



Beaver Lake Cree Nation

Band Meeting Agenda

Date: February 20, 2025

Time: 12:00pm-4:00pm

Place: BLCN Community Hall

Chairperson: Clifford Whitford

1. Opening Prayer
2. Call to Order
3. Review of Code of Conduct
4. Additions/Deletions of Agenda
5. Adoption of Agenda
6. Adoption of the November 15, 2024 Meeting Minutes
7. Update from Leadership
8. Questions on Department Reports
9. Old Business
 - a. Agricultural Benefit /Treaty Talks Update
 - b. Committee Formation Update
 - c. Leadership Salary Comparison
 - d. Economic Development: Posting of Strategic Plan
10. New Business
 - a. CAO Hiring Update
11. Next Meeting
12. Closing Prayer
13. Adjournment



CODE OF CONDUCT



RESPECT FOR CULTURAL TRADITIONS

1. Respect for Cultural Traditions

- **Honor the Land:** Recognize the significance of the land, the waterways, and all-natural elements. Events should be conducted with awareness of our ancestral teachings and practices.
- **Acknowledgment of Elders and Knowledge Keepers:** Show respect to Elders, Knowledge Keepers, and all cultural leaders. Their wisdom is central to our community's strength and identity.
- **Cultural Sensitivity:** Be respectful of traditional ceremonies, songs, dances, and language. Participants should refrain from any actions or language that disrespects these practices.

2. Respect for Each Other

- **Inclusive Participation:** Ensure that all community members, regardless of age, gender, or background, feel included and valued in the event. Discrimination of any form will not be tolerated.
- **Safe Space for All:** Any form of harassment, bullying, or violence—whether physical, emotional, or verbal—is prohibited. We strive to create an environment where all people feel safe, supported, and able to participate freely.
- **Respect for Boundaries:** Understand and respect personal space and cultural boundaries. Avoid actions or behaviors that may make others uncomfortable.

3. Environmental Stewardship

- **Leave No Trace:** Protect the environment by minimizing waste and respecting the natural surroundings. Ensure that event sites are left clean and free of litter.
- **Sustainable Practices:** Whenever possible, prioritize eco-friendly practices such as composting, recycling, and using sustainable materials during the event.

4. Alcohol and Substance Use

- **Responsibility:** If alcohol or other substances are involved, zero tolerance in accordance with community guidelines. Intoxication or disruptive behavior is not acceptable.
- **Alcohol-Free Zones:** Recognize and respect alcohol-free or substance-free zones or spaces intended for children, Elders, and those in recovery.

5. Personal Conduct

- **Respectful Communication:** Speak and listen with respect. Avoid offensive language, gossip, and harmful comments. Promote dialogue that fosters understanding and unity.
- **Dress Code:** Dress appropriately for the event, respecting cultural and community norms. Certain events may require traditional attire or dress specific to the occasion.
- **Punctuality and Commitment:** Arrive on time and be present for the entire duration of the event or gathering unless there is a valid reason for leaving early.

Visions of Tomorrow



6. Children and Youth

- **Parental Guidance:** Ensure that children and youth are supervised and taught to behave in accordance with community values. Adults are expected to set positive examples.
- **Safe Spaces for Youth:** Create designated areas or activities for children and youth to ensure they have a fun and educational experience while staying safe.

7. Community Health and Safety

- **First Aid and Emergency Protocols:** Be aware of emergency procedures and first aid stations. In case of an emergency, follow the guidance of designated community leaders or safety personnel.
- **Respecting Health Guidelines:** Follow any health-related protocols in place, particularly during times of concern such as pandemics or local health emergencies.

8. Conflict Resolution

- **Calm and Respectful Approach:** If a conflict arises, approach it calmly and with respect. Disagreements should be addressed in private, with a focus on resolution rather than escalation.
- **Elder or Mediator Involvement:** In the event of a serious dispute, involve an Elder or community mediator to help resolve the situation in a culturally respectful way.

9. Social Media and Public Representation

- **Respect Privacy:** Always ask for permission before taking photos or videos, especially in sensitive or private moments. Respect the wishes of those who prefer not to be photographed or recorded.
- **Responsible Sharing:** If sharing on social media, ensure that the content is respectful and does not harm the reputation or privacy of individuals or the community.

10. Accountability

- **Lead by Example:** All event organizers, volunteers, and participants should take personal responsibility for upholding the Code of Conduct.
- **Consequences for Violations:** Failure to adhere to these guidelines may result in removal from the event or future community activities, depending on the severity of the violation. The decision will be made by the organizing committee, Elders, or designated community leaders.

The Chair person has the authority to adjourn the meeting in the event they deem it a situation edging on dangerous to the safety of people in attendance.

Visions of Tomorrow



Beaver Lake Cree Nation

ZERO TOLERANCE POLICY

Zero-Tolerance List for Indigenous Band Member Meetings, All Community Events, Elders Meetings & Events

1. Disrespectful Language or Behavior:

- Any form of verbal abuse, name-calling, personal attacks, or threats toward other members, leadership, or staff.
- Hate speech, discriminatory remarks, or any form of racism or prejudice (based on race, gender, age, ability, sexual orientation, or cultural background).

2. Disruption of the Meeting:

- Interrupting speakers, repeatedly speaking over others, or preventing the meeting from proceeding in an orderly fashion.
- Refusing to follow the meeting agenda or established procedures without valid reasons.

3. Failure to Follow Protocol or Process:

- Ignoring or deliberately bypassing the band's established decision-making process.
- Not respecting the rules of quorum, voting procedures, or decision-making structures.

4. Violence or Threats of Violence:

- Physical aggression, threatening behavior, or intimidation of any kind.
- Creating a hostile environment through threats, intimidation, or bullying.

5. Intoxication or Impairment:

- Attending meetings under the influence of alcohol, drugs, or any substances that impair judgment or behavior.
- Encouraging or enabling substance use during meetings.

6. Personal or Private Agenda Pursuit:

- Using meetings for personal, political, or business agendas that do not align with the collective interests of the band.
- Attempting to manipulate or coerce others for personal gain or advantage.

7. Disrespect for Elders, Leadership, or Traditions:

- Disregard for the roles of elders or traditional leadership, including speaking over, undermining, or mocking their contributions.
- Disrespecting cultural protocols, traditional knowledge, or ceremonial practices.

8. Violation of Confidentiality:

- Disclosing confidential or sensitive information shared during the meeting without permission, especially when it concerns individual members or the community's business.
- Breaching trust by revealing private deliberations, agreements, or negotiations.

9. Failure to Acknowledge or Respect Diverse Opinions:

- Not allowing space for diverse viewpoints or refusing to listen to others, especially those from marginalized or minority groups within the band.
- Dismissing the contributions of others without consideration.

10. Unaccountability:

- Refusing to take responsibility for actions or decisions made during meetings or in the community.
- Consistently ignoring commitments or failing to follow through on group decisions.

11. Infringement on the Right to Participate:

- Preventing any band member from participating fully in the meeting, whether by intimidation, exclusion, or other means.
- Discriminating against someone based on their background, position, or personal history.

Consequences of Violations:

- Immediate removal from the meeting for severe disruptions or violations.
- A formal warning for first-time or minor offenses.
- Further sanctions, including a suspension from attending future meetings, or exclusion from decision-making processes for repeated offenses.

This list aims to protect the integrity of the meeting environment, promote respect for all members, and ensure that the focus remains on the best interests of the community. Implementing a zero-tolerance policy requires clear communication and fair enforcement to maintain trust and ensure effective decision-making.

**BEAVER LAKE CREE NATION
REGULAR QUARTERLY BAND MEETING
BEAVER LAKE CREE NATION COMMUNITY HALL**

NOVEMBER 15, 2024

Minutes of the Beaver Lake Cree Nation Regular Quarterly Band Meeting held November 15, 2024 at Beaver Lake Cree Nation Community

OPENING PRAYER George Gladu

CALL TO ORDER Clifford Whitford Chair, called the meeting to order at 1:01 p.m.

CHAIRPERSONS Clifford Whitford & Ron Lameman

PRESENT	Gary D. Lameman	Chief
	Cole Gladue	Councillor
	Micheal Lameman	Councillor
	Leonard Jackson	Councillor

STAFF IN ATTENDANCE	Darlene Paradis	Interim CAO
	Amber Harvey	Executive Assistant
	Amy Gladue	Reception/Communications Coordinator
	Raynelle Lavallee	Membership Clerk
	Shawna Johnson	Social Director
	Orrin Pruden	Housing Management
	Cristito Cayabyab	Financial Comptroller
	Payton Shukaliak	Human Resources
	Dillon Gladue	Consultation
	Jason Hanson	Lands/Bison
	Shane Bair	Director of Emergency Operations
	Daryl Cardinal	Busy Beaver Store Assistant Manager
	Doreen Lameman	Beaver Lake Wah-Pow Treatment Centre
	Nadine Gordey-Landstrom	Health Director
	Tanya Shukaliak	Amisk Community School Vice Principal

OFFICAL LIST OF MEMBERSHIP IN ATTENDANCE HELD BY MEMBERSHIP CLERK RAYNELLE LAVALLEE

REVIEW OF CODE OF CONDUCT

- 3.0 Review of Code of Conduct (document in Agenda Package)
read by the Chair, Clifford Whitford

ADDITONS/DELETIONS TO AGENDA

- 4.0 Addition of Items:
- b.1 Election Law – Kurtis Gladue

- 7.b Audit page 13-24 – Gerald Whitford
- 8.d Traditional Governance Policies and Procedures, page 13, part 4 – Peter Mahowich
- 8.e Post-Secondary and Social Media – Jonathan Boucher (Bearskin)

ADOPTION OF AGENDA

5.0 **MOTION** by Lillian Lewis Gladue to adopt Agenda as amended

SECONDED by Roxanne Boucher

CARRIED UNANIMOUSLY

UPDATE FROM LEADERSHIP

6.0 Leadership Updates

Each member of Beaver Lake Cree Nation leadership in attendance provided an update on portfolios and meetings attended as a part of Chief and Council updates 6.0

Question period for Leadership by Membership took place as summarized below:

- Membership inquired on the differences between incorporating vs non-incorporating the BLWTC. Chief Lameman explains the legal liability to the nation and the benefits of being incorporated.
- Membership inquiry regarding population for bussing and how bus sizes will be determined. Councillor Gladue explained the results of the community registration will determine bus size.
- Membership inquired if there is a potential for outside community children to be bussed to school on the nation. Councillor Gladue explained it is matter of logistics and it is a possible with right funding.
- Membership sought clarity on issues when trying to hire for 7 Lakes. Councillor Jackson advised that transportation has been a huge issue. He further advised accommodations are not in place and detailed remedies discussed with John Darr.
- Membership inquired on grade range for the new Amisk Community School. Councillor Gladue advised the new school will be daycare to grade 12.
- Memberships inquired on reasons virtual band meetings are not taking place currently. Chief

Lameman advised there has been a lot of technical difficulties with the current system that are being rectified. Additionally, with the current renovations taking place the electrical wiring to the sound system is disconnected.

- Membership inquires on solution for Beaver Lake to gain more from 7 Lakes for the use of the traditional lands. Leadership advised some of the benefits are dividends however also expressed frustrations with other nations receiving higher dividends. Leadership also advised they are working with other nations regarding costing sharing for transportation and equaling payments based on percentages.
- Membership made recommendation on hiring a band member for IT (Information Technology).
- Membership would like to see more local projects be utilized for job opportunities for band members such as clearing dead fall off the road. Chief Lameman advises the Social Department currently offers seasonal projects he furthered advised the Social Director or ISETS Manager can be contacted for greater details.
- Membership inquired if BLCN lands can be utilized by individual members for pasture lands. Chief Lameman advised land is currently being used for bison and cattle to benefit all members equally.
- Membership inquired when will leadership get more lands for BLCN members. Chief Lameman advised land back is part of the litigation.

QUESTION ON DEPARTMENT REPORTS

7.0

Social Development

Social Director provided briefing on social development as per the report in the Agenda Package.

Question period for Social Director by Membership took place as summarized below:

- Membership inquired on employment opportunities. Social Director advised she is open to suggestion and can assist with training opportunities.

Operations Management

Operations Manager reads report.

Question period for Operations Manager by Membership took place as summarized below:

- Membership inquired on the qualification for renovations. Operations Manager advised mold is a big problem in nations residences. He is currently working on a priority list.
- Operations Manager advises there will be a Meet & Greet before Christmas.

Finance

Financial Comptroller provided briefing on Finance Department as per the report in the Agenda Package.

Question period for Financial Comptroller by Membership took place as summarized below:

- Membership inquired on page 18 of the Audit (Membership Loans & Advances) is there a list of band members owing the nation. Financial Comptroller advised membership loans and advances have not been approved in the previous two terms. He further advised he can previous audit paper that references unpaid loans.
- Membership inquired on page 24 (Money Advance Payments) Litigation and advanced costs in the amount of 2.6 million dollars. Financial Comptroller advised litigation & advanced costs monies do not come to the nation and remain with the lawyers.
- Membership inquired on the amount of funds the nation received for COVID Dollars. Financial Comptroller advised the nation received 1.8 Million.
- Membership questions who authorized raise for leadership. Financial Comptroller advised the salary is the same from previous leadership no raise was given.
- Membership requested the salaries of the last four terms of leadership for comparison. Chair advised this will be added to next meeting agenda under old business.
- Membership present documents to Financial Comptroller deemed for informational purposes only.

Economic Development

Economic Development Officer provided briefing on Lands/Bison & Economic Development as per the report in the Agenda Package.

Question period for Economic Development Officer by Membership took place as summarized below:

- Economic Development Officer reminds membership of surveys.
- Membership inquires how many bison death toll within the nation. Economic Development Officer advised we do not know exact cause of death the whole herd was out the fence was intentionally cut. We suspect blue algae as cause of death.
- Membership inquires on bison population within the nation. Economic Development Officer advised there are currently 50 cows, 8 heifers, 45 bison cows, 35 calves.
- Membership inquires on the cost of hay. Economic Development Officer advised 167 bales purchased we will be purchasing outside hay.
- Membership inquires what will happen to families who have been haying those lands for years. Economic Development Officer advised he can not speak to families but advises there are BCRs in place for haying lands. This was determined on the benefit of the nations as a whole.
- Membership inquires on lease length. Economic Development Officer advised the lease is held are lifetime leases with 25-year renewal.
- Membership inquires if department is still taking rabbit furs. Economic Development Officer advised this question for Environmental Monitoring.

Human Resources

Human Resources Partner provided a self introduction and briefing on Human Resources as per the report in the Agenda Package.

Human Resources Partner detailed the following;

- Created an action of things to be done for administration, health centre and school
- Looking into finding financial resources
- Currently implement hiring freeze
- Policy and procedures are under review

There were no questions from Membership.

GIR/Consultation Coordinator

GIR/Consultation Coordinator provided a self introduction and briefing on first month of work. He further extended invite to membership to come and meet him at the office.

Director of Emergency Operations

Director of Emergency Operations provided briefing on Emergency Operations within the nation as per the report in the Agenda Package.

Question period for Director of Emergency Operations by Membership took place as summarized below:

- Recommendation made by Membership that a law be developed so the nation does not have to comply with provincial regulations for ceremonial purposes as well as to protect our traditional way of life and practices. Director of Emergency Operations advised despite provincial regulations regarding fire bans, first nation communities are still permitted to host ceremonies during a fire ban as traditional practices are protected.

Beaver Lake Wah-Pow Treatment Centre

Beaver Lake Wah-Pow Treatment Centre Board of Director on behalf of acting Director provided briefing on Beaver Lake Wah-Pow Treatment Centre as per the report in the Agenda Package.

There were no questions from membership.

Beaver Lake Health Services

Health Director provided briefing on Beaver Lake Health Services as per the report in the Agenda Package.

Question period for Health Director by Membership took place as summarized below:

- Membership inquired on what constitutes the eligibility for the use of Assisted Daily Living Services or is program director for use by elders only. Health Director advised Assisted Daily Living program can be utilized by families too.
- Membership inquired if funding is available for elders who required appliances, furniture or walkers. Health Director advised there are two types of funding available FNIHB for walkers. Assisted Daily Living can help with things like ramps and appliances such as washer or dryer.

Amisk Community School

Vice Principal provided briefing on Amisk community School as per the report in the Agenda Package.

There were no questions from Membership.

Busy Beaver Store

Assistant Manager provided briefing on Busy Beaver Store as per the report in the Agenda Package.

There were no questions from Membership.

NEW BUSINESS

8.a Agricultural Benefits Update

Chief Lameman provided an update on Agricultural Benefits with the following details:

- Currently in negotiation stages, nothing has been accepted
- There are concerns with the wording as per the handout/document Councillor Gladue has provided to members today.
- Briefing to community members provided by Treaty Expert Ron Lameman.
- Councillor Gladue advised membership protocol was given and accepted by Chief Sunshine to speak to membership regarding his nations experiences with the impact of agricultural benefits.

8.b Committees for Election Law, Membership Law and Restorative Justice

- Councillor Gladue advised formal committees for the Election Law, Membership Law and Restorative Justice will be commencing. The first priority is the Election Law which needs to happen at least one year before the election. Second priority is changing from Section 11 to Section 10 Nation. Councillor Gladue further explained as a Section 11 band the Membership is currently controlled by ISC.

8.b1 Election Law-Kurtis Gladue

- Kurtis Gladue inquires which Election Law is being amended. Chief Lameman advised entire Election Law.
- Kurtis Gladue inquires on the validity of the 2018 Election Law.
- Kurtis Gladue suggests changes for the Election Law and further recommends each clan have a voice and the Nation work together to fix Election Law.
- Joyce Gladue requests someone brought into the community to speak on Membership Codes.

8.c Christmas Community Feast December 18, 2024

- 8.d. Peter Mahowich- Elders Tribunal
- Peter Mahowich expresses concerns with Economic Development and Funding to the Nation
 - Documents provided to the CAO and recording secretary from Peter Mahowich
 - Peter Mahowich expresses concerns with Strategic Planning, accountability and Economic Development
 - Peter Mahowich details comparison between BLCN and other neighbouring Nations Economic Development status
 - Peter Mahowich questions fair wages throughout Administration and Leadership.
 - Peter Mahowich expressed concerns with hiring process.
 - Peter Mahowich recommends the BLCN Strategic Plan be publicly posted.

- 8.e Jonathan Bearskin (Boucher)-Post Secondary Education Policy
- Jonathan Bearskin expressed concerns with receiving late payments, student allowance decreases and Post Secondary Policy
 - Jonathan Bearskin expressed concerns with the Post Secondary Policy violating Freedom of Speech. Councillor Gladue explains a social media clause was added to the Post Secondary Policy to reduce harassment and abuse towards staff

NEXT MEETING February 21, 2025

CLOSING PRAYER Ernest Cardinal

ADJOURNMENT Meeting Adjourned 5:13pm

BEAVER LAKE

CREE NATION



Beaver Lake Cree Nation Q3 Quarterly Report

Visions of Tomorrow



Quarterly Department Report

Department Name: Administration

Reporting Period: February 2025 – Q3

Prepared by: Darlene Paradis

Date of Report: February 18, 2025

Work Plans

Economic Development Plan – (Work Plan from MNP which should be available soon)

Completion of the feasibility study for new building with Next and MNP (need to be sent to ISC prior to March 31st, 2025)

Capital projects: Treatment Centre Lagoon, Water Treatment Plant, New School and Telus Tower

Continuous work tasks

Completion of 5-year plan for Child & Family Services
Post job ad for Business Manager (prior to March 15th, 2025)

Working on possible JV's and organizing meetings

GIR: Working with JFK to complete the BLCN Consultation Policy and continue to attend the Pathways working group meetings.

Visions of Tomorrow



Quarterly Department Report

Department Name: Amisk Community School

Reporting Period: February 2025 – Q3

Prepared by: Elaine Boucher, Principal

Date of Report: February 11, 2025

Executive Summary

The Amisk Community School is located on the Beaver Lake Cree Nation serving approximately 140 students from K-Grade 12. There are 37 staff members who work diligently towards providing a culturally based and all-inclusive school to all students. The excitement of a new school is what we are all looking forward to.

All students and staff returned back to school on Monday, January 6, 2025, following the Christmas break. It has been a busy but challenging start to the year. These are the items we've addressed to date and we will do our best to provide the students with the education they deserve.

Key Objectives

- Hiring additional staff - Educational Assistants
- Attend the First Nations Educator's Conference
- Land Based Ice Fishing Camp

Achievements

- Two Educational Assistants were hired to work with one-on-one with students. Start date February 6, 2025
- All Amisk Community School staff attended the First Nations Educator's Conference from February 3-5, 2025 in Edmonton. Excellent keynote speakers and informative break-out sessions. These are considered Professional Development Days for staff.
- The Land Based Department in conjunction with the Tribal Chiefs Education Foundation has planned an Ice Fishing Camp from February 24-27, 2025, at Spruce Point in Beaver Lake. Elders, students and staff participating in the event. Students and staff will ice fish, Elders will share their knowledge and experiences, food will be served, wagon rides and much more. It's an exciting event that we look forward to every year.

Challenges and Solutions

- Challenge 1: Bus shelter burning/new busses/technical issues
 - Solution/Response: It was tragic that the bus shelter burnt down, along with the busses and other vehicles in December, 2024. Quick action by Chief & Council, CAO, Fire Chief, and other participants assisted in purchasing new busses approximately one week after the fire. However, since January there have been technical issues with these busses. It's affected bus runs. Parents/guardians have had to drive their children to school. Immediate action was taken to repair the issues; however, it has

Visions of Tomorrow



taken longer than expected. This resulted in drivers having to do two runs. Posts on the Amisk Community School page have informed parents/guardians of any updates/changes with bussing or school closures. It is expected that both busses should be up and running accordingly by mid-February.

- Challenge 2: Insects in a confined area of the school
 - Solution/Response: The insects were discovered in one specific classroom in the school. Immediate action was taken by the maintenance man and custodian. They set traps and called an exterminator in. The exterminator investigated and took further action and if any more insects were caught, the school would have to be fumigated. This was over a 2-day period. Fortunately, no further insects were caught and a fumigation wasn't necessary. Clearance was given for students and staff to return to a safe situation. We are still keeping a watching eye making sure that no insects return.

Upcoming Goals/Plans

- Report Cards & Parent/Teacher Interviews
- School Pow Wow
- Classroom Field Trips

Community Engagement

- We communicate regularly with parents/guardians. Either by posting on social media, in person or telephone. Parents/guardians respond well to the school and we are here to provide the best education to their children. The Beaver Lake Health Centre is very supportive with any school requests or services provided. Nurses come in to do immunizations, share health information, perform checks, invite our youth to various events. The Beaver Lake Band Office staff and Chief & Council stay well connected to the school. Mr. Cole Gladue, Education Portfolio Holder, visits the school on a weekly basis to provide any support needed.
- Service providers visit the school on a weekly or monthly basis. The Speech Language Pathologist, Speech Language Assistant, Hard of Hearing Specialists, Behavior Specialist, Psychologist and an Occupational Therapist. We provide all services to those students who may need them.
- We engage with our community Elders. The Land Based Instructor invites an Elder in on a weekly basis to share knowledge with the students. It is the plan to extend invitations to other visitors as a part of the program.
- We engage regularly with Tribal Chiefs Education Foundation. Their literacy and numeracy specialists assist teachers and education assistants with planning and resources.
- The Annual Christmas Concert was a success even though the bussing issue did affect student attendance prior to the event. It was still a hit! Community loved the concert. January is a cold month, so other than regular school days and some special days, a lot of events don't happen. It's getting back into a routine. All staff did attend the First Nations Educator's Conference at the

Visions of Tomorrow

beginning of February. We look forward to more exciting events as the weather warms up.



Conclusion

- Amisk Community School has had challenges in the past several months but as a team we work hard towards providing the best education possible to all students.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: BLCN Band Designate

Reporting Period: November 2024 - February 2025 – Q3

Prepared by: Linda Gervais

Date of Report: February 18, 2025

Executive Summary

- Provide on-going CFS (Child and Family Services) and DFNA (Designated First Nations Agencies) in planning for member and potential member Indigenous children and youth involved to remain connected to Beaver Lake Cree Nation and implement the importance of helping preserve their cultural identity and bring them home to their families and Nation.

Key Objectives

- Create Meaningful Involvement on Beaver Lake Cree Nation.
- Maintain a positive working relationship with CFS and DFNA'S.
- Ensure Caregivers and Children participate in meaningful involvement and reconnect with extended family members on Beaver Lake Cree Nation.

Achievements

- Met with Chief and Council and provided updates on Children in Care Caseload.
- Attended Courts with regards to CIC matters and attended RJC (Restorative Justice Circles).
- Attended Home Visits, Office Visits, Band Meeting, Staff meeting, CIC Christmas Party, Councilman Meeting, Victim Services Presentation, Feasibility Study Meeting, and Provincial Band Designate Meetings.

Challenges and Solutions

- Pertaining to Legal/Court Matters, Beaver Lake Cree Nation in need of retaining Council/Lawyer for Children in Care Representation.
 - Solution/Response: Submit request to retain Council/Lawyer for BLCN.
- Unexpected Weather Conditions.
 - Solution/Response: Worked remotely.

Upcoming Goals/Plans

- Schedule and Host Meaningful Involvement Consults on Beaver Lake Cree Nation.
- Organize, schedule and coordinate Meaningful Involvement Consultations on Beaver Lake Cree Nation.
- Work collaboratively with CFS, DFNA's, Caregivers, Children in Care, and Extended Family Members to participate in Meaningful Involvement Consults as well as BLCN Chief and Council.
- Engage and reconnect Children in Care with Extended Family members.

Visions of Tomorrow



Community Engagement

- Working in partnership with CFS, DFNA staff in the development of case planning (Cultural Plan) for our children, connecting with family members on BLCN.

Conclusion

- **SUCSESSES:**
 - We have consented to 9 children in support of Private Guardianship to where the children are Kin to the Maternal Grandparents. This is a huge success and so very rewarding
 - We Beaver Lake Cree Nation are the first to be hosting Meaningful Involvements on the Nation. These will be taking place this month February and March 2025.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Busy Beaver Community Store

Reporting Period: February 2025 – Q3

Prepared by: Tammy Desjarlais

Date of Report: February 13th, 2025

Executive Summary

- Continuing providing for the community & surrounding area. We continue to work with our reps from all the different companies we deal with. Marilyn's crafting corner continues to be successful and is growing.

Key Objectives

- Customer restroom relocation
- Converting our laundromat side to a small kitchen
- Islands for the fuel pumps

Achievements

- Customer restroom relocation has been completed.
- Laundromat is currently still under renovation we hope to have this completed soon. We do not have a set date for this to be completed.

Challenges and Solutions

- Fuel pumps: Islands need to be built.
 - Solution/Response: The islands need to be built soon as they have been filling with water as the pavement that was put in was put higher than the pump islands that they currently are on. We are looking at a spring start time.
- Eavestroughs: eaves have been leaking for sometime
 - Solution/Response: clean or maybe have them replaced as they have been an issue for awhile now.

Upcoming Goals/Plans

- Curb appeal: Flowers, lawn maintenance, snow removal
- Fuel tanks repainted: Fuel tanks need a facelift as the paintings that were done on them before are fading.
- Staff parking & refreshing whole parking lot: We have minimal parking for our employees & would like an area for them so that there is more room for customer parking. Fixing our uneven pavement & having it all one level.

Community Engagement

- Always keeping an ear out for any products, the community would like to have here. Please let us know so we can see what we can do to get the products in that are requested.

Reminders:

- Absolutely NO Guns/Weapons or Helmets permitted on Store premises.
 - All fuel is Prepay.
 - Store hours for Busy Beaver are Monday – Friday 8:30AM – 10:00PM, Saturday 9:00AM – 10:00PM, Sunday 10:00AM – 8:00PM
-

Visions of Tomorrow

**Quarterly Department Report****Department Name:** Economic Development**Reporting Period:** February 2025 – Q3**Prepared by:** Jason Hanson**Date of Report:** February 14, 2025

Key Objectives

- Care for Cattle and Bison Heard over the Winter Months.

Achievements

- Cattle herd has wintered well and are getting ready for April calving.
- Buffalo Heard has been contained.

Challenges and Solutions

- The bison pastures on BLCN are needing maintenance this spring after numerous accounts of vandalism. The fences were cut and bison let out 6 times over the holiday season.

Upcoming Goals/Plans

- Plans to move the Buffalo herd to a new corral set up for sorting, vaccinations and management is underway.
 - Planning strategic direction of Buffalo Heard – planning session with members will be scheduled.
 - Once calved out the cattle herd will go to grass on BLCN grazing leases.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Emergency Management / Fire Department

Reporting Period: February 2025 – Q3

Prepared by: Shane Bair

Date of Report: February 2025

Key Objectives

- All staff to obtain a minimum of ICS-100 and Basic Emergency Management courses.
- Host mock disaster tabletop exercises

Achievements

- Received our EOC Kits (Emergency Operations Center)
- BLCN has purchased 3 ambulances in January. These units will be an integral part of the proposed Interfacility Transfer Service that BLCN is working towards to help reduce the delay in service for Associated Ambulance. Please know that this does not mean that we have ambulances on reserve to respond to 9-1-1 medical calls.
- We will be starting a First Nations Search and Rescue Team. This team will be made up of members from all 6 Tribal Chief Nations. Our first SAR course will take place in May. 8 members will be taking the Basic Ground Searcher Course. A First Nations SAR team will be based out of BLCN Fire Hall and will consist of members from all 6 TCVI communities.
- 4 BLCN Fire Department members took the MFR (Medical First Responder) course in the fall. All 4 passed. This will allow the fire department to do more during medical assist calls.

Challenges and Solutions

- Solution/Response: More detailed proposals and advocacy for the nations needs
- We weren't successful in being named one of the new Wildland Urban Interface Teams in the province. Lac La Biche County Fire Rescue will be named soon as the Full-Time team in the region.
 - Solution/Response: With LLBCFR being our Mutual Aid partner and our strong relationship with their fire department, our firefighters who have their WUI Course will be able to go on deployments with LLBCFR. We will also be going on deployments as BLFD but will not be on the initial call outs by the province.

Upcoming Goals/Plans

- Indigenous Youth Wildfire Training to be held in BLCN in May. This 3-day course will be open to youth aged 15-30. There is room for 15 students in the course.
- Proposal for the Live Fire Training Facility. We have a couple of quotes in so far for the proposed facility. Next, we will need to find land for the training grounds and funding options. With this being the first of its kind in Canada on a First Nation, we are hoping that ISC will fund the project in its entirety.

Visions of Tomorrow



- Feasibility study for the Interfacility Transfer Service and or Industrial Medical Service

Community Engagement

- FireSmart Community BBQ at the fire hall in May. No date set as of yet
- Wildland and Chainsaw Training in March.
- We want to have a vehicle extrication demonstration once the snow clears and warmer temperatures allow for the public to attend.

Conclusion

- We are in a good place right now and look to grow our department and with the continued support from Leadership and the community, we will continue growing into what has already become one of the leading First Nation Fire Departments in Alberta
-

Visions of Tomorrow



Quarterly Department Report

Department Name: GIR

Reporting Period: February 2025 – Q3

Prepared by: Dillon Gladue

Date of Report: February 12, 2025

Executive Summary

- New Staff onboard - Dylan Landstrom taking care of OSM community-based monitoring and TLU studies as needed.
- Community based monitoring will be resuming with dates in the near future.
- 3 IBAs are currently with legal being reviewed to be signed and bring in an income.

Key Objectives

- Hire staff member.
- Begin planning a pathway to own sourced revenue.
- First draft CNRL IBA sent to legal.

Achievements

- Hired Staff Member found whom has past experience.
- Letters of support signed to generate some revenue and set groundwork for JV opportunities.
- Created target list or plan for own sourced revenue.
- Continuation of land users' meetings to develop framework and aid litigation.

Challenges and Solutions

- Re-starting site visits post losing the vehicle to the bus shelter fire.
 - GIR truck and lost equipment were replaced within short time frame to ensure no site visits were missed. An interim staff vehicle was used as needed to keep inspections happening.
- Finding Staff
 - Job offer was posted - initial interviews were conducted and after right candidate was chosen, we were able to hire an experienced staff member.

Upcoming Goals/Plans

- **Goal 1:** Sign JV with someone from our target list
- **Goal 2:** Gather financials and weigh pros and cons of solo business ventures
- **Goal 3:** Continue the CBM program and get members out again.
- **Goal 4:** Push towards end goal of signed IBA's
- **Goal 5:** Broaden the scope of notifications we receive with the ACO to increase our influence in our core traditional territory.

Community Engagement

- Crystals Land User Group Meetings regarding Land use Framework.
- CBM training booked for the 24th and 25th (Water Quality and Fish Health Exam) – Opportunity for member involvement.

Visions of Tomorrow



Conclusion

- Department is heading in the right direction regarding economic development, Consultation and Community based monitoring.
 - As well our IBA s are moving along and should be proceeding towards completion this fiscal year.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Health Services

Reporting Period: February 2025 – Q3

Prepared by: Nadine Gordey-Landstrom

Date of Report: February 16, 2025

Employee/Position Update

- Assistant Health Director- position vacant as of December 20, 2024
- Health Services Janitorial-Charlotte Frenchman (started February 3, 2025)
- Maintenance Worker-Wade Lameman (temporary cover-off)
- Community Health Representative-position vacant as of November 8, 2024
- Medical Transportation Coordinator-Leona Cardinal
- Cultural Program Coordinator-Marilyn Gladue (part-time starting January 15, 2025)
- Early Learning Childcare Centre Director-Lillian Lewis Gladue (started November 8, 2024)
- Early Learning Childcare Centre Assistant Coordinator/Head Start Educator-Ivy Cardinal
- IELCC Childcare Worker-Sheena Gladue
- IELCC Childcare Worker-Sabrena Candline
- IELCC Childcare Worker-Yvonne Noskyie
- IELCC/AHSOR Janitor/Cook-Deneya

Key Objectives

- Secure capital funding required for a new Health Centre facility.
- Expand and improve current programs and service delivery.
- Further develop primary care services in community.
- Further develop Cultural services in community.

Achievements

- Receive Indigenous Health Equity fund.
- Receive Language Revitalization grant.
- Implementation of Cultural program
- Receive Emergency Treatment Fund grant to enhance Harm Reduction services available in community.
- New health centre facility, first phase completed.
- Take over and implement the Assisted Daily Living program.
- Update and replace Health Services vehicle fleet.
- Hire Healthcare Aide and Assisted Daily Living Coordinator.

Visions of Tomorrow



Challenges and Solutions

- Challenge: available space continues to be an issue at the Health Centre. The limited space we have impacts or ability to expand programs and increase service delivery.
 - Solution/Response: we are currently working to secure the capital funds required from Indigenous Services Canada (ISC) to build a new Health Services facility in the community. The first phase of this project is complete and all documents required by ISC have been submitted.

Program: Home & Community Care (HCC)

HHC Employees: RN: FT (Darlene Gladue), LPN: PT (Heather Hardwick) *

HCC Number of Clients: Active 19, Admissions 2, Discharged 1

HCC Key Objectives

- Hire FT Healthcare Aide

HCC Achievements

- FT Healthcare Aide starting March 3, 2025

HCC Community Engagement

- Hearing Tests February 4th, 2024 (3 clients attended)
- Advanced Foot Clinic: December 8th, 2024 (8 clients attended)

HCC Client Summary

November 2024	December 2024	January 2025
5-Acute	6-Acute	6 Acute
8-Maintenance	8-Maintenance	7 Maintenance
1-Long term supportive	1-Long term supportive	1 Long-term supportive
1-End of Life/Palliative	1-End of life	1 End of Life/Palliative
1-Rehabilitative	1-Rehabilitative	1 Rehabilitative
3-Footcare	3-footcare	3 footcare
19 TOTAL	20 TOTAL	19 TOTAL

Program: Community Health Nursing (CHN)

Employees: RN: FT (Danielle Bourque Bearskin), LPN: PT (Heather)*, Maternal Child Health (MCH): 1FT (Ruby Mountain), *LPN is FT split between HCC and CH

CHN Upcoming Goals/Plans

- Upcoming Meeting with AHS leadership to discuss HCC collaboration March 12, 2025

Visions of Tomorrow



- Community Health Nursing (CH) is currently working toward RN Prescribing Online Course, Athabasca University being completed by NIC end of March, 2025

CHN Community Engagement

- Visits from Region: Eva Jacobs January 22nd, 2025; Senior Program Officer, Community Health Promotion Programs
- Community Visit from Okaki: Medical Director, Dr. Salim Samanani, and our Vice President of Indigenous Health, Dr. Tyler White. (Currently supports EMR/EHR for Homecare).

Community Health Nursing (CHN) Services: Communicable Disease Control (CDC)

- Flu/Covid Season: vaccine does remain available. Influenza season ends March 31st. 49 vaccines given during Influenza Season.

Immunization Overview (Nov-Jan)

Vaccine Name and Code	Clients	Immunizations
COVID-19 Moderna KP.2 (COVMODmRNAKP)	3	3
Diphtheria/Tetanus/Acellular Pertussis/IPV/Hib/Hepatitis B (DTaP-IPV-Hib-HB)	4	5
Hepatitis B (HBV)	5	5
Human Papillomavirus- Nonavalent (HPV-9)	4	4
Influenza High Dose quadrivalent (FLU-HD)	1	1
Influenza Standard Dose (FLU)	6	6
Measles/Mumps/Rubella/Varicella (MMR-Var)	1	1
Meningococcal - Conjugate (A, C, Y, W-135) (MenC-ACYW)	4	4
Meningococcal, conjugate, monovalent (C) (MenconC)	1	1
Pneumococcal conjugate 20-valent (PNEU-C20)	7	8
Rotavirus (Rot)	3	4
Tetanus/Diphtheria/Acellular Pertussis (Tdap)	5	5
Total	21	47

Community Health Nursing (CHN) Services: STBBI/Harm Reduction

Community Engagement

- Harm Reduction Fair November 19th, 2024. Attendances: 58
- STBBI Screening: 13
- STBBI Treatment: 3
- Naloxone: 8 Naloxone kits were handed out to community members, along with education on recognizing opioid overdoses and how/when to use the nasal spray.

Visions of Tomorrow



Community Health Nursing (CHN) Services: Diabetes / Health Promotion

- Emergency foodbank: 8 unique clients utilized program over 3 months
- Monthly Good Food Bag, the numbers are max at 70
- Walking club, every Wednesday. 14 classes held with a total of 105 participants.

Walking Club Participant Summary

November 2024: # of classes held: 4 # of walkers: 45 # of gift cards given: 5 (adult), 5 (youth)	December 2024: # of classes held: 3 # of walkers: 17 # of gift cards given: 2 (adult)	January 2025: # of classes held: 4 # of walkers: 61 # of gift cards given: 9 (adult), 1 (youth)
--	---	---

Community Health Nursing (CHN) Services: Canada Prenatal Nutrition Program (CPNP)

Program Overview: provides support to improve the health of pregnant women, new mothers and their babies.

Client Summary

November 2024 Prenatal: 4 Postnatal: 3 Breastfeeding: 1	December 2024 Prenatal: 2 Postnatal: 3 Breastfeeding: 0	January 2025 Prenatal: 3 Postnatal: 2 Breastfeeding: 0
--	--	---

Community Engagement

- Prenatal Class November 27, 2024 Attendance: 3, Car Seats Given out: 3

Community Health Nursing (CHN) Services: Maternal Child Health

Program Overview: Promotes healthy pregnancies for women. Additionally, the program provides support to families with infants and children up to age 6.

# of Home Visits November 2024: 28 December 2024: 20 January 2025: 30	# Families that received supplies November 2024: 9 December 2024: 3 January 2025: 9	# of clients receiving good food bags 11
--	--	---

Upcoming Goals/Plans

- Babies born in 2024 Celebration (February 2025)
- Baby Food Making Class (March 2025)
- Attend Common Threads Conference March 17-20, 2025

Community Engagement

- Moss Bag Making Jan 27, 2025 (6 clients attended)

Visions of Tomorrow



Program: Assisted Daily Living (ADL)

ADL Program Overview: Provides support for all individuals residing in Beaver Lake who need assistance with activities of daily living and have been formally assessed. These services could include: Meal programs, meal planning and preparation; Homemaking and management; and minor home maintenance, snow removal/mowing.

ADL Employees: (2) contracted Homemakers contract (2), (1) contracted Handyman

ADL Number of Clients: 11

Program: Medical Transportation (MT)

MT Program Overview: This non-insured health benefit (NIHB) may cover your medical transportation costs if you need to travel for medical care. This benefit covers the travel costs for you to attend medically necessary health services that are unavailable on reserve or in your community of residence.

MT Employees: 1 Medical Transportation Coordinator-FT, 2 Medical Transportation Drivers-FT, 2 Medical Transportation Drivers-Casual

MT Challenges and Solutions

- The NIHB Medical Transportation Policy Framework defines how medical transportation benefits are funded in accordance with the NIHB program. The NIHB Medical Transportation Policy Framework sets out a clear definition as to who can access services and what services are available to clients. The policy framework creates challenges and barriers for clients; the following guideline highlights the limitations, challenges, and solutions of Medical Transportation services.

Prescription Pick-Up

- Medical Transportation drivers will provide prescription pick-up services as follows: The client must call the Medical Transportation Coordinator (780-623-4276) the day before the prescription is required to arrange a prescription pick-up. NO SAME DAY PICK-UPS. The client must call the pharmacy and ensure that their prescription is filled/ready for pick-up. Medical Transportation drivers WILL NOT pick up the client or the paper copy of a prescription and provide transport to the Pharmacy. If you have a scheduled appointment with a Medical Professional and you receive a prescription. The Medical Transportation driver will stop at a Pharmacy for the client to have their prescription filled after a scheduled appointment.

Visions of Tomorrow

**Ride Cancellation**

- If you schedule a ride through Medical Transportation and you no longer require a ride, please call the Medical Transportation Coordinator to cancel. In the event that you do not cancel a scheduled ride and the driver shows to pick you up, you will be considered a NO LOAD client. As a NO LOAD client your ability to access Medical Transportation services will be suspended for a 2-week period as per our policy.

Escorts

- When a client requires an escort to accompany them to a medical appointment, the escort must be a minimum of 18 years old. For minors, the escort must be a parent or guardian that can sign legal consents on behalf of the minor. Only one escort can be approved per client. Medical Transportation drivers cannot act as an escort on behalf of a client. Edmonton Referral Unit requires the Date of Birth for all client escorts.

Meals for Out-of-Town Trips

- For clients attending out of town medical appointments with the Medical Transportation van, a meal will be provided by either Edmonton Referral Unit or Beaver Lake Health Services. Clients will no longer receive cash for meals. We apologize for any inconvenience this may cause.

No Same Day Medical Transportation Trips

- When you make clinic, hospital, dental, optical, and mental health appointments, Medical Transportation MUST be notified the day before your appointment. If you have an appointment and you call Medical Transportation on the same day to schedule a ride, Medical Transportation will not provide services.

No Personal Shopping While on Medical Transportation Trips

- Personal shopping while on a Medical Transportation trip is NOT ALLOWED. If you have personal shopping bags with you when your Driver arrives to pick you up, the Driver has the right to refuse transportation services.

Important Information

- To schedule a ride with Medical Transportation please call the Medical Transportation Coordinator at 780-623-1464 or 780-623-4276 from Monday to Friday 8:30 a.m.-4:30 p.m.
- Do not schedule appointments with the driver. Edmonton Referral Unit requires clients to book out of town Medical Transportation appointments a minimum of 2 weeks in advance.

Visions of Tomorrow

**MT Achievements**

- Updated vehicle fleet: 2024 Ford Explorer (7 passenger) 2025 Ford Explorer (7 passenger).
- Installation of a link seat that will allow vehicle access to client who experience mobility issues.

Program: Miyo Pimatisiwin, Wellness Services (WS)

WS Program Overview: addiction services (counselling and detox and treatment referrals), promotion of prevention activities (example: NAAW Round Dance), Intervention (activities for youth and adults), and aftercare. Youth Programming includes: Sewing, Crafting, Gym Nights and Personal Development/Info Sessions.

WS Employees: 1 Community Wellness Coordinator-FT, 2 Youth Wellness Workers-FT, Hope Haven Women's Shelter, Community Outreach Worker in community 2 days/week, Community Psychologist, in community Mondays, Wednesday, Fridays.

WS Community Engagement**NOVEMBER 2024**

- Halloween Sober Dance Nov 1st 2024
- Healing Groups Held on Wednesday
- Grief and Loss Sharing Circle: Nov 6,13,20,27
- NAAW Walk Nov 12, 2024
- NAAW Round Dance Nov 17, 2024
- NAAW Harm Reduction Fair and Community Appreciation Meal

DECEMBER 2025

- AA Group on Wednesday: Dec 11, 2024 and Dec 18, 2024
- Youth Nights held Monday-Thursday 4:00-6:30 for ages 11-17

JANUARY 2025

- AA Groups held on Wednesday Jan 8, 15, 22, 29
- Youth Nights held Monday-Thursday 4:00-6:30 for ages 11-17

WS Current

- AA meetings attended by Zoom ONGOING Every Wednesday Noon-1:00 p.m.

WS Training

- one employee attended facilitator training-Finding our Sacred Voices.
- Supervised Practicum Placement for Social Work Student Mira Cardinal Gladue; she will return in April 2025 for remainder of hours needed for practicum.

Visions of Tomorrow



WS Challenges

- Youth Nights: youth attendance has been as 20 participants; space is a major challenge. We are currently working toward a larger space to accommodate more youth.

WS Upcoming Plans

- Working on NA meetings date and time TBA *community member request.
- Monthly Sharing Circle

WS Client Update: November 2024, December 2024, January 2025

- 8 clients working towards a treatment date, drop in, or emotional support.
- 1 youth referral received
- 3 clients accepted for addictions treatment and awaiting intake date
- 3 clients completed Addictions treatment

WS Community Psychologist Update

- **School** Monday mornings-6 clients, working with Skylar, Ms. Patenaude and Susan (Special Ed Coordinator)
- **Wellness Wednesdays**
 - Oct 30, 2024- Grief and Loss- 6 attendees
 - Nov 06- Addictions- 0 showed
 - Nov 13-Health Centre closed
 - Nov 20- Addictions- 0 showed but Mia (student) and Mira (Hope Haven) sat in
 - Dec 04- Grief and Loss- 0 showed and we left early due to weather
 - January 08, 2025-Stress & Anxiety Management -0 attendees
 - January 15-Stress & Anxiety Management-0 attendee
 - January 22-Trauma & Posttraumatic Growth-1 attendee
 - January 29-Depression & Management-0 attendees
 - February 05-Depression & Management-2 attendees
 - February 12-Love in Parenting

Upcoming Plans

- Offer the same session 2 weeks in a row in case someone wanted to attend but couldn't one week.

Client Update

- **Continue to see mandatory clients** through probation, Tribal Chiefs
- Helping clients with **AISH** (8)
- **Transition to Adulthood (TAP)** program- referred a member and maintaining contact with client and TAP program
- **Public Guardian**-maintain contact with client public guardian around psychiatric appointments, injections, housing, transportation if necessary

Visions of Tomorrow



- **Work with nurses** when they refer a client to me. E.g. home visits with a client who is ill; connect regarding diabetic clients in common; presented Baby Blues & Postpartum Depression presentation to new moms
- Continue to work at the **Wah Pow treatment Centre on Thursdays**
- Work with Bonnie on **Addictions**

Program: Indigenous Early Learning and Childcare Centre (IELCC)/Aboriginal Head Start on Reserve (AHSOR)

IELCC & AHSOR Employees: 1 IELCC Coordinator FT, 1 Assistant IELCC Coordinator/Head Start Educator FT, 3 Childcare Workers FT, 1 Janitor/Cook FT.

IELCC & AHSOR Program Summary

IELCC Coordinator Lillian Lewis Gladue start in her position November 8, 2024. Lillian has been working diligently to ensure the centre has adequate staffing and effective service delivery available to children and parents/guardians. We are happy to report the Childcare centre and Head Start are fully staffed and day to day operations are running smoothly.

Welcome to the IELCC Team; Sabrina Candline, Sheena Gladue, Yvonne Noskiye (Childcare Workers), and Daneya Blood (Janitor/Cook). Ivy Cardinal is now the Head Start Educator. We are all working together with a common goal to ensure that our establishment continues to operate smoothly.

IELCC & AHSOR Client Update

- Childcare Centre: 5 fulltime children; 3 part time, and 2 drop in.
- Head Start: We have three 2 three-year-olds and 4 four-year-olds.

IELCC & AHSOR Community Engagement

- December 16, we held a Christmas dinner for all the parents/guardians with Santa making an appearance and presents and candy bags were handed out to the children. The children were so happy and excited to see Santa.
- November 27, we attended the NAAW Round dance where we had the concession.

IELCC & AHSOR Training/Meetings

- November 27, Ivy and I attended a tour of the Alder Academy Daycare & HeadStart; met with Coreen Youngchief.
- January 16 Eva Jacobs (ISC) stopped in for a visit at the Childcare Centre.

IELCC & AHSOR Achievements

- The 3rd quarter report for daycare was completed in January.
- Purchased toys and furniture for the Childcare centre.

Visions of Tomorrow



IELCC & AHSOR Challenges

- Still working on getting the minor repairs finished and 1 major repair which is the deck to be completed by a carpenter.

IELCC & AHSOR Upcoming Plans

- Throughout the year we will be fundraising for our year end field trip.
- Once per month we hold an Evening Literacy Class.

What Evening Literacy Class offers:

- ❖ Tell Stories & Teach with the story sack.
- ❖ Have Puppet Shows.
- ❖ Singing Rhymes.
- ❖ Have Healthy Snacks and Drinks.
- ❖ Get together and we get along.
- ❖ Have a lot of fun singing and dancing silly.
- ❖ Have Family Fun Time with various crafts.
- ❖ Get a Book to read and own
- ❖ Have lots of Laughter because laughter is the best medicine.

If you like what you have read then you will surely enjoy an Evening Literacy Class. This program is open to whoever wishes to attend with children ages 0-6, all that we ask is that if you plan on attending to please let us know in advance so that we can accommodate everyone with space, food and books for the children.

I sure hope that this clears up some myths about our program and we hope that you will come out and join us for a fun filled night.

Program: Cultural Services (CS)

Employees: 1 Cultural Coordinator PT (started January 15, 2025)

CS Key Objectives

- Develop Cree language materials and promote Cree language.
- Increase availability of traditional medicines and healing services.
- Promote Cree traditions and practices.

CS Achievements

- July-harvest, prepare, store traditional medicines.
- Apply for and received a Cree Language revitalization grant.
- Development of Cree language materials.

CS Upcoming Goals/Plans

- Spring Equinox – Community Sweat – March 21, 2025 – 1pm at the Cultural Grounds
- The Spring Equinox is a celebration of new life, new beginnings, and a return to balance. Perhaps now more than ever, the human race is upgrading and

Visions of Tomorrow



shedding the old. It is our natural feeling to resist change, but it is through change that real growth occurs. Open your eyes and observe your surroundings. Take a moment to notice the sounds, smells, and sights of nature around you. Place your hands on the ground or simply feel your feet firmly planted on the earth. Imagine drawing up strength and energy from the earth, filling yourself with a sense of balance and renewal. Let us reclaim the innocence of our own infancy, when heart and spirit were pure, fresh, and unblemished. Let us step out of the darkness of division and into the light of solidarity, perfectly balanced between shadow and illumination, day and night, uncertainty and clarity, separation and unity. The Spring Equinox begins around March 21 and marks the start of the new astrological year in the tropical zodiac since the Sun will enter Aries -- the first sign in the zodiac. This is typically a time of new beginnings and we have come to associate the Spring Equinox with a "fresh start."

- Harvest black poplar buds (March or April)
- Harvest flowering Muskeg Tea (May or June)
- Nehiyaw Medicine Garden - March 20-23, 2025. Several medicines will be planted on these dates. In preparation of the planting, we will develop a site for the medicine planting at the Cultural Grounds.
 - The plan is as follows:
 - Purchase 20 Galvanized Raised Garden Boxes (March)
 - Purchase 4 - 25-50L Fresh Water Containers (March)
 - Purchase gardening implements such as rakes, shovels, 2 small roto tillers, 2 steel garden carts, garden tool caddy/organizer (March)
 - Get the area/ground ready for the raised garden boxes (May)
 - Hire 2 people to assemble the raised garden boxes (May)
 - Prepare and put down heavy duty weed barrier (May)
 - Purchase black dirt (May)
 - Prepare and set down the fresh water containers near the raised beds
 - Plant the seeds accordingly (4-5people)
 - Take care of the plants all spring and summer (weeding and watering)
 - Harvest plants in the fall but leave some for regrowth
- June 20, 2025 – Summer Solstice Sweat and Feast
- Summer 2025 – attend traditional ceremonies with youth and elders to introduce and re-introduce culture (Sun Dance, Horse Dance, Ghost Dance, Chicken Dance and other ceremonies)
- July 2025 BLCN – Health (Cultural Teachings) 7day Medicine Harvesting Trip (see schedule attachment)
- Harvesting local medicines (July & August)
- To host a cultural ceremony (July or August)
- August 1-3 2025 BLCN Annual Competition Pow Wow
- August 4 LLB Pow Wow

Visions of Tomorrow



- Harvesting of medicines in the area or within a 300km radius approximately (July & August)
 - September 4-7, 2025 Midewin Lodge, Sturgeon Lake, SK (Midewin Lodge)
 - September 21, 2025 Fall Equinox – sweat and feast
 - September 22-26, 2025 BLCN Fall Harvesting Camp
 - Possibly have purchased a refrigerator/freezer trailer
 - Schedule will be posted
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Human Resources

Reporting Period: February 2025 – Q3

Prepared by: Payton Shukaliak

Date of Report: February 14, 2025

Key Objectives

- Research and Source Human Resources Software
- Review Benefits Program for Staff
- Employee Survey
- Policy and Procedure Review
- Organizational Review

Achievements

- Found Human Resources Software and purchased
- Completed Employee Survey and am analysing results.
- Have some policies being reviewed by lawyer to implement.

Challenges and Solutions

- One Person department.
 - Some projects may take longer than anticipated because Human Resources is one person.

Upcoming Goals/Plans

- Implement and train staff to use Human Resources Software. This will replace paper time sheets and paper time off requests.
- Complete report from Employee Survey Results and create strategic plan from it.
- Continue to review and edit policies and procedures to have approved by leadership.

Conclusion

- Everything is moving forward at a normal pace in the Human Resources Department. Day to day functions are being addressed and completed.
-

Visions of Tomorrow

**Quarterly Department Report****Department Name:** ISETS**Reporting Period:** February 2025 – Q3**Prepared by:** Shirley Paradis**Date of Report:** February 14, 2025

Total number of clients assisted – 77

Apprenticeship Training

- Geographical Information Systems Technology
- Exploration Harvest Program
- Educational Assistant Certificate
- Pre-Employment Welding

Upcoming Students for 2025-2026

- Power Engineering

LMI Project: Labour Market Information (Indigenous Pilot Project)

- Community Survey, ongoing until March 31, 2025.
- Stop by Administration to fill out survey and receive \$20.

Upcoming Training

- Firetack Training – March 24-29
- First Aid/CPR – Session 1: March 3-4 Session 2: March 10-11
- Chainsaw Training – March 31-April 2
- Global Ground Disturbance – February 24

Conclusion

- Call Administration for register for Firetack – attendees will be entered in draw for a Chain Saw
 - Clients continue to receive PPE and Safety Tickets for Employment.
 - First Aid/CPR is community based – please call Administration to register.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Public Works & Housing

Reporting Period: February 2025

Prepared by: Orrin Pruden

Date of Report: February/14/2025

Executive Summary

- The Public Works department has been working on installing services for the new homes that have been delivered to the nation, also with the cold weather they have been busy with snow removal and on calls to keep the communities homes services functioning properly and roads/driveways safe.
- The housing department has been working on home renovations for some members in need of repairs and extra space, we have also started working on the halls kitchen to add more room and making it more functional for hosting events and adding additional space for cooking and food prep.

Key Objectives

- Develop schedules for home maintenance and water delivery
- Re-structure Public Works to provide faster service to the community
- Start kitchen renovation at the community hall

Achievements

- We started data collection on band homes & services
- Public Works is re-structured for 3 new lead positions making our service to the community more effective
- Lift station for Frenchman Way is operational thus saving the nation from hiring hydro vac services weekly

Challenges and Solutions

- Weather Conditions
 - Answer & respond to on calls asap to avoid further damages to homes and keep families warm
- Road Conditions
 - Have snow removal competed asap and sand roads/parking lots

Upcoming Goals/Plans

- Finish data collection & add info to our new program
- Have the digital sign operational to deliver information to the community
- Make more frequent home visits and document repairs needed for members more effectively

Community Engagement

- The Operation Manager had set up a meet and greet on December/17/2024 so members could meet with him and voice their home concerns and repairs needed personally and fill out up to date reno/repair requests
- We also had band members go house to house to start gathering info pertaining to our data collection program.

Visions of Tomorrow

BEAVER LAKE CREE NATION



Conclusion

- In closing the Public Works and Housing departments are looking forward to 2025 being a very productive year for the work that is needed in our community.
-

Visions of Tomorrow



Quarterly Department Report

Department Name: Social Development

Reporting Period: February 2025 – Q3

Prepared by: Shawna Johnson

Date of Report: February 11, 2025

Executive Summary

- Ensure IA benefits are provided to person(s) on the reserve who meet the eligibility requirements.

Key Objectives

- Quarter 3 report
- Home Visits
- Special Needs

Achievements

- Financial Report Completed
- Special Needs Ordered
- Completion of Rising Futures

Challenges and Solutions

- Challenge 1: Utility Bills not being brought in, in a timely manner.
 - Solution/Response: Have Client get their bills emailed to them so they can print them off during intake.
- Challenge 2: Clients not showing up for intake.
 - Solution/Response: Advertise intake dates on billboard.

Upcoming Goals/Plans

- Apply for new IAFNIYES money (25-26)
- Partner with agencies to offer work experience to Clients
- Continue Intake

Community Engagement

- Highlights from this quarter, successful completion of Rising Futures with clients learning Life skills, Cultural awareness, Interpersonal skills, Self esteem through expression and Employment readiness (various tickets/training)
-

Visions of Tomorrow



Quarterly Department Report Template

Department Name: Wah Pow Treatment Center

Reporting Period: February 2025 – Q3

Prepared by: Corinne Lewis-Coutre

Date of Report: February 2025

OVERVIEW:

In November 2024, Corinne Lewis-Coutre stepped into the role of Acting Executive Director of the Wah Pow Treatment Center. After an overview/observation period, some changes have been implemented to improve the administrative operations of the center. Some of these areas of improvement are: implementing new program curriculum, expanding the cultural component, implementing new staff positions, acquiring approval for and purchasing a new van and new beds and updating human resource information.

As of March 31st, the Wah Pow Treatment Center board will be undergoing incorporation. This means the center will be governed by an incorporated board. This change came about under the recommendation of the funder, Indigenous Service Canada. Incorporation protects the Nation from liability as well most other NNADAP funded treatment centers are now run by an incorporated board. The board will still work in conjunction with leadership under a relationship protocol, which is being developed. As well, a member of leadership will continue to occupy an ex-officio position on the board. All operational functions will be moved to and conducted by treatment center staff such as finance, etc.

Currently Wah Pow continues to experience some challenges with infrastructure; however, FNIHB, the board and Chief and Council continue to work toward a resolution. A feasibility study was just completed, and three options were presented to leadership and the board, they are currently reviewing these options.

STAFFING:

The Wah Pow Treatment Center is fully staffed with four full-time caseload counsellors, four Evening Shift Counsellors, one finance manager, one full-time admin assistant, four security, two cooks and one assistant, one maintenance person and one fulltime cleaner. Recently one of the security positions has been changed and a Client Care Coordinator position was created. This position was created to provide support to the caseload counsellors. A full-time Fleet Operational Driver position has also been created to meet the requirements of having a class 4 driver to transport clients for medical appointments and other activities, as well as provide oversight to the center's vehicles. We also have a casual staff member who provides cover off for the admin and will be eventually covering off the admin assistant's maternity leave in April.

Visions of Tomorrow



Wah Pow has recently hired an HR consultant on contract to update job descriptions, develop a pay grid and a performance evaluation system that can be implemented to improve human resource processes at the center.

CULTURE:

Wah Pow is currently offering one cultural day a week to clients and we have been utilizing the services of Elder Gerald Boostrom along with female Elders to offer ceremony and teachings to the clients.

The center has recently welcomed an Indigenous Artisan who has spent a few days making medicine pouches and teaching tufting and beading to the clients. They really enjoyed this activity.

Some evening shift counsellors have also been beading earrings and making ribbon skirts with the clients.

INTAKE/CLIENT CAPACITY:

Since Wah Pow has fully implemented continuous intake, bed capacity has been at 80-100% with the aim always to be at 100%. This has been going very well and has been better meeting the demand for treatment by both clients and referrals.

PROGRAM UPDATES:

Wah Pow's program curriculum was in need of updates, after undertaking a review of programs based on best practices and the latest research, the ED met with the staff from Mark Amy. In January the ED and another staff member were invited to Mark Amy to review their curriculum and to visit their site. Mark Amy has kindly agreed to share their program, which is based on the Biopsychosocial model in treating addictions, this combined with the cultural component provides clients with a top tier addictions program. Wah Pow caseload counsellors are currently undertaking 2 days of training by Mark Amy Staff and the plan is to have the new program implemented by the end of March 2025.

Currently, Wah Pow is also looking into hosting Wellbriety training and partnering with other agencies to cost share. We are in the planning stages and have been reaching out to surrounding agencies to partner with, the response has been great. Once we have staff trained in Wellbriety, we will be able to offer the program to clients, at Wah Pow.

TRAINING:

Wah Pow staff recently attended some training opportunities, including trauma and grief training, motivational interviewing and will be attending training on ethics and boundaries as well as the Wellbriety training.

OTHER:

The Wah Pow treatment center recently requested a new van and the replacement

Visions of Tomorrow



of 20 beds during a site visit with ISC. The van was quite outdated (2002) and the beds have not been replaced in 18 years. This request was approved, and the new van will be onsite for mid-March, the beds were delivered in early Feb and are slowly being changed out by staff. Along with the driver, other staff will be completing their class 4's to transport clients to activities in the community.

FUTURE GOALS:

Currently the ED is working on creating an After Care Coordinator position at Wah Pow. This position would meet the needs of clients and assist them with their reintegration back into their community as well as providing support once they leave Wah Pow. The coordinator will assist clients to make linkages and set up an individualized aftercare treatment program. Also, the coordinator will provide follow-up counselling and virtual workshops to clients, such as life skills.

Future plans also include incorporating more Land-Based programming for the clients. This includes purchasing a Tipi and working with Elders to develop this programming based on land-based teachings.

Visions of Tomorrow



Quarterly Department Report

Department Name: Finance

Reporting Period: February 2025 – Q3

Prepared by: Clarissa Pascual

Date of Report: February 18, 2025

Executive Summary

This report provides an update on the current budget and reviews the financial performance of the departments for the fiscal year 2024-2025. The **2024-2025 Budget** section below outlines the approved budget for the entire year, including Quarter 4. Please note that the **actual expenses** are based only on data available until December 2024.

Key Objectives

- Objective 1: Stay on top of the Chart of Accounts and ensure that proper codes are being used for accurate financial tracking.
- Objective 2: Ensure there is adequate liquidity to meet all operational needs and expenses without disruptions.

Achievements

- The EFT (Electronic Funds Transfer) setup for Post-Secondary has been completed. This will be rolled out by March 2025, improving operational efficiency for student-related financial transactions.
- Achievement 2: Financial reports for the quarter are being completed and are on track to be finalized by the end of Q4.

Challenges and Solutions

- Challenge 1: Insurance claims related to bus shelter fire and other property damages.

Upcoming Goals/Plans

- Preparing for the 24-25 Financial Audit.

Attachments:

Financial Statement

Visions of Tomorrow



Beaver Lake Cree Nation
Cash Flow Report
April 2024 - December 2024

Programs	2024-2025 Budget	Actual Expenses
SETS - EI	\$82,188.00	\$65,892.00
SETS - CRF	\$176,684.00	\$133,990.30
Post Secondary	\$376,677.09	\$237,986.44
Band Designate - FN Representative	\$129,971.00	\$84,789.10
Prevention	\$931,986.00	\$632,361.89
Public Works	\$689,460.00	\$1,394,597.32
Housing	\$657,132.88	\$1,878,094.35
Water Treatment	\$606,125.00	\$415,827.70
Fire Department	\$384,426.32	\$487,557.02
Social Development	\$1,310,138.74	\$1,027,843.24
Busy Beaver Store	\$1,967,571.82	\$2,116,440.30
Admin	\$1,008,382.73	\$3,151,122.21
GIR	\$1,105,845.26	\$1,081,288.54
Health Centre	\$2,982,073.34	\$2,090,041.11
School	\$3,153,679.48	\$2,668,028.47
New BLCN School	\$7,000,000.00	\$0.00
Cash Flow Report	\$22,303,469.66	\$17,465,859.99

Visions of Tomorrow