



ANNUAL AGM Report

April 1st 2021-March 31st 2022



TABLE OF CONTENTS

Chiefs Report	PG 3-4	Human Resources	PG 30-31
Councillors Reports	PG 5-12	Inventory	PG 32
Community Enhancement & Cultural Development	PG 13	Kespuwick Resources	PG 32-33
Ecology	PG 14	Membership	PG 34
Economic Development	PG 15	Physical Activity	PG 35
Education	PG 16	Social Development Program	PG 36
Finance	PG 17-27	Training & Employment	PG 34
Health	PG 28	Waste Management	PG 36
Housing	PG 29	Youth	PG 37

The **ANNUAL Report** has been established for the 2021-2022 fiscal year as a foundational guide and insight into Acadia First Nation.

The report is designed to provide readers with an analytical framework that displays facts, insights, and metrics across AFN administration and business operations, based on the availability of information across sectors and departments at the time of development.

Chief Deborah Robinson's Report

Kwe! To all Band Members of Acadia First Nation

I would like to begin this report for the year 2021-2022, in recognition and acknowledgement of those Band Members who have passed on this past year, who have left a void within our Communities, families, and friends, which will not be forgotten. Especially those who devoted time and energy in the early stages in the development and structure of this Band whom I consider founding members and trail blazers of Acadia First Nation. I'm sure there are others who share this thought with me, and will always find a special time and place to reflect on this message.

This year has been a bit different from the past years for many reasons, the most obvious being the presence of Covid 19 and the many restrictions everybody had to observe for health and safety precaution. These observations brought a new way of conducting our business and affairs, which brought about introduction of computer programs that enabled us to conduct meetings virtually, some love it and others prefer in person meetings so the transition is gradual. It's a bit of a challenge for those who still prefer "old school" ways with so much adapting for some. Nevertheless, progress continues, with a bit of the norm and a bit of the virtual finding a place somewhere in the middle that all can be happy with.

Some funding highlights over the past year I am pleased to share with you include-

Rapid Housing Initiative- CMHC will provide funding in the amount of \$4,468,000.00 for construction of 14 new homes in total, in 2022/23, in Yarmouth, Gold River and Medway.

Woman's Shelter- The Woman's Shelter is a CMHC initiative, 12 new shelters were awarded across Canada and out of over 90 First Nation's applications, Acadia First Nation was a successful applicant. CMHC is providing \$4,300,000.00 for building construction and ISC will be substantially funding operations for the first 10 years. The Shelter is being built in Hammonds Plains and will be completed in the fall of 2023.

Own Source Revenue Recovery- During the worst of Covid 19 our gaming centres were closed for many months in 2020 and 2021. This had a very serious impact on our own source revenues which effected our ability to provide services and employment to our Band Members.

Through a detailed application process, we were able to recover our net loses through a national support program and restore many of our support programs such as the off-reserve emergency support program. (see website for application)

These are just a few highlights and further details may be found in staff reports or on our website. Any questions can be directed to our Band Manager.

I attended many events and meetings in person and virtually over the past year, some of which are listed below:

ISC – Health Canada Reps

Gold River Powwow

South Shore Multi-Cultural Festival

43rd Annual Assembly of First Nations AGM

Flag Raising Ceremonies

Pride events in Yarmouth

Truth and Reconciliation Day Events

Technology Summit

Student awards

Joint Cabinet Meeting with the Premier

Treaty Day/Flag Raising Events

NS Mi'kmaq Summer Games

Chief Deborah Robinson's Report

I am an active Member of numerous Boards and Committees, some of which include:

Mi'kmaw Family & Children's Services
Confederacy of Mainland Mi'kmaq (CMM)
Kwilmuk Maw Klusuan (KMKNO)
Mi'kmaq Native Friendship Centre
Maw-Kleyu'kik Knijannaq (MKK)
Mi'kmaw Kina'matnewwey
Mi'kmaq Employment Training Secretariat
Atlantic Policy Congress
TRIPARTITE
Native Alcohol & Drug Program (NADACA)



Our Mi'kmaq Aboriginal and Treaty Rights have always been of the utmost importance to me. Acadia First Nation adopted its own Food Social and Ceremonial (FSC) Harvest Plan years ago, this was an exercise of Mi'kmaq self-governance, which Fisheries and Oceans has never accepted.

However, it is legally in effect and your Chief and Council update it every year. That FSC Harvest plan can be found on our website.

In early 2021, Acadia First Nation joined together with Bear River, Annapolis Valley and Glooscap First Nations to expressly reconfirm our ancient Kespukwitk District in the governance of our Treaty Fishing. These principles have been expressed in our Kespukwitk Netukulimk Protocol. Since then, we have developed Lobster and Elver fisheries with DFO's acknowledgement, to gather data about MLF harvest that we can use to better establish recognition of this important Treaty Right. Further Treaty-based initiatives are being worked on, and will be announced when they are completed. At every step, we have ensured that our Aboriginal Treaty Rights have been protected.

As you may know, Tajikeimik is the health and wellness organization leading health transformation for Mi'kmaq in Nova Scotia to take control of the design and delivery of our health and wellness services, and improve overall health for individuals and communities. In January 2022, Indigenous Services Canada approved Tajikeimik as a health transformation project and invested \$8.96 million over two years to develop the organization. I continue to work with Tajikeimik and Health Directors to advance health priorities for communities.

Ta'n Etli-tpi'tmk, a Mi'kmaq (L'nu) public institution, was formed by the thirteen Mi'kmaq Chiefs of Nova Scotia on February 15, 2021, to affirm the Mi'kmaq right to develop and implement political and administrative structures to support Mi'kmaw governance over enhanced social services. I have been a strong advocate for this self-government work and believe it will be another major step toward Mi'kmaq self-government. I am confident this new agreement will help our community and all Mi'kmaq communities support poverty reduction.

We have advanced in growth over the years and my personal effort and dedication have been for this very purpose. I am very proud of our achievements and accomplishments that have brought us to where we are, and we have done so together. We must continue the support we have for each other as Mi'kmaq. Culture and language are an important part of our heritage and we continue to implement them in our daily operations using the two eyed seeing approach among many other ways. My goal has always been never to forget who we are and where we come from. We are Mi'kmaq and holders of Mi'kmaq and Aboriginal Treaty Rights, as a Nation. We are slowly rebuilding and working towards this goal. As a Nation of Mi'kmaq of Nova Scotia we will achieve Self Determination to exercise Self Government that will strengthen us politically, economically and socially with our Treaty and Constitutional Rights in place to protect us. My dream and vision is to strive for this and hope one day this will be the future for our children and future generations.

Council Reports

Portfolios : Finance, Housing, Elder's, Health, Species at Risk/Ecology
Active Committees: Sit on numerous committees within Acadia First Nation.
Outside Board commitments - Advisory Board to the Chiefs with CMM.
I also have active volunteering roles outside of Acadia First Nation.

In the past year we found ourselves still navigating through the continued pandemic. However, we were able to progress ourselves forward by staying connected virtually and by conference calling, etc.

I enjoyed this way of conducting business, not only for health and safety but for the time it afforded us to spend in the communities and offices.

I sit on numerous committees within Acadia First Nation either as a Co-Chair or just simply offering a support role. A community highlight that I am very proud to offer a support role to, is the Wildcat Community. During the pandemic, Val Whynot and the community started a community vegetable garden. The garden was a huge success in year one and yielded lots of vegetables. In year two, the community expanded the community garden and did just as well.

Val, the community and CMM have been working together on the installation of a 30x60 greenhouse. Some of the groundwork has been completed and we are hopeful that the greenhouse will be erected before winter. There are lots of potential possibilities once the greenhouse is established. I look forward to watching them grow!

Wildcat also has a beekeeper, Crystal Jermey who is one of our Earthkeeper's under the Ecology program. Under Crystal's watchful eye, the bees started producing honey this year, which she harvested twice. I was able to take part in the extraction of the first harvest and it was quite a fascinating, rewarding experience. Community members and Elders in Queens were able to enjoy a sample of the honey.

Moving forward it is my hope that our communities will continue to grow, flourish and work together. I will continue to offer any support roles to communities as well as fulfill my council role for the betterment of Acadia First Nation.

I'm hopeful that we can get back to most of our community programming while maintaining health and safety with Covid 19. It is my future hopes that we get to host a health fair once again focusing on mental wellness within our communities. Someday I'd like to see us host a well women/well men clinics and have access to NS Breast Screening mobile unit at our community health centre's.



**DEPUTY CHIEF
COUNCILLOR
AVIS JOHNSON**

avisjohnson@acadiaband.ca

Council Reports

Portfolios: Education and Fisheries

Committees/Boards: Kespuwick Fisheries Board, Indigenous Education Advisory Council for Acadia University, AFN Queens Recreation Committee , Queens General Hospital Foundation, Queens Community Health Board.

Highlights:



**COUNCILLOR
CHARMAINE STEVENS**

charmainestevens@
acadiaband.ca

In education we continue to offer financial support and sponsorship for Acadia First Nation band members attending Post Secondary educational institutions. To this end I work with our Education department to deliver the program in accordance with our Education assistance policy. The annual deadline to apply for sponsorship is June 15th. Please note funding is limited. A full education report has been submitted by our Education Director.

I continue to be busy with the Fisheries Portfolio which covers our commercial operations, Food, Social and Ceremonial (FSC) and Moderate livelihood (MLF). I have attended countless meetings regarding the fisheries throughout the past year and I expect that a busy pace will continue for the foreseeable future.

Our commercial fisheries committee meets regularly with the Director of Fisheries. In person meetings have now resumed. Our commercial fisheries has been very successful and I encourage you to read the full report from our Fisheries Director.

The MLF continues to evolve and while still in the early stages we continue to push forward to work through the many complex issues. To assist our Fishery Director a liaison was hired to assist with communications and support to our fishers.

I also attend regular Chief and Council meetings, Nationhood conferences, Confederacy of Mainland Mi'Kmaq meetings, and various other meetings, conferences and events.

As we continue to come out of the pandemic I look forward to activities and events making a comeback within our communities. This past couple years has been challenging for most of us but I am hopeful the coming year will see Acadia First Nation continue to prosper and grow. I encourage you to participate, be involved and attend as many opportunities as possible this coming year.

Council Reports



**COUNCILLOR
RACHEL FALLS**

rfalls@acadiaband.ca

Portfolios: Culture & Language, Economic Development, Physical Activity

Committee's/Boards: I currently sit on the culture and language, Yarmouth/Shelburne/Valley recreation, economic development, emergency measures, harvest feast and the Rose Purdy Community Center committees.

- **Outside of Acadia First Nation:** Maple Grove School Advisory (SAC), Deer Management Working Group, #nswalks has a program goal to create social supports to increase opportunity for people who are less active to enjoy the benefits of walking.

Highlights Economic Development:

- In 2020 Chief and Council secured 45 acres of prime land along highway #3 in Yarmouth as well as 60 acres of land adjacent to the Yarmouth reserve. The highway access will be a great opportunity for future economic development. The other 60 acres will start the process of Addition to Reserve Land (ATR) along with the land in Shelburne, Medway, and Gardner's Mill.
- In 2021 Acadia First Nation Housing team, Economic Development and Community Enhancement staff gained access to funds for a women's shelter in Hammond's Plains. The shelter will house Acadia First Nation members and will include a safe shelter for all Indigenous women and their children in Mi'kma'ki.
- Tru by Hilton in Yarmouth has done tremendously well during the pandemic. Opening day was February 11, 2021 with 60% of rooms booked and a year later the Tru by Hilton has continued to exceed our expectations.
- Myself along with other members had the opportunity to attend a two-day conference with Nova Scotia Indigenous Tourism Enterprise Network (NSITEN). NSITEN is a volunteer based not for profit cultural tourism organization working to support the growth of authentic and cultural tourism businesses and community enterprises in Nova Scotia.

Culture and Language:

- Our weekly Mi'kmaq language classes will be beginning in November via zoom, the date and link will be posted on the Acadia First Nation website. Beverly Jeddore works for M'kmaw Kina'matnewey She is a fluent speaker from Unama'ki and has been instructing our language classes since 2017. On April 7, 2022 when our Mi'kmaw language was recognized as Nova Scotia's first official language was a very proud moment for us all. We are working towards efforts to preserve and promote Mi'kmaw language within our communities now and for the next 7 generations. We are hopeful that someday Mi'maw language will be taught in the schools of Kespuwick district.
- In November 2021 the Culture and Language Committee got approval of funds from the Department of Canadian Heritage to begin the process of Implementing a language program called Kepmite'Isultiek Kespuwick, meaning 'we are proud in Kespuwick.' The program will run for 3 consecutive days each month in various locations throughout our 6 communities for a duration of 10 months. Kepmite'Isultiek Kespuwick began in August 2022 with 15 participants chosen by application process and 1 fluent instructor. Participant feedback has been well received and we can not wait to see the participant outcomes.

Physical Activity:

- Last November our Chief along with many youths from our collective communities took the lead of spreading awareness of Truth and Reconciliation. They were invited to the ceremonial puck drop at local hockey games, we have many youth involved in the game of hockey is great to see they are honored and represented across municipalities as we work towards Truth and Reconciliation.
- The Mi'kmaq Summer Games made its return back to Cape Breton on July 15-24, 2022 after a 2-year hiatus from the Pandemic. The Kespuwick team along with youth and elders joined all 13 Mi'kmaq bands to embrace culture and celebrate their wins and losses.
- North American Indigenous Game (NAIG) will be coming to our territory in 2023 with events being held in Halifax, Dartmouth and Millbrook. 5000 Indigenous athletes, 3000 volunteers from all over North America will be attending. I encourage all youth interested to attend NAIG and anyone wishing to volunteer so we can have a strong representation for Acadia First Nation at the games.

Council Reports

I Regularly carry-out a managerial role and establish direction with C&C as a team for Acadia's staff of 230 employees

I Assist in Navigating AFN through the COVID-19 Pandemic so that it has minimal impact on cultural, social and business aspects of Acadia First Nation.

I Negotiated with private-sector partners to secure economic and commercial benefits for AFN Chair the working group with Nova Scotia Power to address potential impacts on Mi'kmaq and Treaty Rights as they carry out major projects on Tusket and Mersey Dam refurbishments

Co-chair the AFN Finance & Audit Committee where we adjust and approve annual budgets that ensure the concerns of staff and community members are being addressed and approve year end audits

Managing AFN's forestry program, aid in Negotiating Forestry/ Archeology best Practices and harvest assessments.

I Sit on a working group for Mi'kmaq Forestry Initiative best practices, helping develop IPCA's (Indigenous Conservation Areas) within the Province

Species at Risk working group developed and guided a collaborative approach with Bear River FN and Acadia FN on Species at Risk within Kespukwitk District

I am Acadia rep for KMKNO Atlantic Mining working Group



COUNCILLOR
JEFF PURDY
jeffpurdy@
acadiaband.ca

Highlights March 2021-March 2022

- NSP Monthly working group meetings on Tusket and Mersey River dam refurbishment, Archeology and proper fish passage
- Regular Archeology Meetings and updates with KMKNO
- Regular Mining & Energy Meetings/ updates with KMKNO and the province
- Regular Forestry meetings with KMKNO and the Province on Best forestry practices and Archeology assessments on harvesting blocks

Upcoming Projects/conferences/Future plans

- Yearly CMM AGA
- Yearly Nationhood Conference
- Annual Mi'kmaq Archeology updates
- Continue to meet regular through video conference calls and in person when possible
- Mi'kmaq Archeology sight visits

Comments

- Another year has come and gone, C&C continue to try to move forward in the best interest for Acadia and as a Mi'kmaq Nation.
- Covid is still challenging as Provincial restrictions have been lifted. The health and wellbeing of our elders and community members are the priority to us all. With the cold and flu season upon us please stay safe and healthy.
- Over the past year Forestry, Mining & Energy, Archeology and Nova Scotia Power Dam refurbishment have been some of the bigger portfolios I have been working on, at the same time, keeping updated and working with staff on the day to day operations of our community and Business.
- I would like to point out that Acadia has dedicated and hardworking staff to keep things moving. If it wasn't for our Managers and staff some of our programs and services would not exist. They face many challenges in their day to day work and do it with a smile. As we all know, Acadia First Nation is spread out across SWNS with the majority of our members living off reserve across the Province and recognizing all Acadia band members and being inclusive of all is top priority for Chief and Council and all staff programming.

Council Reports

Kwe', teluisi nin Natteal Battiste, wetapeski Kespukwitk, wiki Kjipuktuk.

The Fiscal year of 2021-2022 is my favourite year as a Councillor. With the lift of many COVID-19 restrictions, I have began to engage more in my portfolios, the communities and with band members, including our youth. I am a point of contact for HRM and Gold River, and use



COUNCILLOR
Natteal Battiste
nbattiste@
acadiaband.ca

Facebook as my main communication channel for all our areas. I hold the following portfolios: NS Power Inc, Finance, Economic Development, Youth, Recreation, Species at Risk, DENR and Two Eyed Seeing Camp. I sit on the following Boards of Directors Mi'kmaw/Indigenous Advisory Council at King's College, The Genevieve Francis Memorial Fund and Inspire. I am a Partner with Akwekon Enterprises and WHOMS. I compete as an Amateur Boxer with Tribal Boxing Gym and present on the topics of Indigenous Resilience within HRM.

Alongside the outstanding accomplishments our Chief, Councillors and Band Employees have accomplished together this year, below are some additional milestones I would like to highlight.

- Gold River has held the Red Road Project student summer positions for two years in a row. I would like to acknowledge and thank Lacey Pennell and Jada Kaizer for dedicating their summer to promoting safe, alcohol free events for our youth. Youth Leading Youth.
- Our Two Eyed Seeing Camp had a successful year with several events happening throughout our communities, including a boat building weekend in Kjipuktuk.
- The 2022 Gold River Powwow
- Gold River Wednesday night Boxing, for ages 13 and up
- The AFN Language Committee's 'Kepmite' Lsultiek Kespukwitk' language group educates myself and 13 other women on the Mi'kmaw language and culture monthly.

- A successful relationship milestone with Chester Playhouse. Offering free tickets to our Elders for selected shows and hosting a successful event within our Gold River community.

Ongoing Projects/Goals:

- Continue to grow our relations with surrounding Municipalities (specifically HRM, Chester, Mahone Bay and Bridgewater). I will be sitting on the upcoming working group for the Gold River bridge and was the Keynote Speaker for International Women's Day for HRM in March 2022).
- Ongoing relationship building with the Chester RCMP with active communications, monthly reports and educational meetings on our by-laws and systemic barriers to build a more safer & comfortable presence within our communities.
- Rapid Housing Initiative
- Monthly Meetings with NSP and KMKNO in regards to the Tusket/Mersey River dam refurbishment, archeology and proper fish passage.
- Implementing a youth program within our Gold River Community
- Upcoming project with the Nova Scotia Library
- Deepen relationships with DENR, CMM and other L'nu organizations and bands for economic, employment and education opportunities.
- NSCC Working Group
- NAIG 2023

As we come to an end for 2022, and enter in our 4th fiscal quarter, annual general meetings and organizations year end reports will begin to commence. I send my best wishes and prayers to our communities as we enter into the colder months. Welalioq aqq Nmultus.

Council Reports

Portfolios: Education/Employment/Training, Economic Development, Finance Board of Directors: First Nations Finance Authority



COUNCILLOR
Michael Paul
mikepaul@
acadiaband.ca

Working as part of the council team, our goal is to achieve the best results from every project Acadia undertakes. When any project in any area takes place, it is the whole of council that contributes and approves it. I take an extra interest in the above portfolios as I believe that with proper education and wise financial management both individuals and communities can thrive and prosper.

Specific to Hammonds Plains, we are currently in the process of further development. We have the go ahead on building a women's shelter to assist women and children escaping domestic abuse. We are also looking into funding avenues so the HRM area can get a community centre so we will have our own place to gather and provide more programming. Also looking into what challenges we have to overcome in order to get gas pumps that will bring more people into the business and be of big savings to members and the greater Indigenous population of HRM.

Acadia First Nation covers a huge area with many communities that need and deserve services. However we are restricted by our budgets and funding. There is never enough funds to do all the things we wish to accomplish.

Quick facts on the Hammonds Plains office, we have 276 on our mailing list, 51 seniors, and 125 youth. These numbers are approximate as they are always changing. We are located on one of the busiest roads in the Province.

Stay safe everyone, living with COVID is our new normal.

Council Reports

This past year has brought many challenging times to everyone. As your Council member I remain dedicated to all Band members and will bring forth your issues and concerns whenever they may arise. I would like to thank all of our staff members for their hard work and continued dedication. It is through our staff that we continue to achieve success throughout Acadia First Nation.

I continue to work diligently in all areas of the Band and my current portfolios include: Housing, Fisheries and Economic Development. I have had the opportunity to see many of you over the past few months during lobster deliveries to our communities, I also remain active on the Shelburne and Yarmouth Rec committees; as well as the planning committee for the Harvest Feast.



COUNCILLOR
Tom Pictou
tpictou@
acadiaband.ca

Last summer our first Solar PV project was commissioned; which delivers clean energy back into the grid, creating new revenues. I hope to see more renewable energy projects throughout our communities in the future. We are currently working on upgrades to several of our outdoor spaces, such as the Gold River Mawio'mi grounds and a green space adjacent to the Tru Hotel in Yarmouth. Our Tru by Hilton hotel has one full year of operation under its belt and continues to grow its customer base while creating many employment opportunities.

The Weliankweyasimk Women's Shelter will be located in Hammonds Plains and is currently in the final design stage. This much needed infrastructure project will provide emergency, temporary lodging for Indigenous women and children.

This coming year, we will work towards continued growth and development to provide further opportunities to our members. I look forward to seeing you all at our community events throughout the year.

Council Reports

I currently hold the environment and hunting/harvesting portfolios. As part of these portfolios, I participate in related committee's:

- CMM- Department of Environment and Natural Resources Advisory Committee
- Mainland Mi'kmaq Parks Canada Advisory Committee
- Mersey River Corridor - Indigenous Protected and Conserved Areas
- Wildfire Resilience Committee



COUNCILLOR
ANDREW FRANCIS
andrewfrancis@
acadiaband.ca

These committee's bring together like minded people to work towards the protection and conservation of important resources. The Mersey River Corridor committee was created to protect the Mersey River system, which has been used by our people since time immemorial as a resource and major migration route. The area proposed extends from the coastal area of the Mersey River to the headwaters in Annapolis County. Many species are disappearing and this is one way of ensuring their survival.

The Mainland Mi'kmaq Parks Canada Advisory committee, as well as the Department of Environment and Natural Resources committee, were designed to protect our cultural, natural and traditional resources while still allowing our people to enjoy. For example, I have been harvesting moose in the Cape Breton Highlands for about 25 years and have observed a decline in the population. Other band members, as well as other L'nu harvesters, have shared the same observations. These committees allow us to gather and have serious discussions on how to preserve our resources for the next 7 generations.

COMMUNITY ENHANCEMENT AND CULTURAL DEVELOPMENT

Melanie Robinson- Purdy

Email: mrobinson@acadiaband.ca Phone: 902-742-2138 Cell: 902-774-3098

Completed Projects/ Highlights

- Mi'kmaq Cultural Authenticity – Worked specifically with advisory on the development of a Mi'kmaw Branding Policy for Mi'kmaw artisans and businesses
- Continue working with the Mi'kmaw Kina'matenewey Advisory on Mi'kmaw Language
- Organized Moccasin Making workshops with Acadia First Nation
- Ji'kmaq training
- Organized the Traditional Mi'kmaw Peaked Cap Sessions for all of Acadia First Nation
- Fulfill Mi'kmaw Band Designate duties as confidentially outlined in job description
- Manage Red Road Youth Project and Youth employed report directly to myself
- Organize Tuskat Dam Ceremony with NSP re: Artifacts along the river and organize Ceremony when Ceremonial Artifacts unearthed
- Continue to work with Mi'kmawey Debert as Advisory member on the project
- Continue to work with the Acadia First Nation Mikmaw Language & Culture Committee
- Continue to work with the Acadia First Nation Recreation Committee
- Continue to work with the Town of Yarmouth and surrounding Municipalities working toward Reconciliation events and projects
- Facilitate Drum workshops and Culture Workshops for youth in the Yarmouth Community

- Working on a project for a Traditional Healing Heritage Park in Yarmouth, secured funding for landscaping/ beautification, Interpretive Panels and Pavillion, along with the EDO for Acadia Band.
- Attend Flag Raising events as a Representative for Acadia First Nation, as well as attend public schools to conduct workshops and share traditional knowledge
- Organize Christmas gatherings for Yarmouth Community
- Organize Mi'kmaw Student Awards with assistance from other staff
- Continue to work with other staff on the successful Proposal submitted by Acadia First Nation for a Domestic Violence Shelter to be built in the Hammonds Plains reserve. We are in the design phase of this project and breaking ground soon
- Organized Youth Uplifting Youth event that was a Mi'kmaw Traditional educational event held via Zoom for Youth

Ongoing projects and unfinished projects include:

- KOKOM Heritage Park- Yarmouth
- Kepmite'Isultiek Kespukwitk- Mi'kmaw Language Program – Acadia First Nation
- Weliankweyasimk Women's Shelter- Hammonds Plains
- Mi'kmaw Name Change for Acadia First Nation
- John Cook Memorial Park

Upcoming Projects/Future plans

- Continue to seek ways to secure funding for the future of the Mi'kmaq of Acadia First Nation.
- New Mi'kmaw Youth Center- Yarmouth
- Youth Center- Gold River Community
- Cultural Center/Artifact Holding Facility- Yarmouth

Ecology

Scott Jermey, Manager

Email: psjermey@hotmail.com Phone: (902) 682-2424

Crystal Jermey, Earth Keeper Email: crystaljermey@gmail.com

Dawn Moore, Earth Keeper Email: dawn.moore1769@gmail.com

Kait Pennell, Communication Liaison afnstewardship@acadiaband.ca

Completed Projects/ Highlights

- Land Based Learning
- Initial Year for Earth Keeper Network
- Pollinators
- Trail/Bridge repair, Boardwalks

Unfinished Projects/Ongoing Programming

- Land Based Learning with local High School Students
- Listen Together- Migratory Bird monitoring
- Species at Risk- including Ribbon Snake, Blandings Turtle, Wisqoq, Canada Warbler, Olive Sided Flycatcher
- Earth Keeper Network
- Mersery River Indigenous Protected and Conserved Area (IPCA)

Upcoming Projects/Future plans for your Department

- Community information Sessions/engagement
- Expanded Bee Hives (Pollinators)
- Community Vegetable/Medicine Gardens
- Continued work with partners: Parks Canada, MTRI, CARP, CMM Local Schools, SWN Biosphere, etc.



ECONOMIC DEVELOPMENT

Rachel Stevenson, Director of Economic Development
rstevenson@acadiaband.ca (902) 742-2136

Completed projects/Highlights March 2021-2022 (events organized/held, yearly programming etc.)

The Economic Development Department has always engaged a holistic approach to development using a sustainability model that includes social, cultural, environmental, and economic development aspects that together will create growth of strong, integrated, healthy communities.

“Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Highlights

Yarmouth Solar PV Project was commissioned in August 2021. AFN was a successful proponent of The Solar Electricity for Community Buildings Pilot Program, which allowed entities such as Municipalities, First Nations, and Not for Profit organizations to secure long-term power purchase agreements with Nova Scotia Power. This agreement allows for the sale of renewable energy generated from the 75 kW solar photovoltaic system, to Nova Scotia Power. This project will provide up to 115,000 kWh of clean, emission-free power and will displace up to 88,700 pounds of coal annually.

Gold River Mawio’mi Grounds Revitalization Project Phase 1: This project is currently underway in partnership with the AFN housing department and once completed will provide infrastructure upgrades to the grounds that include a newly designated camping area and a comfort station (washrooms/sinks/showers). Funding for this project was secured through ACOA.

Weliankweyasimk Women’s Shelter: The Weliankweyasimk Women’s Shelter is a joint project through Economic Development, Housing and Community Enhancement. The Shelter will be located in Hammonds Plains and is currently in the final design stage with the majority of construction taking place in 2023. This much needed infrastructure project will provide emergency, temporary lodging for Indigenous women and children. The project is being funded through ISC and CMHC.

Kokum Cultural Path: This project is currently underway in Yarmouth; adjacent to the Tru Hotel and was developed in partnership with our Community Enhancement Officer. The Kokum Cultural Path will provide a green space with interpretive panels reflecting culture and history. This project is being funded through the Cultural Spaces in Indigenous Communities program.

Lands Update: We are actively working on Additions to Reserves (ATR) in Gardners Mill, Shelburne and Medway. These are lengthy processes however we remain committed to ensuring the success of these files.

Future Plans:

Strategic Planning remains a priority in the coming year as we focus on diversifying our business holdings, while creating new revenues, partnerships and employment opportunities

EDUCATION

Janice Francis – Education Director

janicefrancis@acadiaband.ca t. 902-685-2956 f. 902-685-2237

Tina Dixon, Post Secondary Education Navigator

Email: tdixon.psn@acadiaband.ca phone: 902-685-2956 fax: 902-685-2237

Completed projects/Highlights March 2021-2022 (events organized/held, yearly programming etc.)

Wildcat Community Earth Day – this was the end result of a community garden. Harvested vegetables were given to community members. Left over vegetables were dried and seeds collected for planting in spring of 2022. Two beehives were established to assist with pollinating the garden.

Rocks of Remembrance – North Queens Community School created a walk of remembrance to honour all who had been impacted by Indian Residential Schools. Collaborating with the Wildcat Community and surrounding areas rocks were painted orange and word/images of healing, hope and reconciliation were added and then placed along a path at the school.

Virtual Youth Cultural Day – held during March break for youth 12 – 16 years. Youth were provided with resource material enabling them to participate virtually in activities such as luski making, drumming and medicine pouch making.

Creation and distribution of Grade 12 graduation stoles.

Unfinished Projects/Ongoing Programming

- * Mi'kmaw language classes
- * Post Secondary educational assistance
- * Daycare, headstart, youth programming
- * Student support/tutoring services for elementary/secondary/post secondary students
- * Working in collaboration with Mi'kmaw Education Coordinators at the Regional Centres for Education
- * Post Secondary Education Navigation Program – regular communication with students identifying and addressing issues/concerns and working in collaboration with post secondary institutions to ensure adequate support and services are available to students.
- * After school programming
- * Working in collaboration with Mi'kmaw Kina'matnewey (MK)
- * Annual recognition of our elementary/secondary students for their academic achievements

Upcoming Projects/Future plans

A goal of the education department is to bring language, culture and tradition to the forefront. Presently happening is a land-based language camp focused on conversational Mi'kmaw and traditional knowledge. Participants meet once per month for 3 days (8 sessions total) with a fluent speaker/instructor. Upon completion of the program, participants will have the ability to share their teachings and teach the language in our communities.

Other plans:

Continue to make every effort to provide students with opportunities to grow, develop and succeed as independent learners thus reaching their full potential.

Effectively manage our resources and encourage our students to value the choices offered by higher education.

FINANCE

Amanda Lloyd – CFO
alloyd@acadiaband.ca (902) 742-2068

CAPITAL PROJECTS

From 2021-2023, Acadia First Nation has allocated approximately \$9,750,000 of its financial resources to capital projects or purchase of capital assets.

Key projects underway are:

- Women’s Shelter to be constructed on Hammonds Plains, construction is to be funded by CMHC with ISC committed to funding the operating costs over the next number of years.
- Rapid Housing Initiative will see a number of new modular homes constructed over the next 2 years funded by CMHC under the federal program.
- Upgrades to the water and sewer infrastructure in Yarmouth, along with road work and paving are nearing completion. This projected was funded by ISC.

Funder	Asset Type	Cost 2021-2022	Forecasted 2022-2023	Total
CMM	Forestry equipment	43,400	-	43,400
Rapid Housing Initiative	Band –owned housing	402,800	3,000,000	3,402,800
NSP – Tusket Dam Project	Vehicles	95,000	50,000	145,000
OSR	Recreation equipment	18,000	-	18,000
OSR	Retail operations assets	31,500	50,000	81,500
NSP – Tusket Dam Project	Furniture and Equipment	4,800	15,000	19,800
OSR	Fisheries Assets	609,000	200,000	809,000
NSP – Tusket Dam Project	Computers	12,600	15,000	27,600
CMHC/OSR/ISC	Community Buildings	149,700	500,000	649,700
CMHC mortgages	CMHC Houses	169,000	250,000	419,000
OSR	Medway ice cream shop	17,500	10,000	27,500
ISC	Infrastructure	2,164,700	1,000,000	3,164,700
OSR	Land purchase	2,500	750,000	752,500
OSR/FNFA	Tru by Hilton Hotel	194,000	-	194,000
				9,754,500
OSR = own source revenues from General Fund (unrestricted)		3,914,500	5,840,000	

REPORT ON RISK MANAGEMENT

Risk management is a key component to the financial health of a First Nation. It is a high level register of possible risks that may impede our ability to provide programs and services. Our risk register includes information about the known risks and uncertainties that may affect our financial position.

By reviewing this document annually, we are prepared to shift resources to mitigate risks that have a high likelihood and high impact to our operations.

During the COVID 19 global pandemic, the Band has been focused on priorities such as basic services, assisting band members where possible and completed projects already underway.

Risk Category	Event	Impact	Risk Management Plan
Health & Safety	Medical outbreak on reserve	Reduced health of members / potential loss of members	Emergency Preparedness Plan, Offer vaccines at health centres to keep up to date
Service Delivery	Services required in six different communities	Run 3.5 mm deficit each year on base funding provided by federal government	Increase own source revenue to fund programs/services. Diversify investments / business holdings.
Skills and Capacity	High number of key employees retiring in the next ten years	Loss of knowledge	Identify key positions that require a succession plan, create and implement succession plan. (Housing (2), Social, Education, Native Employment Officer, Fisheries finance, Membership Clerk)
Service Delivery	Six reserves - competing needs in each location	Fractured resources. Duplication of services, lot of time spent in transit. Difficult to staff employees in different locations. Difficult to get services to all members. High cost to deliver services/programs to all communities, or programs/services can only be offered to some communities due to cost. Some staff in different locations have never met each other. Staff feel unsupported.	Comprehensive community plan. Research options for improved internet / cell service
Land Protection and Environment	Run out of land base in Yarmouth	Limits the number of new houses / businesses in that community	Discussions with ISC for potential of using ISC funds to purchase fee simple lands adjacent to community, place into

Summary of Audited Financial Statements

For a full copy of the audited financials and schedule of remuneration for Chief and Council, please see our website:

<https://www.acadiafirstnation.ca/762-2022-afn-consolidated-financial-statements/file.html>

Highlights

Total revenues of over \$53 Million across all operations (2021 - \$40.9M). Own source revenue represents 74.3% of the total (2021 - 81%).
 Incorporated entities \$26.8M (2021 - \$22.4M) Fisheries \$6.2M (2021 - \$4.4M)
 Net surplus of \$8.7M (2021 - \$4.8M) Total Long term debt is \$19.8M (2021 - \$21M)
 Tangible capital assets totalled \$42.4M by the end of the year (2021 - \$41M) The total value of assets insured is close to \$55M.
 This value will jump again this year and next due to the Rapid Housing Initiative project and the Women's Shelter.
 Total cash and cash equivalents \$17.6M (2020 - \$9.5M) The increase relates to the new projects set to start.
 FNFA accounts for \$15.6M (2021 - \$16.1M) and CMHC Housing loans account for the remainder \$4.2M (2021 - \$4.6M)
 HST debt is decreasing on schedule with \$1.1M remaining to be paid. (approximately 4 yrs)

Government support payments are broken down into the following:

Contribution to proposal driven projects	\$5,699,213	(2021 - \$ 2,512,860)
Band Support	\$ 419,297	(2021 - \$ 388,663)
Economic development	\$ 61,493	(2021 - \$ 56,064)
Education	\$ 1,082,787	(2021 - \$ 1,030,946)
Capital/Maintenance	\$ 301,682	(2021 - \$ 329,156)
Social	\$ 1,565,364	(2021 - \$ 1,267,350)
Health	\$ 696,771	(2021 - \$ 531,715)
CMHC Subsidy	\$ 203,107	(2021 - \$ 204,971)
Fisheries	\$ 208,995	(2021 - \$ 67,500)
Training	\$ 463,010	(2021 - \$ 382,625)

Key expenses:

Profit sharing paid out to members	\$ 1,058,600	(2021 - \$ 983,000)
Post secondary tuition and allowances	\$ 609,687	(2021 - \$ 416,419)
Repairs to band owned buildings	\$ 297,985	(2021 - \$ 279,182)
Crew share paid to fishermen	\$ 2,755,927	(2021 - \$ 1,759,145)
Salaries	\$ 3,358,645	(2021 - \$ 2,907,857)
Retail operation expenditures	\$ 23,017,439	(2021 - \$18,059,730)
Elder payments	\$ 490,000	(2021 - \$ 467,600)
Pandemic support payments	\$ 56,784	(2021 - \$ 230,660)

Acadia First Nation paid out approximately \$8.4M in payroll during 2021-2022 supporting over 250 jobs at it's annual peak.



Grant Thornton LLP
328 Main Street, PO Box 297
Yarmouth, NS
B5A 4B2

T +1 902 742 7842
F +1 902 742 0224
www.GrantThornton.ca

Independent Auditor's Report

**To the Chief and Council of
Acadia First Nation**

Opinion

We have audited the consolidated financial statements of **Acadia First Nation** (the "Band"), which comprise the statement of financial position as at March 31, 2022, and the consolidated statements of operations, accumulated surplus, changes in net debt and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of **Acadia First Nation** as at March 31, 2022, and the results of its consolidated operations, changes in net debt and its cash flows for the year then ended in accordance with Canadian Public Sector Accounting Standards.

Other Matters

Our audit was conducted for the purposes of forming an opinion on the consolidated financial statements taken as a whole. The Schedules of revenues and expenditures on pages 26 to 38 are presented for purposes of additional information and are not a required part of the consolidated financial statements. Such

information has been subject to the auditing procedures applied, only to the extent necessary to express an opinion, in the audit of the consolidated financial statements taken as a whole.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Band in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and Chief and Council for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian Public Sector Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Band's ability to continue as a going concern, disclosing, as applicable, matters related to a going concern and using the going concern basis of accounting unless management either intends to liquidate the Band or to cease operations, or has no realistic alternative to do so.

Chief and Council are responsible for overseeing the Band's financial reporting process.

Audit • Tax • Advisory

Grant Thornton LLP, A Canadian Member of Grant Thornton International Ltd



Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether these consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Band's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

FINANCE

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Band's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Band to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Band and its subsidiaries to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with Chief and Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Yarmouth, Canada
July 26, 2022

Grant Thornton LLP

Chartered Professional Accountants

FINANCE

Acadia First Nation Consolidated Statement of Financial Position

March 31

2022

2021

Financial assets

Cash and cash equivalents	\$ 17,612,351	\$ 9,459,812
Receivables (Note 6)	1,633,377	1,283,345
Inventory held for resale (Note 1)	1,204,642	1,037,337
Restricted cash and deposits		
Funds on deposit at DISC (Note 15 a))	12,027	11,800
Funds on deposit at FNFA (Note 15 b))	1,147,386	1,133,413
CMHC reserves (Note 10)	<u>187,385</u>	<u>184,571</u>
	<u>21,797,167</u>	<u>13,110,276</u>

Financial liabilities

Payables and accruals (Note 9)	1,401,014	3,055,230
Deferred revenue (Note 3)	6,652,751	2,093,779
Assessment of sales tax, penalties and interest (Note 17)	1,136,438	1,436,438
Long-term debt (Note 8)	<u>19,804,776</u>	<u>21,056,208</u>
	<u>28,994,980</u>	<u>27,641,655</u>
Net debt	<u>(7,197,812)</u>	<u>(14,531,379)</u>

Non-financial assets

Portfolio investments (Note 22)	2	2
Tangible capital assets (Note 7)	42,376,296	41,002,677
Intangibles (Note 1)	4,437,000	4,430,000
Prepaid expenses	<u>63,414</u>	<u>123,452</u>
	<u>46,876,712</u>	<u>45,556,131</u>

Accumulated surplus	<u>\$ 39,678,900</u>	<u>\$ 31,024,752</u>
----------------------------	-----------------------------	-----------------------------

Accumulated surplus (Page 5)	<u>\$ 39,678,900</u>	<u>\$ 31,024,752</u>
-------------------------------------	-----------------------------	-----------------------------

FINANCE

Acadia First Nation Consolidated Statement of Operations

Year Ended March 31

	<u>Budget</u> <u>2022</u>	<u>Actual</u> <u>2022</u>	<u>Actual</u> <u>2021</u>
Revenues			
Federal government operating transfers	\$ 4,234,301	\$ 7,353,952	\$ 4,172,752
Federal government capital transfers	250,000	2,698,455	1,568,152
Provincial government operating transfers	200,000	153,726	108,558
Economic activities	10,850,000	12,810,017	10,784,796
Economic activities – incorporated entities	22,400,000	26,773,886	22,478,458
Other	<u>1,766,014</u>	<u>3,502,691</u>	<u>1,876,094</u>
	<u>39,700,315</u>	<u>53,292,727</u>	<u>40,988,810</u>
Expenses			
Band management and support	12,666,550	12,920,811	11,302,487
Education	871,464	987,750	742,333
Community maintenance	1,498,000	514,320	636,737
Social services	857,490	1,413,620	1,088,094
Community health	490,230	739,558	545,078
Housing	614,550	600,285	577,645
Fisheries	2,881,050	3,887,078	2,765,333
Training	432,500	434,948	380,858
Forestry	2,000	62,731	14,945
Incorporated entities	<u>17,549,500</u>	<u>23,017,439</u>	<u>18,059,730</u>
	<u>37,863,334</u>	<u>44,578,541</u>	<u>36,113,240</u>
Annual surplus	<u>\$ 1,836,981</u>	<u>\$ 8,714,186</u>	<u>\$ 4,875,570</u>

FINANCE

Consolidated Statement of Changes in Net Debt

March 31	Budget	2022	2021
Surplus	\$ 1,836,981	\$ 8,714,186	\$ 4,875,570
Tangible capital asset additions	(4,000,000)	(3,914,464)	(12,480,527)
Loss on disposal of tangible capital assets	-	73,192	-
Addition of portfolio investments	-	-	(2)
Amortization of tangible capital assets	<u>2,300,000</u>	<u>2,460,653</u>	<u>1,937,905</u>
Decrease (Increase) in net debt	<u>\$ 136,981</u>	<u>7,333,567</u>	<u>(5,667,054)</u>
Net debt, beginning of year		<u>(14,531,379)</u>	<u>(8,864,325)</u>
Net debt, end of year		<u>\$ (7,197,812)</u>	<u>\$(14,531,379)</u>

Acadia First Nation Consolidated Statement of Cash Flows

March 31	2022	2021
Increase (decrease) in cash and cash equivalents		
Operations		
Annual surplus	\$ 8,714,186	\$ 4,875,570
Amortization	2,460,653	1,937,905
Loss on disposal of tangible capital assets	73,192	-
Changes in non-cash operating working capital balances (Note 11)	<u>2,070,404</u>	<u>419,868</u>
	<u>13,318,435</u>	<u>7,233,343</u>
Financing		
Advances of long-term debt, net of repayments	<u>(1,251,432)</u>	<u>1,152,691</u>
Capital transactions		
Purchase of tangible capital assets	<u>(3,914,464)</u>	<u>(12,480,527)</u>
Increase (decrease) in cash and cash equivalents	<u>8,152,539</u>	<u>(4,094,493)</u>
Cash and cash equivalents		
Beginning of year	<u>9,459,812</u>	<u>13,554,305</u>
End of year	<u>\$ 17,612,351</u>	<u>\$ 9,459,812</u>

FINANCE

Acadia First Nation Schedule of Honoraria, Travel Expenses and Other Remuneration paid to Chief and Council Year Ended March 31, 2022

Name of Individual Chief/Council Member	<u>Months</u>	<u>Honoraria</u>	<u>Travel Expenses</u>	<u>Other Remuneration</u>	<u>2022 Total</u>	<u>2021 Total</u>
Chief Deborah Robinson	12	\$ 140,000	\$ 1,291	\$ -	\$ 141,291	\$ 130,954
Darlene Coulton	-	-	-	-	-	53,957
Charmaine Stevens	12	90,000	380	-	90,380	81,695
Michael Paul	12	90,000	1,853	-	91,853	82,720
Thomas Pictou	12	90,000	6,670	-	96,670	82,333
Andrew Francis	12	90,000	-	-	90,000	80,000
Avis Johnson	12	90,000	-	-	90,000	80,000
Rachel Falls	12	90,000	152	-	90,152	80,000
Jeff Purdy	12	90,000	968	-	90,968	81,750
Natteal Battiste	12	90,000	1,216	-	91,216	28,112
		<u>\$ 860,000</u>	<u>\$ 12,530</u>	<u>\$ -</u>	<u>\$ 872,530</u>	<u>\$ 781,521</u>

HEALTH

Marla Robinson-Pyne – Health Director

marlarobinson-pyne@acadiaband.com

(902) 742-4337

Chelsea Sawyer - Community Health Nurse – csawyer@acadiaband.ca (902)627-1245

Kolby Bernard – NADACA- kbernard@acadiaband.ca

(902)742-8883

Completed Projects/ Highlights

- Covid Vaccination Clinics in Yarmouth and Gold River (up to 4th Dose)
- COHI (Children’s Oral Health Initiative)
- Nurse Practitioner
- Online wellness activities for adults and youth
- March Break 2022 7 sacred teachings at home/virtual activity
- Various programs have been offered in partnership with Acadia First Nation’s health team, NADACA and outside organizations, including learning to bead sessions, anxiety and stress management sessions, youth summer camps, awareness walks and youth events. Some organizations the health team has partnered with include: Mi’kmaw Family Children’s Services, Mi’kmaw Family Healing Centre, Confederacy of Mainland Mi’kmaq, Two-Eyed Seeing Camp, Tri-County Regional Centre for Education, and the Native Women’s Association.



Unfinished Projects/Ongoing Programming

- Covid Vaccination Clinics in Yarmouth and Gold River
- Development of the Health Centre Occupational Health and Safety System
- Maternal Child Health Initiative
- Additions to Addictions and Mental Health Service Providers.
- Additional NSH Mental Health Clinicians
- The Steeper Climb
- Native Alcohol and Drug Abuse Counselling Assoc. Information Sessions

Upcoming Projects/Future plans

- Moderna Spikevax bivalent vaccine clinics
- Cancer Care NS PAP certification for CHN
- Health Eating Habits
- Drug Awareness Week 2022 will be hosted in November. Programming will be offered in-person in communities, as well as online programming.
- Health Fair 2023
- The health team is committed to continuing to partnering with organizations in providing programming throughout our communities.

HOUSING

Jim Pictou, Housing Director

jpictou@acadiaband.ca (902)742 0257

Marie Falls, Housing Manager (902) 742 0257 mariefalls@acadiaband.ca

Completed Projects/ Highlights

- 6 roofs replaced with metal
- 3 retrofits completed
- 1 - 2 bedroom extension finished
- 4 new sheds built
- 4 decks replaced 5 sets of steps replaced
- 5 new tubs or showers replaced 6 toilets replaced
- 12 hot water heaters replaced
- Washers, dryers, stoves and fridges repaired or replaced all year between 30 and 50
- 1 new home finished



- New pavement ,and all new sewer and water upgrades and new subdivision in Yarmouth

Unfinished Projects/Ongoing Programming

- 16 new homes
- 1 duplex_2 retrofits

Upcoming Projects/Future plans for your Department

- Road upgraded in Gold River.



Human Resources

Lisa Francis Beaver, Human Resources Manager
hrmanager@acadiaband.ca (902) 422-5918

The AFN Human Resources Department aims to establish and deliver a HR High Performance System (HPWS) that provides a combination of HR structures, practices, policies and procedures interconnected to deliver an HR system that is flexible, adaptable and meets the needs of the employer and provides a positive work environment for all employees. Building and implementing an HR high performance work system brings emphasis to employee involvement, and reflection of commitment to Acadia First Nation's organizational culture.

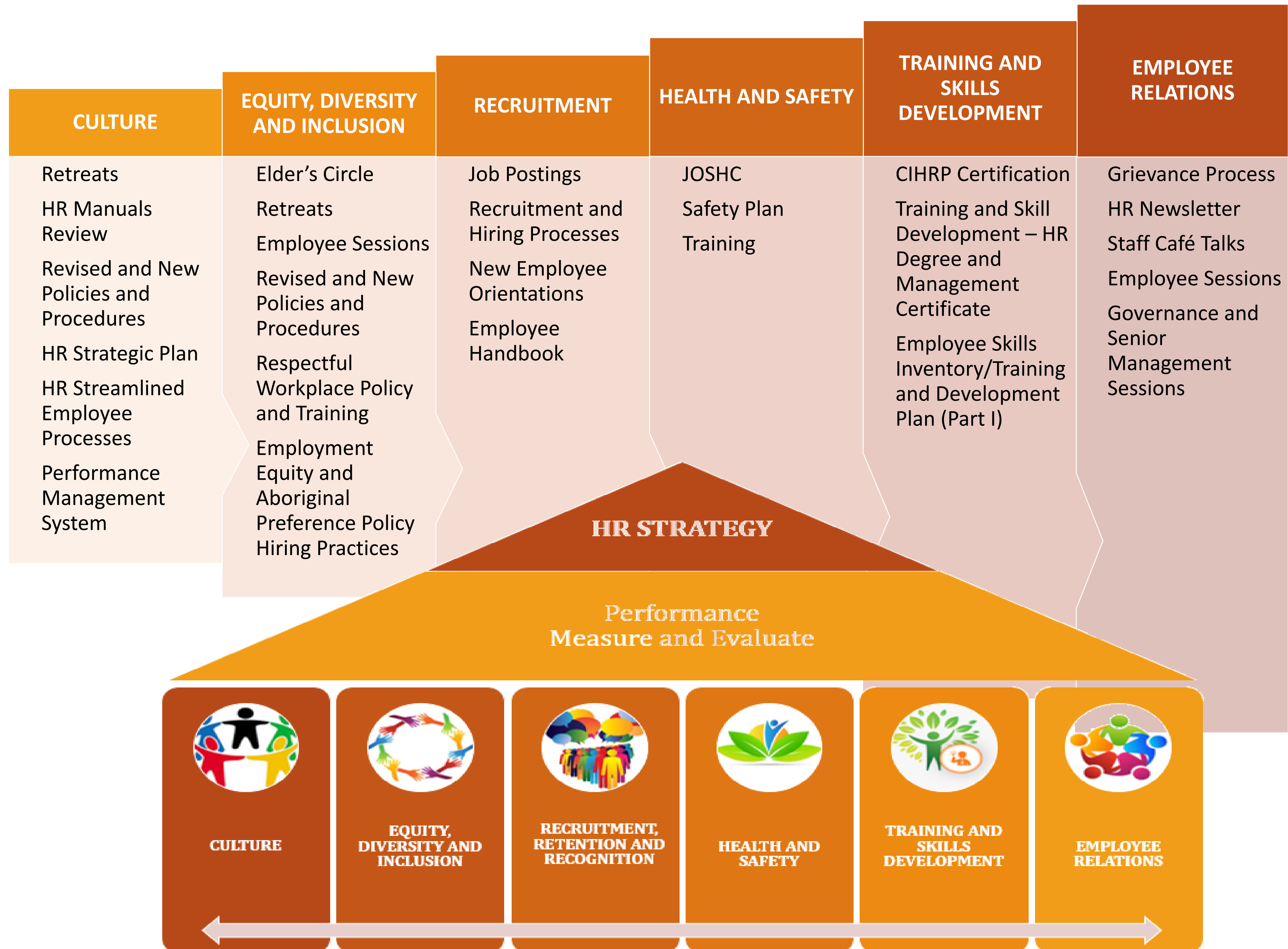
As a First Nation, the foundation and principles, along with the core values of the organizational culture within this high performance work system are built upon our Seven Sacred Teachings. Our Mi'kmaq culture is an intrinsic and interwoven part of how AFN Human Resources operates from HR policies to practices to employee relations. The HPWS, as it is established and grows, is to be aligned with the AFN Strategic Plan and its associated vision, mission, goals and objectives established.



Activities & Accomplishments

CULTURE	EQUITY, DIVERSITY AND INCLUSION	RECRUITMENT, RETENTION AND RECOGNITION	HEALTH AND SAFETY	TRAINING AND SKILLS DEVELOPMENT	EMPLOYEE RELATIONS
<ul style="list-style-type: none"> • HR High-Performance System framework • AFN Strategic and Community Planning Committee • AFN Strategic Plan process support • HP Cultural Centre Committee to support funding application 	<ul style="list-style-type: none"> • HR Strategic Planning and Gender Equality funding \$570, 000 • Request for Proposal HR Strategic Plan • Comprehensive Community Planning support 	<ul style="list-style-type: none"> • Recruitment process for twenty-two (22) positions • Recruitment and culture and safety training program for the NSP Tusket Project • Revised AFN Job Posting Template and Interview Guide • Performance Review Process for fifty-nine (59) employees • HR Summaries, Job Descriptions and Final Report for Performance Review Process • Thirteen (13) new Job Descriptions 	<ul style="list-style-type: none"> • Safe Work Practice (SWP) Sharps Policy and Procedure • AFN Sunlife Group Benefits Plan Employee Policy • AFN Licensed Establishments Alcohol Policy • AFN Uniform Policy • AFN Business Operations Personal Mobile and Device Usage Policy • AFN Health and Safety training database • Food Handler's courses both in person and on-line • First Aid & CPR, Small Craft Operators Card (Boat Safety) • WHMIS with GHS • Violence and Harassment in the Workplace • Joint Occupational Health and Safety Committee (JOSHC) certification • Initiated AFN Respectful Workplace Policy development 	<ul style="list-style-type: none"> • AFOA Certified Indigenous Human Resources Professional Program completion May 2022 • Burchell's Hayman and Parish AFN Employment Law Session for targeted group of AFN employees development for May 2022 • AFN Career Fair Committee, planning for 2022 	<ul style="list-style-type: none"> • New Payroll Deductions Form • New Pay Increase Form • Redeveloped Employee Personnel Information Form • Redeveloped the HR Employee File Checklist • New Employee Orientation Package • New Offboarding Checklist • Grievance Investigations • Staff Meetings to support Managers as requested • AFN Sunlife Group Benefits and Defined Contribution Pension Plan administration • New AFN Sunlife Group Benefits Employee Guide • Draft Employee Grievance Form

Human Resources 2022-2023 LOOK AHEAD



INVENTORY

Sherry Anthony, Inventory Control Manager
sherryA@acadiaband.ca cell (902) 740-0391

Wendy LeJeune, Inventory Control Clerk wllejeune@acadiaband.ca
Josephine Falls, Inventory Control Clerk jwfalls@acadiaband.ca

- **Completed Projects/ Highlights** – Completed Store Inventories monthly, (retail and quota) as well as maintained an ongoing inventory with received and returned product.
- **Unfinished Projects/Ongoing Programming-** implementing advisory sheets for invoices with no UPC listed and other techniques to maintain accurate inventories.
- **Upcoming Projects/Future plans for your Department-** Plans to separate retail from quota in the future.

KESPUWICK RESOURCES

Curtis Falls – Director of Operations
curtisfalls@acadiaband.ca (902) 742-0257

Rena Falls - Financial Comptroller
rfalls@acadiaband.ca

Michelle White - Administrative Assistant
fms@acadiaband.ca

Communal Commercial Highlights

- There are 10 vessels in Kespuwick Resources Inc (KRI) Communal Commercial Fleet
- 7 Vessel fish 7 Lobster license in LFA 34
- 3 vessel fish 4 lobster license in LFA 33
- 13 lobster licenses were leased to Acadia First Nation Members
- 7 LFA 34 lobster licenses were leased to Acadia FN Members
- 6 LFA 33 lobster license were leased to Acadia FN members
- 1 vessel fish 4x Snowcrab
- 1 Vessel fish Fullbay Scallop
- 2 vessels fish 2 SWNS Bluefin Tuna licenses
- 11 clam licenses were harvested by Acadia First Nation Members

- 5 Gaspereau licenses were fished by Acadia First Nation Members
- 1 Previously Owned vessel was purchased for Lobster fishing in LFA 34, and it was captained by an AFN Band Member.

It is KRI objective to keep growing in by continuing to gain more assets in the form of vessels and licenses to expand it fish harvesting capabilities.

Over the years our harvesters have obtained marine training and certifications and more continue to acquire training sponsored by KRI.



It is KRI's intention to expand its operations into fish buying, processing, and marketing. In addition, it wants to integrate into other divisions of the fisheries such as boat building and boat repair. It has a desire to evolve into a self-reliant entity.

KESPUWICK RESOURCES

Food, Social and Ceremonial Highlights

- Since 2017 Acadia First Nation has been fishing under the Food, Social and Ceremonial Netukulimk Fish harvesting plan that was created from multiple community engagement meetings that started in 2016.
- This Fishing Plan deals with food, social and ceremonial (“FSC”) fishing harvest by members of the Acadia First Nation as an aspect of Netukulimk and as an exercise of Mi’kmaq self-government protected by section 35 of the *Constitution Act*, Canada.
- Access for the exercise of the FSC rights of the Mi’kmaq are first priority in the fishery, after the needs of conservation have been met.
- This Netukulimk Fishing Plan is an evolving document and will be updated or amended by Chief and Council as required. It does not exhaustively define our Aboriginal right to fish or its scope; however, for the 2022/2023 fishing season, it is intended to provide a mechanism for the exercise of those rights within a system of proper management of the fisheries and the conservation and protection of fish.
- The Food, Social and Ceremonial Netukulimk Fishing Plan does not apply to or define our “moderate livelihood” Treaty fishery.
- Acadia First Nation does not accept a DFO issued license. The DFO imposed license is not valid or enforceable.
- Acadia First Nation has its own food, social and ceremonial management process. When DFO has valid conservation or management objectives our community will be open to discussing them.

Moderate Livelihood Fisheries

Darlene Coulton MLF Liaison

902-774-2980 mlf@acadiaband.ca

Completed Projects/ Highlights

Season 1 of Moderate livelihood for Lobster. Meeting with lobster harvesters to inform them that we would be taking part in a season in which they would fish the same season as the non-native fishermen which runs from the end of November 2021 until May 31, 2022

- Meeting with harvesters to complete paperwork and an explanation of what was to be done accordingly with our Moderate livelihood fisheries plan total harvesters registered to participate in lobster fisheries 40 individuals with 70 trap limit. Three harvesters per vessel
- Regular contact with harvesters to inquire about how things were going and to remind them if they were not fulfilling their commitment to the plan.
- Regular mtgs with Kespuwick District fisheries technical team
Regular mtgs with DFO

- Regular mtgs with Leadership Team
- Three mtgs in total to discuss the katew (Elvers) with harvesters. Total of 43 harvesters were registered to participate in the Katew (Elvers) fisheries with a tac of 6.25 kg. All harvesters were successful
- Continuing discussion with DFO on other species of fish which we would like to harvest outside of lobster and eels

During the next year the Kespuwick technical team which consists of Acadia, Bear River, Glooscap, and Annapolis will continue to work towards more excess in lobster and Elvers. We will also continue on with regular mtgs with DFO and our leadership team in the implementation of Moderate livelihood plans in regards to other species of fish. Our goal is to see our harvesters with the option to fish other species outside of Lobster to allow them the opportunity for a moderate livelihood income.

MEMBERSHIP

Debra Gloade, Indian Registration Administrator
dgloade@acadiaband.ca(902)742-9439

Total number of Band Members : 1877

Status Cards: We no longer do paper laminated Status Cards (Certificate of Indian Status) , they have been replaced with the Secure Certificate of Indian Status card . This card has several security features that reduce the risk of unauthorized alterations , and helps to protect against fraud and identity theft.

For the application for the SCIS card or to renew your old one you can reach me at the Yarmouth Band office or by email. Please keep in mind the processing time for the card is approximately 12 weeks .

TRAINING & EMPLOYMENT

Wanda Westhaver Native Employment Officer
(902) 685-2956 neo@acadiaband.ca
Cecilia Ernst Native Employment Officer Assistant
neoassistant@acadiaband.ca

Completed Projects/ Highlights

- Apprentices- 3 participants
- Skills Development- 4 participants
- Summer Students- 6 Participants
- Wage Subsidies- 6 Participants
- Professional Development- 17 participants
- Driver's Training- 15 participants
- Wildcat Project- 3 participants
- First Aid- 13 participants Archaeology- 7 participants

Unfinished Projects/Ongoing Programming

- Apprentices- 1 participant
- Archaeology- 3 participants

Upcoming Projects/Future plans

In the upcoming fiscal year we are hoping to facilitate more cultural activities such as ribbon skirts, ribbon shirts, basket making as well as some leather and beadwork workshops.

We will continue to work on developing more partnerships with service providers, educational institutes and employers.

Some other ideas we are considering offering are GED prep courses and life skills training depending on need.

We will continue to give priority to Skills Development, apprenticeship, employment wage subsidies and summer employment opportunities.

Physical Activity

Khayla Laing - Mi'kmaq Physical Activity Coordinator

Completed Projects/ Highlights

- L'nu Kamakn Snowboarding Program
- CanFit Personal Training
- Mi'kmaw Summer games
- Ecology Action Bike Hubs (multiple communities)
- PlayBox Program – Sports equipment accessible for several different communities
- Jay Strong Baseball Program
- AFN Women's Boxing Program
- NAIG – Mission Staff
- 60 North Run Marathon

Unfinished Projects/Ongoing Programming

AFN Annual Harvest Feast – Medicines Education and Physical Activity Booths

Play Boxes – Expanding

MK AFN Multi Sport Event

Ecology Action Bike Hubs

NAIG – Mission Staff

Upcoming Projects/Future plans

AFN Family Day- Multi sport and Physical Activity

Hockey Day in AFN

Active Communities Fund

Hike Nova Scotia- Walk Leader Training

AFN Walking groups- Every community

Yoga Certification/Programming

Lnu' Kamakn Snowboarding Program



WASTE MANAGEMENT

Weldon Charles SWM Coordinator
(902)774-2075
wastemanagement@acadiaband.ca

Completed Projects/ Highlights

- Steel Compost Bucket Roll-out
- Requested, and approved clear & blue bag replacement
- Requested, and approved 100 more steel compost buckets
- Spring Cleanup in all areas
- Green Bin pressure washing in all areas
- Acquired New Work Truck: October 20, 2021
- Fall Cleanup in all areas
- Many residential cleanups both big, and small throughout the year

Unfinished Projects/Ongoing Programming

In the upcoming fiscal year I would like to replenish waste bags both clear and blue.

Distribute anchors for racks for those that are having problems with bins flipping over

Distribute lid latches to secure lids, and keep moisture to a minimum.

Continuing education and sorting information.

At this point we have removed over 150,000 pounds of debris! (75 tons)

Upcoming Projects/Future plans

Educate and execute

Looking into compost coolers and Green bin liners

Looking to continue improving the community in all ways green for future generations



SOCIAL DEVELOPMENT

CATHY GEHUE, Social Development Administrator
cathygehue@acadiaband.ca (902)627-2924

Completed Projects/ Highlights

- Ta'n Etli-tpi'tmk – Mi'kmaq Social Governance Association have been making strides in the development of the new social assistance policy. The policy is in its final draft and hopefully soon they will be holding community meetings. Keep watch for postings of dates
- July, the NEO, Wanda Westhaver and the Social Program provided a community session for the community of Gold River. The session was attended by Nova Scotia Works staff who provided information on the programs available and how to access them. This was followed by a gathering session to see what types of programs and supports the members would be interested in having in their community.
- The social program has extended the hot lunch program to children attending school and whose families are receiving assistance which is a great benefit to these families
- ISC has provided the social program with covid19 money for the fiscal year again and air purifiers were purchased for homes to help with air quality and health benefits for the families who received them
- Extra Covid 19 funds were added to social recipients' budget for the 2022 fiscal year which will help alleviate the rising cost of living.
- Covid 19 funds were also provided for the green house project in
- Wildcat for future food source for the community and surrounding reserves

Unfinished Projects/Ongoing Programming

Social Policy will be ongoing for the next fiscal year

Hot lunch program will be ongoing

I hope to have more community gathering sessions hope to see more members attend.

Youth Center Yarmouth

Jacklyn Cameron – Youth Center Coordinator
afnyouthcenter@acadiaband.ca 902-742-6928

Stephanie Tuplin – Assistant Youth Center Coordinator

Vanessa Doucette – Early Childhood Educator

Sandra Lane, Stacey Purdy, Morgan Muise, Loretta Jarvis

The Acadia First Nation Head Start program offers a cultural and small group learning experience for first nations children. The program ran from September 2021 – June 2022, with 6 students in total. Two students graduated the program and started in public school. Currently we have 4 children registered for the 2022-2023 school year.

March Break Day Camp 2021 consisted of participants being split into two buildings due to Covid-19 restrictions. The camp had approximately 17 participants and we invited community members in to share teachings such as feather painting, shawl dancing and the 7 sacred teachings. In March 2022, we were able to gather back in one building for day camp.

Summer day camp runs for 8 weeks in the summer. The camp has approximately 20 participants, with weekly themes and beach trips. In 2021, due to covid-19 restrictions we did an overnight camp out at the community center field, and an overnight trip to TRU by Hilton Yarmouth.

The After School Program continues to run daily from 2pm-530pm with 10-20 participants providing after school care, daily snacks, and activities throughout the school year.

The Drop-in program has returned after being closed due to Covid-19. The drop-in program runs daily from 6pm-8pm. It gives children and youth in the community a safe, supervised space to meet with their peers, access computers and games, work on homework, etc.

To find interests for youth (ages 10-17) we held an engagement session for children to come and give some ideas of activities and workshops they would like to see.

We had a great turn out for this, and we look forward to implementing some of their ideas. Youth Center Coordinator and assistant coordinator were both trained to provide COHI (Children’s oral health initiative) services to AFN children ages 1-7.

Staff have been taking various professional development courses online and in person such as, “Understanding Autism”, “Cultural PD”, “Play Based Learning”, “Duty to Report” “Managing Challenging Behaviours”.

