

2020/21



Annual Report

THE CONFEDERACY OF MAINLAND MI'KMAQ



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The Cover:

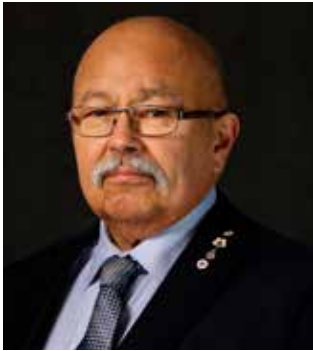
The turtle is the true symbol of Wisdom and Knowledge. The turtle gains its knowledge and lessons of wisdom over time.

The turtle was chosen for the 2020-21 Community Report cover as it symbolizes that while The CMM has been a successful tribal organization for the past 34 years, it continues to gain knowledge and wisdom in access to program funding and service providing in the wake of global adversity due to Covid-19.





Executive Director's Message



Director of this organization, I have never seen anything like this past year.

When news broke last year about Covid-19, it seemed so very far away, and before we knew it, Covid-19 was at our shores and was an issue that The CMM had to deal with head-on. It was a monumental experience for not only our organization but for our communities. We mobilized to a completely online platform-providing service to community in a modified way.

Our staff worked diligently to ensure our communities and our leadership were supported in many capacities throughout the last year. Covid-19 brought new complex struggles that our communities may not have faced otherwise. Our organization created new task forces, and committees to deal with Covid-19 specific issues. Our Associate Executive Director worked closely with our senior leadership to liaise support services that The CMM could provide when needed. Our service providing to our communities never faulted, our staff and management worked quickly to adapt to the new parameters and we found new ways to provide for our communities, and for that, I am very proud.

Our senior leadership expanded this year, to support our strategic plan. Early last fiscal we were pleased to appoint Tyler Sack, as the Senior Director of Governance. In the summer Winter Sack, the former Assistant to the Associate Executive Director was appointed to the position of interim Senior Director for the Department of Aquatics & Fisheries Resource Management. Trina Khatter, former infrastructure program manager was appointed as the interim Senior Director of Community Services and Infrastructure.

Currently, The CMM is housed in five locations: Main Office

Kwe' to all my relations. It brings me great pride to provide you with this community annual report of The CMM Tribal Council. It is hard to believe that this year the CMM will celebrate 35 years as an organization. This past year has truly been a year unlike any other. In all my years as the Executive

– 57 Martin Crescent, Millbrook Community Hall – MMNN & EWPC, Hilden Sub-Office, Millbrook Sub-Office 851 Willow Street, Millbrook, Millbrook Sub-Office - 905 Willow Street, Millbrook. I am pleased to say, after tireless advocacy of our CEO for MMDI (Mi'kmaw Mainland Development) we have procured the ability to begin construction on a new office building that will house all our staff, programs, and services under one roof, by fall 2022.

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.

A couple of our member communities went through the election processes this past year. These elections started in the Fall, with Sipekne'katik (November 2020) and Acadia (November 2020). These elections were not only momentous for our communities, but for The CMM as well, as it was the launch of our very own electoral office. The electoral office was successful in completing not only the elections but also providing the election safely and mindfully during the global Pandemic. Again, this fall some of our member communities will face another election: Pictou Landing (fall 2021), Bear River (fall 2021), Annapolis Valley (Dec 2021), - Glooscap and Millbrook will both go to the polls in 2022.

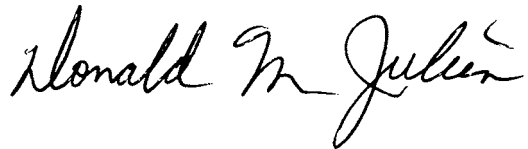
We are watching very closely several situations that will be addressed in the 2021–2022 fiscal year. This includes but is not limited to the following: The development and the build of our own office building that is set to hold all our staff, the roll-out of the second installment of our five-year strategic plan, as well as, all our departments working towards comprehensive engagements with each of our member communities, just to name a few large-scale portfolios currently under review and implementation.

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.



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 or the CMM Senior Directors or Program Managers.

Wela'lik,

A handwritten signature in black ink that reads "Donald M. Julien". The signature is fluid and cursive, with the first name "Donald" being the most prominent.

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

Executive Director





Message from The Associate Executive Director



To all 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 it has been well over a year 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 am happy to report to you that with steady progress, we are ready to present the second installment of that plan.

Last year required our organization to shift to an almost entirely virtual platform, with this came a new set of challenges that myself and our leadership would face, adding an entirely new issue to our portfolios- how to deal with, not only a pandemic- but also how to advocate for our communities during this time to ensure that our communities were cared for. This time was spent meeting with our leadership, provincial and federal leadership to ensure that in any rollouts, that our communities were made priorities. However, over the past year, we still tended to our department and organizational mandates to ensure that our services to communities would not be compromised during this time.

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 of our familiar faces move on to new endeavours 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.

Three new Directors have been introduced to CMM since last June. Tyler Sack was hired on at The CMM as the Director of Governance; Winter Sack, has been named interim Senior Director of Aquatic Resources and Fisheries Management,

and this fall, Trina Khatter, was named the interim senior director of Community Services and Infrastructure.

Although Covid-19 raged on throughout the past fiscal year. The CMM senior leadership was still successful in meeting with our individual communities to participate in our annual consultations. These sessions are invaluable to our organization as it allows us to ensure that our services and our work are closely aligned with the desired needs of our communities.

Other areas of growth that we are looking forward to, are the planned and proactive expansion of ocean management, communications, information management, education, technical services, cumulative impacts, climate change, etc. Areas of exploration include a Centre of Expertise, Oceans and Marine Activity and potential for offset projects to mitigate large capital developments that impact our natural landscapes and resources. These areas will be investigated, communities will be engaged and together we will strategically develop a path forward.

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,

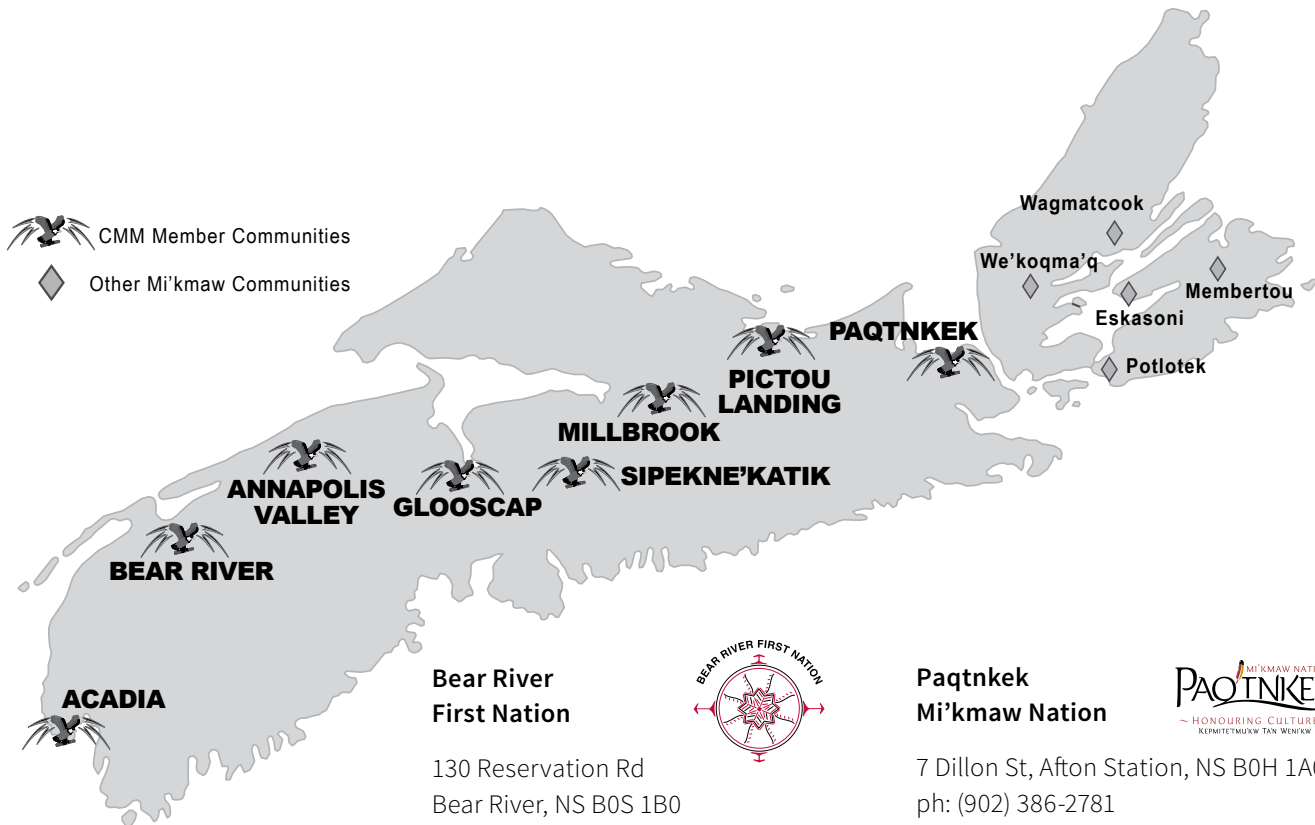
Angeline Gillis, B.A., LL.B



Associate Executive Director





Nova Scotia Mi'kmaw Communities



 CMM Member Communities
 Other Mi'kmaw Communities



ACADIA

**Bear River
First Nation**



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

**Paqtnekek
Mi'kmaw Nation**



7 Dillon St, Afton Station, NS B0H 1A0
 ph: (902) 386-2781
paqtnekek.ca
Chief Tma Francis

**Acadia
First Nation**



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

**Glooscap
First Nation**



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

**Pictou Landing
First Nation**



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

**Annapolis Valley
First Nation**



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

**Millbrook
First Nation**



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

**Sipekne'katik
First Nation
(Indian Brook)**



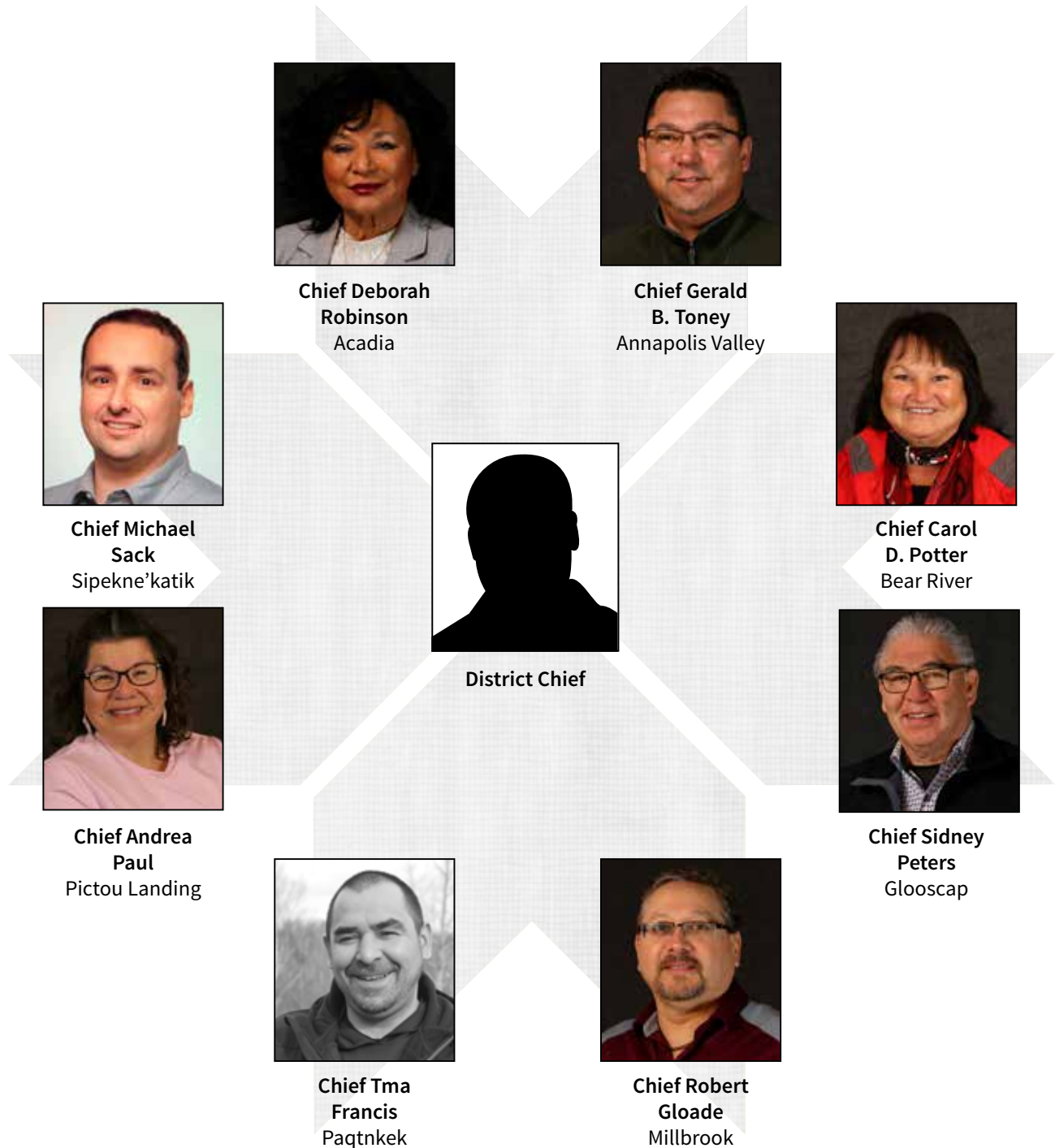
522 Church Street, Indian Brook
 First Nation, NS B0N 1W0
 ph: (902) 758-2049
 email: info@sipeknekatik.ca
sipeknekatik.ca
Chief Michael P. Sack





CMM Board of Directors

A Board of Directors, comprised of the eight Chiefs of the 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 of the community members are being supported and promoted.





Organizational Profile

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

Incorporated 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'kmaw 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.

Management Structure



**Dr. Donald M. Julien,
DCL, DHuML, O.N.S.**

Executive Director



Angie Gillis

*Associate Executive
Director*



Jana MacKay

Senior Director of HSS



Jim Hepworth

CEO of MMDI



Winter Sack

Senior Director of DARFM



Lynn Knockwood

*Senior Director of Com-
mon Services*



Tim Bernard

*Executive Director of
MDCC*



Ashley Childs

Senior Director of DENR



Tyler Sack

Senior Director of DOG



Trina Khatter

Senior Director of DCSI



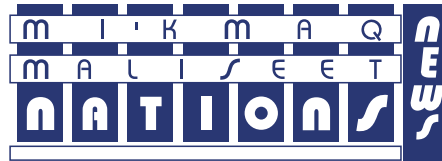


Affiliated Entities

The 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 1992



Eastern Woodland Print Communications

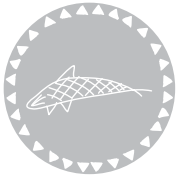
(EWPC) (originally called Eastern Woodland Publishing) in 1996



Mi'kmawey Debert Cultural Centre

(MDCC) in 2002





In Memorium

Over the past year, we have lost two important people who were cornerstones in the development of The CMM.



Gerald C. Toney (Sr.)

On November 6, 2020, Annapolis Valley First Nation lost a very valued member of its community Keptin Gerald C. Toney (Sr.).

Former Chief Gerald Sr. was a leader and community organizer for most of his life. He devoted much of his life to working on community economic development, hosting workshops, or serving Elders in his community.

As a member of the Mi'kmaq Grand Council, he was very respected and sought after by many people across Mi'kma'ki.

Along with his contributions to his community and Mi'kma'ki, Gerald C. Toney was a key individual in the creation of the CMM Forestry Advisory (now DENR Advisory Committee) with his guidance and expertise he was a cornerstone in the creation of many of the programs and services that the DENR department offers today. The loss of his expertise and tenacity will be felt by many of our staff, leaders, and service providers.



Albert Julian

Albert was a member of the Paqtnkek Mi'kmaw Nation and was a part of The CMM during its formative years, he served with the organization for over two decades and was integral to growth and success in the area of Technical Services. Much of his contributions are attributed to the success the organization sees today.

The late Albert Julian 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.





Department of Common Services



Lynn Knockwood

Senior Director of Common Services

The Common Service Department is the combination of all services that are universal to the CMM Organization. While most services that are provided are for internal use and are rarely seen in our external communities, this department is one of the driving forces that allows The CMM to provide our services to communities the way that we do.

Lynn Knockwood has been the Senior Director of Common Services for over 29 years. The wake of Covid-19 is unlike anything that common services or the organization had ever seen, or thought was even possible. Before 2020, the organization has been in transition as the continuation of the development in our five-year strategic plan. Under that directive in 2019 with the addition of new roles and procedures, it allowed The CMM to successfully and seamlessly transition to a virtual portal to ensure that there was no interruption in service to the eight mainland communities.



The CMM finance department, as always experienced high volume in March and April 2020, it was the organization's year-end and preparation for audit. As the organization and the world braced for Covid-19, the finance department was able to still have a successful audit while also ensuring that we had an easeful transition to the end of the year. After the creation of a Mi'kmaq Emergency Command

Centre, our finance team was ready to distribute funds for our communities, so there was no delay in the allocation of resources, in a time of immediate need. As always, our finance department continues to ensure accountability and integrity to the entirety of the organization.

Human Resources shared all our organizational strategies, as well as our staff work from home strategy with all our member communities as a support mechanism. Although Covid-19 seen a lot of impacts, employment was not one of them, our HR Department was available to all communities during Covid-19 to ensure staffing for our communities.



Our communications manager mobilized communications during the wake of Covid-19 while being mainland communication support on the Mi'kmaq Emergency Command. Early in the new fiscal year, a CMM based social media presence was created to communicate with our communities on another platform. Our manager provided check-ins with our mainland communities throughout the pandemic to ensure that our communities knew there was communications support, while also providing traditional



communications when called on by specific communities, indirectly related to Covid-19.

Although the majority of the fiscal year was completed remotely, our office manager ensured that staff was provided with materials in different ways to ensure that there was no unnecessary travel, while also being available to go above and beyond as required. Our Senior Director's Assistant ensured that communities were up to date on staff's availability by sending communities our staff's itineraries as well as their contact information to ensure that they were available when needed, Our Board continued to meet in a virtual capacity to ensure that dealing with Covid-19 was dealt with head-on.

As an organization, when meeting restrictions were relaxed in the summer, we were able to hold our annual community consultations to ensure that all our communities were provided with the platform to express and highlight community needs.

Programs and Services provided by Common Services:

- Financial Services,
- Human Resources,
- Office Support,
- Communications

Committees that The CMM Common Services hosts for communities:

- Human Resource Working Group
- Occupational Health and Safety

The CMM's Common Services : A Community Benefit



For More information: Lynn@cmns.com.



Department of Governance



Tyler Sack

Senior Director of DOG

At the end of last fiscal year, The CMM appointed Tyler Sack, a Membertou First Nation Band Member with deep ties to Sipekne'katik as the Senior Director to The Department of Governance.

The Confederacy of Mainland Mi'kmaq Department of Governance adapted several processes and procedures to comply with the Provincial COVID-19 safety guidelines while continuing to provide community programs and services.



The Post-Secondary Education program adjusted to different Colleges and Universities as they implemented both blended and online courses for the 2020-21 school year. This meant that the Education Advisor had to help students navigate their post-secondary careers in a new way with special consideration given to access to technology, learning styles, student resources, and mental health in the wake of the pandemic. Each student was given

a one-time payment for technology, internet access, and software packages required for adapting to online learning.



Our Membership and Registration Department was faced with the challenge of delivering services to communities and refocusing efforts during the initial lockdown and periods of restricted travel. In the early phases of the work-from-home order, our staff were directed not to visit communities and were not able to deliver services. This complicated and created many challenges for Membership and Registration. Staff focused their efforts on updating each community's Band List, which were backlogged before the pandemic, and then implemented the order from Indigenous Services Canada to provide letters to those with expired Status Cards. When communities requested that Membership services resume its in-community services, the staff brought their own personal protective equipment, enforced social distancing, and met with people by appointment only, in order to sanitize the office between clients.

The Electoral Office had to adjust plans in its first year in operation. Indigenous Services Canada had allowed for Bands to postpone their elections in response to the pandemic, our team had to plan for the entire Election process including nominations, election day, mail-ins, in-person voting, counting, and accommodating scrutineers to gather safely and maintain social distancing. The Electoral Office successfully completed two community referendums and two community elections during the



2020-21 fiscal year. Each gathering was managed to limit the number of people in each facility, have a one-way flow of traffic, markers and signage for social distancing, and a process for sanitizing each station whenever new people entered the building.



The Tripartite Forum and its working committees stopped having in-person meetings and moved to virtual platforms. The Tripartite Forum had already been in the middle of a restructure and took advantage of the work-from-home order to prioritize the Subcommittee's efforts on the restructure of the Forum. This was achieved through several virtual meetings while Secretariat staff worked to coordinate each of the working committees so that their work could continue despite not being able to gather in person.

Asks to the Department of Governance during 2020-21:

Communities asked Membership, the Electoral Office, and Post-Secondary Education to continue to provide services but to ensure that they were done safely. This meant having plans in place that ensured all safety recommendations were being followed by both staff and community members. Although regular services were interrupted, adaptations were made after careful planning and communication with leadership.

Other initiatives were put on hold until we came up with a plan that ensured participants would be safe and the project objectives were satisfied. This included moving meetings and gatherings to a virtual platform as well as evaluating how to meet the community's needs without putting anyone at risk.

We took this opportunity to listen to assess our programs and services and how they benefit our communities beyond the day-to-day. Our team did not stop working during the initial shutdown and work-from-home orders, instead, we moved our focus from the regular administration to how to engage with community members, make improvements,

and overcome existing challenges.

Throughout this past year, our team has taken this time to manage how they complete their work and that meant evaluating how well things have been managed in the past. The staff have taken small, achievable steps to address gaps that existed pre-pandemic but may have been overlooked because of blind spots. The pandemic highlighted what has been working well for communities, and where improvements can be made. We have learned that our programs and services are most effective when they are directly aligned with priority areas identified by those we work closest with.



Department of Governance Advisory/ Committees:

- Tripartite Working Committees: Culture & Heritage, Education, Sport & Recreation.
- Tripartite Project Fund Oversight Committee
- Tripartite Forum Officials Committee
- Tripartite Forum Executive Committee
- The Confederacy of Mainland Mi'kmaq Education Advisory Committee
- The Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee

Community members or Band Staff on Advisories/ Committees:

o Acadia First Nation:

Avis Johnson (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)

o Annapolis Valley:

Nastasya Kennedy (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee, Confederacy of Mainland Mi'kmaq Education Advisory Committee)

- o Bear River:
Fred Harlow-Robar (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
- o Glooscap:
Larry Peters (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
- o Millbrook:
Colin Bernard (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
Cathy Martin (Resource for Tripartite Education Working Committee)
Donald Julien (Resource for Tripartite Forum Culture & Heritage Working Committee)
- o Paqtnkek:
Anne-Marie Paul (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
- o Pictou Landing:
Derek Francis (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
- o Sipekne'katik:
Michelle Glasgow (Confederacy of Mainland Mi'kmaq Board of Directors Advisory Committee)
Sara-Lynne Knockwood (Resource for Tripartite Sport & Recreation Working Committee)

Advisories or Committees Department of Governance participates on (provincial, tribal, or national):

- Specific Claims Research Unit – Negotiation Support Directorate Working Group
- Mi'kmaw Kinama'tnewey Education Working Group
- Nova Scotia Community College – Mi'kmaq Joint Working Group
- Acadia University Indigenous Education Advisory Committee
- Unama'ki College Board
- Province of Nova Scotia Council on Mi'kmaq Education

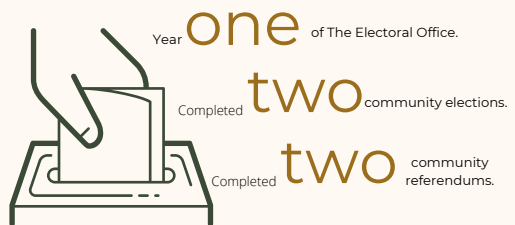
THE CMM'S DEPARTMENT OF GOVERNANCE: YEAR AT A GLANCE 2020-21



Each Student was given a one-time payment for technology, internet access, and software packages required for adapting to learning remotely during Covid-19



Membership focused on the opportunity to update Band Lists, which prior to the pandemic were backlogged.



The Specific Claims team took this opportunity to work on outstanding claims, completed research to the next phase such as legal opinion or assessment



The CMM Tripartite Forum Committees took the opportunity to meet virtually and took the opportunity to prioritize efforts

In unity there is strength and in strength, there is power, justice and equality for all.

for more information regarding the Department of Governance, contact: tsack@cmmns.com





Department of Community Services and Infrastructure



Trina Khatter
Senior Director of DCSI

The Department of Community Services and Infrastructure (DCSI) works to strengthen relationships with member First Nation Mi'kmaq communities by increasing capacity, awareness, youth involvement, and succession planning while addressing community-identified needs and priority areas in the following areas; Asset Management, Maintenance Management, Asset Condition Reporting, Housing, Infrastructure, Inspections, Emergency Management and Solid Waste Management.



In 2019-2020 the department of Community Services and Infrastructure was created under the direction of The CMM's five-year strategic plan. Now its second year, the department has seen growth as a whole. In November 2020, the CMM board, Executive, and Associate Directors named Trina Khatter, Community Services, and Infrastructure Program Manager, as interim Senior Director. Trina is a Mi'kmaq woman from We'koqma'q First Nation and was the Infrastructure Program Manager prior to her role of Senior Director.

Due to the COVID 19 pandemic, adjustments had to be made

to ensure that we continue to provide the programming to our CMM member communities in the safest way possible. The following adjustments that were made to the programs that are under the Community Services and Infrastructure Department are as follows:



Infrastructure Program

- Community/Government Partner Sessions were held through online platforms. Some of the sessions that took place were as follows:
 - o Asset Management Capacity Development Sessions
 - o Advisory Committee Meetings
 - o ISC/CMM Transfer Initiative Meetings
 - o Strategic Planning Engagements with Community and Leadership.
 - o Asset Management 101 Capacity Building Sessions with CMM member communities
- Development of the Draft Infrastructure (2) Two Year Strategic Plan & (5) Five Year Strategic Plan
 - o Asset Condition Reporting System for Sheshatshiu before restrictions
 - o Maintenance Management Schedules developed
 - o Modifications to the Inspection process
 - o Inspections Services
 - o Asset Management Plans



- o Engineering Services and Support
- o Housing Advisory Services
- o Community Planning/Development



The global pandemic pushed our Emergency Management Program right to the forefront of community service providing. During the initial wave, there was the creation of a virtual Mi'kmaq Emergency Command Centre, which provided all our communities with Covid support, whether it was with materials sourcing, or an avenue for information sharing. Support to communities through pandemic planning, isolation accommodations for community members, and Urban and Off reserve COVID funding. Other services provided by EMO over the past fiscal year:



- Coordinated individual community diffusing sessions to reflect and support mental health and wellness,
- COVID support
- COVID vaccination clinic support
- Everbridge Notification System
- Securing funding for road safety equipment and satellite phones for all communities
- Assisted various communities for funding support.
- Provided emergency response coordination and logistics planning to obtain generators and other equipment rentals during emergency events.
- Increasing wildfire prevention amongst communities through the year with Bear River as a pilot project
- Mi'kmawey Green Communities Program
- Diversion starts at home, Spring and Fall Clean up, vermicomposting, Ghost Gear Workshops, and Hazardous Waste Events
- Workshops were held on online platforms.
- Sustainability-based education programs



- Community Debriefing sessions were held to generate an After-Action Review Report,





Department of Community Services and Infrastructure Advisories or Committees:

Emergency Management Program

- Emergency Management Advisory Committee

Mi'kmawey Green Communities Program

- Regional First Nation Solid Waste Management Initiative Advisory Committee – CMM is the secretariat
- National First Nation Solid Waste Management Initiative Advisory Committee – Atlantic Representative



Infrastructure Program

- Infrastructure Advisory Committee

The Department of Community Services and Infrastructure currently has three (3) Advisory Committees among the

programs and are looking to combine the existing advisory committees into one for the whole department. The following advisory committees that exist are as follows:

Community members or Band Staff on Advisories/Committees for the Department of Community Services and Infrastructure:

o Acadia First Nation:

Vacant (Infrastructure Program)

Weldon Charles (Mi'kmawey Green Communities)

Julian O'Connell (Emergency Management Program)

o Annapolis Valley:

Lisa Toney- Janes (Infrastructure Program)

John McCaul (Mi'kmawey Green Communities)

Nastasya Kennedy (Emergency Management Program)

o Bear River:

Carol Anne Potter (Infrastructure Program, Mi'kmawey Green Communities)

Fred Harlow-Robar (Emergency Management Program)

Robert McEwan (Emergency Management Program)

o Glooscap:

Jason MacLeod (Infrastructure Program, Mi'kmawey Green Communities)



o Millbrook:

Alex Cope (Infrastructure Program)

Leanna Kennedy (Mi'kmawey Green Communities)

Colin Bernard (Emergency Management Program)

o Paqtnkek:

Darlene Paul (Infrastructure Program, Emergency Management Program)

Elizabeth Betty Googoo (Mi'kmawey Green Communities)

o Pictou Landing:

Heather Mills (Mi'kmawey Green Communities)

Dominic Denny (Emergency Management Program)

Chris Strickland (Emergency Management Program)

o Sipekne'katik:

Keith Julian (Infrastructure Program)

Katrina Paul (Mi'kmawey Green Communities)

Stuart Knockwood (Emergency Management Program)

David Nevin (Emergency Management Program)



Advisories or Committees Department of Community Services and Infrastructure participates on (provincial, tribal, or national):



Infrastructure Program

Atlantic Policy Congress of First Nation Chiefs Secretariat – Technicians Committee

Atlantic First Nation Water Authority

Indigenous Community Development National Strategy (ICDNS)

Indigenous Advisors Community Development Group

(Tribal) Atlantic Region CCP (Comprehensive Community Planning) Network

Indigenous Community Development Regional Implementation Group

Mi'kmawey Green Committees Program

Fishing Gear Coalition of Atlantic Canada Advisory Committee

Fishing Gear Coalition of Atlantic Canada Working Group Calls

Emergency Management Program

Emergency Management Planning Committee for Kings



County

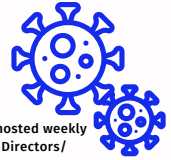
Emergency Management Planning Committee for Pictou County

Emergency Management Planning Committee for Antigonish County



DEPARTMENT OF COMMUNITY SERVICES AND INFRASTRUCTURE: EMO AND COVID-19

MI'KMAW EMERGENCY
COORDINATION CENTRE
ESTABLISHED
MARCH 2020



The CMM hosted weekly
Health Directors/
Emergency Management
Coordinators for

6

weeks before moving to
biweekly



Daily Staff coordination centre meetings were held in the height of Covid-19

The CMM EMO
secured over
500 litres
of hand sanitizer for Communities
generating a cost of over
\$10,000.00



The CMM EMO coordinated
logistics and contacts for
the procurement of:

plexiglass barriers
signage
masks
gloves
cleaning supplies
road safety equipment



Participated in weekly Covid-19 Calls:
AFN Covid Information-Weekly
Atlantic Chiefs Calls-Biweekly
NS Trilateral Calls (communities,ISC, and Province)-Biweekly



Individual community meetings with:
Pictou landing,
Paqtnkek,
Glooscap,
Bear River,
Millbrook,
Sipekne'katik

throughout to assist with planning and coordination efforts

FOR MORE INFORMATION ABOUT COMMUNITY SERVICES AND
INFRASTRUCTURE CONTACT TRINA@CMMNS.COM





Department of Health and Social Services



Jana MacKay

Senior Director of DHSS

The Health & Social Services Department was formed in Spring 2020, through the implementation of The CMM's strategic plan. The support and services of the Health unit were previously under the direction of Community Programs & Corporate Services. With the continued investment in health, including the expansion of the Jordan's Principle Child First Initiative and further investment in Mental Wellness, saw the need for a standalone department. This new department continued with the previous programs and services under the direction of a newly hired Senior Director. Janna McKay, a member of Pictou Landing First Nation was appointed as the Senior Director in August 2020. This shift allowed for more dedicated oversight and demonstrated The CMM's commitment to Health as a pillar in service excellence.

The mandate of the Health & Social Services department is to provide services and support to children, families, adults and Elders, and communities which promote health & wellness using culture as a foundation. The CMM Health & Social Services act as a resource for its communities in supporting training, knowledge sharing, advocacy efforts, and service delivery. The department represents the collective health interests at various regional and local tables to advocate for continued investment in health services for the CMM communities.

To meet the communities' demands for additional supports to children/families through Jordan's Principle, an additional service coordinator was hired, bringing the team up to six service coordinators.

Two new positions were created to support work with Indian Day School survivors. These positions focus on helping survivors complete claim forms as well as ensure that survivors have access to the appropriate aftercare. Work is

also being done by these staff in partnership with the mental wellness team on budgeting and elder abuse workshops to deal with the sudden influx of money from these claims being processed.

The CMM Health and Social Services Department and Mobilizing to Covid-19:

There was a creation of a Mi'kmaw Incident Command Centre to help all 13 Mi'kmaq communities combat covid-19.

- A Health Manager was a lead contact for the Mi'kmaw Incident Command Centre.
- Health Manager contacted Health Directors weekly during wave one, to see what community needs were, and to liaise with CMM and Provincial departments to meet community needs.
- Frequently requested supports included: hand sanitizer, cleaning supplies, PPE, and supplies/funding to address increased stressors during isolation including self-care kits for those quarantining, food security supports, and activities for children and their families.
- Jordan's Principal Service Coordinators continued to complete intakes, applications, and ordering of services and supplies for children and their families. With school closure, there was an increased need for online learning supports, childcare, and respite.
- In other health programs, Staff kept in contact with clients through phone, text, and video calling their clients. Developing virtual content for the CMM Health Facebook page, including videos, online contests, infographics, and sharing of community information.
- Workshops, education, and services requested by the communities during 2020-21 are:
 - o Mental wellness supports, topics included: Healthy vs unhealthy coping skills, Mental Wellness escape room, Anger, Anxiety, Depression, Self-care, Elder Abuse, Lateral Violence, 1-on-1 emotional support, coping skills and stress management.
 - o IRS/IDS: Indian Day School Claim Form filling sessions, Cultural teachings and knowledge sharing, Traditional foods workshops and teachings, Traditional medicines for healing and smudging, Respite training to build capacity of Indigenous Respite workers, Participation in IRS commemoration event.



- o ADI: Emergency Food boxes, Greenhouse, and gardening projects
- o Hearing Speech and Developmental screening
- o Jordan's Principal service coordination, most frequent requests included: respite, education supports (tutoring, assistance), cultural supports and tuition
- o Navigation through various provincial and federal systems.



Along with direction received from The CMM's governing body (Board of Directors), The Health & Social Services department is also guided by The CMM communities' Health Directors who comprise the CMM Health Board/Committee. The purpose of The CMM Health Board/Committee is to provide a means for resource and information-sharing and two-way communications, identify and support member-community identified advocacy and guidance, and enable collective analysis and a united voice in support of the improved health status of First Nations individuals, families, and communities.

Department of Health and Social Services work in various programs areas which include:

- Jordan's Principle Child First Initiative
- Mental Wellness
- Health Advisory supports
- Resolution Health Support
- Fetal Alcohol Spectrum Disorder (FASD)
- National Aboriginal Youth Suicide Prevention Strategy (NAYSPS)
- First Nations Hospital Liaison (located in Halifax Regional Municipality) and
- Aboriginal Diabetes Initiative (ADI).

During a brief window of time when public health measures were relaxed, in-community workshops were requested, and staff were invited into community to complete a variety

of workshops. Many others had to shift to virtual offerings where possible. Workshops completed in community this year include:

- Mental Wellness Escape Room,
 - Variety of mental wellness programming at Eagle's Nest,
 - Cultural activities workshops such as beading, medicine pouches, rattles, and baby moccasins
 - Indian Day School (IDS) Claim Form Sessions.
 - Elder Abuse education (3 sessions completed).
 - Fruit and Veggie Bingo.
 - Diabetes Journey Video project (in progress).
 - Lateral Violence,
 - FASD and Brief interventions for Community Health Staff
- Advisories or Committees hosted by Department of Health and Social Services:**

CMM Health Board

Community members or Band Staff on Advisories/ Committees for Department of Health and Social Services:

- Juliana Julian (Paqtnekek First Nation)
- Jyllian Cress (Interim Health Director, Pictou Landing First Nation)
- Carla Moore (Millbrook First Nation)
- Tina Nevin (Sipekne'katik First Nation)
- Charlotte Warrington (Glooscap First Nation)
- Leanne Webb (Annapolis Valley First Nation)
- Christine Harlow (Bear River First Nation)
- Marla Robinson-Pyne (Acadia First Nation)

Advisories or Committees your department sits on (provin-



cial, tribal, or national)

Health and Social Services Staff sit on a variety of committees. They are as follows:

- Atlantic First Nations Health Partnership
- Mental Wellness Committee
- Public Health and Primary Care Committee
 - o Healthy Living subcommittee
- NIHB Committee
- Child and Youth Committee
 - o Healthy Child Development subcommittee
- Nova Scotia Tripartite working groups:
 - o Health
 - o Sports and Recreation
 - o Social
- Mi'kmaki Provincial Working Group
- Mental Wellness Team toolkit committee
- Atlantic Home & Community Care Working Group
- Transition of Care Committee
- IWK Social Worker Professional Development Group
- Halifax Indigenous Coalition (Mi'kmaw Native Friendship Cent
- Aboriginal Continuing Care Policy Forum
- Tajikeimik
- Client Registry Working Group
- Provincial Early Years Partnership
- Northern Region FASD committee
- Atlantic ADI team committee
- Aboriginal Nutrition Leadership Sharing circles
- Dietitians Working First Nation Communities in NS
- Diabetes management project committee

**Insert Health Infographic

THE CMM'S HEALTH AND SOCIAL SERVICES DEPARTMENT: YEAR AT A GLANCE 2020-21

* Number of individual clients/participants reached for each Health & Social Services program during the 2020-21 fiscal year



clients reached out to our mental health services



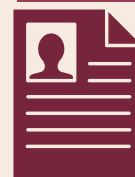
Client interactions
(includes IDS claims forms and workshops)



reached out for FASD/NAYSPS Support



reached out to the ADI specialist during 2020-21



628

Applications submitted for different services

77

people utilized hospital liaison services



6000

an estimated reach of

people on the CMM health FB Page



FOR MORE INFORMATION ON THE CMM HEALTH AND SOCIAL SERVICES, CONTACT:
JMACKAY@CMMNS.COM





Department of Aquatic Resources and Fisheries Management



Winter Sack

Senior Director of ARFM

The Department of Aquatic Resources and Fisheries Management has had an extremely momentous fiscal year. The CMM Board of Directors appointed an Interim Senior Director, Winter Sack. Winter is a Sipekne'katik band member and has been an employee at The CMM since 2018. Working directly with DARFM and under the direction of Angie Gillis, Associate Executive Director, and previous Senior Director of DARFM, Winter has been able to expand her knowledge of Fisheries Management and Aquatic Resources and continues to bring valuable insight and guidance to this department. Winter is committed to providing continued support and resources, through identified initiatives, that assist First Nation Communities and Community Members towards self-determination and enhancement of Community.



Along with the appointment of a new Senior Director came a newly established position within the department, the Mi'kmaw Knowledge & Engagement Manager, whose role was developed because of the increasing demand to engage our member communities and to incorporate more Mi'kmaw knowledge components into our current and future projects. This position is funded through the

Department of Fisheries and Oceans Canada (DFO) as part of the AAROM Innovation Fund which, provides funding to special projects to augment the larger AAROM program (MCG).

During the covid-19 pandemic, the department was faced with many challenges:

- Mobilizing the department under Remote Work Strategy,
- lack of access to community (to ensure safety to community),
- adaptations to projects procedures to comply with the Provincial Health Order.
- Revaluation on conducting community engagement
- Providing communities based on their identified priorities in aquatic resource management.

Although there was a bit of a delay in getting the 2020-21



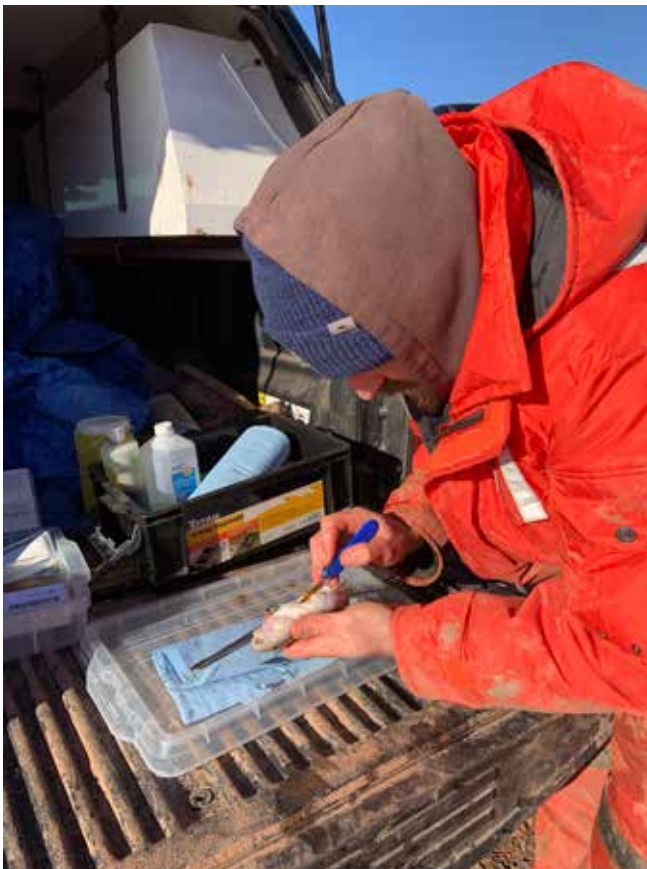
field season started due to the Provincial Health Order, most of the DARFM field activities were able to be conducted at a substantial level and were done with community approval under strict COVID-19 fieldwork guidelines developed by the department. This was done with guidance and oversight provided by member communities' directives and when available maintaining social distancing and minimize interaction with the public to protect member communities.

Meetings, engagement sessions, and community-based initiatives were mostly uninterrupted and took place on a virtual platform. Communities were still provided project updates, external presentations as they normally would. However, some sessions such as Mi'kmaw Knowledge workshops and interviews were unable to happen due to Covid-19. Most projects whose community sessions were impacted have been approved to move those sessions and activities to the upcoming fiscal year.

Community engagement sessions 2020-21:



- Species at Risk Watershed Assessment and Management of Culturally Significant Fish Species through a Two-Eyed Seeing Approach within Mi'kma'ki, Mainland Nova Scotia (CNFASAR - Nature Legacy Fund- NLF)
 - o Virtual Aquatic Monitoring workshop in March- provided project updates and received community member feedback on priority areas.
 - o The HSP and NLF teams also held several working group meetings with community members and stakeholder groups for select watershed areas. Mi'kmaw Ecological Knowledge (MEK) interviews (virtual and in-person), as well as online surveys, were conducted to gain valuable insight into fish and fish habitat.
- Species at Risk Stewardship and Monitoring with Mi'kmaw Communities of Mainland Nova Scotia (AFSAR)



- o The annual Salmon Gathering was held virtually on Indigenous Peoples Day (June 21). The MCG Social media platform launched a campaign to commemorate the annual gathering, and a live stream of the event was held at the Stewiacke River to honour Atlantic salmon.
- Mainland Mi'kmaq Marine Spatial Planning Project (MSP)
 - o Information session in November- What is marine spatial planning? and Why indigenous knowledge and community

input into plans is so essential?

- o A Ghost Gear (abandoned fishing gear) virtual community workshop was co-hosted with the Mi'kmawey Green Communities.

- Canadian Coast Guard Auxiliary

- o A Search and Rescue vessel (to be named after the late Gerald C. Tony) was secured. This vessel services a gap in the Bay of Fundy that has been identified by our Advisory Boards.

- Mainland Mi'kmaq Oceans Research Initiatives

- o A series of virtual sessions "Let's Talk Aquatics: Marine Virtual Series" was held to engage community members in ocean-related projects.

- **January 20th, 2021; Enhanced Maritime Situational Awareness**

- **January 27th, 2021: Marine Liability Act Review**

- **February 3rd, 2021: Places of Refuge**

- **February 10th, 2021: Marine Oil Spill Response**

- Shubenacadie River Monitoring (SRM)

- o Project staff continued to seek guidance from their working group and were able to continue baseline fish monitoring studies in the Shubenacadie River.



- Strengthening Mi'kmaw Capacity in Coastal and Watershed Assessment and Restoration in the Northumberland Strait and Bay of Fundy (CRF)

- o Pictou Landing First Nation community members were hired to construct reef balls. DARFM staffed a deployment in August and assisted the Clean Foundation with deployment

in November of reef balls in Sitmu'k (Moodies Cove).

- Commercial Fisheries Science Liaison Coordinator (CF-SLC)

o The 2020 commercial fisheries season had many new challenges, but the CFSLC has adapted and developed a team within the DARFM staff to support them in delivering up-to-date information to our community fisheries managers. More frequent virtual meetings were created to ensure that fisheries managers could make more informed decisions with the challenges brought to the industry by the COVID-19 Pandemic.

Member Communities requested that DARFM continue to provide aquatic resource management throughout covid-19, by providing tutorials, field experiences, and engagement pieces in new and innovative ways. For example, GoPro's and Baited Remote Operated Vehicle [BROV] video



footage was used to show various projects out conducting fieldwork, video tutorials were done to show how to conduct sampling using various scientific equipment for water quality [YSI, HOBO, and Seabird loggers] and acoustic monitoring [VR-2W- acoustic receivers], as well as for educational outreach initiatives, like Fish Friends.

Several of these adaptations were brought up by members of the MCG Advisory Committee, and the DARFM staff tried their best to provide them with the resources they were seeking for their respective communities.

Throughout this past year, the DARFM staff has continued to provide personnel, equipment, and knowledge and expertise to help our member communities with projects and initiatives directly impacting them.

The COVID-19 pandemic has allowed our staff to evaluate the projects and priorities of our member communities and

to reassess how the DARFM can most effectively service them. The pandemic highlighted what has been working and identifying where there are deficiencies in the products and services we provide. In 2021/22, we hope to provide more community-based initiatives and plan to better target our member community's priorities by engaging with each community as much as possible (even if it must be in unique ways).

DARFM Projects 2020-2021:

- Mitigation of Threats (Migration Barriers and Invasive Species) to Atlantic Salmon in the Stewiacke Watershed (HSP- Culverts)



- Apoqmatulti'k- a Two-Eyed seeing project focused on American eel, American lobster, and Atlantic tomcod.
- Species at Risk Watershed Assessment and Management of Culturally Significant Fish Species through a Two-Eyed Seeing Approach within Mi'kma'ki, Mainland Nova Scotia (CNFASAR - Nature Legacy)
- Habitat Assessments, Fish Spatiotemporal Occurrence, Atlantic Tomcod Movement & Behavior, and Fish Passage Effectiveness in the Halfway River, Nova Scotia
- Fish Spatiotemporal Occurrence and Atlantic Tomcod Movement & Behavior in the Avon River, Nova Scotia
- Species at Risk Stewardship and Monitoring with Mi'kmaw Communities of Mainland Nova Scotia (AFSAR)
- Mainland Mi'kmaq Marine Mammal Response Program
- Chain Pickerel Project
- COSEWIC Status Appraisal Summary on the Brook Floater in Canada
- Mainland Mi'kmaq Marine Spatial Planning Project (MSP)
- Canadian Coast Guard Auxiliary and Marine Safety Project
- Mainland Mi'kmaq Oceans Research Initiative
- Risk Assessment Program (FORCE)- Fish Tagging
- Strengthening Indigenous Knowledge Capacity at

Mi'kmaw Conservation Group

- Shubenacadie River Monitoring (SRM)
- Strengthening Mi'kmaw Capacity in Coastal and Watershed Assessment and Restoration in the Northumberland Strait and Bay of Fundy (CRF)

Advisory Committees to DARFM

- Mi'kmaw Conservation Group (MCG) Advisory Committee
- Commercial Fisheries Advisory Committee

Community members/ Band Staff on DARFM Committees

- Acadia:
 - o Curtis Falls ((MCG Advisory Committee and Commercial Fisheries Advisory Committee)
- Annapolis Valley:
 - o Chief Gerry Toney (MCG Advisory Committee and Commercial Fisheries Advisory Committee)
 - o Nastasya Kennedy (MCG Advisory Committee)
- Bear River:
 - o Chief Carol Potter (Commercial Fisheries Advisory Committee)
 - o Carol Ann Potter (MCG Advisory Committee)
- Fort Folly:
 - o Chief Rebecca Knockwood (Commercial Fisheries Advisory Committee)
 - o Tim Robinson (MCG Advisory Committee)
 - o Wendy Epworth (MCG Advisory Committee)
- Glooscap:



- o Daniel Matthews (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Gail Tupper (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- Millbrook:



- o Andrew Johnson (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Michelle Gloade ((MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Shelly Martin (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Tom Gloade (Commercial Fisheries Advisory Committee)

- Paqtnkek:
 - o Doris Googoo (Commercial Fisheries Advisory Committee)
 - o Kerry Prosper (MCG Advisory Committee)

- Pictou Landing:
 - o Cheryl Bernard (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Marsha Mills (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Wayne Denny (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- Sipekne'katik:
 - o Brandon Maloney (MCG Advisory Committee and Commercial Fisheries Advisory Committee)

- o Denise McDonald (MCG Advisory Committee and Commercial Fisheries Advisory Committee)



- o Derek Nevin (MCG Advisory Committee)
- o Keith Julien (MCG Advisory Committee)

Advisories or Committees your department sits on (provincial, tribal, or national)

- Apoqnmulti'k Steering Committee (Natural Science and Engineering Research Council [NSERC]-Strategic Partnership Grant)



- FORCE RAP project Committee
- OSC Indigenous Working Group
- Atlantic Species-At-Risk Committee
- o Southern Upland Atlantic salmon working group.
- o Inner Bay of Fundy (IBoF) Atlantic Salmon Recovery Team
- o Striped Bass & Salmon Advisory Meeting for Gulf NS
- Shubenacadie River Monitoring Working Group
- Pictou and River Phillip watershed working group.
- Stewiacke River watershed working group.
- IPCA/MPA Working Group (internal)
- Mi'kmaq Information Resource Hub Working Group (internal)
- Inner Bay of Fundy Conservation Planning Group
- KCC SAR Working group
- Assembly of First Nations
- o Oceans Working Group
- o Oceans Protection Plan Working Group
- KMKNO- Mi'kmaq Rights Initiative Negotiation Office/ DFO - Fisheries and Oceans Canada
- o Aquatic Ecosystems Working Group

- o Avon River/ Windsor causeway working group.
- o Halfway River working group.
- o Eastern Shore Islands Area of Interest Advisory Committee
- o Marine Protected Areas Working Group
- o St. Anns Bank Marine Protected Area Advisory Committee
- o Technical Working Group on Atlantic Salmon
- Atlantic Policy Congress/Canadian Coast Guard
 - o Canadian Coast Guard Working Group



- Oceans Research in Canada (ORCA) Working Group
- Fishing Gear Coalition of Atlantic Canada
- o Hotspot Mapping sub-group.
- Nova Scotia Invasive Species Committee
- o Hotspot Mapping sub-group.
- Southern Gulf of St. Lawrence Snow Crab Advisory Committee
- Kespukwtk Conservation Collaborative
- IPCA Working Group
- DFO marine spatial planning
- CSAS Pre-COSEWIC for Atlantic Salmon



THE CMM'S DEPARTMENT OF AQUATICS AND FISHERIES RESOURCE MANAGEMENT: THE YEAR 2020-21 SNAPSHOT



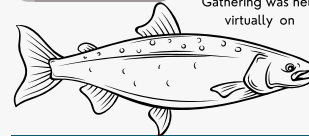
Creation of Mi'kmaw Knowledge & Engagement Manager position allows promotion of Mi'kmaw Knowledge, language, and educational materials to help fill gaps in community.



Appointment of a new Senior Director in summer 2020



In order to complete fieldwork, when they could the aquatics team selected sites that were able to achieve our communities directives.



The Annual Salmon Gathering was held virtually on



Search and Rescue vessel to be named after the late:

**Gerald C.
Toney**

This vessel will service the Bay of Fundy, a gap that was identified by our Advisory Boards. Gear and training will be provided to communities to operate the vessel.



Meetings with community and staff continued to meet with the advisory members and seek guidance from communities in a virtual format.



2

Committees continued to meet to provide guidance and oversight to DARFM during covid-19

FOR MORE INFORMATION ABOUT THE DEPARTMENT OF AQUATIC RESOURCES AND FISHERIES MANAGEMENT, CONTACT: WSACK@CMMNS-DENR.CA





Department of Environment and Natural Resources



Ashley Childs

Senior Director of DENR

The COVID-19 pandemic impacted planned activities for all projects in the Department of Environment & Natural Resources, but the department continued to work closely with communities on climate change, forestry, and environmental services.

In-person events with communities were still held whenever gathering restrictions were allowed, with enhanced safety measures in place. This included hosting our regular Advisory Committee meetings, training sessions on acoustic monitoring, emerald ash borer identification, ecotourism, and good agricultural collection practices, bioblitz events, black ash planting event, school visits, traditional food workshops and several MFI field days along with a field day with Kejimikujik Park staff.

The department also pivoted to focus on virtual engagement where possible, such as holding a virtual shiitake mushroom cultivation workshop, creating 360-degree trail advertisement videos, climate monitoring comics, a

graphic series on energy topics, a Wisqoq webinar and an IPCA Webinar series. Food security was a major focus for communities this year, which DENR supported through constructing a greenhouse in Bear River, growing, and distributing produce at a no-contact farm stand in Millbrook, providing employment opportunities for youth in agriculture, and continuing to support community gardens, beekeeper training, and pollinator work with youth.



Fieldwork was limited due to travel restrictions, but some forest vegetation and coastal mussel surveys were completed to investigate community-identified climate change concerns. Additional highlights include continued development on the Non-Timber Forest Products Co-operative business, completing community trail assessments and trail strategic plans, and work to develop community energy profiles and link communities with funding programs for renewable energy and energy efficiency projects.

Almost all DENR projects involve education, engagement, and outreach deliverables. We aim to engage and educate the Mi'kmaw communities we serve as much as possible. Due to COVID-19, we have had some of the following impacts that were common in almost every project throughout the department:

- Missed field activities:
 - o Lack of ability to work and travel in pairs is a safety requirement for field staff.
 - o Increased travel costs to projects due to lack of carpooling.
 - o Reduction in data collections.



- Reduced operational capacity:
 - o Reduction in certain types of sampling (seed collection delays, moose surveys, etc.) due to close contact required with other coworkers.
 - o Cancelled or delayed training that was required by staff to complete the project objectives.
- Cancelled or delayed outreach and engagement opportunities:
 - Cancelled workshops, conferences, and meetings which denied our project leads the ability to gain insight and feedback from community members on crucial aspects of their project deliverables.
 - Difficulties with online communication of communities. In-person engagement meetings held in communities are always more productive and yield more input and discussion.



Advisory Committees hosted by DENR:

Department of Environment and Natural Resources Advisory Committee

Community members/ Band Staff on DENR committees:

- Acadia
 - o Andrew Francis – Acadia First Nation
 - o Julian O’Connell – Acadia First Nation
- Annapolis Valley
 - o Natasya Kenney – Annapolis Valley First Nation
 - o Murray Copage – Annapolis Valley First Nation
- Bear River
 - o Chief Carol Dee Potter – Bear River First Nation
 - o Rob McEwen – Bear River First Nation
- Glooscap
 - o Gail Tupper – Glooscap First Nation
 - o Woody Peters – Glooscap First Nation
- Millbrook
 - o Colin Bernard – Millbrook First Nation
 - o Gerald Jr Gloade – Millbrook First Nation
 - o Stephen Marshall – Parks Canada Representative
- Paqtnkek
 - o Kerry Prosper – Paqtnkek Mi’kmaw Nation
 - o Doris Googoo – Paqtnkek Mi’kmaw Nation
- Pictou Landing
 - o Denny Dominic – Pictou Landing First Nation
 - o Barry Francis – Pictou Landing First Nation
 - o Chris Strickland – Pictou Landing First Nation
- Sipekne’katik
 - o David Nevin – Sipekne’katik First Nation
 - o Keith Julien – Sipekne’katik First Nation
 - o Kevin Copage – Sipekne’katik First Nation

DENR Participation on (provincial, tribal or national) Committees:

National Aboriginal Forestry Association – Board of Directors

- RESNET NSERC Board of Directors
 - o ResNet: Landscape 1 Working Group
- Indigenous Community-Based Climate Monitoring Advisory Circle
 - o Indigenous Community-Based Climate Monitoring Authoring Committee
 - o Indigenous Technical Working Group on Flood Mapping
 - o First Nation Adapt Advisory Circle
 - o Co-author for the Indigenous Community-Based Climate Monitoring Toolkit (ending March 2021)





- Parks Canada Advisory Committee
- Indigenous and Protected Conservation Areas (IPCA) Advisory Committee
 - o Challenge Fund Steering Committee
 - o Indigenous and Protected Areas Working Group (IPCA)
 - o IPCA Communications Sub-Committee
 - o CMM Internal IPCA Working Group
 - o Challenge Fund Private Land Securement Working Group
 - o Challenge Fund Connectivity Working Group
 - o Conservation Through Reconciliation Partnership (Anastasia's Masters Project on IPCA Governance)
 - o Conservation Through Reconciliation Partnership – Indigenous Land Trusts
 - o Barriers to Private Land Conservation (NSNT)
 - o NS Private Land Prioritization Project (NCC)
 - o Coastal Islands Inventory/ Prioritization (NSNT)
 - o Ontario Land Trust Alliance
 - o Bear Island (NSNT)
- Mi'kmaw Forestry Strategic Partnership Initiative Steering Committee
- Mi'kmawey Forestry Initiative Advisory Committee
 - o Free, Informed & Prior Consent Working Group with Port Hawkesbury Paper
- o Crown Land Steering Committee
- HalifACT 2050 Stakeholder Team
- Boat Harbour Environmental Advisory Committee

(BHEAC)

- Indigenous Centre for Cumulative Effects Technical Advisory Committee (ICCE TAC)
- SARA Committees
 - o Spruce Budworm Working Groups (Social and Ecology Working Groups)
 - o Hemlock Woolly Adelgid-Maritimes Working Group (HWA)
 - o Emerald Ash Borer
- National Wildlife Areas (ECCC-CWS)
- Non-Timber Forest Products Initial Board of Directors (NTFP)
- NSCC Coastal Program Advisory Committee
- Nova Scotia Trails Strategy Coordinating Group
- DENR Lead or research affiliate for the Biodiversity Conservation and the Health and Well-being of Indigenous Peoples (6-year project)
- Carbon-Free Colchester Committee





THE CMM'S DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES: 2020/21



18 COMMUNITIES MEMBERS
MAKE UP THE DENR ADVISORY COMMITTEE,
PLUS TWO REPRESENTATIVES FROM PARKS
CANADA



DUE TO THE LIMITATIONS
OF MEETING DURING
COVID-19, THE DENR
CREATED SIX DIFFERENT
SERIES FOR ENGAGEMENT
AND EDUCATION DURING
THIS TIME.

FOOD SECURITY WAS A MAJOR FOCUS
FOR OUR COMMUNITIES THIS YEAR-
DENR SUPPORTED COMMUNITIES THROUGH:



NO CONTACT FOOD STAND WAS CREATED FROM
PRODUCE GROWN IN MILLBROOK.

BEEKEEPER TRAINING, AND POLLINATOR WORK WITH YOUTH.



CONTINUED SUPPORT TO COMMUNITY GARDENS.

CONSTRUCTING A GREENHOUSE IN BEAR RIVER.



Employment opportunities for youth in agriculture.



Continued development
on the Non-Timber Forest
Products
Co-operative

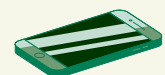
Work to develop community
energy profiles, and link
communities with funding
programs for renewable
energy and energy efficiency
projects.



Completing community
trail assessments,
and trail strategic plans.



FOR MORE INFORMATION, ABOUT THE CMM'S DENR CONTACT
ACHILDS@DENR-CMMNS.COMM.





Eastern Woodland Print Communications



Jim Hepworth
CEO of MMDI

Eastern Woodland Print Company/ MMNN

This year was truly a different type of year for EWPC /MMNN, Covid-19 affected the company financially and emotionally. All staff did a great job of keeping our clients happy.



For the most part, EWPC/MMNN still ran without any interruptions. However, it was administered with a few modifications. For the first few months when many organizations closed, the staff from EWPC worked from home, and each took turns going into the office to complete jobs. A Lay-off of one of our workers did occur at this time, as the work slowed.

Millbrook First Nation utilized EWPC in getting signs and information about covid out to its community members. Even though Mi'kmaw Kina'matnewey (MK) was closed EWPC was still able to complete some large projects that were started prior to the pandemic, the revamping of their lexicon book was a large undertaking, our designers created images to help children learn words easier, and Beverly Jeddore also had the staff designing flashcards which also help with Mi'kmaw language restoration.

EWPC assisted with the elections for some of The CMM communities such as Sipekne'katik, and Acadia First Nation. We provided The CMM Electoral Office with the printed documents as, well as promotional for some.

During the work from home period, we still held meetings and stayed in contact with all of our working clients. If a print job was requested, it was ensured that the work was done and delivered in a safe way that followed all provincial and federal Covid-19 operating protocols.

EWPC managed to complete and produce several annual reports as well as the annual History Month Posters. As the pandemic caused the cancellation of some cultural and yearly events some things were done differently, and we did not produce a Treaty Day poster this year as it was held virtually.

MMNN was produced in a completely virtual format. Organizations that received the paper in bulk have had their order on hold until bulk operations in person can resume- this will be provided to them at no cost to the client.



Unfortunately, this year, sales have decreased slightly but it is expected that like most things, sales will increase hopefully in the next fiscal year.



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





Mi'kmawey Debert Cultural Centre



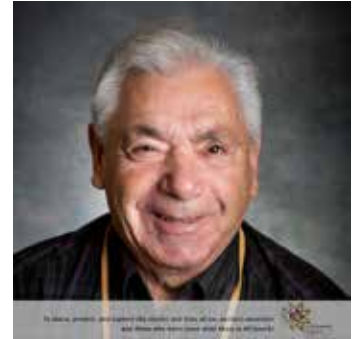
Tim Bernard
CEO of MDCC

Staff at MDCC followed protocols put in place by The Confederacy of Mainland Mi'kmaq and adapted work and timelines based on the work from home strategy. Due to the pandemic, MDCC staff had to get creative with efforts to engage with various advisory groups. Microsoft teams and Zoom played, and continue to play, critical roles in our ability to maintain communication with each other and our various project partners.

This year's Mi'kmaq History Month, which took place in October of 2020, was a success even with Covid-19 restrictions in place. Nine of our communities were awarded funding under the Communities Activities Support Initiative, and with that funding were able to host several virtual and in-person events that celebrated our Mi'kmaq history, culture and language. The Mi'kmaq Native Friendship Centre in Halifax, NS, hosted a Treaty Day Salmon dinner that was served as a prebooked take-out. The Piktukewaq Women's Association, Pictou Landing First Nation, hosted a women's only moose hunt, and although they were unsuccessful in obtaining a moose, in the weeks following, another community member was able to secure one, which he donated to the group. The meat was divided between members and the remainder went to the community feast that was held later in November. The Wabanaki Two-Spirit Alliance hosted several virtual workshops that explored two-spirit and gender, sexuality, and sexual health within the context of being Mi'kmaq/L'nu'k, and at Bear River First Nation, their annual Harvesters Gathering saw visitors participating in various cultural activities such as trail walks, Atlatl and archery demonstrations, drumming and dancing, and a closing potluck supper.

In November we lost a cherished member of the Elders

Advisory Council, Gerald Toney Sr. who passed away suddenly. He was a valued member of our Elders' Advisory Council, a respected member of the Annapolis Valley Mi'kmaq community and Chair of their Elders Advisory. Our MDCC team worked closely with Gerald Sr. and the Annapolis Valley Elders Advisory on the Gaspereau Lake Monument.



Communities ask of your department during 2020-21

During lock-down, we were unable to host our Elders' Advisory Council meetings in person which meant that we had very little contact with our Elders. As many of our Elders are without access to modern technology, such as smart-phones/tablets, computers and/or conferencing software, most of our communication efforts were completed by phone. Our administrator, Sheila Pierro-Tremblay, played a key role in engaging and maintaining contact with the Elders via telephone. Once the lock-down restrictions were lifted our Elders expressed the need to meet in small groups. They were feeling isolated and wanted the opportunity to safely meet with staff and other members of the Advisory



Surrounded by items she has cherished all her life and knowing the importance of caring for cultural items, Elder Agnes Potter closely examines a presentation given by one of the three Exhibit Design Firms vying for their opportunity work on the Future Mi'kmawey Debert Cultural Centre. Due to COVID-19, the MDCC Elders Advisory buddied up at their homes and meeting spaces to interview potential architects and exhibit design firms to select the right fit for their Build the Vision.



Council to help guide the next phase of the project. MDCC staff devised a strategy to safely meet with small groups of EAC members to communicate key milestones and receive guidance on the next phase of the project. During this time, Don Julien invited four new members to join the Elders' Advisory including Donald Francis, Pictou Landing; Patsy Paul-Martin, Millbrook; Barbara Sylliboy, Eskasoni and Lorraine Whitman, Glooscap. Our new members were able to assist the team in narrowing down the list of potential architecture and exhibit design firms and holding interviews via Zoom. Staff spent time before the interviews reviewing and discussing the proposals from the final candidates with each smaller Elder group.

Staff are engaged in the following programs and projects:

- Mi'kmaq History Month Planning
- Mi'kmaq History Month Poster Development
- Development of our Digital Portals Project
- Planning for the Shubenacadie IRS Gathering for October 1-3, 2021
- Engagement for the National Historic Site Designation Plaque wording
- Relaunch of the Mi'kmaw Digital Atlas Website
- Continuing our Key Stories work with Bear River videos, Paqtnekek Tourism Kiosk, Centralization Project with Pictou Landing, waiting to official launch the Gaspereau Lake Monument with Annapolis Valley Elders, finalizing our contemporary history of the Glooscap First Nation, as well as



Despite the closure of offices during Covid -19, we were able to collect on the ground research data at the former site of the Shubenacadie Indian Residential School in April 2020. GPR scans of the property near the school's footprint were scanned to identify any possible burials. Our research will continue into the summer and fall of 2021.

the continuation of digitizing photos from the Sandy Julien and Agnes Potter photo collections.



Advisories or Committees your department hosts

The MDCC hosts the Elders' Advisory Council once a month. Due to Covid-19 we have been unable to host an in-person meeting with our full Elders' Council since March 2020.

We also host the Mi'kmaq History Month Committee, responsible for managing Mi'kmaq History Month each year.

Community members/ Band Staff on your committees:

Communities include:

- Acadia
- Annapolis Valley
- Bear River
- Eskasoni
- Glooscap
- Membertou
- Millbrook
- Paqtnekek
- Potlotek
- Pictou Landing
- Sipekne'katik
- Wagmatcook
- Waycobah

Elders' Advisory Council:

- Dr. Donald Julien - Millbrook
- Sarah Francis - Pictou Landing
- Phyllis Googoo - Waycobah
- Agnes Potter - Bear River
- Ernest Johnson - Eskasoni
- Maynard Marshall - Potlotek
- Judy Bernard-Julian - Paqtnekek
- Dr. Mary-ellen Googoo - Membertou
- Sister Dorthy Moore - Membertou



- Florence Walsh - Millbrook
- Lorraine Whitman - Glooscap
- Donald Francis - Pictou Landing
- Barbara Sylliboy - Eskasoni
- Patsy Paul-Martin - Millbrook

Mi'kmaq History Month Committee:



Images of the Bear River Harvesters Gathering in October, 2020 where MDCC and CMM staff members took part in atlatl and archery lessons.

- Tim Bernard – Executive Director, Mi'kmawey Debert Cultural Centre
- Chief Wilbert Marshall – Chief of Potlotek First Nation
- Meghan Hallett - Manager, Diversity and Social Inclusion Communities Nova Scotia Communities, Sport and Recreation
- Celeste C. Sulliman - Director, Treaty Education, Nova Scotia Office of Aboriginal Affairs
- Crystal Dorey - Communications Officer, Kwiłmu'kw Maw-klusuaqn Negotiations
- Natasha Jackson - Director, Communities Nova Scotia, Culture and Heritage Development Communities, Culture and Heritage
- Jacqueline Prosper - Treaty Education Lead, Mi'kmaw Kina'matnewey

- Cheryl Copage-Gehue - Advisor, Indigenous Community Engagement, Diversity and Inclusion, Halifax Regional Municipality
- April Hiltz - Director of Education & Student Services, Native Council Nova Scotia Liverpool Office
- Zabrina Whitman - Coordinator of Indigenous Affairs, Acadia University
- Janet Porter - Reconciliation Education Consultant, Mi'kmaw Services Education and Early Childhood Development
- Naomi Pierrard - Lead Consultant of Etuaptmumk, Department of Education
- Solange Richer de Lafleche – Communications Officer, Mi'kmawey Debert Cultural Centre

Advisories or Committees your department sits on (provincial, tribal, or national)

- Mi'kmaq History Month Committee



- MDCC Board of Directors
- Mi'kmaw Cultural Tourism Advisory Committee
- Indigenous Stories Beyond Borders Advisory Committee
- MK Mi'kmaw Language Advisory Committee
- Indigenous Heritage Circle Board Member
- Tripartite Culture and Heritage Working Committee





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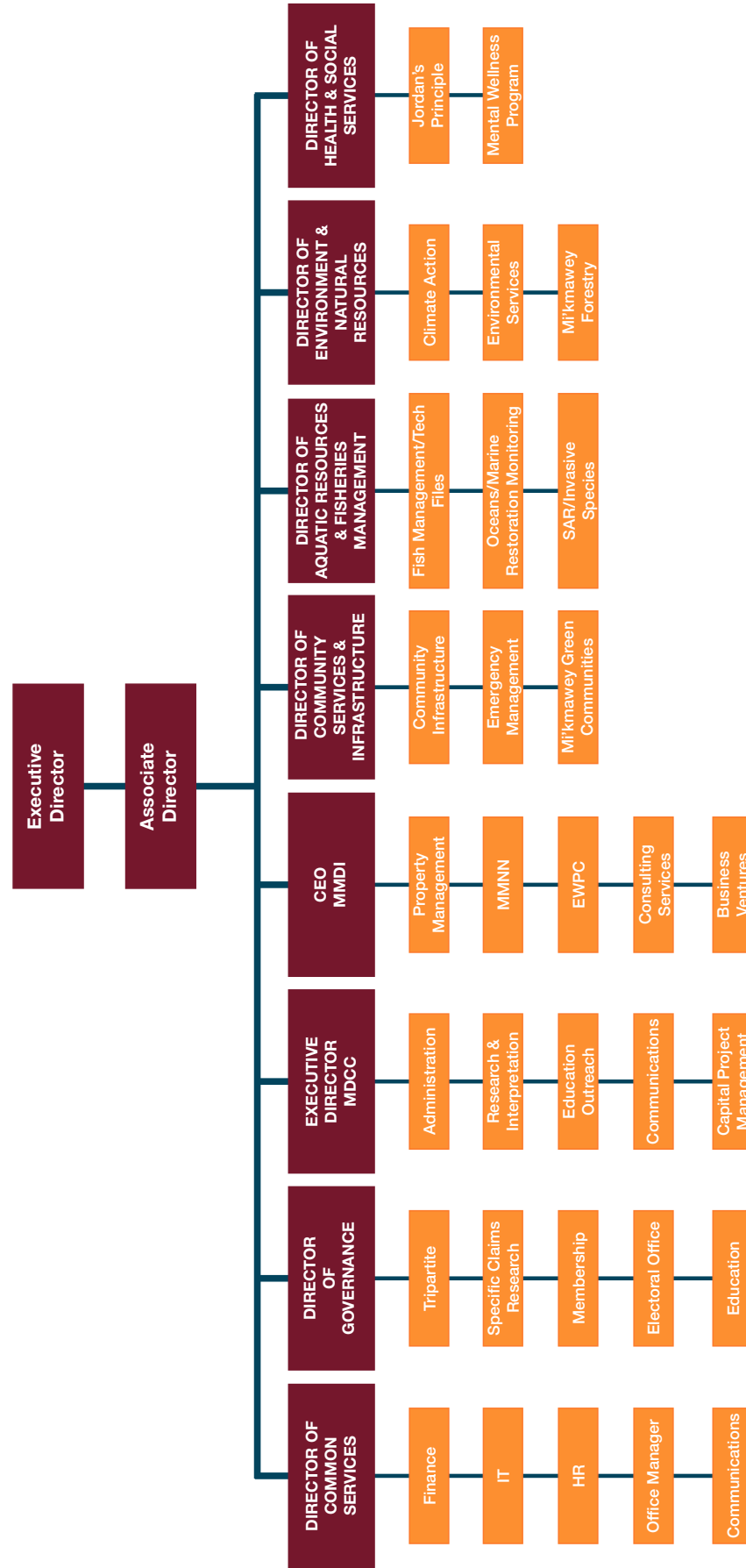
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The Confederacy of Mainland Mi'kmaq Organizational Chart 2021





The Confederacy of Mainland Mi'kmaq

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