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**ANNUAL REPORT
2022-2023**

cmmns.com



The Confederacy of Mainland Mi'kmaq

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Message from the Executive Director



Kwe' to all my relations, Chiefs, Councils, and colleagues. First and foremost, I would like to take this time to thank you all for your continued support, for all the hard work you do for our communities – and most importantly, for demonstrating to all of us what true commitment to community looks like.

As The CMM's New Executive Director, it brings me great pride to provide you with our 2022-2023 annual report. This past year has been a very busy and momentous year for The CMM. One of those notable occasions was the retirement of Dr. Donald M. Julien after 28 years of service to our Mi'kmaw communities. The CMM is thankful to Don for all his years of faithful commitment to our communities and our organization. We are also extremely grateful that he has agreed to stay with The CMM in an advisory capacity, as our elder in residence, so that he can continue to share his knowledge with us all.

The CMM would also like to acknowledge and thank another long-term serving employee to the organization, Lynn Knockwood, Director of Common Services, who also retired in October 2022. Justin Julien has since moved into this role.

We also welcomed Wyatt White (Mi'gmaq First Nation of Listuguj, Quebec) to The CMM team as Associate Executive Director. Wyatt brings many years of experience of both working for government and within other First Nation Organizations to the role – and we look forward to the insight he can bring to the organization.

With the changing of the guard also came another significant change for the organization, when after 37 years of operation, The CMM moved into our new home at 52 Legends Avenue. The move, which took place over the course of March, was the culmination of years of hard work and preparation. It proved a pivotal development that centralized all CMM staff in one main location.

Other notable celebrations included some of our senior staff who were once again proving to the Nation how exemplary they are:

- Our Director of Health & Social Services, Janna McKay, was awarded the Don's Bear Award at the First Nations Health Manager's Forum. It is a prestigious award, and she is one of the first recipients.
- Our Director of Governance, Tyler Sack, participated in the Governor General's Canadian Leadership Conference. The conference only takes place every few years and there are

only 200 participants, all of whom are viewed as future leaders.

- Our Department of Community Services and Infrastructure team, particularly the Mi'kmawey Green Communities team, was also awarded The Divert NS Mobius Award for Community Project of the Year. This is the first time an Indigenous program has won the award.

The CMM was not the only one experiencing momentous firsts this year. Sipekne'katik First Nation voted in Chief Michelle Glasgow. This is especially historic, as she is the first woman to hold the position for the community. The CMM is very honoured to have her join our board. The Millbrook Cultural & Heritage Centre officially repatriated a set of Mi'kmaq Regalia that was donated to an Australian museum, more than a century ago.

Another first celebrated by The CMM in the 2022-23 year was the development of the Mi'kmaq Language Act citing Mi'kmaq as an original language. Additionally, many members of our communities received the Queen Elizabeth II's Platinum Jubilee Medals for their accomplishments.

While it is easy to revel in the glory of success, our Nation also experienced sorrow for one of our member communities, Paqtnkek Mi'kmaw Nation, with the sudden passing of Chief Tma Francis. Our thoughts and prayers remain with the community as they follow their path of healing. Chief Tma will never be forgotten for his contributions to his community and the youth of his community.

As we move into a new era at The CMM, we promise to continue to build on our solid reputation, financial responsibility and accountability to our member communities. As we have in the past, we will continue to follow the wisdom and guidance of our leadership and membership.

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

Thank you for all your support and trust in my new role as Executive Director!

Wela'liek!

Respectfully yours,

Angeline Gillis, B.A., LL.B
Executive Director

A handwritten signature in black ink that reads "Angeline Gillis". The signature is written in a cursive, flowing style.

Message from the Associate Executive Director



Kwe' msit no'kmaq. I am truly honoured and deeply grateful to our community leadership for entrusting me with the position of Associate Executive Director here at The Confederacy of Mainland Mi'kmaq. This was my first year as Associate Executive Director, as Angie Gillis transitioned to the Executive Director role. While Angie is focused outward on ensuring strong community relations

and new partnerships, my position focuses inward on supporting the organization as it grows and continues to thrive.

While I am new to this role within the tribal council, I am no stranger to working alongside The CMM from other Mi'kmaq organizations and government departments. My entire career has been committed to the betterment of Mi'kmaq communities and organizations with a deep focus on building long lasting, respectful relationships.

The CMM has seen significant growth and change in the past year. As an organization, we have surpassed 140 staff. While we bid farewell to longtime Director Lynn Knockwood, who retired after 30 years of service, we welcomed Justin Julien as the new director of the newly-renamed Department of Finance and Administration. I'm delighted to work closely with Justin, leaders from other departments and other members of the Office of the Executive Director.

An organization is only as strong as the personnel who work within it, and we strive to identify staff who are passionate for improving the way of life in community and providing important services to achieve these goals.

Our summer student program is one of the ways the organization serves the needs of member communities by helping our youth pursue their aspirations. The program provides them with hands-on experience working for our member communities in a professional setting. This experience is critical as it fuels their capacity to lead communities even further towards sustainability and prosperity.

As we head towards our organization's 40th anniversary, Angie and I have been working with leaders throughout The CMM and within communities to build a strategic plan that will set us up for success for another 40 years and beyond. Our leadership requires impactful tools to implement the changes we want to see and I'm excited about our new strategic plan.

With the move into our new, incredible office building, The

CMM has found a new home that is truly fitting of the amazing people who make up the organization. We are exceptionally proud to invite colleagues, partners and interested organizations in to learn more and work together.

I invite you to review the report and see for yourself what has been accomplished over the past year and don't be shy to reach out to any of our team members to find out more information. While it has been a year of immense change, we are making great strides in transforming ourselves to be the agile and responsive organization that our member communities and partners expect us to be. Nmu'ltes!

A handwritten signature in black ink that reads "Wyatt White". The signature is fluid and cursive.

Wyatt White B.Sc., M.Ed.
Associate Executive Director

Celebrating the Legacy of Dr. Donald M. Julien

The Confederacy of Mainland Mi'kmaq (The CMM), board and staff would like to take this opportunity to once again, thank former Executive Director Dr. Donald M. Julien for his many years of commitment and contributions to not only The CMM, but Mi'kma'ki overall. In the fall of 2022, Don officially retired and was made Director Emeritus.

Don started working with The CMM in 1987, originally as a Research Director for Land Claims, and in 1994 was named the Executive Director. During his 28-year tenure as Executive Director with The CMM, the organization flourished, gaining solid financial footing, growing its staff to more than 130 staff in seven departments – the result of his impeccable, consistent efforts over the years.

Since the discovery of artifacts in 1989 at an 11,000-year-old site that is now the future home of the Mi'kmawey Debert Cultural Centre, it was your initial push behind the efforts that got the ball rolling on that project.

You have worked diligently to protect the sites that would eventually become the Cultural Centre we know today, working with Elders through the advisory council, overseeing feasibility studies, participating in assessments, campaigning to raise funding, drafting the Master Site Plan and Functional Programme and – most importantly – bringing four decades of experience and conducting research that brought you to museums across Canada and the United States.

As you often said, “We want people to understand their culture, and be proud of who they are, so that they can hold their heads high,” and Mi'kmawey Debert is, and will be the embodiment of that.

At your 2022 retirement party, Senator Dan Christmas accurately praised your indefatigable work ethic, saying, “Don has been relentless, step by step, he pursued his vision over those 33 years. Ever since he heard about those disturbed artifacts, he formed an Elders’ advisory council ... which I think was a stroke of genius, because their wisdom and their energy and love brought forward the idea and brought it to life. But Don chaired and Don provided the initial leadership.”

During your tenure as Executive Director with The CMM, you were also a driving force behind the behind The CMM and Union of Nova Scotia Mi'kmaq (UNSM)'s pivotal, precedent-setting legal victory in the 1999 Donald



Marshall Jr. Case.

Building consensus among the 13 Nova Scotian Mi'kmaq Chiefs was a catalyst to the turning point that came as a result of the legal victory that set historic precedence in Nova Scotia.

Your efforts marshalling the leadership of Mi'kmaq communities paid off to outstanding effect, with the Federal Government recognizing Aboriginal title and Treaty rights, granting First Nations the right to fish, hunt and gather in pursuit of a moderate livelihood, through the Marshall Decision.

These are only two examples of your extensive advocacy, promotion, research and generous sharing of the Mi'kmaw People's history and culture.

You have traveled the world, from Whitehorse to Scotland, representing the Mi'kmaq people.

Just as important as the Marshall Decision and your vision for Mi'kmawey Debert are the smaller day-to-day ways you contributed to our growth and betterment. Over the years, your door has always been open to anyone and everyone looking for support or guidance. You have served so many as a mentor, tutor, friend, advocate – and leader – and for that you have our utmost gratitude.

You have been a champion of the act of respect and learning that is listening to Elders – and we plan to continue with this legacy, hopefully under your continued, benevolent guidance as Director Emeritus.

Congratulations on all your accomplishments and thank for all your support!

In Loving Memory of Tma Francis

In August of 2022, Paqtnkek Mi'kmaw Nation lost a beloved community member and leader, and The CMM lost a respected member and source of guidance. Tma Francis was a remarkable Mi'kmaq leader for Paqtnkek Mi'kmaq Nation, serving as Chief.

Chief Tma, known to be a good listener, was well known across Nova Scotia and Mi'kma'ki as a caring, humble and dedicated man who committed himself to his community, and empowering the people of Paqtnkek.

In his role as Chief, he was much loved throughout his community. The CMM worked extensively and collaboratively with Chief Tma.

A steadfast advocate for his people, Chief Tma was always ready to heed the wisdom of Elders, his peers, the youth and the community at large. He was known for his care for children and youth, going to great lengths to make sure they felt loved and appreciated.

In addition, to his advisory role with The CMM, Chief Tma sat on numerous committees, including Kwilmu'kw Maw-klusuaqn; the Clearwater Executive Management Committee; the First Nation Finance Authority; First Nation Land Management; the Lead on Tax Commission; the Bayside Corporation; the Atlantic First Nation Water Authority; the First Nation Marking Housing Fund; and, the Wskijnu'k Mtmo'taquinuow Agency.



Chief Tma stood by his belief that by working together, and learning from one another, everyone could grow and move forward as a nation.

He will be dearly missed by everyone with The CMM and its member communities.



NS Mi'kmaw Communities



 CMM Member Communities
 Other Mi'kmaw Communities

ACADIA

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, Glooscap 35, 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 Cory Julian

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 Michelle Glasgow

CMM Board of Directors

The Board of Directors, comprised of the eight Chiefs of the member Mi'kmaw communities and the District Chief, governs The 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 serving the interests of eight Mi'kmaq communities: Acadia, Annapolis Valley, Bear River, Glooscap, Millbrook, Paqtnkek, Pictou Landing and Sipekne'katik.

Incorporated in 1986, The 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, The 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.

Management Structure

<p>Angie Gillis Executive Director & Interim Director of DARFM</p>	<p>Wyatt White Associate Executive Director & Interim Director of DENR</p>	<p>Janna MacKay Director of HSS</p>	<p>Justin Julien Director of DFA</p>
<p>Jim Hepworth CEO of MMDI</p>	<p>Tim Bernard Director of MDCC</p>	<p>Tyler Sack Director of DGOV</p>	<p>Trina Khattar Director of DCSI</p>

Pictures by Gord Jones

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



Mi'kmaq Maliseet Nations News

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



Mi'kmahey Debert Cultural Centre
(MDCC) in 2002

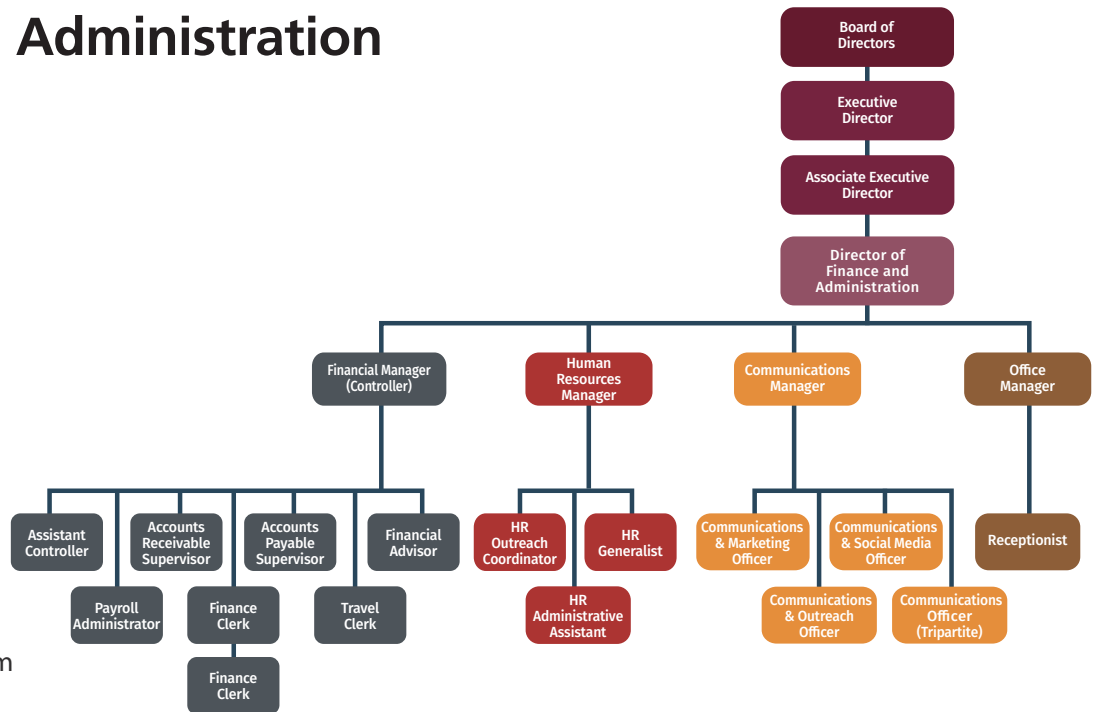


Department of Finance and Administration



Justin Julien,
Director of Finance and Administration

Email: jjulien@cmmns.com



Mandate

To develop and provide professional and accountable administrative and financial services to The CMM and advisory services to member communities upon request.

Introduction

The 2022–23 year has been one of much change and growth within The Confederacy of Mainland Mi'kmaq (The CMM), including the Department of Finance and Administration, formerly known as the Department of Common Services.

In October 2022, Lynn Knockwood officially retired as Director of Common Services after an incredible career with The CMM. Initially starting as a Finance Clerk, Lynn was appointed to the Director position in 2005 due to her strong leadership abilities, talent in financial management and successful administrative style. During her time at The CMM, Lynn proved to be a phenomenal resource for the organization and helped shape the foundation of The CMM as we know it today.

Before retiring, Lynn began mentoring Justin Julien to fill her Director of Common Services role. Justin, a member of Millbrook First Nation, started working with The CMM from 1999 to 2004 as a summer student and returned in 2019 to fill the role of Human Resource Outreach Coordinator. In April 2022, Justin officially moved into the position, which has since been renamed to the Director of Finance and Administration.

Human Resources

The Human Resources unit saw some changes this year, with the hiring of Lisa Murphy to fill the Human Resource Outreach Coordinator role and Leanne MacKenzie to take on the Human Resource Administrative Assistant role. Efforts are underway in the unit to hire a Human Resources Generalist.

Communications

In August 2022, The CMM completed a communications audit to assess organizational communications and identify any challenges, gaps or areas of strength through the lens of CMM staff.

Information provided in the audit allowed the Communications Manager to create and staff a specialized communications team for The CMM and its member communities with the following new positions: Communications and Marketing Officer, Communications and Social Media Officer, Communications and Outreach Officer and Communications Officer (Tripartite).

Office Management

The Office Management unit expanded in 2022 with the creation and staffing of a receptionist for The CMM's new building.

Finance

The Finance unit continued to provide excellent financial management services to The CMM through the 2022–23 fiscal year. The unit saw some changes this year through the creation and staffing of an Assistant Controller, Accounts Payable Supervisor and Travel Administration Clerk.

Adult Institutional Care

The CMM administered contracts for the care of 13 adult care clients residing in six care facilities across Nova Scotia. Regular communication and follow-up were maintained with the facilities, along with in-person visits.

Internal Committees

To increase efficiency and cross-organizational communication and collaboration, The CMM has established the following internal committees:

- Senior Management Committee
- Occupational Health and Safety Committee – Building Sub-Committee
- Language, History and Culture Committee
- Finance and Audit Committee
- Human Resources Committee
- Capacity Development Team Committee
- Communications Committee
- Staff Wellness Committee

Looking Ahead

The department is excited to announce the following initiatives which will be the basis of the 2023–24 fiscal year:

- Develop a long-term HR strategy to engage qualified First Nations workers and capacity development with member communities
- Develop and implement a rebranding strategy
- Strategic planning and negotiations for a long-term comprehensive funding agreement
- Continue search for funding for the development of an Occupational Health and Safety position and

Community Outreach for The CMM will be among a priority for the 2023–24 year

- Implement a new accounts payable software to increase efficiency and accountability
- Develop and staff a Purchasing Clerk position to provide support for the organization's growing needs

Department of Finance & Administration

Year at a Glance



Growth at The CMM

146 Staff members at year end



10 Job vacancies at year end

9 Board meetings

3 HR Working Group meetings

11 OHS Committee meetings

121 Internal interviews conducted



Community Support

80+ Community job postings sent to The CMM & shared on our website



8 Interviews with communities

50+ Community HR Support/Questions



Adult Institutional Care

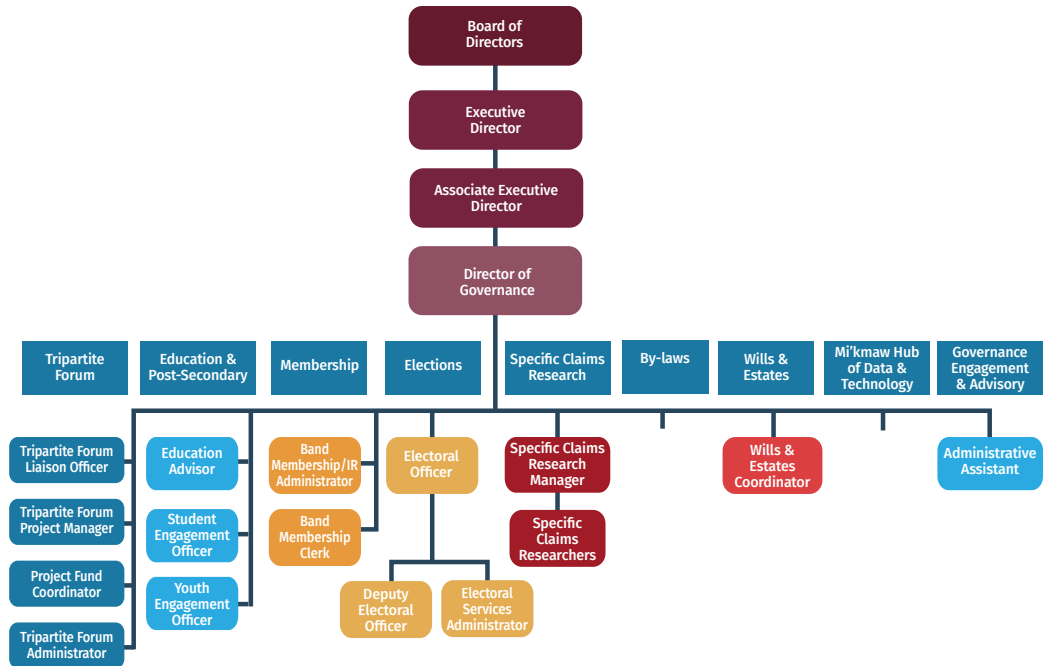
3 Adult Care Clients residing in 6 care facilities



Department of Governance



Tyler Sack
 Director of Governance
 Email: tsack@cmmns.com



Mandate

To advocate for legislative changes that will improve Mi'kmaw governance; to plan for and help to facilitate the devolution and transfer of services from provincial and federal government to Mi'kmaw organizations and to work directly with Mi'kmaw communities to outline and implement self-determination in the design and delivery of programs and services.

Introduction

During the past year, the Department of Governance's focus has been to engage with the communities and reaffirm our programs, departmental and organizational efforts to align with the goals and ambitions of our member communities. Our priority remains to provide helpful information to community leadership and management for consideration with respect to self-determination. The information we created has enabled our team to advocate support for programs related to governance, to push for more significant outcomes with Canada's reconciliation efforts, and provide knowledge to our community members and partner organizations on advancing Mi'kmaq Nationhood.

Economic Development Working Committee at the working development session, hosted by the Tripartite Forum, in May 2022.

Post-Secondary Education

During 2022–23, we observed that the cost of living and tuition for students continued to grow and outpace the funding rate for many, including our sponsored students. Efforts to re-evaluate and update our funding policies with partner organizations were among the top priorities. This year, we also continued providing one-time COVID-19 relief funding and increasing the monthly student living allowances.

Our objective is to ensure funding is not a barrier for student success. Our staff continue to share bursary, scholarship, and employment opportunities with our sponsored students so that they can access available resources throughout their student careers.





Photo caption: L-R Oliver Gehue (Sammy's nephew), Jordyn Gehue (Sammy's sister), Mia Curry (Grade 12 Scholarship Winner), Angie Gillis, Executive Director.

Our staff was vital in developing a working group to implement efforts to decolonize academia. This working group developed a framework and will release it to partner organizations next year.

The CMM sponsored a total of 76 post-secondary students. Sixty-nine were enrolled full-time, and seven were enrolled, part-time. We anticipate a total of 20 graduates for the year.

The following First Nations youth are the winners of the 2022–23 Sammy Gehue Awards:

Grade 12 Achievement Award:

- Mia Curry, Bear River First Nation

Elementary Achievement Awards:

- Acelynn Simon, Eskasoni First Nation
- Breighlynn MacEachern, Annapolis Valley First Nation
- Kane Sack, Sipekne'katik First Nation

Membership and Registration

Our Membership and Registration team continued to deliver services—with pandemic measures in place to limit the potential for exposure to community members. There were delays in services while The CMM was moving into its new office building between February and March 2023.

The CMM provided 16 days of in-community services

Department of Governance

Year at a Glance



Post-Secondary Education

76 Post-secondary students sponsored by The CMM

69

Full-time students

07

Part-time students

20 Anticipated graduates this year



Membership & Registration

9836 Total Community Members

16 The CMM provided 16 days of in-community services among 6 member communities



Specific Claims Research

14 Specific Claims is now gathering 14 separate claims for 6 member communities



Wills & Estate Planning

06 Information sessions with contracted estate lawyers in member communities



48 Individuals who have now secured new wills with local law firms

among six member communities throughout this fiscal year.

In March, Theresa Leblanc and Jay Martin

completed training from Indigenous Services Canada and are now certified Integrity Document Officers. This certification allows them to certify birth documents at the community level.

Membership Statistics

(as of March 31, 2023)

Community	On-Reserve	Off-Reserve	Total
Acadia First Nation	240	1908	2148
Annapolis Valley First Nation	121	199	320
Bear River First Nation	117	264	381
Glooscap First Nation	100	320	420
Millbrook First Nation	980	1301	2281
Paqtnkek Mi'kmaw Nation	457	155	612
Pictou Landing First Nation	524	164	688
Sipekne'katik	1574	1412	2986
CMM Communities Total			9836

The CMM Electoral Office

The CMM Electoral Office pursued strategic partnerships to increase voter awareness and participation in elections at the municipal, provincial and federal levels of government. The goal of these partnerships is to overcome community barriers to participating in democratic processes and to encourage our community members to be more active as voters, volunteers and candidates. Our team has also contributed to policy reform engagement sessions on regulations related to referendums and online voting with Indigenous Services Canada.

The CMM conducted elections for the following communities and organizations in 2022–23:

- Nova Scotia Native Women's Association Chapters
- Referendum in Pictou Landing First Nation
- Chief and Council elections, Sipekne'katik First Nation

The CMM chaired a custom election code committee for Paqtnkek. Their code is currently in draft until the community has ratified it.

The Electoral Office underwent training from the First Nations Public Service Secretariat on pre-election training for leaders. The team intends to develop a Mi'kmaw version to share information with communities regarding leadership, the roles and responsibilities of elected officials and good governance practices.

Specific Claims Research

The CMM Specific Claims Research Unit moved into a new multi-year funding agreement with Crown-Indigenous Relations Canada, allowing our team a more predictable and reliable funding source.

In October 2022, James Lasaga and Tyler Sack attended the National Claims Research Workshop in Ottawa. The conference explored several initiatives related to specific claims, such as establishing and managing a records archive, new case law that will impact specific claims, access to information and the future of the specific claims process in Canada.

The team welcomed Marcus Tracey (Sipekne'katik) in November 2022 as a new Specific Claims Researcher.

The unit is now gathering information for 14 separate claims for six of our member communities.

The Tripartite Forum

In May 2022, the Tripartite Forum hosted a Working Development Session in Digby, Nova Scotia, with the Forum's seven Working Committees, the Officials Committee and the Secretariat on-site to clarify changes made in the organizational structure. During this session, participants reaffirmed the purpose and objectives of the Tripartite Forum, reviewed and identified needs for new committee membership, identified priorities and gaps within the committee's purview, and updated committee work plans.

The Tripartite Forum hosted 30 Working Committee meetings throughout 2022–23. The following CMM employees were representatives at these working committee meetings:

Education: Audriana Paul, Education Advisor

Sports and Recreation: Jaclyn Macleod, Physical Activity Specialist

Culture and Heritage: Gerald Gloade, Program Development Officer, Mi'kmawey Debert Cultural Centre

Health: Janna Mackay, Director of Health & Social Services

Social: Jolene Glenn, Jordan's Principle Manager

Economic Development: Jim Hepworth, CEO of The CMM Development Corp.

Justice: Tyler Sack, Director of Governance

The Tripartite Forum Project Fund for Social and Economic Change supported two Working Committee projects in 2022–23. The Economic Development working committee completed a COVID Recovery

Community Economic Development Symposium. The Culture and Heritage working committee completed a project based on stories of Pastukopajit Awe'katik (St. Peters) and the surrounding area.

Wills and Estates

The Wills and Estate Program was a project-based program revitalized in response to the pandemic. This year's objective was to deliver wills and estate plans to individuals considered highly vulnerable to COVID-19. Our program held six information sessions with contracted estate lawyers within member communities to review the importance of having a will and power of attorney.

The CMM coordinated appointments between community members and local law firms to secure new wills for 48 individuals.

Community Participation and Advocacy

The Department of Governance hosted four Board of Directors Advisory Committee meetings this year, covering topics such as human rights, education, input on Truth and Reconciliation Calls to Action, United Nations Declaration of the Rights of Indigenous People (UNDRIP) engagement, bylaw enforcement and support, food security and capacity building.

The mandate of The CMM Board of Directors Advisory Committee is to strengthen relations between our member communities, share resources and expertise, and identify common challenges or initiatives The CMM can support. The following community representatives are part of this committee:

- Avis Johnson, Acadia First Nation
- Nastasya Kennedy, Annapolis Valley First Nation
- Fred Harlow-Robar, Bear River First Nation
- Amanda Francis, Glooscap First Nation
- Garrett Gloade, Millbrook First Nation
- Anne Marie Paul, Paqtnekek First Nation



- Dominic Denny, Pictou Landing First Nation
- Rufus Copage, Sipekne'katik First Nation

Staff within the department identified and addressed community needs, interests and concerns through participation in strategically chosen committees such as:

- Specific Claims Research Unit – Negotiation Support Directorate Working Group
- Working Committee on Mi'kmaq Language Legislation Development
- Mi'kmaq Kinama'tnewey Education Working Group
- Nova Scotia Community College – Mi'kmaq Joint Working Group
- Acadia University – Indigenous Education Advisory Committee
- Province of Nova Scotia Council on Mi'kmaq Education
- Nova Scotia Chiefs Technical Committee on Research for Governance and Nationhood
- Mi'kmaq Legal Committee

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Engagement

In June 2021, The Government of Canada passed Bill C-15 and set a goal to develop an action plan to implement UNDRIP by June 2023. Community engagement for input on the action plan and identifying Mi'kmaq priorities began in the winter of 2022.

The CMM contracted Rosalie Francis (RFrancis Law) of Sipekne'katik to research and develop a presentation of UNDRIP, Bill C-15, and the implications of Canada's Action Plan implementation. These sessions were intended to inform community members on these topics before asking them to offer recommendations or identify priorities.

The Assembly of First Nations held a Special Chiefs Assembly on the progress and review of Canada's draft Action Plan in April 2023. Engagement and information from the presentations will continue during the 2023 calendar year.

Tripartite Forum Secretariat staff with facilitator Robert Bernard (far left) and Elder Agnes Potter (seated), during the Working Development Session.

Department of Community Services and Infrastructure



Trina Khattar,
Director of DCSI

Email: trina@cmmns.com

MANDATE

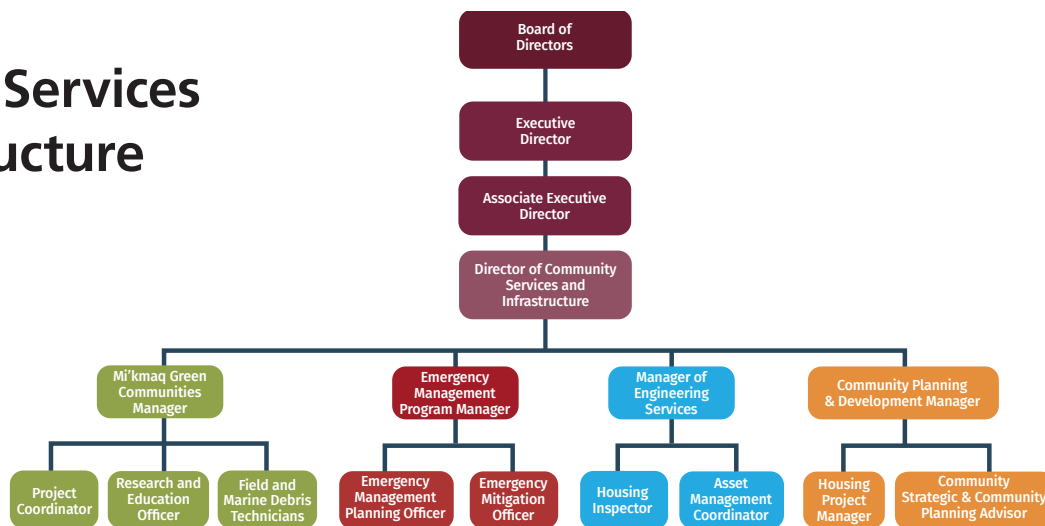
To strengthen relationships with member First Nation Mi'kmaq Communities by increasing capacity, awareness, youth involvement and succession planning, while addressing community-identified needs and priorities in the following areas:

- Asset Management
- Maintenance Management
- Asset Condition Reporting
- Emergency Management
- Community Planning
- Solid Waste Management
- Housing
- Infrastructure
- Inspections
- Engineering
- Energy Efficiency

HOUSING and INFRASTRUCTURE

KEY ACCOMPLISHMENTS

- Asset Management Plans for communities are nearing completion and are expected to be finalized this year, with implementation to follow.
- Maintenance management systems are also being developed for communities. The department has acquired a cloud-based software called ESRI Workforce Starter. The software has already been accepted by two communities, Millbrook and Acadia. Plans are in place to implement the software in other communities expressing interest.
- The department hired Civil Engineer Chuck Roberts (June 2022), to provide enhanced engineering assistance to member communities. These services include input for community projects, reviewing proposals and reports and helping with other engineering-related



activities.

- The department hired Community and Strategic Planning Advisor Molly Smith (October 2022). Molly has been providing local community supports through Comprehensive Community Planning (CCP) coordinators.



Figure 1 – DCSI staff taking part in FireSmart Assessment Training

- Three community members going through the process of becoming certified Building Officials have completed two of the required courses, demonstrating a positive capacity-building initiative. Four Community members are registered for the Nova Scotia Building Official Association Inspection Program and have completed four modules.
- Two of the Atlantic Indigenous Youth Development Program (AITDP) graduates have secured housing related positions in their respective communities.
- Completed Fire Smart Assessments in conjunction with the Residential Home Assessment Program.
- Conducted code compliance inspections on new residential builds within community.
- Completed the two (2) year AITDP; graduates include Chantal Langille (Millbrook), Jason Park (Qualipu), Will Michael (Wagmatcook) and Arnelle Paul (Eskasoni).
- Completed the Solar Panel Installation Training (September 2022), in collaboration with Nova Scotia Community College, with participants from Pictou Landing, Annapolis Valley, Millbrook and Sipeknekatik.
- Completed the year-long pilot project developing a Housing Policy for Millbrook.
- Completed one-and-a-half-day Basic Home Maintenance

Workshop in collaboration with the Paqtnkek’s Emergency Measures Organization (EMO) Team, December 6-7, 2022 with a total of eight home occupants. This event resulted in additional requests in another community.

Housing and Infrastructure Services Transformation Initiative

The Indigenous Services Canada (ISC) Program Transformation Initiative has continued through 2022–23, aiming to gain a better understanding of community priorities and concerns to better provide future programming services. The program will give communities control over funding and decision-making, providing predictable, long-term funding for community infrastructure.

The department has held numerous community engagement sessions, with Chief and Council, and group meetings with key community staff, focused on providing clarity on what transformation means, defining asset classes for services, and community needs and priorities.

DCSI held a two-day, in-person session in December to examine its service delivery model. This provided valuable insight into community challenges and needs – and how they can be addressed. Transformation hinges on signing a non-binding agreement between ISC and The CMM.

DSCI presented the framework agreement to community staff, and individual Chiefs and Councils. Following community feedback and legal review, the Board of Directors submitted a final agreement for signing.

EMERGENCY MANAGEMENT

KEY ACCOMPLISHMENTS

- Ground Search and Rescue Training: three weeks of Basic Searcher and one week of Team Leader Training
- Successful completion of the first of four cohorts of the Atlantic First Nations Emergency Management Training Program in partnership with Nova Scotia Community College – five Community members from Acadia, Millbrook, Indian Island and Buctouche graduated with Certificates of Professional Studies in Emergency Management
- 26 individuals have successfully completed Ground Search and Rescue Training from the following communities;

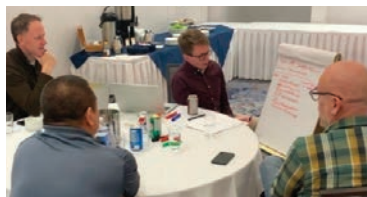


Figure 2 – Transformation Engagement Session, December 2022 in Dartmouth, NS

Acadia, Pictou, Millbrook, Sipekne’katik, Paqtnkek, Bear River and We’koqma’q.

- Hurricane Fiona preparedness, response and recovery support, After Action Session and report development
- Incident Command System (ICS-200) Training
- Chainsaw safety and tree felling training completed in Bear River and Pictou Landing.
- All Hazards Plan development and exercising with Annapolis Valley, Glooscap, Millbrook, Paqtnkek and Sipekne’katik
- Evacuation Plans have been completed in Millbrook and Paqtnkek.
- Development and delivery of Cyber Security Training Session in Annapolis Valley.
- Civic signage installation in Annapolis Valley, Glooscap and Paqtnkek
- Dry hydrant installation in Wildcat
- Everbridge Emergency Alert Sign-up Sessions – currently 430 to 512 community members registered to receive alerts
- Presentation on the Bear River Wildland Resilience Project was given at the Wildland Fire Canada Conference in Edmonton, Alberta
- Attendance at the International Association of Emergency Managers Conference in Savannah, Georgia, where our Emergency Planning Officer, Kasey McDermott received her Associate Emergency Manager designation
- Glooscap successfully delivered their own “Be a Master of Disaster” program in their community.
- Trail clearing in Annapolis Valley and Glooscap, and Mi’kma’wey Debert Interpretive Trail
- Completed Advanced FireSmart Home Assessment Training with the Nova Scotia Department of Natural Resources and Renewables
- Work with the Acadia Wildfire Committee to implement various FireSmart and fuel mitigation initiatives across Acadia communities
- Wildfire Assessments of Pictou Landing, Ponhook and Maligomish Island
- Coordination of COVID-19 debriefing sessions for CMM staff
- Redevelopment and submission of a Business Case to Indigenous Services Canada (ISC) for Community



Kasey McDermott receiving her Associate Emergency Manager Designation

Emergency Management Coordinator positions

- 'Be a Master of Disaster' youth emergency planning session in Bear River
- Beginning exploration of transfer of emergency management services



Civic sign installation in Paqtnekek



(above) Mainland Emergency Alert System sign-up in Millbrook; Emergency Management Program Manager, Scott MacDonnell addressing the first graduating class of the Atlantic First Nations Emergency Management Training Program

MI'KMAWEY GREEN COMMUNITIES (MGC) PROGRAM

KEY ACCOMPLISHMENTS

- Completed the Ghost Gear Initiative by hosting community engagement sessions and best practice workshops, which included how-to-tutorials on applying for ghost gear collection permits; a waste audit for community vessels and a "gear swap," where fishers could exchange gear for gaffs, floating knives, biodegradable twine, hooks and reflective tape for buoys
- Spring and fall cleanups in all eight CMM member communities and two household hazardous waste events in all member communities
- Implementation of an oil collection unit in Glooscap First Nation
- Primary level litter cleanup on Maligomish Island, collecting 40 kg of litter
- Continued support for Bear River's Harvester's Gathering Feast, Blair J. Bernard Memorial Feast and L.S.K. Bass Fishing Derby
- Pop-up Bike Hub Project – 447 free bike repairs for community members in all member communities
- Clothing swaps in each community
- Pumpkins for Pigs event in Millbrook and Pictou Landing First Nation – A pumpkin collection following Halloween that sends pumpkins to local farms to feed animals and avoid sending them to landfills
- Attended the Waste Resource Association of Nova

Department of Community Services & Infrastructure

Year at a Glance



Housing & Infrastructure

100+

Housing units were assessed by The CMM's Certified Level 2 Building Official in Millbrook and Pictou Landing First Nation

139

Virtual meetings & engagement sessions

22

in-person community engagement sessions



Emergency Management

110

Community Requests



48

Meetings

35

Community Engagement Sessions



Mi'kmawey Green Communities

75

Community Requests



88

Meetings

40

Community Engagement Sessions



Scotia (WRANS) Latest on Waste Conference

- Attended the municipal planning for Extended Producer Responsibility Summit for Packaging and Paper Products
- Hosted Christmas light exchanges in each community.
- Hosted Christmas wreath-making workshops with Pictou Landing and Bear River

GREEN COMMUNITIES STATISTICS

- Approximately 75 community requests
- Approximately 88 meetings
- Approximately 40 community workshops/engagement sessions

DCSI ADVISORY COMMITTEE MEMBERS

Community engagement and participation are key in the delivery of programs and services to member communities. The DCSI Advisory Committee provides advice and recommendations – on development, planning and delivery of initiatives and activities – to the department’s three programs; Housing and Infrastructure, Mi’kmawey Green Communities and Emergency Management. The committee provides a platform for ongoing dialogue on future community concerns and needs.

Advisory Committee members include:

Acadia

Weldon Charles, Julian O’Connell

Annapolis Valley

Lisa Toney-Janes, John McCaul, Nastasya Kennedy

Bear River

Carol Anne Potter, Fred Robar-Harlow, Robert McEwan

Glooscap

Jason MacLeod, Amanda Francis, Michelle Turkey

Paqtnkek

Darlene Paul, Elizabeth Betty Googoo, Paula Paul

Pictou Landing

Dominic Denny, Chris Strickland, Heather Mills, April Nicholas

Millbrook

Alex Cope, Leana Kennedy, Colin Bernard

Sipekne’katik

Keith Julian, Katrina Paul, Stuart Knockwood, Kim Paul

Looking Ahead

The department is excited to announce the following initiatives which will be the basis of the 2023–24 fiscal year:

- Continue collaboration sessions on transformation of housing, infrastructure, solid waste management and emergency management services with Leadership, Community Staff and Community Members.
- Development and implementation of Asset



(above) Ghost Gear Best Practices Workshop in Pictou Landing; (From the left) Green Communities Program Manager Keaton Fougere, Emergency Management’s Wildfire Mitigation Officer Evan Fougere, Emergency Planning Officer Kasey McDermott and Green Communities Research and Education Officer Badia Nehme during the litter cleanup on Maligomish Island.

(left to right) MGCP Program Manager Keaton Fougere, MGCP Field and Marine Debris Technician Alfred Young and MGCP Research and Education Officer Badia Nehme after receiving the the 2022 Divert NS Mobius Award of Environmental Excellence for Community Project of the Year.



MGCP rope collection bins in Pictou Landing First Nation.



Management Plans

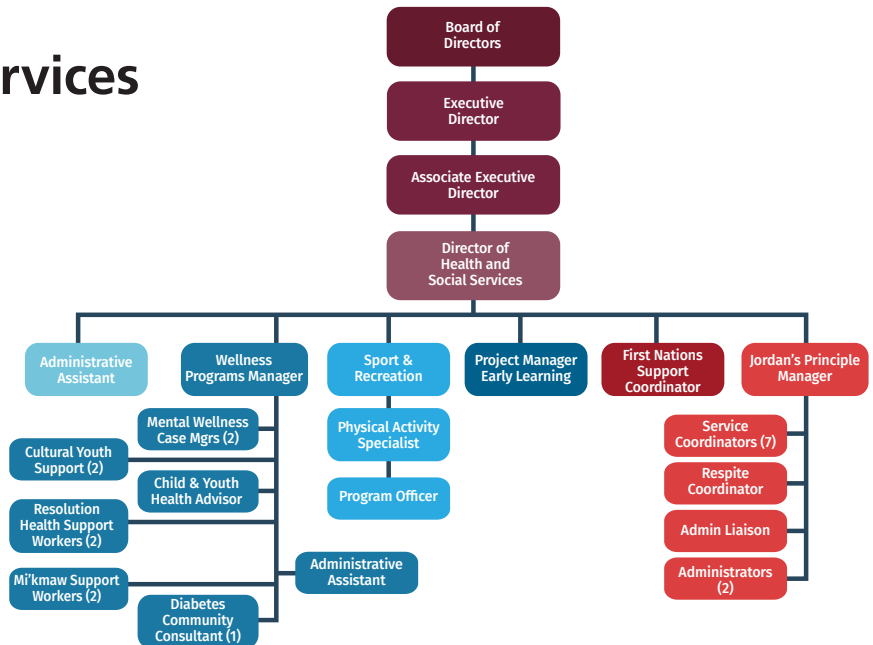
- Engagements on Health and Climate Change
- Health and Climate Change Adaptation Plan for CMM Member Communities
- Coordination of second Cohort of the Atlantic First Nation Emergency Management Training
- Wildfire Mitigation Support
- Community Planning
- Energy Efficiency Support and Development of Energy Plans
- Maintenance Management
- Community Cleanups in satellite CMM member communities and Ceremonial Gathering locations
- Code Compliance Residential Inspections
- Pop-up Bike Hub
- Youth and Elder Focused Solid Waste Management Education
- Fishing Rope Recycling Program in collaboration with Coastal Action

Department of Health and Social Services



Janna Mackay,
Director of Health & Social Services

Email: jmackay@cmmns.com



Mandate

To provide services and support to children, families, adults, Elders and communities which promote health and wellness using culture as a foundation.

Introduction

The Department of Health and Social Services is 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 CMM member communities.

Staff work in various program areas, which include:

- Aboriginal Diabetes Initiative (ADI)
- Fetal Alcohol Spectrum Disorder (FASD)
- First Nations Health Services Coordinator (Located in the Halifax Regional Municipality)
- Health Advisory Supports
- Jordan's Principle Child First Initiative
- Mental Wellness Team
- National Aboriginal Youth Suicide Prevention Strategy (NAYSPS)
- Resolution Health Support Program
- Sports & Recreation
- Cultural & Youth Support
- Indigenous Early Learning and Child Care

Goals and Objectives

The Department of Health and Social Services has five (5) theme areas with goals and objectives outlined in The CMM Strategic Plan (2021-23). Below is a general listing of these goals with a few highlights of activities completed in these topic areas over the past year.

Cultural Inclusivity in Programming

Health staff continued integrating cultural elements into work planning through professional development goals and program development or partnerships. Programs in the department offered numerous cultural-themed workshops through program partnerships between community representatives or Knowledge Keepers.



One of the ADI 2022 Community Champion Posters



(above) Gardening event in Paqtnkek with banana split snack; (right) Krista Wardrope, Child and Youth Advisor, at Sipeknekatik Health Fair



Human Resources

Health and Social Services has 27 staff members, with over half being Mi'kmaq and members of Bear River, Eskasoni, Pictou Landing, Millbrook and Sipekne'katik First Nation.

During 2022–23, the department created the following four positions to address gaps in programming:

- **Cultural and Youth Support Workers** – These positions provide cultural support and mentorship to children and youth within the CMM member communities and are designated positions restricted to those of Indigenous ancestry.
- **Early Learning Governance Project Manager** – This position collaborates with Mi'kmaq partners across the education, health and social fields to develop a governance strategy for Early Learning and Child Care.
- **Jordan's Principle Service Coordinator (Respite)** – This position will work with families to apply for and secure funding for respite.

A second Jordan's Principle Service Coordinator for Sipekne'katik First Nation joined the team to assist with the caseload.

Department of Health & Social Services

Year at a Glance



Human Resources

L'nu Staff

Non-Indigenous Staff

The department has 27 staff members, with more than half being Mi'kmaq and members of Bear River, Eskasoni, Pictou Landing, Millbrook and Sipekne'katik First Nation.



Community Priority

The following topics have been identified as priority areas by our communities:



Mental Health & Wellness



Diabetes Management



Grief Support



Nutrition Counselling



2022-23 Program Statistics

The number of individual clients/participants reached for each DHSS program:

Program	Total
Aboriginal Diabetes Initiative	134
FASD/NAYSPS	407
First Nations Health Services	35
Jordan's Principle Child First Initiative	699
Mental Wellness Team	494
Resolution Health Support Program	1053
Sports & Recreation	218

The number of workshops/programs/events hosted by DHSS in each community:

Program	Total
Acadia First Nation	26
Annapolis Valley First Nation	7
Bear River First Nation	31
Glooscap First Nation	11
Paqtnkek First Nation	16
Pictou Landing First Nation	13
Millbrook First Nation	22
Sipekne'katik First Nation	28

Partnerships

The department continues to build and foster meaningful relationships between Tajiikeimik, the Union of Nova Scotia Mi'kmaq (UNSM), communities, other organizations and service providers.

The department continuously reviews and works with service providers to ensure The CMM member communities receive culturally appropriate and safe services.



(above) Little Riders; (far right) L'nu Kamakn Ski & Snowboard program at Ski Wentworth



Community Priority

The Health and Social Services team plans to host a “meet-and-greet” outreach event in each CMM member community. This initiative will allow community members to share health priority areas and future program ideas they would like in the community. Responses from the community will be collected and shared with community health directors to support program planning. In 2022–23, the department hosted four meet-and-greets in Pictou Landing, Paqtnkek, Sipekne'katik and Bear River First Nation.

- Mental health and wellness, diabetes management, grief support, nutrition counselling and specialized programming for youth, adults and Elders.
- Aboriginal Head Start on Reserve (AHSOR) Facility Needs Assessments were completed in seven of eight communities to support minor capital and infrastructure requests.

Communities also identified the following priorities:

Millbrook First Nation

- Funding approved through Jordan's Principle to hire an Occupational Therapist for the community and start a tutoring group (Wije'tinej Tutoring) for Millbrook youth at Truro Middle School.
- Tablets and portable WIFI boosters to help expand substance use disorder and prevention programming.

Paqtnkek Mi'kmaw Nation

- Funding approved through Jordan's Principle to hire



Red Dress Day colouring contest entries.

a community-based Behavioural Interventionist, Dietitian, Land-Based/Physical Education Teacher and 12 Educational Assistants for the Paqtnkek Education Centre.

- Collaboration with Councilor Juliana Julian and Chief Cory Julian continues to secure support for a Youth Culture and Recreational Coordinator.

During the year 2022-2023, Millbrook, Sipekne'katik, and Paqtnkek contacted the Mainland Mental Wellness Team to provide and coordinate crisis support. Crisis support included access to clinicians and emotional and cultural support through the Mental Wellness and Resolution Health Support Teams.

Youth Engagement

The Sports and Recreation team completed another L'nu Kamakn Ski and Snowboard Program season. The team also offered the introductory Little Riders Program this year. In addition to our winter programming, the team provided an introductory “Little Lacrosse” program, and a Canoe and Kayak Program for Indigenous youth.

Our Cultural and Youth Support Program also began piloting a Youth Group project out of Glooscap First Nation. This program focuses provides a safe space for Indigenous youth to participate in workshops focused on mental wellness and culture.

Challenges and Lessons Learned

The Jordan's Principle Team has significantly been impacted by the lengthy wait times through Indigenous Service Canada (ISC) and the continued growth of the Jordan's Principle caseload. Keeping up with the growing intakes and requests has been challenging for the team. In response, the team will continue to advocate for additional resources through ISC. Additionally,

Beading workshop in Bear River, hosted by Andrea Kingham, Resolution Health Support Worker



community supports, and a review of Jordan's Principle structure will be a priority for the 2023–24 fiscal year.

Progress on the Early Learning Governance Project has been slow. Relationship building with partners across health, education and the social sectors has been positive; therefore, the team remains optimistic that progress in this area will pick up.

Committees

The following Health and Social Services staff are a part of the following committees:

- **Jolene Glenn, Jordan's Principle Manager** – Child and Youth Committee, Tripartite Social Working Committee, The CMM Occupational Health and Safety Committee and The CMM Culture and Heritage Committee.
- **Katie MacEachern, Wellness Programs Manager** – Mental Wellness Committee, Non-Insured Health Benefits (NIHB) Committee (First Nations Co-Chair), The CMM HR and Capacity Development Committee's
- **Janna Mackay, Director of Health and Social Services** – Atlantic Policy Congress (APC) Health Partnership, APC Health Directors, Tripartite Health, The CMM Health Board, The CMM Senior Management Committee, Tajikeimik joint meetings, The CMM Staff Wellness Committee, The CMM Human Resources Committee

2023–24 Deliverables

Various programs initiated this past year will extend into this upcoming year to broaden community outreach and participation. Further partnership development with Tajikeimik as part of health transformation and mental wellness planning has been identified as a critical advocacy opportunity.

The Health and Social Services (HSS) Team is excited to offer these programs to communities in 2023–24 fiscal year:

Mental Wellness

- Implementation of the Victims of Family Violence Funding Project
- Cultural Youth Camps
- Men's Groups
- Tajikeimik Mental Wellness Strategy

Culture and Crafting

- Ribbon Skirt/Shirt
- Virtual Language
- Tree-Tapping and Full Moon Ceremony
- Fishing

Land-Based Healing/Wellness/Treatment

- Collaboration between Tajikeimik, UNSM and The CMM
- Exploration of integrating land-based healing into the health system

Community Priority Tracking System

Sports and Recreation

- Supporting community Municipal Physical Activity Leadership Program (MPAL) in the upcoming North American Indigenous Games (NAIG), and Mi'kmaq Summer Games
- Strategic planning toolkit development for community MPALs and for Nova Scotia Mi'kmaq
- Capacity building for programming specific to women and girls

Child and Youth

- Screening days will continue to be held in communities and daycares with provincial services
- Facilitation for Moe the Mouse Program to all CMM member community daycares and additional training to early childhood educators in June 2023.
- Assessment for Quality Improvement Guidelines and assessments

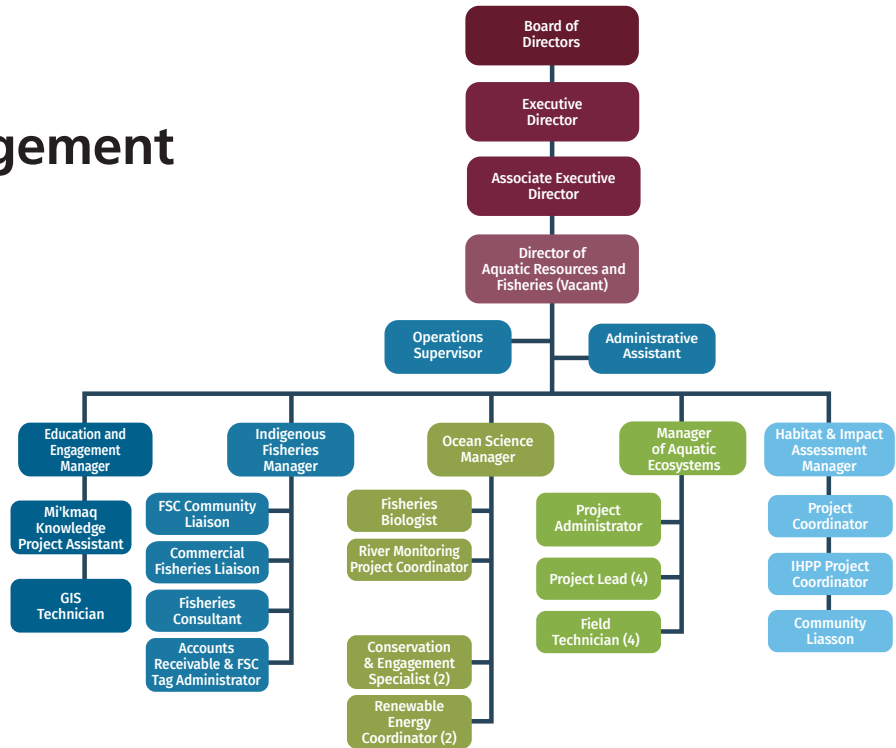
Early Learning Governance

- Continued collaborative work with UNSM, MK, Tajikeimik, and other partners to work together in developing a governance plan for the Mi'kmaq Early Learning sector

Department of Aquatic Resources and Fisheries Management



Angie Gillis,
 Department of Aquatic Resources and Fisheries Management
 Interim Director
 Email: agillis@denr.com



Mandate

To promote and restore the concept and practice of Netuklimk in the Fundy Watershed”. The environment, natural resources, and waterways provided all the necessities of life for Mi’kmaq. Netuklimk is a way of life that sustains self and community while conserving nature for future generations. To progress toward Netuklimk, the DARFM is committed to healing and restoring the rivers, streams, and oceans for all.

Introduction

The Department of Aquatic Resources and Fisheries Management (DARFM) staff continued to develop and implement programs and perform services related to fisheries, oceans and aquatic resource management on behalf of our member communities.

After more than two years of COVID-19 related delays, the DARFM team was back stronger than ever. From the start of field season, staff were able to get back out into community to host workshops, attend community events and restart our The CMM youth days promoting environmental science in communities.

The Mi’kmaw Conservation Group (MCG) and Commercial Fisheries Advisory Committee meetings could be held in person again, and much of the focus was on how to tailor existing and future programs and projects to meet individual community needs. Our department is developing a five-year strategic plan which will help focus our efforts and increase the efficiency and

effectiveness of the department within our branches.

Projects 2022–23

Our department works on various projects within Mi’kma’ki. Below are highlights from a few projects from each of our branches:

Aquatic Ecosystems:

The Aboriginal Fund for Species at Risk – Species at Risk Stewardship and Monitoring

- This was a year spent focused on monitoring juvenile and adult Atlantic salmon in the Stewiacke Watershed, and doing visual assessments for brook floater (freshwater mussels) in various watersheds
- A Salmon Celebration was held at the Stewiacke River Park in October where a feast and cultural celebration were held to honour the return of the salmon.

Nature Legacy Project – Species at Risk Watershed Assessment and Management

- This was the fourth and final year of our multi-watershed project which focused on the East/Middle/ West Pictou, St. Croix, South and West Antigonish and Stewiacke Watersheds.
- The project team installed aquatic monitoring bins in community and hosted community training sessions to show community members about the techniques. We also hosted a project wrap-up event to show the results of the project and how to get community

feedback on how to continue these watershed projects moving forward.

Culture, Education and Engagement

Aboriginal Aquatic Resource and Oceans Management (AAROM) Innovation and Collaboration Fund:

- The department hosted community workshops focusing on aquatic food sources in Acadia, Annapolis Valley, Bear River and Glooscap First Nations.
- 13 individual community member interviews on aquatic food sources were conducted.
- In the 2022–23 year, workshops will be held in Millbrook, Pictou Landing, Paqtnkek and Sipekne'katik First Nations. The results of all workshops and interviews will be analyzed, and recommendations on gaps and individual community needs will be created.

Habitat and Impact Assessments:

Indigenous Habitat Participation Program (IHPP) Project:

- Provided various training courses to communities (fisheries field course, construction site monitoring) and provided training guides.
- Engaged with communities and created a working group regarding new policies and regulations from the Fisheries Act.

Indigenous Fisheries:

Food, Social and Ceremonial (FSC) Fishing Project:

- The project's liaison conducted and documented FSC visions and plans, barriers to implement FSC fisheries, priorities, action items and cases of individual fisheries for the purpose of acknowledging community needs.
- The project liaison conducted in-community visits, as well as two harvester gatherings to hear and summarize FSC priorities from communities.



Atlantic salmon released in the Stewiacke River.

Department of Aquatic Resources & Fisheries Management

Year at a Glance



Departmental Overview

122 Community members participated in events



30 Elders exchanged knowledge with us

130 Salmon were released back into the rivers



95 Fish tagged within the Bay of Fundy Watershed



Aquatic Ecosystems

4th And final year of our multi-watershed project



01 Project wrap-up event to gather community feedback about future projects



Culture, Education & Engagement

13 Individual community member interviews held on aquatic food sources

2023 Will see workshops be held in Millbrook, Pictou Landing, Paqtnkek & Sipekne'katik First Nations



Commercial Fisheries advisory meeting in Annapolis Valley First Nation.



Staff and Advisory tour of the Coldbrook Biodiversity Facility (DFO salmon hatchery)

Community Members/ Band Staff on MCG and Commercial Fisheries Advisory Boards

Acadia

Curtis Falls

Annapolis Valley

Chief Gerry Toney
Nastasya Kennedy

Bear River

Chief Carol Potter
Carol Ann Potter
Fred Robar-Harlow
Kerry Payson

Fort Folly

Alanah Bartlett
Chief Rebecca Knockwood
Tim Robinson
Wendy Epworth

Glooscap

Bryson Smith
Daniel Matthews
Gail Tupper

Millbrook

Andrew Johnson
Jonathan Lowe
Michelle Gloade
Shelly Martin

Paqtnkek

CJ Pictou
Kerry Prosper

Pictou Landing

Cheryl Bernard
Marsha Mills
Wayne Denny

Sipekne'katik

Derek Nevin
Keith Julian
John Peter Paul



Class presentation about fish tagging.

Ocean Sciences:

Ocean Management Fund (OMF) Marine Conservation in the Minas Basin:

- This project involves performing an internal/partner/community audit of data (Mi'kmaw Knowledge systems and Western science) and will help establish partnerships and identify ways to fill knowledge gaps and make informed decisions as they relate to marine conservation in the Minas Basin.
- Tools are being developed (e.g., visualization model, graphic user interface, species guides, etc.) to access

and analyze information pertaining to marine conservation needs.

Making Room for Wetlands: St. Croix Edition

- Project will restore aquatic habitat in several sites along the Saint Croix estuary system and determine climate change CO2 benefits.
- This will provide a more explicit two-eyed seeing approach and celebrate the historical and cultural significance of this river to the Mi'kmaq.

Department Advisories and Committees

- Mi'kmaw Conservation Group (MCG) Advisory Committee
- Commercial Fisheries Advisory Committee
- Food, Social and Ceremonial (FSC) Harvesters Gatherings (various community members)
- The department also participates in and/or hosts various other technical groups and working groups, with, or on behalf of member communities.

Department Advisory/Committee Participation (Provincial, Tribal or National)

- Apoqmatulti'k Steering Committee (Natural Science and Engineering Research Council [NSERC] – Strategic Partnership Grant)
- Fundy Ocean Research Centre for Energy (FORCE) Risk Assessment Program (RAP) Project Committee
- Canadian Coast Guard Working Group
- Assembly of First Nations (AFN) Oceans Working Group
- Canada's Ocean Supercluster (OSC) Indigenous Working Group
- Atlantic Species-At-Risk Committee
- Shubenacadie River Monitoring Working Group
- Indigenous Protected and Conserved Areas (IPCA)/ Marine Protected Area MPA Working Group (internal)
- Mi'kmaw Information Resource Hub Working Group (internal)
- Inner Bay of Fundy (IBoF) Atlantic Salmon Recovery Team
- Assembly of First Nations
 - Oceans Working Group
 - Oceans Protection Plan Working Group
- KMKNO–Mi'kmaw Rights Initiative Negotiation Office/ Department of Fisheries and Oceans Canada (DFO)
 - Aquatic Ecosystems Working Group

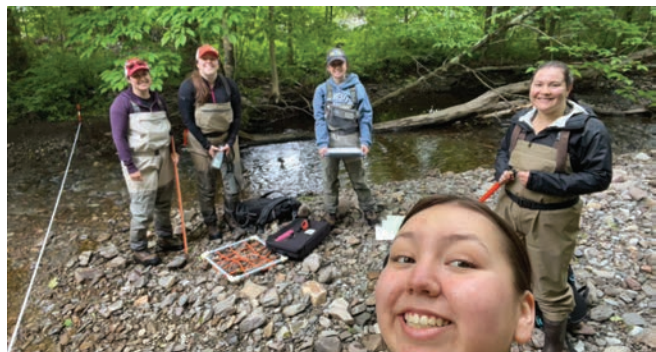
- Avon River/Windsor Causeway Working Group
- Halfway River Working Group
- Eastern Shore Islands Area of Interest Advisory Committee
- Marine Protected Areas Working Group
- St. Anns Bank Marine Protected Area Advisory Committee
- Technical Working Group on Atlantic Salmon
- Atlantic Policy Congress/Canadian Coast Guard
 - Canadian Coast Guard Working Group
- Oceans Research in Canada (ORCA) Working Group
- Fishing Gear Coalition of Atlantic Canada
 - Hotspot Mapping Sub-Group
- Nova Scotia Invasive Species Committee
 - Hotspot Mapping Sub-Group
- Southern Gulf of St. Lawrence Snow Crab Advisory Committee
- Kespukwitk Conservation Collaborative
- The CMM: Oceans Call
- IPCA Working Group
- DFO marine spatial planning
- Southern Upland Atlantic Salmon Working Group
- Canadian Science Advisory Secretariat (CSAS) Pre-Committee on the Status of Endangered Wildlife in Canada (COSEWIC) for Atlantic Salmon
- Striped Bass and Salmon Advisory Meeting for Gulf NS
- Pictou and River Phillip Watershed Working Group
- Stewiacke River Watershed Working Group
- Agri-Team
- Ocean Group (MCG)
- Shubenacadie Canal Waterway Working Group
- DAL – CMB Working Group
- Marine IPCA Working Group
- Cliffs of Fundy Geopark Working Group
- Apoqmatulti’k Student Committee
- OFI – (Ocean Frontier Institute)



DARFM staff bring back smolts from the Stewiacke River smolt wheel.



DARFM Advisory meeting in Annapolis Valley First Nation.



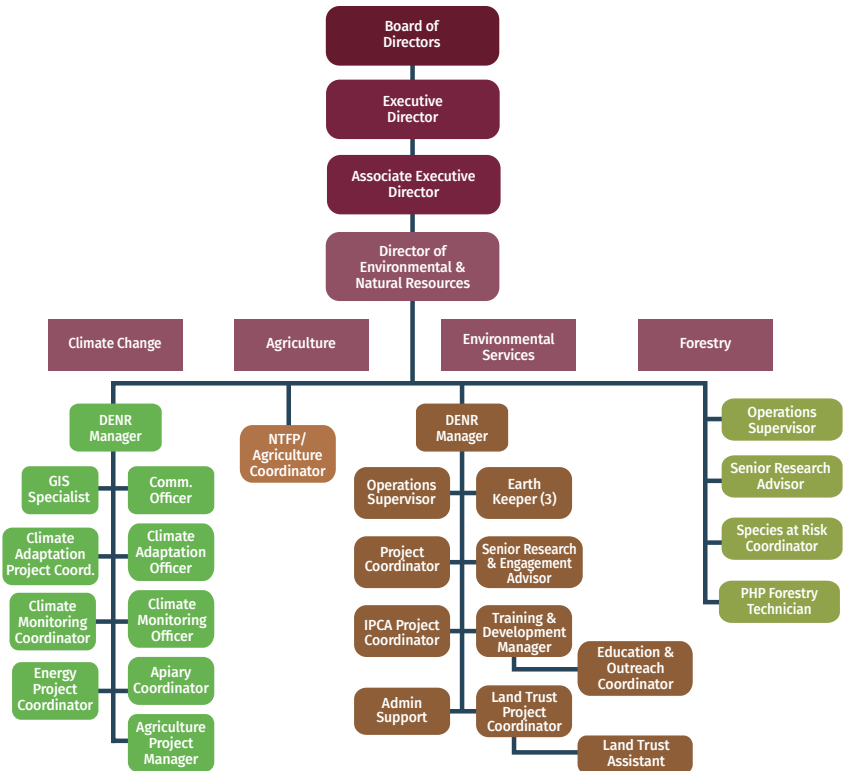
DARFM Staff and Summer Students working on River.

Department of Environment and Natural Resources



Wyatt White,
Interim Director
of Department of Environment and
Natural Resources

Email: wyatt.white@cmmns.com



Mandate

To advocate for legislative changes that reflect the Mi'kmaw concepts of Netukulimk and Etuaptmumk to achieve a more sustainable future; to prepare communities to address the impacts of climate change; to plan and assist with co-management monitoring and stewardship efforts and opportunities with Provincial and Federal Governments and to support the intergenerational transfer of Mi'kmaw Knowledge, through environmental stewardship, and prosperity for seven generations to come.

CMM Strategic Plan 2021-2023

The Department of Environment and Natural Resources continued to diligently pursue projects that reflected the interests and needs of community members. Laying the groundwork with meaningful dialogue and open ears, DENR has seen a resurgence of community members interested in learning and connecting with the environment.

Agriculture and Climate Change

The Agriculture and Climate Change (ACC) branch continued to focus on climate monitoring through the Mi'kmaw Climate Monitoring Initiative, prioritizing Mi'kmaw Traditional Knowledge. The department conducted interviews with the Bear River, Sipekne'katik and Glooscap First Nations to gather traditional knowledge

providing insight on how climate change is impacting Mi'kmaw communities at a local level. Developing capacity around community-based monitoring continued to be the foundation for programs and projects administered by the ACC branch over the last fiscal year.

Community-based monitoring took place through a water monitoring bootcamp, held in partnership with the Atlantic Water Network (AWN). Accessibility is key, and this bootcamp centred in on that by introducing water monitoring techniques to community members eager to learn about the health of their local watersheds. Designed specifically to help beginner scientists, this bootcamp offered the training and techniques needed to carry out a water quality monitoring program.

Used for water and air quality monitoring, the new PurpleAir quality monitors were installed on the Paqtneke, Millbrook and Gold River First Nations. Detecting air pollution, the air monitors upload data in real-time to the PurpleAir website – there, details can be viewed by anyone. Additional installations are planned for next year, along with several weather stations equipped to monitor precipitation, temperature, wind speed and wind direction.

The ACC branch received funding to build on Climate Adaptation work and focus on three objectives. Initiated in late 2022, DENR onboarded a Climate Adaptation Coordinator who completed project planning. The objectives are scheduled to be completed this year.

1. Climate Vulnerability Assessments for Acadia and Bear River

The Confederacy of Mainland Mi'kmaq (CMM) had completed vulnerability assessments on communities previously. However, Acadia and Bear River joined the climate adaptation program after these were complete.

2. Adaptation Planning for Bear River

Building off the assessments, the project team will identify adaptation strategies and address priority risks.

3. Community and Youth Engagement

To fill the need for more education and awareness on climate change and create more opportunities for youth involvement in climate action.

The expansion of greenhouses, community gardens and beehives were once again made possible because of The Amu Esmit Project. Interested community members were given the opportunity to take a hands-on approach to beekeeping, biodiversity monitoring and crafting. The project originally obtained funding to build five greenhouses over four years with additional funding and future support for advancing agriculture initiatives in member communities. Last year, Glooscap and Acadia (Wildcat community) First Nations were both recognized as locations for developing greenhouses this year. Three agriculture assistants were hired in the Millbrook, Bear River and Paqtnkek communities as supplemental agricultural support.

Over the last year 21 adults and four youth participated in our Beekeeper Training course. Despite a low response in acquiring new beekeepers, six new beehives were established in the Wildcat (2), Paqtnkek (2) and Pictou Landing (2) communities. The buzz around beekeeping stayed strong all year with hive splitting workshops, "Bee Cafes," the Nova Scotia Beekeepers Association Beekeeping Symposium, the Atlantic Bee Tour and a Fundamentals of Beekeeping course.

The Sable Island sweat bee, endemic to Sable Island



Department of Environment & Natural Resources Year at a Glance



Community Priority

The following topics have been identified as priority areas by our communities:



Food Security



Land Stewardship



Cumulative Impacts from Centralization



Community Support

21

Adults and 4 youth were trained in beekeeping



09

Mentors were hired to support beekeepers and community apiaries

03

Agricultural assistants were hired in Millbrook, Bear River & Paqtnkek



Environmental Impacts

06

New beehives were established



350

Willow trees were planted

Front left, Jacinta MacKinnon, Wagmatcook First Nation Chief Norman Bernard, Sespit'e'tmnej Kmitkinu Conservancy coordinator Erin Dann and Bras d'Or Preservation Nature Trust board of directors' member Henry Muggah. Photo taken by Trish Nash.

National Park Reserve (SINPR), is listed as Threatened under Schedule 1 of the Canadian Species at Risk Act, and in 2020 Parks Canada finalized a Recovery Strategy and Action Plan for this species. Proposed as a collaboration between The CMM's Nuji Kelo'toqatijik Earth Keepers and the Unama'ki Institute of Natural Resources (UINR), DENR's very own Lenley Melvin and Anoogwa Pictou flew to Sable Island in July 2022 to survey the island's sweat bees. Named because they're attracted to perspiration, sweat bees are drawn to moisture, salt and live in tiny holes underground. Over eight days, Lenley, Anoogwa and the Parks Canada team looked for the sweat bees' nests.

Environmental Services

Land protection, identifying Mi'kmaw values to the land and associated threats to those values continued to be the focus of the Environmental Services (ES) branch throughout 2022-2023.

Indigenous Protected and Conserved Areas (IPCA)

The CMM's Indigenous Protected and Conserved Areas (IPCA) project and the Mi'kmaq-led land trust, Sespité'mnej Kmitkinu Conservancy (SKC), continued to develop mechanisms for land conservation across various land tenures. The CMM, the Unama'ki Institute of Natural Resources (UINR) and the Eskasoni Fish and Wildlife Commission (EFWC) are partner organizations on the IPCA project and mutually share the SKC.

This year, the development and establishment of two mainland IPCAs were the focus. Discussions were held with two IPCA working groups emphasizing Mi'kmaw values, traditional land use and access. Garnering insight

from archaeology, old growth forest, significant species and habitats the IPCAs classify areas of ecological importance. Initial phase one plans for land securement within both IPCAs were developed and presented to the IPCA working groups and Chief and Council. Conversations with the province regarding the provincially held lands within the two IPCAs are ongoing. IPCA staff created a strategy for private land acquisition within the mainland IPCAs. The goal for next year is to work towards the realization of this private land securement plan with the aid of the SKC.

During the 2022-2023 year the SKC was further strengthened as a mechanism to secure and protect private lands within IPCAs. The SKC's annual achievement was being approved to be an Eligible Body under the Nova Scotia Conservation Easement Act. This milestone means the SKC can secure private land through conservation easements and land purchases. On top of receiving the conservation property tax exemption on SKC held properties, the SKC released its first annual report and held its first annual general meeting. In total, three SKC board of director meetings were held, and the SKC coordinator presented at the National Land Trust Summit.

Regulatory Gaps

The Regulatory Gaps Project is a collaboration between Unama'ki Institute of Natural Resources (UINR), The CMM, and their member communities. The project addresses gaps in environmental regulations as well as the complex issues experienced by those living in mainland Mi'kmaw communities. Interviews were conducted by The CMM and UINR while The Firelight Group (an Indigenous-owned consulting group) facilitated focus groups culminating in the What We Heard Report, and a Strategy Report that addressed key environmental stewardship concerns facing 13 member communities across Mi'kma'ki.

Environmental stewardship issues identified by participants fell into four categories:

Over the last year DENR saw a resurgence of community interest toward identifying Traditional Plants. Photo taken by Matt Chiasson of DENR, Cumulative Effects.



The progress of plant propagation in community. Photo taken by Matt Chiasson of DENR, Cumulative Effects.



Sweet Grass growing under greenhouse lights before being planted in community. Photo taken by Matt Chiasson of DENR, Cumulative Effects.

1. Inadequate rules and regulations
2. Exclusion from decision-making
3. Barriers to knowledge transmission
4. Resource and capacity limitations

Emphasis was placed on the need to honour Netukulimk in upholding Mi'kmaw rights and responsibilities when managing environmental issues. Embracing Netukulimk will directly strengthen Mi'kmaw governance structures and protocols and create more opportunities for education, training and mentorship increasing pathways for self-determination. Projected to take several years, with resources and funding to be effectively implemented, this initiative has the power to create meaningful environmental change for mainland member communities.

Cumulative Effects

The Cumulative Effects in Mi'kmaki Project continued to concentrate on the cumulative impacts to the land from centralization and highway development.

Restoring the cumulative impacts of agricultural expansion on the Shubenacadie River became a reality this year through the Sipekne'katik Nature Smart Climate Solutions Fund Project. Three community presentations took place on river scouting and assessment plus one session hosted by the Beautification Team. These were followed by five workshops in Sipekne'katik on willow and sweetgrass propagation/planting. An estimated 450-500 willows and four clumps of sweetgrass were planted at the Shubie Ballfield, former residential school site and off the highway by the former "Shubenacadie Tree," oak tree.

The highway expansion in the community members has created a cumulative impact on culture and traditional ways of living. The development of the highway has diverted rivers and tributaries into one single river, resulting in major complications to the ecosystem. These cumulative effects are responsible for disturbing the health and wellbeing of members of Paqtnkek.

With the community still ordered to boil its water, algae



Clean up on the Shubenacadie River with the DENR-Beautification team. This remaining junk left by a farmer is estimated to be from 50-60 years.



The Beautification team was playing with willow propagation for the first time. This was the team's first attempt at planting in community by the trail near the Shubenacadie River. Starting out small together the team and volunteers ended up planting an estimated 600-700 plants over a two-month period.

The Sipekne'katik Nature Smart Climate Solutions Fund Project provided an opportunity to identify and report on the major impact zones along the Shubie River. This led to planting propagated sweet grass and willows along the riverbanks. Photo taken by Matt Chiasson of DENR, Cumulative Effects.



blooms and oil spots continue to be reported in the river running through Paqtnkek. A long-term strategic planning meeting was held in the fall to discuss the benefits of gardens, greenhouses and implementing trail and river restoration. Environmental Services hosted various workshops across member communities over the last winter, on the identification and propagation of native plant species to help restore major impact zones.

Coming together with members of the Acadia (Wildcat) and Bear River communities, the Cumulative Effects Branch prioritized effective ecological responses to the cumulative impacts harming the Mersey River and Traditional Mi'kmaq ways of life. The offset of centralization continues to significantly impede upon the food security, food sovereignty and traditional medicines in First Nation communities across mainland Mi'kaki.

The communities of Glooscap and Annapolis Valley First Nation continued to report cumulative impacts to Gaspereau Lake from centuries of centralization. Listening to the needs of community, the Cumulative Effects Branch held three workshops focused on connecting with the land: planting traditional medicines (tobacco, sage and sweetgrass), plant propagation (willows and raspberries), river restoration and trail walks for identifying native plant species and traditional medicines.

Engaging with community through meaningful dialogue continued to carry the most impact for all branches of DENR. The takeaway from conducting a series of informal and formal interviews in member communities, reinforced the importance of prioritizing the Traditional Mi'kmaq way of life and symbiotic relationship between the land and waterways.

Forestry

Over the last year, the Mi'kmaw Forestry Initiative (MFI) was rebranded to Mimajun'suti and saw continued progress, with road upgrades ensuring improved access to the St. Croix block and invasive species mitigation efforts.

- The St. Croix block is the largest land base held under the MFI license, spanning 12,570 hectares and is in the central region of Nova Scotia.
- Over the last year, The Earth Keeper Network appointed a new Earth Keeper Coordinator
- Two trucks
- Six canoes

Mimajun'suti released promotional videos for national publications, hosted a Mi'kmaw Forestry Conference that saw over 60 people in attendance ranging from Elders to youth from different member communities and organizations. The conference provided an opportunity to exchange intergenerational knowledge and experiences.

Over the last year Mimajun'suti appointed a new Earth Keeper Coordinator and purchased new equipment for the Earth Keeper Network including a new truck, ATV, trailer, three canoes and supplies for program facilitation.

The equipment will be used to facilitate youth groups, workshops and training. The Parks Canada Earth Keepers Project was rolled out this year with workshops, training and youth groups held at Kejimikujik National Park and Historic Site. The Earth Keepers will play a leading role in upholding and educating Mi'kmaq environmental laws, concepts and principles honouring Netukulimk and Etuaptmumk.

The Black Ash (Wisqoq) Project wrapped up this year and was such a success it will be revisited again soon. Black ash is classified as a species-at-risk (SAR). It's of value and cultural importance for communities and the generations to come.

The Family Forestry Network Project was developed in 2022 and The CMM plans on collaborating with the Nova Scotia Woodlot Owners and Operators Association (NSWOOA). By agreeing to a five-year commitment, The CMM will attend steering committee meetings ensuring that projects prioritize a Traditional Mi'kmaq approach. This will also provide Earth Keepers, Mimajun'suti and community members the ability to uphold Mi'kmaq perspectives during workshops and field days.

Operations and Engagement

The Operations and Engagement branch (OE) assisted with planning the Sustainable Goals Act engagement session that was held in July 2022, creating communication materials for DENR, and promoting the Sable Island Virtual Sharing Circle engagement session.

Mi'kmaw Community Trails Initiative

The trails across mainland Mi'kma'ki are the keepers of tradition and culture since time immemorial. DENR, through the Mi'kmaw Community Trails Initiative branch (MCTI), has committed to rebuilding, restoring and re-engaging communities on the lifespan of forest trails. Trail maintenance and development plans for each community were carried out. To engage youth in outdoor education, the MCTI launched lesson plans on tree identification along the Sipekne'katik Trail, assisted with the species-at-risk mapping goals, created the Arbor Day Foundation Proposal and supported DENR by writing project proposal budgets.

DENR Advisory Committee Representatives

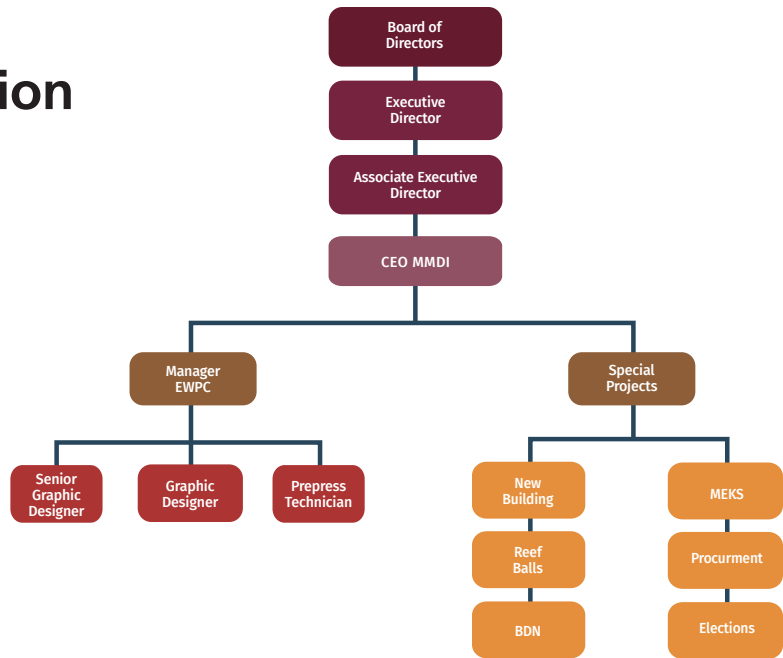
Gail Marshall – Paqtnekek Mi'kmaq Nation
Kerry Prosper – Paqtnekek Mi'kmaq Nation
Doris Googoo – Paqtnekek Mi'kmaq Nation
Dominic Denny – Pictou Landing First Nation
Barry Francis – Pictou Landing First Nation
Chris Strickland – Pictou Landing First Nation
Colin Bernard – Millbrook First Nation
Gerald Jr. Gloade – Millbrook First Nation
Keith Julien – Sipekne'katik First Nation
Kevin Copage – Sipekne'katik First Nation
Bryson Smith – Glooscap First Nation
Gail Tupper – Glooscap First Nation
Andrew Francis – Annapolis Valley First Nation:
Jeff Purdy – Annapolis Valley First Nation:
Natteal Battiste – Annapolis Valley First Nation:
Chris Pyne – Annapolis Valley First Nation:
Julian O'Connell – Annapolis Valley First Nation:
Chief Carol Dee Potter – Bear River First Nation
Fred Robar Harlow – Bear River First Nation
Rob McEwan – Bear River First Nation
Kerry Payson – Bear River First Nation
Clifford Paul – UNIR
Stephen Marshall – Parks Advisory/Millbrook First Nation

Mainland Mi'kmaq Development Corporation



Jim Hepworth,
CEO of Mainland Mi'kmaq
Development Inc.

Email: jim@cmmns.com



Eastern Woodland Print Communications (EWPC) and Mi'kmaq Maliseet Nations News (MMNN)

EWPC and MMNN have been integral to The CMM since its inception in 1992. By producing cultural and historical context, EWPC and MMNN have become recognized as the primary supplier for First Nations communications and promotional needs in the Atlantic region.

This year, EWPC and MMNN consulted on a project with Saint Mary's University (SMU) master's students looking at marketing and sales strategy ideas to implement and attain continued business development.

The critical areas in this consulting project were developing sales and marketing plans for individual customer segments, forecasting revenue based on new sales and marketing plans and developing new product lines for the company's future.

Several meetings were held with Public Services and Procurement Canada (PSPC) to look at registering and listing EWPC and MMNN as a First Nations enterprises/companies doing business with the Federal Government through the Procurement Strategy for Indigenous Business (PSIB).



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



Registration with Procurement and ISC

Our registration confirmation with the Indigenous Business Directory (IBD) was formalized on September 12, 2022 and we received a registration update confirmation with PSPC on September 8, 2022.

The IBD is designed to assist and support Indigenous businesses in the pursuit of business opportunities, including federal procurement. This is a public directory and available for use by all levels of government, as well as the private sector, to identify Indigenous businesses.

Having a business profile in the IBD will increase visibility and may provide additional business. Additionally, being registered in the IBD is mandatory if a business is interested in competing for Federal Government contracts that are set aside for Indigenous businesses through the Indigenous business and federal procurement service.

Indigenous Services Canada's IBD is an online directory that allows procurement officers and the private sector to identify Indigenous businesses.

CMM – New Building

After breaking ground in September 2021, construction took place over the course of 2021, 2022 and 2023, with staff moving into the new building in April 2023. While the new building to some is just bricks and mortar, it is representative of a greater accomplishment, not only for The CMM but all the communities that it serves.

The new building, which has three storeys and is approximately 39,000 square feet, was created to house over 140-plus staff members in a multi-level functional building with plenty of office space and boardroom availability for multi-venue meetings. Another feature of the building is its multifunctional garage area with wet and dry labs, locker and changing rooms and ample storage space for field equipment.

Jim Hepworth, a central contact and lead coordinator, would like to acknowledge and thank the following individuals for their hard work:

- Chief Sidney Peters
- Don Julien
- Angie Gillis
- Lynn Knockwood
- Michelle Hepworth
- Susan Cook
- Patrick Granegger
- Thomas Bucher
- Trina Khattar



- Oriana Galfi
- Alyx MacDonald
- Rylan Palmer
- Keaton Fougere
- Billy Francis
- Trevor Tracey
- James Lasaga
- Anthony King
- Christian Francis
- Charlie Flemming
- Tyler Sack
- James Stevens, Chris Bouey and Gabrielle Ranger (Our Architects)

The CMM would also like to extend its utmost appreciation to Martin Kreft, Cal Lewis, Megan Foran, Cliff Isenor, Gary Ellis and Dan Cameron with Lindsay Construction.

Support for CMM and Community Development Projects

The Mainland Mi'kmaq Development Corporation CEO provided support and advisory services to several internal The CMM projects.

Several projects were facilitated with the Saint Mary's Business Development Centre to analyze the potential of a number of projects The CMM is considering implementing.

Those projects are: Procurement Analysis of PSIB and IBD, travel agency services and a business development network for CMM communities CEO and Economic Development Organizations (EDO).

The projects were completed through group discussions with the students, PowerPoint presentations and comprehensive final reports.

The Community Economic Development Opportunities (CEDO) contracts were administered to support

community economic development.

Mainland Mi'kmaq Development Corporation also assisted in the coastal restoration activity in partnership with the Department of Aquatic Resources and Fisheries Management; this project involved building and installing artificial reefs to restore coastal habitat. Before pursuing this venture, a proposal was developed to obtain funding to hire a consultant to complete a marketing opportunity assessment that addresses the following:

- Articulation of the technology to be developed/ employed
- Key value propositions
- Industry analysis
- Market analysis, including customer and competitor analysis
- Potential marketing initiatives
- Financial assessment

MEKS – Mi'kmaq Ecological Knowledge Studies

Funding was obtained to investigate the delivery of Mi'kmaq Ecological Knowledge Study (MEKS) services to support the protection of Mi'kmaq rights in the new project development initiative in a manner that creates opportunities for Mi'kmaq employment and skills development.

A shortage of approved MEKS service providers in Nova Scotia undermines the need to protect Mi'kmaq heritage and rights as new projects proceed with ineffective technical services related to MEKS. Several energies, mineral and transportation infrastructure projects are expected to occur within the next decade, and the limitation of MEKS service providers will cause delays in environmental assessment processes, which can result in incomplete MEKS being undertaken to meet time constraints for project approvals.

For The CMM to become a designated service provider, there are three key steps to undertake:

1. Assess the Opportunity: Undertake the assessment to confirm if it is worthwhile to proceed.
2. Create a Business Plan: Prepare a business plan to determine objectives and strategies required to become a MEKS service provider.
3. Training and Skills Development: Prepare training and skills development materials for CMM personnel.

Sespite'tmnej Kmitkinu Conservancy

The Sespite'tmnej Kmitkinu Conservancy is a non-profit, charitable land trust that acquires land and secures property easements for the purpose of protecting lands in perpetuity. The conservancy's board meeting entailed several updates on land acquisition and administrative work with respect to the charitable status application.

Land Securement Achievements

Five properties secured – 805.9 total acres.

Eskasoni IPCA - EFWC

- Rare Earth property – secured
 - Made up of one parcel (PID)
- Currie property – secured
 - Made up of four parcels (PIDs)

Kluskap IPCA – UINR

- MacLennan property – secured
 - Made up of two parcels (PIDs)

Unama'ki biocultural connectivity corridors – UINR

- Adams/Beaupre property – secured. Nature Conservancy of Canada holding on behalf of Conservancy
 - Made up of two parcels (PIDs)

Other

- MHNR property – secured
 - Made up of 1 parcel (PID)

Seven properties appraised:

- Parker property
- MacGillivray property
- Ellis property
- Starrett property
- Adams/Beaupre property
- MacDonald property – Landowner wanted more than appraised Fair Market Value
- Gooseberry Cove property

Four properties with securement in progress:

- Parker property (Eskasoni IPCA)
- MacGillivray property (Eskasoni IPCA)
- Ellis property (Kluskap IPCA)
- Starrett property (Kluskap IPCA)

PSCPC meeting with The CMM communities

After extensive engagement, federal Indigenous procurement is being modernized to better enable Indigenous businesses to compete and secure government contracts across Canada, participate more fully in the Canadian economy and generate wealth in Indigenous communities. The following list contains defined goals through the engagement session:

- Establishing a mandatory target of at least 5% of the value of federal contracts to be awarded to businesses owned and led by Indigenous people.
- Renaming to Procurement Strategy for Indigenous Businesses (PSIB).
- Simplifying the definition of an Indigenous business to remove the full-time employment requirement.
- Expanding the size and number of the geographic areas where procurement is to be limited to Indigenous businesses (i.e., where the population is at least 51% Indigenous from 80%).

Committees

- Procurement Assistance Canada (PAC)
- Atlantic Supplier Advisory Council (SAC)
- Economic Development Tripartite Committee
- Land Conservancy Committee
- Sespit'e'mnej Kmitkinu Conservancy
- Building Committee
- Finance Committee
- The CMM Senior Management

Procurement

The overall theme that emerged from our communities in the meeting with Filomena Tassi, Minister of Public Services and Procurement Canada, was procurement capacity. The CMM and its member communities noted their desire to develop capacity in this area and create economies of scale to assist communities in making applications for procurement.

The CMM will pursue a Strategic Partnership Initiative (SPI) application linked to procurement capacity and capacity development.

A review of the Mainland Mi'kmaq Development Inc. (MMDI) was completed – the process, with respect to the closure of the development corporation, will start in the 2023-24 fiscal year. The department will develop a proposal, and funding will be sourced that encompasses the costs associated with this closure.



(l to r) Jared Remedios, Jody Wood (Client Relationship Manager, Public Services and Procurement Canada), James Stevens (Director of Commercial Operations Millbrook), Rose Paul (CEO Bayside Development Corporation), Rachel Stevenson (Director of Economic Development, Acadia First Nation), Minister Filomena Tassi (Minister of Public Services and Receiver General for Canada), Jim Hepworth, Glen Hynes (RDG - Public Services and Procurement Canada), Tyler Sack

Additional Priority items for the 2023/24 year:

The Mainland Mikmaq Develop Tagging Initiative (MMDTI) – is a Department of Fisheries and Oceans certified logbook” to just “A Department of Fisheries and Oceans certified logbook and tag supplier for the Canadian Gulf, Maritimes and Newfoundland and Labrador regions in fisheries. The concentration of work this year will be to secure funding for a business plan and finalize an assessment of the services provided under MMDTI.

Philanthropy and Donee Status – The connection between philanthropy, First Nations communities and organizations is that we are ready to explore this opportunity. This project will be about learning to operate the registration and structure while developing opportunities for charitable giving overall when planning community and economic development.

Social Enterprise – The finalization and board of directors approval of a strategic workplan that will encompass social, cultural, community, economic and/or environmental outcomes.

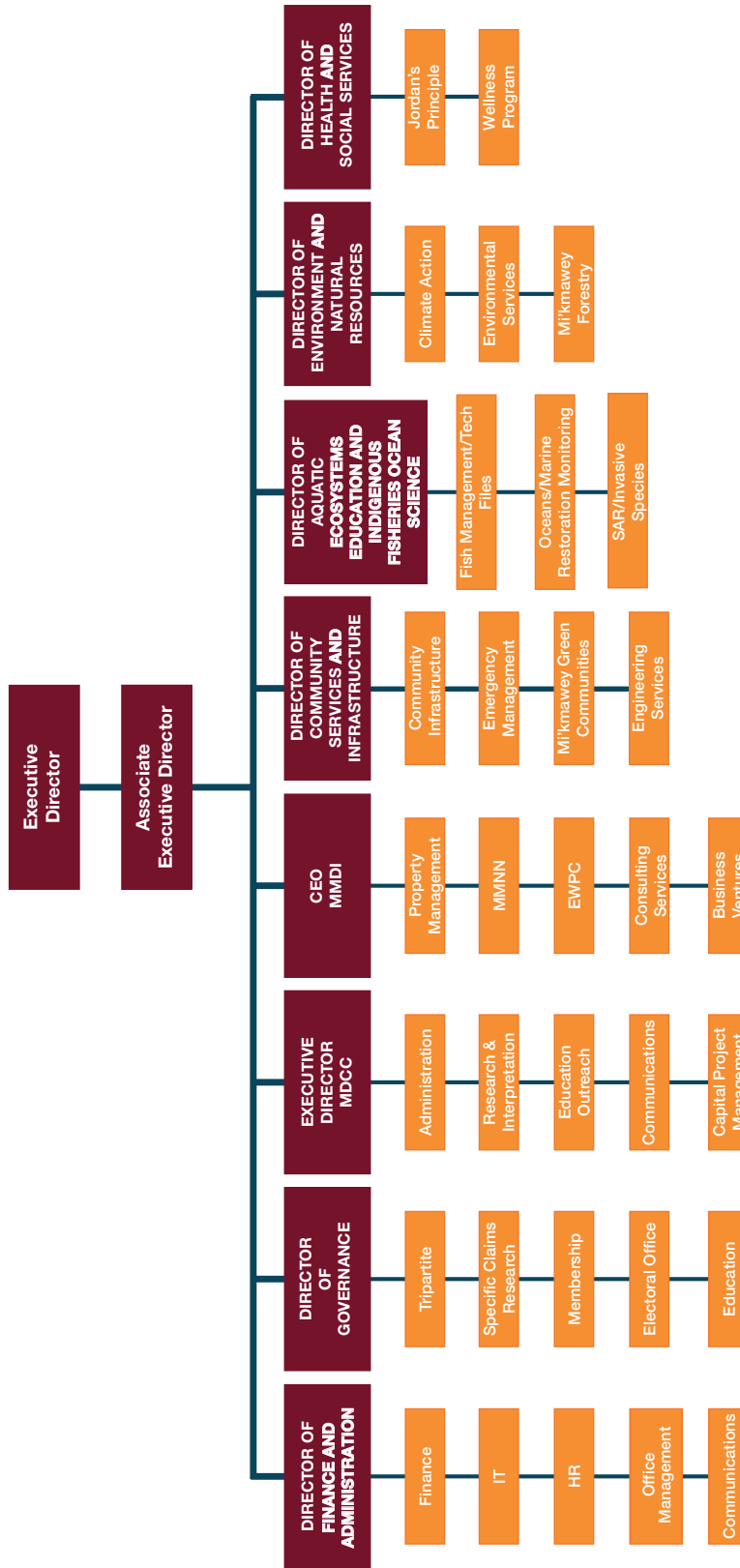
Develop a proposal to fund the development and ongoing costs of a business development network. The main focus areas would be on strategic business planning, marketing and communication and training systems/tools for development.

Develop proposals and secure funding for a business plan for elections inclusive of a market analysis and financial assessment.

Organizational Chart



The Confederacy of Mainland Mi'kmaq Organizational Chart 2023



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