



2023



ANNUAL GENERAL MEETING

INFORMATION KIT



NGO DWE WAANGIZID ANISHINAABE

Debenjiged gii'saan anishinaaben akiing giibi dgwon gaadeni
mnidoo waadiziwin.

Shkode, nibi, aki, noodin, giibi dgoosdoonan wii
naagdowendmamg maanpii shkagmigaang.

Debenjiged gii miinaan gechtwaa wendaagog Anishinaaben waa
naagodoonjin ninda niizhwaaswi kino maadwinan.

Zaagidwin, Debwewin, Mnaadendmowin, Nbwaakaawin,
Dbaadendiziwin, Gwekwaadziwin, miinwa Aakedhewin.

Debenjiged kiimiingona dedbinwe wi naagdowendiwin.

Ka mnaadendanaa gaabi zhiwebag, miinwaa nango megwaa
ezhwebag, miinwa geyaabi waa nizhiwebag.

Agenda: Koganaawsawin Annual General Meeting

August 23-24, 2023

Holiday Inn | Georgian Room B
1696 Regent St, Greater Sudbury, ON P3E 3Z8

Host Community: Sheshegwaning First Nation

Registration deadline for in-person attendance: Friday, July 21, 2023 at 4:00pm

Register online at: <https://tiny.cc/KogAGM2023>

Day One | August 23, 2023 | 9:00am – 3:30pm

6:30 am	Sunrise Ceremony	Getzit Mike Esquega, Biinjitiwaabik Zaaging Anishinaabek
8:00 am	Breakfast	
9:00 am	Opening Thanksgiving	Getzit Mike Esquega, Biinjitiwaabik Zaaging Anishinaabek
	Ngo Dwe Waangizid Anishinaabe	Duke Peltier, Anishinabek Nation Children's Commissioner
	Welcome from Host Chief	Ogimaa Kwe Alana Endanawas, Sheshegwaning First Nation, Secretary of Koganaawsawin Board of Directors
	Acknowledgement of the Koganaawsawin Bundle and Morning Song	Ronnie (George) Teresinski, Anishinabek Nation Prevention Services Coordinator
	Opening Remarks from Grand Council Chief	Reg Kaawingai Niganobe, Anishinabek Nation Grand Council Chief
	Opening Remarks from Koganaawsawin Director	Stan Cloud, Director of Social Development and Koganaawsawin
	Opening Remarks from Koganaawsawin Board of Directors	Gimaa Lloyd Myke, Magnetawan First Nation, Chair of Koganaawsawin Board of Directors
9:30 am	Introductions Review and Acceptance of Agenda Meet the Team Session	Meeting Chair, Stan Cloud, Director of Social Development and Koganaawsawin
10:30 am	Koganaawsawin Annual Report	Stan Cloud, Director of Social Development and Koganaawsawin

Koganaawsawin will reimburse travel expenses for the Board of Directors. Please contact Katrina Langevin, Negotiations Researcher/Coordinator at katrina.langevin@anishinabek.ca for a reimbursement form.

11:00 am	Health Break	
11:15 am	Negotiations Update	Tracey O'Donnell, Lead Negotiator and Legal Counsel Jidé Afolabi, Fiscal Negotiator and Legal Counsel
11:45 am	Election of Directors	Stan Cloud, Director of Social Development and Koganaawsawin
12:00 pm	Lunch	
1:00 pm	Review of System Structures	Tracey O'Donnell, Lead Negotiator and Legal Counsel
2:00 pm	Health Break	
2:15 pm	Traditional Teaching on Parenting	Neewin Noodin (Mary Elliot), Atikameksheng Anishinawbek
3:15pm	Closing Reflections	Stan Cloud, Director of Social Development and Koganaawsawin
3:30 pm	End of the Day	
5:30 pm	Feast	
7:00 pm	Koganaawsawin's Child, Youth and Family Well-Being Round Dance	Round Dance open to the community! Boys From the Bay – Lester Mianskum, Brennan Governor, Darren Nakogee, Gerry McComb
9:00 pm	Draw for Raffle Basket Winners	Raffle Basket Tickets: \$3 each or 5 for \$10, 10 for \$20, 15 for \$25 *All proceeds will be donated to the Sheshegwaning Health Centre for social related programming.

Day Two | August 24, 2023 | 9:00am – 1:00pm

6:30 am	Sunrise Ceremony	Getzit Mike Esquega, Biinjitiwaabik Zaaging Anishinaabek
8:00 am	Breakfast	
9:00 am	Ngo Dwe Waangizid Anishinaabe Opening Remarks and Review of Day One	Duke Peltier, Anishinabek Nation Children's Commissioner Meeting Chair, Stan Cloud, Director of Social Development and Koganaawsawin
9:20 am	Review and Acceptance of Agenda	Meeting Chair, Stan Cloud, Director of Social Development and Koganaawsawin
9:30 am	Shared Services/Collaboration with the Anishinabek Education System	Andrea Crawford, Senior Operations Manager, Kinoomaadziwin Education Body
10:30 am	Health Break	
10:45 am	First Nations Approval Process for Self-Government	Tracey O'Donnell, Lead Negotiator and Legal Counsel
11:30 am	Koganaawsawin Organizational Chart	Stan Cloud, Director of Social Development and Koganaawsawin
11:50 am	Closing Reflections and Prayers	Getzit Mike Esquega, Biinjitiwaabik Zaaging Anishinaabek
11:55 am	Closing Travel Song	Ronnie (George) Teresinski, Anishinabek Nation Prevention Services Coordinator
12:00 pm	Lunch	
1:00 pm	Travel Home	

Koganaawsawin Annual Report

2022-23

DIRECTOR'S UPDATE

“Anishinabek Nations are exercising First Nations' inherent right to take care of our children. Gathering and sharing Anishinaabe knowledge to enhance the well-being of our children, youth, and families.

Over the past several years, the Anishinabek Nation has worked tirelessly with Anishinabek communities to advance our own child well-being law and system - a law and system that will help our children, youth, and families to thrive.

In 2015, the Anishinabek Nation Chiefs-in-Assembly approved the *Anishinabek Nation Child Well-Being Law* in-principle. To date, 21 Anishinabek First Nations have chosen to enact the Law in their communities; acknowledging, respecting, and supporting the primary role of the parents, guardians, families, and communities in safeguarding and promoting the well-being of Anishinaabe children and youth.

Recently, Koganaawsawin, the central coordinating body of the Anishinabek Child, Youth, and Family Well-Being System, received direction from Anishinabek First Nations to move forward with the Anishinabek Nation Child Well-Being Working Group's recommendation to incorporate Koganaawsawin. As of November 2022, Koganaawsawin is moving forward as a not-for-profit corporation.

Today, Koganaawsawin continues down the good path that will ensure our children and families are not waiting for future apologies from all levels of government for the harm done to them. Our path forward is built by the strength of the Anishinaabe knowledge and values that exist within our Nations. As a collective, we will continue to create an environment that will see our children and families' connection to their Anishinabek communities grow as they embrace their Anishinaabe identities.

The following annual report provides a summary of highlights and accomplishments made by the Koganaawsawin Team over the 2022-23 year.”



Stan Cloud

Director of Social Development and Koganaawsawin

CHILDREN’S COMMISSIONER UPDATE

“Our children deserve the best possible start within their family homes, supported by a system that is prevention-focused and prevention-based – a system that’s built by us and for us, so that we’re able to completely care for our children.

Our communities need a wholesome approach. We need to ensure our children receive the teachings and supports they need, at an early age, so they can cope with tough life situations.

We need to make sure that agencies have a plan in place before they do anything – before they consider the apprehension or placement of a child. A plan that the family, and the community can stand behind. Everyone needs to be involved, understanding that the goal is to return the child[ren] back home if there is an issue.

Preventative systems that are culturally relevant to our communities, and take into account our jurisdiction and authorities, will be the foundation of expressing to the outside system that we have always had our own laws in relation to keeping our families together.

It’s going to be [up to] us to fix the systems that have broken our people. It will take hard work, commitment, and most of all, patience and time. We will remain on the path of changing the systems, because we know that’s what we need to do – our children come first.”



Duke Peltier

Abinoojiinyan Onjii E-bimiikang (Children’s Commissioner)

BOARD OF DIRECTORS

The Anishinabek Nation’s Child Well-Being Negotiations Team met with the 21 First Nations implementing the *Anishinabek Nation Child Well-Being Law*. Leadership discussed the incorporation of Koganaawsawin and determined that the Koganaawsawin’s Board of Directors should follow the same regional breakdown as the Anishinabek Education System (AES). The first Board of Directors was approved as follows:

(Bezhik) REGION 1	(Niizh) REGION 2	(Nswi) REGION 3	(Niiwin) REGION 4
Vice Chair Chief Helen Angela Paavola (Namaygoosisagagun)	Chief Irene Kells (Zhiibaahaasing)	Chief Scott McLeod (Nipissing)	Chief Joanne Sandy (Beausoleil)
Chief Judy Desmoulin (Long Lake #58)	Secretary Chief Alana Endanawas (Sheshegwaning)	Chair Chief Lloyd Myke (Magnetawan)	Treasurer Chief Roger Thomas (Munsee-Delaware)

MEET THE TEAM



Director of Social Development and Koganaawsawin **Stan Cloud |**

Stan Cloud is from Kettle & Stony Point First Nation in Southwestern Ontario, located on the shore of Lake Huron. He is a father of eight with three grandsons and one granddaughter.

Stan has volunteered and worked with families involved with child protection since he was 18 years old, visiting and working with youth in-care from his home territory. He worked in youth solvent abuse treatment for twenty years and continues to work with youth in addictions. He has worked with various federal and provincial ministries on projects that affect First Nations in natural resources, and justice and child and youth services. He assisted with the development of the Formal Customary Care Guide for Ontario, and participated as a steering committee member for the Indigenous Dispute Resolution Curriculum Project developed by the Six Nations Justice Department.



Executive Assistant **Christine Babinski | christine.babinski@anishinabek.ca**

Christine Babinski is Algonquin and a member of the Mukwa Dodem (Bear Clan) from Kebaowek First Nation. She holds a Business Marketing Diploma, and Bachelor of Arts in Administrative Studies. Christine joined the Social Development Department in July of 2021. As the Executive Assistant, her role entails planning and execution of quarterly Anishinabek Nation Child Well-Being Working Group meetings.

Christine is very creative and does beadwork, sewing and other crafts. Stemming from her love for animals, she has also acquired a diploma in Animal Care Aide. She has two cats and enjoys going on road trips and hikes with her dog.



Band Representative Liaison **Noreen Conway | noreen.conway@anishinabek.ca**

Noreen is a proud Anishinabe Kwe from Curve Lake First Nation. She is also a proud Ndimamaam of three exceptional Gwiizensag and Nookmis to two beautiful twin Kwezensag.

She holds a BA Social Work Degree along with other diplomas and certifications, and plans to continue her learning journey. Noreen brings over three decades of knowledge and experience in child

welfare, working in all levels of government, urban Indigenous organizations and First Nation communities.

Noreen's current role is Band Representative Liaison, supporting the Anishinabek Nation's 39 member First Nation communities. Her work has included the First Nation (Band) Representative Manual, website portal, and conferences based on the needs and interests of Anishinabek First Nation (Band) representatives.

Noreen finds her balance and connection to the water and land with family, friends and her yellow Labrador puppy, Bella.



Children's Commissioner Liaison
Kailee Dupuis (Minendaan-giizhkang) |
kailee.dupuis@anishinabek.ca

Kailee is a member and resident of Alderville First Nation. Her spirit name is Minendaan-giizhkang. Kailee is an alum of Queen's University and Trent University. Her previous work experience has been with her local Indigenous family and child well-being agency, and for her First Nation.

Kailee serves Koganaawsawin as the Liaison to the Children's Commissioner. In her role, Kailee supports the Children's Commissioner with tasks outlined in the Terms of Reference for the Anishinabek Nation Children's Commissioner, and speaks with staff and members of Anishinabek First Nations on their concerns regarding child well-being. Kailee has worked to increase awareness and knowledge of the Children's Commissioner and his role.

Kailee enjoys spending her free time with her partner and family, relaxing with a book or enjoying a walk with her dog.



Youth Well-Being Services Coordinator, Northern Superior Region
Nicole Dupuis | nicole.dupuis@anishinabek.ca

Nicole is an Eagle Clan member of the Red Rock Indian Band. She holds two undergraduate degrees from Lakehead University, with over 10 years of experience working in community engagement and youth education.

Nicole enjoys spending time connecting to the land, water, and in-ceremony - reclaiming her identity as an Anishinaabekwe, and living mino-bimaadziwin.



Senior Program Officer

Priscilla Goulais | priscilla.goulais@anishinabek.ca

Priscilla Goulais is a Marten Clan citizen of Nipissing First Nation. She has attended Trent University (Native Studies), Cambrian College (Early Childhood Education), and the Centre for Distance Education (Graphic Design). Priscilla has been an employee with the Anishinabek Nation for 33 years and has extensive administrative and developmental experience.

Currently, Priscilla is Senior Program Officer for the Anishinabek Nation Circle Process (ANCP or Circle Process). She is responsible for the support and development of tools used for the Circle Process, ranging from graphic design, reporting templates, and tracking tools. In addition, assistance is also provided to the Lead Facilitator, Regional Facilitators, and contract Facilitators to ensure they have access to necessary and relevant information required for the success of the Circle Process. Priscilla also supports the Social Development and Koganaawsawin Teams when needed.



Finance Coordinator

Lori Griffith | lori.griffith@anishinabek.ca

Lori is from South River, Ontario, and holds a Master of Business Administration from Laurentian University. She has worked for the Anishinabek Nation since 2018 and primarily oversees the finances of Social Development and Koganaawsawin, including budgets, funding proposals and reports, and financial approvals. Lori is a member of the Child, Youth and Family Well-Being Negotiations Team, providing input and advice on fiscal related matters. In addition, Lori works part-time as a Professor in the Entrepreneurship Academy, teaching project management and supply chain and logistics at Canadore College.

In addition to her work in finance, Lori has also been a supporting role for Early Learning and Child Care, Family Well-Being, and the COVID-19 pandemic.

Lori enjoys time with family and friends, working in her garden and quality time with her Golden Retriever, Paisley.



Web Developer

Brady Gunn | brady.gunn@anishinabek.ca

Brady is from North Bay, Ontario. He holds a Bachelor of Science with a specialization in Computer Science. Brady joined the Koganaawsawin Team in April of 2022, previously working as an App and Web Developer.

In his role as a Web Developer, Brady plans, develops, and maintains web projects, including the Koganaawsawin website and Band (First Nation) Representative Portal. He also supports the Social Development and Koganaawsawin Teams with IT.

He enjoys nature walks and playing board games with friends and family (though not simultaneously).



Prevention Services Coordinator

Ronnie George | ronnie.george@anishinabek.ca

Ronnie is a member of the Maang Doodem (Loon Clan) from Garden River First Nation. She holds degrees in social work, counselling, and psychology. Ronnie joined the Koganaawsawin Team in April of 2018, bringing with her 25 years of working in both the Canadian and American child welfare systems.

In her role as the Prevention Services Coordinator, Ronnie provides analysis and research on the development of prevention services framework and funding model to support the delivery of child and youth well-being programs and services that reflect First Nation community standards and the *Anishinabek Nation Child Well-Being Law*. She has also assisted with the development of the Anishinabek Nation Children and Youth Bill of Rights, and is currently supporting Anishinabek First Nations with the Prevention-Focused Customary Care Program.



Anishinabek Nation Circle Process Lead Facilitator

Vicky Laforge | vicky.laforge@anishinabek.ca

Vicky is from Nipissing First Nation. She attended Laurentian and Carleton Universities, and holds a diploma in the Native Social Service Worker Program from Canadore College. Over the last 30 years, she has received specialized training in the facilitation of various workshops and training sessions.

As the Lead Facilitator, Vicky trains facilitators and Elders in the traditional approaches of the Anishinabek Nation Circle Process.

Vicky enjoys working with people and being an advocate in child well-being issues. Vicky is a professional photographer and has been capturing emotion through photography for 15 years.



Negotiations Researcher/Coordinator

Katrina Langevin (Waabanangkwadkwe) |

katrina.langevin@anishinabek.ca

Katrina is an Algonquin Anishinaabekwe, and a member of Kebaowek First Nation, Quebec. Her spirit name is White Cloud Woman. She has a Bachelor of Arts Honours Degree in Criminology from Nipissing University, and a Juris Doctor Degree from Lakehead University. In June 2023, Katrina became a licensed lawyer in the Province of Ontario.

Katrina joined the Koganaawsawin Team in December 2021. She assists the Anishinabek Nation Lead Negotiator and the Koganaawsawin Team in Child, Youth and Family Well-Being Self-Government Negotiations with the Governments of Canada and Ontario. In addition, Katrina sits on the Implementation and Operations Negotiations Sub-Committee, representing the interests of the Anishinabek First Nations in the drafting of the Child, Youth, and Family Well-Being Implementation Chapter and Implementation Plan.

Katrina is a small business owner, beadworker, seamstress, and an avid reader. She loves to be on the land and the water whenever she can with her two dogs, Arda and Kiva.



Family Well-Being Coordinator

Laurie McLeod-Shabogesic (Benaabehkwe) |

mcllau@anishinabek.ca

Laurie is an Ojibwe member of the Nipissing First Nation. She has worked in service to the Anishinabek Nation for over 25 years, primarily in the Health Department. She has also worked as a National Health Promotions Officer for the Assembly of First Nations, and internationally as an HIV/AIDS Specialist in Malawi, Africa.

Laurie joined the Social Development Team as the Family Well-Being Coordinator just over a year ago. A key focus of this Program is to help First Nation families to heal from the effects of intergenerational violence and trauma. This community-driven Program enables First Nations to develop and offer a wide range of unique programming, from land-based healing to justice programs.

She is deeply interested in traditional medicines and enjoys creating culturally-based resources. She's an avid craftsperson and often facilitates workshops on a wide range of traditional topics from leatherwork, beadwork, regalia making and other traditional crafts.



Child and Family Services Coordinator

Greg Miller (Giizhonkwot) | greg.miller@anishinabek.ca

Giizhonkwot dizhngkaus, Shiikehn Dodem, Wiikwemkoong doonjebah. Greg is the Child and Family Services Coordinator with the Koganaawsawin Team. His role is focused on the safety of Anishinabek children and youth. As the Child and Family Services Coordinator, Greg assists Anishinabek First Nations in the implementation of the *Anishinabek Nation Child Well-Being Law*, development of community standards, and assisting in the establishment of Anishinabek Child and Family Services Committees within each Anishinabek First Nation.

As a post-secondary graduate, Greg has a background in social work and extensive work experience in various child welfare capacities. He has worked with several First Nation and mainstream child welfare agencies in frontline and supervisory capacities.

When not at work, Greg enjoys travelling, listening to music, attending concerts, reading books, watching shows that are Indigenous-based and spending time with his family. He is also a competitive online gamer and avid hockey fan.



Repatriation Coordinator

Grant Peltier | grant.peltier@anishinabek.ca

Grant is of the Waawaashkesh Clan (Deer Clan) from Wiikwemkoong Unceded Territory. He joined the Koganaawsawin Team in January 2022, and holds a diploma with Cambrian College's Native Social Services Program. He also has 20 years of experience employed in many capacity roles, such as protection and preservation support roles of family support, children's mental health coordinator, childcare provider, and child welfare worker.

In his role as Repatriation Coordinator, Grant provides support and promotes the development of connection(s) for Anishinabek children and youth that have been or are currently in the process of separation from their family and community as a result of child welfare involvement and/or adoption.

He enjoys beading earrings as a hobby, taking in the great outdoors of walking trails, fishing, boating, etc., and most importantly spending time with his children.



Manager of Communications and Information

Victoria Racette | victoria.racette@anishinabek.ca

A member of the Ma'iingan (Wolf) Clan, Victoria is Anishinaabe and Haudenosaunee from Mississaugas of the Credit and Six Nations. Joining the Team in April 2019, she holds an Advanced Diploma in Advertising & Communications from Mohawk College, a Bachelor of Arts in Contemporary Studies from Laurier University, and is currently completing the Leadership Development Series Program through Canadore College. She has also completed professional development training in Community Advocacy Techniques, Incident Management, Trauma Informed Training, and Future Ready Leadership.

In her role, Victoria manages the overall internal and external communications of the Social Development Department and Koganaawsawin. Rooted in child, youth, and family well-being; her work focuses communication efforts in the areas of child, youth, and family well-being, the Anishinabek Nation Children's Commissioner, First Nation (Band) representative services, the Anishinabek Nation Circle Process, repatriation, prevention services, family violence prevention, missing and murdered Indigenous women and girls, human trafficking, 2SLGBTQQIA+, youth programming, Youth Culture Camps, Youth Life Promotion, and social assistance.

SOCIAL DEVELOPMENT



Youth Program Manager

Sally Dokis (Ngwaagan Ogiijidaa-Kwe) | sally.dokis@anishinabek.ca

Sally is a proud mother and wife. She is member and resident of Dokis First Nation, from the Eagle Clan. Her spirit name is Ngwaagan Ogiijidaa-Kwe (Rainbow Warrior).

She holds a Bachelor of Arts Honours in Indigenous Studies, and an Honour Bachelor of Social Work in the Indigenous stream. As a registered social worker, Sally recently accepted enrolment for her Masters of Social Work. Her professional experience includes community wellness, health management, child welfare, and mental wellness and crisis response.

In her spare time, Sally enjoys participating in traditional cultural practices, including ceremonies, beading, art, and learning more about Anishinaabe ways of life.



Youth Program Coordinator

Steven Rickard | steven.rickard@anishinabek.ca

Steven is a graduate of the Community and Justice Services Program, Police Foundations Program, Youth at Risk Program, and the Indigenous Wellness Addictions Prevention Program at Canadore College.

He has worked closely with Anishinaabe Youth Representatives to develop youth workshops and improve the terms of reference for the Anishinabek Nation Eshki-niigijig Advisory Council. He also volunteers with Boots on the Ground, supporting modern, effective and compassionate approaches to prevention, treatment, harm reduction and enforcement.



MMIWG Policy Analyst

Rebecca Timms (Ajijaak-Kwe) | rebecca.timms@anishinabek.ca

Rebecca Timms has ancestral roots from the Algonquin Territory, and was raised throughout the Ottawa Valley. Twelve years ago, Rebecca moved to pursue her education. She has a B.A. in Criminal Justice Honours Degree from Nipissing University as well as a minor in Social Welfare.

In her position as the Missing and Murdered Indigenous Women and Girls Policy Analyst, Rebecca is responsible for raising the file as a priority within the 39 member Anishinabek First Nation communities. Rebecca feels personally connected to this role.

Rebecca is a new mother to her daanis, Jade, who arrived on her 30th birthday. Jade is the source of much laughter and many blessings. Being Jade's mother is the role that Rebecca is the most proud of – she has taught Rebecca to always be curious and continue to dream.

SUMMER STUDENT



Social Services Administrative Assistant

Shkaabewis Tabobondung | social.student@anishinabek.ca

Shkaabewis Tabobondung is Atik Clan from Wasauksing, and Nipissing First Nation. He is going into his fourth year of studies for his Bachelor of Arts in Indigenous Studies. Shkaabewis hopes to utilize his skills within the professional workplace to further Anishinaabe people and create a sustainable environment in which Anishinaabe people can prosper.

During his free time, Shkaabewis is either at the gym, going to pow wows or socializing with friends out in the wilderness. He is a proud cat Dad to an amazing four year old shmuck, Ceri.

Shkaabewis started as a Social Services Administrative Assistant in July 2023 and couldn't be more excited for the opportunity.

INCORPORATION OF KOGANAAWSAWIN

On May 21, 2022, Koganaawsawin met with the leadership of the 21 First Nations who have chosen to enact the *Anishinabek Nation Child Well-Being Law* within their community. The leadership passed a resolution to incorporate Koganaawsawin as a not-for-profit corporation.

The signatures of each Director were obtained, and Koganaawsawin's Application for Incorporation was filed electronically. On November 29, 2022, Koganaawsawin received its Certificate of Incorporation and became officially incorporated as a not-for-profit corporation.

The first Koganaawsawin Board of Directors meeting was held on January 12, 2023. The Board of Directors approved the Corporate By-Law, appointed officers and signing officers, and passed a resolution for Koganaawsawin to obtain recipient numbers from the federal and provincial governments. Koganaawsawin was then able to electronically file its Initial Corporate Return.

ANISHINABEK NATION CHILD, YOUTH, AND FAMILY WELL-BEING LAW

In 2015, the Anishinabek Chiefs-in-Assembly approved the *Anishinabek Nation Child Well-Being Law* in-principle and directed the Anishinabek Nation to present the Law to its 39 member First Nations for their individual review and approval.

To date, 21 Anishinabek First Nations have chosen to enact the Law within their communities. The Law acknowledges, respects, and supports the primary role of parents, guardians, families and communities in safeguarding and promoting the well-being of Anishinaabe children and youth.

Each First Nation can set the parameters under which their children, youth and families are to be served that respects the prevention first principle and ensures First Nation Community Standards are adhered to.

CHILD, YOUTH, AND FAMILY WELL-BEING NEGOTIATIONS UPDATE

Main Table Negotiations Update

On September 29, 2022, the 21 First Nations who are supporting the implementation of the *Anishinabek Nation Child Well-Being Law* passed a resolution to move from bilateral negotiations into tripartite negotiations. Rather than negotiating one self-government on child, youth, and family well-being with the Government of Canada and a second self-government agreement on the same subject matter with the

Province of Ontario, the Anishinabek Nation is now negotiating one tripartite agreement among the signatory Anishinabek First Nations, Canada, and Ontario.

The topics to be discussed and negotiated at the September 2023 negotiations include:

- Blended identities;
- Anishinabek First Nation Jurisdiction;
- Duty to Consult;
- Ratification (Community Approval Processes);
- Coordination;
- Enforcement and Adjudication;
- Best Interests of the Child;
- Jurisdiction;
- Relationship of Laws;
- Koganaawsawin's Role; and
- System Descriptions.

Fiscal Negotiations Update

Anishinabek Nation's Fiscal Negotiator has recommended to return to double-bilateral fiscal negotiations from tripartite fiscal negotiations. The objective of double-bilateral negotiations is the completion of two agreements that complement one another - one between the Anishinabek Nation and Canada, and the other between the Anishinabek Nation and Ontario. In contrast, the objective of tripartite negotiations is a single agreement signed by all three parties.

While a single agreement would be easier to administer, it is only possible if the parties can agree on a given fiscal approach, which will govern the structure of the agreement and the possibilities that result from it. At the present time, the fiscal approach Ontario can agree to, based on the province's current policy and legal environment, can deliver funding but can't have self-government tools fully accompany that funding.

Ontario has committed to a multi-year process of policy changes. For now, however, the province's limitations mean a tripartite agreement is not realistic. As a result, a general consensus is sought from leadership that fiscal negotiations can return to a double-bilateral approach.

OFFICE OF THE CHILDREN'S COMMISSIONER HIGHLIGHTS

Appointed in 2019, Duke Peltier has continued in his role as the Abinoojiinyan Onjii E-bimiikang (Anishinabek Nation Children's Commissioner), providing high-level oversight over the implementation, compliance and enforcement of the *Anishinabek Nation Child Well-Being Law* and the Anishinabek Nation Children and Youth Bill of Rights.

Over the past year, the Children's Commissioner has continued helping Anishinabek citizens, families and communities with advocacy and support. Accomplished through the promotion and protection of the rights of all Anishinabek children and youth, with a focus on Anishinabek children and youth facing difficulties and/or challenges.

Throughout the 2022-23 year, work of the Office of the Children's Commissioner included:

- promoting awareness of the Anishinabek Nation Children's Commissioner's role with First Nation (Band) representatives, Indigenous child well-being agencies, the Association of Native Child and Family Services Agencies of Ontario (ANCFSAO), and the Ontario Association of Children's Aid Societies (OACAS);

- engaging with the Ontario Ombudsman;
- collaborating with First Nation (Band) representatives for successful reunification and adoption;
- raising new areas of concern with Anishinabek leadership and reporting to the Chiefs-in-Assembly;
- attending the ANCFSAO Indigenous Child and Family Well-Being Conference as a keynote speaker;
- attending the Little Native Hockey League (LNHL) Tournament;
- attending Anishinabek Nation Grand Council Assembly, and Child Well-Being Working Groups;
- presenting at Koganaawsawin’s National Indigenous Child Well-Being Summit: How We Govern and Maintain Jurisdiction Over Our Children and Youth;
- meeting with visitors from Treaty 8 Urban Child and Family Services, and leadership from Sucker Creek First Nation, Alberta; and
- providing welcoming remarks at the Early Learning Initiative Conference, and Koganaawsawin’s Band Rep Legal Forum.

KOGANAAWSAWIN SUMMIT HIGHLIGHT

In April of 2022, Koganaawsawin hosted a successful National Indigenous Child Well-Being Summit: How We Govern and Maintain Jurisdiction Over Our Children and Youth. The Summit provided an opportunity for individuals, agencies, and First Nations across Canada to participate in the exchange of ideas, experience, and knowledge on the jurisdiction of Indigenous child welfare. Throughout the three-day virtual Summit, speakers and participants discussed the importance of asserting inherent jurisdiction over child welfare, the various processes used in developing Indigenous child well-being laws, how inherent jurisdiction is asserted, Indigenous self-government structures, coordination agreements, federal funding, and family advocacy.

PROGRAM HIGHLIGHTS

Child and Family Services

Through the 2021 Canadian Human Rights Tribunal (CHRT) Order 41, First Nations can now access funding for the purchase, construction or renovation of capital assets that are needed to:

- support the delivery of Child and Family Services to First Nations children;
- provide safe, accessible, confidential, cultural and age-appropriate spaces that are needed to support the delivery of Jordan’s Principle services; and/or
- provide First Nation (Band) Representative Services.

Funding applications to buy, build or renovate capital assets or carry out a needs assessment for a feasibility study can be made by:

- First Nation (Band) Representative Services;
- Prevention Programs;
- Indigenous Child Welfare Agencies; and/or
- Jordan’s Principle Service Providers.

Child, youth and family services have the ability to combine resources to purchase, construct or renovate multi-service capital assets.

The Child and Family Services Coordinator continues to provide ongoing support and services to Anishinabek First Nations to amend and enhance community standards as needed by each, individual, Anishinabek First Nation. In addition to liaising with Anishinabek First Nations, and federal and provincial governments responsible for the delivery and/or funding of Child and Family Services.

Prevention Services

In December of 2020, the Prevention-Focused Customary Care (PFCC) Program was released from the Ministry of Children, Community and Social Services (MCCSS). The Program has started to show positive impact amongst Anishinabek First Nations utilizing the Program.

To date, 231 children are being supported in various First Nations across the Anishinabek Nation. The objective of the Program is to:

- reduce the number of children in the child welfare system;
- improve the overall health and well-being of First Nation communities; and
- promote prevention rather than protection.

In 2022, virtual information sessions were held for Anishinabek First Nations to further discuss:

- prevention-focused customary care;
- how it can benefit Anishinabek First Nations; and
- how to complete proposals and reporting forms.

The Prevention Services Coordinator has established a starting point for all Anishinabek First Nations to implement the Program and begin providing immediate payments to Anishinabek families. Ongoing support is provided to each Anishinabek community through templates for proposals, reporting and quarterly engagement meetings.

In 2022, Koganaawsawin also hosted virtual Prevention with a Purpose Training (Ayaangwaamzing Giizhendamowi) open to Anishinabek First Nation Chiefs, councils, supervisors, managers and coordinators. During training, participants discussed wise/best practices, strategic prevention framework, building capacity, how to plan a successful child well-being prevention program, community-based programs, family support programs, living skills programs, culturally-based programs, and self-governance.

“Prevention-focused customary care focuses on prevention and early intervention, to help keep our families and communities together.” – Prevention Services Coordinator Ronnie George.

Repatriation

Throughout 2022-23, work continued on the establishment of a new Repatriation Program. Through the Repatriation Program, the Anishinabek Nation supports and promotes the development of connection(s) for Anishinabek children and youth that have been separated from their family and community as a result of child welfare involvement or adoption.

The Program includes:

- advocacy and support;
- referral services;

- program development and support;
- assistance with planning and reunification; and
- connection to culture.

The Repatriation Coordinator continues to develop the Repatriation Working Group with representation from all four Anishinabek regions and build relationships with various services providers that are essential to the successful operation of the Program.

COLLABORATIONS

The following highlights are a result of the collaborative work between Koganaawsawin and the Anishinabek Nation’s Social Development Department.

Child Well-Being Working Group

Comprised of representatives from the 39 member First Nations of the Anishinabek Nation, and six affiliated Indigenous child well-being agencies; the Working Group continued to hold meetings to discuss child well-being initiatives over the past year.

Topics discussed over the 2022-23 year have included:

- updates on negotiations with Canada and Ontario;
- the structure of Koganaawsawin;
- Canada’s recent Agreement-in-Principle on compensation and long-term reform of First Nations child and family services;
- updates to the Anishinabek Child, Youth, and Family Well-Being Action Plan;
- tripartite vs. double bilateral negotiations;
- self-government ratification options;
- the Anishinabek Nation Band Representative Manual;
- introduction of the intention to develop a Koganaawsawin Youth Strategic Plan;
- amendments to the Child, Youth and Family Services Action, 2017, under Bill 84;
- the Anishinabek Nation Circle Process;
- First Nation (Band) representative and prevention allocations;
- the incorporation of Koganaawsawin; and
- development of a First Nation (Band) representative website portal.

Anishinabek Nation Circle Process

In July and June of 2022, the Anishinabek Nation Circle Process hosted its first, pilot, training session. Throughout the two-week training, participants learned about the various elements of the Circle Process while applying the traditional ceremonies and practices unique to their Anishinabek communities.

Through the use of traditional teachings, and Alternative Dispute Resolution (ADR), the Circle Process provides a solution to children, youth, and families facing child and youth well-being issues. This unique, culturally-based, voluntary, child-centered, confidential process enables Anishinabek families to become the decision makers.

“The Anishinabek Nation Circle Process is a positive step towards addressing difficult moments.” – Lead Facilitator Vicky Laforge

Throughout its first year of development in 2022-23, the Circle Process:

- provided a total of 60 hours of training;
- conducted a peer review of Indigenous ADR specialists;
- hosted a training session for Anishinabek citizens and staff from Dnaagdawenmag Binnoojiiyag Child & Family Services;
- successfully completed Circle Process training with a total of 23 participants; and
- celebrated the successful completion of Lead Facilitator Vicky Laforge's certification in Alternative Dispute Resolution (ADR) from Stitt Feld Handy Group.

Youth Well-Being Program

This past year, the Youth Well-Being Program hosted virtual programming for Anishinabek youth including:

- Pow Wow Wellness Series;
- Protecting Our Spirits Mental Health Series; and
- Roles and Responsibilities in Our Communities Series.

In 2022, the Program partnered with the Kinoomaadziwin Education Body (KEB) on its continued "Back to School" school supply initiative for Anishinabek children and youth in need of school supplies.

The Program also engaged in regional specific initiatives and partnerships with frontline staff across the Anishinabek Nation, including its land-based programming initiative to enhance and/or develop land-based youth programming.

Over the past year, Barnes Management Group (BMG) conducted focus groups for the development of a needs assessment tool and strategic planning for the Youth Well-Being Program. The assessment was completed and shared with the Child Well-Being Working Group in July of 2022. Strategic planning for the Youth Well-Being Program is ongoing.

Family Well-Being Program

Throughout the 2021-22 year, the Family Well-Being Program hosted and co-facilitated a number of engagements with Anishinabek families, including:

- grief and loss teachings;
- girls rites of passage teachings;
- boys rites of passage teachings;
- men's fire-keeping teachings;
- traditional medicine teachings;
- land-based camps – facilitating workshops on hand drum making, soapstone carving, traditional medicines and medicine bag making;
- a four-day Anishinaabemowin language program;
- holiday baking;
- a leather mitt making workshop for frontline workers;
- traditional medicine making for Indigenous wellness and addictions workers;
- Bear Feast Ceremony: Elders and Traditional Healers Conference hosted by Ntam Jiigbiig Nishnaabeg;
- a two-day traditional parenting workshop; and

- “Healing the Sacred Masculine” traditional teachings for Anishinaabe men.

For the second consecutive year, the Family Well-Being Program has created and distributed the Anishinabek Nation Giizisoo-Mzinigan. Over 10,000 copies were distributed throughout the Anishinabek Nation free of cost, following requests from across Canada and the US for the resource. The intent of the calendar is to promote and support language acquisition and revitalization. The Program is currently seeking partners to support production of a 2023-24 calendar.

REGIONAL MAP

ANISHINABEK FIRST NATIONS IMPLEMENTING
THE ANISHINABEK NATION CHILD WELL-BEING LAW:

- Bezhiik - Lake Superior**
 - ★ Biigtigong Nishnaabeg
 - ★ Biinjitiwaabik Zaagang Anishinaabek
 - ★ Long Lake #58
 - ★ Namaygoosisagagun
 - ★ Netmizaagamiig Nishnaabeg (Pic Mobert)
 - ★ Red Rock (Lake Helen)
- Niizh - Lake Huron**
 - ★ Ojibways of Aundeck Omni Kaning
 - ★ Sheguiandah
 - ★ Sheshegwaning
 - ★ Wiikwemkoong
 - ★ Unceded Territory
 - ★ Zhiibaahaasing
- Nswi - Lake Huron**
 - ★ Dokis
 - ★ Henvey Inlet
 - ★ Magnetawan
 - ★ Moose Deer Point
 - ★ Nipissing
 - ★ Wahnapitae
 - ★ Wasauksing
- Niiwin - Southeast/Southwest**
 - ★ Alderville
 - ★ Beausoleil
 - ★ Munsee Delaware Nation



**Anishinabek First Nations can choose to enact the Anishinabek Nation Child Well-Being Law at any time. Koganaawsawin continues to meet with, and support, all 39 Anishinabek First Nations in the area of child, youth, and family well-being.

*The Board of Directors for Koganaawsawin is comprised of two (2) representatives from each region.



ANISHINABEK NATION

MEMORANDUM

TO: Anishinabek First Nations

FROM: Anishinabek Nation Child Well-Being Negotiations Team

DATE: August 1, 2023

SUBJECT: Main Table Negotiations Updates

Main Table Tripartite Child, Youth and Family Well-Being Negotiations were held virtually on July 24 – 25, 2023. The negotiations teams reviewed the following provisions/chapters of the draft Agreement:

- Offences/Sanctions;
- Enforcement and Adjudication;
- Ratification and Community Approvals; and
- Information and Access to Privacy.

The topics for discussion and review at the upcoming in-person negotiations on September 27 – 28, 2023, include First Nation Jurisdiction and the Relationship of Laws, Blended Identities, Duty to Consult, Best Interests of the Child, Enforcement and Adjudication, Appeal and Review of Administrative Decisions, National Standards, Koganaawsawin's Role and System Descriptions.

The remaining main table negotiation dates for 2023 are as follows:

- October 12 – 13;
- October 31 – November 1;
- November 15 – 16; and
- December 12 – 14.

The Parties continue to advance their discussions and build out the main Agreement, with the target of having a final first draft completed by December 2023.



ANISHINABEK NATION

MEMORANDUM

TO: Anishinabek First Nations

FROM: Anishinabek Nation Child Well-Being Fiscal Negotiations Team

DATE: August 14, 2023

SUBJECT: Fiscal Negotiations Updates

1. Status - Return to Double Bilateral Fiscal Negotiations

The 21 First Nations implementing the Anishinabek Nation Child Well-Being Law previously expressed their agreement for the Anishinabek Nation to complete one Tripartite Fiscal Agreement with both the Government of Canada and the Province of Ontario. While a single agreement would be easier to administer, it is only possible if the parties can agree on a given fiscal approach, which will govern the structure of the agreement and the possibilities that result from it.

At the present time, the fiscal approach Ontario can agree to, based on the province's current policy and legal environment, can deliver funding but can't have self-government tools fully accompany that funding.

Examples of tools that, for Ontario, are still premised on patronage rather than self-government thinking include those dealing with reporting requirements, as well as funding envelope flexibilities.

Ontario has committed to a multi-year process of policy changes. For now, however, the province's limitations mean a Tripartite Agreement is not realistic. In order to avoid any undue delay in the completion of negotiations, a double-bilateral fiscal approach is preferred by the negotiations teams.

The objective of double-bilateral negotiations is the completion of two agreements that complement one another - one between the Anishinabek Nation and Canada, and the other between the Anishinabek Nation and Ontario.

2. Approval from Leadership

The move back to double-bilateral fiscal negotiations was discussed at the August 2023 Child Well-Being Working Group, and there were no major concerns or objections at that time. As a result, a general consensus is sought from leadership that fiscal negotiations can return to a double-bilateral approach.

Jide Afolabi,

Fiscal Negotiator and Legal Counsel | jide@afolabilaw.com



ANISHINABEK NATION

MEMORANDUM

TO: Anishinabek First Nations

FROM: Anishinabek Nation Child Well-Being Negotiations Team

DATE: August 1, 2023

SUBJECT: The Role of Koganaawsawin

1. BACKGROUND

The current draft Tripartite Agreement on Child, Youth, and Family Well-Being lists the parties to the Agreement as the Anishinabek First Nations, Ontario and Canada. However, there have been discussions at the negotiation table about the exact role of Koganaawsawin, and whether Koganaawsawin should be a signatory to the Agreement.

The question of whether Koganaawsawin should be a Party to the Agreement was put forth to the Child Well-Being Working Group in February 2023, to which 80% of attendees responded “yes”.

2. ISSUE

Should Koganaawsawin be listed a a Party to the Tripartite Agreement on Child, Youth, and Family Well-Being Agreement?

3. EFFECT

If Koganaawsawin were to be listed as a Party to the Agreement, it would assume all of the obligations, responsibilities, and benefits included in the Agreement.

**Koganaawsawin Annual General Meeting
Hybrid Meeting
Datgaagmin-giizis 23, 2023**

Gaa-wenaabdamaang (Resolution) – #2023-03

Debaachigaadeg	Subject:	Election of Koganaawsawin Directors
E-gaandingang	Mover:	
E-ko-niizhing e-gaadinang	Secunder:	
Be-minideg	Status:	
Nendowendizig	Opposed:	
Gegoo e-kidsig	Abstentions:	

ZHIBIIGAADeg-LET IT BE SAID:

1. Effective as of the date hereof, the following individuals are hereby elected to the Board of Directors of this corporation:

Zhibiigaateg (Let it be said):

1. That the elected Directors of Koganaawsawin are:

Secretary of the Board of Directors



ANISHINABEK NATION SELF-GOVERNING FIRST NATIONS
– EXERCISE OF JURISDICTION –

FIRST NATIONS	SECTORS		
	Governance	Education	Child Well-Being
1. Aamjiwnaang First Nation		✓	
2. Alderville First Nation			✓
3. Atikameksheng Anishnawbek First Nation		✓	
4. Beausoleil First Nation		✓	✓
5. Biigtigong Nishnaabeg		✓	✓
6. Biinjitiwaabik Zaaging Anishinaabek		✓	✓
7. Chippewas of Georgina Island First Nation		✓	
8. Chippewas of Rama First Nation		✓	
9. Dokis First Nation		✓	✓
10. Henvey Inlet First Nation		✓	✓
11. Long Lake #58 First Nation		✓	✓
12. Magnetawan First Nation	✓	✓	✓
13. Michipicoten First Nation		✓	
14. Mississaugas of Scugog Island First Nation		✓	
15. Mississauga #8 First Nation			
16. Moose Deer Point First Nation	✓	✓	✓



ANISHINABEK NATION SELF-GOVERNING FIRST NATIONS
– EXERCISE OF JURISDICTION –

FIRST NATIONS	SECTORS		
	Governance	Education	Child Well-Being
17. Munsee Delaware Nation		✓	✓
18. Namaygoosisagagun First Nation			✓
19. Netmizaaggamig Nishnaabeg (Pic Mobert) First Nation		✓	✓
20. Nipissing First Nation	✓	✓	✓
21. Ojibways of Aundeck Omni Kaning First Nation		✓	✓
22. Red Rock (Lake Helen) Indian Band			✓
23. Sheguiandah First Nation			✓
24. Sheshegwaning First Nation		✓	✓
25. Wahnapiatae First Nation	✓	✓	✓
26. Wasauksing First Nation		✓	✓
27. Whitefish River First Nation		✓	
28. Wiikwemkoong Unceded Territory			✓
29. Zhiibaahaasing First Nation	✓	✓	✓
TOTAL	5	23	21

Potential Shared Services

1. Language & Culture

Services related to learning programs, resources development, land-based activities, knowledge retention, etc.

2. Finance & Proposal Writing

Budget development, finance policies and procedures, financial administration, proposal writing, fiscal reporting, etc.

3. Communications

Public relations, event planning, social and digital media, publication design, communications policy, marketing, etc.

4. IT and Data Management

Network administration, system security, IT training, software and hardware, information systems management, etc.

5. Human Resources

Services related to recruitment, retention, compensation, succession, policy development, performance, etc.

6. Administrative Support

Services related to clerical duties, office administration, secretarial support, etc.

7. Research & Data Analysis

Longitudinal studies, community engagement, journey mapping, data reporting, etc.

8. Policy Analysis & Advocacy

Services related to federal and provincial legislation, government policy, external affairs, etc.

9. Legal & Negotiations Support

Services related to self-government implementation, human resources, contracts, agreement negotiation, etc.

10. Dispute Resolution - AN Circle Process

Services related to culturally-based conflict resolution, mediation, appeals and redress, etc.

11. Mental Health & Well-Being

Social development, assessments, access to resources, resources development, training, etc.

12. Capital, Operations & Maintenance

Services related to infrastructure, feasibility studies, needs assessments, capital planning, etc.

13. Regional Offices & Office Management

Services related to office coordination, health and safety, rental agreements, office maintenance and operations, etc.



By-Laws and Constitution of Koganaawsawin

Article 1 Name

1.0 The legal name of the corporation is Koganaawsawin.

Interpretation

1.1 In this by-law, unless the context otherwise requires:

- (a) "Act" means the *Not-for-Profit Corporations Act, 2010* (Ontario) and where the context requires, includes the regulations made under it, as amended or re-enacted from time to time;
- (b) "Board" means the Board of Directors of the Corporation;
- (c) "By-laws" means this by-law and all other by-laws of the Corporation as amended and which are, from time to time, in force;
- (d) "Chair" means the Chair of the Board;
- (e) "Corporation" means the corporation that has passed these By-laws under the Act or that is deemed to have passed these By-laws under the Act;
- (f) "Director" means an individual occupying the position of Director of the Corporation by whatever name they are called;
- (g) "Member" means a Member of the Corporation;
- (h) "Members" means the collective membership of the Corporation; and
- (i) "Officer" means an Officer of the Corporation.

1.2 Other than as specified in section 1.1, all terms contained in this By-law that are defined in the Act shall have the meanings given to such terms in the Act. Words importing the singular include the plural and vice versa, and words importing one gender include all genders.

1.3 The invalidity or unenforceability of any provision of this By-law shall not affect the validity or enforceability of the remaining provisions of this By-law. If any of the provisions contained in the By-laws are inconsistent with those contained in the Articles or the Act, the provisions contained in the Articles or the Act, as the case may be, shall prevail.

Article 2 Purpose and Objects

2.0 The purpose and objects of Koganaawsawin (the "Corporation") are:

- (a) improving the quality of prevention and protection programs and services for First Nations children and families by blending First Nation culture, tradition and language into child

- welfare programs and services to promote safe, healthy and culturally strong environments for First Nations children and their families;
- (b) preparing First Nations children involved in child welfare programs and services for a quality of life based on Anishinaabe teachings and culture;
 - (c) enabling and continually improving First Nation child welfare programs and services through community-based and child-centered supports and by developing and implementing culturally appropriate assessment tools and standards;
 - (d) promoting the provision of effective services to First Nation children and families by child welfare workers by developing training programs and resources for the delivery of Anishinabek culturally based programs and services to promote the spiritual strength of First Nation children and a positive cultural identity;
 - (e) collecting and acting as a public repository of First Nation child well-being laws, regulations, policies and procedures;
 - (f) advocating and being a strong voice for the needs of First Nation children and First Nation child welfare programs;
 - (g) advocating for and facilitating the implementation of the Anishinabek Nation Child Well-Being Law;
 - (h) providing technical assistance for and information sharing among First Nations and First Nation child welfare agencies; and
 - (i) such other complementary purposes not inconsistent with these objects.

Article 3 Head Office

3.0 The head office of the Corporation shall be 1 Migizii Miikan, North Bay, Ontario or at such place as the Directors may from time to time determine.

Article 4 Seal

4.0 The seal, an impression of which is stamped in the margin, shall be the seal for the Corporation.

Article 5 Membership

5.0 The membership shall consist of:

- (a) First Nation Members - any Anishinabek First Nation that supports the purpose of the Corporation and confirms their membership in a process approved by First Nations implementing the *Anishinabek Nation Child, Youth, and Family Well-Being Law*; and,
- (b) Individual Members - the applicants for incorporation who are the first Directors of the Corporation during their term as Directors, and their successors during the term of their directorship.

5.1 Each First Nation Member shall be entitled to one vote on each question arising at any special or general meeting of the Members. Each First Nation Member shall promptly be informed by the Secretary or Secretary/Treasurer of their admission as a Member.

5.2 Members may resign by resignation in writing, which shall be effective upon acceptance thereof by the Board.

5.3 Upon 15 days' written notice to a Member, the Board may pass a resolution authorizing disciplinary action or the termination of membership for violating any provision of the articles or By-laws. The notice shall set out the reasons for the disciplinary action or termination of membership. The Member receiving the notice shall be entitled to give the Board a written submission opposing the disciplinary action or termination not less than 5 days before the end of the 15-day period. The Board shall consider the written submission of the Member before making a final decision regarding disciplinary action or termination of membership.

Article 6 Annual and Special Meetings of Members

6.0 The annual or any special meeting of the Members shall be held at the head office of the Corporation or elsewhere in Ontario, as the Board may determine and on such day as the Directors shall appoint.

6.1 An annual general meeting of Members shall be held a minimum of once (1) a year unless requested by two thirds (2/3) majority of the membership at such date, time and place as chosen by the Board.

6.2 The annual general meeting shall be held within ninety (90) days following the end of the fiscal year.

6.3 At every annual general meeting, in addition to any other business that may be transacted, the report of the Directors, the financial statement, the minutes of the previous meeting and the report of the auditors shall be presented.

6.4 The Secretary may call a general meeting on the written request of a Director together with support from four Members.

6.5 No public notice or advertisement of Members' meetings shall be required, but notice of the time and place of every such meeting shall be given to each Member by sending the notice by prepaid mail, facsimile or email, ten days before the time fixed for the holding of such meeting; provided that any meetings of Members may be held at any time and place without such notice if all Members are present, and at such meeting any business may be transacted which the Corporation at election or general meetings may transact.

6.6 The only persons entitled to attend a Members' meeting are the Members, the Directors, the auditors of the Corporation or the person who has been appointed to conduct a review engagement, if any and others who are entitled or required under any provision of the Act or the articles to be present at the meeting. Any other person may be admitted only if invited by the Chair of the meeting

or with the majority consent of the Members present at the meeting.

Article 7 Errors of Omission in Notice

7.0 No error of omission in giving notice of any general or special meeting of any adjourned meeting, whether general or special, of the Members shall invalidate such meeting or make void any proceedings taken at that meeting and any Member may at any time waive notice to any such meeting and may ratify, approve and confirm any or all proceedings taken or had at that meeting.

7.1 For the purpose of sending notice to any Member, Director or Officer for any meeting or otherwise, the address of any Member, Director or Officer shall be their last address recorded on the books of the Corporation.

Article 8 Quorum of Members

8.0 A quorum for a general or special meeting of Members and for transaction of any business at such meeting shall be at least a majority of the First Nation Members.

Article 9 Voting of Members

9.0 Subject to the provisions, if any, contained in the letters patent of the Corporation, each First Nation Member shall at all meetings of Members be entitled one vote.

9.1 At all meetings of Members every question shall be decided by a majority of votes of the Members present in person or represented by law. Every question shall be decided in the first instance by a show of hands unless a poll be demanded by any Member. Upon a show of hands, every Member having voting rights shall have one vote, and unless a poll be demanded a declaration by the Chair that a resolution has been carried or not carried and an entry to the effect in the minutes of the Corporation shall be admissible in evidence of prima facie proof of the fact without proof of the number or proportion of the votes accorded in favour of or against such resolution. The demand for a poll may be withdrawn, but if a poll is demanded and not withdrawn, the question shall be decided by a majority of votes given by the Members present. Such poll shall be taken in such a manner as the Chair shall direct and the result of such poll shall be deemed the decision of the Corporation in a general meeting upon the matter in question. In case of an equality of votes at any general meeting whether a show of hands or at a poll, the Chair shall be entitled to a second or casting vote.

Article 10 Board of Directors

10.0 The affairs of the Corporation shall be managed and administered by a Board consisting of eight Directors who shall be elected for a term of three years at the Annual General Meeting of Members and remain in office until the third annual meeting after their election or appointment or until their successors are elected or appointed and shall be representative of the regions established and acknowledged by the Corporation. In order to effect the staggered terms, three (3) Directors will complete a one (1) year term, three (3) Directors will complete a two (2) year term, and two (2) Directors will complete a three (3) year term, where one (1) Director will retire at each annual

meeting of members. At each election, each Director will be elected for a three year term of office.

10.1 Directors' meetings may be formally called by the Chair or by the Secretary on direction in writing of two Directors. Board meetings may be held in-person or by any other means that allow each Director to hear and be heard by all other Directors participating in the meeting.

10.2 Each Director may appoint an alternate Director to attend meetings when the Director is not available.

10.3 Notice of such meetings shall be mailed, delivered, telephoned or faxed to each Director not less than 48 hours before the meetings are to take place. The statutory declaration of the Secretary or Chair that notice, has been given pursuant to this By-law shall be sufficient and conclusive evidence of the giving of such notice. The Board may appoint a day or days in any month or months for regular meetings at an hour to be named and of such regular meeting no notice need be sent. A Directors' meeting may also be held, without notice, immediately following the annual meeting of the Corporation. The Directors may consider or transact any business either special or general at any meeting of the Board.

10.4 The immediate past-Chair, if not re-elected as an Officer, or a member of the Board, shall act for one year as an ex-officio member of the Board, but does not have the capacity to vote.

10.5 The Board of Directors shall appoint the auditors for the subsequent year at the Board meeting immediately prior to the annual general meeting each year and report on the appointment at the annual general meeting.

Conflict of Interest

10.6 Board members shall determine by a simple majority vote, whether or not a Board member has a conflict of interest in relation to issue or matter before the Board. A Board member who declares conflict of interest or who has been declared so by the Board shall not enter into debate or vote concerning the issue or matter.

Vacancies

10.7 The office of a Director shall be vacated immediately:

- (a) if the Director resigns office by written notice to the Secretary, which resignation shall be effective at the time it is received by the Secretary or at the time specified in the notice, whichever is later;
- (b) if the Director dies or becomes bankrupt; or
- (c) if the Director is found to be incapable of managing property by a court or under Ontario law.

10.8 Vacancies on the Board, however caused, may so long as a quorum of Directors remain in

office, be filled at the next general meeting of the Members at which the Directors are elected. If there is not a quorum of Directors, the remaining Directors shall forthwith call a meeting of the Members to fill the vacancy.

10.9 If in opinion of the Board, a Board member is not acting in the best interests of the Corporation, the Board may by a simple majority vote, call an extraordinary meeting of the Board to determine whether or not the Board member concerned shall be dismissed from the Board. Any Board member missing three (3) consecutive meetings of the Board without notice of intent to be absent, may be removed from the Board by a simple majority vote of the Board.

10.10 The Members may, by resolution passed by a least two thirds of the votes, cast at a general meeting of which notice specifying the intention to pass such resolution has been given, remove any Director before the expiration of their term of office.

10.11 A vacancy on the Board shall be filled as follows:

- (a) a quorum of Directors may fill a vacancy among the Directors;
- (b) if there is not a quorum of Directors or there has been a failure to elect the minimum number of Directors set out in the articles, the Directors in office shall, without delay, call a special meeting of Members to fill the vacancy and, if they fail to call such a meeting, the meeting may be called by any Member;
- (c) if the vacancy occurs as a result of the Members removing a Director, the Members may fill the vacancy by a majority vote and any Director elected to fill the vacancy shall hold office for the remainder of the removed Director's term; and
- (d) the Board may fill any other vacancy by a majority vote, and the appointee shall hold office for the remainder of the unexpired portion of the term of the vacating Director. After that, the appointee shall be eligible to be elected as a Director.

Quorum and Meetings

10.12 A majority of Directors (50% plus 1) will form a quorum for the transaction of business. Except as otherwise required by law, the Board may hold its meetings at such place or places as it may from time to time determine. No formal notice of any such meeting shall be necessary if all the Directors are present, or if those absent have signified their consent to the meeting being held in their absence.

10.13 If all the Directors participating consent, a Board meeting may be held by telephone, electronic or other communication facilities that permit all persons participating in the meeting to communicate adequately with each other at the same time, and a Director participating by such means is deemed to be present at that meeting.

Voting

10.14 Questions arising at any meeting of Directors shall be decided by a majority of votes, unless otherwise required by this By-law. All Directors may vote on any question. In case of an equality of votes the motion shall be defeated. A declaration by the Chair that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of the votes recorded in favour of or against such resolution. In absence of the Chair, their duties may be performed by such other Directors as the Board may from time to time appoint for the purpose.

Article 11 Errors in Notice, Board of Directors

11.0 No error or omission in giving such notice for a meeting of Directors shall invalidate such meeting or invalidate or make void any proceedings taken or had at such meeting and any Director may at any time waive notice of any such meeting and may ratify and approve of any or all proceedings taken or had thereat.

Article 12 Powers

12.0 The Board may administer the affairs of the Corporation in all things and make or cause to be made for the Corporation, in its name, any kind of contract which the Corporation may lawfully enter into and save as hereinafter provided, generally, may exercise all such other powers and do all such other powers and do all such other acts and things as the Corporation is by its charter or otherwise authorized to do.

12.1 The Board may lease property for a certain period to any party upon the authorization of a simple majority vote at a meeting of the Board upon terms and conditions determined by the Board.

12.2 The Board may appoint any person or persons to perform any function for which it deems necessary to conduct the Corporation's business effectively and efficiently. The Board will be responsible for the hiring and releasing of all employees.

12.3 Committees may be established by the Board as follows:

- (a) the Board may appoint from their number a managing Director or a committee of Directors and may delegate to the managing Director or committee any of the powers of the Directors excepting those powers set out in the Act that are not permitted to be delegated; and
- (b) subject to the limitations on delegation set out in the Act, the Board may establish any committee it determines necessary for the execution of the Board's responsibilities. The Board shall determine the composition and terms of reference for any such committee. The Board may dissolve any committee by resolution at any time.

Article 13 Remuneration of Directors

13.0 The Directors shall serve as such without remuneration and no Director shall directly or indirectly receive any profit from occupying the position of Director, provided that:

- (a) Directors may be reimbursed for reasonable expenses they incur in the performance of their Directors' duties;
- (b) Directors may be paid remuneration and reimbursed for expenses incurred in connection with services they provide to the Corporation in their capacity other than as Directors, provided that the amount of any such remuneration or reimbursement is: (i) considered reasonable by the Board; (ii) approved by the Board for payment by resolution passed before such payment is made; and (iii) in compliance with the conflict of interest provisions of the Act; and

notwithstanding the foregoing, no Director shall be entitled to any remuneration for services as a Director or in other capacity if the Corporation is a charitable corporation, unless the provisions of the Act and the law applicable to charitable corporations are complied with.

Article 14 Officers of Corporation

14.0 The Officers shall be a Chair, Vice Chairperson, Secretary and Treasurer. The Chair shall be elected at a meeting held soon after the Annual General Meeting and shall be on the Board, and no person shall serve as an Officer if after election they have been disqualified as a member of the Board.

14.1 Any Officer shall cease to hold office upon resolution of the Board.

Duties of Chair

14.1 The Chair shall, when present, preside at all meetings of Members. The Chair shall also be charged with the general management and supervision of the affairs and operations of the Corporation. The Chair shall, with the Vice Chairperson or other Officers appointed by the Board for the purpose, sign all By-laws.

14.2 The Chair, or the Vice Chairperson or Director in the absence of the Chair, shall be the official spokesperson for releasing to the public only such information as is authorized from time to time as official policy.

Duties of the Vice Chairperson

14.3 The Vice Chairperson shall act in the capacity of the Chairperson when the Chairperson is unable or unwilling to fulfill the duties and responsibilities of the office of the Chair.

Duties of the Secretary

14.4 The Secretary is responsible generally for the drafting of all Corporate correspondence and other documentation and for the drafting and distribution of notices of meetings at the direction of the Board. All correspondence received by the Secretary must be presented at the next applicable

meeting. The Secretary will ensure there are minutes of each meeting and will present them at the subsequent meetings at the direction of the Board. They will be responsible for the safe custody of all corporate books, records and the corporate seal and must release no information from these books and records except as authorized by the Board as required by statute.

Duties of the Treasurer

14.5 The Treasurer is responsible generally for ensuring appropriate accounting books and records for the Corporation are maintained and for providing the Board and Members with regular written reports on the financial status of the Corporation. The Treasurer is responsible for the safe custody of all financial books and records and must release no information from these books and records except as authorized by the Board as required by statute.

Article 15 Adjournments

15.0 Any meeting of the Corporation or of the Directors may be adjourned to any time and from time to time and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice shall be required of such adjournment. Such adjournment may be made notwithstanding that no quorum is present.

Article 16 Financial Year

16.0 Unless otherwise ordered by the Board, the fiscal year of the Corporation shall terminate on the 31st day of March in each year.

Article 17 Execution of Documents

17.0 Deeds, transfers, licenses, contracts and engagements on behalf of the Corporation shall be signed by two of the Chairs, the Secretary or Treasurer. The Secretary will affix the seal of the Corporation to such instruments as require the same.

17.1 Contracts in the ordinary course of the Corporation's operations may be entered into on behalf of the Corporation by the Chair, Vice Chairperson or Treasurer or by any person authorized by the Board.

17.2 The Chair, Vice Chairperson, Secretary, Treasurer or the Director, or any person or persons from time to time designated by the Board may transfer any and all shares, bonds, or other securities from time to time standing in the names of the Corporation in its individual or any other capacity or as trustees or otherwise and may accept in the name and the behalf of the Corporation transfers of shares, bonds, or other securities from time to time transferred to the Corporation, and may affix the corporate seal to any and all instruments in writing necessary or proper for such purposes including the appointment of an attorney or attorneys to make or accept transfers of shares, bonds or other securities on the books of any company or corporation.

17.3 Notwithstanding any provisions to the contrary contained in the By-laws of the Corporation, the Board may at any time by resolution direct the manner in which, and the person or persons by whom any particular instrument, contract or obligations of the Corporation may or shall be executed.

Article 18 Books and Records

18.0 The Board shall see that all necessary books and records of the Corporation required by the By-laws of the Corporation or by any applicable statute or law are regularly and properly kept.

Article 19 Banking and Cheques

19.0 The Board shall by resolution from time to time designate the bank in which the money, bonds or other securities of the Corporation shall be placed for safekeeping.

19.1 All cheques, bills of exchange or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation, shall be signed by the staff of finance and one other Officer and any one of such Officers or agents may alone endorse notes and drafts for collection on account of the corporation through its bankers, and endorse notes and cheques for deposit with the Corporation's bankers or the same may be endorsed "for Collection" or "for deposit" with the bankers of the Corporation by using the Corporations rubber stamp for the purpose. Any one of such Officers or agents so appointed may arrange, settle, balance and certify all books and accounts between the Corporation and the Corporation's bankers and may receive all paid cheques and vouchers and sign all the bank's forms or settlement of balances and release verification slips.

Article 20 Borrowing

20.0 The Directors may, subject to Article 8:

- (a) borrow money on the credit of the Corporation, or
- (b) issue, sell or pledge securities of the Corporation, or
- (c) charge, mortgage, hypothecate or pledge all or any of the personal property of the Corporation, including book debts rights, powers, franchises and undertakings, to secure any other obligation or liability of the Corporation, or
- (d) conduct lotteries in accordance with applicable existing provincial statutes.

20.1 From time to time the Directors may authorize any Director, Officer or employee of the Corporation or any other person to make arrangements with reference to the monies borrowed or to be borrowed as a fore said and as to the terms and conditions of the loan thereof, and as to the securities to be given therefore, with power to vary or modify such arrangements, terms and conditions and to give additional securities for any monies borrowed generally to manage, transact and settle the borrowing of money by the Corporation for its purpose to be invested in any investments that are authorized for the investment of trust funds in the Province of Ontario; and sell, transfer and assign such investments from time to time, for which purposes the signatures of the Secretary, Treasurer and the Chair shall be sufficient.

Article 21 By-laws, Resolutions and Amendments

21.0 Additions, amendments or alterations to this By-law shall be made by a majority of the First Nation Members at a general meeting. Notwithstanding this, Article 8 shall not be added to, amended or in any way altered except by a unanimous vote of the First Nation Members at a general meeting.

21.1 Subject to the foregoing, the Board may with proper notice propose additions, amendments or alterations to By-laws at a duly held meeting. This By-law does not apply to proposed amendments authorized by the Board covered elsewhere in the Corporation's By-laws.

Article 22 Liabilities

22.0 Every Director and every Officer and heirs, executors, administrators and other legal personal representatives shall, from time to time and at all times, be indemnified and saved harmless by the Corporation from and against:

- (a) any liability and all costs, charges and expenses sustained or incurred in respect of any action, suit or proceeding that is proposed or commenced against a Board member for or in respect of the execution of duties of office: and
- (b) all other costs, charges and expenses that a member of the Board sustains or incurs in respect of the affairs of the Corporation except by his own wilful neglect or default.

22.1 No Director or Officer shall be liable for the acts, receipts, neglects or defaults by any other Director or Officer or employee, or for joining in any act of conformity, or for any loss, damage or expense happening to the Corporation through the insufficiency or deficiency of title to any property acquired by order of the Board for or on behalf of the Corporation or for the insufficiency or deficiency of any security in or upon which any of the monies of or belonging to the Corporation shall be placed out or invested or for any loss or damage arising from the bankruptcy, or insolvency of any person, firm or corporation with whom any monies, securities or effects shall be lodged or deposited or for any loss occasioned by any error or for any other loss, damage or misfortune whatever which may happen in the execution of the duties of his respective office or trusts or in relation thereto unless the same shall happen by or through his own wilful act or default.

22.2 Any act or proceeding of any Director of the Board shall be deemed invalid or ineffective by reason of the subsequent ascertainment of any irregularity in regard to such act or proceeding or the qualifications of such Director or Directors.

22.3 Directors may rely upon the accuracy of any statement or report prepared by the Corporation's auditors and shall not be responsible or held liable for any loss or damage resulting from acting upon such statement or report.

PASSED by the Member First Nations:

Date:

CHAIRPERSON:

SECRETARY:

By-Law Amendments:

Date	Amendment	Process of Approval



PROPOSED HUMAN RESOURCES FOR Koganaawsawin



FIRST NATIONS

EXISTING FN POSITIONS

Law Makers/Governance - Chief & Council

- First Nation (Band) Representative
- Legal Services
- Shelter and Victim Services
- Mental Health/Community Wellness Workers
- PMC Workers
- Cultural Programmers
- Customary Care Support Workers
- Educational Assistants
- Addictions Workers

PROPOSED FN POSITIONS

- Child, Youth, and Family Well-Being Managers (21)
- Executive Assistants (21)
- Self-Government Implementation and Operations Officers (21)
- Child, Youth, and Family Well-Being Information System Coordinators (21)
- Child, Youth, and Family Well-Being Budget and Finance Officers (21)
- Data and Financial Reporting Administrators (21)
- Appeals Committee Coordinators (21)
- Family Well-Being Coordinators (21)
- Repatriation Coordinators (21)
- Youth Coordinators (21)
- Prevention Coordinators (21)
- Cultural Services Coordinators (21)

CAPACITY & SUPPORT

EXISTING CAPACITY & SUPPORT POSITIONS

Governance

- Family Well-Being Coordinator
- Repatriation Coordinator
- Child and Family Services Coordinator
- Youth Well-Being Coordinator
- Prevention Services Coordinator
- First Nation Representative Liaison

PROPOSED CAPACITY & SUPPORT POSITIONS

- Cultural Coordinators (4)
- Prevention-Focused Customary Care Coordinators (4)
- Jordan's Principle Coordinators (4)
- Family Well-Being Coordinators (4)
- Youth Well-Being Coordinators (4)
- Child Welfare System Liaisons (4)
- Post-Majority Support Services Coordinators (4)
- Regional Coordinators (4)
 - Regional Administrative Assistants (4)
- Child, Youth, and Family Well-Being Advocate (4)
- Implementation and Operations Coordinators (4)
- Anishinabek Nation Circle Process Regional Facilitators (4)
 - Anishinabek Nation Circle Process Assistants (4)

KOGANAAWSAWIN ADMIN SUPPORT

EXISTING KOGANAAWSAWIN ADMIN POSITIONS

Governance - Board of Directors

- Director of Koganaawsawin
 - Executive Assistant
- Manager of Communications and Information
 - Web Developer
- Finance Coordinator
- Negotiations Researcher/Coordinator
- Children's Commissioner
 - Children's Commissioner Liaison
- Anishinabek Nation Circle Process Lead Facilitator
 - Senior Program Officer

PROPOSED KOGANAAWSAWIN ADMIN POSITIONS

- Associate Director of Koganaawsawin (1)
- Data, Information and Analysis Manager (1)
 - Data Management and Quality Assurance Coordinator (1)
 - Information Analysis Officer (1)
- Communications Coordinator (1)
 - Media Specialist (1)
- In-House Legal Counsel (1)
 - Law Clerk (1)
- Finance Manager (1)
 - Finance Clerk (1)
 - Financial Analyst (1)
 - Finance Infrastructure and Capital Officer (1)
 - Funding Navigator (1)
- Program Development Manager (1)
 - Program Development Administrative Assistant (1)
 - Training Coordinator (1)
 - Prevention-Focused Customary Care Coordinator (1)
 - Jordan's Principle Coordinator (1)
 - Adoption Coordinator (1)
 - Child Welfare System Liaison (1)
 - Post-Majority Support Services Coordinator (1)
 - Implementation and Operations Manager (1)
 - First Nation Representative Administrative Assistant (1)
 - Canadian Human Rights Tribunal Navigator (1)
- Koganaawsawin Facilities Manager (1)
 - Transcriptionists (2)
 - Special Projects Coordinators (2)
- Human Resources Manager (1)
 - Human Resources Coordinator (1)
- IT Manager (1)
 - IT Support Technicians (3)
 - Data Analyst (1)
 - Data and QA Coordinator (1)
 - Database Developer and System Administrator (1)
- Children's Commissioner Administrative Assistant (1)
- Anishinabek Nation Circle Process Assistant to the Lead Facilitator (1)