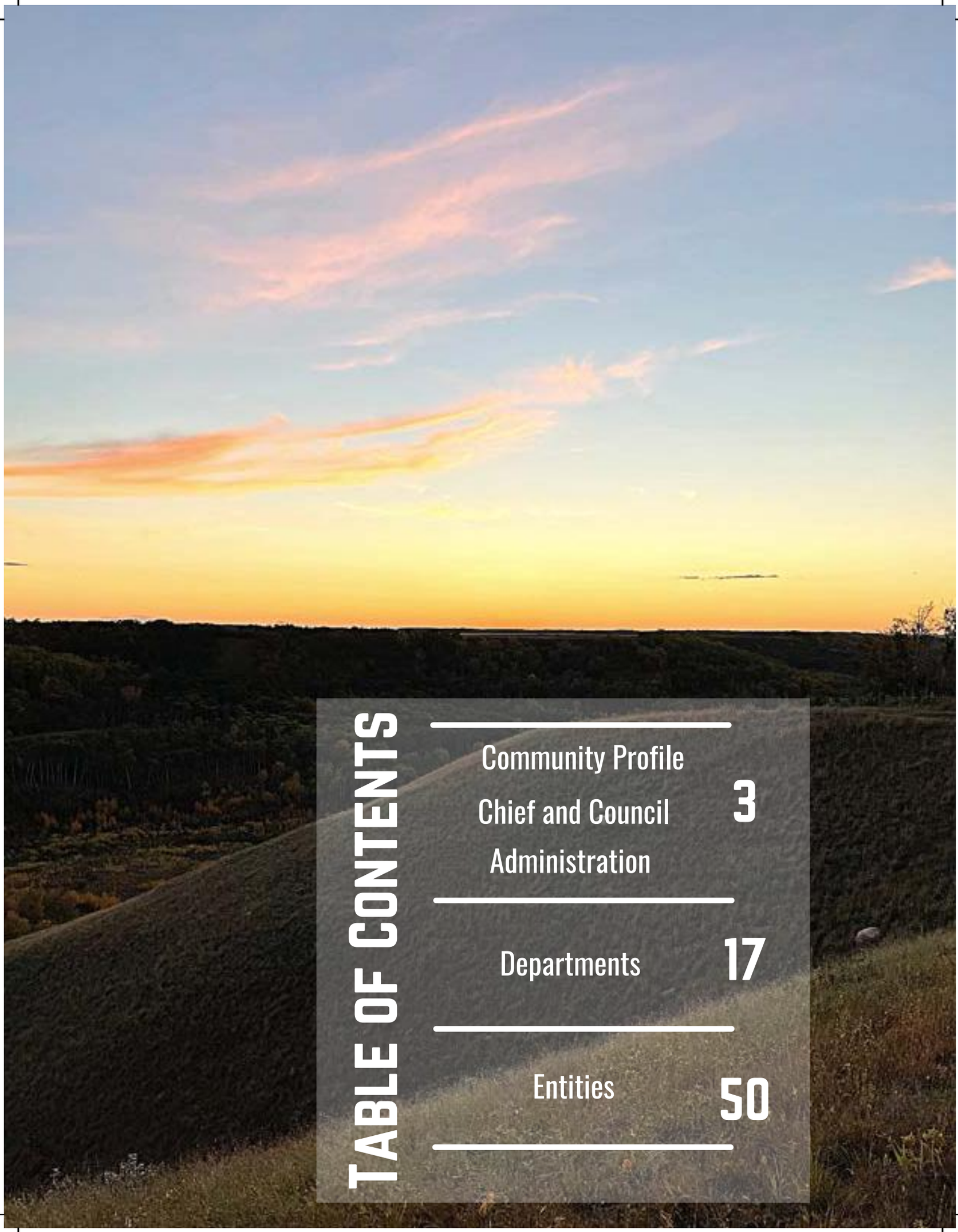
# COWESSESS FIRST NATION

# 2021

# ANNUAL REPORT



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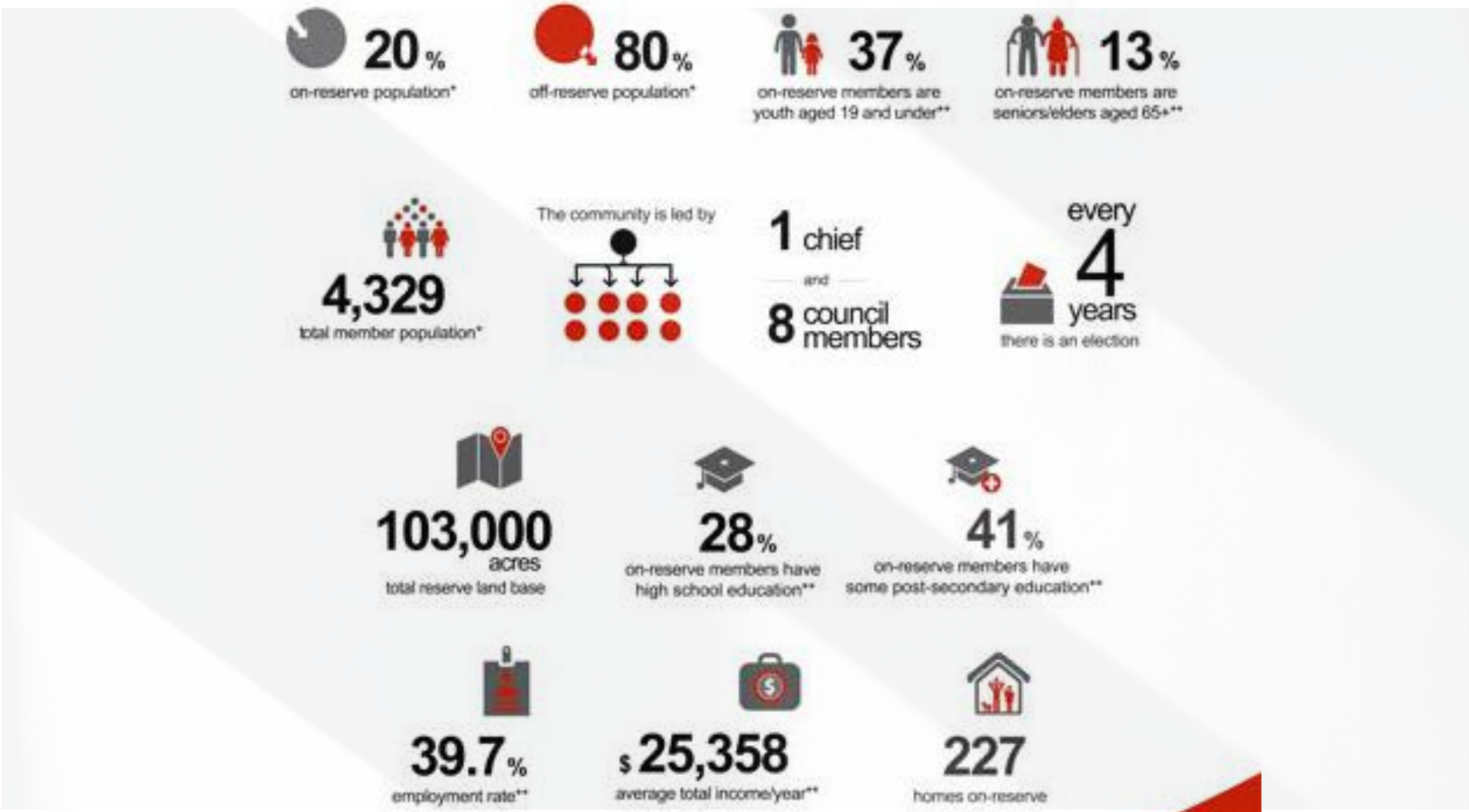
# COMMUNITY PROFILE

## Cowessess First Nation
### Community Profile



# GOVERNANCE

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Administration
OFFICE OF THE TRUSTEES
Education Board
(In Development)
Chief and Council
Eagle Woman Tribunal
COWESSESS VENTURES LTD.
Cowessess Mikiwam Housing Inc.
Chief Red Bear
Littlechild Community Development Inc.

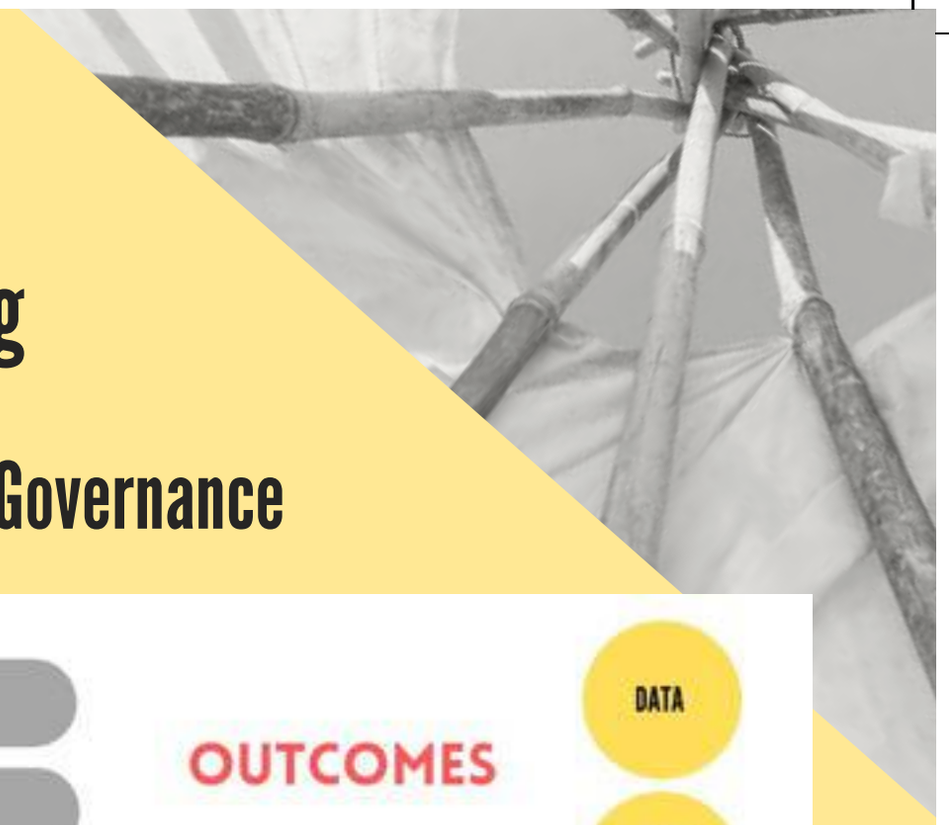
# CHIEF AND COUNCIL

Left to right back row:

Malcolm Delorme - Jon Z. Lerat - Gary Sparvier - Curtis Lerat - Damon Delorme - Richard Aisaican

Left to right front row:

Denise Pelletier - Chief Cadmus Delorme - Pat Sparvier



# Nation Building

## CFN Governance

1. NATION BUILDING
2. CAPITAL PROJECTS
3. FINANCE AND ADMINISTRATION
4. COMMUNITY ENHANCEMENT
5. MIYO-PIMATISOWIN
6. STEWARDS OF THE LAND
7. INHERENT TREATY RIGHTS
8. SONIYAHKAKEW
9. CITIZEN ENHANCEMENT

**OUTCOMES**

- Cultural Rejuvenation
- Economic Self Sufficiency
- Political Sovereignty

- DATA
- GOOD GOVERNANCE
- CHANGE MANAGEMENT
- VALUES TRUST
- STRATEGIC PLANNING
- COMMUNICATION

# GOVERNANCE STRUCTURE

Cowessess First Nation is at a moment in time filled with opportunities where citizens have an inherent right that derives well before first contact with settler society. This is foundational in the Cowessess First Nation Constitution.

Cowessess signed Treaty with the Crown 147 years ago. This affirms our responsibility to work with the Crown while they assure their fiduciary obligation for sharing of the land is fulfilled.

The challenge remains to work with the Canadian State which has attempted to harm and break our spirit as Cowessess First Nation. This challenge is now transitioning back to a true Cowessess First Nation governing body which our ancestors used prior to the Indian Act and help Cowessess First Nation move beyond the Indian Act.

There are three outcomes the Cowessess First Nation focuses on: Economic Self-Sustainability, Political Sovereignty, and Cultural Rejuvenation.

**Economic Self–Sustainability**

Creating jobs, training, education, businesses, utilizing the land, enhancing citizens, taking pride in citizens, less reliant on others, efficiency.

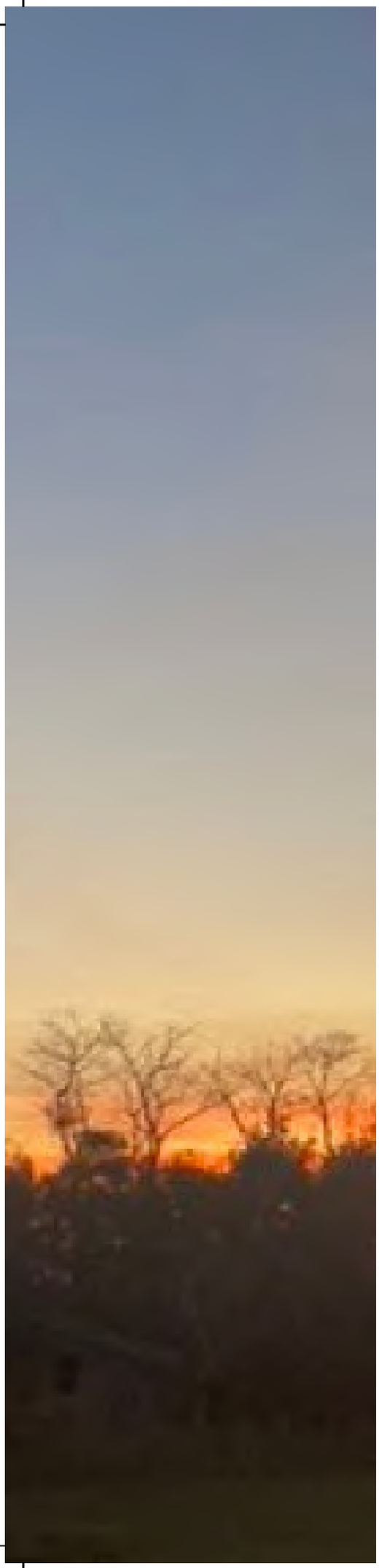
**Political Sovereignty**

Accountability, Nation-building, empowering the Constitution, moving beyond the Indian Act, Cowessess laws, internal dispute resolution.

**Cultural Rejuventation**

Language, healing, strengthening kinship, empowering citizens, protocols and culture, and strengthening the identity of being a Cowessess citizen.

These outcomes lead to core strategic areas citizens can focus on to have stronger results based impact on the Nation.



# Message from the Chief

Cowessess First Nation continues to get stronger, one day at a time.

This past year, our Nation experienced both highs and lows with COVID-19, the confirmation of unmarked graves, and the signing of the first Coordination Agreement in Canada that included visits from Prime Minister Trudeau and Premier Scott Moe. Cowessess First Nation is creating a future for our children and children yet unborn to instill pride, to witness their Nation grow and look to brighter days ahead.

Chief and Council spend hours talking and assuring that key areas are met and investment is in the best interest of the First Nation. The duty of care for the Chief and Council remains to focus on areas that make the biggest impact for the majority of citizens.

Cowessess Ventures, Chief Red Bear Children's Lodge, Little Child Community Development, Treaty Land Entitlement, Mikiwam Housing Inc., and Eagle Woman Tribunal continue to gain strength on behalf of all citizens. These entities have strong-minded people wanting to serve on behalf of Cowessess citizens to execute decisions and build a governance structure to bring low-risk and long-term sustainable growth. The Executive Director, program directors and staff continue their commitment to our community's growth, healing, and strength. The entire Cowessess First Nation family has lifted our Nation to be a progressive forward-thinking First Nation.

The COVID-19 pandemic has been tough on many. We continue to find the means to keep our community safe, to roll out vaccines, professionally and safely, and maintain somewhat of a new normal life. Thank you to our front-line staff who work to ensure we remain low risk. The more people that are vaccinated, the more we remain a low-risk community.

In March 2021, Cowessess First Nation officially launched Eagle Woman Tribunal. It is a judicial system created by Cowessess First Nation to be a fair process to empower Cowessess laws, help Cowessess First Nation achieve true self-government, and is a mechanism for dispute resolutions.

In April 2021, Cowessess First Nation asserted jurisdiction of children in care and prevention services. Cowessess First Nation never surrendered jurisdiction over our children in care and we now control our destiny when it comes to our children. With on and off-reserve resources to help, this will also enhance the relationship for urban members. In the coming years, more services will be developed to assure jurisdiction is fully implemented.

In June 2021, Cowessess First Nation verified the unmarked graves at the former Roman Catholic Marieval Residential School. This verification has been validation to many who continue to address the intergenerational trauma, frustration and more. As we get stronger, we must find a safe place to address this trauma so our children can continue to get stronger.

In July 2021, Prime Minister Trudeau and Premier Moe came to Cowessess First Nation to sign the first Coordination Agreement that confirms the investment and respect Canada and Saskatchewan have for Cowessess First Nation jurisdiction towards protection and prevention.
With $37.2 million, Cowessess is building a healing model that is in the best interest of our children, and strengthening entire families.

This Annual Report will share the story that your First Nation is getting stronger one day at a time, the leadership is in order, and your administration and entities will continue to advocate for a strong, long term sustainable First Nation that our children and children yet unborn will be proud of.

# Cowessess First Nation Princess

Tansi. I would like to begin by saying that I am grateful for having the opportunity to be Cowessess First Nation Princess. I am the granddaughter of Chester and Eleanor Agecoutay. My parents are Rebecca Agecoutay & EJ Healy.

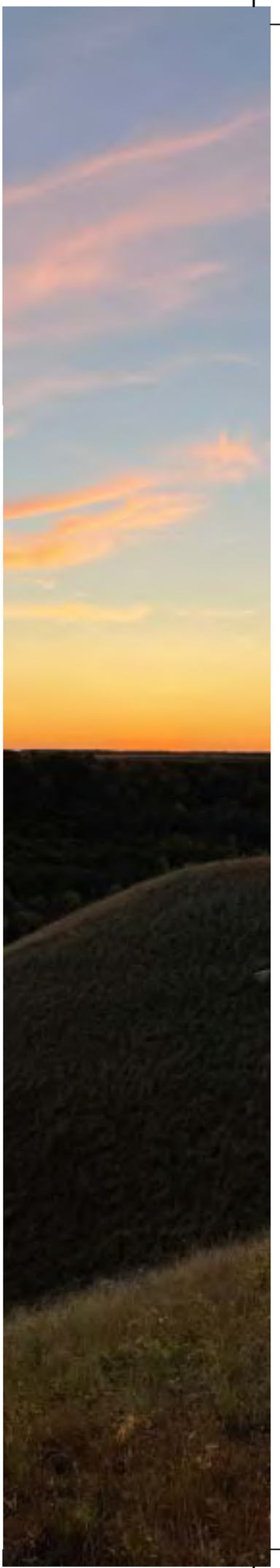
It has been fun representing my home Nation with Chief Cadmus Delorme. My favourite part of being Princess is that I have met many important people. I am able to dance for relatives who cannot, for those who need healing, those who are sick, elderly and newly born.
Since being crowned August 2019, I have had the opportunity to make memories at many special events. These include taking part in grand entries at powwows, meeting the Prime Minister, turning on the community solar project, welcoming remarks and the national anthem at the Riders home opener and dancing for our elders at the senior's home in Broadview. I was able to pray and dance on the grounds of Marieval Residential School. My Great Grandparents Mary and Isadore Agecoutay, my great uncles and aunts, my grandfather, my aunt and my mother all attended school there. I am the first generation to not have stepped foot in the school. I pray that our community can continue to heal. Most recently I was able to attend the grand opening of the Tim Hortons on Cowessess status land in Regina. It was nice meeting the Mayor and seeing how many people support our First Nation. My favourite contribution was when I danced and prayed for people across the world at the start of the pandemic. My video reached 22 countries, I received thousands of messages and comments full of love. It helped calm the hearts of many people who were having a difficult time.

I would like to tell our youth, both on and off reserve, that if you have a goal don't be afraid to try. You will achieve it if you work toward it. <3 I wanted to be a Princess from a very young age because seeing other Princesses and Warriors was inspiring. I enjoy being an advocate for MMIW, Two Spirited youth, Residential School survivors and spirits, and most importantly – our community. I have learned so much and can't wait to learn more. The world is our classroom.

Thank you Chief Cadmus for showing me what it means to be a great leader. Thank you members of Cowessess First Nation for your support.

Kinanaskomotin,

Mimikwâs Agecoutay



# Administration

## MISSION

To be an excellent resource to Chief and Council, Program Directors, staff and citizens by providing clear information to guide decisions, implement policy and support projects.

## VISION

The Executive Office supports community leaders in achieving the Nation's vision.

## STAFF

**A/EXECUTIVE DIRECTOR: TONII LERAT**

| | |
|---|---|
| Pat Criddle | Executive Assistant |
| Kathy Buckles | Finance Director |
| Tracy Burke | Human Resources |
| Annette Ermine | Communications |
| Vacant | Communications Assistant |
| Jennifer Pelletier | Nation Navigator |

# EXECUTIVE DIRECTOR

## ANGIE YELLOW BIRD

## TONII LERAT

Angie Yellow Bird is the former Executive Director for Cowessess First Nation. After years of delivering quality services on behalf of the Nation, Angie stepped down from this position to embark on a new chapter in her life. We thank her for all the work she has done and we wish her all the best in her endeavors. Tonii Lerat is the Interim Executive Director until the position is filled in the near future.

The Executive Director is under the direct supervision of the Chief and is the only employee of the Chief & Council. The Executive Director works in collaboration with the Executive office that includes the Director of Finance, the Executive Assistant, Human Resources, Communications Specialist and the Nation Navigators. Overall, the Executive Director has the responsibility of ensuring that there are reliable, credible and accountable programs & services being provided by the many Departments of Cowessess First Nation; which includes the Post Office and the Chief Henry S. Delorme Mall. To accomplish this task, the Executive Director, in collaboration with the Executive Office, must ensure that all the necessary policies, procedures, processes and finances are in place to support the organization in achieving their goals and objectives.

**Good Governance**

The CFN Organization is governed by the various Law's, Agreements, Bylaws, Policy & Procedures and Plans that, as the Executive Director, am responsible for ensuring that all the departments, programs, services and staff are abiding by and adhering to in all the decisions that are being made.

**Values & Trust**

Each and every one of the director's share the same values as it relates to the betterment of the organization. It is their intention to enhance the environment and lives of who they provide programs and services on behalf of. By working as a team, the trust is strengthened as they move forward by supporting and assisting one another.

**Strategic Planning**

The Executive Office and the Program Directors continuously strive to plan for a brighter future in all the areas that they work within. It is our intention that on annual basis, strategic planning sessions will be conducted to ensure that we are consistently working towards that same goal of improving the environment and lives of those we serve.

As of October 2021

**COWESSESS CITIZENSHIP**

**CHIEF & COUNCIL**

**EXECUTIVE DIRECTOR**
Angie

**SPECIFIC BOARDS/PROJECTS**

- Cowessess Ventures LP
- Treaty Land Entitlement
- Mikiwam Housing Inc
- Little Child Community Development Corp.
- Education Board
- Chief Red Bear Children Lodge
- Flood Claim Agreement
- 1907 Land Surrender

**NATION REBUILDING RESPONSIBILITIES**

- Nation Building
- Capital Projects
- Finance & Admin Committee
- Stewards of the Land Committee
- Community Enhancement
- Inherent Rights & Treaty Rights
- Miyo-Pimatisowin
- Citizen Enhancement
- Nation Treasury

**SHARED ADMINISTRATION**

- Finance
- Human Resource
- Administrative Support Services
- Communications
- Nation Navigators and Executive

**SPECIFIC SERVICES**

- Special Projects Lead: 4-C Farms, 4-C Ranch
- Last Oak Golf & Country Club
- Chief Henry S Delorme Mall

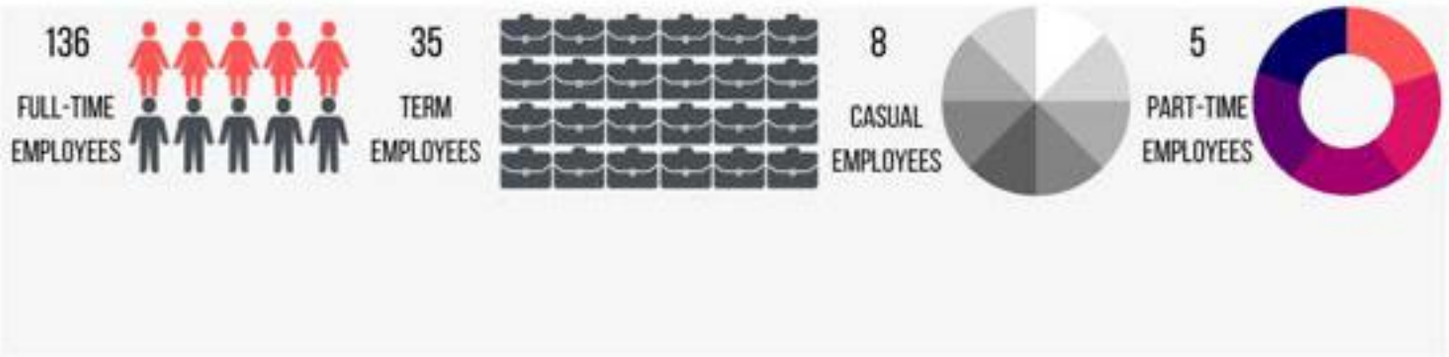
| DIRECTOR OF HEALTH & SOCIAL DEVELOPMENT | DIRECTOR OF HOUSING | DIRECTOR OF FACILITIES & INFRASTRUCTURE | DIRECTOR OF JUSTICE | DIRECTOR OF EMPLOYMENT, TRAINING & SUPPORT | DIRECTOR OF LANDS & RESOURCES | DIRECTOR OF EDUCATION | DIRECTOR OF ECONOMIC DEVELOPMENT | DIRECTOR OF URBAN SERVICES | DIRECTOR OF SPORTS |
|---|---|---|---|---|---|---|---|---|---|
| Kelly | Neil | Ira | Kevin | Barry | Loretta | Sandy | Jessica | Jodie | Vacant |
| Community Based Health Services in:<br>• Home care<br>• Addictions<br>• Community health<br>• Professional medical services | • CMHC & Band Units<br>• Home maintenance<br>• Tenant Relations<br>• New housing | • Roads<br>• Community Buildings & Facilities<br>• Community Parks<br>• Water & Sewer Operations | • Peacekeepers<br>• Community Justice Programming | • Income Support<br>• Community Preparation Centre<br>• Labour Force Development | • Lands & Resources<br>• Lands & Resource Management<br>• Land Leasing Program<br>• RLEMP<br>• TLE<br>• TLE Land Leasing Program | • CCEC<br>• Post-Secondary<br>• Daycare<br>• Early Childhood Development (Head Start)<br>• Bussing<br>• Education Support | • 4 C Farms<br>• 4 C Ranch<br>• Partnerships<br>• Grant Opportunities | • Urban Programming & Services | • Youth, Adult & Seniors Programming<br>• Youth Centre<br>• Gym Nights<br>• Cultural Camps<br>• Sports Games Administrator |
| **COMMUNITY SERVICES** | | | | | **RESEARCH & DEVELOPMENT** | | | **CITIZEN SERVICES** | |

# MEMBERSHIP

POPULATION STATISTICS FOR COWESSESS FIRST NATION-OCTOBER 2021--ISC

TOTAL POPULATION: **4,329**

# ADMIN OFFICE



# COMMUNICATIONS STATS

MORE THAN 4K FOLLOWERS

3,000 VIEWS PER MONTH

OVER 300 FOLLOWERS

4,840 PROCESSED PIECES OF MAIL

84 SUBSCRIBERS AND OVER 10,000 VIEWS

COMMUNITY ENGAGEMENT SESSIONS-CANCELLED DUE TO COVID 19

## PARADISE RADIO 98.1 FM

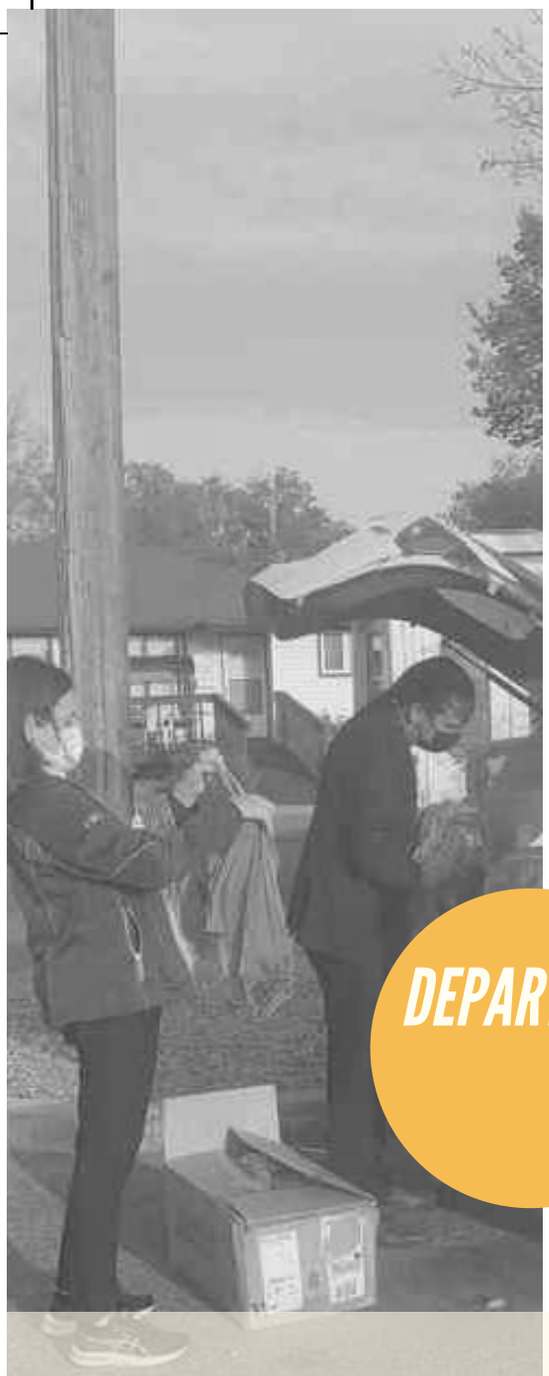
### OLSCHOOL TY
### DJ-TYSON DELORME

MONDAY-FRIDAY

### DJ-ROBERTA DELORME

SATURDAY MORNINGS

# DEPARTMENTS



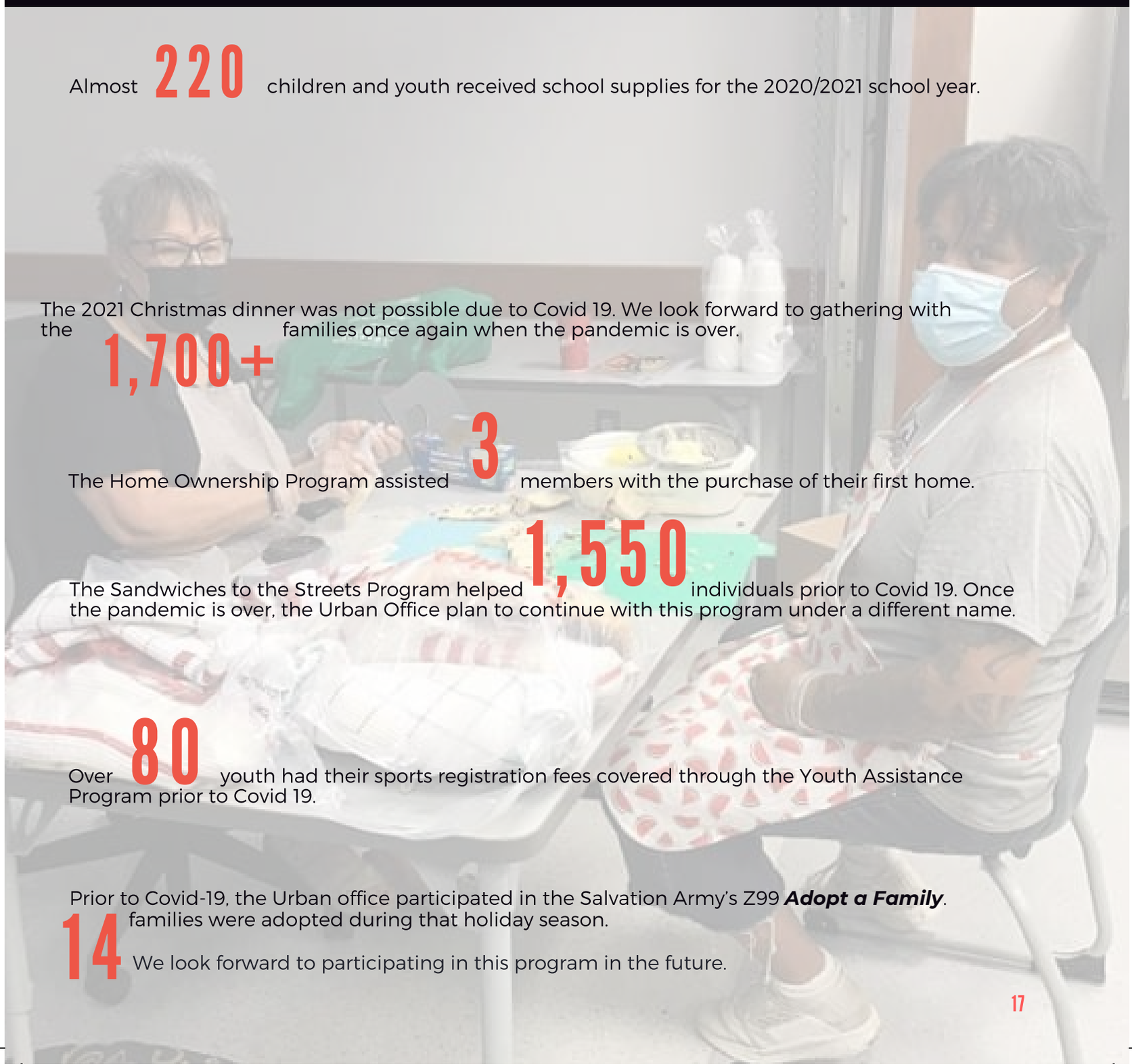
# DEPARTMENT OF URBAN SERVICES

DIRECTOR OF URBAN SERVICES: JODIE DELORME

| | |
|---|---|
| Francis Delorme | Program Assistant |
| Shayla Wing | Admin Assistant |

# PROGRAM STATS

DUE TO COVID 19, SOME PROGRAMS WERE NOT POSSIBLE, HOWEVER, STAFF CONTIUNED TO WORK HARD.



Almost **220** children and youth received school supplies for the 2020/2021 school year.

The 2021 Christmas dinner was not possible due to Covid 19. We look forward to gathering with the **1,700+** families once again when the pandemic is over.

The Home Ownership Program assisted **3** members with the purchase of their first home.

The Sandwiches to the Streets Program helped **1,550** individuals prior to Covid 19. Once the pandemic is over, the Urban Office plan to continue with this program under a different name.

Over **80** youth had their sports registration fees covered through the Youth Assistance Program prior to Covid 19.

Prior to Covid-19, the Urban office participated in the Salvation Army's Z99 ***Adopt a Family***. **14** families were adopted during that holiday season.

We look forward to participating in this program in the future.

# PROGRAM HIGHLIGHTS

Hot Supper Tuesdays:

In Partnership with Mậmậwêyatitận Centre, hot suppers are distributed to our members and the community around the Centre, weekly. The Hot Supper Program is currently on hold and we are hopeful this important initiative will begin in the New Year.

COVID Care Packages:

For the past year, the Urban Department has distributed packages to our members with assistance from the FSIN and Indigenous Service Canada.

Kinship X Program:

This program brings together Seniors & Youth to learn, play and engage in a variety of activities, storytelling and info sessions.

## CURRENT INITIATIVES

Cree Classes
Soup & Bannock Day
Arts & Crafts
School Supplies Distribution

## WORKING TOWARDS

Volleyball & Basketball Program
Coming of Age - Hunting Program
Triple P
Men's & Women's Group

## UPDATE

Since the launch of the Hot Supper Tuesdays, over 1500 meals were distributed.

Over 900 COVID care packages were distributed.

For the 2021 Christmas year, over 450 Walmart Gift Cards were mailed for children who are registered with the band.

In partnership with Caring Connections Ministry, we provided over 1550 sandwiches to those in need. Unfortunately, due to COVID 19, this program was cancelled.

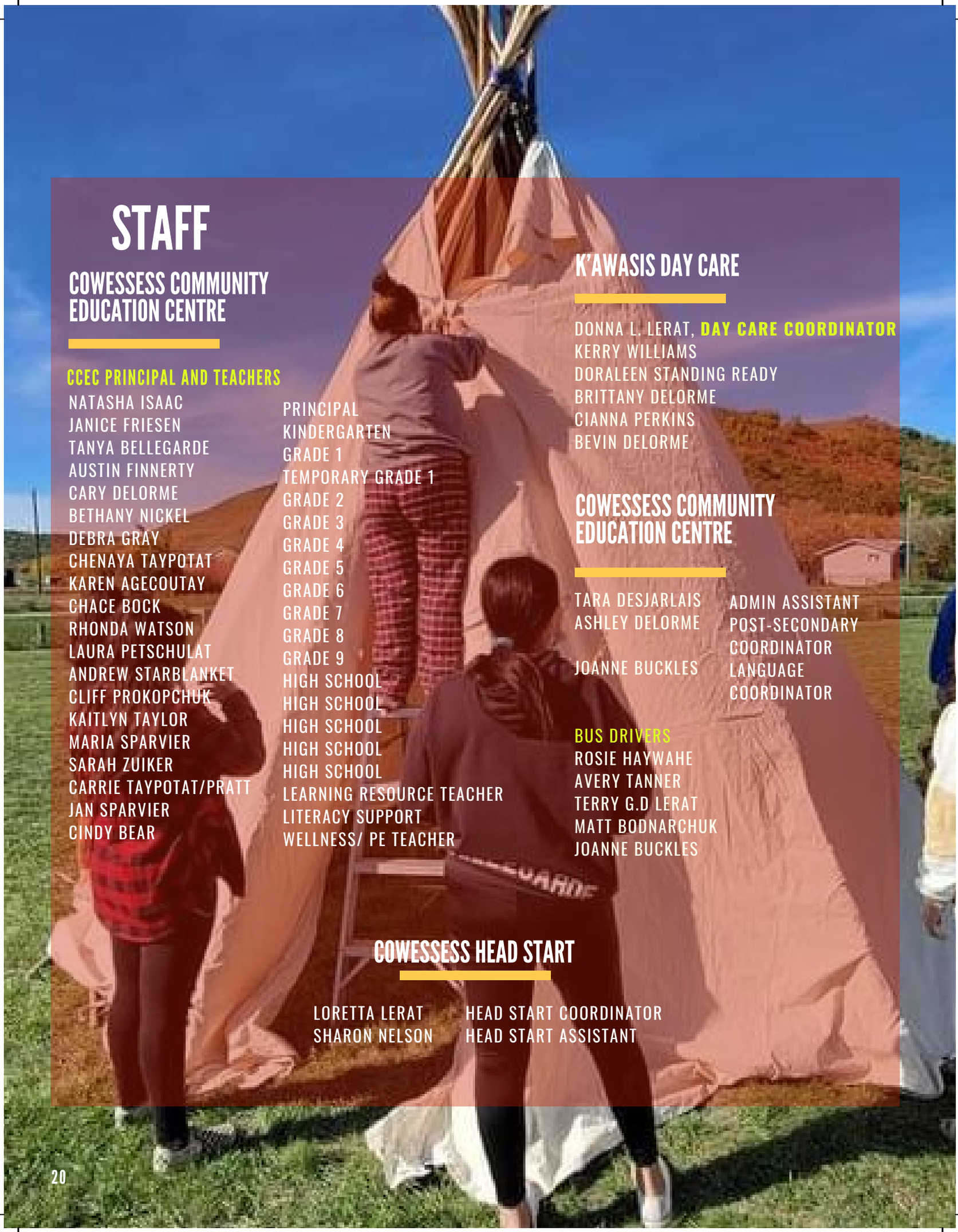
# DEPARTMENT OF EDUCATION

**DIRECTOR OF EDUCATION:** SANDY PINAY-SCHINDLER

CCEC
PHONE: (306) 696- 2487

EDUCATION
PHONE: (306) 696-3418

K'AWASIS DAY CARE
PHONE: (306) 696-2489



# STAFF

## COWESSESS COMMUNITY EDUCATION CENTRE

### CCEC PRINCIPAL AND TEACHERS

| | |
|---|---|
| NATASHA ISAAC | PRINCIPAL |
| JANICE FRIESEN | KINDERGARTEN |
| TANYA BELLEGARDE | GRADE 1 |
| AUSTIN FINNERTY | TEMPORARY GRADE 1 |
| CARY DELORME | GRADE 2 |
| BETHANY NICKEL | GRADE 3 |
| DEBRA GRAY | GRADE 4 |
| CHENAYA TAYPOTAT | GRADE 5 |
| KAREN AGECOUTAY | GRADE 6 |
| CHACE BOCK | GRADE 7 |
| RHONDA WATSON | GRADE 8 |
| LAURA PETSCHULAT | GRADE 9 |
| ANDREW STARBLANKET | HIGH SCHOOL |
| CLIFF PROKOPCHUK | HIGH SCHOOL |
| KAITLYN TAYLOR | HIGH SCHOOL |
| MARIA SPARVIER | HIGH SCHOOL |
| SARAH ZUIKER | HIGH SCHOOL |
| CARRIE TAYPOTAT/PRATT | LEARNING RESOURCE TEACHER |
| JAN SPARVIER | LITERACY SUPPORT |
| CINDY BEAR | WELLNESS/ PE TEACHER |

## K'AWASIS DAY CARE

| | |
|---|---|
| DONNA L. LERAT, | **DAY CARE COORDINATOR** |
| KERRY WILLIAMS | |
| DORALEEN STANDING READY | |
| BRITTANY DELORME | |
| CIANNA PERKINS | |
| BEVIN DELORME | |

## COWESSESS COMMUNITY EDUCATION CENTRE

| | |
|---|---|
| TARA DESJARLAIS | ADMIN ASSISTANT |
| ASHLEY DELORME | POST-SECONDARY COORDINATOR |
| JOANNE BUCKLES | LANGUAGE COORDINATOR |

### BUS DRIVERS

ROSIE HAYWAHE
AVERY TANNER
TERRY G.D LERAT
MATT BODNARCHUK
JOANNE BUCKLES

## COWESSESS HEAD START

| | |
|---|---|
| LORETTA LERAT | HEAD START COORDINATOR |
| SHARON NELSON | HEAD START ASSISTANT |

To ensure that the opportunities and service delivery for Cowessess youth and learners will be of the highest quality and culturally responsive to prepare all ‘students’ for lifelong learning

The synthesis of all Departments to achieve a holistic, Indigenous model of education from infants to elders

Since 2017, we have been coordinating services within the Education department (K’awasis Day Care, Head Start, CCEC, Transportation, Language and Post-Secondary) to be efficient and timely in meeting the needs of Cowessess members.

We have had a focus on updating policies for CCEC and establishing a governance model for Education, as well as language revitalization.

# PROGRAM HIGHLIGHTS

## Accomplishments

Every Post-Secondary, CCEC and Language student had access to online learning with their own devices throughout the pandemic year

All departments were able to adapt quickly to the changing environment during 2020-2021 (service delivery was not interrupted) despite temporary closures of CCEC, Day Care and offices due to Covid-19.

Our Language revitalization was a success – we had approximately 76 Cowessess members from across Canada (SK, MB, AB, BC, ONT) take part in three weekly virtual language classes.

# STATISTICS

| | |
|---|---|
| K'awasis Day care | 23 children |
| CCEC Enrolment | 208 students |
| Head Start and Pre K | 15 children |
| Full Time/ Part Time Post-Secondary students | 146 Sponsored |
| CCEC Graduates | 7 for 2021 |
| University Graduates | 16 for 2021 |

# DEPARTMENT OF JUSTICE

## Staff

RESTORATIVE JUSTICE

FIRE DEPARTMENT

PEACEKEEPERS

PHONE: (306) 696-7013

# MISSION

Justice is guided by our Constitution to develop a system that will provide holistic services to enhance a self-governing structure that will reflect our seven sacred teachings: Respect, Love, Courage, Honesty, Wisdom, Humility and Truthfulness. Through theses teachings, every citizen within Cowessess will be treated in a dignified and honourable manner.

# VISION

To enhance the lives of our children, youth and families in the community by protecting life, rights and property, by way of community-based decision making and intervention. We will do this through effective networking and cooperation with external agencies. Cowessess First Nation will progressively develop a system that sustains a healthy and safe environment, which will enable the community to grow to their full physical, mental emotional and spiritual potential.

# STAFF

## PEACEKEEPERS

### DIRECTOR OF JUSTICE: KEVIN LERAT

Bunnie, Quincy Jr.
Desjarlais, Kerry
Desjarlais, Taryn
Fuchs, Kurt
Ironstar, Regina
Lerat, Wade
McCallum, Dante
Stevenson, Elayne

## CURRENT INITIATIVES

Strategic Planning will continue once COVID has ended.

Justice works closely with the Health & Social Development Department to meet the training needs of individuals to attend to emergencies that may arise in the community.

The Director works closely with all Program Directors in addressing the needs of the community.

Director of Justice is also available to assist with court issues, probation and Fine Option.

## WORKING TOWARDS

Training for the CFN Volunteer Fire Department which includes procuring new equipment to affectively attend to the different kinds of emergencies that may arise.

Peacekeepers Policy & Procedures Manual that will govern and guide the Peacekeeper Program.

> "The Peacekeepers are the go-to for every Department on the reserve from delivering newsletters, food deliveries, and deliveries for isolated citizens and whatever department needs assistance, we respond."

# LANDS AND RESOURCES

## Staff

**DIRECTOR OF LANDS:** LORETTA DELORME

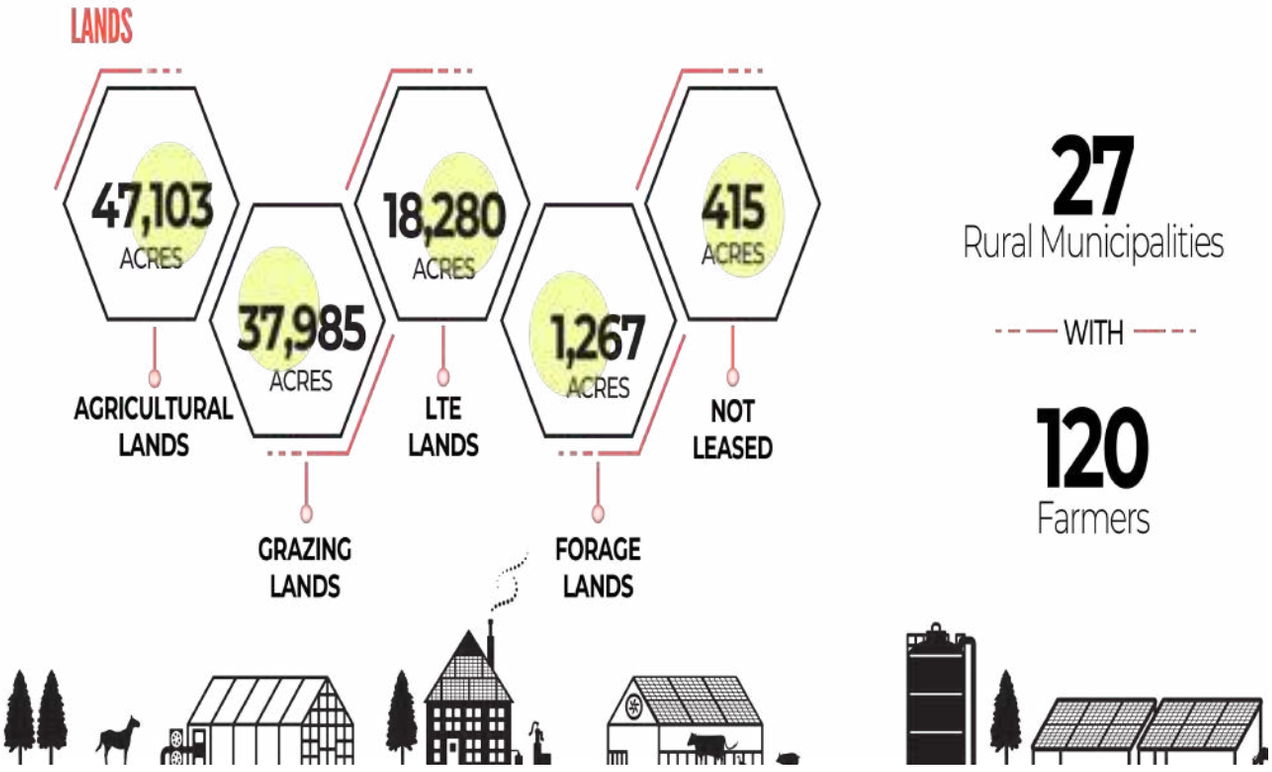
| | |
|---|---|
| Christopher Lerat | Leasing Officer |
| Stephanie Delorme | Admin. Assist. |
| Vacant | Lands Acquisition Clerk |

# MISSION

We respect and honour the diversity of our First Nation; from this strength we will walk together to flourish as a united, healthy community for generations to come.

# VISION

Cowessess Treaty Land Entitlement are accountable leaders in securing and managing a land base that provides beneficial opportunities to its membership and surrounding communities to build a strong economic base for present and future generations




The Lands Department is responsible for managing all Cowessess First Nation lands including both reserve status and fee simple lands. All revenue goes towards unfunded areas of Cowessess First Nation. The department negotiates leases with local producers and Nation members on a cost per acre basis for crop and pasture lands. Lands are managed in accordance with the Reserve Land and Environment Management Program (RLEMP).

Land Use Plan- planning a scientific and orderly allocation of land, community resources, facilities, and services with a view to maintaining and improving the physical environment and the economic and social conditions of the community.

Zoning Bylaw is the vehicle that is used to describe in more specific terms the kind of uses that are permitted on a parcel of land. Single family housing, commercial retail, industrial are examples of land uses that are described in zoning bylaws which provide the conditions that the land use development must meet.

## CURRENT INITIATIVES

Three departments- the lands, roads and Prep Centre staff worked together and clean up Fridge Hill by Hori's Crossing.

Fencing projects

Goat Grazing and Leafy Spurge Project

## WORKING TOWARDS

Bin inventory for database

This fall renewals on home reserve find each quarter markers put in database

Photographs of each sections of land for database

# DEPARTMENT OF
## HEALTH AND SOCIAL DEVELOPMENT

## MISSION

To provide safe, effective, quality services to meet current community needs and be responsive to needs that arise.

## VISION

Continue striving for a balanced holistic community through the provision of safe, quality services for our future generations.

PHONE: (306) 696-2263

# COVID-19 RESPONSE

The onset of the COVID-19 Pandemic has affected the offering of programming by the Health & Social Development department. As essential workers, we continue to provide home care and food security services to the Nation during the height of the Pandemic.

All of the staff are currently back to work but the way that we offer services has changed. We are looking for unique and safe ways to be able to meet the needs of the members.

We continue to be available to try and assist so just give us a call.

# Staff

## DIRECTOR OF HEALTH AND SOCIAL DEVELOPMENT: KELLY FINKAS

| | |
|---|---|
| Kelly Finkas | Health Director |
| Angela Fremont | Health Receptionist |
| Lyndon Lerat | Health Centre Supervisor |
| Charlotte Alexson | Home Care Aide |
| Vacant | Home Care Maintenance |
| Deneene Sparvier | Custodian |
| On Leave | Maternal Child Health Coordinator |
| Vacant | Youth Addictions Counsellor |
| Nora Wasacase | Temporary Home & Community Care Nurse |
| Randi Lerat | Youth Outreach Worker |
| Vacant | Addictions Counsellor |
| Teena Redwood | Med Trans/Health Support Worker |
| Chris Sorenson | Mental Health Therapist |
| Brenda Barter | Mental Health Therapist |
| Christina Tranberg | Mental Health Therapist |
| Shelly A. Lerat | Health Support worker |
| Heidi Piller | Community Health Nurse |
| Vacant | Dietitian |
| Vacant | Community Liason Worker |
| Joanne Buckles | Community Health Representative |

# HIGHLIGHTS

January
February

March:
18, 19, 22, 23, Smart Work Ethics Presented by Tanner Group for Health Staff

April:
Fitness Challenge

May:
Mother's Day Gift Bags and Carnations
Breakfast Challenge

June:
Monthly 700-800 boxes delivered to each home, ended in June
Father's Day Golf
Zoom Cooking Class
Youth Golf Programming

July:
Monthly Covid Coop Vouchers for every household started in July
Crossfit k20
Zoom Cooking Class
Youth Golf Programming

August:
Senior Berry Picking
Bought Exhibition Passes for families
Crossfit k20

September:
Truth and Reconciliation Day and Lunch
Safe Food Handling
Canning Workshop on Zoom
Virtual Baby Food Making Class
Babysitting Course
Home Alone Course

October:
Two Youth Hunting Programs
Men's Hunting program
Firearm Safety Course
Halloween packages for families with children
67 tickets for Trail of Screams

November:
Remembrance Day Presentation and Lunch
Jason Simon, NAAW week Presenter
Town Hall Meeting with Dr. Khan
Traditional Medicine bundles for each household

December:
Christmas Zoom classes

Ongoing:
Masks and Hand Sanitizer available to community members
Weekly N.A. Meetings
Weekly Dentist Clinic
Monthly Pediatric Clinic
Weekly Covid Clinic
Monthly Foot Care Clinic for seniors

# HEALTH STATS



## MEDICAL TRANSPORATION

964 Certificates of Medical Attendance to Non-Insured Health Benefits for reimbursement.
Monthly Average of 80 clients

## COMMUNITY LIAISON WELLNESS WORKER

supported 240 families with 583 children. This is an average of 22 families and 53 children per month.

## YOUTH OUTREACH WORKER

five youth groups with 95 youth for an average of 19 youth per group.Three outings were held with 60 youth for an average of 20 youth per outing.

## MATERNAL CHILD HEALTH COORDINATOR

milk vouchers to an average of 6 Pre-Natal moms and 12 Post-Natal moms each month.

## ADDICTIONS

April to November he held 20 meetings with approximately 10 – 15 individuals attending each meeting.

## PARENTING

95 participants including moms, babies and Elders attended 12 events

## GOOD FOOD BOX PRGRAM

483 participants with 468 boxes delivered. This is a monthly average of 39/40.

## 4BANDS FOOD SKILLS

3 events including a Food Safety Course, Hunting Safety Course and an Elder Engagement session with a total of 47 participants.

## CHILD ORAL HEALTH INITIATIVE (COHI):

0-7 years - 82 Participants

| 8 | 40 | 18 | 16 |
|---|---|---|---|
| Newborns | Age 1 - 3 | Age 4 & 5 | Age 6 & 7 |

## IMMUNIZATIONS

- 49 Community Health Clinics were held with an average of 4 per month.
- 99 immunizations were given with an average of 10 per month and an average of 3 per clinic.
- 22 prenatal immunizations and 12 postnatal immunizations with an average of 2 pre-natals per month and 1 postnatal per month.
- 3 Rabies treatments administered
- In October there were 15 grade 6 and 14 grade 8 students immunized.
- There were four Flu Clinics in October, November, December and February with a total of 86 Flu immunizations given. An average of 22 people per clinic.

# DEPARTMENT OF
# EMPLOYMENT, TRAINING AND SUPPORT

## Phone

Phone: (306) 696-3418

# STAFF

**PROGRAM DIRECTOR: BARRY SPARVIER**

Administrative Assistant
Luana Redwood

Intake Specialist
Stacey Van Metre

Administrative Clerk
Elisha Delorme

Accomplishments:

Heavy Equipment Operator's Training: 7 participants, 5 on reserve, 1 from Zagime and 1 from Ochapowace. Trained on 4 machines.

ESWAP & ABE 12: 6 participants, 5 on reserve & 1 from Ochapowace and one student from Cowessess attending ABE 12 in Whitewood.

Food Services Program: 8 participants but due to the mandatory vaccination policy through Southeast, 2 had to withdraw. Program runs till December 10, 2021

On-going programs:

Community Helpers Program: We provide community helpers to assist the seniors, other departments with small tasks that are required to be done, can be 1 day or 2 day task.

Provide assistance for community members who are entering into the workforce with either be work gear, small equipment or both. Provide assistance for community members to take training whether it be on-reserve or off-reserve, ie: transitional assistance, job placement assistance, assist with income support, payment for tuition and materials.

Work Experience Program – assist businesses with employee wages

Future Endeavors:

ABE 12 – January 10, 2022 – deadline to apply December 3, 2021

Tri-Trades – 4 band collaboration – start date – TBA

Mining Industry – collaboration with Morris Industries, Mosaic and 3 neighboring First Nations – start date - January 10, 2022

# DEPARTMENT OF FACILITIES & INFRASTRUCTURE

## Staff

**DIRECTOR:** IRA AISAICAN

Administrative Assistant, Sandy Delorme

# STAFF

## COMMUNITY BUILDINGS

| | |
|---|---|
| William Tanner, Jr. | Supervisor |
| Tyson Burke | Building Technician |
| | |
| Custodians: | Band Office |
| Suzanna Redwood | CCEC |
| Melody Delorme | CCEC |
| Dave Fremont | CCEC |
| Colleen Lerat | Maintenance |
| Justin Delorme | Mall |
| Wes Lerat | Mall |

## ROADS

| | |
|---|---|
| Art Lerat, | Backhoe Operator |
| Vacant | Grader Operator |
| John D. Lerat | Truck Driver |

## WATER TREATMENT PLANT

| | |
|---|---|
| Kayleigh Dawn | Operator Trainee |
| Shane Okemaysim | Operator Trainee |
| Erich Timm | Water Truck Driver |
| Chris E. Lerat | Trainee Water Treatment Plant |

## CURRENT INITIATIVES

- The Department meets with Program Directors and Cowessess First Nation Ad Hoc citizens committees to plan, coordinate and initiate projects such as the Automated garbage collection for our subdivisions, Capitol Roads application to recap our roads and a 2nd Capital project to bring low-pressure water to all the homes on Cowessess.

## WORKING TOWARDS

- The Dept. has implemented changes to address funding shortages within our Dept. through user fees for equipment, services and rental rates. We believe these changes will make us more efficient and accountable.

## FACILITIES & INFRASTRUCTURE

*ISC, 2019
**Statistics Canada, 2

# DEPARTMENT OF SPORTS

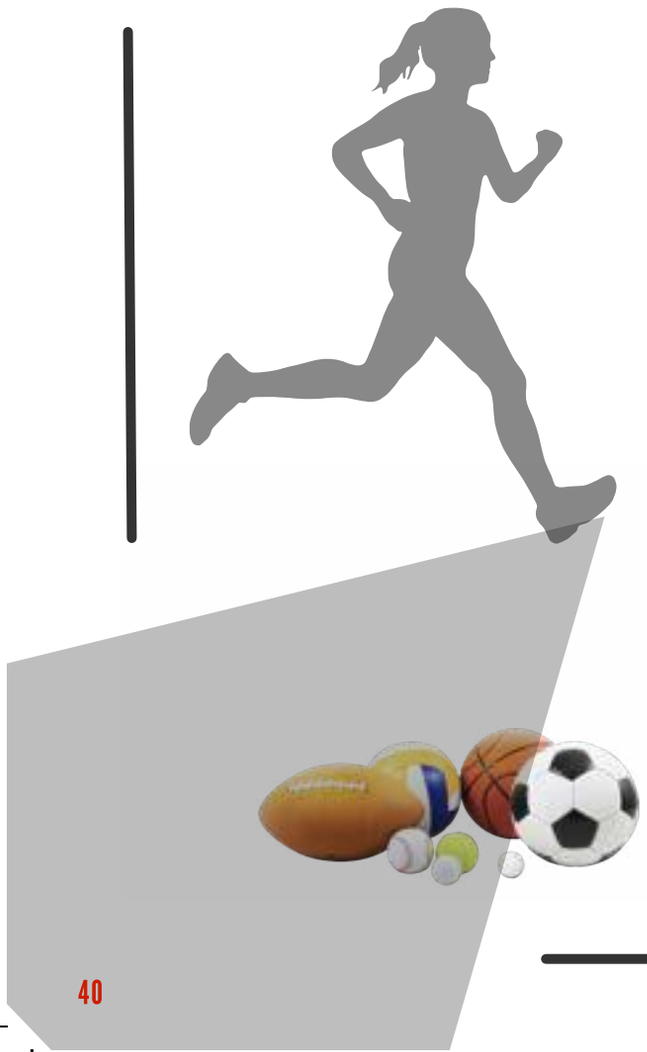
Sports Coordinator

Saria Stevenson

# CURRENT INITIATIVES

- The Department of Sports is always planning for the future to ensure proper preparedness and training for the children, youth and adults who would potentially benefit from participating in sports.
- Before COVID-19, this dapartment offered the following programs:

- Hip Hop Classes
- Community Slo-pitch
- Adult Slo-pitch
- League(Melville)
- Community golf
- Twilite Drive-in
- Swimming/Gym
- Passes (Yorkton)
- Youth Softball
- Wrestling Clinic
- Lacrosse
- Golf Lessons
- Mini Golf Tournament
- Youth Basketball Camp
- Tony Cote Summer Games
- 4 Band Amazing Race



# UPDATE

- The Director of Sports position is currently vacant.
- Saria Stevenson recently transitioned into the position of Sports Coordinator this past November.
- Through most of the year, she assisted with Education and Admin Assistant where is was needed. Because of COVID-19, the Sports Department was not able to do programming for the majority of the year.
- Recently though, she started The Right to Play Program. It's a safe and inclusive environment for youth ages 12-17 to gather after school. It provides opportunities for the youth to learn and also have fun! The program runs from Monday to Thursday and varies in time.
- We hosted our first Gym Night and had 15 youth participate.
- Cowessess is a part of the 4 Nations Minor Hockey Association, which started in 2019/2021 but because of the Covid pandemic were unable to have an actual season. This year was our first season and we had 33 youth registered.
- Most recently, Cowessess First Nation was selected as a Jays Care Affiliate School, in the new upcoming year we will be hosting a baseball program for new and beginning baseball players for youth ages 7-11.
- The Sports Department is always planning for the future to ensure the youth will have the opportunity to play sports on different levels of competition and have the proper training and preparedness.

# DEPARTMENT OF HOUSING

## Staff

The Housing Department manages 153 housing units on reserve and 64 CMHC homes with 1-5-bedroom units. In addition, the staff within the department manage tenant relations, renovation, and new construction projects.

# STAFF

## DIRECTOR OF HOUSING: NEIL TAYLOR

Tenant Relations Officer, Eunice Tanner
Admin Assistant, Sandy Delorme
Plumber, Brandon Pelletier

# DEPARTMENT OF HOUSING

The Housing Department works side by side with other Departments in the best interest of the Nation. This includes Public Works for the water, Infrastructure for the sewage, Health for assistance with Home Care, Addictions and other Family support, Justice with the Peacekeeping Program.

## CURRENT INITIATIVES

- Presently working on a 3-year Strategic Plan to repair & renovate homes.

- Communication – As part of the strategic plan, the Housing Department will facilitate workshops such as maintenance, the actual cost of housing, rental collection and one-on-one strategic planning with the tenant. A complete inspection of all houses will be done.

# DEPARTMENT OF FINANCE

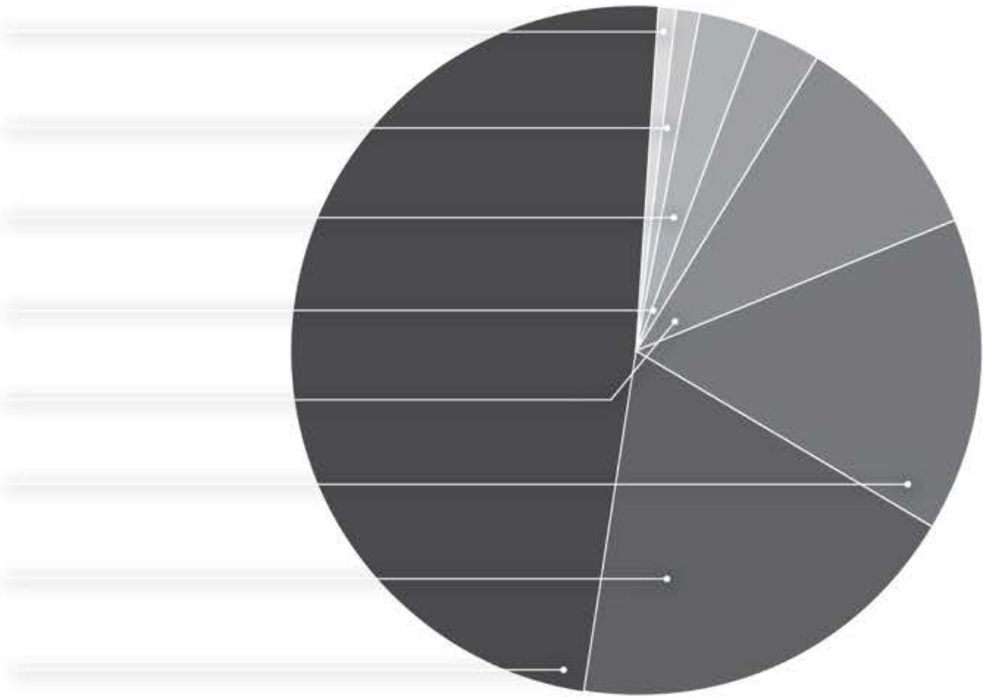
## Staff

| | |
|---|---|
| Director: | Kathy Buckles |
| Accountant I: | Cecelia Kaysaywaysemat |
| Accountant I/Payroll: | Cory Stevenson |
| Accountant II: | Vacant |
| Accounts Payable: | Roberta Delorme |
| Accounts Receivable: | Alaina Buckles |
| Accounts Payable: | Shannon Delorme |
| Finance Clerk: | Lakeisha Poorman |

# Projected Budget for 2021

## 2021-2022 BUDGET

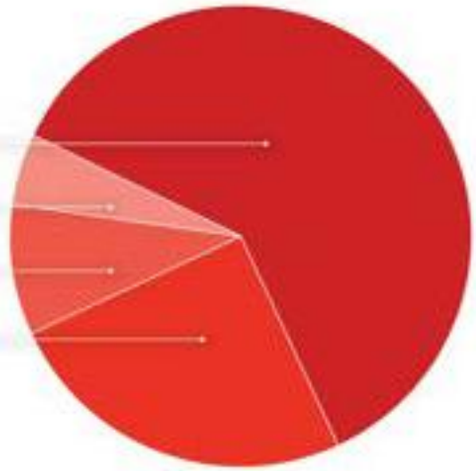
| | |
|---|---|
| Capital Assets | $37,124.00 |
| Benefits | $846,733.42 |
| 1x Program/Specific Projects | $1,038,529.98 |
| Operating Costs | $3,351,710.80 |
| Program Specific | $4,785,543.23 |
| Wages | $6,367,907.84 |
| Revenues | $16,052,985.80 |
| Budgeted Surplus (Deficit) | -$374,563.47 |



# 2021 Budget

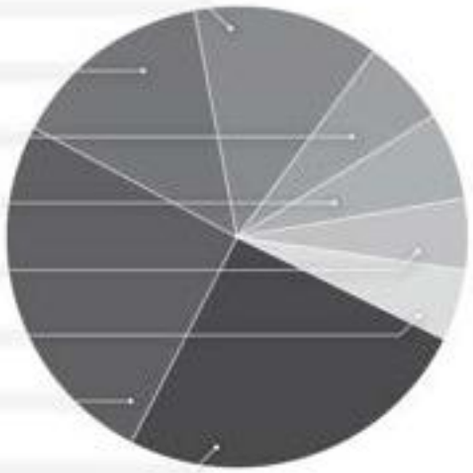
## REVENUES

| | |
|---|---|
| Canada - Indigenous Services Fund | $14,431,461 |
| Canada - Health Branch | $1,191,498 |
| Lease Income | $2,082,265 |
| Other | $5,793,479 |



## EXPENSES

| | |
|---|---|
| Social Development | $2,663,988 |
| Community Infrastructure | $2,841,528 |
| Band Government | $1,207,693 |
| Health | $1,192,751 |
| Lands & Memberships | $1,002,832 |
| Capital | $969,152 |
| Other Band Programs | $4,866,772 |
| Education | $5,024,184 |



**Total Revenues**
**$23,498,803**

**Total Expenses**
**$19,768,900**

**Accumulated Surplus**
**$53,456,642**

Go to www.cowessessfn.com to review the full Financial Audit

# COWESSESS FIRST NATION
## ENTITIES

- CHIEF RED BEAR CHILDREN'S LODGE
- COWESSESS VENTURES LTD
- EAGLE WOMAN TRIBUNAL
- LITTLE CHILD COMMUNITY DEVELOPMENT
- MIKIWAM HOUSING INC.
- TREATY LAND ENTITLEMENT

# Chief Red Bear Children's Lodge

**Coordination Agreement Signed July 2021**

Box 381
Cowessess, SK. S0G 5L0

Phone: 639-399-0640

Toll-Free: 1-855-712-2327 (BEAR)

Our Grandmothers – Kokums

Eunice Delorme
Myra Delorme
Gloria Timm
Audrey Seitz
Eileen Aisaican
Alma Pelletier

Our Mission:
In honouring our Nation, we are committed to a holistic, traditional, and culturally-based healing model that serves our children and families.

Our Vision:
A healthy, proud, and vibrant Nation where all children, families, and future generations achieve wellness from their connection to the home fires.

# STAFF

| | |
|---|---|
| Eva Cook | CEO |
| Nicole Cook | Associate CEO |
| Geneen Sparvier | Director of Prevention & Healing |
| Cindy Sparvier | Manager of Sacred Wolf Lodge |
| Glenn Pelletier | Cultural Coordinator |
| Charity Taypotat | Family Safety Liaison Worker |
| Phyllis Daniels | Family Safety Liaison Worker |
| Saul Pelletier | Family Safety Liaison Worker |
| Thomas Favel - | Family Safety Liaison Worker |
| Stacy Runns | First Impression Specialist |
| Lexus Szacks | Circle Care Coordinator |
| Samantha Sigurdson | Supervisor for Sacred Wolf Lodge |
| Kim Delorme | Human Resource Specialist |
| Sammatha Hegyi | Human Resource Assistant |
| Amber Delorme | Executive Admin. Assistant |
| Maggie Que | Prevention Exec. Assistant |
| Grady Lerat | Cultural Service Leader |
| Maddie Bellegarde | Cultural Service Provider |

Scared Wolf Lodge

| | |
|---|---|
| Candida Carel | Family & Youth Mentor |
| Ronalee Lavallee | Family & Youth Mentor |
| Shania Kequahtooway | Youth Mentor |
| Stacy Buckles | Youth Mentor |

# Highlights

Whole family care model. We are in the midst of testing our model of whole family care. This means that working through circle families get access to a whole team of supports and professionals that they can choose from and see right away.

We now have chosen and are in testing and development stages with our IT, Data, Payroll/HR systems.

Board of Directors have formed committees and continue to work through new policy for CRBCL

We are working on protocols with MSS in order to collaborate on plans for families and their children.

We now received the statistics for every family involved with MSS in Saskatchewan.

Working with Health, Justice, and school to develop programming and supports for on and off reserve Cowessess citizens.

Many visitors now coming in for a coffee, a sandwich or just to connect. Community Centre atmosphere.

We are now working with Cowessess families in BC, AB, MB and NB.

Sacred Wolf Lodge Whole Family Care – now have two units with 2 families receiving service. These are complex trauma/high needs families making major life changes in order to raise their children.

On Cowessess, there are no children in care. There have not been for almost one year now.

CRBCL staff support and assist families to understand their rights and obligations when they are involved in a child welfare model.

CRBCL staff attend all investigations on reserve to support families and connect them with supports if needed.

We have moved into our new office space. Please come for a visit at the mall on Cowessess.

We had drive- in Family Night – we enjoyed meeting parents and their kids for a night out

# Meet our Board Members

Jonathan Z Lerat – Board Chair

Jonathan Z. Lerat has been a Cowessess First Nation Council member since 2016 and founding Board member of the Chief Red Bear Children's Lodge. Before being elected to leadership, Jonathan was a certified water treatment operator with Cowessess First Nation, a Certified Educational Assistant and currently studying pre-law at the University of Regina. Some current work he is doing in his role as Council member is Chairperson to the Decolonization Nation Re-Building Committee, mentoring the first-ever elected Youth Council on Cowessess First Nation and helping in implementing the launch of the CFN Senior's Advisory Council.

Marc Cheriyan – Co-Chair

Marc has been the Director of Residential Services for The Salvation Army's Crossroads program since June of 2018. Before that he spent 22 years in the field of education as a teacher, counsellor, school principal and Assistant Director with the Saskatchewan Teachers' Federation. Marc has been actively involved in his daughter's school playground committee as well as volunteering in various roles at his church, The Rock of Ages.

Myrna Delorme

Myrna has experience working in the Child Welfare Field as she worked with Yorkton Tribal Council Child and Family Services (YTCCFS) for 10 years and sat on the following Child Welfare Boards: YTCCFS for 5 years; with 2 years being Chair, Mobile Crisis, 4 Directions, and Chief Red Bear Lodge and currently sits on the Elder Advisory Committee to the Ministry of Justice. She has worked with Indigenous Service Canada for 10 years and she was the lead on the Comprehensive Community-based planning for the Nation.
Patrick Stoddart - Chair of Policy & Planning Committee HR/Employee Relations Committee Member

Patrick Stoddart, B.A., B.Ed., M.A.,

is the President and CEO of Southeast College and a founding Board member of Chief Red Bear Children's Lodge. Mr. Stoddart's previous role was as the Executive Officer for Grassy Narrows Education Authority. He has worked in several areas of education in numerous leadership roles including the Director of Education, Director of Programs, Dean of Student Affairs and Registrar, Dean of Institutional Planning, Director of Educational and Information Technologies, among other positions. He attended McGill University for his second bachelor's degree. He attended Concordia for his Master of Arts in Educational Technology.

Tracy Grey-Delorme - Policy & Planning Committee Member

Kacheena Naytowhow - Chair of Financial Committee Policy & Planning Committee Member

Pam Watson - Legal/Bylaws Committee Member Board Recruitment/Education/Culture Committee Member

Meridee Sayer

Her education consists of Early Childhood Education, Educational Assistant Certificate, and various certified training to facilitate workshops in parenting and programming to support children and families. She has worked in Childcare, the educational system, and has owned her own business. She currently sits on the Chief Red Bears Lodge Board of Directors. She is looking forward to working with her colleagues and leadership as they occupy the field in the jurisdiction of child welfare and family first services and programs.

Riva Racette - Chair of the Legal/Bylaws Committee, Human Resources/Employee Relations Committee Member

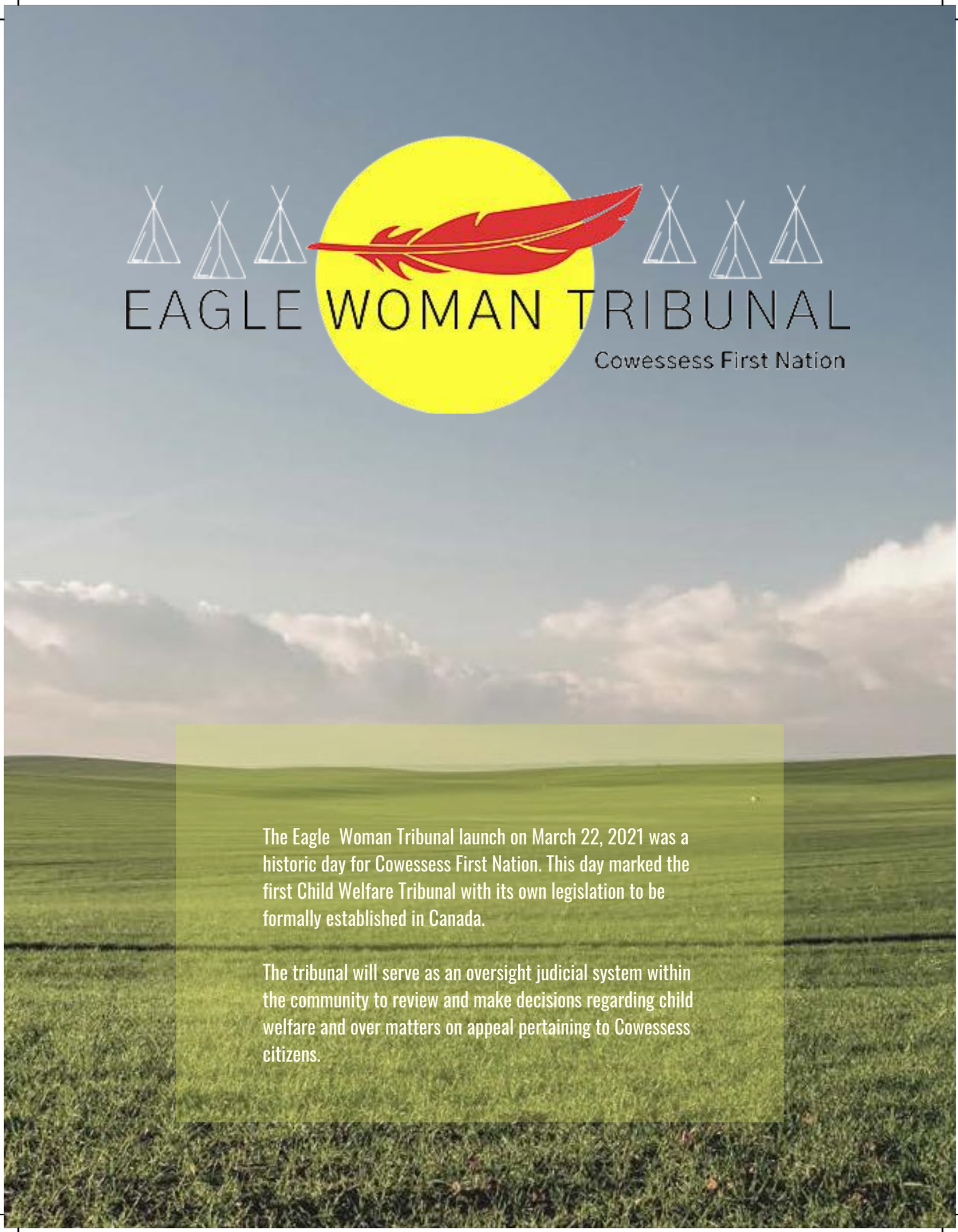
Riva Farrell Racette is a member of Keeseekoose First Nation. She is an Indigenous lawyer specializing in administrative law, labour and employment law, human rights law, and Aboriginal law and governance. Before going to law school in 2009, Riva was a teacher for Muscowpetung First Nation for eight years. Her experiences working with the children and families of the First Nation inspired her to obtain her degree in law. Riva is currently a member of the Pro Bono Law Saskatchewan Board of Directors and a liaison for the Truth and Reconciliation Advisory Group to the Law Society of Saskatchewan.

COWESSESS VENTURES LTD.

- Cowessess Gas and Grocery
- 4C Farms Ltd.
- Cowessess Wind Development Ltd
- Cowessess Urban Development
- Awasis Nehiyawewini Energy Development Corporation

Copy the link to your browser to read Cowessess Ventures Annual Report:

https://issuu.com/cowessessfn/docs/cvl_strategic_plan_final_2_

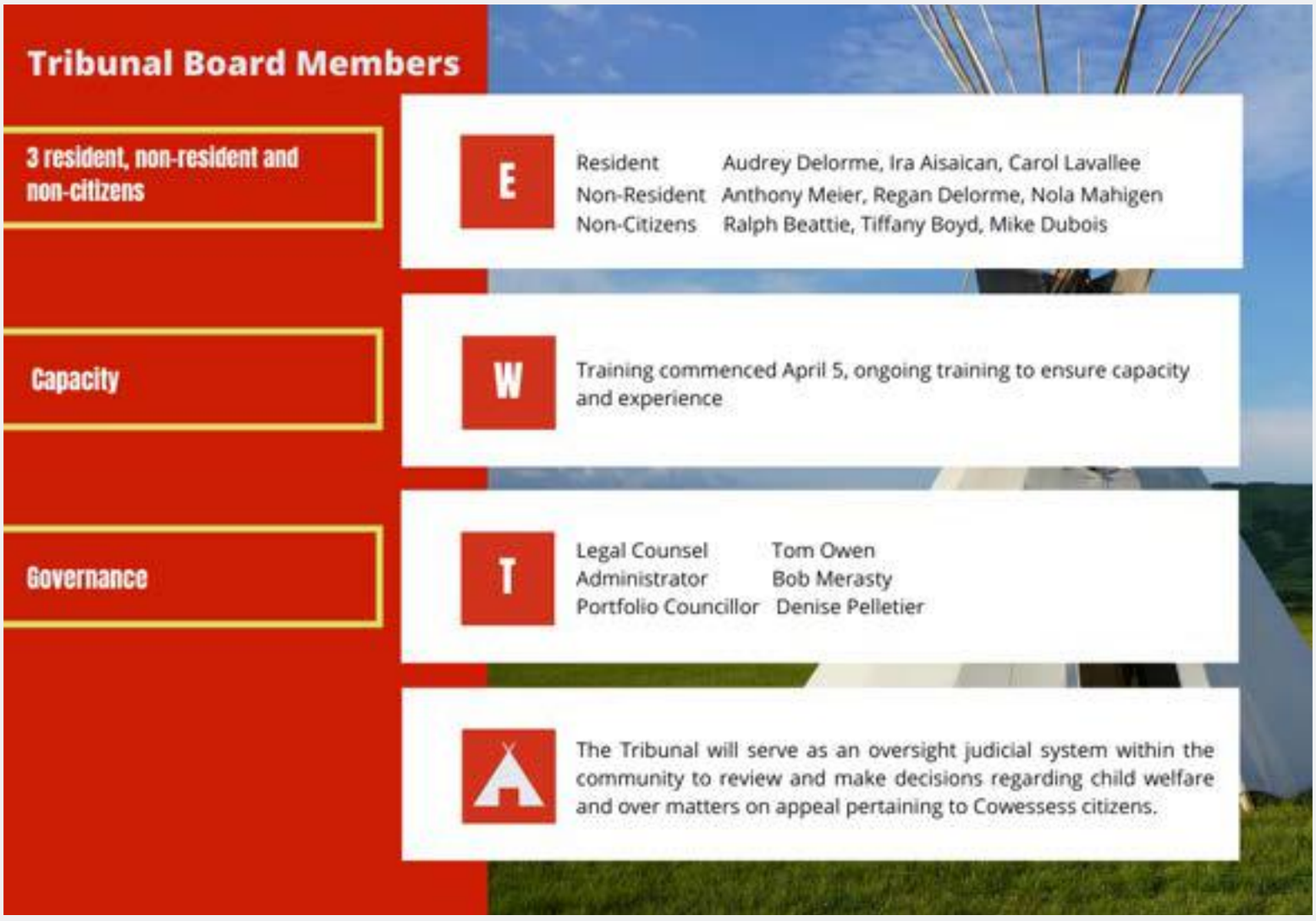


# EAGLE WOMAN TRIBUNAL

Cowessess First Nation

The Eagle  Woman Tribunal launch on March 22, 2021 was a historic day for Cowessess First Nation. This day marked the first Child Welfare Tribunal with its own legislation to be formally established in Canada.

The tribunal will serve as an oversight judicial system within the community to review and make decisions regarding child welfare and over matters on appeal pertaining to Cowessess citizens.


Tribunal Board Members
3 resident, non-resident and non-citizens
E
Resident Audrey Delorme, Ira Aisaican, Carol Lavallee
Non-Resident Anthony Meier, Regan Delorme, Nola Mahigen
Non-Citizens Ralph Beattie, Tiffany Boyd, Mike Dubois
Capacity
W
Training commenced April 5, ongoing training to ensure capacity and experience
Governance
T
Legal Counsel Tom Owen
Administrator Bob Merasty
Portfolio Councillor Denise Pelletier
The Tribunal will serve as an oversight judicial system within the community to review and make decisions regarding child welfare and over matters on appeal pertaining to Cowessess citizens.

EAGLE WOMAN TRIBUNAL
Cowessess First Nation

# Tribunal Board

Denise Pelletier – Chairperson, She has worked for the Nation for 25+ years in the areas of Housing, Treaty Land Entitlement, Lands /Resources and Governance. She has a certification as a Lands Manager . She a past Board member and Chairperson of the Saskatchewan Aboriginal Land Technicians (SALT). Denise was also a Board Member of National Aboriginal Land Managers Association (NALMA).

Robert (Bob) Merasty - Eagle Woman Tribunal Lead Consultant, Bob is a former Chief – Flying Dust First Nation and former 2nd Vice-Chief with the Federation of Sovereign Indigenous Na-tions (FSIN). Bob has backgrounds in business, community development and Law. His career focus is in First Nations capacity building, governance and asserting our Inherent and Treaty Rights as the Indigenous peoples of Turtle Island.

Anthony Meier – Off-Reserve Board Member, Tony is a retired Canadian Forces Officer with 33 years of service and a certified Project Management Professional and has experience in both the private and public sector in leadership and project management. As a military officer he led soldiers during domestic operations in Canada, Croatia, Bosnia Herzegovina and Afghanistan. In the private sector he has held various positions at Expocrete, G4S Secure Solutions, and Debeers diamond mine. He is currently employed with Paladin Security

Nola Mahingen – Off-Reserve Board Member, Nola has years of experience in both Justice and Wellness areas with a B.A. Degree in Psychology. Presently the Director of the Safe Haven for the Yorkton Tribal Council. Nola was an Aboriginal Court worker and the Southern Justice Coordinator. Nola is devoted to empowering women in a safe environment. Facilitating Healthy Relationships sessions, as well as teaching that all forms of violence are unhealthy, and there are better ways to live.

Carol Lavallee – On-Reserve Board Member, Carol has served on Cowessess First Nation in many capacities, from bus driver, serving on the leadership council along with several other hosts of opportunities. Carol is very much involved in serving the community, helping with many community events to assisting with the development of numerous governance documents which enhanced the Nation's abilities to govern. Carol currently participates actively on committees.

Ralph A. Beattie – Non-Citizen Board Member, Ralph is a Reserve Creation Specialist previously employed as Executive Director with Cowessess First Nation Treaty Land Entitlement and currently under contract with Pheasant Rump Nakota First Nation Specific Claims. He volunteers and appointed as the Chief Administrative Officer for St. Peter's Hospital Foundation Inc. of Melville, Saskatchewan.

Mike Dubios - Non-Citizen Board Member, Mike Dubois is employed with the File Hills Qu'Appelle Tribal council in Executive Office & governance. Mike has a degree in Business Administration and Professional Director (Pro.Dir) designation. He has work with many First Nations, First Nations University of Canada and Johnson Shoyama Graduate school of Public Policy. Mike is married, owns 2 successful businesses in Regina; Miyosiwin Salon Spa and DubPhoto. He is a board member on the Big Brothers Big Sisters of Regina & Area.

Regan Delorme – Off-Reserve Board Member, Regan is an Indigenous Community Liaison Officer with the Correctional Service Canada. Throughout his 20 years with Correctional Service Canada he's worked as a Correctional Officer, Parole Officer, Security Intelligence Officer and Indigenous Community Development Officer. Regan believes that culture, spirituality and ceremony are important aspects of a successful reintegration plan back into the community for Indigenous people. He continuously looks for ways to support and build up his Nation.

Missing: Ira Aisaican-On-reserve member

# EAGLE WOMAN TRIBUNAL

**Cowessess First Nation**

The Appeals' Tribunal jurisdiction stems from the Miyo Pimatisiwin Act, the Cowessess First Nation Constitution, the Cowessess First Nation Coordination Agreement and conducts itself in accordance with the Eagle Woman Tribunal Terms of Reference and Procedures Manual supported by Cowessess Band Council Resolution.

The Eagle Woman Tribunal (EWT) Board Members have varied experiences and relevant knowledge in serving on this board. The board is a combination of off-reserve and on-reserve members to ensure relevant and unbiased decision making. The capacity and team building is important and EWT Board members are currently receiving training in various integral areas such as mediation, understanding evidence, decision making, board governance and a thorough knowledge and understanding of legislation.

The EWT Terms of Reference and Procedures Manual will guide the processes and procedures for handling each case to be reviewed by the Tribunal. The Tribunal Officer will prepare each case and all necessary evidence once it has been determined that the case can be heard by the Tribunal.

The Chief Red Bear Children's Lodge to be launched on April 1, 2021 on the Cowessess First Nation will provide the Tribunal with Child Welfare cases to be reviewed. It is anticipated that together the Chief Red Bear Children's Lodge and the Eagle Woman Tribunal shall be ready to commence operations within the next three months.

# Highlights

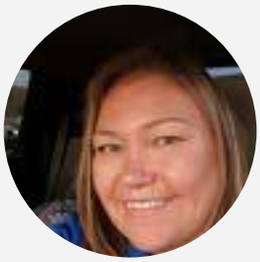
- Terms of Reference and Regulations/Handbook are complete and will be reviewed with Chief & Council and Program Directors.
- Training is ongoing, and we have added Indigenous Peacemaking in our training and has brought a different understanding of the tribunal role and ensuring processes are clearly identified. Knowing our roles, responsibilities of the Board will ensure disputes are heard and dealt with in a professional manner.
- We are reviewing laws/polices with the various departments in legislation and Acts of the Nation. These are important to ensure consistency throughout the Nation in the coming years.

# LCCD
# BOARD MEMBERS

# Little Child Community Development Co.

Board Chair
Gary Sparvier

Carol Lavallee



Lianda Tanner

Memory Delorme

Sheri Sparvier

Worker: Ella Delorme

### Objective

To raise monies and in return give this back to our home community for program initiatives, and to provide monetary assistance to members.
Approved by application process.

Areas to be assisted are Education, Cultural, Economic Development, Sports and recreational related.

Oversees all Gaming activities for our Nation

# Chase the Ace

Payout 20% of two weeks sales given to the ticket holder.

30% added to jackpot with 50% retained for charity and administration.

All ticket buyers are sent photos of the tickets for verification they are in the draw.

Donations, filing tickets and verifying is time-consuming and especially the last 3-4 days before the draw.

Draw is done every second Thursday live on Facebook.

Noon – ticket draw, 3pm- find the ace draw.

Current jackpot is over $80,000.

COWESSESS FIRST NATION

# MIKIWAM HOUSING

# MIKIWAM HOUSING

Cowessess Mikiwam Housing Inc., will be the operation responsible for leading the strategic direction, managing the housing assets, working with tenants and empowering policies on behalf of Cowessess First Nation and its citizens.The goal in the creation of this entity is to improve financial sustainability of housing, support fair allocation of houses, and maintain long-term growth. And in order for this organization to operate as a results-based corporation, it has been set-up as an arm's length company with delegated authority provided to it by Chief and Council, and appointed Board of Directors created to drive governance and decision-making.

It is the Board's duty to finalize Board bylaws and policies, establish management and operating plans, policies, and procedures. Once it is  operational, Council will appoint the Board and the Board's responsibility to seek/help a CEO/Manager to fulfill long fairness and long-term growth for on-reserve housing on behalf of Chief and Council.

More effort is being invested in engagement and communication with community members before the official launch of Mikiwam Housing.

***Mikiwam means lodge/house in the Cree language.***

# OFFICE OF THE TRUSTEES

# Office of the Trustees

Council appoints Trustees in accordance with the provisions in Section 12 of the Cowessess Treaty Land Entitlement Trust Agreement dated March 14, 1996.

Trustee terms are for a period of three years with the exception of the Council Representative, which is a term of four years.

The three Resident Trustees terms expire March 13, 2024.
The three Non-Resident Trustee terms expire March 13, 2023.

## TREATY LAND ENTITLEMENT

| 3 RESIDENT | 3 NON RESIDENTS | COUNCIL REPRESENTATIVE |
|---|---|---|
| JOANNE BUCKLES | DELORES DELORME | MALCOLM DELORME |
| LINUS LERAT | KEVIN FRIESEN | EX-OFFICIO |
| BARRY SPARVIER | JANICE THOMPSON | CHIEF CADMUS DELORME |

**Income earned on the Investments is held in the Trust Account, from there it is transferred to the Revenue Trust Account, and then to the Band Account.**

**Pursuant to an advanced tax ruling, the Income earned is not taxable if it is transferred to the Band Account.**

**This transfer must be done prior to December 31 in each year, but no later than December 31 of the subsequent year.**

**There is a 20% transfer back to the Trust Account from the Band Account after amounts for the Band Development, Agriculture, Recreation & Culture, and Education (Four Trust) and Senior Payments are set aside.**

# LAND ACQUISITION & RESERVE CREATION
# COWESSESS TLE LAND INVENTORY

**A total of 98,581.14 acres of land has been purchased with 80,040.04 acres of land transferred to reserve status, 3,000 acres sold due to complex third party issues, and 15,541.10 acres remain in the Cowessess TLE Holdings Inc. as Fee Simple.**

**The 3,000.00 acres of land sold had third party interests registered against them which were difficult to discharge. Having these interests discharged is complex and a time consuming process. These third party interests included GRTC (Gross Royalty Trust Certificates) and CDA (Conservation Development Areas). In addition to the third party interests, the annual property taxes to be paid were becoming costly. Some of these lands were in Fee Simple for up to 24 years. The Trust obtained more than Fair Market Value for these lands.**

Tim Hortons
DRIVE THRU

COWESSESS FIRST NATION
Miyo Pimatisowin Act
OUR CHILDREN, OUR FUTURE

DEAR VETERANS,
THANK YOU FOR YOUR SERVICE

EVERY CHILD MATTERS

# Cowessess First Nation Annual Report

## Contact us:


Cowessess First Nation Band Office 306-696-2520
Toll Free (888) 772-7790 Fax (306) 696-2767
PO Box 100, Cowessess, SK S0G 5L0

Cowessess Urban Office 306-522-5558
Toll Free (866) 744-0677
107 A - Albert Street, Regina, SK S4R 2N3