of treaty protectors,

which includes a mid-winter feast for hunters and fishers as well as the archiving of stories related to these practices. This work is anchored in archiving and preserving through doing—an approach we are working to strengthen across our project.

This year we completed the BRFN Key Stories films with the Peters family. With a wonderful launch event in Bear River, we were delighted to see this project completed. The films have also been uploaded to the MDCC website and promoted through our social media platforms. Upon completion of the Peters family films, we initiated the next set of Key Stories films at BRFN with the Pictou family via Agnes (Pictou) Potter and the Harlow families and have begun taping

As with previous years, we continued to grow the digital archive for all communities across Nova Scotia. This is part of the overall curatorial work of the MDCC and can include everything from a single image to a larger collection.

Working with Brian and Beverly (Lowe) Purdy, MDCC staff worked with the Purdy family to preserve ancestral collections (archaeological and ethnographic) from Kespukwitk and to record and document the stories of Sam Glode and his family. This archiving content will support the MDCC as well as a new exhibit at the Canadian Museum of History (Indigenous Stories Beyond Borders).



Tim & Sharon looking over a display at the Fort Anne museum.

Visitor Experience and Education

Our visitor experience and education goals are determined to simultaneously serve our community and educational audiences as well as strengthen our capacity and plan for the visitor experiences of the future Centre. Through the implementation and development of the Cross-Cultural Facilitation Program and Sharing our Stories programs, Gerald Glode reached more than 3700 students across Nova Scotia, during more than 91 presentations. Gerald is recognized across Nova Scotia as an amazing storyteller, cultural educator and artist. We continue to maintain our relationship with the Mi'kmaw Services Division, who supports Gerald's position.



Gerald presenting in Millbrook Mi'kmaq History Month, October 2019.

The MDCC staff and website continue to support the use of the Mi'kmawe'l Tan Teli-kina'muemk (MTTK). This year that included finalizing the French version in partnership with Le Conseil Scolaire Acadien Provincial (CSAP) and supporting teachers through our website. In collaboration with the NS Department of Education, the French version will be located on our website in the spring of 2020.

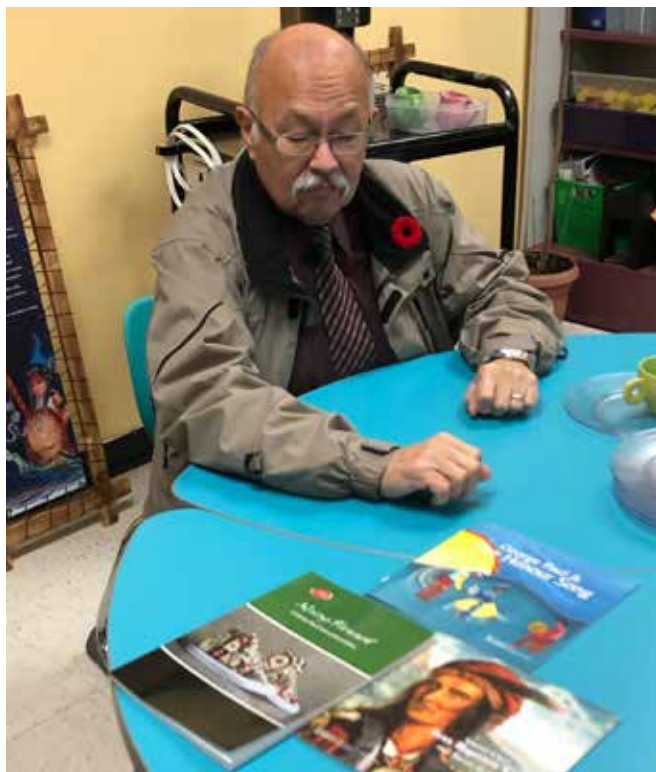
As part of a partnership with Treaty Education, the MDCC progressed, but did not complete the grades 4-6 teacher's resource. Co-produced with a Mi'kmaw consultant and educator and supported by the Chignecto Central Regional Education Centre as well as others in the Department of Education, the resource is a high priority for the MDCC. As with the MTTK, the Treaty Ed resource is likely to be located on the MDCC website.

Working with the MDCC IRS consultant, the MDCC continued to support and achieve the goals of the MDCC IRS Legacy project. In partnership with the Tripartite Forum and IRS consultant, the MDCC guided a project to determine how survivors want to commemorate the Shubenacadie

Residential School. Also, these same partners along with the Historic Sites and Monuments Board of Canada (HBMSC) steered the Shubenacadie Indian Residential school through a National Historic Site nomination process. The MDCC was heavily involved with this process, which was completed in the fall and is awaiting word from the Minister responsible for the HBMSC on the official designation. New profiles were created for the MDCC website, and curriculum content was integrated into the grades 4-6 Treaty Education resource. Archiving of IRS stories was an unintended outcome of part of the Key Stories work in Bear River.

The Mi'kmawey Debert Interpretive Trail was maintained for the safety and ease of the public. It continues to have significant year-round visitation.

MDCC staff have continued to work with Parks Canada on their exhibit development projects at the Citadel National Historic Site and a travelling exhibit for Beaubassin. We elected to take part in these development processes as opportunities for staff development and experience before moving through our design-development for the Centre. We look forward to completing both projects in the next year.



Don at the Veteran's tea, PLFN

Collections and Research

Collections and research goals are anchored in asking our questions and in preserving resources for the future. The resources and information gathered support educational

programming as well as a range of community needs. In the fall of 2019, we hired a Curatorial Assistant, which has allowed us to move forward on a range of tasks. Information and collection management processes and procedures have continually evolved this year. Several data entry projects (WWI Sma'knisk, Elsie Charles Basque and the National Museum of the American Indian/Smithsonian Institution--NMAI language project) helped to push these processes and procedures along.



Tim, Don, Lenore Zann, Sean Fraser, and Leah

As a next step in the development of our content management system, we developed a project that will allow us to pilot public user experience for the MDCC online content management system. This pilot will develop two primary user interfaces through an intensely iterative process with our three primary audiences: the Mi'kmaq, educators in Nova Scotia, and researchers interested in Mi'kmaw history and culture.

We completed the language project at the National Museum of the American Indian (NMAI) in partnership with Mi'kmaw Kina'matnewey this year. The project fundamentally shifted the way we see curation at Mi'kmawey Debert and challenged us to focus on the verb-based doing of objects rather than preserving their static noun-based state. In addition to word lists, we have also developed language sheets and classroom educational activities in partnership with Mi'kmaw Kina'matnewey.

This year we have reached several milestones with the NMAI and the Canadian Museum of History (CMH) regarding long-term access to collections in both institutions. We have secured a place on the NMAI work schedule to initiate the conservation end of the long-term loan agreement in the spring of 2021 (dependent on a successful grant submission to Canadian Heritage in the fall of 2020). After making a formal

request to the CMH in the summer of 2019, we have also had positive steps with the return of the Debert Collections.

After a hiatus (due to staffing at the Nova Scotia Museum), we have a new strategy for our engagement with the collections at the Nova Scotia Museum. We expect the Lillian Marshall interviews to be completed by the end of the year. These archives are an important resource for communities, and we look forward to making them accessible online for families and researchers across Mi'kma'ki.



Leah participating in the Kairos Blanket Exercise

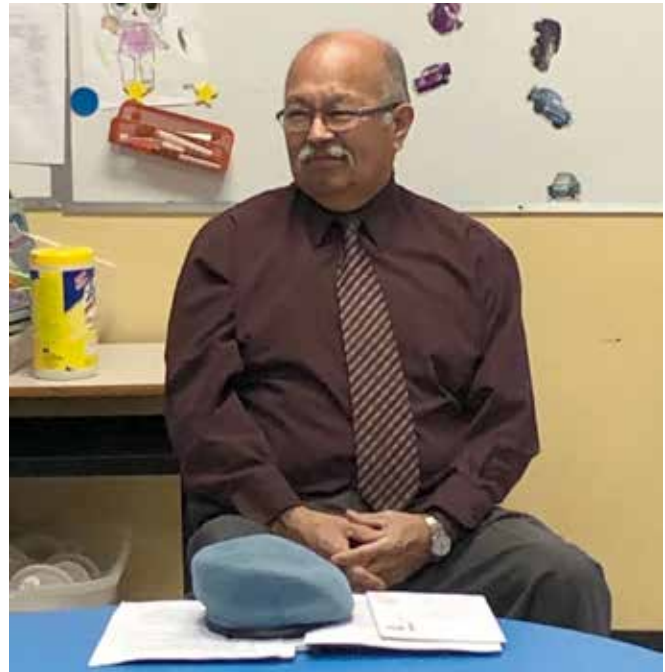
This year we dedicated our summer student to scanning and building Qi records for the WWI Sma'knisk. They created more than 100 records, including photographs and records of attestation. In addition to this work, we initiated a family archiving project with the family of Sam and Lewis Glode via his granddaughter, Beverly (Lowe) Purdy. This was done with the support of the Key Stories project and is supporting an exhibit at the CMH.

We continued our research partnership with the College of William and Mary in the north Minas Basin/Newville Lake areas. This year that included some staffing support as well as a two-day visit with the Mi'kmawey Debert Elders' Advisory Council.

Contributions from the Province of Nova Scotia and other partners

The Province of Nova Scotia provides critical funding to the project that anchors core operations. The MDCC would not sustain itself without this core operational commitment. This year additional partnerships allowed us to support our Key Stories project, the NMAI language project, an IRS project

that flows from a Tripartite Forum workplan, and a Canada Summer Jobs position.



Don participating at the Veteran's tea, PLFN

Funding was received from:

- Department of Canadian Heritage (NMAI/Smithsonian language project with Mi'kmaw Kina'matnewey)
- Employment and Social Development Canada (summer student)
- First Nation Confederacy of Cultural Education Centres (MDCC Key Stories project)
- Maritimes and Northeast Pipeline (NMAI/Smithsonian language project)
- NS Department of Education (MDCC education and outreach)
- NS Office of Aboriginal Affairs (MDCC operations)
- Parks Canada (exhibition consulting)
- Tripartite Forum (IRS Monument project)

EASTERN WOODLAND PRINT COMMUNICATIONS



2019 has been a very busy year for EWPC, our staff has done an amazing job of assisting clients and providing them with top notch work. We are still very grateful for all of the support we receive from the Board of Directors, as well as the support we receive from The Confederacy of Mainland Mi'kmaq. It has been another successful year for EWPC and will continue to strive and grow in the future.

Items addressed this year:

As in the past EWPC has been very fortunate to maintain a relationship with existing customers who rely on us for many of their print/publishing needs as well as promotion, we are grateful to everyone who walks through our doors.

- Utilize new equipment to reduce outsourcing
- Continue to implement Strategic Plan
- Continue to use social media outlets to promote EWPC
- Improve administrative duties required from all staff

MMNN:

This year MMNN has had more subscribers, Pictou Landing joined Glooscap First Nation in providing a newspaper to each community member. This comes at a time where many papers are not printing a hard copy, however MMNN still prints a monthly issue and is sold and distributed at many locations.

Mise'l Prosper still maintains the MMNN web-site, as well as formats the paper each month. One big change that happened this year was that long time editor Tim Bernard passed the position on to Manager of EWPC Carol Busby as the new editor for the paper. We thank Tim for his many years of service and appreciate all he has done for the paper.

In the past we have relied on many different avenues for receiving stories for MMNN. We are still fortunate to have dedicated writers who try and assist us with getting important stories out there. The Mi'kmaq Conservation Group (MCG) has been helping us with information updates on species at risk as well as other related important information updates. LSK and Sharon Culbertson is also providing us with updates of school activities and events. George Paul of Eskasoni First Nation also tries his best to send us stories on a regular basis. Interesting People and Events Stories has become a favourite for many of our readers Thanks to Dr. Daniel Paul. We are very thankful for all they do for us here at MMNN

EWPC:

The 2019 year proved to be another busy year for EWPC. With the purchase of the new printer we were able to increase in house sales by over 30%. And although there was a drop in Publishing it still remained at a significant level. Promotion dropped a bit this year however it is still the lead category for sales during the fiscal year

EWPC is extremely lucky to have wonderful supporters who believe in what we do here. Repeat business means they like what you do, and we have a significant amount of repeat customers. MK, CMM. APC, Millbrook First Nation and Ulnooweg just to name a few. We are very grateful to have such loyal clients as well as people who go above and beyond to promote EWPC/MMNN.



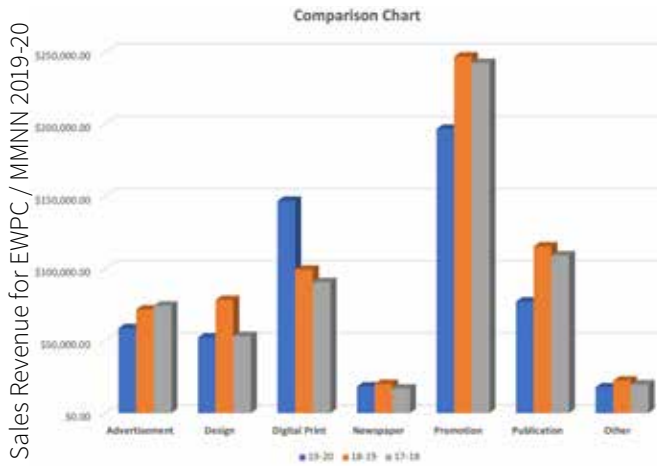
(l to r) Graphic Designers, Steve Logan, Nadia Martin and Evangeline Dedam, and Manager Carol Busby — The EWPC Team

This year Evangeline Dedam and Mi'kmaq Kina'matnewey (MK) worked together to create a curriculum guide which will be used in all MK schools. It is still a working document but has been receiving wonderful reviews with what has been completed so far. Due to the success of the Millbrook pole banners, other communities have joined in and EWPC has designed veteran banners for their communities as well. Eskasoni First Nation with the help of Rose Basque and Bubblo Stevens were able to hang their banners this year to the surprise and delight of their community.

We were very fortunate to keep Nadia Martin as our part-time graphic designer and she has been very busy developing scene cards for MK as well as illustrating books for Millbrook Early education. We thank her for all her hard work and hope to keep her on full time in the near future.

EWPC continues to partner with Gerald Gloade Sr in the development of the Mi'kmaq History Month poster and this year was another great success. The theme was "Let's Speak Mi'kmaq" in honour of the year of Language. As before it was produced in three languages, Mi'kmaq, English and French. We would like to thank Elizabeth (Ryan) Paul for everything she did for us

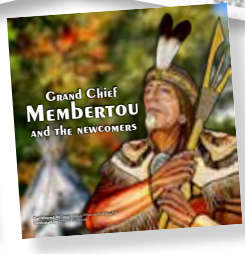
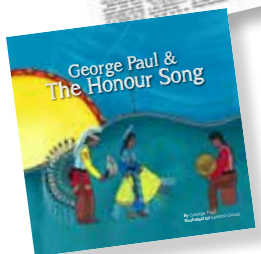
here at EWPC. We lost Elizabeth in December and we will truly miss her. There are have been so many name worthy projects that the graphic design team at EWPC has completed but we would need pages to list all of them.



Even though a year has passed we are still discovering and learning new things with our equipment purchases. The new printer has proven itself over the year and has helped increase productivity and our ability to continue to provide excellent customer service to all our clients. We are now able to produce more in-house items which allows for a faster turnaround as well as more control of the quantities we can produce, which is a bonus for some clients who only require a small amount of items printed.

EWPC continues to do things L'nui'ta'simk or the Mi'kmaw way. We look forward to another productive year in 2020.

Wela'lin



Contact Information

THE CONFEDERACY OF MAINLAND MI'KMAQ (Main Office)

57 Martin Crescent, Millbrook, NS
Mailing address: PO Box 1590, Truro, NS B2N 5V3
Tel (902) 895-6385
Toll free: 1-877-892-2424
Fax (902) 893-1520
www.cmmns.com

THE CONFEDERACY OF MAINLAND MI'KMAQ Health Department and MCG (Hilden Sub-Office)

1174 Hilden Road, Truro, NS
Mailing Address:
PO Box 1590, Truro, NS B2N 5V3
Tel (902) 895-6385
Toll free: 1-877-892-2424
Fax (902) 893-1520

THE CONFEDERACY OF MAINLAND MI'KMAQ Green Communities & Health Department (Millbrook Sub-Office)

851 Willow Street, Millbrook, Truro, NS
Mailing Address:
PO Box 1590, Truro, NS B2N 5V3
Tel (902) 895-6385
Toll free: 1-877-892-2424
Fax (902) 893-1520

CONFEDERACY OF MAINLAND MI'KMAQ CMM First Nations Health Services Coordinator

Emily Nasson
Halifax, Nova Scotia
Tel (902) 471-2988

EASTERN WOODLAND PRINT COMMUNICATIONS

72 Church Road, Millbrook, NS
Mailing Address:
PO Box 1590, Truro, NS B2N 5V3
Tel (902) 895-2038/2039
Fax (902) 895-3030
1-877-895-2038

MI'KMAQ MALISEET NATIONS NEWS

72 Church Road, Millbrook, NS
Mailing Address:
PO Box 1590, Truro, NS B2N 5V3
Tel (902) 895-2038/2039
Fax (902) 895-3030
1-877-895-2038

CMM Organizational Chart



- Community Members
- Board of Directors
- Executive Director
- Associate Executive Director

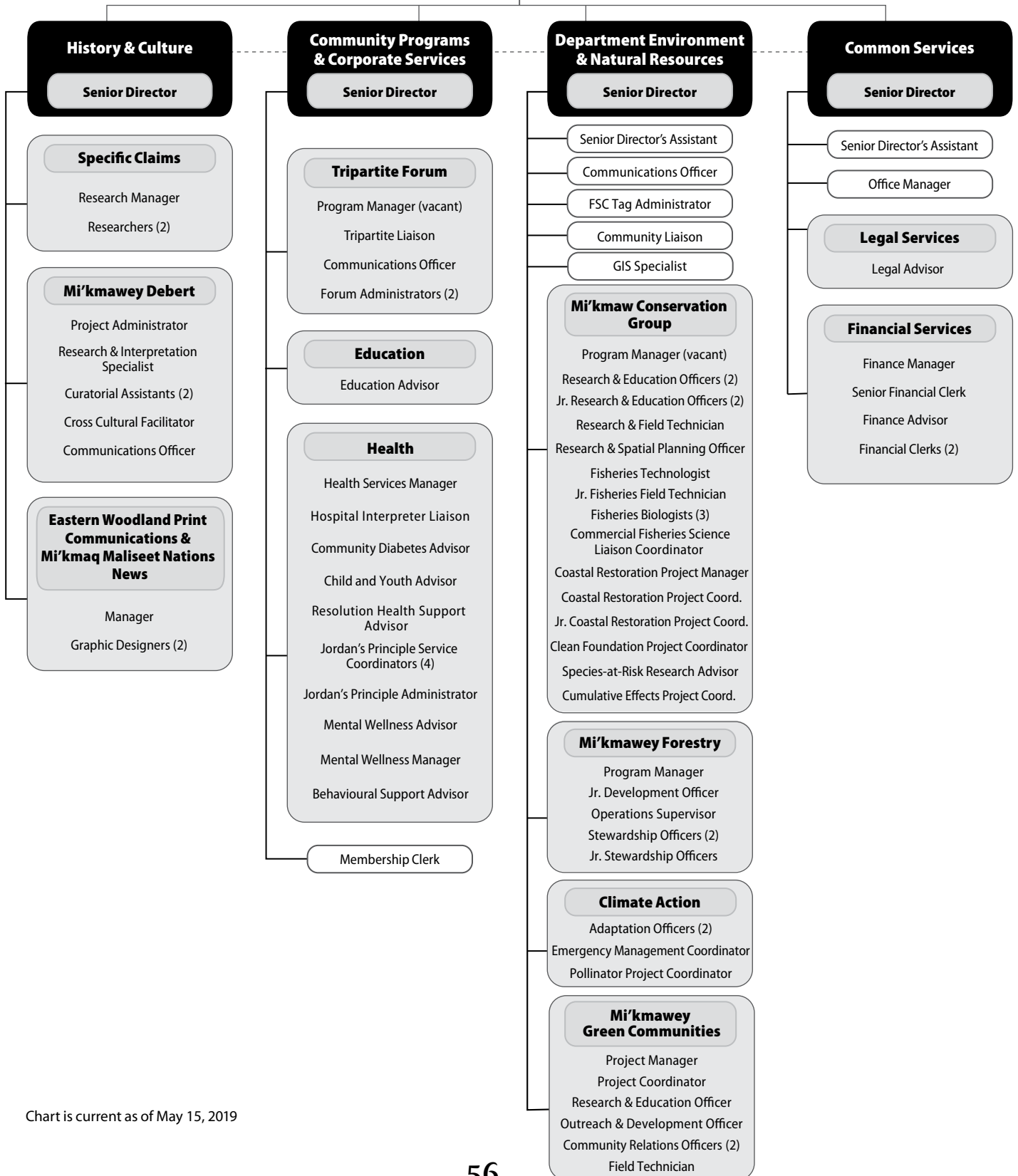
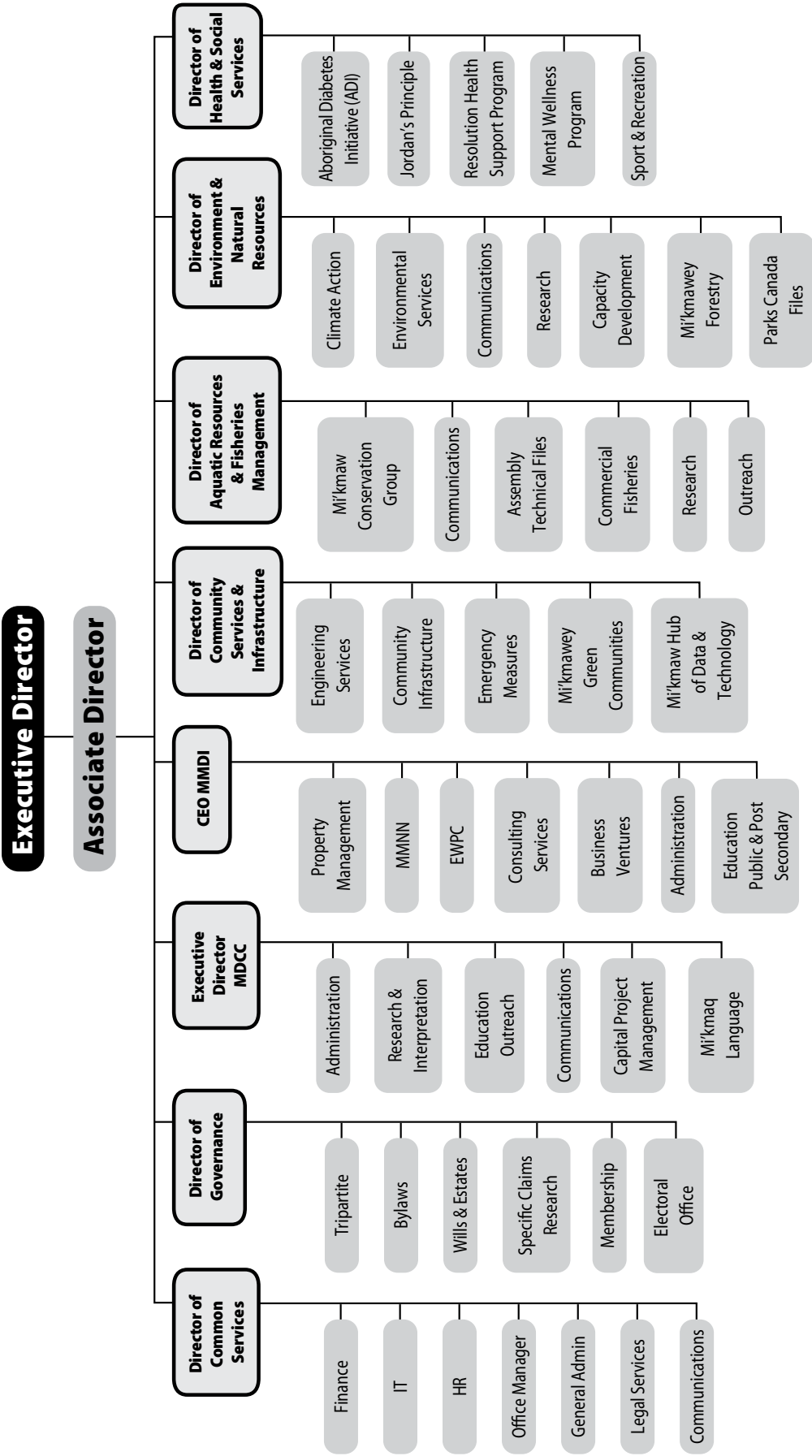


Chart is current as of May 15, 2019



The Confederacy of Mainland Mi'kmaq Organizational Chart 2024



CMM Staff Listing



BY DEPARTMENT / AS OF JULY 13/ 2020



EXECUTIVE OFFICE

Executive Director Donald M. Julien don@cmmns.com
Associate Executive Director . . . Angeline Gillis agillis@cmmns-denr.ca

COMMON SERVICES

Senior Director Lynn Knockwood lynn@cmmns.com
Senior Directors Assistant Susan Cook susan@cmmns.com
Office Manager Michelle Hepworth michelle@cmmns.com
Communications Manager
Rebecca Page-MacDonald rebecca@cmmns.com
Human Resources Manager Danny Penticost dpenticost@cmmns.com
Human Resources Outreach Coordinator
Justin Julien jjulien@cmmns.com

FINANCE

Finance Manager Oriana Galfi oriana@cmmns.com
Senior Financial Clerk Yvette Maloney yvette@cmmns.com
Financial Advisor Martha Levi martha@cmmns.com
Financial Clerk Trisha Blades tmorrison@cmmns.com
Financial Clerk Tami Hachey tami@cmmns.com
Financial Clerk
Jacqueline MacAulay jacqueline@cmmns.com

COMMUNITY PROGRAMS & CORPORATE SERVICES

Senior Director Jim Hepworth jim@cmmns.com

ELECTIONS

Electoral Officer Brenda Tracey electoralofficer@cmmns.com
Deputy Electoral Officer
Kathy McKenna electoraldeputy@cmmns.com
Elections Services Administrator
Sam Trites electoraladministrator@cmmns.com

HEALTH

Jordan's Principle Team Lead
Jodi Lambie jlambie@cmmns.com

Jordan's Principle Case Assisitant
Veronica Abraham vabraham@cmmns.com

Jordan's Principle Case Administrator
Brittany Julien bjulien@cmmns.com

Jordan's Principle Service Coordinator
Coral Paul cpaul@cmmns.com

Jordan's Principle Service Coordinator
Jolene Glenn jglenn@cmmns.com

Jordan's Principle Service Coordinator
Rachel Stockdale rstockdale@cmmns.com

Jordan's Principle Service Coordinator
Lindsay Hunt lhunt@cmmns.com

First Nations Health Services Coordinator
Emily Nasson enasson@cmmns.com

Diabetes Community Consultant
Courtney Henry cmasey@cmmns.com

Child and Youth Advisor FASD-NAYSPS
Krista Wardrope MMCC@cmmns.com

Resolution Health Support Advisor
Andrea Kingham akingham@cmmns.com

Resolution Health Support Advisor
jenna Chisholm jchisholm@cmmns.com

Behavioural Support Advisor
Tiffany Brennan tbrennan@cmmns.com

Traditional Healing Coordinator
Lindsay Hunt lhunt@cmmns.com

Mental Wellness Team Lead Katie MacEachern katie@cmmns.com

Mental Wellness Advisor Katelynn MacLeod kmacleod@cmmns.com

HISTORY AND CULTURE

Senior Director Tim Bernard tim@cmmns.com

MI'KMAWEY DEBERT

Project Administrator Sheila Pierro sheila@cmmns.com

Research & Interpretation Specialist
Leah Rosenmeier leah@cmmns.com

Cross Cultural Facilitator Gerald Gloade gerald@cmmns.com



Communications Officer

Solange Richer de Lafleche Solange@cmmns.com

Curatorial Assistant Sharon Farrell sharonf@cmmns.com

Curatorial Assistant Trevor Gould tgould@cmmns.com

Curatorial Assistant Mallory Moran mmoran@cmmns.com

Fund Development Manager Donna Wellard dwellard@cmmns.com

EASTERN WOODLAND PRINT COMMUNICATIONS & MI'KMAQ MALISEET NATIONS NEWS

General Manager Carol Busby manager@easternwoodland.ca

Graphic Designer Stephen Logan steve@easternwoodland.ca

Graphic Designer Evangeline Dedam evan@easternwoodland.ca

GOVERNANCE

Senior Director Tyler Sack tsack@cmmns.com

SPECIFIC CLAIMS

Specific Claims Researcher Trevor Tracey trevor@cmmns.com

TRIPARTITE FORUM

Liaison Brenda Tracey brenda@cmmns.com

Forum Administrator Denise Gloade dgloade@tripartiteforum.com

Forum Administrator Sam Trites sam@tripartiteforum.com

Project Fund Manager Merydie Ross projectmanager@tripartiteforum.com

EDUCATION

Education Advisor Marlene Martin marlene@cmmns.com

MEMBERSHIP

Membership Clerk Theresa Leblanc theresa@cmmns.com

MI'KMAW CONSERVATION GROUP

Senior Director Angeline Gillis agillis@cmmns.com

AED Assistant Winter Sack wsack@mikmawconservation.ca

Accounts Payable Clerk Kathy McKenna kmckenna@mikmawconservation.ca

Coastal Restoration Project Manager Anthony

King aking@mikmawconservation.ca

Coastal Restoration Project Coordinator Christian Francis christianf@cmmns-denr.ca

Coastal Restoration Project Jr.Coordinator Lauren Lawrence llawrence@mikmawconservation.ca

Coastal Restoration Project Assistant Seonaid MacDonell smacdonell@mikmawconservation.ca

Research & Field Technician Carrie Michael cmichael@mikmawconservation.ca

Pollinator Project Action Coordinator Peter Steiner psteiner@mikmamawconservation.ca

Community Based Monitoring Coordinator Kara Pictou kara@cmmns-denr.ca

Program Manager Billy Francis bfrancis@mikmawconservation.ca

AAROM

DENR Community Liaison Alanna Syliboy asyliboy@mikmawconservation.ca

DENR GIS Technician Andrew VanWychen avanwychen@mikmawconservation.ca

DENR Communications Officer Jessica Fogarty jfogarty@mikmawconservation.ca

Senior Assistant Manager of Science Joe Beland beland@mikmawconservation.ca

Operations Supervisor Alyx MacDonald amacdonald@mikmawconservation.ca

Fisheries Biologist Jillian Arany jarany@mikmawconservation.ca

Fisheries Biologist Amanda Bayard abayard@mikmawconservation.ca

Fisheries Biologist Colin Macfarlane cmacfarlane@mikmawconservation.ca

Jr. Fisheries Field Technician Martin Simon msimon@mikmawconservation.ca

Jr. Fisheries Field Technician Lily Priest lpriest@mikmawconservation.ca

Jr. Fisheries Field Technician Mackenzie Maloney mamaloney@mikmawconservation.ca

Jr. Fisheries Field Technician Jillian Saulnier jsaulnier@mikmawconservation.ca

Marine Spatial Planning Liaison Officer Jayden Marion jmarion@mikmawconservation.ca

Research & Education Officer Charlie Fleming cfleming@mikmawconservation.ca

Research & Education Officer Marie Lachance mlachance@

mikmawconservation.ca

Jr. Research & Education Officer Haley MacDonald hmacdonald@mikmawconservation.ca

AFSAR Project Coordinator Alana Ransome aransome@mikmawconservation.ca

Research & Spatial Planning Officer Chelsey Campbell ccampbell@mikmawconservation.ca

Nature Legacy Fund Alyssa Palmer-Dixon apalmerdixon@mikmawconservation.ca

Species at Risk Outreach Coordinator Victoria Maxwell vmaxwell@mikmawconservation.ca

Species at Risk Jr. Field Technician Laura Moore lmoore@mikmawconservation.ca

River Monitoring Project Coordinator Lachlan Riehl lriehl@mikmawconservation.ca

DEPARTMENT OF ENVIRONMENT & NATURAL RESOURCES

Senior Director Ashley Childs

achilds@cmmns-denr.ca

DENR Program Manager . . . Alex Cadel acadel@mikmawconservation.ca

DENR Senior Research Advisor . Troy Robichaud trobichaud@cmmns-denr.ca

DENR Operations Supervisor . . Justin Fiddes jfiddes@mikmawconservation.ca

DENR Cooperative Agriculture

Development Coordinator . Cheyenne MacDonald cmacdonald@cmmns-denr.ca

Energy Project Coordinator Patrick Granegger pgranegger@cmmns-denr.ca

MI'KMAWEY FORESTRY

Forestry Stewardship Officer/Climate Monitoring Officer Cody Chapman cchapman@mikmawconservation.ca

Mi'kmaw Land Guardian Network Project Coordinator Hannah Martin hmartin@mikmawconservation.ca

ENVIRONMENTAL SERVICES

Environmental Services Program Manager Mary Knockwood mknockwood@cmmns-denr.ca

ICPA Project Coordinator . . Alexandra Rivers arivers@mikmawconservation.ca

Lands Trust Coordinator . . . Meghan Pagniello mpagniello@cmmns-denr.ca

CLIMATE CHANGE

Community Based Monitoring Coordinator Kara Pictou kara@cmmns-denr.ca

Pollinator Project Action Coordinator Peter Steiner psteiner@mikmawconservation.ca

COMMUNITY SERVICES & INFRASTRUCTURE

Director Mary Ann Mason mmason@cmmns.com

COMMUNITY INFRASTRUCTURE

Asset Management Coordinator Thomas Bucher tbucher@cmmns.com

Community Infrastructure Program Manager Trina Khattar trina@cmmns.com

Community Planner & Strategic Planning Advisor Rylan Palmer-Dixon rpalmerdixon@cmmns.com

EMERGENCY MEASURES

CMM Emergency Management Project Manager Amber Hawes-MacLean ahawes@mikmawconservation.ca

CMM Emergency Management Planning Officer Alexandria Organ aorgan@cmmns.com

CMM Emergency Management Mitigation Officer Dale Miller dmiller@cmmns.com

MI'KMAWEY GREEN COMMUNITIES

Program Manager Ashley Copage acopage@mikmawconservation.ca

Outreach & Development Officer Allison Myatt amyatt@mikmawconservation.ca

Community Relations Officer . .

Keaton Fougere kfougere@cmmns-denr.ca

Community Relations Officer . . Erin McEntee emcentee@cmmns-denr.ca

Field Technician Alfred Young ayoung@cmmns-denr.ca



The Confederacy of Mainland Mi'kmaq

Produced by



72 Church road, Millbrook, Nova Scotia

(902) 895-2038

manager@easternwoodland.ca